

**Counter Proposal # 1**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And**  
**San Bernardino Community College District**  
**Article 10 Wages**  
**September 22, 2023**

This Counter Proposal is entered by and between the San Bernardino Community College District Teachers Association (SBCCDTA) and the San Bernardino Community College District (SBCCD) 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 agrees~~ 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;~~

**WHEREAS**, the average hourly rate for SBCCDTA Part-Time Faculty is more than 14% below the region median pay. 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 years 23-24; Part-Time Hourly pay will increase \$14 per hour for Instructional and Non-Instructional across all columns retroactive to August 2023. Full-Time Faculty will have a 10% increase in the salary schedule for instructional and Non-Instructional retroactive to August 2023. 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).~~

**Presented by SBCCDTA**

Date: 9/22/2023

Ed Gomez  
Ed Gomez, SBCCDTA President

**Accepted by SBCCD**

Date: 9/22/2023

Kristina Hannon, Vice Chancellor of Human Resources, SBCCD Chief Negotiator