

TENTATIVE AGREEMENT DETAILS

Proposed Changes to the 2012-15 PFT-PCCD Contract

PFT negotiators have secured a deal that provides a 4% overall increase in expenditures on faculty, with 3% ongoing and 1% that will sunset on June 30, 2014 (if no subsequent agreement takes effect). The new monies will be used to pay for faculty raises, for maintaining medical and dental cost structures, and for sending sabbaticals and professional development funds back to the colleges.

To distribute the salary increases, which will be retroactive to the start of the fiscal year, four new salary schedules will be produced:

- 1) A modified version of the existing 25-step salary schedule for full-time contract faculty, with each step worth 3.65% more than it's worth currently.
- 2) A new 25-step salary schedule for part-time faculty without full-time employment elsewhere (formerly the 75% pro-rata schedule), with the new steps going from Step 8 to Step 25. Following the model used when the 25-step schedule was introduced for full-time contract faculty, the new part-time steps will offer significant raises to longtime part-timers immediately, and will become more valuable as new monies arrive from the district to "fill out the steps." The filling-out process will likely take several years. The state COLA, 1.57%, will be added to Steps 1-7, while the exact amount to be added on the new steps—likely to fall initially between \$.70 and \$.80 an hour per step—is still being calculated.
- 3) A new 25-step salary schedule for part-time faculty with full-time employment elsewhere (formerly the 60% pro-rata schedule); the schedule formerly known as the 60% pro-rata schedule will develop along the same lines set out in No. 2, above.
- 4) A new schedule for full-time contract faculty working extra-service assignments. This schedule will feature five columns with one step apiece; the value of the step, Step 7, will remain unchanged from the existing schedule, with the dollars that might have gone to an extra-service raise going on the regular full-time contract schedule, where they count toward STRS and where they benefit every full-time contract faculty member.

Medical and dental coverage goes unchanged for 2013-14. Starting in 2014, part-timers will continue to be able to buy into all district medical and dental plans at 100% of the district cost; Kaiser will be the only medical option available to part-timers through the district's 50-50 plan.

The deal also returns professional development money and sabbaticals to the colleges, clarifies special ZZOIS assignments and eleven-month counseling contracts, and adds a new step to the grievance process.

The TA is the product of a year's worth of tough negotiations, and PFT believes strongly that it's an excellent deal for all faculty, full- and part-time alike. Faculty shouldn't miss the chance to discuss details of the deal and cast their votes on Oct. 10.