

Appendix B

Salary and Benefits 2009-10 and 2010-11

Any salary, fringe benefit, and stipend improvements, including:

- 1) step and class changes; and
- 2) improvements to District contribution for medical and dental insurance; and
- 3) increase in premium cost for the term life insurance and accidental death and dismemberment coverage; and
- 4) increased parking costs incurred by members; and
- 5) increased Professional Development Leaves; and
- 6) funding the package for:
 - a) Department Chair Level I and Level II Stipend Improvement
 - b) Adjunct Faculty Office Hour Hourly Rate Improvement; and
- 7) setting aside \$50,000 from each year's lottery funds above base (one-time) for the following year's Paid Catastrophic Sick Leave Program; in addition, lottery funds will be charged for costs incurred in the 2009-10 and 2010-11 years in excess of \$50,000 as defined in Appendix A.

shall be determined for fiscal years 2009-10 and 2010-11 in accordance with the provisions stated in Sections A.1 through A.16 of the Salary and Benefits - 2008-09. All such improvements as determined for 2009-10 and 2010-11 shall be effective at the start of the particular academic/contract year.

B.1 Funding Sources

Eighty percent (80%) of such revenues defined in Section A.1, Salary and Benefits - 2008-09, shall be allocated and distributed in the same manner for the 2009-10 and 2010-11 defined revenues received. Related base amounts for each contract year shall be computed as follows.

B.1.1 Program Based Funding (PBF) Revenue

The base amount is the amount recognized or received in the previous year per Program Based Funding (PBF) provisions, which includes any Growth Funds, Program Improvement Funds and any other revenues which are computed as base revenue, including Partnership for Excellence and Equalization, per PBF provisions by the State of California, Chancellor's Office. Such PBF base revenues may also be reduced by any retroactively applied State deficit.

New or increased Program Based Funding revenues above the base amount are generally derived from two sources: 1) Cost of Living Adjustments

(COLA); and 2) Growth Funds. Any other categories of unrestricted Program Based Funding financing formula which are added or modified in 2009-10 or 2010-11 shall also be allocated to LRCFT unit members in accordance with provisions stated in Appendix A. Any reduction in funds resulting from Title V, Section 53310 provisions (75:25 Full-time/Part-time faculty ratio) shall reduce new or increased funds.

B.1.2 State Program Improvement Funds (PIF)

Unrestricted Program Improvement Funds received in 2009-10 or 2010-11 shall be proportionately allocated to the bargaining unit. Base revenue for State Program Improvement Funds is established at zero since previous year's PIF revenue are typically added to PBF revenue and becomes part of PBF base amounts stated in Section B.1.1.

B.1.3 Lottery Revenue

The base amount for Lottery revenue is established at \$3.3 million. 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.

B.1.4 District Contribution Reduction

Should the District contribution for medical/dental coverage be reduced in either year covered by this appendix below the preceding year's 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.

B.1.5 Cost Reduction/Salary Savings

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

B.1.5.1 Should the Summer instructional FTE be lower than the base of 122.34 established in Attachment 1, then the savings would be shared equally between the District and LRCFT not to exceed the amount funded by LRCFT under the provisions of Section A.2.13.1. Such savings will be regarded as one-time-only funds until the base is fully funded from continuing resources.

B.1.6 Other Funding Sources

Should revenues for Program Based Funding, Basic Skills Growth Revenue be increased or reduced as a result of retroactive calculations performed by the State Chancellor's Office (February 2009 or 2010 Recalculation or other State computations) such revenue adjustments shall be applied to the related revenue computations as per Section A.1 provisions.

B.2 Distribution or Allocation of Funds

LRCFT unit members shall receive their proportionate share of such increased revenues which shall be applied in the same priority order as listed in Section A.2 of

Appendix A provisions, except that any previous year's continuing costs of LRCFT unit members funded from one-time-only revenues in that year shall have first priority. The cost of any additional stipends or stipend categories mutually agreed to during the term of the contract shall also be funded from LRCFT's proportionate share of revenues.

B.2.1 Summer term salaries will not be retroactively improved for any continuing or one-time-only salary schedule improvements. Summer term salaries will continue to be paid from the interim salary schedule from the fiscal year preceding the 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.

B.3 Available Growth Revenues

Available Growth Funds, as defined in Attachment 1, shall be proportionately distributed to LRCFT on a continuous or one-time-only basis dependent upon the nature of such funds received by the District. The same terms stated in Attachment 1 shall apply to 2009-10 and 2010-11 contract year.

B.4 Reduction or Insufficient Defined Revenues

Should the total of all defined revenues be less than or equal to the base amounts stated in Section B.1, or sufficient revenues are not received to fund the full cost step and class changes and other increased payroll related benefits, LRCFT unit members shall bear their proportionate share of eighty percent (80%) of such reduced or insufficient funds.

LRCFT's proportionate share of computed revenue reductions shall be applied, but not limited to: a) salary schedule adjustments; b) workload adjustments; or c) other adjustments as mutually agreed to by LRCFT and the District.