

SBCCDTA Proposal #2
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

Lecture, Lab, Clinical Parity
September 8, 2023

WHEREAS, The Lecture, Lab, and Clinical Committee identified in Appendix R: MOU – Lecture, Lab, and Clinical Parity Committee of the current Collective Bargaining Agreement (hereafter, Agreement) completed their work during the Fall 2019 semester, and negotiations discussions both during the District-Association workgroup and at the table began prior to March 1, 2020 in accordance with that MOU; and

WHEREAS, the Committee’s analysis and the Association’s research determined that all lab teaching is equivalent, and that lab instruction must be treated equally for equal work without establishing a hierarchy of labs with varying degrees of parity; and

WHEREAS, all lab and clinical disciplines require proper pedagogy and have workload outside of contact hours such as research, preparation, planning, and assessment of student activity and work; and

WHEREAS, the specific preparation and grading obligations may vary depending on discipline, and sometimes include actual physical setup of the lab space (due to not having proper lab tech staffing); and

WHEREAS, current load for lab is assigned at 71.5% (0.143/0.200) and current load for clinical is assigned at 62.5% (0.125/0.200) of equivalent lecture contact hours;

WHEREAS, the apportionment model used by the State Chancellor’s Office is based on student contact hours and has been used as such for over two decades;

THEREFORE, the following changes shall be made to Article 13 – Workload and Tables I and II (hours):

1. The District and Association to increase lab load to 100% parity with lecture beginning Fall 2023.
2. The District and Association to increase clinical load to 82% parity with lecture beginning Fall 2023.

Presented by SBCCDTA

Date: 9/8/2023

Ed Gomez, SBCCDTA President

Accepted by SBCCD

Date: _____

Kristina Hannon, Vice Chancellor of Human Resources, SBCCD Chief Negotiator