

**SIDELETTER BETWEEN THE
GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
AND
AFT GUILD, LOCAL 1931**

MARKET ADDITIVE FOR CVT FACULTY

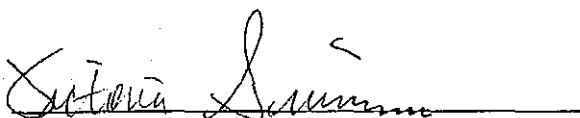
The parties recognize that current market conditions have made it problematic for the District to recruit and retain faculty to teach classes within the CVT program at Grossmont College.

Specifically, the combination of the limited number of CVT clinical preceptors, lack of qualified applicants whenever vacant positions are posted, the higher wages available at other local colleges and industry have uniquely positioned the CVT program to require a market additive to be applied to the faculty salary schedules in order for the District to be able to attract and retain qualified candidates.


Therefore, the parties agree that the following market additives for faculty in the CVT program shall take effect July 1, 2012:

- 10 month Contract Faculty shall receive a \$1,000/month market additive (up to a maximum of \$10,000 per year), paid over the usual 11 pay periods.

The parties agree to meet and negotiate prior to increasing any market additive over or under the amounts listed above.



Victoria Simmons
Vice Chancellor Human Resources



Jim Mahler
President-AFT Guild, Local 1931

Date: 9/26/12

Date: 9/26/12

Reviewed in closed session on _____; the Governing Board found _____.