REVISED BARGAINING PROPOSAL OF THE

PALO VERDE COMMUNITY COLLEGE DISTRICT

FOR A SUCCESSOR AGREEMENT WITH THE

PALO VERDE COMMUNITY COLLEGE ASSOCIATION

~~September 27, 2011~~ March 6, 2012

Spring, 2012: Due to unforeseen financial conditions, the Palo Verde Community College District ("District") proposes to negotiate the following:

Article II (Compensation and Benefits): The District proposes changes to Article II, §1 and §3 to adjust the salary schedule and §4 benefits options based on current and anticipated financial conditions. The District also proposes changes regarding step and column advancement. The District also proposes clarification language regarding §1 and §4, compensation and benefits for non-teaching faculty being assigned to the classroom. The District proposes language clarifying §3, extra duty days and special assignments pertaining to non-teaching faculty being assigned to the classroom.

Article III (Faculty Service Areas): The District proposes clarification of Article III, §1; §5, minimum qualifications and equivalency and appointment recommendations for non-teaching faculty being transferred to the classroom. The District proposes discussion of Article III, §2, and possible implementation of faculty service areas for reduction –in-force. The District proposes clarification regarding §4 retraining for non-teaching faculty being assigned to the classroom if necessary. The District also proposes §2 clarification of seniority rights for non-teaching faculty being transferred to the classroom.

Article IV (Calendar and Hours of Work): The District proposes Article IV, §1, §9, §10, and §13, clarification regarding the teaching and non-teaching load, failure to make load, work days, and calendar and supplementary assignments for non-teaching faculty being assigned to the classroom. The District also proposes changes to §14, to clarify vacation and definition of 12 month academic employees. The District also proposes changes to §15, the class size for Distanced Education.

Article V (Faculty Evaluation Procedure): The District proposes clarification regarding the evaluation process and cycle for non-teaching faculty being assigned to the classroom.

Article VI (Leave and Transfer): The District proposes clarification of §2regarding transfer and retreat rights back to their original assignment for non-teaching faculty.

The District is also reviewing other provisions of the Collective Bargaining Agreement. Additional subjects of meeting and negotiating arising after the presentation of this initial proposal shall be made public within 24 hours pursuant to Government Code 3547(b).

July 1, 2012 – June 30, 2013: The Palo Verde Community College District ("District") previously proposed on September 27, 2011 to negotiate the following during 2011-12. Due to the need to negotiate specific item relative to the state of the budget, the following items are being held-over to 2012-13:

Articles and subjects during negotiations on a successor agreement between the District and the

Palo Verde Community College Association ("PVCCA"):

1. Article I (Implementation): The District proposes changes to this article geared at clarifying Association rights and bringing those rights into conforming with existing law. The District also proposes changes to this article geared at clarifying and enhancing management rights. Finally, the District proposes incorporating MOU language if and where applicable.

2. Article II (Compensation and Benefits): The District proposes changes to this article geared toward deleting old or expired language. The District also proposes clarifying language regarding step and column advancement. The District also proposes clarifying language regarding special and extra assignments (including service in a "chair" position), including the impact of those assignments on a faculty member's required "on campus time." The District proposes combining divisions for the purposes of assigning division chairs. The District proposes language changing the duties of individuals holding "chair" positions. The District proposes changes geared at salary, hourly rates, and health and welfare benefits designed to enable the District to maintain fiscal solvency. This may require concession on the party of PVCCA in the form of a salary schedule reduction, step and/or column freezes, furlough days, higher contribution towards health and welfare benefits, or benefit plan changes that may result in increased contribution from unit members. The District also proposes changes/modifications to clarify existing Tax Sheltered Annuities language, and Academic Employee Reduced Workload Program language. Finally, the District proposes incorporating MOU language if and where applicable.

3. Article III (Faculty Service Areas): The District proposes changes to all Sections of this Article increasing District flexibility with regard to layoff, and bringing this Article into conformity with existing law. Finally, the District proposes incorporating MOU language if and where applicable.

4. Article IV (Calendar and Hours of Work): The District proposes changes to most sections of this article as follows: Section 1 (Definitions): The District proposes clarifying the definitions section and bringing

this section into conformity with other parts of the contract. Section 2 (Calendar Development): The District proposes adding clarifying language and incorporating existing MOUs. Section 4 (Campus Meeting Hours): The District proposes adding language to this section to bring it into conformance with an existing tentative Agreement. Section 5 (Student Activity Hour): The District proposes clarifying this section. Section 7 (General Time Assignments): The District proposes merging this section with Section 8. (Time Distribution): The District proposes language maximizing time spent on campus by bargaining unit members and clarifying the distribution of time spent both on and off of campus. Section 9 (Guidelines: Full Time Instructional Load): The District proposes changing the use of the term "CTLC" throughout the contract. The District proposes language clarifying the composition of a full time assignment and the Distribution of Teaching Units "TUs" (former CTLCs). Section 10 (Special Conditions): The District proposes clarifying special conditions and adding language limiting the award of extra TUs. The District also proposes changes incorporating any existing MOUs. Section 11 (Accountable Time): The District proposes language requiring a minimum presence on campus for all unit members. ~~Section 14 (Vacations/Holidays): The District proposes deleting this section. Section 15 (Distance Education): The District proposes raising class sizes within this section.~~

5. Article V (Faculty Evaluation Procedure): The District proposes a re-write of his section designed to integrate the use of Student Learning Outcomes, syllabi, rubrics, assignments and exams into the evaluation process, and to provide for an administrative evaluation. The District also proposes substantive changes to the tenure process, including but not limited to the inclusion of existing MOUs into the contract language.

6. Article VI (Leave and Transfer): The District proposes language bringing this section into conformity with existing law and incorporating existing MOUs.

7. Article VII (Grievance Procedure): The District proposes a re-write of this section geared at clarifying the rights of all parties in the process, adding a mediation stage, and clarifying the role of an arbitrator.

8. Article IX (Discipline): The District proposes deleting this Article.

9. Article X (Consultation): The District is confident that parties will be able to agree upon a three (3) year agreement.

The District is also reviewing other provisions of the Collective Bargaining Agreement. Additional subjects of meeting and negotiating arising after the presentation of this initial proposal shall be made public within 24 hours pursuant to Government Code 3547(b).