

Side Letter of Agreement 2019-20.5

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

DC Matrix Pilot Program for 2020-21

The District and CCFT agree to the following:

The strike/red-line changes to Appendix D.2 set forth below are intended to establish a temporary 1-Year Pilot Program for Department Chair compensation for academic year 2020/21 only.

Both teams agree to a 14-day delay to the timelines expressed in contract section 11.9.5 for calculating the compensation matrix and for CCFT and department chairs to review for data accuracy.

<p>1. # of Contract Faculty</p> <p>0-2 = 1.5 units 3-9 = 1 unit 10+ = 2 units</p> <p><i>Category intended to reflect DC's work with faculty.</i></p> <p>Use the Division Faculty Assignment Sheets for the spring ^{fall} semester of the current academic year and count the number of contract faculty to calculate the DC compensation for the next academic year. Include those with reduced contracts. Exclude those on sabbatical or who do not have an assignment. Include faculty with split assignments only in the program containing the majority of their assignment.</p> <p>Translate to units using chart.</p>	<p>0-2 = 1.5 0-2 = 1.5 8 = 6.6 3 = 1.4 3 = 1.4 9 = 1.8 4 = 1.2 4 = 1.2 >10 = 2.0 5 = 1.0 5 = 1.0 6 = 1.2 6 = 1.2 7 = 1.4 7 = 1.4</p>
<p>2. # of Adjunct Faculty</p> <p>0 = 0 units 1 - 5 = .5 unit 6 - 10 = 1 unit 11 - 15 = 1.5 units 16 - 20 = 2 units 21 - 25 = 2.5 units 26+ = 3 units</p> <p><i>Category intended to reflect DC's work with faculty.</i></p> <p>Use the Division Faculty Assignment Sheets for the spring ^{fall} semester of the current academic year and count the number of adjunct faculty to calculate the DC compensation for the next academic year. For those with split assignments, count each area only if areas are under different program chairs.</p> <p>Translate to units using chart.</p>	<p>$TU = 0.1 + 0.1 \times (\# \text{ of adjunct faculty})$</p>

3. Unduplicated # of Courses in Catalog Offered per Academic Year

~~0 - 9 = 0 units~~
~~10 - 24 = .5 unit~~
~~25 - 30 = 1 unit~~
~~50+ = 1.5 units~~

Current catalog, current academic year, plus previous summer session and current wintersession

$$TU = 0.025 \times (\# \text{ of courses})$$

Category intended to reflect DC's work with curriculum.

Number of courses from the catalog actually scheduled, each counted only one time regardless of frequency of scheduling. Include any new courses approved by curriculum committee after printing of catalog. Do not include courses scheduled but cancelled. Use catalog for the current academic year.

Translate to units using chart.

This criteria will be calculated in the last year of the current contract to be effective in the first year of the new contract. This criteria will be recalculated in other years of the contract only if the union or the District requests a recalculation of this criteria for a specific program.

Note: Side letters 2007-08.4 and 2008-09.1 were incorporated into this appendix in March, 2010 and the wording for calculations in #3-5 were changed to be generic rather than specific years.

4. # of Sections Offered per Year in the Schedule of Classes

~~50 - 100 = .5 unit~~
~~101 - 150 = 1 unit~~
~~151 - 200 = 1.5 units~~
~~201 - 250 = 2 units~~

Prior calendar year schedules (wintersession, spring, summer, and fall)

Category intended to reflect DC's work with scheduling.

$$TU = 0.01 \times (\# \text{ of sections})$$

Print datatel "XFTE" = WSCH/FTES Report for Division - DA (detail all students)

Count the number of sections listed in XFTE. Count concurrently scheduled sections (sections scheduled at the same time, in the same room, and with the same instructor) as a single section. Do not include the following courses:

All 500, 99, 199, 80s, 180, 22 level; open entry classes; Art 50L and all 51L-54L series of world languages, Music & TA 250. Do not include sections scheduled but cancelled.

Translate to units using chart.

Note: Courses listed are also excluded in academic staffing prioritization process.

This criteria will be calculated in the last year of the current contract to be effective in the first year of the new contract. This criteria will be recalculated in other years of the contract only if the union or the District requests a recalculation of this criteria for a specific program.

5. # of Students Enrolled in Program per Calendar Year

~~500+ = .5 unit~~
~~1000+ = 1 unit~~
~~3000+ = 2 units~~
~~5000+ = 3 units~~

Prior calendar year
 (wintersession, spring,
 summer, and fall)

Category intended to reflect DC's work with students. $TU = 0.0005 \times (\# \text{ of students})$

Use same report as in #5, datatel "XFTE" = WSCH/FTES Report for Division - DA (detail all students) -
 Use 1st Census Enrl column total **minus students in the following courses:**

All 500, 99, 199, 80s, 180, 22 level; open entry classes; Art 50L and all 51L-54L series of world languages, Music & TA 250.

Translate to units using chart.

Note: Courses listed are also excluded in academic staffing prioritization process.

This criteria will be calculated in the last year of the current contract to be effective in the first year of the new contract. This criteria will be recalculated in other years of the contract only if the union or the District requests a recalculation of this criteria for a specific program.

6. # of Declared Majors in Program / # of Contract Faculty in Program

~~0 - 25 = .25 unit~~
~~26 - 50 = .5 unit~~
~~51 - 75 = 1 unit~~
~~76 - 100 = 1.5 units~~
~~101 - 125 = 2 units~~
~~126 - 150 = 2.5 units~~
~~151+ = 3 units~~

Current Fact Book

$0-25 = 0.25$
 $26-175 = 0.02 \times (\text{majors} / (\text{FT faculty} - 25))$
 $>175 = 3.0$

Category intended to reflect DC's work with majors.

Use the Current Fact Book to determine the number of majors

Divide the number of majors by the # of contract faculty (faculty count from #1 above - if count on #1 is zero, divide by 1)

Translate to units using chart.

3/11/20
 Date

Angela R. Hays
 For Cabrillo Community College
 District

March 11, 2020
 Date

[Signature]
 For Cabrillo College Federation of
 Teachers (CCFT)