

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

January 2016

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, 2013, through June 30, 2016:

✓ Article 2 – Recognition: Update job titles.

Article 3 – Salary: Achieve sustainable salary adjustment, non-credit salary range, clarification of language.

Article 4 – Benefits: Maintain quality fiscally sustainable benefits.

✓ Article 5 – Workload and Assignments: Update language, clarify definitions, refine and streamline assignment and preference procedures, clarify non-contract assignments.

✓ Article 6 – Class Size: Clarify class size requirements, clarify language.

✓ Article 8 – Leaves: Clarify sabbatical notice, refine process.

Article 9 – Calendar: Refine flex days.

Article 11 – Tenure: Clarify and refine process.

✓ Article 12 – Evaluation: Clarify and refine process, add department chair evaluation process.

Article 13 – Department Chair/Facilitators: Clarify chair/coordinator/facilitator compensation, clarify definitions.

Article 21 – Term: Refine procedural language.

*Rec'd 9/23/16
9:16 AM*