

1
2
3 **ECONOMIC PACKAGE PROPOSAL**
4 **FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT TO THE**
5 **CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215**

6 **May 3, 2024**

7
8 This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT
9 Local 6215 ("CCFF") is expressly made pursuant to the Educational Employment Relations Act and the
10 current Collective Bargaining Agreement between the parties.

11
12 All components of this proposal are required to be accepted for it to take effect. If any portion of this
13 proposal is rejected, all other portions of this proposal are deemed to have been rejected. If rejected, the
14 District reserves the right to adjust the level of benefits offered under each section of this proposal for any
15 subsequent proposal. The following article shall be deemed to remain unchanged in the Collective
16 Bargaining Agreement except as set forth below:

17
18 **ARTICLE 4:**
19 **ASSIGNMENT**

20
21 **4.2.3.e. Part time faculty who engage in ancillary activities shall be paid at the part**
22 **time ancillary rate. The part time ancillary rate is \$30 per hour the hourly rate of the**
23 **part time faculty. Ancillary activities include, but are not limited to;**

- 24 1. **attend scheduled department meetings**
25 2. **attend scheduled division meetings**
26 3. **are appointed/elected to shared governance committee(s)**
27 4. **attend commencement**
28 5. **complete training specific to assignment (i.e. Rising Scholars,**
29 **Dual Enrollment Distance Education, etc.)**
30 6. **Participate in professional development opportunities related to**
31 **Diversity, Equity, Inclusion, and Accessibility (DEIA)**
32 7. **Dual Enrollment/Offsite requirement (i.e. additional**
33 **fingerprinting, background check, facility tour, etc.)**
34 8. **Developing new courses**
35 9. **Updating curriculum in District's curriculum management**
36 **system**

37
38 **4.7.2.f. Directing, Producing, and Other Institutional Support Services:**
39 **Faculty members assigned to engage in work in one of the following areas**
40 **will receive, at a minimum, the designated compensation as listed below.**

41

<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 Coordinator</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 Coordinator/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>		

42
43
44
45
46

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

47 [Sections of Article 4: Assignment that were identified as monetary have been pulled out as part of
48 the economic package. Numbering may be off based on formatting. Elements that indicate how
49 things are paid (part time success center, work experience pay, non-credit reassigned time, and
50 lab pay) that are simply including the language of the status quo are not included as part of the
51 economic package as there is no economic ask other than to codify the practice.]
52

53 **ARTICLE 5:**
54 **ACADEMIC FREEDOM**

55
56 [Status quo on Article 5: Academic Freedom. Intellectual Property was presented as a separate
57 article]
58

59 **ARTICLE 8:**
60 **SALARY**

61
62 8.1 Full-Time Faculty:

- 63
64 a. For 2024-2025, effective July 1, 2024, each cell of the 2023-2024 Full-
65 Time Faculty Salary Schedule shall be increased by the state funded
66 COLA+2%. remain unchanged. Effective July 1, 2021, each cell of the
67 2020-2021 Full-Time Faculty Salary Schedule shall be increased by
68 6.07% (state funded COLA plus 1%). The District shall pay all full-time
69 Faculty who retired or separated from service during or after the
70 2021-2022 college year, and all full-time Faculty currently employed
71 as of the date of ratification of this Agreement, the retroactive portion
72 of the salary increase in a single lump sum within 60 working days
73 after Board of Trustees ratification. The District shall notify CCFF if
74 there are delays in payment processing, and CCFF shall defend and
75 indemnify the District for all retroactive payments made pursuant to
76 this section. See Appendix A.
77
- 78 b. For 2025-2026, effective July 1, 2025, each cell of the 2024-2025 Full-
79 Time Faculty Salary Schedule shall be increased by the state funded
80 COLA+2% one-quarter (25%) of the state funded COLA. If the District
81 receives the full reimbursement expected from the CCCC for costs
82 associated with Article 10.7 for 2024-2025 expenses, the Full Time
83 Faculty Salary Schedule shall be increased to one-half (50%) of the
84 state funded COLA. 2022-2023, effective July 1, 2022, each cell of the
85 2021-2022 Full-Time Faculty Salary Schedule shall be increased by
86 6.81% (state funded COLA plus 0.25%). See Appendix A.
87
- 88 c. For 2026-2027, effective July 1, 2026, each cell of the 2025-2026 Full-
89 Time Faculty Salary Schedule shall be increased by the state funded
90 COLA + 2% one-quarter (25%) of the state funded COLA. If the District
91 receives the full reimbursement expected from the CCCC for costs
92 associated with Article 10.7 for 2025-2026 expenses, the Full Time
93 Faculty Salary Schedule shall be increased to one-half (50%) of the
94 state funded COLA. 2023-2024, effective July 1, 2023, each cell of the
95 2022-2023 Full-Time Faculty Salary Schedule shall be increased by
96 state funded COLA plus 0.50%. See Appendix A.
97

98 8.2 Part-Time Faculty:
99

100 a. Instructional Part-Time Faculty:

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 the Instructional Part Time Faculty Salary~~
105 ~~Schedule shall be based on the attached parity schedule, which~~
106 ~~includes a parity factor of 0.75 for the duration of the CBA.~~

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

113 [This language is how the PT instructional salary schedule is configured. We would
114 like to keep this language to explain.]

- 115
- 116 ii. Because the parity Instructional Part-Time Faculty Salary Schedule
117 derives from the Full-Time Faculty Salary Schedule (Columns A, B,
118 and F), any increases to the Full-Time Faculty Salary Schedule will
119 apply to the instructional Part-Time Faculty Salary Schedule.

120

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

127

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

- 129
- 130 i. ~~For 2024-2025, effective July 1, 2024, each cell of the 2023-2024~~
131 ~~Non-Instructional Salary Schedule be increased by the state~~
132 ~~funded COLA+2%. remain unchanged..Effective July 1, 2021 for~~
133 ~~2021-2022, each cell of the 2020-2021 Non-Instructional Salary~~
134 ~~Schedule shall be increased by 6.07% (state funded COLA plus~~
135 ~~1%).~~

- 136
- 137 ii. For ~~2025-2026, effective July 1, 2025, each cell of the 2024-2025~~
138 ~~Full-Time Faculty Salary Schedule shall be increased by the~~
139 ~~state funded COLA+2% one-quarter (25%) of the state funded~~
140 ~~COLA. If the District receives the full reimbursement expected~~
141 ~~from the CCGCO for costs associated with Article 10.7 for 2024-~~
142 ~~2025 expenses, the Full Time Faculty Salary Schedule shall be~~
143 ~~increased to one-half (50%) of the state funded COLA..2022-~~
144 ~~2023, each cell of the 2021-2022 Non-Instructional Salary~~
145 ~~Schedule shall be increased by 6.81% (state funded COLA plus~~
146 ~~0.25%), effective July 1, 2022.~~

- 147
- 148 iii. For ~~2026-2027, effective July 1, 2026, each cell of the 2025-2026~~
149 ~~Full-Time Faculty Salary Schedule shall be increased by the~~
150 ~~state funded COLA + 2% one-quarter (25%) of the state funded~~
151 ~~COLA. If the District receives the full reimbursement expected~~

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

c. ~~A part-time ancillary hourly rate of \$30.00 shall be given to part-time Faculty Part Time Faculty shall be paid at their hourly rate~~ for District mandated training.

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

8.4 ~~During the term of this Agreement, the retroactive portion of any salary increase due to any unit member shall be payable in a single lump sum within sixty (60) working days of either 1) ratification by the Board of Trustees, or 2) the establishment of any condition that implements an automatic adjustment. The District shall notify CCFF if there are delays in payment processing, and CCFF shall defend and indemnify the District for all retroactive payments made pursuant to this section. Effective July 1, 2021, columns A, B, C, and D of the Full-Time Faculty Salary Schedule (Appendix A) shall be increased by two (2) steps for full-time Faculty.~~

ARTICLE 10:
HEALTH AND WELFARE BENEFITS

10.1 Medical Benefits.

~~10.1.1 Beginning January 1, 2022, and continuing through December 31, 2022, 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.~~

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

~~10.1.3 Beginning on January 1, 2023, and continuing through December 31, 2024, the District shall pay the premium cost of all subscriber and 2+ dependents (family) plans offered by the District and chosen by the full-time Faculty Unit member with the exception of 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

204 exceeds \$29,000 shall pay the difference in excess of the District's
205 monthly contribution for the subscriber and 2+ dependents (family) Blue
206 Shield Access+ plan and the Anthem Blue Cross Traditional plan, or
207 the subscriber and 2+ dependents (family) Blue Shield Access+ plan
208 and any newly offered plan that exceeds \$29,000 which shall be the
209 employee's co-payment and shall be deducted from the Unit member's
210 monthly salary as a payroll deduction.
211

212 10.1.25 ~~Effective December 31, 2024, the District's maximum annual~~
213 ~~contribution shall be \$29,000. Beginning January 1, 2025, the~~
214 ~~District shall contribute a maximum of \$30,000 towards medical~~
215 ~~insurance premiums for the medical plans chosen by full-time~~
216 ~~Faculty Unit members. Any additional premiums that exceed~~
217 ~~\$30,000 will be paid by the Faculty Unit member by automatic~~
218 ~~payroll deductions in accordance with established District payroll~~
219 ~~procedures. The District will pay the CalPERS administrative fee,~~
220 ~~if applicable. the District shall pay the cost of medical insurance~~
221 ~~premiums for the medical plans chosen by full-time Faculty Unit~~
222 ~~members. The District will pay the CalPERS administrative fee, if~~
223 ~~applicable.~~
224

225 10.1.36 The District offers eight (8) HMO plans and two (2) PPO Plans through
226 CalPERS. HMO plans offered by the District are: Blue Shield Access+,
227 Blue Shield Trio, Kaiser Permanente, Health Net: SmartCare, Anthem
228 Blue Cross Select, Anthem Blue Cross Traditional, United Healthcare
229 Signature Alliance, United Healthcare Signature Harmony. The PPO
230 plans offered by the District are: PERS Platinum PPO-Anthem Blue
231 Cross and PERS Gold PPO-Anthem Blue Cross. In the event that a
232 new plan becomes available or current plan offerings change the
233 District and CCFF agree to meet and confer regarding the new plans
234 offered.
235

236 10.2 The District will offer available CalPERS medical insurance HMO and PPO
237 plans, each with three tiers (employee only, employee plus one, and family),
238 contingent on CalPERS plan offerings and Affordable Care Act Regulations.
239

240 10.3 The District will provide information and educational materials to Unit members
241 that describe and compare the benefit plans and differences between the
242 highest cost plan and other available plans.
243

244 10.4 Effective January 1, 202~~25~~5, through December 31, 202~~47~~7, the District will
245 continue to pay 100% of the full annual premium cost for the employee,
246 employee plus one, or family coverage for dental and vision insurance.
247

248 10.5 Effective January 1, 202~~25~~5, through December 31, 202~~47~~7, the District will
249 continue to pay 100% of the full annual premium cost for a \$50,000 life
250 insurance plan for full-time Faculty members.
251

252 10.6 For the calendar years 202~~25~~5, 202~~36~~6, 202~~47~~7, the District will provide up to
253 ~~\$4,000~~ **\$5,000** annually in lieu of medical insurance for those Unit members who
254 are eligible for medical insurance and who provide evidence of major medical
255 insurance coverage through a spouse or State registered domestic partner. Unit

256 members will be paid a pro-rata portion of the ~~\$4,000~~ **5,000** annual cash-in-lieu
257 amount for any portion of the year that the employee did not receive District
258 provided medical insurance. Cash-in-lieu recipients must notify the District
259 immediately if they lose their medical insurance.

261 These full-time Faculty members shall then be enrolled in a District provided
262 medical insurance plan of their choice and subject to any restrictions imposed
263 by the medical plan carriers and subject to the District maximum contribution
264 and premium-sharing.

266 ~~10.7 The District shall maintain a pool of funds up to \$137,000 per fiscal year
267 toward the reimbursement of medical and dental expenses for eligible
268 part-time Faculty. Eligible part-time Faculty can request reimbursement
269 for up to \$1,100 for medical and dental expenses per eligible semester (fall
270 and spring). If insured, "medical and dental expenses" may include
271 insurance premiums, but not co-pays. If uninsured, "medical and dental
272 expenses" may include doctor/dental visits, procedures, labs and/or
273 prescriptions.~~

275 ~~See Appendix H for Part Time Medical Reimbursement Form and
276 Procedures~~

278 ~~Eligibility is established as follows:~~

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

300 **10.7 Part-Time Faculty Medical Benefit Coverage: The parties have negotiated**
301 **the following to address the implementation of enhanced part-time faculty**
302 **medical benefit coverage, and it is the intent of the parties to fully comply**
303 **with the provisions of AB-190 (Education Code §§ 87860 – 87868), ~~no later~~**
304 **~~than the start of the Spring 2025 semester,~~ which expanded available**
305 **funding for part-time faculty medical benefits while allowing the District to**
306 **receive up to 100% reimbursement for its part-time faculty healthcare**
307 **program. The parties agree as follows:**

308
309 **10.7.1: As a condition precedent that must occur before any eligible part-**
310 **time faculty employee ~~and their dependents are is~~ permitted to**
311 **enroll in District-funded benefit coverage, the District Board of**
312 **Trustees must execute and file the appropriate resolutions,**
313 **consistent with CalPERS regulations and Government Code**
314 **Section 22807.5, that will enable part-time faculty the ability to**
315 **participate in CalPERS Medical benefits coverage. ~~The availability~~**
316 **of benefit coverage will require both a fully executed and ratified**
317 **Agreement and the appropriate resolutions.**

318 **[Tentatively struck based on the interpretation that this meant a fully**
319 **ratified successor CBA]**

320 **10.7.2: Part-time Faculty Coverage Eligibility: To participate in District**
321 **provided medical benefit coverage at a level equivalent to what is**
322 **offered to full-time faculty, part-time faculty participants must meet**
323 **either of the following definitions:**

324
325 **a. Part-Time Faculty: Defined as faculty with an assignment at the**
326 **District that is equal to or greater than forty (40%) percent of a**
327 **full-time faculty assignment ~~when measured at census.~~**

328
329 **b. Multidistrict Part-time Faculty: Defined as faculty with**
330 **assignments at two (2) or more community college districts that**
331 **when added together is equal to or greater than forty (40%)**
332 **percent of a full-time faculty assignment. To be eligible for health**
333 **insurance reimbursement for a portion of their paid medical**
334 **insurance premium, a Multidistrict Part-Time Faculty employee**
335 **must meet all of the following criteria during each academic**
336 **year:**

337
338 **i. ~~Part time faculty member is not eligible to receive the full~~**
339 **~~district contribution in the Cerritos College medical benefit~~**
340 **~~plan~~**

341 **ii. ~~Part time faculty member does not have an assignment~~**
342 **~~equal or greater than 0.40 FTE (40% of a full time faculty~~**
343 **~~assignment) at a single California Community College~~**
344 **~~District that offers part time faculty benefits~~**

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

348 **iv. ~~Part time faculty member has a combined assignment equal~~**
349 **~~or greater than 0.40 FT (40% of a full time assignment) at~~**
350 **~~two (2) or more California Community College Districts,~~**
351 **~~including Cerritos College. Served in more than one~~**
352 **~~California community college district;~~**

353
354 **v. ~~Not have held an assignment in any other California~~**
355 **~~community college district with a health care program for~~**
356 **~~part-time faculty in which their assignment equaled or~~**
357 **~~exceeded 40% of the full-time equivalent tenured faculty~~**
358 **~~assignment;~~**

359

- 360 ~~vi. Not have received coverage from any other employer~~
- 361 ~~sponsored plan, or as a covered dependent of anyone~~
- 362 ~~receiving coverage from an employer sponsored plan;~~
- 363
- 364 ~~vii. Have purchased a healthcare plan covering themselves and~~
- 365 ~~optionally any eligible dependents.~~
- 366

367 The determination of eligibility for multidistrict part-time faculty

368 shall be based on reasonable documentation establishing the

369 forementioned criteria during the primary (Fall and Spring)

370 terms, in order to verify that the cumulative assignment meets

371 the 40% criteria, as well as enrollment and premiums associated

372 with ~~the part time faculty and/or their dependents'~~ health

373 insurance plan.

374

- 375 c. Retired full-time faculty with CalPERS retiree medical benefits
- 376 that have returned to part-time employment are not eligible.
- 377

378 10.7.3 Participation: Unit members meeting the definition of “part-time

379 faculty” by maintaining an assignment equivalent to 40% of a full-

380 time load shall be eligible to enroll in and receive medical benefit

381 coverage at the same level of District-paid premium contributions

382 as is available to full-time faculty. This benefit contribution has no

383 cash-value, and part-time faculty shall not be receive any cash-

384 value “in lieu” of medical benefit coverage.

385

- 386 ~~a. Any eligible part-time faculty member that elects coverage in a~~
- 387 ~~plan that exceeds the maximum District contribution shall solely~~
- 388 ~~bear the cost of any excess, which must be deducted from their~~
- 389 ~~monthly payroll via automatic payroll deduction. In the event a~~
- 390 ~~part-time faculty member receives salary that is insufficient to~~
- 391 ~~cover the excess benefit cost, the member shall remit payment~~
- 392 ~~to the District within ten (10) calendar days of receiving~~
- 393 ~~notification of a balance due.~~
- 394

- 395 b. A part-time faculty member that is eligible to enroll and
- 396 participate during the Spring semester will maintain eligibility
- 397 until it can be determined whether the member meets or exceeds
- 398 the 40% threshold for the subsequent Fall semester.
- 399

400 10.7.4 Loss of Eligibility: Unit members that have enrolled in District

401 medical benefit coverage and subsequently become ineligible shall

402 not continue to receive contributions towards District-paid medical

403 benefits. Part-time faculty that become ineligible shall be provided

404 with notice of continuation (i.e. COBRA) coverage, and will be

405 eligible to enroll in self-paid COBRA coverage at their own expense,

406 provided that they meet minimum COBRA eligibility requirements.

407 Determinations concerning eligibility and continued eligibility shall

408 be based upon information provided by the part-time faculty

409 member., and shall not be subject to the grievance process.

410

411 **10.7.5 Reimbursement of Multidistrict Part-Time Faculty: Unit members**
412 **meeting the definition of “multidistrict part-time faculty” may**
413 **submit documentation of individually purchased medical benefit**
414 **coverage for partial reimbursement. ~~The District will make available~~**
415 **~~a reimbursement form for this purpose. The multidistrict~~**
416 **~~reimbursement form shall be subject to bargaining. Upon~~**
417 **confirmation of the payment by the multidistrict part-time faculty**
418 **member and receipt of the required documentation, the District**
419 **shall issue a reimbursement equal to its share of this premium**
420 **payment for up to six (6) months in any given college year, either**
421 **July-to-December or January-to-June. The District's proportionate**
422 **share shall be determined by dividing the total health insurance**
423 **premium paid by the unit member by the total number of community**
424 **college districts in which the unit member ~~currently holds an active~~**
425 **~~assignment works for purposes of meeting the requirements. The~~**
426 **District's share shall not exceed that which it would have paid if the**
427 **unit member had been a full-time faculty member purchasing the**
428 **District's most commonly subscribed family medical plan.**

429
430 ~~Reimbursement requests may be returned to the member without~~
431 ~~action if the eligibility criteria have not been met, if the request~~
432 ~~seeks reimbursement for anything other than employee-paid health~~
433 ~~insurance premiums, or if supporting documentation is insufficient.~~

434 ~~[Not necessarily opposed to language regarding the returning the form without~~
435 ~~action however, CCFF has included bargaining the multidistrict faculty form. Similar~~
436 ~~to not approving Article 7: Calendar without first seeing Article 4: Assignment]~~

437 **10.7.5 Fiscal Stability: The District's agreement to offer this part-time**
438 **medical benefit coverage is contingent upon state funding and the**
439 **ability of the District to receive up to 100% reimbursement for**
440 **expenditures directly attributable to the program. ~~If the District can~~**
441 **~~show that the unreimbursed program costs exceeded \$150,000 per~~**
442 **~~year for at least three consecutive years, the program will be~~**
443 **~~suspended at the end of the third fiscal year in which the shortfall~~**
444 **~~occurs and the parties may reopen negotiations on this topic. If the~~**
445 **~~final state budget does not continue to fund part-time faculty~~**
446 **~~medical benefits, does not fund part-time faculty medical benefits~~**
447 **~~at a sustainable level, or if the Chancellor's Office does not~~**
448 **~~reimburse the District for 100% of the benefit contribution costs~~**
449 **~~attributable to part-time faculty, the District may immediately~~**
450 **~~reopen negotiations on Article 10.7. During this period, the District~~**
451 **~~may proceed with terminating the program consistent with Article~~**
452 **~~10.7.6.~~**

453
454 **10.7.6 Termination of Program: If at any time CalPERS medical does not**
455 **permit Unit Members to participate in the program, the District's**
456 **obligation to eligible part-time faculty will be extinguished and the**
457 **terms of this Section will be null and void. ~~If at any time the District~~**
458 **~~is considering rescinding the authorizing resolutions and~~**
459 **~~terminating part-time faculty participation in CalPERS medical, the~~**
460 **~~District shall notify CCFF at least sixty (60) days prior to anticipated~~**
461 **~~Board action so as to permit the parties an opportunity to negotiate~~**
462 **~~any foreseeable impacts and effects.~~**

463
464 **10.7.7 Maintenance of Program: The District and CCFF agree to meet and**
465 **discuss the continued viability of the program in June and February**
466 **of each year based on information related to as certain benchmarks**
467 **become available relating to apportionment, reimbursement, and/or**
468 **the state budget. The parties may, but shall not be required to,**
469 **execute an amendment or modification of this Article as a result of**
470 **newly acquired information.**
471

472 10.8 *The parties agree that beginning on July 1, 202~~73~~, or as soon thereafter as*
473 *mutually agreed, the parties will meet to discuss the cost of available healthcare*
474 *plans with the intent of finding comparable healthcare plans that provide the*
475 *same or similar coverage, including full medical coverage for Faculty and their*
476 *families, prior to the start of open enrollment.*
477

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

479 10.9 Early Retiree Benefit Program:

480
481 10.9.1 A retiree is not eligible to receive Retiree Health Benefits (Article
482 10.9) while participating in this Early Retiree Benefit Program.

483
484 10.9.2 The District agrees to an Early Retiree Benefit Program with a
485 maximum District contribution towards the District's CalPERS
486 medical plan of \$~~15,000~~ **23,400** per fiscal year for full-time Faculty
487 Unit members who retire from the District who are at least sixty-two
488 (62) years of age and have at least twenty (20) years of continuous
489 service with the District. Entitlement to retiree benefits under this
490 Early Retiree Benefit Program shall end when the retiree turns sixty-
491 five (65) years of age.

492
493 10.9.3 For retirees who qualify for and elect coverage under CalPERS
494 medical, the District will provide a maximum contribution of \$11,400
495 per fiscal year to a Health Reimbursement Account (HRA)
496 administered by MidAmerica.

497
498 10.9.4 For retirees who do not qualify for or who do not elect coverage
499 under CalPERS medical, the District will provide a maximum
500 contribution of \$~~15,000~~ **23,400** per fiscal year to a HRA administered
501 by MidAmerica.

502
503 10.9.5 Should MidAmerica discontinue the HRA, the parties agree to seek
504 an alternative provider for the same or similar benefit.

505
506 10.9.6 Benefits under the Early Retiree Benefit Program shall terminate
507 when the eligible retiree reaches the age of sixty-five (65).

508
509 10.9.7 The HRA shall be managed in accordance with the policies and
510 guidelines of MidAmerica or replacement provider.

511
512 10.10 Retiree Health Benefits

513
514 **For full-time Faculty members who retire from the District, have a**

515 minimum of five years of full-time employment with the college, and
516 have a CalSTRS or CalPERS retirement date after July 1, 2024, the
517 District shall contribute \$200.00 per month for these retirees toward the
518 CalPERS medical plan premium and \$800.00 per month paid to the Unit
519 member through a Health Savings Account provided by the District,
520 provided the retiree qualifies for coverage under CalPERS and
521 contingent on the employee receiving retirement benefits from CalSTRS
522 or CalPERS. This amount includes the applicable CalPERS minimum
523 base premium for medical insurance.

524 [The HSA amount has not increased since 2018 necessitating a
525 significant increase to keep up with the intention of the original
526 language which was to provide a meaningful retiree health benefit.]
527

528 For full-time Faculty members who retire from the District, have a minimum
529 of five years of full-time employment with the college, and have a CalSTRS
530 or CalPERS retirement date after July 1, 2018, the District shall contribute
531 \$200.00 per month for these retirees toward the CalPERS medical plan
532 premium and \$100.00 per month paid to the Unit member through a Health
533 Savings Account provided by the District, provided the retiree qualifies for
534 coverage under CalPERS and contingent on the employee receiving
535 retirement benefits from CalSTRS or CalPERS. This amount includes the
536 applicable CalPERS minimum base premium for medical insurance.
537

538 For full-time Faculty members who retired from the District and have a
539 CalSTRS or CalPERS retirement date on or before July 1, 2018, the District
540 shall contribute \$200.00 per month for these retirees toward the CalPERS
541 medical plan premium, provided the retiree qualifies for coverage under
542 CalPERS and contingent on the employee receiving retirement benefits from
543 CalSTRS or CalPERS. This amount includes the applicable CalPERS
544 minimum base premium for medical insurance.
545

546 10.11 Additional Retiree Benefits

547
548 Employees retiring shall be eligible for the following for the duration of this
549 Agreement:
550

- 551 a. Cerritos College email account at no charge
- 552
- 553 b. Receive an Emeriti library card which will entitle the bearer to check out
554 physical materials for the same length of time as current full-time Faculty
555 members
- 556
- 557 c. Lifetime Cerritos College Alumni Benefits as listed on the Cerritos
558 College Foundation website
- 559
- 560 d. Ten (10%) discount of regular price admission to all Cerritos College
561 student performances and athletic events.
562

563 **ARTICLE 11:** 564 **DEPARTMENT CHAIRS**

565 The pay rate for 10 Month Department Chairs in during the summer
566

567
568
569

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
<u>Less than 1 FTEF</u>	<u>10%</u>	<u>\$600</u>
<u>Less than One (1) and up to 10 Five (5) FTEF</u>	20%	<u>\$1200</u> <u>3 LHE</u>
<u>More than Five (5) and up to Ten (10) 10-and up to 15</u>	30%	<u>\$1800</u> <u>4 LHE</u>
<u>More than Ten (10) and up to Fifteen (15)</u>	<u>40%</u>	<u>5 LHE</u>
<u>More than Fifteen (15) and up to Twenty (20) 35</u>	<u>40%-50%</u>	<u>\$2275</u> <u>6 LHE</u>
<u>More than Twenty (20) and up to Twenty-Five (25)</u>	<u>60%</u>	<u>7 LHE</u>
<u>More than 35 Twenty Five (25)</u>	70%	<u>\$2750</u> <u>8 LHE</u>

*Effective July 1, ~~2021~~2024

570
571

**ARTICLE 15:
LARGE CLASS PAY**

572
573
574

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.

575
576
577
578
579
580

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.)

581
582
583
584
585
586

15.3 Compensation for Large Classes

587
588

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.~~

589
590
591
592
593
594
595

596 **15.3.2 Compensation amounts below shall be paid at the end of the**
597 **semester in which large classes are taught.**

598
599 **15.3.3 Effective July 1, 2024~~1~~**, the compensation per section per semester
600 (Fall/Spring/Summer) for large classes shall be:

- 601
- 602 • 55-69 students - ~~\$675.00~~ **1350.00 \$5,000**
- 603 • 70-94 students - ~~\$750.00~~ **1500.00 \$6,000**
- 604 • 95-125 students - ~~\$825.00~~ **1650.00 \$7,000**

605
606 **Compensation amounts above shall be paid at the end of the semester in which large**
607 **classes were taught.**

608
609 ~~15.1.0. Faculty who are assigned large class size sections are eligible to~~
610 ~~receive large class size compensation. The compensation shall be~~
611 ~~received as either additional load or additional pay for the section.~~

612
613 ~~15.1.1. Faculty who opt to receive additional pay for the large class section~~
614 ~~shall be compensated at their hourly/overload rate for the number~~
615 ~~of hours equivalent to the additional load factor assigned for that~~
616 ~~large class size. Additional compensation shall be paid monthly.~~
617 ~~Faculty who receive additional pay for the large class size shall~~
618 ~~have no impact on the assignment load associated with the large~~
619 ~~class section.~~

620
621 ~~15.1.2. Faculty who are assigned large class sections shall choose to receive~~
622 ~~the augmented load factor or additional compensation for the~~
623 ~~large class section. Faculty shall not receive both augmented load~~
624 ~~and additional compensation.~~

625
626 ~~15.1.3. Additional load/compensation factors~~

627
628 ~~15.1.3.0. Course sections with a class size maximum of 44 or fewer~~
629 ~~students will be paid at the standard load.~~

630 ~~15.1.3.1. Course sections with a class size maximum of 45 to 59~~
631 ~~students shall have a load/compensation factor of 1.5~~

632 ~~15.1.3.2. Course sections with a class size maximum of 60 or more~~
633 ~~shall have a load/compensation factor of 2.0~~

634 ~~15.1.3.3. No course section shall have a load/compensation factor~~
635 ~~of more than 2.0~~

636
637 **Example chart using a 3 unit course (54 hours)**

638

	<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>

639
640
641
642
643
644
645
646
647
648
649
650
651
652
653
654
655
656
657
658
659
660
661
662
663
664
665
666
667
668
669
670
671
672
673
674
675
676
677
678
679
680
681
682

**ARTICLE 33:
PARKING PERMITS**

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

**ARTICLE 39:
TRAVEL AND CONFERENCE**

[Note: This section would appear as 39.2. Renumbering below will be implemented on TA, but not included here.]

- 39.1 Professional Conference Funds
 - 39.1.1 At the beginning of each fiscal year, a separate professional conference fund shall be available for faculty travel and conference. The budgeted amount for this fund shall be \$100,000. This value shall increase regularly by the same percentage increase that is negotiated for faculty salary each year.

683
684
685
686
687
688
689
690
691
692
693
694
695
696
697
698
699
700
701
702
703
704
705
706
707
708
709
710
711
712
713
714
715
716
717
718
719
720
721
722

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

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