

**AFT Successor Contract Negotiations**  
**District's Plan to Increase Faculty Salaries to Bay10 Median by Year 3 of 3-year Contract**  
**Presented April 18, 2018**

When the parties began successor contract negotiations in Fall 2017, it was clear from the sunshined documents that both parties shared the following goals:

- Engage in negotiations designed to build trust and collegiality
- Raise faculty salaries to the Bay10 median within the term of the next contract
- Meet the Board of Trustees goal to rebuild City College of San Francisco, restoring enrollment to 32,000 FTES by 2021/22.

With our accreditation re-affirmed and Free City implemented, we are uniquely positioned to receive funding for growth that is not available to other California community colleges. Also unique to CCSF, in 2017/18, we experienced growth while many other community colleges experienced flat or declining enrollment. For example, this fiscal year, we met our revenue/growth target of 8%/1752 FTES. However, although we met our growth target for this year, we did so at an unsustainable rate of spending. While we were projected to deficit spend this year and the next three years, giving us time to grow enrollment, current projections show that unless we curb our spending rate, we will not have a budget that the Board can approve and the State will accept.

Notwithstanding the uncertainty for next fiscal year, let alone years two and three, the Board's commitment to increase faculty salaries to the Bay10 median has not wavered. The following response to AFT's compensation proposals present a plan to achieve the shared goal of raising faculty salaries to the Bay10 median by the end of the third year of the contract. Thanks to the incredible tool developed by AFT, we now know that simply adding increases to the base salary will not achieve the goal in a cost-effective manner. The District's proposals acknowledge the structural changes that must be made to the existing faculty salary schedule to achieve our mutual goal. This proposal also underscores the need:

- To adhere to the terms of the current collective bargaining agreement on load and class size consistent with growing enrollment within the parameters of spending limitations; and
- For the parties to work together, with the rest of the college community, to achieve the Board and budget goals for the next several years.

**Salary Schedule and Compensation Structural Changes Year One**

1. Increase value of columns F+15 through F+45 by \$445 (1/3 of the \$1335 needed for parity with Bay10)
2. Increase value of column F+60 by \$1335
3. Add longevity step 25 to columns F through F+60 (once achieve 24 years of District service as full-time faculty, move to step 25)
4. Increase all cells by \$2700
5. Increase lab load rate for Allied Health
6. Suspend provisions of Article 9.G.4. – Compensation for Tenure effective July 1, 2019 Review Committee Members and Mentors through 6/30/21.
7. Cancel District's obligation under SERP Agreement to replace up to 50% of SERP retiree positions effective July 1, 2019.

**Salary Schedule and Compensation Structural Changes Year Two**

1. Increase value of columns F+15 through F+45 by \$445 (1/3 of the \$1335 needed for parity with Bay10)
2. Add longevity step 23
3. Increase salary cells by \$2500

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**Salary Schedule and Compensation Structural Changes Year Three**

1. Increase value of columns F+15 through F+45 by \$445 (1/3 of the \$1335 needed for parity with Bay10)
2. Add longevity step 20
3. Increase salary cells by \$2200

**Additional Responses:**

Article	AFT Proposal	District Response
17 – Leaves	Increase pay for one-year sabbatical from 60% to 80%	Leave at current rate/language.
18 – Load and Class Size	Reduce minimum class size from 20 to 15	Leave current language as is.
	Increase 85% lab factor to 100%	Leave current language as is.
	Increase 75% lab factor to 80%	Leave current language as is.
	Increase 60% non-credit factor to 66.67%	Leave current language as is.
	Rename current lab descriptions to “Credit Lecture Lab A” and “B”	Agree. Also, update lab courses identified as Lab A.
	Move Clinical labs in Allied Health to Credit Lecture Lab A.	Agree, except Health Education. See District proposal Year One. Also, properly identify departments/disciplines.
	Move Computer Science lab into Credit Lecture Lab A.	Agree.
	Establish new non-credit composition load factor.	No new language/load factor.
20 – Compensation/Salaries	New part-time mirror steps 14, 15, 16, and 17.	Leave current language as is.
	New step placement for full-time overload assignments.	Leave current language as is.
	Two semesters of service credit for every semester in which the total assignment exceeds 75% FTE.	Leave current language as is.
21 – Benefits	Full time categorical employees with at least 5 years of FT svc who are members of HSS at time of retirement receive lifetime health coverage.	Leave current language as is.