

**Side Letter of Agreement 2015-16.1  
Cabrillo Community College District (District)  
and the  
Cabrillo College Federation of Teachers (CCFT)**

**Salary, and Benefits Agreement Effective  
with the 2015-16 Academic Year**

The District and CCFT agree to the changes below effective with the 2015-16 academic year:

A. Article 13 Salary: The following changes will be made for the 2015-16 academic year. (Appendices B-E will be updated to reflect the salary changes.)

1. Base salary for 2015-16 academic year calculation applied in this order:
  - a. Remove one-time increases in salary and pro-rata pay from all 2014-15 faculty salary schedules, appendices, etc. in the contract including side letters.
  - b. Add a 3% ongoing salary increase for CCFT for 2015-16 (estimated at \$843,000) for the unit.

The 3% increase will be allocated as follows:

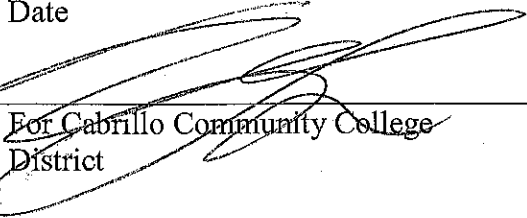
- 2.63% salary increase for all faculty
  - The remaining ongoing 0.37% salary increase for CCFT will be allocated to fund an increase on the Adjunct & Overload Faculty Salary Schedule from 63.8% to 64.8% of the Contract Regular Faculty Salary Schedule.
- c. The unit will also receive the equivalent of a 3.5%, one-time payment (estimated at \$983,500) applied as follows:
    - Contract/regular members will each receive one lump sum payment of \$2,950. Adjunct faculty will each receive one lump sum payment based on teaching units completed during the 2014-15 (fall 2014 and spring 2015) terms as follows:
      - 
      - .25 to 5.99 units- \$400
      - 6.0 to 11.99 units- \$750
      - 12.0 to 14.99 units-\$1,100
      - Over 14.99 units- \$1,500

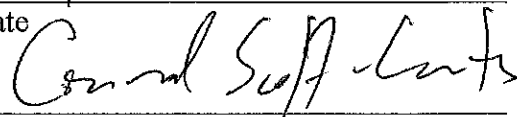
The lump sum payments apply only to faculty who are employed by the college with an active assignment in 2015-16 (fall 2015 or spring 2016) as of September 1, 2015. The one-time, lump sum payments are for the 2015-16 academic year only. The one-time payments will be included in the October 31, 2015 pay check.

2. This agreement does not provide for a reopener for Article 13 for 2015-16.

- B. Article 14 Health and Welfare Insurance Coverage: The parties agree to make the following changes to Article 14:
1. The District pays a stipend for contract/regular unit members that includes medical, dental, life and disability insurance coverage. Full time regular or contract unit members will continue to share 50% of the increase in insurance benefits costs for the 2015-16 academic year.
  2. The benefit stipend amounts set forth in section 14.2 shall be adjusted to reflect the applicable new rates as follows (see Appendix F):
    - a. 14.2.3 Medical Coverage for Employee Only:  
The District shall provide full-time regular and contract unit members with medical coverage for employee only, a benefits stipend for medical, dental, life insurance and disability insurance, up to \$10,428.84 per year, calculated based on their assignment status.
      - 14.2.3.1 Ten month assignment: \$1,042.88 (\$10,428.84 annually)
    - b. 14.2.4 Medical Coverage for Employee Plus One Dependent:  
The District shall provide full-time regular and contract unit members with employee plus one dependent in medical coverage, a benefits stipend for medical, dental, life insurance and disability insurance, up to \$19,978.82 per year, calculated based on their assignment status.
      - 14.2.4.1 Ten month assignment: \$1,997.88 monthly (\$19,978.82 annually)
    - c. 14.2.5 Medical Coverage for Employee Plus Two Dependents:  
The District shall provide full-time regular and contract unit members with employee plus two dependents in medical coverage a benefits stipend for medical, dental, life insurance and disability insurance up to \$28,015.95 per year, calculated based on their assignment status.
      - 14.2.5.1 Ten month assignment: \$2,801.60 monthly (\$28,015.95 annually)
  3. 14.2.2.2 Regular or contract unit members working partial assignments shall receive a pro rata stipend based on the percentage of their assignment.
  4. 14.4.6. District Adjunct Stipend:  
The benefits stipend for adjunct unit members will increase by the same percentage as the employee-only benefits stipend for contract/regular faculty (Section 14.4.6 and 14.2.2.3). The District shall provide each eligible adjunct unit member enrolled in health plans with an insurance stipend of \$7,428.55 per year for medical and dental coverage, paid on a monthly basis for a ten-month assignment, or \$742.86 per month.
  5. Contributions towards benefits premiums in excess of the District-paid stipend shall be made through automatic payroll deductions on a pre-tax basis under an IRS 125 plan to the extent allowed by law (see section 14.3.5).

6. Effective October 1, 2015 the following plans will replace the plans listed in Sections 14.3.1 and 14.4.9:
- (a) Plan 80-E: Blue Shield PPO with Navitus Health Solutions RX plan.
  - (b) Plan 80-J: Blue Shield PPO with Navitus Health Solutions RX plan.
  - (c) Plan HDHP-B: Blue Shield PPO (high deductible, HSA compatible)
  - (d) Plan 10-0: Blue Shield HMO with Navitus Health Solutions RX plan.
  - (e) Plan 25-500: Blue Shield HMO with Navitus Health Solutions RX plan. (the benefits stipend is tied to this plan.)
  - (f) Plan 30-20%: Blue Shield HMO with Navitus Health Solutions RX plan.

6/25/15  
Date  
  
For Cabrillo Community College  
District

6/25/2015  
Date  
  
For Cabrillo College Federation of  
Teachers (CCFT)