

Tentative Agreement
BETWEEN THE
GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
AND THE
AFT GUILD, LOCAL 1931

May 19th, 2024 (supersedes TA from May 17th)

The parties agree to the following:

1) Effective and retroactive to 07/01/2023:

6.85% Increase to all Tenured/Tenure-Track Salary Schedules

7.25% Increase to all Adjunct/Overload Salary Schedules

Bargaining unit members who were terminated for cause, retired, or voluntarily resigned prior to January 1, 2024 shall not be eligible for this retroactive payment. Summer session classes or other assignments in session during the summer of 2023 shall receive this increase effective July 1, 2023 irrespective of the start date of the class or assignment. The District shall make every effort to ensure that the retroactive payment is made no later the October 2024.

2) Non-tenured/tenure-track faculty in the AFT Guild bargaining unit who currently receive their compensation at a rate not found on the adjunct faculty classroom or non-classroom salary schedule shall receive a 7.25% increase in their rate of pay effective and retroactive to 07/01/2023. It is the intent of the parties that this section will generally apply to the assistant athletics coaches and the adjunct faculty working in the American Collegiate English (ACE) program at Grossmont College. Any of the aforementioned bargaining unit members who were terminated for cause, retired, or voluntarily resigned prior to January 1, 2024 shall not be eligible for this retroactive payment. Summer session classes or other assignments in session during the summer of 2023 shall receive this increase effective July 1, 2023 irrespective of the start date of the class or assignment. The District shall make every effort to ensure that the retroactive payment is made no later the October 2024.

3) Effective 07/01/2024:

One-time off-schedule payment of 3% of total gross earnings earned during the period 01/01/24-06/30/24 (including new rates from #1 or #2 above). All AFT Guild bargaining unit members in active status during this time period to receive this payment. The District shall make every effort to ensure that the retroactive payment is made no later the October 2024.

4) District withdraws its May 9th, 2024 Proposal.

5) Negotiations shall continue on all other items with no obligation on the part of the District to fund items with an economic impact that are agreed to in principle pending future apportionment funding availability.

6) No additional economic items will be funded prior to 06/30/25.

7) The parties agree to reopen negotiations on economic items for FY 2025-26 if any of the following conditions are met with respect to the District's Unrestricted General Fund Apportionment:

a) If the Advance apportionment Total Computational Revenue for FY 25-26, not including any stated deficit factor, is \$5.5 million or greater than the Recalculation report (February 2025) Total Computational Revenue for FY 23-24.

- b) If the P1 apportionment Total Computational Revenue for FY 25-26, not including any stated deficit factor, is \$5.5 million or greater than the Recalculation report (February 2025) Total Computational Revenue for FY 23-24.
 - c) If the P2 apportionment Total Computational Revenue for FY 25-26, not including any stated deficit factor, is \$5.5 million or greater than the Recalculation report (February 2025) Total Computational Revenue for FY 23-24.
- 8) Continuation of Adjunct Office Hours per status quo unless there is a significant change in State reimbursement rates.
- 9) Continuation of Adjunct Healthcare Program per status quo unless there is a significant change in State reimbursement rates.
- 10) AFT accepts in principle the District's proposal of modifying the Faculty Evaluation Forms to include DEIA elements and shall collaborate with the Academic Senates to revise the faculty evaluation forms to incorporate these elements.



Linda Beam, Interim Vice Chancellor,
Human Resources

Date: May 19, 2024

Jim Mahler

Digitally signed by Jim Mahler

Date: 2024.05.19 18:29:35
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Jim Mahler, President,
AFT Guild, Local 1931

Date: May 19th, 2024