

Key: AFT	Key: CCSF
Current contract language AFT language ~~AFT strikethrough of current contract language~~ AFT language the District accepts Moving party (AFT or District) rejection of proposed new language Moving party (AFT or District) propose return to current contract language	Current contract language District language ~~District strikethrough of current contract language~~ District language that AFT accepts Moving party (AFT or District) rejection of proposed new language Moving party (AFT or District) propose return to current contract language

10/5/2026 | CCSF to AFT |

ARTICLE 20 – COMPENSATION/SALARIES

20.A. Compensation

- ~~1. — Effective July 1, 2023 the District shall increase all cells of all faculty salary tables to 9% above their 2020-2021 values~~
- ~~2. — Effective July 1, 2024 the District shall increase all cells of all faculty salary tables to 3% above their 2023-2024 values.~~
- ~~3. — Effective July 1, 2025 the District shall increase all cells of all faculty salary tables to 2% above their 2024-2025 values.~~
- ~~4. — Faculty concessions made in the 2021-2022 fiscal year shall be returned in full. For purposes of calculating STRS contributions, the returned concessions shall be treated as a STRS Defined Benefit Supplement payment for faculty in the STRS Defined Benefit program.~~

1. Base wages shall be increased during the term of this agreement as follows:

July 1, 2026: 2%

5. Contract and Regular Faculty and Full-time Temporary Faculty Annual Salary Schedules

Contract and Regular Faculty and Full-time Temporary Faculty shall be paid in accord with the *Contract & Regular Faculty & Full-time Temporary Faculty Annual and Workload Salary Schedules* attached as Exhibit B.

6. Part-time Temporary Faculty, Full-time Faculty Overload, and Day-to-Day Substitutes Pay Rates

6.1. Temporary, part-time faculty, including substitutes, and full-time faculty

with overload (extra pay) assignments shall be paid in accord with the scales set forth in Exhibit C, as appropriate:

Annualized 86% Pro-Rata Mirror

Workload Salary Table, 86% Pro-Rata Mirror

Annualized 100% Pro-Rata Mirror (Counselors & Librarians)

Workload Salary Table, 100% Pro-Rata Mirror (Counselors & Librarians)

Hourly Tables, Day-to-Day Substitute Pro-Rata Mirror

Coaches Compensation Workload & Stipend Hours

Rates shall be increased by applying the formulas set forth in the scales.

6.2. Step 14 will be added to the Part-Time salary table effective July 1, 2019.

~~6.3. In October and November 2019, the parties will meet to review the Audited Unrestricted General Fund Balance ("Audited Fund Balance") and Parcel Tax fund balance for fiscal year 2018-19. If the Audited Fund Balance and Parcel Tax fund balance meets or exceeds the unrestricted ending fund balance as established in the 2018-19 Adopted Budget, step 15 will be added to the part-time salary table effective January 1, 2020~~

~~6.4. In October and November 2020, the parties will meet to review the Audited Unrestricted General Fund Balance ("Audited Fund Balance") and Parcel Tax fund balance for fiscal year 2019-20. If the Audited Fund Balance and Parcel Tax fund balance meets or exceeds the unrestricted ending fund balance as established in the 2019-20 Adopted Budget, step 16 will be added to the part-time salary table effective January 1, 2021.~~

~~6.5. In both fiscal years 2019-20 and 2020-21, part-time steps 15 and 16 respectively will be included in developing the budget.~~

7. Where possible, Salary Exhibits shall be included at the time this Agreement is printed and distributed. Where it is not possible, due to the operation of the above provisions, to include such Exhibits at the time this Agreement is printed and distributed, the Exhibits shall be included in an Amendment to this Agreement. Thereafter, the Amendment shall be distributed to management, supervisory, and confidential employees by the District and to the Faculty by the Union.

8. Part-Time Office Hours

8.1. Effective Spring semester 2004, the District will

1. Pay part-time instructors teaching up to 20% of a full-time load in the credit program for up to four (4) office hours per semester, or

2. Pay part-time instructors teaching 21 to 39% of a full-time load in the credit program for up to eight (8) office hours per semester, or
3. Pay part-time instructors teaching 40% or more of a full-time load in the credit program for up to fifteen (15) office hours per semester.

Credit part-time faculty shall be paid for office hours at the hourly equivalent of the 86% Instructionally Related pro-rata "mirror" rate on their regular step, as set forth in the *Hourly Tables, PT Office Hour 86% Pro-Rata Mirror (Exhibit C)*. Faculty will provide written notice of their office hours in advance to their students and department chairs. To receive payment for the office hours, faculty shall indicate on a District form where and when the hour(s) were held.

Credit part-time faculty shall not hold, nor receive compensation for, more than two (2) office hours in any one week of instruction during a semester. The District is ordinarily not able to provide offices or telephones; however, the office hours shall be held in reasonable proximity to the location of the faculty member's classes. Office hours will be held on days when the faculty member is scheduled to teach, unless alternate days are approved in advance by management. Both the faculty member's request and management's advance approval must be in writing.

~~8.2. The District and the Union will develop intent language to explore the possibility of folding the benefits of this program into the credit pro-rata "mirror" scales.~~

~~9. 2015-16, 2016-17, and 2017-18 Academic Years~~

- 9.1. 1998, the Union and the District agreed to a pay formula which provided the bargaining unit wage rate would be increased by cost of living adjustments (COLA), if any, for community colleges contained within the adopted State budget for each academic year. The parties agree that it is a shared goal to pass on as much of new revenue as possible, including the state COLA, to be used for improving faculty compensation. At the same time, the parties acknowledge that due to the escalating costs of fringe benefits, including retire health coverage, it may not be possible to increase bargaining unit wage rates by the full percentage rate of the COLA in each fiscal year. As reflected in the agreement on compensation for 2007-2008, AFT has acknowledged the District's expressed interest in accounting for the following factors in a revised formula: consolidation of

part-time positions into additional full-time positions (beyond replacement hires); increasing costs to health insurance premiums; and costs associated with opening new facilities. The District also acknowledges AFT's interest in considering other factors, including calculation of proportionate share, inclusion of full growth revenue, and inclusion of other revenues or other resources. The parties have committed to negotiating for a revised compensation formula in reopener negotiations and will continue to work collaboratively to address these interests, which may result in changes to the formula.

9.2. Effective July 1, 2013, the parties agreed to suspend Articles 20.A.8.6 and 20.A.9 and 20.A.10.

9.3. 2015-16 Academic Year

9.3.1 Effective July 1, 2015:

9.3.1.1. The 2007-08 shall be reinstated as the salary base;

9.3.1.2. An additional increase totaling 5.70% shall then be applied to that salary base. That 5.70% shall include the following elements:

9.3.1.2.1. 1.02% COLA increase to base wage rates;

9.3.1.2.2. A 2.0% increase to base wage rates, which shall be ongoing through at least June 30, 2018. It shall continue after that date if and only if in Fall 2016 the electorate of the City and County of San Francisco passes an extension of and \$20 increase to the current Parcel Tax. Otherwise, the 2.0% increase shall "sunset" on June 30, 2018 at 11:59 p.m.

9.3.1.2.3. A 2.68% increase to base wage rates, said increase to be ongoing through June 30, 2018 at 11:59 p.m.

9.4. 2016-17 Academic Year

9.4.1 Effective July 1, 2016:

9.4.1.1. The state COLA increase, if any, shall be applied to base wage rates;

9.4.1.2. A 1.00% increase shall be applied to base wage rates: