Table Talk
Faculty Contract Negotiations

May 1, 2013
2:00pm-5:00pm

Members present: Jillian Daly, Michael Guerra, Cece Hudelson-Putnam, Rose LaMont, Emily Malsam, Tom Nomof, Victoria Simmons, Michael Sundquist, Gene Womble

Recollections: Victoria Simmons

1. The meeting began by reviewing our meeting dates scheduled in May and determining topics for discussion for each meeting. The hope is to complete issues already discussed on Workload and to move on to negotiating total compensation with a ratification vote in June. The workload topics for this year’s ratification will include: Work Week Formula, Minimum Class Size, Large Class Size Accommodation, Overload Cap, Under Load, and Load Balancing.

2. Next, we determined the shared interests for negotiating total compensation between both full-time and part-time faculty and District as seen below (not prioritized):

Full-Time Faculty and District Shared Interests:

- Attract and retain quality faculty
- Reward professional development and longevity
- Increase lifetime earnings
- Reach median, at least, against negotiated cohorts
- Manage health care costs
- Maintain health care quality
- Offer a fully paid base plan
- Equity/consistency (a good employer)
- Fiscal stability

Part-Time Faculty and District Shared Interests:

- Attempt to reach 70% parity goal
- Attract and retain quality/qualified faculty
- Create office hour accessibility
- Explore STRS option in continuity with other districts
- Ease of Administration
- Fiscal Stability
3. We then moved on to creating a list of data and documents needed to negotiate total compensation. Some of these included information regarding the GASB liability and the percent at which it is currently funded; Salary restructure options and cost of scenarios; Research of part-time office hour language from cohort contracts and exploration if SISC has a catastrophic health care plan for part-time faculty; total compensation comparison data of our negotiated cohort; annual cost of CSEA reclassifications.

4. The meeting ended with agreement to bring back the Board of Trustees’ interests at the next scheduled meeting.

Submitted by Jillian Daly