

Side Letter of Agreement 2020-21.14

Cabrillo Community College District (District) and the Cabrillo College Federation of Teachers (CCFT)

Salary Agreement Effective with the 2021-22 Academic Year

The District and CCFT agree to the changes below effective with the 2021-22 academic year:

Article 13 Salary: The following changes will be made for the 2021-22 academic year. (Appendices F.1-F.4 will be updated to reflect the salary changes.)

- 1) The current 2019-20 Contract Regular Faculty Salary Schedule (175 Day) will be modified in the following ways (see the attached Modified 2019-20 CR-175 Schedule):
 - a) Minor adjustments will be made to the schedule to improve consistency and fairness in the following ways:
 - i) The dollar-based steps in the schedules have become inconsistent due to years of compounding rounding errors. These will be corrected, maintaining the existing pattern and structure of the schedule. The corrections will take the average dollar value increase of the applicable steps and round that value up to the nearest 10 dollars, so that no steps decrease in size. Class 1 Step 1 will change from \$57,157 to \$57,160, and the dollar increases moving across Step 1 from Class 1 to Class 6 will change from an average of \$1,846.60 to \$1,850.
 - ii) Currently Step 2 is dollar-based and decreases by approximately \$20 per class moving from Class 1 to Class 6 across the schedule. This structure will be maintained by changing
\$2,176, \$2,160, \$2,139, \$2,116, \$2,099, \$2,077 in the current 2019-20 schedule to
\$2,180, \$2,160, \$2,140, \$2,120, \$2,100, \$2,080 in the modified 2019-20 schedule.
 - iii) Some dollar-based steps in Class 5 (Steps 11-15 and Steps 16-20) in the current 2019-20 schedule were inconsistent with their neighboring Classes 4 and 6. Steps 11-15 will be rounded down from an average dollar value per step of \$1,277.60 to \$1,275 to be midway between the corresponding values of \$1,000 and \$1,550 for Classes 4 and 6, respectively. Steps 16-20 will be changed from an average dollar value per step of \$969 to \$1,050 to be midway between the corresponding \$1,000 and \$1,100 for Classes 4 and 6, respectively.
 - b) Step 11 will be changed to a large dollar-based step (an increase of \$2,750 over the previous step) like Steps 3-10 above it. The steps below Step 11 will be moved down maintaining the 5-step per dollar amount pattern. The 3rd to last step (the last dollar-based step) will be removed from Classes 4-6 to keep the total number of steps the same (17, 22, and 27 steps, respectively). This is not necessary in Classes 1-3, because there were four zero-dollar value steps at the bottom of the current schedule in these columns.
 - c) Classes 3-6 end with a two percent-based steps (2% and 1%). Classes 1-3 end with a single percent-based step (1%). A 2% step will be inserted at Step 12 in Classes 1-3 to make them consistent with the other classes. The existing 1% step will be moved down to Step 13 (also a zero-dollar value step in the current schedule).

The estimated total cost to the District of the above changes to the Contract Regular Faculty Salary Schedule (175 Day), and the related Contract Regular Faculty Salary Schedule (185 Day), Adjunct Overload Faculty Salary Schedule, Adjunct Overload Academic Specialist Salary Schedule is \$413,142. The Children's Center Teacher Salary Schedule is not based on the Contract Regular Faculty Salary Schedule (175 Day) and therefore not affected by these changes.

- 2) Pro rata for the Adjunct Overload Faculty Salary Schedule will be increased by 1.00% (from 66.20% to 67.20%).

The estimated cost to the District for this change in pro rata is \$132,318.

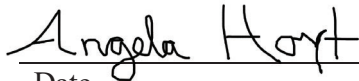
- 3) An ongoing percent-based salary increase (see Percent Increases below) for CCFT will be applied for 2021-22 to all schedules (see attached 2021-22 schedules).
 - a) The Modified 2019-20 Contract Regular Faculty Salary Schedule (175 Day) will be the new basis for itself and the other schedules that depend upon it.
 - i) 2021-22 Contract Regular Faculty Salary Schedule (175 Day):
Each cell in the Modified 2019-20 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by the sum of 1 + the percent increase. The resulting value will then be rounded to the nearest whole dollar.
 - ii) 2021-22 Contract Regular Faculty Salary Schedule (185 Day):
Each corresponding cell in the Modified 2019-20 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by 185/175 and the sum of 1 + the percent increase. The resulting value will then be rounded to the nearest whole dollar.
 - iii) 2021-22 Adjunct Overload Faculty Salary Schedule:
Each corresponding cell in the Modified 2019-20 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by 0.672 (pro rata) and the sum of 1 + the percent increase, and divided by 30 (per TU). The resulting value will then be rounded to the nearest whole dollar.
 - iv) 2021-22 Adjunct Overload Academic Specialist Salary Schedule:
Each corresponding cell in the Modified 2019-20 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by 0.800 (pro rata) and the sum of 1 + the percent increase, and divided by 30 (per TU). The resulting value will then be rounded to the nearest whole dollar.
 - v) Children's Center Teacher Salary Schedule:
Each cell in the 2019-20 Children's Center Teacher Salary Schedule will be multiplied by the sum of 1 + the percent increase. The resulting value will then be rounded to the nearest whole dollar.
 - b) The percent increase will also be applied to doctoral stipends and coaching stipends. The resulting values will then be rounded to the nearest whole dollar.

Percent increases: The percent increase will be the COLA provided to Community Colleges in the state budget + 0.23%.

Governor's May Revise: The current COLA of 4.05% results in a percent increase of 4.28%. This represents an ongoing cost to the District of \$1,353,532.

Legislative Budget: A proposed COLA of 5.07% results in a percent increase of 5.30%. This represents an ongoing cost to the District of \$1,676,103.

Timing: The District will exercise all reasonable efforts in light of payroll department current workload and staffing levels to implement the above compensation/salary schedule changes for faculty to be reflected in August 2021 paychecks. However, should the uncertainty in the final COLA delay payroll to the point where that is not possible, payroll will use the smaller percent increase of 4.28% for the August 2021 paycheck. If the final COLA is higher, the difference will be implemented at a later date as soon as is practicable, with a retroactive pay adjustment back to August 2021 paid retroactively as soon as is feasible.



Date

June 28, 2021

For Cabrillo Community College District

June 28th, 2021

Date



For Cabrillo College Federation of Teachers (CCFT)

**Modified Contract Regular Faculty Salary Schedule (175 Days)
2019-2020 Schedule with Proposed Modifications**

		Classes					
		1	2	3	4	5	6
		BA, or specific minimum qualifications in a discipline where minimum qualifications do not include a Master's degree	MA/MS or a Bachelor's plus 30 units	MA/MS plus 15 units or a Bachelor's plus 45 units	MA/MS plus 30 units or a Bachelor's plus 60 units	MA/MS plus 45 units or a Bachelor's plus 75 units	Doctorate Degree or MA/MS plus 60 units or a Bachelor's plus 90 units
Steps	1	57160	59010	60860	62710	64560	66410
	2	59340	61170	63000	64830	66660	68490
	3	62090	63920	65750	67580	69410	71240
	4	64840	66670	68500	70330	72160	73990
	5	67590	69420	71250	73080	74910	76740
	6	70340	72170	74000	75830	77660	79490
	7	73090	74920	76750	78580	80410	82240
	8	75840	77670	79500	81330	83160	84990
	9	78590	80420	82250	84080	85910	87740
	10	81340	83170	85000	86830	88660	90490
	11	84090	85920	87750	89580	91410	93240
	12	85772	87638	89505	90580	92685	94790
	13	86630	88514	90400	91580	93960	96340
	14	86630	88514	90400	92580	95235	97890
	15	86630	88514	90400	93580	96510	99440
	16				95452	97785	100990
	17				96407	98835	102090
	18					99885	103190
	19					100935	104290
	20					101985	105390
	21					104025	106490
	22					105065	107590
	23						108690
	24						109790
	25						110890
	26						113108
	27						114239
Doctorate Stipend:		3816					
Head Coach Stipend:		1351					