

**San Diego Community College District  
and  
AFT Guild, Local 1931**

**Resource Allocation Formula Distributions and  
Collective Bargaining Agreement Amendments**

Classified Professionals Bargaining Unit  
*December, 2023*

All changes effective January 1, 2024 unless otherwise noted:

- 1) 4.00% across the board salary increase.
- 2) Define the monthly minimum living wage as follows:  $\$30.58/\text{hour} \times 40 \text{ hours/week} \times 52 \text{ weeks/year} \div 12 \text{ months/year} = \text{minimum monthly living wage of } \$5,300.53$ .
- 3) Increase the minimum monthly living wage for all unit members to \$5,300.53 by deactivating (“shading”) all salary schedule steps which are below this level following the application of the 4.00% increase. See attached salary schedule.
- 4) Reallocate all classifications currently on ranges 1-13 to range 14. Place all unit members in a classification reallocated to range 14 on step L.
- 5) Move all unit members on ranges 14 and above who are currently on a salary step less than the monthly minimum wage of \$5,300.53 to the step equal to or greater than \$5,300.53 of the same salary range.
- 6) Create a longevity bonus for all unit members with 20 years or more of contract service with the District equal to the formula \$7.80 per month per year of service. Example: a unit member with 30 years of service would receive  $\$7.80/\text{month} \times 30 \text{ years of service} = \$234/\text{month}$ . Add this language to Article 6.22 of the Classified Professionals CBA.
- 7) Increase the vacation allowance from 17 days/year to 19 days/year for employees with years of service from 5-10. Update Article 10.3.2 of the Classified Professionals CBA accordingly to reflect this change.
- 8) Increase the overtime rate of pay to double time for overtime worked in excess of 12 hours per day. Update Article 5.14.2 of the Classified Professionals CBA accordingly to reflect this change.
- 9) Ongoing \$100,000 annual increase to the AFT Classified Professionals Retiree Healthcare Fund. \$50,000 to be added on 1/1/2024, \$100,000 to be added on July 1, 2024 and every July 1 thereafter.

<b>\$3,030,325</b>	<b>RAF Allocation</b>						
<b>(\$178,020)</b>	Increase Vacation Allowance from 17 days/year to 19 days/year for Employees Years 5-10						
<b>(\$4,182)</b>	Double Time Over 12 Hours						
<b>(\$100,000)</b>	Augment Retiree Healthcare Fund						
<b>(\$559,760)</b>	Longevity Bonus						
\$2,188,363	Balance		1% Cost:	\$547,342			
<b>4.00%</b>	<b>Across the Board</b>						

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Gregory Smith, Vice Chancellor  
People, Culture, and Technology Services

Date: \_\_\_\_\_

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Jim Mahler, President  
AFT Guild, Local 1931

Date: \_\_\_\_\_