

# Napa Valley Community College District

## District Proposal for Negotiations with the Napa Valley College Faculty Association for the Contract Period Beginning July 1, 2015

In the spirit of interest-based bargaining, the district seeks to address interests and concerns related to the employment of faculty at Napa Valley College. The district has an interest in working collaboratively with the faculty association to create a three-year agreement that will be mutually beneficial.

### Salaries

The district has an interest in negotiating compensation within the context of the district's goal of operating in a fiscally responsible manner. (Articles 8.0 and 13.0)

### Health and Welfare Benefits

The district recognizes that the cost of health and welfare benefits financially impact both the district and the faculty association membership. The district wishes to explore options to address the issue of increasing costs of both employee and retiree benefits, as well as the unfunded liability for retiree health benefits. (Articles 9.0 and 14.0)

### Other Terms of Employment

- **Extra Pay Assignments:** The district has an interest in eliminating Article 8.10 (Job Blocks) and revising Article 8.9 related to program coordinators and associated compensation.
- **Evaluation of: Contract (Tenure-Track) Faculty (Article 12.0); Regular (Tenured) Faculty (Article 12.0); Part-time, Hourly Unit Members (Article 16.0)**  
The district has an interest in reviewing and updating procedures for contract (tenure-track) evaluation and reviewing evaluation procedures for clarification and possible revision for regular (tenured) and part-time, hourly unit members. Consideration of how faculty use results of assessment of learning outcomes to improve teaching and learning will be part of the reviews.
- **Retraining Language:** The district has an interest in reviewing the retraining language, particularly in relation to the program discontinuance policy. (Article 19.0)
- **Discipline:** The district has an interest in reviewing the discipline language for clarification and possible revision. (Article 22.0)
- **Professional Responsibilities:** The district has an interest in defining professional responsibilities as referenced in Article 6.2.3 of the labor agreement, including development of job descriptions for faculty.
- **Grievance:** The district has an interest in reviewing the grievance language for clarification and possible revision. (Article 23.0)

- **Academic Calendar:** The district has an interest in supporting the quality of instruction and professional development by adjusting the work year. (Articles 5.0 and 6.1)
- **Leave Provisions:** The district has an interest in updating sick leave provisions for both full and part-time faculty to incorporate requirements of the Healthy Workplace Health Family Act of 2014. (Articles 11.0 and 15.0) The District also has an interest in reviewing Sabbatical Leave (Article 11.15) to ensure compliance with Education Code.
- **Mandatory Training:** The district has an interest in identifying those training activities that are conditions of employment and/or regulatory in nature, along with associated compensation for part-time faculty.

The district reserves the right to amend, modify, delete, add to, or subtract from this proposal until such time as a completed agreement is reached.

06/03/15