

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Memorandum of Understanding**  
**RetroActive Salary Schedule Improvement 2021-22 and Continuing 2022-23 Improvement**  
**LRCFT**

Background

Due to the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management and reporting of FTES, unused ongoing resources to meet the long-term increases for CalPERS and CalSTRS, and other resources, the unit has ample one-time only resources.

The District is recommending to all units a one-time salary schedule improvement of 8% for 2021-22. For LRCFT, the recommendation is a one-time salary schedule improvement of 10% for 2021-22 which is partially possible due to additional funding provided by the State specifically for Faculty.

Due to the 2022-23 state budget providing a 6.56% cost of living adjustment (COLA), and our prudent budgeting practices, we are able to provide an ongoing schedule increase for fiscal year 2022-23. For 2022-23, LRCFT has already agreed to use some of the COLA dollars to fund the increased contribution towards medical.

Any residual funds from the compensation calculation will be carried forward to 2022-23. Those funds will be available to the units to support compensation cost increases/improvements in 2022-23.

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The following is agreed to:

2021-22 Retroactive salary schedule improvement

The 2021-22 off salary schedule payments will be calculated at 10% of the interim 2021-22 salary schedules. This will be applied to the A-164, A-174, and B salary schedules for LRCFT. This will be paid in August 2022 and is the entire improvement for the 2021-22 year. The Substitute, Faculty Stipend and Employment Service Agreement (ESA) schedules are not provided the one-time salary schedule improvement.

2022-23 Continuing Salary schedule improvement


The 2022-23 base salary schedules will be improved by an advance against 2022-23 new revenue with effective date of 7/1/2022 and payments updated in August 2022. This improvement will be a flat \$3,250 increase to the A-164 Salary Schedule, a proportional (174/164) flat increase to the A-174 schedule, and corresponding improvements to the B schedules and Substitute schedule based on the established benchmarks to A-164 and A-174. These advanced ongoing improvements total an approximate 4% advance against 2022-23 available resources.

Residual funds from the 2021-22 calculation will be carried forward to 2022-23.

Due to the removal of the two longevity increments with the 2021-22 salary schedule restructure, some employees on the B schedule could have experienced a reduction to hourly pay rate. The district audited this group of employees that worked an adjunct or overload assignment in 2021-22 and ensured they were compensated at a pay rate (placed at a step) that

was equivalent to or improved when compared to their most recent pay rate on an adjunct or overload assignment. The district will continue this practice for this group of employees that could return to work an adjunct or overload assignment in 2022-23 and have not yet been audited due to restructure.

For the LRCFT:

  
Jason Newman (Aug 2, 2022 11:14 PDT)

Jason Newman – LRCFT President

  
Belinda Lum (Aug 2, 2022 11:19 PDT)

Belinda Lum – LRCFT Chief Negotiator

For the District:

*Chanelle Whittaker*

Chanelle Whittaker



Carrie Bray