

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT
Board of Trustees Meeting
June 7, 2021

RATIFICATION OF TENTATIVE AGREEMENT REACHED 10
BETWEEN THE DISTRICT AND COSTA ON A NEW
COLLECTIVE BARGAINING AGREEMENT
(July 1, 2021 through June 30, 2024)

Status: Action

Presented by: John Bratsch
Dean, Human Resource Services & Legal Affairs

Issue

The Board of Trustees must ratify all tentative agreements reached between the College of the Sequoias Community College District ("District") and the College of the Sequoias Teachers Association ("COSTA").

Facts

On May 25, 2021, the District and COSTA reached a tentative agreement on a new Collective Bargaining Agreement (July 1, 2021 through June 30, 2024) (see attached). COSTA faculty members have already ratified this tentative agreement.

Recommended Action

It is recommended the Board of Trustees ratify the tentative agreement reached between the District and COSTA.

TENTATIVE AGREEMENT

between the

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT (DISTRICT)

and the

COLLEGE OF THE SEQUOIAS TEACHERS' ASSOCIATION (COSTA)

on a

NEW COLLECTIVE BARGAINING AGREEMENT (JULY 1, 2021 THROUGH JUNE 30, 2024)

FACTS

1. The College of the Sequoias Community College District (“District”) and the College of the Sequoias Teachers’ Association (“COSTA”) are parties to a collective bargaining agreement defining the terms and conditions of employment relating to full-time faculty members.
2. The District and COSTA are currently operating under a three-year, collective bargaining agreement (July 1, 2019 through June 30, 2022).
3. Pursuant to this collective bargaining agreement, both parties sunshined reopener collective bargaining proposals at the March 8, 2021 Board of Trustees meeting.
4. At the April 12, 2021 Board of Trustees meeting, a public hearing was held on the District and COSTA’s reopener collective bargaining proposals.
5. The District and COSTA met and negotiated on April 30, 2021; May 5, 2021; May 6, 2021; May 12, 2021; May 19, 2021; May 24, 2021; and May 25, 2021 and reached the following agreements:

AGREEMENTS

1. In consideration of the impacts of the COVID-19 pandemic and addressing changes in working conditions and work location, including additional expenses incurred while working remotely, the District will provide each bargaining unit member with a one-time, off-schedule stipend in the amount of 3% of their annual base salary for 2020-2021 (based on the 2020-2021 Academic Salary Schedule {Appendix C}, less applicable statutory deductions). This one-time, off-schedule stipend will be paid in a lump sum in the next regular pay period following ratification of this agreement and is funded through the District’s receipt of “Higher Education Emergency Relief Funds (“HEERF”) distributed from the Coronavirus Response and Relief Supplemental Appropriations Act, 2021.

2. Effective August 1, 2021, the Academic Salary Schedule shall be reduced from a 34 Step Salary Schedule to a 33 Step Salary Schedule. To accomplish this, Step 16 of the 2020-2021 Academic Salary Schedule (Appendix B) shall be deleted. The remaining steps (currently Steps 17 through 34) shall be renumbered accordingly. Faculty will advance to whatever step they would normally advance to in 2021-2022 and salary and distance to the next step increase will be shown on the attached Salary Schedules.
3. Effective August 1, 2021, the following language changes/deletions within the COSTA Master Agreement shall take effect (*Note: new master agreement language is boldfaced and underlined, while deleted master agreement language is struck through. Articles not referenced shall remain status quo*):

1.5 This agreement shall remain in full force and effect from the date of ratification to June 30, ~~2022~~ **2024**.

3.3 No later than April 15, ~~2022~~ **2024**, the district will meet and negotiate in good faith with the association on negotiable items. Any agreement reached between the parties will be reduced to writing in the form of a tentative agreement and signed by each party. Said tentative agreement will then be presented to each party for ratification.

8.2.3.1.3 STEP 3: Class Selection Process

Faculty must select a base load within the department(s) for which they were hired unless a full load is not possible. After selecting their base load, faculty may choose overload classes in other department(s) for which they have an FSA in accordance with that department's class selection process on file with the Office of Academic Services.

As part of the class selection process, coaches must select classes that are consistent with the sport for which they were hired unless negotiated otherwise.

Members of each department/division shall select their classes from the class schedule according to a collaborative method as determined by the department/division and in accordance with the language of 7.2.

The class selection procedures of each department/division shall be housed in the Office of Academic Services **and updated annually by division chairs.**

Any change or revision to the individual department/division's procedure for class

selection shall be by majority vote of the department/division. Any revised procedure must be filed with the Office of Academic Services by December 15th of the year prior to the fall semester in which it is desired to take effect.

Nothing in this agreement shall preclude any division from allowing its division chair first priority in class selection.

In no instance shall any bargaining unit member be allowed selection of an overload class prior to all other members of the department/division having selected a required teaching load. This section will not apply to the last class selected by a faculty member to fulfill a regular load if a portion of that class constitutes an overload.

Once all members of a department/division have selected a required teaching load, those members who wish to assume an overload will select overload classes one per person, by seniority, until the remaining classes are staffed, or until further selection by any member is declined.

However, should a dispute in class selection arise that cannot be settled by collaboration and conciliation, that dispute shall be settled on the basis of seniority. For any faculty member, use of this type of seniority privilege shall be restricted to one class per semester.

Department faculty course assignments are subject to final approval by the Vice President of Academic Services. The decision shall be reached following discussions wherein the division chairperson shall present his/her Division/Department recommendations.

Following approval of the Vice President of Academic Services, faculty course assignments are submitted to the Superintendent/ President for appropriate action.

8.4

Bank Time

Any faculty member, with the permission of their dean and vice president, may accept teaching overloads in the class schedule of no more than .20 of a regular full-time teaching assignment per year for no additional compensation. **Unless approved by the appropriate Vice-President, requests to accrue bank time must be submitted to the Office of Academic Services by July 1st (for the upcoming fall semester) and December 1st (for the upcoming spring semester).**

A record of such teaching overloads will be maintained in the Office of Academic Services.

Upon notification to the respective dean and vice-president, instructors with accumulated overload time may draw upon such time in future semesters in order

to reduce duty assignment to less than a full assignment or earn one semester of leave while receiving full salary. **Unless approved by the appropriate Vice-President, requests to use bank time must be submitted to the Office of Academic Services by August 1st (for the upcoming fall semester) and January 1st (for the upcoming spring semester).**

Unpaid overload teaching time can accumulate to a maximum of one year's full-time teaching assignment (30 LHE). Non-instructional faculty members are also eligible for accepting overload time of no more than .20 of a full-time load, and may bank up to one year of duty.

9.1.1 For the 2019-2020 academic year, the Academic Salary Schedule (Appendix B) and Faculty Academic Overload Salary Schedule (Appendix C) will be increased by an additional 4% effective 1 August 2019 contingent upon the parties' successful ratification of the Tentative Agreement on New Collective Bargaining Agreement (July 1, 2019 through June 30, 2022) no later than the end of the business August 31, 2019.

For the 2020-2021 academic year, the Academic Salary Schedule (Appendix B) and Faculty Academic Overload Salary Schedule (Appendix C) will be increased by an additional 2% -- retroactive to August 1, 2020.

For the 2021-2022 academic year, the Academic Salary Schedule (Appendix B) and Faculty Academic Overload Salary Schedule (Appendix C) will be increased by an additional 4% effective August 1, 2021.

For the 2022-2023 academic year, the Academic Salary Schedule (Appendix B) and Faculty Academic Overload Salary Schedule (Appendix C) will be increased by whatever is greater: either an additional 2.5% or 1% plus the funded Cost of Living Adjustment (COLA) published for California Community Colleges.

For the 2023-2024 academic year, the Academic Salary Schedule (Appendix B) and Faculty Academic Overload Salary Schedule (Appendix C) will be increased by whatever is greater: either an additional 2.5% or 1% plus the funded Cost of Living Adjustment (COLA) published for California Community Colleges.

9.1.2 Compensation for **instructional and non-instructional** faculty members employed to teach classes during summer sessions shall be compensated at \$90 per hour flat rate. This rate is not tied to either Appendix B or Appendix C and must be negotiated independently.

9.2.3.13 Physical Therapy Clinical Education Coordinator
Contingent upon the existence of the program, the Physical Therapy Assistant Clinical Education Coordinator shall receive ~~forty percent (40%)~~ **20%**

reassigned time during the fall semester.

9.2.3.18 CTE Faculty (with External Advisory Boards)
Career and Technical Education (CTE) faculty required to hold more than one external advisory board meeting per semester shall be compensated at their hourly rate for each subsequent meeting not to exceed \$1,200 annually.

10.1 The District will offer medical, dental and vision coverage to all unit members and their eligible dependents. Unit member subscribers will be provided with the option to select from multiple alternative medical and prescription insurance plan(s). Effective with the ~~2020-2021~~ **2021-2022** medical plan year (October 1 through September 30), the medical and prescription insurance plans offered through SISC will be: 100-A Rx 5/20; 100-A Rx 10/35; 100-C Rx 9/35; 100-D Rx 7/25; and, 90-A Rx 7/25. Following the ~~2020-2021~~ **2021-2022** medical plan year, the District will consider alternative plan options suggested by COSTA. Following the ~~2020-2021~~ **2021-2022** medical plan year, in the event the District selects a provider different than SISC, the District and COSTA shall mutually agree on the alternative medical and prescription plan options to be made available to all eligible Unit members.

For employees **75 and under** ~~under the age of 70~~, the District will further provide a \$100,000 level term life insurance policy for the primary subscriber only. *For employees ~~70 or~~ **76 and** over, the District will provide a \$50,000 level term life insurance policy for the primary subscriber only.

For purposes of the health plan and the level term life insurance policy, primary subscriber means all full-time unit members.

10.1.1 Effective on October 1, ~~2020~~ **2021**, the District shall contribute an annual maximum of ~~\$16,710.00~~ **\$16,812.00** toward the cost of major medical and prescription coverage for each full-time bargaining unit member and any cost for such coverage in excess of the District's contribution shall be paid by the full-time faculty member through monthly payroll deduction. ~~The District's maximum annual premium contribution of \$16,710.00 toward major medical and RX prescription insurance coverage and the annual premium cost for dental and vision of \$1,845 shall remain in effect unless and until negotiated otherwise.~~

10.1.1.1 **For the 2022-2023 and 2023-2024 medical plan years, the District and COSTA agree to share equally (i.e., 50%/50%) in any increase in premium cost for major medical and prescription coverage for each full-time bargaining unit member and any cost for such coverage in excess of the District's contribution shall be paid by the full-time faculty member through payroll deduction. The increase in the**

amount of annual premium for major medical and prescription coverage shall be calculated based upon the increase in the annual premium cost for SISC 90A effective October 1, 2022 (for the 2022-2023 medical plan year) and October 1, 2023 (for the 2023-2024 medical plan year). The intended effect of this agreement is that the District's total maximum contribution toward the cost of major medical and prescription coverage shall be increased as specified above and that COSTA bargaining unit employees will contribute through payroll deduction, the cost of the 50% increase.

10.1.2 The District shall contribute an annual maximum of \$1,845.00 toward the annual premium cost for dental and vision coverage for each full-time bargaining unit member.

~~10.2 The District shall continue its contributions as set forth in Sections 10.1.1 toward the cost of medical, prescription, dental and vision insurance coverage for retiring unit members and eligible dependents in accordance with the following provisions:~~

~~10.2.1 To qualify for this coverage, the faculty member must be eligible under the State Teachers' Retirement System ("STRS") or Public Employee Retirement System (PERS). Also, both the faculty member and eligible dependents(s) must enroll in Medicare Part "A" if qualified through Social Security eligibility. Additionally, the faculty members and eligible dependents(s) must enroll in Medicare Part "B" upon becoming eligible. All references to "Medicare" refer to the Federal Medicare Law as described in Title 18 of the Social Security Act of 1964.~~

~~10.2.2 For unit members with a minimum of twenty (20) years' full-time equivalency at College of Sequoias (including the two years of additional service credit if the unit member elects such retirement incentive) who retire from the District into the State Teachers' Retirement System or the Public Employees Retirement System, the District shall continue to contribute in the amounts set forth in Sections 10.1.1 through 10.1.3 above toward the cost of medical, prescription, dental and vision coverage until the unit member reaches the age of Medicare eligibility. For each retiree who is at the age of Medicare eligibility or older and who qualifies for Medicare, the District will contribute a maximum amount of \$3,505 annually toward the purchase of a Medicare Supplemental Plan. For those retirees who are at the age of Medicare eligibility or older and who do not qualify for Medicare, the District will pay a maximum of \$1,500 per year toward the cost of the retiree's insurance premium and the retiree shall pay any dollar amount over and above the \$1,500 annual maximum contribution from the District.~~

~~10.2.3 For unit members with ten (10) years, but less than twenty (20) years of full time equivalency at the College of the Sequoias, who retire from the District into the State Teachers' Retirement System or the Public Employees Retirement System,~~

~~the District shall continue to contribute in the amounts set forth in Sections 10.1.1 through 10.1.3 above toward the cost of medical, prescription, dental and vision coverage until the unit member reaches the age of Medicare eligibility. After reaching the age of Medicare eligibility or older, the unit member and eligible dependent(s) may retain the benefits by paying the total premium cost to the College of the Sequoias business office, if, and only if, the retiree is not eligible for Medicare.~~

**Note: the below numbering is correct, but for simplicity purposes, it will not reflect strikethroughs or bold-faced/underlined numbers.*

10.2 **Active Members who continue to work full-time after they turn 65 and their eligible dependents can continue with the District's medical, dental and vision plans as set forth in sections 10.1.1 and 10.1.2. Members are encouraged to enroll in Medicare A and B as soon as they are eligible to avoid any late penalties with Medicare.**

10.3 The District shall continue its contributions as set forth in Sections 10.1.1 **and 10.1.2** toward the cost of medical, prescription, dental and vision insurance coverage for retiring unit members and eligible dependents in accordance with the following provisions:

10.3.1 To qualify for this coverage, the faculty member must be eligible under the State Teachers' Retirement System ("STRS") or Public Employee Retirement System (PERS). Also, both the faculty member and eligible dependents(s) must enroll in Medicare Part "A" if qualified through Social Security eligibility. Additionally, the faculty members and eligible dependents(s) must enroll in Medicare Part "B" upon becoming eligible. All references to "Medicare" refer to the Federal Medicare Law as described in Title 18 of the Social Security Act of 1964.

10.3.2 When unit members retire, they move to a tiered-rate plan (single person, 2-person, or family plan) with costs that will differ from an active member's composite rate. Additionally, retirees 65 or older will have different tiered rates than retirees under 65.

10.3.3 For unit members who retire before the age of 65, the District shall continue its contributions as set forth in Sections 10.1.1 and 10.1.2 toward the cost of medical, prescription, dental and vision insurance coverage for retiring unit members and their eligible dependents until the unit member reaches the age of Medicare eligibility in accordance with the following provisions:

10.3.3.1 To qualify for this coverage, the faculty member must be eligible to retire under the State Teachers' Retirement System ("STRS") or Public Employee Retirement System (PERS).

10.3.3.2 To qualify for the continued District contributions set forth in Sections 10.1.1 and 10.1.2 toward the cost of medical, prescription, dental and vision insurance coverage, the retiring

unit member must have a minimum of ten (10) years' full-time equivalency at College of Sequoias including the two years of additional service credit, if offered by the District and accepted by the unit member. Additionally, the retiring unit member must directly retire into STRS or PERS from the District with no lapse in service.

10.3.4 For unit members who retire that are at least 65 or who retire prior and turn 65, the District shall no longer continue its contributions as set forth in Sections 10.1.1 and 10.1.2 toward the cost of medical, prescription, dental and vision insurance coverage for retiring unit members and their eligible dependents. Instead:

10.3.4.1 For those Medicare eligible, the District will contribute a maximum amount of \$4,062.00 annually, indexed with a 2% annual increase, toward a Medicare Supplement Plan or a District Offered retiree plan. The \$4,062.00 cash option payments are paid annually on or before July 31, and are prorated the first year, provided:

- a) The faculty member is eligible to retire under the State Teachers' Retirement System ("STRS") or Public Employee Retirement System (PERS) and directly retires into STRS or PERS from the District with no lapse in service.
- b) Both the faculty member and eligible dependents(s) must enroll in Medicare Part "A" if qualified through Social Security eligibility. Additionally, the faculty members and eligible dependents(s) must enroll in Medicare Part "B upon becoming eligible. All references to "Medicare" refer to the Federal Medicare Law as described in Title 18 of the Social Security Act of 1964.
- c) The retiring faculty member must have a minimum of twenty (20) years' full-time equivalency at College of Sequoias including the two years of additional service credit, if offered by the District and accepted by the unit member.

10.3.4.2 For those not Medicare eligible, the District will contribute a maximum amount of \$1,500.00 annually, indexed with a 2% annual increase, toward a District offered retiree plan. The \$1,500.00 cash option payments are paid annually on or before July 31, and are prorated the first year, provided:

- a) The faculty member must be eligible to retire under the State Teachers' Retirement System ("STRS") or Public

Employee Retirement System (PERS) and directly retires into STRS or PERS from the District with no lapse in service.

- b) **The retiring faculty member must have a minimum of twenty (20) years' full-time equivalency at College of Sequoias including the two years of additional service credit, if offered by the District and accepted by the unit member.**

10.3.5 For unit members with ten (10) years, but less than twenty (20) years of full-time equivalency at the College of the Sequoias, the unit member and eligible dependent(s) may retain the benefits by paying the total premium cost to the College of the Sequoias business office, if, and only if, the retiree is not eligible for Medicare, provided the faculty member is eligible to retire under the State Teachers' Retirement System ("STRS") or Public Employee Retirement System (PERS).

10.3.6. Benefits (i.e., plan coverage, deductibles, co-insurance, co-pays, etc.) for a retiree who meets the qualifications as set forth in ~~10.2.2 or 10.2.3~~ **10.3.3 – 10.3.5** will not be less than the benefits provided under the District's plan for active unit members unless agreed to in writing by the retiree.

10.3.7 An eligible dependent is defined as one who meets the eligibility requirements of the insurance carrier. If a retiree who is receiving benefits under ~~10.2.2 or 10.2.3~~ **sections 10.3.3 – 10.3.5** should predecease an eligible dependent(s), the District and/or insurance carrier will notify the dependent(s) that he/she (they) have the option of transferring to the available conversion plan as specified by the insurance carrier's policy and consistent with the terms of Section 10.7 below.

10.3.8 The District shall provide any retiring faculty member who meets the qualifications as set forth in ~~10.2.2 or 10.2.3~~ **10.3.3** above with the same amount of life insurance provided him/her at the time he/she retired from District employment and continuing to the age of Medicare eligibility (i.e., sixty-five years of age).

10.3.9 Within thirty (30) days after a faculty member provides official notice of his/her retirement, the District shall provide the faculty member with a copy of Article X of the collective bargaining agreement.

10.4 Faculty members who are absent because of illness, injury or disability and who have exhausted their accumulated paid leave will continue to receive full insurance coverage to be paid by the District for a period not to exceed twelve (12) months following the exhaustion of said leave or separation from District employment, whichever occurs first.

10.5 Faculty members on Board-approved leaves of absence without pay, may, at their option, contribute their full monthly premium through the District business office, thereby continuing group insurance rates and coverage. Payment must be made in accordance with

District procedures in order to retain this benefit.

- 10.6 If a tenured unit member is laid off because of a reduction in force or a reduction of a particular kind of service, the District shall continue to contribute in the amounts set forth in Sections 10.1.1 through 10.1.3 **and 10.1.2** above toward the cost of medical, prescription, dental and vision coverage for a period of twelve (12) months or until full-time employment is obtained, whichever occurs first.
- 10.7 Consistent with the requirements of the plan provider and applicable law, a surviving spouse of a deceased retiree may be eligible for health and welfare benefit coverage provided that the surviving spouse pays the full cost of the applicable premiums to the District.

- 15.1 Each contract faculty member will be eligible to apply for reimbursement to attend two (2) academic conferences per year supported by the faculty travel funds. **Questions about** ~~Conference~~ conference limits, guidelines and application criteria will be **resolved in discussions between the District and COSTA** ~~uniformly and jointly determined by division chairs.~~

The District will budget \$40,000 annually for conference attendance by faculty. Any conference monies remaining at the end of the academic year will be added to the conference money of the following year's budget for an 85% / 15% distribution. The cumulative total of such account will not exceed \$50,000 in any one year. Eighty-five percent (85%) of the conference account will be distributed to divisions based on the number of regular full-time contract faculty. Fifteen percent (15%) of the conference account will be available, at large, to faculty members for conference attendance. Said monies will be available to a faculty member as per the provisions established jointly and uniformly by division chairs.

15.1.1 Initial reimbursement for the first conference paid out of the Faculty Conference fund is guaranteed at up to \$400, with any balance to be reimbursed at the end of the fiscal year. Second conferences are not guaranteed to be reimbursed. Final reimbursement beyond the initial \$400 depends upon adequate funding at year's end.

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18.1 The purpose of this procedure is to assess the performance of faculty in their respective roles at the College of Sequoias. Additionally, the procedure is designed to acknowledge and memorialize outstanding performance and where necessary to **encourage improvement** document performance that is not meeting district expectations.

Both parties recognize that professional growth is an integral part of performing assigned duties effectively.

18.4 Summary of the Procedure

18.4.1 A **All** faculty member who is to be evaluated shall be notified of this, in writing by the appropriate Vice President, no later than **Convocation** September 15 of the academic year in which s/he is **they are** to be evaluated. A suggested design may be provided by the appropriate Vice President in order to facilitate the evaluation plan outlined in this Article.

18.4.2 Upon notification of evaluation, the faculty member will form an evaluation committee comprised of: **1) two official** or more faculty members, at least one of whom must be tenured and one may **be** in his/her **their** 3rd/4th year contract, and **2) the appropriate Dean or Vice President's** or the designee to assist in preparing the evaluation., and **3) optionally, one additional faculty member.** No member of the evaluation committee may be related to the faculty member being evaluated. **Training will be provided to all evaluated faculty and their teams.**

18.4.3 [Unchanged from current language].

18.4.4 **Faculty will design and submit an evaluation plan to address the contractual elements of 18.2** The faculty member designs the evaluation plan in compliance with Article 18.1, and **which** will include a list of assigned duties or classes during the evaluation period, course syllabus(i), and **the a** student evaluation. Faculty are also encouraged to list those additional activities which they feel have served to enhance the college community.

18.4.5 **For teaching faculty, the** The design of the evaluation plan will **must** include classroom observation(s) by the administrator on the evaluation committee, and at least **the two official** of the faculty members. The date and time for each observation shall be jointly determined by the **observer and the observed** evaluator and the evaluatee. Each member of the evaluation committee will make a classroom observation of the faculty member. Written reports of observations of each visitation shall be made and **appended** added to the self-evaluation report of the faculty member. Classroom observations by the members on the evaluation committee shall last a minimum of 50 minutes for face-to-face **and synchronous online** classes. **For observations of asynchronous online classes** If the observation is for an online class, the parties will agree on the length of the access **up to, but not exceeding a week of instruction.** For non-teaching counseling faculty, the observation will occur during a counseling session. For other non-teaching faculty, the observation method will be jointly determined by **the observer and the observed** evaluator

and evaluatee. **In observation write-ups, areas for improvement should be noted in specifics along with suggested actions.**

18.4.6 The distribution, administration of, collection of, and tabulation of results of the student questionnaire shall be done by the administrator on the evaluation committee. The scheduling of the distribution of this student questionnaire shall be with the concurrence of the faculty member being evaluated so as not to disrupt scheduled duties. **The District will ensure an appropriate method for administering online questionnaires.**

18.4.7 The faculty member being evaluated will compile the final evaluation packet and return it to the evaluation committee members. For non-tenured faculty only, the evaluation committee (faculty and administrator) will meet to review and discuss the final evaluation. **COSTA will provide training for faculty on appropriate conduct in this meeting.** Committee members and division chairperson will then make final comments on the permanent record page for all **the evaluated** faculty. The administrator will review the final comments with the faculty member being evaluated and submit the evaluation packet to the appropriate Vice President. **Faculty being evaluated may respond in writing to any of the final comments to the Vice-President.**

18.4.8 and 18.4.9 [Unchanged from current language].

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26.1	The term of this Agreement shall be from the date of ratification until June 30, 2022 <u>2024</u> .
26.1	For the 2020-21 and 2021-2022 academic years, salary (Article IX) and benefits (Article X) shall be automatic openers. For each academic year stated in this paragraph, each party shall have the option of opening up two (2) additional articles. Each party will sunshine opener Articles on or before March 1 of the appropriate year.
26.2	Not later than April 15, 2022 <u>2024</u> , the parties shall be provided the opportunity to commence negotiations for a successor Collective Bargaining Agreement. Sunshining of the initial proposals shall occur by March 1, 2022 <u>2024</u> in order to comply with this Section.
26.3	If by June 30, 2022 <u>2024</u> , a successor to this Agreement has not been executed, then this Agreement shall continue to remain in full force and effect until a successor Agreement is duly executed.

For the Association:

David Hurst
David Hurst, COSTA President

Tracy Redden
Tracy Redden, COSTA Vice-President

Jared Burch
Jared Burch, COSTA Negotiation Team

Lisa Loewen
Lisa Loewen, COSTA Negotiation Team

Adrienne Duarte
Adrienne Duarte, COSTA Negotiation Team

Kevin Picciuto
Kevin Picciuto, COSTA Negotiation Team

For the District:

Brent Calvin
Brent Calvin, Superintendent/President

Jennifer Vega La Serna
Jennifer Vega La Serna, VP, Academic Services

Jessica Morrison
Jessica Morrison, VP, Student Services

John Bratsch
John Bratsch, Dean, HR/Legal Affairs

*Tentative Agreement signed: May 25, 2021

Pay Scale after Retro 2% raise to 1 August 2020					
Step	I	II	III	IV	V
1	60,370.24	64,629.01	68,734.64	72,966.13	77,224.89
2	62,977.94	66,798.55	71,057.34	75,573.84	79,676.45
3	64,886.74	69,275.91	73,663.54	78,180.03	82,411.51
4	67,494.46	71,754.76	76,398.59	80,787.75	85,148.11
5	69,688.29	74,489.81	79,006.31	83,239.30	88,013.58
	*****	*****	*****	*****	*****
6	72,296.00	76,683.64	81,330.54	86,104.77	90,621.29
7	74,489.81	79,133.68	83,935.21	88,322.85	92,969.76
8	76,683.64	81,457.87	86,259.42	90,930.57	95,835.19
9	79,133.68	83,935.21	88,453.22	93,923.36	98,570.28
10	81,457.87	86,544.44	91,060.93	96,092.95	100,764.09
11	83,935.21	88,994.47	93,923.36	98,855.31	103,499.15
12	86,259.42	91,060.93	96,402.24	101,306.86	106,108.38
13	88,453.22	93,923.36	98,855.31	103,784.16	108,843.48
14	90,930.57	96,092.95	101,176.48	106,390.39	111,990.91
15	93,356.34	98,855.31	103,784.16	108,970.80	114,315.13
16					
17					
	*****	*****	*****	*****	*****
18	95,565.32	101,064.26	105,993.16	111,178.28	116,524.09
19					
20					
21					
	*****	*****	*****	*****	*****
22	97,772.79	103,271.74	108,202.13	113,387.25	118,731.57
23					
24					
25					
	*****	*****	*****	*****	*****
26	99,728.56	105,338.22	110,365.65	115,655.36	121,107.29
27					
28					
29					
	*****	*****	*****	*****	*****
30	102,371.17	108,129.36	113,290.23	118,719.46	124,315.42
31					
32					
33					
	*****	*****	*****	*****	*****
34	117,726.84	124,348.75	130,283.76	136,527.37	142,962.73

Pay Scale less step 16 + 4% at 1 August 2021					
Step	I	II	III	IV	V
1	62,785.05	67,214.17	71,484.02	75,884.77	80,313.89
2	65,497.06	69,470.49	73,899.63	78,596.79	82,863.51
3	67,482.21	72,046.95	76,610.08	81,307.23	85,707.97
4	70,194.24	74,624.95	79,454.54	84,019.26	88,554.04
5	72,475.82	77,469.41	82,166.57	86,568.88	91,534.12
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6	75,187.84	79,750.99	84,583.76	89,548.96	94,246.14
7	77,469.41	82,299.03	87,292.62	91,855.76	96,688.55
8	79,750.99	84,716.19	89,709.80	94,567.80	99,668.60
9	82,299.03	87,292.62	91,991.35	97,680.30	102,513.09
10	84,716.19	90,006.22	94,703.37	99,936.66	104,794.65
11	87,292.62	92,554.25	97,680.30	102,809.52	107,639.11
12	89,709.80	94,703.37	100,258.33	105,359.13	110,352.71
13	91,991.35	97,680.30	102,809.52	107,935.53	113,197.21
14	94,567.80	99,936.66	105,223.54	110,646.00	116,470.55
15	97,090.59	102,809.52	107,935.53	113,329.63	118,887.74
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17	99,387.93	105,106.83	110,232.88	115,625.41	121,185.05
18					
19					
20					
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21	101,683.71	107,402.61	112,530.22	117,922.74	123,480.83
22					
23					
24					
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25	103,717.70	109,551.74	114,780.28	120,281.58	125,951.58
26					
27					
28					
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29	106,466.01	112,454.54	117,821.84	123,468.24	129,288.03
30					
31					
32					
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33	122,435.91	129,322.70	135,495.11	141,988.46	148,681.24