

**Memorandum of Understanding
Between
Los Rios Community College District
And
The Los Rios College Federation of Teachers**

Salary Placement Pilot

Intent:

The LRCFT and LRCCD have the shared interest of hiring a strong faculty workforce. Experience in teaching, working in occupations that inform classroom practices, and clinical and/or occupational experience is central to that goal. The 2020-2023 contract currently places limits on the amount of experience that is counted in a new full-time faculty member's salary placement. The constraints have made retaining newly hired faculty in some fields difficult. The goal of this MOU is to pilot new placement criteria.

Agreement:

1. LRCFT and LRCCD agree that the maximum step placement for a new full-time faculty member is Step 8.
2. LRCFT and LRCCD agree to change the limit on accumulated part-time teaching from three (3) years to a maximum of eight (8) years of teaching experience.
 - a. PT teaching that occurred during summers will count towards the accumulated part-time teaching experience for initial step placement.
3. LRCFT and LRCCD agree to lift the limit on occupational experience from one (1) year to a maximum of eight(8) years.
 - a. Accumulated part-time occupational experience, converted to full-time equivalent, will count towards initial placement up to a maximum of eight (8) years.
 - b. The number of hours per week considered to be full-time shall be 36.
4. LRCFT and LRCCD agree to re-evaluate the step placement of faculty hired to teach beginning January 2021 or later
 - a. If applicable, faculty will be placed on the appropriate salary step relative to the agreements outlined in this MOU.
 - b. The faculty member's new step will be effective Fall Semester 2022.
 - c. There will be no retroactive payment for this new step placement.
5. This MOU will sunset in June 2023 unless LRCFT and LRCCD agree to incorporate this MOU into the collective bargaining agreement.

LRCCD: Mario Rodriguez, Vice Chancellor
Chanelle Whittaker AVCHR

LRCFT: Jason Newman, President
Belinda Lum, Chief Negotiator