

# NEGOTIATION UPDATE: FULL-TIME FACULTY DUTIES

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FA NEGOTIATIONS TEAM:

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# WHAT ARE WE NEGOTIATING AND WHY?

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- What “work” accounts for the pay differential between full-time and part-time faculty?
- What is a reasonable expectation of duties outside of classroom/counseling/librarian work?
- STRS continues to question whether paa amounts are used in retirement calculation. We must eliminate PAA applications.

# WHAT WE HAVE NOW

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- Full-time faculty must acquire 9 quarter units of pga every four years to continue to move through salary schedule.
- Hours and coursework must be filed on specific forms with campus HR.
- Service: during phase 3 of tenure process and in each year after reach step 13 (for PAA application), unclear between those times
- Some work can count for either hours/units or service, some work counts for neither. Very confusing.

# TRANSITION IN TERMS

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- “PGA”: no longer a term and forms not required. Replace with a professional development requirement (hours) every three years. Part of three-year evaluation cycle.
- “PAA”: eliminate application and award. Make part of regular salary schedule steps.
- “SERVICE” is *part* of what is still expected and is part of the three-year evaluation cycle.

# THE STUFF FULL-TIME FACULTY DO OUTSIDE OF PRIMARY DUTIES

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- PROFESSIONAL RESPONSIBILITIES
  - Set a requirement to be reached every three years
  - Based on activities categorized based on scope, time, and need
  - Categories negotiated and new activities will be reviewed by FA and district
- PROFESSIONAL DEVELOPMENT
  - 75 hours required every three years.
  - Wider variety of options while maintaining current options



# PROFESSIONAL RESPONSIBILITIES

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IN THE THREE YEARS THAT ARE PART OF THE EVALUATION CYCLE:

- Earn at least 12 points total
- Must earn at least one point each year
- At least one activity (4 points) from category A or B
- Annual check in (TBD) with dean on status
- Draft activities and categories

# PROFESSIONAL DEVELOPMENT

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- Acquire at 75 hours every three years
- No need to submit forms and documentation for step advancement
- Annual check in (TBD) with dean
- List of activities

# WHAT'S NEXT

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- Finalize Requirements
- Determine how to transition from existing PAA system to new salary schedule
- Determine consequences if don't meet requirement