

**ECONOMIC PACKAGE PROPOSAL
FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT TO THE
CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215**

May 10, 2024

This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT Local 6215 ("CCFF") is expressly made pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties.

All components of this proposal are required to be accepted for it to take effect. If any portion of this proposal is rejected, all other portions of this proposal are deemed to have been rejected. If rejected, the District reserves the right to adjust the level of benefits offered under each section of this proposal for any subsequent proposal. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 4:
ASSIGNMENT**

4.2.3.e. Part time faculty who ~~engage in~~ are directed to perform ancillary activities shall be paid at the part time ancillary rate. The part time ancillary rate is \$30 per hour the hourly rate of the part time faculty. Ancillary activities include, but are not limited to;

1. attend scheduled department meetings
2. attend scheduled division meetings
- ~~3. are appointed/elected to shared governance committee(s)~~
- ~~4. attend commencement~~
5. complete training and/or activities required by the District for a specific to assignment (i.e. Rising Scholars, Dual Enrollment Distance Education, etc.)
6. Participate in professional development opportunities related to Diversity, Equity, Inclusion, and Accessibility (DEIA) when mandated by the District
- ~~7. Dual Enrollment/Offsite requirement (i.e. additional fingerprinting, background check, facility tour, etc.)~~
8. Developing new courses and/or updating curriculum as directed, with the approval of the Vice President of Academic Affairs.
9. Updating curriculum in District's curriculum management system

~~4.7.2.f. Directing, Producing, and Other Institutional Support Services: Faculty members assigned to engage in work in one of the following areas will receive, at a minimum, the designated compensation as listed below.~~

<u>Faculty Area</u>	<u>Fall Compensation</u>	<u>Spring Compensation</u>	<u>Summer Compensation</u>

<u>Art Gallery</u>	<u>9 LHE reassignment</u>	<u>9 LHE reassignment</u>	<u>9 LHE reassignment</u>
<u>Automotive</u>	<u>3 LHE reassignment</u>	<u>3 LHE reassignment</u>	
<u>Band</u>	<u>1.5 LHE reassignment</u>	<u>1.5 LHE reassignment</u>	<u>1.5 LHE reassignment</u>
<u>Chorale</u>	<u>1.5 LHE reassignment</u>	<u>1.5 LHE reassignment</u>	<u>1.5 LHE reassignment</u>
<u>FT Forensics</u>	<u>9 LHE reassignment</u>	<u>12 LHE reassignment</u>	
<u>PT Forensics Coaches (up to 4 each semester)</u>	<u>\$4000</u>	<u>\$5000</u>	
<u>Dance</u>	<u>3 LHE reassignment</u>	<u>3 LHE reassignment</u>	
<u>Distance Education Coordin</u>	<u>2.5 FTEF</u> <u>37.5 LHE reassignment</u>	<u>37.5 LHE reassignment</u>	<u>9 LHE reassignment</u>

<u>ation Team</u>			
<u>Model United Nations (MUN)</u>	<u>3 LHE reassignment</u>	<u>3 LHE reassignment</u>	
<u>Theater-Costume</u>	<u>7.5 LHE reassignment</u>	<u>7.5 LHE reassignment</u>	
<u>Theater-Directing</u>	<u>3 LHE reassignment</u>	<u>3 LHE reassignment</u>	
<u>Theater-Lighting</u>	<u>3 LHE reassignment</u>	<u>3 LHE reassignment</u>	
<u>Transfer Center Coordinator</u>	<u>15 LHE reassignment</u>	<u>15 LHE reassignment</u>	<u>15 LHE reassignment</u>
<u>Counseling Student Coordinated/Chaperoned Activities</u>	<p><u>Counseling Faculty who chaperone students on University Tours, student conferences related to programs (i.e. Umoja, Puente, Transfer Center) shall be eligible to receive reassignment for the hours spent coordinating/chaperoning students.</u></p> <p><u>Student Services shall be allotted 10 LHE annually to provide reassignment for such activities.</u></p>		

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[Cumulatively, this proposal represents 219 LHE – equivalent to over seven (7) new full-time faculty – of redirected and reassigned faculty effort and a dramatic shift from *status quo*. We understand that CCFF has presented the values as requested by the membership,

49 but reality testing and management of expectations should be explored to narrow focus to
50 reasonably attainable metrics.]

51 New Faculty (full and part time) who sign up and satisfactorily
52 complete the full online certification will be paid for forty (40) hours
53 at their hourly/overload rate.

54 [Note: For part-time, this would be covered under the language relating to the
55 ancillary rate; for full-time, this could be covered by reassigned time (if required).]
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58 **ARTICLE 8:**
59 **SALARY**

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61 8.1 Full-Time Faculty:

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63 a. For 2024-2025, effective July 1, 2024, each cell of the 2023-2024 Full-
64 Time Faculty Salary Schedule shall ~~be increased by the state funded~~
65 ~~COLA+2%. remain unchanged.~~ Effective July 1, 2021, each cell of the
66 2020-2021 Full-Time Faculty Salary Schedule shall be increased by
67 6.07% (state funded COLA plus 1%). The District shall pay all full-time
68 Faculty who retired or separated from service during or after the
69 2021-2022 college year, and all full-time Faculty currently employed
70 as of the date of ratification of this Agreement, the retroactive portion
71 of the salary increase in a single lump sum within 60 working days
72 after Board of Trustees ratification. The District shall notify CCFF if
73 there are delays in payment processing, and CCFF shall defend and
74 indemnify the District for all retroactive payments made pursuant to
75 this section. See Appendix A.
- 76
77 b. For 2025-2026, effective July 1, 2025, each cell of the 2024-2025 Full-
78 Time Faculty Salary Schedule shall be increased by ~~the state funded~~
79 ~~COLA+2% one-quarter (25%) of the state funded COLA. If the District~~
80 ~~receives the full reimbursement expected from the CCCCO for costs~~
81 ~~associated with Article 10.7 for 2024-2025 expenses, the Full Time~~
82 ~~Faculty Salary Schedule shall be increased to one-half (50%) of the~~
83 ~~state funded COLA.~~ 2022-2023, effective July 1, 2022, each cell of the
84 2021-2022 Full-Time Faculty Salary Schedule shall be increased by
85 6.81% (state funded COLA plus 0.25%). See Appendix A.
- 86
87 c. For 2026-2027, effective July 1, 2026, each cell of the 2025-2026 Full-
88 Time Faculty Salary Schedule shall be increased by ~~the state funded~~
89 ~~COLA+ 2% one-quarter (25%) of the state funded COLA. If the District~~
90 ~~receives the full reimbursement expected from the CCCCO for costs~~
91 ~~associated with Article 10.7 for 2025-2026 expenses, the Full Time~~
92 ~~Faculty Salary Schedule shall be increased to one-half (50%) of the~~
93 ~~state funded COLA.~~ 2023-2024, effective July 1, 2023, each cell of the
94 2022-2023 Full-Time Faculty Salary Schedule shall be increased by
95 state funded COLA plus 0.50%. See Appendix A.

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97 8.2 Part-Time Faculty:

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99 a. Instructional Part-Time Faculty:

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101 Beginning July 1, 2021, the Instructional Part-Time Faculty Salary
102 Schedule shall be based on the attached parity schedule, which
103 includes a parity factor of 0.60 for the duration of the CBA.
104 Beginning July 1, 2024 tThe Instructional Part Time Faculty Salary
105 Schedule shall be based on the attached parity schedule, which
106 includes a parity factor of 0.7560 for the duration of the CBA.

107 i. To calculate a given step/column on the Part-Time Faculty Salary
108 Schedule, divide the correlating step/column on the Full-Time
109 Salary Schedule by 540 -- the number of teaching hours in an
110 academic year – to determine what the full-time hourly rate
111 would be, then multiply that figure by the parity factor.

112 [We can agree to retain informational language concerning how
113 the PT instructional salary schedule is configured, but do not
114 agree to modify status quo by increasing the parity factor from
115 0.60 to 0.75.]

116
117 ii. Because the parity Instructional Part-Time Faculty Salary Schedule
118 derives from the Full-Time Faculty Salary Schedule (Columns A, B,
119 and F), any increases to the Full-Time Faculty Salary Schedule will
120 apply to the instructional Part-Time Faculty Salary Schedule.

121
122 Only full fall or spring semesters taught at Cerritos College can be
123 applied to salary advancement on the Part-Time Faculty Schedule.
124 For the purpose of crediting semesters of service for salary step
125 advancement, a minimum of thirty-six (36) hours of service (or
126 equivalent LHE) in a semester is required to be counted as a
127 semester.

128
129 b. Non-Instructional (CLI) Part-Time Faculty:

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131 i. For 2024-2025, effective July 1, 2024, each cell of the 2023-2024
132 Non-Instructional Salary Schedule shall be increased by the
133 state funded COLA+2%.remain unchanged. Effective July 1,
134 2021 for 2021-2022, each cell of the 2020-2021 Non-Instructional
135 Salary Schedule shall be increased by 6.07% (state funded COLA
136 plus 1%).

137
138 ii. For 2025-2026, effective July 1, 2025, each cell of the 2024-2025
139 Full-Time Faculty Salary Schedule shall be increased by the
140 state funded COLA+2% one-quarter (25%) of the state funded
141 COLA. If the District receives the full reimbursement expected
142 from the CCCCO for costs associated with Article 10.7 for 2024-
143 2025 expenses, the Full Time Faculty Salary Schedule shall be
144 increased to one-half (50%) of the state funded COLA. 2022-2023,
145 each cell of the 2021-2022 Non-Instructional Salary Schedule
146 shall be increased by 6.81% (state funded COLA plus 0.25%),
147 effective July 1, 2022.

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149 iii. For 2026-2027, effective July 1, 2026, each cell of the 2025-2026
150 Full-Time Faculty Salary Schedule shall be increased by the
151 state funded COLA + 2% one-quarter (25%) of the state funded
152 COLA. If the District receives the full reimbursement expected

153 from the CCCCO for costs associated with Article 10.7 for 2025-
154 2026 expenses, the Full Time Faculty Salary Schedule shall be
155 increased to one-half (50%) of the state funded COLA 2023-2024,
156 each cell of the 2022-2023 Non-Instructional Salary Schedule
157 shall be increased by state funded COLA plus 0.50%, effective
158 July 1, 2023.

159
160 c. A part-time ancillary hourly rate of \$30.00 shall be given to part-time
161 Faculty Part Time Faculty shall be paid at the ancillary rate
162 established in Article 4.2.3. ~~their hourly rate for District mandated~~
163 training.

164
165 8.3 Column and/or step advancements on the salary schedule shall be granted
166 July 1 of each year of employment. Step advancements (including longevity
167 increments) shall be granted automatically by the District based upon paid
168 service requirements. See Appendix D.

169
170 8.4 During the term of this Agreement, the retroactive portion of any salary increase
171 due to any unit member shall be payable in a single lump sum within sixty (60)
172 working days of either 1) ratification by the Board of Trustees, or 2) the
173 establishment of any condition that implements an automatic adjustment. The
174 District shall notify CCFF if there are delays in payment processing and CCFF
175 shall defend and indemnify the District for all retroactive payments made
176 pursuant to this section. Effective July 1, 2021, columns A, B, C, and D of the
177 Full-Time Faculty Salary Schedule (Appendix A) shall be increased by two (2)
178 steps for full-time Faculty.
179 [Note: As discussed 5/3, the District interest in retaining the indemnity for retro
180 payments relates directly to the same issue that was discussed/resolved in prior
181 impasse/factfinding. We have reinserted the language because CCFF indicated that it
182 had failed to consider those issues, to ensure the proposal is adequately explored.]

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184 ARTICLE 10:
185 HEALTH AND WELFARE BENEFITS

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187 10.1 Medical Benefits.

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189 10.1.1 Beginning January 1, 2022, and continuing through December 31,
190 2022, the District shall pay the cost of medical insurance
191 premiums for the medical plans chosen by full-time Faculty Unit
192 members. The District will pay the CalPERS administrative fee, if
193 applicable.

194
195 10.1.2 Beginning on January 1, 2023 and continuing through December
196 31, 2024, the District shall pay the premium cost of all subscriber
197 and subscriber and 1 dependent plans offered by the District and
198 chosen by the full-time Faculty Unit member.

199
200 10.1.3 Beginning on January 1, 2023, and continuing through December
201 31, 2024, the District shall pay the premium cost of all subscriber
202 and 2+ dependents (family) plans offered by the District and
203 chosen by the full-time Faculty Unit member with the exception of
204 Anthem Blue Cross Traditional or any plan newly offered that

exceeds the \$29,000.

10.1.14 Beginning on January 1, 2023, and continuing through December 31, 2024, employees who select the subscriber and 2+ dependents (family) Anthem Blue Cross Traditional plan, or any newly offered plan that exceeds \$29,000 shall pay the difference in excess of the District's monthly contribution for the subscriber and 2+ dependents (family) Blue Shield Access+ plan and the Anthem Blue Cross Traditional plan, or the subscriber and 2+ dependents (family) Blue Shield Access+ plan and any newly offered plan that exceeds \$29,000 which shall be the employee's co-payment and shall be deducted from the Unit member's monthly salary as a payroll deduction.

10.1.25 ~~Effective December 31, 2024, the District's maximum annual contribution shall be \$29,000. Beginning January 1, 2025, the District shall contribute a maximum of \$30,000 towards medical insurance premiums for the medical plans chosen by full-time Faculty Unit members. Any additional premiums that exceed \$30,000 will be paid by the Faculty Unit member by automatic payroll deductions in accordance with established District payroll procedures. The District will pay the CalPERS administrative fee, if applicable.~~ ~~the District shall pay the cost of medical insurance premiums for the medical plans chosen by full-time Faculty Unit members. The District will pay the CalPERS administrative fee, if applicable.~~

10.1.36 The District offers eight (8) HMO plans and two (2) PPO Plans through CalPERS. HMO plans offered by the District are: Blue Shield Access+, Blue Shield Trio, Kaiser Permanente, Health Net: SmartCare, Anthem Blue Cross Select, Anthem Blue Cross Traditional, United Healthcare Signature Alliance, United Healthcare Signature Harmony. The PPO plans offered by the District are: PERS Platinum PPO-Anthem Blue Cross and PERS Gold PPO-Anthem Blue Cross. In the event that a new plan becomes available or current plan offerings change the District and CCFE agree to meet and confer regarding the new plans offered.

10.2 The District will offer available CalPERS medical insurance HMO and PPO plans, each with three tiers (employee only, employee plus one, and family), contingent on CalPERS plan offerings and Affordable Care Act Regulations.

10.3 The District will provide information and educational materials to Unit members that describe and compare the benefit plans and differences between the highest cost plan and other available plans.

10.4 Effective January 1, 202~~25~~5, through December 31, 202~~47~~7, the District will continue to pay 100% of the full annual premium cost for the employee, employee plus one, or family coverage for dental and vision insurance.

10.5 Effective January 1, 202~~25~~5, through December 31, 202~~47~~7, the District will continue to pay 100% of the full annual premium cost for a \$50,000 life insurance plan for full-time Faculty members.

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258 10.6 For the calendar years 202~~25~~, 202~~36~~, 202~~47~~, the District will provide up to
259 ~~\$4,000-5,000~~ annually in lieu of medical insurance for those Unit members who
260 are eligible for medical insurance and who provide evidence of major medical
261 insurance coverage through a spouse or State registered domestic partner. Unit
262 members will be paid a pro-rata portion of the ~~\$4,000-5,000~~ annual cash-in-lieu
263 amount for any portion of the year that the employee did not receive District
264 provided medical insurance. Cash-in-lieu recipients must notify the District
265 immediately if they lose their medical insurance.
266

267 These full-time Faculty members shall then be enrolled in a District provided
268 medical insurance plan of their choice and subject to any restrictions imposed
269 by the medical plan carriers and subject to the District maximum contribution
270 and premium-sharing.
271

272 ~~10.7 The District shall maintain a pool of funds up to \$137,000 per fiscal year~~
273 ~~toward the reimbursement of medical and dental expenses for eligible~~
274 ~~part-time Faculty. Eligible part-time Faculty can request reimbursement~~
275 ~~for up to \$1,100 for medical and dental expenses per eligible semester (fall~~
276 ~~and spring). If insured, "medical and dental expenses" may include~~
277 ~~insurance premiums, but not co-pays. If uninsured, "medical and dental~~
278 ~~expenses" may include doctor/dental visits, procedures, labs and/or~~
279 ~~prescriptions.~~
280

281 ~~See Appendix H for Part Time Medical Reimbursement Form and~~
282 ~~Procedures~~
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284 ~~Eligibility is established as follows:~~
285

- 286 ~~a. Part-time instructional Faculty will have completed at least a 30%~~
287 ~~load the same semester in which they are applying for~~
288 ~~reimbursement or Part-time Counseling, Librarian, or SAS Faculty~~
289 ~~Specialist will have completed at least 175 total hours the same~~
290 ~~semester in which they are applying for reimbursement; and~~
291
292 ~~b. Part-time instructional Faculty must have worked at least 30% of a~~
293 ~~full-time load for at least three semesters within a three-year period,~~
294 ~~not including the semester in which applying for reimbursement or~~
295 ~~Part-Time Counseling, Librarian, or SAS Faculty Specialist Faculty~~
296 ~~must have worked 175 hours for at least three semesters within a~~
297 ~~three-year period, not including the semester in which applying for~~
298 ~~reimbursement.~~
299
300 ~~c. Approved absences as reported on the absence certification form~~
301 ~~provided by the District count towards the total hours required for~~
302 ~~both instructional and Counseling, Librarian, or SAS Faculty~~
303 ~~Specialist computation. However, a minimum of 75% of the 175~~
304 ~~hours or 30% of the load must be on a paid status.~~
305

306 ~~10.7 Part-Time Faculty Medical Benefit Coverage: The parties have negotiated~~
307 ~~the following to address the implementation of enhanced part-time faculty~~
308 ~~medical benefit coverage, and it is the intent of the parties to fully comply~~

309 with the provisions of AB-190 (Education Code §§ 87860 – 87868), ~~no later~~
310 ~~than the start of the Spring 2025 semester,~~ which expanded available
311 funding for part-time faculty medical benefits while allowing the District to
312 receive up to 100% reimbursement for its part-time faculty healthcare
313 program. The parties agree as follows:

314 [Cannot accept time-limited implementation that may not be reasonable
315 depending on the timing of agreement/implementation.]

316
317 10.7.1: As a condition precedent that must occur before any eligible part-
318 time faculty employee ~~and their dependents are is~~ permitted to
319 enroll in District-funded benefit coverage, the District Board of
320 Trustees must execute and file the appropriate resolutions,
321 consistent with CalPERS regulations and Government Code
322 Section 22807.5, that will enable part-time faculty the ability to
323 participate in CalPERS Medical benefits coverage. ~~The availability~~
324 ~~of benefit coverage will require both a fully executed and ratified~~
325 ~~Agreement and the appropriate resolutions.~~

326 [At minimum, all tentative agreements must be executed/ratified for
327 the District to assemble and execute the PERS resolutions; this
328 does not necessarily mean that the teams have finalized the final
329 proofing and publishing of the document, but does require
330 settlement of negotiations.]

331
332 10.7.2: Part-time Faculty Coverage Eligibility: To participate in District
333 provided medical benefit coverage at a level equivalent to what is
334 offered to full-time faculty, part-time faculty participants must meet
335 either of the following definitions:

336
337 a. Part-Time Faculty: Defined as faculty with an assignment at the
338 District that is equal to or greater than forty (40%) percent of a
339 full-time faculty assignment ~~when measured at census.~~

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341 b. Multidistrict Part-time Faculty: Defined as faculty with
342 assignments at two (2) or more community college districts that
343 when added together is equal to or greater than forty (40%)
344 percent of a full-time faculty assignment. To be eligible for health
345 insurance reimbursement for a portion of their paid medical
346 insurance premium, a Multidistrict Part-Time Faculty employee
347 must meet all of the following criteria during each academic
348 year:

349
350 i. ~~Part time faculty member is not eligible to receive the full~~
351 ~~district contribution in the Cerritos College medical benefit~~
352 ~~plan~~

353 ii. ~~Part time faculty member does not have an assignment~~
354 ~~equal or greater than 0.40 FTE (40% of a full time faculty~~
355 ~~assignment) at a single California Community College~~
356 ~~District that offers part time faculty benefits~~

357 iii. ~~Health insurance premiums for part time faculty members~~
358 ~~and/or their dependents are not paid by an employer other~~
359 ~~than a California Community College District~~

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- iv. Part time faculty member has a combined assignment equal or greater than 0.40 FT (40% of a full time assignment) at two (2) or more California COmmunity COLlege Districts, including Cerritos College. Served in more than one California community college district;
 - v. Not have held an assignment in any other California community college district with a health care program for part-time faculty in which their assignment equaled or exceeded 40% of the full-time equivalent tenured faculty assignment;
 - vi. Not have received coverage from any other employer sponsored plan, or as a covered dependent of anyone receiving coverage from an employer sponsored plan;
 - vii. Have purchased a healthcare plan covering themselves and optionally any eligible dependents.
[Note: As discussed, the language from the CCCCO FAQ is not strictly accurate (or helpful) in contract form – for instance, the statutes exclude those with any benefit coverage, not just coverage from another CCD.]

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The determination of eligibility for multidistrict part-time faculty shall be based on reasonable documentation establishing the aforementioned criteria during the primary (Fall and Spring) terms, in order to verify that the cumulative assignment meets the 40% criteria, as well as enrollment and premiums associated with the multidistrict part time faculty and/or their dependents' health insurance plan.

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[Note: There is no reimbursement for dependents unless part of the multidistrict part-time faculty members plan; that is optional, but cannot be separate.]

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- c. Retired full-time faculty with CalPERS retiree medical benefits that have returned to part-time employment are not eligible.

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10.7.3 Participation: Unit members meeting the definition of “part-time faculty” by maintaining an assignment equivalent to 40% of a full-time load shall be eligible to enroll in and receive medical benefit coverage at the same level of District-paid premium contributions as is available to full-time faculty. This benefit contribution has no cash-value, and part-time faculty shall not be receive any cash-value “in lieu” of medical benefit coverage.

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- a. Any eligible part-time faculty member that elects coverage in a plan that exceeds the maximum District contribution shall solely bear the cost of any excess, which must be deducted from their monthly payroll via automatic payroll deduction. In the event a part-time faculty member receives salary that is insufficient to cover the excess benefit cost, the member shall remit payment

411 to the District within ten (10) calendar days of receiving
412 notification of a balance due.

413 [Note: There will be a cap; it will be \$29k as of 12/31/24 per the
414 last CBA, and may be increased via negotiation, but there will be
415 a cap.]

416
417 b. A part-time faculty member that is eligible to enroll and
418 participate during the Spring semester will maintain eligibility
419 until it can be determined whether the member meets or exceeds
420 the 40% threshold for the subsequent Fall semester.

421
422 10.7.4 Loss of Eligibility: Unit members that have enrolled in District
423 medical benefit coverage and subsequently become ineligible shall
424 not continue to receive contributions towards District-paid medical
425 benefits. Part-time faculty that become ineligible shall be provided
426 with notice of continuation (i.e. COBRA) coverage, and will be
427 eligible to enroll in self-paid COBRA coverage at their own expense,
428 provided that they meet minimum COBRA eligibility requirements.
429 Determinations concerning eligibility and continued eligibility shall
430 be based upon information provided by the part-time faculty
431 member and shall not be subject to the grievance process.

432
433 10.7.5 Reimbursement of Multidistrict Part-Time Faculty: Unit members
434 meeting the definition of “multidistrict part-time faculty” may
435 submit documentation of individually purchased medical benefit
436 coverage for partial reimbursement. The District will make available
437 a reimbursement form for this purpose. The multidistrict
438 reimbursement form shall be subject to bargaining. Upon
439 confirmation of the payment by the multidistrict part-time faculty
440 member and receipt of the required documentation, the District
441 shall issue a reimbursement equal to its share of this premium
442 payment for up to six (6) months in any given college year, either
443 July-to-December or January-to-June. The District's proportionate
444 share shall be determined by dividing the total health insurance
445 premium paid by the unit member by the total number of community
446 college districts in which the unit member currently holds an active
447 assignment works for purposes of meeting the requirements. The
448 District's share shall not exceed that which it would have paid if the
449 unit member had been a full-time faculty member purchasing the
450 District's most commonly subscribed family medical plan.

451
452 Reimbursement requests may be returned to the member without
453 action if the eligibility criteria have not been met, if the request
454 seeks reimbursement for anything other than employee-paid health
455 insurance premiums, or if supporting documentation is insufficient.

456 [Note: The form will be similar to what is currently used; we are
457 developing a draft. The College Year is July 1 to June 30. A unit
458 member's reimbursement must be based on their actual/active
459 assignments not just whether they remain employed – for instance,
460 a reemployment preference without an assignment is 0% and has
461 no bearing on reimbursement.]

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463 **10.7.5 Fiscal Stability: The District's agreement to offer this part-time**
464 **medical benefit coverage is contingent upon state funding and the**
465 **ability of the District to receive up to 100% reimbursement for**
466 **expenditures directly attributable to the program. ~~If the District can~~**
467 **~~show that the unreimbursed program costs exceeded \$150,000 per~~**
468 **~~year for at least three consecutive years, the program will be~~**
469 **~~suspended at the end of the third fiscal year in which the shortfall~~**
470 **~~occurs and the parties may reopen negotiations on this topic. If the~~**
471 **~~final state budget does not continue to fund part-time faculty~~**
472 **~~medical benefits, does not fund part-time faculty medical benefits~~**
473 **~~at a sustainable level, or if the Chancellor's Office does not~~**
474 **~~reimburse the District for 100% of the benefit contribution costs~~**
475 **~~attributable to part-time faculty, the District may immediately~~**
476 **~~reopen negotiations on Article 10.7. During this period, the District~~**
477 **~~may proceed with terminating the program consistent with Article~~**
478 **~~10.7.6.~~**
479

480 **10.7.6 Termination of Program: If at any time CalPERS medical does not**
481 **permit Unit Members to participate in the program, the District's**
482 **obligation to eligible part-time faculty will be extinguished and the**
483 **terms of this Section will be null and void. ~~If at any time the District~~**
484 **~~is considering rescinding the authorizing resolutions and~~**
485 **~~terminating part-time faculty participation in CalPERS medical, the~~**
486 **~~District shall notify CCFF at least sixty (60) days prior to anticipated~~**
487 **~~Board action so as to permit the parties an opportunity to negotiate~~**
488 **~~any foreseeable impacts and effects.~~**
489

490 **10.7.7 Maintenance of Program: The District and CCFF agree to meet and**
491 **discuss the continued viability of the program in ~~June~~July and**
492 **~~February~~March of each year based on information related to as**
493 **~~certain benchmarks become available relating to apportionment,~~**
494 **~~reimbursement, and/or the state budget. The parties may, but shall~~**
495 **~~not be required to, execute an amendment or modification of this~~**
496 **~~Article as a result of newly acquired information.~~**
497

498 10.8 *The parties agree that beginning on July 1, 2027~~3~~, or as soon thereafter as*
499 *mutually agreed, the parties will meet to discuss the cost of available healthcare*
500 *plans with the intent of finding comparable healthcare plans that provide the*
501 *same or similar coverage, including full medical coverage for Faculty and their*
502 *families, prior to the start of open enrollment.*
503

504 **[Note: Renumbering below will be implemented on TA, but not included here.]**

505 10.9 Early Retiree Benefit Program:

506 10.9.1 A retiree is not eligible to receive Retiree Health Benefits (Article
507 10.9) while participating in this Early Retiree Benefit Program.
508

509 10.9.2 The District agrees to an Early Retiree Benefit Program with a
510 maximum District contribution towards the District's CalPERS
511 medical plan of ~~\$15,000~~ **23,400** per fiscal year for full-time Faculty
512 Unit members who retire from the District who are at least sixty-two
513 (62) years of age and have at least twenty (20) years of continuous
514

515 service with the District. Entitlement to retiree benefits under this
516 Early Retiree Benefit Program shall end when the retiree turns sixty-
517 five (65) years of age.

518
519 10.9.3 For retirees who qualify for and elect coverage under CalPERS
520 medical, the District will provide a maximum contribution of \$11,400
521 per fiscal year to a Health Reimbursement Account (HRA)
522 administered by MidAmerica.

523
524 10.9.4 For retirees who do not qualify for or who do not elect coverage
525 under CalPERS medical, the District will provide a maximum
526 contribution of \$~~15,000-23,400~~ per fiscal year to a HRA administered
527 by MidAmerica.

528
529 10.9.5 Should MidAmerica discontinue the HRA, the parties agree to seek
530 an alternative provider for the same or similar benefit.

531
532 10.9.6 Benefits under the Early Retiree Benefit Program shall terminate
533 when the eligible retiree reaches the age of sixty-five (65).

534
535 10.9.7 The HRA shall be managed in accordance with the policies and
536 guidelines of MidAmerica or replacement provider.

537
538 10.10 Retiree Health Benefits

539
540 ~~For full-time Faculty members who retire from the District, have a~~
541 ~~minimum of five years of full-time employment with the college, and~~
542 ~~have a CalSTRS or CalPERS retirement date after July 1, 2024, the~~
543 ~~District shall contribute \$200.00 per month for these retirees toward the~~
544 ~~CalPERS medical plan premium and \$800.00 per month paid to the Unit~~
545 ~~member through a Health Savings Account provided by the District,~~
546 ~~provided the retiree qualifies for coverage under CalPERS and~~
547 ~~contingent on the employee receiving retirement benefits from CalSTRS~~
548 ~~or CalPERS. This amount includes the applicable CalPERS minimum~~
549 ~~base premium for medical insurance.~~

550 ~~[Note: Despite STRS increasing with the salary schedule for more~~
551 ~~recent retirees (apparently not factored in) the HSA amount can be~~
552 ~~adjusted based on reducing the salary valuation for existing members,~~
553 ~~or if the part-time medical shifts to a 50% reimbursement model, but an~~
554 ~~ongoing increase of this nature – continuing into perpetuity – does not~~
555 ~~exist in a vacuum.]~~

556
557 For full-time Faculty members who retire from the District, have a minimum
558 of five years of full-time employment with the college, and have a CalSTRS
559 or CalPERS retirement date after July 1, 2018, the District shall contribute
560 \$200.00 per month for these retirees toward the CalPERS medical plan
561 premium and \$100.00 per month paid to the Unit member through a Health
562 Savings Account provided by the District, provided the retiree qualifies for
563 coverage under CalPERS and contingent on the employee receiving
564 retirement benefits from CalSTRS or CalPERS. This amount includes the
565 applicable CalPERS minimum base premium for medical insurance.
566

For full-time Faculty members who retired from the District and have a CalSTRS or CalPERS retirement date on or before July 1, 2018, the District shall contribute \$200.00 per month for these retirees toward the CalPERS medical plan premium, provided the retiree qualifies for coverage under CalPERS and contingent on the employee receiving retirement benefits from CalSTRS or CalPERS. This amount includes the applicable CalPERS minimum base premium for medical insurance.

10.11 Additional Retiree Benefits

Employees retiring shall be eligible for the following for the duration of this Agreement:

- a. Cerritos College email account at no charge
- b. Receive an Emeriti library card which will entitle the bearer to check out physical materials for the same length of time as current full-time Faculty members
- c. Lifetime Cerritos College Alumni Benefits as listed on the Cerritos College Foundation website
- d. Ten (10%) discount of regular price admission to all Cerritos College student performances and athletic events.

**ARTICLE 11:
DEPARTMENT CHAIRS**

The pay rate for 10 Month Department Chairs in during the summer term shall be paid as a stipend at the Step 14, Column E overload rate on the Full Time Faculty salary schedule.

Chair Baseline	FTEF	Compensation*
Full time equivalent faculty in the department over the prior spring semester	Reassigned time for Department chairs per semester	10-month faculty Summer stipend to be paid at the end of summer
Less than 1 FTEF	<u>10%</u>	\$600
Less than One (1) and up to 10 Five (5) FTEF	20%	<u>\$1200</u> <u>3 LHE</u>
More than Five (5) and up to Ten (10)-10 and up to 15	30%	<u>\$1800</u> <u>4 LHE</u>
More than Ten (10) and up to Fifteen (15)	<u>40%</u>	<u>5 LHE</u>
More than Fifteen (15) and up to <u>Twenty (20)</u> 35	40% <u>50%</u>	\$2275 <u>6 LHE</u>
More than Twenty (20) and up to Twenty-Five	<u>60%</u>	<u>7 LHE</u>

(25)		
More than 35 (25) <u>Twenty Five</u>	70%	\$2750 <u>8 LHE</u>

*Effective July 1, ~~2021~~2024

[Note: CCFF's presentation and discussion points on this issue provided virtually no justification as to why an existing chair stipend of \$600 needed to be increased to \$14,515 (3 LHE at Step 14/E) and the examples of sending a few more emails simply failed to explain the 2500% proposal.]

**ARTICLE 15:
LARGE CLASS PAY**

- 15.1 A large class for the purpose of additional compensation under the terms of this Article is defined as a course authorized by the course outline of record to have fifty-five (55) or more students *enrolled at census*. Faculty teaching cross-listed classes with a combined enrollment of at least fifty-five (55) students also qualify for large class stipend.
- 15.2 Eligible courses are those that meet general education, UC and CSU requirements, those that meet graduation requirements, major requirements, and vocational courses required for a certificate, degree, or transfer. (Ineligible courses are open skills labs, all matriculation activities, team sports and independent study.)

15.3 Compensation for Large Classes

15.3.1 Faculty who are assigned large class size sections are eligible to receive large class size compensation. *Additional compensation shall be provided as specified in the table below: The compensation is consideration for the extra time needed for required paperwork. ~~The compensation shall be received as either additional load or additional pay for the section.~~*

15.3.2 Compensation amounts below shall be paid at the end of the semester in which large classes are taught.

15.3.3 Effective July 1, 2024, the compensation per section per semester (Fall/Spring/Summer) for large classes shall be:

- 55-69 students - ~~\$675.00~~ 1350.00 ~~\$5,000~~
- 70-94 students - ~~\$750.00~~ 1500.00 ~~\$6,000~~
- 95-125 students - ~~\$825.00~~ 1650.00 ~~\$7,000~~

[Note: We heard your request and justification when discussing the LHE-based proposal, and proposed to double the existing rate to meet your interests; the subsequent tripling of our doubled proposal is rejected.]

Compensation amounts above shall be paid at the end of the semester in which large classes were taught.

645
646 15.1.0. Faculty who are assigned large class size sections are eligible to
647 receive large class size compensation. The compensation shall be
648 received as either additional load or additional pay for the section.
649

650 15.1.1. Faculty who opt to receive additional pay for the large class section
651 shall be compensated at their hourly/overload rate for the number
652 of hours equivalent to the additional load factor assigned for that
653 large class size. Additional compensation shall be paid monthly.
654 Faculty who receive additional pay for the large class size shall
655 have no impact on the assignment load associated with the large
656 class section.
657

658 15.1.2. Faculty who are assigned large class sections shall choose to receive
659 the augmented load factor or additional compensation for the
660 large class section. Faculty shall not receive both augmented load
661 and additional compensation.
662

663 15.1.3. Additional load/compensation factors
664

665 15.1.3.0. Course sections with a class size maximum of 44 or fewer
666 students will be paid at the standard load.

667 15.1.3.1. Course sections with a class size maximum of 45 to 59
668 students shall have a load/compensation factor of 1.5

669 15.1.3.2. Course sections with a class size maximum of 60 or more
670 shall have a load/compensation factor of 2.0

671 15.1.3.3. No course section shall have a load/compensation factor
672 of more than 2.0
673

674 Example chart using a 3 unit course (54 hours)
675

	<u>load/compensation factor</u>	<u>additional hours paid at hourly/overload rate</u>	<u>Additional LHE added to load</u>
<u>30 class size max</u>	<u>1</u>	<u>0</u>	<u>0</u>
<u>50 max class size</u>	<u>1.5</u>	<u>27</u>	<u>1.5 LHE</u>
<u>60 max class size</u>	<u>2.0</u>	<u>54</u>	<u>3 LHE</u>

- 683 33.1 Those full-time and part-time Faculty Unit members who choose to use the
684 District parking lots to park their vehicles must have a District parking
685 permit or they will be subject to a parking citation from Campus Police.
686
- 687 33.2 A Faculty Unit member who is legally entitled to use a handicapped parking
688 placard may park in any handicapped stall on campus without the use of a
689 parking permit. However, the handicapped placard does not entitle any
690 individual to use staff or general parking stalls without a parking permit.
691
- 692 ~~33.3 During the period of this agreement, each Faculty member may obtain
693 one complimentary virtual/digital parking permit as issued by the
694 District for staff parking each semester the faculty member has an
695 assignment at Cerritos College. This virtual/digital parking permit will
696 allow the employee to list up to two (2) vehicles to park on campus. An
697 active Faculty Unit member may purchase an employee parking
698 permit through the Campus Police Department.~~
- 699
- 700 33.4 Lost parking permits are the responsibility of the Unit member and are
701 replaced at the expense of the Unit member.
702
- 703 33.5 Stolen parking permits will be reported to Campus Police and after the
704 appropriate report is filed, the parking permit may be replaced.
705
- 706 33.6 Reselling, loaning, or giving away an employee parking permit is a violation
707 of Board Policy.
708

709 **ARTICLE 39:**
710 **TRAVEL AND CONFERENCE**

711 [Note: District proposes to retain status quo, which was not duplicated/included in CCFF's
712 proposal, but which already includes full reimbursement of travel/meals/lodging/conference
713 attendance for any member that is required and authorized to attend. Ultimately, the District
714 would be responsible for reimbursement of full amounts (whether under or over \$100k
715 proposed) for any authorized work/travel/expenses, so status quo better reflects the reality
716 of the circumstances.]

717 ~~39.1 Professional Conference Funds~~

718 ~~39.1.1 At the beginning of each fiscal year, a separate professional
719 conference fund shall be available for faculty travel and
720 conference. The budgeted amount for this fund shall be
721 \$100,000. This value shall increase regularly by the same
722 percentage increase that is negotiated for faculty salary
723 each year.~~

724 ~~39.1.2 Professional conference funds shall be used to defray, in
725 whole or in part, the cost of attendance by faculty members
726 at professional conferences, workshops, and seminars,
727 including all necessary and reasonable costs for fees,
728 travel, board, and lodging expenses, not to exceed \$2,000
729 per faculty member for any conference, workshop, or
730 seminar. Whether or not a particular cost qualifies as being
731 "necessary and reasonable" shall be determined by~~

~~reference to District Policies applicable to all District employees that govern the reimbursement of expenses incurred in the course and scope of employment.~~

~~39.1.3 — Unit members who wish to receive funding for attendance at a professional conference, workshop, or seminar shall file a written application to the Faculty Professional Development Committee. The form of the application shall include, at a minimum, the nature and purpose of the conference, workshop, or seminar, an itemization of the estimated costs to be incurred, and the amount of funding requested. The Faculty Professional Development Committee may establish standards to ensure fair disbursement of these funds, provided that these standards are published at the beginning of each academic year, and that said standards do not violate any portion of this Agreement.~~

**ARTICLE 43:
INTELLECTUAL PROPERTY**

[The District counter-proposal for Intellectual Property will be presented as a separate article despite having economic implications, but remains under consideration.]

For the District:

For the Cerritos College Faculty Federation
AFT Local 6215:

Dr. Mercedes Gutierrez
Vice-President, Human Resources/
Assistant Superintendent

Dr. April Bracamontes
CCFF/Lead Negotiator

Dr. Lynn Wang
CCFF President