
**San Mateo County Community College District
Initial Proposal for the Successor Agreement with the
San Mateo Community College Federation of Teachers, Local 1493,
American Federation of Teachers, AFL-CIO**

February 23, 2022

GENERAL FRAMEWORK

The District recognizes that the San Mateo Community College Federation of Teachers, Local 1493, American Federation of Teachers, AFL-CIO contract expires on June 30, 2022, and is prepared to negotiate any and all provisions of the contract for inclusion in a successor agreement.

The concepts upon which the District wishes to negotiate any items in the contract are reinforced by the following concepts and values:

- Alignment with the District's commitment to 'Students First' as manifested in the District's Strategic Plan
- Commitment to an equity-minded environment and culture that embraces and promotes diversity and inclusion, reinforces an anti-racist framework, supports students and employees in achieving their potential, and embodies the fulfillment of a social justice mission
- Fiscally responsible, prudent and economically sustainable

As such, the District offers the following initial bargaining proposals:

Global

The District intends to submit proposals that bring the appropriate dates and duration of the agreement current (including Article 23 – Duration), correcting grammatical and numbering errors, eliminating expired sections, and replacing or removing outdated terms.

Article 2: Organizational Rights

The District has an interest in updating the language regarding access to copies of Board agendas on website; required Contact and unit member information Per AB 119; and to modify Agency Shop/Dues deductions per Janus and California law.

Article 3: Payroll Deduction for Union Dues

The District has an interest in modifying the language regarding Agency Shop/Dues deductions per Janus and California law.

Article 6: Workload

The District has an interest in revising language for clarity and accuracy regarding requirements, obligations and responsibilities, release and reassigned time, course requirements and management, and overload.

Article 7: Hours of Employment

The District has an interest in revising language for clarity and accuracy regarding office hours and communications with students, presences on campus, scheduling, and professional responsibilities.

Article 8: Pay and Allowances

The District has an interest in revising language relating to the full- and part-time faculty, including using a total compensation formula and various allowances in a fiscally prudent manner to ensure the District is able to maintain appropriate operations and attract and retain qualified personnel across the District and revising language for clarity and accuracy regarding initial placement.

Article 9: Health and Welfare Benefits

The District has an interest in revising language relating to the full- and part-time faculty, including using a total compensation formula in a fiscally prudent manner to ensure the District is able to maintain appropriate operations and attract and retain qualified personnel across the District and revising language for clarity and accuracy. The District also has an interest in providing clarification regarding the entitlement of retirees and dependents to post-retirement benefits.

Article 10: Retirement

The District has an interest in updating the language regarding Reduced Workload to conform with Education Code requirements.

Article 11: Leaves of Absence

The District has an interest in updating the language to bring into conformance with statutory requirements.

Article 12: Transfers and Reassignments

The District has an interest in revising language for clarity of process for requesting and approval of transfers in conformance with applicable law.

Article 14: Layoffs

The District has an interest in updating the language to bring into conformance with statutory requirements

Article 17: Grievances

The District has an interest in updating the language to clarify meetings and procedures during grievance process and to evaluate whether to continue the binding arbitration pilot program.

Article 19: Part-Time Employment

The District has an interest in revising language for clarity of process and bringing into compliance with statutory requirements and management rights.

Article 20: Faculty Service Areas

The District has an interest in updating the language to bring it into conformance with statutory requirements and clarify procedures for obtaining FSAs.

Article 21: Miscellaneous Provisions

The District has an interest in updating and clarifying language regarding timeline for successor negotiations.

Article 24: Handling of Informal Complaints and Formal Misconduct Investigations of Unit Members

The District has an interest in revising language for clarity of process and bringing into compliance with statutory and management rights regarding investigations and paid administrative leave.

Article 25: Discipline

The District has an interest in revising language for clarity of process and bringing into compliance with statutory and management rights regarding the discipline of faculty members.

Appendix G: Evaluation Procedures

The District has an interest in revising language for clarity of process regarding the metrics used for evaluations, performance improvement plans, frequency of evaluations, and requirements for tenured-track, tenured, and part-time faculty. The District also has an interest in including expectations and evaluations criteria for faculty on released and reassigned time.

MOU / New Article: Distance Education: The District has an interest in revising language for clarity and accuracy regarding scheduling, office hours, and definitions of Distance Education to meet emerging modes of instruction.

The District reserves the right to add to or modify its proposals during the negotiation process consistent with the procedure set forth in Government Code section 3547(d).