

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT AND AFT LOCAL 2121
CONCESSIONS SIDE LETTER/AGREEMENT**

Recent, unanticipated actions by the State of California have resulted in a net loss of \$2,880,829 in revenue to the District, giving rise to a fiscal crisis. To address this loss, the District and AFT have agreed to concessions and contract changes on a one-time, non-precedent-setting basis to address this fiscal emergency.

Cuts in Faculty Assignments and Faculty Contribution to the Fiscal Crisis. The faculty bargaining unit has already made substantial sacrifices in 2011/12, generating savings through measures taken by the District not requiring negotiations with AFT: class cancellations, reductions in summer school offerings, cuts in day-to-day subs and instructionally-related assignments, and program cuts. These measures reduce compensation to faculty just as surely as do more formal wage cuts, and without reductions in workload. Since these losses are not easily quantified, the parties commit to continue to monitor and discern the impact of these cuts on faculty compensation and AFT's "contribution" to the fiscal crisis.

The parties agree to the following:

1. **Tenure Review.** Effective February 28, 2012, tenure review work and mentoring for the Spring 2012 semester has been suspended. Tenure review committees have been directed to stop any review processes that they had started, and mentors have been directed to stop their scheduled mentoring work. The Office of Instruction will process hourly paid assignment forms and time sheets for any tenure review work or mentoring that happened prior to February 28th. Faculty who were recently approved for consideration for early tenure will be rescheduled for review in Fall 2012. Committees of those faculty will have the opportunity to recommend them for early tenure at the end of the Fall 2012 semester, in accordance with Exhibit K, B.5 of the District/AFT Collective Bargaining Agreement. Tenure review processes will resume in the Fall 2012 semester.
2. **Summer Calendar.** Summer calendar for credit courses will begin on Monday, July 2, 2012 (as agreed to on March 2, 2012).
3. **Wage Concessions.** For Fiscal Year 2011-2012, faculty shall contribute an annualized percentage of 0.45% of all earnings, which means .0045 times all earnings, retroactive to July 1, 2011, in order to generate \$500,000 in savings.
 - a. The contribution shall be spread evenly over the remaining pay periods.
 - b. Part-time members whose assignments were reduced after the start of the Spring 2012 semester shall not be subject to the retroactive portion of the 0.45% (.0045) contribution.
 - c. The District will not cut any additional classes for the rest of the Spring 2012 semester, effective as of the date of this side letter (with the exception of low-enrolled late-start classes).

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- d. If the District achieves more in actual savings than indicated in the “targeted spending ceiling” on faculty compensation of \$120,216,210 in Fiscal Year 2011-2012 for unrestricted and categorical faculty compensation, then the savings up to \$500,000 shall be refunded to unit members on a pro-rated basis. Actual savings refers to reduced spending, and not transfers of expenditures to other one-time sources. This shall be determined no later than October 1, 2012, and paid out by December 31, 2012.
- e. Unit members who retire from District service with an effective date on or between July 1, 2011 and June 30, 2012, shall be refunded any contributions made under section 3 of this side letter.

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For the District
March 12, 2012

For AFT
March 12, 2012