

# May 22, 2023

Welcome to the final weeks of the semester. CCFA has been working hard on your behalf. Please take a moment to read this update regarding the negotiations with the district. Please note that you can view the Initial Proposals from CCFA and the District, along with other pertinent negotiation documents (proposals/counters) on the CCFA Website: [Citrusfac.org](https://www.citrusfac.org/bargaining-updates.html)

**Tuesday, May 16:**

* CCFA met with the District prepared to review a counter to the CCFA April 25 proposal on Article 5 (Faculty Assignment).
* The District did not have a prepared counter. The District asked clarifying questions.
* CCFA presented the District with proposals for Article 8 (Salary) and Article 20 (Evaluations).

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| CCFA Proposal Highlights | | |
| Article 5 (Faculty Assignment) | Article 8 (Salary) | Article 20 (Evaluation) |
| Increases for *most* labs | Revised Column Descriptions to capture licensure and recertification. | Revised language for Tenure evaluation teams |
| Clarified process for developing Faculty schedules | [Squared the Salary Schedule](https://youtu.be/6P344ho0phA)  (click to see what this means) | Proposed process for evaluation of online course websites. |
|  | Reduced number of years required to reach highest earnable salary |  |
|  | Adjusted the multiplier for overload and intersession assignments |  |

* The District asked clarifying questions.
* The District indicated that a counter to Article 5 (Faculty Assignment) would be provided at the next meeting scheduled for May 19.

**Friday, May 19**

* CCFA met with the District prepared to review a counter to the CCFA April 25 proposal on Article 5 (Faculty Assignment.)
* The District, again, did not have a prepared counter. The District, again, asked clarifying questions.
* The District proposed small changes (nomenclature) to the CCFA proposal on Article 20 (Evaluations).
* CCFA took the proposed changes under advisement.
* The District and CCFA discussed the Article 8 (Salary) proposal from CCFA.
* The District will bring a complete counter (Articles 5, 8, 20) to the next scheduled negotiation meeting.
* Future meetings are scheduled as follows: 5/30.

**Benefits Committee:**

The benefits committee met on Wednesday, May 17. CCFA shared research on supplemental health plans. The committee will recommend that Negotiating teams bring proposals to Retirement Option B to their respective meetings. The committee will continue to meet on other topics.

It is important to acknowledge the tremendous amount of work that your negotiating team is doing on your behalf. Our team has come to every negotiation meeting prepared with proposals to move discussion forward. Your team has been collecting data, comparing Salary Schedules at neighboring colleges, reviewing District Data, and researching health benefits. They are looking forward to responses from the district that will begin discussion around the improvements that we are seeking.

**Please note.** CCFA will call a general meeting (Hybrid Format) to update the membership and gather broader feedback on the state of negotiations and proposals **once we receive a counter proposal from the District**. We hope that the meeting will be called ahead of Final Exam Week. Please watch for an announcement.

As a reminder, the **Contract Committee** is active and will be meeting through the negotiation process. Meetings are held in response to the negotiation schedule. If you are interested in participating in the committee, please contact Dave Brown ([dbrown@citruscollege.edu](mailto:dbrown@citruscollege.edu) or [1974dmb@gmail.com](mailto:1974dmb@gmail.com) ) and provide your private email.

As always, thank you for all you do.

Best,

Senya Lubisich