

COLLECTIVE BARGAINING UPDATE
ADMINISTRATORS' ASSOCIATION & DISTRICT NEGOTIATIONS
AS OF
APRIL 22, 2008

The District and Administrators' Association are in the fact-finding process and a fact-finder has been assigned. The fact-finder moved the dates of fact-finding from April 21-23, to April 30, 2008.

COLLECTIVE BARGAINING UPDATE

ADMINISTRATORS' ASSOCIATION & DISTRICT NEGOTIATIONS

AS OF

FEBRUARY 28, 2008

As of February, 28, 2008, the District and the Administrators' Association did not reach an agreement.

The last proposals from the District (from February 20) were as follows:

For 2006-2007

- 4% COLA effective July 1, 2006, for Classified Supervisors and Classified Managers
- Ranking dollars will only be provided to positions below the 50th percentile per the district study using total compensation. The district will attempt to bring positions below the 50th percentile at, or as close as possible to, the 50th percentile, contingent upon availability of dollars.
- Those positions that are at or above the 50th percentile per the district study using total compensation would not receive ranking dollars.
- Those positions that have not yet been studied, we propose that we continue to look at those positions and:
 1. Determine if we can find a "like position" at the other districts
 2. If there is a "like position," rank the position according to a total compensation measurement
 3. If there is no like position, then compare the position to a "like classified staff" position and rank the position according to a total compensation measurement

For 2007-2008

- 3% COLA effective July 1, 2007, for all members of the Administrators' Association.

On February 28, 2008, the Administrators' Association countered with:

- 4% Cost of Living Allowance (COLA) effective July 1, 2006
- 1% ranking dollars effective January 1, 2007. Additional ranking dollars for 2006/07 will be taken to fact-finding
- 3% COLA for 2007/08 effective July 1, 2007

The District has notified the Administrators' Association in writing that a fact-finder will be requested from the Public Employment Relations Board (PERB).

COLLECTIVE BARGAINING UPDATE

ADMINISTRATORS' ASSOCIATION & DISTRICT NEGOTIATIONS

AS OF

FEBRUARY 20, 2008

District's Counter Proposal

For 2006-2007

- **4% COLA effective July 1, 2006, for Classified Supervisors and Classified Managers**
- **Ranking dollars will only be provided to positions below the 50th percentile per the district study using total compensation. The district will attempt to bring positions below the 50th percentile at, or as close as possible to, the 50th percentile, contingent upon availability of dollars.**
- **Those positions that are at or above the 50th percentile per the district study using total compensation would not receive ranking dollars.**
- **Those positions that have not yet been studied, we propose that we continue to look at those positions and:**
 - 4. Determine if we can find a "like position" at the other districts**
 - 5. If there is a "like position," rank the position according to a total compensation measurement**
 - 6. If there is no like position, then compare the position to a "like classified staff" position and rank the position according to a total compensation measurement**

For 2007-2008

- **3% COLA effective July 1, 2007, for all members of the Administrators' Association.**

If the district's counter proposal is not accepted by the stated time and date (9:00 a.m., Tuesday, February 26, 2008), the district will be sending a letter to PERB (along with the mediator's letter) requesting that we go to fact-finding.

ADMINISTRATORS' ASSOCIATION & DISTRICT MEDIATION UPDATE
AS OF
December 10, 2007

1. **Mediation with the Administrators' Association and the District regarding classified managers and supervisors salary for 2006-2007 was conducted on December 8, 2007. Mediator was Tony Butka from the State Mediation Conciliation Services. Representing as chief negotiator was Mel Amov for the Association and Dr. Ben Lastimado for the District. After an initial briefing with the mediator, the mediator put the district team and the association team in different rooms.**
2. **Mediation was the result of impasse regarding the following:**
 - a. **The Association and District disagreed regarding the data of a salary study.**
 - b. **The Association wants an additional 2.5% salary increase adjustment based on the Association's salary data.**
 - c. **The District disagreed with the Association's data as the data did not include total compensation, i.e., benefits cost, and the Association's data consisted of 2005-2006 salary information instead of 2006-2007 salary information.**
3. **The District asked the mediator to take the following as an offer to the Association:**
 - a. **4% Cost of Living Allowance (COLA) effective July 1, 2006.**
 - b. **1% "ranking dollars upfront" effective January 1, 2007.**
 - c. **Conduct another salary study in 2007-2008 for classified managers and supervisors.**
 - d. **Salary increase eligibility is retroactive for Association members who retired from or are active in the unit as of Board ratification date. Must be ratified by the Association members by December 31, 2007 (which will then go to the January 22, 2008 Board meeting).**
4. **The mediator stated the Association refused the District's latest offer. When we asked if the Association made a counter proposal to the District's latest proposal, the mediator said the Association did not present a counter proposal.**
5. **Mediator stated that both sides were far apart on their positions and therefore he will recommend to the Public Employer Relations Board that we go to Fact-Finding.**

ADMINISTRATORS' ASSOCIATION & DISTRICT NEGOTIATIONS UPDATE
AS OF
October 31, 2007

As of October 31, 2007, the Administrators' Association and the District are still at impasse. We are awaiting PERB's assignment of a mediator.

ADMINISTRATORS' ASSOCIATION & DISTRICT NEGOTIATIONS UPDATE
AS OF
July 26, 2007

Administrators' Association

- At the July 17, 2007 board meeting the Vice-Presidents, all deans and associate/assistant deans received 4% COLA and 2.5% ranking dollars. Total compensation increase including longevity and benefits is approximately 10.3%
- On July 26, 2007 chief negotiator for Admin Association Mel Amov "declared impasse" regarding classified managers and supervisors and the performance assessment.

District

- 4% COLA retro to July 1, 2006
- Conduct a salary study for supervisors and classified managers as was done for VPs and Deans
- District will wait for Admin Association filing with the Public Employee Relations Board (PERB) regarding impasse and when PERB contacts the district regarding the association's filing, the district will then agree to the impasse in accordance with Government Code 3548
- District provided a performance assessment system to Administrators' Association

Note: Impasse can take up to 12 to 18 months before a recommendation is provided to the district and Administrators' Association