Faculty Meet and Confer Presentation

Nan Schmidt, PCCEA Vice President and Meet and Confer Chief Spokesperson

• Overview of this spring’s Meet and Confer process
  – Quick summary of agreed-upon policy changes
  – Topics awaiting Board’s decision
  – Comments on process
Thank you!

- Management Team
  - Lisa Anne Smith, Chief-Spokesperson
  - Ted Roush, VP Instruction, DVC
  - Ann Parker, VP Student Development, DVC
  - Greg Wilson, Academic Dean, DC
  - Kate Schmidt, Acting Academic Dean, CC
  - Alison Colter-Mack, Employee Relations Director, Human Resources
  - Ex Officio: Charlotte Fugett → Dan Berryman, Vice Chancellor for Human Resources
Many MOUs Signed

J1  Holidays/Recesses (noted superseded by J18)
J2  Horizontal Movement TF, Appendix Q
J3  Pay dates (payroll creep)
J4  Maximum overload correction
J5  PPP matrix correction
J6  voluntary overload clarification
J7  change to when faculty can request flex schedules
J8  DOA/load clarification
J9  Seniority change, Article III
J10 Superseding policy plus other changes, Article I
J11 SLO clarification, Appendix H
J12 Campus Enrichment Funds correction and change, Article IV
J13 Faculty Hiring Task Force, Appendix P
J14 global Provisional Faculty switch
J15 Task Force on Faculty Evaluation, Appendix R
J16 Extended/Reduced contracts
J17 Article XI rewrite
J18 New Holidays/Recesses
J19 Online/hybrid sub pay
J20 Appendix J SLO in collegial conference
Many MOUs Signed

A few items were harder to work on than others:

• Retrenchment and Reduction in Force
• Horizontal Movement Task Force
• Task Force to examine faculty performance evaluation and step progression
• All agreements represent collaborative, joint efforts of both faculty and administrative teams
• Hopeful that the Board will approve
Need Board to resolve a few areas that lack agreement

- Suspending Step Progression (B3)
  - Signed by Management, not by PCCEA
- Retirement Options (E1)
  - Signed by PCCEA, not by Management
- Working on Sabbatical (E2 and B4)
  - 2 versions of proposed language changes
Upcoming ...

This summer

- Task Force to examine faculty performance evaluation and step progression

This fall

- Task Force to Revise BP 4001
- Horizontal Movement Task Force
- Faculty Hiring Task Force
Comments on this spring’s M&C

• **Internal dynamics**
  – Productive, collaborative, informative...

• **External input from BOG and Chancellor is most helpful when**
  – Given prior to the start of M&C
  – Administrative team is empowered to finalize MOUs
  – Shifts in direction are timely, are accompanied by rationale, and allow for collaborative problem solving