

**TENTATIVE AGREEMENT**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And**  
**San Bernardino Community College District**

**Article 10 Wages**

This Tentative Agreement is entered by and between the San Bernardino Community College District (“District”) and the San Bernardino Community College District Teachers Association CTA/NEA (“Association”), collectively, “the parties.”

WHEREAS, To attract and retain the most qualified candidates we need to offer wages for both full and part-time faculty to be competitive with our comparison colleges;

WHEREAS, United States has experienced record inflation at 7% in 2021;

WHEREAS, The Cost-Of-Living Adjustment was 5.07% for 2021-2022, 6.17% (revised by the Legislative Analyst’s Office from 5.33%) for 2022-2023, and estimated to be 3.64% for the 2023-2024 year; and

IT IS THEREFORE AGREED THAT:

- A. The proposed full-time salary schedule will replace the salary schedule in Appendix A-1a.
  - a. 5% increase effective July 1, 2022
  
- B. The proposed Appendix A-2a including the hourly compensation schedule shall replace the current language in Appendix A-2a.
  - a. \$3 increase and the addition of step 4-to the Instructional and Non-Instructional rates effective July 1, 2022

PT Hourly and FT Overload Rates*			
Assignment	Rate		
FT/PT Non-Teaching Agreements PT Professional Development	\$52		
Non-Instructional Faculty (Counselors, Librarians, Health Center Nurses, and nonteaching overload for Coordinators and Faculty Leads)	Group 1	Group 2	Group 3
Based on Requirements on Placement Guidelines**	C	D-H	I
Step 1	\$55	\$57	\$59
Step 2	\$57	\$59	\$61
Step 3	\$59	\$61	\$63
Step 4	\$61	\$63	\$65
Instructional Faculty (Lab/Lecture/Clinical/Non-Credit)			
Based on Requirements on Placement Guidelines**	C	D-H	I
Step 1	\$69	\$71	\$73
Step 2	\$71	\$73	\$75
Step 3	\$73	\$75	\$77
Step 4	\$75	\$77	\$79

Faculty in all groups shall be required to work (in any faculty capacity) for 2 consecutive semesters. If there is no break in service, the following shall be applied:

STEP 1: Semesters 1 and 2

STEP 2: Semesters 3 and 4

STEP 3: Semesters 5 and 6

STEP 4: Semesters 7 and beyond

If there is a break in service for adjunct (part-time) faculty of no more than two (2) consecutive semesters, the unit member shall maintain their Step but will start with semester 1. (This aligns with the seniority list). If class is cancelled, the part-time bargaining unit members shall be paid a maximum of four (4) hours or for the first-class meeting, whichever is less. If the lecture and lab occur on the same day, bargaining unit members shall be paid a maximum of four (4) hours for the lecture and a maximum of four (4) hours for the lab or for the first-class meeting of each, whichever is less. Short-term and/or intensive classes will be pro-rated according to the schedule below:

<u>Total Semester Hours</u>	<u>Hours of Compensation</u>
16 or less	1
17 – 32	2
33 – 48	3
49 or more	4

\*Faculty shall be placed on their appropriate Step and Column based on education and existing length of service at SBCCD

\*\*Columns C through I guidelines are found in Article 13.J. (Salary Schedule Placement Guidelines).

**SBCCD**

Kristina Hannon

Kristina Hannon, Vice Chancellor, Human Resources & Police Services,  
SBCCD Chief Negotiator

**Date:** April 22, 2022

**SBCCDTA**

Jamie Herrera

Jamie Herrera, SCCDTA Chief Negotiator

**Date:** April 22, 2022

STEP	COLUMN							
	Days	C Rate	D Rate	E Rate	F Rate	G Rate	H Rate	I Rate
1	175	69,840.83	72,285.26	74,815.25	77,433.78	80,143.96	82,949.00	85,852.22
	198	79,020.71	81,785.78	84,648.56	87,611.14	90,677.66	93,850.22	97,135.04
	219	87,401.70	90,460.03	93,626.44	96,903.23	100,294.99	103,804.03	107,437.24
2	175	72,285.26	74,815.25	77,433.78	80,143.96	82,949.00	85,852.22	88,857.04
	198	81,785.78	84,648.56	87,611.14	90,677.66	93,850.22	97,135.04	100,536.28
	219	90,460.03	93,626.44	96,903.23	100,294.99	103,804.03	107,437.24	111,199.22
3	175	74,815.25	77,433.78	80,143.96	82,949.00	85,852.22	88,857.04	91,967.04
	198	84,648.56	87,611.14	90,677.66	93,850.22	97,135.04	100,536.28	104,053.95
	219	93,626.44	96,903.23	100,294.99	103,804.03	107,437.24	111,199.22	115,089.98
4	175	77,433.78	80,143.96	82,949.00	85,852.22	88,857.04	91,967.04	95,185.89
	198	87,611.14	90,677.66	93,850.22	97,135.04	100,536.28	104,053.95	107,696.36
	219	96,903.23	100,294.99	103,804.03	107,437.24	111,199.22	115,089.98	119,118.70
5	175	80,143.96	82,949.00	85,852.22	88,857.04	91,967.04	95,185.89	98,517.39
	198	90,677.66	93,850.22	97,135.04	100,536.28	104,053.95	107,696.36	111,465.59
	219	100,294.99	103,804.03	107,437.24	111,199.22	115,089.98	119,118.70	123,287.69
6	175	82,147.56	85,022.73	87,998.52	91,078.47	94,266.22	97,565.54	100,980.33
	198	92,943.77	96,197.41	99,563.31	103,049.79	106,654.78	110,388.66	114,251.45
	219	102,801.45	106,400.16	110,123.06	113,979.32	117,966.65	122,096.55	126,369.02
7	175	84,201.25	87,148.30	90,198.49	93,355.43	96,622.87	100,004.67	103,504.84
	198	95,268.10	98,602.81	102,053.95	105,625.67	109,322.14	113,147.50	117,107.99
	219	105,372.29	109,060.69	112,877.86	116,828.40	120,916.91	125,147.99	129,528.54
8	175	86,306.28	89,327.00	92,453.45	95,689.32	99,038.44	102,504.79	106,092.46
	198	97,648.55	101,066.43	104,604.89	108,266.00	112,053.94	115,977.02	120,035.22
	219	108,005.22	111,785.59	115,699.34	119,748.76	123,938.45	128,277.61	132,766.23
9	175	88,463.94	91,560.18	94,764.78	98,081.55	101,514.41	105,067.41	108,744.77
	198	100,091.38	103,594.49	107,220.27	110,972.86	114,856.43	118,877.22	123,037.30
	219	110,707.13	114,581.79	118,592.11	122,742.71	127,038.18	131,485.41	136,086.71
10	175	90,675.54	93,849.18	97,133.90	100,533.59	104,052.27	107,694.10	111,463.39
	198	102,592.41	106,182.85	109,900.10	113,746.25	117,727.53	121,848.11	126,112.14
	219	113,473.43	117,444.66	121,556.17	125,810.24	130,213.79	134,771.40	139,487.67
11	175	92,035.67	95,256.92	98,590.91	102,041.59	105,613.05	109,309.51	113,135.34
	198	104,130.87	107,777.44	111,548.75	115,453.11	119,492.60	123,675.55	128,004.03
	219	115,175.06	119,208.38	123,379.67	127,698.13	132,166.06	136,792.66	141,580.22
12	175	93,416.21	96,685.77	100,069.78	103,572.22	107,197.25	110,949.15	114,832.37
	198	105,694.28	109,392.82	113,222.34	117,184.91	121,286.78	125,530.02	129,925.03
	219	116,904.28	120,995.09	125,230.77	129,613.62	134,150.53	138,843.81	143,704.95
13	175	94,817.45	98,136.06	101,570.82	105,125.80	108,805.20	112,613.39	116,554.86
	198	107,278.48	111,033.15	114,920.88	118,941.67	123,105.91	127,413.59	131,873.05
	219	118,656.50	122,809.40	127,109.46	131,556.69	136,162.59	140,927.16	145,859.58
14	175	96,239.71	99,608.10	103,094.38	106,702.69	110,437.28	114,302.59	118,303.18
	198	108,887.63	112,698.43	116,644.37	120,725.45	124,952.06	129,324.20	133,852.26
	219	120,436.31	124,369.52	128,722.78	133,226.87	137,891.07	142,717.71	147,711.43
15	175	97,683.31	101,102.22	104,640.80	108,303.23	112,093.84	116,017.13	120,077.73
	198	110,521.72	114,240.00	118,238.40	122,377.50	126,659.40	131,092.50	135,681.00
	219	122,243.72	126,523.09	130,949.63	135,534.83	140,276.40	145,188.13	150,267.73
16	175	99,148.56	102,618.76	106,210.41	109,927.78	113,775.25	117,757.38	121,878.89
	198	112,178.68	116,105.91	120,170.36	124,376.18	128,729.60	133,234.79	137,897.99
	219	124,076.42	128,420.18	132,915.70	137,567.59	142,382.74	147,365.76	152,523.54
17	175	100,635.79	104,158.04	107,803.57	111,576.69	115,481.88	119,523.74	123,707.07
	198	113,862.67	117,848.12	121,972.85	126,241.04	130,658.91	135,232.71	139,966.60
	219	125,939.02	130,347.16	134,909.37	139,630.24	144,516.68	149,575.58	154,811.54

STEP	COLUMN							
	Days	C Rate	D Rate	E Rate	F Rate	G Rate	H Rate	I Rate
18	175	102,145.32	105,720.41	109,420.62	113,250.34	117,214.11	121,316.60	125,562.68
	198	115,569.53	119,615.27	123,802.37	128,135.01	132,619.41	137,261.82	142,064.31
	219	127,826.91	132,301.73	136,932.93	141,725.08	146,685.11	151,819.89	157,131.73
19	175	103,677.50	107,306.21	111,061.93	114,949.10	118,972.32	123,136.35	127,446.12
	198	117,303.42	121,409.44	125,658.92	130,056.00	134,609.01	139,320.03	144,195.28
	219	129,744.69	134,286.20	138,986.38	143,849.82	148,885.73	154,096.39	159,488.72
20	175	105,232.66	108,915.81	112,727.86	116,673.34	120,756.90	124,983.39	129,357.81
	198	119,062.25	123,230.65	127,542.49	132,008.18	136,627.72	141,409.42	146,359.52
	219	131,690.07	136,300.56	141,069.73	146,009.05	151,118.54	156,407.39	161,882.50
21	175	106,811.15	110,549.54	114,418.78	118,423.44	122,568.26	126,858.15	131,298.18
	198	120,850.19	125,078.88	129,457.25	133,987.39	138,677.62	143,530.00	148,554.95
	219	133,667.64	138,344.82	143,187.57	148,198.18	153,385.85	158,752.88	164,310.77

*Note: Per diem rate shall be calculated as annual salary divided by 175 days, beginning July 1, 2022  
 This shall be the new per diem rate used to calculate annual salary for faculty authorized to work 198 or 219 service days (new per diem rate times 198 or 219 service days).*