

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT
Board of Trustees Meeting
March 8, 2021

**PRESENTATION OF REOPENER COLLECTIVE
BARGAINING PROPOSALS FROM THE DISTRICT AND
COSTA**

11

Status: **Action**

Presented by: John W. Bratsch
 Dean, Human Resource Services & Legal Affairs

Issue

The Sequoias Community College District (District) and the College of the Sequoias Teacher’s Association (COSTA) are operating under a three-year collective bargaining agreement (July 1, 2019 through June 30, 2022).

Pursuant to Article XXVI of this collective bargaining agreement and an agreement reached on June 15, 2020, for the 2021-2022 academic years, salary (Article IX); Employee Benefits (Article X); Workload (Article VIII); Division Chair Duties and Responsibilities” (Article XXIV); and Conferences, Conventions and Functions (Article XV) shall be automatic openers and each party shall have the option of opening up two (2) additional articles.

While both parties desire to negotiate reopeners, before negotiations may begin, both parties must formally sunshine its reopener collective bargaining proposals at a Board of Trustees meeting.

Background

For the March 8, 2021 Board meeting, both the District and COSTA have submitted its reopener collective bargaining proposals for review (see attached).

In accordance with applicable provisions of the California Government Code, the Board should acknowledge receipt of both the District’s and COSTA’s reopener collective bargaining proposals as the first step in the process of collective bargaining.

Both the District and COSTA’s reopener collective bargaining proposals are available to review until the next Board of Trustees meeting on April 12, 2021.

At the April 12, 2021 Board of Trustees meeting, a public hearing will be held to provide members of the public an opportunity to address the Board with comments and/or concerns about either of these proposals.

It is only after the above “sunshine” process that reopener collective bargaining

negotiations may be conducted.

Recommended Action

It is recommended the Board of Trustees acknowledge receipt of both the District and COSTA's reopener collective bargaining proposals.



COLLEGE OF THE SEQUOIAS
office of Human Resources

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March 3, 2021

David Hurst
President, College of the Sequoias Teacher's Association
Sequoias Community College District

Re: District's Initial Reopener Collective Bargaining Proposal

Mr. Hurst,

The Sequoias Community College District (District) and the College of the Sequoias Teacher's Association (COSTA) are operating under a three-year collective bargaining agreement (July 1, 2019 through June 30, 2022).

Pursuant to Article XXVI of this collective bargaining agreement and an agreement reached on June 15, 2020, for the 2021-2022 academic years, salary (Article IX); Employee Benefits (Article X); Workload (Article VIII); Division Chair Duties and Responsibilities (Article XXIV); and Conferences, Conventions and Functions (Article XV) shall be automatic reopeners and each party shall have the option of opening up two (2) additional articles.

In accordance with the above, the purpose of this letter is to inform you the District is interested in negotiating the below items for 2021-2022 and plans to sunshine its intent at the March 8, 2021 Board of Trustees meeting:

1. Article VIII ("Workload")

- a) Negotiate language which would establish that full-time faculty members will continue to perform their assignments they were originally hired for unless a change in assignment is mutually agreed upon by the President of COSTA and the District Superintendent/ President.
 - b) Negotiate language establishing due dates for requesting to bank time as well as requesting to use bank time (§8.4).
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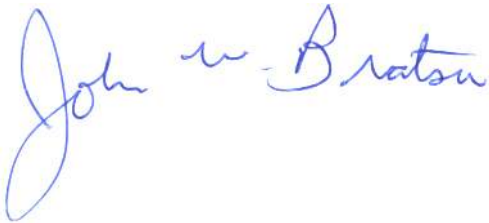
2. Article IX (“Salaries”)

- a) In accordance with the District’s Participatory Governance Structure, including input from the District Budget Committee, and with annual multi-year budget projections, the District is interested in reviewing full-time faculty salary schedules.
- b) With the recent hiring of a Physical Therapist Assistant Program Director, the District would like negotiate the reduction of reassigned time for the Physical Therapy Clinical Education Coordinator (§9.2.3.13).

3. Article X (“Employee Benefits”)

- a) Negotiate, as needed, employee health and welfare benefits.

Thank you.

A handwritten signature in blue ink that reads "John W. Bratsch". The signature is written in a cursive style with a large initial "J" and a stylized "W".

John W. Bratsch (Dean, Human Resources/Legal Affairs)



College of the Sequoias Teachers Association

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March 4, 2021

John Bratsch
Dean, Human Resources/Legal Affairs College
of the Sequoias
915 S. Mooney Blvd. 93291

RE: 2021 COSTA Initial Reopener Bargaining Proposal

Dean Bratsch:

The College of the Sequoias Teachers Association will sunshine the following items for a successor collective bargaining agreement with the Sequoias Community College District at the March 8, 2021 Board of Trustees meeting. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.

Per our last Tentative Agreement, we wish to continue negotiations on the following articles:

Article IX (“Salaries”) – Modify current language to reflect a fair and equitable salary schedule that will attract and retain the highest quality educators. Salary discussions can also include but are not limited to a compressed salary schedule, overtime, reassigned time and stipends.

Article X (“Benefits”) – Modify current language to increase benefits for the following:

- Medical, dental, and vision coverage (§10.1)
- Retiree supplement (§10.2)

Article XV (“Conferences, Conventions and Functions”) – Negotiate revisions to the budget and reimbursement options.

Article XVIII (“Evaluation”) – Review evaluation language, procedures, and timeline to clarify expectations and conform to Education Code requirements.

We would also like to open negotiations on the following article:

Article VIII (“Workload”) – Negotiate parity between lecture and lab rates

Thank you,

David Hurst
Professor of English
President, College of the Sequoias Teachers Association