

**Memorandum of Understanding
Between the Santa Barbara Community College District “District”
and the SBCC Faculty Association “FA”**

**ENGLISH 110 Salary Differential Pilot
Effective Fall 2019 - Fall 2020
*EXTENSION THROUGH SPRING 2021***

Prior to the passage of AB 705, approximately 73% of students placed into one, two, or three levels below transfer-level English, ENG 110. Effective Fall 2019, all students will be eligible to be placed directly into ENG 110. The range of student preparation in these transfer level courses will be significantly different as a result and will likely impact English faculty workload.

English faculty have developed three responses to AB 705:

- 1) redesigning the curriculum of ENG 110 to include an additional lecture unit, going from 3 units to 4 units;
- 2) the formalizing of a lowered class cap of 24 students as approved by the SBCC Curriculum Advisory Committee (on a 3 semester pilot); and
- 3) a negotiated item: a pay differential for the instruction of ENG 110.

In recognition of the experimental state of the English curriculum following the passage of AB 705 and the faculty’s concern regarding the increased demands on the instructors, a pilot period of a differential pay structure will be established for 6 terms: Fall 2019, Spring 2020, Summer 1 and 2 2020, Fall 2020, and Spring 2021. During that period, every 4-unit ENG 110 class will be compensated at an additional 0.5 TLUs, managed as load. This applies to classes taught by full-time faculty as part of their required base load or overload as well as to classes taught by part-time faculty starting Fall semester 2019.

In order to address data needs, waitlists of at least 5 will be added to ENG 110 courses.

Educational Programs will assess student demand for the support courses at the close of each term.

The District, the English Department faculty, and the Faculty Association will meet during February 2021 to review efficacy data. During this period, the District, the English Department faculty, and the Faculty Association will also review adequate coverage of English courses to address District concerns that the creation of lowered course caps in support courses may not adequately address student need and may cause an undue financial burden to the district, which might impact the ability to offer an appropriate number of sections for students.

Continuation of this differential will be contingent on negotiations based on student success data, student qualitative data (if available), review of course coverage, and other extenuating circumstances of Fall 2019, Spring 2020, and Fall 2020.

Negotiations for future semesters are scheduled for March 2021.

The parties executed this agreement on Tuesday, November 24, 2020.



Pamela Ralston, Executive Vice President
Santa Barbara Community College District



Cornelia Alsheimer, President
SBCC Faculty Association



Michael Shanahan, Vice President - Human Resources
Santa Barbara Community College District

*Future scheduling:

1. FA/English dept to bring info to District/Pamela on **Feb 5th 11am - 1pm**
2. FA/English dept have proposal/data by Feb 2021 and Negotiations for future semesters are scheduled for **March 5, 2021 10am -12pm**












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Final Audit Report

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