

Tentative Agreement for a new contract July 1, 2013 through June 30, 2016

The Santa Barbara Community College District (District) and the Santa Barbara City College Instructors' Association (IA) agree to the following:

1. 50% of the 2012/13 surplus (General Fund 2012/13 net revenues less expenses and transfers, based on estimated unaudited actual estimate for the unrestricted general fund prepared upon resolution by the state of payment for backfill of the RDA payments.) will be disbursed as a one-time payment to faculty. For Full Time faculty, the payment will be determined as a percentage of base salaries for the 2012/13 academic year. For Part Time faculty, the payment will be determined as a percentage of actual salaries for the 2012/13 academic year. The percentage increase will be limited to 3%.
2.
 - a. One step will be added to each column of salary Schedule No. 10 (Contract Faculty).
 - b. The 2013/14 COLA percentage of 1.57% will be added to all salary schedules. Step differences of \$2,000 between each step and column will be maintained when applying this increase.
 - c. Faculty with 15 years or more of service remain on their current longevity schedule. For all others longevity will commence at 19 years of service.
3.
 - a & b. The District will fund the 80% health insurance plan at the 2013/14 rates effective October 1, 2013.
 - c. The currently stated amount of \$40,000 to fund the District allocation for Tier II eligible members of the adjunct health plan will be reviewed annually and may be reopened.
 - d. Also, a basic dental plan will be added to the adjunct health plan contingent on carrier approval. Eligibility requirements for initial participation and District allocation for the dental plan will be identical with the requirements for the general health plan.
4.
 - a. The requirement to state an explicit reason for Personal Necessity Leave (PNL) will be eliminated. An information sheet will be created with a numbered list of possible situations triggering eligibility for PNL. Only the corresponding number will have to be entered on the absence report form. It is also understood that the District will revisit PNL in a workgroup including representatives of all bargaining units and that the absence report form will be updated and provided electronically once these negotiations are completed.

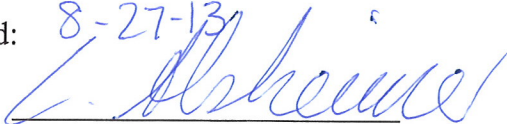
- b. Bereavement leave for adjunct faculty will be granted for immediate family members in proportion to the adjunct faculty member's teaching load for the equivalent of 60% of the individual's weekly teaching load, respectively a full week if out-of-state travel is required.
 - c. Faculty can take up to 16 weeks family leave for any reasons allowed by the Family Leave Act. This is an unpaid leave, however, the District will continue to pay for the faculty member's health benefits during this time. Also, the faculty member can opt to use up to 15 banked TLUs for up to 16 weeks (the equivalent of one semester) of family leave. If during any part of this semester the faculty member is or becomes disabled, he/she can use accrued sick leave to pay for the time during his/her disability.
 - d. Contract Faculty will be allowed to bank up to 15 TLUs.
5. Four (4) Full Academic Year Sabbaticals will be funded each year.
6. \$75,000 will be allotted to increase Department chair stipends. An accountability workgroup comprised of representatives from the IA, Academic Senate and Management will be established to develop a document outlining responsibilities and duties of department chairs. Contract may be reopened for implementation of workgroup recommendations. A workgroup report is requested by February 1, 2014.
7. Article 12 will be amended to include definition of Seniority Preference for contract faculty who return to work after retirement and for faculty teaching temporary contracts as proposed by the IA to the Board of Trustees on March 12, 2013.
8. Items
- a. Eligibility for adjunct health plan will be amended as proposed by the IA at the 5/23/13 negotiation meeting.
 - b. Article 13 will be amended as proposed by the IA to the Board of Trustees on March 12, 2013.
9. Years 2014/15 and 2015/16
- a. State provided COLA will be applied as a percentage of total salaries and will be paid out to enhance salary schedules. In case of any COLA above 6% or any other undesignated ongoing unrestricted General Fund increase not defined elsewhere in this contract either party can reopen the contract.
 - b. Growth - The use of a salary formula to allocate future growth allocations will be explored by a workgroup of SBCC-CBO and IA Chief Negotiator. Contract may be reopened for potential implementation of workgroup recommendations.
 - c. Health Benefits increases will be covered by the District if the COLA percentage is greater or equal to the premium percentage increase. Contract may be reopened if the premium increase is greater than the COLA increase.

- d. Lab/Lecture parity: Contract may be reopened on July 1, 2014 and July 1, 2015 to negotiate this item. Also, efforts will be made by the CBO to get an accurate estimate of cost.
- e. Overload/Adjunct pro rata increase: Contract may be reopened on July 1, 2014 and/or July 1, 2015 to negotiate this item.
- f. Add steps to salary schedules: Contract may be reopened on July 1, 2014 and/or July 1, 2015 to negotiate this item.
- g. Changes to longevity increments: Contract may be reopened on July 1, 2014 and/or July 1, 2015 to negotiate this item.

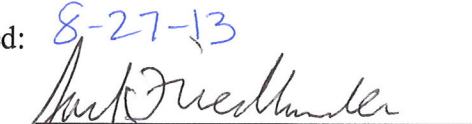
10. District Requests

- a. An IA/Senate/Management workgroup will be established to explore options to use faculty professional development (FLEX) to enhance student learning including accountability and reporting requirements. Contract may be reopened for potential implementation of workgroup recommendations. A workgroup report is requested by February 1, 2014.
- b. A workgroup will be established to review and explore options to improve faculty evaluation processes. As this is an item delegated to the Academic Senate the workgroup will consist of representatives from IA, Academic Senate and District. Contract may be reopened for potential implementation of workgroup recommendations. Alternatively any recommendations may be implemented through the shared governance process. A workgroup report is requested by February 1, 2014.
- c. The IA expresses general support for the implementation of the Ewing study of management positions and classified salary schedule contingent on the presentation of the study results, which are not known yet, but expected to be available by June 14, 2013. A compensation study will be completed for the IA bargaining unit.

There are no other changes or amendments to the 2010-12 Agreement between the parties.

Dated: 8-27-13


Dr. Cornelia Alsheimer
 Secretary and Chief Negotiator
 SBCC Instructors Association

Dated: 8-27-13


Dr. Jack Friedlander
 Executive Vice President
 SBCC District