

**Tentative Agreement Between**

**Taft College Faculty Association (TCFA/CTA/NEA)**

**And**

**West Kern Community College District**

**Compensation Increase of 2.03% to the Faculty Salary Schedule**

This tentative agreement ("Agreement") is made by and between the Taft College Faculty Association ("TCFA/CTA/NEA") and the West Kern Community College District ("District") (collectively referenced as the "parties") with respect to the following recitals:

As part of continuing dialogue through the Taft College Faculty Collective Bargaining Committee, the parties have reached a consensus regarding a compensation increase of 2.03% to the 2024-25 Faculty Salary Schedules, Appendix B-1, B-2, and B-3.

Now, therefore, TCFA/CTA/NEA and the District hereby agree as follows:

1. The above recitals are true and correct.
2. A compensation increase of 1.07% COLA and 0.96% salary schedule adjustment will be applied as outlined above and implemented retroactively to July 1, 2024. The parties further agree to update the Faculty Salary Schedules, Appendix B-1, B-2, and B-3 of the collective bargaining agreement ("CBA") as appropriate.
3. Except as set forth in this Agreement, all other terms and conditions of the CBA shall remain unchanged.
4. This Agreement will become effective after ratification by the TCFA/CTA/NEA members and the District's Governing Board.



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Billy White, President  
Board of Trustees  
West Kern Community College District

Dated: 9/11/24



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Ruby Payne (Sep 16, 2024 11:44 PDT)

Ruby Payne, President  
Taft College Faculty Association/CTA/NEA

Dated: Sep 16, 2024

Board Approval:

First Presentation: September 11, 2024

Second Presentation/Approval: September 11, 2024