

Attachment 1

Calculation of Available Growth Revenues & Related Growth Cost

1. Calculation of Available Growth Revenues

Eighty percent (80%) of growth funds per Program Based Funding provisions received in a contract year shall be initially appropriated in the following manner:

1.1 The increased costs associated with each year's actual full-time equivalent (FTE) instructional level above the previous year's actual instructional staffing level

1.1.1 The actual instructional staffing level for each year shall be determined after the end of the third week Spring and shall be based upon the average of the Fall / Spring week instructional FTE level for that year plus the change in FTE for the Summer term above the base level of 122.34. For this provision the Summer term is the term occurring prior to the Fall term for the fiscal year. This provision requires the agreement of all units to be implemented.

1.1.1.1 To calculate the growth in instructional FTE for the Summer term, a productivity level of 450 will be used. If the actual Summer term productivity is below 450, growth funds will not be charged for FTE utilized below the 450 level.

1.1.2 Such costs shall be computed based upon the 2013-14 standard adjunct FTE cost (except the standard adjunct cost for Summer term instruction will not include health and welfare benefit costs). The 2013-14 rate is \$50,658 and

- 1) for 2014-15 any salary schedule improvements provided in 2013-14 after August 2014 and salary improvements provided for 2014-15; then
- 2) for 2015-16, additional improvements provided for 2014-15 applied to the standard adjunct FTE cost, as adjusted, for 2014-15; then
- 3) for 2016-17 additional improvements provided for 2015-16 applied to the standard adjunct FTE cost, as adjusted, for 2015-16.

1.1.3 The determination of actual staffing level utilized and actual enrollment growth revenues received for the contract year shall

be made no later than sixty (60) days following the close of the district's fiscal year-end. Potential State funding deficits may reduce expected growth revenue. The records maintained by the District Office Business Services Department shall be used to determine actual staffing levels.

- 1.2 The salary and fringe benefit annual contract cost in the contract year of additional certificated counselors required to maintain a counselor/student ratio of 900:1;
 - 1.2.1 such positions shall be hired for the start of the following Fall semester; and
 - 1.2.2 continuing growth funds shall be committed for the additional authorized counseling positions and any unused continuing funds set aside for this purpose in the contract year shall be proportionately distributed to the unit on a one-time-only basis; then
- 1.3 The cost of additional full-time faculty required to be hired as specified in Title V provisions. The incremental salary and fringe benefits costs due to conversion of part-time instructional FTE to regular instructional positions and salary and benefit costs of other non-classroom faculty positions shall be funded from specified growth funds. The 2013-14 rate for converted instructional FTE is \$30,658. The 2013-14 rate for newly hired non-classroom faculty (164 or 174 day) is \$77,321 or \$87,109, respectively. The established district contribution costs towards health benefits shall also be considered. Calculated standard costs for required faculty hires pursuant to Title V provisions shall be increased by any salary schedule and fringe benefit improvements provided in 2014-15 through 2016-17 as applicable;
 - 1.3.1 The salary and benefit costs of the additional full-time faculty hired shall consider whether such hires were for the start of the Spring semester or the following Fall semester.
 - 1.3.2 Continuing growth funds shall be committed for any positions authorized in the contract year; and
 - 1.3.3 Any unused continuing growth funds set aside for this purpose shall be proportionately distributed to the unit on a one-time-only basis; then
- 1.4 The salary and fringe benefit cost of additional classified positions which are needed as a result of district enrollment growth or new educational sites.
 - 1.4.1 The maximum number of additional full-time equivalent (FTE) classified staff required due to enrollment growth shall be based upon the District's current growth factor percentage assigned by the State multiplied by the total classified FTE level authorized for the year. Authorized classified FTE includes White Collar, Specialists, Blue Collar, Supervisory

and Confidential positions funded with general purpose revenues.

1.4.2 Classified positions (FTE) which are funded with categorical resources/revenues are excluded from this computation; then

1.4.3 The additional classified FTE shall be in place no earlier than the Spring semester of the contract year or July 1 of the succeeding year.

1.4.4 The actual number of additional classified staff (FTE) authorized for the contract year and the related salary and benefit costs of such positions shall be funded from continuing growth funds.

1.4.5 The cost of any retroactive salary improvements for the additional classified positions which are authorized in a given contract year shall be provided from growth funds at \$55,000 per FTE, based on the average salary from the prior year 1% calculation; and

1.4.6 Any unused continuing growth funds shall be proportionately distributed to the unit on a one-time-only basis.

1.5 Additional administrative positions shall not be funded from growth funds.

1.6 The remaining available growth funds shall be distributed proportionately to LRCFT in accordance with Appendix A.

1.7 **Cost Reductions**

The cost savings or cost reductions related to those items listed below shall be calculated and applied as an additional source of funds. Typical items are student growth costs previously funded from growth revenues and are:

1.7.1 The cost reductions associated with the actual instructional FTE utilized for the academic year based upon the average of the Fall / Spring fourth week instructional FTE level which is below the previous year's actual instructional staffing level. The standard 2013-14 part-time cost per FTE of \$50,658, as defined per Section 1.1, shall be used to determine instructional cost savings, and

1.7.2 The cost reductions in the contract year attributed to the annual salary and fringe benefit cost due to the reduced number of full-time-equivalent (FTE) certificated counselors required per the terms of the LRCFT contract. The previous year's required counseling FTE shall be used as a base to determine the net reduction in FTE for the current contract year. The standard 2013-14 counseling part-time cost per FTE (@174 days) or the 2013-14 standard cost for entry level Schedule A shall be used to determine such cost reductions. The standard 2013-14 counseling part-time cost per FTE

is\$72,854. Actual counselor staffing FTE levels above the required staffing level shall be used in the determination of cost if such levels are greater.

- 1.7.3 Any other cost reductions due to staffing changes (reduction) previously funded from growth funds as further described in Sections 1.1 to 1.4.
- 1.7.4 The total amount of cost savings as determined above shall be proportionately distributed to LRCFT.
- 1.8 Available Growth Revenue for 2015-16 and 2016-17 shall be determined in the same manner as 2014-15 contract year except that:
 - 1.8.1 The actual instructional staffing levels expressed in full-time equivalent (FTE) terms in either 2015-16 or 2016-17 which is greater than the actual FTE level of the previous year shall be determined for the particular contract year; and
 - 1.8.2 Standard part-time FTE cost for 2013-14 shall be adjusted for salary schedule improvements provided in 2014-15, 2015-16, and 2016-17. The standard part-time FTE cost for 2013-14 is \$50,658.
 - 1.8.3 The standard net cost increase plus the established district contribution cost towards health benefits for any conversions of part-time instructional FTE shall be adjusted for any salary schedule and benefit improvements provided in 2013-14, 2014-15, and 2015-16. The 2013-14 standard net cost increase amounted to \$30,658.