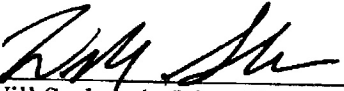


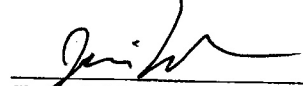
**SIDELETTER BETWEEN THE  
SAN DIEGO COMMUNITY COLLEGE DISTRICT AND  
AFT GUILD CLASSIFIED PROFESSIONALS AND FACULTY BARGAINING UNITS  
REGARDING COVID-19 RELATED MATTERS**

The parties agree to make the following temporary modifications to their respective collective bargaining agreements effective September 1, 2020, and continuing through June 30<sup>th</sup>, 2021, after which these temporary modifications shall sunset and the status quo contract language will resume in full force and effect.

- 1) Adjunct faculty members who are currently receiving District health benefits shall have not their benefits terminated during this period provided they can produce an affidavit stating they are not eligible to receive benefits from any other source (spouse, other employment, etc.). The District will use Fall 2021 and Spring 2020 semester assignments to determine eligibility for continued coverage.
- 2) Prior to returning to work, or as their first function upon returning to work, Classified Professionals and Faculty will confirm via email to their immediate supervisor that they have watched the training videos regarding safety guidance requirements issued by the Center for Disease Control (CDC) and the Occupational Safety and Health Administration (OSHA) related to COVID-19.
- 3) Classified Professionals and Faculty will be limited to one additional salary step (classified) or salary class (faculty) advancement due to educational incentives or other salary advancement rules in addition to their regular annual step advancement.
- 4) Tenured/Tenure-Track Faculty will be subject to unequal distribution of their 1.0 FTEF workload over the Fall 2020 and Spring 2021 semesters provided their annualized workload averages to 1.0 FTEF. Any workload imbalances will not affect their regularly scheduled 10-month contract monthly base salary payments.
- 5) Extended Service Units for Coaching related activities will continue to be paid as per past practice, even if the semester of the actual athletic activity does not take place during the traditional semester it has in the past. In no case will any coach receive additional ESUs for the academic year due to their athletic taking place in the spring semester instead of the fall.
- 6) The parties will meet and confer regarding unit members who have exhausted all paid leaves as a result of not being able to report to work due to one or more of the following circumstances:
  - The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
  - The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
  - The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
  - The employee is caring for or residing with an individual who is subject to an order as described in subparagraph (1) or has been advised as described in paragraph (2).
  - The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions.
  - The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

  
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Will Surbrook, Vice Chancellor  
Human Resources

Date: 8/27/2020

  
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Jim Mahler, President  
AFT Guild, Local 1931

Date: 9/10/2020