Napa Valley Community College District

District Proposal for Negotiations with
the Napa Valley College Faculty Association
for the Contract Period Beginning July 1, 2013

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 create a multi-year agreement that will be mutually beneficial.

Salaries
The district has an interest in negotiating compensation within the context of the district’s goal of operating in a fiscally responsible manner.

Health and Welfare Benefits
The district recognizes that the cost of health and welfare benefits financially impact both the district and the faculty association membership. The district wishes to explore options to address the issue of increasing costs of both employee and retiree benefits, as well as the unfunded liability for retiree health benefits.

Other Terms of Employment
- **Extra Pay Assignments**: The district has an interest in a regular review of extra-pay assignments, including extra days, job blocks, and other compensation.
- **Contract (Tenure-Track) Faculty Evaluation**: The district has an interest in finalizing and implementing the revised evaluation procedures for contract (tenure-track) evaluation.
- **Retraining Language**: The district has an interest in reviewing the retraining language, particularly in relation to the program discontinuance policy.
- **Regular (Tenured) Faculty Evaluation**: The district has an interest in reviewing the evaluation procedures for clarification and possible revision.
- **Discipline**: The district has an interest in reviewing the discipline language for clarification and possible revision.
- **Mandatory Training**: The district has an interest in discussing the types of trainings that are mandatory for all college employees.

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.

04/23/13