

**TENTATIVE AGREEMENT
BETWEEN THE EL CAMINO COMMUNITY COLLEGE DISTRICT
AND THE EL CAMINO COLLEGE FEDERATION OF TEACHERS,
LOCAL 1388, AFT, AFL~CIO
May 5, 2025**

This Tentative Agreement between the El Camino Community College District and the El Camino College Federation Of Teachers, Local 1388, AFT, AFL~CIO ("Federation"), is made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 10
COMPENSATION**

[Article 10.1 remains unchanged.]

Section 2. Compensation For Full-Time Faculty Members

- (a) The full-time faculty member shall be compensated on the basis of an Academic 175 work day schedule, 200 work day schedule, or Fiscal Year contract salary as set forth in Appendix C-1, C-2, or C-3.
- (b) Effective July 1, 2022, all salary schedules shall be increased by 9% (Appendix C1, C2, D2, D3, and D4). An additional 4% longevity increase commencing at Step 16 shall be effective July 1, 2022 for Appendix C1 and C2.

Effective July 1, 2023, Appendix C1, C2, and C3 shall be revised by moving Step 16 to Step 15, Step 20 to Step 16, Step 24 to Step 20, Step 28 to Step 24, and Step 30 to Step 28, and creating a new Step 30 by adding \$3,000 to the previous salary for Step 30. The District shall increase the revised Appendices (C1, C2, and C3) by 6.165% and also increase Appendix D2, D3, and D4 by 6.165%. An additional 2% longevity increase commencing at Step 30 shall be added to Appendix C1, C2, and C3 effective July 1, 2023.

Effective January 1, 2025, all salary schedules shall be increased by 2.0% (Appendix C1, C2, C3, D1, D2, D3, D4, and D5). The effective date of this salary schedule increase does not set a precedent on the starting dates for salary increases.

[....]

[The remainder of Article 10 remains unchanged.]

[....]

ARTICLE 25 –
AGREEMENT CONDITIONS AND DURATION

[Article 10.1 – 10.4 remains unchanged.]

Section 5. Effective Date and Duration of Agreement and Reopener Provisions

This Agreement shall become effective upon ratification by both parties for a three-year term commencing July 1, 2022 through 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 the Pilot Program for Part-Time Faculty Health Benefits. Sunshining of initial reopener proposals to commence 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 negotiating 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.

This Agreement shall continue to remain in full force and effect until a successor Agreement is approved or upon completion of negotiations and impasse procedures. In December 2024, both parties shall provide their respective proposals for a successor Agreement.

The written proposal for a successor agreement will be sunshined for public notice on the January 2025 agenda of the Board of Trustees. Negotiations between the parties will commence in February 2025 for a successor Agreement.

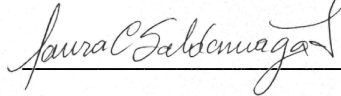
This Agreement resolves all reopener negotiations for 2024-2025. This Agreement is the result of a mediated settlement and will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

FOR THE DISTRICT



5/5/2025

FOR THE FEDERATION



5/5/2025