

**Chairs Committee
San Diego Miramar College**

Chair: Mary Kjartanson

Thursday, April 16

1:00-3:00 p.m.

R3-100

Draft Minutes

Members Present: Francois Bereaud, Kandice Brandt, Angela Boyd, Lisa Brewster, Matthew Cain, Jae Calanog, Randy Claros, Dawn Dimarzo (proxy-Veronica Dayag), Dawn Diskin, Molly Fassler, Dan Igou, Andy Lowe (proxy-Becca Bowers-Gentry), Jessica McCambly, Ryan Monroy, Max Moore, Lisa Muñoz, Jordan Omens

Members Absent: Max Moore

Present Assistant Chairs, Program Directors, Department Liaisons: Becca Bowers-Gentry, Veronica Dayag, Ali Gonzalez, Darren Hall, Elizabeth Hubert, Matthew Jewett, Justin Matsushita, David Mehlhoff, Mardi Parelman,

Guests: Dan Gutowski, Patti Manley

I. Call to Order

The meeting was called to order by Mary Kjartanson at 1:05 PM

II. Approval of Agenda

MSC (Omens/Diskin) agenda approved

III. Approval of Minutes

MSC (Omens/Diskin) 02/19/2026 minutes approved as submitted

IV. Old Business

V. New Business

1. Service Contract-Site Improvement Report

Dan Gutowski reported that the District is developing a Facilities Contract Request Form that will serve as the portal for the following:

- As-Needed Maintenance Contract
- As-Needed Repair Contract
- Preventative Maintenance Contract
- As-Needed Service Agreement
- Service Agreement

The form will need to be completed and forwarded to the Director of Operation and Facilities. The form must include either a rate sheet, or

a proposal for the work. As-needed require a vendor rate sheet. Preventative/service require a proposal to include the scope of the project.

Dan reported that the Chairs can start getting rate sheets and proposals for services together for the 2026/2027 Fiscal year. Dan will submit requests received in late May for contract processing before the end of the spring semester. Dan added that all installations must be processed as a site improvement.

1. AFT Guild SDCCCD Faculty Initial Contract Proposal Review

Jim Mahler presented on the new contract proposal language generated from faculty surveys and feedback. He spoke to the following points:

Salaries and modifications to the existing salary schedule

Single column tenured/tenure-track salary schedule, effective July 1, 2026



New SDCCCD Salary Schedules (2).xlsx

Mahler explained that Several factors were considered including the following:

SDCCCD salaries are among the lowest salaries in the County and State; The single column does not differentiate for advanced degrees; Currently there is not a mechanism for new hires to come in above Step C; Faculty who were on Class 6 did not benefit from the most recent settlement; There are approximately 60 faculty already on Step S of Class 6, many of whom have not received a step increase in years.

Mahler explained that as a result **the values of each of the steps** were increased in this single column salary schedule, **and eight additional steps at the high end.**

To compensate the faculty who have been stuck on Step S we propose to accelerate them into the newly created additional eight steps.

- Faculty who have been on Step S for two years or more will move to step 19.
- Faculty who have been on Step S for three years or more will move to step 20.
- Faculty who have been on Step S for four years or more will move to step 21.
- Faculty who have been on Step S for five years or more will move to step 22.
- Faculty who have been on Step S for six years or more will move to step 23.
- Faculty who have been on Step S for seven years or more will move to step 24.
- Faculty who have been on Step S for eight years or more will move to step 25.

In recognition of advanced degrees, over and above what is required to meet Minimum Qualifications, we are proposing two additional salary columns, each 2.5% greater than the previous column. Rules for placement in three new placement columns.

In recognition of previous related work or teaching experience we are proposing that any newly hired faculty can be placed up to Step 10, reflecting a maximum credit of ten years of previous work or teaching experience.

To address adjunct/overload salary schedules the same rules for Salary Column and Step Placement would apply, in addition to credit for prior related work or teaching experience, would apply for adjunct faculty as stated above for tenured/tenure-track faculty.

100% pro-rata salary schedule for all adjunct/overload assignments such that adjunct faculty will be paid exactly the same rate of pay, on a proportionate basis, as their equally qualified tenured/tenure-track counterparts who are doing the same work. That means 100% equal pay for equal work.

Mahler presented the following plan proposal for future years:

- Effective the *first* July 1st following ratification by the parties, **all salary schedules to be increased across the board by the value of the Statewide COLA + 2%.**
- Effective the *following* July 1st, **all salary schedules to be increased across the board by the value of the Statewide COLA + 2%.**

He also spoke to other compensation related items:

- Adding 2 ESUs per semester for all Department Chairs (includes CE).
- Increasing the amount of reassigned time for all departments.



SDCCD Chair
Reassigned Time Prc

- Merging all CE chair language into that of the credit colleges, including 11-month contracts.
- 1/2 ESU per course per semester for each unique catalog course number the Department Outcomes Coordinator of each department is responsible for.
- Providing additional departmental reassigned time of 0.20 FTEF per discipline during the semester program review is scheduled.
- Increasing in the number of ESUs for head coaches and assistant coaches up to 16 and 8, respectively.
- Expanding the Adjunct Office Hour program to include CE adjunct faculty.
- Each faculty Club Advisor to receive 2 ESUs per semester.
- During semesters in which a unit member is chairing or co-chairing a search committee to fill a tenure-track or restricted contract faculty position, the unit member shall receive an additional 0.20 FTEF Reassigned Time.
- Providing up to \$5,000 annually per member for tuition reimbursement.
- Doubling the districtwide travel and conference fund, and expanding use to include professional development activities.

- Providing all CCAP faculty with the 10% off-campus additive, in addition to 10 paid non-classroom hours each semester for professional development, orientation, and high school visits.
- Providing reassigned time for faculty who serve as campus study-abroad coordinators.
- All disciplines to be fairly compensated when teaching multiple levels of the same course at the same time.

Class Size Reduction for Credit Colleges

- No class shall have a class capacity of greater than 35 students.
- Courses that satisfy CAL-GETC Area 1A and 1B will have a class capacity of 25 students.
- Courses that satisfy CAL-GETC Area 1C will have a class capacity of 30 students.
- In cases where a single lecture section serves two lab sections, the class cap of the lecture section may exceed 35, with an additional load factor applied.
- The instructor may raise these aforementioned caps at their sole discretion.

Faculty Benefits

- Makes permanent the choice of at least one fully paid HMO, and maintains current dental and vision coverages.
- Expands the computer loan program to all applicants, not just those whose names are drawn in the lottery.
- Allows faculty to take any SDCCD course tuition free.
- Expansion of the Overload Banking Program.
- Expansion of pro-rata program to include CE tenured retirees.
- Provides clarity on how pro-rata assignments are to be computed, and allows additional assignments up to 40% overall at the adjunct rate of pay.
- Adds paid leave for reproductive loss.
- Allows retiring unit members to purchase a District parking permit and keep their SDCCD email address, subject to annual renewal.
- Updates the FMLA/CFRA/PDL leaves table.

Enhanced Adjunct Faculty Rights

- Adjunct faculty with eight or more years of SDCCD service who are invited to be interviewed by the screening committee shall also be sent to the College President as part of the committee's finalist pool of candidates.
- ESL adjunct faculty to gain POA for all levels/classes of ESL.
- Adjunct faculty won't lose their POA by accepting reassigned time opportunities.
- Enhanced adjunct termination protections as a result of CFT legislative changes to Ed Code §87665.

Protecting the Rights of all Faculty

- New contract article on Artificial Intelligence, safeguarding against abuse while protecting academic freedom.
- Non-classroom tenured/tenure-track faculty to be allowed two remote days per week. Non-classroom adjunct faculty to be allowed one remote day per week.
- Defines the principal purposes of the evaluation process.
- Updated language regarding assigned vs. unassigned hours for non-classroom faculty.
- Updated emergency communication system.
- All grievances to be submitted for binding, vs. advisory, arbitration.
- Limits how far back in time the District can go to apply discipline.

- Redefines the Professional Advancement Committee as the Sabbatical Review Committee.
- Hybrid courses re-defined as 50% on-campus for online load calculation purposes, regardless of actual time spent on-campus.

What's not Included: Renewal of Resource Allocation Formula (RAF)

Based on the feedback received, we have purposely chosen to not renew the Resource Allocation Formula (RAF) when it expires on June 30, 2026. With the RAF in place, we would not be allowed to seek all of the economic improvements we are proposing. The biggest downside of not having a RAF in place will mean that we will likely need to pay for our health benefit premium increases when they take effect on January 1, 2027 until we are able to settle this contract.

Mahler encouraged the Chairs to share the information with their departments and contact him with additional proposals or suggestions. A follow-up meeting was proposed to be held on Thursday, April 30 at 1:30 p.m. in R3-100. Kjartanson agreed to send the invitation to the Chairs Committee members.

VI. Announcements: None

VII. Next Scheduled Meeting

May 21, 2026

VIII. Adjournment:

Meeting adjourned (Brewster) by consensus at 3:00 p.m.

