

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
LRCFT

Background

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

Due to the 2021-22 state budget providing a 5.07% cost of living adjustment (COLA), and due to our prudent budgeting practices, we are able to provide an ongoing schedule increase of up to 4% of unit resources.

In August 2021, the 2020-21 salary schedules were improved by a one-time only increase of 6% and LRCFT employees were paid this improvement that same month. An additional 4% improvement applied to the 2020-21 interim salary schedules will be made in December to compensate faculty for the conversion from online back to on-ground. This additional payment in December is possible due to the state's continued investment in faculty through the Budget Adoption process.

LRCFT delayed any current year retro in order to thoroughly review options. Upon careful consideration of various methods to provide a current year improvement, the changes outlined below are agreed upon.

Current Year Improvement

LRCFT has opted to restructure the 2021-22 A-164, A-174, B1-3 and Substitute Rate salary schedules in lieu of an across the board percentage improvement. This will allow more step movement on the salary schedule.

A-164, A-174 Salary Schedules

- Folding of the A-164 Librarian schedule into the A-164 salary schedule
- Addition of Step 15 for Classes I & II
- Removal of Longevity 1 & 2 Steps
- Addition of Steps 16-25 for all Classes.
- For A-164, increment Steps 2 through 15, on all Classes, by \$3,100
- For A-164, increment Steps 16 through 25, on all Classes, by \$620
- For A-164, increment Classes II through V, on all Steps, by \$5,000
- A-174 is developed based on proportionate relationship to A-164.

B1-3 Salary Schedules

- Addition of Step 15 for Classes I & II
- Removal of Longevity 1 & 2 Steps
- Addition of Steps 16-25
- Continue the relationship between the B1 salary schedule to the A-164 schedule in that the B1 hourly rate is derived by dividing the A-164 annual rate for the that Step & Class by 720.
- Continue the relationship between the B2 and B3 salary schedules to the A-174 schedule in that the B2 and B3 hourly rate is derived by dividing the A-174 annual rate for that Step & Class by 1,305.

When placing LRCFT members on the new Class and Step, they will be credited with one step increment for every year of service with the Los Rios Community College District. The faculty member's original step placement upon hire will be used and could be between Steps 1-8.

Substitute Salary Schedules

- The substitute schedule rates are tied to our current B1_B2_B3 schedules, and although we typically do not retroactively improve substitute rates, an exception is being made

with this salary schedule redesign and salaries will be retroactively improved, beginning with August substitute hours.

Copies of the revised schedules are attached for reference.

The following is agreed to:

2021-22 Continuing Salary schedule improvement

The 2021-22 interim salary schedules will be improved as bulleted above and shown attached to this MOU. This will be an advance against 2021-22 new revenue. The new schedule will go into effect for the December 2021 pay period. Any difference in pay between the faculty member's payment off the old salary and the newly adopted salary schedule will be paid on Tuesday, February 22, 2022.

Any residual funds from the 2020-21 calculation for the 6% retroactive salary schedule improvement and 4% conversion between online and on ground already paid will be carried forward to 2021-22.

For the LRCFT:

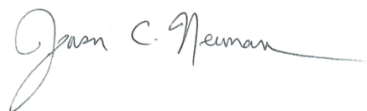
For the District:



Belinda C. Lum, LRCFT Chief Negotiator



Chanelle Whittaker, AVC, HR



Jason Newman, LRCFT President



Carrie Bray, AVC, Finance

**Los Rios Community College District
2021-22 Interim**

**Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule**

DRAFT

	AAAS or BA/BS	AAAS+30 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V
1	43,750	48,750	53,750	58,750	63,750
2	46,850	51,850	56,850	61,850	66,850
3	49,950	54,950	59,950	64,950	69,950
4	53,050	58,050	63,050	68,050	73,050
5	56,150	61,150	66,150	71,150	76,150
6	59,250	64,250	69,250	74,250	79,250
7	62,350	67,350	72,350	77,350	82,350
8	65,450	70,450	75,450	80,450	85,450
9	68,550	73,550	78,550	83,550	88,550
10	71,650	76,650	81,650	86,650	91,650
11	74,750	79,750	84,750	89,750	94,750
12	77,850	82,850	87,850	92,850	97,850
13	80,950	85,950	90,950	95,950	100,950
14	84,050	89,050	94,050	99,050	104,050
15	87,150	92,150	97,150	102,150	107,150
16	87,770	92,770	97,770	102,770	107,770
17	88,390	93,390	98,390	103,390	108,390
18	89,010	94,010	99,010	104,010	109,010
19	89,630	94,630	99,630	104,630	109,630
20	90,250	95,250	100,250	105,250	110,250
21	90,870	95,870	100,870	105,870	110,870
22	91,490	96,490	101,490	106,490	111,490
23	92,110	97,110	102,110	107,110	112,110
24	92,730	97,730	102,730	107,730	112,730
25	93,350	98,350	103,350	108,350	113,350

Effective 2021-2022, this schedule is applicable to 164-Day Professors and Librarians.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2021

Board Revised:

**Los Rios Community College District
2021-22 Interim**

**Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/184 Days B-3)**

DRAFT

Step	AAAS or BA/BS Class I	AAAS+90 or BA/BS+90 or MAMS Class II	BA/BS+54 or MAMS+24 Class III	BA/BS+78 or MAMS+48 Class IV	PhD, J.D., M.D., D.C. or D.V.M. Class V
1	35.57	39.63	43.70	47.76	51.83
2	38.09	42.15	46.22	50.28	54.35
3	40.61	44.68	48.74	52.80	56.87
4	43.13	47.20	51.26	55.32	59.39
6	45.65	49.72	53.78	57.85	61.91
8	48.17	52.24	56.30	60.37	64.43
7	50.69	54.76	58.82	62.89	66.95
8	53.21	57.28	61.34	65.41	69.47
9	55.73	59.80	63.86	67.93	71.99
10	58.25	62.32	66.38	70.45	74.51
11	60.77	64.84	68.90	72.97	77.03
12	63.29	67.36	71.42	75.49	79.55
13	65.81	69.88	73.94	78.01	82.07
14	68.33	72.40	76.46	80.53	84.59
16	70.85	74.92	78.98	83.05	87.11
18	71.36	75.42	79.49	83.55	87.62
17	71.86	75.93	79.99	84.06	88.12
18	72.37	76.43	80.50	84.56	88.63
19	72.87	76.93	81.00	85.07	89.13
20	73.37	77.44	81.50	85.57	89.63
21	73.88	77.94	82.01	86.07	90.14
22	74.38	78.45	82.51	86.58	90.64
23	74.89	78.95	83.02	87.08	91.15
24	75.39	79.46	83.52	87.59	91.65
25	75.89	79.96	84.02	88.09	92.15

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: August 19, 2021
Board Revised:

Salary Schedule for Instructional Substitutes

Hourly Salary Schedule

Effective 8/19/2021

DRAFT

Lecture:	50.78
Lab*:	40.63
Lab:	38.09
Coordinator/Counselor/Nurse/Librarian:	35.57

Hours worked during Summer Session are not subject to schedule improvement.

The full-time equivalent hours of service is 540 lecture hours in a fiscal year (which includes Summer Session). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. This lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

Effective: August 19, 2021

Board Revised:








20211203 LRCFT RetroActive Salary Schedule Improvement for 2021-22 MOU - Final Draft with signatures rev ss

Final Audit Report

2021-12-06

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