

Santa Clarita Community College District
American Federation of Teachers (AFT) Local 6262
Tentative Agreement
October 8, 2020

This is a tentative agreement between the Santa Clarita Community College District and the American Federation of Teachers (AFT) Local 6262.

The following changes are agreed upon to modify the collective bargaining agreement between Santa Clarita Community College District and American Federation of Teachers (AFT) Local 6262 regarding language in Article 10: Total Compensation for the 2018-19 and 2019-20 contract years. This agreement will complete negotiations for the 2018-19 and 2019-20 contract years.

ARTICLE 10: TOTAL COMPENSATION

The Santa Clarita Community College District employs a Total Compensation Model with regard to employee salary and benefits.

- A. Unit members shall be paid for teaching assignments on a per course basis using the contact hours associated with the assignment.
- B. Adjunct faculty salaries for teaching credit courses, and enhanced noncredit courses, and providing counseling and librarian services are implemented in accordance with the Adjunct Salary Schedule and all the terms included on the schedule. (*Appendix A, Adjunct Salary Schedule Section A*).
 - 1. For 2018-2019 adjustments to the Adjunct Salary Schedules 7, 8, and 9 will be 3.71% effective July 1, 2018.
 - 2. For 2019-2020 adjustments to the Adjunct Salary Schedules 7, 8, and 9 will be 2.00% effective July 1, 2019.
 - 3. Effective July 1, 2020 new salary schedules 10, 11, and 12 will be implemented.
 - 4. All adjunct faculty are initially placed on Step 1 of the applicable Adjunct Salary Schedule based on their educational achievement in accordance with Appendix A. Advancement to Step 2, and any step thereafter, of the Adjunct Salary Schedule requires that a unit member completes 2 semesters of service (excluding summer and intersessions). Each step increase is 1%. Salary scales are rounded to the nearest cent per standard rounding methods. Advancement will apply to the next fall or spring semester of employment. Service credit on the credit adjunct scale does not affect placement on the non-credit, non-enhanced salary schedule. Service credit is earned independently on each salary schedule.
 - 5. For column advancement, unit members must provide official transcripts to Human Resources. Once verified, the advancement will apply to the next fall or spring semester

of employment.

6. An adjunct faculty rate of pay for teaching credit courses, and enhanced noncredit courses, and providing counseling and librarian services is implemented in accordance with the Adjunct Salary Schedule (*Appendix 10, Adjunct Salary Schedule – Section A, and Table A.*).
 7. A noncredit adjunct faculty rate of pay for teaching non-enhanced, non-credit courses is implemented in accordance with the Adjunct Salary Schedule (*Appendix 11, Adjunct Salary Schedule – Section B, and Table B*). The hourly rate of pay applies to noncredit faculty as defined in Article 21: Noncredit Faculty.
 8. A noncredit TLC (The Learning Center) adjunct faculty rate of pay is implemented in accordance with the Adjunct Salary Schedule (*Appendix 12 – Adjunct Salary Schedule Section C, and Table C*).
- C. A non-instructional rate of pay of 65% of a unit member’s current rate of pay shall apply towards District requested and administrator approved non-instructional activities. Approved non-instructional activities include but are not limited to: curriculum development, required attendance at conferences/workshops/training sessions as a participant or presenter, proctoring and grading assessments beyond what is required for assigned classes, and requested service on specific committees.
- D. Additionally, elected adjunct senators serving on the Academic Senate will receive the non-instructional rate of pay for attending Academic Senate meetings.
- E. Scheduled office hours will be compensated at \$40 per scheduled office hour. Payment of scheduled office hours for full semester-length fall and spring classes will be made in 5 equal payments during the fall and spring semesters after the Dean has verified that office hours have been performed and posted appropriately. Office hours associated with compressed courses will be paid during their normally scheduled pay periods. Unit members will not be compensated for unscheduled office hours. However, if the District receives State reimbursement for office hours in excess of the amount paid for scheduled office hours, the District will distribute the surplus to compensate unit members for unscheduled office hours.
- F. The District will use On Base to preauthorize and make payments for Supplementary Services for Adjunct members.
- G. It is the responsibility of the Unit Members to notify the Office of Human Resources as soon as they discover any error in placement on the salary schedule. Errors discovered either by the Unit Member or by the District will, in every case, be recovered to the extent allowed by law either by the District or by the Unit Member.
- H. Health Benefits: AFT and the District will continue to work together to find a health benefit plan that would provide part-time faculty access at no cost to the District. If and when a plan is in place, the District will reimburse adjunct faculty members for that

percentage that the District is actually reimbursed by the State of California.

I. Pay Parity:

1. Definition: When professional development, participation on college committees, office hours, developing and reviewing curriculum, attendance at meetings, peer evaluation, participation in the hiring process, and other activities are excluded, parity is defined as 75%.
2. Computation of Parity Pay: Parity pay is based on a comparison of the adjunct salary schedule to the full-time academic salary schedule. Parity shall then be determined by adjusting the salary at the corresponding column and step to equate to 75%. The hourly compensation level for each hour shall then be determined by dividing the adjusted salary by 525 (15 hours of instruction per week x 35 weeks).

The District and AFT agree that parity is important to maintain high quality instructors, thus ensuring student success. The District agrees that when it receives State funds designated for the achievement of parity, the District will contact AFT within 7 calendar days and will work with AFT to ensure that the funds are equitably distributed to the adjunct instructors.

- J. Human Resources will add a hyperlink to the District's Human Resources website where unit members can find information about loan forgiveness programs.
- K. Step increases will occur once per year and will become effective once the District has received notification of the final amount of the annual COLA increase. If the annual COLA increase for a given year is not sufficient to cover the total amount of the annual step increases for that year, then the step advancements will not occur for that year.
- L. If upon initial placement on the new salary scale a member would receive less than their current rate of pay, that member will be placed on a step that will ensure at least a 1% pay increase.

The above is agreed to by both the District and AFT.

Diane M. Feio

For Santa Clarita Community College District

Oct 8, 2020

Date

Dan Portillo

Dan Portillo (Oct 8, 2020 20:09 PDT)

For American Federation of Teachers (AFT) Local 6262

Oct 8, 2020

Date









District AFT 2018-19 and 2019-20 Article 10 TA 10-7-2020

Final Audit Report

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