

Tentative Agreements for 16-week semester conversion compensation and Flex days.

CCFT and the district needed to adjust the number of Flex days and flex requirements for PT faculty for the 16-week semester.

The following summarizes these changes that will be effective as of the start of the 2026-27 academic year.

Flex

1. Full-time faculty: Flex obligation will drop from 60 hours (10 days) to 48 hours (8 days).
2. Temporary (Part-time) faculty: full term courses have a 1:1 Flex activity obligation (1 hour of flex for each hour of instruction).
3. Temporary (Part-time) faculty: there is no Flex obligation for short term courses for PT faculty
4. Flex activities must occur outside of your teaching or service assignments (not new)

Compensation for conversion of materials to 16-weeks

The district and the CCFT negotiations team explored multiple formulas to partially compensate faculty for converting instructional materials to a shortened semester. Attempts to make compensation “fair” based on anything other than percent load (like number of preps) resulted in complex formulas that weren’t necessarily fairer than a simple formula.

Sometimes an increasingly complex negotiation can bog down, and our team concluded that the simple % load formula would put more money in the hands of more people than complex formulas.

Here is the result:

1. Faculty with a FT instructional assignment in fall 2026 will receive a one-time \$1,500 stipend to partially compensate them for the work needed to convert instructional materials.
2. Faculty with less than a 100% load will receive a pro-rated amount based on their load.
3. The load calculation will be as of August 11, 2026.