

TENTATIVE AGREEMENT
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

Lecture, Lab, Clinical Parity
February 16, 2024

This tentative agreement between the San Bernardino Community College District Teachers Association (hereinafter "Association") and the San Bernardino Community College District (hereinafter "District") aims to establish parity among lecture, lab, and clinical instruction workloads. This agreement is an outcome of the comprehensive analysis and discussions initiated by the Lecture, Lab, and Clinical Committee as referenced in Appendix R: MOU – Lecture, Lab, and Clinical Parity Committee of the Collective Bargaining Agreement dated April 19, 2018.

WHEREAS, the Committee concluded its evaluation in Spring 2019, setting the stage for negotiation discussions before March 1, 2020, as stipulated in the 2018 MOU and;

WHEREAS, the 2018 MOU mandates that, absent negotiations by March 1, 2020, all lab and clinical sessions would align with lecture loads as per Table I: Lecture 15 Hours column starting Fall 2020 and;

WHEREAS, although negotiations resumed in Fall 2020, the same discrepancies persist in load assignments for lab (71.5%) and clinical sessions (62.5%) compared to lecture contact hours violating the intent of the mutually agreed upon 2018 MOU;

THEREFORE, the District and the Association hereby agree to undertake the following actions:

1. **Development of a High Intensity Laboratory Application Process:** A comprehensive application process shall be formulated and approved by the Association and the District no later than September 1, 2024 including a tool/rubric that will be used to evaluate lab/clinical workload. This process will be designed to identify "high intensity laboratories" across all disciplines for which 15 weekly laboratory hours is equivalent to a full lecture load (1.000) by Fall 2025. Submissions for the inaugural year will be accepted until January 31, 2025.
2. **Establishment of a High Intensity Laboratory Committee:** A dedicated committee, comprising at least five (5) members with no fewer than half being faculty members, at least one appointed by the Association and one appointed by the Academic Senate of each campus, will be established to annually review applications and determine appropriate load assignments (e.g. equivalency of 15, 18, or 21 lab hours to a 1.000 load). Decisions for each academic year will be finalized by May 30, starting in 2025.
3. **Incorporation into the Collective Bargaining Agreement:** The details of the High Intensity Laboratory Application Process will be integrated into Article 13 of the existing Agreement to ensure consistency and enforceability no later than September 1, 2024.

4. **Addition of Identified High Intensity Laboratory Courses to the Agreement:** Following the committee's determinations, an appendix listing the "high intensity laboratory" courses will be added to the Agreement by August 1, 2025, effective from Fall 2025 and load for high intensity laboratories will be assigned such that 15 hours of laboratory instruction constitutes a full (1.000) load.
5. **Modification of Load Tables:** Tables I and II of the current Agreement will immediately be revised to eliminate clinical load hours distinctions, treating these hours equivalently to lab sections henceforth.
6. **Interim Load Assignment for Lab Courses:** From August 1, 2024, to July 30, 2025, all lab courses will be assigned loads where 18 weekly lab hours equate to a full (1.000) load, pending the formal establishment of the High Intensity Laboratory Application Process to demonstrate the District's commitment to the pursuit of lab/lecture parity as agreed upon in 2018.

This tentative agreement represents a mutual commitment to equity and fairness in workload distribution across lecture, lab, and clinical instructions and will become effective immediately when signed. Both parties pledge to uphold the terms herein and work collaboratively towards a seamless implementation of these resolutions.

Presented by SBCCDTA

Date: 2/16/2024

Ed Gomez, SBCCDTA President

Accepted by SBCCD

Date: 2/16/2024

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