

Tentative Agreement
Between
Yosemite Community College District (YCCD) and
the Yosemite Faculty Association (YFA)
2017-2020

1. **Salary:**

The parties agree to adopt the salary schedule outlined in the Fact-Finding report SA-IM-3455-E. In order to move the total compensation toward the goal of median, the recommendation includes a total of 8% on the faculty salary schedules, including Part-Time/Overload (PTOL) designated over the contract period as follows:

- a. A two (2) percent increase, retroactive to July 1, 2017.
- b. A four (4) percent increase on the salary schedule, retroactive to July 1, 2018 applied to Restructure Full-time Salary Schedule. A minimum of a two (2) percent increase results from the restructure of the full-time salary schedule. Schedule Key tenets:
 - i. On the salary schedule, Column IV is the highest non-doctorate column and serves as the base for all remaining cells as below.
 - ii. Compress to 25 steps
 - iii. Apply 4% increase to steps 3 and 13 to be labeled as Steps A and K respectively, and 4% to step 32 to be labeled as Step Y.
 - iv. Constant increases from Step A through K and K through Y.
 - v. 4% increase to doctoral stipend, added to Column IV to become Column V.
 - vi. Columns I, II, and III set at 88%, 92% and 96% of Column IV as currently with Columns I and II maximum at Step L.
- c. Effective July 1, 2018 Restructure Adjunct/Overload Instructional Salary Schedule. Key tenets:
 - i. Compressed from 10 steps fall and spring and 13 steps in summer down to 11 steps total.
 - ii. Immediate extension of fall/spring adjunct/overload instructional pay through new step K
 - iii. Slight increase in "parity": Previously, if an adjunct faculty member worked 525 hours (s)he would earn 49.8% of the annual salary of the same step and column. Increase this parity to 50%. (In practice, moving from dividing annual salary by 1055 to dividing by 1050.)
 - iv. Increase compensation for each course to correspond to the hours of lecture and laboratory on the course outline of record.
- d. A two (2) percent increase on the salary schedule effective January 1, 2019.
- e. The salary increases shall apply retroactively to all faculty employed in each respective school year, including retirees. The District is not responsible for how retroactive payments are handled by CalSTRS.

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

The parties agree to the following regarding benefits:

- a. 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.

- b. 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).
- c. A one-time payment of \$360 to all currently employed faculty who paid the premium difference of \$72 per month from October 1, 2018 through February 28, 2019 (anticipated final approval and implementation). (e.g. pay back \$72 difference between previous maximum and new \$1492 maximum for October 2018).
- d. 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.
- e. Fully paid dental and vision benefits will continue to be provided by the District through September 30, 2019.

3. **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.

4. **CCAP:**

- a. The YFA agrees to sign the CCAP agreements.

5. **Unfair Labor Practice Charge and Strike**

The YFA shall dismiss the Unfair Labor Practice (ULP) charge current before the Public Employment Relations Board (PERB) Case No.: SA-CE-2942-E. Further the YFA agrees to call off any potential strike scheduled for January 14, 2019.

- 6. In consideration of Items #4 and #5, the District shall provide a one-time, off-schedule payment of 1% of base salary.

7. **YFA Contract:**

The parties have reached agreement on new contract terms **effective through June 30, 2020**. The following sections of the YFA Contract were reviewed and revised through the negotiations process (see attached):

- a. Article 4 - Workload
- b. Article 6 - Evaluation
- c. Article 7 – Part-time (Adjunct) Faculty
- d. Article 14 – Development of new section on a Total Compensation Model
- e. Appendix B – This appendix is eliminated, and workload provisions will be incorporated into Article 4 – Workload.
- f. Appendix C - Evaluation

Representatives of the Yosemite Community College District (YCCD) and the Yosemite Faculty Association (YFA), **having reached this agreement on January 8, 2019**, hereby agree to support its approval by the Board of Trustees and ratification by the Association. It is further understood that if this agreement is not ratified by YFA or approved by the Board, this agreement will not be deemed a change in the parties negotiation position post fact-finding and will not preclude the District from being able to impose its last best final offer (LBFO) or the YFA from being able to pursue future economic activity.

For YCCD:

For YFA:

Henry C. V. Yong, Chancellor

Jim Sahlman, YFA President

Date

Date