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Tentative Agreement
United Faculty, Contra Costa Community College District &
Contra Costa Community College District
June 25, 2007

After a series of negotiating sessions the parties have agreed that all current articles in the collective bargaining agreement remain the same with the exception of the following:

2-Year Salary Agreement Between CCCCDC and United Faculty

2007-2008

- A salary increase for all faculty of 7%. 1.25% of this is "fronted growth."
- The District will pay its full share (94%) of the increase in health benefit premiums.
- The District will cover the cost of all step and column increases.
- Steps 1 and 2 of the salary schedules for both full-time and part-time faculty will be adjusted up to be equal in salary with step 3.
- The District will stop using money earmarked for part-time pay parity to augment pay for office hours, and will shift the funds in the future into the parity money paid on salaries.

2008-2009

- A formula-based salary increase for all faculty. The total dollars available for distribution are the faculty percentage share of total labor expenses calculated as follows:
 1. Added to the distribution amount is 88% of the following "new" unrestricted ongoing revenues:
 - a) 2008-2009 Community College Initiative funding (if passed)
 - b) 2008-2009 State Statutory COLA and other new ongoing allocations
 - c) 2008-2009 increased non-resident fees
 - d) 2007-2008 actual growth
 - e) 2008-2009 net decreases in ongoing expenses realized through work of the Compensation Committee (understanding that the Committee does not negotiate the budget)
 - f) 2008-2009 net savings realized through increased efficiency (including savings from retirements)

- 1.1 To the above amount the District will add:
- g) "fronted growth" in an amount equal to the actual 2007-2008 growth increase plus 0.5%, to a maximum of 1.25%, to be expensed in 2009/2010
2. Subtracted from the distribution amount are the following ongoing expenditure increases:
- h) 2007-2008 "fronted growth" of 1.25%
 - i) 2007-2008 "costs" of growth (to be calculated using our existing formula)
 - j) 2008-2009 District-paid health benefit premium increases
 - k) 2008-2009 cost of step-column-longevity increases
3. If this formula results in a total-compensation percentage-increase that fails to exceed the combined percentage-increase represented by the State's COLA percentage-increase plus the health benefits percentage-increase plus the step-column-longevity percentage increase, negotiations on salary for 2008-2009 will be re-opened.
- The District will pay its full share (94%) of the increase in health benefit premiums.
 - The District will cover the cost of all step and column increases.

FOR THE DISTRICT:




 Gene Huff, Associate Vice Chancellor

6/28/07

 Date

FOR UNITED FACULTY:



 Jeffrey Michels, President

6/28/07

 Date