

LRCCD and LRCFT
Memorandum of Understanding
Expanding Hours and Clarifying Compensation for PT Senate Work
2024-2025

Background:

Currently, the four Los Rios campuses provide Senate seats for part-time faculty. Part Time faculty Senators at some colleges are paid for nine (9) hours of Senate meetings per semester. The problem is that each Senate meets for a maximum eighteen (18) hours per semester. Neither LRCCD nor the LRCFT can find paperwork that establishes the reason for the cap of nine (9) hours per semester. Presumably, when Part Time Senate Payment was negotiated as part of *Article 2.3: Special Project Payments*, each Senate had fewer meetings.

During the 2023 Contract Negotiations, the LRCFT established a new Part-time Faculty Professional Development and Service Program. As part of those negotiations, the Federation and District agreed that 1) Serving on the Senate or the Curriculum Committee would be separate from the program, and 2) that payment for Senate work would be at Class and Step on Salary Schedule B2 for participating Faculty.

The current budget should include payment for a total of 44 Part-time Faculty Senators and 7 Part Time Faculty Curriculum Committee members. The actual number of Part Time Faculty Senators and Curriculum committee members for the 24-25 academic year includes 19 PT Faculty Senators and 7 Curriculum Committee members.

Proposed Agreement

LRCFT and LRCCD agree to the following:

1. The maximum number of hours for Part-Time Faculty serving as a Senator or member of the Curriculum Committee shall be 18 hours per semester, and each part-time Senator shall be paid for the actual number of meeting hours (up to 18) that they attend each semester.
2. Part-Time Faculty who serve more than the maximum of 18 hours may apply the additional meeting hours to the *Adjunct Faculty College Service and Professional Development Program*, with the understanding that the limits on participation in the *Program* (27 hours per academic year for 2024-25) shall not be exceeded.
3. Part Time Faculty opting to attend non-mandatory Senate retreats or to participate on all other participatory governance committees may apply the meeting hours to the *Adjunct Faculty College Service and Professional Development Program*, with the understanding that the limits on participation in the *Program* (27 hours per academic year for 2024-25) shall not be exceeded.

4. Work performed as a Part-Time member of the Academic Senate or the Curriculum Committee, as described in this MOU, shall be paid at the faculty member's Class and Step on Schedule B2.
5. This agreement shall be effective from the start of the Fall 2024 semester.
6. Should the structure of the Academic Senate/s change, both parties reserve the right to reopen negotiations.
7. Funding for Part-Time Senate compensation shall come from the LRCFT Bargaining Unit's proportionate share (i.e., the faculty bucket).

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