

Side Letter of Agreement 2016-17.15

Cabrillo Community College District (District) and the Cabrillo College Federation of Teachers (CCFT)

Salary and Benefits Agreement Effective with the 2017-18 Academic Year

The District and CCFT agree to the changes below effective with the 2017-18 academic year:

A. Article 13 Salary: The following changes will be made for the 2017-18 academic year. (Appendices F.1-F.4 will be updated to reflect the salary changes.)

1. Base salary for 2017-18 academic year calculation applied in this order:

a) Add a 1.5% ongoing salary increase for CCFT for 2017-18 (estimated at \$449,911) for the unit.

The 1.5% increase will be allocated as follows:

- 1.40% salary increase for all faculty
- The remaining ongoing 0.10% salary increase for CCFT will be allocated to fund an increase on the Adjunct & Overload Faculty Salary Schedule from 65.2% to 65.36% of the Contract Regular Faculty Salary Schedule.

b) This agreement does not provide for a reopener for Article 13 for 2017-18.

B. Article 14 Health and Welfare Insurance Coverage: The parties agree to make the following changes to Article 14:

1. The District pays a stipend for contract/regular unit members that includes medical, dental, life and disability insurance coverage. Full time regular or contract unit members will continue to share 50% of the increase in insurance benefits costs for the 2017-18 academic year.

2. The benefit stipend amounts set forth in section 14.2 shall be adjusted to reflect the applicable new rates as follows (see Appendix G.1):

a) 14.2.3 Medical Coverage for Employee Only:

The District shall provide full-time regular and contract unit members with medical coverage for employee only, a benefits stipend for medical, dental, life insurance and disability insurance, up to \$11,249.25 per year, calculated based on their assignment status.

14.2.3.1 Ten month assignment: \$1,124.93 (\$11,249.25 annually)

b) 14.2.4 Medical Coverage for Employee Plus One Dependent:

The District shall provide full-time regular and contract unit members with employee plus one dependent in medical coverage, a benefits stipend for medical, dental, life insurance and disability insurance, up to \$21,571.27 per year, calculated based on their assignment status.

14.2.4.1 Ten month assignment: \$2,157.13 monthly (\$21,571.27 annually)

c) 14.2.5 Medical Coverage for Employee Plus Two Dependents:

The District shall provide full-time regular and contract unit members with employee plus two dependents in medical coverage a benefits stipend for medical, dental, life insurance and disability insurance up to \$30,259.75 per year, calculated based on their assignment status.

14.2.5.1 Ten month assignment: \$3,025.98 monthly (\$30,259.75 annually)

3. 14.2.2.2 Regular or contract unit members working partial assignments shall receive a pro rata stipend based on the percentage of their assignment.

4. 14.4.6. District Adjunct Stipend:

The benefits stipend for adjunct unit members will increase by the same percentage as the employee-only benefits stipend for contract/regular faculty (Section 14.4.6 and 14.2.2.3). The District shall provide each eligible adjunct unit member enrolled in health plans with an insurance stipend of \$8,012.47 per year for medical and dental coverage, paid on a monthly basis for a ten- month assignment, or \$801.29 per month.

5. Contributions towards benefits premiums in excess of the District-paid stipend shall be made through automatic payroll deductions on a pre-tax basis under an IRS 125 plan to the extent allowed by law (see section 14.3.5).

7/11/17

Date



For Cabrillo Community College
District

July 11, 2017

Date



For Cabrillo College/Federation of
Teachers (CCFT)