

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between the SAN LUIS OBISO COUNTY COMMUNITY COLLEGE DISTRICT (“District”), the CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909 (“Federation”).

TERMS

The District and the Federation have agreed as follows:

To modify MOU #192 and reference to current negotiations agreements.

Effective the 2015-2016 Academic Year, the District will modify the insurance pool distributions as follows:

- A. The Executive Director of Human Resources & Labor Relations will notify CCFT each semester the total dollar amount that is to be distributed. CCFT will send the Executive Director of Human Resources & Labor Relations a list of each bargaining member and the dollar amount designated to be distributed to that individual. The District and CCFT agree that beginning in 2015-2016 the insurance pool shall be divided among the Two-Party and Family Rate Faculty in a manner where each full-time Family Rate Faculty shall receive an equal distribution to one another; each part-time Family Rate Faculty and full-time Two Party Faculty receiving one-half of the distribution to each full-time Family Rate Faculty; and each part-time Two Party Faculty receiving one-quarter of the full-time Family Rate Faculty.

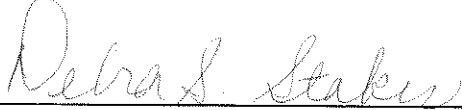
This result shall be calculated by the creation of “shares” for the Family rate payer, where the insurance pool is divided by the total number of shares, with each full-time Family rate payer receiving two shares; each part-time Family rate payer and full-time Two Party rate payer receiving one share; and each part-time Two Party rate payer receiving one-half share.

- B. The Executive Director of Human Resources & Labor Relations will send the CCFT distribution list to the payroll department to be included in the appropriate distribution as defined in II.D of this MOU.
- C. The District shall make this distribution to part-time and full-time Family and Two Party rate payers, as set forth in II.A and II.B of this MOU, in two separate payments, with the first to be included in the November 2015 payroll, and the second to be included in the April 2016 payroll. The “shares” distribution will be subject to all employee payroll-related deductions including CalSTRS, and federal and state taxes.


This MEMORANDUM OF UNDERSTANDING supersedes any MOU(s) regarding the assignment of the distribution of Faculty Insurance Pool payments. By their signatures below, the signatories certify that they are authorized representatives of either the District or the Federation and that any and all actions necessary for the parties to ratify and accept this MOU as a binding agreement have been completed in the manner required by that

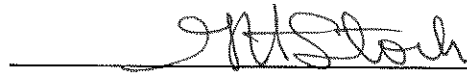
party. Upon affixing of the signatures below, this MOU is entered into without the need for further ratification and acceptance.

ACCEPTED AND AGREED TO:



Debra Stakes, President
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909


Date



Gilbert H. Stork, Ed.D.
Superintendent/President
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT


Date