

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
LRCFT

Background

The Governor's initial budget proposal for the 2008-09 fiscal year has no cost of living adjustment (COLA) and only one-percent (1%) growth funding. COLA funds are the primary revenue source for funding step and class changes as well as increases in health and welfare and payroll related cost increases. Therefore the District anticipates almost no new continuing funds in the 2008-09 year to cover these cost increases which generally require 2% to 2.5% in increased funding.

Continuing funds for the 2007-08 year are still not determined. New funds will come from three sources: growth related to the shift of summer FTES to the 2006-07 year, COLA for 2007-08, and growth for 2007-08. Growth for 2007-08 is subject to great uncertainty at this time and the final numbers will not be known until February 2009. The other factor affecting continuing revenues is a property tax shortfall that reduced total funding by almost 1.5% at the 1st Principal Apportionment.

However, the District still projects available continuing revenues and the District and LRCFT have agreed to modify the distribution of such resources for the 2007-08 year to reserve a portion of the funds for 2008-09 continuing costs. In addition, during negotiations for the contract period commencing 7/1/2008, compensation items were prioritized even with the recognition of limited funding for implementation.

The three continuing compensation items include:

1. An increase in the Head Coach stipend in recognition of service performed outside the academic year such as recruitment activities.
2. Modifying the Adjunct Office hours program to allow participation of adjunct faculty who have an assignment between .20 and .40
3. Increase in the Department Chair Level I and Level II stipends to a rate in proportion to the Level III compensation/workload expectation.


In addition, a charge against one-time funds will be made as the initial funding for a catastrophic leave bank.

The following is agreed to:


1. The 2007-08 continuing and non-continuing salary schedule improvement will be calculated as stipulated in Appendices A and B.
2. Two compensation improvements will then be funded from the net continuing resources.

- a. An increase in the Head Coach stipend representing three-days at the average daily rate of coaches as established during the negotiation process at \$464 including related benefits.
 - b. One-half (1/2) the estimated cost to implement office hours for adjunct faculty with a load assignment between .20 and .40 FTE. The District will fund the other half from continuing PDF resources in 2008-09. The total estimated cost is \$300,266.
 - c. One-tenth (1/10th) the cost to implement an improvement in the Department Chair stipends at an estimated cost of \$28,361. This increase would modify the 2008-09 Level I rate to \$1,351, currently \$1,109 and the Level II rate to \$2,703, currently \$2,218, without regard to any salary schedule improvement that may be added to the 2007-08 base rate. Further improvements to this stipend are provided for in Appendix A of the 2011-2014 agreement.
3. Then, a maximum of 2.25% of a continuing salary schedule improvement will be deducted from the remaining continuing funds.
 4. Then, if any continuing funds remain, a continuing salary schedule improvement retroactive to July 1, 2007.
 5. The continuing funds earmarked in items 2 and 3 will be paid as one-time only for 2007-08 to be used to fund both the compensation improvements identified in item 2, and class and step costs as well as health and welfare and payroll related cost increases for 2008-09.
 6. A set-aside from one-time funds available for a retroactive salary schedule improvement will be made in the amount of \$50,000 for a paid health leave program that will be defined in the 2008-11 contract period.

For the LRCFT:

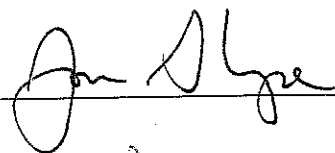


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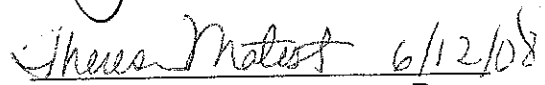


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For the District:



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Revised on: June 12, 2008