

Napa Valley College Faculty Association
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To: Randy Erickson, Lead Negotiator, District
Charo Albarran, Negotiator, District
Priscilla Mora, Negotiator, District
Jim Reeves, Negotiator, District

CC: Dr. Torence Powell, Superintendent/President

From: Kristie A. Iwamoto, President, NVCFA

Date: 27 Nov 2023

Subject: 2024-2027 Faculty Association Negotiations' Proposal

The Faculty Association has an interest in discussing and bringing resolution to issues in the following areas:

- Article 2 – Association Rights
 - Review reassigned times for consistency in language
- Article 5 – Academic Calendar
 - Review start and end dates, and durations, for each session (Fall, Spring, Summer), and the timing of holidays, therein.
- Article 6 – Regular/Contract Faculty Hours of Employment /Instructional Load
 - Discuss parameters regarding distance education in a post-Covid environment.
- Article 8 – Regular/Contract Faculty Salaries
 - In order to attract/retain quality professors, bring salaries commensurate to the cost of living (top third of the districts in the state), and properly compensate faculty for ancillary work for the district.
- Article 9 – Regular/Contract Health and Welfare Benefits
 - In order to attract/retain quality professors, increase coverage of faculty members and their families
- Article 11 – Regular/Contract Faculty Leave Provisions
 - Review language for clarity and possible revision.
- Article 12 – Regular/Contract Faculty Evaluations
 - Review evaluation procedures for faculty for clarification and possible revision.
- Article 13 – Part-Time, Hourly and Temporary, Full-Time Unit Member Compensation
 - In order to attract/retain quality professors, bring salaries commensurate to the cost of living (top third of the districts in the state), and properly compensate faculty for ancillary work for the district.

- Article 14 – Part-Time, Hourly and Temporary, Full-Time Unit Member Health and Welfare Benefits
 - In order to attract/retain quality professors, increase coverage of faculty members and their families
 - Utilize state reimbursed funding to provide medical benefits to part time faculty.
- Article 15 – Part-Time, Hourly and Temporary, Full-Time Unit Member Leave Provisions
 - Review language for clarity and possible revision.
- Article 16 – Part-Time, Hourly Unit Member Evaluations
 - Possible changes per Academic Senate

The Association reserves the right to modify this proposal until such time as a complete agreement is reached. Additionally, review and edits of non-substantial language may occur to facilitate clarity in the agreement.



Kristie A. Iwamoto
President, NVC Faculty Association

11/29/23
Date