

OFFICE OF THE PRESIDENT/SUPERINTENDENT
PRESIDENT'S CAMPUS UPDATES



March 8, 2019

Dear Colleagues,

At Wednesday's Board meeting, the Board of Trustees authorized a contract settlement between the District and CCFF effective July 1, 2018 through June 30, 2021. The agreement is our most comprehensive contract to date. When I started at the college in 2015, the faculty contract included 27 articles; **today, the contract encompasses 40 articles**, including one that addresses Assignment. This achievement reflects countless hours spent by the District negotiating team, CCFF negotiating team, and the Board of Trustees to ensure the rights of our part- and full-time faculty. Below are additional details:

Full-Time Faculty:

- Effective July 1, 2018, the 2017-2018 Full-Time Faculty Salary Schedule shall be increased by 4.71%.
- Beginning January 1, 2019 and continuing thereafter, the District's maximum contribution paid towards the medical insurance premiums for full-time faculty unit members shall not exceed \$23,500. For calendar years 2019, 2020, and 2021 the District agrees to pay any costs in excess of the District maximum contribution for the medical plan chosen by the full-time faculty member.
- The District agrees to an Early Retiree Benefit Program with a maximum District contribution towards the District's CalPERS medical plan of \$15,000 per fiscal year for full-time faculty unit members who retire from the District who are at least 62 years of age and have at least 20 years of continuous service with the District. Entitlement to retiree benefits under this Early Retiree Benefit Program shall end when the retiree turns 65 years of age. A retiree is not eligible to receive Retiree Health Benefits under this provision while participating in this Early Retiree Benefit Program.
- Retiree Health Benefit: The District will contribute \$300 per month for members who retire from the District and have a CalPERS or CalSTRS retirement date after July 1, 2018.

The contract also significantly expands our investment in part-time faculty. To underscore the Board's support of equal pay for equal work, we have made improvements to the part-time salary schedule.

These steps were taken to ensure that the District's part-time faculty are fairly compensated for their contributions to student success and completion. Below are additional details for part-time faculty:

Part-Time Faculty:

- Beginning July 1, 2018, the Instructional Part-Time Faculty Salary Schedule includes a parity factor of 0.545.
- Effective July 1, 2018, the 2017-2018 Non-Instructional Part-Time Faculty Salary Schedule shall be increased 4.71%.
- Effective July 1, 2018, two progression steps (5 and 6) will be added to the Non-Instructional Part-Time Faculty Salary Schedules.
- A part-time ancillary hourly rate of \$30.00 shall be given to part-time faculty for District mandated training.
- The District shall 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.

Resource Allocation Formula

The district and all employee groups agreed to continue the work during spring and fall 2019. If all parties agree and signs off on the formula before December 31, 2019, the Board agreed to distribute a one-time, off-schedule payment of \$1,000 to each full-time employee employed with the District during the fall 2019. Part-time faculty who are employed in the fall 2019 will receive a pro-rated amount proportionate to their load relative to a full-time assignment.

The full text of the agreement will be available online soon. We remain committed to long-term efforts to offer a fair and competitive working environment for faculty, staff, and managers. Cerritos College is a school of choice in the region—not just for current and prospective students, but for the workforce as well. We look forward to beginning the next chapter of student achievement.

Feel free to contact me with any questions or concerns,

Jose

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