

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

**Article 10 Wages**

**September 8, 2023**

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

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

**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;

**THEREFORE**, for fiscal years 23-24; 24-25; and 25-26, total compensation (e.g. salary, health and welfare benefits) 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:

- 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).

Attachment A provides the methodology as to how CTA’s “proportionate share” is calculated.

For the purposes of this Tentative Agreement, revenue is defined as the Total Computational Revenue ("TCR") less any revenue shortfall, as estimated by the State Chancellor's Office. The TCR includes revenue categories for COLA, base increases, growth, as well as other rate increases included in the Student-Centered Funding Formula. Estimated increased unrestricted revenue is calculated by comparing the TCR from the State Chancellor's Office (referred to by State Chancellor's Office as Exhibit C) for the prior year to estimated revenue for the upcoming year, using the most current rates and guidance by the State Chancellor's Office.

Any reference to the prior year refers to the fiscal year preceding one of the contract years stated above.

According to the current estimates, the formula will distribute over 80% to employees to cover increases in benefits, step and column. In the event that there is any "remaining amount" as indicated in Attachment A, that amount will be allocated proportionally (using the formula to determine "proportionate share" as indicated in Attachment A) to the Association to use in a manner it sees fit.

**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
SALARY INCREASE FORMULA  
FISCAL YEAR 2023-2024**

DESCRIPTION	AMOUNTS	NOTES
<b>Forecasted Revenue over FY23</b>	<b>\$ 8,713,156</b>	Includes Forecasted Enrollment Growth
Step and Column Amount		
Academic	381,170	
Classified	450,025	
Confidential	40,080	
Management (Academic)	365,315	
Management (Executive)	52,818	
Police	22,462	
<b>Total Step and Column Amount</b>	<b>1,311,870</b>	
Benefits Increase	1,063,824	Health and Workers Comp
Retirement Increase	753,815	
Increase for 9% of 4000s to 6000s	1,416,015	
<b>Annual Expense Increase</b>	<b>4,545,524</b>	
<b>REVENUE LESS EXPENSES</b>	<b>\$ 4,167,632</b>	

Internal Calculations			
<b>Increase for 4000s to 6000s Object Codes</b>			
	Increase for 1% to the 4000s to 6000s Object Codes	\$	157,335
	Percentage		9%
	<b>Total Amount for 4000s to 6000s Object Codes</b>	<b>\$</b>	<b>1,416,015</b>
			<b>Share of Remainder</b>
<b>Unit</b>	<b>1% Amount</b>	<b>Proportional Amount Per Unit</b>	
Confidential	21,115	95,018	\$ 1,368
CSEA	332,633	1,496,849	\$ 21,558
CTA	351,971	1,583,870	\$ 22,812
Police	7,080	31,860	\$ 459
Management	174,668	786,006	\$ 11,321
Executive Management	25,524	114,858	\$ 1,654
<b>Totals</b>	<b>\$ 912,991</b>	<b>\$ 4,108,460</b>	<b>\$ 59,172</b>
	<b>Remaining Amount: \$</b>		<b>59,172</b>

Total for Step and Column + Benefits + Retirement Costs \$ 3,129,509  
Percent Equivalent Step and Column + Benefits + Retirement Costs 3.43%

**Maximum Parameter Percentage for Salary Increase 4.50%**

**Maximum Parameter Amount for Salary Increase \$ 4,108,460**

Total Effective Increase 7.93%

Amount of Additional Revenues Towards Employees \$ 7,237,969

Percentage of Additional Revenues Toward Employees 83.07%