

Board of Trustees Agenda Item

Board Meeting Date: August 6, 2012

Title of Item: *Agreement* between Foothill-De Anza Community College District and the Association of Classified Employees (ACE), November 1, 2011 through October 31, 2014

Background and Analysis:

The Board is requested to approve the *Agreement* between Foothill-De Anza Community College District and the Association of Classified Employees (ACE), November 1, 2011 through October 31, 2014.

An electronic version of the substantive changes is available by request at the District Office of Human Resource Services.

Recommendation: Director of Human Resources Suzanne Pfeiffer recommends approval

Submitted by:	Suzanne Pfeiffer, Director of Human Resources, x 6109
Additional contact names:	Dorene Novotny, Vice Chancellor of Human Resources & Equal Opportunity x6211
Is backup provided?	Yes

Summary of Negotiated Changes
Between the
Association of Classified Employees
And
The Foothill-DeAnza Community College District
Board Meeting August 6, 2012

Article 2- No Discrimination:

- 2.1 Updated the language to reflect current laws on discrimination.
- 2.2 New language on protection for domicile, political affiliation and constitutionally protected rights.
- 2.3 New language for protection against arbitrary and capricious application of the agreement.

Article 4- Temporary Work:

- 4.4 New language to extend the length of time the District can hire a temporary under Ed Code 88003 to 90 days.

Article 7- Employment Practices:

- 7.6 Defines "Reorganization" so that all parties will understand when Article applies.
- 7.12 Limits the amount of time the District can place a unit member under a different manager due to nepotism.

Article 8- Pay and Allowances:

- 8.9.3 New language added to protect unit members while working out of class. Provides for seniority and wage protection. Requires the District to give notice upon knowledge of working out of class assignments.

Article 10- Leaves:

- 10.10 Defines what the total maximum for Personal Necessity Leave for fulltime unit members.
- 10.13 New language to provide guidelines for Staff Development Leave including learning outcomes and college credit minimums.

Article 15- Classification and Reclassification:

- 15.2 Establishes a Classification Review Committee. New language that includes work performed by the unit member with the supervisor's knowledge, explicit or implicit. New language that provides an application period to 3 times per academic year.
- 15.3 Allows for additional time for the Classification Specialist to perform the analysis.
- 15.4 Defines the composition of the Classification Review Committee and the length of time for serving, and the Committee's role.

Article 20- Negotiations:

- 20.5 Reopeners- Provides a date for which reopeners are due. Allows each party to reopen two articles instead of one each. Provides the District the opportunity to reopen salary separately with a thirty day written notice.

Article 22- Contract Review Committee

- 22.1 Redefines the composition of the bargaining unit's membership on the committee.

Article 23- Duration

- 23.1 Length of the Agreement is at the statutory maximum of 3 years through October 31, 2014.

Article 23- Duration

Allows for unit members who serve in leadership capacity, as approved by the District, to count time serving for credit under Section 1.

MOU's- All MOU's in the back of the contract were removed because they were obsolete.

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