

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

MARKET ADDITIVE FOR NURSING FACULTY

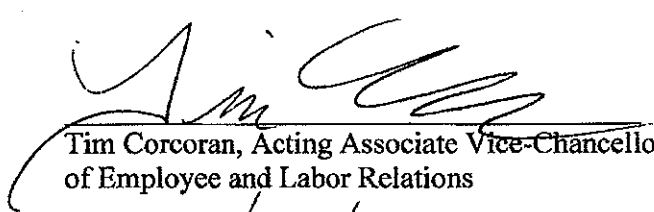
The parties recognize that current market conditions have made it problematic for the District to recruit and retain faculty to teach classes within the nursing program at Grossmont College.

Specifically, the combination of a high turnover rate of faculty, the lack of qualified applicants whenever vacant positions are posted, the higher wages available at other local colleges and industry, and the low faculty/student ratios mandated by the nursing program accrediting agencies have uniquely positioned the nursing 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 nursing program shall take effect July 1, 2012:

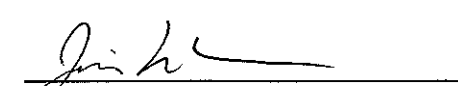
- Adjunct Faculty shall receive a \$20/hour market additive;
- Contract Faculty shall receive a \$1,000/month market additive for each month of their 10 month contract (\$10,000 per year).

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



Tim Corcoran, Acting Associate Vice-Chancellor
of Employee and Labor Relations

Date: 6/25/12



Jim Mahler, President
AFT Guild, Local 1931

Date: 6/25/12

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