

LRCCD / LRCFT
Memorandum of Understanding

Adjunct faculty paychecks - monthly equalization and payment on the first day of the month

Background

Adjunct faculty currently receive paychecks of different amounts every month, with the smallest amount being the first check of the semester. This variability in paychecks makes it difficult for adjuncts to plan a budget, and increases the difficulty of important financial transactions such as securing a loan or a residential lease. The lack of consistency in income from month to month is sometimes a barrier to approval in such cases, and at the very least it often requires adjunct faculty to produce documentation beyond that normally required for such transactions. The payment of adjunct office hours as a single stipend at the end of the semester, rather than as part of ongoing work performed during the semester, only exacerbates this situation.

Similar issues arise with a system that distributes paychecks to adjunct faculty on the 10th of the month. Some bills—most significantly, residential rent—are due on the first day of the month, and adjunct faculty paid on the 10th often have to hope that they have enough money left from the previous month to cover these expenses, or are placed in a position where they need to ask for an extension. If such extensions are not granted, late payment of rent can then result in additional fees and additional financial hardship. The negative effects of financial instability and unpredictability on mental wellness are well documented.

LRCFT has an interest in continuing to make changes to Los Rios processes that will: demonstrate a higher level of respect for and institutional commitment to part-time/adjunct faculty; more fully recognize their status as professionals with the same qualifications as their full-time/regular faculty colleagues; and contribute to Los Rios part-time/adjunct faculty financial and mental stability and wellness.

Paychecks that are equalized over the period of adjunct employment each semester, that include office hour payments, and that are issued on the first day of each calendar month, would be a small but important contribution to these interests.

LRCCD understands the interests of adjunct faculty, and agrees in principle that these changes are desirable. The District cannot implement these changes without an analysis of the impacts (including potential workload impacts on payroll office staff), and needs time to determine the nature and scope of the necessary adjustments to District procedures.

Agreements

1. LRCCD agrees to evaluate what changes would be necessary in order to provide adjunct faculty with five equalized paychecks per semester, and to include office hours in those payments rather than pay office hours as an end-of-semester stipend.
2. LRCCD agrees to evaluate what changes would be necessary in order to provide adjunct faculty with their paychecks on the first day of the month, in line with practices for full-time faculty.
3. LRCCD agrees to provide a verbal or written report to LRCFT on the results of its inquiries by December 31, 2023.
4. If LRCCD is willing and able to provide equalized paychecks with office-hour payments and/or payment on the first of the month, the report will establish a clear timeline for implementing these changes, including a semester in which the changes will go into effect.

5. If LRCCD believes that it is unwilling or unable to make one or both of these changes, the report will provide LRCFT with an explanation of the nature and magnitude of the specific impediments, whether they be logistical, technological, administrative, or fiscal.

Signed by:

LRCCD:



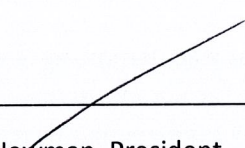
Jamey Nye, Deputy Chancellor



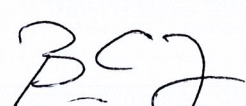
Jake Knapp, District Counsel

4/28/23

LRCFT:



Jason Newman, President



Belinda Lum, Chief Negotiator

4/28/23