Summary of CCFT/District tentative agreement:
Revised 5/20/14

List of compensation package, workload agreements and funding sources:

1. Health benefits (see Article 14.2.2): Status quo, no changes.

2. Baseline salary for 2014-15 calculation
   a. Remove one-time increases in salary and pro rata pay from all 2013-14 faculty salary schedules, appendices, etc. in the contract including side letters
   b. Add 1% ongoing increase in salary for CCFT for 2014-15 estimated at $270,000 per the Cost of 1% Schedule (see attached).
      - 0.5% raise to all faculty
      - Increase part time parity from 63% to 63.8% of full time salary schedule.
   c. Add 1.43% one-time salary increase for CCFT for 2014-15 estimated at $386,753 per the Cost of 1% Schedule (see attached).
      - CCFT agrees to use the equivalent of one year of sabbatical funding, $102,046, ($61,745, balance of 2014-15 and $40,301 for 2015-16) and the District agrees to use one-time funds of $284,707 from the FTES reserve to fund the balance of the one-time salary increase of 1.43%:
        - 1.13% raise to all faculty,
        - the balance of remaining one-time funds to increase part time parity from 63.8% as much as possible estimated at 64.3%.
   d. CCFT and the District agree the one-time 1.43% salary increase is for one-year only (2014-15). Salary reopener for 2015-16 will begin at baseline of ongoing level from 2014-15 (ongoing portion only).

3. Funding and Changes to Workload:
   a. By June 2014 World Languages will submit curriculum changes to modify courses from 5 units lecture to 4 units lecture and one unit lab.

   CCFT agrees to the following on-going changes in workload (Becomes 11.2.2.8--renumber subsequent sections):  
   0.33TU per lab hour for World Languages online labs.

   11.4.3 World Language
   World language classes shall have a maximum enrollment of thirty (30) students per class at registration. A unit member may, at his/her own discretion, add up to two (2) additional students.

   b. All Distance Ed Courses maximum class sizes will be the same as the standard maximum class size normally used in the discipline. Strike current contract language:
11.2.2.14.4 **Online Course:** A course primarily delivered online. The first time a unit member teaches a particular course online, the maximum class size for the online course will be 75% of the standard maximum class size established for the course. However, the maximum will not fall below 28 for any course unless the standard maximum is under 28, then the standard maximum will be used. This provision excludes courses involving on-site labs.

c. CCFT agrees to the following changes regarding coordination units for interdisciplinary/linked courses:

In 2014-15, adjunct faculty will continue to receive coordination units in 11.2.2.15.3, 11.2.2.16.2, 11.2.2.2.16.2.1. Full time faculty will not receive coordination units in 11.2.2.15.3, 11.2.2.16.2, 11.2.2.2.16.2.1. District and CCFT are committed to looking at a different model to provide support for students. That may include flexibility for use of office hours.

Beginning 2015-16, no faculty will receive coordination units in 11.2.2.15.3, 11.2.2.16.2, 11.2.2.2.16.2.1 for cross-disciplinary team-taught or linked learning community courses.

11.2.2.15.3 Coordination: 1 Teaching Unit to be shared between instructors team teaching. (**ends at the end of AY 2014-15**)

11.2.2.16.2 Each unit member teaching a linked course in a designated learning community will receive the same faculty load credit as the faculty would receive if this course were not taught as a linked course. **In addition, one half (1/2) additional teaching unit per course linked will be given for coordination to be shared among instructors as determined by the instructors. If a faculty member in that learning community is teaching more than one course, the coordination units are only allocated for one of the courses they teach. (bolded text ends at the end of AY 2014-15)**

11.2.2.16.2.1 When there are cross-disciplinary teams with more than two faculty members in a learning community, the program will determine a formula for distributing the coordination units. Each fall faculty teaching in the program will approve the distribution formula for the following academic year. (**ends at the end of AY 2014-15**)
4. Recap of agreement and other items to be incorporated:
   b. Update Article 9, Professional Growth and Development, to reflect reduction of sabbatical funding for 2014-15 and 2015-16 per this agreement.
   c. Reopener in 2014-15 for Article 10 Leaves, to review the State Disability Insurance (SDI) program.
   d. Update Article 11 Workload to reflect changes in this document.
   e. Update Article 13 Salary and Appendices to reflect salary agreement.
   g. Reopener in 2014-15 for Article 14 Health & Welfare Insurance Coverage to address Affordable Care Act compliance issues if necessary.
   h. Reopener in summer or early fall 2014 to evaluate Ancillary Activities Fund, Article 16.16 (to be completed by 9/30/14).
   i. Article 17 Evaluation: in the existing reopener, the negotiations subcommittee will incorporate additional language in Article 17 to include language about SLO assessment work; Appendix L: criteria and accountability measures re faculty work expectations will be updated accordingly.
   j. Update Appendix U/Contract: DSPS name change to Accessibility Support Center.
   k. Fall 2014: District and CCFT agree to convene a study group with members of both teams to develop an approach to benchmark faculty salaries including, but not limited to, identifying colleges that will be included in the comparison groups and the components of the compensation programs that will be included to inform the negotiations process.
   l. Fall 2015: CCFT and District agree to identify a joint study group to include members of both negotiations teams to complete a comprehensive review of Article 11, Workload. CCFT and the District team will develop a list of criteria that will be used by the study group to evaluate workload provisions.
   m. Workload changes that increase faculty compensation will be considered in future bargaining of faculty compensation increases.