

DISTRICT AND FACULTY UNION CONTINUE 2020-2021 REOPENER NEGOTIATIONS

Negotiations Update #2: April 8, 2021

The second meeting of the District and SCFA bargaining teams occurred on April 8th at 1:00 pm via Zoom.

The SCFA provided a proposal to increase the stipends for Assistant Coaches, Football Coordinators by 10%, and a stipend schedule for various Head Coach positions. The SCFA also presented a two-year salary proposal for a 6% increase in the 2020-2021 academic year, and for a 4% increase in the 2021-2022 academic year. The SCFA also shared they would be presenting a proposal for an increase to health benefits at our next meeting.

The District asked for an update on the workgroup for Article 5.0 and the Association expects to find a third faculty member soon. Both parties agreed that the workgroup would take some time in order to produce a product that meets the needs of the members and District.

The District did not present an MOU of Pandemic Operations for 2021-2022 due to the recent announcement by Governor Newsome of possible changes to the “tier” system. The District expects to have an update to the MOU next meeting. The District will present its response and salary proposal to the Faculty at the next meeting.

Jill Ault will be invited to present budget information at the next meeting.

The meeting concluded at 3:15.

Next meeting Thursday, April 15; 1:00 pm

DISTRICT AND FACULTY NEGOTIATION GUIDELINES

2020/2021

1. Address problems not people. Stay focused on the issues. Avoid personal attacks.
2. One person talks at a time. Use “MT” in the chat box to indicate you would like to speak.
3. Be on time. Notice the other team if there will be absences or late joining.
4. 48 hour notice, if possible, if the session needs to be cancelled.
5. All proposals and agreements shall be in writing, with dates.
6. Freedom to explore ideas, options and ask clarifying questions. Make thinking visible.
7. Set agendas at end of each meeting.
8. Subject matter experts can be invited as agreed to by both teams.
9. Caucus can be requested by any team at any time.
10. Negotiation sessions should be a safe space for members to speak their mind.
11. Be able to clarify intent and express impact. Be okay with unpacking a statement.
12. Avoid being judgmental.
13. Guidelines can be updated at any time by mutual consent.