

**Tentative Agreement Between**  
**Taft College Faculty Association (TCFA/CTA/NEA)**  
**And**  
**West Kern Community College District**

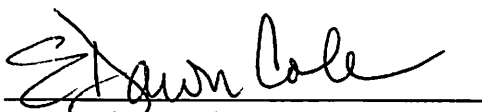
**SALARY SCHEDULE ALIGNMENT OF 2.32% SALARY SCHEDULE  
INCREASE TO THE FACULTY SCHEDULE**

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:

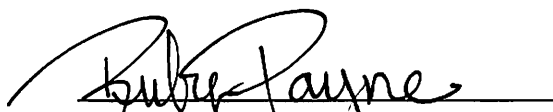
As part of continuing dialogue through the Taft College Faculty Collective Bargaining Committee, the parties have reached a consensus regarding a salary schedule alignment of 2.32% to the Faculty Salary Schedules, Appendix B-1, B-2 and B-3.

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

1. The above recitals are true and correct.
2. A salary schedule increase of 2.32% required by the 2019 Frey Report will be applied as outlined above and implemented retroactively to July 1, 2020. 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.



Dawn Cole, President  
Board of Trustees  
West Kern Community College District



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

Dated: October 14, 2020

Dated: October 19, 2020

Board Approval:

First Presentation: October 14, 2020

Second Presentation/Approval: October 14, 2020