

Tentative Agreement
Between the
Rio Hondo Community College District
And the
Rio Hondo College Faculty Association

Except as modified below or previously tentatively agreed, the District and the Association agree to the continuation of their present collective bargaining agreement.

1. Effective July 1, 2007, the salary schedule shall be increased by 4.53%.
2. The District agrees to assume the increased costs for the existing health benefit insurance plans for the 2008 year. The Association agrees to join the District in a focused health benefit committee which will: explore the benefits of an IRC 125; explore ways to maximize the money devoted to salaries versus benefits; explore methods of redirecting resources into other forms of compensation; examine ways to creatively maintain quality health insurance. The committee will make a recommendation in time for bargaining the final decision in 2008-09 for implementation in 2009.
3. This contract shall be in full force and effect from July 1, 2007 through June 30, 2010 except that in each successor year, the District and RHCFA will negotiate salary, health benefits, and two additional articles of each party's choice.
4. Other issues that have been resolved include the joint labor-management committee that has been formed to examine scheduling issues and the intersession language which will be included wherever relevant. The Science Lab modifications to 21.88 hours are agreed upon, including astronomy, anthropology, biology, geology, geography, chemistry, physical science and physics.
5. The District agrees to include the retiree health benefits supplemental program in 2008-2009 as an additional topic for the health benefits committee in #2 above provided that the discussion includes RHCFA's desire to eliminate the two tier supplemental system of retiree health benefits and addresses the District's unfunded liability. In the interim, the District also agrees to reduce the five percent (5%) supplemental retiree health benefits contribution to a three and three quarters percent (3.75%) contribution effective July 1, 2007 based upon the recommendation of Total Compensation Systems, Inc in the August 27, 2007 actuarial evaluation. This reduction modifies the current contract language requirement for five percent (5%) in Article 22.3.1.

<p><u><i>[Signature]</i></u> TERESA DREYFUS</p> <p><u><i>[Signature]</i></u> Yolanda Emerson</p> <p><u><i>[Signature]</i></u> Henry Gee</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p><u><i>[Signature]</i></u> Lynette Nyaggah</p> <p><u><i>[Signature]</i></u> ADAM WETSMAN</p> <p><u><i>[Signature]</i></u> Jennifer Fernandez</p> <p><u><i>[Signature]</i></u> J Chandler</p> <p><u><i>[Signature]</i></u> Doreen Kaller</p> <p><u><i>[Signature]</i></u> ROONEY LINNEWEBER</p>
--	--

For the College District

For the RHCFA