

PFF Negotiations Update

12/14/2006

Load Banking

We have heard from many faculty members who were concerned about the District's strict interpretation of the load banking language which essentially prevented load banking during intersession or summer sessions. We are happy to announce that a Memorandum of Understanding (MOU) between the District and the PFF was signed on Monday, December 11th that allows summer and intersession load banking. Full-time tenured faculty members can still only load bank 40% of their contracts per year, but now can load bank any classes they teach throughout the entire year.

Benefits

The District and the PFF have TA'd (generated a tentative agreement) on full-time and part-time benefits to keep our benefits at their current level of coverage. This may not sound like progress but the word from the Benefits Committee is that the cost of our PPO will be increasing by 23% this year and the cost of the Kaiser plan will be increasing by 7%. Rising health care costs are an enormous issue across the nation. Most districts are facing double digit inflation as we are. In this environment, the PFF sees maintaining the status quo as a significant gain and are pleased to have signed this TA.

COLA

We have confirmed with payroll the timeline for the distribution of COLA. For full-time faculty members, the COLA adjustment will be in your January paychecks and the retro (to July 1) will be in your February paychecks. Part-time faculty members can expect the COLA adjustment to be in their February paychecks with retro appearing in their March paychecks.

Department Chair Evaluations

The PFF opened Article 12: Department Chairs/Directors to improve the Department Chair evaluation form. The District has agreed to sign an MOU that would allow TERB (Tenure and Evaluations Review Board) to develop and test an evaluation process for department chairs. TERB will facilitate evaluations on selected department chairs during the spring 2007 semester as a trial run process. These evaluations will not become part of the chair's personnel file. We

believe this is the best means to attain the appropriate evaluation criteria for the Department Chairs.

Full-Time and Part-Time Salary Schedules

Early this semester, the District agreed to fund an outside agency to conduct an objective evaluation of both full-time and part-time faculty salary schedules. The full-time salary schedule analysis compares Palomar to 14 other single college districts. The part-time salary schedule analysis compares Palomar to several other geographically proximal colleges in the area. The full-time analysis is complete and we are currently still waiting for the completion of the part-time analysis. Based on these findings, the PFF will be spending most of next semester determining the best way to promote equity across both of these salary schedules.

The PFF will continue to fight to improve the working conditions of both full and part-time faculty members at Palomar College. Please support us by joining the union if you haven't already and volunteering to serve on committees, workgroups, and taskforces. We wish you and yours a happy holiday break and would enjoy seeing you at our Holiday party today at 4pm at the Roadhouse Bar and Grill in San Marcos.

Respectfully submitted,

Roger N. Morrissette

PFF Chief Negotiator