

Appendix A

Salary and Benefits

A.1 Funding Sources/Fiscal Years

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.
- 5) Contract year consists of the fiscal years 2014-15, 2015-16, 2016-17.
- 6) Any reference to prior year refers to the fiscal year preceeding one of the contract years stated above.

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 Base Revenues (Basic Allocation plus Base Full-Time Equivalent Students; funded by State General Apportionment, Property Taxes, Education Protection Act (EPA), and Student Enrollment Fees)

The base amount for a contact year is the revenue level recognized in the prior fiscal year that was used for retroactive salary improvement calculations for that year including any prior year Cost of Living Adjustments (COLA), and prior year Growth Funds and reduced by any State deficit, which may be applied retroactively. Base revenues are generally considered "continuous" funds and shall be used to fund continuing salary and benefit costs applicable to LRCFT unit members.

A.1.2 COLA

New or increased revenues above the base amount are generally derived from two primary sources: 1) Cost of Living Adjustments (COLA); and 2) Growth Funds. The determination, availability, and distribution of the bargaining units proportionate share of new or increased revenues due to

the COLA factor applied to Base Revenue is dependent upon the final adoption of the State Budget and the reliability of receiving such entitlements. An initial salary schedule improvement may be 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) and subject to the use of such funds as provided in section A.2.

A.1.3 Growth Funds

After providing for specified District costs associated with student growth, available Growth Funds as described in Attachment 1 which are attributed to an increase in funded Full-Time Equivalent Students (FTES) or an increase in the District's Basic Allocation are considered continuous funds and are proportionally allocated to unit members.

A.1.4 Lottery Revenue

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

Beginning in 2014-15, the base amount for unrestricted Lottery revenue will be increased by \$2.6M to a new established base of \$5.9M. Eighty percent (80%), which is \$2.08M, of the increase will be considered a continuing resource and the proportionate amount of such funds provided to LRCFT through the proportionate share calculation as a continuing resource.

Lottery revenues below the base amount of \$5.9M shall reduce available continuous funds.

Any revenue received above the new established base of \$5.9M is considered one-time-only revenue and the proportionate amount of eighty percent (80%) of such funds provided to LRCFT as a non-continuing resource.

A.1.5 State Mandates

Mandate Block Grant is unrestricted funding provided to districts that elect to receive a block grant in lieu of filing claims seeking reimbursement for mandated activities for a specific fiscal year. If the State budget includes mandate block grant funding during the contract year and the District elects to receive the block grant in lieu of filing a claim, eighty percent (80%) of that amount will be allocated to the compensation calculation to be distributed to LRCFT unit members based upon its proportionate share. This resource is categorized as one-time funding.

This section is not applicable to mandate reimbursements, if any, for claims filed for years preceding the 2014-15 fiscal year.

A.1.6 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 Section 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.1.6.1 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. As well as for benefits provided to adjunct faculty who participate in the District's plan.

A.1.6.2 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.1.6.3 Such reimbursements are considered a funding source available to LRCFT for related medical premium costs (Section A.2.3) in the year such monies are paid by the State and received by the District.

A.1.7 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 twenty percent (.20 FTE) or more. The Adjunct Faculty Office Hours Program is further described in Section 4.10.11 and follows the guidelines and requirements prescribed by the State Chancellor's Office.

A.1.7.1 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.1.7.2 Amounts received by the District from the State shall be used to reduce the cost of this program.

A.1.7.3 Such reimbursements are considered a funding source available to LRCFT for adjunct office hour costs (Section A.2.10) in the year such monies are paid by the State and received by the District.

A.1.8 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 2013-14 level of Part-Time Faculty Compensation funds is \$1,102,403. 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 \$1,137,623 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. If the State further reduces the funding, other continuing sources will be used to offset such continuing costs.

A.1.9 District Contribution Reduction

Should District contribution for medical and dental coverage be reduced in a contract year 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 a contract year 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 Section A.6 shall be available to the unit as another source of revenue.

A.1.11 State Revenue Recalculations and Other Funding Sources

Should Base, COLA or Growth revenues be increased or reduced as a result of retroactive calculations performed by the State Chancellor's Office (February of the following year) such revenue adjustments shall be applied to the related revenue computations as per Section A.1.1 through A.1.9.

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 a contract year 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 a contract year 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 Section 3.3.5.
- A.2.4 The increased cost over the prior year level of providing the District contribution up to the level agreed to by the District and LRCFT for each contract year.
 - A.2.4.1 The 2014-15 District contribution for medical premiums is established at \$1,130.16 per month on a twelve-month basis and shall remain at this level until sufficient continuing funds allow for an increase, subject to agreement by the District and LRCFT to use continuing resources for any additional contribution. The contribution level is only made up to the premium level for the plan selected.
 - A.2.4.1.1 For 2014-15, the District will contribute to a Health Savings Account (H.S.A.) for regular employees who select the Western Health Advantage High Deductible Health Plan (WHA HDHP). The contribution level is either \$100 per month or \$150 per month dependent upon single or family coverage, respectively. The H.S.A. contribution will remain in effect for the contract term unless the WHA HDHP is discontinued or as long as the WHA HDHP premium plus the contribution is less than or equal to the District contribution. Adjunct employees may select the WHA HDHP plan but are not eligible for the H.S.A. contribution.
 - A.2.4.2 Negotiated increases in the District contribution for medical premiums may be determined prior to the open enrollment period for the upcoming fiscal year dependent upon the availability of continuing resources.
 - A.2.4.3 The District contribution level may be increased, but not lowered, during or at the end of each contract year subject to the availability of continuing resources. However, this does not preclude a reduction in the contribution level for the subsequent year if the District and LRCFT agree to a lower contribution.
- A.2.5 The cost in a contract year for increasing the District contribution for the monthly dental premium.
 - A.2.5.1 For 2013-14; the District contribution level for dental coverage is established at \$129.00 per month (twelve month basis);

- A.2.6 Any increase in the premium cost above the current premium of \$5.60 for \$50,000 term life insurance, accidental death and dismemberment coverage.
- A.2.7 Non-credit revenues identified in accordance with Section 4.6.2, which are set aside for non-credit unit members workload adjustments; then
- A.2.8 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.2.9 The incremental cost increase of parking fees reimbursed to unit members in the preceding academic/contract year as defined per Section 3.9; then
- A.2.10 The increased cost for compensating adjunct faculty for office hours; then
- A.2.11 The cost to fund additional Type B Leaves as defined in Section 11.6.8.1.
- A.2.12 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 Base, COLA and Growth 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 three percent (3%). Continuing funds earmarked as described in Sections A.2.13 and A.2.14 will be paid to all unit members as one-time only until sufficient funds are accumulated for implementation of those items.
 - A.2.12.1 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.2.12.2 Any of the above costs funded in a contract year from one-time-only revenues (as defined in Section A.1) shall be considered one-time-only distributions/improvements for the contract year. One-time only revenues are typically included with any distribution of retroactive compensation and other improvements.
- A.2.13 Then, remaining continuing funds shall be earmarked for the multi-year funding plan (described in Sections A.2.13 and A.2.14) for funding an increase in the stipends for Department Chairs and the increased cost for compensating adjunct office hours on the basis of Schedule B-1 placement.
 - A.2.13.1 Sixty percent (60%) of the earmarked continuing funds shall be used to improve the Department Chair Level I and Level II stipends to an amount equivalent to \$3,532 and \$7,065 respectively. These rates do not include any intervening salary schedule improvement that may occur prior to implementing the improvement. If such improvements are made, the stipend amount would be improved accordingly.

A.2.13.2 Forty percent (40%) of the earmarked continuing funds shall be used to fund the cost of compensating adjunct office hours at an hourly rate based upon the actual placement on Schedule B-1. The determination of the rate is the annual Schedule A class and step placement divided by 1,430 hours. Additional provisions for this change will be determined prior to implementation to avoid a reduction in pay for any participating member.

A.2.14 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 Section 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 Prior to distribution of lottery revenues to unit members, \$50,000 will be charged to the unit for the contract year Paid Catastrophic Sick Leave program. In addition, lottery funds will be charged for one-half (1/2) the amount of costs incurred by the leave bank between \$50,000 and \$150,000. If costs for the contract year exceed \$150,000, the unit will bear the full cost above \$150,000 as a charge against lottery revenues. In the event the costs for the program are less than \$50,000 in the contract year, the balance of the \$50,000 set aside from the prior year will be carried forward to the following contract year and will be factored as part of the unit's contribution for costs incurred above \$50,000 in any year going forward until exhausted.

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

The distribution of available net resources as defined in A.2 shall be made no later than sixty (60) days after the final status of such funds is determined by 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 Sections 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 the prior year may be used to:

- A.6.1 Address the unit's proportionate share of any reductions in Base 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 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 Section 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 unit members who participated in the plan(s) per Internal Revenue Service code 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 a contract year 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 contract year 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 the contract year.

- 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 a contract year which affect the application of the contract provisions, the above Sections A.1 to A.5 shall not apply. Such new unrestricted funding provisions shall be subject to further negotiation for the contract year.

A.12 Reduction or Insufficient Defined Revenues

Should the total of all defined revenue/resources for a contract year be less than or equal to the various specified base amounts stated in Section 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 Appendix 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 a contract year defined revenues per Section A.1 are calculated at a lower level than received or recognized in the prior year, 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 a contract year compensation improvements and related benefit costs for a contract year 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 future years.

2014-15 Athletic/Coaching Stipend Schedule for Faculty
Coaching formula hour assignments and stipend compensation shall be as follows:

Head Coaching Stipend Schedule For Faculty						
Assignment	Formula Hours	Step 1	Step 2	Step 3	Step 4	Step 5
Baseball	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Basketball	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Cross Country	7	\$4,043	\$4,205	\$4,373	\$4,548	\$4,730
Football	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Golf	7	\$4,043	\$4,205	\$4,373	\$4,548	\$4,730
Hockey	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Soccer	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Softball	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Swimming	7	\$4,043	\$4,205	\$4,373	\$4,548	\$4,730
Tennis	7	\$4,043	\$4,205	\$4,373	\$4,548	\$4,730
Track & Field	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Volleyball	7	\$5,160	\$5,366	\$5,581	\$5,804	\$6,036
Water Polo	7	\$4,043	\$4,205	\$4,373	\$4,548	\$4,730
Wrestling	7	\$4,043	\$4,205	\$4,373	\$4,548	\$4,730
Steps are awarded for every five years of serving as a head coach						

Assistant Coaching Stipend Schedule for Faculty*		
Assignment	Formula Hours	Stipend
Baseball, assistant	5	\$2,233
Basketball, assistant	5	\$2,233
Football, assistant	5	\$2,233
Soccer, assistant	5	\$2,233
Softball, assistant	5	\$2,233
Track and Field, assistant	5	\$2,233
*Assistant coaching stipend is only available to a regular faculty member		

2014-15 Department Chair Stipend Schedule for Faculty

Department Chair Level*	Maximum Stipend**
Level I: Under 15 Points	\$1,351
Level II: 15 – 19.9 Points	\$2,703
Level III: 20 Points or More	20% Reassigned Time Per Semester

**** Refer to Article 2 and Appendix G for additional information regarding Department Chairs.***

***** Refer to MOU #26 of the 2005-2008 LRCFT Collective Bargaining Agreement regarding an increase in the stipend and its triggering mechanism for Department Chairs.***

Effective: July 1, 2014

2014-15 Performing Arts Stipend Schedule for Faculty

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

Subject	Maximum Stipend*
Art: Art Gallery Director	\$1,305
Dance: Director	\$1,305
Forensics: Coach (district-wide)	\$1,863
Forensics: Assistant Coach	\$1,305
Forensics: Tournament Coordinator / Debate	\$931
Journalism: Student Newspaper	\$1,863
Journalism: Literary Journal Advisory	\$1,863
Music (Performing Group): Director	\$1,863
Theatre Arts: Director	\$1,863
Theatre Arts: Technical Director	\$1,863
Theatre Arts: Technical Director, Lighting	\$1,305
Theatre Arts: Technical Director, Scene/Set	\$1,305
Theatre Arts: Musical Director	\$1,863
Theatre Arts: Vocal Director	\$1,305
Theatre Arts: Costumer	\$1,863
Theatre Arts: Choreography	\$1,305
Theatre Arts: Promotion/Box Office	\$1,863
TV/Radio: Program Producer	\$1,305

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

Effective: July 1, 2014

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 (2) 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 (4) primary non-student exhibits.

Proportional Stipend: One-quarter (1/4) 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 (3) full-production performances per semester.

Proportional Stipend: One-third (1/3) 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 (4) tournaments per semester.

Proportional Stipend: One-quarter (1/4) of maximum stipend per tournament.

Limit Exception: Two (2) 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 (3) tournaments per semester.

Proportional Stipend: One-third (1/3) of maximum stipend per tournament.

Limit Exception: Two (2) 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 (3) tournaments per semester.

Proportional Stipend: One-third (1/3) of maximum stipend per tournament.

Limit Exception: Two (2) 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 (1/4) 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 (2) 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 (4) concert performances per semester.

Proportional Stipend: One-quarter (1/4) 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 (4) performances per production.

Proportional Stipend: One-quarter (1/4) of maximum stipend for each performance. Special productions (i.e., children's theatre, touring groups, etc.).

Theatre Arts: Technical Director

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

Proportional Stipend: One-quarter (1/4) of maximum stipend for each performance. Special productions (i.e., children's theatre, touring groups, etc.).

Theatre Arts: Technical Director - Lighting

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, per college

Theatre Arts: Technical Director - Scene/Set

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, per college

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 (4) performances per production.

Proportional Stipend: One-quarter (1/4) 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 (1/4) 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 (1/4) 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 (3) productions per semester of at least one half (1/2) hour each.

Proportional Stipend: One-third (1/3) per half-hour production.

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

Los Rios Community College District
2013-14 Interim

Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule

Step	Class I	Class II	Class III	Class IV	Class V
1	39,416	43,797	48,168	52,554	55,178
2	40,993	45,549	50,095	54,656	57,385
3	42,633	47,371	52,099	56,842	59,681
4	44,338	49,266	54,183	59,116	62,068
5	46,112	51,236	56,350	61,481	64,551
6	47,956	53,286	58,604	63,940	67,133
7	49,874	55,417	60,948	66,498	69,818
8	51,869	57,634	63,386	69,157	72,611
9	53,944	59,939	65,922	71,924	75,515
10	56,102	62,337	68,558	74,801	78,536
11	58,346	64,830	71,301	77,793	81,677
12	60,680	67,423	74,153	80,904	84,944
13	63,107	70,120	77,119	84,141	88,342
14			80,204	87,506	91,876
15				91,006	95,551
Longevity*	65,631	72,925	83,412	94,647	99,373

*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.

Effective: July 1, 2013

Board Approved - July 10, 2013

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

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Los Rios Community College District
2013-14 Interim

Librarian Salary Schedule "A-164"
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)
Annual Salary Schedule

Step	Class I	Class II	Class III	Class IV	Class V
1	39,577	43,976	48,365	52,768	55,404
2	41,160	45,735	50,299	54,879	57,620
3	42,807	47,564	52,311	57,074	59,924
4	44,519	49,467	54,404	59,357	62,321
5	46,300	51,445	56,580	61,732	64,814
6	48,152	53,503	58,843	64,201	67,407
7	50,078	55,643	61,197	66,769	70,103
8	52,081	57,869	63,645	69,440	72,907
9	54,164	60,184	66,191	72,217	75,824
10	56,331	62,591	68,838	75,106	78,856
11	58,584	65,095	71,592	78,110	82,011
12	60,927	67,699	74,455	81,235	85,291
13	63,365	70,407	77,434	84,484	88,703
14			80,531	87,863	92,251
15				91,378	95,941
Longevity*	65,899	73,223	83,752	95,033	99,779

* 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.

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Los Rios Community College District
2013-14 Interim

Faculty Salary Schedule "A-174"
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)
Annual Salary Schedule

Step	Class I	Class II	Class III	Class IV	Class V
1	41,991	46,657	51,314	55,986	58,782
2	43,670	48,523	53,366	58,225	61,133
3	45,417	50,464	55,501	60,555	63,578
4	47,234	52,483	57,721	62,977	66,122
5	49,123	54,582	60,030	65,496	68,766
6	51,088	56,766	62,431	68,116	71,517
7	53,131	59,036	64,928	70,840	74,378
8	55,257	61,398	67,526	73,674	77,353
9	57,467	63,854	70,227	76,621	80,447
10	59,766	66,408	73,036	79,686	83,665
11	62,156	69,064	75,957	82,873	87,011
12	64,643	71,827	78,995	86,188	90,492
13	67,228	74,700	82,155	89,635	94,112
14	-	-	85,441	93,221	97,876
15	-	-	-	96,950	101,791
Longevity*	69,917	77,688	88,859	100,828	105,863

* 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.

Effective: July 1, 2013

Board Approved - July 10, 2013

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Los Rios Community College District
2013-14 Interim

Faculty Salary Schedule "B-1"
(Adjunct Faculty / Overload Assignments)
Lecture and Laboratory Hourly Rates/164 Days B-1

	Step	Class I	Class II	Class III	Class IV	Class V
Lecture	1	54.74	60.83	66.90	72.99	76.63
Lab		41.05	45.63	50.17	54.74	57.47
Lecture	2	56.94	63.27	69.57	75.91	79.71
Lab		42.70	47.45	52.18	56.93	59.78
Lecture	3	59.21	65.79	72.36	78.95	82.89
Lab		44.41	49.34	54.27	59.21	62.17
Lecture	4	61.59	68.43	75.25	82.10	86.21
Lab		46.19	51.32	56.44	61.58	64.66
Lecture	5	64.04	71.16	78.26	85.39	89.66
Lab		48.03	53.37	58.70	64.04	67.25
Lecture	6	66.61	74.00	81.39	88.80	93.24
Lab		49.96	55.50	61.05	66.60	69.93
Lecture	7	69.27	76.96	84.66	92.35	96.97
Lab		51.95	57.72	63.49	69.26	72.73
Lecture	8	72.04	80.05	88.03	96.06	100.84
Lab		54.03	60.04	66.02	72.04	75.63
Lecture	9	74.92	83.25	91.55	99.90	104.87
Lab		56.19	62.44	68.66	74.92	78.65
Lecture	10	77.92	86.58	95.23	103.90	109.08
Lab		58.44	64.93	71.42	77.92	81.81
Lecture	11	81.03	90.05	99.03	108.05	113.43
Lab		60.77	67.54	74.27	81.04	85.07
Lecture	12	84.27	93.65	102.99	112.37	117.98
Lab		63.20	70.24	77.25	84.27	88.49
Lecture	13	87.64	97.40	107.11	116.86	122.70
Lab		65.73	73.05	80.34	87.65	92.03
Lecture	14	-	-	111.40	121.53	127.61
Lab		-	-	83.55	91.15	95.71
Lecture	15	-	-	-	126.40	132.71
Lab		-	-	-	94.80	99.54

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Lab hours equate to 3/4 of a lecture hour.

Effective: July 1, 2013

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Los Rios Community College District
2013-14 Interim

Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)

Step	Class I	Class II	Class III	Class IV	Class V
1	32.17	35.76	39.32	42.91	45.04
2	33.47	37.18	40.90	44.62	46.85
3	34.80	38.67	42.53	46.40	48.72
4	36.20	40.22	44.23	48.27	50.67
5	37.63	41.83	46.00	50.19	52.70
6	39.14	43.49	47.83	52.20	54.80
7	40.71	45.24	49.74	54.28	56.99
8	42.34	47.05	51.74	56.46	59.28
9	44.04	48.92	53.82	58.71	61.64
10	45.79	50.89	55.96	61.06	64.11
11	47.63	52.92	58.20	63.51	66.67
12	49.54	55.04	60.53	66.04	69.35
13	51.52	57.24	62.95	68.68	72.12
14			65.47	71.43	75.01
15				74.29	78.01

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