

**SBCCD Counter Proposal #4**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And**  
**San Bernardino Community College District**  
**Article 10 Wages (2024/25 and 2025/26)**  
**March 4, 2024**

**WHEREAS**, the intent is to continue being competitive within our region in offering one of the best total compensation packages in the surrounding area; and

**WHEREAS**, the District ~~continues~~ agrees to keep all employee groups within the median range based on total compensation with comparison districts; and

**WHEREAS**, The COLA for 2024-2025 is projected to be 0.57%; and

**WHEREAS**, despite the uncertainty of the economy, the District is responsible for ensuring fiscal stability and solvency;

**WHEREAS**, ~~the District is making the commitment to all employees by implementing this formula, as long as there is additional revenue, we are distributing the majority of those revenues to our employees;~~

**WHEREAS**, ~~this formula represents the distribution of over 80% back to employees in the form of benefits, step and column, and salary increases for the fiscal year 2023-2024;~~

**WHEREAS**, ~~this formula represents projected enrollment growth with the certainty of reaching these enrollment goals and showing our commitment to employees now by distributing these estimated revenues;~~

**WHEREAS**, ~~the average hourly rate for SBCCDTA Part-Time Faculty is more than 14% below the region median pay and the Full-Time faculty is on average 10% below the region median.~~

**Whereas**, ~~The COLA for 2023-2024 is 8.2%, meant to offset the large margin of inflation currently in the US economy,~~

**THEREFORE**, For Fiscal Year 2024-2025, the full-time and part-time salary schedule will be increased by one (1) step at 3% and wages will be increased by the percentage indicated in the fair share formula outlined below. ~~wages will be increased 6% across all steps and columns for full-time faculty and 10% 8.2% across all steps and columns for Part-Time faculty and Part-Time Auxiliary Assignment Faculty Instructional and Non-Instructional.~~

For Fiscal Year 2025-2026, the full-time and part-time salary schedule will be increased by one (1) step at 3% ~~increase~~ and wages will be increased by the percentage indicated in the fair share

~~formula outlined below. 4.5% across all steps and columns for full-time faculty, part-time faculty and part-time Auxiliary Assignment Faculty Instructional and Non-Instructional.~~

~~For Fiscal year 2024-2025 Part-Time Faculty will include: Lab/Lecture/Non-Credit/Counselors/Librarians/Health Center Nurses and will be identified under Part-Time Faculty~~

~~For Fiscal year 2024-2025 Part-Time Auxiliary Assignment Faculty will include: Non-Teaching Overload for Coordinators and Faculty Leads.~~

**Proposed Fair Share Formula:**

The District will assess increases and total compensation (e.g. salary, health and welfare benefits) using a formula that includes all full-time and part-time members. Increases will be determined using the formula below and will resolve negotiations for each year with regard to Article 10 and Article 11: The bargaining unit shall receive its proportionate share of the increased unrestricted revenue which is above an established base amount; less mandatory expenditures. The bargaining unit's proportionate share of such revenues will be based upon:

1. The unit's total salary and benefit cost, including the cost of District contribution towards health coverage for all eligible CTA unit members, which is compared to the total District salary benefit and contribution costs for authorized/filled positions of all District employee groups.
2. Authorized/filled positions which are funded from special programs/categorical funds are excluded from both the Association's unit's cost and other employee group costs.
3. Attachment A will be updated on an annual basis at the time the State Final Budget is approved (typically the month of July).

<b>2024-2025 FT/PT Non-Teaching Agreements/PT Professional Development</b>							
<b>\$54.34</b>							
<b>PART-TIME INSTRUCTIONAL and FACULTY</b> (Lab/Lecture/Clinical/Non-Credit/Counselors/Librarians/Health center Nurses)				<b>PART-TIME NON-INSTRUCTIONAL AUXILIARY ASSIGNMENT</b> (Counselors, Librarians, Health Center Nurses, and non-teaching overload for Coordinators and Faculty Leads)			
-	<b>GROUP 1</b> (Column C)	<b>GROUP 2</b> (Column D-H)	<b>GROUP 3</b> (Column I)		<b>GROUP 1</b> (Column C)	<b>GROUP 2</b> (Column D-H)	<b>GROUP 3</b> (Column I)
<b>1</b>	72.11	74.20	76.29	<b>1</b>	57.48	59.57	61.66
<b>2</b>	74.20	76.29	78.38	<b>2</b>	59.57	61.66	63.75
<b>3</b>	76.29	78.38	80.47	<b>3</b>	61.66	63.75	65.84
<b>4</b>	78.38	80.47	82.56	<b>4</b>	63.75	65.84	67.93

~~FT/PT Non-Teaching Agreements/PT Professional Development \$52~~ **\$54.34**

<b>PART-TIME INSTRUCTIONAL</b> (Lab/Lecture/Clinical/Non-Credit)				<b>PART-TIME NON-INSTRUCTIONAL</b> (Counselors, Librarians, Health Center Nurses, and non-teaching overload for Coordinators and Faculty Leads)			
-	<b>GROUP 1</b> (Column C)	<b>GROUP 2</b> (Column D-H)	<b>GROUP 3</b> (Column I)	-	<b>GROUP 1</b> (Column C)	<b>GROUP 2</b> (Column D-H)	<b>GROUP 3</b> (Column I)
<b>1</b>	69.00-72.11	71.00-74.20	73.00-76.29	<b>1</b>	55.00-57.48	57.00-59.57	59.00-61.66
<b>2</b>	71.00-74.20	73.00-76.29	75.00-78.38	<b>2</b>	57.00-59.57	59.00-61.66	61.00-63.75
<b>3</b>	73.00-76.29	75.00-78.38	77.00-80.47	<b>3</b>	59.00-61.66	61.00-63.75	63.00-65.75
<b>4</b>	75.00-78.38	77.00-80.47	79.00-82.56	<b>4</b>	61.00-63.75	63.00-65.84	65.00-67.93
<b>5</b>	77.00	79.00	81.00	<b>5</b>	63.00	65.00	67.00
<b>6</b>	79.00	81.00	83.00	<b>6</b>	65.00	67.00	69.00
<b>7</b>	81.00	83.00	85.00	<b>7</b>	67.00	69.00	71.00

Moving forward, the District will assess increases and total compensation (e.g. salary, health and welfare benefits) using a formula that includes all full-time and part-time members. will be determined using the formula below, and will resolve negotiations for each year with regard to Article 10 and Article 11: The bargaining unit shall receive its proportionate share of the increased unrestricted revenue which is above an established base amount; less mandatory expenditures as illustrated in Attachment A. The bargaining unit's proportionate share of such revenues will be based upon:

4. The unit's total salary and benefit cost, including the cost of District contribution towards health coverage for all eligible CTA unit members; which is compared to the total District salary benefit and contribution costs for authorized/filled positions of all District employee groups.
5. Authorized/filled positions which are funded from special programs/categorical funds are excluded from both the Association's unit's cost and other employee group costs.
6. Attachment A will be updated on an annual basis at the time the State Final Budget is approved (typically the month of July).