

## Napa Valley Community College District

### District Proposal for Negotiations with the Napa Valley College Faculty Association for the Contract Period Beginning July 1, 2023

In the spirit of interest-based bargaining, the District seeks to address interests and concerns related to the employment of faculty at Napa Valley College. The District has an interest in working collaboratively with the Faculty Association to maintain a three-year agreement that will be mutually beneficial.

#### **Benefits**

The District has an interest in discussing a change in the retiree medical vesting requirement. (Article 9.5)

#### **Salaries**

The District has an interest in negotiating compensation within the context of the district's goal of operating in a fiscally responsible manner. (Articles 8 and 13)

#### **Other Terms of Employment**

- **Faculty Hours of Employment/Instructional Load:** The District has an interest in reviewing the Regular/Contract Faculty Hours of Employment/Instructional Load for clarification and possible revision. (Article 6)
- **Leave Provisions:** The District has an interest in reviewing and updating leave provisions for contract/regular faculty and part-time, hourly, and temporary, full-time unit member leave provisions for clarification, possible revisions, and additions due to legislation. (Articles 11 and 15)
- **Evaluations:** The District has an interest in reviewing evaluation procedures for regular/contract faculty and part-time, hourly unit members for clarification and possible revision. (Articles 12 and 16)
- **Personnel Files:** The District has an interest in reviewing the personnel files language for clarification and possible revision. (Article 19)
- **Public Charges:** The District has an interest in reviewing the public charges language for clarification and possible revision. (Article 22)
- **Discipline Provisions:** The District has an interest in reviewing the discipline provisions language for clarification and possible revision. (Article 23)
- **Grievance Procedure:** The District has an interest in reviewing the grievance procedure language for clarification and possible revision. (Article 24)

The District reserves the right to amend, modify, delete, add to, or subtract from this proposal until such time as a completed agreement is reached.

In addition to the listed articles, the District has an interest in reviewing, editing, and cleaning up non-substantive and outdated language in the collective bargaining agreement to facilitate clarity and the better use of the agreement.