

2018 ACBO Fall Conference

Collective Bargaining In Our New World

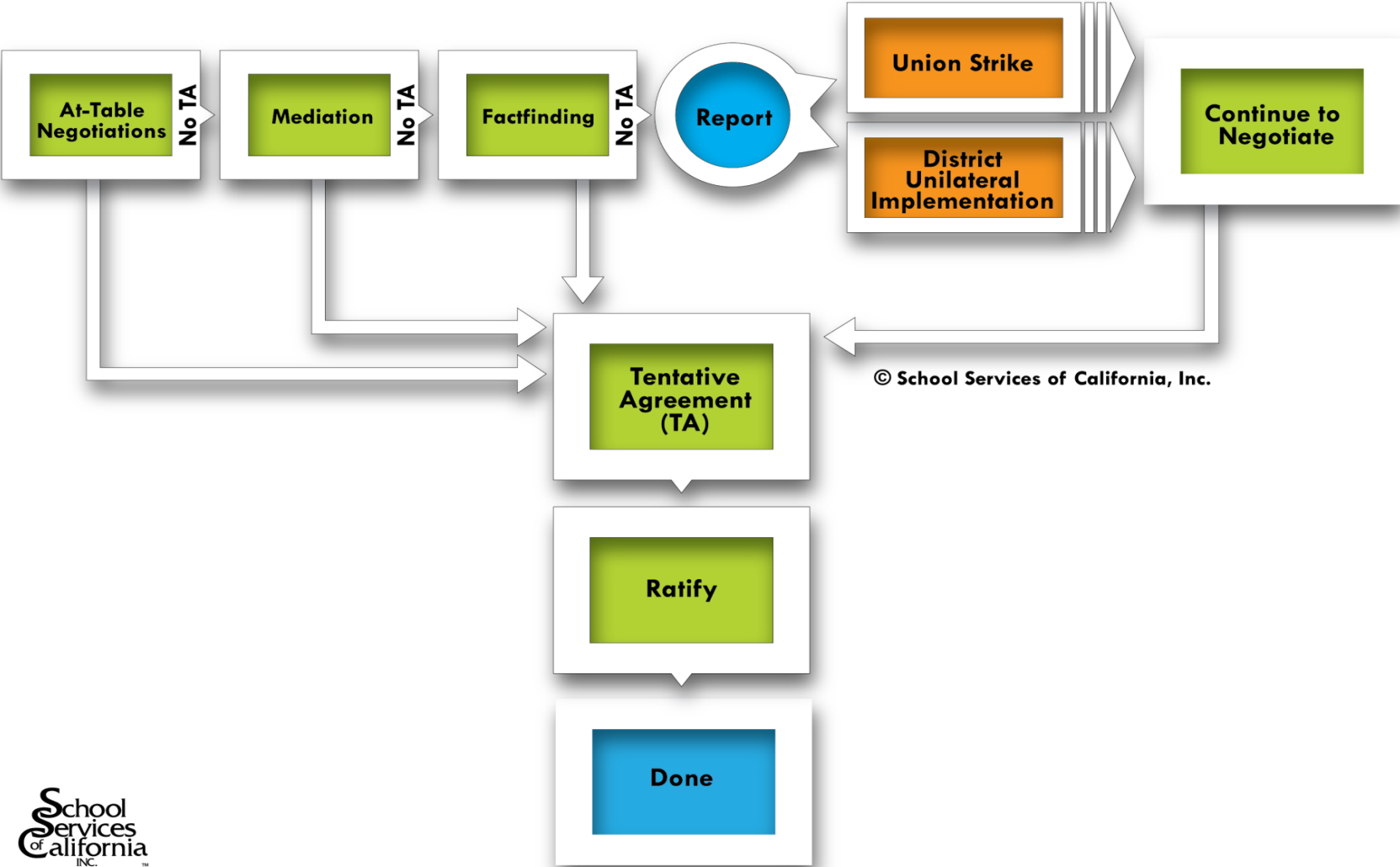
Presented by

Dan Troy, Assistant Superintendent/Vice President of
Administrative Services
Cuesta College

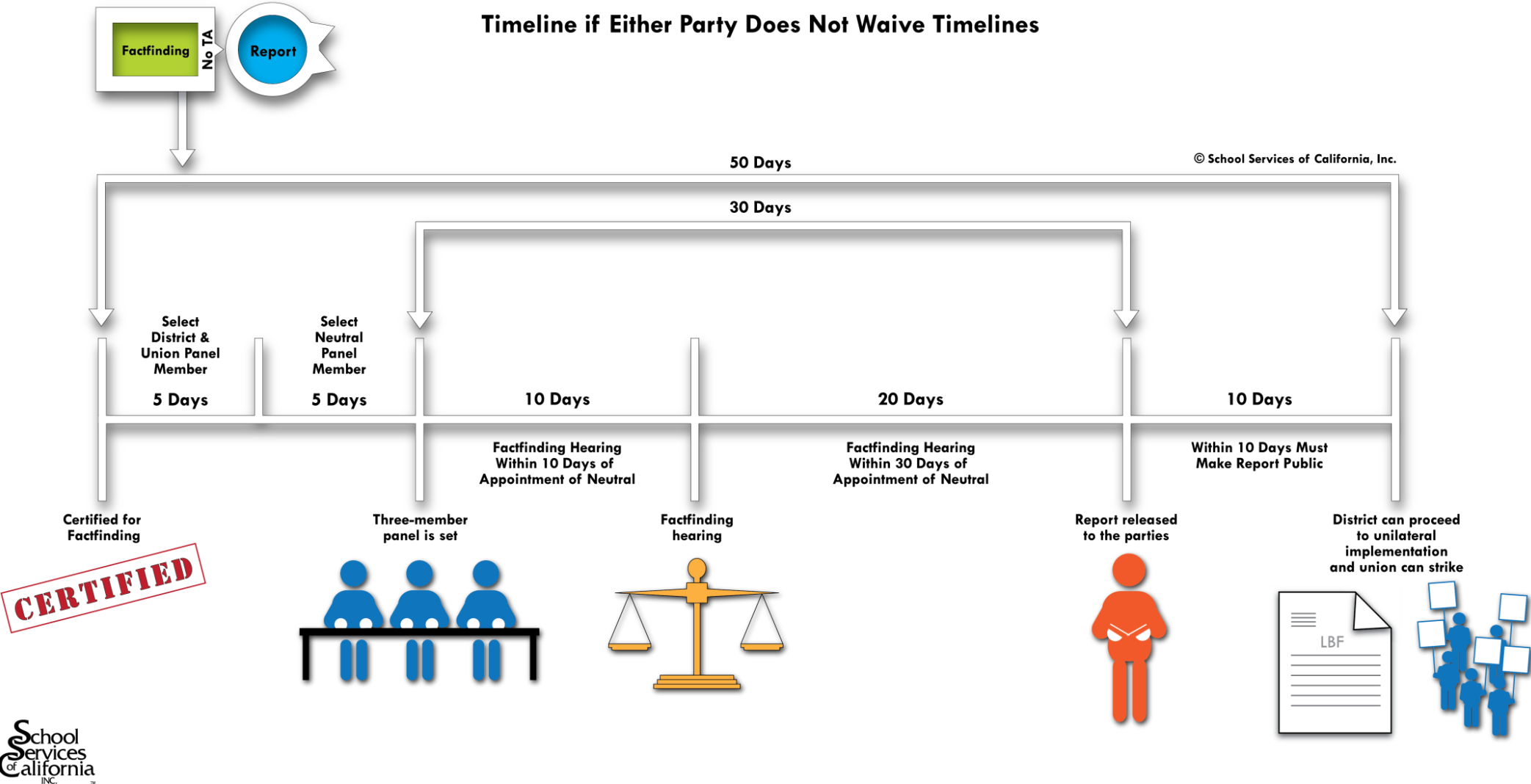
John Gray, President and CEO
School Services of California, Inc.



Negotiations Process



Negotiations Process Timelines



Educational Employment Relations Act (EERA)

Factfinders shall consider (EERA 3548.2):

- 1. State and federal laws applicable to the employer.**
- 2. Stipulation of the parties.**
- 3. Interest and welfare of the public and the financial ability of the public school employer.**
- 4. Comparison of the wages, hours, and condition of employment with other employees generally in public school employment in comparable communities.**
- 5. The Consumer Price Index (CPI) for goods and services, commonly known as the cost of living.**
- 6. Overall compensation, including wages, vacations, holidays, insurance, pension, medical, and hospitalization benefits received.**
- 7. Any other facts not included in 1 to 6 above, which normally are taken into consideration in making findings and recommendations.**

- The Supreme Court of the United States (SCOTUS), in a 5-4 decision released June 27, 2018, ruled that mandatory agency fees paid to public-sector unions by non-union members are unconstitutional because they violate their first amendment rights
- The SCOTUS decision was effective immediately and supersedes the EERA and local collective bargaining agreement (CBA) language

Employer-Employee Relations

Bargaining Demands

Revocations and the Duty of
Fair Representation

Senate Bill 866 Secrecy of New
Employee Orientations Provision



Fact:

The District's cost of 1% is \$150,066 for full-time faculty and \$83,714 for part-time faculty.

The District's cost of 1% for all employees is \$393,413.

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2017-18 Cost of 1% Unrestricted General Fund Salary/Benefits

Employee Classification	Salaries	1%	Benefit %	Benefits Increase \$ on 1% of salary	Total Cost of 1% (Salary and statutory benefits)
President	\$207,186	\$2,072	16.97%	\$352	\$2,423
Vice President (CalPERS ¹)	\$468,599	\$4,686	24.27%	\$1,137	\$5,823
Vice President (CalSTRS ²)	\$177,861	\$1,779	16.97%	\$302	\$2,080
Management (CalPERS)	\$2,353,624	\$23,536	24.27%	\$5,712	\$29,248
Management (CalSTRS)	\$961,070	\$9,611	16.97%	\$1,631	\$11,242
Classified	\$8,756,385	\$87,564	24.27%	\$21,252	\$108,816
<i>Full-Time Faculty</i>	<i>\$12,829,434</i>	<i>\$128,294</i>	<i>16.97%</i>	<i>\$21,772</i>	<i>\$150,066</i>
<i>Part-Time Faculty</i>	<i>\$7,156,866</i>	<i>\$71,569</i>	<i>16.97%</i>	<i>\$12,145</i>	<i>\$83,714</i>
Grand Totals	\$32,911,024	\$329,110	-	\$64,302	\$393,413

Source: 2017-18 District position control

¹California Public Employees' Retirement System (CalPERS)²California State Teachers' Retirement System (CalSTRS)

Fact:

Salary settlements have exceeded the state CPI and funded cost-of-living adjustments (COLA). The ongoing costs of past compensation settlements in excess of CPI and funded COLA continues into the future.

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The District is not only maintaining its employees' purchasing power, it is dramatically increasing it. In addition, the salary increase percentages shown below do not include step and column salary increases, one-time salary bonuses, or the additional District employer contributions for benefits increases.

Salary Increases Compared to CPI		
Year	CPI	Total Salary Increases
2014-15	1.60%	2.00%
2015-16	2.07%	5.00%*
2016-17	2.63%	1%** (proposed)
Total	6.30%	8.00%

Source: District-provided data

*One-time salary bonus of 2.00% and 1.26% one-time bonus from benefit pool

**2016-17 Total Compensation Proposal

Salary Increases Compared to Funded COLA		
Year	Funded COLA	Total Salary Increases
2014-15	0.85%	2.00%
2015-16	1.02%	5.00%*
2016-17	0.00%	1%** (proposed)
Total	1.87%	8.00%

Source: District-provided data

*One-time salary bonus of 2.00% and 1.26% one-time bonus from benefit pool

**2016-17 Total Compensation Proposal

Fact: The ongoing cost for the Association's proposal is estimated to be over \$600,000 for all employees.

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Association's Proposal – Estimated Cost	
	Association's Cost (<i>Full-Time and Part-Time Faculty</i>)
2.5% salary increase	\$584,450
Increase in Part-Time Faculty Office Hours	\$49,163*
Total Cost of Proposal	\$633,613

Source: District-provided data, estimated using 2017-18 cost of 1%

*Cost calculated as difference between total cost of Association proposal of \$139,461 and current office hours cost of \$90,298

Fact:

When compared to similar Community College Districts,
the District's ending fund balance is one of the lowest.

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The District maintains fiscally sound ending balances in order to manage the volatility of state funding, full-time equivalent students (FTES) decline, increasing costs of pensions, and the need to maintain good bond ratings and standing with the Accrediting Commission for Community and Junior Colleges.

Comparative Districts 2016-17 Net Ending Balance			
District	2016-17 Unrestricted Revenue	2016-17 Net Ending Balance	2016-17 % Net Ending Balance
Mt. San Jacinto Community College District (CCD)	\$76,041,732	\$23,373,079	30.7%
Citrus CCD	\$75,453,304	\$22,271,723	29.5%
Santa Barbara CCD	\$96,286,212	\$27,942,187	29.0%
Cabrillo CCD	\$66,906,630	\$18,316,610	27.4%
Desert CCD	\$55,881,291	\$14,638,535	26.2%
Hartnell CCD	\$44,067,999	\$10,746,669	24.4%
Antelope Valley CCD	\$65,006,779	\$15,584,418	24.0%
Monterey-Peninsula CCD	\$42,756,750	\$8,097,608	18.9%
<i>San Luis Obispo County CCD</i>	<i>\$53,233,360</i>	<i>\$9,808,568</i>	<i>18.4%</i>
Allan Hancock CCD	\$61,348,035	\$10,613,176	17.3%
Victor Valley CCD	\$60,780,274	\$5,679,427	9.3%

Source: 311 16-17 Annual

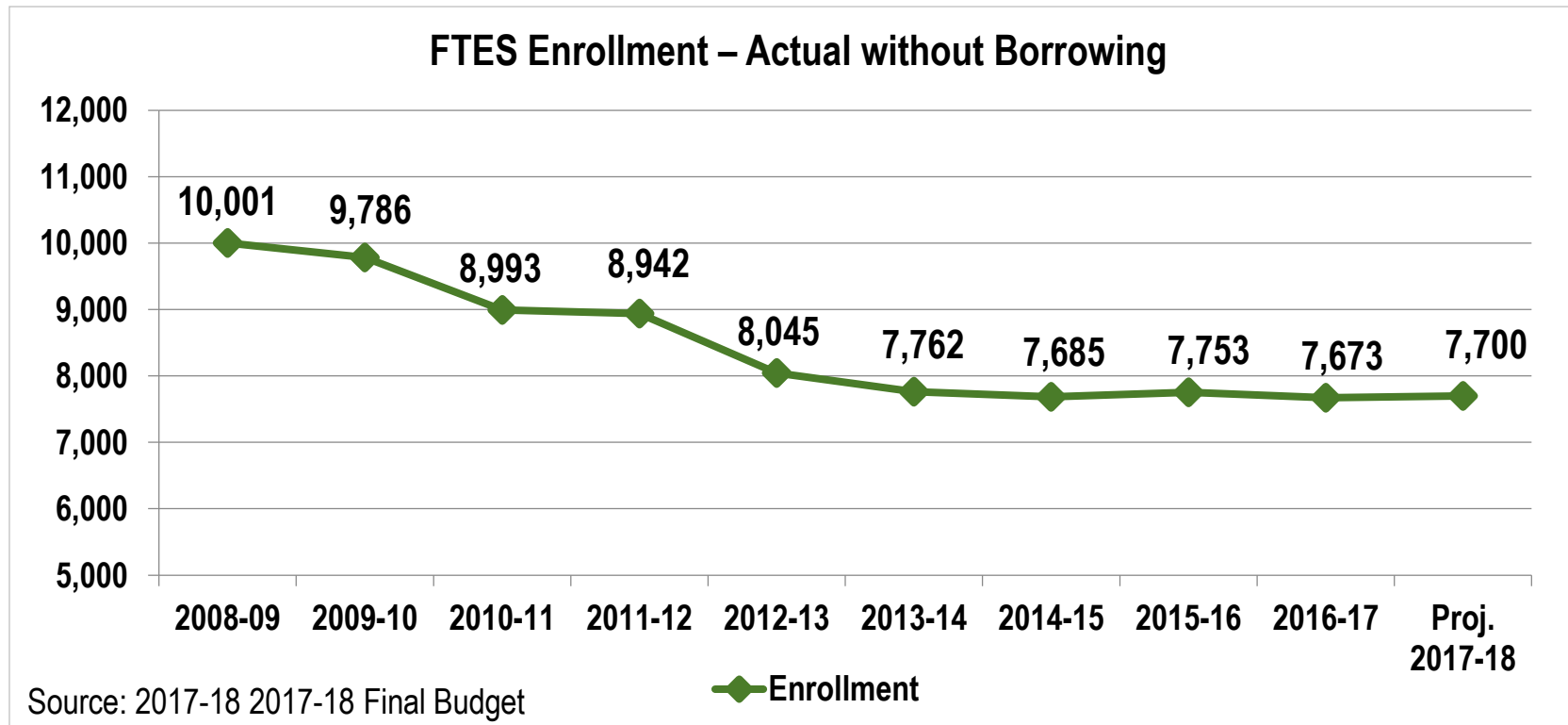
Fact:

The District has experienced a significant continued decline in FTES since 2008-09, and is projecting flat enrollment through 2018-19. This loss in FTES significantly impacts the District's revenues.

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Apportionment is the District's primary source of General Fund revenue. It's comprised of the District's basic allocation and funding per FTES. The District receives funding per FTES up to its assigned workload (cap). The rates for fiscal year 2017-18 are \$5,292 for credit FTES, \$3,182 for non-credit FTES, and \$5,292 for Career Development and College Preparation (enhanced) FTES.



Reason:

Comparisons of salary for full-time faculty are provided.

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2016-17 Beginning Salary	
District	Beginning Salary
Desert CCD	\$58,638
Santa Barbara CCD	\$55,987
Citrus CCD	\$54,328
Cabrillo CCD	\$53,635
Antelope Valley CCD	\$53,093
Allan Hancock CCD	\$52,570
Victor Valley CCD	\$51,702
Hartnell CCD	\$51,261
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$48,486
Mt. San Jacinto CCD	\$48,062
Monterey Peninsula CCD	\$45,526

Source: Current district salary schedules and salary increases

2016-17 Maximum Scheduled Salary		
District	Maximum Scheduled Salary	Maximum # of Steps
Mt. San Jacinto CCD	\$117,241	16
Desert CCD	\$114,899	44
Citrus CCD	\$114,491	35
Santa Barbara CCD	\$111,737	34
Victor Valley CCD	\$108,471	20
Antelope Valley CCD	\$106,018	26
Hartnell CCD	\$105,021	20
Cabrillo CCD	\$104,352	26
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$102,530	22
Allan Hancock CCD	\$100,385	24
Monterey Peninsula CCD	\$96,961	27

Source: Current district salary schedules

Reason:

The District provides competitive salaries for adjunct faculty

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2016-17 Beginning Salary – Adjunct Instructor Hourly Rate (Lecture)	
District	Rate
Santa Barbara CCD	\$74.61
Antelope Valley CCD	\$68.61
Cabrillo CCD	\$64.91
Citrus CCD	\$61.03
Victor Valley CCD	\$57.00
Hartnell CCD	\$54.86
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$54.21
Desert CCD	\$52.51
Mt. San Jacinto CCD	\$49.48
Allan Hancock CCD	\$45.43
Monterey Peninsula CCD	\$36.62

Source: Survey of comparative district current salary schedules and CBAs

Reason: When compared to the geographically proximate districts located in adjacent counties, Allan Hancock CCD and Monterey Peninsula CCD, the District offers some of the highest compensation.

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Full-Time Faculty

2016-17 Beginning Salary	
District	Beginning Salary
Allan Hancock CCD	\$52,570
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$48,486
Monterey Peninsula CCD	\$45,526

Source: Current district salary schedules and salary increases

2016-17 Salary at BA+60, Step 10	
District	Salary at BA+60, Step 10
Monterey Peninsula CCD	\$77,272
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$73,321
Allan Hancock CCD	\$72,871

Source: Current district salary schedules and salary increases

2016-17 Maximum Scheduled Salary		
District	Maximum Scheduled Salary	Maximum # of Steps
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$102,530	22
Allan Hancock CCD	\$100,385	24
Monterey Peninsula CCD	\$96,961	27

Source: Current district salary schedules and salary increases

2016-17 Maximum Scheduled Salary With Doctorate		
District	Maximum Scheduled Salary With Doctorate Degree	Maximum # of Steps
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$105,623	22
Allan Hancock CCD	\$102,872	34
Monterey Peninsula CCD	\$99,870	16

Source: Current district salary schedules

Part-Time Faculty

2016-17 Beginning Salary – Adjunct Instructor Hourly Rate (Lecture)	
District	Rate
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$54.21
Allan Hancock CCD	\$45.43
Monterey Peninsula CCD	\$36.62

Source: Survey of comparative district current salary schedules and CBAs

2016-17 Maximum Salary – Adjunct Instructor Hourly Rate (Lecture)	
District	Rate
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$100.46
Allan Hancock CCD	\$74.14
Monterey Peninsula CCD	\$70.40

Source: Survey of comparative district current salary schedules and CBAs

2016-17 Maximum Salary With a Doctorate Degree – Adjunct Instructor Hourly Rate (Lecture)	
District	Rate
<i>San Luis Obispo County CCD – 2016-17 Proposal (1%)</i>	\$103.42
Allan Hancock CCD	\$78.60
Monterey Peninsula CCD	\$73.33

Source: Survey of comparative district current salary schedules and CBAs

Part-Time Faculty Reemployment Preference	
District	Adjunct Bumping Rights
Allan Hancock CCD	No
Antelope Valley CCD	No
Cabrillo CCD	No
Citrus CCD	No
Desert CCD	No
Hartnell CCD	No
Monterey Peninsula CCD	No
Mt. San Jacinto CCD	No
Santa Barbara CCD	No
Victor Valley CCD	Includes limited adjunct bumping rights with exception for District based on instructional or programmatic needs.

Instructional Expenditures Per FTES	
District	Two-Year Combined Instructional Expenditures Per FTES
Santa Barbara CCD	\$3,886.35
Victor Valley CCD	\$3,190.78
Cabrillo CCD	\$3,127.52
<i>San Luis Obispo County CCD</i>	\$3,104.61
Desert CCD	\$2,862.06
Antelope Valley CCD	\$2,788.65
Citrus CCD	\$2,614.20
Monterey Peninsula CCD	\$2,519.26
Hartnell CCD	\$2,452.86
Mt. San Jacinto CCD	\$2,442.54
Allan Hancock CCD	\$2,372.63

Source: District-provided data

Thank you!



An Employee-Owned Company