

TENTATIVE AGREEMENT

between the

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT (DISTRICT)

and the

COLLEGE OF THE SEQUOIAS TEACHERS' ASSOCIATION (COSTA)

on a

NEW COLLECTIVE BARGAINING AGREEMENT (JULY 1, 2019 THROUGH JUNE 20, 2022)

FACTS

1. The College of the Sequoias Community College District ("District") and the College of the Sequoias Teachers' Association ("COSTA") are parties to a collective bargaining agreement defining the terms and conditions of employment relating to full-time faculty members.
2. The current collective bargaining agreement between the District and COSTA expired on June 30, 2019.
3. In anticipation of its expiration, at the February 11, 2019 Board of Trustees meeting, both the District and COSTA sunshined its initial successor collective bargaining proposals.
4. At the March 11, 2019 Board of Trustees meeting, a public hearing was held on the District and COSTA's initial successor collective bargaining proposals.
5. The District and COSTA met and negotiated on April 8, 2019; April 23, 2019; May 7, 2019; May 10, 2019; May 13, 2019; May 14, 2019; June 3, 2019; June 10, 2019; June 11, 2019; June 24, 2019; June 25, 2019; July 15, 2019; July 16, 2019; July 17, 2019; July 18, 2019; July 22, 2019 and July 25, 2019 and reached the following agreements:

AGREEMENTS

1. Effective August 1, 2019, the Academic Salary Schedule shall be reduced from a 35 Step Salary Schedule to a 34 Step Salary Schedule. To accomplish this, Step 16 of the 2018-2019 Academic Salary Schedule (Appendix D) shall be deleted. The remaining steps (currently Steps 17 through 35) shall be renumbered accordingly. Faculty will advance to whatever step they would normally advance to in 2019-20 and salary and distance to the next step increase will be shown on the attached Salary Schedules (pages 24 and 25).

2. Effective August 1, 2019, the following language changes/deletions within the COSTA Master Agreement shall take effect (*Note: new master agreement language is boldfaced and underlined, while deleted master agreement language is struck through. Articles not referenced shall remain status quo*):

1.5 This agreement shall remain in full force and effect from the date of ratification to June 30, ~~2019~~ **2022**.

3.3 No later than April 15, ~~2019~~ **2022**, the district will meet and negotiate in good faith with the association on negotiable items. Any agreement reached between the parties will be reduced to writing in the form of a tentative agreement and signed by each party. Said tentative agreement will then be presented to each party for ratification.

7.2 The District may recruit for new positions and indicate that a position is designated to a satellite campus. **Unless approved by a vice-president, faculty members specifically hired for a satellite campus, must fulfil his/her contractual duties exclusively at the designated satellite campus until he/she earns tenure status.** After completion of the first full year of service **becoming tenured, however,** any faculty member serving at a satellite campus in this capacity is eligible to select assignment in accordance with the scheduling process set forth in Article VIII of the Master Agreement.

If a concern should arise pertaining to this article, the District and/or Association reserve(s) the right to renegotiate all or part of the article. Upon written notification, the District and Association agree to meet immediately to resolve the issue.

8.2.3 Class scheduling shall be defined as the times and days of the week in which a faculty member is to perform his or her teaching duties and shall include the times and days of each class offering.

Saturday class instruction shall be on a voluntary basis only.

The District may assign full-time faculty to satellite campuses. **Except in emergencies, such assignment will be made prior to the start of that semester's scheduling process.** Senior faculty members shall have the right of first choice for such positions. Otherwise assignment shall be made on the basis of seniority, the least senior faculty member qualified and competent in the discipline shall be assigned. **If the least senior faculty is tenured, the assignment is temporary until a hire can be made.**

In these instances, faculty have the right to appeal the assignment within 5 working days of the notice of assignment. The appeal will be made to a panel comprised of two (2) Association members appointed by the Association President and two (2) District representatives. The appeal shall be resolved based on a review of the supporting information. The resolution shall be finalized within two weeks of when the panel

received the appeal. In the event that the panel cannot reach a decision by majority vote, the final decision on the assignment shall be made by the Superintendent/President.

8.2.3.1.3 STEP 3: Class Selection Process

Members of each department/division shall select their classes from the class schedule according to a collaborative method as determined by the department/division **and in accordance with the language of 7.2.**

The class selection procedures of each department/division shall be housed in the Office of Academic Services.

Any change or revision to the individual department/division's procedure for class selection shall be by majority vote of the department/division. Any revised procedure must be filed with the Office of Academic Services by December 15th of the year prior to the fall semester in which it is desired to take effect.

Nothing in this agreement shall preclude any division from allowing its division chair first priority in class selection.

In no instance shall any bargaining unit member be allowed selection of an overload class prior to all other members of the department/division having selected a required teaching load. This section will not apply to the last class selected by a faculty member to fulfill a regular load if a portion of that class constitutes an overload.

Once all members of a department/division have selected a required teaching load, those members who wish to assume an overload will select overload classes one per person, by seniority, until the remaining classes are staffed, or until further selection by any member is declined.

However, should a dispute in class selection arise that cannot be settled by collaboration and conciliation, that dispute shall be settled on the basis of seniority. For any faculty member, use of this type of seniority privilege shall be restricted to one class per semester.

Department faculty course assignments are subject to final approval by the Vice President of Academic Services. The decision shall be reached following discussions wherein the division chairperson shall present his/her Division/Department recommendations.

Following approval of the Vice President of Academic

Services, faculty course assignments are submitted to the Superintendent/ President for appropriate action.

8.2.4 Office Hours

~~For every three (3) LHE of instructional hours necessary to complete a contracted teaching load (base load minus reassigned time), full-time faculty members will schedule one (1) office hour per week. Office hours may be face to face, synchronous online, asynchronous online, or using the method of regular effective contact between instructor and student as stipulated in 8.2.10.3. Any limitation on the number of office hours in any one format is only for computation purposes in order to satisfy the number of office hours according to this section.~~

~~Face to Face: The faculty member schedules a weekly time and place in order to meet with students in person and in real time. There is no limitation on the number of face to face office hours per week. If a faculty member schedules one face to face office hour for every three LHE of instructional hours of the contracted load, then his or her office hour obligation is satisfied as per provisions herein.~~

~~Synchronous Online: The faculty member is available to students via electronic means at a specified time. Communication is generally synchronous. The time of the weekly online office hour shall be clearly stated in the course syllabus. One synchronous online office hour may be used to satisfy the number of office hours of this section. For example, if three online office hours were scheduled by a faculty member who has a contracted teaching load of 15 LHE, then this faculty member would still have an obligation of four additional office hours.~~

~~Asynchronous Online: The faculty member will electronically respond to student needs within a reasonable length of time. Communication is primarily asynchronous. Procedures for utilizing this type of office hour, including the proposed response time will be clearly stated in the course syllabus. It is the responsibility of the faculty member to document asynchronous communication involving this type of office hour. Such documentation may include, but not limited to, email archives, discussion board archives, notes, and anecdotal records. One asynchronous online office hour may be used to satisfy the number of office hours of this section.~~

~~Regular Effective Contact: The definition and limitations of this type of office hour is addressed in section 8.2.10.3.~~

~~The division chair must be notified of office hour schedules and such schedules will be approved by the Area Dean and the Vice President of Academic Services. If agreement is not reached, a final decision will be made by the Superintendent/President. Office hours in any format, in addition to those stipulated by this section may be added at the discretion of the instructor.~~

8.2.4 Office/Student Hours

For every three (3) LHE of instructional hours necessary to complete a contracted teaching load (base load minus reassigned time), full-time faculty members will schedule one (1) office/student hour per week. Office/Student hours under this

section may be in face to face or online formats as defined below:

1. All faculty must hold at least two office/student hours in face-to-face format, unless an exception is approved in advance by the dean and vice president.

Face-to-Face format: The faculty member schedules a weekly time and place in order to meet with students in person and in real time. There is no limitation on the maximum number of face-to-face office/student hours per week.

2. All faculty may hold one online office/student hour.

Online format: The faculty member is available to students via electronic means at a specified time. Communication is synchronous. The time of the weekly online office/student hour shall be clearly stated in the course syllabus.

3. Faculty not teaching online must hold the remainder of their office/student hour obligation face-to-face.

4. Faculty teaching online may hold additional online office/student hours in proportion to their online load to meet their required obligation.

The division chair must be notified of office/student hour schedules and such schedules will be approved by the Area Dean and the Vice President of Academic Services. The Area Dean must be notified of temporary changes to student/office hour schedules. Any permanent changes to office/student hour schedules shall be approved by the Area Dean and the Vice President of Academic Services. If agreement is not reached, a final decision will be made by the Superintendent/President.

8.2.10.3 Office Hour Obligation Met via Electronic Communication

~~All courses offered in distance education format will meet the standard of “regular effective contact between the instructor and student” as stated in Title 5 Section 55024. This standard shall be met upon approval of the method and frequency of such contact by the Distance Education Committee and the Curriculum Committee. When such approved contact specifies a method involving electronic communication, an instructor teaching a section of the course in the approved distance education mode may hold office hours using the specified method of regular effective contact. The number of such office hours shall be consistent with the provisions of section 8.2.4. The method and frequency of contact shall be stated in the course syllabus.~~

8.2.10.3 All courses offered in distance education format will meet the standard of “regular effective contact between the instructor and student” as stated in Title 5 §55204. Regular effective contact between instructor and students, and among students, can occur either synchronously or asynchronously, through group or individual meetings, orientation and review sessions, supplemental seminar or study sessions, field trips, library workshops, telephone contact, voice mail, e-mail, or other activities.

8.2.11 Final Exams

Teaching faculty shall meet with students during the assigned finals time as indicated in the approved Final Exam schedule.

8.2.11.1 The only exceptions are performance-based classes where public performances are scheduled outside of the regular time and have been on the course syllabus, or when giving class presentations as finals which require more time than the final time slot allows (for example: speeches for Communication Studies classes). Even in these cases, the final meeting is required.

8.2.11.2 Any exceptions, including meeting with students off-campus during the time slot for finals requires notification and approval of the appropriate academic division dean prior to such meeting.

8.2.11.3 These protocols also apply to short-term classes.

8.4 Bank Time

Any faculty member, with the permission of their dean division chairperson and the ~~Vice President of Academic Services~~, may accept teaching overloads in the class schedule of no more than .20 of a regular full-time teaching assignment per year in a semester for no additional compensation. A record of such teaching overloads will be maintained in the Office of Academic Services. Upon notification to the respective dean and vice-president, instructors with accumulated overload time may draw upon such time in future semesters in order to reduce duty assignment to less than a full assignment or earn one semester of leave while receiving full salary. Unpaid overload teaching time can accumulate to a maximum of one year's full-time teaching assignment (30 LHE). Non-instructional faculty members are also eligible for accepting overload time of no more than .20 of a full-time load, and may bank up to one year of duty.

8.4.1 No more than the equivalent of one semester of banked duties may be drawn upon in any one academic year.

8.4.2 No more than fifteen (15) percent of the faculty may accumulate overload time during any one semester and no more than fifteen (15) percent of the faculty may draw overload time during any one semester.

8.4.3 ~~Any probationary bargaining unit member shall be entitled to assume an overload for compensation only and shall not be eligible to accrue bank time under Section 8.4.~~ No more than fifteen (15) percent of the faculty of any department, rounded up, may draw overload time during any one semester unless approved by the dean and vice president.

8.4.4 Probationary bargaining unit members are entitled to accumulate overload time under this article but are not permitted to draw overload time until they

have achieved tenure status.

8.4.45 A faculty member, upon retiring and having unused banked time, may elect to have this time reimbursed at the overload rate. However, no more than two semesters of unused banked time will be subject to reimbursement at retirement.

8.5 Any bargaining unit member whose assignment official District business requires travel from one campus to another campus on the same day will be reimbursed for mileage to the other campus at the IRS reimbursement rate. ~~Reimbursement shall be for a one-way trip only.~~ Official District business includes:

- Teaching assignment(s),
- Service on official committees, councils, and senates as listed in the District's governance manuals,
- Attendance at division meetings or official Flex activities,
- Service on faculty evaluation committees,
- Dual Enrollment site or faculty evaluation,
- Any CTE required oversight,
- Other business subject to management approval.

Reimbursement shall not be paid for commuting to or from home.

9.1 The following guidelines shall apply to faculty salaries:

9.1.1 For the 2018-2019 ~~2019-2020~~ academic year, the Academic Salary Schedule (Appendix B) and Faculty Academic Overload Salary Schedule (Appendix C) will be increased by an additional ~~6.5%~~ **4%** effective 1 August 2018 ~~2019~~ contingent upon the parties' successful ratification of the Tentative Agreement on ~~2018-2019~~ Reopeners New Collective Bargaining Agreement (July 1, 2019 through June 30, 2022) no later than the end of the business August 31, 2018 ~~2019~~.

9.2.3 All reassigned time of faculty members will be negotiated and incorporated into this Master Agreement. Furthermore, reassigned time of all faculty members (classroom and non-classroom) will be based on a 15-hour week. For the position of Work Experience Coordinator/Instructor and any other non-instructional position that the District and COSTA mutually agree is similarly structured, reassigned time will not be based on a 15 hour week but will be calculated based on the unique factors of the workload. All reassigned time will be included as part of the regular workload of any faculty member. A maximum amount of reassigned time for any one faculty member shall not exceed ~~50%~~ **60%** per semester. Exceptions to this ~~50%~~ **60%** limit may be made in unique and unusual

circumstances, and only with the mutual concurrence between the Association and the District. Extra compensation and/or reassigned time will be given for the following:

9.2.3.1 Weekend Stipend

Faculty in the following positions shall be paid a stipend of \$300 per weekend day, not to exceed ~~\$1,500~~ **\$3,000** per year: Coaches, Equestrian Instructor, Athletic Trainer, Fine Arts Performance, Agriculture Faculty.

9.2.3.2 Division Chair Stipend

Division Chairs shall receive 40% ~~40%~~ **60%** reassigned time ~~plus a \$3000 stipend.~~ **Division chair reassigned time may be split with one other elected full-time faculty member who would act as co-division chair.**

9.2.3.3 COSTA Reassigned Time

One and ~~five~~ **six** tenths (~~1.5~~ **1.6**) FTE of reassigned time shall be granted to the College of the Sequoias Teachers Association (COSTA). Assignment and distribution of this reassigned time shall be determined by the COSTA executive board. Notification of the reassigned time according to this section shall be made to the Vice President of Academic Services on or before June 30th for the Fall Semester and December 1st for the Spring Semester. Upon request by the District, COSTA will supply documentation of time that was spent on meetings, research, and other appropriate uses of the reassigned time.

9.2.3.4 Senate Reassigned Time

One and ~~five~~ **six** tenths (~~1.5~~ **1.6**) FTE shall be granted to the Academic Senate. Assignment and distribution of this reassigned time shall be determined by the Academic Senate executive board.

Notification of the reassigned time according to this section shall be made to the Vice President of Academic Services on or before June 30th for the Fall semester and December 1st for the Spring Semester. Upon request by the District, the Senate will supply documentation of time that was spent on meetings, research, and other appropriate uses of the reassigned time.

9.2.3.8 Farm Manager

A ~~\$4,000~~ **\$5,000** annual stipend shall be paid to the Farm Manager.

9.2.3.10 Assistant Coaches Stipend

Stipends for assistant coaches other than football coaches will be ~~\$2,000~~ **\$2,500** per sport, and the assigned coaching responsibility will be in addition to the regular teaching responsibility.

9.2.3.11 Sports Medicine Coordinator

The Sports Medicine Coordinator shall receive twenty (20%) reassigned time.

9.2.3.142 ESL Coordinator

Between five (5) and ten (10) percent reassigned time shall be granted to the ESL Coordinator as determined by the District.

9.2.3.123 Physical Therapy Clinical Education Coordinator

Contingent upon the existence of the program, the Physical Therapy Assistant Clinical Education Coordinator shall receive forty percent (40%) reassigned time during the fall semester.

9.2.3.134 Other Reassigned Time

For reassigned time not otherwise addressed by this Master Agreement, the District shall have the option of granting up to ~~1.8~~ **2.0** FTE of reassigned time to faculty members. Notification of the reassigned time according to this Section shall be made to the President of the Association on or before the preceding June 30th for the Fall Semester and December 1st for the Spring Semester. The District shall also provide a thirty (30) day notification to the Association of any change or modification to District's utilization of this reassigned time.

9.2.3.145 Reassigned Time / Grants

Reassigned time shall be awarded to any faculty member who is the recipient of a grant which stipulates reassigned time and is approved by the Superintendent/President. Such reassigned time shall be contingent upon funding under the grant and not from the general funds of the District. If the District applies for a grant under this section, timely communications will be made to the Senate in order to receive comments and suggestions for faculty participation. For such grants applied for and received by the District (as opposed to individual faculty members who are recipients of the grants), the District shall have the option of granting up to 2.0 FTE reassigned time to faculty members. Reassigned time beyond 2.0 FTE may be provided to faculty members if mutual agreement is reached between the District and COSTA.

9.2.3.156 Accreditation

The District shall have the option of granting up to 1.0 FTE to faculty members during the year prior to Accreditation. Such faculty members shall be selected by the Superintendent/ President and the President of the Academic Senate.

9.2.3.167 Compensation for Participation at District-approved Training Opportunities

Occasionally, categorical and/or grant funding may be available to support faculty during non-work hours, to help complete District-required work and/or to enhance faculty skills. Faculty will not be eligible for compensation if the event is held during their scheduled work hours. (Work hours are regularly scheduled classroom hours and office hours for classroom faculty or paid hours for non-classroom faculty). When the District identifies training opportunities the

following procedures shall apply:

9.2.3.167.1 The District will send an email to all appropriate service area faculty unit members containing a brief description of the training opportunity; the amount of the stipend offered for completing the training opportunity; and inviting unit members to submit an email expressing interest. This notice will be provided with reasonable time in advance of the training opportunity.

9.2.3.167.2 COSTA bargaining unit member shall have five (5) business days to submit their email of interest.

9.2.3.167.3 All emails of interest submitted within the required time period will be reviewed by the District and the District shall have the sole discretion to determine who participates in the training opportunity. The District will give priority consideration to unit members who have not yet attended the specified training.

9.2.3.167.4 After participating in the training opportunity, faculty members shall receive a stipend (less applicable taxes) in the amount identified within the brief description of the training opportunity.

9.2.3.167.5 Other stipends as defined in the COSTA Master Agreement are not affected by this procedure.

10.1 The District will offer medical, dental and vision coverage to all unit members and their eligible dependents. Unit member subscribers will be provided with the option to select from multiple alternative medical and prescription insurance plan(s). Effective with the ~~2018-2019~~ **2019-2020** medical plan year (October 1 through September 30), the medical and prescription insurance plans offered through SISC will be: 100-A Rx 5/20; 100-A Rx 10/35; 100-C Rx 9/35; 100-D Rx 7/25; and, 90-A Rx 7/25. Following the ~~2018-19~~ **2019-2020** medical plan year, the District will consider alternative plan options suggested by COSTA. Following the ~~2018-2019~~ **2019-2020** medical plan year, in the event the District selects a provider different than SISC, the District and COSTA shall mutually agree on the alternative medical and prescription plan options to be made available to all eligible Unit members. **For employees under the age of 70, the District will further provide a \$100,000 level term life insurance policy for the primary subscriber only. *For employees 70 or over, the District will provide a \$50,000 level term life insurance policy for the primary subscriber only.** For purposes of the health plan and the level term life insurance policy, primary subscriber means all full-time unit members. The District's financial obligation to provide the above coverage shall be limited to the following:

**Note: As of July 1, 2019, the District has three full-time faculty members who*

are 70 or older. Upon ratification of this Agreement, the District agrees to provide a \$100,000 level term life insurance policy for these three full-time faculty members through June 30, 2020. Effective July 1, 2020, these three full-time faculty members shall be limited to a \$50,000 level term life insurance policy as indicated in §10.1.

- 10.1.1 Effective on October 1, ~~2018~~ **2019**, the District shall contribute an annual maximum of ~~\$16,236.00~~ **\$16,554.00** toward the cost of major medical and prescription coverage for each full-time bargaining unit member and any cost for such coverage in excess of the District's contribution shall be paid by the full-time faculty member through monthly payroll deduction. The District's maximum annual premium contribution of ~~\$16,236.00~~ **\$16,554.00** toward major medical and RX prescription insurance coverage and the annual premium cost for dental and vision of \$1,845 shall remain in effect unless and until negotiated otherwise.
- ~~10.1.2 Effective on October 1, 2016, the District shall contribute a pro-rata share of the annual maximum of \$1,845.00 toward the cost of dental and vision coverage. The District's maximum annual premium contribution of \$1,845.00 shall remain in effect unless and until negotiated otherwise.~~
- 10.2 The District shall continue its contributions as set forth in Sections 10.1.1 ~~through 10.1.3~~ toward the cost of medical, prescription, dental and vision insurance coverage for retiring unit members and eligible dependents in accordance with the following provisions:
- 10.2.2 For unit members with a minimum of twenty (20) years' full-time equivalency at College of Sequoias (including the two years of additional service credit if the unit member elects such retirement incentive) who retire from the District into the State Teachers' Retirement System or the Public Employees Retirement System, the District shall continue to contribute in the amounts set forth in Sections 10.1.1 through 10.1.3 above toward the cost of medical, prescription, dental and vision coverage until the unit member reaches the age of Medicare eligibility. For each retiree who is at the age of Medicare eligibility or older and who qualifies for Medicare, the District will contribute a maximum amount of ~~\$3,500~~ **\$3,505** annually toward the purchase of a Medicare Supplemental Plan. For those retirees who are at the age of Medicare eligibility or older and who do not qualify for Medicare, the District will pay a maximum of \$1,500 per year toward the cost of the retiree's insurance premium and the retiree shall pay any dollar amount over and above the \$1,500 annual maximum contribution from the District.

- 11.2 Office Availability/Vacancy
Every full-time faculty member shall be assigned an office on their primary campus. When the District creates additional faculty office space, it will be assigned at the discretion of the appropriate Vice President. Those offices shall remain under the control of the District until such time as the appropriate Vice President officially

assigns them to a Department. When a faculty member's office from a particular Department becomes vacant by retirement, resignation, or other voluntary means, it will remain assigned to that Department, and faculty members from that Department may then request the use of the office. In the event there is more than one request, the faculty member with the highest seniority will be granted the use of the office. If there is no request for the use of the office from faculty members of the Department, the office will then be assigned to the Department's Division, and faculty members from that Division may request the use of the office. In the event there is more than one request, the faculty member with the highest seniority will be granted the use of the office. If there is no request for the use of the office from faculty members of the Division, then an assignment to a Division will be made jointly by the appropriate Vice President and the division chairs on the basis of campus needs. If the vacancy is assigned to an appropriate division, an announcement will be made to the division, and those faculty members can then request the use of the office. In the event there is more than one request, the faculty member with the highest seniority will be granted the use of the office.

12.1 A written statement of accrued sick leave entitlement shall be provided on the stub of each salary warrant. In the event that such information is no longer provided, the District, each year, shall provide each faculty member with a written statement of accrued sick leave entitlement.

12.1.1 If a faculty member has to miss class(es), he/she must notify his/her supervisor by email or phone call with an expected return date. The purpose of this requirement is to permit the faculty member's supervisor time to arrange for a substitute, if feasible.

12.1.2 Upon returning from a leave, a faculty member will sign a District form provided by the Office of Academic Services. On this form the faculty member will declare the number of sick leave hours or days used. [*This removes and relocates the current 12.2.3].

12.3 Pregnancy Leave

12.3.1 Definition:

For the purpose of this section, pregnancy disability leave is defined as absence because of pregnancy, miscarriage, abortion, childbirth, and recovery therefrom and shall be considered a temporary disability. For the purpose of this section, adoption disability leave will be considered and treated as pregnancy leave.

12.3.2 Entitlement:

Such leave shall be paid leave and shall be deducted from accumulated sick leave and extended illness leave if necessary. The length of the leave, including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the employee and the

employee's physician.

- 12.3.3 Child-rearing leave **Parental Leave:**
Child-rearing leave may be granted by the Governing Board at its discretion as leave without pay. **A faculty member may use his or her sick leave for the purposes of parental leave per Education Code §87780.1 for a period of up to 12 workweeks. If a faculty member has exhausted all available sick leave and continues to be absent from his or her duties on account of parental leave pursuant to Section 12945.2 of the Government Code, the employee shall be compensated at no less than 50 percent of the employee's regular salary for the remaining portion of the 12-workweek period of parental leave.**

- 12.12.4 When classes of an absent bargaining unit member are covered by a faculty member, the absence will not be charged against the absent member's sick leave, provided that the covering faculty member is qualified in the discipline or is approved by the immediate supervisor, and the duration per incident does not exceed three (3) consecutive days. **Bargaining unit members must notify the respective Dean prior to the absence. This notification shall include the dates and times of the classes and the name of the faculty member who will cover the class.** If the absence continues beyond the third consecutive day, the District will provide a substitute **if feasible.**

- ~~12.4~~13.4.6 The District and COSTA shall establish procedures regarding the banking of unused donated sick leave. Once finalized, these procedures shall become a part of this collective bargaining agreement.

- ~~12.4~~13.4.7 A bargaining unit member who receives donated leave credit and/or qualified service pursuant to this section shall use any leave credits that s/he continues to accrue on a yearly basis prior to receiving paid leave pursuant to this catastrophic provision.

- 15.1 Each contract faculty member will be eligible to **apply for reimbursement to** attend two (2) academic conferences per year **supported by the faculty travel funds.** Conference limits, guidelines and application criteria will be uniformly and jointly determined by division chairs.

The District will budget \$40,000 annually for conference attendance by faculty. Any conference monies remaining at the end of the academic year will be added to the conference money of the following year's budget for an 85% / 15% distribution. The cumulative total of such account will not exceed \$50,000 in any one year. Eighty-five percent (85%) of the conference account will be distributed to divisions based on the

number of regular full-time contract faculty. Fifteen percent (15%) of the conference account will be available, at large, to faculty members for conference attendance. Said monies will be available to a faculty member as per the provisions established jointly and uniformly by division chairs.

15.2 **COSTA Executive Board Travel**

~~The Association~~ **COSTA executive board members or designee(s)** will be allowed release time of up to ten (10) days per year, without loss of pay, ~~for members~~ to attend organizational conferences, conventions, workshops or activities **related to COSTA business**. The District upon written request, shall be reimbursed by **COSTA** ~~the local organization, CTA or NEA,~~ the cost of any substitute hired for any absence beyond the ten (10) days of this subsection. The District may deny any absence beyond the ten (10) days of this subsection if such absence can be shown to interfere with the normal quality of instruction provided. Such denial shall be in the form of written notification to the appropriate ~~faculty member~~ **COSTA executive board member** and shall state how such absence would interfere with the normal quality of instruction provided.

- 15.3 The classes of a ~~faculty member~~ **COSTA executive board member or designee** absent under the provisions of this Article will be covered by other faculty members if possible; otherwise, a substitute will **may** be hired.

18.2.3 Professional responsibility

Professional responsibility refers to the fulfillment of those obligations, which, although may not relate directly to a faculty member's duty assignment, contribute to the general academic environment of the campus community. All professional responsibilities shall be consistent with the Master Agreement Article **VII and XXIII**, and may include the following:

- (a) Maintaining and posting office hours
- (b) Meeting scheduled classes, placing textbook orders, and submitting grade reports within deadline dates
- (c) Non-classroom **counseling** faculty will ~~submit duty days~~; be knowledgeable of current articulation agreements, transfer requirements, and certificate programs; and will keep appropriate records.

18.4 Summary of the Procedure

18.4.1 A faculty member who is to be evaluated shall be notified of this, in writing by the appropriate Vice President, no later than September 15 of the academic year in which s/he is to be evaluated. A suggested design may be provided by the appropriate Vice President in order to facilitate the evaluation plan outlined in this Article.

18.4.2 Upon notification of evaluation, the faculty member will form an evaluation committee comprised of two or more ~~tenured~~ faculty members, **at least one of whom must be tenured and one may be in his/her 3rd/4th year contract,** and

the appropriate Vice President or the designee to assist in preparing the evaluation. No member of the evaluation committee may be related to the faculty member being evaluated.

- 18.4.3 The appropriate Vice President will either inform the faculty member that the committee has been approved or ask the faculty member to modify the committee membership. If a request to modify is made, reasons and justification for this modification shall be in writing, and will be given to the affected faculty member in a timely manner.
- 18.4.4 The faculty member designs the evaluation plan in compliance with Article 18.1, and will include a list of assigned duties or classes during the evaluation period, course syllabus(i), and the student evaluation. Faculty are also encouraged to list those additional activities which they feel have served to enhance the college community.
- 18.4.5 The design of the evaluation plan will include classroom observation(s) ~~peer visitation(s)~~ by the administrator on the evaluation committee; and at least two of the faculty members. The date and time for each observation ~~visitation~~ shall be jointly determined by the evaluator and the evaluatee. Each member of the evaluation committee will make a ~~peer visitation~~ classroom observation of the faculty member. Written reports of observations of each visitation shall be made and added to the self-evaluation report of the faculty member. ~~Visitations~~ Classroom observations by the members on the evaluation committee shall last a minimum of 50 minutes for face-to-face classes. If the observation is for an online class, the parties will agree on the length of the access. For non-teaching counseling faculty, the observation will occur during a counseling session. For other non-teaching faculty, the observation method will be jointly determined by evaluator and evaluatee.
- 18.4.6 The distribution, administration of, collection of, and tabulation of results of the student questionnaire shall be done by the administrator on the evaluation committee. The scheduling of the distribution of this student questionnaire shall be with the concurrence of the faculty member being evaluated so as not to disrupt scheduled duties.
- 18.4.7 The faculty member being evaluated will compile the final evaluation packet and return it to the evaluation committee members. For non-tenured faculty only, ~~the~~ evaluation committee (faculty and administrator) will meet to review and discuss the final evaluation ~~for non-tenured faculty only~~. Committee members and division chairperson will then make final comments on the permanent record page for all faculty. The administrator will review the final comments with the faculty member being evaluated and submit the evaluation packet to the appropriate Vice President.
- 18.4.8 The appropriate Vice President will review the final evaluation packet, may make additional comments, sign and submit the evaluation packet signature page(s) to Human Resources, and return a copy of the packet to the faculty member. After reviewing any final comments, the faculty member may

submit additional comments to be included in the final packet.

- 18.4.9 The **entire** evaluation **packet** signature page will be placed in the faculty member's personnel file.

- 24.1 The Division Chair of each division shall be elected as per the provisions of Article 25.2 of the Master Agreement. **will be elected for a three (3) year term. Election will be by majority vote of members of the respective division and ratified by the Board of Trustees. Any one bargaining unit member shall be limited to two (2) consecutive terms. Only tenured faculty members may serve as division chair, unless approved by the appropriate Vice President.**

Once notified of the election results, the Superintendent/President, or his or her designee will appoint the electee. A newly elected division chair will give a report to the Board of Trustees at a regularly scheduled meeting. The report will include a brief description of expected goals to be accomplished.

- 24.2 Each Division Chair shall report to the appropriate Academic or Student Services Dean, or an interim administrator as identified by the Superintendent/President. In reference to special areas of concern relayed by faculty members whom they represent, each Division Chair will act as an advisor and consultant to the administration.
- 24.3 The following are representational duties and responsibilities of Division Chairs. It is to be emphasized that these duties are representational, not supervisory in nature and intent. By design, the duties of Division Chairs are to foster and assist in representing to administration information, concerns, and goals of the members of the division **on all three District campuses**. The duties referenced in this Article do not authorize any supervision of full-time faculty by Division Chairs.

24.3.1 **Coordination**

The Division Chair will:

- 24.3.1.1 Act as the liaison between the administration and members of the division. **The Division Chair will attend and participate in regularly scheduled meetings of the Instructional Council.** The Division Chair will communicate information from Instructional Council to members of the division, as well as relay information, concerns, and goals from members of the division to the Instructional Council.
- 24.3.1.2 Advise members of the division of District policy and procedures.
- 24.3.1.3 Assist faculty and staff with their respective continuing professional growth.
- 24.3.1.4 Foster democratic processes which encourage input and cooperation. The specifics of this democratic process shall be developed by full time faculty of the division, and forwarded by the Division Chair to

the Dean.

24.3.1.5 Represent the College **District** to the community.

24.3.1.6 Coordinate division committees.

24.3.1.7 Facilitate the division program review self-study process and annual updates.

24.3.1.8 Facilitate the division process for the assessment of student learning outcomes.

24.3.1.9 Assist in the promotion of dialogue between a student and instructor when there is a complaint. This assistance will be advisory only and will attempt to informally resolve the issue at the lowest level possible.

24.3.2 **Scheduling**

It is acknowledged by both the District and the Association that scheduling shall be according to Article VIII of the Master Agreement. However, with respect to the academic schedule, the Division Chair will:

24.3.2.1 Facilitate faculty input to schedule building.

24.3.2.2 Facilitate the course selection process according to this collective bargaining agreement.

24.3.2.3 Recommend and advise the Dean of the sequence of courses in majors and programs comprising a curriculum, and to assist in its coordination if other divisions are involved.

24.3.3 **Operations**

The Division Chair will:

24.3.3.1 Schedule a **regular** division meetings ~~when necessary~~.

24.3.3.2 Present proposals to the division for recommendation or action as requested by the Dean.

24.3.3.3 Report a problem as noted by members of the division, that may impair **District** programs ~~of the College~~.

24.3.3.4 Solicit volunteers for study and/or research committees within the division whenever deemed advisable and report the activities, findings, and/or recommendations to the Dean.

24.3.3.5 Complete and submit reports that may be requested by the Dean, and which are pertinent to the operation of the division.

24.3.3.6 Assist in maintaining division documents and in the completion and submission of official records of the division.

24.3.3.7 Assist and advise members of the division in the preparation and monitoring of the division budget and on the purchase of technical or instructional materials.

- 24.3.3.8 Assist in supplying information needed for the preparation of ordering division equipment and supplies.
- 24.3.3.9 Assist in completing the annual inventory of all division equipment and supplies.
- 24.3.3.10 Assist the Dean with his or her role in the management, development, modification, security, maintenance, and repair of the division physical plant.

24.3.4 **Instruction**

The Division Chair will:

- 24.3.4.1 Facilitate the division curriculum committee in carrying out its responsibilities
- 24.3.4.2 Bring to the division faculty and staff, available statistical data and information provided by the dean, which may impact curricular changes.
- 24.3.4.3 Assist in the coordination of the sequencing of courses within and between departments.
- 24.3.4.4 For un-staffed classes, place textbook orders through the bookstore based upon the recommendation of department faculty who typically teach the course.
- 24.3.4.5 When notified by the bookstore manager of delinquent textbook orders, assist the assigned instructor in completing the order.
- 24.3.4.6 Assist in the formulation of adequate testing materials for both placement and evaluation of students within division courses.
- 24.3.4.7 Assist the Dean in ensuring that dual enrollment courses are taught at the appropriate rigor and standard.**

24.3.5 **Personnel**

The Division Chair will:

- 24.3.5.1 Assist the Division Dean in prioritizing the needs of the division to maintain a well-qualified staff. This prioritization will reflect the recommendations of the members of the division. If an opening becomes available in the division, the Division Chair, upon recommendation and advice of members of the division, will assist the Dean of Human Resources in developing a job description and announcement.
- 24.3.5.2 Assist in implementing the hiring process, as stipulated in this Master Agreement, for all division faculty.
- 24.3.5.3 Provide final comments on the permanent record page for fulltime faculty being evaluated according to article 18.**
- 24.3.5.34 Assist the Dean in the evaluation process of adjunct faculty of the

division.

24.3.5.45 Assist the Dean in the evaluation process of division classified personnel.

24.3.5.56 Provide orientation for new staff members in division related matters.

24.4 Secretarial assistance and support will be provided so these Division Chair duties can be met.

24.5 The College **District** commits to carrying out the business of the College **District** so that Division Chair duties can be accomplished during the faculty work year. On rare but essential occasions, Division Chair duties may need to be performed between the spring and fall semesters. **If necessary, these duties may be performed by a volunteer designee identified by the Division Chair. Said designee must be a full time faculty member of the division. In such instances, the Chair or his/her designee shall be paid at the summer schedule hourly lecture rate up to a \$3000 cap with prior approval of the respective dean. Summer work may include, hiring, scheduling, or evaluation but should not include regular duties that were expected to be completed during the previous academic semester.**

24.6 Any alleged violation of Division Chair representational duties or responsibilities stated within this Article are subject to discussions between the District, and **the Association and the Division for resolution** before proceeding to any disciplinary level.

24.6.1 Division Chairs will initiate an anonymous annual survey of the division, including the division Dean, to assess their performance.

~~25.2 Each division chair will be elected for a three (3) year term. Election will be by majority vote of members of the respective division and ratified by the Board of Trustees.~~

~~25.2.1 Any one bargaining unit member shall be limited to two (2) consecutive terms starting with the 1997-98 academic year.~~

**With the deletion of §25.2, §§25.3 through 25.6 will need to be renumbered.*

26.1 The term of this Agreement shall be from the date of ratification until June 30, 2019 **2022**.

26.1.1 For the 2020-21 and 2021-2022 academic years, salary (Article IX) and benefits (Article X) shall be automatic openers. For each academic year stated in this paragraph, each party shall have the option of opening up two (2) additional articles. Each party will sunshine opener Articles on or before March 1 of the appropriate year.

26.2 Not later than April 15, 2019 **2022**, the parties shall be provided the opportunity to commence negotiations for a successor Collective Bargaining Agreement. Sunshining of

the initial proposals shall occur by March 1, 2019 2022 in order to comply with this Section.

26.3 If by June 30, 2019 2022, a successor to this Agreement has not been executed, then this Agreement shall continue to remain in full force and effect until a successor Agreement is duly executed.

FACULTY SERVICE AREAS
College of the Sequoias

Agriculture

ASL

Biology

Business

English

ESL

Fine Arts

Foreign Language

Health

~~Industry and Home Economics~~

Interdisciplinary

Journalism

Mathematics

Non-teaching

Nursing

Physical Education

Physical Sciences

Social Sciences
Industry & Technology

APPENDIX D

ASL	ESL	I & T	NURSING
American Sign Language	ESL <u>Linguistics</u>	Air Conditioning, <u>Refrigeration, Heating</u> <u>Architecture</u> <u>Automotive Technology</u> Auto Mechanics Building Codes and Regulations Cabinet Making Carpentry Construction Technology Drafting/ <u>CADD</u> Electronics Technology <u>Electricity</u> <u>Environmental Technologies</u> <u>Environmental Control</u> <u>Technology</u> <u>Graphic Arts</u> <u>Industrial Technology</u> <u>Manufacturing Technology</u> <u>Graphic Arts</u> <u>Industrial Technology</u> <u>Manufacturing Technology</u> Sheet Metal Welding	<u>Nursing Science</u> /Clinical Practice Licensed Vocational Nursing Nursing Nursing Ancillaries Nursing Science <u>Physical Therapy Assisting</u>
Agriculture	Fine Arts	Interdisciplinary	Physical Education
<u>Agriculture</u> Agricultural Business and <u>Related Services</u> <u>Agriculture</u> Engineering Agricultural Production Equine Science Ornamental Horticulture Computer Applications	Art <u>Cinema Arts</u> <u>Communication Studies</u> Dance Drama/Theatre Arts <u>Film Studies</u> Music Photography Speech	Biology English Education Ethnic Studies <u>Geography</u> History Human Development Human Services <u>Interdisciplinary Studies</u> <u>Linguistics</u> Nursing <u>Physical Sciences</u> <u>Social Sciences</u> Sociology Women's Studies Cooperative Education	<u>Athletic Training</u> <u>Kinesiology</u> Physical Education Recreation Administration Sports Medicine
Biology	Foreign Language	Journalism	Physical Science
Biological Sciences	Foreign Languages <u>Portuguese</u> <u>Spanish</u>	Journalism Mass Communication	Astronomy Chemistry Engineering Geology/Earth Science Physical Sciences

			Physics/ <u>Astronomy</u>
Business	Health	Mathematics	Social Science
Accounting Business Business Law Computer Applications Computer Information Systems Computer Science Technology Management Office Management Paralegal Legal Assisting	Health Health Services Health & Wellness Nutrition Science/Dietetics Nursing Sports Medicine	Mathematics	Administration of Justice Anthropology Economics Ethnic Studies Geography History Human Services Humanities Philosophy Political Science Psychology Religious Studies Sociology Social Science
English	Home Economics	Non-Teaching	
English Literature Linguistics Reading	Child Development/ Early Childhood Education Consumer/Family Studies Cosmetology Family and Consumer Studies Culinary Arts/Food Technology Fashion Design Fashion & Related Technologies Human Development Food Technology Merchandising	Counseling Library Science	

Appendix E shall be deleted and the remaining Appendices shall be renumbered. Appendix E reads:

Class Size	Load Factors														
	FTE Equivalent for Lecture Contact Hours														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15.00
1 - 50	0.0667	0.1333	0.2000	0.2667	0.3333	0.4000	0.4667	0.5333	0.6000	0.6667	0.7333	0.8000	0.8667	0.9333	1.00
51 - 60	0.0733	0.1467	0.2200	0.2933	0.3667	0.4400	0.5133	0.5867	0.6600	0.7333	0.8067	0.8800	0.9533	1.0267	1.10
61 - 70	0.0800	0.1600	0.2400	0.3200	0.4000	0.4800	0.5600	0.6400	0.7200	0.8000	0.8800	0.9600	1.0400	1.1200	1.20
71 - 80	0.0867	0.1733	0.2600	0.3467	0.4333	0.5200	0.6067	0.6933	0.7800	0.8667	0.9533	1.0400	1.1267	1.2133	1.30
81 - 90	0.0933	0.1867	0.2800	0.3733	0.4667	0.5600	0.6533	0.7467	0.8400	0.9333	1.0267	1.1200	1.2133	1.3067	1.40
91 - 100	0.1000	0.2000	0.3000	0.4000	0.5000	0.6000	0.7000	0.8000	0.9000	1.0000	1.1000	1.2000	1.3000	1.4000	1.50
101 - 110	0.1067	0.2133	0.3200	0.4267	0.5333	0.6400	0.7467	0.8533	0.9600	1.0667	1.1733	1.2800	1.3867	1.4933	1.60
111 - 120	0.1133	0.2267	0.3400	0.4533	0.5667	0.6800	0.7933	0.9067	1.0200	1.1333	1.2467	1.3600	1.4733	1.5867	1.70
121 - 130	0.1200	0.2400	0.3600	0.4800	0.6000	0.7200	0.8400	0.9600	1.0800	1.2000	1.3200	1.4400	1.5600	1.6800	1.80
131 - 140	0.1267	0.2533	0.3800	0.5067	0.6333	0.7600	0.8867	1.0133	1.1400	1.2667	1.3933	1.5200	1.6467	1.7733	1.90
141 - 150	0.1333	0.2667	0.4000	0.5333	0.6667	0.8000	0.9333	1.0667	1.2000	1.3333	1.4667	1.6000	1.7333	1.8667	2.00
151 - 160	0.1400	0.2800	0.4200	0.5600	0.7000	0.8400	0.9800	1.1200	1.2600	1.4000	1.5400	1.6800	1.8200	1.9600	2.10
161 - 170	0.1467	0.2933	0.4400	0.5867	0.7333	0.8800	1.0267	1.1733	1.3200	1.4667	1.6133	1.7600	1.9067	2.0533	2.20
171 - 180	0.1533	0.3067	0.4600	0.6133	0.7667	0.9200	1.0733	1.2267	1.3800	1.5333	1.6867	1.8400	1.9933	2.1467	2.30
181 - 190	0.1600	0.3200	0.4800	0.6400	0.8000	0.9600	1.1200	1.2800	1.4400	1.6000	1.7600	1.9200	2.0800	2.2400	2.40
191 - 200	0.1667	0.3333	0.5000	0.6667	0.8333	1.0000	1.1667	1.3333	1.5000	1.6667	1.8333	2.0000	2.1667	2.3333	2.50
201 - 210	0.1733	0.3467	0.5200	0.6933	0.8667	1.0400	1.2133	1.3867	1.5600	1.7333	1.9067	2.0800	2.2533	2.4267	2.60
211 - 220	0.1800	0.3600	0.5400	0.7200	0.9000	1.0800	1.2600	1.4400	1.6200	1.8000	1.9800	2.1600	2.3400	2.5200	2.70
221 - 230	0.1867	0.3733	0.5600	0.7467	0.9333	1.1200	1.3067	1.4933	1.6800	1.8667	2.0533	2.2400	2.4267	2.6133	2.80
231 - 240	0.1933	0.3867	0.5800	0.7733	0.9667	1.1600	1.3533	1.5467	1.7400	1.9333	2.1267	2.3200	2.5133	2.7067	2.90
241 - 250	0.2000	0.4000	0.6000	0.8000	1.0000	1.2000	1.4000	1.6000	1.8000	2.0000	2.2000	2.4000	2.6000	2.8000	3.00
251 - 260	0.2067	0.4133	0.6200	0.8267	1.0333	1.2400	1.4467	1.6533	1.8600	2.0667	2.2733	2.4800	2.6867	2.8933	3.10
261 - 270	0.2133	0.4267	0.6400	0.8533	1.0667	1.2800	1.4933	1.7067	1.9200	2.1333	2.3467	2.5600	2.7733	2.9867	3.20
271 - 280	0.2200	0.4400	0.6600	0.8800	1.1000	1.3200	1.5400	1.7600	1.9800	2.2000	2.4200	2.6400	2.8600	3.0800	3.30
281 - 290	0.2267	0.4533	0.6800	0.9067	1.1333	1.3600	1.5867	1.8133	2.0400	2.2667	2.4933	2.7200	2.9467	3.1733	3.40
291 - 300	0.2333	0.4667	0.7000	0.9333	1.1667	1.4000	1.6333	1.8667	2.1000	2.3333	2.5667	2.8000	3.0333	3.2667	3.50

Attached Salary Schedules (see Agreement #1, page 1)

Academic Salary Schedule (2019-2020)

2019/20 New with 4%

Step	I	II	III	IV	V
1	59,186.50	63,361.75	67,386.89	71,535.41	75,710.67
2	61,743.07	65,488.77	69,664.06	74,091.98	78,114.15
3	63,614.44	67,917.54	72,219.15	76,647.08	80,795.59
4	66,171.04	70,347.78	74,900.56	79,203.66	83,478.52
5	68,321.84	73,029.22	77,457.16	81,607.15	86,287.81
6	70,878.41	75,180.03	79,735.80	84,416.44	88,844.38
7	73,029.22	77,582.03	82,289.41	86,591.01	91,146.81
8	75,180.03	79,860.65	84,568.05	89,147.61	93,956.05
9	77,582.03	82,289.41	86,718.83	92,081.72	96,637.53
10	79,860.65	84,847.47	89,275.42	94,208.75	98,788.31
11	82,289.41	87,249.47	92,081.72	96,916.97	101,469.74
12	84,568.05	89,275.42	94,512.00	99,320.44	104,027.82
13	86,718.83	92,081.72	96,916.97	101,749.18	106,709.27
14	89,147.61	94,208.75	99,192.61	104,304.28	109,795.00
15	91,525.80	96,916.97	101,749.18	106,834.11	112,073.64
16	91,525.80	96,916.97	101,749.18	106,834.11	112,073.64
17	91,525.80	96,916.97	101,749.18	106,834.11	112,073.64
18	93,691.49	99,082.61	103,914.86	108,998.29	114,239.29
19	93,691.49	99,082.61	103,914.86	108,998.29	114,239.29
20	93,691.49	99,082.61	103,914.86	108,998.29	114,239.29
21	93,691.49	99,082.61	103,914.86	108,998.29	114,239.29
22	95,855.67	101,246.79	106,080.51	111,163.97	116,403.49
23	95,855.67	101,246.79	106,080.51	111,163.97	116,403.49
24	95,855.67	101,246.79	106,080.51	111,163.97	116,403.49
25	95,855.67	101,246.79	106,080.51	111,163.97	116,403.49
26	97,773.09	103,272.76	108,201.61	113,387.59	118,732.64
27	97,773.09	103,272.76	108,201.61	113,387.59	118,732.64
28	97,773.09	103,272.76	108,201.61	113,387.59	118,732.64
29	97,773.09	103,272.76	108,201.61	113,387.59	118,732.64
30	100,363.89	106,009.18	111,068.84	116,391.61	121,877.86
31	100,363.89	106,009.18	111,068.84	116,391.61	121,877.86
32	100,363.89	106,009.18	111,068.84	116,391.61	121,877.86
33	100,363.89	106,009.18	111,068.84	116,391.61	121,877.86
34	115,418.45	121,910.53	127,729.16	133,850.35	140,159.52

Faculty Academic Overload Salary Schedule (2019-2020)

New 2019-20	with 4%			
Lecture/Non-Classroom		D	E	F
First Year	1	57.56	60.43	63.45
Second Year	2	59.01	61.95	65.04
Third Year	3	60.47	63.48	66.67
Fourth Year	4	61.98	65.07	68.33
Fifth Year	5	63.53	66.71	70.05
Lab/Activity		D	E	F
First Year	1	54.07	56.76	59.59
Second Year	2	55.41	58.19	61.09
Third Year	3	56.79	59.63	62.62
Fourth Year	4	58.22	61.12	64.17
Fifth Year	5	59.68	62.65	65.79

For the Association:


 David Hurst, COSTA President


 Tracy Redden, COSTA Vice-President


 Jared Burch, COSTA Negotiation Team


 Lisa Loewen, COSTA Negotiation Team


 Brice Nakamura, COSTA Negotiation Team


 Kevin Picciuto, COSTA Negotiation Team

For the District:


 Brent Calvin, Superintendent/President

Jennifer Vega La Serna, VP, Academic Services


 John Bratsch, Dean, HR/Legal Affairs

**Tentative Agreement signed: July 25, 2019*