Resolutions Passed at 11/9/18 DCCFA Convention

**Resolutions Proposed by Welfare & Benefits Committee and Adopted**

**DCCFA Resolution on Centralized Scheduling, Extra Service Teaching, and Distance Learning Course Max Capacities**

Whereas there has been no evidence presented to demonstrate an improved pedagogical performance

Whereas the Student-Centric Program has the potential to centralize faculty scheduling and dictate when and where faculty teach

Whereas the Student-Centric Program has the potential to limit a faculty’s ability to teach extra service contracts from 30 hours to 21 contact hours

BE IT RESOLVED THAT THE DCCFA ADOPT THE POSITION THAT INDIVIDUAL CAMPUSES RETAIN THE ABILITY TO SCHEDULE THEIR OWN FACULTY AND FACULTY BE ALLOWED TO TEACH EXTRA SERVICE CONTRACTS WITHIN THE CURRENT AND LONGSTANDING BOARD POLICY THAT ALLOWS UP TO 14.7 CREDIT HOURS PER TERM.

**DCCFA Resolution on 10-Year-Up-Or-Out Policy**

Whereas the added expense is borne exclusively by the faculty with only a modest increase in pay (once range changes)

Whereas many/most of the F1 Range faculty were never informed that the “clock was ticking” with respect to accruing additional graduate hours

Whereas the District stands to lose quality faculty who have proven they are valuable assets to the individual campuses

BE IT RESOLVED THAT THE DCCFA ADOPT THE POSITION THAT THE 10-YEAR-UP-AND-OUT POLICY BE DISCONTINUED.  THERE SHOULD **NOT** BE A **MANDATORY** REQUIREMENT FOR RANGE ADVANCEMENT FOR FACULTY TO KEEP THEIR JOB AFTER 10 YEARS.  ADVANCING IN RANGE SHOULD BE OPTIONAL AND NOT MANDATORY.  IT IS UNDERSTOOD THAT FACULTY ARE RESPONSIBLE FOR CONTINUED PROFESSIONAL DEVELOPMENT.

**DCCFA Resolution on Faculty Salary Compression**

Whereas faculty hired between the years 1981-2012 essentially missed what would have been their three, five, and 10-year “milestone” raises

Whereas these milestone raises will exacerbate the compression issue for faculty hired between the years 1981-2012

BE IT RESOLVED THAT THE DCCFA ADOPT A POSITION THAT FACULTY HIRED BETWEEN 1981-2012 RECEIVE A $1,500 SALARY ADJUSTMENT AS AN INITIAL STEP TO ADJUSTING THIS GROUP’S SALARIES TO BETTER REFLECT THEIR YEARS OF SERVICE TO THE DISTRICT AND ALLIEVIATE COMPRESSION. WE FURTHER CHARGE THE DCCFA WELFARE AND BENEFITS COMMITTEE TO IDENTIFY WHICH GROUPS OF FACULTY IN THE 1981-2012 GROUP REQUIRE ADDITIONAL COMPRESSION RELIEF AND ON WHAT AMOUNTS.

**DCCFA Resolution on Premium Pay**

Whereas formula pay was taken away from faculty several years ago

Whereas certain disciplines/courses essentially CANNOT maximize the premium pay program as the policy is drafted at present

BE IT RESOLVED THAT THE DCCFA ADOPT THE POSITION THAT ELIGIBLE CREDIT HOURS FOR PREMIUM PAY INCREASE FROM SIX TO 12 CREDIT HOURS *AND* PREMIUM PAY COMPENSATION BE INCREASED TO $1,500, AND MAKE IT POSSIBLE FOR PREMIUM PAY TO BE EARNED IN FALL AND SPRING IN DISCIPLINES AND PROGRAMS WITH INSUFFIECIENT SUMMER ENROLLMENT.

**DCCFA Resolution on Pay for Performance Initiative (PPI)**

Whereas the PPI is one of the few programs in the District that helps faculty enhance their compensations

BE IT RESOLVED THAT THE DCCFA ADOPT A POSITION THAT THE DCCCD ADMINISTRATION CLEARLY STATE AND IMPLEMENT A PROCESS SO FACULTY MAY PURSUE AND PARTICIPATE IN THE PAY FOR PERFORMANCE (PPI) PROGRAM. THE DCCCD SHOULD PROVIDE APPLICATIONS WITH CLEAR INSTRUCTIONS AND A CLEAR AND TRANSPARENT FORMULA FOR PAY RAISES.

**Additional Resolutions Proposed from Floor and Adopted**

**DCCFA Resolution on the Student Centric Network Implementation Plan Power Point**

Whereas, the Student-Centric Network Educational Plan has the potential to radically revolutionize the entire work-life of the faculty in terms of the job of a faculty member, the evaluation process, and the expectations of a faculty member.

Whereas, terminology like “high performing faculty,” “Select key measures of faculty performance,” are exceedingly vague, general, ill defined, and the basis of determining such could easily become arbitrary and capricious.

Be it Resolved that, the DCCFA adopt a position in opposition to the following elements of the Student Centric Network plan and the validity upon which these recommendations are based:

1) Page 18

1C Standardize course capacities system-wide

1G Standardize compensation for large group instruction

1K Define and standardize expectations for institutional service for faculty

2) Page 23 under that section entitled Source of Benefits:

>High Performing faculty are more easily identifiable through performance management and student registration tools. Policies adjusted to better support high performing faculty, driving up retention of those individuals

>Updated HR management policies help with the training, retention and recruitment of new, diverse staff; additional opportunities to bring in new faculty as some current faculty members may choose to leave instead of adjusting to new policies

3) Page 25

2A Set clear roles and responsibilities related to faculty scheduling

2B Identify key metrics to measure faculty load, utilization, scheduling, and budget

3A Select key measures of faculty performance

3B Develop a process for accurately and fairly assessing faculty performance

3C Adopt management practices that encourage retention of high-performing faculty

3D Evolve faculty contract options

3E Revise practices for recruiting and hiring faculty

4) Bullet Points on Page 27:

. Revised practices to recruit diverse, high-performing faculty

. Evolve current employee contracts

. Develop a new performance management process

. Adopt new retention and attrition practices

**DCCFA Resolution on HR Issues**

We the members of the DCCFA charge the Faculty Council to continue to engage with District leadership to advance faculty interests on the following previously-identified Human Resources-related subjects: salary compression for faculty hired between 1981 and 2013, consultant-suggested reductions in extra service teaching opportunities, mandatory range advancement for those hired in Ranges 1 and 2 beginning in 2015, professional development, and milestone inconsistencies; and to report to the membership via the Advance Blog on progress on these issues at least once every 60 days beginning Dec. 1, 2018, until all issues are resolved.

**DCCFA Resolution on LMS Selection Process**

We the members of the DCCFA charge the Faculty Council to report to the membership via the Advance Blog on progress on the District-wide LMS selection process at least once every 60 days beginning Dec. 1, 2018, until all issues are resolved.

**DCCFA Resolution on Work Group DELTA**

We the members of the DCCFA charge the Faculty Council to reconvene Work Group DELTA, to work with the Instructional Goals and Academic Freedom committee, jointly to identify appropriate performance metrics to identify “high performing” faculty, evaluation system improvements, and contractual/tenure models; to make recommendations for the Council to propose to District leadership; and to report to the membership via the Advance Blog on progress on these issues at least once every 60 days beginning Dec. 1, 2018, until all issues are resolved.”