MEMORANDUM OF UNDERSTANDING

Between the Los Rios Community College District (LRCCD) And the Los Rios College Federation of Teachers (LRCFT)

Noncredit Workload Parity Pilot – CDCP Multi-Disciplinary (Lecture and Lab)

1. Background and Intent

LRCCD and LRCFT agree to offer non-credit classes that are approved for Career Development and College Preparation (CDCP). These noncredit classes receive state apportionment funding equivalent to credit classes. It is understood by the parties that this Agreement only applies to the CDCP noncredit classes for which the District receives apportionment funding.

CDCP non-credit classes, which are funded by the state at the same level as credit classes, shall have faculty load determined for these classes in the same manner as with credit classes. For purposes of this MOU, "same manner" includes determining load based on classroom hours in accordance with the provisions of the LRCFT/LRCCD Collective Bargaining Agreement (CBA); and professional responsibilities for said classes as specified in the CBA.

2. Pilot Status and Non-Precedent Setting Nature

The parties agree that this workload model is established specifically as a Pilot Program. Given the exploratory nature of a pilot, the terms and conditions set forth in this MOU are non-precedent setting. Participation in or agreement to this pilot shall not be construed as a waiver of any rights by either party, nor shall it establish a past practice or a permanent modification to the existing CBA beyond the scope and duration of this specific pilot.

3. Application of the Credit Standard

In accordance with the "same manner" as credit instruction, all Full-Time Equivalent (FTE) calculations for this class shall mirror the standards of the CBA:

a) **Lecture Category:** Determined in the same manner as credit lecture, where eighteen (18) catalog hours are equal to one (1) formula hour. See the table included as part of Article 4.2.2.
b) **Lab Category:** Determined in the same manner as credit lab, where twenty-four (24) catalog hours are equal to one (1) formula hour for non-science labs and twenty-two and a half (22.5) catalog hours are equal to one formula hour for science labs. See the table included as part of Article 4.2.2.

4. Professional Development, Meetings, and College Service

To ensure full professional integration of the pilot faculty, the parties agree to the following regarding non-instructional service:

a) **Mandatory Meetings:** Faculty shall be paid for participating in mandatory meetings related to the Non-Credit Pilot. Compensation for such meetings shall be at the faculty member's appropriate Step and Class on the B-2 Salary Schedule.
b) **Adjunct Participation:** Adjunct faculty who elect to participate in non-mandatory meetings related to this pilot can be paid via the Adjunct Faculty College Service and Professional Development Program, in accordance with established District procedures.
c) **Full-Time Participation:** Full-time faculty participating in non-mandatory meetings for this pilot may apply this time toward their College Service requirements as specified in the CBA.

5. Characterization of Compensation as Salary (Creditable Service)

To ensure all compensation is creditable for STRS members, the parties agree:

a) **Instructional Salary:** Compensation for CDCP pilot courses and mandatory meetings is explicitly characterized as **Salary** derived from the established faculty salary schedules (A and B-1).
b) **Recognition of Implicit Prep/Lab Labor:** Consistent with the CBA, professional responsibilities for these classes include implicit preparation and out-of-class labor. Workload shall be equivalent to at least 1,050 hours per year for a full-time assignment or the pro-rated amount per class, based on FTE.
c) **Total Labor Reporting:** The District shall report compensation related to "Total Labor" (Contact Hours + Implicit Professional Responsibilities + Mandatory Meeting Hours) to CalSTRS as creditable instructional salary.

6. Term and Evaluation

This pilot shall apply to all CDCP noncredit courses designated by the Pilot Steering Committee.

a) The pilot shall expire on June 30, 2028 unless the parties agree in writing to extend it.
b) Both parties reserve the right to re-open the MOU at the end of each semester throughout the duration of this pilot.

LOS RIOS COMMUNITY COLLEGE DISTRICT

Jamey Nye

Jamey Nye, Deputy Chancellor

LOS RIOS COLLEGE FEDERATION OF TEACHERS

Belinda Lum (Sep 23, 2026 16:16:37 PDT)

Belinda Lum, Chief Negotiator

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