Joint Communication between Contra Costa Community College District (4CD) and United Faculty of 4CD (UF)

10/21/2025

The 4CD and UF negotiating Teams met on 10/10/2025 and again on 10/17/2025, and we are pleased to announce that we have reached a Tentative Agreement (TA) on reopeners for 2025-2026. This TA makes modifications to the current (2024-2027) collective bargaining agreement. UF will hold a ratification vote starting on 10/27/2025, and if ratified, the TA will go to the 4CD Governing Board for ratification at their regular meeting on 11/12/2025.

UF will share a copy of the TA with faculty before the start of the ratification vote. Here is a summary with some comments by the negotiating teams:

Compensation

4CD and UF Bargaining Teams spent substantial time this year negotiating issues raised by both teams, including the work of our joint Compensation Committee reviewing the State's and District's budgets, as well as comparisons to other Districts, and seeking opportunities for ongoing revenue that would allow the District to afford ongoing salary increases.

2025-2026 is the second year in a row where the District's funding remains "flat" due to the State's current "Student-Centered Funding Formula" (SCFF) – the District has not received a COLA or additional revenue based on cost-of-living adjustments (COLA) despite the continuing rise in expenses. The bargaining teams were unfortunately not able to identify ongoing revenue that would allow for an ongoing salary increase for the 2025-2026 academic year.

Despite these challenges and the current projected structural deficit, 4CD and UF have agreed, in the TA, to the shared goal of affording ongoing salary increases soon. We will continue the work of the Compensation Committee with particular emphasis in spring 2026 on identifying ongoing revenue sources and budgeting strategies that will enable us to meet our shared goal of ongoing salary increases. Our joint work includes reviewing the District's OPEB trust and means of paying retiree benefits as well as working with the Districtwide Benefits Committee to consider all cost-saving options.

We identified one-time dollars from additional interest income beyond what was budgeted. This centralized money has allowed 4CD and UF to agree to a one-time, off-schedule "bonus" for all faculty that will not impact college budgets. The plan is as follows:

1. All faculty (including full-time and part-time faculty) employed during the 2025-2026 academic year will receive a 2% off-schedule "bonus" to be calculated as follows:

a. For <u>full-time faculty</u> (who are active employees as of the date the Governing Board ratifies the Agreement) a one-time payment of 2% of annual base pay (A-load).
b. For <u>part-time faculty</u> payment of 2% of fall 2025 and spring 2026 pay, to be paid in two installments: 2% of total fall pay and 2% of total spring pay.

If the TA is ratified by UF and the Governing Board in November, we anticipate that bonuses for full-time faculty will be paid in a special payroll run at the end of November 2025. Part-timers will be paid in two installments: we anticipate one in February 2026 (for fall 2025 work) and one in July 2026 (for spring 2026 work).

The TA also addresses several longstanding issues using one-time money only. Again, both 4CD and UF have committed to long-term goals that would require ongoing funding, and we have taken first steps for this year.

<u>Athletics</u>

4CD and UF agreed to the long-term goal of reducing the need for faculty coaches to drive their players to games. Towards this end, 4CD and UF agreed to create a one-year pilot program to allow each head coach to select at least one intercollegiate game (or more if allocated funds [see below] allow, with the approval of the college athletic director), for which the college will arrange for and hire a contracted driver (or drivers) to convey the team to and from the game. Effective fall 2026, funds will be allocated to support travel costs under this program as follows:

CCC:	$35,000
DVC:	$70,000
LMC:	$35,000

The program will be in effect fiscal year 2026-2027, unless extended by mutual agreement. Any unspent dollars allocated for this program in 2026-2027 will roll over to be available in the 2027-2028 academic year. This agreement will automatically reopen for discussion in collective bargaining in spring 2027.

Department Chairs

The teams discussed the workload for chairs of small departments and agreed to create a three-year "pilot program" to raise the minimum load (or stipend equivalent) for Department Chairs. This includes a few small departments that up until now have not qualified for the minimum 10% load floor. Effective 7/1/26 through 6/30/2029, unless extended by mutual agreement, the minimum load (or stipend equivalent) for Department Chairs will be increased to 15% (replacing the previous 10% floor) without decreasing the allocation to other department chairs.

Effective 7/1/2026 through 6/30/2029, unless extended by mutual agreement, the minimum reassigned time (or stipend equivalent) for all department chairs will be 15% of a full load for all departments established prior to 6/1/2026. Reassigned time or stipends for chairs of departments formed after this date, or for programs created after 6/1/2026, will be decided by the College President in consultation with the appropriate UF Vice President.

Other Changes to Which We Agreed

Much of our joint work this year focused on clarifying processes and making them work better.

We agreed to a couple of changes and clarifications in Article 7 "Faculty Load/Class Size." We changed Article 7.5.3 to clarify that before one-semester adjustments in maximum class size can be made, both the faculty member teaching the class and the department chair need to agree. And we clarified in Article 7.8.1.1.1 that Personal Necessity Leave may not be used to regularly avoid on-campus office hour responsibilities.

The TA also makes improvements to the Due Process Procedures for Probationary and Regular Faculty that will go into effect July 1, 2026. In Appendix X, we clarified some steps in the appeals process, updated the appeal form, and revised language connected to the formation and responsibilities of the "Due Process Panel."

For Tenure Review Committees (TRC), we added language to provide an opportunity for more faculty evaluators to have input into final tenure recommendations. The TA stipulates that prior to making a recommendation to grant tenure or terminate employment and prior to the post-evaluation conference with the evaluatee, the TRC shall convene a meeting and invite previous evaluators to consult, and the TRC may review all previous evaluations.

UF and 4CD will resume negotiations in the Spring with "reopeners" where each side has the option to open up to two articles from the current collective bargaining agreement (or more by mutual agreement), along with automatic reopeners such as compensation for next year, 2026-2027, and the District's contributions to employee benefits. We are scheduling a districtwide Benefits Committee meeting in November 2025. Also, our UF and 4CD Compensation Committee will continue to meet regularly and is planning to produce a report comparing salaries and benefits in our district with others, as we continue looking for best practices and ways to achieve higher salaries.