

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

The Parties agree to the following terms regarding the Faculty Collective Bargaining Agreement, Article XV – Evaluations of Faculty.

THE PARTIES AGREE TO THE FOLLOWING TERMS:

1. Parties agree to make the following changes to Article XV – Evaluations of Faculty.

15.1.11.5 The failure to meet remedial expectations by the time of the "follow-up" report and the entering of that information in the faculty member's official personnel file shall be considered as an "unsatisfactory" evaluation. An unsatisfactory evaluation will result in the faculty member's salary being "frozen" at their current step, under the terms of Article VIII, Section A4.1 above. As soon as remedial suggestions have been met (as determined by a positive outcome during a subsequent evaluation cycle), the faculty member will begin again to advance in annual step increments, effective the first day of the next pay period. Promotional step advancement will be effective the following fall semester. Regardless of when the last evaluation occurred, The the evaluation process will repeat yearly each fall semester until remedial suggestions have been met, or, in cases of tenure-track faculty, the faculty member has received a final denial or approval of tenure. However, if the faculty member receives a notice pursuant to California Education Code section 87734 due to unsatisfactory performance and/or unprofessional conduct (i.e. "90-Day Notice") in the prior fall semester, a follow-up evaluation will also occur in the spring semester in addition to the follow-up evaluation in the fall semester.

General Terms:

2. This Agreement is effective for the Fall 2025 semester.

Jared Burns, Vice Chancellor of
People, Culture, and Technology Services

Jim Mahler, President
AFT Guild, Local 1931

Date: _____

Date: _____