

**Agreement between Yuba Community College District and  
YC-AFT  
Memorandum of Understanding  
FLEX Program  
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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 their FLEX obligation and corresponding salary payments for FLEX. The District will develop calculations for lost FTES reimbursement from the State of California along with savings from salary reduction related to FLEX. The net savings will be provided to YC-AFT.

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.

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District

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Date

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YC-AFT

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Date

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