**REVISED BARGAINING PROPOSAL OF THE**

**PALO VERDE COMMUNITY COLLEGE DISTRICT**

**FOR A SUCCESSOR AGREEMENT WITH THE**

**PALO VERDE COMMUNITY COLLEGE ASSOCIATION**

**March 12, 2013**

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

CTA and PVCCD MOU for 2012-13: Contingent upon the final Governor's Budget, COLA, and FTES apportionment, the District may need to propose deletions, additions, and/or modifications or extensions to the MOU previously agreed upon to address prior budget challenges.

Article II: Compensation and Benefits: The District proposes potential 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, including the option of freezing step and column advancement if needed to address budget deficit issues. 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. The District proposes clarity regarding the role and job description for the Division Chair.

Article III: Faculty Service Areas: The District proposes discussion of Article III, §2, and possible implementation of faculty service areas for future reduction –in-force. The District also proposes clarification and changes to §4, Retraining.

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, criteria for emergency assignment of overload, minimum and maximum class size guidelines, 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 and on-line courses.

Article V: Faculty Evaluation Procedure: Consistent with Accreditation Standards, the District proposes clarification regarding the evaluation process specific to probationary (non-tenured) and permanent (tenured) faculty, and the cycle for full and adjunct faculty including the process for

evaluating faculty who teach correspondence and on-line courses and the use of and issuance and timeline for student evaluations.

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).