

Summary of 2019-2022 Tentative Agreement (TA)

This document outlines the primary changes to the contract as compared to the 2016-2019 Collective Bargaining Agreement (CBA).

1. Salary increases
 - a. Across the board increase of 3.26% for all salary schedules effective July 1, 2019. (Retroactive pay will be processed as soon as possible.)
 - b. Additional funds will be applied to the PT without outside FT employment schedule effective July 1, 2019. (See Appendix A of the salary agreement for new table.)
2. Pay Restitution Remedy
Faculty who are not payed (or improperly paid) will receive a sum equal to \$50 per calendar day as restitution.
3. Parental Leave - Article 26, Section G
Faculty will be able to use sick leave for parental leave up to a continuous leave of up to six months.
4. Other Special Assignments - Article 14, Section G
All special assignments that have release time or stipends above \$2000 shall be announced to all faculty and adhere to the negotiated pay rates.
5. 5 Paychecks for PT Faculty in Fall Semesters - Appendix 11, Paragraph 1
Faculty will receive their first payment in August of each fall semester.
6. Public Service Loan Forgiveness
PT faculty will receive credit on Public Service Loan Forgiveness applications.
7. Dependent Eligibility Audit
New guidelines were negotiated and will be signed off on when the next dependent audit occurs.
8. Part-time Office Hours - Article 18, Section A, Paragraph 7
Eligible PT faculty will be automatically paid for office hours depending on the number of equated hours they teach (no form is needed and everyone is automatically participating if eligible).
9. Evaluation Handbook
Added additional criteria upon which an administrator evaluates faculty members and an additional rating on the administrator evaluation form.

1. COLA for 2019-20

COLA increase of 3.26% for the 2019-2020 contract year.

2. COLA for 2020-21 and 2021-22

COLAs shall be negotiated as reopeners for contract years 2020-2021 and 2021-2022.

3. Parity for 2019-20

2019-20 pay schedules (retroactive to the beginning of contract year 2019-20) are attached as Appendix A, B, C and D. These include COLA only for contract and extra service, and agreed-upon parity funds for PF60 and PF75.

These pay schedules shall be funded by a combination of:

- 1) across-the-board COLA (see #1 above)
- 2) 2019-20 state "Parity" funding (also called "part-time faculty compensation" in state budget), of \$354,981.00
- 3) An additional general fund contribution towards parity of \$245,019.00 during 2019-20 contract year

The total of #2 and #3 above shall be \$600,000 towards parity for contract year 2019-20.

4. Parity for 2020-21 and 2021-22

After the close of FY 2019-20, the PFT and PCCD shall work together to calculate *actual* parity expenses for 2019-20 (in addition to COLA). If the total is *less* than \$600,000, the additional funds shall be carried forward to be applied to the PF75 schedule for 2020-21, to move that schedule closer to full parity.

The same process shall take place after the close of FY 2020-21.

Parity shall be included in the reopeners for contract years 2020-2021 and 2021-2022, as the PFT and PCCD work together to find the additional funding to get to full parity.

If the State discontinues allocation of all parity funds, and does not include these funds in another category, both parties agree to renegotiate the inclusion of parity funds on the salary schedule.

NOTE: This agreement supercedes the Memorandum of Understanding between the Peralta Federation of Teachers and the Peralta Community College District, regarding State parity funds, signed October 2018. In the event the amount dedicated to parity for 2019-20 by the Memorandum of Understanding (projected to be \$275,391.27) equals more than the State's total parity allocation for 2019-20 (\$354,981.00), the parties shall reopen the issue of parity.