

## Meet and Confer Minute – February 2015

The following message will update you on the status of the issues being worked by the Meet and Confer Team this year. The process for addressing issues involves the following steps:

1. Identify the history and interests for the issue (i.e. scoping)
2. Identify data needed and analyze data
3. Brainstorm options
4. Determine which options appropriately address the interests
5. Identify a preferred option or options
6. Gather constituent feedback on the preferred option(s)
7. Draft policy language (as appropriate)

### 2014 - 2015 Issues

- **Lab Loading**

The option identified in the January 2015 Meet and Confer Minute has been submitted to the Vice Chancellor for Business Services and the cost of implementing the solution is being determined. Feedback from faculty at large will be gathered during the Meet and Confer Forums held at each college in April 2015. Work on this issue will continue into the 2015 – 2016 negotiation year.

(Step 6)

- **Residential Faculty Overload**

This issue is a combination of three issues brought forward through the issue generation and prioritization process: Permissible Overload, Compensation Outside of Accountability, and Faculty Overload Pay. The focus of this issue is to:

- Clarify which responsibilities are part of hours of accountability and which work activities warrant additional compensation
- Establish an overload pay rate that is perceived as commensurate with the work performed
- Establish reasonable guidelines related to faculty workload limits

Because this issue is multi-faceted, we have broken it down into smaller focus areas. We are presently working to revise Section C.3.2. and C.4.2., which deals with workload outside of days of accountability. Specifically, we propose removing the nine (9.0) concurrent load hour limitation and broadening the language to include intersession classes in addition to summer classes. Consistent with current language, instructional faculty will be limited to 15 load hours when teaching outside of Fall and Spring semesters. To create equity between instructional and service faculty, we are considering a workload limitation for service faculty of 35 hours per week during intersession and summer. This number was selected because the standard load during a regular semester is 15 load hours for instructional faculty and 35 clock hours for service faculty. We welcome feedback related to these ideas as we move forward with the discussion. Keep in mind any changes would not go into effect until July 1, 2015, (Steps 3 – 7).

- **Conflict Resolution Policy**

The current policy revision effort is focused on increasing clarity and improving the conflict resolution process. Language is being drafted to be looped out for feedback (Step 5 - 7).

- **Masters of Fine Arts Salary Placement**

In light of constituent feedback, the Meet and Confer Team agreed to look at MFA salary placement and salary placement as whole within the broader context of the salary system discussion in the 2015 – 2016 negotiation year (Step 6).

- **Classification and Compensation Study: Faculty Salary Placement and Advancement**

Based on the updated timeline for the Classification and Compensation Study, this issue will be worked by the Meet and Confer Team in Fall 2015. The faculty on the Meet and Confer Team made a formal request for a step and a 2.3% COLA in the September 29, 2014 meeting. However, due to current, multiple priorities in the Maricopa district, it is unlikely that resources will be made for additional salary (COLA and steps) in the current year. While we will continue to work on the salary system issue over the next couple of years, the implementation of any solution will align with the Classification and Compensation Study implementation timeline (Step 2 – 3).

- **Faculty Supervision and Supervision Pay**

Two faculty forums will be held to discuss what is working well with the current policy, what is not working well with the current policy, and what improvements could be made to the policy. A survey will be sent to all faculty so that faculty who are unable to attend the forums have an opportunity to provide input. The faculty forums are scheduled as follows:

- Thursday, February 26, Rio Conference Center, 4:00 p.m. – 5:00 p.m.
- Friday, February 27, Phoenix College Hacienda Room, 12:00 p.m. – 1:00 p.m.

(Step 2 – 3)

Frank Wilson  
Faculty Meet and Confer Team Chair