

Special Report Due April 15, 2014

Required Elements to be addressed in the Imperial Valley College Special Report:

1) The actions taken by the district to address permanent fixed costs resulting from mandated entitlements in the District's collective bargaining contracts. A Major ongoing concern is that the structured entitlements provided to unions require concessions be made by employees to reduce college costs. If the college's actions can be effectively monitored through a Special Report that targets action taken by District to reduce permanent fixed costs resulting from mandated entitlements in union agreements, then there is no need to send a team to visit the college. Otherwise a Special Report with visit is recommended.

Issue	Status	Response	Evidence
1. IVC has high permanent fixed costs that are included in labor contracts.			
Classified support staff salary schedules have 15 step increments per track with a 5% increase per step as one example of the contractually developed high cost structure.	District Last and Final	2 -18 14: BOT directed District Negotiators to begin Fact Finding Process.	District Last and Final Fact Finding documents
<i>FCMAT RECOMMENDATIONS</i> <i>Actions that need to be taken by the college to negotiate reductions in costs through changes in union contracts include several key factors that exceed the costs of other districts. The areas where action is needed include various combinations of these factors:</i>			
<i>1. For classified support personnel, change salary schedule organization to limit the number of increments available. Currently employees are on a 15 step schedule with 5% increases per step. The college needs to determine the number of steps it can afford to offer.</i>	District Last and Final Negotiations are at impasse, Fact-finding phase	2 -18 14: BOT directed District Negotiators to begin Fact Finding Process.	District Last and Final Fact Finding documents
The faculty contract includes a number of high cost provisions including:			
<ul style="list-style-type: none"> Low minimum enrollment for a class to go with a provision that classes cannot be cancelled for low enrollment 	Minimum class size: 25 – 28 Maximum class size may be increased from 40 -45 with consent of Curriculum Committee and Academic Senate Changes to class minimums in 2013: 15 -17 students minimum and 50 – 65% whatever is less	Minimum class size increased from 25-28 Spring 2014 (unless safety or facilities limit students enrollment) No classes caps have been increased from 40 – 45 Implemented class minimum class size increase from 25 – 28 Spring 2014	Full-Time CTA Contract: Article 15.16, Class Size (pg88) Part-Time CTA Contract, Article 10.4 (pg 22)

<ul style="list-style-type: none"> Significant amounts of release time to complete administrative work 	<p>Negotiated changes to faculty reassign time and stipends with CTA, 2013-15 Contract</p>	<p>Release time reduced for the following positions: POST Coordinator Release time removed and replaced with stipend to equal release time amount: Academic Senate Secretary Basic Skills Coordinator CISCO Academy Coordinator Curriculum Chair ADS Coordinator Art Gallery Director Athletic Director All Head Coaches Ass Assistant Coaches Title IX Coordinator Staff Development Coordinator Student Equity Coordinator</p>	<p>CTA Full-time Contract Article 17/12, Lecture Reassigned Time, Table (pg 105 – 106)</p>
<ul style="list-style-type: none"> Nearly 50% over the Faculty Obligation Number required by the state. The required number is 108, the number on staff is 158 or so. 			
<ul style="list-style-type: none"> Additional contract days up to 199 from 177 for a number of faculty who work as coordinators. 	<p>Full-time CTA contract, negotiated a reduction of 199 day to 194 days for all 199 non-teaching faculty</p>	<p>All 199 day faculty contracts were reduced to 194 day contracts beginning in 2013-14 academic year. Faculty that was above the new salary schedule was “Y rated” at the May 2013 level for one year.</p>	<p>CTA Full-time Contract, Article 15.1 (pg 77) and CTA-Full-time contract, Exhibit B3: Salary and Benefit Agreement for 2013-2014 and 2014-2015 (pg 127)</p>
<ul style="list-style-type: none"> Faculty are also paid at 100% of their full time rate for overload and summer semester teaching assignment 	<p>Negotiated new overload rates with Full-time and Part-time Faculty to be competitive in the region</p> <p>Summer/ Winter intersession is compensated at a blended rate</p>	<p>Full-time Faculty overload rate was raised for \$50.00/unit to \$55.00/unit in 2013-14 and \$60.00/unit in 2014 – 2015 Part-time faculty pay was increased from \$48.50 to \$55.00 in 2013-14 and \$60.00 in 2015-2016</p> <p>Intersession pay for full-time faculty is compensated as follows: First six (6) units at prorate pay but</p>	<p>CTA Full-time Contract, Article 17.5,(pg 101) and Exhibit B3, Salary and Benefit Agreement (pg127)</p> <p>Part-time CTA Contract, Article 13.1 Salary</p> <p>Full-time CTA contract, Article 17.3.1 (pg 100)</p>

		at least at \$55.00/unit and overload rate for all remaining units. Part time faculty is compensated at the regular part-time rate.	
<u>FCMAT RECOMMENDATIONS</u> <i>Actions that need to be taken by the college to negotiate reductions in costs through changes in union contracts include several key factors that exceed the costs of other districts. The areas where action is needed include various combinations of these factors:</i>			
2. For faculty there are several areas:			
a. Release time needs to be reduced. FCMAT noted the college was releasing faculty to perform administrative type work. The number of release time assignments also exceeds industry standards but the college needs to negotiate the right amount.			
b. Payment of full time faculty during off-contract periods and for overload assignments is being made at the same rate as full-time faculty pay during regular contract year primary load assignments. Adjunct rates which are lower and offered to all adjunct faculty should be considered for all full-time faculty who work during the summer or take overload assignments.		Part-time faculty agreed to a reduced rate for outside classroom activities to 50% of their regular hourly rate (\$27.50/hr)	Part-time CTA Contract, Article 13: Salary, pg 26
c. The college does not appear to be a going-concern and unless significant modifications occur the college will be insolvent. The Commission should monitor this situation to determine actions taken to reduce the permanent fixed cost structure as described earlier.			
2. As of the reporting of the FY 12/13 2 nd			

Principal Apportionment Report, the college reported enrollment had increased to 6,559, which assisted in stabilizing ongoing revenue. The P-2 was dated August 2013.			
3. There were no material weaknesses identified in the audit reports.			
4. The college unrestricted general fund is paying for shortages occurring in the Child Development Center Fund			
And other programs that receive categorical or specially restricted revenue from the state to provide specific additional services to students who meet eligibility requirements.			
The college has not acted to control costs in these programs and when revenue was reduced, the college paid or subsidized the programs by augmenting them with funds to pay all costs incurred.			
This is now taking a priority status that has not been discussed.			
Standards applicable to the conditions noted above:			
Standard III.D.1.a. requires that financial planning be conducted in a manner that integrates all requirements or demands on resources and also supports overall institutional planning.			
1. The mission and goals are the foundation for financial planning.			
a. Financial planning is integrated with and supports all institutional planning.			