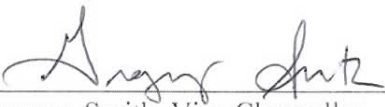


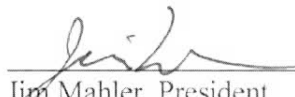
**SIDELETTER BETWEEN THE
SAN DIEGO COMMUNITY COLLEGE DISTRICT
AND
AFT GUILD, LOCAL 1931 FACULTY BARGAINING UNIT**

The parties agree to make the following temporary modification to the college faculty collective bargaining agreements, effective July 1, 2021 and continuing to June 30, 2022 after which this temporary modification shall sunset and the status quo contract language will resume in full force and effect.

- 1) To accommodate reductions in enrollments due to the COVID-19 pandemic, Tenured/Tenure-Track Faculty may be assigned less than a 1.0 FTEF workload during the Fall 2021 and Spring 2022 semesters. The appropriate Dean may approve up to a .40 cumulative load deficit for the 2021-2022 academic year. The appropriate Vice President may approve up to a .60 cumulative load deficit for the 2021-2022 academic year.
- 2) Faculty approved for a less than 1.0 FTEF workload during the 2021-2022 academic year shall receive their full salary.
- 3) Load imbalances resulting during the 2021-2022 academic year shall be made up through additional assignments, which may include summer and intersession assignments, by June 30, 2025. Wherever possible, additional assignments to correct a load imbalance shall be made with mutual agreement between the Faculty member and appropriate Dean. Summer and intersession assignments may only be made with mutual agreement. Where mutual agreement on a regular semester assignment is not reached, the appropriate Vice President shall make the final decision regarding the assignment.
- 4) Deans and Vice Presidents are strongly encouraged to utilize alternative work assignments where possible to avoid load imbalances.



Gregory Smith, Vice Chancellor
Human Resources



Jim Mahler, President
AFT Guild, Local 1931

Date: 8/23/2021

Date: 8/12/21