

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

Recruitment and Retention Incentives for Los Rios Nursing Faculty MOU

Los Rios has had difficulty filling and retaining faculty in its Registered Nursing program. In order to entice candidates to apply, accept and maintain employment with Los Rios CCD, the following agreements are made with the Los Rios College Federation of Teachers for employment during fiscal years 2022-23 and 2023-24 only:

Agreement:

1. The following positions are included in this agreement:
 - a. Full-time nursing faculty hired into the Registered Nursing program.
2. Newly hired faculty placed in the positions listed in item 1 above and hired during fiscal years 2022-23 and 2023-24, as well as current faculty who remain employed within the Registered Nursing program through June 30, 2024, will receive an incentive payment of \$10,000, payment details are indicated below.
3. The incentive payment will be paid as follows:
 - a. New hires: 50% upon employment, then 25% after the first day of the second and third years. Final payments may occur after 6/30/2024, dependent on hire date.
 - b. Current employees listed in item 1 above: 50% after execution of this agreement, 25% in June 2023 and 25% in June 2024.
 - c. The payment will be included with the next payroll cycle on or after anniversary month.
4. If the faculty member resigns or retires prior to June 30, 2024, they are required to pay back a pro-rata amount of the incentive payment. An agreement authorizing the deduction of any amounts due back to Los Rios will be signed by each faculty member before receiving the incentive payment.
 - a. The pro-rated amount due back to Los Rios will equal \$416 times the number of months not worked out of the 24 months of employment required by this agreement.
5. The cost of these payments will be born solely by the District. LRCFT's bucket will not be charged for these costs.
6. Applicable tax and CalSTRS reporting and deduction requirements will be followed.
 - a. The payment is not deemed reportable by CalSTRS and will not be reported.
 - b. Taxes will be withheld at the supplemental Federal and State rates.

LRCCD: Mario Rodriguez, Vice Chancellor
Carrie Bray, Associate Vice Chancellor, Finance

LRCFT: Jason Newman, President
Belinda Lum, Chief Negotiator