

LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
RetroActive Salary Schedule Improvement 2021-22 and Continuing 2022-23 Improvement  
**LRSA**

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.

Due to the 2022-23 state budget providing a 6.56% cost of living adjustment (COLA), and due to our prudent budgeting practices, we are able to provide an ongoing schedule increase for fiscal year 2022-23.

The District is recommending to all units a one-time salary schedule improvement of 8% for 2021-22. For LRSA, the recommendation is an ongoing schedule improvement of 4.5%, which considers the increase in placement for several position in the unit already provided and an improvement of the longevity steps for twenty and twenty-five years from 2% to 4%.

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

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The following is agreed to:

2021-22 Retroactive salary schedule improvement

The 2021-22 off salary schedule payments will be calculated at 8% of salary plus any incremental longevity applicable from the salary increase. This will be paid in August 2022 and is the entire improvement for the 2021-22 year.

2022-23 Continuing Salary schedule improvement

The 2022-23 base salary schedules will be improved by a 4.5% advance against 2022-23 new revenue with effective date of 7/1/2022 and payments updated in August 2022. Longevity steps will for twenty and twenty-five years will increase from 2% to 4%.

Residual funds from the 2021-22 calculation will be carried forward to 2022-23.

For the LRSA:

*Katie DeLeon*

Katie DeLeon

For the District:

*Chanelle Whittaker*

Chanelle Whittaker

*Carrie Bray*

Carrie Bray