

PERALTA COMMUNITY COLLEGE DISTRICT

**LETTER OF AGREEMENT BETWEEN PERALTA FEDERATION OF
TEACHERS AND PERALTA COMMUNITY COLLEGE DISTRICT ON
SALARY, MEDICAL AND DENTAL BENEFITS FOR 2014-15 AND 2015-16**

The Peralta Federation of Teachers (the "PFT") and the Peralta Community College District (the "PCCD") agree to the following:

1. Effective July 1, 2014, the District shall provide an ongoing three percent (3%) increase in salaries for PFT contract and part-time faculty, equating to \$1,364,084, as follows:
 - a. 3% will be added to the contract salary schedule, equating to \$824,930
 - b. For the part-time faculty, 1.85% (\$387,018) across-the-board increase for:
 - "no outside job" schedule (75%)
 - "outside job" schedule (60%)
 - extra service schedule
 - c. The remaining \$152,136 will be used to fill steps in the "no outside job" schedule (75%). PFT will work with the VC of Finance to allocate the available \$152,135 on the "no outside job" 25-step part-time salary schedule to help bring each step closer to true 75% pro-rata relative to the full-time schedule. This process may extend into the 2015-16 fiscal year for payment to members.

2. Effective July 1, 2015, the District shall provide an ongoing three percent (3%) increase in salaries for PFT contract and part-time faculty as follows:
 - a. 3% will be added to the contract salary schedule
 - b. For part-time faculty, a 1.58% increase across-the-board for all part-time and extra service salary schedules
 - "no outside job" schedule (75%)
 - "outside job" schedule (60%)
 - extra service schedule
 - c. The remaining funds (up to the 3% PFT total), will be used to fill steps in the "no outside job" schedule (old 75%). PFT will work with the VC of Finance, beginning September 21, 2015 to allocate the remaining funds on the "no outside job" 25-step part-time salary schedule to

help bring each step closer to true 75% pro-rata relative to the full-time schedule.

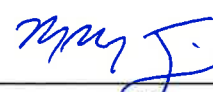
3. Medical Benefit language (regarding Kaiser, PPO lite and PPO traditional) from the 2012-15 contract shall remain unchanged through 2015-16, unless negotiated differently by the parties.
4. Delta Dental - The District's maximum contribution will remain at the United Healthcare (UHC) Dental rates, PFT will continue to pay the difference between UHC and Delta Dental.

For Peralta Community College District:

By: _____ Date: _____
José M. Ortiz, Chancellor

By:  _____ Date: 5-11-2015
Trudy Largent, J.D. Vice Chancellor for
Human Resources & Employee Relations

For PFT:

By:  _____ Date: 5/11/15
Matthew Goldstein, President

By:  _____ Date: 5.11.2015
Rick Greenspan, Chief Negotiator