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**MEMORANDUM OF UNDERSTANDING BETWEEN
THE COAST COMMUNITY COLLEGE DISTRICT
AND THE COAST FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4794
2015-2016 REOPENER NEGOTIATIONS**

August 10, 2017

Time: 3:00 PM

The following Memorandum of Understanding entered into by and between the Coast Community College District ("District") and the Coast Federation of Classified Employees, Local 4794 ("CFCE"), is expressly made pursuant to the Education Employment Relations Act and the current Collective Bargaining Contract and is intended to resolve all issues relating to the 2015-2016 reopener negotiations. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

This MOU is contingent upon acceptance in its entirety of the proposed 2017-2018 – 2018-2019 Tentative Agreement also executed on this day. If any portion of this MOU or the 2017-2018 – 2018-2019 Tentative Agreement are not ratified or approved, then this MOU shall be deemed to be void.

This Proposal is based on the implementation of the 2016 classification and compensation study and corresponding job descriptions and will only take effect with the implementation of the 2016 classification and compensation study and corresponding job descriptions. If this agreement is not ratified by the CFCE membership and/or the Board of Trustees, all articles will remain status quo pursuant to the terms of the collective bargaining agreement that expires June 30, 2017.

The job descriptions developed by JB Rewards correspond to where each position has been placed onto the new salary schedule and will be adopted as a part of the 2016 class and compensation study results. Any changes to the job descriptions created by JB Rewards must be mutually agreed to between CFCE and the District.

ARTICLE 19. SALARIES

The parties agree to implementation of the 2016 classification and compensation study that includes a new nine (9) column salary structure (salary schedules EE, E0, and E1), which shall be retroactive to July 1, 2016 and implemented approximately three (3) months after ratification by CFCE membership and the Board of Trustees. Employees will be initially placed on the new salary schedule in accordance with the recommendations of the 2016 classification and compensation study that results in a minimum 1.5% salary increase for each employee. **Employees that have not reached the top step shall be eligible for step advancement, with movement** on the **new** salary schedule effective July 1, 2017.

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51 **For purposes of initial placement,** Employees eligible for longevity pay will be given credit for
52 the longevity step they have earned as of June 30, 2017 (using both the annual salary and
53 longevity amount) when placement is made onto the new 9-column salary structure in
54 accordance with the 2016 classification and compensation results.

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Coast Community College District

Coast Federation of Classified Employees
Local (CFCE)



Dr. Cindy Vyskocil (Chief Negotiator)



Connie Marten (Chief Negotiator/CFCE President)



Crystal Crane

Ann Nicholson

Rex Randall Erickson, Attorney



David Grant (Board President)