

**MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS COLLEGE FEDERATION OF TEACHERS**


November 12, 2008

Based upon Spring 2008 negotiations, LRCFT and LRCCD formed several committees with varying deadlines. The parties agree that the following committees can continue their work and present their recommendations to their respective bargaining teams no later than the dates provided below:

- Licensing Issues Committee – April 2009
- Paid Health Leave Committee – April 2009
- Faculty Professional Development Opportunities Study Committee – December 2009

LOS RIOS COMMUNITY
COLLEGE DISTRICT

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



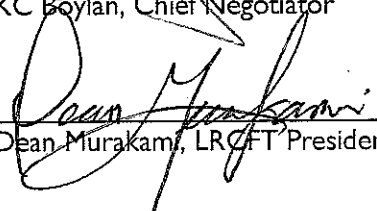
John Sharpe, Deputy Chancellor



KC Boylan, Chief Negotiator



Ann Aaker, Associate Vice Chancellor
Human Resources



Dean Murakami, LRCFT President

12/17/08

DATE

12/17/08

DATE

**MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS COLLEGE FEDERATION OF TEACHERS LOCAL 2279**

November 11, 2008

Background

Upon review, Section 2.10.1 and the asterisk notation on the three Salary Schedule A's (pages 201, 203, and 205 of the LRCFT collective bargaining agreement) are in conflict with each other.

Agreement

The parties agree to the following:

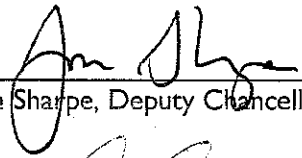
A. Modify Section 2.10.1:

2.10.1 After twenty (20) years of **continuous** full-time service with Los Rios Community College District, a longevity factor will be provided to the regular faculty employee, which is four percent (4%) of the member's appropriate range and step. The increase in salary for the longevity factor shall occur at the beginning of the succeeding academic/contract year or semester after the qualifying years of service are completed.


B. Modify the asterisk notation on the three Salary Schedule A's:

*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. (Please see Section 2.10.1) Figures provided reflect the longevity increment applied to the last step in each class.

LOS RIOS COMMUNITY
COLLEGE DISTRICT



Jon Sharpe, Deputy Chancellor




Ann Aaker, Associate Vice Chancellor
Human Resources

DATE

12/17/08

LOS RIOS COLLEGE
FEDERATION OF TEACHERS



KC Boylan, Chief Negotiator



Dean Murakami, LRCFT/President

DATE

12/17/08

**MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS COLLEGE FEDERATION OF TEACHERS LOCAL 2279**

October 15, 2008

Background

AB 591 legislation passed in August 2008 to provide for adjuncts to teach up to 67% effective January 2009. The specific interest was to provide for an adjunct to teach two 5-unit lecture classes in one semester or one 4-unit and two 3-unit classes both adding up to .670 FTE. The District has an interest in providing a safety net for those with positions that can add FTE easily as we do not wish to exceed 1.340 FTE after January 1, 2009 such that we must employ an individual as a tenure-track faculty member unintentionally. The District and LRCFT both have an interest in increasing the limits proportionally. The current annual maximums are 1.150 per academic year for instructional adjunct faculty and 1.066 for non-instructional/SRPSTC adjunct faculty.

Agreement

The parties agree to the following:

- A. Effective January 1, 2009, the maximums for adjunct faculty will be as follows:
- Academic year maximum for instructional adjunct faculty: 1.290
 - Academic year maximum for non-instructional*/SRPSTC adjunct faculty: 1.206
- A maximum during any semester is .670 unless approved by a Vice President of Instruction and Human Resources (the current practice of approval).
- * Non-instructional faculty includes college nurses, counselors, librarians, and those faculty who provide both students services and instruction.*
- B. Overload assignments will remain at a maximum of .600 FTE per semester based upon the District's past practice of supporting quality instruction/service and not wanting any employees' work to overburden their lives. We believe that .600 allows for students to continue receiving quality instruction and/or services.
- C. There will be no change in the benefit structures for adjunct faculty.

LOS RIOS COMMUNITY
COLLEGE DISTRICT



John Sharpe, Deputy Chancellor



Ann Aaker, Associate Vice Chancellor
Human Resources

10/27/08
DATE

LOS RIOS COLLEGE
FEDERATION OF TEACHERS



KC Boylan, Chief Negotiator



Dean Murakami, LRCFT President

October 27, 2008
DATE