

SAN MATEO COUNTY COMMUNITY COLLEGE DISTRICT

Tentative Agreement

September 11, 2013

1. Three year agreement July 1, 2013 through June 30, 2016
2. Wage increases for all full and part-time faculty as follows:

3.25% effective August 19, 2013

2% effective with the beginning of the fall semester 2014

2% effective with the beginning of the fall semester 2015

Increase Step 11 of the Part Time salary schedules by 1.0% effective 8/19/13.

3. If the assessed valuation of property, as determined by the San Mateo County Assessor's Office Local Combined Roll prepared by the County Assessor's Office, increases by more than 3% for 2014-15 or by more than 3% for 2015-16, 60% of the assessed valuation increase above 3% will be added to the 2.0% compensation increases stated above effective with the beginning of the fall semester of that year. In no case shall the total increase for each year exceed 4.5% above the 2% noted in number 2 above. For example, if the assessed valuation increases 8.0%, then 60% of the 5%, i.e. 3.0%, will be added to the 2% of the given year.

The dates for measuring the assessed valuation to determine the calculation above are as follows:

For 2014-15 – July 11, 2014 and for 2015-16 – July 10, 2015

AFT determines how to allocate the additional compensation increase between full and part time faculty.

4. Increase medical cap as follows effective 1/1/2014:

Single: \$50.00 per month

2 Party: \$75.00 per month

Family: \$100.00 per month

Medical Cap increases for 1/1/2015 and 1/1/2016 shall be negotiated as soon as medical rates for those years are provided to the District from PERS.

Increase part time faculty medical reimbursement \$100 per semester for a total reimbursement of \$600.00 per semester effective January 1, 2014

5. Previous tentative agreement on Article 7.11, Flex Day Obligations.
6. The District agrees to re-open negotiations on two non-economic items identified by AFT in 2014-15, and 2015-16.

T.A.
[Signature]
9-13-13

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District Proposal to AFT 4-26-13 (Revised 2:20 pm)

7.11 **FLEX DAY OBLIGATIONS:** The District academic calendar may contain flex (staff development) days. The following provisions shall apply:

7.111 Faculty members on a regular academic year contract shall participate in such flex days as part of their basic assignments. Regular faculty will be expected to participate in flex day activities for five (5) hours per flex day.

7.11.2 Part-time faculty members shall participate in flex activities as part of their basic assignments if the flex day falls on a scheduled workday. For example, if a part-time faculty member normally holds a class on a Monday and that day is a scheduled flex day and thus his/her normally scheduled class(es) is/are not held, the part-time faculty member who participates in the College flex activities, shall receive regular pay for the normal student contact hours that would have been worked that day. **Those part-time faculty members identified above can elect to participate in a college-approved flex activity on an alternative day other than the College-designated flex day, show written verification of the activity, and receive regular pay for up to the normal student contact hours that the part-time faculty member is scheduled to teach on that day of the week. Requests for approved flex day pay, must be submitted by the last day of final exams of the semester in which the flex activity occurred.** Other part-time faculty members may voluntarily participate in flex activities but shall not receive pay for such activity **if the activity occurs on a day when the faculty member is not teaching.**

TA
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4/26/13
AFT

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