Hartnell Community College District  
and the  
Hartnell College Faculty Association  

SIDE LETTER OF AGREEMENT  
August 8, 2014  

The Hartnell Community College District (District) and the Hartnell College Faculty Association (Association) mutually agree to the following:  

1. To amend Article 5C of the current collective bargaining agreement between the parties to add new paragraphs 1.d. through 1.f. to give head coaches who are full time faculty members 10 additional days, to add two more additional days for the athletic trainer, and to increase the stipends for other coaches:  

   d. Head athletic coaches who are full time faculty shall work an additional 10 days per year for each sport in which they work in that capacity. The additional days shall be paid at 1/175 of the contract salary per day and shall be subject to the STRS Defined Benefit Plan. These additional days are to compensate for administrative and coordinating duties pertaining to the competitive season that are outside the normal work period. A head coaching assignment for a sport that has combined men’s and women’s teams shall be considered only one head coaching assignment.  

   e. The athletic trainer shall work 24 additional days each year, reflective of the year-round commitment needed to support athletic competition. The additional days shall be paid at 1/175 of the contract salary per day and shall be subject to the STRS Defined Benefit Plan. These additional days may include work during July.  

   f. Stipends for part-time head coaches, assistant, and positional coaches shall be paid in equal monthly installments over the course of the season. Stipend amounts are as follows:  

      1. Part-time head coach: $8,000 per sport  
      2. Assistant coach: $7,000 per sport  
      3. Positional coach: $4,000 per sport  

2. To change Article 9 to reflect that P.E. and kinesiology courses will be treated like all other classes with regard to load, and to add a measure of load in the off season for all head coaches. This will be accomplished by:  

   a. deleting all of the current language, including the chart, in Paragraph B.  
   b. adding a third paragraph to section A under the heading “Units shall be equated as follows:”  

      One coaching or P.E. lab hour equals two-thirds equated units.  

   c. creating a new section B. that says the following:  

      B. In the off-season semester, the head coaches shall receive 2.0 equated units of load for promotion, recruiting, and placement of the athletes and the sport. Sports with combined men’s and women’s teams shall be treated as one team for
purposes of promotion and recruiting. For basketball, which spans two semesters, the off-season load factor will be coordinated with the Director of Athletics.

The provisions of this side letter of agreement will be effective with the beginning of the 2014-15 academic year.

This agreement will be incorporated into the collective bargaining agreement upon ratification of all parties, and is subject to the terms of the collective bargaining agreement.

For the District:  

For the Association:

[Signatures]