

To: SBCC Trustees
From: SBCC Instructors' Association
Date: May 22, 2006
Subject: Instructors' Association Proposals for the Next Contract, 1/1/'07-12/31/'08

Principles:

- 1) "equal pay for equal work" --- correct inequities by using all equalization money to equalize compensation as far as possible.
- 2) "COLA goes for COLA" --- all COLA is applied to Schedule A
- 3) "All faculty is treated equally"; "We move together" --- equal dollar increases across the schedule.
- 4) No discrimination based on contribution to revenue.
- 5) Modest increases in recognition of service experience and education are justified
- 6) "No free lunch" --- all work should be compensated.
- 7) "No informal, side-deals outside of the contract for bargaining issues" --- if its available to one group, its available to all faculty in similar situations.

The money available for contract enhancements will be calculated and added to existing allocations according to the following formula, each year:

Year 2007:

100% of all Equalization Funds received by the District	\$ 2,153,282
plus 0.30 of the Growth Funds Received	\$ 365,529
Plus COLA % times {faculty salary & benefits expenses}	\$ 2,345,460
Total	\$ 4,864,271

Year 2008 and thereafter:

**57.8 % of any new equalization monies
plus 0.30 of the Growth Funds Received
plus [COLA % times {faculty salary & benefits expenses}]
plus any savings from adjustments to the IA contract elsewhere**

1) Design of the Salary Matrix. Schedule A will be expanded to include 15 steps for each class. Step and class increments will remain at \$2,000. The COLA funds for Faculty Salaries (5.18% of \$32,655,650 = \$1,923,418) shall be allocated in the form of an equal dollar increase for all cells of Schedule A. {raise estimate: \$4,222 for each cell.}

2) Part-time faculty should be eligible for all classes and steps. Part-time faculty will advanced one step a following each year of service during the first eight years, and one step following each two years of service thereafter. Implementation of all class reassignments will occur prior to fall semester 2007; eligibility for additional steps will be increased each year. (step 9 in 2007, step 10 in 2008, etc.). {cost est. \$200,000}

3) The PhD increment will be fixed at \$2,300. {no cost}

4) The longevity service increment for senior faculty will be an annual increase of 0.75% of class 2 step 1), each year after reaching Step 15. Current faculty will be phased into the new system with a one time raise of \$360 if they received an increment in 2006, \$720 if their last increment was in 2005, and \$1,180 if their last increment was in 2004, or earlier. {cost \$150,000}

5) Part-time Salaries & Full-time Overload Compensation

The hourly rate for all faculty will be established at 87.5% of the hourly equivalent of their annual salary, as listed on Schedule A. {Take the Schedule A salary, divide by 1225 hours of annual contract workload, and then multiply by 87.5% to get the faculty member's hourly rate for overloads or part-time work.} This rate would be paid everyone undertaking any non-instructional duty, except for those tasks evaluated by the Committee on Non-teaching Compensation.

Non-teaching faculty would receive one hour of pay for each hour of work. They would be at 87.5% parity, right away.

All part-time or overload instruction by faculty will be paid at 75% parity calculated by TLUs. The TLU rate will be determined by dividing the salary for their class & step by a normal load (thirty TLUs) and multiplying the result by 75%. {cost \$1,200,000}

6) The goal for Part-time Parity for all faculty will be 87.5% of the hourly equivalent of a regular full-time salary. {no cost}

7) Summer Pay: All faculty will be paid for summer work, exactly as they are for overloads or part-time work during the year. Initially, faculty will be eligible for steps 1-9 of their class. A step will be added, each year, so that faculty will be eligible for all steps in 2013. {cost \$100,000 annually}

8) Laboratory instruction will be compensated exactly as Lecture instruction, {one hour of lab = one hour of lecture}. {cost \$360,000}

9) The Children's Center and Cosmetology faculty will be placed on Schedule A. Their separate schedules will be abolished. The work week for Cosmetology faculty shall be thirty hours. {cost \$131,500}

10) The number of assistant athletic coaches shall be 12, and their compensation based on 87.5% of the hourly equivalent of class 1 step 1. The District will allocate funds for 160 hours per position; distribution of the 1920 hours available will be determined by the Athletics Dept. total cost estimate: $\$35.14 \times 1920 = \$67,469$. A typical Part-time coach would receive $\$35.14 \times 160 = \$5,622$ per semester long season.

Hourly coaches also provide off-season services. These will be compensated with a stipend of 0.25% of class 2 step 1 applied to the load factor determined by the Committee on Non-teaching Compensation. {new cost \$37,500}

11) Health & Welfare Benefits: Our principle remains that the District will pay the full cost of the least costly of the two most popular programs for individuals, couples, and families. Of the funds available, COLA will be applied to benefits before any other contract adjustments are made. From the funds available, allocations for Health and Welfare Benefits will be increased each year by COLA plus \$300,000, or enough to provide full benefits to regular faculty and pro-rata benefits to long-time, part-time faculty, whichever is less. {cost COLA + \$100,000}

12) Part-time faculty shall be eligible for any & all health benefit plans available to the regular faculty upon completing two years of service equal to or in excess of 15 TLUs. They will be eligible for a District contribution of \$1,500 after four years of service equal to or in excess of 15 TLUs. {cost \$5,000}

13) Hourly Assignment Procedures: The objective of this proposal is to emplace policies assuring rehire rights to satisfactory, regular part-time faculty.

14) Full-time and Part-time staffing. The District will increase the percentage of courses taught by full-time, regular faculty by 1% each year, until we achieve the 75% goal established in state law. {approx. 4 new hires} {cost \$120,000}

15) The District will fund Full-Year Sabbaticals, or their equivalent in combination of full-year and semester sabbaticals for 5% of the regular faculty, every year. Faculty will receive 80% of their regular salary and full benefits during a full-year sabbatical and 100% during a semester sabbatical. Faculty who obtain outside funding for their sabbatical activities will have their District contribution reduced by 50% of the amount by which a regular sabbatical plus the outside funding would exceed their average total District compensation during the prior three years. The associated costs will come from pooling District funds, and funds identified in the formula above or existing funds allocated to faculty salaries and benefits. {new costs \$115,000}

16) Department Chair Stipends shall be doubled by doubling the ten load factors established by the Committee on Non-teaching compensation. Chairs who find this inadequate will petition the Committee on Leadership Compensation for an adjustment. Funding for this base Dept. Chair stipend will not be taken from the allocation to faculty salaries or the Leadership Compensation pool., but from other District funds. *{new costs \$209,000; not included in totals}*

17) Accommodations for Instructors' Association Activities.

The Instructors' Association shall receive .6 FTE each semester of each academic year, and the Instructors' Association shall receive 1.2 FTE during any semester that negotiations are conducted. The release time shall be assigned as the Instructors' Association determines.

In addition, the Association may purchase up to five (5) TLU's per fiscal year to be assigned as the Association determines.

The District will make available to the Association office space.

Upon request by an individual faculty member, the District will provide a printed copy of the contract. In addition, the District will provide the Association with up to 75 printed copies of the Agreement. An electronic copy will be provided to the Association within 60 days of ratification of the contract.

Representatives from the District and the Association shall meet monthly to review administration of the contract.

The District shall provide the Association with a complete and current Board Policy Manual. The District will post on its website a complete and current Board Policy Manual.

Part-time faculty shall be eligible to elect the STRS Cash Balance Option; this option will be in addition to the two current retirement options, STRS Defined Benefits and Social Security.

Sick leave hours and/or days shall be printed on pay stub.

The District agrees to accept purchased release time from professional organizations for faculty members who have been elected and/or appointed to such organizations.

{new costs not included in totals}

18) Capacity of Children's Center for employees to be expanded. *{no cost estimate.}*

19) Revision of Contract Grievance shall include face-to-face meetings, mediation, and binding arbitration.

20) Use of Faculty Leave shall be liberalized.

21) Faculty shall not be charged for parking on campus.

22) In the second year (2008), new funds available will be calculated as above, and allocated:

- 1) COLA plus \$100,000 to Benefits
- 2) One Step {10} increase to Part-time, Over-load and Summer Pay eligibility
- 3) General Increase of equal dollars to each cell of Schedule A

Budget Implications: 2007

Schedule A increases {5.18%; \$4,222 per faculty member}	\$1,923,000
Health Benefits increases	\$ 522,000
<u>Equity Increases</u>	<u>\$2,419,000</u>
Total cost of contract enhancements	\$4,864,000
<u>Funds available</u>	<u>\$4,864,000</u>

Notes: 2006 faculty Salaries \$32,655,650

18% of salaries Benefits \$ 7,165,386

5.89% COLA for 2006-2007 \$ 2,345,459

Faculty 66% of all salaries & benefits; Faculty 57% of all expenses

Peter Naylor, Chief Negotiator
Homer Arrington, President

Santa Barbara, CA.

May 22, 2006

The Instructors' Association requests the following items from the District:

- 1) total credit TLUs for each of the past five years.
- 2) full-time teaching faculty for each of the past five years.
- 3) full-time non-instructional faculty for each of the past five years.
- 4) full-time faculty released time, expressed in TLUs for each of the past five years.
- 5) SBCC 75% rule report for each of the last five years, with formula used to calculate the reported numbers.
- 6) SBCC General Fund, Construction & Maintenance, and Equipment Fund budgets and final actual financial results for each of the last five years.
- 7) how much reimbursement received from state in last two years for part-time faculty office hours and medical benefits.