

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
RetroActive Salary Schedule Improvement 2023-24 and Continuing 2024-25 Improvement
LRCEA

Background

Due to the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management, reporting of FTES, unused ongoing resources to address long-term increases for CalPERS and CalSTRS, and other resources, the unit has ample one-time resources available.

The District is recommending to all units a one-time salary schedule improvement of 11% for 2023-24 to base salary only.

Due to the 2024-25 state budget providing a 1.07% cost of living adjustment (COLA), along with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide an ongoing schedule increase for the fiscal year 2024-25. For LRCEA, the recommendation includes an ongoing schedule improvement of 1.66%. The available 4% improvement is reduced by the addition of a seventh step at 4%, estimated to cost 2.34% of the total available improvement. For 2024-25, LRCEA will not be including any substantial amounts not previously agreed upon to offset the anticipated increased medical premiums.

Any residual funds from the 2023-24 compensation calculation will be carried forward to 2024-25 and any residual 2024-25 funds will be carried forward to 2025-26. Those funds will be available to the units to support compensation cost increases/improvements in 2025-26.

The following is agreed to:

2023-24 Retroactive salary schedule improvement

The 2023-24 off salary schedule payments will be calculated at 11% of the interim salary schedule. This will be paid in August 2024 and is the final improvement for the 2023-24 year.

Any residual funds from 2023-24 will be carried forward to 2024-25.

2024-25 Continuing Salary schedule improvement

The 2023-24 base salary schedules will be improved by a 1.66% advance against 2024-25 new revenue with an effective date of 7/1/2024 and payments updated in August 2024.

Step 7 will be added to the salary schedule at 4%, at an estimated cost of \$1,344,693, with an effective date of 7/1/2024 and payments updated in September 2024.

Residual funds from the 2024-25 calculation will be carried forward to 2025-26.

For the LRCEA:

For the District:

Ken Cooper, Vice President

Mario Rodriguez, Executive Vice Chancellor

Jake Hughins, President

Jamie Ruggles, Associate Vice Chancellor, Finance