

NEGOTIATIONS UPDATE



DISTRICT UPDATE ON NEGOTIATIONS WITH CERRITOS COLLEGE FACULTY FEDERATION (CCFF)

NOVEMBER 15, 2018

The District and CCFF met last Friday, November 9 to continue negotiations for a three-year contract.

CCFF presented its counter proposal for the Assignment article. Both parties were collaborative to identify sections where they could be in mutual agreement. However, there are a few sections left in this article where we still have work to do.

The District reaffirmed its salary and benefits proposal given to CCFF on October 30, which provides for a **4.21%** increase to the full-time faculty salary schedule and a one-time off-schedule amount equal to **1%**. In addition, the District agreed to a revenue sharing formula for Years 2 and 3. The District encouraged CCFF to reconsider the one-time off-schedule payment offered for full-time faculty for Year 1 and continue conversations to find other solutions without incurring ongoing expenses.

While we have not reached final agreement in all items, we are pleased that both parties have agreed on a part-time salary schedule which includes parity. The proposed instructional part-time salary schedule provides salary adjustments up to **20.73%** depending on the individual faculty placement. This means, for example, that the hourly rate for a part-time faculty member holding a Master's degree with eleven/twelve semesters would change **from \$78.56 to \$81.34**. A part-time faculty member holding a Doctorate degree with eleven/twelve semesters would change **from \$81.30 to \$94.08**. Furthermore, for the non-instructional part-time, two progression steps were added and a 4.21% was offered on the current schedule.

Similarly, we are pleased that we have agreed to maintain a pool of funds up to **\$100,000** per fiscal year toward the reimbursement of medical and dental insurance expenses for eligible part-time faculty.

With regard to full-time faculty medical benefits, on October 30 the District reaffirmed its offer to cover health care premiums above the \$23,500 cap for calendar year 2019. A proposed revenue-sharing formula covers the excess premiums in Years 2 and 3.

Again, there is still work to do and we will be meeting again on Monday, November 19. Both teams will continue to discuss creative solutions which will enable us to reach a mutually acceptable comprehensive agreement.