



Agenda Item Details

Meeting	May 12, 2015 - Board of Trustees
Category	14. Human Resources
Subject	14.01 APPROVAL OF MARCH 26, 2015, TENTATIVE AGREEMENTS BETWEEN VENTURA COUNTY COMMUNITY COLLEGE DISTRICT AND VENTURA COUNTY FEDERATION OF COLLEGE TEACHERS AFT LOCAL 1828, AFL-CIO.
Access	Public
Type	Action
Fiscal Impact	Yes
Recommended Action	The Chancellor recommends the Board of Trustees approve the March 26, 2015, Tentative Agreements reached between the Ventura County Community College District and the Ventura County Federation of College Teachers AFT Local 1828, AFL-CIO.

Public Content

Issue

This item presents for approval the March 26, 2015, Tentative Agreements between the Ventura County Community College District (VCCCD) and the Ventura County Federation of College Teachers AFT Local 1828, AFL-CIO (AFT) reached in re-opener negotiations.

Background/Analysis

VCCCD and AFT representatives commenced contract re-opener negotiations for Fiscal year 2014/2015 in September 2014. On March 26, 2015, the parties signed Tentative Agreements on Articles 4 (Health and Welfare Benefits) and 3 (Salary). AFT membership voted to ratify the Tentative Agreements on April 30, 2015.

The Tentative Agreements (attached) provide as follows:

- No change to Article 4 - Health and Welfare Benefits.
- Article 3 - Salary: Add to Article 3.1.D:
 - The full-time faculty salary schedule will be adjusted upwards by 1.22% and the part-time faculty salary schedules will be adjusted upwards by 2.44% for a total overall increase of 1.7% effective 7/1/14, and no later than May 31, 2015, affected members will receive a retroactive salary payment reflecting the adjustment.
 - No later than July 31, 2015, all full and part-time salary schedules shall be adjusted effective July 1, 2015, to reflect actual 2014/15 FTES growth as reported on the Form 320 in July 2015, based on the attached proration chart, Attachment A.

Fiscal Impact

\$1,102,000 - Use of General Fund Unallocated Reserves for a retroactive faculty salary schedule

adjustment, with a potential salary schedule adjustment in FY16 if the District does not achieve growth target; and

\$476,000 – Use of General Fund Unallocated Reserves for a retroactive classified salary schedule adjustment, with a potential salary schedule adjustment in FY16 if the District does not achieve growth target.

Staff Position Review	N/A	Primary	Advisory
President	X		
Academic Senate	X		
Legal Counsel			X
Further Information	Jamillah Moore, Michael Shanahan		

[03.26.15 AFT TAs.pdf \(158 KB\)](#)

Motion & Voting

The Chancellor recommends the Board of Trustees approve the March 26, 2015, Tentative Agreements reached between the Ventura County Community College District and the Ventura County Federation of College Teachers AFT Local 1828, AFL-CIO.

Motion by Trustee Stephen Blum, second by Trustee Bernardo Perez.

Final Resolution: Motion was approved.

Yes: Chair Dianne McKay, Vice Chair Larry Kennedy, Trustee Stephen Blum, Trustee Arturo Hernandez, Trustee Bernardo Perez

To: Michael Shanahan - Vice Chancellor of Human Resources

From: Steve Hall - Chief Negotiator, AFT Local 1828

Article: Article 4 - Health and Welfare Benefits

Proposal: No change



Michael Shanahan - VCCCD



Steve Hall - AFT, Local 1828

To: Michael Shanahan - Vice Chancellor of Human Resources

From: Steve Hall – Chief Negotiator, AFT Local 1828

Article: Article 3 - Salary

Proposal: Add to Article 3.1.D

The full-time faculty salary schedule will be adjusted upwards by 1.22% and the part-time faculty salary schedules will be adjusted upwards by 2.44% for a total overall increase of 1.7% effective 7/1/14, and no later than May 31, 2015 affected members will receive a retroactive salary payment reflecting the adjustment.

No later than July 31, 2015, all full and part-time salary schedules shall be adjusted effective July 1, 2015 to reflect actual 2014/15 FTES growth as reported on the Form 320 in July 2015, based on the attached proration chart, Attachment A.



Michael Shanahan –VCCCD



Steve Hall – AFT, Local 1828

FTES = number of FTES above
baseline of 25,311.

Ventura County Community College District Salary Schedule Changes

ATTACHMENT "A"

		Increase effective July 1, 2014			Adjusted based on FTES effective July 1, 2015			Decrease amount		
FTES		Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total
up to 506		1.22%	2.44%	1.70%	0.72%	1.44%	1.00%	-0.50%	-1.00%	-0.70%
507		1.22%	2.44%	1.70%	0.72%	1.45%	1.00%	-0.50%	-0.99%	-0.70%
508		1.22%	2.44%	1.70%	0.73%	1.45%	1.01%	-0.49%	-0.99%	-0.69%
509		1.22%	2.44%	1.70%	0.73%	1.46%	1.01%	-0.49%	-0.98%	-0.69%
510		1.22%	2.44%	1.70%	0.73%	1.46%	1.01%	-0.49%	-0.98%	-0.69%
511		1.22%	2.44%	1.70%	0.73%	1.47%	1.02%	-0.49%	-0.97%	-0.68%
512		1.22%	2.44%	1.70%	0.74%	1.47%	1.02%	-0.48%	-0.97%	-0.68%
513		1.22%	2.44%	1.70%	0.74%	1.48%	1.03%	-0.48%	-0.96%	-0.67%
514		1.22%	2.44%	1.70%	0.74%	1.48%	1.03%	-0.48%	-0.96%	-0.67%
515		1.22%	2.44%	1.70%	0.74%	1.49%	1.03%	-0.48%	-0.95%	-0.67%
516		1.22%	2.44%	1.70%	0.75%	1.49%	1.04%	-0.47%	-0.95%	-0.66%
517		1.22%	2.44%	1.70%	0.75%	1.50%	1.04%	-0.47%	-0.94%	-0.66%
518		1.22%	2.44%	1.70%	0.75%	1.50%	1.04%	-0.47%	-0.94%	-0.66%
519		1.22%	2.44%	1.70%	0.75%	1.51%	1.05%	-0.47%	-0.93%	-0.65%
520		1.22%	2.44%	1.70%	0.76%	1.51%	1.05%	-0.46%	-0.93%	-0.65%
521		1.22%	2.44%	1.70%	0.76%	1.52%	1.06%	-0.46%	-0.92%	-0.64%
522		1.22%	2.44%	1.70%	0.76%	1.52%	1.06%	-0.46%	-0.92%	-0.64%
523		1.22%	2.44%	1.70%	0.76%	1.53%	1.06%	-0.46%	-0.91%	-0.64%
524		1.22%	2.44%	1.70%	0.77%	1.53%	1.07%	-0.45%	-0.91%	-0.63%
525		1.22%	2.44%	1.70%	0.77%	1.54%	1.07%	-0.45%	-0.90%	-0.63%
526		1.22%	2.44%	1.70%	0.77%	1.55%	1.07%	-0.45%	-0.89%	-0.63%
527		1.22%	2.44%	1.70%	0.78%	1.55%	1.08%	-0.44%	-0.89%	-0.62%
528		1.22%	2.44%	1.70%	0.78%	1.56%	1.08%	-0.44%	-0.88%	-0.62%
529		1.22%	2.44%	1.70%	0.78%	1.56%	1.08%	-0.44%	-0.88%	-0.62%
530		1.22%	2.44%	1.70%	0.78%	1.57%	1.09%	-0.44%	-0.87%	-0.61%
531		1.22%	2.44%	1.70%	0.79%	1.57%	1.09%	-0.43%	-0.87%	-0.61%
532		1.22%	2.44%	1.70%	0.79%	1.58%	1.10%	-0.43%	-0.86%	-0.60%
533		1.22%	2.44%	1.70%	0.79%	1.58%	1.10%	-0.43%	-0.86%	-0.60%
534		1.22%	2.44%	1.70%	0.79%	1.59%	1.10%	-0.43%	-0.85%	-0.60%
535		1.22%	2.44%	1.70%	0.80%	1.59%	1.11%	-0.42%	-0.85%	-0.59%
536		1.22%	2.44%	1.70%	0.80%	1.60%	1.11%	-0.42%	-0.84%	-0.59%
537		1.22%	2.44%	1.70%	0.80%	1.60%	1.11%	-0.42%	-0.84%	-0.59%
538		1.22%	2.44%	1.70%	0.80%	1.61%	1.12%	-0.42%	-0.83%	-0.58%
539		1.22%	2.44%	1.70%	0.81%	1.61%	1.12%	-0.41%	-0.83%	-0.58%
540		1.22%	2.44%	1.70%	0.81%	1.62%	1.13%	-0.41%	-0.82%	-0.57%
541		1.22%	2.44%	1.70%	0.81%	1.62%	1.13%	-0.41%	-0.82%	-0.57%

FTES = number of FTES above
baseline of 25,311.

Ventura County Community College District Salary Schedule Changes

ATTACHMENT "A"

	Increase effective July 1, 2014			Adjusted based on FTES effective July 1, 2015			Decrease amount		
FTES	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total
542	1.22%	2.44%	1.70%	0.81%	1.63%	1.13%	-0.41%	-0.81%	-0.57%
543	1.22%	2.44%	1.70%	0.82%	1.63%	1.14%	-0.40%	-0.81%	-0.56%
544	1.22%	2.44%	1.70%	0.82%	1.64%	1.14%	-0.40%	-0.80%	-0.56%
545	1.22%	2.44%	1.70%	0.82%	1.65%	1.14%	-0.40%	-0.79%	-0.56%
546	1.22%	2.44%	1.70%	0.83%	1.65%	1.15%	-0.39%	-0.79%	-0.55%
547	1.22%	2.44%	1.70%	0.83%	1.66%	1.15%	-0.39%	-0.78%	-0.55%
548	1.22%	2.44%	1.70%	0.83%	1.66%	1.15%	-0.39%	-0.78%	-0.55%
549	1.22%	2.44%	1.70%	0.83%	1.67%	1.16%	-0.39%	-0.77%	-0.54%
550	1.22%	2.44%	1.70%	0.84%	1.67%	1.16%	-0.38%	-0.77%	-0.54%
551	1.22%	2.44%	1.70%	0.84%	1.68%	1.17%	-0.38%	-0.76%	-0.53%
552	1.22%	2.44%	1.70%	0.84%	1.68%	1.17%	-0.38%	-0.76%	-0.53%
553	1.22%	2.44%	1.70%	0.84%	1.69%	1.17%	-0.38%	-0.75%	-0.53%
554	1.22%	2.44%	1.70%	0.85%	1.69%	1.18%	-0.37%	-0.75%	-0.52%
555	1.22%	2.44%	1.70%	0.85%	1.70%	1.18%	-0.37%	-0.74%	-0.52%
556	1.22%	2.44%	1.70%	0.85%	1.70%	1.18%	-0.37%	-0.74%	-0.52%
557	1.22%	2.44%	1.70%	0.85%	1.71%	1.19%	-0.37%	-0.73%	-0.51%
558	1.22%	2.44%	1.70%	0.86%	1.71%	1.19%	-0.36%	-0.73%	-0.51%
559	1.22%	2.44%	1.70%	0.86%	1.72%	1.20%	-0.36%	-0.72%	-0.50%
560	1.22%	2.44%	1.70%	0.86%	1.72%	1.20%	-0.36%	-0.72%	-0.50%
561	1.22%	2.44%	1.70%	0.86%	1.73%	1.20%	-0.36%	-0.71%	-0.50%
562	1.22%	2.44%	1.70%	0.87%	1.73%	1.21%	-0.35%	-0.71%	-0.49%
563	1.22%	2.44%	1.70%	0.87%	1.74%	1.21%	-0.35%	-0.70%	-0.49%
564	1.22%	2.44%	1.70%	0.87%	1.75%	1.21%	-0.35%	-0.69%	-0.49%
565	1.22%	2.44%	1.70%	0.88%	1.75%	1.22%	-0.34%	-0.69%	-0.48%
566	1.22%	2.44%	1.70%	0.88%	1.76%	1.22%	-0.34%	-0.68%	-0.48%
567	1.22%	2.44%	1.70%	0.88%	1.76%	1.22%	-0.34%	-0.68%	-0.48%
568	1.22%	2.44%	1.70%	0.88%	1.77%	1.23%	-0.34%	-0.67%	-0.47%
569	1.22%	2.44%	1.70%	0.89%	1.77%	1.23%	-0.33%	-0.67%	-0.47%
570	1.22%	2.44%	1.70%	0.89%	1.78%	1.24%	-0.33%	-0.66%	-0.46%
571	1.22%	2.44%	1.70%	0.89%	1.78%	1.24%	-0.33%	-0.66%	-0.46%
572	1.22%	2.44%	1.70%	0.89%	1.79%	1.24%	-0.33%	-0.65%	-0.46%
573	1.22%	2.44%	1.70%	0.90%	1.79%	1.25%	-0.32%	-0.65%	-0.45%
574	1.22%	2.44%	1.70%	0.90%	1.80%	1.25%	-0.32%	-0.64%	-0.45%
575	1.22%	2.44%	1.70%	0.90%	1.80%	1.25%	-0.32%	-0.64%	-0.45%
576	1.22%	2.44%	1.70%	0.90%	1.81%	1.26%	-0.32%	-0.63%	-0.44%
577	1.22%	2.44%	1.70%	0.91%	1.81%	1.26%	-0.31%	-0.63%	-0.44%

FTES = number of FTES above
baseline of 25,311.

Ventura County Community College District Salary Schedule Changes

ATTACHMENT "A"

	Increase effective July 1, 2014			Adjusted based on FTES effective July 1, 2015			Decrease amount		
FTES	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total
578	1.22%	2.44%	1.70%	0.91%	1.82%	1.27%	-0.31%	-0.62%	-0.43%
579	1.22%	2.44%	1.70%	0.91%	1.82%	1.27%	-0.31%	-0.62%	-0.43%
580	1.22%	2.44%	1.70%	0.91%	1.83%	1.27%	-0.31%	-0.61%	-0.43%
581	1.22%	2.44%	1.70%	0.92%	1.83%	1.28%	-0.30%	-0.61%	-0.42%
582	1.22%	2.44%	1.70%	0.92%	1.84%	1.28%	-0.30%	-0.60%	-0.42%
583	1.22%	2.44%	1.70%	0.92%	1.85%	1.28%	-0.30%	-0.59%	-0.42%
584	1.22%	2.44%	1.70%	0.93%	1.85%	1.29%	-0.29%	-0.59%	-0.41%
585	1.22%	2.44%	1.70%	0.93%	1.86%	1.29%	-0.29%	-0.58%	-0.41%
586	1.22%	2.44%	1.70%	0.93%	1.86%	1.29%	-0.29%	-0.58%	-0.41%
587	1.22%	2.44%	1.70%	0.93%	1.87%	1.30%	-0.29%	-0.57%	-0.40%
588	1.22%	2.44%	1.70%	0.94%	1.87%	1.30%	-0.28%	-0.57%	-0.40%
589	1.22%	2.44%	1.70%	0.94%	1.88%	1.31%	-0.28%	-0.56%	-0.39%
590	1.22%	2.44%	1.70%	0.94%	1.88%	1.31%	-0.28%	-0.56%	-0.39%
591	1.22%	2.44%	1.70%	0.94%	1.89%	1.31%	-0.28%	-0.55%	-0.39%
592	1.22%	2.44%	1.70%	0.95%	1.89%	1.32%	-0.27%	-0.55%	-0.38%
593	1.22%	2.44%	1.70%	0.95%	1.90%	1.32%	-0.27%	-0.54%	-0.38%
594	1.22%	2.44%	1.70%	0.95%	1.90%	1.32%	-0.27%	-0.54%	-0.38%
595	1.22%	2.44%	1.70%	0.95%	1.91%	1.33%	-0.27%	-0.53%	-0.37%
596	1.22%	2.44%	1.70%	0.96%	1.91%	1.33%	-0.26%	-0.53%	-0.37%
597	1.22%	2.44%	1.70%	0.96%	1.92%	1.34%	-0.26%	-0.52%	-0.36%
598	1.22%	2.44%	1.70%	0.96%	1.92%	1.34%	-0.26%	-0.52%	-0.36%
599	1.22%	2.44%	1.70%	0.96%	1.93%	1.34%	-0.26%	-0.51%	-0.36%
600	1.22%	2.44%	1.70%	0.97%	1.93%	1.35%	-0.25%	-0.51%	-0.35%
600	1.22%	2.44%	1.70%	0.97%	1.93%	1.35%	-0.25%	-0.51%	-0.35%
601	1.22%	2.44%	1.70%	0.97%	1.94%	1.35%	-0.25%	-0.50%	-0.35%
602	1.22%	2.44%	1.70%	0.97%	1.95%	1.35%	-0.25%	-0.49%	-0.35%
603	1.22%	2.44%	1.70%	0.98%	1.95%	1.36%	-0.24%	-0.49%	-0.34%
604	1.22%	2.44%	1.70%	0.98%	1.96%	1.36%	-0.24%	-0.48%	-0.34%
605	1.22%	2.44%	1.70%	0.98%	1.96%	1.36%	-0.24%	-0.48%	-0.34%
606	1.22%	2.44%	1.70%	0.98%	1.97%	1.37%	-0.24%	-0.47%	-0.33%
607	1.22%	2.44%	1.70%	0.99%	1.97%	1.37%	-0.23%	-0.47%	-0.33%
608	1.22%	2.44%	1.70%	0.99%	1.98%	1.38%	-0.23%	-0.46%	-0.32%
609	1.22%	2.44%	1.70%	0.99%	1.98%	1.38%	-0.23%	-0.46%	-0.32%
610	1.22%	2.44%	1.70%	0.99%	1.99%	1.38%	-0.23%	-0.45%	-0.32%
611	1.22%	2.44%	1.70%	1.00%	1.99%	1.39%	-0.22%	-0.45%	-0.31%
612	1.22%	2.44%	1.70%	1.00%	2.00%	1.39%	-0.22%	-0.44%	-0.31%

FTES = number of FTES above
baseline of 25,311.

Ventura County Community College District Salary Schedule Changes

ATTACHMENT "A"

	Increase effective July 1, 2014			Adjusted based on FTES effective July 1, 2015			Decrease amount		
FTES	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total
613	1.22%	2.44%	1.70%	1.00%	2.00%	1.39%	-0.22%	-0.44%	-0.31%
614	1.22%	2.44%	1.70%	1.00%	2.01%	1.40%	-0.22%	-0.43%	-0.30%
615	1.22%	2.44%	1.70%	1.01%	2.01%	1.40%	-0.21%	-0.43%	-0.30%
616	1.22%	2.44%	1.70%	1.01%	2.02%	1.41%	-0.21%	-0.42%	-0.29%
617	1.22%	2.44%	1.70%	1.01%	2.02%	1.41%	-0.21%	-0.42%	-0.29%
618	1.22%	2.44%	1.70%	1.01%	2.03%	1.41%	-0.21%	-0.41%	-0.29%
619	1.22%	2.44%	1.70%	1.02%	2.03%	1.42%	-0.20%	-0.41%	-0.28%
620	1.22%	2.44%	1.70%	1.02%	2.04%	1.42%	-0.20%	-0.40%	-0.28%
621	1.22%	2.44%	1.70%	1.02%	2.05%	1.42%	-0.20%	-0.39%	-0.28%
622	1.22%	2.44%	1.70%	1.03%	2.05%	1.43%	-0.19%	-0.39%	-0.27%
623	1.22%	2.44%	1.70%	1.03%	2.06%	1.43%	-0.19%	-0.38%	-0.27%
624	1.22%	2.44%	1.70%	1.03%	2.06%	1.43%	-0.19%	-0.38%	-0.27%
625	1.22%	2.44%	1.70%	1.03%	2.07%	1.44%	-0.19%	-0.37%	-0.26%
626	1.22%	2.44%	1.70%	1.04%	2.07%	1.44%	-0.18%	-0.37%	-0.26%
627	1.22%	2.44%	1.70%	1.04%	2.08%	1.45%	-0.18%	-0.36%	-0.25%
628	1.22%	2.44%	1.70%	1.04%	2.08%	1.45%	-0.18%	-0.36%	-0.25%
629	1.22%	2.44%	1.70%	1.04%	2.09%	1.45%	-0.18%	-0.35%	-0.25%
630	1.22%	2.44%	1.70%	1.05%	2.09%	1.46%	-0.17%	-0.35%	-0.24%
631	1.22%	2.44%	1.70%	1.05%	2.10%	1.46%	-0.17%	-0.34%	-0.24%
632	1.22%	2.44%	1.70%	1.05%	2.10%	1.46%	-0.17%	-0.34%	-0.24%
633	1.22%	2.44%	1.70%	1.05%	2.11%	1.47%	-0.17%	-0.33%	-0.23%
634	1.22%	2.44%	1.70%	1.06%	2.11%	1.47%	-0.16%	-0.33%	-0.23%
635	1.22%	2.44%	1.70%	1.06%	2.12%	1.48%	-0.16%	-0.32%	-0.22%
636	1.22%	2.44%	1.70%	1.06%	2.12%	1.48%	-0.16%	-0.32%	-0.22%
637	1.22%	2.44%	1.70%	1.06%	2.13%	1.48%	-0.16%	-0.31%	-0.22%
638	1.22%	2.44%	1.70%	1.07%	2.13%	1.49%	-0.15%	-0.31%	-0.21%
639	1.22%	2.44%	1.70%	1.07%	2.14%	1.49%	-0.15%	-0.30%	-0.21%
640	1.22%	2.44%	1.70%	1.07%	2.15%	1.49%	-0.15%	-0.29%	-0.21%
641	1.22%	2.44%	1.70%	1.08%	2.15%	1.50%	-0.14%	-0.29%	-0.20%
642	1.22%	2.44%	1.70%	1.08%	2.16%	1.50%	-0.14%	-0.28%	-0.20%
643	1.22%	2.44%	1.70%	1.08%	2.16%	1.50%	-0.14%	-0.28%	-0.20%
644	1.22%	2.44%	1.70%	1.08%	2.17%	1.51%	-0.14%	-0.27%	-0.19%
645	1.22%	2.44%	1.70%	1.09%	2.17%	1.51%	-0.13%	-0.27%	-0.19%
646	1.22%	2.44%	1.70%	1.09%	2.18%	1.52%	-0.13%	-0.26%	-0.18%
647	1.22%	2.44%	1.70%	1.09%	2.18%	1.52%	-0.13%	-0.26%	-0.18%
648	1.22%	2.44%	1.70%	1.09%	2.19%	1.52%	-0.13%	-0.25%	-0.18%

FTES = number of FTES above
baseline of 25,311.

Ventura County Community College District Salary Schedule Changes

ATTACHMENT "A"

	Increase effective July 1, 2014			Adjusted based on FTES effective July 1, 2015			Decrease amount		
FTES	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total
649	1.22%	2.44%	1.70%	1.10%	2.19%	1.53%	-0.12%	-0.25%	-0.17%
650	1.22%	2.44%	1.70%	1.10%	2.20%	1.53%	-0.12%	-0.24%	-0.17%
651	1.22%	2.44%	1.70%	1.10%	2.20%	1.53%	-0.12%	-0.24%	-0.17%
652	1.22%	2.44%	1.70%	1.10%	2.21%	1.54%	-0.12%	-0.23%	-0.16%
653	1.22%	2.44%	1.70%	1.11%	2.21%	1.54%	-0.11%	-0.23%	-0.16%
654	1.22%	2.44%	1.70%	1.11%	2.22%	1.55%	-0.11%	-0.22%	-0.15%
655	1.22%	2.44%	1.70%	1.11%	2.22%	1.55%	-0.11%	-0.22%	-0.15%
656	1.22%	2.44%	1.70%	1.11%	2.23%	1.55%	-0.11%	-0.21%	-0.15%
657	1.22%	2.44%	1.70%	1.12%	2.23%	1.56%	-0.10%	-0.21%	-0.14%
658	1.22%	2.44%	1.70%	1.12%	2.24%	1.56%	-0.10%	-0.20%	-0.14%
659	1.22%	2.44%	1.70%	1.12%	2.25%	1.56%	-0.10%	-0.19%	-0.14%
660	1.22%	2.44%	1.70%	1.13%	2.25%	1.57%	-0.09%	-0.19%	-0.13%
661	1.22%	2.44%	1.70%	1.13%	2.26%	1.57%	-0.09%	-0.18%	-0.13%
662	1.22%	2.44%	1.70%	1.13%	2.26%	1.57%	-0.09%	-0.18%	-0.13%
663	1.22%	2.44%	1.70%	1.13%	2.27%	1.58%	-0.09%	-0.17%	-0.12%
664	1.22%	2.44%	1.70%	1.14%	2.27%	1.58%	-0.08%	-0.17%	-0.12%
665	1.22%	2.44%	1.70%	1.14%	2.28%	1.59%	-0.08%	-0.16%	-0.11%
666	1.22%	2.44%	1.70%	1.14%	2.28%	1.59%	-0.08%	-0.16%	-0.11%
667	1.22%	2.44%	1.70%	1.14%	2.29%	1.59%	-0.08%	-0.15%	-0.11%
668	1.22%	2.44%	1.70%	1.15%	2.29%	1.60%	-0.07%	-0.15%	-0.10%
669	1.22%	2.44%	1.70%	1.15%	2.30%	1.60%	-0.07%	-0.14%	-0.10%
670	1.22%	2.44%	1.70%	1.15%	2.30%	1.60%	-0.07%	-0.14%	-0.10%
671	1.22%	2.44%	1.70%	1.15%	2.31%	1.61%	-0.07%	-0.13%	-0.09%
672	1.22%	2.44%	1.70%	1.16%	2.31%	1.61%	-0.06%	-0.13%	-0.09%
673	1.22%	2.44%	1.70%	1.16%	2.32%	1.62%	-0.06%	-0.12%	-0.08%
674	1.22%	2.44%	1.70%	1.16%	2.32%	1.62%	-0.06%	-0.12%	-0.08%
675	1.22%	2.44%	1.70%	1.16%	2.33%	1.62%	-0.06%	-0.11%	-0.08%
676	1.22%	2.44%	1.70%	1.17%	2.33%	1.63%	-0.05%	-0.11%	-0.07%
677	1.22%	2.44%	1.70%	1.17%	2.34%	1.63%	-0.05%	-0.10%	-0.07%
678	1.22%	2.44%	1.70%	1.17%	2.35%	1.63%	-0.05%	-0.09%	-0.07%
679	1.22%	2.44%	1.70%	1.18%	2.35%	1.64%	-0.04%	-0.09%	-0.06%
680	1.22%	2.44%	1.70%	1.18%	2.36%	1.64%	-0.04%	-0.08%	-0.06%
681	1.22%	2.44%	1.70%	1.18%	2.36%	1.64%	-0.04%	-0.08%	-0.06%
682	1.22%	2.44%	1.70%	1.18%	2.37%	1.65%	-0.04%	-0.07%	-0.05%
683	1.22%	2.44%	1.70%	1.19%	2.37%	1.65%	-0.03%	-0.07%	-0.05%
684	1.22%	2.44%	1.70%	1.19%	2.38%	1.66%	-0.03%	-0.06%	-0.04%

Ventura County Community College District Salary Schedule Changes

FTES = number of FTES above
baseline of 25,311.

ATTACHMENT "A"

	Increase effective July 1, 2014			Adjusted based on FTES effective July 1, 2015			Decrease amount		
FTES	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total	Full Time	Part Time	Effective Total
685	1.22%	2.44%	1.70%	1.19%	2.38%	1.66%	-0.03%	-0.06%	-0.04%
686	1.22%	2.44%	1.70%	1.19%	2.39%	1.66%	-0.03%	-0.05%	-0.04%
687	1.22%	2.44%	1.70%	1.20%	2.39%	1.67%	-0.02%	-0.05%	-0.03%
688	1.22%	2.44%	1.70%	1.20%	2.40%	1.67%	-0.02%	-0.04%	-0.03%
689	1.22%	2.44%	1.70%	1.20%	2.40%	1.67%	-0.02%	-0.04%	-0.03%
690	1.22%	2.44%	1.70%	1.20%	2.41%	1.68%	-0.02%	-0.03%	-0.02%
691	1.22%	2.44%	1.70%	1.21%	2.41%	1.68%	-0.01%	-0.03%	-0.02%
692	1.22%	2.44%	1.70%	1.21%	2.42%	1.69%	-0.01%	-0.02%	-0.01%
693	1.22%	2.44%	1.70%	1.21%	2.42%	1.69%	-0.01%	-0.02%	-0.01%
694	1.22%	2.44%	1.70%	1.21%	2.43%	1.69%	-0.01%	-0.01%	-0.01%
695	1.22%	2.44%	1.70%	1.22%	2.43%	1.70%	0.00%	-0.01%	0.00%
696	1.22%	2.44%	1.70%	1.22%	2.44%	1.70%	0.00%	0.00%	0.00%