PCCEA Meet and Confer 2013

Awesome Team:
Rita Flattley, Chief
Duffy Galda
Bardo Padilla
Makyla Hays
Perry Higgins
President Ana Jiménez
Data Analyst Scott Collins
Good: $

• Salary Increase 3% for Step Advancement
• PCCEA appreciates that the BOG has continued the tradition of affirming the faculty’s request for the distribution of available funds, and looks forward to future collaboration.
Bad $: Economic Proposals Rejected

• PCCEA recommended following national “best practice” guidelines by changing science and occupational lab loading from .7 to 1.0 load
• PCCEA requested an increase to the Overload Rate (same as the Adjunct Faculty rate)
• PCCEA requested an increase to the Supplemental hourly rate, which went up $1 last year after being stagnant for 10 years
Good: Enrichment Funds

• One time redistribution of Faculty Campus Enrichment Funds per Faculty FTE for equitable access.
• Campus Presidents will respond to faculty requests for these funds in 15 days, and will send a list of approvals and denials with rationale to HR.
Good:
Remote Work

• 20% of Office Hours can be done remotely, with a 24 hour response turn-around to students. This may go to 80% in proportion to online faculty workload.
• 20% of Department Chair Days (2 days) outside of contract days can be done remotely.
• ESF can teach online courses remotely.
“The College shall provide clerical/secretarial and technological support to meet the needs of academic personnel provided sufficient resources are available.”

“The College shall support and encourage collaboration and professional development in innovative instruction and communication with students.”
“Department Chairs can’t get lab points for the same job at the same level as staff, but they are expected to collaborate. Examples of collaboration at different levels are provided.”

Note:
A Department Chair Task Force was established by last year’s Meet and Confer, so other Chair/Lead issues will be resolved through that process.

Photo by Kathy Kent, East Campus
Good: Faculty Voice in Hiring

“Whenever possible, two faculty on the selection advisory group will be from the same discipline at the campus where the vacancy occurs. When that is not possible, the CDAC or sub-CDAC shall select members.”

“Meetings will be at the least disruptive time for committee members, and if one faculty member resigns they can be replaced.”

A proposal on hiring Admin. Appointments was pulled, since an SPG is being written.
Good: Training and SLOs

• Faculty will:
  • Complete required training
  • Participate in SLO assessments at all levels
  • Participate and engage in Program Review
  • Participate and engage in Curriculum Review
• SLOs include implementing changes and reassessing the outcomes
• PCCEA proposed that Faculty should be able to accumulate their Personal Leave Days instead of losing unused time at the end of each year. We are the only employee group that can only accumulate sick leave.

• We proposed that retirees who announce early could keep health benefits until the end of the fiscal year.

• We proposed that faculty that have to serve in 3 or more unpaid leadership roles (typically in small departments) could get reassigned time or supplemental pay.
WANTED!
FOR DRAGGING THE GOOD NAME
OF PIMA COLLEGE IN THE MUD!

And the Ugly!

DR. ROY FLORES
REWARD

studentposters.co.uk
Silver Lining: Employee Groups Pulling Together!  
Special Thanks to AFSCME and ACES Leaders 
And to Concerned Community Leaders for Caring!