LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
RetroActive Salary Schedule Improvement 2023-24 and Continuing 2024-25 Improvement
LRCFT

Background

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

The District is recommending to all units a one-time salary schedule improvement of 11% for 2023-24.

Due to the 2024-25 state budget providing a 1.07% cost of living adjustment (COLA), along with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide a 4% ongoing schedule increase for the fiscal year 2024-25. For 2024-25, LRCFT will not be including any additional amounts not previously agreed upon to offset the anticipated increased medical premiums.

Any residual funds from the 2023-24 compensation calculation will be carried forward to 2024-25 and any residual 2024-25 funds will be carried forward to 2025-26. Those funds will be available to the units to support compensation cost increases/improvements in 2025-26.

 The following is agreed to:

2023-24 Retroactive salary schedule improvement

The 2023-24 off salary schedule payments will be calculated at 11% of the interim salary schedule. This will be paid in August 2024 and is the final improvement for the 2023-24 year.

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

2024-25 Continuing Salary schedule improvement

The 2024-25 base salary schedules will be improved by a 4% advance against 2024-25 new revenue with effective date of 7/1/2024 and payments updated in August 2024.

Residual funds from the 2024-25 calculation will be carried forward to 2025-26.

For the LRCFT: For the District:

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Jason Newman, LRCFT President   Mario Rodriguez, Executive Vice Chancellor

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Belinda Lum, LRCFT Chief Negotiator   Jamie Ruggles, Associate Vice Chancellor, Finance