

**Tentative Agreement for modification of the current contract July 1, 2013 through June 30, 2016. Modifications effective July 1, 2015**

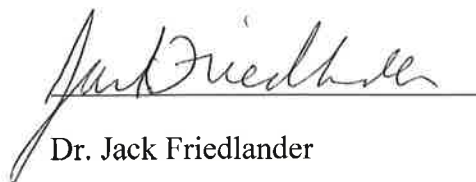
The Santa Barbara Community College District (District) and the Santa Barbara City College Instructors' Association (IA) agree to the following:

1. 50% of the 2014-15 surplus (Unrestricted General Fund 2014-15 net revenues less expenses and transfers, based on estimated unaudited actual for the unrestricted general fund prepared as of September 30, 2015) will be disbursed as a one-time payment to full and part-time faculty, permanent classified staff and management. For Full Time faculty, the payment will be determined as a percentage of base salaries plus longevity for the 2014-15 academic year for all full time faculty employed as of May 16, 2015. For Part Time faculty, the payment will be determined as a percentage of actual salaries paid for instruction for the 2014-15 academic year. The percentage for the one-time payout is not to exceed 1.5%.
  
2. a. Schedule 10 will be extended to reflect the results of the faculty salary and longevity study. Longevity will be added to the schedule by extending the steps on the schedule (see attached)  
b. The 2015-16 COLA percentage (as reflected in the final state budget) will be added to all salary schedules for each step on the schedules per the 2013-16 contract.
  
3. The District will fund the lowest cost 80% health insurance plan at the 2015-16 rates effective October 1, 2015.

There are no other changes or amendments to the 2013-16 Agreement between the parties.

Dated: 5-14-15

Dated: 5/14/15



Dr. Cornelia Alsheimer  
Secretary and Chief Negotiator  
SBCC Instructors Association

Dr. Jack Friedlander  
Executive Vice President  
SBCC District

Schedule 10					
Step	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	55,435	57,452	59,469	61,486	63,503
2	57,452	59,469	61,486	63,503	65,520
3	59,469	61,486	63,503	65,520	67,537
4	61,486	63,503	65,520	67,537	69,554
5	63,503	65,520	67,537	69,554	71,571
6	65,520	67,537	69,554	71,571	73,588
7	67,537	69,554	71,571	73,588	75,605
8	69,554	71,571	74,414	77,256	80,099
9	71,571	73,588	76,485	79,382	82,279
10	73,588	75,605	78,597	81,589	84,581
11	75,605	77,622	80,717	83,813	86,908
12	77,622	79,639	82,844	86,049	89,254
13	79,639	81,656	84,971	88,286	91,601
14	79,639	83,673	86,904	90,135	93,366
15	79,639	83,673	88,542	91,394	94,246
16	79,639	83,673	88,542	93,372	96,205
17	79,639	83,673	88,542	93,372	96,205
18	79,639	83,673	88,542	93,372	96,205
19	81,630	85,765	90,756	95,707	98,610
20	81,630	85,765	90,756	95,707	98,610
21	81,630	85,765	90,756	95,707	98,610
22	83,621	87,857	92,969	98,041	101,015
23	83,621	87,857	92,969	98,041	101,015
24	83,621	87,857	92,969	98,041	101,015
25	85,612	89,949	95,183	100,375	103,420
26	85,612	89,949	95,183	100,375	103,420
27	85,612	89,949	95,183	100,375	103,420
28	87,603	92,041	97,396	102,710	105,825
29	87,603	92,041	97,396	102,710	105,825
30	87,603	92,041	97,396	102,710	105,825
31	89,594	94,132	99,610	105,044	108,230
32	89,594	94,132	99,610	105,044	108,230
33	89,594	94,132	99,610	105,044	108,230
34	91,585	96,224	101,823	107,378	110,636