

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**SANTA BARBARA COMMUNITY COLLEGE DISTRICT**  
**and**  
**SANTA BARBARA CITY COLLEGE FACULTY ASSOCIATION**

This Memorandum of Understanding (“MOU”) is entered into by and between the following: Santa Barbara Community College District (“District”); and Faculty Association Noncredit.

**As discussed in negotiations, the Board of Trustees and college administration are committed to working on equitable compensation models that do not increase economic inequities. We are requesting that the Faculty Association Noncredit work with the Board and college administration to address these issues in future years.**

**Lockstep percentages are among the most basic ways we promote compensation inequities. For example, when we apply an across-the-board 8% compensation increase for an employee making \$45,000 she receives an additional \$3,600 whereas another employee making \$110,000 receives \$8,800. Before the raise the economic gap between them was \$65,000 and after the raise the economic gap between them is now \$70,200. In addition, like many community colleges and other organizations our diversity is concentrated in our classified employees who are paid the least. We also recognize that there are compensation inequities within employee groups that need to be addressed: for example, between credit and noncredit compensation, between part-time credit faculty and full-time credit faculty compensation, in benefits, in the opportunity some faculty have to accumulate overload or stipends that other faculty cannot. This offer only begins to address the lower compensation for part-time noncredit faculty by adding an additional step in to Salary Schedule 25 and revising the compensation .**

**At the same time the college must work toward a sustainable budget that allows for adequate operational funding in addition to salaries and benefits. The recommendations of the Budget Sustainability Workgroup including increased efficiency will be essential in that regard. The Board and college administration recognize these are complex issues. We ask the Faculty Association Noncredit to work with us collegially on them as well.**

**With this in mind we are making the following Offer to the SBCC Faculty Association Noncredit:**

Salary Schedules:

Retroactive to July 1, 2022, all noncredit faculty-related salary schedules will be increased by 8%.

Effective July 1, 2023, all noncredit faculty-related salary schedules will be increased by 90% of the funded Cost-of-Living Adjustment (COLA) percentage for Community Colleges, which has been approved in the 2023-2024 State of California Enacted Budget.

Effective July 1, 2023, one additional step will be added to the last step of noncredit faculty schedule 25. The step adjustment per section is to be implemented starting with the Fall 2023 semester.

Effective July 1, 2023, the hourly noncredit stipend rate will be assessed at Step 7 of the lab rate of Salary Schedule 25.

WHEREFORE, the parties have executed this MOU effective as of the dates signed below.

Dated: 6/30/2023

S. Saenger

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Sally Saenger  
Faculty Association Noncredit



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Carola Smith  
Vice President School of Extended Learning