



Agenda Item Details

Meeting	Feb 19, 2019 - Board of Trustees Meeting
Category	16. Human Resources
Subject	16.01 Action to Adopt Ventura County Community College District's Initial Proposal to the Ventura County Federation of College Teachers, AFT Local 1828, AFL-CIO.
Access	Public
Type	Action
Recommended Action	The Chancellor recommends approval.

Public Content

Presenter

Michael Shanahan, Vice Chancellor, Human Resources

Background

This item presents the District's Initial Proposal to the Ventura County Federation of College Teachers, AFT Local 1828, AFL-CIO (AFT) for adoption. On December 21, 2018, the District presented its Initial Proposal to AFT. At the meeting of the Board of Trustees on January 22, 2019, the Chancellor announced the presentation of the District's Initial Proposal to AFT. A copy of the proposal is attached here and was attached to the January 22, 2019, Board Agenda. The Chancellor announced the public would have an opportunity to comment in Public Hearing on February 19, 2019, before the Board of Trustees votes to adopt the Initial Proposal.

Analysis

Pursuant to California Government Code 3547, "All initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public school employer and thereafter shall be public records." The Board has conducted the Public Hearing and may now adopt the Initial Proposal and commence negotiations.

Impact of Approval

The Board of Trustees adopts the Initial Proposal and may begin negotiations with AFT.

Impact of Non-Approval

The Board of Trustees does not adopt the Initial Proposal.

Fiscal

None.

Review

Administrative Services Committee on February 7, 2019.

Further Information

Greg Gillespie, Michael Shanahan, David El Fattal
Legal Counsel - Advisory

[VCCCD Initial Proposal to AFT-12.21.18.pdf \(69 KB\)](#)

Motion & Voting

The Chancellor recommends approval.

Motion by Trustee Bernardo Perez, second by Trustee Larry Kennedy.

Final Resolution: Motion was approved.

Yes: Trustee Josh Chancer, Trustee Gabriela Torres, Trustee Larry Kennedy, Trustee Dianne McKay, Trustee Bernardo Perez, Student Trustee Connor Kubeisy Advisory Vote

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT'S INITIAL PROPOSAL TO AFT LOCAL 1828

January 2019

The issues selected by the Ventura County Community College District for negotiations are motivated and guided by certain principles, including maintaining, and in some instances, enhancing core services and programs to students, containing ongoing costs, equitable compensation among employee groups, ensuring fiscal stability and sustainability, and responsible stewardship of public funds. With these principles in mind, the District proposes to open and negotiate the following articles of the Agreement Between the Ventura County Community College District and the Ventura County Federation of College Teachers, AFT Local 1828, AFL-CIO, dated July 1, 2019, through June 30, 2022.

The District further proposes to commence negotiations on February 18, 2019 and such further dates as agreed upon.

ARTICLE	TOPICS
Article 3 – Salary	Achieve competitive sustainable salary adjustment(s), non-credit pay, CCAP pay, incorporate MOU regarding pay frequency for short term classes
Article 4 – Benefits	Maintain quality fiscally sustainable benefits, seek unified plan
Article 5 – Workload and Assignments	Non-credit workload, CCAP assignments, longevity, incorporate MOU regarding discipline splits
Article 8 – Leaves	Sabbatical leaves
Article 11 – Tenure	Update evaluation form
Article 12 – Evaluation	Update evaluation form, add department chair evaluation form
Article 13 – Department Chairs/Facilitators	Chair evaluation
Article 18 – Federation Security Provisions	Revise in light of <i>Janus</i> decision
Article 21 – Term	Update language
Appendix A: Negotiations Ground Rules	Update language
Appendix F – Labs at .75	Update list