

TENTATIVE AGREEMENT
BY AND BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION

Article 10 Wages
March 22, 2019

Whereas: The District and the Association have agreed in the Compensation Plan, Appendix A-1, The District and the SBCCDTA (CTA/NEA) agree to the following plan for making its full-time and part-time faculty salary schedules more competitive; and

Whereas: The approved state budget has allocated \$677,937 to SBCCD for additional full-time faculty and the need for a competitive compensation is necessary for the recruitment of new faculty; and

Whereas: As established in the current Collective Bargaining Agreement the District has agreed that it will continue efforts to move the full-time faculty salary schedule to the median salary; and

Whereas: The District has reserves of approximately \$25,000,000 in June 2018; and

Whereas: There is potential investment interest from the sale of the KVCR bandwidth in 2017;

IT IS THEREFORE AGREED THAT:

Effective July 1, 2019

A. Compensation

1. The proposed full-time salary schedules of bargaining unit members shall replace the salary schedule in Appendix A-1a. All current full-time faculty shall maintain their existing step number through June 30, 2019 and shall increase from that step number on July 1, 2019 following the regular annual step increase. Faculty currently on step 22 through 24 shall be placed at the highest step of the proposed salary schedule.

Effective July 1, 2019 the full-time salary schedule shall be as attached.

2. The proposed hourly compensation schedule shall replace the current compensation schedule in Appendix A-2a and will be inclusive of office hours and the assessment and documentation of SLO/SAO/PLO work outlined in E 2-3.

The Compensation Schedule for part-time bargaining unit members (instructional, non-instructional and substitute) as well as overload shall be as follows:

Effective July 1, 2019

PT Hourly and FT Overload Rates			
Assignment	Rate		
FT/PT Non-Teaching Agreements PT Professional Development	\$52		
Non-Instructional Faculty	Group 1	Group 2	Group 3
Based on Requirements on Placement Guidelines	C	D-H	I
Step 1	\$52	\$54	\$56
Step 2	\$54	\$56	\$58
Step 3	\$56	\$58	\$60
Instructional Faculty (Lab/Lecture/Clinical)	Group 1	Group 2	Group 3
Based on Requirements on Placement Guidelines	C	D-H	I
Step 1	\$66	\$68	\$70
Step 2	\$68	\$70	\$72
Step 3	\$70	\$72	\$74

Faculty in all groups shall be required to maintain at least one class for two consecutive semesters at SBCCD before moving to Step 2, and for four consecutive semesters before moving to Step 3.

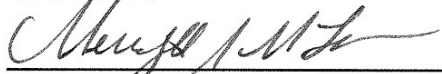
If class is cancelled, the part-time bargaining unit members shall be paid a maximum of four (4) hours or for the first class meeting, whichever is less. If the lecture and lab occur on the same day, bargaining unit members shall be paid a maximum of four (4) hours for the lecture and a maximum of four (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

All other sections of Article 10 not included in this tentative agreement (TA) shall remain the status quo.

The Association and the District agree to sunshine Article 10: Wages in the Fall of 2020 for fiscal year 2021-22.

SBCCDTA:


 Meridyth McLaren, SBCCDTA President

SBCCD:


 Kristina Hannon, Director, Human Resources

Column	C	D	E	F	G	H	I	Step
Step	Rate	Rate	Rate	Rate	Rate	Rate	Rate	
1	66,515.08	68,843.11	71,252.62	73,746.46	76,327.58	78,999.05	81,764.02	1
200 day	75,158.00	77,788.00	80,512.00	83,330.00	86,246.00	89,264.00	92,388.00	
221 day	83,049.59	85,955.74	88,965.76	92,079.65	95,301.83	98,636.72	102,088.74	
								1.035
2	68,843.11	71,252.62	73,746.46	76,327.58	78,999.05	81,764.02	84,625.76	2
200 day	77,788.00	80,512.00	83,330.00	86,246.00	89,264.00	92,388.00	95,622.00	
221 day	85,955.74	88,965.76	92,079.65	95,301.83	98,636.72	102,088.74	105,662.31	
								1.035
3	71,252.62	73,746.46	76,327.58	78,999.05	81,764.02	84,625.76	87,587.66	3
200 day	80,512.00	83,330.00	86,246.00	89,264.00	92,388.00	95,622.00	98,970.00	
221 day	88,965.76	92,079.65	95,301.83	98,636.72	102,088.74	105,662.31	109,361.85	
								1.035
4	73,746.46	76,327.58	78,999.05	81,764.02	84,625.76	87,587.66	90,653.23	4
200 day	83,330.00	86,246.00	89,264.00	92,388.00	95,622.00	98,970.00	102,434.00	
221 day	92,079.65	95,301.83	98,636.72	102,088.74	105,662.31	109,361.85	113,189.57	
								1.035
5	76,327.58	78,999.05	81,764.02	84,625.76	87,587.66	90,653.23	93,826.09	5
200 day	86,246.00	89,264.00	92,388.00	95,622.00	98,970.00	102,434.00	106,018.00	
221 day	95,301.83	98,636.72	102,088.74	105,662.31	109,361.85	113,189.57	117,149.89	
								1.025
6	78,235.77	80,974.03	83,808.12	86,741.40	89,777.35	92,919.56	96,171.74	6
200 day	88,402.00	91,496.00	94,698.00	98,012.00	101,444.00	104,994.00	108,668.00	
221 day	97,684.21	101,103.08	104,641.29	108,303.26	112,095.62	116,018.37	120,078.14	
								1.025
7	80,191.67	82,998.38	85,903.32	88,909.94	92,021.78	95,242.55	98,576.04	7
200 day	90,612.00	93,784.00	97,066.00	100,464.00	103,980.00	107,618.00	111,386.00	
221 day	100,126.26	103,631.32	107,257.93	111,012.72	114,897.90	118,917.89	123,081.53	
								1.025
8	82,196.46	85,073.34	88,050.90	91,132.68	94,322.33	97,623.61	101,040.44	8
200 day	92,878.00	96,128.00	99,492.00	102,974.00	106,578.00	110,310.00	114,170.00	
221 day	102,630.19	106,221.44	109,938.66	113,786.27	117,768.69	121,892.55	126,157.85	
								1.025
9	84,251.37	87,200.17	90,252.18	93,411.00	96,680.39	100,064.20	103,566.45	9
200 day	95,200.00	98,532.00	101,980.00	105,550.00	109,244.00	113,066.00	117,024.00	
221 day	105,196.00	108,877.86	112,687.90	116,632.75	120,714.62	124,937.93	129,311.52	
								1.025
10	86,357.66	89,380.17	92,508.48	95,746.28	99,097.40	102,565.80	106,155.61	10
200 day	97,580.00	100,994.00	104,530.00	108,188.00	111,974.00	115,894.00	119,950.00	
221 day	107,825.90	111,598.37	115,505.65	119,547.74	123,731.27	128,062.87	132,544.75	
								1.015
11	87,653.02	90,720.88	93,896.11	97,182.47	100,583.86	104,104.29	107,747.94	11
200 day	99,042.00	102,510.00	106,098.00	109,810.00	113,654.00	117,632.00	121,750.00	
221 day	109,441.41	113,273.55	117,238.29	121,340.05	125,587.67	129,983.36	134,533.75	
								1.015
12	88,967.82	92,081.69	95,304.55	98,640.21	102,092.61	105,665.86	109,364.16	12
200 day	100,528.00	104,048.00	107,688.00	111,458.00	115,358.00	119,396.00	123,576.00	
221 day	111,083.44	114,973.04	118,995.24	123,161.09	127,470.59	131,932.58	136,551.48	
								1.015
13	90,302.33	93,462.91	96,734.12	100,119.81	103,624.00	107,250.84	111,004.62	13
200 day	102,036.00	105,608.00	109,304.00	113,130.00	117,090.00	121,188.00	125,428.00	
221 day	112,749.78	116,696.84	120,780.92	125,008.65	129,384.45	133,912.74	138,597.94	
								1.015
14	91,656.87	94,864.86	98,185.13	101,621.61	105,178.36	108,859.61	112,669.69	14
200 day	103,568.00	107,192.00	110,944.00	114,826.00	118,846.00	123,006.00	127,310.00	
221 day	114,442.64	118,447.16	122,593.12	126,882.73	131,324.83	135,921.63	140,677.55	
								1.015
15	93,031.72	96,287.83	99,657.91	103,145.93	106,756.04	110,492.50	114,359.74	15
200 day	105,120.00	108,800.00	112,608.00	116,550.00	120,628.00	124,850.00	129,220.00	
221 day	116,157.60	120,224.00	124,431.84	128,787.75	133,293.94	137,959.25	142,788.10	
								1.015
16	94,427.20	97,732.15	101,152.77	104,693.12	108,357.38	112,149.89	116,075.13	16
200 day	106,698.00	110,432.00	114,296.00	118,298.00	122,438.00	126,724.00	131,158.00	
221 day	117,901.29	122,027.36	126,297.08	130,719.29	135,293.99	140,030.02	144,929.59	
								1.015
17	95,843.60	99,198.13	102,670.07	106,263.52	109,982.74	113,832.14	117,816.26	17
200 day	108,298.00	112,088.00	116,012.00	120,072.00	124,274.00	128,624.00	133,126.00	
221 day	119,669.29	123,857.24	128,193.26	132,679.56	137,322.77	142,129.52	147,104.23	
								1.015
18	97,281.26	100,686.10	104,210.12	107,857.47	111,632.48	115,539.62	119,583.51	18
200 day	109,922.00	113,770.00	117,752.00	121,872.00	126,138.00	130,554.00	135,122.00	
221 day	121,463.81	125,715.85	130,115.96	134,668.56	139,382.49	144,262.17	149,309.81	
								1.015
19	98,740.48	102,196.39	105,773.27	109,475.33	113,306.97	117,272.71	121,377.26	19
200 day	111,572.00	115,476.00	119,518.00	123,700.00	128,030.00	132,512.00	137,150.00	
221 day	123,287.06	127,600.98	132,067.39	136,688.50	141,473.15	146,425.76	151,550.75	
								1.015
20	100,221.58	103,729.34	107,359.87	111,117.46	115,006.57	119,031.80	123,197.92	20
200 day	113,244.00	117,208.00	121,310.00	125,556.00	129,950.00	134,500.00	139,206.00	
221 day	125,134.62	129,514.84	134,047.55	138,739.38	143,594.75	148,622.50	153,822.63	
								1.015
21	101,724.91	105,285.28	108,970.27	112,784.22	116,731.67	120,817.28	125,045.89	21
200 day	114,944.00	118,966.00	123,130.00	127,440.00	131,900.00	136,516.00	141,294.00	
221 day	127,013.12	131,457.43	136,058.65	140,821.20	145,749.50	150,850.18	156,129.87	

Accepted *W. Hedges, Full Sta* 22 Mar 2019
 Accepted *WHEM* 3-22-19

Per diem rate shall be calculated as annual salary divided by 175 days, beginning July 1, 2020, if Tentative Agreement for Article 13, Workload is ratified.
 This shall be the new per diem rate used to calculate annual salary for faculty authorized to work 198 or 219 service days (new per diem rate times 198 or 219 service days).