PALO VERDE COMMUNITY COLLEGE DISTRICT

2012 Successor Agreement Negotiations

PALO VERDE COMMUNITY COLLEGE CSEA, CHAPTER 180

May 22, 2012

Spring, 2012: 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 changes to Article 3, to adjust the salary schedule/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 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.

For other contract negotiations to occur, as mutually agreed upon by the District and CSEA Negotiation Teams, as scheduled:

Article 2: Payroll Deductions/Maintenance of Membership: §2 – request that the Fair Share Fee be established and applied per the terms of the CSEA Contract.

Article 4: Hours and Overtime: §1 – clarification of working hours.

Article 5: Vacancies, Transfers, and Promotions: Clarification and potential changes to be consistent with Education Code and Title 5 of the procedures to ensure open and fair hiring practices applicable to §1, §2, §3, 4, 5, and 10. Redefine the process for Reclassification noted in §11 and §12. Clarification for the terms and conditions (salary, benefits, status during temporary assign as a non-classified member, retreat rights, etc.) for classified temporary transfers into faculty teaching positions to address college needs.

Article 7: Evaluations, Probation, and Personnel Rights: §1 - Review and reconsideration of the evaluation procedures and 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, application of sub-difference, catastrophic illness, catastrophic donation procedures and leave bank, and other aspects as may arise through discussion of the this Article.

Article 9: Layoffs: Clarification of all Sections.

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).