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2014-15 Tentative Agreement Between Contra Costa Community College District and United Faculty

After a series of negotiating sessions considering 2014-15 re-openers and following meetings of our UF/CCCCD Compensation Committee to review the salary formula for 2014-15 as outlined in the 2013-14 Collective Bargaining Agreement, the Parties have agreed as follows:

Compensation:

- 1) The Parties note that overall expenses exceeded revenues for the fourth year in a row, but agree to consider that the salary formula from the 2013-14 agreement “breaks even,” which means that although there will be no additional ongoing salary increase for 2014-15, no part of the 2013-14 agreement will sunset. The 2% salary increase from 2013-14 will remain on the salary schedules as a permanent ongoing increase, as will the load adjustment factors related to part-time teaching, as outlined in 2013-14 Agreement. Neither party will exercise its right to reopen negotiations for 2014-15 compensation.
- 2) The Parties agree that for 2014-15, all faculty will receive a one-time, off-schedule salary increase calculated as 3% of gross pay for “A” and “C” load, (C load to include classroom, counseling, and librarian hours, and coaching contracts) for the spring semester, 2015. This increase will be calculated at the end of the spring semester, 2015, and will be paid out of College/District Reserves from the 2014-15 fiscal year in the form of a single, off-schedule payment to each faculty member.
- 3) The Parties agree that benefits costs, including health insurance premiums paid by CCCCCD, are part of total compensation and further agree to a complete review of faculty benefits beginning in 2015-16 as part of a joint effort through collective bargaining to reduce benefits costs.
- 4) The Parties remain committed to paying competitive salaries and to the principles outlined in previous agreements that call for CCCCCD to pay total compensation to faculty in the “top third of the Bay 10.” As part of this ongoing effort, the Parties agree to review and compare compensation in 2015-16 and to consider revising the cohort against which CCCCCD compares itself to more accurately reflect those districts against whom we compete directly for faculty. The Parties agree that a complete review of our salary schedules, as well as benefits options and working conditions that impact compensation, will be part of 2015-16 collective bargaining work.

Duration: The Parties agree to extend the Collective Bargaining Agreement, other than those Articles noted as remaining open for 2015-16 negotiations (Articles 20, 21, 7 and 11), until June 30, 2017.

Reopening: During the 2015-2016 and 2016-2017 fiscal years, the contract is subject to re-openers. The salary schedule and the District’s contributions towards health benefit premiums, and up to two articles each party designates will be reopened.

Ratification: The District agrees that its Governing Board shall consider ratification of this agreement at the April, 2015, Governing Board Meeting. United Faculty agrees to hold a ratification vote and report the results to the District no later than 2:00 PM on April 10, 2015.