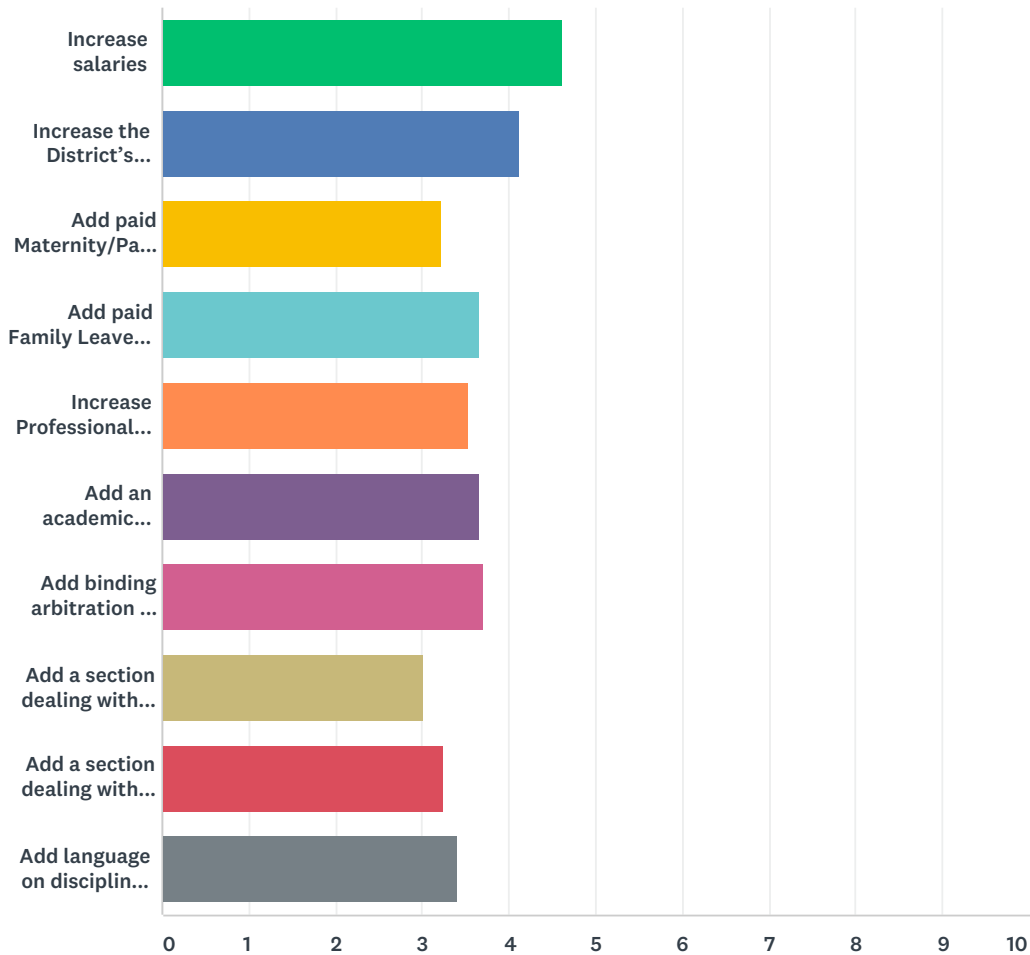


Q1 Rate each of the following areas using a scale of 1-5 based on its importance to you (1 = most important.)(Add any comments, suggestions, explanations in the text box below.)

Answered: 189 Skipped: 0



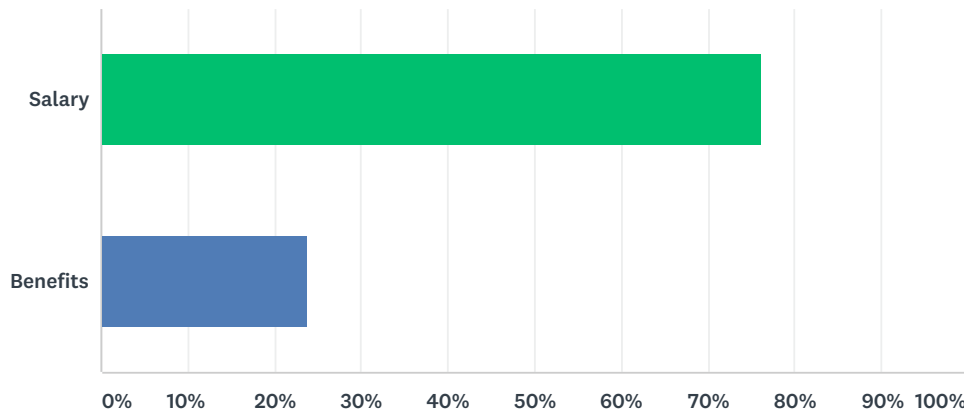
	1 - VERY IMPORTANT	2	3	4	5 - NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Increase salaries	76.76% 142	14.05% 26	5.95% 11	1.62% 3	1.62% 3	185	4.63
Increase the District's contribution to medical benefits	53.01% 97	23.50% 43	14.21% 26	2.19% 4	7.10% 13	183	4.13
Add paid Maternity/Paternity Leave (distinct from sick-leave)	24.72% 44	24.72% 44	20.79% 37	8.43% 15	21.35% 38	178	3.23
Add paid Family Leave (distinct from sick-leave)	35.91% 65	24.86% 45	19.89% 36	8.29% 15	11.05% 20	181	3.66
Increase Professional Development funds (e.g. for Sabbatical Leaves, conference attendance, etc.)	27.17% 50	26.09% 48	28.80% 53	8.15% 15	9.78% 18	184	3.53
Add an academic freedom clause to the contract	36.41% 67	21.20% 39	26.09% 48	5.98% 11	10.33% 19	184	3.67

## 2018 Negotiations Survey

Add binding arbitration as the last step of the grievance procedures	33.14% 58	26.86% 47	25.14% 44	6.29% 11	8.57% 15	175	3.70
Add a section dealing with intellectual property rights	15.73% 28	17.42% 31	35.96% 64	15.17% 27	15.73% 28	178	3.02
Add a section dealing with distance education classes	20.22% 36	24.16% 43	29.21% 52	12.36% 22	14.04% 25	178	3.24
Add language on discipline and investigations	23.76% 43	23.20% 42	34.25% 62	8.29% 15	10.50% 19	181	3.41

## Q2 If the District offers a total compensation package, which should the union prioritize?

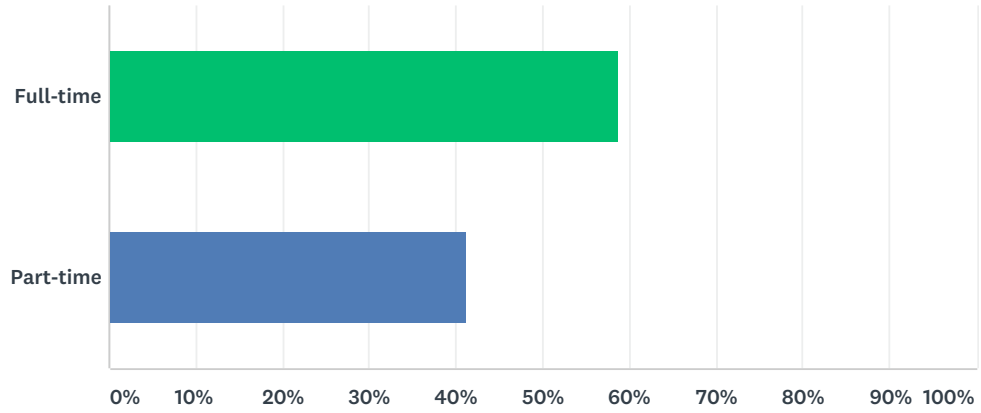
Answered: 180 Skipped: 9



ANSWER CHOICES	RESPONSES	
Salary	76.11%	137
Benefits	23.89%	43
TOTAL		180

### Q3 Are you:

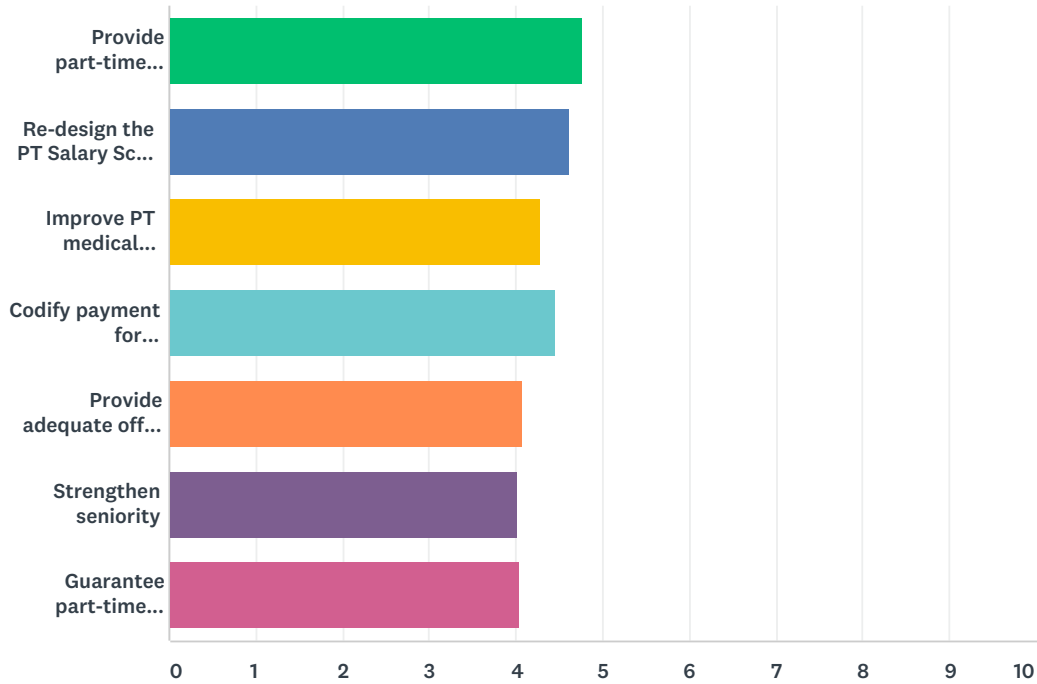
Answered: 189 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	58.73%	111
Part-time	41.27%	78
TOTAL		189

Q4 Rate each of the following areas using a scale of 1- 5 based on its importance to you (1 = most important.)(Add any comments, suggestions, explanations in the text box below.)

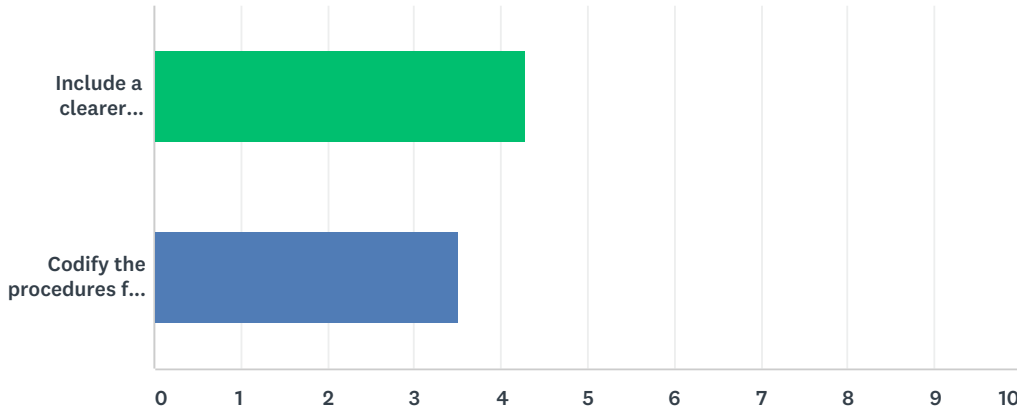
Answered: 75 Skipped: 114



	1 - VERY IMPORTANT	2	3	4	5 - NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Provide part-time faculty pay parity with full-time faculty	85.14% 63	10.81% 8	1.35% 1	1.35% 1	1.35% 1	74	4.77
Re-design the PT Salary Scale to mirror the FT Salary Scale (i.e. include more steps for seniority and additional columns for education levels )	75.68% 56	17.57% 13	1.35% 1	4.05% 3	1.35% 1	74	4.62
Improve PT medical coverage by increasing reimbursement stipend or by moving to pro-rated benefits	61.11% 44	18.06% 13	12.50% 9	4.17% 3	4.17% 3	72	4.28
Codify payment for non-teaching duties, such as work on division & college committees, program review, SLO's, etc.	65.33% 49	21.33% 16	8.00% 6	4.00% 3	1.33% 1	75	4.45
Provide adequate office space for PT Faculty	47.30% 35	28.38% 21	13.51% 10	5.41% 4	5.41% 4	74	4.07
Strengthen seniority	42.47% 31	30.14% 22	19.18% 14	2.74% 2	5.48% 4	73	4.01
Guarantee part-time faculty an interview for full-time jobs	52.70% 39	18.92% 14	17.57% 13	1.35% 1	9.46% 7	74	4.04

Q5 Rate each of the following areas using a scale of 1-5 based on its importance to you (1 = most important.)(Add any comments, suggestions, explanations in the text box below.)

Answered: 112 Skipped: 77



	1 - VERY IMPORTANT	2	3	4	5 - NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Include a clearer delineation of non-teaching duties and responsibilities in the contract.	57.66% 64	23.42% 26	12.61% 14	2.70% 3	3.60% 4	111	4.29
Codify the procedures for granting course assignments for FT faculty	24.55% 27	31.82% 35	24.55% 27	9.09% 10	10.00% 11	110	3.52

Q6 Our entire contract will be open in the next round of negotiations, so any issue is a proper subject for discussion. We encourage you to read our contract and think of your work. Are the issues that are important to you properly addressed in the contract? Have there been changes in your work in the last few years that the contract does not address? See our complete contract [here](#). Please give us any ideas or comments you might have regarding our contract.

Answered: 83 Skipped: 106