



SCFT Negotiations Update

Where We Are & What's Next

(We will be recording this session)

Purpose of Today's Update

- Provide a clear and transparent update
- Share where negotiations currently stand
- Explain what has been exchanged
- Outline plans for Action

Today's Table Session

ARTICLES:

TA'ed Retirement and Retirees

Exchanged Articles:

- Dual Enrollment
- Leaves (FT/PT)
- Grievance
- Intellectual Property Rights
- Class Advancement

OVERALL COMMENT:

There seems to be less and less movement as we have TA'ed most of the articles we have been able to reach compromise on. The remaining articles represent content that both or either side are taking stands on.

Where We Are in the Process

Current Status – February 2026

Settled: structural and technical provisions.

Still open: compensation, health insurance, Hours/Workload/Class Size, dual enrollment, grievance, evaluation

We remain far apart in the areas that most directly affect pay, workload, and enforceable contractual rights.

What this Means

If we do not organize: (we get breadcrumbs)

- **Salary gaps persist.**
- **Health care costs shift further onto faculty.**
- **Dual enrollment expansion proceeds without faculty rights.**
- **Faculty rights continue to be weakened.**

Collective bargaining reflects collective power.

We Are Miles Apart

Grievance and Arbitration- Article 27

(Currently in Parking Lot)

The grievance article remains unresolved.

The District has proposed limiting or removing faculty access to binding arbitration.

We are opposing:

- Removal of arbitration rights
- Restrictions that weaken enforceability
- Delays that undermine grievance timelines

Without binding arbitration, contract rights become difficult to enforce.

This is a critical issue.

Leaves and Academic Calendar

(Still Open)

Articles 22/23/24 – Leaves

We are negotiating:

- Updated leave protections aligned with current law
- Clarified sick leave usage
- Military leave protections

Academic calendar concerns raised by members include:

- Thanksgiving week scheduling
- Holiday alignment
- Instructional day calculations
- Impact of courses schedule based on High School calendar.

We are working to ensure that calendar changes do not increase unpaid workload or reduce instructional protections.

We Are Galaxies Apart

ARTICLES CONCERNED WITH RIGHTS:

Articles 16A & 16B – Hours, Workload, Class Size

Articles 17A & 17B – Dual Enrollment

Articles 18A & 18B – Evaluations

What We Are Asking For:

Workload Protections

- Clear overload compensation triggers
- Defined reassigned time protections
- Protection against unilateral schedule expansion

Dual Enrollment Protections

We are seeking:

- Dual enrollment instructors teaching SCCCD courses to be SCCCD employees
- Equal evaluation standards
- Clear workload accounting
- Compensation parity

**Dual enrollment is expanding rapidly.
Protections must expand with it.**

We Are Light Years Apart

ARTICLES CONCERNED WITH ECONOMICS:

Articles 19A & 19B – Compensation

Articles 21A & 21B – Insurance

Article 20 – Class Advancement(closer)

Exhibit B – Stipends

District has proposed:

Salary

- Year 1: +3.3%
- Year 2 and 3: COLA + 1%
- Additional Steps 31-34

Health Insurance

- Year 1: \$1293 per month for Full-Time faculty, about \$30 increase from prior year
- Year 2 and 3: Maximum increase to District contribution will not exceed COLA

What We Are Asking For:

Salary

- Year 1: FT Salary Schedule to Match COS +3.3%
- Year 2 and 3: COLA + 1% each year
- Overload and Part-Time prorated from FT Schedule

Health Insurance

- 100% district-paid health premiums for Full-Time faculty
- 100% district-paid health premiums for eligible Part-Time faculty

We Are Light Years Apart

ARTICLES CONCERNED WITH ECONOMICS:

What We Are Asking For:

Class Advancement

- Improved Class movement (All/CTE Faculty)
- Clearer advancement timelines
- Fair credit for additional units

Stipends (Exhibit B)

We are proposing updates to stipends including:

- Coaching stipends
- Department chair stipends
- Program lead/coordinator stipends
- Overload rate adjustments

Faculty in these roles should review Exhibit B closely.

**We remain significantly apart from
the District in economic areas.**

Compensation: Understanding the Gap

Salary comparison documents demonstrate that SCCCD faculty compensation trails regional comparators in multiple columns and steps.

Using the posted 2024–2025 SCCCD salary schedule and the 2025–2026 COS salary schedule, matching COS would require an average increase of about 8%.

Depending on placement on the schedule, a State Center Faculty Member could be as much as 25% behind their counterpart at COS.

Compensation: Understanding the Gap

A structural gap exists for faculty salaries between SCCCD and COS.

- **Current SCCCD Salary Schedule is nearly \$10,000 behind COS on average.**
- **SCCCD proposal is about \$7,000 behind COS on average.**
- **COS contributes \$6,000 more than State Center to employee health insurance.**

SCFT proposals are designed to address that gap while negotiating the contract as a comprehensive package that reflects the needs of both full-time and part-time faculty.

Compensation: Understanding the Gap

For example:

- At Column I, Step 1, the total increase required to match COS is **9%**.
- At Column III, Step 16, the total increase required to match COS is **10%**.
- At Column V, Step 32, the total increase required to match COS is **25%**.

A SCCCD FT Faculty member on Column IV, Step 10 is \$6,345 behind in salary and \$6,000 behind in health insurance. The total compensation is \$12,345 for the year. Without changes to the contracts, over the next 10 years, the difference in total compensation would be \$152,242.

Compensation: Understanding the Gap

The District has not offered competitive pay. The gap between State Center and COS will continue to grow. If the District does not agree to close the gap now, when will it?

State Center is high performing, with fully recovered enrollment, and a reserve of \$126 million.

What is the District Offering?

Article 19A – Full-Time Faculty Compensation

Salary Increases

The District proposes:

- State funded COLA + 1% to salary schedules
- Adjustments to the existing salary schedule rather than adoption of SCFT's proposed new structure

The District proposal maintains the current salary structure with modifications.

Salary Schedule (Exhibits A/B/C)

The District proposes:

- Adjustments to the existing schedule
- Additional Steps 31-34
- No adoption of SCFT's proposed consolidated or restructured salary model

Article 19B – Part-Time Faculty Compensation

Salary Increases

The District proposes:

- State funded COLA + 1% to salary schedules
- Adjustments to the existing salary schedule rather than adoption of SCFT's proposed new structure
- Continuation of the existing rate calculation structure

The District proposal is status quo on structure of overload, part-time, lab, lecture, non-instruction.

What is the District Offering?

Insurance – Articles 21A & 21B

The District proposes:

- Maintenance of current contribution structures
- Application of COLA where applicable
- No expansion to fully fund all levels of health insurance

The District proposal maintains the current insurance contribution model.

Exhibit B – Stipends

The District proposal:

- Maintains the current stipend structure
- Does not adopt all proposed stipend increases or additions included in the SCFT proposal

Initial Placement & Advancement

(Exhibit C)

The District proposal:

- Retains existing placement and advancement structures
- Does not adopt all proposed modifications to maximum initial placement or certification credit

Where are we Light Years Apart?

- Most or all economic areas, Salary and Health Insurance
- No change in lec/lab pay rate.
- No desire to make all DuE instructors SCCCD employees.
- Regarding binding arbitration in the FT contract: “Management is not interested in waiving their right going forward”
- PT Pay equity – district hasn’t shown interest in single salary proposal (in conjunction with their last PT workload/hours/conditions counter on 1/29/26.....which included language stating compensation INCLUDES

“For instructional faculty, compensation includes lecture, lab, out of class preparation and other outside related instructional duties for Part-Time Faculty Members. “Out of class preparation” and other outside related duties may include, but are not limited to, course and instructional material preparation, lecture preparation, lab preparation, review of course outline of record, field trips, exam preparation, grading, instructor initiated regular and substantive interaction with students, classroom syllabi preparation, selecting course texts and other instructional materials, student learning outcomes activities, learning management system, evaluation process participation, and communication with District employees and external partners as a Part-Time Faculty Member with the District. “

What has actually been accomplished?

August–October 2025

Safety, Transfers, and Working Conditions

Tentative Agreements Reached:

- Article 15 – Transfers
- Article 26 – Layoffs & Faculty Service Areas
- Article 9 – Safety
- Article 3 – Effect of Agreement
- MOUs – Immigration, PT Office Hours, UKG

Key Improvements Secured:

- Clearer transfer timelines and seniority protections
- Defined FSA protections during reductions
- Updated campus safety language

These were important improvements.

However, the most financially and professionally significant articles remained open.

February–May 2025

Structural and Rights Foundations

Tentative Agreements Reached:

- Article 2 – Recognition
- Article 12 – Faculty Rights
- Article 14 – Personnel Records
- Article 5 – Waiver
- Articles 1, 4, 6, 7, 8, 11 – Structural provisions

Key Improvements Secured:

- Clearer faculty representation rights (Art. 12)
- Stronger personnel file transparency protections (Art. 14)
- Preservation of past practices language (Art. 8)
- Cleanup preventing management from unilaterally altering contract meaning

These agreements created stability in contract structure.

They did not address compensation, workload, or dual enrollment expansion.

What Happens Next at the table

- Additional bargaining sessions scheduled
- Continued pressure for meaningful economic movement
- Negotiations Caucus held each time we meet with the District

Faculty are encouraged to review proposals posted by the district and bring questions directly to the team during caucus meetings.

What Actions can we take already?

A Word About Collective Strength

Contracts are not secured by a small group alone.

Movement at the table reflects:

- Member engagement
- Faculty alignment
- Collective responsibility

Strong institutions respond when faculty are organized and attentive. So its time to get more faulty involved in building pressure outside the table.

Save the Date

Super Ultra Mega General Membership Meeting

Thursday, April 16

5:30 PM

Location TBD



Members will:

- Vote on Collective Action
- Review Impasse/Strike Timelines
- Bring New Agenda Items for Votes
- Given space for dialogue and direction for SCFT

**NEW GOAL =
400 Members**

Help our “CAT” Team, Help US get ready to Strike

Contract Action Team (CAT) Workshop Series

Begins Friday, February 27

12:30 PM, Via Zoom

These workshops will:

- Examine the Impasse/strike Process
- Build April GMM Action Agenda
- Train members in campus mobilization
- Provide support, guidance and handouts

“Step Up. Stand In. Help US Build Our Power.”



Scan QR Code to Register

Q&A

Stick around and ask your pertinent questions now
(We will not record this section)