**PALO VERDE COMMUNITY COLLEGE DISTRICT**

**Successor Agreement Negotiations**

**PALO VERDE COMMUNITY COLLEGE CSEA, CHAPTER 180**

**March 12, 2013**

Spring, 2013: Due to unforeseen financial conditions, the Palo Verde Community College District ("District") proposes to negotiate the following with CSEA Chapter 180:

Article 3: Compensation and Health and Welfare Benefits: The District proposes potential changes to Article 3 relevant to the 2012 MOU salary agreement to potentially adjust the salary schedule/benefits options based on current and anticipated financial conditions. The District also proposes potential changes regarding step and column advancement, including but not limited to freezing step and column advancement if the FTES apportionment justifies. The District also may clarification language regarding professional growth compensation, discussion of fees for employees/family members attending Palo Verde College, related Health and Welfare issues, salaries for classified employees transferred to the classroom, etc.

Article 4: Hours and Overtime: §1 – clarification of working hours and overtime consistent with 4/10 and 9/80 flexible work schedules.

Article 7: Evaluations, Probation, and Personnel Rights: §1 - Review and reconsideration of the evaluation procedures and the evaluation form and the consideration of waiver of longevity for employees on a "performance improvement plan".

Article 8: Paid and Unpaid Leaves: Review and clarify language to be consistent with Education Code and Title 5 regulations related to §2, §3, §4, §5, §6, §7, §11, §12, §13, and §14 and to address such issues as floating holidays, vacation and sick leave accrual, sick leave/abuse and documentation, to include language that addresses flexible work schedules (9/80 and 4/10), application of sub-difference, catastrophic illness, catastrophic donation procedures and leave bank, and other aspects as may arise through discussion of the this Article.

Other: Child Care: Discussion relevant to a "carve out" for the Child Care employees applicable to salary negotiations.

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).