

To: Los Rios College Federation of Teachers Members

From: Jason Newman (President) and Belinda Lum (Chief Negotiator) on behalf of the LRCFT Executive Board

Thank you for your patience over the past four months as the LRCFT (your faculty union) worked to negotiate a tentative agreement with the LRCCD (the District). The LRCFT Executive Board analyzed and assessed multiple salary improvement options. We are now asking you to ratify new 25-step salary schedules that address many of the key issues that have historically impacted faculty salaries.

The following summary provides an overview of the core problems we have tried to address and why we believe the new salary schedule improves the long-term fiscal health and well-being for Los Rios faculty. The new proposed salary schedules for the 2021-2022 academic year are provided at the end of this document.

If ratified, the new salary schedules will go into effect beginning with December paychecks, and the District will issue an additional payment to compensate faculty according to the new salary schedules for the beginning of the academic year.

Summary

Context

The State Budget projected a 5.02% COLA for the 21-22 Fiscal Year. In Los Rios, money from the COLA is typically applied to the salary schedules at the end of the fiscal year, with the past academic year's money given retroactively. Historically, LRCFT has utilized the money for salary schedule improvements and other negotiated expenditures related to the Faculty Bucket (e.g., covering all or part of increased out-of-pocket costs for benefits, adding steps to the salary schedule). The LRCFT and District have a tentative agreement that forwards the projected COLA dollars (approximately \$6 million) for immediate use.

Key Issue

Low Salaries Relative to Other California Community Colleges

- Data from the *California Federation of Teachers Full Time Salary Comparisons in the California Community Colleges* shows that pay for Los Rios full-time faculty ranks among the lowest in our system.
- While low salaries have affected all faculty, this issue disproportionately impacts those in Classes One, Two, and Three on the current salary schedule. Applying a flat percentage increase across the salary schedule has compounded this issue by benefitting individuals in the higher classes and higher steps even though faculty do the same work.

How the New Salary Structure and Proposed Schedules Help:

The proposed salary schedule provides 10 more steps at each class, instead of longevity bonuses. This proposed structure allows faculty to continue to receive annual salary increases for 10 years beyond what was previously available. This change allows for annual growth during the years when faculty previously experienced stagnation in their salaries.

- Full-time faculty 'stuck' on Step 15 or Longevity 1 of the current salary schedule will move to the step they would occupy if the proposed schedule, with 25 steps, had already been in place. For full-time faculty, this is calculated by taking your initial placement when hired full time and adding your years of service since then.
- For those faculty paid on the B schedules, step placement will be calculated based on the accumulation of a 1.0 FTE load for the academic year.

Additional benefits of the proposed schedules include:

- All faculty will see a salary increase on the 2021-2022 interim salary schedule.
- All faculty will earn more income over the next five years than they would have under the current schedule.
- For the last ten years, Los Rios has had part-time salary parity. Increases to the full-time schedule also increases part-time faculty pay. This will still be true under the proposed salary structure.
- The proposed schedules will improve pay at every class and step. Step increases between Steps 1 and 15 will change from a flat percentage to a fixed dollar amount. This ensures that faculty will receive greater earnings earlier in their career, which will continue throughout future years.
- The proposed structure allows for further expansion of the schedules as new ongoing funds from the State become available.

Proposed Salary Schedules Ratification

Ballots will be mailed on November 12 via US postal service to your home address and must be received by the LRCFT office no later than November 29. (If you are not sure if the LRCFT has your current mailing address, please email Reina Mayorga (myhija@aol.com) to update that information **no later than Friday, November 12th by 1 pm**).

If the proposed schedules are approved by a simple majority of votes cast by LRCFT members in good standing, the District Board of Trustees will vote on December 15 on whether to accept the negotiated agreement.

In preparation for the ratification vote, LRCFT will host 3 forums to explain the new schedule, and answer questions. We will also record one of the sessions and distribute the link for those unable to attend the live forums. Forum dates are forthcoming.

**Los Rios Community College District
2021-22 Interim**

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

DRAFT

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V
1	43,750	48,750	53,750	58,750	63,750
2	46,850	51,850	56,850	61,850	66,850
3	49,950	54,950	59,950	64,950	69,950
4	53,050	58,050	63,050	68,050	73,050
5	56,150	61,150	66,150	71,150	76,150
6	59,250	64,250	69,250	74,250	79,250
7	62,350	67,350	72,350	77,350	82,350
8	65,450	70,450	75,450	80,450	85,450
9	68,550	73,550	78,550	83,550	88,550
10	71,650	76,650	81,650	86,650	91,650
11	74,750	79,750	84,750	89,750	94,750
12	77,850	82,850	87,850	92,850	97,850
13	80,950	85,950	90,950	95,950	100,950
14	84,050	89,050	94,050	99,050	104,050
15	87,150	92,150	97,150	102,150	107,150
16	87,770	92,770	97,770	102,770	107,770
17	88,390	93,390	98,390	103,390	108,390
18	89,010	94,010	99,010	104,010	109,010
19	89,630	94,630	99,630	104,630	109,630
20	90,250	95,250	100,250	105,250	110,250
21	90,870	95,870	100,870	105,870	110,870
22	91,490	96,490	101,490	106,490	111,490
23	92,110	97,110	102,110	107,110	112,110
24	92,730	97,730	102,730	107,730	112,730
25	93,350	98,350	103,350	108,350	113,350

Effective 2021-2022, this schedule covers Professors and Librarians.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2021

Board Approved:

**Los Rios Community College District
2021-22 Interim**

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

DRAFT

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V
1	46,418	51,723	57,027	62,332	67,637
2	49,707	55,012	60,316	65,621	70,926
3	52,996	58,301	63,605	68,910	74,215
4	56,285	61,590	66,895	72,199	77,504
5	59,574	64,879	70,184	75,488	80,793
6	62,863	68,168	73,473	78,777	84,082
7	66,152	71,457	76,762	82,066	87,371
8	69,441	74,746	80,051	85,355	90,660
9	72,730	78,035	83,340	88,645	93,949
10	76,019	81,324	86,629	91,934	97,238
11	79,308	84,613	89,918	95,223	100,527
12	82,597	87,902	93,207	98,512	103,816
13	85,886	91,191	96,496	101,801	107,105
14	89,175	94,480	99,785	105,090	110,395
15	92,464	97,769	103,074	108,379	113,684
16	93,122	98,427	103,732	109,036	114,341
17	93,780	99,085	104,389	109,694	114,999
18	94,437	99,742	105,047	110,352	115,657
19	95,095	100,400	105,705	111,010	116,315
20	95,753	101,058	106,363	111,668	116,973
21	96,411	101,716	107,021	112,325	117,630
22	97,069	102,374	107,678	112,983	118,288
23	97,726	103,031	108,336	113,641	118,946
24	98,384	103,689	108,994	114,299	119,604
25	99,042	104,347	109,652	114,957	120,262

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2021

Board Approved:

**Los Rios Community College District
2021-22 Interim**

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

	Step	AA/AS or BA/BS Class I	AA/AS+90 or BA/BS+30 or MA/MS Class II	BA/BS+54 or MA/MS+24 Class III	BA/BS+78 or MA/MS+48 Class IV	PhD, J.D., M.D., D.C. or D.V.M. Class V	Step	AA/AS or BA/BS Class I	AA/AS+90 or BA/BS+30 or MA/MS Class II	BA/BS+54 or MA/MS+24 Class III	BA/BS+78 or MA/MS+48 Class IV	PhD, J.D., M.D., D.C. or D.V.M. Class V	
Lecture	1	60.76	67.71	74.65	81.60	88.54	Lecture	14	116.74	123.68	130.63	137.57	144.51
Lab*		48.61	54.17	59.72	65.28	70.83	Lab*		93.39	98.94	104.50	110.06	115.61
Lab		45.57	50.78	55.99	61.20	66.41	Lab		87.56	92.76	97.97	103.18	108.38
Lecture	2	65.07	72.01	78.96	85.90	92.85	Lecture	15	121.04	127.99	134.93	141.88	148.82
Lab*		52.06	57.61	63.17	68.72	74.28	Lab*		96.83	102.39	107.94	113.50	119.06
Lab		48.80	54.01	59.22	64.43	69.64	Lab		90.78	95.99	101.20	106.41	111.62
Lecture	3	69.38	76.32	83.26	90.21	97.15	Lecture	16	121.90	128.85	135.79	142.74	149.68
Lab*		55.50	61.06	66.61	72.17	77.72	Lab*		97.52	103.08	108.63	114.19	119.74
Lab		52.04	57.24	62.45	67.66	72.86	Lab		91.43	96.64	101.84	107.06	112.26
Lecture	4	73.68	80.63	87.57	94.51	101.46	Lecture	17	122.76	129.71	136.65	143.60	150.54
Lab*		58.94	64.50	70.06	75.61	81.17	Lab*		98.21	103.77	109.32	114.88	120.43
Lab		55.26	60.47	65.68	70.88	76.10	Lab		92.07	97.28	102.49	107.70	112.91
Lecture	5	77.99	84.93	91.88	98.82	105.76	Lecture	18	123.63	130.57	137.51	144.46	151.40
Lab*		62.39	67.94	73.50	79.06	84.61	Lab*		98.90	104.46	110.01	115.57	121.12
Lab		58.49	63.70	68.91	74.12	79.32	Lab		92.72	97.93	103.13	108.35	113.55
Lecture	6	82.29	89.24	96.18	103.13	110.07	Lecture	19	124.49	131.43	138.38	145.32	152.26
Lab*		65.83	71.39	76.94	82.50	88.06	Lab*		99.59	105.14	110.70	116.26	121.81
Lab		61.72	66.93	72.14	77.35	82.55	Lab		93.37	98.57	103.79	108.99	114.20
Lecture	7	86.60	93.54	100.49	107.43	114.38	Lecture	20	125.35	132.29	139.24	146.18	153.13
Lab*		69.28	74.83	80.39	85.94	91.50	Lab*		100.28	105.83	111.39	116.94	122.50
Lab		64.95	70.16	75.37	80.57	85.79	Lab		94.01	99.22	104.43	109.64	114.85
Lecture	8	90.90	97.85	104.79	111.74	118.68	Lecture	21	126.21	133.15	140.10	147.04	153.99
Lab*		72.72	78.28	83.83	89.39	94.94	Lab*		100.97	106.52	112.08	117.63	123.19
Lab		68.18	73.39	78.59	83.81	89.01	Lab		94.66	99.86	105.08	110.28	115.49
Lecture	9	95.21	102.15	109.10	116.04	122.99	Lecture	22	127.07	134.01	140.96	147.90	154.85
Lab*		76.17	81.72	87.28	92.83	98.39	Lab*		101.66	107.21	112.77	118.32	123.88
Lab		71.41	76.61	81.83	87.03	92.24	Lab		95.30	100.51	105.72	110.93	116.14
Lecture	10	99.51	106.46	113.40	120.35	127.29	Lecture	23	127.93	134.88	141.82	148.76	155.71
Lab*		79.61	85.17	90.72	96.28	101.83	Lab*		102.34	107.90	113.46	119.01	124.57
Lab		74.63	79.85	85.05	90.26	95.47	Lab		95.95	101.16	106.37	111.57	116.78
Lecture	11	103.82	110.76	117.71	124.65	131.60	Lecture	24	128.79	135.74	142.68	149.63	156.57
Lab*		83.06	88.61	94.17	99.72	105.28	Lab*		103.03	108.59	114.14	119.70	125.26
Lab		77.87	83.07	88.28	93.49	98.70	Lab		96.59	101.81	107.01	112.22	117.43
Lecture	12	108.13	115.07	122.01	128.96	135.90	Lecture	25	129.65	136.60	143.54	150.49	157.43
Lab*		86.50	92.06	97.61	103.17	108.72	Lab*		103.72	109.28	114.83	120.39	125.94
Lab		81.10	86.30	91.51	96.72	101.93	Lab		97.24	102.45	107.66	112.87	118.07
Lecture	13	112.43	119.38	126.32	133.26	140.21							
Lab*		89.94	95.50	101.06	106.61	112.17							
Lab		84.32	89.54	94.74	99.95	105.16							

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). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. This lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: August 19, 2021

Board Approved: