

**SIDELETTER BETWEEN THE  
SAN DIEGO COMMUNITY COLLEGE DISTRICT  
AND  
AFT GUILD, LOCAL 1931 FACULTY  
AFT GUILD, LOCAL 1931 CLASSIFIED PROFESSIONALS  
AFT GUILD, LOCAL 1931 NON-ACADEMIC, NON-CLASSIFIED EMPLOYEES**

To settle negotiations regarding compensation and benefits for the 2021-2022 academic year, the parties agree to make the following modification to the applicable collective bargaining agreements, effective January 1, 2022.

1. The District shall increase all faculty, classified professional, and non-academic, non-classified employee salary schedules by 2.535%.
2. In consideration of the impacts of the COVID-19 pandemic and addressing changes in working conditions and work location, including additional expenses incurred while working remotely and returning to onsite operations, the District shall provide all bargaining unit members employed with the District at any point during the period from July 1, 2021 through December 31, 2021 with one off-schedule payment equivalent to 2.535% of their gross pay which was earned between July 1, 2021 through December 31, 2021. Bargaining unit members who were terminated for cause, retired, or voluntarily resigned prior to January 1, 2022 shall not be eligible for the off-schedule payment. Bargaining unit members with eligible earnings during the applicable period whose assignment ended prior to January 1, 2022 for reasons other than termination, retirement, or resignation shall be eligible for the off-schedule payment. The payment shall be made no later than the March 31, 2022 and April 10, 2022 pay disbursements.
3. The AFT Guild agrees to waive the right to reopen negotiations regarding compensation and benefits for the 2022-2023 academic year unless the District meets the 15% General Fund Unrestricted ending fund balance as stated in Section II "Cash Reserves Trigger" of the 2020-2023 Resource Allocation Formula agreement.

  
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Gregory Smith, Vice Chancellor  
Human Resources

  
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Jim Mahler, President  
AFT Guild, Local 1931

Date: 11/3/2021

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