

# **Tentative Agreement Summary**

## **Three Year Agreement: 2021/2022, 2022/2023, 2023/2024**

### **Salary:**

#### ***2021-2022***

- Regular Salary Schedules: 5.07% COLA (effective Fall 2022)
- \$2000 moved from fringe to regular salary schedules (effective Fall 2022)
- Overload: 5.07% COLA (effective Fall 2022)
- Summer: 5.07% COLA + 5% (effective Summer 2022)
- Off schedule, one-time payment: \$5000 (within 60 days after ratification)

#### ***2022-2023 (Governor's budget estimate 5.33%)***

- Regular Salary Schedules: Fully funded COLA (effective Fall 2022)
- Overload: Fully funded COLA (effective Fall 2022)
- Summer: Fully funded COLA (effective Summer 2023)

#### ***2023-2024***

- Regular Salary Schedules: Fully funded COLA (effective Fall 2023)
- Overload: Fully funded COLA (effective Fall 2023)
- Summer: Fully funded COLA (effective Summer 2024)

### **Benefits: Family Medical + 1 Dependent and +2 or more Dependents**

#### ***Effective Jan. 1, 2023***

- District provides \$8,494 per year family medical for one (1) dependent (Kaiser rate).
- District provides \$13,590 per year family medical for two (2) or more dependents (Kaiser rate).
- If the Kaiser rate increases effective 1-1-2023, the District will increase coverage up to the rate of 2022-2023 funded COLA.

#### ***Effective Jan. 1, 2024***

- If the Kaiser rate increases effective 1-1-2024, the District will increase coverage for + 1 dependent and + 2 or more dependents up to the rate of 2023-2024 funded COLA.

#### **Fringe Benefit Allowance**

- \$2000 of the current \$4,646 fringe moved to the regular salary schedules (effective Fall 2022).
- \$2646 left as fringe for other medical, dental, vision, 125 Plan, 403(b) or 457 investments or taken as cash.

### **NEW ARTICLE—Article 29: Extensive Laboratory**

#### **Lecture/Lab Parity begins Fall 2023**

- Labs designated as “extensive” will be paid 1:1 or 100% lecture rate.
- Extensive labs will be designated annually by a district committee composed of five faculty and three managers. Extensive lab designation process included as contract language.
- Extensive lab committee begins designation process Fall 2022.

**Article 4: Faculty Rights—Scheduling**

PERB Unfair Practice Charge Settlement—New language establishing faculty right of “first consideration” for any additional classes added to the course offerings after initial scheduling.

**Article 5: Office Hours**

Office hours must be specified on staff assignment sheet.

**Article 11: Class Size/Multiple Sections**

- Fill rate for multiple section classes (x2, x2.5, and x3) changes from 80% to 90%.

**Article 16: Delineation of Department/Department Coordinators**

Changes the word “dean” to “Immediate Management Supervisor.”

**Article 18: Evaluation of Tenured Unit Members**

Grants the dean access to student evaluation forms before writing the unit member’s evaluation.

**Article 20: Class Advancement**

- Clarifies language and forms to ensure faculty members get credit for upper division and graduate coursework without prior approval of dean or Human Resources.
- Makes clear to faculty that lower division coursework must have prior approval by dean.

**Article 21: District Insurance and Benefits Committee**

- Retiree Benefits (Specific Task)--This language was deleted as the task has been completed by the District Insurance and Benefits Committee within the timeframe of July 1, 2021.
- Any new insurance plan has to be presented to the District Insurance and Benefits Committee for feedback and input (removed “approval by”) before it is approved by the Board of Trustees.
- No existing insurance plan can be modified or dropped until it has been presented to the District Insurance and Benefits Committee for feedback and input (removed “approval by”) before it is approved by the Board of Trustees.

**Article 27: Compensation for Summer and Intersession Hiring Committees**

- Adds compensation for applications evaluated.
- Renames “Hiring Committee” to “Search Committee.”

**NEW ARTICLE: Article 28: Internship/Work Experience Program**

- Compensation at .125
- Contract language from MOU language.

**NEW: Comparability Analysis**

A comparability analysis will be conducted every three years using the previously agreed upon seven surrounding districts and four step and column benchmarks.

**Agreement of both parties to Spring 2022 COVID MOU.**