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

APRIL 12, 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**

[Status quo for Summer Academic Work, Ancillary Pay, Distance education compensation, etc. The District will consider any proposals on non-economic aspects of Article 4, and will not consider those proposals a rejection of this package.]

**ARTICLE 5:
ACADEMIC FREEDOM**

[Status quo on IP, including maintaining default "work for hire" doctrine as defined as works "prepared by an employee within the scope of his or her employment..." (17 USCS § 101(1).) The District will consider any other proposals relating to intellectual property, and will not consider those proposals a rejection of this package unless seeking to divest the District of those rights secured under Federal law.]

**ARTICLE 8:
SALARY**

8.1 Full-Time Faculty:

- a. For 2024-2025, effective July 1, 2024, each cell of the 2023-2024 Full-Time Faculty Salary Schedule shall remain unchanged. Effective July 1, 2021, each cell of the 2020-2021 Full-Time Faculty Salary Schedule shall be increased by 6.07% (state funded COLA plus 1%). The District shall pay all full-time Faculty who retired or separated from service during or after the 2021-2022 college year, and all full-time Faculty currently employed as of the date of ratification of this Agreement, the retroactive portion of the salary increase in a single lump sum within 60 working days after Board of Trustees ratification. 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. See Appendix A.
- b. For 2025-2026, effective July 1, 2025, each cell of the 2024-2025 Full-Time Faculty Salary Schedule shall be increased by one-quarter (25%) of the state funded COLA. If the District receives the full reimbursement expected from the CCCCO for costs associated with Article 10.7 for 2024-2025 expenses, the Full Time Faculty Salary

56 Schedule shall be increased to one-half (50%) of the state funded
57 COLA.2022-2023, effective July 1, 2022, each cell of the 2021-2022
58 Full-Time Faculty Salary Schedule shall be increased by 6.81% (state
59 funded COLA plus 0.25%). See Appendix A.

- 60
61 c. For 2026-2027, effective July 1, 2026, each cell of the 2025-2026 Full-
62 Time Faculty Salary Schedule shall be increased by one-quarter
63 (25%) of the state funded COLA. If the District receives the full
64 reimbursement expected from the CCCCO for costs associated with
65 Article 10.7 for 2025-2026 expenses, the Full Time Faculty Salary
66 Schedule shall be increased to one-half (50%) of the state funded
67 COLA.2023-2024, effective July 1, 2023, each cell of the 2022-2023
68 Full-Time Faculty Salary Schedule shall be increased by state funded
69 COLA plus 0.50%. See Appendix A.

70
71 8.2 Part-Time Faculty:

- 72
73 a. Instructional Part-Time Faculty:

74
75 Beginning July 1, 2021, the Instructional Part-Time Faculty Salary
76 Schedule shall be based on the attached parity schedule, which
77 includes a parity factor of 0.60 for the duration of the CBA.

- 78
79 i. To calculate a given step/column on the Part-Time Faculty Salary
80 Schedule, divide the correlating step/column on the Full-Time
81 Salary Schedule by 540 -- the number of teaching hours in an
82 academic year -- to determine what the full-time hourly rate
83 would be, then multiply that figure by the parity factor.

- 84
85 ii. Because the parity Instructional Part-Time Faculty Salary Schedule
86 derives from the Full-Time Faculty Salary Schedule (Columns A, B,
87 and F), any increases to the Full-Time Faculty Salary Schedule will
88 apply to the instructional Part-Time Faculty Salary Schedule.

89
90 Only full fall or spring semesters taught at Cerritos College can be
91 applied to salary advancement on the Part-Time Faculty Schedule.
92 For the purpose of crediting semesters of service for salary step
93 advancement, a minimum of thirty-six (36) hours of service (or
94 equivalent LHE) in a semester is required to be counted as a
95 semester.

- 96
97 b. Non-Instructional (CLI) Part-Time Faculty:

- 98
99 i. For 2024-2025, effective July 1, 2024, each cell of the 2023-2024
100 Non-Instructional Salary Schedule shall remain
101 unchanged.Effective July 1, 2021 for 2021-2022, each cell of the
102 2020-2021 Non-Instructional Salary Schedule shall be increased
103 by 6.07% (state funded COLA plus 1%).

- 104
105 ii. For 2025-2026, effective July 1, 2025, each cell of the 2024-2025
106 Non-Instructional Salary Schedule shall be increased by one-
107 quarter (25%) of the state funded COLA. If the District receives

108 the full reimbursement expected from the CCCCO for costs
109 associated with Article 10.7 for 2024-2025 expenses, the Non-
110 Instructional Salary Schedule shall be increased to one-half
111 (50%) of the state funded COLA.2022-2023, each cell of the 2021-
112 2022 Non-Instructional Salary Schedule shall be increased by
113 6.81% (state funded COLA plus 0.25%), effective July 1, 2022.

114
115 iii. For 2026-2027, effective July 1, 2026, each cell of the 2025-2026
116 Non-Instructional Salary Schedule shall be increased by one-
117 quarter (25%) of the state funded COLA. If the District receives
118 the full reimbursement expected from the CCCCO for costs
119 associated with Article 10.7 for 2025-2026 expenses, the Non-
120 instructional Salary Schedule shall be increased to one-half
121 (50%) of the state funded COLA.2023-2024, each cell of the 2022-
122 2023 Non-Instructional Salary Schedule shall be increased by
123 state funded COLA plus 0.50%, effective July 1, 2023.

124
125 c. A part-time ancillary hourly rate of \$30.00 shall be given to part-time
126 Faculty for District mandated training.

127
128 8.3 Column and/or step advancements on the salary schedule shall be granted
129 July 1 of each year of employment. Step advancements (including longevity
130 increments) shall be granted automatically by the District based upon paid
131 service requirements. See Appendix D.

132
133 8.4 During the term of this Agreement, the retroactive portion of any salary increase
134 due to any unit member shall be payable in a single lump sum within sixty (60)
135 working days of either 1) ratification by the Board of Trustees, or 2) the
136 establishment of any condition that implements an automatic adjustment. The
137 District shall notify CCFF if there are delays in payment processing, and CCFF
138 shall defend and indemnify the District for all retroactive payments made
139 pursuant to this section. Effective July 1, 2021, columns A, B, C, and D of the
140 Full-Time Faculty Salary Schedule (Appendix A) shall be increased by two (2)
141 steps for full-time Faculty.

142
143 **ARTICLE 10:**
144 **HEALTH AND WELFARE BENEFITS**

145
146 10.1 Medical Benefits.

147
148 10.1.1 Beginning January 1, 2022, and continuing through December 31,
149 2022, the District shall pay the cost of medical insurance
150 premiums for the medical plans chosen by full-time Faculty Unit
151 members. The District will pay the CalPERS administrative fee, if
152 applicable.

153
154 10.1.2 Beginning on January 1, 2023 and continuing through December
155 31, 2024, the District shall pay the premium cost of all subscriber
156 and subscriber and 1 dependent plans offered by the District and
157 chosen by the full-time Faculty Unit member.

158
159 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 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.

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, 2025, through December 31, 2027, 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, 2025, through December 31, 2027, the District will continue to pay 100% of the full annual premium cost for a \$50,000 life

212 insurance plan for full-time Faculty members.

213
214 10.6 For the calendar years 202~~25~~, 202~~36~~, 202~~47~~, the District will provide up to
215 \$4,000 annually in lieu of medical insurance for those Unit members who are
216 eligible for medical insurance and who provide evidence of major medical
217 insurance coverage through a spouse or State registered domestic partner. Unit
218 members will be paid a pro-rata portion of the \$4,000 annual cash-in-lieu
219 amount for any portion of the year that the employee did not receive District
220 provided medical insurance. Cash-in-lieu recipients must notify the District
221 immediately if they lose their medical insurance.

222
223 These full-time Faculty members shall then be enrolled in a District provided
224 medical insurance plan of their choice and subject to any restrictions imposed
225 by the medical plan carriers and subject to the District maximum contribution
226 and premium-sharing.

227
228 ~~10.7 The District shall maintain a pool of funds up to \$137,000 per fiscal year~~
229 ~~toward the reimbursement of medical and dental expenses for eligible~~
230 ~~part-time Faculty. Eligible part-time Faculty can request reimbursement~~
231 ~~for up to \$1,100 for medical and dental expenses per eligible semester (fall~~
232 ~~and spring). If insured, "medical and dental expenses" may include~~
233 ~~insurance premiums, but not co-pays. If uninsured, "medical and dental~~
234 ~~expenses" may include doctor/dental visits, procedures, labs and/or~~
235 ~~prescriptions.~~

236
237 ~~See Appendix H for Part Time Medical Reimbursement Form and~~
238 ~~Procedures~~

239
240 ~~Eligibility is established as follows:~~

241
242 ~~a. Part-time instructional Faculty will have completed at least a 30%~~
243 ~~load the same semester in which they are applying for~~
244 ~~reimbursement or Part-time Counseling, Librarian, or SAS Faculty~~
245 ~~Specialist will have completed at least 175 total hours the same~~
246 ~~semester in which they are applying for reimbursement; and~~

247
248 ~~b. Part-time instructional Faculty must have worked at least 30% of a~~
249 ~~full-time load for at least three semesters within a three-year period,~~
250 ~~not including the semester in which applying for reimbursement or~~
251 ~~Part-Time Counseling, Librarian, or SAS Faculty Specialist Faculty~~
252 ~~must have worked 175 hours for at least three semesters within a~~
253 ~~three-year period, not including the semester in which applying for~~
254 ~~reimbursement.~~

255
256 ~~c. Approved absences as reported on the absence certification form~~
257 ~~provided by the District count towards the total hours required for~~
258 ~~both instructional and Counseling, Librarian, or SAS Faculty~~
259 ~~Specialist computation. However, a minimum of 75% of the 175~~
260 ~~hours or 30% of the load must be on a paid status.~~

261
262 ~~10.7 Part-Time Faculty Medical Benefit Coverage: The parties have negotiated~~
263 ~~the following to address the implementation of enhanced part-time faculty~~

264 medical benefit coverage, and it is the intent of the parties to fully comply
265 with the provisions of AB-190 (Education Code §§ 87860 – 87868) which
266 expanded available funding for part-time faculty medical benefits while
267 allowing the District to receive up to 100% reimbursement for its part-time
268 faculty healthcare program. The parties agree as follows:

270 10.7.1: As a condition precedent that must occur before any eligible part-
271 time faculty employee is permitted to enroll in District-funded
272 benefit coverage, the District Board of Trustees must execute and
273 file the appropriate resolutions, consistent with CalPERS
274 regulations and Government Code Section 22807, that will enable
275 part-time faculty the ability to participate in CalPERS Medical
276 benefits coverage. The availability of benefit coverage will require
277 both a fully executed and ratified Agreement and the appropriate
278 resolutions.

280 10.7.2: Part-time Faculty Coverage Eligibility: To participate in District
281 provided medical benefit coverage at a level equivalent to what is
282 offered to full-time faculty, part-time faculty participants must meet
283 either of the following definitions:

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

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

298 i. Served in more than one California community college
299 district;

301 ii. Not have held an assignment in any other California
302 community college district with a health care program for
303 part-time faculty in which their assignment equaled or
304 exceeded 40% of the full-time equivalent tenured faculty
305 assignment;

307 iii. Not have received coverage from any other employer
308 sponsored plan, or as a covered dependent of anyone
309 receiving coverage from an employer sponsored plan;

311 iv. Have purchased a healthcare plan covering themselves and
312 optionally any eligible dependents.

314 The determination of eligibility for multidistrict part-time faculty
315 shall be based on reasonable documentation establishing the

316 aforementioned criteria during the primary (Fall and Spring)
317 terms, in order to verify that the cumulative assignment meets
318 the 40% criteria, as well as enrollment and premiums associated
319 with the health insurance plan.

320
321 c. Retired full-time faculty with CalPERS retiree medical benefits
322 that have returned to part-time employment are not eligible.

323
324 10.7.3 Participation: Unit members meeting the definition of “part-time
325 faculty” by maintaining an assignment equivalent to 40% of full-time
326 shall be eligible to enroll in and receive medical benefit coverage at
327 the same level of District-paid premium contributions as is available
328 to full-time faculty. This benefit contribution has no cash-value, and
329 part-time faculty shall not be receive any cash-value “in lieu” of
330 medical benefit coverage.

331
332 a. Any eligible part-time faculty member that elects coverage in a
333 plan that exceeds the maximum District contribution shall solely
334 bear the cost of any excess, which must be deducted from their
335 monthly payroll via automatic payroll deduction. In the event a
336 part-time faculty member receives salary that is insufficient to
337 cover the excess benefit cost, the member shall remit payment
338 to the District within ten (10) calendar days of receiving
339 notification of a balance due.

340
341 b. A part-time faculty member that is eligible to enroll and
342 participate during the Spring semester will maintain eligibility
343 until it can be determined whether the member meets or exceeds
344 the 40% threshold for the subsequent Fall semester.

345
346 10.7.4 Loss of Eligibility: Unit members that have enrolled in District
347 medical benefit coverage and subsequently become ineligible shall
348 not continue to receive contributions towards District-paid medical
349 benefits. Part-time faculty that become ineligible shall be provided
350 with notice of continuation (i.e. COBRA) coverage, and will be
351 eligible to enroll in self-paid COBRA coverage at their own expense,
352 provided that they meet minimum COBRA eligibility requirements.
353 Determinations concerning eligibility and continued eligibility shall
354 be based upon information provided by the part-time faculty
355 member, and shall not be subject to the grievance process.

356
357 10.7.5 Reimbursement of Multidistrict Part-Time Faculty: Unit members
358 meeting the definition of “multidistrict part-time faculty” may
359 submit documentation of individually purchased medical benefit
360 coverage for partial reimbursement. The District will make available
361 a reimbursement form for this purpose. Upon confirmation of the
362 payment by the multidistrict part-time faculty member and receipt
363 of the required documentation, the District shall issue a
364 reimbursement equal to its share of this premium payment for up to
365 six (6) months in any given college year, either July-to-December or
366 January-to-June. The District's share shall be determined by
367 dividing the total health insurance premium paid by the unit member

368 by the total number of community college districts in which the unit
369 member currently holds an active assignment The District's share
370 shall not exceed that which it would have paid if the unit member
371 had been a full-time faculty member purchasing the District's most
372 commonly subscribed family medical plan.

373
374 Reimbursement requests may be returned to the member without
375 action if the eligibility criteria have not been met, if the request
376 seeks reimbursement for anything other than employee-paid health
377 insurance premiums, or if supporting documentation is insufficient.

378
379 10.7.5 Fiscal Stability: The District's agreement to offer this part-time
380 medical benefit coverage is contingent upon state funding and the
381 ability of the District to receive up to 100% reimbursement for
382 expenditures directly attributable to the program. If the final state
383 budget does not continue to fund part-time faculty medical benefits,
384 does not fund part-time faculty medical benefits at a sustainable
385 level, or if the Chancellor's Office does not reimburse the District
386 for 100% of the benefit contribution costs attributable to part-time
387 faculty, the District may immediately reopen negotiations on Article
388 10.7. During this period, the District may proceed with terminating
389 the program consistent with Article 10.7.6.

390
391 10.7.6 Termination of Program: If at any time CalPERS medical does not
392 permit Unit Members to participate in the program, the District's
393 obligation to eligible part-time faculty will be extinguished and the
394 terms of this Section will be null and void. If at any time the District
395 is considering rescinding the authorizing resolutions and
396 terminating part-time faculty participation in CalPERS medical, the
397 District shall notify CCFF at least sixty (60) days prior to anticipated
398 Board action so as to permit the parties an opportunity to negotiate
399 any foreseeable impacts and effects.

400
401 10.7.7 Maintenance of Program: The District and CCFF agree to meet and
402 discuss the continued viability of the program as certain
403 benchmarks become available relating to apportionment,
404 reimbursement, and/or the state budget. The parties may, but shall
405 not be required to, execute an amendment or modification of this
406 Article as a result of newly acquired information.

407
408 ~~10.8 The parties agree that beginning on July 1, 2023, or as soon thereafter as~~
409 ~~mutually agreed, the parties will meet to discuss the cost of available~~
410 ~~healthcare plans with the intent of finding comparable healthcare plans~~
411 ~~that provide the same or similar coverage, including full medical coverage~~
412 ~~for Faculty and their families, prior to the start of open enrollment.~~

413
414 **[Note: Renumbering below will be implemented on TA, but not included here.]**

415 10.9 Early Retiree Benefit Program:

416
417 10.9.1 A retiree is not eligible to receive Retiree Health Benefits (Article
418 10.9) while participating in this Early Retiree Benefit Program.
419

- 420 10.9.2 The District agrees to an Early Retiree Benefit Program with a
421 maximum District contribution towards the District's CalPERS
422 medical plan of \$15,000 per fiscal year for full-time Faculty Unit
423 members who retire from the District who are at least sixty-two (62)
424 years of age and have at least twenty (20) years of continuous
425 service with the District. Entitlement to retiree benefits under this
426 Early Retiree Benefit Program shall end when the retiree turns sixty-
427 five (65) years of age.
428
- 429 10.9.3 For retirees who qualify for and elect coverage under CalPERS
430 medical, the District will provide a maximum contribution of \$11,400
431 per fiscal year to a Health Reimbursement Account (HRA)
432 administered by MidAmerica.
433
- 434 10.9.4 For retirees who do not qualify for or who do not elect coverage
435 under CalPERS medical, the District will provide a maximum
436 contribution of \$15,000 per fiscal year to a HRA administered by
437 MidAmerica.
438
- 439 10.9.5 Should MidAmerica discontinue the HRA, the parties agree to seek
440 an alternative provider for the same or similar benefit.
441
- 442 10.9.6 Benefits under the Early Retiree Benefit Program shall terminate
443 when the eligible retiree reaches the age of sixty-five (65).
444
- 445 10.9.7 The HRA shall be managed in accordance with the policies and
446 guidelines of MidAmerica or replacement provider.
447

448 10.10 Retiree Health Benefits
449

450 For full-time Faculty members who retire from the District, have a minimum
451 of five years of full-time employment with the college, and have a CalSTRS
452 or CalPERS retirement date after July 1, 2018, the District shall contribute
453 \$200.00 per month for these retirees toward the CalPERS medical plan
454 premium and \$100.00 per month paid to the Unit member through a Health
455 Savings Account provided by the District, provided the retiree qualifies for
456 coverage under CalPERS and contingent on the employee receiving
457 retirement benefits from CalSTRS or CalPERS. This amount includes the
458 applicable CalPERS minimum base premium for medical insurance.
459

460 For full-time Faculty members who retired from the District and have a
461 CalSTRS or CalPERS retirement date on or before July 1, 2018, the District
462 shall contribute \$200.00 per month for these retirees toward the CalPERS
463 medical plan premium, provided the retiree qualifies for coverage under
464 CalPERS and contingent on the employee receiving retirement benefits from
465 CalSTRS or CalPERS. This amount includes the applicable CalPERS
466 minimum base premium for medical insurance.
467

468 10.11 Additional Retiree Benefits
469

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

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484
- 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.

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**ARTICLE 11:
DEPARTMENT CHAIRS**

488 **[Incorporates existing District proposal (dated April 5, 2024) and maintenance of status quo on**
489 **Chair compensation.]**

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**ARTICLE 15:
LARGE CLASS PAY**

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- 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.)

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15.3 Compensation for Large Classes

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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.~~

515
516
517

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

518
519
520

15.3.3 Effective July 1, 2024¹, the compensation per section per semester (Fall/Spring/Summer) for large classes shall be:

- 521
522
523
- 55-69 students - ~~\$675.00~~**1350.00**
 - 70-94 students - ~~\$750.00~~**1500.00**
 - 95-125 students - ~~\$825.00~~**1650.00**

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

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

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

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

15.1.3. Additional load/compensation factors

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

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

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

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

Example chart using a 3-unit course (54 hours)

	<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>

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562 **ARTICLE 33:**
563 **PARKING PERMITS**

- 564
565 33.1 Those full-time and part-time Faculty Unit members who choose to use the
566 District parking lots to park their vehicles must have a District parking
567 permit or they will be subject to a parking citation from Campus Police.
568
569 33.2 A Faculty Unit member who is legally entitled to use a handicapped parking
570 placard may park in any handicapped stall on campus without the use of a
571 parking permit. However, the handicapped placard does not entitle any
572 individual to use staff or general parking stalls without a parking permit.
573
574 33.3 ~~During the period of this agreement, each Faculty member may obtain~~
575 ~~one complimentary virtual/digital parking permit as issued by the~~
576 ~~District for staff parking each semester the faculty member has an~~
577 ~~assignment at Cerritos College. This virtual/digital parking permit will~~
578 ~~allow the employee to list up to two (2) vehicles to park on campus.~~*An*
579 *active Faculty Unit member may purchase an employee parking permit*
580 *through the Campus Police Department.*
581
582 33.4 Lost parking permits are the responsibility of the Unit member and are
583 replaced at the expense of the Unit member.
584
585 33.5 Stolen parking permits will be reported to Campus Police and after the
586 appropriate report is filed, the parking permit may be replaced.
587
588 33.6 Reselling, loaning, or giving away an employee parking permit is a violation
589 of Board Policy.
590

591 **ARTICLE 39:**
592 **TRAVEL AND CONFERENCE**

593 [Status quo.]
594

595 For the District:
596

597 For the Cerritos College Faculty Federation
598 AFT Local 6215:
599

600 _____
601
602 Dr. Mercedes Gutierrez
603 Vice-President, Human Resources/
604 Assistant Superintendent
605

606 _____
607
608 Dr. April Bracamontes
609 CCFF/Lead Negotiator

606 _____
607
608 Dr. Lynn Wang
609 CCFF President