Tentative Agreement for 2013-2014
Between YCCD and the Yosemite Faculty Association

1. **Salary:**

   The Certificated Salary Schedule and the Certificated Adjunct/Overload Hourly Salary Schedule shall both reflect a 2% salary increase effective July 1, 2013.

2. **District-Paid Fringe Benefits:**

   a. **Health:** District Paid Benefits, beginning October 1, 2013 through September 30, 2014: The District shall pay the full monthly premium amount of $1344 for a Kaiser HMO plan and the full monthly premium amount of $1361 for the SISC 80/20 PPO Base Plan 1. The District shall also offer two buy-up plans: Buy-up Plan 2, a 90/10 PPO, and Buy-Up 3, a 100 PPO. The employee shall pay the $137 monthly premium for Buy-Up 2 Plan and the $181 monthly premium for Buy-Up 3 Plan. Employees may elect to enroll themselves, their spouse/domestic partner, and their eligible dependents into any of the four plans listed above.

   b. **Vision and Dental:** Vision and Dental plans shall continue as-is and shall be fully paid by District.

3. **Retiree Benefits:**

   a. **Current Employees:** Article 14.7 through Article 14.7.12 shall remain in effect for those faculty employed before July 1, 2013.

   b. **Employees Hired After July 1, 2013:** For those faculty hired on or after July 1, 2013, the District shall pay the 2013-2014 base premium rate of $1361 a month for the employee + spouse/domestic partner for an annual amount not to exceed $16,332 until age 65. The employee must meet the following conditions to be eligible for retiree benefits:

      i. Retirement from STRS
      ii. A minimum of 55 years old
      iii. A minimum of 20 years of service with the District

Employees who have been approved for STRS Disability Retirement shall receive this benefit up to age 65 regardless of eligibility requirements above.

If Medicare eligibility age increases, the parties agree to reopen this section pertaining to retiree benefits for faculty hired on or after July 1, 2013.
4. **Other Agreements:**
   a. YFA and YCCD will meet in early fall 2013 with the intent to complete negotiations on Article 4: Workload and the new Online Education Article by November 1, 2013.
   b. Both parties agree to create a Workgroup on Part-Time Issues, including office hours and reassignment rights, in fall of 2013.
   c. Both parties agree to reconvene the Joint Benefits Committee in early fall 2013 in order to explore healthcare plan options for 2014-2015.

5. **Term Recognition and Reopener:**
   a. Article 31.2.3 shall be struck from the contract.
   b. All other parts of Article 31 remain in effect.

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Signed:

Jillian Daly  
YFA President  
Date: 6/24/13

Joan Smith  
YCCD Chancellor  
Date: 6/24/13