

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

The District is recommending to all units a one-time salary schedule improvement of 12% for 2022-23 salary.

Due to the 2023-24 state budget providing an 8.22% cost of living adjustment (COLA), and due to our prudent budgeting practices, we are able to provide an ongoing schedule increase for fiscal year 2023-24. For LRSA, the recommendation is an ongoing schedule improvement of 6%. The 8% improvement available is reduced by the addition of a seventh (7th) step at 4%. For 2023-24, LRSA will not be including any substantial 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.

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 salary schedule. This will be paid in August 2023 and is the final improvement for the 2022-23 year.

Any residual funds from 2022-23 will be carried forward to 2024-25.

2023-24 Continuing Salary schedule improvement

The 2022-23 base salary schedules will be improved by a 6% advance against 2023-24 new revenue with effective date of 7/1/2023 and payments updated in August 2023.

Step 7 will be added to the salary schedule at 4%. The cost to add a Step 7 at 4% is estimated to be \$249,566.

Residual funds from the 2023-24 calculation will be carried forward to 2024-25.

For LRSA:

Cindy J. Velez

Cindy Velez

Katie DeLeon

Katie DeLeon

For the District:

Jamie Ruggles

Jamie Ruggles

Carrie Bray

Carrie Bray











20230731 LRSA RetroActive Salary Schedule Improvement 2022-23 and Cont 2023-24

Final Audit Report

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Agreement completed.

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