



May 31, 2022

Dear Colleagues,

I would like to provide you with some information with regard to negotiations between the District and CCFF. Since we held our first official mediation session in mid-April, we have met a total of six (6) times—four (4) in official sessions with a mediator, and two (2) sidebar meetings with District and CCFF leadership where proposals were exchanged. The climate in each of these meetings was consistently positive and collegial.

Now that the District and CCFF are moving to the next step in the process, we are able to share some key financials presented in the District's last proposal and what is on the table as we enter fact finding.

Base Salary Increases:

- **18% increase** over three years for full-time faculty and part-time faculty (non-instructional), broken down as follows:
 - Year 1: 3.5% + 3% one time
 - Year 2: 4.0% + 3% one time
 - Year 3: 2.5% + 2% one time
- **21.67% increase** over three years for **part-time faculty (instructional)**, broken down as follows:
 - Year 1: 5.335% + 3% one time
 - Year 2: 5.835% + 3% one time
 - Year 3: 2.50% + 2% one time

Full-Time Salary Schedule Additions:

- Add two new steps on column A-D

Insurance Contribution for Full-Time Faculty:

- Fully paid in Year 1
- Up to \$29,000 in Year 2 and Year 3

The District continues to value the bargaining process to reach an agreement between both parties. We remain committed to these basic steps of the process:

1. Conduct negotiations between District and CCFF.
2. Declare impasse and conduct mediation sessions with a third-party mediator to help us reach an agreement.
3. Begin the fact-finding process with a panel of three mediators to help us reach an agreement.

As of today, at 4:00 pm, the mediator certified the District and CCFF to move into fact finding, which is Step 3 as outlined above. None of these steps of the process should be perceived as negative; on the contrary, it is beneficial to have a third party to help us come to an agreement. The District is committed to working with CCFF and the fact-finding panel and hopes to work together to find an agreeable resolution as soon as we can. I will keep you updated on the next steps.

Jose Fierro, D.V.M., Ph.D.
President/Superintendent