

SALARY

The parties agree to adopt the salary schedule outlined in the Fact-Finding report SA-IM-3455-E.

Add detailed schedule here

BENEFITS

1. A one-time payment of \$120 to all currently employed faculty who paid the premium difference of \$10 per month from October 1, 2016 through September 30, 2017.
2. A one-time payment of \$696 to all currently employed faculty who paid the premium difference of \$58 per month from October 1, 2017 through September 30, 2018. (e.g. pay back \$58 difference between previous maximum and new \$1478 maximum for October 2017).
3. A one-time payment of \$X to all currently employed faculty who paid the premium difference of \$72 per month from October 1, 2018 through final approval and implementation. (e.g. pay back \$72 difference between previous maximum and new \$1492 maximum for October 2018).
4. Beginning October 1, 2018 through September 30, 2019, YCCD shall continue to provide two fully-paid options provided that the cost is \$1,600 or less. Medical benefits shall be renegotiated beginning in Spring of 2019 for the plan year starting October 1, 2019.
5. Fully paid dental and vision benefits will continue to be provided by the District through September 30, 2019.

PAYMENTS

All retroactive and one-time payments will be processed in a time frame that is based on the workload of Payroll. Retroactive payments for separated employees will be processed last as those employees are no longer active in the system. The District is not responsible for how retroactive payments are handled by CalSTRS. **Henry to check with legal.**

CCAP

The YFA agrees to sign the CCAP agreements.

The District shall provide a one-time, one-percent (1%) off-schedule payment in consideration of this agreement.