

OHLONE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Board of Trustees
FROM: Douglas Treadway
DATE: November 10, 2004
SUBJECT: Approval of the Contract Agreement between the CSEA and the Ohlone Community College District

The California School Employees Association (CSEA) Chapter 490 ratified the proposed agreement with the Ohlone Community College District. The proposed Agreement extends the contract one year through June 30, 2007.

Major provisions of the proposed agreement between the CSEA and the District include:

1. District-paid monthly medical premium cap increase from \$794.09 to \$922.19 effective January 1, 2005 (estimated 04/05 cost is \$55,494/1.055%).
2. COLA added to salary schedule (cost is \$126,730/2.41%, effective and retroactive to July 1, 2004).
3. Salary adjustment of \$800 on schedule (cost is \$103,936/1.98% effective and retroactive to July 1, 2004).
4. Agreement to establish a joint committee to discuss job flexible work times, combined jobs, employee training, wage adjustive cross-functional jobs, fewer job titles, and lead positions.

The 04/05 cost for the proposed Agreement is approximately \$286,160. This amounts to a 5.445% pay increase.

RECOMMENDATION:

The President/Superintendent recommends approval of the Tentative between the Ohlone Community College District and the CSEA Chapter 490 for the period July 1, 2004 through June 30, 2007.

OT/LE/sq