



Final Compensation for 2015-16

CCFT and the District finalized an agreement on compensation just after the end of the semester. Ballots were sent out to home addresses in early June; the final CCFT vote was tallied on June 16, 2015. A total of 193 faculty members voted, and 190 approved the agreement. Later that month, the Cabrillo College Governing Board approved the agreement.

Salary Increases

Ongoing salary increases

After removing the one-time 1.13% increase on the 2014-15 salary schedules and the one-time movement in parity from 63.8 to 64.5%, we have agreed to the equivalent of a 3% ongoing increase, broken down as follows:

- **2.63% ongoing increase to all faculty salary schedules** (effectively making the salary schedule 1.5% above last year's schedule, which included a one-time increase)
- **1% ongoing increase in the adjunct & overload pro rata pay from 63.8% to 64.8%** (equivalent to a 0.37% salary increase; this effectively increases the pro rata from 64.3% last year, which included a one-time increase, to 64.8%)

One-time salary increases

The equivalent of a 3.5% one-time, lump-sum payment will be made at the end of October, 2015, based on workload for the 2014-15 academic year. The payment will only apply to those employed in the 2015-16 academic year.

The payment will be based on teaching units for the 2014-15 year as follows:

| | |
|---------------------------|---------|
| • Adjunct, .25-5.99 TUs | \$400 |
| • Adjunct, 6.0-11.99 TUs | \$750 |
| • Adjunct, 12.0-14.99 TUs | \$1,100 |
| • Adjunct, over 14.99 TUs | \$1,500 |
| • Contract/regular | \$2,950 |

Health Benefits

The 2015-16 agreement maintains the status quo for health benefits (the total health benefits increase for 2015-16 was 1.95%) for faculty eligible for district-paid benefits (FT) or a benefits stipend (PT). *As a result of the Affordable Care Act, faculty who are not eligible for a District-paid benefits stipend now have access to group health benefits plans* (which must be paid for by the employee). If you'd like to learn more about the plans contact Sue Torres in Human Resources at 479-6182.

Notes about the final budget for 2015-16

The final budget was the best we've seen in years and included the following system-wide increases: 1.02% COLA (including COLA for categorical funds which were not in the May Revise); 3% enrollment growth (Cabrillo is planning on shrinking due to lack of enrollment and will not receive growth funds); \$266.7 million base allocation increase (ongoing funding), part of which will be used to offset CalSTRS increases; \$632 million in one-time funds to pay down outstanding mandate claims (this funding can be used at the discretion of the District); \$62.3 million in ongoing funds to support an

increase in FT faculty hiring; and funding for Student Success, Support and Equity, basic skills and student outcomes, CDCP rate equalization (full funding for non-credit courses in career development and college preparation), apprenticeship programs, and deferred maintenance and instructional equipment. Cabrillo's share of these funds is approximately 1% of the totals listed above.

CalSTRS Increases

AB 1469, which passed in June of 2014, increases CalSTRS contributions significantly over the next several years. Employees will see relatively modest increases while the employer contribution will more than double between last year and 2020. Here is a breakdown of the changes over a few years (and then skipping to 2020-21):

| Fiscal year | State | Employee non-PEPRA* (2% at age 60) | Employee PEPRA* (2% at age 62) | District |
|-------------|--------------|------------------------------------|--------------------------------|---------------|
| 2013-14 | 3.04% | 8.00% | 8.000% | 8.25% |
| 2014-15 | 3.45% | 8.15% | 8.150% | 8.88% |
| 2015-16 | 4.89% | 9.20% | 8.560% | 10.73% |
| 2016-17 | 6.33% | 10.25% | 9.205% | 12.58% |
| 2020-21 | 6.33% | 10.25% | 9.205% | 19.10% |

*PEPRA= Public Employees' Pension Reorm Act of 2013. Employees who were members of CalSTRS prior to the effective date of this legislation (Jan. 1, 2013) fall into the "non-PEPRA" category.

Evaluation Pilot Program in the HASS Division

During the spring of 2014 a study group met to review the evaluation process, survey membership, and start making recommendations for improving Article 17 of the Contract, which governs evaluations. Those recommendations made their way into a fall 2014 study group, and a became part of negotiations in the spring of 2015. As a result, the proposed revisions to the evaluation process will be tested via a pilot program in the HASS division during the fall 2015; the program will be evaluated and adjustments will be made in the spring of 2016 and will go into effect with the 2016-2019 Contract.

Ancillary Activities: Extension of Pilot Program

In spring 2014 CCFT and the District agreed to launch a pilot program for paid ancillary activities for adjuncts. For the 2014-15 academic year, the pilot program was modified slightly and continued. This past year, the program included 6 stipends: three \$250 stipends for work on designated campus-wide committees and three \$600 stipends for adjunct faculty serving on the Faculty Senate. In late spring and summer, CCFT and the District met to discuss an extension of the pilot program for 2015-16. The discussion was not an easy one. The District wanted to remove the stipends for all of the Faculty Senate positions as they feel that the current number of senate seats should be populated by full-time faculty; they also did not want the stipends to target professional development for adjuncts with little experience of the college. CCFT pushed hard to maintain stipends for all of the adjunct Faculty Senators, but we were only able to get them to agree to fund one Faculty Senate position: the one at-large adjunct Senator currently serving (given the competitive nature of at-large seats, adjuncts elected to serve in that role generally have a fairly extensive background with the college). On the positive side the District did agree to add seats for adjuncts serving on designated campus-wide committees. Given issues of timing and minimal support from the District to continue the program, this was the best we could do over the summer. We hope that faculty members who support paid ancillary activities for adjuncts will continue to advocate for much broader support in the future (discussions can be had with Deans, other administrators and the Governing Board members). For more detail on the agreement, see the Side Letter of Agreement 2015-16.2 (to be signed the week starting 8/24/15).