

**Agreement between Yuba Community College District and  
YC-AFT  
Memorandum of Understanding  
Salary Step Freeze  
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This Memorandum of Understanding is written to outline the provisions of a temporary change to the Collective Bargaining Agreement between YCCD and YC-AFT for the 2010-2011 fiscal year.

The District and YC-AFT agree that for one academic year, the unit members of YC-AFT will forego the negotiated step increases resulting in a salary freeze for the 2010-2011 fiscal year.

The savings generated from the salary step freeze shall be utilized by the District towards offsetting the end-of-year deficit. This concession will provide a reduction of the impact of the deficit to the District, thereby allowing the District to reduce the layoffs related to the District's Fiscal Contingency Plan.

It is the intent of the District and YC-AFT to utilize funds from concessions to offset proposed layoffs relative to the Fiscal Contingency Plan. In the event that the end-of-year deficit experienced by the District is less than that proposed in the Fiscal Contingency Plan, the District and YC-AFT shall meet to negotiate implementation of this MOU.

District	Date	YC-AFT	Date
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Revised by District: 4/9/10  
Presented to YC-AFT: 4/6/10