


**TENTATIVE AGREEMENT**  
**SOLANO COMMUNITY COLLEGE DISTRICT**


**AND**

**SOLANO COMMUNITY COLLEGE FACULTY ASSOCIATION**

The undersigned parties agree to adopt the following changes to the SCFA Collective Bargaining Agreement, effective July 1, 2023:

 May 1, 2023

Karen Cook  
 Chief Negotiator, SCFA

 May 1, 2023

Sal Abbate  
 Chief Negotiator, SCCD

**Summary of Agreements:**

<b>Compensation</b>	
2023-2024	1. 6.05% across all schedules 2. 1.34% advanced for 22-23 will remain on the Schedule. 3. COLA - May revised number will be used.
2024-2025	<ul style="list-style-type: none"> <li>● One step across all salary tables</li> <li>● COLA, less 2%, shall be applied to all schedules across the board</li> </ul>
2025-2026	<ul style="list-style-type: none"> <li>● One step across all salary tables</li> <li>● COLA, less 2%, shall be applied to all schedules across the board</li> </ul>

<b>Contract Articles</b>	
<b>New or Revised Language Items:</b>	<b>Reasons for and/or impact of changes:</b>
Article 4: Evaluations	<ul style="list-style-type: none"> <li>● Now called "Performance Reviews"</li> <li>● Language re-written for teaching faculty, librarians and counselors.</li> <li>● Forms updated – Peer Review, Dean Evaluation forms and Student Evaluation Forms</li> <li>● Clearer and more equitable criteria</li> </ul>
Article 10: Retirement	<ul style="list-style-type: none"> <li>● For faculty hired after June 30, 2023, remove retiree dental language that allows cash instead of the dental plan.</li> </ul>

	<ul style="list-style-type: none"> <li>• For faculty hired after June 30, 2023, remove retiree health care coverage for a dependent.</li> <li>• For faculty hired after June 30, 2023, there will be no Medicare Part-B reimbursement.</li> <li>• For faculty hired after June 30, 2023, retiree health care coverage will be for 5 years</li> </ul>
Article 15: Grievance	<ul style="list-style-type: none"> <li>• Article rewritten to clarify and streamline the process.</li> </ul>
Article 19: Workload	<ul style="list-style-type: none"> <li>• All faculty are required to have a minimum of .4 FTE (18 activity points) on campus load.</li> <li>• Overload may be taught in any modality for faculty who meet the contractual online training requirements.</li> <li>• All instructors must complete 6 hours annually of continuing education dedicated to online learning and stay current in technology/LMS to continue to teach online.</li> </ul>
Article 22: Healthcare costs	<ul style="list-style-type: none"> <li>• Faculty will pay \$65 more per month for health insurance (for a total of \$150 per month).</li> </ul>