

LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
LRCFT

Background

The 2009-10 budget does not contain any Cost of Living Increase (COLA) funds nor Growth funds. As provided in the collective bargaining agreement, cost increases may be advanced by the District from projected new revenues. However, in the 2009-10 budget, there are no new revenues from which cost increases can be advanced. Therefore, the increase in the medical premium will not be advance funded by the District but paid by employees until such time as there are continuing revenues to cover the increased premiums.

LRCFT expressed an interest to reduce the impact on adjunct faculty who participate in the District's medical plans by covering a portion of the premium increase with unit resources.

One resource identified was type A and B leaves carryover. A portion of A/B leaves normally is paid as one-time-only retro as currently specified in the contract. However, to fund one-half of the premium increase for adjunct faculty, an additional amount of carryover was required.

Subsequent to initial discussions, the District learned that the part-time faculty compensation program had been increased for 2008-09 by \$252,212. These funds should likely be treated as one-time due to program reductions in 2009-10. However, it does provide an opportunity to use these funds toward covering a portion of the medical premiums. In addition, the use of the A/B carryover for the retro can help to enhance the overall retro for LRCFT members.

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The following is agreed to:

For 2008-09, carryover of A/B leaves of 1.10 FTEF in addition to the 1.54 FTEF under current collective bargaining provisions will be used to support a one-time-only salary schedule improvement for 2009-10.

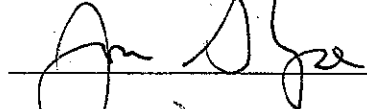
In 2008-09, the additional part-time faculty compensation will be used to fund \$127,764, the estimated amount to cover ½ the Kaiser premium increase. The balance will be set-aside as one-time-only resource for the 2009-10 compensation calculation.


For the LRCFT:

  
Date 7-28-09

  
Date 7-28-09

For the District:

  
Date 7/28/09

  
Date 7/28/09