

TENTATIVE AGREEMENT
MEMORANDUM OF UNDERSTANDING

This Agreement is made and entered into this 14th day of April, 2009, between the San Bernardino Community College District (hereinafter referred to as “District”) and the San Bernardino Community College District, CTA/NEA (hereinafter referred to as “Association”).

All other terms and conditions of the 2007-2010 Agreement between the District and the Association shall remain in full force and effect during the term of this Agreement with the following exceptions.

IT IS HEREBY AGREED as follows:

1. Article 10 – WAGES

Due to the rescission of the COLA for Community Colleges that was made formal in the recently adopted budget and the reduction of budgeted funding previously approved in September 2008, the District and the Association agree that no adjustment will be made in compensation or salary schedule(s) for the Association bargaining unit for the 2008-2009 fiscal year.

Beginning with the 2009-2010 fiscal year, in accordance with Appendix A-1, in particular

“Objective #4: Institute full-time salary schedule enhancements to ensure competitive compensation;

“Objective #5: Restructure adjunct faculty salary schedule to enhance the overall competitiveness of the adjunct faculty salaries and move toward parity;

“Objective #8: During the term of this agreement, the parties agree to meet Objective #4 and Objective #5 depending on the availability of funds”

and, as the District’s financial outlook improves, the District and the Association agree to meet and negotiate to move faculty compensation to the median of the benchmark/comparison districts for future salary schedule comparison.

2. Article 11 – HEALTH AND WELFARE BENEFITS

The District shall maintain the 2008-2009 dollar cap of \$7000 per full time eligible bargaining unit member for 2009-2010. In addition, the District shall provide a one-year augmentation of \$1,940 for a total District contribution to benefits of \$8,940. The District and the Association agree to negotiate the cap for the 2010-2011 benefit years prior to open enrollment in 2010.

3. Article 13 – WORKLOAD

A. Work Year

1. Instructional Faculty

~~The academic~~ work year for all full-time ~~and regular contract~~ instructional faculty shall be 177 workdays which shall include 170 days of scheduled classes, 3 (three) service days and 4 (four) flex activity days in each academic year.

2. Non-Instructional Faculty

The work year for all full-time ~~contract and regular~~ non-instructional faculty shall be 200 or 221 days depending on assignment which shall include ~~on eleven-month contracts shall have a work year of 200 days. Those on twelve-month have a contracts shall work year of 221 days.~~ 3 (three) service days and 4 (*four*) flex activity days in each academic year.

~~The scheduling of the 200 and 221 workdays shall be established by mutual consent between the faculty members and the supervisors by May 1 for the following year. If mutual consent cannot be reached, a mediation team composed of the supervisor, the faculty member, a CTA representative and the supervisor's supervisor. The CTA President within 10 (ten) days after receiving the notice of disagreement, shall arrange a meeting date and time agreeable to all four parties. Barring an *emergency*, if either of the parties in the disagreement fails to attend the mediation meeting, the issue is resolved in favor of the party in attendance.~~

The established work year schedule of **any full time non instructional** ~~eleven or month twelve~~ faculty member may not be changed except in cases of mutual consent, documented college need, or emergency.

- a. The base year of 200 days shall apply to unit members in the positions listed in Appendix G.
- b. The base year of 221 days shall apply to unit members in the positions listed in Appendix H.

The scheduling of the 200 and 221 workdays shall be established by mutual consent between the faculty members and the supervisors by May 1 for the following year. If mutual consent cannot be reached, a mediation team composed of the supervisor, the faculty member, a CTA representative and the supervisor's supervisor. The CTA President within 10 (ten) days after receiving the notice of disagreement, shall arrange a meeting date and time agreeable to all four parties. Barring an *emergency*, if either of the parties in the disagreement fails to attend the mediation meeting, the issue is resolved in favor of the party in attendance.

3. Extended Work Year

~~With mutual agreement the District may extend the work year for 177 or 200 day full time faculty. The faculty member shall receive per diem pay for each day the work year is extended. within its discretion to extend the work year for any employee faculty beyond the number of workdays for 177 or 200 day regular ten or eleven month full-time employees and the employee agrees, the employee with the extended work year shall receive per diem pay for each day the work year is extended beyond the number of workdays of regular ten or eleven month full-time employees.~~ The District shall attempt to send a preliminary, tentative notice to employees about any extended contract year by March 15 of the preceding school year. The District shall attempt to finalize and communicate its determination for extended work years for the following June, July, August and/or September by March of that year. The per diem pay shall be determined by dividing the specific step where the employee is currently placed on the Salary Schedule (Appendix A-1) by 177 or 200 days as applicable to the employee's assignment.

4. Part-Time (Adjunct) Faculty

Part-Time faculty are employed on a semester-by-semester basis, at the discretion of the District. Those part-time faculty who have had satisfactory performance in their previous evaluation shall receive first consideration over newer part-time applicants for tentative assignments in courses previously taught by that part-time faculty member at that college.

B. Workweek/Workday

1. All Full Time Regular and Contract Faculty

The workweek for all ~~regular and contract~~ full-time faculty shall be 40 hours. Less than full-time ~~regular and contract~~ faculty shall have a workweek of 40 hours prorated on the basis of full-time equivalency. (example: 9 lecture hours equals 0.600000 F.T.E., a workweek of 24 hours).

The 40 hour week for all full-time ~~regular and contract~~ faculty shall include all student contact responsibilities, posted office hours, arranged consultation hours, committee assignments, accurate grade and attendance record keeping, preparation of all required reports, attendance during service days, and other non-student contact responsibilities as determined and assigned by the District. All full-time ~~regular and contract~~ faculty also shall attend commencement ceremonies unless excused by the Chancellor or his/her designee.

There shall be a minimum of 11 (eleven) hours between the end of the last assigned class on one day and the first assigned class the next day unless the faculty member otherwise consents. The District shall not for arbitrary and capricious reasons assign someone to a schedule that has such employee teaching both at the beginning and end of the District's operational day.

The District and the Association recognize the professional nature of the work performed by the ~~instructional faculty members~~ employees, and agree that full-time ~~instructional faculty~~ employees shall be available at the District facilities for a minimum of an additional five (5) hours per week (pro-rated for less than full-time ~~instructional. faculty~~ employees) to perform required responsibilities.

No overload hours, extra compensation work of any kind, or special contract assignments shall be included within the 40 hours. As set forth in Tables I and II of this Agreement, a ~~regular or contract~~ faculty member shall be assigned a weekly schedule comprised of one of the following:

- a. 15 lecture hours.
- b. 21 laboratory hours.
- c. 24 clinical hours.
- d. 30 non-instructional hours.
- e. 35 hours of other assigned responsibilities.
- ~~f.~~e. Any combination of the above listed assignments equaling 1.000000 full-time equivalency.

2. Definitions

a. Lecture Hours: Instructor student contact hours in which the instructor normally gives a lecture presentation which was previously prepared and students

are required to complete substantial work prior to or after such lecture presentation.

b. Laboratory Hours: Instructor student contact hours in which the instructor normally supervises student activities in a laboratory environment, the activities are related to lecture hours, the instructor frequently provides instruction and students are responsible for learning all information from the instruction and activities.

c. Clinic Hours: Activities where instructors or other professionals normally only supervises students who are practicing specific skills. The District and the Association also recognize that the implementation of “clinic hours” in some cases requires an expanded number of hours without additional compensation and flexibility since an instructor may be able to supervise a very small number of students at any one time.

d. Non instructional Hours: Most of the non-Instructional contact occurs within the services ~~programs~~ and functions of the support and Student Service areas such as but not limited to counseling, library, learning centers, Health Centers, and/or support programs such DSPS and EOPS. *Non Instructional hours include activities where faculty normally interact with students within an office, center and, or other specified area or services ~~program~~ of the college where the contact between faculty and students does not normally generate FTE.*

e. Other assigned responsibilities: Primary responsibilities do not include student contact. All other duties as assigned.

~~All full time employees not included in provision B.1.a.b.and c, such as counselors, librarians, and nurses shall remain at District facilities for requirements of their assignments for thirty five hours per week.~~

3. The District may assign faculty teaching loads between .950000 and 1.050000 without reduction of or addition to compensation. The District may also calculate load based on the average of two consecutive semesters in an academic year in order to allow for some flexibility in assignments.

4. Regular and Contract Instructional Faculty

All full-time ~~regular and contract~~ instructional faculty shall maintain three posted office hours per week and two arranged office hours per week. All instructional faculty must submit, upon request, reasonable verification that they maintained the required number of office hours.

Instructional faculty who have less than a full assignment (except hourly ~~faculty employees~~) shall maintain office hours on a pro-rated basis as their teaching load equates to a full-time teaching load.

5. Non-Instructional Faculty with Student Contact Hours

Within the forty (40) hours shown above, thirty (30) hours shall be student contact hours per week, including management assigned responsibilities, five (5) hours for professional development, and five (5) hours per week on campus office hours/preparation time and academic senate assigned or optional committees, except for peak registration periods which shall be mutually agreed

upon. Peak times are those that involve high volume of student contact based on student demands. During peak times, student contact hours shall be limited to thirty-five (35) hours per week.

6. Other regular and contract non-instructional faculty as listed in Appendix G and H.
7. *Other ~~regular and contract~~ Non-Instructional Faculty shall remain at District facilities for requirements of their assignments for 35 hours per week. In addition, other ~~regular and contract~~ non-instructional faculty shall be available at the District facilities for an additional five (5) hours per week to perform required responsibilities.*

C. Class Size

1. Minimum Class Size

The District shall apply the following provisions concerning minimum class sizes to all lecture and lab classes with the exception of independent study, research, coordinated instructional systems and classes by arrangement with other entities.

- a. The minimum enrollment shall be twenty (20) students.
- b. Advanced or sequential classes that require prerequisite courses, the minimum shall be (15) students.
- c. In summer sessions classes the minimum enrollment shall be the same as regular classes as set forth in 1 and 2 immediately above.

The District may make exceptions to the above provisions concerning minimum class sizes in cases where instructors have other classes with large number of students, in courses required for graduation, in courses required in a major or in a career subject area, where the infrequency of a course requires it to be given, where there is a limited classroom size, in experimental programs, or in courses taught as overload without compensation.

2. Maximum Class Size

The District shall apply the following provisions concerning maximum class sizes:

- a. Student enrollment in any course by the end of the second week shall not exceed the maximum established by any applicable law.
- b. Student enrollment in any course by the end of the second week shall not exceed the number of student spaces or work locations in the room or facility to be utilized.
- c. Student enrollment in any course by the end of the second week shall not violate any applicable safety rule or *obligation*.
- d. Student enrollment in any English Composition course (Preparation for College Writing or Freshman Composition) by the end of the second week shall not exceed twenty-five students except with the agreement of the instructor. This specific maximum shall apply only to English 015, 101, and 102 courses which require adherence to any standards established by the University of California or weekly writing assignments and minimum word counts as follows, whichever is the greater:
English 015 Minimum 3,000 words
English 101 Minimum 6,000 words

- e. Student enrollment in non-introductory chemistry classes shall not exceed twenty-four (24). This maximum shall apply to chemistry classes, such as Chemistry 102, 104, 150(H) and 151(H). Student enrollment in advance chemistry classes shall not exceed twenty (20). This specific maximum shall apply only to advanced chemistry classes, such as Chemistry 212(H) and 213(H).
- f. The Work Experience workload shall be 125 students. Students in excess of 125 students shall be treated as overload. The overload is to be determined as follows: $[\text{number of students}-125] / 125$. For example, assume a workload of 150 students for one semester: $150-125/125 = .2$ overload.

D. Overload Assignments

No employee shall teach more than seven hours of overload per semester unless there is prior written approval from the Chancellor. In assigning overload, the District shall consider the seniority of full-time unit members only.

E. Telecommuting

~~In the interest of environmental concerns,~~ Some of the hours of a bargaining unit member's assignment may be met by telecommuting. Telecommuting, for the purposes of this provision, is a term which recognizes the ability of any bargaining unit member to meet his/her professional obligations by working at an off-site facility. ~~Such schedules shall ensure that bargaining unit members are available to meet the needs of students and the department.~~ It is understood that in the event student/teacher contact is required or campus responsibilities such as committee meetings arise, full-time ~~employees~~ shall report to District facilities to meet such responsibilities.

Telecommuting schedules shall ensure that the bargaining unit members are available to meet the needs of the students, the department, and campus responsibilities.

Faculty shall list on their course syllabus the days/hours they are available on campus and off-campus (listing the phone they can be reached at) for set office hours.

Unit members must be accessible in the pre-set, arranged time they are telecommuting. The person can be reached by a variety of ways; telephone, pager, voice mail, answering machine or fax. Return calls must be made within 15 minutes, unless other arrangements have been made with their department.

F. Days Per Week

All full-time ~~regular and contract~~ faculty shall be available at District facilities for requirements of their assignments five days per week, Monday through Friday, except in cases of holidays, approved leaves, or telecommuting. Usual assignments for full-time employees shall be five days per week, Monday through Friday, to fulfill requirements at District facilities. Exceptions may be made in cases of (1) registration needs, (2) mutual consent between an employee and the District, (3) documented needs to assign an employee Saturday and/or Sunday work in order to complete guaranteed workload, or (4) the assignment of on-line faculty responsibilities.

TABLE I: WHOLE HOURS

<u>Hours/Week</u>	<u>Lecture 15 Hours</u>	<u>Lab 21 Hours</u>	<u>Clinic 24 Hours</u>	<u>NIF w/ SCHrs. 30 Hours</u>	<u>NIF w/o SCHrs Library/Nurses Counseling 35 Hours</u>	<u>Hours/Week</u>
1	0.067	0.048	0.042	0.033	0.029	1
2	0.133	0.095	0.083	0.067	0.057	2
3	0.200	0.143	0.125	0.100	0.086	3
4	0.267	0.190	0.167	0.133	0.114	4
5	0.333	0.238	0.208	0.167	0.143	5
6	0.400	0.286	0.250	0.200	0.171	6
7	0.467	0.333	0.292	0.233	0.200	7
8	0.533	0.381	0.333	0.267	0.229	8
9	0.600	0.429	0.375	0.300	0.257	9
10	0.667	0.476	0.417	0.333	0.286	10
11	0.733	0.524	0.458	0.367	0.314	11
12	0.800	0.571	0.500	0.400	0.343	12
13	0.867	0.619	0.542	0.433	0.371	13
14	0.933	0.667	0.583	0.467	0.400	14
15	1.000	0.714	0.625	0.500	0.429	15
16		0.762	0.667	0.533	0.457	16
17		0.809	0.708	0.567	0.486	17
18		0.857	0.750	0.600	0.514	18
19		0.905	0.792	0.633	0.543	19
20		0.952	0.833	0.667	0.571	20
21		1.000	0.875	0.700	0.600	21
22			0.917	0.733	0.629	22
23			0.958	0.767	0.657	23
24			1.000	0.800	0.686	24
25				0.833	0.714	25
26				0.867	0.743	26
27				0.900	0.771	27
28				0.933	0.800	28
29				0.967	0.829	29
30				1.000	0.857	30
31					0.886	31
32					0.914	32
33					0.943	33
34					0.971	34
35					1.000	35

Notes:

1. ~~This table includes teaching hours only. In addition to teaching, full-time teachers and counselors are expected to hold office/preparation hours (5 hours per week), serve on college and district committees, and participate in professional activities. Librarians and nurses serve on college and district committees and participate in professional activities as part of their 35 hour workweek. "Non-Instructional Faculty without student contact hours serve on college committees within the 35 (thirty-five) workweek, Academic Senate assigned and optional committees within the 30 (thirty) student contact hours and the 5 (five) hours per week on campus office hours/preparation time and Academic Senate assigned or optional committees.~~
2. Teaching hours above are based on full-semester length courses.
3. For short-term classes: (1) Compute total number of hours that the class meets; (2) divide by the number of weeks in the semester (usually 18); and (3) go to the table(s) for the appropriate F.T.E.
4. See Table II for "Fractions of an Hour."
 - SCHrs means Student Contact Hours

FULL-TIME EQUIVALENCY (F.T.E.) LOAD
TABLE II: FRACTIONS OF AN HOUR

<u>Hours/Week</u>	<u>Lecture</u> <u>15 Hours</u>	<u>Lab</u> <u>21 Hours</u>	<u>Clinic</u> <u>24 Hours</u>	<u>NIF w/</u> <u>SCHrs</u> <u>30 Hours</u>	<u>NIF w/o SCHrs</u> <u>Library/Nurses</u> <u>Counseling</u> <u>35 Hours</u>	<u>Hours/Week</u>
0.01	0.001	0.000	0.000	0.000	0.000	0.01
0.02	0.001	0.001	0.001	0.001	0.001	0.02
0.03	0.002	0.001	0.001	0.001	0.001	0.03
0.04	0.003	0.002	0.002	0.001	0.001	0.04
0.05	0.003	0.002	0.002	0.002	0.001	0.05
0.06	0.004	0.003	0.003	0.002	0.002	0.06
0.07	0.005	0.003	0.003	0.002	0.002	0.07
0.08	0.005	0.004	0.003	0.003	0.002	0.08
0.09	0.006	0.004	0.004	0.003	0.003	0.09
0.10	0.007	0.005	0.004	0.003	0.003	0.10
0.11	0.007	0.005	0.005	0.004	0.003	0.11
0.12	0.008	0.006	0.005	0.004	0.003	0.12
0.13	0.009	0.006	0.005	0.004	0.004	0.13
0.14	0.009	0.007	0.006	0.005	0.004	0.14
0.15	0.010	0.007	0.006	0.005	0.004	0.15
0.16	0.011	0.008	0.007	0.005	0.005	0.16
0.17	0.011	0.008	0.007	0.006	0.005	0.17
0.18	0.012	0.009	0.008	0.006	0.005	0.18
0.19	0.013	0.009	0.008	0.006	0.005	0.19
0.20	0.013	0.010	0.008	0.007	0.006	0.20
0.21	0.014	0.010	0.009	0.007	0.006	0.21
0.22	0.015	0.010	0.009	0.007	0.006	0.22
0.23	0.015	0.011	0.010	0.008	0.007	0.23
0.24	0.016	0.011	0.010	0.008	0.007	0.24
0.25	0.017	0.012	0.010	0.008	0.007	0.25
0.26	0.017	0.012	0.011	0.009	0.007	0.26
0.27	0.018	0.013	0.011	0.009	0.008	0.27
0.28	0.019	0.013	0.012	0.009	0.008	0.28
0.29	0.019	0.014	0.012	0.010	0.008	0.29
0.30	0.020	0.014	0.013	0.010	0.009	0.30
0.31	0.021	0.015	0.013	0.010	0.009	0.31
0.32	0.021	0.015	0.013	0.011	0.009	0.32
0.33	0.022	0.016	0.014	0.011	0.009	0.33
0.34	0.023	0.016	0.014	0.011	0.010	0.34
0.35	0.023	0.017	0.015	0.012	0.010	0.35
0.36	0.024	0.017	0.015	0.012	0.010	0.36
0.37	0.025	0.018	0.015	0.012	0.011	0.37
0.38	0.025	0.018	0.016	0.013	0.011	0.38
0.39	0.026	0.019	0.016	0.013	0.011	0.39
0.40	0.027	0.019	0.017	0.013	0.011	0.40
0.41	0.027	0.020	0.017	0.014	0.012	0.41
0.42	0.028	0.020	0.018	0.014	0.012	0.42
0.43	0.029	0.020	0.018	0.014	0.012	0.43
0.44	0.029	0.021	0.018	0.015	0.013	0.44
0.45	0.030	0.021	0.019	0.015	0.013	0.45
0.46	0.031	0.022	0.019	0.015	0.013	0.46
0.47	0.031	0.022	0.020	0.016	0.013	0.47
0.48	0.032	0.023	0.020	0.016	0.014	0.48
0.49	0.033	0.023	0.020	0.016	0.014	0.49
0.50	0.033	0.024	0.021	0.017	0.014	0.50

**FULL-TIME EQUIVALENCY (F.T.E.) LOAD
TABLE II: FRACTIONS OF AN HOUR**

(continued)

<u>Hours/Week</u>	<u>Lecture</u>	<u>Lab</u>	<u>Clinic</u>	<u>NIF w/ SCHrs</u>	<u>NIF w/o SCHrs Library/Nurses Counseling</u>	
	<u>15 Hours</u>	<u>21 Hours</u>	<u>24 Hours</u>	<u>30 Hours</u>	<u>35 Hours</u>	<u>Hours/Week</u>
0.51	0.034	0.024	0.021	0.017	0.015	0.51
0.52	0.035	0.025	0.022	0.017	0.015	0.52
0.53	0.035	0.025	0.022	0.018	0.015	0.53
0.54	0.036	0.026	0.023	0.018	0.015	0.54
0.55	0.037	0.026	0.023	0.018	0.016	0.55
0.56	0.037	0.027	0.023	0.019	0.016	0.56
0.57	0.038	0.027	0.024	0.019	0.016	0.57
0.58	0.039	0.028	0.024	0.019	0.017	0.58
0.59	0.039	0.028	0.025	0.020	0.017	0.59
0.60	0.040	0.029	0.025	0.020	0.017	0.60
0.61	0.041	0.029	0.025	0.020	0.017	0.61
0.62	0.041	0.030	0.026	0.021	0.018	0.62
0.63	0.042	0.030	0.026	0.021	0.018	0.63
0.64	0.043	0.030	0.027	0.021	0.018	0.64
0.65	0.043	0.031	0.027	0.022	0.019	0.65
0.66	0.044	0.031	0.028	0.022	0.019	0.66
0.67	0.045	0.032	0.028	0.022	0.019	0.67
0.68	0.045	0.032	0.028	0.023	0.019	0.68
0.69	0.046	0.033	0.029	0.023	0.020	0.69
0.70	0.047	0.033	0.029	0.023	0.020	0.70
0.71	0.047	0.033	0.030	0.024	0.020	0.71
0.72	0.048	0.034	0.030	0.024	0.021	0.72
0.73	0.049	0.035	0.030	0.024	0.021	0.73
0.74	0.049	0.035	0.031	0.025	0.021	0.74
0.75	0.050	0.036	0.031	0.025	0.021	0.75
0.76	0.051	0.036	0.032	0.025	0.022	0.76
0.77	0.051	0.037	0.032	0.026	0.022	0.77
0.78	0.052	0.037	0.033	0.026	0.022	0.78
0.79	0.053	0.038	0.033	0.026	0.023	0.79
0.80	0.053	0.038	0.033	0.027	0.023	0.80
0.81	0.054	0.039	0.034	0.027	0.023	0.81
0.82	0.055	0.039	0.034	0.027	0.023	0.82
0.83	0.055	0.040	0.035	0.028	0.024	0.83
0.84	0.056	0.040	0.035	0.028	0.024	0.84
0.85	0.057	0.040	0.035	0.028	0.024	0.85
0.86	0.057	0.041	0.036	0.029	0.025	0.86
0.87	0.058	0.041	0.036	0.029	0.025	0.87
0.88	0.059	0.042	0.037	0.029	0.025	0.88
0.89	0.059	0.042	0.037	0.030	0.025	0.89
0.90	0.060	0.042	0.038	0.030	0.026	0.90
0.91	0.061	0.043	0.038	0.030	0.026	0.91
0.92	0.061	0.044	0.038	0.031	0.026	0.92
0.93	0.062	0.044	0.039	0.031	0.027	0.93
0.94	0.063	0.045	0.039	0.031	0.027	0.94
0.95	0.063	0.045	0.040	0.032	0.027	0.95
0.96	0.064	0.046	0.040	0.032	0.027	0.96
0.97	0.065	0.046	0.040	0.032	0.028	0.97
0.98	0.065	0.047	0.041	0.033	0.028	0.98
0.99	0.066	0.047	0.041	0.033	0.028	0.99
1.00	0.067	0.048	0.042	0.033	0.029	1.00

Appendix (G)
ACADEMIC SERVICE DAYS
200 Service Days

Articulation Officer
Child Development Parent Ed & School Readiness Grant Specialist
College Nurse
Coordinator, Health Services
Counselors
Learning Disability Specialist
Librarians
Matriculation Coordinator, CHC
Non-Credit Basic Skills Coordinator
STAR Program Coordinator

Appendix (H)
ACADEMIC SERVICE DAYS
221 Service Days

Academic Advancement, Lead Instructor
Activity Director, Title V
Advanced Life Support Coordinator, EMS
Basic Life Support Coordinator, EMS
Child Development Grant Coordinator
Coordinator, Math & Science Student Success Center
Coordinator, Transfer Center
Developmental Studies Specialist
Instructional Assessment Specialist
Instructor, Respiratory Care
Learning Center Specialist
Library Coordinator
Matriculation Coordinator, SBVC
Respiratory Care Program Director

4. Article 13 – PEAK REGISTRATION HOURS

The District and Association agree to address language which properly defines the concept of “peak registration hours” as part of re-opener negotiations for 2009-2010.

Dated this _____ day of _____ 2009.

Renee Brunelle
Vice Chancellor, Human Resources

Guy Hinrichs, Chief Negotiator
SBCCDTA – CTA/NEA

Robert Temple
Vice Chancellor, Fiscal Services

Edward Gomez, President
SBCCDTA – CTA/NEA

Peg Tracey, Executive Director
CTA/NEA