

CHAFFEY COMMUNITY COLLEGE DISTRICT
MEMORANDUM OF UNDERSTANDING
REGARDING
COLA for the 2020-2023 CBA

This Memorandum of Understanding is made by and between the Chaffey Community College District ("District") and the Chaffey College Faculty Association ("CCFA") regarding changes to the full-time salary schedule and hourly compensation schedule of the 2020-2023 Collective Bargaining Agreement ("CBA").

Both CCFA and the District bargained the 2020-2023 Contract in good faith based on the information available regarding the state budget at the time. The District's fiscal outlook, based on the information from the State, was conservative given the limited prospect for available growth funding or Cost of Living Allocations (COLA). However, in July 2021 the State budget included a 5.07% COLA, which was entirely unexpected. As a result, the District agreed that these unanticipated conditions warranted a non-precedent-setting reopening of the Collective Bargaining Agreement for 2020-2023 for the sole purpose of applying the COLA increase that was included in the compensation of other contract employee groups.

The District and CCFA have agreed to the following adjustments:

The District has already provided an approximate 1% increase to compensation packages in the existing Collective Bargaining Agreement, and the difference between that and the 5.07% COLA is 4.07%, which will be applied uniformly to the full-time salary schedule (steps and columns) as well as the hourly compensation schedule for lecture, lab, and instructional support rates of pay. Increases to hourly rates of pay will be rounded up to the nearest tenth (first decimal place). This increase will be allocated and reflected in owed compensation as of July 1, 2021. The compensation adjustment will be paid to all eligible faculty who were employed as of July 1, 2021 or any time after no later than February 2022.

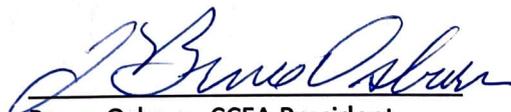
IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding this day of 2021.

Chaffey Community College District

Chaffey College Faculty Association



Dr. Henry Shannon, Superintendent/President



Bruce Osburn, CCFA President

 11/9/2021

Date

 11.10.21

Date