

**Memorandum of Understanding
Between the Faculty Association ("FA")
and the Santa Barbara City College**

Article 2: Compensation

NOW THEREFORE, the parties agree as follows:

The "District" and the "FA" agree on the following:

1. Effective July 1, 2018, Faculty Salary Schedules 9, 10, 11, 12, and 13, will be increased by the COLA of 2.71% plus 4.29%, for a total of 7%, by applying this percentage on all steps and columns in each schedule.
2. Effective August 31, 2018 Faculty Salary Schedule 12 - Full Time Instructional Summer will be removed; salary schedules will renamed as follows:
 - o Faculty Salary Schedule 9 - Credit Non-Instructional Overload/Summer/Part-Time
 - o Faculty Salary Schedule 10 - Credit Full-Time
 - o Faculty Salary Schedule 11 - Credit Instructional Overload/Summer/Part-Time
 - o Faculty Salary Schedule 13 - Orfalea Early Learning Center Full-Time
3. Effective July 1, 2018, Salary Schedule 11 lecture rate increases to 70% of Salary Schedule 10, class II, steps 1 through 9. This is a 2.5% increase from the current 67.5% ratio. Lab hourly rate remains 80% of Lecture hourly rate on Salary Schedule 11.
4. Both parties agree to reopen negotiations once the California Community College Chancellor's Office (CCCCO) has provided updated 2018-19 revenue recalculations, estimated to be available in February of 2019.
5. Both parties will make an effort to reach the shared goal that faculty compensation is at least at the median of the 10 comparable colleges at that time.
6. Negotiations regarding the remainder of the contract will continue.
7. This agreement is contingent upon SBCC Board of Trustee approval.

The parties executed this MOU on September 25, 2018.


For SBCC Faculty Association


For SBCC District