

MEMORANDUM OF UNDERSTANDING BETWEEN
SOLANO COMMUNITY COLLEGE DISTRICT
AND
SOLANO COMMUNITY COLLEGE FACULTY ASSOCIATION

The parties agree to the following temporary modifications to the Collective Bargaining Agreement for the 2021-2022 Academic Year. All provisions shall sunset as of June 30, 2022.

Compensation Package #1:

The District agrees to provide \$750,000 of compensation to be paid as follows:

- Members of the Distance Education Committee will be paid \$150 for two extra meetings on April 30th and May 14th (\$300 total) that were required to complete the increased level of reviews.
- Canvas mentor stipends of \$300 per mentee will be paid to Spring 2021 mentors. If any mentee has more than one mentor, the \$300 stipend will be divided evenly between the mentors.
- Any faculty member who completed certification from the Distance Education Committee between August 2020 and November 2021 will receive a stipend of \$500.
- Adjunct faculty who teach in Fall 2021 or Spring 2022 will receive stipends as follows:
 - Assignments of up to 30% FTE will receive \$250 per semester
 - Assignments exceeding 30% FTE will receive \$500 per semester
- A one-time increase of 1.34% will be applied to Full-Time Regular salaries and Category 1 & 2 hourly rates for AY 2021-22. This one-time increase will be removed from the salary schedules and the salary schedule will revert to the 2017-2020 base salary schedule effective June 30, 2022.

The total cost of the above payments including benefits and payroll taxes is estimated at \$750,000. The actual cost of this compensation package will be determined during summer 2021. Any variances of the actual amounts from the \$750,000 estimate will be adjusted against compensation in the 2022-23 academic year.

Compensation Package #2: Budget Surplus Funds

The District has committed to sharing any 2020-21 budget surplus with the faculty. The surplus will be defined as revenues minus expenditures minus encumbrances. At the time of this agreement, the total 2020-21 surplus is not yet known. The faculty unit is agreeing to a 2% one-time initial salary increase to apply to the 2021-22 schedules for Regular salaries and Category 1 & 2 hourly rates. There will be additional costs for benefits and payroll taxes, causing total compensation costs to be higher than 2%. This one-time increase will be removed from the salary schedules at the end of 2021-22.

After the year-end surplus and faculty share of the surplus are known in summer 2021, the actual funds available for the faculty share will be compared to the advance salary, benefits, and payroll taxes described above. Any variances between the actual surplus and the advance will be adjusted as follows:

- If available funds in the faculty share of the FY 21 budget surplus exceed the amounts paid in the advance above, any excess will be applied as a mid-year adjustment to the AY21-22 schedules for

Full-Time Regular salaries and Category 1 & 2 hourly rates, effective Jan. 1, 2022. This one-time increase will be removed from the salary schedules at the end of 2021-22.

- If available funds are less than the amounts paid in the advance above, any deficiency will be offset against the subsequent salary agreement.

Re-opener The parties will resume bargaining in Fall 2021 to discuss additional compensation opportunities and adjustments.

Melissa Reeve
Chief Negotiator, SCFA

06.14.2021
Date

Mary Jones
Chief Negotiator, SCCD

06.14.2021
Date