

**WVMCCD AND WEST VALLEY-MISSION FEDERATION OF TEACHERS (WVMFT, AFT 6554)
TENTATIVE AGREEMENT, ADOPTION CONTINGENT ON SUCCESSFUL CONCLUSION
OF SUCCESSOR NEGOTIATIONS RESOLVING ALL
OPEN CONTRACT SECTIONS AND SUBJECTS**

June 30, 2021

ARTICLE 101

Associate Member Compensation

101.1 Associate members shall be paid in accordance with the Associate Faculty Salary Schedules, which shall be updated as the result of any negotiated agreement (See Appendix BB). The Associate Faculty Salary Schedule is currently based on Column B (to include Steps 15, 18, and 21) of the Full-time Academic Salary Schedule and any parity adjustments negotiated between the District and WVMFT, AFT 6554.

Effective June 30, 2019, or upon adoption of a successor to the 2018-2019 Agreement, whichever is later, the Associate Faculty Salary Schedule will prospectively include Columns C, D, E, and F with the same verification requirements and guidelines for movement across columns as full-time faculty.

During the 2018-19 Academic Year, determination of column placement for associate members shall occur as follows:

1. No later than December 31, 2018, associate faculty members who worked during the Fall 2018 semester, and/or who have load scheduled for the Spring 2019 and/or Fall 2019 semesters may submit the requisite documentation to Human Resources for placement on Columns C, D, E, or F. Associate faculty are subject to the same documentation and verification requirements as full-time faculty. Members who do not provide any documentation by the December 31, 2018 deadline will be placed at Column B.
2. No later than March 31, 2019, the District shall provide the WVMFT, AFT 6554 with its initial determination of column placement for all. Associate members who worked in Fall 2018 and/or have load scheduled for Spring or Fall 2019.
3. No later than April 30, 2019, the WVMFT, AFT 6554 will submit any requests for correction to the column placement of individual associate members. Requests for correction shall not include requests to consider information that the member failed to provide by the December 31, 2018 deadline.

4. The District shall review any requests for adjustment, and no later than May 30, 2019, issue the final column placements for all faculty who worked in the Fall 2018 semester and/or had load scheduled in the Spring and/or Fall 2019 semesters.

Current associate faculty members who did not work in Fall 2018-Fall 2019 may submit documentation to support a change of column placement at the time of their next assignment. The documentation will be reviewed in the same manner as full-time faculty. Members who do not provide any documentation will be placed at Column B.

Newly hired associate faculty may submit documentation to support a placement on Columns C, D, E or F at the time they are hired. The documentation will be reviewed in the same manner as full-time faculty. Newly hired associate members who do not provide any documentation will be placed at Column B.

2018-2019

Effective the first pay period following Board approval of the Tentative Agreement, the Associate Faculty Salary Schedule will be adjusted to reflect any negotiated salary increase on the Full-time Academic Salary Schedule.

2019-2020

Effective the September 2019 pay period, following Board approval of the Tentative Agreement, the Associate Faculty Salary Schedule will be adjusted to a parity of 78% of the Full-time Academic Salary Schedule, including any negotiated salary increase of the Full-time Academic Salary Schedule. If the Agreement is adopted by the Board at its September 3, 2019 meeting, the timing for implementation of the raise and parity increase shall be as follows: the necessary calculations shall be made in time for the raises and parity increase to be applied on members' October 31 paycheck. A pay adjustment for the raises and parity increase owed for the September 2019 paycheck shall be included in members' November 30 paycheck.

2020-2021

Effective the first pay period for fall semester 2020, the Associate Faculty Salary Schedule will be adjusted to reflect the negotiated salary increase on the Full-time Academic Salary Schedule for 2020-21.

2021-2022

Effective the first pay period for fall semester 2021, the Associate Faculty Salary Schedule will be adjusted to reflect the negotiated salary increase on the Full-time Academic Salary Schedule for 2021-22.

2022-2023

Effective the first pay period for fall semester 2022, the Associate Faculty Salary Schedule will be adjusted to reflect the negotiated salary increase on the Full-time Academic Salary Schedule for 2022-23.

101.2 Compensation for Substitute Service

There are times when it is necessary to provide coverage for a class or service due to faculty absence. For absences of one week or less, two alternative methods are available:

- A. The absent faculty member may arrange with another full-time faculty member or associate faculty member with the appropriate Minimum Qualifications in the applicable FSA to cover the class(es) for compensation. The substituting member shall be paid at the appropriate rate on the Associate Faculty Salary Schedule C and the absent member shall have the appropriate amount of sick leave deducted from his/her accumulated sick leave. The Department Chair and Division Dean must be notified prior to the substitute rendering service. Failure to provide prior notice shall result in the substitute not being paid. Absence and substitution forms must be submitted together to the Division Dean or supervising administrator.

OR

- B. The absent faculty member may arrange with another full-time faculty member or associate faculty member with the appropriate Minimum Qualifications in the applicable FSA to cover the class(es) in exchange for future reciprocal substitution. This agreement is between the individual faculty members. The absent member shall not have sick leave deducted; the substituting member shall not receive compensation. The District has no liability for payment of this debt nor any obligation to enforce an agreement between faculty members. No absence or substitution forms are required; however, the absent faculty member shall notify his/her Department Chair or supervising administrator in writing in advance of the effective date(s) of absence and substitution arrangements.

For any absences exceeding one week, arrangements for substitution shall be made through the Division Dean with notice to the Office of the Vice President of Instruction.

101.3 Associate Faculty Parity

1. Definition of Parity

The total compensation of full-time faculty includes salaries (paid on the Full-Time Academic Salary Schedule) and health benefits. Parity in compensation for associate faculty members shall be defined as follows:

88% of Full-Time Academic Salary Schedule (Columns A-F) PLUS 88% of the average composite health benefit premium of full-time faculty. The form which this compensation shall take shall be the subject of negotiations.

2. Current Parity

~~Effective July 1, 2018, parity shall be increased from 75% to 77%.~~

~~Effective as described in 101.1, parity shall be increased from 77% to 78%.~~

Parity shall be increased from 78% to 79% for 2021-2022.

Parity shall be increased from 79% to 80% for 2022-2023.

101.4 Class Cancellation Compensation

Effective the Spring 2022 semester, any Associate Faculty who has their class cancelled less than five business days (Monday-Friday) before the class start date and is not provided an amended contract with an equivalent load shall be paid for 1/16 of the load lost.

FOR THE WVMFT:

DocuSigned by:
Kate Disney
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Dated: 7/15/2021

FOR THE DISTRICT:

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Dr. Eric Ramones
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Dated: 7/15/2021