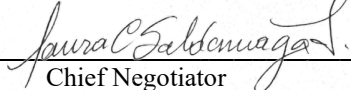


COMPREHENSIVE TENTATIVE AGREEMENT


The following comprehensive tentative agreement on all remaining language changes is agreed.

For the El Camino College Federation of Teachers

By: 
Chief Negotiator

Date: 9/22/2023

For the El Camino College District

By: 
Chief Negotiator

Date: 9/22/2023

For Full-Time Faculty – Compensation Items

1. Article 10 – Compensation (**See Attachment A**)
 - 1.1 – **For year 1**, the District shall increase its salary offer to 9% retroactive to July 1, 2022 on the Full-Time Faculty Salary Schedules (Appendix C1 and C2) and other forms of pay (Appendix D2, D3, and D4). **See Attachment B.**
 - 1.2 – Also, for year 1, an additional 4.0% longevity increase starting at Step 16 shall be added to the Appendix C1 and C2 effective July 1, 2022. **See Attachment B.**
 - 1.3 – Salary increases for full-time faculty who were employed in either or both semesters from July 1, 2022 through June 30, 2023 are eligible for retro pay for semesters served.
 - 1.4 – **For year 2**, effective July 1, 2023, the District proposes to revise Appendix C1, C2, and C3 by moving Step 16 to Step 15, Step 20 to Step 16, Step 24 to Step 20, Step 28 to Step 24, Step 30 to Step 28, and creating a new Step 30 by adding \$3,000 to the previous salary for Step 30. **See Attachment C.**
 - 1.5 – The District shall increase the revised FTF Salary Schedules (see item #2 above) by 6.165% effective July 1, 2023 on Appendix C1, C2, and C3. **See Attachment C.**
 - 1.6 – Also, for year 2, an additional 2.0% longevity increase starting at Step 30 shall be added to Appendix C1, C2, C3 effective July 1, 2023. **See Attachment C.**
 - 1.7 – The District shall also increase Appendix D2, D3, and D4 by 6.165% effective July 1, 2023. **See Attachment C.**

1.8 – Article 10, Section 10 (Reassigned Time) – Journalism Advisor 40% and Journalism Coordinator 20%. [See Attachment A.](#)

2. Appendix B – Teaching Load

The District’s supposal has the majority of language changes TA’d except for one proposed change: adding the word “was” in the example of the overload pay calculation. [See Attachment D.](#)

3. Appendix D5 – Overload Pay Rate Per Lecture Hour Equivalent (LHE) for Full-Time Instructional Faculty (Credit and Non-Credit) and Non-Instructional Faculty effective July 1, 2023. [See Attachment E.](#)

For Part-Time Faculty – Compensation Items

4. **For year 1**, the District shall increase its salary offer to 9% retroactive to July 1, 2022 on the Part-Time Faculty Salary Schedule (Appendix D1). [See Attachment F.](#)

4.1 – Part-Time Faculty must be employed by the District as of date of ratification to receive 2022 and 2023 retroactive salary increases.

4.2 – **For year 2**, the District shall increase Appendix D1 by 6.165% effective July 1, 2023. [See Attachment G.](#) Faculty must be employed by the District as of date of ratification to receive 2022 and 2023 retroactive salary increases.

4.3 – Part-Time Faculty 4.0% longevity pay 2 years after reaching Step 6, commencing July 1, 2024.

4.4 – **Increased Paid Office Hours for Part-Time Faculty:** The District shall increase part-time faculty paid office hours (Article 10, Section 9) up to a maximum of 3 paid office hours per week. Office hours shall be payable at the Appendix D-1, Lecture, Step 1 rate. [See Attachment A.](#)

5. **Pilot Program for Part-Time Faculty Medical Benefits** - The District proposes a new Pilot Program for PTF medical benefits as set forth in the attached Memorandum of Understanding. [See Attachment H.](#) Eligible PTF shall receive medical insurance premium reimbursements up to \$3,300 each Fall semester and up to \$3,300 each Spring semester. Implementation to commence at the end of Fall 2023 and disbursement of reimbursement payments in Spring 2024 with reimbursements processed each Spring. The District’s annual contribution towards the Pilot Program will be capped at \$600,000 per fiscal year. The current \$75/ semester stipend, noted in Article 17, Section 12(b), will continue for PTF who are not eligible for the Pilot Program.

Article 25 – Agreement Conditions and Duration

6. The term of the successor agreement will be for three years commencing July 1, 2022 - June 30, 2025 with the third year of the agreement having reopener negotiations for Article 10 (Compensation for Year 3) and the MOU pertaining to Pilot Program for Part-Time Faculty Health Benefits with sunshining of initial reopener proposal in January 2024. This is proposed so that the parties will have the benefit of training on interest-based bargaining during Spring 2024 prior to negotiate compensation for July 1, 2024 - June 30, 2025. This will also benefit both parties knowing the District's ending fund balance as of June 2024 and State funding for fiscal year 2024-2025. **See Attachment I.**

Article 17 - Insurance Benefits

7. The District maintains its proposal regarding District contributions for medical plans (Section 1) - \$930/ month for single coverage, \$1,500/ month for two-party coverage, and \$1,800/ month for family coverage. The increased District contributions will be effective following ratification of the new collective bargaining agreement by both parties and the processing of payroll revisions through LACOE.
8. The District withdraws all remaining proposed changes from last, best, final offer dated 3/10/23 issued to the Federation regarding Article 17. **See Attachment J.**

Article 8- Hours and Working Conditions (See Attachment K)

- District proposes to revise Section 3 re: Full-Time Instructor office hours to 4 office hours per week, prorated to the Instructor's contractual teaching load rounded up to the nearest hour, effective Spring 2024. Each scheduled period of office time shall be no less than twenty (20) minutes in duration.
- District maintains Section 6(e) proposal re: allowing Deans to submit applications for class size changes.
- District maintains Section 6(e)(1)(ii) proposal re: relevant data for comparing course loads and class size maxima.
- District maintains Section 6(e)(2) proposal re: allowing Division Load Committees to follow up with division Deans during the review process.
NOTE: the only difference between the Federation's supposal and the District's supposal in this Section is the District's inclusion of the division Deans in the proposal process, not determinations, for course caps.
- District maintains Section 6(e)(4) proposal re: allowing the College Load Review Committee (CLRC) to follow up with division Deans during the review process.
NOTE: the only difference between the Federation's supposal and the District's supposal in this Section is the District's inclusion of the division Deans in the proposal review process, not determinations, for course caps.
- District maintains Section 6(e)(5) proposal.
NOTE: Division Load Committees do not decide, they make recommendations on course caps.

Appendix A- Position Descriptions

The District is ready to TA on Appendix A. [See Attachment L.](#)

Appendix M-1- Tenure- Track Faculty Hiring Procedures ([See Attachment M](#))

The District maintains only one proposed change (highlighted in yellow) in Section VI.C. – Evaluation of Candidates:

- Reference checks will be done by the search chair prior to the final interview.