

**San Diego Community College District
and
AFT Guild, Local 1931**

**Resource Allocation Formula Distributions and
Collective Bargaining Agreement Amendments**

Faculty Bargaining Unit
December, 2023

All changes effective January 1, 2024 unless otherwise noted:

- 1) 4.22% across the board salary increase to the Tenured/Tenure-Track salary schedule.
- 2) 4.69% across the board salary increase to the Adjunct/Overload classroom and non-classroom salary schedules.
- 3) Increase in Department Chair reassigned time by 0.1 FTEF, all except AOJ at Miramar. Business at Miramar increasing by 0.2 FTEF. This new chart will replace the current Appendix V of the faculty CBA.
- 4) Create a new Class 6, Step F on the Adjunct/Overload classroom and non-classroom salary schedules 1% above the current Class 6, Step E.
- 5) Add a new section, Article VIII, B/C 12.0 to the faculty CBA as follows:

Faculty with in-person assignments not physically located on one of the main college campuses, shall receive a 10% salary additive added to that portion of their salary for the off-campus assignment.

- 6) Add a new section, Article VIII, B/C 13.0 to the faculty CBA as follows:

Faculty who teach multiple levels of a language course simultaneously shall be compensated for all levels of the course as if they were different assignments, but with no increase in workload due to the fact that they are being taught simultaneously. For purposes of this section, "Languages" refers to foreign languages, ESL, and AMSL.

- 7) Add the following language to Article 7.1.3 of the faculty CBA:

Adjunct faculty shall have a flex obligation equal to the number of weekly assigned classroom hours for a full semester length class as stated in the college catalog. Example: a three hour per week lecture course as stated in the college catalog will have a three hour flex obligation, regardless of the term length of the course. Faculty with classroom assignments not on unit

pay of duration greater than four weeks shall have the same flex obligation and will be paid for these additional flex hours on a timesheet.

Modify Article VIII, Section B/C7.1 as follows:

The unit pay remuneration ~~for full semester classes (16-18 weeks)~~ includes the paid time necessary to satisfy the required flex obligation for the ~~full semester~~ assigned class.

~~Classes other than a full semester in length do not have a flex obligation, nor do they carry any compensation for flex activities, therefore faculty are also paid at the greater of 97% (ninety-seven percent) of the unit pay amount or the actual scheduled hours for the class.~~

- 8) Add a new section 5.2.1.7 to the College Faculty CBA as follows:

Adjunct faculty members who have their class cancelled within 14 calendar days of the first class meeting date shall receive the equivalent of two weeks of pay for that assignment, provided they were not given an additional assignment to make up for the canceled assignment.

- 9) Add 9 ESUs for the Photography program in Article VIII, A8.0:

<u>ASSIGNMENT</u>	<u>EXTENDED SERVICE UNITS</u> <u>(per academic year)</u>
DRAMA/THEATRE	20.5**
DANCE	16.0**
MUSIC PERFORMANCES	24.0**
NEWSPAPER	5.0
FASHION	12.0
SPEECH/DEBATE	16.0**
ART GALLERY	9.0
CLUB ADVISOR	2.0*
CHILD DEVELOPMENT CENTER DIRECTORS	6.0
<u>PHOTOGRAPHY</u>	<u>9.0</u>

- 10) Ongoing \$250,000 annual increase to the AFT Faculty Retiree Healthcare Fund.
\$125,000 to be added on 1/1/2024, \$250,000 to be added on July 1, 2024 and every July 1 thereafter.

- 11) Update Article 15.1.6 as follows:

15.1.6 Evaluation Coordination

The Faculty Evaluation Coordinator at each campus, ~~if a faculty member, college~~ shall receive a minimum of ~~20% (twenty percent)~~ 30% (thirty percent) reassigned time. The Faculty Evaluation Coordinator at Mesa College will receive a minimum of 40% (forty percent) reassigned time.

\$5,799,164	4.39%	Across the Board	\$1,320,508	1% Cost		
			\$834,665	1% Cost Contract Faculty		4.22%
			\$485,843	1% Cost Adjunct Faculty		4.69%
\$7,310,914		RAF Allocation				
(\$383,922)		Increase Department Chair Reassigned Time by 0.10 FTEF				
(\$250,000)		Augment Retiree Healthcare Fund				
(\$226,938)		Create Adjunct/Overload Class 6, New Step F, 1% above Step E				
(\$220,912)		Off-Campus Additive of 10%				
(\$195,188)		Nested Classes - Languages/ESL/AMSL				
(\$163,814)		Flex Pay for Short Term Courses				
(\$33,668)		Two Weeks of Pay for Classes Canceled 14 Calendar Days Within Start Date of Course				
(\$12,698)		Photography ESUs				
(\$24,610)		Faculty Evaluation Coordinator				

 Gregory Smith, Vice Chancellor
 People, Culture, and Technology Services

 Jim Mahler, President
 AFT Guild, Local 1931

Date: _____

Date: _____