

from VCCCD 1:34 PM 11-1-17

The District has repeatedly emphasized that significant short and long term increases in employee compensation, health and welfare benefits and pension costs means that the District cannot agree to any further ongoing increases to the faculty salary schedule without capping its obligation to pay 100% of all increases in medical benefit premiums for contract or full time faculty members.

The District does note however, that there are currently limits on its obligation to pay for increases in insurance premiums for the health and welfare benefits of non-contract part-time faculty. This means that dollars not being used to pay for increases in part-time faculty medical benefit premiums can instead be used to pay for increases in part-time faculty salaries.

Accordingly, while the District cannot, agree to any increase full time faculty salary schedule, it can and hereby does offer salary increases to non-contract or part-time faculty as set forth below:

VCCCD proposes a package of Articles 3, 4, 5, and 21. Essentially, this package offers:

- 3 years of no cap on District contribution to contract faculty benefits
- 3 years of no general increase for contract faculty
- 1% general increase for non-contract faculty effective 7/1/2017
- 0.75% general increase for non-contract faculty effective 7/1/2018
- Up to 6 office hours per semester for non-contract faculty (eff. Spring 2018)
- Three year contract term, no reopeners

This offer represents a cost to the VCCCD approximated below:

Item	2017-18			2018-19			TOTAL Cost Over Two Years
	Est Cost	PT %	All AFT	Est Cost	PT %	All AFT %	
			%			%	
Estimated maximum cost of add'tl five (5) office hrs for part-time faculty (one semester/spring 2018)	424,105	1.56%	0.53%	848,210	3.11%	1.06%	1,272,315
Cost of 1% on part-time salary schedule (effective January 1, 2017)	272,399	1.00%	0.34%	272,399	1.00%	0.34%	544,798
Cost of 1% on part-time salary schedule (effective January 1, 2018)				204,299	0.75%	0.26%	204,299
	696,504	2.56%	0.87%	1,324,908	4.86%	1.66%	2,021,412

Full-time faculty health benefits cost increases expressed as a percent of full-time faculty salary:

	Cost	%
Actual (2016-2017)	\$ 1,427,995.00	2.70%
Budget (2017-2018)	\$ 235,860.00	.30%
2-year Total	\$ 1,663,855.00	3.00%

For reference only, the chart to the right shows the dollar cost to VCCCD of a 1% general salary increase for each listed employee group:

1% Salary Cost	
FT Faculty	\$ 524,724.00
PT Faculty	\$ 272,399.00
Classified	\$ 356,527.00