

*Academic Employee Master Agreement*

## Statement of Proposed Contract Revisions

August 26, 2002

The Board of Trustees of the South Orange County Community College District proposes changes to the *Academic Employee Master Agreement* as follows:

### Article I. Agreement

Section 3. Change the effective dates to: “from July 1, 2002 until June 30, 2005.”

### Article II. Recognition

We do not propose any changes to this Article.

### Article III. Definitions

Section 1. Consider need to clarify language to reflect the different types of individuals covered by the contract.

Section 5. Clarify language

Section 6. We propose that this section be clarified for different employment contexts.

Section 8. We propose that this section be clarified for different contexts.

Section 11. We propose that this section be clarified for different contexts and the values set redefined.

Section 12. We propose that this section be clarified for different contexts.

Section 14. We propose that this section be revised and clarified for different contexts.

Section 17. We propose that this section be clarified for different contexts.

New Section. We propose to add a new definition for “contract days”.

## Article IV. Negotiations Procedures

Section 5. We propose that this section be revised and clarified and limitations set.

## Article V. Association Rights

Section 1. We propose that this section be revised to conform to the EERA and the Civic Center Act.

Section 2. We propose that this section be revised.

Section 3. We propose that this section be revised.

Section 5. We propose that this section be revised.

Section 6. We propose that this section be revised.

## Article VI. Professional Dues or Fees and Payroll Deductions

Section 1. We propose that this section be revised with respect to the renewal provisions.

Section 2. We propose that this section be revised.

## Article VII. Grievance Procedure

Section 1.A. We propose that this sub-section be clarified.

Section 2. D. We propose that this sub-section be revised.

Section 3. We propose that this section be revised with respect to the procedure and timelines.

Section 4.B. We propose that this sub-section be clarified with respect to the intervention language concerning the Association.

Section 5. We propose that this section be revised including the associated forms.

## Article VIII. Leaves

Section 1. We propose that this section be revised and clarified for different contexts.

Section 2. We propose that this section be revised and clarified.

Section 3. We propose that this section be revised and timeframes be established.

Section 4. We propose that this section be revised per Education Code.

Section 5. We propose that this section be revised and clarified, that timeframes be established, that objective criteria be set forth to determine fitness for duty and that amounts be addressed.

Section 6. We propose that this section be revised and clarified, applicable times clarified, procedures revised, and the amount allotted reset.

Section 7. We propose that this section be revised.

Section 8. We propose that this section be revised and that issues of procedure, review and granting, discretion, benefits, and administrative reassignment be addressed.

Section 11. We propose that this section be reviewed to determine whether the provision is needed

Section 12. We propose that this section be revised to insure that sabbatical leaves are consistent with and supportive of the District's educational mission and that they be administered in a fair, efficient and effective manner.

Section 13. We propose that this section be revised or eliminated.

Section 14. We propose that this section be revised and that such issues as continuation of benefits, compensation, approval process, be addressed.

Section 15. We propose that this section be reviewed in order to determine whether this type of leave is warranted.

## Article IX. Personnel Files

Section 1. We propose that this section be revised to include relevant materials, testimony, and evidence.

Section 2. We propose that this section be revised to reflect practical and legal objectives.

Section 3. We propose that this section be revised.

Section 4. We propose that this section be revised.

Section 5. We propose that this section be revised.

## Article X. Part-time Faculty

We propose that this article be revised and clarified, if necessary, to avoid any ambiguity in the language. The language should also be modified to clarify that the district retains the right to select and assign all part-time faculty.

## Article XI. Transfers

Section 1. We propose that this section be revised (including the definition of a transfer).

Section 2. We propose that this section be revised, that the procedure be reviewed, that the finality of the decision be made explicit, and that the standards be addressed.

Section 3. We propose that this section be revised, that the procedure be reviewed, that the finality of the decision be made explicit, and that the standards be addressed.

## Article XII. Faculty Evaluation Procedures

We propose that this article be revised to include modifications in such areas as: frequency of evaluation, role of students and peers, evaluation procedures, remediation, evaluation form, job descriptions, timelines, application to other faculty (e.g., part time, probationary) and specification of consequences.

## Article XIII. Workload

Section 1. We propose that this section be revised to clarify non-instructional cases.

Section 2. We propose that this section be revised and clarified.

Section 3. We propose that this section be revised, that non-instructional cases be clarified, and that workweek or contact days be defined.

Sections 4 - 11. We propose that these sections be revised to reflect applicable employees' workload expectations, minimum class enrollment determinations, team teaching expectations and cost, reasonable class size limits, and overload assignment procedure.

Section 12. We propose that this section be revised and clarified and limitations set.

Section 13 - 24. We propose that these sections be revised and clarified to reflect a comparable workload expectation to that of classroom (lecture) instructors.

Section 25. We propose that this section be revised and clarified, limitations set, and the scope be reviewed and revised.

Sections 26 - 28. We propose that these sections be revised and clarified, limitations set, and procedures established.

Section 29. We propose that this section be revised and clarified.

Section 30. We propose that this section be revised and clarified, limitations set, and procedures established.

Section 31. We propose that this section be revised or deleted.

Section 32. We propose that this section be revised and clarified, limitations set, and procedures established.

#### Article XIV. Additional Duty and Compensation

Section 1. We propose that this section be clarified.

Section 2. We propose that this section be revised.

Section 3. We propose that this section be revised or deleted.

#### Article XV. Travel

Section 1. We propose that this section be revised to reflect Board policy.

Section 3. We propose that this section be revised.

#### Article XVI. Employee Benefits

We propose that this article be revised to delete unnecessary language and that cost control limitations be established.

#### Article XVII. Retirement Incentive Plans

We propose that this article be revised so that any retirement incentive that may be continued be cost effective and of benefit to the District's educational program.

## Article XVIII. Unit Stability

We propose that this article be revised or deleted in whole or in part.

## Article XIX. Organizational Security

Section 2.B. We propose that this sub-section be revised or deleted.

Section 5. We propose that this section be clarified.

## Article XX. Salary Schedule

Section 1. We propose that this section be revised to reflect a competitive salary schedule which also reflects the District's financial condition. The District also proposes to review the appropriateness of additional pay for large lecture instruction provision.

Section 2. We propose that this section be revised or deleted.

Section 5. We propose that this section be revised.

Section 6. We propose that this section be revised (see Section 1 above).

Section 7. We propose that this section be revised.

Section 8. We propose that this section be revised.

## Article XXI. Severability

We propose no changes to this article.

## Article XXII. Reopener Clause

We propose that this article be reviewed to determine whether such a provision is needed.

## Article XXIII. Board Policies

We propose that this article be reviewed to determine whether the specification of Board policies is necessary.

## Article XXIV. Layoff Procedures

We propose that this article be revised to include a meaningful list of faculty service areas .

## Article XXV. Discipline Procedures

We propose that this article be clarified so that no full time faculty member will be disciplined unless the District complies with its legal obligations.

## Article XXVI. Federal and State Statutes

We propose no changes to this article.

## Article XXVII. Effect of Agreement

We propose no changes to this article.

## Appendices

We propose that the Appendices be revised.

## New Articles

We propose new articles on the following topics:

Faculty Service

Faculty Code of Conduct

District Rights

Concerted Activities

Distance Education