

A decorative border of stylized flowers and leaves in various colors (orange, pink, yellow, purple, green) surrounds the central text.

# **2025-2028 Tentative Contract Agreement**





## **Your FA Negotiating Team**

Mary Gross, President  
dara, Vice President  
Billy Gunn, Treasurer  
Annie Ngo, Contract Specialist

## **District's Team**

Charlie Ng/Hayley S, VPHR  
Dennee Pescarmona, VPI  
Tim Flood, VP Admin Services  
Wendy Stewart, Chief IDEA Officer



# **Special Thanks**

Luke Lara, FA Ombudsperson  
The FA Council  
David Conway, esq.

ALL Faculty who participated in our Education  
Events and completed surveys





**Sit back, relax, and enjoy the show!**

Please note that this presentation highlights the substantive changes as a result of negotiations. Other language clean-up for clarity and/or current practice are shown on the track-changed version sent to all faculty, but every minor update won't be highlighted in this presentation.



## **Senate Reassigned Time: District Interest to Reduce**

### **➤ FA Goals**

- Maintain as much RT as possible**
- Confer with Senate Leadership**
- Lessen impacts where reductions made**





## B.1.0 Support for Academic Senate Leadership Responsibilities

- **CURRENT**

- The Academic Senate shall be provided with 3.0 FTE reassigned time per semester in support of Academic Senate leadership responsibilities. **At least 0.4 FTE reassigned time is intended to allow a faculty member to serve as the Professional Development Program (“PDP”) Coordinator.**
- The Academic Senate shall also be provided with 1.5 FTE reassigned time per semester for faculty chairs and co-chairs of district governance committees (section C.4.3). **At least 0.2 FTE reassigned time is intended to provide leadership for the Outcomes and Assessment Committee. Reassigned time may be redistributed between these two blocks with the approval of the superintendent/president or designee.**
- The Academic Senate shall have the discretion to distribute this reassigned time as it deems appropriate. The Academic Senate president will notify the Office of Instruction prior to the end of the preceding semester as to which faculty are receiving reassigned time.

- **NEW**

- The Academic Senate shall be provided with 1.4 FTE reassigned time per semester in support of Academic Senate leadership responsibilities **for the President, Vice President or President-elect, and Coordinating Officer.**
- The Academic Senate shall also be provided with 2.6 FTE reassigned time per semester for faculty chairs and co-chairs of district governance committees.
- The Academic Senate shall have the discretion to distribute this reassigned time as it deems appropriate. The Academic Senate president will notify the Office of Instruction prior to the end of the preceding semester as to which faculty are receiving reassigned time.



# Senate Allocations



## AS Senate Leadership and Subcommittee Chairs

Fall 2025 and Spring 2026 – FTE/LHE Reassigned Time for AS Leadership

### Academic Senate Leadership

- AS President: curry mitchell 0.8 FTE (12 LHE)
- AS President-elect: Jim Sullivan 0.4 FTE (6 LHE)
- AS Coordinating Officer: Robin Allyn 0.2 FTE (3 LHE)
- **Total: 1.4 FTE**

### Academic Senate Subcommittee Faculty Chairs / Governance

- Academic Affairs (AAC): Daniel Ante-Contreras (term limited) 0.3 FTE (4.5 LHE)
- Courses & Programs (C&P) Chair: Scott Fallstrom 0.67 FTE (10 LHE)
- Diversity, Equity, and Cultural Competency (DEqCC): Israel Pastrana 0.27 FTE (4 LHE)
- Professional Development Program (PDP) Coordinator: Aaron Roberts 0.27 FTE (4 LHE) & 66 hours Summer
- Budget & Planning (BPC): Kent McCorkle 0.2 FTE (3 LHE)
- Institutional Program Review (IPRC) Co-chair (split): Kaitlin Fisher 0.2 FTE (3 LHE) & Polo Mariscal 0.2 FTE (3 LHE)
- Outcomes & Assessments (OAC) Chair: Janelle West 0.3 FTE (4.5 LHE)
- SLO Coordinator: Theresa Bolanos 0.2 FTE (3 LHE)
- **Total: 2.6 FTE**
- Core Competency Coordinator: TBD: \$5000 per semester stipend





## B.1.1 Support for summer Academic Senate/B.2.1 FA Responsibilities

### • Current

- The Academic Senate president or designee shall be provided with a stipend for carrying out their duties during the summer. **This stipend, equal to 132 hours at the applicable non-contractual rate (4.0 non-contractual non-teaching LHE), will be in lieu of teaching one class in the summer session.**
- A stipend shall be provided to the PDP Coordinator for carrying out their duties during the summer. **The PDP Coordinator stipend, equal to 99 hours at the applicable non-contractual rate (3.0 non-contractual non-teaching LHE), will be in lieu of teaching one class in the summer session.**

### • New

- The Academic Senate president or designee shall be provided with a stipend **equal to 132 hours at the applicable non-contractual, non-teaching hourly rate** for carrying out their duties during the summer.
- In B.2.1 FA Summer: **The language is updated to match above.**
- A stipend **equal to 66 hours at the applicable non-contractual, non-teaching hourly rate** shall be provided to the PDP Coordinator for carrying out their duties during the summer.





# JOYFUL TEACHER

- **Current (MOU)**

- Joyful Teacher in an MOU at **.60** with 66 Summer hours

- **New (CBA)**

- Joyful Teacher a permanent position in the CBA with **.40** with 66 Summer hours



# **Article C: Faculty Workloads & Article D: Noncontractual Teaching**

**Non-Classroom Workload  
Overload  
Summer**

**Noncontractual Assignments  
Online Certification/Recertification  
Classroom Overload Pay Exception**





# NEW: Non-Classroom Remote Option



## *C.2.5 Weekly Workload Regulations By Class: Non-Classroom Faculty*

### Counseling & Librarians Workloads (NEW)

During the scheduling request period, counselors/librarians may request to conduct up to fifteen (15) hours of their required thirty (30) on campus hours remotely, encompassing both student contact hours and preparation time. Authorization of remote hours will be approved by the dean. If student demand necessitates additional on campus hours for non-classroom faculty, the district will make every effort to assign the hours to faculty members (full-time or associate) who agree to accept additional on campus hours. If the request for remote work is modified and/or denied, the appropriate dean will provide a written rationale prior to the start of the semester to the requesting faculty member.



## C.8.0 Non-Contractual Assignments: Full-Time Faculty Overload



- **Current**

- Overload assignments shall not exceed 8.00 LHE per semester (0.533 FTE per semester). Faculty are not eligible for overload assignments in any semester they are also unbanking.
- Faculty designate on the load card which assignments or portions of assignments in excess of 15.0 LHE made in the fall or spring semester are to be credited as overload, if such excess hours are not applied to load balancing, and may further designate which assignments or portions of designated overload assignments are to be banked and/or compensated at the prevailing overload rates of compensation.
- Overload assignments shall be compensated per assigned LHE in accordance with the appropriate salary schedule.

- **New**

- Overload assignments shall not exceed 8.00 LHE per semester (0.533 FTE per semester) **unless an exception is approved for emergency or exigent circumstances by the appropriate vice president.** Faculty are not eligible for overload assignments in any semester they are also unbanking.
- **Faculty designate on the load card which assignments or portions of assignments in excess of 15.0 LHE made in the fall or spring semester are to be credited as overload,** if such excess hours are not applied to load balancing, and may further designate which assignments or portions of designated overload assignments are to be banked and/or compensated at the prevailing overload rates of compensation.
- Overload assignments shall be compensated per assigned LHE in accordance with the appropriate salary schedule.
- **\*Reassigned Time can now be designated as "overload" so FA recommends designating RT as overload for full contractual pay vs. Classroom Overload which remains capped at Step 10.**





## C.9.0 NON-CONTRACTUAL ASSIGNMENTS: INTERSESSIONS



- **CURRENT**

- Summer intersession assignments shall not exceed **9 LHE (60% FTE)**; however, the appropriate vice president may authorize a summer assignment **not to exceed 10.00 LHE (67% FTE)**. The cap on summer assignments does not apply to faculty receiving summer stipends for Academic Senate, Faculty Assembly or program coordinator duties (see sections B.1.1 and B.2.1).

- **NEW**

- Summer intersession **classroom** assignments shall not exceed **10 LHE (67% FTE)**; however, **the appropriate vice president may authorize a summer assignment that exceeds 10.00 LHE (67% FTE)**. The cap on summer assignments does not apply to faculty receiving summer stipends for Academic Senate, Faculty Assembly or program coordinator duties (see sections B.1.1 and B.2.1).



## C.10.0 NON-CONTRACTUAL ASSIGNMENTS: NON-TEACHING ASSIGNMENTS



- **CURRENT**

- **Non-Teaching (Administrative) Duties**

- Faculty may be assigned on a non-contractual basis to administrative, coordinative, directorial, governance, project-specific, or other comparable non-teaching duties.
- Duty days and weekly work schedules will be assigned by the supervising administrator, consistent with the appropriate workload tables as contained in this Agreement.

- **NEW**

- **Non-Teaching (Administrative) Duties**

- Faculty may be assigned on a non-contractual basis to administrative, coordinative, directorial, governance, project-specific, or other comparable non-teaching duties.
- Duty days and weekly work schedules will be assigned by the supervising administrator, consistent with the appropriate workload tables as contained in this Agreement. **This may include non-contractual hours not otherwise described in this Agreement for the Academic Senate president, Faculty Coordinators, governance chairs and co-chairs as approved by the appropriate vice president.**





## C.11.0 OTHER NON-CONTRACTUAL ASSIGNMENTS: Associate Faculty Observation & Honors



- **CURRENT**

- Faculty carrying out observation and evaluation of associate faculty shall be compensated for 2.0 work hours (0.061 non-contractual non-teaching LHE) per observation at the applicable non-teaching non-contractual hourly rate.
- **Work Experience, Internships and Honors Contracts**
- Faculty teaching work experience, and internship classes, and Honors contracts shall be compensated for 7.50 hours per student enrolled at census, paid at the applicable non-contractual hourly rate (0.227 non-contractual non-teaching LHE).
- Assignment of Honors contracts requires approval by the appropriate dean and vice president.

- **NEW**

- Faculty carrying out observation and evaluation of associate faculty shall be compensated for **3.0** work hours (0.091 non-contractual non-teaching LHE) per observation at the applicable non-teaching non-contractual hourly rate. **When two faculty members are involved in a single evaluation, this compensation may be distributed according to the work performed by each. An additional 1.0 hour will be paid to faculty conducting an off-site dual enrollment course evaluation.**
- **Work Experience, Internships and Honors Contracts**
- Faculty teaching work experience, internship classes, and honors contracts shall be compensated for 7.50 hours per student **upon completion at the end of the term**, paid at the applicable non-contractual hourly rate\*, **and upon approval by the appropriate dean and vice president.**
- **A maximum of seven (7) honors\*\* contracts may be accepted per faculty member per semester, unless an exception is granted by the appropriate vice president. If the faculty member conducted work on an honors contract for a student who subsequently dropped, they will notify the appropriate dean and vice president and submit hours worked (not to exceed 7.5).**
- **\*does not count toward LHE and is not capped**  
**\*\*past practice was limited to five (5)**





## C.13.3 Online Instructional Assignments (Initial Certification & Recertification)



- During the 2025–2026 academic year, the district and the Faculty Assembly, in consultation with the Faculty Coordinator of Online Education and Instructional Designer, will create a workgroup to collaborate and develop the online certification training requirements, using the parameters described below:
- Any new certification requirements shall not take effect until Fall 2026.
- **The initial online certification training will include at least eight (8) hours of pedagogical, UDL, and LMS training to ensure compliance with accreditation standards.**
- **The initial online certification training will include an additional three (3) hours of ADA and FERPA training.**
- The initial online certification training shall be eligible for FLEX.
- The initial online certification requirements shall include **a process to review and waive the training requirements** for faculty members who have received similar online certification training from another institution of higher education and/or @ONE. This review and waiver process shall be conducted by the Faculty Coordinator for Online Education in consultation with the appropriate dean.
- The initial online training should be completed prior to the start of any online assignment with the district; however, due to schedule changes or unusual circumstances, online training may be completed no later than 50% through the initial assignment.
- **Recertification:** Every Four Years Begins Fall 2026
- The workgroup will create a recertification training that includes self-paced modules and a self-review process that incorporates the Online Class Quality Guidelines. **The self-paced recertification training shall not exceed three (3) hours total every four years. Faculty members shall also certify three (3) hours of professional learning for online teaching to include trainings, workshops, and conferences within the preceding four-year period. The recertification process would not exceed six (6) hours total every four years.**





## D.2.2 Non-Contractual Compensation per LHE (Classroom Assignments)

- **CURRENT**
- Non-contractual compensation per classroom LHE in the fall and spring shall be calculated by multiplying the faculty member's non-contractual hourly rate (capped at step 10) by 35, to account for 33 work hours per classroom LHE, plus 2.0 hours of documented professional development activities per classroom LHE. Compensation per classroom LHE in the summer shall be calculated by multiplying the faculty member's non-contractual hourly rate (capped at step 10) by 33 since there is no "flex" obligation associated with summer classroom LHE. Refer to section C.2.2 for the definition of non-contractual classroom LHE, and section C.17.1 for the full-time faculty "flex" obligation.
- **CURRENT LANGUAGE STAYS BUT ADDS THE FOLLOWING:**
- **Overload Exception**
- **This section shall only apply to a classroom faculty member whose base contractual load (15 LHE) results in an overload assignment of up to 2 LHE. For example, the faculty member has an assignment of four, 4-LHE courses that result in an assignment of 16-LHE. In these situations, the assigned overload LHE (1 LHE) will be paid as a stipend at the faculty member's regular classroom rate at the end of the semester. The stipend shall be calculated as the difference between the faculty member's non-contractual rate and the regular classroom rate for up to 2 LHE. This section shall not apply to contractual loads that include any reassigned time or a leave of absence.**





## D.2.2 Overload Exception "Make Load Overload"

- **Example One:** the faculty member has an assignment of four, 4-LHE courses that result in an assignment of 16-LHE. In these situations, the assigned overload LHE (1 LHE) will be paid as a stipend at the faculty member's regular classroom rate at the end of the semester. (No Step 10 CAP)
- **Example Two:** the faculty member teaches two, 9 LHE courses to make load. The faculty can either bank the 3 extra LHE, use the 3 LHE to load balance, get paid 2 LHE at regular classroom rate and bank one OR 1 LHE would be at Capped rate.
- **Example Three:** the faculty member teaches three 3.625 LHE classes plus one 4.25 LHE to make load of 15.125. Faculty will get the .125 at the non-capped rate
- **Example Four:** Faculty teaches three 4.25 LHE classes plus one 3.625 to make load of 16.375. The faculty will get the 1.375 paid at regular, non-capped rate
- *Note: Faculty with Reassigned Time are not eligible for the differential, but remember they can now put RT as overload and paid at regular (non-capped) rate.*





## **Article E.2.1: Department Chairs**

- FA Goals**
  - Make gains in DC Reassigned Time**
  - Provide guidelines and practices for Chair Elections**
  - Negotiate hours for Winter Intersession Work**
  - Review/Update list of duties**



## E.2.1 Department Chair Elections



- **CURRENT**

- Elections will be held every two (2) years by March 5 of that year.
- Members will cast a secret ballot either at a meeting with all members voting and present, or through ballots collected **by the school secretary**. A record of the outcome will be contained in the department minutes or other record of action, and a copy will be sent immediately to the Office of Instructional Services in order that changes are officially recorded.

- **NEW**

- Elections will be held every two (2) years. **The Office of Instruction shall send a reminder on or before February 1 to departments required to hold department chair elections. Faculty members may submit nominations for department chair to the administrative assistant assigned to the department on or before February 15. Thereafter, the administrative assistant shall arrange for the department chair election as described below. The department chair election process must be completed on or before March 5.**
- Members will cast a secret ballot either at a meeting with all members voting and present, or through ballots collected by the **administrative assistant. Faculty members shall have a minimum of five (5) calendar days to vote if conducted outside of an in-person meeting.** A record of the outcome will be contained in the department minutes or other record of action, and a copy will be sent immediately to the Office of Instructional Services in order that changes are officially recorded.



## E.2.1 Department Chair Reassigned Time

- **CURRENT**

Department Size (FTEF)		Reassigned Time (FTE)
is at least	but less than	
1.00	6.0	0.20
6.00	10.00	0.30
10.00	14.00	0.40
14.00	18.00	0.50
18.00	22.00	0.60
22.00	26.00	0.70
26.00	30.00	0.80
30.00	34.00	0.90
34.00	—	1.00

- **NEW**

Department Size (FTEF)		Reassigned Time (FTE)
is at least	but less than	
1.00	<b>4.50</b>	0.20
<b>4.50</b>	10.00	0.30
10.00	14.00	0.40
14.00	<b>17.00</b>	0.50
<b>17.00</b>	<b>21.00</b>	0.60
<b>21.00</b>	26.00	0.70
26.00	30.00	0.80
30.00	34.00	0.90
34.00	—	1.00

The district and Assembly agree that the reassigned time for Department Chairs reflected above shall commence in Fall 2025. Allocations for Summer 2025 reassigned time will be based on the calculations and department configuration from 2024–2025.

**NET RESULT: 10 Departments increased RT by 0.10**



## **NEW: E.2.4 Winter Intersession Compensation**

- Department chairs required to work during the winter intersession shall be compensated via a stipend at their non-contractual, non-teaching hourly rate. The department chair shall submit a personnel requisition to their dean for all hours worked, not to exceed thirty (30) hours. The personnel requisition must include a description of work and activities completed. If agreed to by the dean, a department chair may share these hours with others in the department to cover the required time commitment.





# **Article H: Evaluation**

## **FA Goals**

Streamline TRC and TFM Requirements

Maintain Peer-Review Process

Update Lg for Clarity

FA/District Role vs. TREC/TREC Chair



## **Article H: Evaluation**

We are highlighting primary changes here.  
Please read complete Article H in Tentative  
Agreement for complete overview.





## Article H.1.2: Retiring Faculty (Closing the Loop: Additional Language)

- Faculty members who have elected to retire at the end of the semester or academic year in which they are scheduled to be evaluated may elect either of the following: (1) to undergo the full evaluation process described in this section, or (2) to receive an evaluation consisting of only student and/or constituent surveys as their final evaluation process as outlined in section H.~~35~~.0. In order for this section to apply, the retiring faculty member must have submitted their retirement notice to and had it accepted by the district during the academic semester or year of evaluation. The retiring faculty member shall not be required to establish a PRC; instead, the results of the student and/or constituent surveys shall be discussed in a meeting between the faculty member and the appropriate dean.

## Article H.2 : Tenure Candidate Classroom/Worksite Evaluation Processes/Requirements (Changes/Updates in BLUE)

- **First Evaluation Cycle:** no *Tenure Plan* exists. During the first evaluation cycle, the elements of tenure review are prescribed as follows for each candidate:
  - **3** Classroom or worksite observations (Dean must do one)
  - Student surveys (4 classes/.80% /NonClassroom: **25**)
  - Deleted (2) Candidate Observations
  - Participation in all required department, program, or work group functions
  - Dean's report (optional)
  - Candidate Self Study (*not to exceed 3 pages/guided questions*)
  - Submission of an evaluation packet
- **Evaluation Cycles Two Through Four:** A new *Tenure Plan* is created for evaluation cycles two through four. These cycles begin the spring semester of the first academic year and end the next fall semester. In these evaluation cycles, the minimum required elements include:
  - **Cycle 2:** **4** Classroom or worksite observations
  - **Cycle 3 & 4:** 3 Classroom (60%) or worksite observations
  - Student surveys (4 classes/.80% /NonClassroom: 35)
  - Candidate observation (1)
  - Participation in all required professional development activities (Flex Transcript)
  - Participation in institutional service, including collegial governance, districtwide initiatives, and all required department, program, or work group functions
  - Dean's report (optional when the dean completes an observation report)
  - Candidate Self Study (*not to exceed 3 pages/guided questions*)
  - Submission of an evaluation packet





## Article H.2: Tenure Candidate Evaluation Processes: Scheduling/ Timelines



- Scheduling - ~~A classroom and/or worksite observation schedule will be made by the candidate in consultation with the TRC by the end of week four (4) of the fall semester, or week two (2) of the spring semester.~~ By the end of week three (3) of the fall or spring semester, in consultation with the TRC, the candidate shall submit an *Evaluation Schedule Report* that documents the classroom or activity to be observed, including the name of the evaluator; their student/constituent survey selections, including any constituent lists; and the names of TRC members. The candidate shall retain the original report for their evaluation packet and submit a copy to Human Resources.
- Observation and Discussion Report - Each TRC member who completes an observation must complete an *Observation and Discussion Report*. Only documents provided to the TRC member during the pre-observation discussion, observation, or post-observation discussion may be attached to the report. ~~By the end of week nine (9) of the fall semester, or week fifteen (15) of the spring semester, a~~ All observations shall be complete and observers shall send *Observation and Discussion Reports* to the tenure coordinator by the following time:
  - Cycle 1: The end of week eight (8).
  - Cycles 2–4 (Fall): The end of week nine (9).
  - Cycles 2–4 (Spring): The end of week fifteen (15).

## Article H.2: Tenure Candidate Evaluation Processes: Cycle 1 Timeline

Current		New Cycle 1 & Fall Timeline
Week 4	<b>Week 2</b>	Introductory Meeting
Week 4	<b>Week 3</b>	Evaluation Schedule Report (ESR) Due
	<b>Week 8</b>	Observations ( <b>Modified in Cycle 1</b> ) completed and sent to coordinator
Week 9	<b>Week 10</b>	Surveys completed and Dean's report due ( <b>if applicable</b> ) Coordinator forwards observation reports to candidate
Week 11	<b>Week 11</b>	<b>Exceptions for late start courses (surveys)</b>
Week 13	<b>Week 13</b>	Coordinator uploads Evaluation Packet to ePortfolio and notifies TRC
Weeks 14-16	<b>Weeks 14-15*</b>	Tenure review and tenure evaluation meetings
Weeks 17	<b>Weeks 16/17*</b>	Coordinator reviews TRC report and forwards to TRC and HR HR collects TC signature

**Fall Timeline:** Red font equals changes.

\*The shorter window for meetings (Weeks 14-15) and merge of Weeks 16 and 17 will help to align with the compressed academic calendar in the future.





## Article H.3: Tenured Faculty Evaluation Processes/Requirements

- ***Components of Evaluation for Tenured Faculty Members***

The evaluation of the TFM shall consist of the following components:

- Classroom or worksite observation
- Student surveys or SGIDs, or Constituent Surveys, as appropriate
- ~~Professional Growth and Activities Report~~ Flex Transcript
- *Self-Study (not to exceed 3 pages; guided questions provided)*
- **Documents relevant to the assignment, including two syllabi and 2-3 representative work products relevant to the Criteria for Evaluation.**

- ***H.3.4 Classroom or Worksite Observations for Tenured Faculty Members***
- **Requirements** - A PRC member, who shall be a discipline expert whenever possible, will conduct an observation of one class session or activity, including pre-observation and post-observation discussion, by the end of week nine of the semester. The observer shall complete an *Observation and Discussion Report* and submit it to the TFM by the end of week ten (10) of the semester. The observations should be representative of the TFM's assigned workload, identified goals, and/or of various modalities over time.
- **Additional observations** - Additional classroom or worksite observations may be performed at the request of the TFM.
  - Dean's observation: The dean may observe the TFM in any of the following circumstances:
    - At the request of the TFM;
    - As the result of repeated and/or serious student complaints;
    - As part of a Corrective Action Plan; and/or
    - As part of an off-cycle evaluation under Article L.3.0.





## Article H.3: Tenured Faculty Evaluation Processes/Requirements

- ***Student/Constituent Surveys for TFM***
- The timing of ~~student~~-surveys may be scheduled over a period time (i.e., range of weeks) and not on a specific day. Surveys shall be completed by the end of week nine (9) of the semester. The TFM may not administer or collect their own ~~student~~-surveys.
- **Classroom Faculty** - a *Student Survey of Classroom Instruction* will be administered in ~~two~~**three (3)** courses ~~or 40% of the TFM's teaching load (whichever is greater)~~ during the evaluation period. **As needed to meet the requirement, TFM may request to administer survey(s) in the semester prior to the evaluation period.** The TFM may elect which courses will be surveyed, including at least two (2) separate preparations where possible. The district shall be responsible for distributing an electronic copy of the student surveys to all students in any course being surveyed.
- ***Submission of Packet for TFM: Week 12***
- Previous Evaluation Report
- Sample Documents **(2-3)** Relevant to the Assignment
- The Evaluation Schedule Report
- Observation and Discussion Reports
- Student or constituent survey results, or SGID Team Student Comments Report (if applicable)
- Individual PRC Report submitted to the TFM (if applicable);
- ~~Professional Growth and Activities Report~~**Flex transcript**
- Self-Study **(three pages max responding to guided questions)**





## Article H.3: Tenured Faculty Evaluation Processes Other Changes



- PRC Chair Selection by TFM
  - Conditions for when Dean "may" observe
  - Timelines & Incorporating dates for late start classes and survey distribution that will continue to work within Condensed Calendar
  - Self-Study of 3 pages max responding to Guided Questions
  - Professional Growth and Evaluation Report replaced with simple submission of FLEX Transcript
  - Minimized "other materials"
- PRC Rating:
  - The PRC shall select one of the following evaluation ratings based on committee consensus:
    - Meets Expectations
    - Does Not Meet Expectations
      - Improvement needed—*Corrective Action Plan* prescribed
      - Unsatisfactory
  - **NOTE:** the PRC must create a CAP in a first evaluation of "Does Not Meet Expectations"
  - In follow up Evaluation:
    - *Meets Expectation*: evaluation concluded
    - *Does Not Meet Expectations*: PRC may write a new CAP OR move to Unsatisfactory



## Article H.4 & H.5 : **Updates to TREC, TREC Chair Role, and District/FA Responsibilities**

- TREC provides global perspectives on Evaluation, making recommendations to District/FA
- Conducts Training and serves as a general resource
- Continues work to provide information to faculty, "best practice" workshops, etc.
- Responds to procedural, process, or operational inquiries
- **Interpretations, appeals, CAPs move to District/FA purview**
- District/FA designees will review all CAPs for clarity and focus
- District/FA provides information on appeals and deadlines
- District/FA makes recommendations for ARC; TREC Chair continues automatic service on ARCs





# Other Gains

- Article 1.3.0:
- **Professional Development Allowance**
- Article K.4.0:
- **Incentive for Early Notification of Retirement or Resignation**



## I.3.0 PROFESSIONAL DEVELOPMENT ALLOWANCE

### • CURRENT

- In addition to travel funds provided through the Professional Development Program and other sources, the District shall provide an annual allowance of **\$1,200** per full-time faculty member per year to reimburse expenses associated with professional development. This allowance may be applied to professional travel or tuition reimbursement, subject to the following provisions:
- The department to which the greatest percentage of each full-time regular faculty member is charged shall be allocated **\$1,200** per faculty member annually.
- Funds may be transferred to another full-time faculty member within the same department for professional travel or tuition reimbursement.

### • NEW

- In addition to travel funds provided through the Professional Development Program and other sources, the District shall provide an annual allowance of **\$1,500** per full-time faculty member per year to reimburse expenses associated with professional development **activities designed to improve instructional outcomes or student support in accordance with AP 7160**. This allowance may be applied to professional travel or tuition reimbursement, subject to the following provisions:
- The department to which the greatest percentage of each full-time regular faculty member is charged shall be allocated **\$1,500** per faculty member annually.
- Funds **for professional development or tuition reimbursement** may be transferred to another full-time faculty member **outside of their department** **with the approval of the appropriate dean(s) and/or vice president**.
- **Up to a maximum of \$1000 of the professional development allowance may be used for professional development expenses during sabbatical leaves.**





## K.4.0 INCENTIVE FOR EARLY NOTICE OF RETIREMENT OR RESIGNATION

- **CURRENT**

- Any faculty member who notifies the district of their intent to retire or voluntarily resign at the end of the current academic or fiscal year by **November 1** will receive a **\$500** notification bonus. Payment will be made with the first payroll following the faculty member's retirement or resignation date.

- **NEW**

- Any faculty member who notifies the district of their intent to retire or voluntarily resign at the end of the current academic or fiscal year by **September 1** will receive a **\$1,000** notification bonus. Payment will be made with the first payroll following the faculty member's retirement or resignation date.



## **Other Reassigned Time: District Primary Interest to Reduce**

- **FA Goals**
  - **Maintain as much RT as possible**
  - **Move MOU agreements to CBA, as applicable**
  - **Confer with those being impacted**
  - **Lessen impacts where reductions made**



## Other Reassigned Time (per semester)

Position	Prior RT	New RT	Summer	Notes
Art Gallery Coordinator	120 hours	120 hours		
International Language Lab	0.334	0.334	Yes	
Honors/PTK	0.60	0.60	Yes	
Coordinator, MLC	0.60	0.50	Yes	*Summer allocation of 264 hours to be divided by LC Coordinators; no one exceeds 99 hours; also up to 33 hours per coordinator in Winter Intersession
Coordinator, STEM	0.50	0.50	Yes (new)	
Coordinator, Writing Ctr	0.60	0.50	Yes	
Coordinator, Career Ctr	0.80	0.60		
Coordinator, Child Dev Ctr	0.60	0.40		
Coordinator, SLO	0.20	0.20		
Core Competency Coordinator	0.20	\$5000 stipend		



## Other Reassigned Time (per semester)



Position	Prior RT CBA or MOU	New RT In CBA	Summer	Notes
Coordinators, Guided Pathways (2)	0.20	0.30		
ACP Counseling Leads (5-6)	0.20	0.20		
Instructional Faculty Leads (IFLs GP) (5-6)	0.20	\$5000 stipend		
Joyful Teacher	0.60	0.40	Yes	
TREC Chair	0.20 (CBA) 0.40 (MOU with additional responsibilities)	0.20- minimum*  0.30 for 25/26	Yes	*Can be increased by mutual agreement District/FA







## Other Reassigned Time (per semester)



Position	Prior RT CBA or MOU	New RT In CBA	Summer	Notes
Director, Registered Nursing	0.80	0.80	Yes	
Director, Licensed Vocational Nursing (LVN)	0.30	0.30	Yes	
Director, Certified Nursing Assistant (CNA)	0.30	0.30	Yes	
Director, Medical Assistant (MA)	0.30	0.20		
Assistant Director(s) (2)	0.20	0.20 for each 0.40 in total		Now 2 Asst Directors- Department needs
7 Lead Instructors, Nursing Programs: Clinical Onboarding Work	\$900 per term	Hours worked for Clinical onboarding/ coordination		



# Reopeners 2025/2026

- **L.1.0: Academic Freedom**

- The district and the Assembly agree to support and defend academic freedom of full-time faculty members, as set forth in Board Policy 4030.
- FA has presented a completely new Academic Freedom Article L.1.0

- **L.2.0 Intellectual Property**

- FA has presented a fully revised Intellectual Property Article L.2.0





# Article J: Fringe Benefits

- Regular Health and Welfare Benefits Philosophy
- Clarify details of Post 65 Benefits
- FBC (District Fringe Benefits Committee) Role
  - Approved changes to Kaiser and PPO plans

- **FA's Primary Goal:**

**Maintain 100% District Paid coverage (Medical, Dental, Vision, etc.)**

# Fringe Benefits: Kaiser Medical

Kaiser HMO 10-10 100 Current / Renewal	
Individual / Individual within Family / Family	
None	
\$1,500 / \$1,500 / \$3,000	
0%	
\$10	
\$10	
No Charge	
No Charge	
\$10	
\$100 (copay waived if admitted)	
\$10	
No Charge	
\$10 (through ASH)	
(30 visits / calendar year combined with Acu)	
\$10 (through ASH)	
(30 visits / calendar year combined with Chiro)	
Generic / Brand	
\$10 / \$10	
up to 100 days supply	
\$10 / \$10	
100 days	
\$10 (30 days)	

Current	Renewal
\$803.00	\$905.00
\$1,653.00	\$1,865.00
\$1,365.00	\$1,539.00
\$2,332.00	\$2,632.00
<b>\$809,657</b>	<b>\$913,503</b>
<b>\$9,715,884</b>	<b>\$10,962,036</b>
	<b>\$1,246,152</b>
	<b>12.83%</b>

Kaiser HMO 30-10-30 Option	
Individual / Individual within Family / Family	
None	
\$1,500 / \$1,500 / \$3,000	
0%	
\$30	
\$30	
No charge	
No charge	
\$30	
\$100 (copay waived if admitted)	
\$30	
No charge	
\$10 (through ASH)	
(30 visits / calendar year combined with Acu)	
\$10 (through ASH)	
(30 visits / calendar year combined with Chiro)	
Generic / Brand	
\$10 / \$30	
up to 100 days supply	
\$10 / \$30	
100 days	
\$30 (30 days)	

Option	(annualized)
\$856.00	\$10,272.00
\$1,765.00	\$21,180.00
\$1,456.00	\$17,472.00
\$2,490.00	\$29,880.00
<b>\$864,250</b>	<b>\$10,371,000</b>
<b>\$655,116</b>	<b>6.7%</b>



# Fringe Benefits: Medical Anthem PPO

Anthem PPO Plan E Rx 7-25 Current / Renewal	
IN-NETWORK	OUT-OF-NETWORK
\$300 / \$600	\$300 / \$600
\$1,000 / \$3,000 20%	No Limit / No Limit N/A
\$20 <sup>(1)</sup> \$20 ded waived 20% after ded 20% after ded 20% after ded	All billed amounts exceeding \$350 Not covered Not covered All billed amounts exceeding \$800
\$20 ded waived \$100 + 20% after deductible 20% after ded 20% after ded 20% after ded	All billed amounts exceeding \$350 All billed amounts exceeding \$600
20% <sup>(2)</sup> (12 visits / calendar year)	Not covered N/A
20% after ded (12 visits / per benefit period)	50% of max allowed amount
Navitus	Costco
None Individual \$1,500 / Family \$2,500 \$7 / \$25 Not Covered Mail Order: \$25	No Charge / \$25 No Charge / \$60 Not Covered


Current	Renewal
\$954.00	\$1,060.00
\$1,963.00	\$2,183.00
\$1,620.00	\$1,801.00
\$2,775.00	\$3,088.00
\$366,950	\$408,155
\$4,403,400	\$4,897,860

\$494,460  
11.23%


Anthem PPO Plan G Rx 7-25 Option	
IN-NETWORK	OUT-OF-NETWORK
\$500 / \$1,000	\$500 / \$1,000
\$2,000 / \$4,000 20%	No Limit / No Limit N/A
\$20 <sup>(1)</sup> \$20 ded waived 20% after ded 20% after ded 20% after ded	All billed amounts exceeding \$350 Not covered Not covered All billed amounts exceeding \$800
\$20 ded waived \$100 + 20% after deductible 20% after ded 20% after ded 20% after ded	All billed amounts exceeding \$350 All billed amounts exceeding \$600
20% after ded <sup>(2)</sup> (12 visits / calendar year)	Not covered N/A
20% after ded (12 visits / per benefit period)	50% of max allowed amount
Navitus	Costco
None Individual \$1,500 / Family \$2,500 \$7 / \$25 Not Covered Mail Order: \$25	No Charge / \$25 No Charge / \$60 Not Covered

Option	(annualized)
\$1,002.00	\$12,024.00
\$2,060.00	\$24,720.00
\$1,697.00	\$20,364.00
\$2,909.00	\$34,908.00
\$384,833	\$4,617,996

\$214,596  
4.9%



## J.2.1 Health and Welfare Insurance Coverage for Retired Full-Time Faculty Members



- **Post-65 Benefits:**
- The Post-65 benefit program is a district paid supplemental health plan for Medicare-eligible retirees and their spouse/domestic partner. It is available to retirees covered under the active employee health benefit plan once they reach eligibility for Medicare at age 65. It is also available to active employees age 65 or older who have completed a minimum of 10 years of continuous service in a permanent, full-time, benefit-eligible position with the district as of June 30 in the year in which they retire. ~~will be eligible for the district paid supplemental health plan.~~
- The Post-65 benefit program allows for the reimbursement of standard premiums for Medicare Part B, Kaiser Senior Advantage under Part C, a Medicare drug plan under Part D, and/or Medicare Supplement Insurance (commonly referred to as Medigap). Copays, coinsurance, deductibles, excess charges, fees, and other out-of-pocket expenses are not eligible for reimbursement. Any Income-Related Monthly Adjustment Amount is also not eligible for reimbursement under this program.
- The Post-65 benefit program provides \$2,500 per calendar year for the retiree and \$2,500 per calendar year for their Medicare-eligible spouse/domestic partner once the retiree reaches age 65. Premium reimbursements shall not exceed \$2,500 per calendar year for any individual. The total premium reimbursement for the retiree and their Medicare-eligible spouse/domestic partner shall not exceed \$5,000 per calendar year.
- ~~This plan will provide an amount each year equivalent to the average cost for a Medicare supplement~~ Premium reimbursement is available for the retiree and their Medicare-eligible spouse/~~or domestic partner~~ until the retiree turns age 75 or dies, whichever comes first. ~~There is no survivor benefit. Early retirees covered under the active employee health benefit plan who reach eligibility for Medicare will also be eligible for the district paid supplemental health benefit until the retiree turns age 75 or dies, whichever comes first.~~
- If the age of Medicare eligibility is changed from 65, the parties agree to reopen this Article to discuss modifications.





# Reopener on Fringe Benefits

- **Conditions Met Requiring Reopener on Fringe Benefits (April notification)**
- **Health Plans Increased over 10%**

- *If the annual premium renewal rates represent an aggregate increase of more than 10%, the district and the Assembly agree to immediately reopen negotiations on this Article.*



# FLEX Benefits Credits



- The additional "bonus" credits provided based on plan:
  - \$250 for Kaiser
  - \$75 for PPO
- Historical Context
  - When District was "Self-Insured," huge differential in premiums between Kaiser and PPO
  - Credits were used as an "incentive" for selection of Kaiser plan that was substantially less costly at the time
  - Differentials have now shrunk; ex: premium for Individual Kaiser vs. PPO is around \$150 per month
- District's Position
  - *Relevance*: Credits no longer serving original need
  - It's a very costly "cadillac" benefit
  - No other CCC employer provides this
  - *Sustainability*: As District continues to cover the full cost of Kaiser and PPO Plans despite yearly increases; continuing the credits are unsustainable







# FLEX Benefits Credits



- District Proposal to FA (and being made to all other Employee groups)
- ***Forfeit FLEX Credits for an immediate, additional 1% on-schedule COLA in 2025-2026***
- After consulting with Legal Counsel and FA Council, we accepted this gain for the FLEX concession.
- A concession now of something in jeopardy for a long-term, compounding gain
- Additional 1% on-schedule 2025-2026 gain that is permanent and compounding with each COLA increase and throughout STRS/PERS Retirement
- Building in inflationary protection vs. FLEX Credits that have lost purchasing power
- Opens the door for Associate Faculty to negotiate for same benefits (adding family coverage fully paid, dental, vision, etc.)
- Guarantees a gain now and into future; forfeitures likely would come with future premium increases



# **Article D: Salary/Compensation**

- **FA Goals**
  - Modify Salary Schedule Steps 16-30 to better "bake in" inflation protection
  - Get highest COLA possible on-schedule
  - Ensure overall yearly salary and compensation bonus keeps MCC Faculty among highest paid



# Compensation

## Current salary schedule (2024-25)

AY2024-2025 with COLA			5.5%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	85,435	88,593	91,756	94,918	98,081	101,244
2	90,077	93,240	96,401	99,560	102,724	105,887
3	94,720	97,882	101,041	104,203	107,366	110,530
4	99,360	102,523	105,686	108,847	112,008	115,173
5	104,004	107,166	110,327	113,487	116,651	119,814
6	108,646	111,808	114,968	118,132	121,296	124,457
7	113,287	116,449	119,610	122,771	125,930	129,095
8	117,929	121,094	124,254	127,417	130,580	133,742
9	122,576	125,735	128,894	132,056	135,220	138,384
10	127,215	130,377	133,539	136,702	139,862	143,026
11	131,860	135,018	138,182	141,344	144,509	147,671
12	136,503	139,661	142,822	145,984	149,148	152,315
13	141,144	144,303	147,465	150,629	153,790	156,953
14	145,788	148,946	152,106	155,268	158,430	161,596
15	150,412	153,570	156,731	159,902	163,067	166,228
16	151,336	154,492	157,651	160,823	163,986	167,150
17	152,255	155,414	158,574	161,744	164,907	168,071
18	153,177	156,334	159,496	162,666	165,829	168,992
19	154,098	157,255	160,415	163,586	166,749	169,911
20	155,018	158,176	161,338	164,508	167,672	170,833
21	155,941	159,098	162,257	165,428	168,592	171,754
22	156,861	160,018	163,178	166,348	169,510	172,675
23	157,783	160,940	164,099	167,271	170,432	173,597
24	158,702	161,860	165,021	168,190	171,354	174,518
25	159,621	162,780	165,943	169,112	172,274	175,439
26	160,544	163,703	166,861	170,032	173,194	176,358
27	161,465	164,623	167,784	170,954	174,116	177,279
28	162,387	165,542	168,702	171,876	175,037	178,203
29	163,306	166,465	169,626	172,795	175,960	179,123
30	164,228	167,387	170,546	173,718	176,879	180,043

## Current salary schedule step increase (%)

Percent Change with Existing Salary Schedule Structure						
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1						
2	5.4%	5.2%	5.1%	4.9%	4.7%	4.6%
3	5.2%	5.0%	4.8%	4.7%	4.5%	4.4%
4	4.9%	4.7%	4.6%	4.5%	4.3%	4.2%
5	4.7%	4.5%	4.4%	4.3%	4.1%	4.0%
6	4.5%	4.3%	4.2%	4.1%	4.0%	3.9%
7	4.3%	4.2%	4.0%	3.9%	3.8%	3.7%
8	4.1%	4.0%	3.9%	3.8%	3.7%	3.6%
9	3.9%	3.8%	3.7%	3.6%	3.6%	3.5%
10	3.8%	3.7%	3.6%	3.5%	3.4%	3.4%
11	3.7%	3.6%	3.5%	3.4%	3.3%	3.2%
12	3.5%	3.4%	3.4%	3.3%	3.2%	3.1%
13	3.4%	3.3%	3.3%	3.2%	3.1%	3.0%
14	3.3%	3.2%	3.1%	3.1%	3.0%	3.0%
15	3.2%	3.1%	3.0%	3.0%	2.9%	2.9%
16	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
17	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
18	0.6%	0.6%	0.6%	0.6%	0.6%	0.5%
19	0.6%	0.6%	0.6%	0.6%	0.6%	0.5%
20	0.6%	0.6%	0.6%	0.6%	0.6%	0.5%
21	0.6%	0.6%	0.6%	0.6%	0.5%	0.5%
22	0.6%	0.6%	0.6%	0.6%	0.5%	0.5%
23	0.6%	0.6%	0.6%	0.6%	0.5%	0.5%
24	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%
25	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%
26	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%
27	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%
28	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%
29	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%
30	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%

# Compensation

## Newly Negotiated Salary Schedule step increase %

Percent Change with Embedded Increase in Step 16-20						
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1						
2	5.4%	5.2%	5.1%	4.9%	4.7%	4.6%
3	5.2%	5.0%	4.8%	4.7%	4.5%	4.4%
4	4.9%	4.7%	4.6%	4.5%	4.3%	4.2%
5	4.7%	4.5%	4.4%	4.3%	4.1%	4.0%
6	4.5%	4.3%	4.2%	4.1%	4.0%	3.9%
7	4.3%	4.2%	4.0%	3.9%	3.8%	3.7%
8	4.1%	4.0%	3.9%	3.8%	3.7%	3.6%
9	3.9%	3.8%	3.7%	3.6%	3.6%	3.5%
10	3.8%	3.7%	3.6%	3.5%	3.4%	3.4%
11	3.7%	3.6%	3.5%	3.4%	3.3%	3.2%
12	3.5%	3.4%	3.4%	3.3%	3.2%	3.1%
13	3.4%	3.3%	3.3%	3.2%	3.1%	3.0%
14	3.3%	3.2%	3.1%	3.1%	3.0%	3.0%
15	3.2%	3.1%	3.0%	3.0%	2.9%	2.9%
16	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
17	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
18	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
19	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
20	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
21	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
22	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
23	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
24	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
25	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
26	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%
27	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%
28	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%
29	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%
30	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%

## Resulting Base Salary Schedule to which next year's COLA added

AY2024-2025 with modified salary schedule						
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	85,435	88,593	91,756	94,918	98,081	101,244
2	90,077	93,240	96,401	99,560	102,724	105,887
3	94,720	97,882	101,041	104,203	107,366	110,530
4	99,360	102,523	105,686	108,847	112,008	115,173
5	104,004	107,166	110,327	113,487	116,651	119,814
6	108,646	111,808	114,968	118,132	121,296	124,457
7	113,287	116,449	119,610	122,771	125,930	129,095
8	117,929	121,094	124,254	127,417	130,580	133,742
9	122,576	125,735	128,894	132,056	135,220	138,384
10	127,215	130,377	133,539	136,702	139,862	143,026
11	131,860	135,018	138,182	141,344	144,509	147,671
12	136,503	139,661	142,822	145,984	149,148	152,315
13	141,144	144,303	147,465	150,629	153,790	156,953
14	145,788	148,946	152,106	155,268	158,430	161,596
15	150,412	153,570	156,731	159,902	163,067	166,228
16	151,916	155,106	158,298	161,501	164,698	167,890
17	153,435	156,657	159,881	163,116	166,345	169,569
18	154,970	158,223	161,480	164,747	168,008	171,265
19	156,519	159,806	163,095	166,395	169,688	172,978
20	158,085	161,404	164,726	168,059	171,385	174,707
21	159,033	162,372	165,714	169,067	172,413	175,756
22	159,987	163,346	166,708	170,081	173,448	176,810
23	160,947	164,326	167,709	171,102	174,489	177,871
24	161,913	165,312	168,715	172,128	175,535	178,938
25	162,884	166,304	169,727	173,161	176,589	180,012
26	163,699	167,136	170,576	174,027	177,472	180,912
27	164,517	167,971	171,429	174,897	178,359	181,816
28	165,340	168,811	172,286	175,772	179,251	182,725
29	166,167	169,655	173,147	176,651	180,147	183,639
30	166,997	170,504	174,013	177,534	181,048	184,557



# 2025/2026 New Salary Schedule with 4% COLA

Classroom Salary Schedule

AY2025-2026 with COLA of:			4.0%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	88,852	92,137	95,426	98,715	102,004	105,294
2	93,680	96,970	100,257	103,542	106,833	110,122
3	98,509	101,797	105,083	108,371	111,661	114,951
4	103,334	106,624	109,913	113,201	116,488	119,780
5	108,164	111,453	114,740	118,026	121,317	124,607
6	112,992	116,280	119,567	122,857	126,148	129,435
7	117,818	121,107	124,394	127,682	130,967	134,259
8	122,646	125,938	129,224	132,514	135,803	139,092
9	127,479	130,764	134,050	137,338	140,629	143,919
10	132,304	135,592	138,881	142,170	145,456	148,747
11	137,134	140,419	143,709	146,998	150,289	153,578
12	141,963	145,247	148,535	151,823	155,114	158,408
13	146,790	150,075	153,364	156,654	159,942	163,231
14	151,620	154,904	158,190	161,479	164,767	168,060
15	156,428	159,713	163,000	166,298	169,590	172,877
16	157,993	161,310	164,630	167,961	171,286	174,606
17	159,573	162,923	166,277	169,641	172,998	176,352
18	161,168	164,552	167,939	171,337	174,728	178,115
19	162,780	166,198	169,619	173,050	176,476	179,897
20	164,408	167,860	171,315	174,781	178,240	181,696
21	165,394	168,867	172,343	175,830	179,310	182,786
22	166,387	169,880	173,377	176,885	180,386	183,882
23	167,385	170,899	174,417	177,946	181,468	184,986
24	168,389	171,925	175,464	179,014	182,557	186,096
25	169,400	172,956	176,516	180,088	183,652	187,212
26	170,247	173,821	177,399	180,988	184,570	188,148
27	171,098	174,690	178,286	181,893	185,493	189,089
28	171,953	175,564	179,177	182,803	186,421	190,035
29	172,813	176,442	180,073	183,717	187,353	190,985
30	173,677	177,324	180,974	184,635	188,290	191,940

Non-Classroom Salary Schedule

AY2025-2026 with COLA of:			4.0%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	98,448	102,087	105,732	109,376	113,021	116,665
2	103,798	107,442	111,085	114,725	118,371	122,016
3	109,148	112,791	116,432	120,075	123,720	127,366
4	114,495	118,139	121,784	125,427	129,069	132,716
5	119,846	123,490	127,132	130,773	134,419	138,064
6	125,195	128,839	132,480	136,126	139,772	143,414
7	130,543	134,187	137,829	141,471	145,112	148,759
8	135,892	139,539	143,180	146,825	150,470	154,114
9	141,247	144,887	148,527	152,171	155,817	159,463
10	146,592	150,236	153,880	157,524	161,166	164,812
11	151,945	155,584	159,230	162,874	166,521	170,164
12	157,295	160,934	164,577	168,220	171,866	175,516
13	162,643	166,283	169,927	173,573	177,215	180,860
14	167,994	171,633	175,275	178,918	182,562	186,210
15	173,323	176,962	180,604	184,258	187,905	191,548
16	175,056	178,731	182,410	186,101	189,784	193,463
17	176,807	180,519	184,234	187,962	191,682	195,398
18	178,575	182,324	186,077	189,841	193,599	197,352
19	180,360	184,147	187,938	191,740	195,535	199,325
20	182,164	185,989	189,817	193,657	197,490	201,319
21	183,257	187,105	190,956	194,819	198,675	202,527
22	184,356	188,227	192,102	195,988	199,867	203,742
23	185,463	189,357	193,254	197,164	201,067	204,964
24	186,575	190,493	194,414	198,347	202,273	206,194
25	187,695	191,636	195,580	199,537	203,487	207,431
26	188,633	192,594	196,558	200,535	204,504	208,468
27	189,576	193,557	197,541	201,538	205,527	209,511
28	190,524	194,525	198,529	202,545	206,554	210,558
29	191,477	195,497	199,521	203,558	207,587	211,611
30	192,434	196,475	200,519	204,576	208,625	212,669



# 2026-2027 Classroom Salary Schedule

## 2.5% COLA +1.5% Off Schedule

### Classroom Salary Schedule

AY2026-2027 with COLA of:			2.50%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	91,074	94,440	97,812	101,183	104,554	107,926
2	96,022	99,394	102,763	106,131	109,504	112,876
3	100,972	104,342	107,710	111,080	114,452	117,825
4	105,918	109,290	112,661	116,031	119,401	122,774
5	110,868	114,239	117,609	120,977	124,350	127,722
6	115,817	119,187	122,556	125,929	129,302	132,671
7	120,764	124,135	127,504	130,874	134,241	137,615
8	125,712	129,086	132,455	135,827	139,198	142,569
9	130,666	134,034	137,401	140,772	144,145	147,517
10	135,611	138,982	142,353	145,724	149,093	152,466
11	140,563	143,929	147,302	150,673	154,047	157,417
12	145,512	148,879	152,248	155,619	158,992	162,368
13	150,460	153,827	157,198	160,571	163,940	167,312
14	155,410	158,776	162,145	165,516	168,886	172,261
15	160,339	163,706	167,075	170,456	173,829	177,199
16	161,943	165,343	168,746	172,160	175,568	178,971
17	163,562	166,996	170,433	173,882	177,323	180,761
18	165,198	168,666	172,138	175,621	179,097	182,568
19	166,850	170,353	173,859	177,377	180,888	184,394
20	168,518	172,056	175,598	179,150	182,696	186,238
21	169,529	173,089	176,651	180,225	183,793	187,355
22	170,546	174,127	177,711	181,307	184,895	188,480
23	171,570	175,172	178,778	182,395	186,005	189,610
24	172,599	176,223	179,850	183,489	187,121	190,748
25	173,635	177,280	180,929	184,590	188,244	191,893
26	174,503	178,167	181,834	185,513	189,185	192,852
27	175,375	179,057	182,743	186,440	190,131	193,816
28	176,252	179,953	183,657	187,373	191,081	194,785
29	177,134	180,853	184,575	188,309	192,037	195,759
30	178,019	181,757	185,498	189,251	192,997	196,738

### Classroom Off Schedule

AY2026-2027 Off Schedule of:			1.50%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	1,366	1,417	1,467	1,518	1,568	1,619
2	1,440	1,491	1,541	1,592	1,643	1,693
3	1,515	1,565	1,616	1,666	1,717	1,767
4	1,589	1,639	1,690	1,740	1,791	1,842
5	1,663	1,714	1,764	1,815	1,865	1,916
6	1,737	1,788	1,838	1,889	1,940	1,990
7	1,811	1,862	1,913	1,963	2,014	2,064
8	1,886	1,936	1,987	2,037	2,088	2,139
9	1,960	2,011	2,061	2,112	2,162	2,213
10	2,034	2,085	2,135	2,186	2,236	2,287
11	2,108	2,159	2,210	2,260	2,311	2,361
12	2,183	2,233	2,284	2,334	2,385	2,436
13	2,257	2,307	2,358	2,409	2,459	2,510
14	2,331	2,382	2,432	2,483	2,533	2,584
15	2,405	2,456	2,506	2,557	2,607	2,658
16	2,429	2,480	2,531	2,582	2,634	2,685
17	2,453	2,505	2,557	2,608	2,660	2,711
18	2,478	2,530	2,582	2,634	2,686	2,739
19	2,503	2,555	2,608	2,661	2,713	2,766
20	2,528	2,581	2,634	2,687	2,740	2,794
21	2,543	2,596	2,650	2,703	2,757	2,810
22	2,558	2,612	2,666	2,720	2,773	2,827
23	2,574	2,628	2,682	2,736	2,790	2,844
24	2,589	2,643	2,698	2,752	2,807	2,861
25	2,605	2,659	2,714	2,769	2,824	2,878
26	2,618	2,672	2,728	2,783	2,838	2,893
27	2,631	2,686	2,741	2,797	2,852	2,907
28	2,644	2,699	2,755	2,811	2,866	2,922
29	2,657	2,713	2,769	2,825	2,881	2,936
30	2,670	2,726	2,782	2,839	2,895	2,951



## 2026-2027 Non-Classroom Salary Schedule 2.5% COLA +1.5% Off Schedule

### Non-Classroom Salary Schedule

AY2026-2027 with COLA of:			2.5%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	100,910	104,640	108,376	112,110	115,846	119,582
2	106,392	110,128	113,862	117,593	121,330	125,066
3	111,876	115,611	119,342	123,077	126,813	130,550
4	117,357	121,093	124,829	128,562	132,296	136,034
5	122,842	126,577	130,310	134,043	137,780	141,516
6	128,325	132,060	135,792	139,529	143,266	147,000
7	133,806	137,541	141,275	145,008	148,739	152,478
8	139,289	143,028	146,760	150,496	154,232	157,966
9	144,778	148,509	152,240	155,975	159,712	163,449
10	150,257	153,992	157,727	161,463	165,195	168,932
11	155,744	159,474	163,211	166,945	170,684	174,418
12	161,228	164,958	168,691	172,426	176,163	179,904
13	166,709	170,440	174,175	177,912	181,646	185,382
14	172,194	175,924	179,657	183,391	187,126	190,866
15	177,656	181,386	185,119	188,865	192,603	196,337
16	179,432	183,200	186,971	190,753	194,529	198,300
17	181,227	185,032	188,840	192,661	196,474	200,283
18	183,039	186,882	190,729	194,588	198,439	202,286
19	184,869	188,751	192,636	196,533	200,423	204,309
20	186,718	190,638	194,562	198,499	202,428	206,352
21	187,838	191,782	195,730	199,690	203,642	207,590
22	188,965	192,933	196,904	200,888	204,864	208,835
23	190,099	194,090	198,085	202,093	206,093	210,088
24	191,240	195,255	199,274	203,306	207,330	211,349
25	192,387	196,427	200,470	204,526	208,574	212,617
26	193,349	197,409	201,472	205,548	209,617	213,680
27	194,316	198,396	202,479	206,576	210,665	214,748
28	195,287	199,388	203,492	207,609	211,718	215,822
29	196,264	200,385	204,509	208,647	212,777	216,901
30	197,245	201,387	205,532	209,690	213,841	217,986

### Non-Classroom Off Schedule

AY2026-2027 Off Schedule of:			1.50%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	1,514	1,570	1,626	1,682	1,738	1,794
2	1,596	1,652	1,708	1,764	1,820	1,876
3	1,678	1,734	1,790	1,846	1,902	1,958
4	1,760	1,816	1,872	1,928	1,984	2,041
5	1,843	1,899	1,955	2,011	2,067	2,123
6	1,925	1,981	2,037	2,093	2,149	2,205
7	2,007	2,063	2,119	2,175	2,231	2,287
8	2,089	2,145	2,201	2,257	2,313	2,369
9	2,172	2,228	2,284	2,340	2,396	2,452
10	2,254	2,310	2,366	2,422	2,478	2,534
11	2,336	2,392	2,448	2,504	2,560	2,616
12	2,418	2,474	2,530	2,586	2,642	2,699
13	2,501	2,557	2,613	2,669	2,725	2,781
14	2,583	2,639	2,695	2,751	2,807	2,863
15	2,665	2,721	2,777	2,833	2,889	2,945
16	2,691	2,748	2,805	2,861	2,918	2,974
17	2,718	2,775	2,833	2,890	2,947	3,004
18	2,746	2,803	2,861	2,919	2,977	3,034
19	2,773	2,831	2,890	2,948	3,006	3,065
20	2,801	2,860	2,918	2,977	3,036	3,095
21	2,818	2,877	2,936	2,995	3,055	3,114
22	2,834	2,894	2,954	3,013	3,073	3,133
23	2,851	2,911	2,971	3,031	3,091	3,151
24	2,869	2,929	2,989	3,050	3,110	3,170
25	2,886	2,946	3,007	3,068	3,129	3,189
26	2,900	2,961	3,022	3,083	3,144	3,205
27	2,915	2,976	3,037	3,099	3,160	3,221
28	2,929	2,991	3,052	3,114	3,176	3,237
29	2,944	3,006	3,068	3,130	3,192	3,254
30	2,959	3,021	3,083	3,145	3,208	3,270

## 2027-2028 Classroom Salary Schedule 2% COLA + 1% Off Schedule

### Classroom Salary Schedule

AY2027-2028 with COLA of:			2.0%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	92,895	96,329	99,768	103,206	106,645	110,085
2	97,943	101,382	104,819	108,254	111,694	115,133
3	102,991	106,429	109,864	113,302	116,741	120,181
4	108,036	111,475	114,915	118,352	121,789	125,230
5	113,086	116,524	119,961	123,397	126,837	130,276
6	118,133	121,571	125,007	128,447	131,888	135,325
7	123,179	126,617	130,054	133,491	136,926	140,368
8	128,227	131,668	135,104	138,543	141,982	145,420
9	133,279	136,714	140,149	143,587	147,027	150,468
10	138,323	141,762	145,200	148,639	152,075	155,515
11	143,374	146,808	150,248	153,686	157,128	160,566
12	148,422	151,856	155,293	158,731	162,172	165,615
13	153,469	156,904	160,342	163,782	167,219	170,658
14	158,518	161,952	165,388	168,826	172,264	175,707
15	163,546	166,980	170,417	173,865	177,306	180,743
16	165,181	168,650	172,121	175,603	179,079	182,550
17	166,833	170,336	173,842	177,359	180,870	184,376
18	168,502	172,039	175,581	179,133	182,679	186,220
19	170,187	173,760	177,336	180,924	184,505	188,082
20	171,888	175,497	179,110	182,733	186,350	189,963
21	172,920	176,550	180,184	183,830	187,469	191,103
22	173,957	177,610	181,265	184,933	188,593	192,249
23	175,001	178,675	182,353	186,042	189,725	193,403
24	176,051	179,747	183,447	187,159	190,863	194,563
25	177,107	180,826	184,548	188,282	192,008	195,730
26	177,993	181,730	185,471	189,223	192,968	196,709
27	178,883	182,639	186,398	190,169	193,933	197,693
28	179,777	183,552	187,330	191,120	194,903	198,681
29	180,676	184,470	188,267	192,076	195,877	199,674
30	181,580	185,392	189,208	193,036	196,857	200,673

### Classroom Off Schedule

AY2027-2028 Off Schedule of:			1.0%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	929	963	998	1,032	1,066	1,101
2	979	1,014	1,048	1,083	1,117	1,151
3	1,030	1,064	1,099	1,133	1,167	1,202
4	1,080	1,115	1,149	1,184	1,218	1,252
5	1,131	1,165	1,200	1,234	1,268	1,303
6	1,181	1,216	1,250	1,284	1,319	1,353
7	1,232	1,266	1,301	1,335	1,369	1,404
8	1,282	1,317	1,351	1,385	1,420	1,454
9	1,333	1,367	1,401	1,436	1,470	1,505
10	1,383	1,418	1,452	1,486	1,521	1,555
11	1,434	1,468	1,502	1,537	1,571	1,606
12	1,484	1,519	1,553	1,587	1,622	1,656
13	1,535	1,569	1,603	1,638	1,672	1,707
14	1,585	1,620	1,654	1,688	1,723	1,757
15	1,635	1,670	1,704	1,739	1,773	1,807
16	1,652	1,686	1,721	1,756	1,791	1,826
17	1,668	1,703	1,738	1,774	1,809	1,844
18	1,685	1,720	1,756	1,791	1,827	1,862
19	1,702	1,738	1,773	1,809	1,845	1,881
20	1,719	1,755	1,791	1,827	1,864	1,900
21	1,729	1,766	1,802	1,838	1,875	1,911
22	1,740	1,776	1,813	1,849	1,886	1,922
23	1,750	1,787	1,824	1,860	1,897	1,934
24	1,761	1,797	1,834	1,872	1,909	1,946
25	1,771	1,808	1,845	1,883	1,920	1,957
26	1,780	1,817	1,855	1,892	1,930	1,967
27	1,789	1,826	1,864	1,902	1,939	1,977
28	1,798	1,836	1,873	1,911	1,949	1,987
29	1,807	1,845	1,883	1,921	1,959	1,997
30	1,816	1,854	1,892	1,930	1,969	2,007



# 2027-2028 Non-Classroom Salary Schedule

## 2% COLA + 1% Off Schedule

### Non-Classroom Salary Schedule

AY2027-2028 with COLA of:			2.0%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	102,928	106,732	110,543	114,353	118,163	121,974
2	108,520	112,331	116,139	119,945	123,757	127,567
3	114,114	117,923	121,729	125,539	129,349	133,161
4	119,704	123,515	127,325	131,133	134,942	138,755
5	125,299	129,108	132,917	136,724	140,535	144,346
6	130,891	134,701	138,508	142,320	146,131	149,940
7	136,483	140,292	144,100	147,908	151,714	155,527
8	142,075	145,888	149,695	153,506	157,316	161,126
9	147,674	151,479	155,285	159,095	162,906	166,718
10	153,262	157,072	160,881	164,692	168,499	172,311
11	158,858	162,663	166,475	170,284	174,097	177,907
12	164,452	168,257	172,065	175,874	179,686	183,502
13	170,043	173,849	177,659	181,470	185,279	189,089
14	175,638	179,443	183,250	187,059	190,869	194,683
15	181,209	185,014	188,822	192,642	196,455	200,263
16	183,021	186,864	190,710	194,568	198,420	202,266
17	184,851	188,732	192,617	196,514	200,404	204,289
18	186,700	190,620	194,543	198,479	202,408	206,331
19	188,567	192,526	196,489	200,464	204,432	208,395
20	190,452	194,451	198,454	202,469	206,476	210,479
21	191,595	195,618	199,644	203,684	207,715	211,742
22	192,745	196,792	200,842	204,906	208,961	213,012
23	193,901	197,972	202,047	206,135	210,215	214,290
24	195,065	199,160	203,259	207,372	211,476	215,576
25	196,235	200,355	204,479	208,616	212,745	216,869
26	197,216	201,357	205,501	209,659	213,809	217,954
27	198,202	202,364	206,529	210,707	214,878	219,043
28	199,193	203,375	207,562	211,761	215,952	220,139
29	200,189	204,392	208,599	212,820	217,032	221,239
30	201,190	205,414	209,642	213,884	218,117	222,346

### Non-Classroom Off Schedule

AY2027-2028 Off Schedule of:			1.0%			
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	1,029	1,067	1,105	1,144	1,182	1,220
2	1,085	1,123	1,161	1,199	1,238	1,276
3	1,141	1,179	1,217	1,255	1,293	1,332
4	1,197	1,235	1,273	1,311	1,349	1,388
5	1,253	1,291	1,329	1,367	1,405	1,443
6	1,309	1,347	1,385	1,423	1,461	1,499
7	1,365	1,403	1,441	1,479	1,517	1,555
8	1,421	1,459	1,497	1,535	1,573	1,611
9	1,477	1,515	1,553	1,591	1,629	1,667
10	1,533	1,571	1,609	1,647	1,685	1,723
11	1,589	1,627	1,665	1,703	1,741	1,779
12	1,645	1,683	1,721	1,759	1,797	1,835
13	1,700	1,738	1,777	1,815	1,853	1,891
14	1,756	1,794	1,832	1,871	1,909	1,947
15	1,812	1,850	1,888	1,926	1,965	2,003
16	1,830	1,869	1,907	1,946	1,984	2,023
17	1,849	1,887	1,926	1,965	2,004	2,043
18	1,867	1,906	1,945	1,985	2,024	2,063
19	1,886	1,925	1,965	2,005	2,044	2,084
20	1,905	1,945	1,985	2,025	2,065	2,105
21	1,916	1,956	1,996	2,037	2,077	2,117
22	1,927	1,968	2,008	2,049	2,090	2,130
23	1,939	1,980	2,020	2,061	2,102	2,143
24	1,951	1,992	2,033	2,074	2,115	2,156
25	1,962	2,004	2,045	2,086	2,127	2,169
26	1,972	2,014	2,055	2,097	2,138	2,180
27	1,982	2,024	2,065	2,107	2,149	2,190
28	1,992	2,034	2,076	2,118	2,160	2,201
29	2,002	2,044	2,086	2,128	2,170	2,212
30	2,012	2,054	2,096	2,139	2,181	2,223



# Reopener Language Year 3

- **Negotiated Language to trigger Reopener for Year 3 if following conditions are met:**
- \* If the annual rate of inflation, as measured by the CPI for All Urban Consumers (CPI-U) for San Diego-Carlsbad Area published by the U.S. Bureau of Labor Statistics exceeds 5% annualized from July 2026–June 2027 and Property Tax Revenues Released June 2027 exceeds 5%, either party may initiate renegotiation of COLA for 2027–2028 within 30 days of the release of the CPI-U data.



# Live Salary Case Studies

- Salary Calculator Demo



- After the Session, you can download the salary calculator to see your own salary increases over the new 3-year CBA.

		CURRENT SALARY SCHEDULE		REVISED SALARY SCHEDULE	
Row Labels	Count	Average of Yr 1	Average of Yr 1	Average of Yr 1	Average of Yr 1
		\$ Change	% Change	\$ Change	% Change
Classroom	159	\$ 8,837	5.9%	\$ 10,854	7.1%
Non-Classroom	42	\$ 10,035	6.1%	\$ 11,982	7.2%
<b>Grand Total</b>	<b>201</b>	<b>\$ 9,057</b>	<b>5.9%</b>	<b>\$ 11,092</b>	<b>7.1%</b>



# Next Steps



- Email with PPT, Track Changes of CBA, and summary overview to be sent to all FTF at 4:00 p.m. 5/9/2025
- Drop in FA ZOOM with Negotiation Team:  
MONDAY 5/12: 3:00- 5:00 p.m.
- Vote YES or NO to RATIFY the Tentative Agreement by FA Members (dues-paying)
- Voting begins Wednesday, May 14 and ends May 21
- Goes to Board of Trustees in June meeting
- Once Ratified, new Contract begins July 1, 2025



# Questions/Comments

Support the FA's Work!

Join your colleagues and become  
a dues-paying member today.

We are your Union!

