



September 26, 2018

Successful Faculty Association Agreement!

Dear SBCC Colleagues,

I am pleased to share an update regarding the successful outcome of contract negotiations on compensation. Agreement has been reached on a Memorandum of Understanding with the Faculty Association (FA) and is scheduled for a vote by the Board of Trustees at the September 27th meeting. Because we currently have parity language (“me too”) with ALA, CSEA, and Noncredit Faculty, this salary increase agreement will apply to all employee groups.

The FA agreement of a 7% salary increase will be retroactive to July 1, 2018, and will be included in your October 31st regular payroll. It is inclusive of a 2.71% Cost of Living Adjustment (COLA) provided by the State of California. This has been made possible by our shared college efforts to reduce our deficit and the California Community College’s new Student Centered Funding Formula, which will result in an estimated \$9 million revenue increase.

The Supplemental Early Retirement Plan (SERP) offered to employees in 2016 resulted in 10 managers, 35 staff, and 22 faculty retiring. Following the SERP, faculty, managers, and staff took on the challenging task of covering assignments and workloads with fewer people. In addition, through the Workforce Reduction Attrition Plan (WRAP), efforts to build a more efficient class schedule, and scrutiny of our budgets through the Budget Resource and Allocation Committee (BRAC), we successfully ended the 2017-18 fiscal year with an approximate \$2 million surplus.

Aside from increasing salaries, we are committed to hiring staff and management necessary to fulfill the everyday needs of the college. Positions have been prioritized by WRAP with CPC discussions related to funding up to 20 of the 27 ranked positions. We will be able to fund all 20 WRAP ranked positions! Likewise, we continue to uphold the commitment to fund outcomes from the faculty ranking process, commencing in October, to rank critical requests for new and replacement faculty positions.

The last time all employee groups received an across-the-board salary increase beyond COLA was in January 2005. This agreement to increase salaries is momentous and demonstrates a significant commitment on behalf of the college to work toward making salaries competitive with comparable community colleges.

Please join me in thanking the leaders of the labor groups and the District’s negotiation team:

FA Negotiation Team Members

Cornelia Alsheimer
Geordie Armstrong
Anna Parmely
Carmen Rivero
Lynne Stark

District Negotiation Team Members, FA and CSEA

Monalisa Hasson
Jens-Uwe Kuhn
Lyndsay Maas
Michael Medel

Pamela Ralston

**CSEA Negotiation Team
Members**

Liz Auchincloss
Carlos Macias
Loren Mindell
Mark Moore
Mary Saragosa
Jason Thornell

**Advancing Leadership Association Team
Members**

Barb Freeman
Nicole Hubert
Chris Johnson
Claudia Johnson
Josh Murray

Together forward,

A handwritten signature in blue ink, appearing to read "Anthony", is positioned on a light yellow rectangular background.