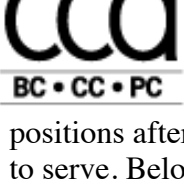




Apr. 26, 2016

Dear Faculty,

I am writing with some good news to share about the CCA election and an issue directly connected to all of us, and that is faculty salaries.



It has been a privilege to work with dedicated officers on behalf of faculty this past year, so it was wonderful to see many of them agree to run again as chapter and campus officers. I want to thank returning officers, faculty members who ran to fill vacancies, and faculty who accepted positions after being nominated as write-in candidates. Our faculty voice is stronger thanks to their willingness to serve. Below are the results of last week's election, which had a 71 percent turnout of 206 possible voters.

CCA Spring Election Results

2016-17 KCCD CCA Executive Council

President: Kathy Freeman

Vice President: Mary O'Neal

Secretary: Gloria Dumler

Treasurer: Sheri Burgess

Adjunct Representative: To be determined depending upon response from write-in candidates.

BC Chair: Isabel Stierle

CC Chair: Joe Slovacek

PC Chair: Ann Marie Wagstaff (a write-in winner who agreed to serve)

Representatives

BC Rep: Ann Tatum

BC Rep: Pam Boyles (a write-in winner who agreed to serve)

PC Rep: Terry Crewse

CC Rep: Jan Moline

Adjunct Representatives

BC: Unfilled

CC: Barbara Walls

PC: Unfilled

2016-17 MOUs and Bylaws' Change

CCA members also ratified three memorandums of understandings, or MOUs, for 2016-17, and approved a bylaws' change: Chair compensation (94 percent); contracts for librarians and counselors (98 percent); instruction in prisons (94 percent); and the bylaws' change (99 percent).

Health Benefits

Members overwhelmingly approved staying self-insured rather than joining the larger SISC pool, with 97 percent voting to pay \$190 monthly to stay self-insured, and 3 percent voting to join the SISC pool. When asked if a less expensive health insurance plan should be offered as a second option if we stayed self-insured, two-thirds (66.7 percent) agreed while one third (33.3 percent) disagreed.

A total of 86 percent agreed with some or all of the recommended SISC Pool Plan changes to save on health costs: 73.5 percent agreed with some of the recommended SISC changes; 12.5 percent agreed with all of the recommendations; and 14 percent said they could not agree with any of the recommendations. Here is the list of the SISC recommendations and its approval percentage:

- Emergency room co-pay increases from \$50 to \$100 (waived if admitted): 84 votes, 63.7 percent
- Custom molded orthotics (therapeutic shoes or inserts) are limited to two pairs per calendar year. (These are unlimited in the current plan.): 80 votes, 57.5 percent
- Hearing aid coverage changes from \$1,000 every 36 months in the current plan to \$700 every 24 months: 77 votes, 54.8 percent
- Therapy services for autism would be added through ABA (Applied Behavior Analysis). (Autism is not covered in the current plan.): 77 votes, 52.7 percent
- Transplants and bariatric surgeries are covered if done in SISC-designated Centers of Medical Excellence; patients would receive travel benefits: 61 votes, 41.8 percent.
- Inpatient surgery for hip, knee, and spine must occur in a Blue Distinction Plus facility: 37 votes, 25.3 percent
- Chiropractic and physical therapy services would require pre-authorization by American Specialty Health (ASH) review. The current plan does not require pre-authorization: 30 votes, 20.5 percent.
- X-rays, lab tests, DME (durable medical equipment), and physical medicine services (chiropractic, acupuncture, and physical and occupational therapy) only will be covered if done through a network provider: 29 votes, 19.9 percent
- Outpatient prescriptions would be limited to SISC pool list to limit costs. (Current plan has fewer prescription limits.): 23 votes, 15.8 percent
- Out-of-network limits to be aligned with SISC standard. SISC pool will pay \$600 per day for a non-contracting hospital. (Current plan has no limit.): 17 votes, 11.6 percent

Kern Ranks Among Top Faculty Salaries

At the recent state CCA spring conference held Apr. 15-16, CCA officials shared their annual salary survey. Thanks to the salary schedule negotiated in our last contract, Kern Community College District now ranks consistently among the highest paying college districts in the state. Of 72 districts listed and ranked by faculty salary schedules, here is where Kern stands:

Ranked Masters Step One

District	2015-16
1. Mira Costa	\$71,679
2. Kern	\$68,559
3. So. Orange	\$67,648
4. San Mateo	\$65,268
5. Ohlone	\$65,004

Ranked Non Doctorate Step 15

District	2015-16
1. Mira Costa	\$131,936
2. So. Orange	\$111,560
3. Kern	\$110,911
4. Mt. San Antonio	\$109,601
5. Ohlone	\$106,910

Ranked Highest Earnable Salary with Longevity and Doctorate

District	2015-16
1. Mira Costa	\$145,671
2. So. Orange	\$136,511
3. Ohlone	\$125,226
4. Mt. San Jacinto	\$122,203
5. West Valley	\$121,686
6. Santa Clarita	\$119,364
7. Mt. San Antonio	\$119,349
8. Kern	\$118,673

But there's even more good news, since faculty can expect another salary increase next year.

2016 Salary Raises

According to the 2014-2017 contract, faculty salaries are adjusted every year on July 1 based on our comparable districts. Contract language states that faculty salaries have to be at the same level as the fourth-ranked comparable district based on the highest salary that does not require a doctorate degree. Here are the comparable salaries for this year:

CCA Comparable Districts: Salary Review for 2016-17 (rounded to the nearest dollar)

Santa Clarita	\$117,768
Sequoias	\$115,742
West Hills	\$115,074
Riverside	\$112,933
State Center	\$112,043
West Kern	\$111,818
San Joaquin Delta	\$109,031
San Bernardino	\$105,499
Yosemite	\$103,694
Antelope Valley	\$101,926
KCCD: \$110,910.76	\$110,911

The percentage difference with Riverside is 1.823% and this will be rounded up to 1.83%. This increase will be applied to all steps on the salary structure. Faculty will see the increase in their first paycheck of the 2016-2017 academic year. All faculty should see a 4.38% increase from their current salary this year (2.5% step increase and 1.83% raise, compounded). Since this raise takes place at the beginning of the academic year, there is no retroactive pay. If you have any questions, please feel free to e-mail Tom Greenwood, chief negotiator, at tgreenwo@bakersfieldcollege.edu.

Our negotiators (Tom Greenwood, chief negotiator, BC; Ann Marie Wagstaff, PC; Matt Crow, CC; and Nicole Celaya, PC) have done a tremendous job on behalf of faculty.

If you care about your salary and health benefits, and you are not yet a member, now is the time to join CCA.

Kathy