

AFA Position	District Position
<p>Contract language that articulates our legal rights to negotiate on behalf of faculty interests on matters within AFA’s purview. AFA desires to put a stop to the District’s illegal direct dealing with the faculty, and with committees with faculty membership, as the District works on policy and procedures that it is legally required to bargain;</p>	<p>Refuses to negotiate and agree to contract language acknowledging its legal responsibility to refrain from direct dealing and from utilizing committees to do policy work on matters that the District is required to negotiate with the union;</p>
<p>Restoring compensation for faculty members who perform an excessive number of faculty evaluations in a given year, or who are willing to serve on evaluations and tenure review teams outside their departments;</p>	<p>Refuses to extend the pilot program that compensated faculty members who performed more than three evaluations per year or who served on out-of-department tenure review teams;</p>
<p>Ensuring that the District engage with AFA, as required by law, in determining fair compensation for faculty members who perform assignments that are outside their normal job duties;</p>	<p>Refuses to agree to language acknowledging its legal responsibility to negotiate compensation for faculty members who perform duties outside of their job description;</p>
<p>Completing negotiations on a Progressive Discipline article in order to ensure that faculty members’ and AFA’s legal rights are acknowledged, and to establish disciplinary procedures that preserve the dignity of the increasing number of faculty members who are being subjected to undefined, punitive, capricious, and secretive disciplinary processes;</p>	<p>Refuses to honor its stated agreement to return to temporarily suspended negotiations on a Progressive Discipline and Due Process article and, in fact, seeks to eliminate the article title and replace it with “Placeholder”;</p>
<p>Preserving a fair, competitive salary formula that makes it possible to attract and retain a high-quality faculty, and that enables those faculty members to support a middle-class life in Sonoma County;</p>	<p>Eliminates in perpetuity the Rank 10 formula, takes back the raise implemented this year, and reinstates the Spring 2017 salary schedule for Spring 2018, resulting in elimination of the faculty’s 3.17-percent raise for this year;</p>

<p>Working with the Academic Senate to redefine the role of DTREC (the District Tenure Review and Evaluation Committee) by creating and clarifying a strong evaluations process that better serves departments and provides a fair, transparent process for faculty evaluatees. AFA seeks to apply existing contractual provisions regarding interpretation of contract language, grievance, and evaluation criteria as these apply to evaluations and tenure review now that these concessions (“waivers”) have expired;</p>	<p>Refuses to recognize AFA’s interests in making changes to DTREC’s committee charge so that existing contractual provisions regarding contract interpretation, grievance, and evaluative criteria apply;</p>
<p>Providing contractual language that clearly defines departmental and faculty roles in shaping their online programs, and assessing and approving the disciplinary content and pedagogy of their online offerings. AFA also recognizes the District’s very real interests regarding fiscal vulnerabilities, ADA compliance, and accreditation as they pertain to online education;</p>	<p>Introduces additional requirements for faculty teaching online courses, ignores AFA's interest in ensuring that the departments make decisions about their online programs, ignores AFA's interest in ensuring that faculty--not management--reviews and approves the pedagogy and disciplinary content of online courses, and backs away from previously stated agreements that faculty members paid to create online classes will share the intellectual property rights with the District.</p>
<p>Implementing agreed-upon compensation for faculty members who convert(ed) existing online, hybrid, and web-enhanced courses to Canvas;</p>	<p>Provides, per an agreement between AFA and the District, compensation to faculty members who convert(ed) their online courses to Canvas;</p>
<p>Implementing lab equity in accordance with the provisions finalized in Spring 2017.</p>	<p>Provides for Lab Equity movement, similar to the provisions negotiated by AFA and the District;</p>
<p>Extending the Extended Lecture (EL) pilot program so that the teams have adequate time to negotiate EL improvements that make large classes more attractive to faculty and help the District to increase productivity rates and strength the District’s budget.</p>	<p>Upon its expiration at the end of this academic year, eliminates the current Extended Lecture pilot, with its preferred reader support and load enhancements, and reinstates the previous “Medium Lecture Load” and “Large Lecture Load” program.</p>