

**TENTATIVE AGREEMENT BY AND BETWEEN
State Center Community College District (District) and
State Center Federation of Teachers, Local 1533, CFT/AFT, AFL-CIO (Federation)**

**ARTICLE I
TERM OF AGREEMENT**

This Agreement between the State Center Community College District (District) and the State Center Federation of Teachers, Local 1533, CFT/AFT, AFL-CIO (Federation) covering part-time faculty members (hereinafter also referred to as part-time academic employees, unit members) is effective July 1, ~~2013~~**2014** or on the date the Agreement is ratified and approved by both parties, whichever is later, and will remain in full force and effect through June 30, ~~2014~~**2017**.

**ARTICLE V
WAIVER OF BARGAINING**

Section 2. BEGINNING NEGOTIATIONS:

The District and Federation agree that except as expressly set forth herein, this contract shall not be subject to reopening on any item for the duration of the Agreement or unless mutually agreed to by both parties. Neither party is obligated to agree to reopen this contract except as stated herein, and any agreement to reopen this contract must be signed in writing by the parties. The contract will run through June 30, ~~2014~~**2017**.

Section 3. REOPENER NEGOTIATIONS

~~Either party may reopen beginning July 1, 2013: Article XV, Section 1 (Salary).~~

There will be no reopener negotiations during the term of this agreement.

**ARTICLE XV
COMPENSATION**

Section 1. SALARY:

Effective for the 2014-15 academic year, the salary schedule will be increased by COLA granted by the State.

Effective for the 2014-15 academic year, a 2.14% one-time, off-schedule increase will be paid in two separate payments as follows: one payment on or about December 2014 and one payment on or about June 2015.

Effective as of the 2014/2015 academic year, step advancement shall occur only after completing four semesters of work on the same step. These semesters do not need to be consecutive.

- Example: Those who are currently on step 4 and have completed four semesters of work on step 4, shall advance to Step 5 for the 2014/2015 academic year

Effective for the 2014-15 academic year, Step 5 will be added to the salary schedule.

Effective for the 2015-16 academic year, the salary schedule will be increased by COLA granted by the State.

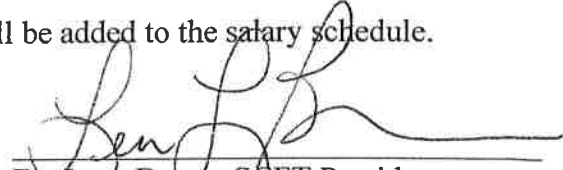
Effective for the 2016-17 academic year, the salary schedule will be increased by COLA granted by the State.

Effective for the 2016-17 academic year, Step 6 will be added to the salary schedule.



Dr. Bill F. Stewart, Interim Chancellor

May 8, 2014
DATE



Dr. Lacy Barnes SCFT President

May 8, 2014
DATE