

Summary of Contract Modifications

From your SCFA Negotiations Team: Kara Perry (Chief Negotiator), Wayne Barbee, Diana Higashi-Ybarra, and Angie Rivers

SCFA has completed negotiations with the District for contract changes that, if ratified, will take effect on July 1, 2024. Please remember that SCFA and the District have the option to open articles in the contract each year so we don't have to wait 3 years to make needed changes to our contract.

The Tentative Agreement that contains the modified articles is also attached to this email. The articles are formatted as a .pdf file with strike-outs through the removed/replaced language and new language indicated in **green** or **blue**. Please read through the entirety of the Tentative Agreement, as this is a high-level summary of changes and does not include all detail. The contract changes listed below will go into effect upon ratification by SCFA members and the Board of Trustees.

Contract Modification Summaries

Article 9 – Salary Schedules

- Full-Time Salary Schedule was updated to reflect a 2.4% increase effective July 1, 2024.
- Part-Time/Overload Schedules (both lecture and lab) were updated to reflect 2.86% increase effective July 1, 2024.
- Addition of 190 days salary schedule

Article 12 – Additional Compensation

- Removed language under mileage which is not applicable to faculty
- Changed load for Part-time office hours program from .40 to .5 (40% to 50%)
- Changed per hour rate from \$25/hr to \$40/hr for the part-time office hours

Article 13 – Health and Welfare Benefits

- Increased life insurance from \$25,000 to \$40,000
- Changed the District's Contribution Cap to health and welfare benefits from \$14508/year to \$15,168/year, which will mitigate increases to employees for health benefit premiums in 2024-25

Article 14 – Work Year and Calendar

- Updated language under Days Beyond Normal Work Year section
- Updated language under Nursing Faculty: Extra Service Days section
- Added Juneteenth to district holidays
- Updated language under Definitions section for flex activities
- Updated language under Flex Calendar Days section

- Updated list for eligible flex activities
- Updated list for non-eligible flex activities
- Updated language under Flex Review Committee

Article 18 - Evaluation

- Changed number of observations from 2 regular load classes/2 times per semester to 3 regular load classes 1 time per semester for tenure-track and tenured faculty
- Added the option to include 8-week courses in the evaluation process

Article 21 – Chair

- Updated language in table under Compensation to match the definition of a department

Appendix C - Evaluation Forms

- The language “Artifact Observation” was changed to “Course Document Observation” in all faculty observation forms (On-ground, Online, Hybrid)
- The language “Artifact Strengths/Areas for Growth” was changed to “Syllabus/Assignment/Assessment Strengths/Areas for Growth in all faculty Observation forms (On-ground, Online, Hybrid)