**TENTATIVE AGREEMENT**

**By and Between**

**San Bernardino Community College District Teachers Association**

**And**

**San Bernardino Community College District**

**Article 10 Wages**

**April 15, 2022**

This Tentative Agreement is entered by and between the San Bernardino Community College District (“District”) and the San Bernardino Community College District Teachers Association CTA/NEA (“Association”), collectively, “the parties.”

WHEREAS, To attract and retain the most qualified candidates we need to offer wages for both full and part-time faculty to be competitive with our comparison colleges;

WHEREAS, United States has experienced record inflation at 7% in 2021;

WHEREAS, The Cost-Of-Living Adjustment was 5.07% for 2021-2022, 6.17% (revised by the Legislative Analyst’s Office from 5.33%) for 2022-2023, and estimated to be 3.64% for the 2023-2024 year; and

IT IS THEREFORE AGREED THAT:

1. The proposed full-time salary schedule will replace the salary schedule in Appendix A-1a.
	1. ~~7%~~ ~~2%~~ ~~8%~~ ~~2%~~ ~~7%~~ 4% increase effective July 1, 2022
	2. ~~3% increase effective July 1, 2023~~
2. ~~The proposed Appendix A-2a including the hourly compensation schedule shall replace the current language in Appendix A-2a.~~ The proposed Appendix A-2a including the hourly compensation schedule shall replace the current language in Appendix A-2a.
	1. ~~$4 increase and the addition of step 4 effective July 1, 2022 $4~~ ~~2%~~ ~~$4~~ $3 increase ~~and the addition of step 4~~ ~~and the addition of step 4~~ to the Instructional and Non-Instructional rates effective July 1, 2022
	2. ~~$2 increase effective July 1, 2023~~

~~Year 1~~

|  |
| --- |
| PT Hourly and FT Overload Rates\* |
| Assignment | Rate |
| FT/PT Non-Teaching Agreements PT Professional Development | ~~$56~~ $52 ~~$56~~ |  |  |
| Non-Instructional Faculty (Counselors, Librarians, Health Center Nurses, and nonteaching overload for Coordinators and Faculty Leads) | Group 1 | Group 2 | Group 3 |
| Based on Requirements on Placement Guidelines\*\* | C  | D-H | I |
| Step 1 | ~~$56 $53.04 $56~~ $55 | ~~$58 $55.08 $58~~ $57 | ~~$60 $57.12 $60~~ $59 |
| Step 2 | ~~$58 $55.08 $58~~ $57 | ~~$60 $57.12 $60~~ $59 | ~~$62 $59.16 $62~~ $61 |
| Step 3 | ~~$60 $57.12 $60~~ $59 | ~~$62 $59.16~~~~$62~~ $61 | ~~$64 $61.20 $64~~ $63 |
| ~~Step 4 Step 4~~ | ~~$62 $62~~ | ~~$64 $64~~ | ~~$66 $66~~ |
| Instructional Faculty (Lab/Lecture/Clinical/Non-Credit) |  |  |  |
| Based on Requirements on Placement Guidelines\*\* | C  | D-H | I |
| Step 1 | ~~$70 $67.32~~ $69 | ~~$72 $69.36~~ $71 | ~~$74 $71.40~~ $73 |
| Step 2 | ~~$72 $69.36~~ $71 | ~~$74 $71.40~~ $73 | ~~$76 $73.44~~ $75 |
| Step 3 | ~~$74 $71.40~~ $73 | ~~$76 $73.44~~ $75 | ~~$78 $75.48~~ $77 |
| ~~Step 4~~ | ~~$76~~ | ~~$78~~ | ~~$80~~ |

~~Year 2~~

|  |
| --- |
| ~~PT Hourly and FT Overload Rates\*~~ |
| ~~Assignment~~ | ~~Rate~~ |
| ~~FT/PT Non-Teaching Agreements PT Professional Development~~ | ~~$58~~ |  |  |
| ~~Non-Instructional Faculty (Counselors, Librarians, Health Center Nurses, and nonteaching overload for Coordinators and Faculty Leads)~~ | ~~Group 1~~ | ~~Group 2~~ | ~~Group 3~~ |
| ~~Based on Requirements on Placement Guidelines\*\*~~ | ~~C~~  | ~~D-H~~ | ~~I~~ |
| ~~Step 1~~ | ~~$58~~ | ~~$60~~ | ~~$62~~ |
| ~~Step 2~~ | ~~$60~~ | ~~$62~~ | ~~$64~~ |
| ~~Step 3~~ | ~~$62~~ | ~~$64~~ | ~~$66~~ |
| ~~Step 4~~ | ~~$64~~ | ~~$66~~ | ~~$68~~ |
| ~~Instructional Faculty (Lab/Lecture/Clinical/Non-Credit)~~ |  |  |  |
| ~~Based on Requirements on Placement Guidelines\*\*~~ | ~~C~~  | ~~D-H~~ | ~~I~~ |
| ~~Step 1~~ | ~~$72~~ | ~~$74~~ | ~~$76~~ |
| ~~Step 2~~ | ~~$74~~ | ~~$76~~ | ~~$78~~ |
| ~~Step 3~~ | ~~$76~~ | ~~$78~~ | ~~$80~~ |
| ~~Step 4~~ | ~~$78~~ | ~~$80~~ | ~~$82~~ |

Faculty in all groups shall be required to work (in any faculty capacity) for 2 consecutive semesters. If there is no break in service, the following shall be applied:

STEP 1: Semesters 1 and 2

STEP 2: Semesters 3 and 4

STEP 3: Semesters 5 and 6

~~STEP 4: Semesters 7 and beyond~~

If there is a break in service for adjunct (part-time) faculty of no more than two (2) consecutive semesters, the unit member shall maintain their Step but will start with semester 1. (This aligns with the seniority list). If class is cancelled, the part-time bargaining unit members shall be paid a maximum of four (4) hours or for the first class meeting, whichever is less. If the lecture and lab occur on the same day, bargaining unit members shall be paid a maximum of four (4) hours for the lecture and a maximum of four (4) hours for the lab or for the first class meeting of each, whichever is less. Short-term and/or intensive classes will be pro-rated according to the schedule below:

Total Semester Hours Hours of Compensation

 16 or less 1

 17 – 32 2

 33 – 48 3

 49 or more 4

\*Faculty shall be placed on their appropriate Step and Column based on education and existing length of service at SBCCD

\*\*Columns C through I guidelines are found in Article 13.J. (Salary Schedule Placement Guidelines).