

**Tentative Agreement Between
the Yosemite Community College District (YCCD) and the
Yosemite Faculty Association (YFA)
July 1, 2020—June 30, 2023**

I. Salary (Article 14)

- A. Annual data from the California Federation of Teachers (CFT) shall be used for determining the salary scale for full-time (both instructional and non-instructional) as well as part-time faculty (both instructional and non-instructional).
- B. The most recent salary comparison is from 2018-2019.
- C. The CFT study compares five (5) data points:
 1. Step 1: Master's Degree
 2. Step 6: Master's Degree plus five (5) years
 3. Step 11: Master's Degree plus thirty (30) units plus ten (10) years
 4. Step 21: Master's Degree plus sixty (60) units plus twenty (20) years
 5. Highest salary with Doctorate
- D. System-Wide Cohort: YCCD salaries shall be compared with all community college districts in the State of California. There are currently seventy-one (71) other districts, not including the YCCD.
 1. **Benchmark:** The YFA-YCCD benchmark shall be Step 21 of the CFT study, "Master's Degree plus sixty (60) units plus twenty (20) years,"
 2. Specifically, Column IV, Step 21(U) of Appendix A-1: Full-Time Certificated Salary Schedule in the YCCD shall be set at median of the benchmark as defined in section D.1.
 - a. If the median benchmark salary is higher than Column IV, Step 21(U) of the Full-Time Certificated Salary Schedule, then Column IV, Step 21(U) of the Full-Time Certificated Salary Schedule shall be increased to bring it exactly equal to the median benchmark.
 - b. If the median benchmark salary is less than or equal to Column IV, Step 21 (U) of the Full-Time Certificated Salary Schedule, then Column IV, Step 21 (U) of the Full-Time Certificated Salary Schedule shall not be altered, increased, or decreased.
 3. **Calculation:** Percentage increase in salary required to bring Column IV, Step 21(U) of the Full-Time Certificated Salary Schedule which results from the annual review of the CFT study shall also be applied to all remaining steps-and-columns of the Full-Time Certificated Salary Schedule, the Full-Time Certificated Salary Schedule (195 days), the Full-Time Certificated Salary Schedule (180 days), the Certificated Part-Time/Overload Salary Schedule, and the Certificated Part-Time/Overload Daily Rate Salary Schedule. In sum, all five (5) faculty salary schedules (both full-time

and part-time faculty) shall receive the same percentage increase in salary on all steps-and-columns which resulted from the annual CFT study salary review.

E. Implementation: Any salary increases resulting from the most recent CFT salary comparison. For example:

1. On July 01, 2020, YCCD faculty salary shall be benchmarked with median of CFT Study 2018-19
2. On July 01, 2021, YCCD faculty salary shall be benchmarked with median of CFT Study 2019-20
3. On July 01, 2022, YCCD faculty salary shall be benchmarked with median of CFT Study 2020-21

F. Adjustment for using trailing data: YCCD agrees to eliminate Article 14.1.3 from the collective bargaining agreement which states “*To base salary and benefit improvements for employees on actual revenue received from COLA and the Student Centered Funding Formula (SCFF) while also providing a pre-determined mechanism to address reductions in ongoing revenue for the District.*”

II. Benefits (Article 14)

- A. Any reference to the term *fringe benefits* shall be replaced with the term *benefits* throughout the collective bargaining agreement.
- B. Beginning October 1, 2020 through September 30, 2021, YCCD shall continue to provide two (2) fully paid options provided that the cost for the medical premium is \$1,656 or less.
- C. Three (3) additional buy-up medical options shall be made available where subscribing faculty shall pay any additional fees above the \$1,656 premium provided by the YCCD.
- D. Medical benefits shall be renegotiated in Spring 2021 for the plan year starting October 1, 2021.
- E. Fully paid dental and vision benefits shall continue to be provided by the YCCD through September 30, 2023.
- F. Fully paid life insurance shall continue to be provided by the YCCD through September 30, 2023 though faculty may elect to purchase and pay the difference for larger insurance policies.

III. Workload (Article 4)

A. The parties agree to all language updates as identified in Article 4 (see attached).

IV. Sabbaticals (Article 9 and Appendix E)

A. The parties agree to all language updates as identified in Article 9 (see attached).

B. The parties agree to all language updates as identified in Appendix E (see attached).

V. Part-Time Faculty (Article 7, Article 14, and other articles as relevant)

A. The term *adjunct* or *adjunct faculty* shall be replaced with *part-time* or *part-time faculty* in all relevant articles and appendices throughout the collective bargaining agreement. (**NOTE:** The term *part-time faculty* is consistently used throughout the California Education Code and Title 5 of the California Code of Regulations).

VI. YFA Contract

- A. The parties agree on these new contract terms effective July 1, 2020 through June 30, 2023.**
- B. Representatives of YCCD and YFA, having reached this agreement on June 19, 2020, hereby agree to support is approval by the YCCD Board of Trustees and ratification by Association.**
- C. For future bargaining, nothing that is not articulated in this agreement is assumed to be implicitly understood by either side. All articles are subject to future bargaining.**
- D. Before executing this agreement, it is understood that approval by the YCCD Board of Trustees and ratification by the Association’s membership shall be required.**
- E. This agreement was signed by both the YCCD and YFA representatives on June 24, 2020.**

YCCD Representatives:

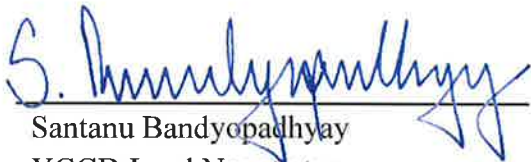
YFA Representatives:



Henry C. V. Yong
YCCD Chancellor



Shelley Akiona
YFA President



Santanu Bandyopadhyay
YCCD Lead Negotiator



Jim Sahlman
YFA Lead Negotiator