

Tentative Agreement Between
Hartnell Community College District
And Hartnell College Faculty Association

Date: May 14, 2025
RE: Article 5 – Wages

C. MISCELLANEOUS SALARIES, REGULAR/CONTRACT FACULTY

1. Workyear/Pay

- a. Regular (permanent) and contract (probationary) faculty shall be paid only for those days beyond the instructional year calendar they are required to work. Payments shall be made at the rate of one over the number of instructional days/times the employee's annual salary for each day worked.
- b. Counselors shall work an additional 10 days per year for a base work year of 185 days. The additional ten (10) days shall be paid at 1/175 of the contract salary per day and shall be reported to STRS as part of the regular work year required for Counselors, consistent with applicable law and regulations. These additional days will be used to provide service during registration, summer session, and intersession, or to engage in professional development of all counseling staff as assigned by the District. The exact dates of service will be determined by mutual agreement of the individual counselor and his/her immediate supervisor. In the event dates required by the District for counselor services cannot be filled by mutual agreement with the individual counselor, the District reserves the right to assign counselors within each department area (i.e., Matriculation, EOPS, DSPS, etc.) to specific days and times, with right of first refusal offered on a rotating seniority basis.
- c. For the fall 2019 semester, Nursing instructors shall work the prorated amount of a 181-day academic year calendar. Beginning with the Spring 2020 semester, nursing instructors shall work an additional twenty (20) days above the regular 175 day academic year, with the number of days prorated for the Spring 2020 semester. Thereafter, beginning with the Fall 2020 semester, nursing instructors shall work twenty (20) days above the regular 175 day academic year for a base work year of 195 days. The additional days shall be paid at 1/175 of the contract per day and will be reported to STRS ~~as service in excess of the regular full time work year as part of the regular work year required for Nurses, consistent with applicable law and regulations.~~ The additional days will be used to complete non-instructional duties that are required to support the nursing program, including completion of specialty accreditation reporting documents, clinical orientation days, content expert coursework necessary to maintain Board of

~~Registered Nursing designations, Nursing and Allied Health Committee meetings, community outreach and partnership events, oversee off-campus clinical experiences and conduct student performance improvement plan conferences are to compensate for time put in while on call and time put in during school holidays and other time beyond the normal work day and year.~~

- d. Head athletic coaches who ~~coach one (1) sport and~~ are full time faculty shall work an additional 15 days per year ~~above the regular 175 day academic year for a base work year of 190 days for one sport, and 22 days for two sports.~~ The additional days shall be paid at 1/175 of the contract salary per day and shall be reported to STRS as ~~part of the regular work year required for Head Coaches, consistent with applicable law and regulations. service in excess of the regular full time work year.~~ These additional days are to compensate for administrative and coordinating duties pertaining to the competitive season that are outside the normal work ~~year period, including athlete recruiting, program development,~~. A head coaching assignment for a sport that has combined men's and women's teams shall be considered only one head coaching assignment. ~~Head athletic coaches who are full time faculty and coach two sports shall work an additional seven (7) days for duties related to the second sport.~~ The additional seven (7) days shall be paid at 1/175 of the contract salary per day and shall be reported to STRS as ~~service in excess of the regular full time work year.~~
- e. The athletic trainer shall work 24 additional days each year ~~above the regular 175 day academic year for a base work year of 199 days., 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 reported STRS as ~~service in excess of the regular full time work year part of the regular work year required for Athletic Trainers, consistent with applicable law and regulations..~~ These additional days may include work during July ~~and are reflective of the year-round commitment needed to support athletic competition, including first aid for injured athletes, and implementing or monitoring injury prevention measures for student athletes during practices and competitions.~~ If any additional days ~~beyond the 199 base work year~~ are required they shall be paid at the NIC lab rate of pay, and scheduled by mutual agreement.
- f. Librarians shall work 10 additional days each year to provide flexible support to the year-round operation of the library. The additional days shall be paid at 1/175th of the contract salary per day and shall be reported to STRS or PERS as part of the regular work year, consistent with applicable law and regulations.

[No Other Changes to the Article]

For the District:

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For HCFA:

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