**Effective January 1, 2019:**

•  3.0% across the board salary increase on all salary schedules and department chair/coordinator June 30 stipends.

•  New Adjunct/Overload salary schedule Class IV, same number of steps as Classes I - III, Class IV values will be 5% greater than the values on Class III.  15 additional units needed to move to Class IV.

•  An increase in the percentage between steps 16 and 17 on the Tenured/Tenure-Track salary schedule from the current 1.40% to 2.60%.

•  An increase in the percentage between steps 17 and 18 on the Tenured/Tenure-Track salary schedule from the current 0.535% to 2.60%.

•  Establishment of a pilot paid office hour program for adjunct faculty for the duration of this agreement.  Rate of pay will be fixed at $30/hour, and will follow exact same parameters as San Diego CCD office hour program.

•  An increase in the Department Chair/Coordinator reassigned time by 10%.

•  80 hours of fully paid maternity leave benefits for all faculty to augment any accrued sick leave.

•  Unit members with an off-campus teaching assignment shall receive a 10% additive to their compensation for that off-campus assignment.

•  Athletics Head Coaching stipends increased to $8,000 annually.

•  Speech and Debate Team Coaching stipends increased to $8,000 annually.

•  Respiratory Therapy faculty to receive same stipend as Nursing and Cardiovascular Technology faculty, i.e., $1,000/month for contract faculty, $20/hour for adjunct faculty market additives.

•  Contract faculty flex obligation reduced from 40 to 20 hours annually.

•  Increase in AFT reassigned time from 2.0 to 4.0 LED annually for representation and organizing work.

**Effective on April 30, 2019 payroll:**

•  One-time, off-schedule payment equivalent to 20% of gross earnings for the period July 1, 2018 through December 31, 2018.

**Effective July 1, 2019:**

•  3.0% across the board salary increase on all salary schedules and department chair/coordinator June 30 stipends.

•  New Adjunct/Overload salary schedule Class V, same number of steps as Classes I - IV, Class V values will be 5% greater than the values on Class IV.  15 additional units needed to move to Class V.

•  An increase in the percentage between steps 18 and 19 on the Tenured/Tenure-Track salary schedule from the current 0.535% to 2.60%.

•  An increase in the Department Chair/Coordinator reassigned time by 10%.

•  Re-opener on Compensation Article, with the intent for new provisions to take place effective July 1, 2020.

**Effective Fall 2019 Semester:**

•  Reduction from 20 to 17 in the number of lab hours required to equal 1.0 LED.

**Summary of non-economic items:**

**ARTICLE I Recognitions, Definitions, Membership**

• Technical/editorial/legally mandated changes.

**ARTICLE II AFT/District Relations**

• Clarifies that only AFT sanctioned activities are covered by this Article.

• Management need only send emails to member’s GCCCD email address, not third party addresses.

**ARTICLE IV Governance and Participation**

• Updates Chair/Coordinator reassigned time and stipend language to reflect current practice.

• Codifies program review reassigned time.

• Codifies hiring committee chair reassigned time, excludes classified hiring committees.

**ARTICLE V Evaluation and Tenure**

• Clarification of timelines to reflect current practice.

• Allows management component of evaluation to include written, documented evidence from Dept. Chair/Coordinator.

**ARTICLE VI Personnel Files**

• Adopts Education Code related parameters regarding derogatory materials in a unit member’s personnel file.

**ARTICLE VII Working Conditions**

• Clarifies that overload banking applies to both teaching and non-teaching faculty per previously executed sideletter.

* LCE drop roster deadline moved to midnight prior to census date.
* Double LED for first time teaching online replaced with stipend of 40 hours at non-classroom rate of pay.

**ARTICLE VIII Faculty Service Areas**

• Updates language to allow unit members to view FSAs on *Workday*.

**ARTICLE IX Benefits**

• Updates language to reflect current practice regarding disability and life insurance eligibility.

• Updates language to reflect current practice regarding taking GCCCD courses.

• Incorporates language reflecting current practice regarding salary schedule placement and movement.

**ARTICLE X Retirement**

• Minor editorial updates.

**ARTICLE XI Part-time Faculty**

• Renames “re-employment preference” as “Priority of Assignment” (POA).

• Makes POA automatic for all part-time faculty who have completed eight semesters within a five year period.

**ARTICLE XII Summer & Intersession**

• Minor editorial updates.

**ARTICLE XIII Leaves of Absence**

• Codifies current practice of allowing adjunct faculty to utilize accrued sick leave continuing into subsequent semester.

• Clarifies required notice requirements for jury duty leave.

• Updates Legislative Leave language.

• Reinstates Coaching Leave Provision.

**ARTICLE XIV Sabbaticals**

• Requires presentation to sabbatical committee upon completion of sabbatical.

• Legal/technical updates to sabbatical bond requirements.

**ARTICLE XV Professional Growth Activities**

• Clarifies and more clearly delineates current practices regarding Professional Growth Activities.

**ARTICLE XVI District Approved Travel**

• Updates contract language to reflect current District travel procedures.

**ARTICLE XVII Safety**

• Broadens issues within the purview of the safety Article.

• Provides for internally locking classroom doors by September 1, 2021.

• Adds new sections on campus safety emergency response systems and response times.

**ARTICLE XXI Not-for-Credit Instructors**

• Minor editorial updates.