



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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TENTATIVE AGREEMENT

January 31, 2019

Pending CCFT Ratification and Board of Trustees Approval

The San Luis Obispo County Community College District and the Cuesta College Federation of Teachers have completed negotiations of Article 4 -- Compensation of the Collective Bargaining Agreement for the 2018-2019 and 2019-2020 years. This article will be amended as follows:

ARTICLE 4

COMPENSATION

2018-2019

- 2.71% (state funded COLA) on schedule salary increase on all faculty salary schedules retroactive to July 1, 2018. CCFT will notify the District of the amounts to be added to each cell of each salary schedule.
- Commencing January 1, 2019, the monthly (12 month equivalent) fringe benefits will be:
 - Employee Only – Up to \$634.24/month (Full-Time)/\$317.12/month (Part-Time)
 - Two Party – Up to \$871/month (Full-Time)/\$435.50/month (Part-Time)
 - Family – Up to \$1090/month (Full-Time)/\$545/month (Part-Time)

Instructional Faculty annual fringe is paid a prorated amount over 10 months.

2019-2020

- Salary schedules will be adjusted by the state funded COLA + 0.45% starting July 1, 2019.
- Commencing July 1, 2019, Appendix B-7, Extra Duty Compensation will be amended as follows:
 - A. The stipend of extra duty compensation for faculty who are assigned as performing arts instructors, coaches, and project journalism instructors shall be as listed below in 1, 2 and 3. Stipends for regular faculty shall be paid over 5 or 10 months by employee request. Stipends for temporary faculty shall be paid over 5 months.



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1. Performing Arts: The flat stipend for the duties performed by the designated instructor are based upon performance and completion of the duties specified for the respective position. The stipend for each position shall be as follows:
 - Choreography and Performance - \$3350 per semester
 - Drama - \$3350 per semester
 - Instructional Music - \$3350 per semester
 - Vocal Music - \$3350 per semester
 2. Intercollegiate Athletics Classes (Coaches): The stipend for a head coach shall be as set forth in paragraphs 2.a & 2.b.
 - a. Stipends for each position shall be as follows:
 - \$7,680 – baseball, cross country, softball, swimming & diving, track & field, water polo, women’s soccer, women’s tennis, women’s volleyball, wrestling.
 - \$8,600 – men’s basketball, women’s basketball
 - b. The coach of a team whose schedule requires that practice must be held on days outside of the normal fall and spring schedule of classes (including finals) shall receive a stipend of one-tenth of one percent (0.10%) per day, excluding Saturdays, Sundays, and Holidays. (Based on Column E-14).
 3. Project Journalism: The stipend for the school newspaper production assignment is \$3,350 per semester.
 - B. The stipend of extra duty compensation for temporary faculty who are assigned as lead faculty in occupational programs (disciplines) which have no full-time faculty shall be \$2,880 per semester.
- The District and CCFT will reach mutual agreement on job descriptions for the Coach and Performing Arts stipend.
 - Commencing July 1, 2019, Appendix B-6, Placement Procedures will be changed that the maximum step for initial placement will be step 8.
 - Commencing Fall 2019 semester, Appendix B-6. C – Salary Step Advancement and Column Changes will be amended to the following:
 - Step advancement for temporary faculty shall be based upon the completion of a minimum of four semesters and/or summer sessions of teaching/service experience and a minimum of 10 semester units of teaching (or equivalent for service faculty) with the District and shall become effective the next semester or summer session.
 - Article 5.8.4.1 will be amended to the following:




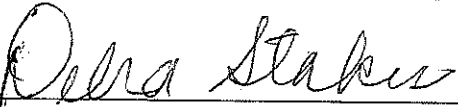
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Load credit shall be calculated at the rate of one and fifteen hundredths (1.15) times the regular load credit for a class section of 45 through 54 students...

ACCEPTED AND AGREED TO:

 2/11/19 Date
Greg Baxley, Ph.D.
Vice President/Chief Negotiator
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

 2/11/19 Date
Debra Stakes, Ph.D.
President/Negotiator
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

 2/11/19 Date
Melissa Richerson
Vice President Human Resources & Labor Relations
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

 2.11.19 Date
Jill Stearns, Ph.D.
Superintendent/President
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT