Memorandum of Understanding for modification of the current contract
July 1, 2012 through June 30, 2015. Modifications effective July 1, 2015

It is the intent that this will be included in the successor agreement and to
modify current contract language.

The Santa Barbara Community College District (District) and California
School Employees Association (CSEA) and its Santa Barbara City
College Chapter 289 agree to the following:

1. 50% of the 2014-15 surplus (Unrestricted General Fund 2014-15 net revenues
less expenses and transfers, based on estimated unaudited actual for the
unrestricted general fund prepared as of September 30, 2015) will be disbursed
as a one-time payment to full and part-time faculty, permanent classified staff
and management. For classified employees, the payment will be determined as
a percentage of base salaries plus longevity for the 2014-15 fiscal year for all
full time employees employed as of June 30, 2015. The percentage for the one-
time payout is not to exceed 1.5% of base salary plus longevity for the 2014-15
fiscal year.

2. a. Section 6.4, Career Increments (longevity) will be modified and applied according
to the following schedule:

<table>
<thead>
<tr>
<th>Year</th>
<th>Current</th>
<th>Cumulative</th>
<th>Proposed</th>
<th>Cumulative</th>
</tr>
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<td>17.5%</td>
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<td>2.5%</td>
<td>25.0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

b. The 2015-16 COLA percentage (as reflected in the final state budget) will be
added to applicable salary schedules for each step on the 2014-15 schedules.
3. The District will fund the lowest cost 80% health insurance plan at the 2015-16 rates effective October 1, 2015.

4. The successor contract term will be for the three years July 1, 2015 through June 30, 2018 with reopeners each year on salary and benefits.

Dated: June 3, 2015

Mark Moore
Labor Relations Representative
CSEA Chapter 289

Elizabeth Auchincloss
CSEA Chapter 289 President

Patricia English
Vice President Human Resources
SBCC District