

**Contra Costa Community College District (4CD)/ United Faculty (UF)
Tentative Agreement Covering Compensation for 2021/2022 and Implementation
of the 2019-20, 2020-21 and 2021-22 Collective Bargaining Agreement**

After a series of meetings, 4CD and UF have agreed to the following implementation plan for the third year (2021-22) of the 2019-20, 2020-21, an 2021-22 Collective Bargaining Agreement (CBA). Because some provisions of the last CBA (related to the part-time faculty “parity plan” and the switch from hourly pay to pay-per-load for some classroom assignments) cannot be implemented until 2022-2023, 4CD and UF have agreed to some additional provisions and extensions, as outlined below (including a one-year, one-time off-schedule bonus that will sunset when the parity plan is implemented in fall of 2022). Since this implementation plan modifies the last CBA, we have agreed to treat it as a new TA and seek ratification from UF and 4CD. UF has agreed to hold a ratification vote at the start of the spring 2022 semester and to notify 4CD of results by 2pm on February 4, 2022. The 4CD Governing Board will agendaize the TA for ratification at their meeting on February 16, 2022.

- 1 ALL faculty receive an off-schedule, one-time “bonus” for calculated as 5.07% of pay for assignments in fall, 2021.
- 2 ALL faculty receive an off-schedule, one-time “bonus” for calculated as 5.07% of pay for assignments in spring, 2022.
- 3 ALL faculty receive an off-schedule, one-time “bonus” for calculated as 5.07% of pay for assignments in summer, 2022.
- 4 UF and 4CD agree to review the total cost of the 5.07% one-time, off-schedule increase for 2021-2022 (provisions 1-3 of this agreement) as part of compensation negotiations for 2022-23. If there are differences between the cost of implementation and our shared expectations, we agree that future agreements may be adjusted to bring spending in line with expectations.
- 5 Beginning fall, 2022, part-time fall and spring assignments will be compensated proportionally (by load) off the full-time (B-1) salary schedule at 80%.
- 6 Beginning Summer 2023, all summer classroom assignments for part-time faculty and full-time faculty who are paid AC overload will be compensated proportionally (by load) off the full-time (B-1) salary schedule at 62%.
- 7 Beginning fall, 2022, all part-time classroom assignments will have a mandatory 1-hour-per-20%-load office hour assignment (rounded to the nearest whole hour with no more than 5). Office hours will no longer be compensated separately; compensation for office hours will be included in all salaries for classroom assignments.
- 8 Beginning fall, 2022, add 2% ongoing to Columns 1, 2 and 3, steps 1-9, of the B-1 salary Schedule. (This will affect both part-time and full-time faculty.)
- 9 Part-Time Librarians, Counselors and Learning Specialists will continue to be paid hourly at current rates.
- 10 Non-summer overload for full-time faculty will continue to be paid hourly at current rates.
- 11 The current Equity Hour Program will remain in place and funded at current levels throughout 2021/2022.

- 12 UF and 4CD agree that we intend to negotiate a successor agreement during the spring 2022 semester. Also, in fall of 2023, UF and 4CD will review all costs associated with this agreement and the transition from hourly pay for part-time faculty to pay-per-load, as implemented in the fall of 2022. If costs are higher or lower than anticipated, both sides agree that this will affect future negotiated salary increases or COLAs, which will be adjusted accordingly.