

# Appendix A

# Salary and Benefits 2005-2006

## A.1 Funding Sources

The bargaining unit shall receive its proportionate share of eighty percent (80%) of certain new or increased unrestricted revenue which is above an established base amount. The bargaining unit's proportionate share of such revenues is based upon:

- 1) the unit's total salary and benefit cost, including the cost of District contribution towards health coverage for all authorized/filled positions, including Summer term positions, associated with the LRCFT unit;
- 2) which is compared to the total District salary benefit and contribution costs for authorized/filled positions of all District employee groups.
- 3) Authorized/filled positions which are funded from special programs/categorical funds are excluded from both LRCFT unit's cost and other employee group costs.
- 4) The related salary and benefit costs associated with District contract managers are also excluded.

The determination as to whether such defined revenues are "continuing" or "one-time-only" is defined below but may be modified during the term of this contract due to new State regulations. Such revenues and related base amounts are defined as follows:

### A.1.1 Program Based Funding (PBF) Revenue

The base amount for 2005-06 is the revenue level recognized in the 2004-05 fiscal year that was used for retroactive salary improvement calculations for that year which includes any 2004-05 Growth Funds and any Program Improvement Funds, and is reduced by any State deficit, which may be applied retroactively. Typically, the amount received in the preceding year per Program Based Funding (PBF) provisions is the revenue level recognized for that year if no statewide deficit is projected.

Program Based Funding revenues are generally considered "continuous" funds and shall be used to fund continuing salary and benefit costs applicable to LRCFT unit members. New or increased Program Based Funding revenues above the base amount are generally derived from two primary sources: 1) Cost of Living Adjustments (COLA); and 2) Growth Funds. In addition, the District may receive Equalization funds under Program Based Funding provisions. The determination, availability, and distribution of the bargaining units proportionate share of new or increased Program Based Funding revenues due to the COLA factor is dependent upon the final adoption of the State Budget and the reliability of receiving such entitlements. Typically, an initial salary schedule improvement is implemented for the fiscal year based upon COLA

funds authorized in the State budget for community colleges provided that such COLA revenues are reliable (no projected State funding deficit).

After providing for specified District costs associated with student growth, available Growth Funds as described in Attachment 1 which are attributed to Program Based Funding provisions are considered “continuous” funds and are proportionally allocated to unit members.

Equalization Funds are intended to “equalize” the funding for credit full-time equivalent students (FTES) funding across the State. Districts below the state-wide average for credit FTES funding are designated as “low revenue.” Equalization funds are provided infrequently and may or may not be distributed based upon the PBF determination of a “low revenue” district. However, when Equalization Funds are provided, they are considered “continuous” and are included under the Program Based Funding provisions as set forth in Appendices A and B.

A.1.2 State Program Improvement Funds (PIF)

Any unrestricted Program Improvement Funds received shall be proportionately allocated to the bargaining unit. Such revenues are generally considered “continuous” funds and shall be used to fund the costs described in Article A.2. Typically, PIF funds require the hiring of additional faculty members in order to improve the District’s full-time/part-time staffing ratio (Title V). Such requirements and the related funding for additional faculty are restrictive as to use of PIF funds. The base amount of PIF revenue used in the determination of new or increased revenue is zero.

A.1.3 Basic Skills Growth Revenue

Any District revenues realized for basic skills courses is subject to growth and maintenance of effort levels. Up to 1994-95, such funds had been distributed proportionately to the bargaining unit on a one-time-only basis and were allocated in accordance with growth provisions defined per previous contract provisions. In 1995-96, Basic Skills revenue for Los Rios was guaranteed by the State at \$814,467, provided the District had both funded (overcap) FTES and sufficient Basic Skills FTES, and such revenues (80%) were distributed proportionally as continuing revenues to unit members in 1995-96.

A.1.3.1 Revenue increases in 2005-06 above the defined revenue base of \$814,467 shall be considered one-time-only since entitlement to such revenues is subject to maintenance of effort provisions for full-time equivalent students (FTES) levels as determined by the State Chancellor’s Office. The proportionate distribution of eighty percent of such one-time-only funds to the bargaining unit shall be determined in accordance with growth provisions defined in Article A and Attachment 1.

A.1.3.2 If the District will not qualify for the base level funding of \$814,467, any shortfall will be netted against available one-time-only funds. This provision is subject to any adjustments to the base level that may result from the 2004-05 funding provisions.

A.1.4 Lottery Revenue

The base amount for Lottery revenue is established at \$3.3M. Lottery revenue is considered one-time-only revenue and the proportionate amount of eighty percent (80%) of such funds distributed to LRCFT unit members is provided on a one-time-only basis. Effective July 1, 2000, fifty percent (50%) of Lottery revenues above 1997-98 revenues are restricted per the conditions set forth in Proposition 20. Such restricted amounts may not be used for salaries and benefits and, therefore, are excluded from the provisions of this article.

A.1.5 State Adjunct Medical Premium Reimbursements

In 1996, the State established requirements and funding for a Part-time Faculty Medical Program for districts participating in this program. This program provides up to fifty percent (50%) reimbursement to districts that are joint employers of an adjunct faculty member who maintains a combined workload at both districts of sixty percent (.60 FTE) or more of a full-time faculty member. Additional requirements are stated in Article 3.3.5. A Memorandum of Understanding dated April 15, 1998, between Los Rios Community College District and the Sierra Joint Community College District further specifies the terms of participation in the program and follows the guidelines and requirements prescribed by the State Chancellor's Office (EC 87860 through 87869 - AB 3099).

A.1.5.1 Each fiscal year the Los Rios district shall file the appropriate claim for reimbursement with the State for medical premium costs incurred by both districts.

A.1.5.2 Amounts received by the District shall 1) reimburse Sierra for their share of costs incurred for adjunct premiums (up to 50%) and as specified in the Memorandum of Understanding with Sierra; and 2) remaining amounts shall be used to support the cost of this Adjunct Medical Premium program.

A.1.5.3 Such reimbursements are considered a funding source available to LRCFT for related medical premium costs (A.2.3) in the year such monies are paid by the State and received by the District.

A.1.6 State Adjunct Faculty Office Hours Program

In 1997, the State established requirements and funding for participating districts for the cost of office hours held by adjunct faculty. This program provides up to fifty percent (50%) reimbursement to districts to offset the office hour costs incurred for participating faculty members who maintain a workload of forty percent (.40 FTE) or more. The Adjunct Faculty Office Hours Program is further described in Article 2.12 and follows the guidelines and requirements prescribed by the State Chancellor's Office.

A.1.6.1 Each fiscal year the District shall file the appropriate claim for reimbursement with the State for adjunct office hour costs incurred which meet the State requirements.

A.1.6.2 Amounts received by the District from the State shall be used to reduce the cost of this program.

A.1.6.3 Such reimbursements are considered a funding source available to LRCFT for adjunct office hour costs (A.2.10) in the year such monies are paid by the State and received by the District.

A.1.7 Part-Time Faculty Compensation Funds

These funds are designated by the State to be used toward salary schedule parity for part-time faculty. Once parity was achieved, residual funds were used for other part-time faculty compensation items that are now part of the base funding and compensation for the unit. The 2004-05 level of Part-Time Faculty Compensation funds is \$1,997,475. Should Part-Time Faculty Compensation funds receive COLA, the COLA will be identified as a continuing resource for the unit to support salary and benefit costs. Should the State restore the funding reduction of \$242,551 for Part-Time Faculty Compensation reflecting the 2002-03 level of \$2,240,026, such increase to the 2002-03 level will be included with other resources for the unit to support salary and benefits costs. If revenues above the 2002-03 level, excluding COLA, are received, the District and LRCFT will meet to negotiate the use of such funds.

A.1.8 Partnership for Excellence Funds (PFE)

The 2004-05 funding level for PFE is \$7,477,295. As of the 2003-04 fiscal year, salary and benefits costs for positions and other staffing related costs funded by PFE became part of the proportionate share calculation. As of 2004-05, PFE was appropriated by the State as base revenues although PFE continued to be listed as a distinct line item in the system budget. As with other base revenues, COLA or Growth Funds received for PFE will be included as part of the COLA and growth calculations each year. If the District receives restoration of the PFE funding reduction for the 2004-05 year, the unit will receive its proportionate share of eighty percent (80%) of the restored amount.

A.1.8.1 In the event that PFE funds are restored above the 2003-04 level of \$8,732,010, excluding any COLA or growth improvements, then the District and LRCFT representatives shall meet prior to the determination of the use of such funds. The discussion will elicit LRCFT's interests, issues, and options that may relate to any prescribed State outcome, indicators, and student performance improvement goals for the restored revenues.

A.1.8.2 Mutually agreed to interests and options shall be included in the district-wide consultative allocation process for funding consideration. The final outcome of mutual interests, options and any planned funding of items developed shall be discussed.

A.1.9 District Contribution Reduction

Should District contribution for medical and dental coverage be reduced in 2005-06 below the preceding years established level, the related reduction in District contribution costs for unit members shall be returned to the unit as a source of funds which are available for redistribution.

A.1.9.1 The amount of funds attributed to premium reductions in 2005-06 shall be distributed to unit members in combination with any District growth funds.

A.1.10 Cost Reduction/Salary Savings

The proportionate share of any cost savings which were previously funded from student growth funds as further described in Attachment 1 and salary savings described in Article A.6 shall be available to the unit as another source of revenue.

A.1.11 State Revenue Recalculations and Other Funding Sources

Should revenues for Program Based Funding, Basic Skills Growth Revenue or other State revenues be increased or reduced as a result of retroactive calculations performed by the State Chancellor's Office (February 2006 Recalculation for 2004-05 revenues or other State computations), such revenue adjustments for 2004-05 shall be applied to 2005-06 revenue computations as per A.1, A1.2, or A.1.3 provisions.

**A.2 Distribution or Allocation of Funds**

Unit members proportionate share of such additional funds shall be applied in the following priority order:

A.2.1 The cost of step increments and class changes for 2005-06 for unit members and any prior year step increment costs which were not adequately funded from previous year's continuing funds; then

A.2.2 The increased District cost in 2005-06 of providing Medicare coverage to members and other increased payroll related benefits such as disability insurance coverage, Social Security or unemployment coverage.

A.2.3 The District contribution cost increases for medical premiums for eligible adjunct faculty who are jointly employed by Los Rios and Sierra Community College Districts as described in Article 3.3.5.

A.2.4 The increased cost over the 2004-05 level of providing the District contribution level up to the lowest premium level established by the District health carriers in 2005-06.

A.2.4.1 The District carriers currently providing coverage to LRCFT members are:

Kaiser Health Plan  
Health Net Plan  
PacifiCare

A.2.4.2 The 2004-05 District contribution for PacifiCare and Health Net is established at the Kaiser Health Plan premium level of \$501.09 per month on a twelve-month basis and shall remain at this level until the District contribution established for the lowest premium level is equal to or exceeds \$501.09/month. However, the District

contribution level will be reduced to the actual premium level established by these carriers if the 2005-06 monthly premium is less than \$501.09.

- A.2.5 The cost in 2005-06 for increasing the District contribution for the monthly dental premium.
  - A.2.5.1 For 2004-05; the District contribution level for dental coverage is established at \$104.73 per month (12 month basis);
- A.2.6 Non-credit revenues identified in accordance with Article 4.6.1, which are set aside for non-credit unit members workload adjustments; then
- A.2.7 The cost to improve stipend amounts at the rate of the continuing salary schedule improvements and increased for Department Chair stipends and reassigned time assignments; then
- A.2.8 The incremental cost increase of parking fees reimbursed to unit members in the preceding academic/contract year as defined per Article 3.9; then
- A.2.9 The increased cost for compensating adjunct faculty for office hours; then
- A.2.10 The cost to fund additional Type B Leaves as defined in 9.13.8.1.
- A.2.11 The costs defined in this article require “continuing” funds in order to permanently support such costs in succeeding fiscal years and are a funding priority for any continuous sources of revenue such as Program Based Funding. After funding the above costs, any remaining continuing funds shall be used to improve Salary Schedules A and B and payroll related fringe benefit improvements by two percent (2%). Upon full implementation of A.2.13 and A.2.14, the provision regarding the establishment of the minimum improvement for the A and B schedules as is stated in A.2.15.
  - A.2.11.1 The cost of any salary schedule improvements provided in advance of the final determination of revenues available to LRCFT shall be considered in the retroactive salary calculations.
  - A.2.11.2 Any of the above costs funded in 2005-06 from one-time-only revenues (as defined in Article A.1) shall be considered one-time-only distributions/improvements for 2005-06. One-time only revenues are typically included with any distribution of retroactive compensation and other improvements.
- A.2.12 Then, remaining continuing funds shall be earmarked for the multi-year funding plan (described in A.2.13 and A.2.14) for 1) completing the restructuring of Schedules A-175 and Schedules A-185 in regard to establishing an additional step for Classes I to V providing such restructuring was not finalized in 2004-05; and 2) funding up to three (3) FTE at the Summer Term adjunct rate as agreed in the Summer School Memorandum of Understanding.

- A.2.13 Sixty percent (60%) of earmarked continuing funds shall be used to complete the additional step for each class (A-175, A-185). The additional step shall not exceed four percent (4%) of the preceding step of each class and the actual percentage improvement in 2005-06 applied to the added step is contingent upon the amount of continuous funds available in 2005-06 for this purpose.
- A.2.13.1 The salary improvement related to this salary schedule restructure shall apply to all regular tenured or tenured-track faculty members who at any time during the fiscal year were paid at the existing last step of a class. Faculty members who achieved the last step during the fiscal year will be paid a pro-rate share of the improvement. Related improvements for 20-year longevity will also be determined and retroactively applied.
- A.2.13.1.1 After fully funding the cost of the additional four percent (4%) step, any remaining continuing funds set aside for this purpose shall be used to fund three (3) FTE of Summer School faculty, if needed.
- A.2.14 Forty percent (40%) of the earmarked continuing funds shall be used to support Summer instructional costs currently funded as one-time-only. The amount of FTE, 28.94, is the Summer 2004 utilized level of 122.34 less the FTE currently funded from continuing resources of 93.4. However, in no case will the FTE exceed 3.0 FTE in a given year. In addition, the District will fund an equal amount of continuing FTE from continuing PDF resources in the following year. If 3.0 FTE are funded, the residual forty percent (40%) will be used toward implementation of A.12 or, if A.12 has been fully implemented, used to support overall salary and benefit improvements for the unit.
- A.2.15 After A.13 has been fully implemented and 3.0 of FTE for Summer term funded (A.14), then any residual continuing funds will be used to further improve the salary schedule to the State funded COLA level if the COLA is greater than two percent (2%).
- A.2.16 Then, the following salary schedule restructuring will be implemented according to the conditions specified below:
- A.2.16.1 After A.2.15 (overall salary schedule improvements to the greater of the State COLA or two percent (2%)) if continuing funds remain, then those funds will be used to add a new step to Class I and Class III.
- A.2.16.2 If A.13 has been fully implemented, then the following order occurs for salary schedule improvements: 1) a minimum overall improvement of two percent (2%); 2) the set-aside for up to forty percent (40%) of the remaining to fund the Summer Term faculty defined in A.14; 3) remaining funds to improve the overall salary schedule to the greater of two percent (2%) or the COLA; 4) residual continuing to the implementation of the new steps for Class I and Class III.

A.2.16.2.1 To qualify for the new step in 2005-06 fiscal year, the faculty member must have been on Step 12 of Class 1 or Step 13 of Class III as of June 30, 2005.

A.2.17 Should the District expand its Cafeteria plan offerings increased costs associated with changes in the plan shall be charged to the bargaining unit's proportionate share.

**A.3 Distribution of Lottery Revenues**

The increase in funds attributable to lottery revenues above the base amount stated in Article A.1.4 shall be considered one-time-only payments and will be distributed to LRCFT unit members on an annual basis in conjunction with other retroactive salary compensation for the fiscal year.

A.3.1 Lottery revenues for the fiscal year will be reasonably estimated at the time of processing any retroactive salary payments, such funds shall be included in the scheduled retroactive compensation improvement. Any revenue differences between actual lottery revenues received for this fiscal year compared to the lottery revenue estimates used in the improvements to salary and benefits shall be included in the succeeding fiscal year's revenue distribution to LRCFT.

A.3.2 Lottery revenues below the base amount stated in Article A.1.4 shall reduce available continuous funds.

**A.4 Distribution of Available Growth Revenues**

The distribution of available Growth Funds as defined in Attachment 1, and any State remaining COLA revenues shall be distributed no later than sixty (60) days after the final status of such funds is determined by the State Budget Act, or the California Community Colleges Chancellor's Office, or the close of the district's fiscal year, whichever is later.

**A.5 Retroactive Salary Adjustment**

Per the provisions defined in A.2 through A.4, unit members may receive retroactive salary improvements both continuing and one-time in nature. Non-regular (adjunct and overload) services provided for Summer terms will not be included in the retroactive payment. Summer assignments will continue to be paid from the interim salary schedule in effect for the Spring term preceding the Summer term. However, Summer term salary improvements due to a continuing improvement of Schedule B are provided for in the determination of the use of continuing resources for the fiscal year preceding the Summer term.

**A.6 Salary Savings**

Any net salary savings after replacement costs are considered which are realized from unit member retirements or resignations which occurred in 2004-05 may be used to:

A.6.1 Address the unit's proportionate share of any reductions in Program Based Funding revenues below the defined base, and

A.6.2 Fund the increased cost of conversions of part-time instructional FTE to regular full-time instructional positions if growth funds per Program Based Funding

provisions (Attachment 1) are not available or are insufficient to fund such increased costs; then

- A.6.3 Remaining salary savings amounts shall be included in the distribution or allocation of funds to unit members as described in A.2.
- A.6.4 Salary savings resulting from unclaimed Dependent Care Assistance Program or Flexible Spending Plan elections by LRCFT unit members will revert to the unit net of any costs associated with the plan administration.
- A.6.5 Salary savings from unused Type A and B Leaves over the carryover limit will be used for one-time-only compensation improvements.
- A.7 **Other Unrestricted Funds**

Should other new State unrestricted revenues become available in 2005-06 as a result of changes in funding legislation or excess unrestricted funds above the State's appropriation limit become available, such new revenue source(s) shall be subject to further negotiations.

  - A.7.1 The District shall notify the LRCFT unit of such new unrestricted revenues which are subject to further negotiations.
- A.8 **Excluded Revenue/Funding Sources**

Other state revenues not defined herein, and other categorical apportionment funds, state apprenticeship, and other restricted or designated revenue sources shall be excluded from any computations of the bargaining unit's proportionate share of funds.
- A.9 **Ten Percent (10%) Limitation**

Should the 2005-06 revenues as defined above provide sufficient funding for salary, fringe, and health benefit improvements, including step and class changes and other mutually agreed upon allocations which result in a distribution in excess of ten percent (10%), such excess funds above ten percent (10%) shall be subject to further negotiations for 2005-06.

  - A.9.1 The District shall notify the LRCFT unit of such excess funds above the ten percent (10%) level as it relates to the revenues defined herein.
- A.10 **Review of District Records**

Records maintained by the District Office Business Services Department related to the implementation and calculation of LRCFT's proportionate share of the defined funds shall be available for review by designated representatives of the LRCFT Executive Board. LRCFT and business services representatives shall meet at a mutually agreeable time.

Annual reports summarizing the calculation of LRCFT's proportionate share of defined funds and the allocation/distribution of such funds shall be prepared by Business Services representatives. All such summary reports relating to the implementation of this Appendix shall be provided to designated representatives of LRCFT.

**A.11 Changes in Funding Formulas for Community Colleges**

Should funding formula for community colleges change substantially for 2005-06 which affect the application of the contract provisions, the above Articles A.1 to A.5 shall not apply. Such new unrestricted funding provisions shall be subject to further negotiation for 2005-06.

**A.12 Reduction or Insufficient Defined Revenues in 2005-06**

Should the total of all defined revenue/resources for 2005-06 be less than or equal to the various specified base amounts stated in Article A.1 above, LRCFT unit members shall bear their proportionate share of such reduced or insufficient funding levels. Such reduced revenues shall be calculated as specified in Article A. LRCFT's proportionate share of computed revenue reductions shall be applied, but not limited to: a) salary schedule adjustments; b) workload adjustments; c) suspension of salary schedule step advancements; or d) other adjustments as mutually agreed to by LRCFT and the District.

**A.13 Cost Reductions/Savings**

A.13.1 If the total of 2005-06 defined revenues per Article A.1 are calculated at a lower level than received or recognized in 2004-05, the total cost reductions described in Attachment 1 shall offset such decreased revenues. The bargaining unit's proportionate share shall be based upon eighty percent (80%) of such net PBF revenues and other revenue.

**A.14 Cost Advances**

The cost of 2005-06 step increments, class changes and other additional payroll related benefit costs for 2005-06 which are insufficiently funded shall be considered advanced by the District. Any cost advanced shall have first priority in the utilization/distribution of LRCFT's proportionate share of defined revenues in 2006-07 or subsequent year.

**2004-05 Athletic/Coaching Stipend Schedule for Faculty**

**Coaching stipend compensation shall be as follows:**

<b>Sports Program</b>	<b>Stipend</b>
Baseball, Head Coach	\$3,490
Baseball, Assistant Coach	\$1,995
Basketball, Head Coach	\$3,490
Basketball, Assistant Coach	\$1,995
Cross Country, Head Coach	\$2,492
Football, Head Coach	\$3,490
Football, Assistant Coach	\$1,995
Golf, Head Coach	\$2,492
Hockey, Head Coach	\$3,490
Soccer, Head Coach	\$3,490
Soccer, Assistant Coach	\$1,995
Softball, Head Coach	\$3,490
Softball, Assistant Coach	\$1,995
Swimming, Head Coach	\$2,492
Tennis, Head Coach	\$2,492
Track and Field, Head Coach	\$3,490
Track and Field, Asst. Coach	\$1,995
Volleyball, Head Coach	\$3,490
Water Polo, Head Coach	\$2,492
Wrestling, Head Coach	\$2,492

Effective: July 1, 2004

Approved: August 2004

### 2004-05 Performing Arts Stipend Schedule for Faculty

Performing Arts: The District shall provide stipends and/or load equity for performing arts instructors.

<b>Subject</b>	<b>Maximum Stipend*</b>
Art: Art Gallery Director	\$1,116
Dance: Director	\$1,166
Forensics: Coach (district-wide)	\$1,665
Forensics: Assistant Coach	\$1,116
Forensics: Tournament Coordinator / Debate	\$832
Journalism: Student Newspaper	\$1,665
Journalism: Literary Journal Advisory	\$1,665
Music (Performing Group): Director	\$1,665
Theatre Arts: Director	\$1,665
Theatre Arts: Technical Director	\$1,665
Theatre Arts: Musical Director	\$1,665
Theatre Arts: Vocal Director	\$1,166
Theatre Arts: Costumer	\$1,166
Theatre Arts: Choreography	\$1,166
Theatre Arts: Promotion/Box Office	\$1,665
TV/Radio: Program Producer	\$1,166

*\* Refer to individual description before making awards.*

Effective: July 1, 2004

Approved: August 2004

A faculty member with more than one (1) assignment may be eligible for more than one (1) stipend; however, no faculty member may receive more than two stipends a semester (exceptions noted in the descriptions below). For purposes of developing stipends, fall and winter “seasons” are to be considered as one semester subject to the limitations described in this document.

**Summary descriptions of responsibilities and guidelines for level of stipend to be awarded:**

**Art: Art Gallery Director** (Non-Student Shows)

Responsibilities include following institutional budgetary procedures in coordinating all gallery exhibits to include scheduling and working with artists and students; preparing exhibit publicity and promotion; arranging opening receptions.

Maximum Stipend: Four primary non-student exhibits.

Proportional Stipend: One-quarter of maximum stipend per exhibit per semester.

**Dance: Director**

Responsibilities include conducting dance tryouts; assigning dance roles; choreographing the program; teaching the students the dances; conducting regular dance rehearsals; providing notes through run of the show.

Maximum Stipend: Three full-production performances per semester.

Proportional Stipend: One-third of maximum stipend per full-production performance.

**Forensics: Coach**

Responsibilities include following budgetary procedures in the coordination of overall district-wide forensics program including coaching and working with staff and assistant coach preparing district-wide tournament schedules and transportation; arranging for travel resources.

Maximum Stipend: Four tournaments per semester.

Proportional Stipend: One-quarter of maximum stipend per tournament.

Limit Exception: Two maximum stipends per academic year. One (1) head coach of district-wide activities.

**Forensics: Assistant Coach**

Responsibilities include assisting forensics coach with coordination of overall forensics program, including coaching students.

Maximum Stipend: Three tournaments per semester.

Proportional Stipend: One-third of maximum stipend per tournament.

Limit Exception: Two maximum stipends per academic year.

**Forensics: Tournament Coordinator/Debate**

Responsibilities include assisting forensics coach in preparing tournament schedules and transportation; arranging for travel resources.

Maximum Stipend: Three tournaments per semester.

Proportional Stipend: One-third of maximum stipend per tournament.

Limit Exception: Two maximum stipends per academic year.

**Journalism: Student Newspaper**

Responsibilities include supervising students in the Journalism lab to include layout and production of student newspaper; evaluating staff and product; coordinating public relations; maintaining fiscal accountability; monitoring outside contracts and advertising; maintaining equipment.

- Maximum Stipend: Weekly edition.
- Proportional Stipend: One-quarter of maximum stipend for monthly publication.
- Limit Exception: One (1) maximum stipend per semester.

**Journalism: Literary Journal Advisor**

Responsibilities include supervising students in lab setting who write, edit, lay out and produce the annual literary journal; evaluating staff and product; coordinating public relations (including at least one (1) public reading), fund raising and sales of journal; maintaining fiscal accountability; maintaining equipment.

- Maximum Stipend: One (1) annual edition.
- Proportional Stipend: None.
- Limit Exception: One (1) maximum stipend per semester; could be divided between two advisors.

**Music (Performing Group): Director**

Responsibilities include selecting music; rehearsing group; scheduling performances; coordinating facilities, promotion, fliers, publicity, etc.; ticketing; preparing program; recruiting personnel.

- Maximum Stipend: Four concert performances per semester.
- Proportional Stipend: One-quarter of maximum stipend performance.

**Theatre Arts: Director**

Responsibilities include auditioning, casting and rehearsing the production; verifying institutional procedures in regard to budget, publicity, box office and house management are followed; establishing guidelines (concepts) for production and securing rehearsal and theatre space.

- Maximum Stipend: One (1) main stage (full length) production with at least four performances per production.
- Proportional Stipend: One-quarter of maximum stipend for each performance. Special productions (i.e., children's theatre, touring groups, etc.).

**Theatre Arts: Technical Director**

Responsibilities include developing a design concept; drafting floor plans, elevations, and working drawings (furniture and props where needed); light plot and instrument schedule; sound designing; supervising technical rehearsals; attending production meetings; verifying institutional procedures regarding lighting, sound, set, and costuming.

- Maximum Stipend: One (1) main stage (full length) production with at least four performances per production.
- Proportional Stipend: One-quarter of maximum stipend for each performance. Special productions (i.e., children's theatre, touring groups, etc.).

**Theatre Arts: Musical Director**

Responsibilities include coordinating all music requirements; coordinating cuts, additions, style and tempos with director, vocal director, and choreographer; coordinating physical set-up for orchestra for rehearsal and show; arranging and conducting all orchestral rehearsals; attending production meetings as required; providing notes following rehearsals/performances.

Maximum Stipend: One (1) main stage (full length) production with at least four performances per production.

Proportional Stipend: One-quarter of maximum stipend for each performance. Special productions (i.e., children's theatre, touring groups, etc.).

**Theatre Arts: Vocal Director**

Responsibilities include determining special requirements for music; accounting for vocal music; coordinating cuts, style tempos with director; attending production meetings and auditions as required; conducting all vocal rehearsals; providing notes of rehearsals/performances.

Maximum Stipend: One (1) main stage (full-length) production with at least four (4) performances per production.

Proportional Stipend: One-quarter of maximum stipend for each performance. Special productions (i.e., children's theatre, touring groups, etc.)

**Theatre Arts: Costumer**

Responsibilities include designing costumes; attending production meetings as required; creating drawings and renderings; building and/or supervising the construction of costumes; supervising the actors and the wardrobe crew during dress rehearsals and performance; maintaining costumes throughout run of show.

Maximum Stipend: Based on the number and complexity of the costumes that have to be built.

Proportional Stipend: Same definition as maximum stipend.

**Theatre Arts: Choreographer**

Responsibilities include conducting dance tryouts; helping to decide on casting; choreographing the show; teaching the dances; conducting regular dance rehearsals; providing notes throughout run of show.

Maximum Stipend: One (1) main stage (full-length) musical with at least four (4) performances per production.

Proportional Stipend: One-quarter of maximum stipend for each performance. Special productions (i.e., children's theatre, touring groups, etc.).

**Theatre Arts: Promotions/Box Office**

Responsibilities include supervising the business and promotional side of a production per institutional policy; ordering tickets; creating a publicity campaign to include mailing list advertising, press releases and fliers; organizing photo shoots; supervising audience development; creating a season subscription drive; promoting community involvement; developing a lobby display; supervising box office and nightly front-of-house duties.

Maximum Stipend: All of the responsibilities for a semester for all theatre productions, including at least one (1) main stage performance.

Proportional Stipend: A percentage for each production based on the number productions per semester.

Limit Exception: One (1) maximum stipend per semester.

**TV/Radio: Program Producer**

Responsibilities include producing television and/or radio productions for broadcast working with faculty, students and staff in meeting the objectives of the production, including script writing, acting, lighting and editing.

- Maximum Stipend: Three productions per semester of at least one half hour each.
- Proportional Stipend: One-third per half-hour production.
- Limit Exception: One (1) maximum stipend per semester.

**Los Rios Community College District  
2004-05 Interim**

**Faculty Salary Schedule "A-175"  
(Tenure-Track and Long-Term Temporary Faculty Working a 175-Day Schedule)**

<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	35,188	39,098	43,000	46,916	49,258
2	36,595	40,662	44,720	48,792	51,229
3	38,059	42,288	46,509	50,744	53,278
4	39,581	43,980	48,370	52,774	55,409
5	41,164	45,739	50,304	54,885	57,625
6	42,811	47,569	52,317	57,080	59,930
7	44,523	49,472	54,409	59,363	62,328
8	46,304	51,450	56,586	61,738	64,821
9	48,157	53,508	58,849	64,207	67,413
10	50,083	55,649	61,203	66,776	70,110
11	52,086	57,875	63,651	69,447	72,914
12	53,040	60,190	66,197	72,224	75,831
13		61,292	67,409	75,113	78,864
14				78,118	82,019
15				79,549	83,521
Longevity*	55,162	63,744	70,106	82,730	86,862

\*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

This salary schedule may be retroactively increased for services rendered in the academic/contract year, contingent upon designated revenues realized in 2004-05. Estimated distribution date is July/August 2005.

Subject to audit, and, if necessary, correction to meet intent of negotiations.

Effective: July 1, 2004

Approved: August 2004

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**Los Rios Community College District  
2004-05 Interim**

**Faculty Salary Schedule "A-185"  
(Tenure-Track and Long-Term Temporary Faculty Working a 185-Day Schedule)**

<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>1</b>	37,198	41,333	45,458	49,597	52,074
<b>2</b>	38,685	42,985	47,277	51,580	54,157
<b>3</b>	40,234	44,705	49,167	53,644	56,321
<b>4</b>	41,843	46,492	51,134	55,789	58,575
<b>5</b>	43,518	48,353	53,178	58,022	60,919
<b>6</b>	45,257	50,287	55,306	60,341	63,355
<b>7</b>	47,068	52,298	57,518	62,756	65,890
<b>8</b>	48,951	54,390	59,820	65,266	68,524
<b>9</b>	50,908	56,566	62,212	67,877	71,266
<b>10</b>	52,945	58,828	64,700	70,590	74,117
<b>11</b>	55,063	61,181	67,288	73,415	77,080
<b>12</b>	56,072	63,629	69,980	76,351	80,164
<b>13</b>		64,794	71,262	79,406	83,370
<b>14</b>				82,582	86,706
<b>15</b>				84,095	88,294
<b>Longevity*</b>	58,314	67,386	74,111	87,459	91,825

\* After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

This salary schedule may be retroactively increased for services rendered in the academic/contract year, contingent upon designated revenues realized in 2004-05. Estimated distribution date is July/August 2005.

Subject to audit and, if necessary, correction to meet intent of negotiations.

Effective: July 1, 2004

Approved: August 2004

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Los Rios Community College District  
2004-05 Interim

Faculty Salary Schedule "B-1"  
(Adjunct Faculty / Overload Assignments)  
Lecture and Laboratory Hourly Rates

	Step	Class I	Class II	Class III	Class IV	Class V
Lecture	<b>1</b>	<b>48.87</b>	<b>54.30</b>	<b>59.72</b>	<b>65.16</b>	<b>68.41</b>
Lab		36.65	40.73	44.79	48.87	51.31
Lecture	<b>2</b>	<b>50.83</b>	<b>56.48</b>	<b>62.11</b>	<b>67.77</b>	<b>71.16</b>
Lab		38.12	42.36	46.58	50.83	53.37
Lecture	<b>3</b>	<b>52.86</b>	<b>58.73</b>	<b>64.60</b>	<b>70.48</b>	<b>74.00</b>
Lab		39.65	44.05	48.45	52.86	55.50
Lecture	<b>4</b>	<b>54.98</b>	<b>61.09</b>	<b>67.18</b>	<b>73.30</b>	<b>76.96</b>
Lab		41.24	45.82	50.39	54.98	57.72
Lecture	<b>5</b>	<b>57.17</b>	<b>63.53</b>	<b>69.87</b>	<b>76.22</b>	<b>80.04</b>
Lab		42.88	47.65	52.40	57.17	60.03
Lecture	<b>6</b>	<b>59.46</b>	<b>66.07</b>	<b>72.66</b>	<b>79.27</b>	<b>83.23</b>
Lab		44.60	49.55	54.50	59.45	62.42
Lecture	<b>7</b>	<b>61.84</b>	<b>68.71</b>	<b>75.57</b>	<b>82.45</b>	<b>86.57</b>
Lab		46.38	51.53	56.68	61.84	64.93
Lecture	<b>8</b>	<b>64.31</b>	<b>71.46</b>	<b>78.59</b>	<b>85.75</b>	<b>90.03</b>
Lab		48.23	53.60	58.94	64.31	67.52
Lecture	<b>9</b>	<b>66.88</b>	<b>74.32</b>	<b>81.73</b>	<b>89.18</b>	<b>93.63</b>
Lab		50.16	55.74	61.30	66.89	70.22
Lecture	<b>10</b>	<b>69.56</b>	<b>77.29</b>	<b>85.01</b>	<b>92.75</b>	<b>97.38</b>
Lab		52.17	57.97	63.76	69.56	73.04
Lecture	<b>11</b>	<b>72.34</b>	<b>80.39</b>	<b>88.40</b>	<b>96.45</b>	<b>101.27</b>
Lab		54.26	60.29	66.30	72.34	75.95
Lecture	<b>12</b>				<b>100.31</b>	<b>105.33</b>
Lab					75.23	79.00

Subject to audit, and, if necessary, correction to meet intent of negotiations.

**This salary schedule may be retroactively increased for services rendered in the academic/contract year, contingent upon designated revenues realized in 2004-05. Estimated distribution date is July/August 2005.**

Effective: July 1, 2004

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**Los Rios Community College District  
2004-05 Interim**

**Faculty Salary Schedule "B-2 & B-3"  
(Adjunct/Overload Non-Instructional Faculty)**

<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>1</b>	28.72	31.92	35.10	38.30	40.21
<b>2</b>	29.88	33.19	36.51	39.83	41.82
<b>3</b>	31.07	34.52	37.96	41.42	43.49
<b>4</b>	32.31	35.90	39.48	43.08	45.23
<b>5</b>	33.60	37.34	41.07	44.81	47.04
<b>6</b>	34.95	38.83	42.71	46.59	48.92
<b>7</b>	36.34	40.38	44.41	48.46	50.88
<b>8</b>	37.80	42.00	46.20	50.40	52.92
<b>9</b>	39.31	43.68	48.04	52.42	55.03
<b>10</b>	40.88	45.43	49.96	54.51	57.23
<b>11</b>	42.52	47.25	51.96	56.69	59.52
<b>12</b>				58.96	61.90

Subject to audit, and, if necessary, correction to meet intent of negotiations.

**This salary schedule may be retroactively increased for services rendered in the academic/contract year, contingent upon designated revenues realized in 2004-05. Estimated distribution date is July/August 2005.**

Effective: July 1, 2004

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# Attachment 1

# Calculation of Available Growth Revenues & Related Growth Cost 2005-06 to 2007-08

## 1. Calculation of Available Growth Revenues

Eighty percent (80%) of growth funds per Program Based Funding provisions and Basic Skills growth funds above \$814,467 received in 2005-06, 2006-07, or 2007-08 shall be initially appropriated in the following manner:

- 1.1 The increased costs associated with each year's actual full-time equivalent (FTE) instructional level above the previous year's actual instructional staffing level
  - 1.1.1 The actual instructional staffing level for each year shall be determined after the end of the fourth week Spring and shall be based upon the average of the Fall / Spring fourth week instructional FTE level for that year plus the change in FTE for the Summer term above the base level of 122.34. For this provision the Summer term is the term occurring prior to the Fall term for the fiscal year. This provision requires the agreement of all units to be implemented.
    - 1.1.1.1 To calculate the growth in instructional FTE for the Summer term, a productivity level of 450 will be used. If the actual Summer term productivity is below 450, growth funds will not be charged for FTE utilized below the 450 level.
  - 1.1.2 Such costs shall be computed based upon the 2004-05 standard adjunct FTE cost of \$40,959 (except the standard adjunct cost for Summer term instruction will not include the health and welfare benefit costs), and
    - 1) for 2005-06 any salary schedule improvements provided in 2004-05 after August 2005 and salary improvements provided for 2005-06; then
    - 2) for 2006-07, additional improvements provided for 2005-06 applied to the standard adjunct FTE cost, as adjusted, for 2004-05; then
    - 3) for 2007-08 additional improvements provided for 2006-07 applied to the standard adjunct FTE cost, as adjusted, for 2007-08.

- 1.1.3 The determination of actual staffing level utilized and actual enrollment growth revenues received for the contract year shall be made no later than sixty (60) days following the close of the district's fiscal year-end. Potential State funding deficits may reduce expected growth revenue. The records maintained by the District Office Business Services Department shall be used to determine actual staffing levels.
- 1.2 The salary and fringe benefit annual contract cost in the contract year of additional certificated counselors required to maintain a counselor/student ratio of 1:900;
  - 1.2.1 such positions shall be hired for the start of the following Fall semester; and
  - 1.2.2 continuing growth funds shall be committed for the additional authorized counseling positions and any unused continuing funds set aside for this purpose in the contract year shall be proportionately distributed to the unit on a one-time-only basis; then
- 1.3 The cost of additional full-time faculty required to be hired as specified in Title V provisions. The incremental salary and fringe benefits costs due to conversion of part-time instructional FTE to regular instructional positions and salary and benefit costs of other non-classroom faculty positions shall be funded from specified growth funds. The standard cost of salary and payroll related fringe benefit costs for 2004-05 is currently established at \$24,537 for converted instructional FTE. The standard cost of salary and payroll related fringe benefit costs or actual cost for newly hired non-classroom faculty (175 or 185 day) is \$59,329 or \$62,719, respectively. The established district contribution costs towards health benefits shall also be considered. Calculated standard costs for required faculty hires pursuant to Title V provisions shall be increased by any salary schedule and fringe benefit improvements provided in 2005-06 through 2007-08 as applicable;
  - 1.3.1 The salary and benefit costs of the additional full-time faculty hired shall consider whether such hires were for the start of the Spring semester or the following Fall semester.
  - 1.3.2 Continuing growth funds shall be committed for any positions authorized in the contract year; and
  - 1.3.3 any unused continuing growth funds set aside for this purpose shall be proportionately distributed to the unit on a one-time-only basis; then
- 1.4 The salary and fringe benefit cost of additional classified positions which are needed as a result of district enrollment growth or new educational sites.
  - 1.4.1 The maximum number of additional full-time equivalent (FTE) classified staff required due to enrollment growth shall be based

upon the district's current growth factor percentage assigned by the State multiplied by the total classified FTE level authorized for the year. Authorized classified FTE includes White Collar, Specialists, Blue Collar, Supervisory and Confidential positions funded with general purpose revenues.

- 1.4.2 Classified positions (FTE) which are funded with categorical resources/revenues are excluded from this computation; then
- 1.4.3 The additional classified FTE shall be in place no earlier than the Spring semester of the contract year or July 1 of the succeeding year.
- 1.4.4 The actual number of additional classified staff (FTE) authorized for the contract year and the related salary and benefit costs of such positions shall be funded from continuing growth funds.
- 1.4.5 The cost of any retroactive salary improvements for the additional classified positions which are authorized in a given contract year shall be provided from growth funds; and
- 1.4.6 Any unused continuing growth funds shall be proportionately distributed to the unit on a one-time-only basis.
- 1.5 Additional administrative positions shall not be funded from growth funds.
- 1.6 The remaining available growth funds shall be distributed proportionately to LRCFT in accordance with Appendix A.
- 1.7 **Cost Reductions**

The cost savings or cost reductions related to those items listed below shall be calculated and applied as an additional source of funds. Typical items are student growth costs previously funded from growth revenues and are:

  - 1.7.1 The cost reductions associated with the actual instructional FTE utilized for the academic year based upon the average of the Fall / Spring fourth week instructional FTE level which is below the previous year's actual instructional staffing level. The standard 2004-05 part-time cost per FTE of, as defined per Article 1.1, shall be used to determine instructional cost savings, and
  - 1.7.2 The cost reductions in the contract year attributed to the annual salary and fringe benefit cost due to the reduced number of full-time-equivalent (FTE) certificated counselors required per the terms of the LRCFT contract. The previous year's required counseling FTE shall be used as a base to determine the net reduction in FTE for the current contract year. The standard 2004-05 counseling part-time cost per FTE of \$50,016 (@185 days) or the 2004-05 standard cost for entry level Schedule A shall be used to determine such cost reductions. Actual counselor staffing FTE levels above the required

staffing level shall be used in the determination of cost if such levels are greater.

- 1.7.3 Any other cost reductions due to staffing changes (reduction) previously funded from growth funds as further described 1.1 to 1.4.
- 1.7.4 The total amount of cost savings as determined above shall be proportionately distributed to LRCFT.
- 1.8 Available Growth Revenue for 2006-07 and 2007-08 shall be determined in the same manner as 2005-06 contract year except that:
  - 1.8.1 The actual instructional staffing levels expressed in full-time equivalent (FTE) terms in either 2006-07 or 2007-08 which is greater than the actual FTE level of the previous year shall be determined for the particular contract year; and
  - 1.8.2 Standard part-time FTE cost of \$40,959 as defined in 2004-05 shall be adjusted for salary schedule improvements provided in 2005-06, 2006-07, and 2007-08.
  - 1.8.3 The standard net cost increase amounting to \$24,537 plus the established district contribution cost towards health benefits for any conversions of part-time instructional FTE shall be adjusted for any salary schedule and benefit improvements provided in 2004-05, 2005-06, and 2006-07.