CERRITOS COLLEGE DISTRICT

Faculty Health and Welfare Benefits for Calendar Years 2013, 2014, 2015
Faculty Salary for Fiscal Years 2013-2014

MEMORANDUM OF UNDERSTANDING BETWEEN
THE CERRITOS COMMUNITY COLLEGE DISTRICT AND
THE CERRITOS COLLEGE FACULTY FEDERATION (AFT LOCAL 6215)

Health and Welfare Benefits:

1. Effective January 1, 2013, the District shall contribute up to the CalPERS Choice Family Health premium and administrative fee annually toward District-provided medical insurance for eligible full-time bargaining unit members for the 2013 ($18,420.44) and 2014 (amount to be determined by PERS) calendar years. The District's contribution in calendar year 2015 shall not be more than $20,505.

2. The unit member shall be responsible for any costs in excess of the District maximum contribution and shall be paid through payroll deduction.

3. The District will continue to offer six CalPERS medical insurance plans: three HMO and three PPO, each with three tiers (employee only, employee plus one, and family), contingent on CalPERS plan offerings.

4. The District will provide information and educational materials to unit members that describe and compare the benefit plans and differences between the CalPERS Care plan (highest cost plan) and other available plans.

5. Effective January 1, 2013, through December 31, 2015, 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.

6. Effective January 1, 2013, through December 31, 2015, the District will continue to pay 100% of the full annual premium cost for a $50,000 life insurance plan for full-time unit members.

7. For the calendar years 2013, 2014, and 2015, the District will provide up to $3,000 annually in lieu of medical insurance for those unit members who are eligible for medical insurance and who provide evidence of major medical insurance coverage through a spouse or State registered domestic partner. Unit members will be paid a pro-rata portion of the $3,000 annual cash-in-lieu amount for any portion of the year that the employee did not receive District provided medical insurance. Cash-in-
lieu recipients must notify the District immediately if they lose their medical
insurance. These unit members shall then be enrolled in a District provided medical
insurance plan of their choice and subject to any restrictions imposed by the medical
plan carriers and subject to the District maximum.

The District and CCFF agree to conduct a joint feasibility study in Spring 2013 on the
cost-savings of modifying the cash-in-lieu for eligible unit members. Any
implementation of a modified cash-in-lieu benefit would be contingent on a set
number of unit members opting for the cash-in-lieu benefit.

8. Unless the District and CCFF reach mutual agreement on the District’s annual
maximum contributions for the District-provided medical insurance by August 31,
2015, the District’s maximum contribution paid toward health and welfare benefits
shall not exceed $20,505 and shall remain in effect for each medical insurance
program and plan in effect for the 2016 year and thereafter.

9. The District and CCFF will continue to explore medical, dental, vision, and life
insurance options and seek lower cost options for similar insurance coverage and
plans based on information provided by the Health Care Task Force Committee’s
Report and other sources.

10. The District and CCFF will explore offering the CalPERS Kaiser (HMO) or CalPERS Blue
Shield (HMO) medical coverage to eligible adjunct (temporary, part-time) faculty, if
it results in no additional cost to the District.

Salary Considerations

1. The district will allocate $220,000 per academic year (Fall/Spring) for payment of
adjunct office hours beginning January 2013. These office hours will be paid at rate
of $40/hour and authorized in advance by the dean.

Available funds will be allocated to each division based on its percentage of adjunct
instructors teaching for credit classes at the beginning of the Fall and Spring
sessions. Each dean will receive requests from the adjunct faculty within the first
week of classes of each semester for the available funds. Each dean shall notify
those faculty submitting requests no later than 10 calendar days after the
submission deadline which requests can be fulfilled. Each adjunct faculty member
may request up to eight office hours an academic semester (Fall/Spring).

Office hours are contingent on adequate space being identified in all Divisions/Units.
Office hours must be included in amended course syllabi. CCFF acknowledges that
the needed space may include the use of regular and contract faculty offices for adjunct faculty office hour usage. The adjunct faculty member must report to the dean where and when office hours will be held.

The District and the CCFF acknowledge that the office hour allocation for adjunct faculty is a new provision and may need to be modified after implementation. The parties agree to analyze the Spring 2013 adjunct office hour usage and requests during June 2013 and determine whether this office hour provision should be modified.

2. The District and CCFF agree to meet in Fall 2013 and negotiate pay for adjunct (temporary, part-time) faculty who perform required and authorized ancillary duties.

3. In principle, the District and CCFF agree that funded COLA is to be applied to the salary schedules of unit members. The District and the CCFF shall meet to negotiate the terms of the allocation.

**Contingency Items**

1. With the passage of Proposition 30 (Tax Initiative) on November 6, 2012, the District agrees to:
   a. eliminate summer school pro rata pay effective summer 2013 and pay summer school at the overload rate
   b. reallocate summer school pro rata pay to the base salary of all eligible full-time bargaining unit members by 5%, effective January 1, 2013
   c. reallocate an additional 2% pro rata pay (for a total of 7% reallocation) to the base salary of all eligible full-time bargaining unit members, effective the beginning of Summer Session 2013, if the District’s Unrestricted General Fund revenue for the 2013-14 fiscal year remains at the projected amount of $81,703,463 based on the Campus Budget Forum (9/25/12).
   d. If the District’s Unrestricted General Fund revenue for the 2013-14 fiscal year falls below $81,703,463, the additional 2% shall be implemented no later than January 1, 2014.

2. If the District is faced with any further budget uncertainty in the 2014-15 fiscal year, the CCFF and the District agree to negotiate salary.
Tentative Agreement between District and CCFF - November 16, 2012
Ratified by CCFF - November 27, 2012
Ratified by the Board of Trustees -- November 28, 2012

For the Cerritos College Faculty Federation (AFT Local 6215):

Dr. Solomon Namala
President

Ms. Georgia Well
Vice President/Chief Negotiator

For the Cerritos Community College District:

Dr. Mary Anne Gularte
Vice President, Human Resources/Assistant Superintendent

12/4/12