

TENTATIVE AGREEMENT
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS' ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

Article 10 Wages
March 11, 2024

WHEREAS, the intent is to continue being competitive within our region in offering one of the best total compensation packages in the surrounding area; and

WHEREAS, the District agrees to keep all employee groups within the median range based on total compensation with comparison districts; and

WHEREAS, despite the uncertainty of the economy, the District is responsible for ensuring fiscal stability and solvency; and

WHEREAS, the average hourly rate for SBCCDTA Part-Time Faculty is more than 14% below the region median pay and the Full-Time faculty is on average 10% below the region median; and

Whereas, the COLA for 2023-2024 is 8.2%, meant to offset the large margin of inflation currently in the US economy;

THEREFORE, for fiscal Year 2023-2024, wages will be increased 11.33% across all steps and columns for-Part-Time faculty, Instructional and Non-Instructional, retroactive to July 1, 2023.

For Fiscal Year 24-25, wages will be increased 1% across all steps and columns for Part-Time faculty, Instructional and Non-Instructional.

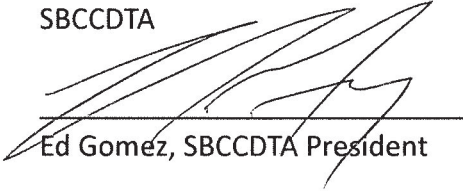
2023-2024 FT/PT Non-Teaching Agreements/PT Professional Development \$57.88							
PART-TIME INSTRUCTIONAL				PART-TIME NON-INSTRUCTIONAL			
	GROUP 1	GROUP 2	GROUP 3		GROUP 1	GROUP 2	GROUP 3
1	76.80	79.02	81.25	1	61.22	63.44	65.67
2	79.02	81.25	83.48	2	63.44	65.67	67.89
3	81.25	83.48	85.70	3	65.67	67.89	70.12
4	83.48	85.70	87.93	4	67.89	70.12	72.35



Kristina Hannon, Vice Chancellor,
Human Resources & Police Services, SBCCD Chief Negotiator

Date: 03/12/24

SBCCDTA



Ed Gomez, SBCCDTA President

Date: 3-12-24