TO: Lisa Solomon, Lead Negotiator
IVC CCA/CTA/NEA

FROM: Travis Gregory, District Negotiator
Imperial Community College District (ICCD)

DATE: August 11, 2010

SUBJECT: Consolidated Tentative Agreement for 2010-2011

The Imperial Community College District hereby makes the following offer, which includes tentative agreements herein attached, to settle all issues relating to negotiations for the 2010-2011 school year.

1. Unless changed by the specific provisions of this agreement, all existing provisions of the current contract shall remain in full force and effect for the 2010-2011 school year. For clarification purposes, all references to "177" contract days shall be replaced with "178" contract days.

2. **ARTICLE 2 ASSOCIATION RIGHTS**

a. Article 2.7 Distribution of Agreement to be amended, as follows:

The District will compile 25 paper copies of the CBA (contract) for the association and also post / maintain the CBA electronically within 45 days of ratification.

3. **ARTICLE 6.1.4.2 ONLINE EDUCATION**

Replace all references to "on line" to "online."

4. *Replace article **10.7 Evaluation of Faculty Teaching Online Courses**, with the following:*

The goal of the online course evaluation process is to ensure that the online courses being taught are similar in scope, quality, and requirements as the same courses taught in a traditional format. Further, the evaluation is meant to develop the skills of online instructors and for the methods, techniques, and best practices in online instruction to be shared among peer faculty members. To that end, the online evaluation process is designed primarily to review and improve the online course delivery and content. However, for teaching faculty members who regularly teach online courses as part of their teaching load, the online course evaluation should be used by the evaluation team as an

additional peer review of teaching in the contract, regular or tenure review facets of faculty evaluation, though it may not take the place of the formal classroom observations as described in Articles 10 and 11 of this agreement.

District administrative officers have the same rights to informal review of online instruction as they possess for traditionally delivered instruction.

5. **ARTICLE 13 PROFESSIONAL RESPONSIBILITIES**

a. Article 13.2.3.1: Delete the last two sentences of the third sub-paragraph and substitute the following:

The history, summary, plan of correction and report shall be in the unit member's personnel file in the Human Resources office. These documents shall remain in said file for a period of two full academic years.

6. **ARTICLE 14 CONTRACT YEAR, CALENDAR AND PAY WARRANTS**

Replace all references to "177" contract days with "178" contract days

a. The District will Include one staff development day for all faculty in January and consequently adjust the first paragraph in article 14.2.1 to read as follows:

All unit members formerly working on ten month or 178 day contracts who are scheduled to work the additional day provided in this contract shall receive a contract pay warrant for 1/11th of their contract amount on the last working day of the month, in the months of August, September, October, November, January, February, March, April, May and June. Unit members will receive a pay warrant in December on the last working day before the commencement of winter recess.

b. Amend paragraph two of article 14.3: Calendar to read as follows:

The calendar in use in the District for the 2010-2011 school year shall be of the plan known as a sixteen (16) week compressed calendar, which shall consist of a sixteen (16) week fall semester commencing in August and a sixteen (16) week Spring semester commencing in February, and a twenty-three day summer session commencing in June.

c. Add an article 14.4 to read as follows:

14.4 Furloughs

All non-teaching faculty and Department Chairs shall be furloughed without pay for 5 days during school year 2010-2011. Three of the furlough days will be taken in a block on January 5th, 6th, and 7th, 2011. Area administrators will work with unit members to determine the remaining 2 individual "floating" furlough days, which best serve the needs of the district. At least 30 days advance notice and discussion opportunity will be given to unit members of the remaining 2 unpaid furlough days.

7. **ARTICLE 15 WORKLOAD**

a. Amend the first sentence of article 15.2 as follows:

For 2010-2011 only, the normal workload for all non-teaching faculty, including but not limited to counselors and librarians, shall be one hundred and ninety-nine (199) workdays per fiscal year, where each workday consists of six hours, exclusive of overload teaching assignments or extra duty contracts.

Also add the following language to 15.2:

In the event that a unit member covered by this section is terminated, that individual will be provided rehire rights as specified in the California Education Code Sections 87744, 87745, 87746, whichever is applicable.

b. *Amend Article 15.3.3 as follows:*

15.3.3 Contract Load for Department Chairs, Distance Education Coordinator, E.M.S. Coordinator, and POST Coordinator

Teaching faculty who are designated as Department Chairs, Distance Education Coordinators, E.M.S. Coordinators, and POST Coordinators, will determine contract load and overload in the same manner as all other teaching faculty and in accordance with the lecture reassigned time as defined in Article 17 of this Agreement.

Teaching faculty who are designated as Department Chairs, Distance Education Coordinators, E.M.S. Coordinators, and POST Coordinators, are twelve (12) month, or 199-day unit members, and as such are expected to perform their duties throughout the fiscal year, excepting those days designated as holidays and off-duty days. Each Department Chair, Distance Education Coordinator, E.M.S. Coordinator, and POST Coordinator, is to arrange his/her contract workdays at the start of each

fiscal year through mutual agreement with the Vice President for Academic Services.

The Department Chairs, Distance Education Coordinator, E.M.S. Coordinator, and POST Coordinator, are required to designate as workdays five days per week of the instructional days during the fall and spring semesters, excluding official holidays, and including the two faculty service days of orientation and graduation. These workdays would normally be Monday through Friday, though Saturday may be designated as a workday with approval. These thirty-two weeks of five days per week of the fall and spring semesters, excluding official holidays, and including the faculty service days are defined as meeting 178 days of the contract commitment, regardless of the actual number of calendar days this encompasses.

In addition, the Department Chairs, Distance Education Coordinator, E.M.S. Coordinator, and POST Coordinator, are required to designate twenty-one (21) days of six (6) hours per day in each fiscal year as additional workdays. These additional workdays may not fall during the fall and spring semesters designated above as required workdays. On days where the unit member is being paid for teaching duties during winter intersession or summer session, they may choose to designate up to one-third (1/3) day as an additional workday, up to a combined maximum of twelve (12) days. The Department Chairs, Distance Education Coordinator~~s~~, E.M.S. Coordinator~~s~~, and POST Coordinator~~s~~, may designate as additional workdays, days on which the campus is officially closed (holidays or winter or spring recess) with the approval of the Vice President for Academic Services. It is understood that the Department Chairs, Distance Education Coordinator~~s~~, E.M.S. Coordinator~~s~~, and POST Coordinator~~s~~, must schedule at least one full workday in each calendar month of the year.

Once the required workdays and the additional workdays have been scheduled, the remainder of the days during the fiscal year may be designated as off-duty days. These days must be scheduled outside of the required fall and spring semester workdays and outside of any winter or summer session during which the member is being paid for teaching duties. During designated off-duty days the Department Chairs, Distance Education Coordinator, E.M.S. Coordinator, and POST Coordinator, are not expected to be available to the District or to render any duties.

If during the course of the year the unit member finds that due to changing work requirements s/he needs to change her/his designated workdays, s/he shall make such a request in writing to the Vice President of Academic Services as early as possible, but no later than one week prior to the change.

c. Article 15.4 – Office Hours.

Delete all references to "Appointment Hours."

Amend the first sentence of article 15.4 as follows:

> *For 2010-2011 only, members of the unit who are teaching faculty are required to establish four (4) hours per week, where each hour consists of sixty (60) minutes, that shall be set aside as scheduled, maintained, office hours at which times the instructor is available to students for consultation.*

Delete the second paragraph in its entirety.

d. Amend Article 15.5 – Committee Assignments, a follows:

> *All unit members as part of contract requirements are required to serve on one (1) recognized campus committee or as the advisor to a recognized, active student club or organization, during each academic year. Unit members may choose to serve on more than one campus committee or student club in any given semester. Such voluntary additional service does not constitute any type of overload or extra duty assignment. Service on hiring committees or on non-standing committees shall fulfill this requirement for unit members.*

c. Amend the second sentence of article 15.6 Final Grades as follows:

> *Unit members must submit all grades by 5:00 p.m. on the fourth workday, excluding weekends and holidays, following the last day of the semester or session, unless the member has been granted an extension by the Vice President of Academic Services or the grade submission deadline is extended by the Vice President of Academic Services.*

d. Modify article 15.11, the second and third paragraphs, to read as follows:

> *No more than 67% of contract load, three (3) courses, or ten (10) units (whichever is lesser) may be taught as distance education, or online, in any given fall or spring semester. Any additional distance education courses that the unit member is approved to teach beyond three (3) courses or ten (10) units may be taught as overload. The remainder of the unit member's contract load should be made up of traditionally delivered courses. Unit members who are teaching distance education courses are still required to be on campus, for classes and office hours, for no less*

than four (4) days per week during the fall and spring semesters.

Unit members who are teaching distance education or online courses during the fall or spring semesters may hold office hours online in proportion to the number of online classes that they teach. During online office hours, the faculty member is expected to be logged on to the computer and immediately available to respond to students through email, a discussion board, chat board, or other online means of communication, as appropriate. Online office hours must be scheduled and posted at a regular day and time each week just like a traditional office hour, though the unit member may choose to physically hold online hours off-campus as long as s/he has full computer access at the off-campus location.

During winter or summer sessions, a unit member may teach all or part of his/her assignment in distance education, or online, format upon the approval of the appropriate department chairperson and the Vice President of Academic Services, and in accordance with the load restrictions described in section 15.13. The instructor shall be paid for such courses in exactly the same fashion as for traditionally delivered courses.

e. Amend the third sentence of the second sub-paragraph of 15.12 to read:

The maximum number of overload lecture units or the equivalent that a unit member can teach in one academic semester is six (6). By written request and with the discretionary approval of the Vice President for Academic Services a unit member may teach up to 12 overload units in any given semester.

f. Add the following paragraph at the end of article **15.15 Default Course Assignment Procedure:**

Unit members who develop new courses (traditional and/or online) shall have the right of first refusal to teach the course, regardless of the unit member's seniority status.

g. Modify article 15.16, the first sentence of the second paragraph, to read as follows:

The minimum class size quota for traditionally delivered courses shall be twenty five (25) students per class except in cases where student safety or government regulations require a smaller class size.

***Also**, insert an additional paragraph after the second paragraph as follows:*

The minimum and maximum class size quota for online courses shall be based upon appropriate academic needs and through the shared governance processes established by and with the consent of the Academic Senate and the Curriculum and Instruction Committee.

h. ***Renumber Article 15.18 Retirement Workload to Article 15.19.*** *Add a new Article 15.18 as follows:*

15.18 Classroom Assignments

Upon the approval of the Vice President of Academic Services, multiple sections of the same course may be assigned for lecture purposes in the large lecture halls. Unit members teaching these combined sections will receive the same compensation as they would have had the sections been offered in separate classrooms.

8. **ARTICLE 17 COMPENSATION**

a. Retain existing language of article 17.1 but add a new **Exhibit B3** to the existing contract to read as follows:

Salary and Benefit Agreement for 2010-2011:

2010-2011

Salary

1. *All references to "177" contract days will be replaced with "178" contract days language.*

2. *Each step of the salary schedule, for 2010 – 2011 only, shall be reduced by two and twenty four one hundredths percent (2.24%). For example, a 2.24% reduction would affect the current 178 day Column A Step one salary as follows: Current salary equals $44,306.00. To adjust the step, multiply the $44, 306.00 by 97.76% which equals $43,314.00 (adjusted rate).*

3. *Overload rate to remain at $55 per hour effective July 1, 2010.*

4. *All unit members employed as of the end of the fall semester, 2010 shall be deemed to have an*

anniversary date for step advancement of August 1st (178 day teaching faculty) or July 1st (199 day non-teaching faculty). For example, a unit member on a 178 day contract who was hired on February 1, 2010 will have an anniversary date for step advancement of August 1, 2009. A unit member on a 199 day contract who was hired on February 1, 2010 will have an anniversary date for step advancement of July 1, 2009.

5. *Any reference to "intersession" in the contract shall not be operative if said intersession if not offered.*

6. *The salary schedules and workload hours will revert back to the 2009-2010 amounts effective July 1, 2011.*

Benefits

1. *Active employees and pre-65 retirees, and their eligible dependents, will be covered under the ICSVEBA plan. Post-65 retirees, and their eligible dependents, will be covered under the Hartford Silver Plan. Coverage of these plans will be paid by the District at 100% of the costs. The ICSVEBA plan shall provide coverage at the comprehensive plan level, with the option to add "Frontera" coverage in Mexico at no additional cost to the member.*

2. *The District will pay for the Employee Assistance Plan and $10,000 life insurance premium as outlined in the ICSVEBA plan.*

3. *Vision and Dental plans will remain the same.*

4. *The Income Protection Insurance and Standard Insurance Plan M will remain in effect.*

5. *The District will reimburse retirees for the cost of any plan deductible and any difference in prescription co-pay costs.*

b. Amend article 17.2.2.1 Step Advancement to read as follows:

Unit members shall annually advance one (1) step on the salary schedule, on the advancement date of each unit member, as determined by the following:

17.2.2.1.1 <u>Teaching Unit Members on a 178 day Contract</u>

1. For unit members whose initial hire date occurs during the fall semester, the date of advancement shall be August 1st of the immediately succeeding fiscal year and August 1st of every fiscal year thereafter.

2. For unit members whose initial hire date occurs during the spring semester , the date of advancement shall be August 1st of the second fiscal year following the fiscal year in which the unit member was hired and the August 1st of every fiscal year thereafter.

17.2.2.1.2 <u>Non-Teaching Unit Members and Teaching Unit Members on 199-day Contracts</u>

1. For unit members whose initial hire date is during the period of July 1st through December 31st , the date of advancement shall be July 1st of the immediately succeeding fiscal year and the July 1st of every fiscal year thereafter.

2. For unit member whose initial hire date is during the period of January 1st through June 30th, the date of advancement shall be July 1st of the second fiscal year following the fiscal year in which the unit member was hired and the July 1st of every fiscal year thereafter.

c. Replace Article 17.13 with the following:

17.13 <u>Lecture Reassigned Time</u>

It is the established principle in this contract that weekly lecture reassigned time shall be the appropriate method of compensation for all duties that are undertaken by unit members for the benefit of the college that are of necessity and are of a permanent or recurring nature. Duties that are appropriate for reassigned time are those that must be accomplished to ensure the smooth functioning of the District, generally extend throughout the academic year, are time consuming, require the presence of the unit member on campus during regular working hours in order to accomplish the duty, and are expected to continue or recur into the foreseeable future.

Unit members may be offered lecture reassigned time for new projects or programs that are initiated by the college during the lifetime of this agreement. The Association must be consulted before any unit member is granted reassigned time that is not enumerated in this section of the agreement.

Unit members who hold the following positions shall be granted lecture reassigned time per week during both the fall and spring semesters as per the following chart. It is understood that some of the duties may need to be undertaken during off-contract periods.

POSITION	WEEKLY REASSIGNED TIME PER SEMESTER	NOTES
Department Chairs	9 units	13 Chairs
POST Coordinator	9 units	
Academic Senate President	6 units	
Academic Senate Secretary	3 units	
CTA President	6 units	
CTA Vice President	3 units	
CTA Negotiators	3 units	Limited to no more than three (3)
CCA/CTA/NEA service on State/National Boards of Directors	3 units	Limited to no more than three (3) unit members in any academic year.
EMS Coordinator	4 units	
ADS Coordinator	3 units	
Nursing Simulation Lab Coordinator	7.5 units	
SLO Coordinator	9 units	Remain with a review following the Reorganization 2010-11.
Distance Ed Coordinator	6 units	
Athletic Director	7.5 units	
Head Coach, Men's	4 units	

Basketball		
Head Coach, Women's Basketball	4 units	
Head Coach, Baseball	4 units	
Head Coach, Softball	4 units	
Head Coach, Men's Soccer	3 units	
Head Coach, Women's Soccer	3 units	
Head Coach, Men's Tennis	3 units	
Head Coach, Women's Tennis	3 units	
Head Coach, Volleyball	3 units	
Head Coach, Women's Cross Country	3 units	
Assistant Coaches for Basketball, Baseball, Softball, Soccer, Tennis, and Volleyball	1 unit	Only one Assistant Coach is to be reassigned per intercollegiate athletic team. Reassign time is only available in the primary semester of the sport.

a. Replace Article 17.17.1 with the following:

17.17.1 Department Chairs

Department chairs are to be elected every two years, or to fill an incomplete term, by a simple majority in a secret ballot vote of the entire full-time, tenure-track faculty in the division during the_spring semester.

In order to be eligible to run for the position of department chair, the candidate must be a full-time, tenure-track faculty member with at least two full years of service in the District at the time when s/he would assume the duties of Department Chair.

In the event that there are no tenured faculty in the department, or no faculty member is interested in running for the department chair position, the Vice President of Academic Services shall have the authority to appoint a faculty or administrator to the department chair position.

b. Replace section 17.17.2.1 with the following:

17.17.2.1 Lead Counselor

The position of Lead Counselor is to be elected annually each spring

semester, or to fill an incomplete term, by a simple majority in a secret ballot vote of the full-time, tenure-track faculty in the counseling department, excluding those in special programs who meet as the District Team.

In order to be eligible to run for Lead Counselor, the candidate must be a full-time, tenure-track faculty member with at least one full year of service in the District at the time when s/he would assume the duties of the position.

c. Amend article 17.17.3 by adding following paragraph:

17.17.3.5 ***<u>Distance Education Coordinator</u>***

The Distance Education Coordinator is an appointed position, selected jointly by the Vice President of Instructional Technology and the Dean of Learning Services based upon an open application process where all unit members have the opportunity to apply for the position. This appointed position shall be held for a period of no more than two years. After two years, this position must be reopened for application of all unit members. In order to be eligible for appointment to this position, the candidate must be a full-time contract or regular faculty member with at least one full year of service in Distance Education at the time when s/he would assume the duties of the position.

9. <u>ARTICLE 21: MISCELLANEOUS</u>

a. Keep article 21.3 as the reference to a Seniority List and delete articles 21.3.1 and 21.3.2.

b. Modify article 21.4 on Office Assignment, by adding the following to paragraph 4:

After "*private office*," add "*or semi-private office with no more than two (2) faculty members, once construction is completed*".

All other provisions of the existing Collective Bargaining Agreement not amended or modified by this Tentative Agreement shall remain in full force and effect.

Additionally, CTA and the District have formed a team to review and provide recommendations on the Tenure Review process. The District also agrees that if it receives additional growth funding of more than 2%, then the District shall reopen negotiations for the limited purpose of negotiating an off-schedule payment to unit members, with priority given to reimbursing the reductions experienced by 199 day contract unit members.

This agreement, which supersedes all previous agreements, is subject to approval by CTA membership and ratification by the Board of Trustees.

John Lau
Chief Negotiator
ICCD

Lisa Solomon
Chief Negotiator
IVC CCA/CTA/NEA

Ed Gould, Ed.D
Superintendent/President
ICCD

Gaylla Finnell
President
IVC CCA/CTA/NEA

Exhibit B1

178-DAY Salary Schedule

A		B		C		D		E	
Less than Master's		BA +30 Master's		MA + 15		MA + 30		MA + 45	
Curr Ann	**178 FINAL (after deduction rounded)**	Curr Ann	**178 FINAL (after deduction rounded)**	Curr Ann	**178 FINAL (after deduction rounded)**	Curr Ann	**178 FINAL (after deduction rounded)**	Curr Ann	**178 FINAL (after deduction rounded)**
44,306	**43,558**	46,964	**46,171**	49,313	**48,481**	51,779	**50,906**	54,367	**53,449**
45,635	**44,865**	48,374	**47,557**	50,792	**49,935**	53,332	**52,432**	55,998	**55,053**
47,004	**46,211**	49,825	**48,985**	52,316	**51,433**	54,932	**54,005**	57,678	**56,705**
48,415	**47,598**	51,320	**50,454**	53,886	**52,976**	56,580	**55,625**	59,408	**58,406**
49,867	**49,026**	52,859	**51,967**	55,502	**54,566**	58,278	**57,294**	61,191	**60,159**
51,363	**50,496**	54,445	**53,527**	57,167	**56,202**	60,025	**59,012**	63,027	**61,963**
52,904	**52,011**	56,078	**55,132**	58,882	**57,889**	61,827	**60,783**	64,917	**63,822**
54,491	**53,572**	57,760	**56,785**	60,649	**59,626**	63,681	**62,606**	66,865	**65,737**
56,126	**55,179**	59,494	**58,490**	62,468	**61,414**	65,591	**64,484**	68,871	**67,709**
57,809	**56,834**	61,278	**60,244**	64,343	**63,258**	67,559	**66,419**	70,937	**69,740**
59,544	**58,539**	63,116	**62,051**	66,273	**65,154**	69,586	**68,411**	73,065	**71,832**
61,330	**60,295**	65,010	**63,913**	68,260	**67,108**	71,673	**70,463**	75,257	**73,987**
63,170	**62,104**	66,960	**65,830**	70,308	**69,121**	73,824	**72,578**	77,515	**76,207**
65,065	**63,967**	68,969	**67,805**	72,417	**71,195**	76,039	**74,756**	79,840	**78,492**
67,018	**65,887**	71,038	**69,839**	74,590	**73,331**	78,320	**76,998**	82,235	**80,848**
69,027	**67,862**	73,169	**71,934**	76,828	**75,531**	80,669	**79,308**	84,703	**83,274**
71,099	**69,899**	75,364	**74,092**	79,132	**77,796**	83,089	**81,686**	87,244	**85,772**
73,232	**71,996**	77,625	**76,315**	81,507	**80,131**	85,582	**84,138**	89,861	**88,345**
75,428	**74,155**	79,954	**78,605**	83,952	**82,535**	88,149	**86,661**	92,557	**90,995**
77,692	**76,381**	82,353	**80,963**	86,470	**85,011**	90,794	**89,262**	95,334	**93,725**

Exhibit B2

199-Day

	A		B		C		D		E	
	Less than Master's		BA +30 Master's		MA + 15		MA + 30		MA + 45	
	Current	194 FINAL	Current	194 FINAL	Current	194 FINAL	Current	194 FINAL	Current	194 FINAL
1	49,820	**47,479**	52,810	**50,330**	55,451	**52,847**	58,222	**55,488**	61,134	**58,263**
2	51,316	**48,907**	54,394	**51,840**	57,114	**54,432**	59,969	**57,153**	62,968	**60,011**
3	52,855	**50,373**	56,025	**53,394**	58,827	**56,064**	61,768	**58,867**	64,857	**61,811**
4	54,441	**51,885**	57,707	**54,997**	60,592	**57,747**	63,622	**60,634**	66,802	**63,665**
5	56,074	**53,441**	59,437	**56,646**	62,410	**59,479**	65,531	**62,453**	68,807	**65,576**
6	57,756	**55,043**	61,220	**58,345**	64,282	**61,263**	67,496	**64,326**	70,871	**67,542**
7	59,488	**56,694**	63,058	**60,097**	66,210	**63,101**	69,521	**66,256**	72,997	**69,569**
8	61,273	**58,395**	64,950	**61,900**	68,197	**64,994**	71,607	**68,244**	75,187	**71,656**
9	63,111	**60,147**	66,898	**63,756**	70,242	**66,944**	73,755	**70,291**	77,442	**73,805**
10	65,004	**61,951**	68,904	**65,669**	72,350	**68,952**	75,967	**72,399**	79,766	**76,020**
11	66,954	**63,809**	70,971	**67,638**	74,520	**71,021**	78,246	**74,571**	82,159	**78,301**
12	68,963	**65,724**	73,101	**69,668**	76,756	**73,152**	80,594	**76,809**	84,624	**80,649**
13	71,032	**67,696**	75,294	**71,758**	79,059	**75,346**	83,012	**79,114**	87,163	**83,070**
14	73,163	**69,727**	77,553	**73,911**	81,431	**77,607**	85,502	**81,487**	89,777	**85,561**
15	75,358	**71,819**	79,880	**76,129**	83,873	**79,934**	88,067	**83,931**	92,471	**88,129**
16	77,618	**73,972**	82,276	**78,412**	86,389	**82,332**	90,709	**86,449**	95,244	**90,772**
17	79,947	**76,192**	84,744	**80,764**	88,981	**84,802**	93,430	**89,042**	98,102	**93,495**
18	82,346	**78,478**	87,287	**83,188**	91,651	**87,347**	96,233	**91,713**	101,044	**96,299**
19	84,816	**80,833**	89,905	**85,683**	94,401	**89,967**	99,120	**94,465**	104,076	**99,189**
20	87,360	**83,257**	92,602	**88,253**	97,233	**92,667**	102,094	**97,299**	107,199	**102,165**

Exhibit B3

*Salary and Benefit Agreement for **2010-2011**:*

Salary

1. All references to "177" contract days will be replaced with "178" contract days language.
2. Each step of the salary schedule, for 2010 – 2011only, shall be reduced by two and twenty four one hundredths percent (2.24%). For example, a 2.24% reduction would affect the current 178 day Column A, Step one salary as follows: Current salary equals $44,306.00. To adjust the step, multiply the $44,306.00 by 97.76% which equals $43,314.00 (adjusted rate).
3. Overload rate to remain at $55 per hour effective July 1, 2010.
4. All unit members employed as of the end of the fall semester, 2010 shall be deemed to have an anniversary date for step advancement of August 1st (178 day teaching faculty) or July 1st (199 day non-teaching faculty). For example, a unit member on a 178 day contract who was hired on February 1, 2010 will have an anniversary date for step advancement of August 1, 2009. A unit member on a 199 day contract who was hired on February 1, 2010 will have an anniversary date for step advancement of July 1, 2009.
5. Any reference to "intersession" in the contract shall not be operative if said intersession if not offered.
6. The salary schedules and workload hours will revert back to the 2009-2010 amounts effective July 1, 2011.

Benefits

1 Active employees and pre-65 retirees, and their eligible dependents, will be covered under the ICSVEBA plan. Post-65 retirees, and their eligible dependents, will be covered under the Hartford Silver Plan. Coverage of these plans will be paid by the District at 100% of the costs. The ICSVEBA plan shall provide coverage at the comprehensive plan level, with the option to add "Frontera" coverage in Mexico at no additional cost to the member.

2. The District will pay for the Employee Assistance Plan and $10,000 life insurance premium as outlined in the ICSVEBA plan.

3. Vision and Dental plans will remain the same.

4. The Income Protection Insurance and Standard Insurance Plan M will remain in effect.

5. The District will reimburse retirees for the cost of any plan deductible and any difference in prescription co-pay costs.

ADDENDUM:

On August 20, 2010, the IVC CCA/CTA/NEA and the Imperial Community College District agreed to the following modifications to the Tentative Agreement dated August 11, 2010:

ARTICLE 17.13 Lecture Reassigned Time:

POSITION	WEEKLY REASSIGNED TIME PER SEMESTER	NOTES
Athletic Director	9 units	
Assistant Coaches for Basketball, Baseball, and Softball	2 units	Only one Assistant Coach is to be reassigned per intercollegiate athletic team. Reassign time is only available in the primary semester of the sport.
Assistant Coaches for Soccer, Tennis, and Volleyball	1.5 units	Only one Assistant Coach is to be reassigned per intercollegiate athletic team. Reassign time is only available in the primary semester of the sport.

ARTICLE 17.17.3.5 Distance Education Coordinator:

The Distance Education Coordinator is an appointed position, selected jointly by the Vice President for Academic Services and the Dean of Learning Services based upon an open application process where all unit members have the opportunity to apply for the position.