



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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## SAN LUIS OBISPO COMMUNITY COLLEGE DISTRICT

### TENTATIVE AGREEMENT

March 17, 2021

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 2021-2022 and 2022-2023 years. This article will be amended as follows:

#### **ARTICLE 4**

#### **COMPENSATION**

##### Off-Schedule Compensation

The off-schedule or one-time compensation is to compensate faculty for the additional and unanticipated student related services due to COVID-19. These services include additional student support, counseling, assisting students with various stressors also due to COVID-19.

Once the funds are received from the American Rescue Plan Act (ARPA) the District will provide CCFT with a list of faculty and their fall 2020 and spring 2021 loads. CCFT will provide the specific dollar amounts to be distributed per the following:

- a. Full-Time Faculty, using Range D, Step 9 of the Temporary/Part-Time/Full-Time Overload Lecture Salary Schedule, \$89.61 rate for 36 hours (total of \$3226.00) for the current academic year.
- b. Temporary faculty and Regular faculty on reduced loading will be provided compensation outlined in (a) above with the 36 hours adjusted for their active teaching and service load in the 2020-2021 academic year. Temporary faculty and Regular faculty on reduced loading will be provided compensation of at least 3.35 hours for each semester at the \$89.61 rate (or \$300 per semester). The exact amounts of compensation will be based on load. CCFT will provide the District with the calculation and compensation amount for each faculty.

##### 2021-2022 Academic Year

Effective July 1, 2021 article 4.1 will be amended to the following:

Employee only – Up to \$6,842 /year (Full-Time) / Up to \$4,105/year (Part-Time)  
Two Party – Up to \$9,710/year (Full-Time) / Up to \$5,826/year (Part-Time)  
Family – Up to \$12,400/year (Full-Time) / Up to \$7440/year (Part-Time)



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Annual fringe amounts are subject to change due to open enrollment/plan changes.

Instructional faculty: Full-Time receive fringe payments over 10 months, Part-Time will be equally divided from the month after eligibility to the end of the semester.

Service faculty: Full-Time receive fringe payments over 12 months, Part-Time will be equally divided from the month after eligibility to the end of the semester.

Effective July 1, 2021, part-time faculty with a load between 50 and 74% will receive 60% of the full-time fringe benefit of the enrolled plan.


Effective February 25, 2021, Faculty who resign or retire from the District and return to employment will not be considered eligible and receive “cash in lieu” pursuant to articles 4.2.2.1 and 4.2.3.1. The submittal of a resignation or retirement constitutes a break in service and therefore does not qualify the faculty for the clauses in 4.2.2.1 and 4.2.3.1.

Effective July 1, 2021, any Cost of Living Allowance approved in the Governor’s final state budget, minus 0.5% (allocated to the fringe increase described in this agreement) will be put as an ongoing percentage on each faculty salary schedule. If the state does not approve a Cost of Living Allowance or other permanent funding increase in lieu of COLA, there will be no increase to salary schedules nor fringe.

2022-2023 Academic Year

Effective July 1, 2022, any Cost of Living Allowance approved in the Governor’s final state budget will be distributed as follows. If the state funded COLA is 1.5% or greater, all faculty salary schedules will increase by the formula of State funded COLA – 0.5% (designated to a fringe increase). If the state funded COLA is less than 1.49%, CCFT and the District will reconvene to determine the split between salary and fringe. If the state does not approve a Cost of Living Allowance or other permanent funding increase in lieu of COLA, there will be no increase to salary schedules or fringe.

ACCEPTED AND AGREED TO:

  
Heather Tucker (Mar 19, 2021 09:03 PDT)

Mar 19, 2021

Heather Tucker  
Chief Negotiator


Date

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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Melissa Richerson (Mar 19, 2021 09:05 PDT)

Mar 19, 2021

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Melissa Richerson  
Vice President Human Resources & Labor Relations  
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Date