

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

**Article 10 Wages**  
**March 4, 2024**

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~~ agrees to keep all employee groups within the median range based on total compensation with comparison districts; and

**WHEREAS**, despite the uncertainty of the economy, the District is responsible for ensuring fiscal stability and solvency;

~~**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 and 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 Year 2023-2024, wages will be increased 4.5% across all steps and columns for full-time and part-time faculty, retroactive to ~~July~~-Fall 2023.

<b>2023-2024 FT/PT Non-Teaching Agreements/PT Professional Development</b> <b>\$52 \$54.34</b>							
<b>PART-TIME INSTRUCTIONAL</b> (Lab/Lecture/Clinical/Non-Credit)				<b>PART-TIME NON-INSTRUCTIONAL</b> (Counselors, Librarians, Health Center Nurses, and non-teaching overload for Coordinators and Faculty Leads)			
-	<b>GROUP 1</b> (Column C)	<b>GROUP 2</b> (Column D-H)	<b>GROUP 3</b> (Column I)		<b>GROUP 1</b> (Column C)	<b>GROUP 2</b> (Column D-H)	<b>GROUP 3</b> (Column I)
<b>1</b>	<del>69.00</del> 72.11	<del>71.00</del> 74.20	<del>73.00</del> 76.29	<b>1</b>	<del>55.00</del> 57.48	<del>57.00</del> 59.57	<del>59.00</del> 61.66
<b>2</b>	<del>71.00</del> 74.20	<del>73.00</del> 76.29	<del>75.00</del> 78.38	<b>2</b>	<del>57.00</del> 59.57	<del>59.00</del> 61.66	<del>61.00</del> 63.75
<b>3</b>	<del>73.00</del> 76.29	<del>75.00</del> 78.38	<del>77.00</del> 80.47	<b>3</b>	<del>59.00</del> 61.66	<del>61.00</del> 63.75	<del>63.00</del> 65.84
<b>4</b>	<del>75.00</del> 78.38	<del>77.00</del> 80.47	<del>79.00</del> 82.56	<b>4</b>	<del>61.00</del> 63.75	<del>63.00</del> 65.84	<del>65.00</del> 67.93

SBCCD

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

Date: \_\_\_\_\_

SBCCDTA

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Ed Gomez, SBCCDTA President

Date: \_\_\_\_\_