

LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
RetroActive Salary Schedule Improvement 2022-23 and Continuing 2023-24 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 12% for 2022-23.

Due to the 2023-24 state budget providing an 8.22% cost of living adjustment (COLA), and our prudent budgeting practices, we are able to provide an ongoing schedule increase of 8% for fiscal year 2023-24. For 2023-24, LRCFT will not be including any additional amounts not previously agreed upon to offset the anticipated increased medical premiums.

Any residual funds from the 2022-23 compensation calculation will be carried forward to 2023-24 and any residual 2023-24 funds will be carried forward to 2024-25. Those funds will be available to the units to support compensation cost increases/improvements in 2024-25.

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The following is agreed to:

2022-23 Retroactive salary schedule improvement

The 2022-23 off salary schedule payments will be calculated at 12% of the interim 2022-23 salary schedules. This will be applied to the A-164, A-174, and B salary schedules for LRCFT. This will be paid in August 2023. The Substitute, Faculty Stipend and Employment Service Agreement (ESA) schedules are not provided the one-time salary schedule improvement.

Any residual funds from 2022-23 compensation calculation will be carried forward to 2023-24.

2023-24 Continuing Salary schedule improvement

The 2023-24 base salary schedules will be improved by an advance against 2023-24 new revenue with effective date of 7/1/2023 and payments updated in August 2023. This improvement will be an 8% increase to the A-164 Salary Schedule, A-174 schedule, and corresponding improvements to the B schedules and Substitute schedule based on the established benchmarks to A-164 and A-174. The Faculty Stipend schedule will be improved by the same percentage. In addition, the A-164 and A-174 salary schedules will include a flat increase of \$250 to steps 16-25. This increase will be applied prior to the 8% improvement applied to the full schedules.

These advanced ongoing improvements total an approximate 8.7% advance against 2023-24 available resources.

Any residual funds from the 2023-24 compensation calculation will be carried forward to 2024-25.

For the LRCFT:

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Jason Newman – LRCFT President

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Belinda Lum – LRCFT Chief Negotiator

For the District:

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Carrie Bray – Associate Vice Chancellor,  
Human

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Jamie Ruggles – Interim Associate Vice  
Chancellor, Finance