

November 21, 2017
OPENER SUGGESTIONS - collected Fall 2017

Disclaimer: these ideas have not been vetted, and some may not be negotiable items. These are proposals submitted by members with their names redacted.

CAMPUS

Classrooms

1. All classroom doors should be able to lock from the interior of the classroom with a bolt that does not require a key. NO COST. USES BOND MONIES
2. The District to establish an ergonomics program for faculty where all office and classroom furniture and equipment will conform to standards set by the National Institute of Occupational Safety and Health (NIOSH). Faculty will have the choice of either a high-backed chair or stand-up station at their desktop computer, and all classrooms will have a gel pad at the desktop station. NO COST FOR CLASSROOM FURNITURE, USES BOND MONIES. UNKNOWN IF BOND MONIES CAN BE USED FOR OFFICE FURNITURE, COULD BE HIGH COST.

Technology

3. The current ratio of counselors to students will not change regardless of the introduction of any new technology. NO NEW COST.
4. Faculty to be given a \$300 annual technology allowance to be used for the purchase of instructional technologies that improve/innovate instruction and support. COST: \$300,000 ANNUAL EXPENSE
5. Faculty to be able to obtain additional email memory as needed. LOW COST.
6. Change technology cascading policies to include a CHOICE between a desktop OR a mobile device or an allowance for the purchase of a mobile device. NO ADDITIONAL COST IF TECHNOLOGY CASCADES.

Office Spaces

7. Pay full-time faculty a stipend for sharing their office with one or more adjunct faculty. COST LINKED TO NUMBER OF FACULTY WILLING TO TAKE THE STIPEND, AND THE AMOUNT OF STIPEND.
8. Adjunct office space to meet students. UNKNOWN COST. DEPENDS ON SOLUTION. PLANS CURRENTLY EXIST TO CREATE MORE ADJUNCT OFFICE SPACE AS PART OF SECONDARY EFFECTS.

9. Deferred maintenance money should be used to refurbish faculty offices. UNKNOWN
10. The district must make every attempt to provide a confidential working space for Counseling Faculty, and that the space be an enclosed environment/office, free from outside distraction to the counseling service provided to the student, with full privacy to protect student confidentiality. UNKNOWN COST.

Parking Lot

11. Lights and cameras in the parking lot. NO COST. USES BOND MONIES
12. Increased plug-in parking spaces that are either covered entirely by the college, or highly subsidized. The plug-in system should also be under the auspices of the campus police. LOW COST IF DISTRICT RECEIVES GRANTS FROM SCAQMD AND CAL TRANS.
13. Allow disabled student services to give temporary disability stickers that are used in standard handicapped spaces, and then move the temporary disability spaces to faculty spaces. NEGLIBLE COST.

Access

14. Faculty and staff to have greater year-round access to the Fitness Center. Six days a week whenever the campus is open. COST UNKNOWN. DEPENDS UPON IF THIS CAN BE FULFILLED WITHOUT ADDITIONAL STAFF COST, OR IF SIGNIFICANT NEW STAFFING IS REQUIRED.
15. Fitness center hours/facilities shall be made available during intersessions. COST UNKNOWN. DEPENDS UPON IF THIS CAN BE FULFILLED WITHOUT ADDITIONAL STAFF COST, OR IF SIGNIFICANT NEW STAFFING IS REQUIRED.
16. Extend Campus Mail Room Hours until late evening. MINIMAL COST.
17. Library's hours shall be increased on Fridays from 8am to 6pm, and from 8am to 5pm on Saturdays. COST UNKNOWN. DEPENDS UPON IF THIS CAN BE FULFILLED WITHOUT ADDITIONAL STAFF COST, OR IF SIGNIFICANT NEW STAFFING IS REQUIRED.
18. Access to a break room or office space for all adjuncts at the main campus and Garfield, especially for evening and weekend faculty. UNKNOWN COST. DEPENDS ON SOLUTION. PLANS CURRENTLY EXIST TO CREATE MEETING SPACE AS PART OF SECONDARY EFFECTS.

INSTRUCTION/NOTIFICATION/TRAINING/FLEX

19. All contract and adjunct instructors shall receive a notification at least 2 weeks before the two-month period during which they will be observed in the classroom, like tenured faculty. NO COST.
20. Change the calendar to give us a non-instructional week between summer and fall sessions. NO COST.
21. During the grading period at the end of the semester, the College must have an "On Call" staff to be physically available and assist faculty with any questions or problems that may arise while trying to submit their grades. COST UNKNOWN. DEPENDS UPON IF THIS CAN BE FULFILLED WITHOUT ADDITIONAL STAFF COST, OR IF SIGNIFICANT NEW STAFFING IS REQUIRED.
22. For the occasional semester when finals end late in December an accommodation should be made so grades are not due between Dec. 24-26. NO COST.
23. Allow for a minimum of 10 minutes passing time between Garfield Campus ESL classes. NO COST
24. Reduce waitlist limit to 15, to improve the chances of populating other classes with low enrollment. NO COST.
25. Students should not be allowed to be on multiple waitlists for the same course. NO COST.
26. Low enrolled classes should not be cancelled before the first day of classes. UNKNOWN NET COST. COULD RESULT IN CHANGES IN COSTS AND REVENUE.

Training

27. Mandatory and ongoing management training of Division Chairs. LOW COST.
28. Provide improved tuition support for faculty seeking additional educational training/background. COST DEPENDENT ON AMOUNT OF SUPPORT AND NUMBER OF FACULTY WHO SEEK THE SUPPORT.
29. Increase current funding for faculty travel from \$100 to \$200 (at a minimum) per FTEF. COST APPROX \$50,000 PER YEAR.
30. All new full-time faculty shall be provided with the opportunity to attend eight one hour paid welcome and introduction to the campus presentations. Each of the presentations will focus on a different aspect of the campus operations,

policies and activities. COST DEPENDENT UPON THE NUMBER OF FULL-TIME HIRES. UNDER \$800 PER FACULTY HIRE.

FLEX

31. The ability to get flex credit for attending meetings electronically and have it automatically filed for you. COST UNKNOWN. WOULD REQUIRE INVESTMENT IN HARDWARE AND SOFTWARE AND IMPLEMENTATION COST.
32. 10% of FLEX shall be focused on student equity practices. NO COST.

WORKING CONDITIONS / RIGHTS / LOAD

33. Clarify WHO will do SLO/PLO reports as well as the "discussion report form" for classes taught by adjuncts, and how will faculty be compensated for this work. COST DEPENDENT UPON AGREEMENT FOR THE SECOND PART OF THE SUGGESTION. LOW ANNUAL COST.
34. Allow for the Food Pantry Task Force to become an official committee with 20% release time for the chair. ANNUAL EXPENSE OF APPROXIMATELY \$13,000 FOR RELEASE TIME.
35. Clarify that the Pool of Load Hours given to Divisions can be utilized exactly the same as any Release Time. NO COST.
36. Human Resources will use the better Affordable Care Act methodology for public service loan forgiveness. NO COST.
37. Full-time faculty shall be able to earn some form of "longevity credit" for the number of units they have taught in the past that could be used to offset units they may owe due to course cancellations for low enrollment. THE COST IS THE PAY FOR THE CLASS NOT BEING TAUGHT.
38. Human Resources will update the contract on the GCC website no later than 15 working days after tentative agreements are ratified by Guild member and the Board of Trustees, whichever comes last. NO COST.

Adjunct Rights

39. Add the Ed. Code provision that part-time faculty "should be paid for the first week of an assignment when class is cancelled less than two weeks before the beginning of a semester" to our contract. NO COST.
40. Every adjunct faculty on a rehire list should be offered a minimum of 3 units to teach in fall and spring semesters. NO COST (ALREADY IN THE CONTRACT).

41. Adjunct rehire rights: the rotation for classes to those on the rehire rights list should NOT be solely determined by the Division Chair, but should be based on a policy approved of by all contract faculty within the division. NO COST.
42. Negotiate the protections of the recently-signed AB 1651, guaranteeing faculty access to information related to accusations against them, into our contract. NO COST.
43. Establish a seniority-based rotation system for adjunct counselors who would like to work in different departments and gain valuable employable skills. NO COST.

Online

44. Remove the cap for ALL online teaching and replace it with language that legislates the actual behavior that is of concern. NO COST.
45. All contract faculty may teach 100% of their load online. NO COST.
46. Set the seat load for fully online classes at 75% of the face-to-face class seat load for that same class to enable a quality online curriculum and program. COST UNKNOWN.

Load

47. Reduce the load for the one Parent Education fulltime instructor to 15. COST OF PAYING ADJUNCTS FOR THE LOAD CURRENTLY TAUGHT BY THE FACULTY MEMBER.
48. The CAM/Machine Technology load be reduced from 21 to 15 hours. COST OF PAYING ADJUNCTS FOR THE LOAD CURRENTLY TAUGHT BY CURRENT FACULTY MEMBERS.
49. All academic loads should be a maximum of 15 hours. COST OF PAYING ADJUNCTS FOR THE LOAD CURRENTLY TAUGHT BY CURRENT FACULTY MEMBERS.
50. Decrease the English Composition load from 14 to 12. COST OF PAYING ADJUNCTS FOR THE LOAD CURRENTLY TAUGHT BY CURRENT FACULTY MEMBERS.
51. Reduce the seat load in English to be 18 - 20 students. COST OF PAYING FACULTY TO TEACH CLASSES TO MAKE UP FOR THE REDUCTION IN CLASS SIZE.
52. Allow full-time faculty to load bank up to 3 semesters. NO COST.

53. Decrease the class size of English 101 from 27 students to 25 students. COST OF PAYING FACULTY TO TEACH CLASSES TO MAKE UP FOR THE REDUCTION IN CLASS SIZE.
54. Negotiate a way to create work equity for Chairs/Coordinators of small departments who do not have other full-time colleagues to help. POTENTIAL 20% RELEASE TIME (\$13,000 PER YEAR) FOR EACH SMALL DEPARTMENT.

BENEFITS

Dental

55. Adjunct faculty shall have the option to choose dental instead of medical insurance if they prefer. UNKNOWN COST.
56. Improve the Dental plan for full-time employees by adding a third cleaning per year and by updating the types of services covered to reflect best practices. For example, having an option other than amalgam fillings. UNKNOWN COST.

Adjunct Health Care

57. Adjunct faculty shall have Kaiser Insurance as an option. UNKNOWN COST.
58. District to cover 50% of an adjunct Dental Plan. COST UNKNOWN. COULD BE A LARGE INCREASE IN INSURANCE COST.
59. District to cover 50% of an adjunct Vision Plan. COST UNKNOWN. COULD BE A LARGE INCREASE IN INSURANCE COST.
60. Reduce the cost to adjunct faculty members who sign up for the Adjunct Health Insurance plan. COST UNKNOWN. COULD BE A LARGE INCREASE IN INSURANCE COST.
61. Adjuncts shall receive a minimum stipend based on their percentage of full-time load toward any health insurance premiums, whether offered through GCC or not. COST UNKNOWN.
62. Give adjuncts a financial incentive for opting out of (not using) the adjunct healthcare plan. COST DEPENDENT UPON NUMBER OF ADJUNCTS WHO OPT OUT, AND THE AMOUNT OF INCENTIVE.

FT Health Care

63. Increase the incentive for full-time faculty who opt out of medical insurance by 10%. COST COULD BE OFFSET BY SAVINGS TO THE DISTRICT FOR ADDITIONAL FACULTY WHO OPT OUT OF INSURANCE.
64. Link the early retirement healthcare coverage to the cost of our single-person PPO plan. POTENTIAL SIGNIFICANT COST DEPENDING UPON NUMBER OF RETIREES AND THEIR AGE UPON RETIREMENT.

Other Benefits

65. Create a 403b investment matching plan that has the District match faculty contributions to an annually established amount. COST: UP TO \$500,000 ANNUAL EXPENSE FOR FULL TIME ONLY, UP TO \$1,800,000 ANNUAL EXPENSE IF ALL EMPLOYEES ARE INCLUDED.
66. Wellness: students in our athletic trainer program to provide personal trainer-type services to faculty and staff and be paid a modest stipend for their work. LOW COST.
67. Wellness: a massage therapist in the health center 2 times a week to massage upper back, neck, arms and hands to prevent injury. LOW COST.
68. District shall pay for the Medicare supplemental insurance plan for faculty who are 65 years and older. COST UNKNOWN. DEPENDENT UPON NUMBER OF INSTRUCTORS OVER 65 WHO REQUEST SUPPLEMENTAL INSURANCE PLAN. UNDER \$4,000 PER FACULTY MEMBER.
69. The District shall provide a pet insurance stipend to employees with no dependents on GCC's health insurance. UNKNOWN COST.
70. Financial assistance/benefit for adoption. Further, reimburse adoption fees at a higher rate for adoptions of children with special needs. UNKNOWN COST.

COMPENSATION

71. Paid office hours during intersessions, for both full-time & part-time instructors. COST DEPENDS UPON HOW MANY OFFICE HOURS PER WEEK WOULD BE PAID.
72. Raise up, to match schedule B1, the pay rates in schedule B2 which are currently about 1% lower. Note: schedule B2 is primarily used for adjunct counselors and librarians, as well as for the office hours of adjunct instructors. THIS COULD BE AN ANNUAL EXPENSE OF \$100,000.

73. Full-time Counselors work 190 days and they used to get a ratio of 13% added to their salary schedule. Their ratio was reduced around 6 years ago when “pro rata” pay for intersession teaching was ended for full-time instructors. This ratio should be restored to its original 13%. APPROXIMATELY \$150,000 - \$200,000 PER YEAR.
74. Allow for faculty to at least have the option to split their salaried paychecks over 12 months instead of 10 months. MINIMAL COST.
75. Rather than upon retirement having adjunct faculty members lose all their accumulated sick hours, I suggest that they be compensated at a rate of 50% of their hourly pay. SIGNIFICANT INCREASE IN THE DISTRICTS ANNUAL COST.
76. End "me too" unless CSEA agrees that the raises that the Guild's full-time and part-time workers receive would be equal to the raises that CSEA's full-time and part-time employees receive. NO COST.

Advancement

77. All pay schedules should add an additional column and three additional steps. SIGNIFICANT COST.
78. Increase the number of steps on the adjunct salary schedule. SIGNIFICANT COST.
79. The current contract allows faculty who wish to qualify for a change in salary classification based upon completion of additional units to do so only once a year. The guild should negotiate so that this can be done twice a year, once in the spring and once in the fall. LOW TO NO COST.
80. Add two additional pay steps in all Class 1 through 4 Salary Schedules for full-time; with the first step to be added in year one of a new three-year contract and year two to be added in year three of a new three-year contract. SIGNIFICANT COST.

Stipends

81. Provide stipends for all faculty with professional licenses, i.e. C.P.A.'s, Professional Engineers, Lawyers who passed the bar, Real Estate Brokers, etc. UNKNOWN COST.
82. Increase the Doctoral Stipend for FT faculty and give Doctoral Stipends to Adjuncts. UNKNOWN COST.
83. Increase the ancillary stipend fund from \$50,000 to \$75,000. ANNUAL COST OF \$25,000.

84. Increase the rate of pay for ancillary stipends to the non-instructional rate. NO NET COST. SIMPLY USES EXISTING ANCILLARY STIPEND FUND MORE QUICKLY.
85. Change how the hourly increments are calculated for ancillary stipends. NO NET COST. SIMPLY USES EXISTING ANCILLARY STIPEND FUND MORE QUICKLY.
86. Do away with Division Chair signatures for ancillary stipends. NO COST.
87. Restrict full-time employees of the District who also teach as adjunct instructors from earning compensation through the ancillary stipend fund. NO COST.
88. Equity in coaching stipend pay with competing schools within 25 miles. UNKNOWN COST.