



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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TENTATIVE AGREEMENT

May 16, 2023

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, for the 2023-2024 and 2024-2025 academic years. This article will be amended as follows:

2023/2024

1. The District will fund a compensation increase equal to the state funded COLA but no more than 8%.
2. The Chair and Coordinator salary schedules will increase by 80% of the funded percentage increase provided in #1.
3. Reduced from item #1, CCFT can determine if any percentage of the amount funded will be distributed to the PT faculty salary schedules for parity.
4. The District will approve the OER/ZTC Faculty Coordinator release time per the stipulations around funding which have been previously discussed.
 - a. This release time is considered categorically funded and will cease when the funding is exhausted or not renewed.
 - b. The faculty member assigned will be expected to receive an evaluation of the release time duties.
5. The District will approve, for the 2023/2024 year only, the additional 0.1 FTE for the SLOA Coordinator.
6. Reduced from item #1, the District will accept CCFT's Lab Loading proposal to move from 20 hours per week to 18 hours per week, commencing in spring of 2024. The salary increase in #1 will decrease by 0.48%.
7. The District will offer a \$5,000 one-time payment for those FT Faculty that submit their notice of retirement no later than the 2nd Tuesday of September (for retirement during that academic year). This will allow for these pending vacancies to be considered during faculty prioritization which assists the District with planning.
8. Currently there are two vacant NCC Coordinator positions, one of those positions will not be filled and will be eliminated. The second vacancy will be filled by one interested party for an Interim year for 2023/24. This position will be further evaluated per item #9.



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9. The District and CCFT agree to meet and negotiate the role of NCC Coordinators, including updating the job description, creating an evaluation tool, and determining if the current number of NCC Coordinators (4) is aligned with District needs for the North County Campus.

2024/2025


1. The District will fund a compensation increase equal to 1%.
2. The District will add to the compensation detailed in item #1 under the following contingencies:
 - a. An amount equal to an additional 1% increase in compensation over item #1 if traditional credit FTES grows by 2-2.9%, or
 - b. An amount equal to an additional 2% increase in compensation over item #1 if traditional credit FTES grows by 3% or more.
 - c. Growth in traditional credit FTES for these purposes is for 2023/2024 above 2022/2023, calculated from June 1, 2023 to June 1, 2024.
3. The District will approve, for the 2024/2025 year only, the additional 0.1 FTE for the SLOA Coordinator.
4. Should the state funded COLA be over 3.5% or less than 1%, the District and CCFT agree to reopen negotiations for 2024/2025 for compensation.
5. Faculty can assist in their roles to increase traditional credit FTES by engaging in, but not limited to the following:
 - a. Adding additional students to their class sections.
 - b. Increasing use of large lecture options.
 - c. Participating in existing outreach events and collaborating with the Dean of Student Success and Support Programs to expand upon or create new opportunities for student recruitment. Student outreach and recruitment could include campus tours, demonstrations, informational booths, or presentations. Collaboration with the Dean of Student Success and Support Programs is essential in order to maximize the experience for students.
 - d. Reviewing modalities of current offerings and schedule of offerings. This work is expected to be done in collaboration with Division Chairs and Deans.
 - e. Reviewing class capacities for opportunities to increase in light of current technologies and pedagogies.
6. Holding office hours in the Student Success Center(s); FTES is generated when students attend.



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ACCEPTED AND AGREED TO:


Heather Tucker (May 19, 2023 10:46 PDT)

May 19, 2023

Heather Tucker
Chief Negotiator
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

Date

Melissa Richerson

May 19, 2023

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

Date