

MIRACOSTA COLLEGE

ACADEMIC ASSOCIATE FACULTY

At the basis of this negotiations is respect for the contributions of **all** associate faculty who are performing the work of the college that is the same as full-time faculty, and need recognition for these contributions in the form of professionalism and compensation.

January 5, 2021: “Sunshine” list for the negotiations of a successor agreement to the 2018-2021 collective bargaining agreement.

- | | |
|-------------------|--|
| ARTICLE 4 | Nondiscrimination and Safety
Compensation for safety committee member |
| ARTICLE 5 | Organizational Security/Dues Deduction/Agency Fee
Update to reflect changes to state and federal law |
| ARTICLE 7 | Workload Scheduling and Reemployment Preference
Eliminate use of LHE throughout the CBA
Improve scheduling process to honor the work of associate faculty |
| ARTICLE 8 | Working Conditions/Support Services
Compensation for CMS training |
| ARTICLE 9 | Evaluation Procedures
Streamlining and review of evaluation process |
| ARTICLE 11 | Office Hours
Offer equitable compensation for office hours and for student success |
| ARTICLE 12 | Salary Schedule and Placement
Improve salary to achieve parity with full time faculty |
| ARTICLE 13 | Health Benefits
Improve access to benefits for a greater number of unit members and their families |
| ARTICLE 15 | Sick Leave
Payout of sick leave to unit members not in STRS DB |
| ARTICLE 14 | Retirement Benefits
Add Social Security as an option |
| ARTICLE 17 | Assigned Time
Compensation for unit members performing shared governance |
| ARTICLE 18 | Grievances
Addition of binding arbitration |