

District and CTA/SCFA Exchange Proposals

This bulletin provides an update on proposals exchanged between the District and CTA/SCFA in August and September. The District and CTA/SCFA have been negotiating over certain reopener items for 2024-25 since November 2024. In April, the parties signed a Tentative Agreement, which was rescinded prior to a vote of the SCFA membership. In May, the District filed an Unfair Labor Practice charge against CTA/SCFA for failing to negotiate in good faith by rescinding the TA, even after the District agreed to revise the TA in accordance with CTA/SCFA's request. This charge is pending with the state Public Employment Relations Board.

The parties have continued to negotiate and exchange proposals. The parties held negotiating sessions on 7/30/25, 9/4/25, 9/10/25, 9/16/25 and briefly on 9/23/25.

The following summarizes the District's proposal of August 22 to modify the Tentative Agreement, CTA/SCFA's proposal of September 23, and the District's revised proposal of September 26.

District Proposal of August 22

- Incorporated the April 3 Tentative Agreement signed by the District and CTA/SCFA.
- Deleted the sentence that CTA/SCFA stated was the only reason it rescinded the TA.
- Provided a 2.3% COLA consistent with other bargaining units.
- Applied the 2.3% COLA retroactively to July 1, 2025. The District's offer of retroactivity had a deadline of September 5 due to the complexity and impracticality of implementing retroactive changes to compensation and salary schedules for the entire unit by the end of the tax year. The District extended the deadline to September 17 at CTA/SCFA's request.
- A Distance Learning MOU which had been approved by the Parties in Spring of 2025 had been added to incorporate into the CBA as intended by the MOU.

[Read the full proposal here.](#)

CTA/SCFA Proposal of September 23

CTA/SCFA proposed many significant changes from the current contract and the signed TA. The following summarizes a number of the contract modifications proposed by CTA/SCFA if they were adopted and that differ from the April 3, 2025 TA and the August 22, 2025 District Comprehensive Proposal/Modified TA.

- **COLA-** Proposes a 17.3% COLA increase for all faculty retro to July 1, 2025.

- **Doubling of Part-Time Faculty Pay-** As described by CTA/SCFA when presented on September 23, 2025, this proposal includes a one hour paid prep/grading hour for every hour in class. (Note: This ratio is not included in the actual proposal.) Under this proposal, a part-time faculty instructor would receive an hour at lecture rate for the teaching hour and another hour at lecture rate for the prep/grading hour, thus doubling current pay. Currently a part-time instructor teaching a 3-unit lecture course is paid their lecture rate for their time in the classroom—approximately three hours per week. Under the CTA/SCFA proposal, the faculty member would be paid three hours at the lecture rate for the time spent in the classroom and an additional three hours at the lecture rate for prep and grading for a total of six hours weekly at the lecture rate, effectively doubling the current pay.

As an example, a part-time instructor at E14 on the proposed schedule making \$152.20 per hour who teaches a 3-unit lecture class is paid \$456.60 for the week under the current model (3 hours of teaching X \$152.20= \$456.60). Under the new method proposed by CTA/SCFA, they would additionally be paid another \$456.60 per week for the 3 hours of prep/grading. This would total \$913.20 per week in this example. This doubling, coupled with the other elements of the proposal described below, amounts to an approximate 117.3% pay increase for part-time faculty.

- **Lab/Lecture Rate-** This proposal eliminates the Lab Rate and moves all part-time faculty and full-time faculty overload pay to the Lecture Rate. This would also move the lab load rate from .75 to 1.0, thus potentially reducing the number of courses that could be taught by part-time faculty within the 65% load limit. This item would also require the hiring of numerous additional faculty in order to keep the same course options available.
- **Timekeeping-** Requires non-exempt faculty to accurately track all hours worked and report those hours on an electronic timesheet by the third workday of the next month.
- **Distance Learning Training Pay-** Changes the pay for any Distance Learning training to Lecture Rate.
- **No Limits on Hours beyond 1 Hour for Prep/Grading-** Does not limit how much overage time could be worked by part-time faculty who claim work beyond the 1 hour of prep for each hour of class, which would be paid at Lecture Rate. This creates a potential large unknown ongoing cost.
- **Estimated Cost of Proposal-** This proposal is initially estimated to cost well over an additional \$40 million dollars ongoing annually. This estimate does not include the overage pay, described in the bullet immediately above, which is an unknown ongoing cost that would have to be determined over time.

- **PERB Charge Withdrawal-** The Proposal conditions agreement on CBA with requiring District to withdrawal from the currently pending PERB Unfair Labor Practice Charge against CTA/SCFA.
- **Purging of Evidence-** The Proposal conditions agreement on the CBA with requiring the District to “*rescind and purge from all district records and files the SCFA Tentative Agreement FAQ- April 2025.*” This document is currently evidence in a pending class action lawsuit in which the District is a Party and the document is a current exhibit in the pending PERB Unfair Labor Practice charge filed by the District in May of 2025 against CTA and SCFA.

[Read the full proposal here.](#)

District Proposal of September 26

- Incorporates the April 3 Tentative Agreement signed by the District and CTA/SCFA.
- Deletes the sentence that CTA/SCFA stated was the only reason it rescinded the TA.
- Proposes a 2.3% COLA consistent with other bargaining units.
- Per the District’s August 22 proposal, the COLA and salary schedule changes would take effect on the date the TA is ratified and approved by the Board of Trustees.
- Adds Article 18 Evaluation to the list of articles to be mutually reopened by the Parties for reopener bargaining in the 2025-2026 school year.

[Read the full proposal here.](#)