

## SUMMARY OF AGREEMENTS SPRING 2010

### On-line Page

### Item and Summary

- 1        Memorandum of Understanding (MOU) Block Scheduling—these are the ten working assumptions under which we operated in developing the sideletter on block scheduling.
1. The College is open Monday through Saturday.
  2. Contract Faculty may be scheduled Monday through Friday with the same limitations that currently exist in the contract.
  3. No full-time faculty member is guaranteed a four-day work week.
  4. Faculty may need to extend beyond the traditional schedule to complete their load/assignment in a four-day work week.
  5. Not all 4-day work weeks are Monday through Thursday. Other options are available.
  6. Division Chairs and Administrators remain on a five-day work week.
  7. Governance remains a high priority. The same commitment to governance is expected.
  8. Office hours are to meet the needs of the students.
  9. Neither the District nor the faculty should experience significant, unintended negative or positive impact due to the implementation of block scheduling.
  10. The intent of negotiations in Spring 2011 is to solve both existing and potential problems with block scheduling.
- 2-3      SideLetter Block Scheduling—The language changes are in effect for one year only.
1. The 35 hour on-campus commitment is suspended. You are expected to be on campus to fulfill the scheduled obligations of your primary assignment (teaching, counseling, library work, etc), office hours, committee work, etc.
  2. The primary restrictions on 4-day work weeks are suspended (work outside traditional 8-4:30 timeframe and limiting 1/3 of faculty in a division/area to 4-day workweeks).
  3. Office hours remain at 5 per week, but one of those may be held on-line. Full-timers' office hours may not be scheduled in less than 30-minute blocks nor greater than 2 hours/day.
  4. College/Governance hours change to 12:20 to 1:30 pm. The Tuesday/Thursday hours remain similar (no full-timer can be scheduled nor hold office hours). On Monday/Wednesday at that time, full-timers may hold office hours provided they don't conflict with committee meetings, and may only teach upon approval of the VP of Instruction.
- 4        SideLetter Calendar—2010 Graduation start time is 5 pm (June 4<sup>th</sup>) this year. Next year Graduation will begin at 6 pm.
- 5        MOU Health & Welfare—Delta Dental cap increase from \$1,200 to \$1,400 with PPO providers. Effective 5/1/2010.
- 6        Tentative Agreement (TA) Article XI, Section 2. Adjunct Faculty Health Insurance Buy-In Program—allows adjuncts to qualify for participation in the District Blue Shield Medical plans by averaging the Fall and Spring semester loads to reach the 40% level. They must have an assignment at GCC for both semesters.
- 7        SideLetter Article XII, Section 7. Faculty Service Areas—sets up a process to resolve the scheduling and compliance issues associated with the implementation of PeopleSoft. Temporary FSA's will end at the close of Fall 2010 semester.

- 8            TA Article VI, Section 3. Office Hours—equalizes all GCC administrators/managers who teach as credit adjunct faculty. They will be paid for office hours, but not receive parity money.
- 9            TA Article VI, Section 4. Teaching Loads—corrects the Humanities load to 14 hours per week. As this has been the prevailing practice for many years, it is a non-cost item.
- 10           MOU Athletic Transportation—requires the District to establish a \$3,000 account to pay for drivers for team vans when athletic contests exceed a one-way distance of 80 miles.
- 11-12       TA Article VIII, Section 16. Regulations and Salary Rates for Extra-Curricular Coaching—allows Head Coaches to allocate the Assistant Coach stipends as needed. It also allows Head Coaches in sports without Asst Coaches to use some of their stipend to pay for an Asst Coach. As it caps both the maximum stipend an Asst Coach can receive and the maximum total for Asst Coaches at current levels, it is a non-cost item.
- 13           TA Article VIII, Section 15. Division Chairs—Establishes the first summer session as the beginning of the annual overload restriction for continuing and newly elected chairs. Outgoing chairs are released from the above restrictions at the same time as well.
- 14           SideLetter Appendix D—recognizes that not all chairs will have 4 consecutive weeks off this summer. Some flexibility for chairs scheduling time off will be given by the appropriate VP.
- 15           TA Article XI, Section 4. Retirement Benefits—eliminates dial-up internet access for retirees. Lifetime email accounts remain.
- 16           TA Article XV Duration, Termination and Negotiations—establishes the three-year contract expiration date and the timetables for the limited reopeners.
- 17           SideLetter 2010-2011 Negotiations—Lists the carryovers and mutual reopeners for next year’s negotiations. See either the 5/24 Negotiations Update email or else view the exact language on-line. The two additional limited reopeners for each side will be determined and sunshined at a later date.
- 18-23       TA Article IX, Sections 7 & 8. Evaluation of Tenure Candidate & Evaluation Calendar  
1. A “Needs to Improve” overall evaluation will trigger adding a fourth member to the committee (appointed by the Guild in consultation with the tenure candidate and the committee chair).  
2. The Senate President will be notified by Human Resources if the committee chair has not turned in the composite evaluation on time.  
3. A recommendation of termination at the end of year one requires a 3-0 vote.  
4. A recommendation of termination at the end of year two requires a 4<sup>th</sup> person to be added to the committee appointed by the Guild. The candidate will be given an opportunity to improve. The vote required to recommend termination is either 4-0 or 3-1.  
5. Language was included to conform with Ed Code: no termination at the end of year 3.  
6. The role of the mentor has been expanded a bit.  
7. An “Other” section has been added to the composite form that would address other evaluation criteria including such items as special duty assignment, growth plan, professional responsibilities, grade distribution, etc.  
8. The candidate must now sign the composite evaluation form, acknowledging receipt. The candidate has one week to append a response.

9. "Tenure track faculty member" has been replaced by "tenure candidate" throughout.
10. The Due Process Panel may request relevant information from the VP, HR.
11. The forms in the tenure packets are now consistent with the contract language.  
These forms are negotiable.