

Tentative Agreement
Between
Yosemite Community College District (YCCD) and
Yosemite Faculty Association (YFA)
2015-2016

1. **Salary:**

- a. The 2015-2016 salary schedules for Certificated Faculty and Adjunct/Overload Faculty will include a 5% increase, retroactive to July 1, 2015. Current workload practices shall be memorialized in the contract as identified in Attachment A.
- b. Steps 1 and 2 on the Salary Schedule will be eliminated from initial placement for faculty hires. The lowest initial placement step for any faculty member shall be Step 3. Any current faculty on Steps 1 and 2 shall be moved to Step 3. Two additional steps—Steps 31 and 32—shall be added at the bottom of the schedule, and the incremental salary increase shall be consistent with the increases from Steps 18 thru 30. Columns 1 and 2 will have increases up to Step 14. Columns 3 thru 5 will have increases up to Step 32.
- c. Effective Spring 2016, newly hired non-instructional faculty (Librarians/Counselors) will be paid on the Adjunct/Overload Salary Schedule for part-time hours and overload hours.
- d. The parties shall convene a joint committee to review the salary schedule and explore an option to move to a 25-step system.

2. **District Paid Benefits:** Effective October 1, 2015, the District will provide a contribution of \$1,420 toward the premium for health benefits for bargaining unit members. The District's contribution will fully fund two of the plans and three of the plans will be offered as buy-up plans and require an employee contribution.

Benefit Description	2015-16 Premium	2015-16 Monthly Employee Cost
PPO 100-D \$30 copay; Rx 200/10-35	\$ 1,669.00	\$ 249.00
PPO 80-C \$20 copay; Rx 200/10-35	\$ 1,577.00	\$ 157.00
PPO 90-G \$20 copay; Rx 0/9-35	\$ 1,574.00	\$ 154.00
PPO 80-G \$30 copay; Rx 200/10-35	\$ 1,420.00	\$ 0
Kaiser HMO \$30 copay	\$ 1,251.00	\$ 0

- i. Vision and dental insurance shall continue to be fully paid by the District.
- ii. A \$50,000 basic life insurance policy shall continue to be fully paid by the District, with a voluntary life insurance policy offered to eligible faculty who shall pay the premium difference.

iii. Benefits shall be renegotiated in 2016 based on recommendations from the District Benefits Committee with representation from YFA, CSEA, LTAC and YCCD.

3. **Class Size:**

A "Class Size Committee" will be appointed to develop a process for determining class size for courses offered by YCCD. The committee will have equal representation of members appointed by YFA and YCCD.

4. **Contract:**

The Contract will be effective from July 1, 2015 to June 30, 2016. Two new negotiated articles will be added to the 2015-2016 YFA-YCCD Contract. Article 39: Due Process and Article 40: Discipline (see attached).

Additional reopener items during 2015-2016 shall include, in this order: Evaluations, Salary Placement, new Part-Time Article, and Appendix B.

Article 31 will be updated to reflect the changes above.

Representatives of the Yosemite Community College District (YCCD) and the Yosemite Faculty Association (YFA), having reached this agreement on _____, 2015, hereby agree to support its approval by the Board of Trustees and ratification by the Association

For YCCD:

For YFA:

Joan E. Smith, Ed.D., Chancellor

Jim Sahlman, President