

San Mateo County Community College District
Initial Proposal for the Successor Agreement with the
San Mateo Community College Federation of Teachers, Local 1493,
American Federation of Teachers, AFL-CIO

December 11, 2024

The San Mateo County Community College District presents our initial proposals. The District desires to alter or amend the following articles as indicated and presents our proposals for public discussion per Government Code 3547:

The District offers the following initial bargaining proposals:

Article 6: Workload

The District has an interest in revising Article 6 language for clarity and accuracy regarding requirements, obligations and responsibilities, release and reassigned time, course requirements and management, and overload.

Article 8: Pay and Allowances

The District has an interest in opening the pay and allowances article to facilitate negotiations of total compensation for unit members.

Article 9: Health and Welfare Benefits

The District has an interest in opening the welfare and benefits article to facilitate negotiations of total compensation for unit members.

Article 10: Retirement

The District has an interest in opening the retirement article to facilitate negotiations of total compensation for unit members.

Article 11: Leaves of Absence

The District has an interest in updating the leaves of absence article for clarity and to comply with state and federal laws.

Article 15 and Appendix G: Evaluation

The District has an interest in revising language in accordance with Title 5 and for clarity of purpose regarding the metrics used for evaluations, performance improvement plans, frequency of evaluations, and requirements for tenured-track,

tenured, and part-time faculty. The District also has an interest in including expectations and evaluation criteria on released and reassigned time.

Article 17: Grievance Procedure

The District has an interest in revising the grievance process to create a more efficient and transparent process aligned with labor relations best practices.

Article 19: Part-Time Employment

The District has an interest in clarifying Title 5 compliance related to the employment of part-time faculty.

Article 23: Handling of Informal Complaints and Formal Misconduct Investigations of Unit Members

The District has an interest in revising the language in accordance with Title IX, SB 493 (Equity in Education Act), Title 5, and to facilitate voluntary, informal resolution before the issuance of a formal employee notification packet.

The District reserves the right to add to or modify its proposals during the negotiation process consistent with the procedure set forth in Government Code section 3547(d).