

Subject: Joint Communication from MINT (Mutual Interest Negotiations Team)

Date: Thursday, June 6, 2024 at 11:12:13 AM Pacific Daylight Time

From: MINT(Mutual Interest Negotiations Team)

To: Davis, Ryan

CC: Perry, Kara, Steve Allen, Holcomb, Julie, Duncan, Willy

Dear Sierra College Faculty, Classified Professionals, Managers and Confidential Employees,

As the Spring 2024 semester comes to a close, we want to update the campus on the work that all of the Bargaining Units and the District have continued to engage in throughout the school year. We want to bring you some positive news to close out the school year. During Fall 2023 and Spring 2024, the Mutual Interest Negotiations Team (MINT) group worked collaboratively and met regularly using the Interest Based Process and worked on several topics upon which we have come to an Agreement:

Ongoing Compensation The District and the Units reached an Agreement regarding ongoing compensation for 2024-2025. The District and the Units have agreed to allocate a total of \$2,006,400 towards ongoing compensation, with salary schedule increases (equivalent to a 2.4% on-schedule increase) being effective on July 1, 2024. Since each Unit allocates ongoing compensation in a slightly different manner, additional communications from the Units will be sent by each respective Unit to their members providing more specific information. The ongoing compensation increases will come to both the Units and the Board of Trustees for ratification votes in the next few weeks.

Health Benefits Cap Increase The health benefit costs for the 2024-2025 Plan Year are increasing by an overall rate of 6.35%. The District and the Units also reached an agreement to utilize \$295,750 in ongoing funds to increase the health benefits cap from \$1,209 per month up to \$1,264 per month in order to significantly mitigate the increase in health care costs for employees.

Other Items of Interest

- An additional salary schedule increase for part-time faculty is included to provide a financial benefit equivalent to the health benefits cap increase for full-time employees.
- The Parties in MINT agreed to continue utilizing dental reserves in order to maintain employee dental premium costs at the current level for the 2024-2025 Plan Year.
- The District will be switching from the Hartford to Voya for life insurance and long and short term disability insurance. This will also include raising the life insurance benefit for eligible employees from \$25,000 to \$40,000.
- In the Fall of 2024 the Parties of MINT plan to begin an interest based discussion on the community supported status of the District and how the District allocates those resources.
- The Parties have also agreed to a new three (3) year MINT Agreement in order to continue our work together in the unique and collaborative way that helps ensure an interest based approach to discussing total compensation for employees.

We appreciate the collaborative work together and we look forward to providing further updates as our work continues and we wish everyone a great summer!

Sincerely,

UPEC Unit Negotiators: Steve Allen, Julie Holcomb, Greg Harnage and Jeff Lloyd

SCFA Unit Negotiators: Kara Perry, Wayne Barbee, Diana Higashi-Ybarra and Angelina Rivers

District Negotiators: Willy Duncan, Erik Skinner, Cameron Abbott, Corrine Vieira and Ryan Davis