Contra Costa Community College District
pathways to success

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Contra Costa Community College District (4CD) and United Faculty of 4CD (UF)
Straw Design for Tentative Agreement Concluding 2025-2026 Negotiations

After a series of negotiating sessions, the Parties have agreed that all current articles of the Collective Bargaining Agreement remain the same, with the exception of those below.

Compensation

This tentative agreement covers total compensation for 2026-2027, 2027-2028, and 2028-2029. For all three of these years, the District agrees to continue to cover its share of medical benefit premiums (94% for full-time faculty; and 94-97% for eligible part-time faculty as described in the 2023 Agreement on Part-Time Faculty Health Insurance). In addition:

For 2026-2027, all faculty salary schedules will be increased by 4% beginning January 1, 2027. Also, effective January 1, 2027, an additional step will be added to every column at the high end of the B-1 schedule as follows: for columns 1, 2, 3, and 4, a new step will be added with a 3% increase at the top step. For columns 5, 6, and 7, three steps will be added with a 3% increase at Step 30. For those faculty who are already at the top step, the District will recalculate their current step from date of hire and move faculty up, as appropriate based on their years with the District.

In column 1 only, salaries on the bottom/lowest three steps (steps 1, 2 and 3) will be increased by 3%. In column 1 only, the salary on step 4 will be increased by 2%. In column 2 only, salaries on the bottom three steps (steps 1, 2, and 3) will be increased by 1%.

For 2027-2028, all faculty salary schedules will be increased by 3% beginning July 1, 2027.
For 2028-2029, all faculty salary schedules will be increased by 3% beginning July 1, 2028.

Salaries for Summer 2027 will be based on (and use) the 2026-2027 salary schedule. Salaries for Summer 2028 will be based on (and use) the 2027-2028 salary schedule. Salaries for Summer 2029 will be based on (and use) the 2028-2029 salary schedule.

If there are unanticipated, substantial changes in revenues or expenses (including but not limited to any funded statutory cost-of-living increase [COLA] from the State that exceeds the negotiated total-compensation increases for 2027-2028 and 2028-2029 in this agreement), either side may elect to reopen negotiations on compensation for 2027-2028 or 2028-2029.

Advancement on the Salary Schedule

20.3.1.5 Advancement to Higher Classification: To advance on the salary schedule, faculty must earn additional units ~~beyond~~ **subsequent to** their final initial placement. After initial FSP, the coursework submitted and ~~reviewed~~ **used** for initial class placement is not considered for advancement to higher classification. All units submitted ~~beyond~~ **in excess of** the final initial class placement, including those submitted at the time of hire but not used in the final initial placement, are eligible to be used for advancement and are subject solely and only to the provisions in the UF/CCCCD Agreement, 20.3.1.2.5, and are to be evaluated accordingly.

20.3.1.5.1 A minimum grade of "C" or "Credit" is required for any units taken for credit and used for class advancement. ~~Effective July 1, 2001, and through June 30, 2011, at least 50% must be upper division or graduate.~~ Effective July 1, 2011**, and through October 31, 2026**, no more than 40% of the units submitted for advancement may be lower division. **Effective November 1, 2026, no more than 40% of the units submitted and used for advancement may be lower division (except for faculty in non-master's disciplines).** For each class advancement, the cumulative total of lower division units **used for salary class advancement** ~~submitted since~~ **after** the initial FSP may not exceed 40%. Faculty ~~are not required to complete 60% non-lower-division units for each class advancement, but~~ must maintain a cumulative total of lower division units **(of the units used for class advancement after the initial final salary placement [FSP])** at or below 40% in order to advance to the next class. **Faculty are not required to complete 60% non-lower-division units for each class advancement.** Units earned need not be related to the instructor's discipline nor relate to the instructor furthering ~~his/her~~ **their** education.

Educational Units for CTE Faculty

UF and 4CD recognize that some training for career-technical faculty falls outside the contractual provisions that allow units to be counted for advancement on the salary schedule. UF and 4CD agree to create a process whereby faculty may elect to request a review of an educational activity to determine whether it will qualify for units towards class advancement and for how many units. We will begin this work in fall 2026 with the shared intent of developing a process that can be implemented no later than fall 2027.

Part-Time Faculty Pay

20.3.2 Temporary (Part-Time) Faculty Salary Schedule Rules and Regulations:
20.3.2.1 Salary Schedules for Temporary (Part-Time) Faculty: Salary schedules for temporary (part-time) service in the day, extended day and summer session are included in Appendix B.
A temporary (part-time) faculty employee ~~on a per diem or hourly assignment~~ will be paid each month for assigned service rendered at the rate indicated in the salary schedule for such service.

20.3.2.1.1 Instructor: ~~Appropriate class and step of the current Teaching Salary Schedule, Appendix B-2. The 2019-2022 Agreement also includes a load adjustment factor.~~
Part-time instructors will be paid for fall and spring assignments proportionally (by load) off the full-time B-1 salary schedule at the negotiated parity rate (as reflected on the B1P Salary Schedule). Summer classroom assignments for part-time faculty will be compensated proportionally (by load) at the negotiated summer parity rate (as reflected on the B1S Salary Schedule). Compensation for part-time instructors includes both pay for instruction and pay for work outside the classroom related to instructional assignments, such as preparation, grading, communicating with students, and holding office hours in proportion to instructional assignments (see Article 7.8.4).

Topics for Future Negotiations

On December 16, 2024, the 4CD and UF Negotiating Teams shared the following Statement of Values with the District Governing Board:

As UF and 4CD continue to negotiate the complexities of post-pandemic instruction, these shared values have guided our work: we believe that strong connections among students, faculty, staff, and managers foster a vibrant and supportive college community. We value relationships, trust, and transparency, as we strive to be responsible stewards of public funds dedicated to service and leadership and to our district's mission to transform lives by providing outstanding learning opportunities, nurturing and empowering all students to achieve their educational goals.

We are committed to creativity and innovation in teaching and learning and to ensuring that our breadth of course offerings meet the diverse needs and aspirations of all students. We believe in the power of self-reflection and participation, which are crucial to finding meaning in our work and to realizing our district's vision to be a beacon of excellence in learning and equitable student success.

We strive for stability and growth, enhancing and investing in our human resources to provide the highest quality education possible. This includes offering competitive compensation (including salary and benefits); increasing the ratio of full-time faculty to part-time faculty; creating flexible teaching and learning conditions; and maintaining spaces on campus and online where everyone, including faculty, students, staff and managers, feels welcome and safe.

We value diversity and recognize the varied strengths that people bring to our colleges. We value great teaching and student-support services, on-campus and online educational opportunities, out-of-class experiences for students, mentoring relationships and substantive contact between faculty and students, as well as equity in access and programming to support students in achieving their educational goals.

We stand together as partners in a district united by shared values and a common purpose, and contract negotiations are thus an ongoing, interest-based process, where we seek to make continuous improvements in teaching and learning conditions throughout our district.

In this agreement, 4CD/UF recommit to these values and affirm our shared interest in the integrity of the 4CD/UF collective bargaining agreements. We agree that in October and November of 2026, UF and 4CD will gather and analyze together qualitative and quantitative data related to online and on-campus faculty work. In the Spring 2027 semester, our teams will renew negotiations with the shared intent of reaching agreement by May 2027 on improvements, adjustments, and/or clarifications in the following areas:

- Faculty Rights and Responsibilities On Campus
- Faculty Rights and Responsibilities When Teaching Off-Campus (i.e. at Area High Schools Pursuant to CCAP Agreements)
- Faculty Rights and Responsibilities When Teaching Online
- Faculty Evaluations (Including Improvement Plans and Updates to the Evaluation Guidebooks)
- Initial Salary Placement and Educational Units for CTE Faculty

Towards this end, the following articles and issues will be automatically reopened for negotiations in spring 2027:

- Article 6 (Divisions and Departments)
- Article 7 (Load)
- Article 10.4 and Appendix A (Flex)
- Article 17 and Appendix X (Faculty Evaluations)
- Article 20 (Salary)
- Article 27 (Distance Education)
- Faculty Assignments under College and Career Access Pathways (CCAP) Dual Enrollment Agreements (currently not covered by contract)

UF:

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United Faculty President

Jason Mayfield (Oct 26, 2026 15:43:05 PDT)

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