APPENDIX Q: MOU – Comparison District Data Summary Guidelines

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 27th day of October, 2017 between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT herein after the District) and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION/CTA/NEA (hereinafter the Association.)

Comparison District Data Summary Guidelines
October 27, 2017

It is HEREBY AGREED that:

Whereas: The District and the Association have agreed in the Compensation Plan, Appendix A-1, Objective 2 of the collective bargaining agreement that "The Comparison District Data Summary manual prepared for use during "year one" negotiations contains a salary schedule comparison section that lists an index of twenty-eight (28) specific salary schedule cells that can be used to maintain continuity in data analysis. Therefore, the twenty-eight (28) cell points represent places on the full-time faculty salary schedule where the median relationship of the District's salaries can be determined by comparing District salaries to the median of the benchmark/comparison districts' current salaries."; and

Whereas: The Comparison District Data Summary manual was never created,
IT IS THEREFORE AGREED THAT:

The Comparison District Data Summary manual is not needed and shall be replaced with the following Comparison District Data Summary Guidelines.

Comparison District Data Guidelines

a. The comparison districts listed in Appendix A-1 Compensation Plan shall be used for comparison purposes including wages, benefits, similar job descriptions, etc.
b. Specific points (twenty-eight cells) on the full-time salary schedule shall be established for comparison and refer to the index of the twenty-eight cells. The index of twenty-eight cells are agreed to by mutual consent of the Association and the District. The selection of the cells process shall include an analysis of current scatter gram information.
c. The twenty-eight cells shall be matched to the seven comparison districts identified in the bargaining agreement under the Compensation Plan as close as possible.
d. The index of twenty-eight cells shall be re-evaluated and mutually agreed to every time Article 10: Wages is sunshined.

Index of Twenty- Eight (28) Cells for 2017-18

Lowest starting point (3 cells): C1, D1, I1

Highest (3 cells): D24, E24, I24

Entry level, difficult to recruit, retain (3 cells): C4, D4, I4

Average starting point G8-max step: (7 cells): all step 8 (C, D, E, F, G, H, I)

Normalizing (middle of schedule, 7 cells): all step 12 (C, D, E, F, G, H, I)

Straightforward, best match possible (5 cells): E6, D16, I16, F20, H20

This Memorandum of Understanding shall remain in force until June 30, 2019 or until the Parties reach agreement on a successor agreement.

For the District:

Amalia Perez, Director
Human Resources-Employee Relations

For the Association:

Dr. Sheri Lillard, President
SBCCDTA-CTA/NEA