

**Pasadena City College Faculty Association Counter Offer of March 13, 2013  
to the PACCD District**

	<ul style="list-style-type: none"> <li>- Maintain all aspects of current agreement and the TA of Jan. 2011 with the following amendments on the economics:</li> <li>- 2 year contract July 1, 2012 – June 30, 2014</li> </ul>
<b>Salaries</b>	<ul style="list-style-type: none"> <li>- 2.25% year one, 2012-2013, retroactive to July 1, 2012</li> <li>- 2.25% year two, 2013-2014</li> <li>- The three Adjunct salary schedules will be compressed by eliminating steps 2, 4 &amp; 6 to allow part time faculty to approach parity more quickly</li> </ul>
<b>Paid Adjunct Office Hours</b>	<ul style="list-style-type: none"> <li>- Adjunct Faculty will have one-half hour paid office hour per week for each 3, 4, or 5 hours class.</li> </ul>
<b>Medical and Fringe Benefits</b>	<ul style="list-style-type: none"> <li>- Maintain all current benefits packages for fulltime faculty</li> <li>- The college shall provide a stipend of \$250/month while a Part Faculty member is employed at PCC as long as the faculty member can demonstrate proof that he/she is currently enrolled in an independent health care plan.</li> <li>-</li> <li>- Total Benefit to be capped at 30% of eligible adjunct faculty (credit/non-credit). For example, at current Adjunct levels this would represent approximately 250 faculty.</li> <li>-</li> <li>- Establish paid Family/Maternity Leave (30 working days)</li> <li>-</li> <li>- Agree to activate the benefits committee mentioned in current contract to work at ways of reducing benefits costs</li> </ul>
<b>PT &amp; Retiree Hire Back Rights</b>	<ul style="list-style-type: none"> <li>- Hire Back Rights for retirees: Retirees as Part Time Faculty shall be placed on the Adjunct Credit Salary Schedule at Step and Column commensurate to experience and education.</li> <li>- Retirees become adjunct instructors.</li> <li>- All adjuncts have a priority right to three (3) classes per year. Priority is determined by seniority.</li> </ul>
<b>Large Group Instruction (LGI)</b>	<p>Paid as follows:</p> <ul style="list-style-type: none"> <li>- 105% - 133% of NCN = \$850</li> <li>- 134-166% of NCN = \$1,500</li> <li>- 167-200% of NCN = \$2,250</li> <li>- <b>NCN is defined as class size as determined by C and I (Academic Senate) and agreed to by VP Miller and FA, 2011/12</b></li> </ul>
<b>Full Time Faculty Overload</b>	<ul style="list-style-type: none"> <li>- Contract Faculty will have priority to teach up to 360 hours during intersession (intersession is defined as any term other than regular 16 week semesters)</li> <li>- Maintain current regular session overload limits</li> </ul>
<b>Academic &amp; Professional Matters</b>	<ul style="list-style-type: none"> <li>- FA proposes a Task Force composed of members of the FA, Academic Senate, and Administration (4+4+4) to determine a plan for reassigned time for faculty performing administrative duties due to academic restructuring</li> </ul>
<b>ADDITIONAL REASSIGNED TIME FOR PCCFA</b>	<ul style="list-style-type: none"> <li>- FA reassigned time be established at a total of 2.0 FTE/year This would align the FA with the Academic Senate (AS) which currently has 2.0 FTE/year</li> </ul>
<b>CLASS SIZE</b>	2011/12 C & I (Curriculum & Instruction) NCN (Normal Closing Number) numbers based on sound classroom practices