

MEMORANDUM

DATE: June 7, 2016

TO: SBCCD District-wide Managers

FROM: Dr. Lisa Norman, Vice Chancellor, Human Resources

RE: Management Negotiations Update and Survey

Dear Managers,

It is that time of the year again when we need your input on negotiations! As we close out the year we were able to accomplish many things. For CTA, we have addressed the following negotiated items:

- 1) One-time off salary schedule bonus **(Completed)**
- 2) Non-credit **(Completed)**
- 3) Piloting the on-line evaluation system 2016-17 **(Completed)**
- 4) Association Rights Article approved additional FTE **(Completed)**
- 5) Agreed to move from Keenan to new benefits Joint Powers Authority (JPA) entitled California School Employees Benefits Association [CSEBA] **(Completed)**
- 6) Two (2) year agreement on compensation and benefits (2016-17 & 2017-18) **(Completed)**
- 7) Coordinators **(currently negotiating)**
- 8) Workload **(currently negotiating)**
- 9) Use of Cameras **(currently negotiating)**
- 10) Calendar **(currently negotiating)**

For CSEA, the following have addressed the following negotiated items:

- 1) One-time off salary schedule bonus **(Completed)**
- 2) Campus Security Officers Career Pathways **(Completed – in CSEA 6/10 process)**
- 3) Over a dozen MOUs **(Completed)**
- 4) Approximately ten (10) reclassifications **(Completed)**
- 5) Article 19: Vacations **(Completed)**
- 6) Agreed to move from Keenan to new benefits Joint Powers Authority (JPA) entitled California School Employees Benefits Association (CSEBA) **(Completed)**
- 7) Approximately 8 new job descriptions **(Completed)**
- 8) 4/10 MOU summer schedule **(Completed)**
- 9) Two (2) year agreement on compensation and benefits (2016-17 & 2017-18) **(currently negotiating)**
- 10) Article 16: Reclassification **(currently negotiating)**
- 11) Article 8: Parking **(currently negotiating)**
- 12) Classification and Compensation study **(currently negotiating)**

I may have missed an item(s) but as you can imagine, each of these negotiated articles and issues took great care and time to negotiate. My purpose in sharing these items with you is to not only make you aware of the completed and pending negotiated items but also to assist you in assessing any future items you would like for us to address at the table in the subsequent year. Please fill in the table below on any articles and specific information you would like for the negotiations team to address.

Also, because we have not finalized the calendar for the 2017-18 year it is critical that we engage with you as soon as possible to begin planning for future years. The calendar committee has worked over the past two (or more) years to address the possibility of including additional “flex days” to the calendar. With the planning that is needed to incorporate such days, your feedback is vital to this process. Although there is no finalization on how many days we may be able to add to a future calendar, we would like to address the possibility of this event occurring in the 2018-19, at the earliest. Therefore, we are requesting that you indicate how we can use the additional days that may be included. For example, you may want to include an additional day or more for professional development activities, completion of SLO’s and the like. Any input you provide will be taken into consideration as the District plans for the future.

Please return your listed items to my attention **no later than next Thursday, June 16, 2016**. Thank you for your time and feedback!

CTA ITEMS/ARTICLES FOR FUTURE NEGOTIATIONS
1.
2.
3.
4.
5.

CSEA ITEMS/ARTICLES FOR FUTURE NEGOTIATIONS
1.
2.
3.
4.
5.

CALENDAR EVENTS/ACTIVITIES FOR ADDITIONAL "FLEX DAYS"
1.
2.
3.
4.
5.