

Side Letter of Agreement 2011-12.2

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

Layoffs: Stroke Center

On May 2, 2011 the Governing Board approved the reduction of the Stroke Center faculty member teaching Independent Living Skills commencing with the 2011-12 academic year.

This Side Letter of Agreement satisfies Article 15 of the collective bargaining agreement which sets forth that CCFT and the District will bargain any impacts of a decision to layoff contract or regular faculty.

Jan Hiley, the only affected faculty member, shall be provided District paid medical coverage for the employee only in the low HMO plan for active employees. District paid coverage will be provided on a one-time basis for twelve months; September 1, 2011 through August 31, 2012.

In addition, Jan Hiley will be given "faculty emeritus" status which is defined to mean entitlement to:


- (a) staff parking without charge;
- (b) free admission to designated college-sponsored athletic events, concerts, or plays;
- (c) library privileges; and
- (d) upon request, email privileges and/or a mail folder in the mail room.

The parties agree that this agreement is not precedent setting and, further, their mutual expectations is that this level/duration/cost of effects of layoff will not be met in the future.

Date: 8/9/11

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By: 
For Cabrillo Community College District

By: 
For Cabrillo College Federation of Teachers
(CCFT)