

Cohort of Comparable Districts

Faculty Contract Article 14.1

Yosemite Community College District and Yosemite Faculty Association

District	Union Website
Chabot-Las Positas	https://clpcfa.com/
Contra Costa	http://uf4cd.org/
Grossmont-Cuyamaca	https://aftguild.org/
Kern	http://kccdcca.org/
Long Beach	https://longbeachcca.org/
Palomar	http://www.palomarfacfed.org/
San Joaquin Delta	http://www.sjdcta.org/
San José/Evergreen	http://www.fa-aft6157.org/
State Center	http://scftunion.org/
West Valley - Mission	http://aceunion.org/
Alternates	
Merced	http://www.mccd.edu/about/organizations/mcfa/
Sierra	http://scfa.sharepoint.com/

Article 14.1 Total Compensation Formula

Total Compensation is determined by adding the weighted average of fixed cost benefits (medical, dental, vision, etc) and all rate-driven benefits (STRS, workers' comp, Medicare, etc) to each step of the highest non-doctorate salary column for each district in the cohort.

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The ten agreed upon comparable districts are Chabot/Las Positas, Contra Costa, Grossmont/Cuyamaca, Kern, Long Beach, Palomar, San Joaquin Delta, San Jose/Evergreen, State Center, and West Valley/Mission. Sierra and Merced district will be used as alternates.

Each of these districts must meet at least two of the following criteria: 1. located within 100 miles of YCCD, 2. multi-college district, 3. ranked within ten of YCCD on FTES, and 4. ranked within ten of YCCD on general fund apportionment.

Benchmarks

The benchmarks for comparison are as follows, with the goal that YCCD rank at least median of the cohort of comparable districts on each benchmark:

- Highest non-doctorate column at step 5
- Highest non-doctorate column at step 18

- Highest non-doctorate column at step 30