

INSTRUCTORS' ASSOCIATION
TENTATIVE AGREEMENT
September 4, 2014

Additions to Instructors' Association Agreement

A.)

2.9.2 Adjustments for Years 2014/15 and 2015/16

2.9.2.1 State provided COLA will be applied as a percentage of total salaries and will be paid out to enhance salary schedules. In case of any COLA above 6% or any other undesignated ongoing unrestricted General Fund increase not defined elsewhere in this Agreement either party can reopen the contract.

Adjustments to Salary Schedule 10 are retroactive to July 1, 2013. See revised Salary Schedule 10. This table brings class V (step 8 and above) to the "Market Median", and increases classes III and IV by the amount necessary to create equal increments between classes II through V.

For Fiscal Year 2014/15 all Salary Schedules were adjusted by 0.85% State COLA. All Salaries were adjusted as of July 1, 2014. For Salary Schedule 10, all cells are adjusted for 0.85% COLA after the Prorated Market Median adjustment above.

B.)

2.13.5: Faculty Stipends for Professional Development, Projects and Meetings

The administration provides stipends for adjunct faculty when they are asked to attend meetings or take part in projects or participate in professional development activities that are outside of their contractual obligations. To evaluate these stipends in terms of working hours, the following rates will be used:

Attendance at meetings: \$30 an hour

Work on projects, participation in professional development activities and other assignments: \$50 an hour.

C.)

2.18.5 Assistant Athletic Coaches

The Assistant Athletic Coaches will receive a stipend relative to the duration of the season and level of responsibilities as defined in the three levels below:

Level 1: One Semester with no recruiting = \$2,400

Level 2: Two Semesters + recruiting = \$4,800

Level 3: Year Round + recruiting + large team size or lengthy season = \$8,000

In order to track hours for all coaches, assistant coaches, and coordinator coaches, create an agreement to provide to those employees that lists their pay and hours worked from August 1 to July 31 of each year.

D.)

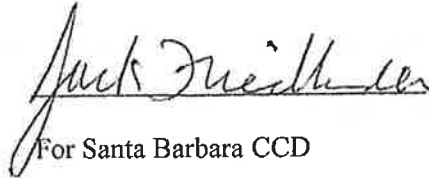
Domestic Partner Coverage Procedures (Appendix D)

Santa Barbara City College (SBCC) will provide benefits for Domestic Partners of the same or opposite sex and dependent children of Domestic Partners as per eligibility criteria listed in "Appendix D: Domestic Partners." A domestic partnership shall be established when both persons sign and notarize an Affidavit of Domestic Partnership with SISC and, at the time of filing, all of the eligibility and documentation requirements are met as set forth in Appendix D.

Dated: Dated: 9-11-2014



For the Instructors' Association



For Santa Barbara CCD