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

September 22, 2026

Negotiations Update

Negotiating Teams

4CD: Jeffrey Michels (CHRO); Carlos Montoya (LMC VPBAS); Micaela Ochoa (EVC, Administrative Services); Sara Parker (DVC VPBAS); Amy Lehman-Sexton (DVC Senior Dean); A'Kilah Smith (LMC VPI); Jason Berner (CCC Vice President of Instruction)

UF: Marina Crouse (President); Sandra Gardiner (DVC PT Faculty); Katie Krolikowski (CCC VP); Marcie Lapriore (LMC VP); Matthew Powell (DVC VP); Jason Mayfield (Executive Director)

Compensation Committee: Tony Wold (AVC CFO); Micaela Ochoa; Jeffrey Michels; Marina Crouse; Jason Mayfield; Katie Krolikowski

The UF/4CD Compensation Committee met several times over the summer, including on 8/9, 8/26, 9/4, and 9/10. The full Negotiating Teams met this fall on 8/28 and 9/11. We are pleased to announce that we have reached a Tentative Agreement (TA) on reopeners for 2025-2026 and a three-year compensation agreement covering 2026-2027, 2027-2028, and 2028-2029. UF will send the full text of the TA and begin a ratification vote later this week. If UF members ratify the TA, it will go to the 4CD Governing Board for ratification at their regular meeting on October 14, 2026.

Here are the highlights of the TA:

For 2026-2027, all faculty salary schedules will be increased by 4% (ongoing) beginning January 1, 2027.

For 2027-2028, all faculty salary schedules will be increased by 3% (ongoing) beginning July 1, 2027.

For 2028-2029, all faculty salary schedules will be increased by 3% (ongoing) beginning July 1, 2028.

Also, effective January 1, 2027, an additional step will be added to every column at the high end of the B-1 schedules (B1, B1P, and B1S, covering full-time faculty A load, part-time classroom faculty; and summer) as follows:

- For columns 1, 2, 3, and 4, a new step will be added with a 3% increase at the top step. For columns 5, 6, and 7, three steps will be added with a 3% increase at Step 30. For those faculty

who are already at the top step, the District will recalculate their current step from date of hire and move faculty up, as appropriate based on their years with the District.

- In column 1 only, salaries on the bottom/lowest three steps (steps 1, 2 and 3) will be increased by 3%. In column 1 only, the salary on step 4 will be increased by 2%. In column 2 only, salaries on the bottom three steps (steps 1, 2, and 3) will be increased by 1%.

With the cumulative effect, this means salary increases of 10.3%-13.6% over 18 months starting January 1, 2027 (depending on one's step on the salary schedule). In addition, for all three years, the District will continue to cover its share of medical benefit premiums (94% for full-time faculty; and 94-97% for eligible part-time faculty).

Of note, the funding for the 4% increase on January 1, 2027, will come from a source we have not used in the past. We are hoping that by the end of this academic/fiscal year, the District will have finally moved off "hold harmless" and that State funding will again provide new ongoing revenues that can be used for compensation, but for this year, 2026-2027, we are leveraging funds that the District has been investing for retiree benefits.

The Other Post Employee Benefits (OPEB) Trust was created in 2009 to fund retiree benefit obligations. The Trust was established to pay for retiree health costs once sufficiently funded. Since 2009, 4CD has invested one-time funds, along with a \$1 million annual contribution from ongoing revenue, to the Trust while continuing to pay the cost of retiree benefits each year from the General Fund. The total OPEB liability (an estimate of future retiree health insurance costs based on actuarial studies) was \$236,089,978 as of 6/30/2026. The "Fiduciary Net Position" (money in the fund, which changes daily based on investments) was \$233,021,342. This means that as of 6/30/2026, the trust was 98.7% funded. It is close to 100% funded today. In our Compensation Committee, we discussed shifting some of the annual cost for retiree benefits in 2026-2027 from the General Fund to the OPEB trust. This will free up ongoing funds for the salary increase this year.

Also, the TA makes changes aimed at clarifying some policies related to initial salary placement and making it easier for Career Technical Education (CTE) faculty to get credit for additional education in order to advance on the salary schedule. Most notably, we eliminated the limit on lower-division units submitted for advancement for faculty in non-master's disciplines.

We also added contract language to clarify how pay-per-load is defined for part-time faculty.

Lastly, we included in the TA a values statement that the negotiating teams had shared with the Governing Board in 2024. We agreed that in October and November of 2026, UF and 4CD will gather and analyze together qualitative and quantitative data related to online and on-campus faculty work. In the Spring 2027 semester, our teams will renew negotiations with the shared intent of reaching agreement by May 2027 on improvements, adjustments, and/or clarifications in the following areas:

- Faculty Rights and Responsibilities On Campus
- Faculty Rights and Responsibilities When Teaching Off-Campus (i.e. at Area High Schools Pursuant to CCAP Agreements)
- Faculty Rights and Responsibilities When Teaching Online
- Faculty Evaluations (Including Improvement Plans and Updates to the Evaluation Guidebooks)
- Initial Salary Placement and Educational Units for CTE Faculty

This TA concludes negotiations we began last year on reopeners for 2025-2026. Remaining issues (in articles that are listed in the TA) will be carried into negotiations this spring on reopeners for 2026-2027. UF and 4CD can each open additional articles, as described in Article 30.2 of the 2024-2027 UF/4CD Collective Bargaining Agreement.