

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD MEETING AGENDA

Wednesday, August 11, 2021
5:30pm

Zoom Meeting Access (Open to the Public):

Webinar Link: <https://ccconfer.zoom.us/j/98101758320>

Telephone Dial: (669) 900-6833

Webinar ID: 981 0175 8320

Notice: This meeting will be held in accordance with Executive Order N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020, the Ralph M. Brown Act, and the Federal American With Disabilities Act.

In an effort to control the spread of COVID-19, this meeting will not be physically open to the public. All members of the public may participate in the meeting via Zoom Webinar. Upon entry into the meeting; all computers and telephones except for the Board of Trustees, the Chancellor, and the Board Clerk shall be muted.

1. CALL TO ORDER

Board President

2. ORAL COMMUNICATIONS

The public may comment on any items within the Board's jurisdiction, even if the items are not on the agenda only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. Speakers are limited to up to three minutes. If you wish to speak to a particular item on the current board agenda, your comments will be taken up at the time the Board takes up that item.

Members of the public have three options to offer public comment:

Email your full name and the matter you wish to speak about to board@losrios.edu by 3:00pm on the day of the meeting, and you will be called on by the Board President during this portion of the meeting.

Use the Q&A function in Zoom to submit your full name and the matter you wish to speak about to the Clerk of the Board. You will be called on by the Board President during this portion of the meeting.

*If participating by phone, you may "raise your hand" by dialing *9 during the public comments portion of the meeting. When you raise your hand, you will be recognized by the President of the Board and asked to provide your full name and the matter you wish to speak about.*

3. CONSENT CONSIDERATIONS

A member of the Board may request that an item be removed for further discussion and separate action.

A. Board Meeting Minutes: July 14, 2021 (page 3)	Brian King
B. Extension of MOU between CRC and the Rex and Margaret Fortune Early College High School (page 11)	Edward Bush
C. Los Rios Colleges Foundation – Quarterly Investment Report (page 27)	Mario Rodriguez
D. District Bank Accounts (page 30)	Mario Rodriguez
E. Special Event Authorization (page 40)	Jacob Knapp
F. Los Rios Child Development Centers: Non-Subsidized Childcare Rates (page 41)	Mario Rodriguez
G. Los Rios Child Development Centers Reopening Plan (page 43)	Mario Rodriguez
H. Ratify: Bid Transactions (page 64)	Mario Rodriguez
I. Ratify: Affiliation and Other Agreements (page 65)	Mario Rodriguez
J. Purchase Orders, Warrants, Checks and Electronic Transfers (page 66)	Mario Rodriguez
K. Human Resources Transactions (page 68)	Jamey Nye

4. COLLECTIVE BARGAINING (ACTION)

A. LRCEA Collective Bargaining Agreement 2021-2024 Public Disclosure and Approval (page 92)	Jamey Nye
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B. SEIU Collective Bargaining Agreement 2021-2024 Public Disclosure and Approval (page 94)	Jamey Nye
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5. ACTION	
A. Pay Rate Schedules: Final 2020-21 (page 96)	Mario Rodriguez
B. Pay Rate Schedules: Interim 2021-22 (page 131)	Mario Rodriguez
C. Public Hearing: College and Careers Access Pathways (CCAP) Memorandum of Understanding: Davis Joint Unified School District (page 170)	Michael Gutierrez

6. BOARD MEMBER REPORTS

7. FUTURE AGENDA ITEMS

8. REPORTS and COMMENTS
<ul style="list-style-type: none">▪ Classified Senate▪ Academic Senate▪ Other Recognized Constituencies▪ Chancellor's Report

9. ADJOURNMENT

Deborah Ortiz President • Area 6	Tami Nelson Vice President • Area 7	Dustin Johnson • Area 1 Robert Jones • Area 2 John Knight • Area 3	Kelly Wilkerson • Area 4 Pamela Haynes • Area 5 Jenn Galinato • Student Trustee
Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm • Note: Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3039. Next Regular Board Meeting: September 8, 2021 • Zoom Conference			
Public records provided to the Board for the items listed on the open session portion of this agenda will be posted on the District's website: www.losrios.edu as soon as they are available.			
Help Us Help You Los Rios Community College District strives to make reasonable accommodations in all of its programs, services and activities for all qualified individuals with disabilities. Notification (568-3039) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. The District will swiftly resolve those requests consistent with the ADA and resolving any doubt in favor of accessibility.			

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Board Meeting Minutes: July 14, 2021	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Brian King, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	ACTION	
		INFORMATION	

STATUS:

The minutes of the Board of Trustees meeting held on July 14, 2021 are attached for the Board's review and consideration.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the minutes of the meeting held on July 14, 2021.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board Meeting Minutes
Wednesday, July 14, 2021

This board meeting was held via Zoom Conference in accordance with Executive Orders N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020.

1. CALL TO ORDER

The special study session was called to order by President Ortiz at 2:00pm.
The regular board meeting was called to order by President Ortiz at 5:30 p.m.

Present:

Ms. Deborah Ortiz, President
Ms. Tami Nelson, Vice President
Mr. John Knight
Mr. Dustin Johnson
Mr. Robert Jones
Ms. Pamela Haynes
Ms. Kelly Wilkerson

Jenn Galinato, Student Trustee

Dr. Brian King, Chancellor

2. ORAL COMMUNICATIONS

Matthew Register addressed the Board of Trustees regarding faculty compensation.

3. SPECIAL STUDY SESSION

A. *Los Rios Budget and Enrollment Management Update*

Staff provided the Board of Trustees with an overview of the state and Los Rios budget, as well as enrollment management strategies in our District. This item is presented to the Board of Trustees for information and discussion.

4. CONSENT CONSIDERATIONS

A motion was made by Trustee Haynes, seconded by Trustee Knight, that the Board of Trustees approve Consent Consideration items A through J.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

A. Board Meeting Minutes: June 9, 2021

That the Board of Trustees approve the minutes of the meeting held on June 9, 2021.

B. Board Policy Revision: P-7241 Graduation Requirements

That the Board of Trustees approve the proposed revisions to Board Policy 7241, Graduation Requirements.

C. Resolution No. 2021-14: Authorizing Execution of a Contract from the Department of Education (Child Care and Development Services)

That the Board of Trustees approve resolution 2021-14, authorizing the Chancellor or his designees to execute the contract and any future augmentations, amendments, renewals, extensions, or other modifications of the agreement.

D. Acceptance of Gifts: Colleges and Foundation

That the Board of Trustees accept the in-kind gifts amounting to \$54,268.51 as reflected on the list located in the July board agenda packet.

E. Disposition of Surplus Equipment – Salvage Value Greater than \$5,000

That the Board of Trustees approve the disposal of the listed items per Education Code section 81450-81450.5.

F. Ratify: Bid Transactions

That the Board of Trustees ratify and/or approve the bid transactions as herein listed.

BID AWARDS					
Bid №	Description	No of Responses	Award Date	Successful Vendor	Total Contract
21003R	CRC Portable Buildings Demolition Removal Rebid	5	6/18/21	Bowen Engineering and Environmental	\$86,100.00
Contractor Name					
Sierra Excavating LLC*			Base Bid		Total Bid
\$45,260.00			\$45,260.00		
Asbestos Management Group of California, Inc.*			\$68,850.00		\$68,850.00
Bowen Engineering and Environmental			\$86,100.00		\$86,100.00
CVE Contracting Group, Inc. dba Central Valley Environmental*			\$94,038.00		\$94,038.00

WCE	\$125,500.00	\$125,500.00
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*nonresponsive: signature not acceptable

G. Ratify: Affiliation and Other Agreements

That the Board of Trustees ratify and/or approve the agreements identified.

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS

Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

Agency	Clinical Program	Campus	Contract Date	Term
Fairfield Suisun Unified School District	PTA/OTA ¹	SCC	7/1/21	EXP: 6/30/2023
Stonebrook Healthcare Center	PTA/OTA ¹	SCC	6/18/21	Evergreen

¹ PTA/OTA: Physical Therapy Assistant/Occupational Therapy Assistant

H. Purchase Orders, Warrants, Checks and Electronic Transfers

That the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the schedule below.

PURCHASE ORDERS		
General Fund	0001115968-0001116352 B210619-B210622	\$ 6,527,973.64
Capital Outlay Fund	0003018789-0003018860	
Child Development Fund	-	
Self-Insurance Fund	0009000466-0009000468	
WARRANTS		
General Fund	815404-816297	\$ 18,393,104.61
General Fund-ARC Instructional Related	010994-011027	
General Fund-CRC Instructional Related	023978-023988	
General Fund-FLC Instructional Related	031741-031755	
General Fund-SCC Instructional Related	048459-048472	
Capital Outlay Fund	835260-835298	
Student Financial Aid Fund	900872-900928	
Child Development Fund	954896-954898	
Self-Insurance Fund	976666-976673	
ODSFD	-	
Payroll Warrants	494823-495493	\$ 8,099,345.60
Payroll Vendor Warrants	68490-68594	
May Leave Process	495494-496780	
CHECKS		
Financial Aid Disbursements (E-trans)	-	\$ 3,092,907.83
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Bookstore Fund – ARC	-	\$
Bookstore Fund – CRC	-	
Bookstore Fund – FLC	-	
Bookstore Fund – SCC	-	
Student Clubs Agency Fund – ARC	6276-6280	\$ 16,224.97
Student Clubs Agency Fund – CRC	5541-5548	
Student Clubs Agency Fund – FLC	2944-2944	
Student Clubs Agency Fund – SCC	4589-4588	
Foundation – ARC	6926-6937	\$ 117,863.31
Foundation – CRC	2955-2958	
Foundation – FLC	2083-2088	
Foundation – SCC	5702-5710	

Foundation – DO	1274-1275	
Associated Students Trust Fund – ARC	-	\$ -
Associated Students Trust Fund – CRC	-	
Associated Students Trust Fund – FLC	-	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System: 8237-8240	\$ 610.35

ELECTRONIC TRANSFERS

Board of Equalization	-	\$ 3,900.00
PARS	-	\$ 20,645.59
Vendors	-	\$ -
International Wire	-	\$ -
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ 54,107.16
Bookstore	-	\$ -
Payroll Direct Deposit Advices	1101330-1106840	\$ 19,244,584.18
Other Payroll Transactions	-	\$ 2,860.00
Foundation Scholarships	-	\$ -
ACH Transaction	-	\$ -
CARES Act/HEERF II	-	\$ 1,292,800.00
Regional Transit (RT) Payment	-	\$ -
Accounts Payable Wire	-	\$ 21,000.00
CalWORKS	-	\$ 22,143.00

STALE DATED WARRANT

Payee (Employee ID)	Date Requested	Original Date	Original №	Reissued №	Amount
1180	5/26/21	1/18/2018	8046	-	\$9,350.98
49362	5/24/21	2/28/2018	9905	-	\$ 240.50

I. Classification of Contract Employees 2021-22

That the Board of Trustees approve the changes listed in the July board agenda packed in certificated personnel employment status effective July 1, 2021.

J. Human Resources Transactions

That the Board of Trustees approve the human resources transactions listed in the July board agenda packet.

5. ACTION**A. Public Hearing: College and Career Access Pathways (CCAP) Memorandum of Understanding: Visions in Education**

Public Hearing: President Ortiz declared a public hearing to receive comments on the College and Career Access Pathways (CCAP) Memorandum of Understanding: Visions in Education.

A motion was made by Trustee Haynes, seconded by Trustee Nelson, that the Board of Trustees adopt the proposed CCAP MOU between LRCCD/FLC and VIE; and authorize Chancellor his

designee(s) to execute the MOU and any future augmentations, amendments, renewals, extension, or other modifications to the MOU.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

B. Resolution No. 2021-15: Affirming Los Rios Community College District's Commitment to Diversity, Equity and Inclusion

A motion was made by Trustee Wilkerson, seconded by Trustee Galinato, that the Board of Trustees approve Resolution 2021-15 reaffirming the Los Rios Community College District's commitment diversity, equity, and inclusion.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

C. Resolution 2021-16: Authorization of Sale, Minimum Terms, and Bid Process Related to Sale of Surplus Property at Tribute Road in Sacramento

A motion was made by Trustee Knight, seconded by Trustee Jones, that the Board of Trustees approve Resolution 2021-16 authorizing the sale of the Tribute Road Parcel and directing the Chancellor, or designee, to conduct a competitive bid process for the sale of the Tribute Road Parcel.

Roll Call Vote:

Aye: Haynes, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Absent: Johnson (muted)

Student Advisory Vote: Aye

Motion carried; 6:0

D. Resolution No. 2021-17: Five Year Capital Outlay Plan

A motion was made by Trustee Haynes, seconded by Trustee Knight, that the Board of Trustees approve the Five Year Capital Outlay Plan and supporting Resolution 2021-17 for submission to the State.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

6. INFORMATION

A. Facility Improvements in Preparation for Expansion of Face-to-Face Activities

Given the return to campus starting with this fall term, district staff have been implementing a series of improvements to ready our physical space for a safe and healthy return to campus. District staff provided an overview on the District's efforts to improve the physical space for our return to campus. This item was presented for the Board of Trustees information and discussion.

7. BOARD MEMBER REPORTS

Trustee Haynes shared her concerns about the COVID-19 Delta variant and the need to consider whether we will allow unvaccinated people on our campuses as we open up our facilities more.

8. FUTURE AGENDA ITEMS

Trustee Wilkerson requested a comprehensive overview of our dual enrollment programs.

9. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

Kevin Williams, President, Sacramento City College Classified Senate

Julie Oliver, President, Districtwide Academic Senate

Jason Newman, President, LRCFT

Chancellor's Report:

In the interest of time, the following report was sent to the Board of Trustees electronically rather than being presented during the meeting.

ARC: ARC is excited to welcome more students back to campus for in-person classes. This summer, the college is offering Career Education classes in Auto Technology, Hospitality Management, and Welding, after those impossible to convert programs were in hibernation for some time. These students have been patiently waiting for hands-on classes to be offered and are thrilled to resume their programs. Nick Chalke, a Hospitality Management student spoke for many when he said, "I'm very thankful to be back on campus. Being back gave me hope for my future. My passion for cooking has been rekindled by the classroom environment." In addition, the college is planning a number of in-person classes in our new STEM building this Fall. These will be the first classes to be offered in the new, state-of-the-art facility.

CRC: CRC is offering a virtual summer cyber security camp, beginning next week. The Northern California Information Communication Technologies (ICT) Hub at the Sacramento County Office of Education (SCOE), in partnership with California Community Colleges across Northern California, is hosting NO-COST summer camps for middle school and

high school students across Northern California. The camps will utilize Zoom to teach and interact with students for 3 hours each morning with activities and games in the afternoon and is for middle and high school students entering grades 6-12. There are three camps this year, no experience is needed for the beginning Introductory CyberCamps and registration is now open.

FLC: Folsom Lake College alumna Nicole Shuman recently graduated from UC Davis with a bachelor's degree in Material Science/Engineering (MSE) and was selected as this year's Outstanding Senior in the MSE department for the College of Engineering. She was also named the recipient of the 2021 Eric Schwarz Leadership Award which recognizes and honors outstanding leadership skills and entrepreneurial vision. Shuman remains active at FLC serving as the college's AmeriCorps Maker Fellow in the Innovation Center makerspace. As the Maker Fellow, she assists with the coordination and development of the Innovation Center's Making Spaces program, partnering with five local K-12 schools to help them advance their maker-centered learning efforts. Shuman plans to attend graduate school online at the University of Florida this fall and eventually become a community college professor, preferably at her alma mater, Folsom Lake College. As she shared in a new Student Spotlight on the UC Davis website, she sees it as a way of giving back to the college that inspired her education while helping develop the next generation of engineers.

SCC: Sacramento City College is proud of former Express student reporter, Sara Nevis, for her recent story published by the New York Times Student Journalism Institute on the death of Miles Hall and the proposed CA bill AB 988. The article covers the proposed bill that, if passed, would provide Californians with a new three-digit phone number for mental health emergencies. The bill is also known as the Miles Hall Lifeline Act, in honor of the young man in Walnut Creek who suffered from a psychiatric disorder and was shot to death by police two years ago. Read the full article at: <https://bit.ly/nyt-nevis>.

Retirements:

Retirement			Years of Service
Dierdre Gilliam	Director of Student Health and Wellness	DO	1+
David Pier	Director of Visual and Performing Arts	ARC	11+
Lota Kraft	Custodian	FLC	15
Scott Sewell	Maintenance HVAC Mechanic	FM	15+
Gayle Brown	Admissions/Records Evaluator II	FLC	24+
Jeri Marshall	Outreach Specialist	ARC	28
Eric Chun	Art Professor	ARC	32+

10. ADJOURNMENT

Vice President Ortiz adjourned the meeting at 6:43 pm.

BRIAN KING

Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: August 11, 2021

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Extension of MOU between CRC and the Rex and Margaret Fortune Early College High School	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Edward C. Bush President, Cosumnes River College	Edward C. Bush	CONSENT/ROUTINE <input checked="" type="checkbox"/>
			FIRST READING <input type="checkbox"/>
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	Brian King	ACTION <input type="checkbox"/>
			INFORMATION <input type="checkbox"/>

BACKGROUND/STATUS:

Cosumnes River College has agreed to continue its non-CCAP dual enrollment collaboration with the Rex and Margaret Fortune Early College High School to offer Fortune ECHS students the opportunity to attend CRC and potentially earn an Associate's Degree while completing all lower-division general education requirements upon high school graduation. The earlier Memorandum of Understanding (MOU) dated January 1, 2019 was in effect only through June 2021 necessitating this updated MOU.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the attached MOU and authorize the Chancellor or his designee(s) to execute the extension.

**MEMORANDUM OF UNDERSTANDING
REGARDING DUAL ENROLLMENT
BETWEEN COSUMNES RIVER COLLEGE AND THE
REX AND MARGARET FORTUNE EARLY COLLEGE HIGH SCHOOL**

This Memorandum of Understanding (“MOU”) is between Cosumnes River College (“CRC”) and Rex and Margaret Fortune Early College High School (“Fortune”). For identification purposes only this MOU is dated August 1, 2021.

RECITALS

WHEREAS, CRC is a college within the Los Rios Community College District (“LRCCD”) whose mission includes providing educational programs and services that are responsive to the needs of the students and communities within Fortune;

WHEREAS, Fortune is a High School located in Sacramento County;

WHEREAS, the parties desire to renew a Dual Enrollment/Early College High School, non-AB 288 partnership to collaborate and provide college credit and courses;

WHEREAS, the purpose of this MOU is to offer and expand dual enrollment opportunities for students, providing advanced scholastic training to students who are determined to be or affirmed as being ready to undertake degree-applicable coursework as a precondition for the admission to a community college;

WHEREAS, instruction will comply with the student selection standards, curriculum guidelines, recommendations and procedures promulgated by the Legislature and CRC;

WHEREAS, the parties desire to enter into a MOU, which sets forth their mutual rights and responsibilities and governs their relationship;

WHEREAS, the parties intend for CRC to report full-time equivalent students (“FTES”) and obtain state apportionment for the subject Courses given through this MOU in accordance with California Education Code, section 76002 and the appropriate portions of Title 5 of the California Code of Regulations;

WHEREAS, all Courses will be held within LRCCD’s boundaries;

NOW, THEREFORE, the parties mutually agree as follows:

TERMS

1. **Recitals.** The above recitals are incorporated herein and made a part of this MOU.
2. **Effective Date and Duration.** This MOU shall be effective on the date authorized representatives of both parties sign it and continue in effect until June 30, 2025, or until duly modified or terminated by the parties.
3. **Early Termination.**
 - A. **Termination for Cause.** This MOU may be terminated by either party with cause if another party fails to comply with the insurance or indemnification requirements or otherwise commits a material breach. Termination will be effective no sooner than 30 calendar days after a written demand to cure is provided and the party fails to cure. This remedy is in addition to any other remedy which may be provided for by law. "Material Breach" means, with respect to a given breach that a reasonable person in the position of the non-breaching party would wish to terminate this Agreement because of that breach.
 - B. **Termination for Convenience.** This MOU may be terminated without cause and for any reason by any party. The party desiring early termination without cause must provide written notice to the other party at least 45 days prior to the end of a semester of its intent to terminate the Agreement. Any students currently enrolled in CRC courses under this MOU shall be allowed to complete those courses prior to the termination of this MOU.
 - C. **Survival.** The indemnification provisions, insurance, data sharing provisions, documentation, and audit provisions, contained in this MOU shall survive termination.
4. **Required Information.**
 - A. **Point of Contact.** The point of contact for CRC is Cosumnes River College President, Edward Bush, or designee. The point of contact for Fortune is Fortune President/CEO, Margaret Fortune, or designee.
 - B. **Employer of Record.** Fortune shall be the employer of record for purposes of assignment monitoring and reporting to the county office of education if required and shall assume reporting responsibilities pursuant to applicable state and federal laws.
 - C. **Information Sharing Protocols.** All sharing of information between CRC and Fortune shall be in compliance with Federal Educational Rights and Privacy Act and State law. Where exceptions to those laws allow CRC and Fortune to share information without the consent of the students, CRC and Fortune will follow the requirements of FERPA and State law. No data shall be shared by

either party until the other party is satisfied, in its sole discretion, as to the safety and security of that data in the other party's control. Where there is no exception, sharing information will require a signed, dated release from the student, and parent/guardian if the student is under 18 years of age and claimed by a parent as a dependent for tax purposes, explicitly authorizing the sharing of personally identifiable information about the student.

- D. **Parental Consent.** Parents or legal guardians shall be required to sign a common dual enrollment form consenting to the enrollment of their pupils in community college courses offered by CRC. The consent form shall also provide for the parent or guardian's consent to share information with the District regarding the student's enrollment, completion of the course, grade and credits earned. The consent form shall be submitted to and be maintained by CRC. Pursuant to Los Rios policy and regulation, CRC data concerning a student shall not be shared with parents without a signed, dated release from the student authorizing the sharing of that data. Parent/guardian authorization is required, however, if the student is under 18 years of age and claimed by a parent as a dependent for tax purposes.
- E. **Joint Use Facilities.** CRC and Fortune shall not utilize Joint Use Facilities. Instruction shall occur on Fortune or CRC campuses.

5. Required Certifications.

- A. Following public comment and presentation of this MOU at an open public meeting of the Governing Board of LRCCD and Fortune, the Governing Boards of LRCCD and Fortune will consider approval of this MOU. This MOU shall only take effect after approval by the governing boards of Fortune and LRCCD.
- B. All college course faculty will be employees of CRC.
- C. All CRC faculty teaching a course on a Fortune campus will not have been convicted of sex offenses or controlled substance offenses. (Ed. Code § 87010, 80711.)
- D. Participation in the partnership is consistent with the core mission of the community colleges pursuant to Education Code, section 66010.4 (Ed. Code § 76004(k)(3)).
- E. CRC must comply with its local bargaining agreements and both CRC and Fortune will comply with all state and federal reporting requirements regarding the qualifications of the instructors teaching courses. LRCCD and Fortune's performance of duties under this MOU is contingent upon the compliance of both parties with and the resolution of any Educational Employment Relations

Act labor law requirements, any other legal requirements, and all collective bargaining agreements.

6. Regulatory Requirements for State Apportionment Purposes Applicable to All Courses Conducted Under the Terms of This MOU.

These provisions may not be voided, modified nor waived unless otherwise expressly provided herein:

- A. Responsibilities of Each Party. LRCCD board policies, administrative regulations, and procedures apply to the courses and the students enrolled in those courses. CRC is responsible for the Courses. The Courses will comply with all applicable regulations, procedures, prerequisites and standards applicable to CRC, as well as any corresponding local policies, practices, and requirements of Fortune. The MOU is subject to LRCCD Board Policy and Administrative Regulation 2218 Dual Enrollment.
- B. Enrollment Period. The enrollment period shall be determined by CRC in accordance with its guidelines, policies, pertinent statutes, and regulations.
- C. Number of Course Hours Sufficient to Meet the Stated Performance Objectives. CRC will determine the student learning outcomes for each of the Courses and the number of course hours necessary to meet the performance objectives.
- D. Supervision and Evaluation of Students. Supervision and evaluation of students shall be in accordance with LRCCD and CRC guidelines, policies, pertinent statutes, and regulations. To claim apportionment pursuant to this MOU, CRC shall have documentation that all students were under the immediate supervision and control of an instructor. Instructors will provide supervision and control necessary for the protection of the health and safety of students and may not have any other assigned duty during the instructional activity. For purposes of this paragraph all Fortune employees who have met minimum qualifications and who have been hired and assigned to teach a college course shall be deemed to be employees of CRC.

For courses conducted on Fortune campuses, Fortune shall be responsible for all accommodations required by the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973. For courses conducted on CRC campuses, CRC shall be responsible for all accommodations required by the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973.

For all CRC courses, CRC shall be responsible for any academic accommodations deemed necessary through the CRC DSPS program. Fortune students desiring Disability accommodations in their college classes must apply through the CRC DSPS program.

Where a health or safety emergency arises at a class on a Fortune campus, Fortune will be responsible for taking the lead with the health and safety issue and ensure the safety of the school, its staff, and students. Discipline for actions taken during courses on CRC's campus will be pursuant to the LRCCD board policies and administrative regulations.

- E. Withdrawal Prior to Completion of the Course. A student's withdrawal prior to completion of the Course shall be in accordance with CRC guidelines, policies, pertinent statutes and regulations.
- F. Right to Control and Direct Instructional Activities. CRC is responsible for the Courses and has the sole right to control and direct the instructional activities of all faculty teaching those Courses.
- G. Minimum Qualifications for Faculty Teaching Courses. All faculty that teach Courses shall meet the minimum qualifications to provide instruction in a California community college, including Fortune employees who apply to Los Rios and are hired and assigned to provide instruction (Title 5 § 53410).
- H. Facilities. Courses will be held on CRC or Fortune campuses. For courses held on Fortune campuses, Fortune will provide adequate classroom space at its facilities, or other mutually agreed upon location, to conduct the contemplated instruction and do so without charge to CRC or students. Fortune agrees to clean, maintain, and safeguard Fortune's premises. Fortune warrants that its facilities are safe and compliant with all applicable building, fire, and safety codes.

If the courses are to be offered at CRC sites, CRC will provide adequate classroom space at its facilities, to conduct the contemplated instruction and do so without charge to Fortune or its students. CRC agrees to clean, maintain and safeguard CRC's premises. CRC warrants that its facilities are safe and compliant with all applicable building, fire and safety codes.
- I. Open Courses. Pursuant to California Code of Regulations Title 5, section 51006, CRC courses must be open to all CRC students. This applies to courses taught on the Fortune campus as well as CRC campuses. Courses must be advertised in a manner such that anyone who might be interested in enrolling in a particular course will know it is available and understand that enrollment is open to anyone who meets prerequisites or enrollment limitations.
- J. Enrollment Fees. Pursuant to LRCCD Board Policy and Education Code sections 76300(f), students enrolled in courses under this MOU shall be exempt from fees described in Education Code sections 76060.5 (student body fee), 76140 (nonresident tuition), 76223 (copies of records), 76300 (student fee), 76350 (apprenticeship fees), and 79121 (child development center fees).

Fortune will pay all other applicable fees, specifically the Universal Transit Fee and Student Representation Fee. Fortune is responsible for following the Third Party Payment process with CRC.

- K. Records of Student Attendance and Achievement. All records of student attendance and achievement shall be submitted to CRC periodically, or upon demand, and shall be maintained by CRC.
- L. Ancillary Support Services for Students. Both CRC and Fortune shall ensure that students enrolled in the Courses are provided ancillary and support services as may be needed, including but not limited to counseling, placement assistance, assessment and tutoring.

7. Registration and Enrollment

- A. Student Eligibility. Student readiness to take on college-level work and on-going college enrollment is determined by Fortune, but CRC can decline students' admission and on-going enrollment as long as the decision is not based on discriminatory criteria. Fortune will complete and keep on file documentation certifying students' ability to benefit from college level coursework.
- B. Enrollment. Per LRCCD Board Regulations, enrollment shall be open to any Fortune pupil from 9th to 12th grade at least 14 years old on the first day of class who has been admitted to CRC and meets all applicable prerequisites. Applicable prerequisite courses, training, or experience will be determined by CRC. Applicants must meet the standards and prerequisites of CRC.

Fortune students must maintain a minimum 2.0 high school GPA to enroll in courses at CRC.

Fortune students may enroll in up to three courses during a semester, up to a maximum of 11 units.

Enrolled Fortune students will be designated “Special Part-time High School Students.” Special Part-time High School Students are limited to 11 college units per semester and will have priority three enrollment, the same enrollment priority as advanced education students.

- C. Eligibility Retainment. Per LRCCD Board Administrative Regulations 2218, a Fortune student must maintain a cumulative 2.0 GPA in college coursework in order to retain eligibility.
- D. Application Process. CRC will be responsible for processing student applications. CRC will provide the necessary admission forms and procedures and both CRC and Fortune will jointly ensure that each applicant accepted has

met all the enrollment requirements, including liability and medical care coverage requirements, if any.

Fortune students will complete an enrollment application for the Early College High School program at least annually. CRC will verify that each student has completed the admissions procedure, the course enrollment process, and otherwise process student applications and enroll students in the Courses, as appropriate. Fortune will assist CRC as necessary. A successful enrollment requires that each student has completed an enrollment application to the college and the common dual enrollment form provided by CRC, completed the parental permission form, the application and parental permission form has been delivered to and accepted by CRC's Admissions and Records Office, all enrollment and other applicable fees have been paid, and the applicant has met all requirements, to include the standard CRC student liability and medical care coverage, if applicable.

- E. Timelines. CRC will set deadlines for dual enrollment applications based on registration dates allowing sufficient time for review and processing. Failure to meet deadlines may result in Fortune students not being enrolled in planned courses.
- F. Textbooks and Student Fees. CRC assumes no financial responsibility related to textbooks, materials and student fees. Fortune agrees to provide, at its discretion, funding to Fortune students for required college textbooks and materials, the Student Representative Fee, and the Universal Transit Pass.
- G. Good Standing, Probation and Dismissal. CRC's Good Standing, Academic and Progress Probation, and Academic and Progress Dismissal Policies, as described in the College Catalog, will apply to Fortune students.
- H. Student Behavior. CRC will enforce behavioral expectations of Fortune students as outlined by CRC's Expectations of Student Behavior, Academic Integrity statement and Honor Code. Fortune students are subject to the CRC Student Discipline Procedures and Due Process as outlined in the College Catalog.
- I. Appeal Process. Per LRCCD Administrative Regulations 2218, a Fortune student may appeal an action taken with respect to this MOU with a written petition to the CRC Vice President of Student Services. The petition will be reviewed by the Vice President and a response provided within seven (7) working days. The student may appeal the determination of the Vice President by submitting a written appeal to the College President within seven (7) days of the Vice President's decision. If the student is dissatisfied with the decision of the College President, the student may appeal that decision to the Los Rios Community College District Board of Trustees.

8. STEAM Pathways.

- A. CRC and Fortune will meet as needed to develop, review and/or revise the STEAM (Science, Technology, Engineering, Arts and Mathematics) pathway(s). The pathway(s) will be designed to allow the successful Fortune student to complete an Associate's Degree, CSU General Education, and IGETC requirements upon graduation of high school.
- B. Fortune students will follow the STEAM Pathway(s) developed and agreed to by CRC and Fortune. Fortune students wishing to take courses outside of the STEAM pathway(s) will need to follow established Advanced Education policies and procedures.
- C. CRC will commit to offering one or more sections based on demand of the first course of the STEAM pathway, currently INDIS 313, in each Fall semester at the Fortune campus as long as the MOU is in effect. Course offerings are subject to CRC's available resources and minimum enrollment requirements. Low enrolled courses may be canceled. If insufficient sections or seats are available for Fortune students, CRC and Fortune will investigate the feasibility of offering contract education courses and/or other alternatives that may exist.
- D. CRC will commit to offering one or more sections based on demand of the second course of the STEAM pathway, currently MUFHL 315, in each spring semester at the Fortune campus as long as the MOU is in effect. Course offerings are subject to CRC's available resources and minimum enrollment requirements. Low enrolled courses may be canceled. If insufficient sections or seats are available for Fortune students, CRC and Fortune will investigate the feasibility of offering contract education courses and/or other alternatives that may exist.
- E. CRC will commit to offering at least one section based on demand of all remaining courses in the STEAM Pathway, Monday through Friday, on the Elk Grove Center or CRC Main campuses, as long as the MOU is in effect. This does not apply to Physical Education courses. (See item I.) Course offerings are subject to CRC's available resources and minimum enrollment requirements. Low enrolled courses may be canceled. If insufficient sections or seats are available for Fortune students, CRC and Fortune will investigate the feasibility of offering contract education courses and/or other alternatives that may exist.
- F. CRC reserves the right to replace a course section in the STEAM pathway with an equivalent course if deemed necessary due to reasons including but not limited to enrollment trends, scheduling and/or staffing issues. The equivalent course will satisfy the same programmatic or general education (local, IGETC, CSUGE) requirements as the original course. CRC and Fortune will investigate

potential substitute courses and include these options in the STEAM pathway(s).

- G. CRC courses must be open to all students. CRC cannot guarantee spaces will be available to Fortune students.
 - H. If the courses fill or are canceled, it is the responsibility of the Fortune student to work with Fortune and/or CRC counselors to find the same or equivalent course(s) at CRC. CRC cannot guarantee the course(s) will be available.
 - I. A physical education (PE) course (any course with the designator ADAPT, DANCE, FITNS, PACT, TMACT) is required to complete the Associate's Degree. It is the responsibility of the Fortune student to work with a CRC counselor to find a suitable PE course and to enroll. Due to enrollment limitations of three courses per semester, this PE course will likely have to be completed during the summer or first three semesters of the cohort. Due to apportionment limitations for dual enrollment students in physical activity courses, CRC requests that Fortune students not cluster in PE sections.
 - J. It is the responsibility of the Fortune student to set an appointment with a CRC Counselor in the fall semester of their senior year to complete a review of their progress to date and to ensure that they are on path to complete the Associate's degree. If on track, it is the responsibility of the Fortune student to complete a graduation request prior to the college deadline.
9. **Liaison.** At no cost to Fortune, CRC will provide the services of staff members who will facilitate coordination and cooperation between CRC and Fortune. CRC will provide Fortune personnel with reasonable assistance, direction and instruction in how to fulfill their responsibilities under this MOU, including conducting appropriate student assessments, outreach/recruitment activities and CRC's application procedures.
10. **Support Staff.** These provisions may not be voided, modified nor waived unless otherwise expressly provided herein:
- A. **Fortune to Provide Support Services.** Fortune will provide personnel to perform the following services on its campus: clerical services and services associated with outreach activities, recruiting students, assessing students, processing student applications, enrolling qualified students, and other related services as may be necessary.
 - B. **Fortune is Responsible for its Own Personnel.** Fortune's personnel will perform these services on duty time. Fortune personnel performing these services will be employees solely of Fortune, subject to the authority of Fortune, but will also be subject to the direction of CRC, specifically with regard to their duties

pertaining to the Courses. CRC has the primary right to control and direct Course activities.

11. **Instructors.** These provisions may not be voided, modified nor waived unless otherwise expressly provided herein:
 - A. **CRC to Select and Employ Instructors.** CRC will select faculty pursuant to its own policies, regulations and the law. Fortune personnel selected to be faculty shall be employees solely of CRC during the time they teach CRC courses, but will also be subject to the authority of Fortune, specifically with regard to their duties as Fortune employees. The CRC faculty shall be subject to the LRCCD Collective Bargaining Agreement with the Los Rios College Federation of Teachers in effect at the time the course is offered.
 - B. **Instructors.** CRC shall ensure that all instructors are experienced, competent, dedicated personnel who have the personal attributes necessary for providing instruction in the Courses. CRC shall ensure that all faculty possess all minimum qualifications, any certificates or other training requirements that may be required including, but not limited to the qualification requirements of Title 5 § 53410 and 58060.
 - C. **CRC Shall Determine Instructor Requirements.** CRC shall determine the number of faculty, the ratio of faculty to students, and the subject areas of instruction.
 - D. **Orientation Meeting.** Instructors shall attend an orientation meeting if scheduled and CRC shall provide manuals, course outlines, curriculum materials, and testing and grading procedures as necessary. CRC shall coordinate a tour of the Fortune campus/classroom for new instructors if needed.
12. **Instruction.** All lectures will conform to CRC approved curriculum and course outlines and recommendations of experienced CRC faculty. CRC will implement procedures to ensure instructors teaching different sections of the same course teach in a manner consistent with the approved outline of record for that course. All courses must follow CRC's required hours of instruction and meet CRC's minimum enrollment requirements. Instructional presentations will incorporate planned practical demonstrations, as may be necessary, and use audiovisual techniques or equipment and vocational equipment as needed.
13. **Facilities.** The parties contemplate that the facilities of Fortune and CRC will be utilized to carry out the goals of this MOU. Fortune agrees to defend, hold harmless, and indemnify CRC and its governing board, officers, employees, administrators, independent contractors, subcontractors, and other representatives from all damages, losses, or expenses, including litigation costs such as attorney's fees, should a student, faculty, or third party be injured as a result of or connected with the condition of

Fortune's premises, in whole or in part. CRC agrees to defend, hold harmless, and indemnify Fortune and its governing board, officers, employees, administrators, independent contractors, subcontractors, and other representatives from all damages, losses, or expenses, including litigation costs such as attorney's fees, should a student, faculty, or third party be injured as a result of or connected with the condition of CRC's premises, in whole or in part. The indemnity shall survive termination of this MOU and is in addition to any other rights or remedies Fortune and CRC may have under law or otherwise.

- 14. Workers' Compensation.** Fortune shall be the "primary employer" for all its personnel who perform services as support staff. Fortune shall be solely responsible for processing, investigating, defending, and paying all workers' compensation claims by their respective Fortune personnel made in connection with performing services and receiving instruction under this MOU. Fortune agrees to hold harmless, indemnify, and defend CRC from any liability resulting from its failure to process, investigate, defend, or pay any workers' compensation claims by Fortune personnel connected with providing services under this MOU. Fortune is not responsible for non-Fortune personnel who may serve as faculty or students who are not affiliated with Fortune.

CRC shall be the "primary employer" for all its personnel who perform services as support staff or instructors. CRC shall be solely responsible for processing, investigating, defending, and paying all workers' compensation claims by their respective CRC personnel made in connection with performing services and receiving instruction under this MOU. CRC agrees to hold harmless, indemnify, and defend Fortune from any liability resulting from its failure to process, investigate, defend, or pay any workers' compensation claims by CRC personnel connected with providing services under this MOU. CRC is not responsible for non-CRC personnel who may serve as faculty or students who are not affiliated with CRC.

- 15. Reporting Requirements.** All sharing of information between CRC and Fortune shall be in compliance with federal and state laws, pursuant to Paragraph 5(C) of this MOU. Annually, CRC shall submit the Apportionment Attendance Report (CCFS-320) to the California Community College Chancellor's Office.

16. Indemnification.

- A. Fortune shall defend, hold harmless, and indemnify CRC, its governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and other representatives from and against any and all liabilities, claims, demands, costs, losses, damages, or expenses, including reasonable attorney fees and costs, including but not limited to consequential damages, death, sickness, or injury to any person(s) or damage to any property, from any cause whatsoever arising from or connected with the provision of

instruction pursuant to this MOU that may arise out of or result from, in whole or in part, the negligent, wrongful, or willful acts or omissions of Fortune, its employees, agents, subcontractors, independent contractors, consultants, or other representatives.

- B. CRC shall defend, hold harmless, and indemnify Fortune, their governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and other representatives from and against any and all liabilities, claims, demands, costs, losses, damages, or expenses, including reasonable attorney fees and costs, including but not limited to consequential damages, death, sickness, or injury to any person(s) or damage to any property, from any cause whatsoever arising from or connected with its responsibilities hereunder that may arise out of or result from, in whole or in part, the negligent, wrongful, or willful acts or omissions of CRC, its employees, agents, subcontractors, independent contractors, consultants, or other representatives.
- C. Fortune shall have no obligation to defend, hold harmless, or indemnify CRC, its governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and/or other representatives for their sole negligence or willful misconduct; and CRC shall have no obligation to defend, hold harmless, or indemnify Fortune, its governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and/or other representatives for their sole negligence or willful misconduct.
- D. This indemnity shall survive termination of this MOU, and is in addition to any other rights or remedies that Fortune or CRC may have under law and/or otherwise.
- E. These provisions may not be voided, modified nor waived.

17. Insurance Requirements.

- A. During the entire term of this Agreement, each party shall, at its own expense, maintain, and shall require all subcontractors to maintain insurance as set forth below and shall provide the additional insured endorsements that name the other party as an additional insured on each party's General Liability policy and Automobile Liability policy. Minimum Scope of Insurance Coverage shall be:
 1. Commercial General Liability. \$1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage; and a \$3,000,000 aggregate. Any combination of General Liability, and Excess Coverage amounting to a minimum of \$3,000,000 in coverage will be acceptable. The Commercial General Liability additional insured endorsement shall be as broad as the Insurance Services Inc.'s (ISO) additional insured, Form B CG 20101001.

2. Automobile Liability. "Any Auto" with \$1,000,000 combined single limit per accident for bodily injury and property damage.
 3. Workers' Compensation. As required by the Labor Code of the State of California, and Employers' Liability Insurance; with limits as required by the Labor Code of the State of California and Employers' Liability limits of \$1,000,000 per accident.
 - B. If the above insurance is written on a claims-made form, it shall have a retroactive date of placement prior to or coinciding with the effective date of this Agreement and continue for at least three full years following the completion of any services/work under this Agreement. Any deductibles, self-insured retentions, or changes in these items must be declared to and approved by the other party. Each party's insurer shall agree to waive all right of subrogation against the other, its trustees, officers, and agents for losses arising from the work performed. Each insurance policy shall include the standard Severability of Interest, or Separation of Insured (General Liability Form CG 00 01 12 04) clause in the policy and when applicable the cross liability insurance coverage provision which specifies the inclusion of more than one insured shall not operate to impair the rights of one insured against another insured. Each insurance policy required by this Agreement shall be endorsed to state that coverages shall not be canceled except after thirty (30) days prior written notice has been given to the other party. Each party shall provide the other with certificates of insurance and required executed endorsements, evidencing compliance with this section, prior to the commencement of any Courses. On request, each party shall furnish copies of any and/or all of the required insurance policies.
 - C. Nothing in this section concerning minimum insurance requirements shall reduce a party's liability or obligations under the indemnification provisions of this MOU.
 - D. The parties acknowledge that both parties are permissibly self-insured under California law.
 - E. These provisions may not be voided, modified nor waived.
- 18. Discrimination and Harassment.** Each party agrees it will not unlawfully discriminate, harass, or allow harassment against any employee or other person because of ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status, and shall comply with all applicable laws pertaining to employment.

- 19. Entire Agreement.** This MOU constitutes the entire agreement between the parties with regard to the courses and supersedes any prior or contemporaneous understanding or agreement. No party has been induced to enter into this MOU by, nor is any party relying on, any representation or promise outside those expressly set forth in this MOU.
- 20. Amendment.** The provisions of this MOU may be modified only by mutual MOU of the parties. No modification shall be binding unless it is in writing and signed by the party against whom enforcement of the modification is sought.
- 21. Waiver.** Unless otherwise precluded by the terms of this MOU, terms or conditions may be waived by the party entitled to the benefit of the term or condition, but no such waiver shall affect or impair the right of the waiving party to require observance, performance, or satisfaction of that term or condition as it applies on a subsequent occasion.
- 22. Assignment.** Neither party may assign any rights or benefits or delegate any duty under this MOU without written consent of the other party. Any purported assignment without written consent shall be void.
- 23. Parties in Interest.** Nothing in this MOU, whether express or implied, is intended to confer any rights or remedies under or by reason of this MOU on any person other than the parties to it and their respective successors and assigns, nor is anything in this MOU intended to relieve or discharge the obligation or liability of any third person to any party to this MOU, nor shall any provision give any third person any right to subrogation or action against any party to this MOU.
- 24. Severability.** If any provision of this MOU is held by an arbitrator or court of competent jurisdiction to be invalid or unenforceable, the remainder of the MOU shall continue in full force and effect and shall in no way be impaired or invalidated.
- 25. Notices.** Any notice under this MOU shall be in writing, and any written notice or other document shall be deemed to have been duly given on the date of personal service on the parties or on the second business day after mailing if the document is mailed by registered or certified mail, addressed to the parties at the addresses set forth below, or at the most recent address specified by the addressee through written notice under this provision. Failure to conform to the requirement that mailings be done by registered or certified mail shall not defeat the effectiveness of notice actually received by the addressee.
- 26. Authority to Enter Into MOU.** Each party to this MOU represents and warrants that it has the full power and authority to enter into this MOU and to carry out the transactions contemplated by it and that it has taken all action necessary to authorize the execution, delivery, and performance of this MOU.

27. **Status of the Parties.** Neither party is a partner, joint venture, co-principal, employer, or co-employer of the other or of an employee of the other party. Fortune shall be solely responsible for paying all salaries, wages, benefits, and other compensation which its employees or subcontractors may be entitled to receive in connection with performing services under this MOU. Fortune shall be solely responsible for withholding and paying all applicable payroll taxes and contributions, including federal, state, and local income taxes, FICA, FUTA, and state unemployment, workers' compensation, and disability insurance in connection with performing services under this MOU.
- CRC shall be solely responsible for paying all salaries, wages, benefits, and other compensation which its employees or subcontractors may be entitled to receive in connection with performing services under this MOU. CRC shall be solely responsible for withholding and paying all applicable payroll taxes and contributions, including federal, state, and local income taxes, FICA, FUTA, and state unemployment, workers' compensation, and disability insurance in connection with performing services under this MOU.
28. **Retention and Audit of Records.** Each party shall maintain records pertaining to this MOU as may be required by federal and state law. Each party may review and obtain a copy of the other party's pertinent records subject to federal and state privacy statutes.
29. **Governing Law and Venue.** This MOU will be governed by and construed in accordance with California law and venue of any action or proceeding in connection with this MOU shall be Sacramento County, California.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed the day and year first above written.

AGREED TO AND ACCEPTED:

**LOS RIOS COMMUNITY COLLEGE
DISTRICT ON BEHALF OF COSUMNES
RIVER COLLEGE**

AGREED TO AND ACCEPTED:

**REX AND MARGARET FORTUNE
EARLY COLLEGE HIGH SCHOOL**

By: _____

Jamie Ruggles
Director, Accounting Services
1919 Spanos Ct
Sacramento, CA 95825

By: _____

Margaret Fortune
President/CEO, Fortune School of Education
2890 Gateway Oaks Dr, Ste 100
Sacramento, CA 95833
916-424-8633

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Los Rios Colleges Foundation – Quarterly Investment Report	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration <i>Upz</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

BACKGROUND:

In 1998, the District and Los Rios Colleges Foundation (Foundation) adopted a Master Agreement whereby the Foundation became an auxiliary organization of the District. All college foundations' investment activities were combined under the Foundation. Morgan Stanley is the investment consultant for the Foundation.

As an auxiliary organization, the Foundation is not required to operate under GC 53600 investment restrictions. The Foundation Board has a Statement of Rules, Objectives and Guidelines (Statement) to govern the investment of funds, last revised June 2018. The funds should be invested with care, skill, prudence and diligence with the goal of producing returns equal to or exceeding prevailing standards among foundations of similar asset size, as well as for the protection of funds held in perpetual duration. The Statement defines the investment guidelines for specified asset classes for endowed funds as follows: equities, defined as common stock, convertible preferred stock, convertible bonds, and convertible stock, shall represent 25-60% of the total fund assets; fixed-income securities, defined as investments with maturities greater than one year that pay a fixed rate of return, shall represent 17-50% of the total assets; alternative investments, defined as fund-of-fund investments, shall represent up to 20% of the total fund assets; and cash, defined as maturities shorter than one year, shall represent 2-10% of the total fund assets. In addition, the Statement provides guidelines for investing non-endowed funds based upon the purpose of the donation and the horizon of time for the use of funds. The three non-endowed portfolio funds available are cash management, fixed income and balanced funds.

STATUS:

This report represents the investment activity for the year ended June 30, 2021. The investments are directed by the Los Rios Colleges Foundation Finance Committee and realized and unrealized earnings are shown in the accompanying schedules. The return for the year ended June 30, 2021 for the endowed portfolio of \$12.8 million was 26.18% compared to 26.01% for the composite benchmark. The return for the year ended June 30, 2021 for the total managed portfolio of \$16.5 million was 19.66% compared to 19.65% for the composite benchmark. In accordance with generally accepted accounting principles, investments are restated to market value as of each fiscal year-end.

RECOMMENDATION:

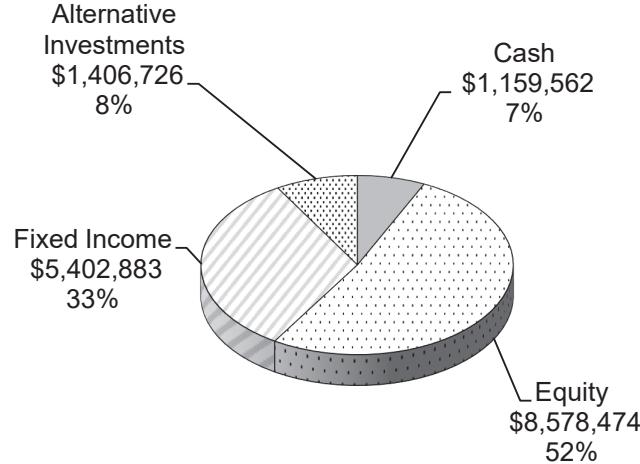
It is recommended that the Board of Trustees receive the Foundation Quarterly Investment Report for the year ended June 30, 2021.

**Los Rios Colleges Foundation
Account Summary
as of JUNE 30, 2021**

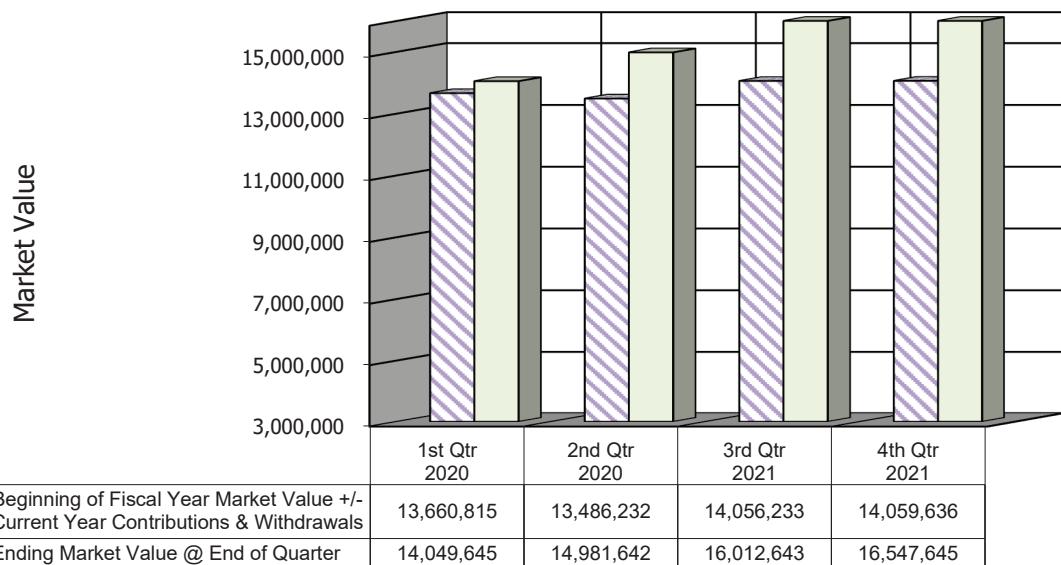
TOTAL PORTFOLIO	Guidelines	Opening Balance Start of Fiscal Year	Net Deposits/ Withdrawals	Unrealized Gains/(Losses)	Realized Gains/(Losses)	Interest / Dividends			% of Total Current Market Value
							Total YTD Earnings	YTD Fees	
Managed (Endowed):									
Cash (Scholarship)	2-10%	360,070	825	-	-	32	32	-	360,927 3%
Fixed Income									
Breckinridge*		1,623,841	(181,892)	(74,478)	33,720	44,701	3,943	(10,091)	1,435,801 11%
Lord Abbett Inflation		290,168	40,000	49,327	-	12,427	61,754	(1,562)	390,360 3%
CRANX		546,511	40,000	(10,373)	-	11,153	780	(2,589)	584,702 5%
Total Fixed Income	17-50%	2,460,520	(101,892)	(35,524)	33,720	68,281	66,477	(14,242)	2,410,863 19%
Equities									
SPDR Portfolio Total Stock Market ETF		1,828,569	(393,566)	560,255	63,163	26,386	649,804	(8,033)	2,076,774 16%
Snow All Cap Value		591	(591)	-	-	-	-	-	- 0%
Schafer Cullen International High Dividend		682,487	(75,000)	150,003	10,365	30,052	190,420	(7,027)	790,880 6%
iShares Core MSCI EAFE ETF		1,282,322	(140,000)	373,900	(9,649)	34,141	398,392	(6,028)	1,534,686 12%
DTD - ETF		626,573	(125,000)	164,003	5,712	15,269	184,984	(2,708)	683,849 5%
MLP Closed End Funds		1,064	(1,064)	-	-	-	-	-	- 0%
International Small Cap		335,494	-	150,497	-	5,498	155,995	(1,828)	489,661 4%
Brandes EM		479,363	(15,000)	183,386	(17,432)	16,403	182,357	(6,121)	640,599 5%
Salient MLP		127,895	1,655	45,643	1	8,182	53,826	(612)	182,764 1%
Miller Howard and Income Equity SMA		676,881	(225,000)	181,421	41,814	22,114	245,349	(4,991)	692,239 5%
China Portfolio		299,516	-	53,945	50,560	4,460	108,965	(1,644)	406,837 3%
Fuller & Thaler		-	275,000	170,874	29,229	6,580	206,683	(2,721)	478,962 4%
HIBIX		-	600,000	-	-	2,073	2,073	(850)	601,223 5%
Total Equities	25-60%	6,340,755	(98,566)	2,033,927	173,763	171,158	2,378,848	(42,563)	8,578,474 66%
Alternative Investments									
Liquid Alternatives		810,625	(25,671)	45,872	1,466	20,098	67,436	(7,667)	844,723 7%
Structured Inv't		288,308	207,358	66,334	-	3	66,337	-	562,003 5%
Total Alternative Investments	up to 20%	1,098,933	181,687	112,206	1,466	20,101	133,773	(7,667)	1,406,726 12%
Total Managed (Endowed)		10,260,278	(17,946)	2,110,609	208,949	259,572	2,579,130	(64,472)	12,756,990 100%
Managed (Non-endowed):									
Madison Short Duration Fixed Income*		3,398,836	(380,000)	(97,355)	27,813	66,970	(2,572)	(24,244)	2,992,020
Total Managed (Endowed & Non-endowed)		13,659,114	(397,946)	2,013,254	236,762	326,542	2,576,558	(88,716)	15,749,010
Non-Endowed:									
Cash Management - Money Market		704,087	89,445	-	-	81	81	-	793,613
Total Non-Endowed		4,102,923	(290,555)	(97,355)	27,813	67,051	(2,491)	(24,244)	3,785,633
Cash Clearing Account									
Gift Receipt		1	4,935	(2,225)	2,311	-	86	-	5,022
TOTAL PORTFOLIO		14,363,202	(303,566)	2,011,029	239,073	326,623	2,576,725	(88,716)	16,547,645

Los Rios Colleges Foundation
Account Summary
as of JUNE 30, 2021

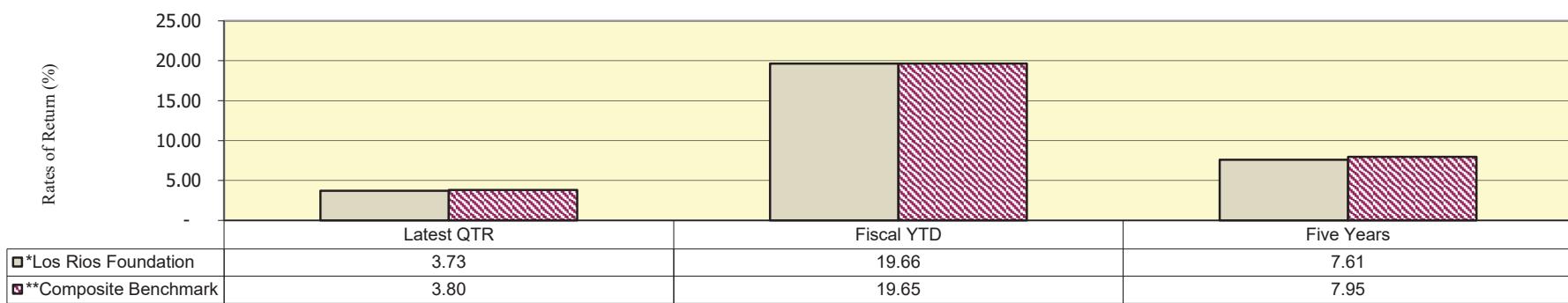
**Asset Allocation as of
JUNE 30, 2021**



Portfolio Change July 2020 through JUNE 2021



Performance Analysis as of JUNE 30, 2021



* The definition of Los Rios Foundation Return is Managed Portfolio Net Time Weighted Returned which is net of fees.

**Provided by Morgan Stanley. Composite benchmark is composed of various market indices selected by Morgan Stanley to approximate the Foundation's asset allocation.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	District Bank Accounts	ATTACHMENT: None	
		ENCLOSURE: Bank Accounts	
AGENDA ITEM:	Consent Item D	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<i>MR</i> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	<i>Brian King</i> Brian King, Chancellor	FIRST READING	
		ACTION	
		INFORMATION	

BACKGROUND:

The Budget and Accounting Manual issued by the System Office requires that all separate bank accounts be "...presented to the governing board for its review and confirmation of continuing need." This is the annual report submitted to the Board for such approval.

STATUS:

There are forty-one (41) active accounts used by the district office, four colleges, and the centers. These accounts are necessary to carry out the many functions of the District. The various accounts include:

Demand Deposits:

Checking accounts and the Local Agency Investment fund (LAIF) are accounts in which the funds are available on demand by the District. LAIF is a pooled fund managed by the State of California for local agencies.

Clearing Account:

The District clearing account was established to handle direct deposits from the colleges and District office which are then sent to the Sacramento County Treasurer's Office.

Self-Insurance:

The District is self-insured for certain prescribed losses. Monies are held in the Sacramento County Treasurer's Pooled Investment Account and transferred to the District's Workers' Compensation and Liability/Property bank accounts to facilitate payments processed by third party administrators on behalf of the District.

Retiree Health Trust Account:

The Retiree Heath Trust Account was established for purposes of investment and disbursement of funds irrevocably designated by the District to fund other post-employment benefits (OPEB).

Custodial Account for Securities:

Per Government Code 53601, public agencies purchasing securities are required to take delivery of the securities. This account is used for holding securities related to the Other Debt Service Fund.

Imprest Cash Accounts:

Imprest cash accounts are revolving accounts used at a variety of sites to facilitate petty cash transactions. Disbursements from these accounts are reimbursed from the appropriate district/college fund to maintain the imprest cash accounts at their predetermined levels.

Bookstore Operating Accounts:

Each college had a bookstore checking account for daily operations. Effective June 1, 2020, the District contracted with an outside vendor to operate the District's physical and online bookstores for all four colleges. The bookstore accounts will be closed once the activity has settled.

Foundation Accounts:

The District and each college maintain checking accounts for the Foundation activities.

Student Association Accounts:

Each college maintains checking accounts for the Associated Student Body (ASB).

Authorized signatories will be changed, when appropriate, with the retirement or resignation of authorized employees.

RECOMMENDATION:

It is recommended that the Board of Trustees affirm the continuing need for the attached separate bank accounts used by the District.

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2021
Page 1 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Clearing Account	JP Morgan Chase Governmental Unit	103020316 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District	HTML Enrollment Account	JP Morgan Chase Governmental Unit	112312282 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District	Check Clearing Account	JP Morgan Chase Governmental Unit	610756923 Checking	1	Mario Rodriguez
District	Revolving Fund	JP Morgan Chase Governmental Unit	112311292 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh Paula Allison Kristin Emmett
District	Electronic Money Transfer Account (Payroll)	JP Morgan Chase Governmental Unit	112310773 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District	State Special Programs Fund (CalGrant)	JP Morgan Chase Governmental Unit	112312753 Checking	1	Mario Rodriguez Jamie Ruggles
District	Local Agency Investment Fund	California State Treasurer	Demand Deposit 75-34-004	2	Brian King Mario Rodriguez Ben Lamera Bernard Santo Domingo Dave Matuskey

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2021
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Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Federal Funds Clearing Account	JP Morgan Chase Governmental Unit	112308256 Checking	1	Jamie Ruggles Mario Rodriguez Anita Singh
Facilities Management	Facilities Management Revolving	JP Morgan Chase Governmental Unit	112308629 Checking	1	Pablo Manzo Dan McKechnie Vince Montoya Jennifer Panag
District	Parking Citations	JP Morgan Chase Governmental Unit	112310013 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District York Risk Services Group, Inc.	Workers Compensation	Umpqua Bank 1801 Douglas Blvd. Roseville CA 95661	992412874 Checking	1	Carolyn Kho Debi L. Harrington Kristy Copley Jeff Marshall Tony Galioto
District Risk Management	Liability/Property	Wells Fargo Bank 1300 SW 5 th Ave. Suite 2500 Portland, OR 97201	4123586299 Checking	2	Fritz Heirich Lynn Truong Jeff Grubbs Jo Ann Sprague

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2021

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Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District Risk Management	Liability/Property	Union Bank 1980 Saturn St. Monterey Park, CA 91755	0060637016 Checking	Checks under \$5,000 are signed with just a facsimile 2 For checks over \$5,000	Tara Schilling (Facsimile) _____ David Seres Keith Pippard Suleman Moloo Connie Koeller Arlene LaCoste Cedell Bush Robert McCall
District	Retiree Health Trust	Wells Fargo Bank San Francisco	22625400 Managed Investment Account	1	Brian King Mario Rodriguez
District	Foundation	JP Morgan Chase Governmental Unit	116985398 Checking	2 *	Brian King Mario Rodriguez Jamie Ruggles Kristin Emmett Paula Allison
District	Certificates of Participation	The Bank of New York Mellon Trust Company San Francisco, CA	870755 & 870756 Custodial Accounts	1	Brian King Mario Rodriguez

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2021
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Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Certificates of Participation	The Bank of New York Mellon Trust Company San Francisco, CA	870755 & 870756 Custodial Accounts	1	Brian King Mario Rodriguez
American River College	Revolving	JP Morgan Chase Governmental Unit	115665785 Checking	1	Koue Vang Isolina San Juan
American River College	Associated Student Government	JP Morgan Chase Governmental Unit	115665579 Checking	1	Brian King Mario Rodriguez Koue Vang Isolina San Juan
American River College	College Activities	JP Morgan Chase Governmental Unit	115665678 Checking	1	Brian King Mario Rodriguez Koue Vang Isolina San Juan
American River College	Local Agency Investment Fund	California State Treasurer	75-34-001 Demand Deposit	2	Brian King Thomas Greene Mario Rodriguez Ben Lamera Bernard Santo Domingo Dave Matuskey

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2021

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Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
American River College	Bookstore Operating	JP Morgan Chase Governmental Unit	115665827 Checking	2	Koue Vang Isolina San Juan
American River College	Foundation	JP Morgan Chase	116985679 Checking	2 *	Isolina San Juan Thomas Greene Mario Rodriguez
Cosumnes River College	Associated Student Government	JP Morgan Chase Governmental Unit	112532327 Checking	1	Brian King Mario Rodriguez Theresa Tena Kathleen DeLeon
Cosumnes River College	Revolving	JP Morgan Chase Governmental Unit	112532236 Checking	1	Theresa Tena Kathleen DeLeon
Cosumnes River College	Local Agency Investment Fund	California State Treasurer	75-34-003 Demand Deposit	2	Brian King Edward Bush Mario Rodriguez Theresa Tena Ben Lamera Bernard Santo Domingo Dave Matuskey

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2021

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Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
Cosumnes River College	Bookstore Operating	JP Morgan Chase Governmental Unit	112532558 Checking	2	Theresa Tena Kathleen DeLeon Maria Hyde
Cosumnes River College	Foundation	JP Morgan Chase	116985885 Checking	2 *	Theresa Tena Kathleen DeLeon Edward Bush Mario Rodriguez
Cosumnes River College	College Activities	JP Morgan Chase Governmental Unit	112532103 Checking	1	Brian King Mario Rodriguez Theresa Tena Kathleen DeLeon
Folsom Lake College	Revolving Account	JP Morgan Chase Governmental Unit	112312951 Checking	1	Augustine Chavez Whitney Yamamura Joany Harman Monica Pactol
Folsom Lake College	College Activities	JP Morgan Chase Governmental Unit	112316226 Checking	1	Brian King Mario Rodriguez Whitney Yamamura Augustine Chavez Joany Harman Monica Pactol
Folsom Lake College	Associated Student Government	JP Morgan Chase Governmental Unit	112316002 Checking	1	Brian King Mario Rodriguez Whitney Yamamura Augustine Chavez Joany Harman Monica Pactol

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2021
Page 7 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
Folsom Lake College	FLC Bookstore Operating	JP Morgan Chase Governmental Unit	112531998 Checking	2	Rob Mulligan Augustine Chavez Whitney Yamamura Joany Harman Monica Pactol
Folsom Lake College	Foundation	JP Morgan Chase Governmental Unit	116985562 Checking	2 *	Augustine Chavez Whitney Yamamura Joany Harman Monica Pactol Mario Rodriguez
Folsom Lake College	Harris Center	JP Morgan Chase Governmental Unit	112532079 Checking	2	Augustine Chavez Whitney Yamamura Joany Harman Mario Rodriguez Sonia Ortiz-Mercado Monica Pactol Mario Rodriguez
Folsom Lake College	Local Agency Investment Fund	California State Treasurer	75-34-020	2	Brian King Mario Rodriguez Augustine Chavez Ben Lamera Bernard Santo Domingo Dave Matuskey
Sacramento City College	Revolving	JP Morgan Chase Governmental Unit	112533028 Checking	1	Carrie Bray Stephanie Smith Taunya Wattier

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

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Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
Sacramento City College	College Activities/ Associated Student Government	JP Morgan Chase Governmental Unit	112532921 Checking	1	Brian King Mario Rodriguez Carrie Bray Stephanie Smith
Sacramento City College	Local Agency Investment Fund	California State Treasurer	75-34-006 Demand Deposit	2	Brian King TBD Mario Rodriguez Carrie Bray Ben Lamera Bernard Santo Domingo Dave Matuskey
Sacramento City College	Bookstore Operating	JP Morgan Chase Governmental Unit	115665389 Business Checking	2	Carrie Bray Stephanie Smith Maria Hyde Taunya Wattier
Sacramento City College	Foundation	JP Morgan Chase Governmental Unit	116985778 Business Checking	2 *	Carrie Bray Stephanie Smith Taunya Wattier Mario Rodriguez

* Two signatures required per Los Rios Foundation Bylaws

Updated 06/03/21 js

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Special Event Authorization	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item E	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Jacob Knapp, General Counsel <i>JK</i>	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	FIRST READING	
		ACTION	
		INFORMATION	

BACKGROUND:

Pursuant to Board Policy P-1414, special events are shows, private parties, concerts, theatrical productions, and other events held on a District premises for which the principal attendees are members of the general public or invited guests and not students of the District.

STATUS:

At the below-listed special event, event sponsors have submitted applications for permission to serve alcohol.

College Events

Date of Event	College	Location	Name of Event	Alcohol
August 21, 2021	FLC	Harris Center	The Heart of Rock & Roll	Wine

RECOMMENDATION:

It is recommended that the Board of Trustees approve or ratify the application listed herein.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Los Rios Child Development Centers: Non-Subsidized Childcare Rates	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item F	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

BACKGROUND:

The Los Rios Community College Child Development Centers serve primarily low income student families whose tuition is subsidized by the State of California. If we have still have space available after the low income families have been accepted we may offer those spots to higher income students, staff, faculty, or community members.

As part of our contract with the State of California, our non-subsidized fees must be equal to or greater than our state reimbursement rate. The current state budget has allowed for a 4.05% increase to our reimbursement rate with another possible increase in January 2022.

The proposed increase to childcare fees would be in compliance with our state contract. The increase is slightly higher than 4.05% in an attempt to avoid the potential need to raise our rates again in January 2022, yet still avoid an extreme increase. We used the following formula. We increased fees by 4.5% then rounded to the next full dollar.

RECOMMENDATION:

It is recommended that the Board of Trustees approve these fees to be in effect July 1, 2021 to comply with our state contract for families that will start attending the programs on August 23, 2021.

Los Rios Community College District Child Development Centers

American River College • Cosumnes River College • Sacramento City College

Declaration of Income for New Families Full Fee (Non-Subsidized)

- Check the chart below for your family size and income.
- If your monthly gross family income is above the amount shown for your family size, you do not qualify for new subsidized childcare.
- If your child is accepted into our program, your Non-Subsidized childcare fees [per child, per day] are listed below.

	Family Size											
	1-2	3	4	5	6	7	8	9	10	11	12	
Total Gross Family Income	\$5,889	\$6,511	\$7,441	\$8,632	\$9,823	\$10,046	\$10,269	\$10,492	\$10,716	\$10,939	\$11,162	

(California Department of Education, Child Development Division, Management Bulletin #21-09)

\$ Rate Per Child, Per Day (effective July 1, 2021)		
Infants (12 to 17 months)	Part-time (less than 4 hours, morning or afternoon)	80.00
	Full-time	134.00
Toddlers (18 months to 35 months)	Part-time (less than 4 hours, morning or afternoon)	61.00
	Full-time	102.00
Preschool (3 – 5 years) AND School Age (5-11 years)	Part-time (less than 4 hours, morning or afternoon)	36.00
	Full-time	59.00

I certify that my family income is above the amount listed for my family size OR I do not wish to provide proof of income. I agree to pay the daily Non-Subsidized Fee [per day, per child] for child care without having to supply the Child Development Office with employment verifications or copies of income.

Signature _____
(Parent/Guardian)

Date_____

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Los Rios Child Development Centers: Reopening Plan	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item G	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

BACKGROUND:

The Los Rios Community College Child Development Centers serve primarily low income student families whose tuition is subsidized by the State of California. The state is requiring all subsidized programs that were closed due to the Covid-19 pandemic to have a reopening plan approved by their governing board.

The Child Development Center supervisors in consultation with their department deans, college VPAs, and the district director of health and wellness have developed this reopening plan.

The plan was also developed based on other community college programs that have already reopened and have used many of the proposed practices.

The centers are currently preparing to serve our student families that have a great need for childcare and support services.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the Child Development Centers reopening plan.

LRCCD Child Development Centers

Plan for Reopening in Fall 2021

*With New Procedures, Requirements, and Resources During the
COVID-19 Pandemic*



Table of Contents

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Page 19: Resources

Prepared by: Jennifer Patrick, Laurie Perry, Cheryl Watt, Sadat Zarek

Summary on Plan to Safely Reopen in Fall 2021

Operated by Los Rios Community College District, the Child Development Centers and Learning Labs (CDC's) provide Toddler, Preschool, and School Age care and education to families associated with the college. Clients include students attending the college who have children, faculty and staff, alumni, and members of the community.

The CDC's closed in March of 2020, in line with other campus program closures consistent with health orders and direction from college officials consistent with the Sacramento County *Stay at Home* order. As we move toward the Fall 2021 semester, it is a priority for the CDC's to reopen all programs in order to provide critical child care and early education services to our clientele of students who are parents/families of young children.

The CDC's normally serve approximately 218 (ARC = 102, CRC = 62, SCC =54) children per day across three campuses, serving children ages 12 months to 5 years old in Toddler and Preschool classrooms, and 5 to 11 year old's in our school age program. Consistent with the State of California Department of Education (CDE) and California Department of Public Health (CDPH) guidelines, we have prepared this plan to safely reopen on Monday, August 23rd, 2021 to serve families. Staff members will return to campus on or before Monday 8/16/21 to set up classrooms and practice new procedures. The CDC facilities are conveniently laid out in a way that will assist in minimizing person-to-person contact and maintaining the health and safety of staff, children, and parent/family/guardians.

In an effort to maintain the safest environment possible for our children and staff, the CDCs commit to follow guidance for programs operating in Tier 1 / Purple / Widespread counties regardless of the current tier for Sacramento County. This plan will also allow the centers the option to stay operational if the tier level changes for our county. These guidelines are issued by our licensing agency, the California Department of Social Services (CDSS) and the CDPH.

These guidelines currently allow cohorts of 16 individuals (including teachers/adults). In addition, we must maintain the adult to child ratios required by our CDE contract in Title 5 (1:8 for Preschool; 1:4 for Toddlers; 1:14 School-Age). We will limit each program classroom to no more than 12 children. Site specific details will be listed in the addendums.

The operations and procedures included in this plan will be updated as appropriate according to public health conditions and industry guidance. Any significant changes will be vetted through college and/or district administration as appropriate.

General Operations

Center hours will be adjusted to allow for staggered pick up and drop off times, and to allow for cleaning and disinfecting. Drop off and pick up guidelines, a mandatory health screening at drop off, updated child sick policy provisions, and a variety of other procedures have been adjusted to ensure the health and safety of children, their families, and CDC staff. A mandatory virtual parent/family orientation will be held prior to reopening to inform parents and families of these new procedures.

Student parents in the impossible or difficult to convert programs as defined by LRCCD will be prioritized for enrollment in the CDCs. In compliance with our CDE contract, these families will be prioritized with the lowest income families being served first. The CDCs will then use the same prioritization model to accept student parents in other programs as space allows.

Administrative staff will be on site and available to help facilitate drop off and pick up, health screenings, etc.

The subsequent information in this document demonstrates how the CDC's are currently preparing to reopen, and details about new policies and procedures.

Pre-planning Elements

A variety of efforts are either completed or currently underway to ensure the CDC's are prepared to safely reopen classrooms at each site at a limited capacity. Exact procedures may vary by campus.

Some of the recommended facility changes are listed below. Additional guidance and support will be requested from individual campus operations and administration.

- **Air filters:** all HVAC filters throughout the facility should be changed and upgraded.
- **Floor decals:** floor decals directing folks on how to maintain physical distancing will be installed throughout the facility.
- **Signage:** Signage will be installed throughout the facility summarizing new guidelines as directed by CDSS. CDC supervisors will follow campus protocol to ensure any signage required is posted throughout the facility.
 - Signage will also direct parents to their appropriate drop point when the children will be signed in by a staff member
- **Plexiglass partitions:** Dividers will be put up on the Clerk's desk if needed for family enrollment appointments. All other interactions will take place online.
- **Staff will implement new spacing:** In order to assist with physical distancing, program staff will rearrange classrooms and playground areas. Napping, for example, has been

reorganized in a head-to-toe order with increased spacing between children, and each cohort will nap in their own classroom (instead of combining for nap).

Program Materials and Equipment

- Toys, Books, and Other Learning Materials: CDC staff will return to work prior to reopening the Centers in alternate shifts to clean and disinfect all program materials and equipment inside the classrooms.
- All playground equipment will be cleaned and disinfected.
- Equipment and materials will be cleaned and sanitized or disinfected on a continual basis when in operation.

Personal Protective Equipment (PPE)

- Management will procure extensive supplies of gloves, aprons, face masks, face shields, cloth face coverings, and cleaning supplies.

Hiring

- CDC Supervisors will hire a limited number of student and temporary staff as needed to operate the programs.
- Substitute/Temporary teachers will also be hired to fill in as needed if a permanent teacher becomes ill.

Staff Training:

- All program staff will have completed
 - Covid-19 training provided by California Early Childhood Training Online.
 - LRCCD required Covid-19 training
 - Integrated Pest Management Training for using disinfectants in Child Care as required by the Healthy Schools Act.

New Procedures for the Safe Reopening and Operation of the Center Reopening Policies and Procedures for Staff and Children

These policies and procedures will be in place when the center reopens on 8/23/21. They are subject to change as warranted by local and state mandates. Parent/Guardians and staff will be informed via email of updated versions with at least 24 hours' notice.

Child Development Center Offices will be closed, administrative/office staff will be available by appointment only.

Posted at all entrances:

- **Facial covering requirement reminder:** All adults and children (families and employees) must have a facial covering/mask (covering the nose and mouth area) when arriving at the facility and during the day, with the exception of children napping. Staff, children or family members who require a CDC-provided face covering will be provided one immediately.
- **In order to prevent crowds from gathering the following guidelines have been implemented:** Each classroom will have a specific entry/exit gate in their designated play yard. This will eliminate mixing of different family cohorts. Signage will be added and stickers placed 6 feet apart on the ground to remind families to physically distance. Site specific details are included in the addendums.

Scheduling in-person enrollment appointments with families before re-opening

- Staff at each center will coordinate with families to schedule in-person appointments for enrollment/certification meetings. All appointments will be scheduled in intervals allowing enough time in between meetings for staff to disinfect and maintain social distancing if required by current health guidelines. The appointments will be conducted in rooms where there is enough space for social distancing if needed. Mask requirements will be informed and applied during the meetings.

Drop off and Pick up Procedures

These procedures follow the [Covid-19 Guidance for Child Care Programs](#) issued by CDPH, CDSS, and CAL-OSHA. Procedures will be adjusted as guidance changes.

- Only one family at a time may enter through the designated gate for each cohort. To limit the amount of daily exposure to the environment, we will implement a limited access drop off and

pick-up procedure. Parents/families will no longer enter the classroom environments when dropping off and picking up.

- Drop off/Pick up will occur at the designated outside gate.
 - Parents/families will not be permitted to enter the program for drop-offs or pick-ups.
 - A staff member will greet parents/guardians at the designated gate.
 - Covid screening and temperature checks verified.
 - Only children and assigned staff are permitted in the inside environments.
 - As soon as children over two years old enter the gates, children will be directed to wash their hands.
 - The ground will be marked to assist in guiding families to maintain physical distance from other families. If there are multiple families waiting outside to enter the designated gate, families will be instructed to maintain physical distance of at least 6 feet and wear a mask.
 - When possible, families will be asked to have the same individual drop off and pick up the child(ren) each day.
 - Each college will determine how adjustments will be made in the event of rain or other inclement weather.

Pick up procedures

- At the end of the day children will be walked to the gate as parent/family authorized individuals arrive.
- Parents arriving at times different from planned pick up will call the clerk to have their child walked to the gate
- The person picking up the child must show, as CDC staff may not be able to recognize the person as they will be wearing a face mask.
- Parents/families will be admitted to inside environments only in case of emergency. In case of inclement weather or other extenuating circumstances, one drop-off/pick-up person may enter the lobbies of the designated space indoors. Masks must be worn.
- When possible, the same individual should drop off and pick up the child(ren) each day.

Program / Classroom Guidelines

Please note that the above new procedures are all in addition to the already announced policies and reminders below. The Child Development centers will follow the strictest industry guidance and safety measures issued by the California Departments of Education, Social Services, and Public Health (CDE, CDSS, CDPH). These guidelines are currently inclusive of the measures listed below and will be updated as appropriate.

- Children will learn in maximum group sizes recommended by CDSS consistent with purple tier guidelines
- Children from the same family who are enrolled at the same level will be grouped in the same classroom
- Teachers will stay in the same classroom group throughout the entire day
- Children from different classrooms will not be commingled on the playground
- Children and teachers will be spread out within the space
- As weather permits, the majority of activities will be held outside
- Activities intentionally planned to spread children out throughout the environment
 - No shared sensory activities (water play, playdough, goop, etc.) we will bag all soft materials from the classroom (dramatic play clothes, hats, gloves, fabric money, purses, pillows, puppets, stuffed animals, flannel board pieces for children's use, etc.), anything that is made of cloth.
- Family style food service will be suspended. Meals will be provided in individual portions and following CDC, CDPH and COVID Industry Guidance regarding food service.
 - Meals will be prepared by Child Development Center staff until food services resume on the individual campuses.
- We are setting up mats for rest/nap time at the farthest distance possible, following a head to toe sleeping pattern. Mats will be disinfected after each nap time usage.
- Children will only bring one change of clothes and any other essential items into the centers. All other items will be left at home. The centers will provide face masks and any other items typically needed during the day.

Face Coverings

All staff at the Center and throughout the campus are required to wear face coverings while inside the building. Children aged two and under will not wear face coverings while at the Center. Children ages three + will be provided a face covering by the Center, and will be required to wear the mask throughout the day.

Handwashing

For children:

- Upon arrival, children's hands will be immediately washed upon entry into the play yard/classroom environments.
- Children's hands will be washed frequently throughout the day.

For staff:

- Staff will be required to wash their hands frequently, including all of the following: upon arrival, after each break, before and after eating lunch, after restroom use, after handling classroom materials and equipment, and prior to parent/family/guardian pick up.

Sick Policy

We are temporarily changing our child sick policy by denying child(ren) access or sending them home for the following reasons:

- When a temperature is 100 degrees Fahrenheit or higher
- When a persistent dry cough is observed
- When a rash is observed on any part of the body
- When thick green/yellow mucous of the nose is present
- When there is vomiting, diarrhea, or persistent stomach ache
- When the child has a headache

Additionally, temperatures will be taken as needed. Children who do not clear the temperature check or are otherwise observed as ill will be immediately isolated from other children, and a parent or family member will be called to pick them up within 30 minutes. Per current public health guidance, they must self-isolate for 10 days. They must also be fever free for 72 hours without the use of fever reducing medication before returning. Parents/family/guardians are restricted from administering a fever reducer to their child within 12 hours of contact with the Centers.

For Staff:

Students and temporary staff will follow the same district sick policy as permanent staff.

Operating Hours

Program hours at each site will be determined by the class schedules and needs of the families. Hours will be temporarily adjusted to allow for staggered drop off and pick up, as well as additional cleaning/sanitizing.

Staff will prepare and clean the environments daily during hours when children are not present; this will include the assurance that prior-day protocols were met, and also include a daily disinfecting of common surfaces. Custodial staff will service the building every day during swing/graveyard shift.

Disinfecting and Daily Cleaning Procedures

Common areas will be cleaned daily and additionally disinfected three times daily. Disinfecting will occur with EPA registered cleaners, and will be done at opening, after lunch time, and at the end of the day. The following areas will be of priority focus:

- Bathrooms: faucets, toilet handles, sink surfaces, paper towel dispensers, diaper changing station
- Administrative Offices
- Computer workstations
- All door handles
- Phones
- Desk surfaces

Classroom common areas (outdoors included) will be disinfected with EPA registered cleaners prior to opening, after lunch, and at the end of the day:

- Tables and chairs
- Shelves
- Commonly used materials and objects
- Door handles
- Bathroom sink faucets
- Toilet handles

- Paper towel dispensers
- Commonly used outside toys
- Grab bars on playground equipment

Addendum 1 – American River College



AMERICAN RIVER COLLEGE

ARC has 10 month employees and will plan to start enrollment and prepare classrooms for our return over the summer (6/7 - 7/15).

ARC Group size, classrooms, and enrollment capacity

Preschool Program at ARC

- Room 301: 12 children (2 full-time teachers, 1 intern)
- Room 302: 12 children (2 full-time teachers, 1 intern)
- Room 303: 12 children (2 full-time teachers, 1 intern)

Total available capacity preschool: 36 children

Toddler Program at ARC

Room 304: 8 children (2 full-time teachers, 1 intern)

Room 305: 8 children (1 full-time teacher & 1 temporary staff)

Total available capacity toddler: 16 children

Total capacity for ARC: 52 children (9 full-time teachers, 6 temporary staff)

ARC Entry/Exit Locations for drop off and pick up

- Room 301 will enter through the gate between the preschool yard and CDC 350.
- Room 302 will enter through the large gate next to the storage shed in the preschool yard.
- Room 303 will enter through the back door next to the staff workroom.
- Room 304 will enter through the gate in the toddler yard near the frontage road by the Student Center.
- Room 305 will enter through the gate near the back door of Room 306 (between the two play yards).

Addendum 2 – Cosumnes River College



COSUMNES RIVER COLLEGE

CRC Group size, classrooms, and enrollment capacity

Preschool Program at CRC

- Blue Room: 12 children part day (2 full-time teachers and 1 aide/intern)
- Yellow Room: 12 children full or part day depending on parent need (2 full-time teachers and 1 aide/intern)
- Potential hybrid model to serve more children remotely

Total available capacity preschool: 24 children

School Age Program at CRC

- Red Room: 12 children (1 full time teacher and 1 temp teacher)
- Potential hybrid model to serve more children remotely

Total available capacity school-age: 12 children

Total available capacity for CRC: 36 children on site (potentially more remotely depending on need/interest)(5 full time teachers and 3 temporary)

CRC Entry/Exit Locations

- Blue Room will enter through the south gate nearest the entrance
- Yellow Room will enter through the preschool east gate facing the parking structure.
- Red Room will enter through the north gate facing the library

Addendum 3 – Sacramento City College



SACRAMENTO CITY COLLEGE

SCC Group size, classrooms, and enrollment capacity

Preschool Program at SCC

- Room 1 with 12 children for part day morning with 2 staff member and one floater for breaks, lunch or to substitute
- Room 2 with 12 children (full or part day depending on parental need) same staffing model as Room 1
- Room 3 with 12 children part day morning, same staffing model as Rooms 1 and 2.

Total available capacity: 36 children depending on cohort numbers allowed by licensing.

SCC Entry/Exit Locations

- Room 1 will enter either through a new gate or through the back of the building
- Room 2 will enter through the front of the CDC and enter through the interior
- Room 3 has a gate in the playground and will enter through their playground.

Addendum 4 – Daily Health Screenings

Daily Health Check Questionnaire

We are currently researching options to make this a digital no-contact process.

When signing your child(ren) in for the day, you will need to answer a series of questions (see below). The answers to these questions must all be **no** in order for children to be accepted into our care. If any of the answers is a **yes**, we will not be able to accept your child(ren) into our care.

Questions:

In the last 24 hours have you or anyone in your child's household had:

1. A fever over 100?
2. Taken any fever reducing medications?
3. A cough, and the individual has not been consulted by a medical provider?
4. Difficulty breathing / shortness of breath?
5. Any other signs of illness?
6. Had any exposure to another individual with a suspected or confirmed COVID-19 case (in your knowledge)?

If you or your child shows any signs of sickness, stay home and take good care of your health. This may include contacting or seeing a health care provider. Per current public health guidance, they must self-isolate for 10 days from positive COVID test or the onset of symptoms. They must also be fever free for 72 hours without the use of fever reducing medication before returning.

Children with a temperature of 100 degrees must be excluded from the facility.

- If your child becomes ill at school, they must be picked up immediately (within thirty (30) minutes of contact). *Until further notice, this is a temporary change to our normal 1 hour policy.*
- Per current public health guidance, children must self-isolate for 10 days. They must also be fever free for 72 hours without the use of fever reducing medication before returning to the center. *Until further notice, this is a temporary change to our normal 48-hour policy. We are here for you, please stay home for us.*

LRCCD CDC

Covid-19 Child Daily Screening

You must agree to all these terms in order to leave your child at the center

General Information

Child Name: _____ Date: _____

Drop-off Person Name: _____

Drop-Off Person Daytime Phone Number: _____

What time will the child be picked up today? _____

Who will be the pick-up person? _____

Child Health Screening. Please check off all that apply:

- This child has not had a fever (temperature of 100° or higher) within the past 72 hours.
- This child has not had potential symptoms of COVID-19, such as shortness of breath or persistent dry cough, vomiting, diarrhea, stomach ache, headache, sore throat or chills within the past 72 hours.
- This child has not taken any fever reducing medications like acetaminophen or ibuprofen in the past 24 hours.
- This child is free of symptoms of other communicable illness, and is healthy enough to engage in daily activities including outdoor play.

Current Temperature Reading: _____

**Anyone with a current temperature of 100° or greater will not be admitted to the center.
Children must meet all these conditions in order to be admitted to the center.**

Drop-off Person Signature: _____

Addendum - 5

Top 10 Reminders for Families upon Reopening

Los Rios Community College District Child Development Centers

The LRCCD Child Development Centers plan to reopen at the beginning of the fall 2021 semester with limited services.

The CDC's will be open with limited hours with reduced capacity in each of the classrooms.

Any children who are exhibiting any signs of illness will be sent home immediately. Prior to being picked up by their parent/family/guardian, they will be isolated in our predetermined isolation area. Children will need to be symptom free for at least 72 hours without the help of medication before returning to care.

We require parents/families/guardians to follow these new procedures:

1. I will drop my child off between ____ (To Be Determined)
2. I will not bring any toys, books, water bottles, etc. from home.
3. I will be required to wear face coverings for drop off and pick up.
4. I will make sure that my child has sunblock applied before they arrive at school.
5. I will bring my child through the designated yard gate where a health survey and temperature check will be administered by staff (To Be Determined).
6. As soon as children over 2 years old enter the gates, children will be directed to the nearest sink to wash their hands. Families will say goodbye to the child at the gate.
7. I will follow social distancing rules when I am on the CDC's and LRCCD grounds and will not loiter with other families.
8. I will pick up my child between (To Be Determined)

I have read, understand, and agree to comply with the expectations.

Signature Date

Signature Date

Addendum 6

COVID-19 PUBLIC HEALTH EMERGENCY SPECIAL PROGRAM ATTENDANCE ACKNOWLEDGMENT AND DISCLOSURE

FAMILY/CHILD VERSION: This should be initiated and signed by parents/families/guardians. Please read and initial each statement below.

1. _____ I understand that during this COVID-19 Public Health Emergency I will NOT be permitted to enter the facility beyond the designated drop-off and pick-up area. I understand that this procedure change is for the safety of all persons present in the facility and to limit to the extent possible everyone's risk of exposure. I understand that it is my responsibility to inform any Emergency Contact persons of the information contained herein.
2. _____ I understand that IF there is an emergency requiring me to enter the facility beyond the designated drop-off and pick-up area I MUST wash my hands before entering, and wear a mask. While in the facility I must practice social distancing and remain 6ft from all other people, except for my own child.
3. _____ I understand that to enter upon the facility premises my child must be free from COVID-19 symptoms. If, during the day, any of the following symptoms appear my child will be separated from the rest of the people in the center. I will be contacted, and my child MUST be picked up from the facility within 30 minutes of being notified. NO EXCEPTIONS.

Symptoms include,

- fever of 100 degrees Fahrenheit or higher
- dry cough
- Shortness of Breath
- Chills
- Loss of taste or smell
- Sore Throat
- Muscle aches
- Rash
- Diarrhea
- vomiting

While we understand that many of these symptoms can also be related to non-COVID-19 related issues we must proceed with an abundance of caution during this Public Health Emergency. These symptoms typically appear 2-7 days after being infected so please take them seriously. Your child will need to be symptom free without any medications for 72 hours before returning to the facility.

4. _____ I understand that my child's temperature may be taken throughout the day while on facility premises.
5. _____ I understand that my child, if over the age of 2, will be required to wear a mask at all times while in the facility and on facility premises.
6. _____ I understand that my child will be required to wash their hands using CDC recommended hand washing procedures throughout the day using warm running water and rubbing with soap for at least 20 seconds.
7. _____ I will immediately notify the Child Development Center administration if I become aware that any person with whom my child or I have had contact exhibits any of the symptoms listed in Number 1 above, is advised to self-isolate, quarantine, or has tested positive, or is presumed positive for COVID-19.
8. _____ I understand that I am making the decision to enroll my child in the CDC'S. I understand that while present in the facility each day my child will be in contact with children, families and other employees who are also at risk of community exposure. I understand that no list of restrictions, guidelines or practices will remove the risk of exposure to COVID-19 as the virus can be transmitted by persons who are asymptomatic and before some people show signs of infection. I understand that I play a crucial role in keeping everyone in the facility safe and reducing the risk of exposure by following the practices outlined herein.

I, _____ certify that I have read, understand, and agree to comply with the provisions listed herein. I acknowledge that failure to act in accordance with the provisions listed herein, or with any other policy or procedure outlined by the LRCCD Child Development Center will result in termination of services. I acknowledge that care for my child will be terminated if it is determined that my actions, or lack of action unnecessarily exposes another employee, child, or their family member to COVID-19.

Child's Name: _____

DOB: _____

Parent/Family/Guardian Name: _____

Parent/Family/Guardian Signature

Date

Parent/Family/Guardian Name: _____

Parent/Family/Guardian Signature

Date

Administrator Witness

Date

Resources

COVID-19 Update Guidance: Child Care Programs and Providers issued by CDPH, CDSS, and CAL OSHA <https://files.covid19.ca.gov/pdf/guidance-childcare.pdf>

Guidance Related to Cohorts issued by CDPH

<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/small-groups-child-youth.aspx>

California Department of Social Services, Community Care Licensing, Child Care Page:

<https://www.cdss.ca.gov/inforesources/child-carelicensing>

California Department of Social Services, Community Care Licensing, Covid-19 child care resources

<https://www.cdss.ca.gov/inforesources/cdss-programs/community-care-licensing/child-care-licensing/covid-19-child-care-resources>

California Division of Occupational Safety and Health (Cal/OSHA):

<https://www.dir.ca.gov/dosh/Coronavirus/COVID-19-InfectionPrevention-in-Childcare-Programs-Guidance.pdf>

California Coronavirus (COVID-19) Resources: <https://covid19.ca.gov/>

California Department of Pesticide Regulation Health Schools Act information:

<https://apps.cdpr.ca.gov/schoolipm/>

Centers for Disease Control and Prevention (CDC):

<https://www.cdc.gov/coronavirus/2019-ncov/community/schoolschildcare/guidance-for-childcare.html>

California Childcare Health Program, University of California, San Francisco, | California Childcare Health Program <https://cchp.ucsf.edu/>

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Ratify: Bid Transactions	ATTACHMENT: None
		ENCLOSURE: None
AGENDA ITEM:	Consent Item H	TYPE OF BOARD CONSIDERATION:
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE <input checked="" type="checkbox"/> FIRST READING
APPROVED FOR CONSIDERATION:	Brian King	ACTION INFORMATION

BACKGROUND:

Pursuant to Board Policy 8315 the bid transactions herein listed are presented for approval and/or ratification.

CHANGE ORDERS				
Bid №	Change Amount	Change Number	Vendor	New Contract Total
20016	\$8,231.30	1	JNT Building and Remodeling Inc.	\$300,230.18
20019	\$84,349.00	2	DW Granade Inc.	\$4,196,887.00

BID AWARDS					
Bid №	Description	No of Responses	Award Date	Successful Vendor	Total Contract
C22002	Mohr Hall Compressed Air & Vacuum	2	7/12/21	TNT Industrial Contractors Inc.	\$134,507.00

Contractor Name	Base Bid	Total Bid
TNT Industrial Contractors Inc	\$134,507.00	\$134,507.00
F&H Construction	\$153,480.00	\$153,480.00

RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the bid transactions as herein listed.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Ratify: Affiliation and Other Agreements	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item I	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King , Chancellor	FIRST READING	
		ACTION	
		INFORMATION	

BACKGROUND:

Pursuant to Education Code section 81655, and Board Policy 8315, all agreements to which the District is party must be approved by or ratified by the Board of Trustees. Where agreements are not authorized or ratified by other means, this Board item is used to ensure compliance with this obligation.

STATUS:

Pursuant to Board Policy 8315, the agreements listed below are hereby presented for approval/ratification.

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS

Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

Agency	Clinical Program	Campus	Contract Date	Term
Walton Pediatrics	Nursing	ARC	06/23/2021	Evergreen
CVS Pharmacy	Pharm Tech	CRC	06/30/2021	Evergreen

RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the agreements identified in this board agenda item.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item J	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King	FIRST READING	
		ACTION	
		INFORMATION	

BACKGROUND:

A listing of purchase orders, warrants, checks and wires issued during the period of June 16, 2021 through July 15, 2021 is on file in the District Business Services Office for review.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the attached schedule.

PURCHASE ORDERS		
General Fund	0001115242-0001116918 B220000-B220371	\$ 60,239,791.60
Capital Outlay Fund	0003018853-0003018871	
Child Development Fund	000600937-0006000938	
Self-Insurance Fund	0009000469-0009000473 B9400000-B9400000	
WARRANTS		
General Fund	816298-817042	\$ 9,432,761.06
General Fund-ARC Instructional Related	011028-011037	
General Fund-CRC Instructional Related	-	
General Fund-FLC Instructional Related	031756-031756	
General Fund-SCC Instructional Related	048473-048484	
Capital Outlay Fund	835299-835353	
Student Financial Aid Fund	-	
Child Development Fund	954899-954902	
Self-Insurance Fund	976674-976675	
ODSFD	-	
Payroll Warrants	496781-497114	\$ 4,722,569.11
Payroll Vendor Warrants	68595-68671	
June Leave Process	497115-498983	
CHECKS		
Financial Aid Disbursements (E-trans)	-	\$ 2,985,284.62
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Bookstore Fund – ARC	-	\$ -
Bookstore Fund – CRC	-	
Bookstore Fund – FLC	-	
Bookstore Fund – SCC	-	
Student Clubs Agency Fund – ARC	6281-6287	\$ 10,587.20
Student Clubs Agency Fund – CRC	5549-5550	
Student Clubs Agency Fund – FLC	2945-2946	
Student Clubs Agency Fund – SCC	4596-4597	
Foundation – ARC	6943-6946	\$ 83,846.68
Foundation – CRC	2960-2960	
Foundation – FLC	2098-2103	
Foundation – SCC	5711-5720	
Foundation – DO	1276-1509	
Associated Students Trust Fund – ARC	-	\$ -
Associated Students Trust Fund – CRC	-	
Associated Students Trust Fund – FLC	-	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System: 8241-8246	\$ 60,528.85
ELECTRONIC TRANSFERS		
Board of Equalization	-	\$ -
PARS	-	\$ 22,970.85
Vendors	-	\$ -
International Wire	-	\$ -
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ 35,112.02
Bookstore	-	\$ -
Payroll Direct Deposit Advices	1106841-1110340	\$ 12,242,281.21
Other Payroll Transactions	-	\$ 2,860.00
Foundation Scholarships	-	\$ -
ACH Transaction	-	\$ -
CARES Act/HEERF II	-	\$ 4,200.00
Regional Transit (RT) Payment	-	\$ -
Accounts Payable Wire	-	\$ -
CalWORKS	-	\$ -
SB85	-	\$ 61,000.00

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Human Resources Transactions	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item K	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<i>Jamey Nye</i> Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	<i>Brian King</i> Brian King, Chancellor	FIRST READING	
		ACTION	
		INFORMATION	

RECOMMENDATION:

It is recommended that the Board of Trustees approve the Human Resources transactions on the attached pages.

MANAGEMENT

APPOINTMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>		
Rickel, Brian J.	Dean of Arts, Media & Entertainment (M.F.A., California State University, Fullerton)	08/12/21
<u>District Office</u>		
Wong, Kevin	Director (II) of Service Delivery (B.A., University of California, Berkeley)	08/12/21
<u>Folsom Lake College</u>		
Fletcher, Francis G.	Dean of Instruction, Languages & Literature/Visual & Performing Arts (M.A., California State University, Sacramento)	08/12/21
Peshon McGarry, Mariko	Dean of Instruction, El Dorado Center and Inmate Education (Ph.D., University of San Diego)	08/12/21
<u>Sacramento City College</u>		
Hodge, Rick L.	Associate Vice President of Instruction – Step 3 (Economic & Workforce Development (M.D.I., Andrews University)	08/16/21

APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Juarez, Maricela	Project Director (X) of TRIO Student Support Services, STEM, and Veterans Programs (M.S., California State University, Sacramento)	09/01/21 – 08/31/22 <i>(Revised)</i>
<u>Cosumnes River College</u>		
Pasamonte, Raul S.	Project Director (X) of TRIO Upward Bound Programs (M.A., California State University, Sacramento)	07/01/21 – 06/30/22
Sanchez Pantoja, Gladis L.	Title V HSI Grant Project Director (X) (M.A., University of San Francisco)	04/15/21 – 09/30/21 <i>(Revised)</i>
<u>District Office</u>		
Coleman, Laura C.	Statewide Director (VII) of the Centers of Excellence for Labor Market Research (B.A., California State University, Chico)	10/01/20 – 09/30/21 <i>(Revised)</i>

MANAGEMENT

APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)-ContDistrict Office

Wilcher, Aaron M. Director (VII) of the Center of Excellence
 (M.C.P., University of California, Berkeley) 10/01/20 – 09/30/21
 (Revised)

APPOINTMENT(S) TO TEMPORARY POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Garcia, Diana M.	Interim Project Director (X), TRIO, Student Support Services, STEM and Veterans Programs (M.S., California State University, Sacramento)	09/01/20-06/30/22 (Revised)
Handy, Eric J.	Interim Dean of Student Engagement & Completion (M.A., St. Mary's College)	08/12/21-05/31/22

Cosumnes River College

Moreno, Camille	Interim Associate Dean of Science, Mathematics and Engineering (M.A., California State University, Sacramento)	08/02/21-12/31/21
Wassmer, Dana	Interim Dean of Health and Human Services/Agriculture, Food and Natural Resources (M.A., Michigan State University)	01/04/21 – 08/31/21 (Revised)

District Office

Ralphs, Jason D.	Interim Director (V) of Admissions and Records (M.B.A., University of South Dakota)	07/01/21-06/30/22
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Sacramento City College

Smith, Stephanie A.	Interim Vice President of Administrative Services (M.A., California State University, Sacramento)	07/22/21-12/31/21
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RETIREMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>		
Collins, James I.	Dean of Science and Allied Health (After 16+ years of regular service)	10/01/21

FACULTY

APPOINTMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>		
Freeman, Ruth T. (M.S.N., American Sentinel University)	Nursing (Registered Nurse – RN) Assistant Professor	08/19/21
Goodwin, Jason C. (M.S.N., University of Massachusetts Amherst)	Nursing (Registered Nurse – RN) Assistant Professor	08/19/21
Green, Jaque R. (M.S.N., Western Governors University)	Nursing (Registered Nurse – RN) Assistant Professor	08/19/21
Villalva, Janelle E. (B.S.N., Johns Hopkins University)	Nursing (Registered Nurse – RN) Assistant Professor	08/19/21

APPOINTMENT(S) TO TEMPORARY POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Ramos, Gabriel F. (M.S., University of San Diego)	McClellan/Sacramento Regional Public Safety Training Center Coordinator (POST Basic Modular Academy), L.T.T.	08/12/21 – 12/31/21

LEAVE(S) OF ABSENCE

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Casale, Kristin G.	Chemistry Professor	Type C	01/13/22 – 05/18/22
<u>Sacramento City College</u>			
Naganuma, Kenneth H.	Biology Professor	Medical	08/19/21 – 12/16/21

REASSIGNMENT(S) / TRANSFER(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>		
Ayala, Connie C.	Learning Resources Center Coordinator From Project Director - American Apprenticeship Initiative (ARC)	07/01/21

FACULTY

RESIGNATION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>	
Douglas, Umar	Counselor	08/07/21

RETIREMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Cosumnes River College</u>	
Morgan-Nance, Kathryn L.	Accounting Professor (After 7+ years of regular service)	05/20/21
	<u>Sacramento City College</u>	
Mom, Brian W.	Business Professor (After 7+ years of regular service)	12/17/21
Toupadakis, Barbara D.	English as a Second Language (ESL) Professor (After 15+ years of regular service)	12/17/21

TEMPORARY, PART-TIME EMPLOYEES Spring 2021
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Salzman,Julie K.	Counselor	25 %

TEMPORARY, PART-TIME EMPLOYEES Spring 2021
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Reno,Susan L.	Other Health Occupations	12 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2021
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
**(A1) Adams,Jane P.	Counselor	1 %
Afshar,Zoha	Fashion Merchandising	13 %
Anishchenko,Svetlana V.	Mathematics, General	27 %
Black,Eric L.	Intercollegiate Athletics	15 %
Cano Chavez,Veronica	Counselor	2 %
Dang,Tina G.	Counselor	10 %
Delnero,Christina M.	Counselor	7 %
Fong,Angela J.	Guidance	3 %
Fong,Angela J.	Counselor	8 %
**(A1) Gomez,Martin	Guidance	3 %
Han,Peter M.	Counselor	14 %
Nelson,Jessica B.	Counselor	34 %
**(B5) Reeves,Leslie	Coordinator	44 %
Yatsenko,Tatyana	Guidance	10 %
Yatsenko,Tatyana	Counselor	2 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2021
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Carlson,William D.	Automotive Technology	10 %
Diehl,Kellie A.	Physical Education	15 %
Enck,Maizy E.	Fine Arts, General	25 %
Gelotte,Danielle	Counselor	6 %
Mapeso,Ray	Counselor	2 %
Pereira,Michael J.	Automotive Technology	30 %
Reed,Kathaleen E.	English	30 %
Rogers,Kevin M.	Automotive Technology	29 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2021
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Cherok-Fenner,Natalie J.	Medical Laboratory Technology	22 %
Du,Kseniya	Painting & Drawing	28 %
Hanrahan,Molly P.	Intercollegiate Athletics	15 %
Panger,Kathryn E.	Sociology	20 %
Raskin,Samuel W.	Coordinator	60 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Summer 2021
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Sanford,Jennifer K.	Psychology, General	20 %
Siegfried,Daniel J.	English	40 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2021
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Beyrer,Kimberlee M.D.	Counselor	6 %
Braun,Regina J	Counselor	23 %
Braun,Regina J	Counselor	20 %
Chave,Joshua J.	Counselor	32 %
Chave,Joshua J.	Counselor	10 %
Davila,Heidi L.	Counselor	16 %
Davila,Heidi L.	Counselor	9 %
Galvan,Erika N.	Counselor	9 %
Galvan,Erika N.	Counselor	16 %
Galvan,Erika N.	Counselor	5 %
Geddis,Maurice A.	Counselor	20 %
Geddis,Maurice A.	Counselor	6 %
Gelotte,Danielle	Counselor	9 %
Hernandez Martinez,Crystal	Counselor	20 %
Hernandez Martinez,Crystal	Counselor	32 %
Hill,Deirdre R.	Counselor	8 %
Mendoza,Liliana	Counselor	20 %
Mendoza,Liliana	Counselor	25 %
Reach,Lorna J.	Counselor	16 %
Reach,Lorna J.	Counselor	26 %
Sala,Alina	Counselor	2 %
Swafford,Derek L.	Counselor	10 %
Swafford,Derek L.	Counselor	5 %
Takahashi,Reiko Y.	Counselor	49 %
Williams,Nichelle	Counselor	5 %
**(A1) Woolley,Nicole B.	Coordinator	20 %
**(A1) Wright,Tatyana N.	Counselor	14 %
**(A1) Wright,Tatyana N.	Counselor	13 %
**(A1) Wright,Tatyana N.	Counselor	23 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2021
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams,Grant C.	Spanish	53 %
**(A1) Adams,Jane P.	Counselor	51 %
Aghabaeigi,Farah	Accounting	27 %
Aguilar,Joshua M.	Drafting Technology	33 %
Aguilar,Susan L	Classics-Humanities	20 %
Akawi,Robin	Psychology, General	40 %
Anaya,Dan A.	Computer Programming	35 %
Andersen,Alicia S.	Speech Communication	20 %
Arana,Juliya N.	ESL Speaking/Listening	20 %
Araujo,Frank P.	Anthropology	40 %
Austin,Debra L.	Reading	30 %
Buckner,Mallory R.	Counselor	3 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2021
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Cano Chavez,Veronica	Counselor	20 %
Casillas,Griselda	Counselor	2 %
Dang,Tina G.	Counselor	13 %
Farias,Imelda	Counselor	60 %
Fernandez,Joyce M.	Counselor	10 %
Gelotte,Danielle	Counselor	23 %
Ha,Annette A.	English	37 %
Hall,Neda Nicole	Child Development/Early Care and Education	40 %
Hamkar,Behzad	History	40 %
Harlan,Michael J.	Classics-Humanities	20 %
Hartman,Galen L	Automotive Collision Repair	67 %
Hawe,Larry E.	Automotive Technology	66 %
Hellesen,Richard S.	Film Studies	20 %
Hellesen,Richard S.	Film History and Criticism	20 %
Herman,Kathryn M.	Counselor	46 %
Hernandez,Henry V.	Business Administration	40 %
Herrera,Daniel A.	Computer Graphics and Digital Imagery	15 %
Herzfeld,Martin E.	Electronics & Electric Technology	57 %
Hickman,Lauren Rose	Child Development/Early Care and Education	20 %
Hill,Michael S.	Business Management	20 %
**(B3) Hillenbrand,Collin D.	Sign Language	27 %
**(B3) Hillenbrand,Collin D.	Sign Language Interpreting	10 %
Himmelmann,Sarah E	Sign Language	27 %
Himmelmann,Sarah E	Sign Language Interpreting	8 %
Hindman,Clay A.	ESL Writing	40 %
Hindman,Clay A.	ESL Speaking/Listening	20 %
Hisel,Kathleen L.	Counselor	58 %
Hoban-Higgins,Tana M.	Physiology (Includes Anatomy)	52 %
Hoffman,Ana B.	Spanish	53 %
Hoffman,Dale H.	Anthropology	36 %
Hoffman-Rubin,Lee E.	Music	66 %
Hohlwein,Laura A.	Computer Graphics and Digital Imagery	20 %
Hoover,Jeffrey L.	Music	3 %
Hughes,Heather V.	Counselor	52 %
Humphers,Dorene Kay	ESL Reading	27 %
Hurner,Sheryl Marie	Business and Commerce, General	40 %
Jacobs,David C.	Philosophy	60 %
Jardine,Christian M.	History	40 %
Jay,Susan M.	General Work Experience	20 %
Jennings,Nathan P.	Geographic Information Systems	22 %
Johnson,Hannah N.	ESL Writing	40 %
Johnson,Hannah N.	ESL Integrated	23 %
Johnson,Robert S.	Commercial Music	52 %
**(B5) Johnson,Wilber	Journalism	40 %
Jones,Jayne E.	Counselor	60 %
Kawamoto,Walter T.	Sociology	40 %
Keith,Jason D.	Automotive Technology	33 %
Kennedy,Carol E.	ESL Writing	40 %
Kennedy,Carol E.	ESL Speaking/Listening	20 %
Kiefer,Dieter M.	Accounting	40 %
Kiefer,Dieter M.	Tax Studies	27 %
Kiefer,Michelle L.	Child Development/Early Care and Education	60 %
Kim,Elizabeth J	Social Justice: General	10 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2021
American River College

Name	Subject	FTE
Kingsnorth,Alice M.	Other Humanities	20 %
Kirchner,Scott D.	Speech Communication	60 %
Kiteck,Peter J.	Mathematics, General	27 %
Kleist,Rachel	Sign Language	27 %
Kleist,Rachel	Sign Language Interpreting	10 %
Knox,Paul Douglas	English	33 %
Korn,Charles	Automotive Technology	33 %
Kovar,Timothy J.	Small Business and Entrepreneurship	40 %
Kovar,Timothy J.	Real Estate	20 %
Kozlov,Maksim	Diesel Technology	44 %
Kropp,Brian J	Accounting	40 %
Kyles,Justin A.	ESL Writing	40 %
Larabee,Linda G.	Reading	33 %
Laughton,Barbara A.	English	60 %
Paez,Alexander	Speech Communication	60 %
Papouchis,Christopher M.	Natural Resources	36 %
Parmelee,Michael A.	Business and Commerce, General	20 %
Roberts,Jeffrey C.	Physiology (Includes Anatomy)	52 %
Robinson,Anthony M.	English	20 %
Rogers,Elizabeth C.	ESL Writing	40 %
Rogers,Elizabeth C.	ESL Integrated	23 %
Romo,Angela S.	Chemistry, General	52 %
Romo,Angela S.	Study Skills	8 %
Russell,Matthew B.	Spanish	27 %
**(A2) Safvi,Syed A.	Mathematics, General	27 %
Sakakihara,Paul	General Work Experience	13 %
Schwartz,Daniel C.	Drafting Technology	30 %
Scott,Steven	Microbiology	41 %
Scott,Tatiana N.	Music	50 %
Shapiro,Lynn	English	67 %
**(A5) Shih,Ernest	Computer Infrastructure and Support	24 %
**(A5) Shih,Ernest	Computer Networking	36 %
Shiva,Maryam S.	Astronomy	20 %
Shragge,Bryan	Human Services	20 %
Sisneros,Linda L.	Electronics & Electric Technology	43 %
Snorteland,Lee	Automotive Technology	9 %
Speck,Christian A.	Real Estate	60 %
Starkey,Danielle F.	English	20 %
Stead,Joni M.	Speech Communication	40 %
**(A2) Stem,Melissa A.	Spanish	53 %
Stemmann,Karsten	Mathematics, General	27 %
Stevens,Janis L.	Dramatic Arts	20 %
Stevens,Sam E.	Psychology, General	40 %
Tabrizi,Setareh H.	English	30 %
Thai,Dai Thuy Trang	Chemistry, General	52 %
Torres,Santos	Sociology	40 %
Utter,Robert S.	Physics, General	36 %
Valenzona,Deborah A.	Reading	30 %
VanElls,Deborah B.	History	40 %
**(A5) VanRegenmorter,Heidi L.	Music	57 %
**(A5) Veisze,Paul M.	Geographic Information Systems	20 %
Verbitskiy,Diana	Russian	27 %
Vitaich,Jason M.	Political Science	40 %
Watters,Stephen W.	Anthropology	40 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2021
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Welty,Ann E.	Counselor	29 %
White,Gay A.	ESL Writing	47 %
Wilkinson,Cheryl	ESL Writing	60 %
Witteborg,Janina L.	Sign Language Interpreting	7 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2021
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams,Ashleigh N.	Speech Communication	20 %
Ahearn,Thomas T.	English	60 %
Ahmadi,Abbas	Computer Networking	29 %
Alexander,Helen M.	Librarian	5 %
Allen,Cheryl A.	Family Studies	40 %
Almaraz,Ruben T.	Chemistry, General	52 %
Alop,Iris H	English	60 %
Aly,Mohamed A. E.	Physiology (Includes Anatomy)	40 %
Amer,M. Rosalie C.	Librarian	5 %
Amini,Behrooz	Accounting	27 %
Angel,Elizabeth E	Mathematics, General	35 %
Aptekar,Rachel M.	Biology, General	56 %
**(A2) Austin,April J.	Academic Guidance	7 %
**(A2) Austin,April J.	Librarian	34 %
Davis,Sarah N	Librarian	11 %
Gordon,Henry P.	Librarian	25 %
Hall,Celia F.	Librarian	49 %
Hall,Laura Marie	Nutrition, Foods, and Culinary Arts	20 %
Hancock,Sarah	English	60 %
Hannan,Everett J.	Psychology, General	20 %
Hansen,Eric C.	Biology, General	20 %
Harding,Matthew James	English	60 %
Harrington,Beverly J.	English	20 %
Hendrickson,Mary A	Speech Communication	40 %
Hernandez,Maria Victoria M.	Health Occupations, General	40 %
Hicks,Charity C.	Software Applications	13 %
Hoang,Frank A.	Chemistry, General	52 %
Holden,Cherrelle L.	English	60 %
**(A5) Homan,Steve P.	Music	18 %
Houck,Ronald E.	Painting & Drawing	57 %
Howe,Dawn M.	Equine Science	40 %
James,William J.	Spanish	55 %
Jay,Susan M.	Fire Technology	20 %
Johnson,John O.	Sales and Salesmanship	20 %
Johnson,John O.	E-Commerce (business emphasis)	20 %
Kair,Beven	Mathematics, General	30 %
Karsiere,Sarma	Art	28 %
Karsiere,Sarma	Painting & Drawing	28 %
**(A2) Kaufmann,Amy E.	Biology, General	40 %
**(A2) Kaufmann,Amy E.	Physiology (Includes Anatomy)	20 %
Keightley,Keir E	Geography	36 %
King,Eric L.	Biology, General	20 %
King,Eric L.	Microbiology	41 %
Knisely,Christopher M.	Human Services	40 %
Knudsen,Mark James	Chemistry, General	59 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2021
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Kolleda,Lance John	Business and Commerce, General	20 %
Kusler,Jennifer E.	Geography	56 %
Larsen,Lawrence C.	Mathematics, General	35 %
Lautamo,Mikko	Animation	28 %
Lautamo,Mikko	Computer Graphics and Digital Imagery	28 %
Popescu,Bogdan	Physics, General	36 %
Reichelt Weathers,Andilene M.	ESL Writing	40 %
Reichelt Weathers,Andilene M.	ESL Speaking/Listening	20 %
Rivera,Gabriel J.	Commercial Music	28 %
Roberts,Jerist T.	Academic Guidance	20 %
Saake,Miranda S.	English	60 %
Schrumpf,David J.	History	40 %
Song,Kur	Computer Programming	13 %
Watters,Cody	Biology, General	52 %
Yanez,Israel	Librarian	20 %
Young,Cicely N.	English	60 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2021
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abeyta,Steven V.	English	20 %
Aghabeigi,Farah	Accounting	20 %
Alford,Purificacion M.	Spanish	35 %
Allen,Stephanie Dawn	Computer Programming	55 %
Andrews-Cardoza,Kym M.	Psychology, General	20 %
Beese,Michelle A.	Counselor	29 %
Darr Glynn,Kristina D.	Counselor	60 %
Day,Bernadette S.	Counselor	44 %
**(A1) Haeuptle,Christina W.	Speech Communication	20 %
Hall,Laura Marie	Nutrition, Foods, and Culinary Arts	20 %
Hanrahan,Molly P.	Physical Education	15 %
Hart,Aleris E.	Painting & Drawing	57 %
Hawley,Jenny L.	English	40 %
Heiler,Felicia P.	Software Applications	12 %
Hendricks,Robert D.	Information Technology, General	20 %
Hendricks,Robert D.	Computer Programming	20 %
Hilger-Estrada,Tanya D.	Chemistry, General	59 %
Hood,Khulan J	Music	20 %
Hopkins,Don R.	Administration of Justice	40 %
Huber,Doris	English	33 %
Huber,Doris	ESL Speaking/Listening	20 %
Huddleston,Robert G.	Electronic Game Design	20 %
Jacques,Molly M.	Physical Education	45 %
Johnson,Glenn Allen	Computer Programming	20 %
Johnston,Erin L.	Physical Education	30 %
Johnston,Erin L.	Health Education	20 %
Kidd,Joanna L	Painting & Drawing	28 %
Knudson,Anita L.	English	33 %
Knudson,Anita L.	History	20 %
Kolleda,Lance John	Business and Commerce, General	40 %
Page,Monica C.	ESL Writing	40 %
Panger,Kathryn E.	Sociology	20 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2021
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Panoutsopoulos,Alexios A.	Microbiology	20 %
Pechenova,Maria	Music	62 %
Perez,Craig S.	Physical Education	45 %
Phan,Tanya T.	Certified Nurse Assistant	30 %
Ramil,Heather L.	Water and Wastewater Technology	20 %
**(A5) Ring,David M.	Physics, General	36 %
Rutz,Patrick	Intercollegiate Athletics	45 %
Swink,Mark L.	Emergency Medical Services	33 %
Warman,James L.	Health Occupations, General	20 %
Watters,Stephen W.	Anthropology	20 %
Welty,Margaret M.	Art	28 %
Welty,Margaret M.	Painting & Drawing	28 %
Wenzel,Michael T.	Environmental Science	20 %
Wenzel,Michael T.	Biology, General	20 %
Wright,Cheryl A.	Business Management	60 %
Youngblood,Brandon S.	Psychology, General	20 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2021
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abbott,Kate E.	English	40 %
Abrams,Ellen A.	English	20 %
Ackley,Robert	Psychology, General	20 %
Adams,Stephen J.	History	40 %
Albumalalah,Aoss H.	Physiology (Includes Anatomy)	52 %
Aldabe,Bertrand C.	Environmental Control Technology (HVAC)	38 %
Aldrich,Cathleen	Reading	20 %
Alexander,Frances V.	Accounting	30 %
Alexander,Helen M.	Librarian	10 %
Amir,Yael A.	Coordinator-Instruct LAB	10 %
Anapolksy,Carol S.	Digital Media	21 %
Anapolksy,Carol S.	Computer Graphics and Digital Imagery	20 %
Anderson,Jared A.	Speech Communication	40 %
Anderson,Kristen M.	Film Studies	20 %
Anderson,Kristen M.	Film History and Criticism	20 %
Angello,James J.	Art	28 %
Anzini-Varesio,Rosemary	Sociology	40 %
Arack,James N.	Psychology, General	29 %
Armstrong,Charles H.	Physics, General	36 %
**(A2) Austin,April J.	Librarian	26 %
Boyd,Rebecca M.	Librarian	30 %
Braun,Regina J	Counselor	24 %
Clark,Terri A.	Librarian	47 %
Hamilton,Timothy S.	History	20 %
Handy,Kimberly A.	Business and Commerce, General	60 %
Hansen,Eric C.	Biology, General	20 %
Hansen,Eric C.	Natural History	16 %
Haroyan,Satenik	Mathematics, General	80 %
Harris,Richard A.	Administration of Justice	40 %
Heisinger,Kurt D.	Accounting	53 %
Hernandez,Israel	Administration of Justice	40 %
Herrera,Daniel A.	Computer Graphics and Digital Imagery	21 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2021
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
**(B3) Hillenbrand,Collin D.	Sign Language	20 %
Hollinside,Malika M.	Ethnic and Cultural Studies	20 %
Hoover,Jeffrey L.	Music	32 %
Howe,Judith D.	Library Science, General	7 %
Howe,Judith D.	Librarian	47 %
Imagine,Eve M.	English	20 %
**(A2) Imai,Stephen T.	Chemistry, General	59 %
Jacobsen,Ann P.	English	40 %
Johansen,Trine B.	Anthropology	56 %
Johnson,Samuel D.	Speech Communication	60 %
Jones,Erica Leigh	Environmental Studies	20 %
Jones,Erica Leigh	Geography	36 %
Jones,Evan A.	English	20 %
Jones,Yuriko	Physics, General	64 %
Kahl,Timothy J.	English	20 %
Kalar,Barry D.	Administration of Justice	60 %
Kang,Rachel E.	Music	58 %
Kehew,Julia K.	History	60 %
Kehl,Anthony J.	Physical Education	15 %
Khan,Banafshae	Speech Communication	60 %
**(A5) Kiehn,Kenneth	English	40 %
Kiel,Jeannette L.W.	Psychology, General	40 %
Kiel,Jeannette L.W.	Women's Studies	20 %
Kiernan,Tim C.	Intercollegiate Athletics	45 %
Kjos,Troy A.	Physiology (Includes Anatomy)	40 %
Knowles,Deborah J. F.	Student Government	22 %
Koch,Kristen V.	Fine Arts, General	40 %
Kolesnikov,Veronika	Family Studies	40 %
Korn,Madeline A.	Fashion	20 %
Korn,Madeline A.	Fashion Design	20 %
Kumagai,Mizue	Japanese	27 %
Kuwamoto,Jill	Fashion Production	28 %
Laczko,Kaitlyn R	Speech Communication	40 %
Lagunas-Carvacho,Magaly A.	Spanish	53 %
Lainez,Paulina	Speech Communication	40 %
Passal,Steven R.	English	40 %
Perea,Wil Joseph	Mathematics, General	60 %
Poon,Alexia V.	Intercollegiate Athletics	49 %
Reiche,Jeremy J.	Fashion Production	28 %
Rickgauer,Donald R.	Psychology, General	59 %
Ridley,Christina Y.	Physical Therapy Assistant	32 %
**(A2) Salazar,Rosalinda R.	English	40 %
**(A2) Salazar,Rosalinda R.	Academic Guidance	20 %
Sanchez,Rafael	English	40 %
Schwartz,Steven D.	Anthropology	32 %
Sekhon,Manjit K.	Other Foreign Languages	27 %
Spencer,Sylvia	Psychology, General	40 %
Stefani,Nancy M.	ESL Writing	20 %
Sterba,Elizabeth M.	Sociology	20 %
Stimers,Dennis G.	English	40 %
Storms,Natascha	Anthropology	56 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2021
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
**(B5) Talle,Tricia	Coordinator-Instruct LAB	49 %
Thornton-Sides,Allyson M.	Speech Communication	20 %
Upton Benton,Tyffani A.	Speech Communication	40 %
Van Acker,Gregory	Software Applications	18 %
Wagner,Erica L.	Physiology (Includes Anatomy)	60 %
Wagner,Michelle D.	Coordinator-Instruct LAB	10 %
Waltonen,Karma J.	English	20 %
Waltz,Thomas W.	Administration of Justice	60 %
White,Daniel E.	Business Management	20 %
Williams,Angelo A.	Sociology	40 %
Wright,Stanley A.	Microbiology	40 %
Wright,Stanley A.	Natural History	24 %
Zellmer,Matthew A.	English	40 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2021
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
**(A1) Afonso,Paulo M.J.	Astronomy	16 %
Ahmadi,Al	Telecommunications Technology	15 %
Andre,Susan	Job Seeking/Changing Skills	13 %
Arambel,Leah A.	Reading	3 %
Bevens,Megan D.	Counselor	3 %
Fortman,Anita J.	Counselor	5 %
Hanstad,Janet A.	Microbiology	21 %
Harper,Eric I.	Automotive Technology	23 %
Hayes,Rebecca W.	Information Technology, General	20 %
Hayes,Rebecca W.	Software Applications	15 %
Holmes,Michael W.	Biology, General	16 %
Hooker,Jodie E.	Painting & Drawing	13 %
Howard,Hugh H.	Geographic Information Systems	10 %
Jaecks,Glenn S.	Geology	16 %
Knirk,Brian D.	Culinary Arts	10 %
Knirk,Brian D.	Restaurant and Food Services Management	40 %
Lapierre,Arthur	Music	28 %
Palomares,Carmelita	Guidance	7 %
Parks,Judith	Restaurant and Food Services Management	27 %
Prieto,Caroline C.	English	20 %
Reynolds,Tera L.	Academic Guidance	30 %
Rutaganira,Thomas	Mathematics, General	20 %
Sabzevary,Iraj	Computer Programming	34 %
Sabzevary,Iraj	Database Design and Administration	3 %
Silva,Douglas J.	Culinary Arts	30 %
Silva,Nancy E.	Film Studies	20 %
Stoehr,Matthew L.	Animation	42 %
Thomsen,Charles E.	Geography	16 %
VanRegenmorter,Merlyn J.	Music	40 %
Volz,Christopher J.	Astronomy	20 %
Weissbart,Brian	Chemistry, General	32 %
Wolfe,David E.	Biology, General	20 %
Young,Shih-Wen M.	Physics, General	43 %
Zarzana,Linda	Chemistry, General	16 %

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REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2021
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Aldredge,Teresa W.	Academic Guidance	20 %
Andrews,David C.	Horticulture	13 %
Hom,Norman	English	20 %
Hucheson,Heather L.	English	20 %
Kiesner,Maxwell N.	Music	20 %
Kimbler,Jeffrey G.	Painting & Drawing	13 %
Parks,Lance M.	Information Technology, General	20 %
Parks,Lance M.	Computer Networking	15 %
Reed,Diana M.	History	20 %
Roberts,Jason M.	Welding Technology	30 %
Sigauke,Emmanuel	English	20 %
Wheeler Abeyta,Sandra P.	Speech Communication	20 %
Zisk,Paul	Sociology	40 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2021
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abraham,Linda D.	Microbiology	21 %
Al Juboori,Suha H.	Computer Programming	35 %
Aldrich,Christina D.	Mathematics Skills	8 %
Anayah,Bernadette M.	ESL Writing	40 %
Anayah,Bernadette M.	ESL Integrated	16 %
Hale,Daniel R.	Astronomy	40 %
Jahangiri,Sayna A.	Biology, General	16 %
Jensen,Wayne C.	Mathematics, General	20 %
Jensen,Wayne C.	Mathematics Skills	27 %
Johnson,Justin L.	Exercise Sciences/Physiology and Movement	20 %
Jones,Kalinda	Human Services	37 %
Jordan,Denis M.	Mathematics, General	33 %
Keller,Mary F.	Biology, General	8 %
Keller,Mary F.	Zoology, General	32 %
Kraemer,Jennifer L.	Child Development/Early Care and Education	20 %
Kroencke,Mikael D.	Engineering, General	20 %
Kroencke,Mikael D.	Mathematics, General	33 %
Kroencke,Mikael D.	Mathematics Skills	20 %
Ribaudo,Donald N.	Exercise Sciences/Physiology and Movement	15 %
**(A2) Royer,Tina L.	English	20 %
Sayago,Maria S.	Sculpture	13 %
**(A2) Wada,Eric B.	Botany, General	32 %
Watanabe,Matthew R.	Business Administration	20 %
Watanabe,Matthew R.	Sales and Salesmanship	20 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2021
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Allen,Randy K.	Journalism	40 %
Anderson,Kevin M.	Computer Networking	52 %
Arya,Palwasha	Physiology (Includes Anatomy)	52 %
Hanson,Steven A.	Intercollegiate Athletics	8 %
Hanson,Steven A.	Study Skills	25 %
Hernandez-Chaidez,Adan	Academic Guidance	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2021
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hodge,Tracey L.	General Work Experience	20 %
Johnson,Ilana	Anthropology	20 %
Jones,Andrew B.	Physical Education	15 %
Jones,Andrew B.	Physical Fitness and Body Movement	20 %
Kaina,Abdelaziz	Computer Networking	28 %
**(A1) Kirkpatrick,Nadine J.	Nutrition, Foods, and Culinary Arts	40 %
Lane,Tammie R.	Business Administration	20 %
Parks,Karen D.	Software Applications	43 %
Polagrufo,John A.	Nutrition, Foods, and Culinary Arts	13 %
Strimling,Amy K.	Child Development/Early Care and Education	7 %
Strimling,Amy K.	Children with Special Needs	15 %
Tedla,Dagne	Political Science	40 %
Zuercher,Connie A.	Physical Education	20 %
Zuercher,Connie A.	Health Education	40 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. *=New Employee **=Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

C L A S S I F I E D

APPOINTMENT(S)		<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Lopez, Karla G.		Student Personnel Assistant - Cultural Awareness Center		SCC	07/12/21
Pinkney, Tyler P.		Information Technology Specialist II - Microcomputer Support		CRC	08/29/21
PROMOTION(S)		<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Kuuskvere, Michael A.		Facilities Management-Grounds Supervisor (Head Groundskeeper)		FM	08/02/21
				FM)	
RECLASSIFICATION(S)		<u>Name</u>	<u>Proposed Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Bittner, Michael J.		Digital Communications and Web Specialist (Educational Media Design Specialist)		CRC CRC)	10/01/20
Edwards, Elizabeth N.		Student Support Specialist (Student Personnel Assistant – Athletics & Transfer Services Programs)		SCC SCC)	02/11/20
RESIGNATION(S)		<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Huang, Mei N.		Instructional Assistant – Learning Resources		SCC	08/01/21
Leach, Jayson D.		Custodian		FLC	07/08/21
Razo, Heather H.		Instructional Assistant – Applied Music (Piano), 25%, 9 months		SCC	06/01/21

C L A S S I F I E D

RETIREMENT(S)		<u>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>	<u>Position</u>		
Chekmarev, Vladimir A.	Custodian (After 17+ years of regular service)	SCC	09/08/21
Nobriga, Paula R.	Interpreter/Transliterater III (After 23 years of regular service)	ARC	09/30/21
Phillips, Catherine	Financial Aid Officer (After 25+ years of regular service)	SCC	07/01/21

Temporary Classified Employees
Education Code 88003 (Per AB 500)

The individuals listed below are generally working in short term, intermittent or interim assignments during the time frame designated,

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Al Mutar, Marwah A.	Clerk I	07/01/2021	06/30/2022
Alshoubaki, Ahed M	Laboratory Technician	07/01/2021	06/30/2022
Alvarez, Dominick A.	Financial Aid Clerk I	07/01/2021	06/30/2022
Awadees, Sarkies S.	Custodian	07/01/2021	06/30/2022
Bakalor, Valentin I.	Clerk III	07/01/2021	06/30/2022
Balsamo, Andrew M	Printing Services Operator I	07/01/2021	06/30/2022
Bessonov, Vasiliy M.	Laboratory Technician	07/01/2021	06/30/2022
Boiciuc, Igor	Laboratory Technician	07/01/2021	06/30/2022
Bold, Kristine D	Student Personnel Assistant	07/01/2021	06/30/2022
Bondarchuk, Andrey	Instructional Assistant	07/01/2021	06/30/2022
Bradley, Kaira L	Student Personnel Assistant	07/01/2021	06/30/2022
Burrows, Stacey A	Special Projects	07/01/2021	06/30/2022
Canton, Stuart L.	Instructional Assistant	07/01/2021	06/30/2022
Castillo, Sharon Y	Student Personnel Assistant	07/01/2021	06/30/2022
Clemens, Joshua A	Instructional Assistant	07/01/2021	06/30/2022
Costilla, Omar	Special Projects	07/01/2021	06/30/2022
De Luze, Alivia A	Library Technician	07/01/2021	06/30/2022
Delpassand, Seyedehdelaram	Special Projects	07/01/2021	06/30/2022
Eddenfield, Cody S	Instructional Assistant	07/01/2021	06/30/2022
Espinosa, Juan M.	Instructional Assistant	07/01/2021	06/30/2022
Fackler Zavala, Jasmine D.	Clerk I	07/01/2021	06/30/2022
Flakes, Rodney L.	Special Projects	07/01/2021	06/30/2022
Foust, Jessica V.	Special Projects	07/01/2021	06/30/2022
Gonzalez, Natalie	Clerk I	07/01/2021	06/30/2022
Goodall, Kyle P.	Maintenance Technician I	07/01/2021	06/30/2022
Hanna, Hind	Instructional Assistant	07/01/2021	06/30/2022
Hillman, George E	Clerk I	07/01/2021	06/30/2022
Hoffpauir, Christien D.	Instructional Assistant	07/01/2021	06/30/2022
Huls, Jeremy D.	Special Projects	07/01/2021	06/30/2022
Johnson, Flora L.	Clerk III	07/01/2021	06/30/2022
Kelly, Kathleen R.	Special Projects	07/01/2021	06/30/2022
Khang, Andrew	Special Projects	07/01/2021	06/30/2022
Kushnir, Mark	Instructional Assistant	08/11/2021	06/30/2022
Lopez, Erica T.	Special Projects	07/01/2021	06/30/2022
Lopez, Iveth	Student Personnel Assistant	07/01/2021	06/30/2022
Martynov, Yevgen	Custodian	07/01/2021	06/30/2022
Masyuk, Oleksandr	Custodian	07/01/2021	06/30/2022
McArdle, Jack A.	Maintenance/Operations Clerk	07/01/2021	06/30/2022
Mezer, Khaleel	Custodian	07/01/2021	06/30/2022

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College (continued)</u>			
Miranda, Cualnezca Tonantzin L.	Student Personnel Assistant	07/01/2021	06/30/2022
Moghaddam, Babak	Custodian	07/01/2021	06/30/2022
Mohammad Asif, Nigara	Admissions/Records Clerk II	07/01/2021	06/30/2022
Morales-Becerra, Katia E.	Student Personnel Assistant	07/01/2021	06/30/2022
Morgan, Johnny D.	Custodian	07/01/2021	06/30/2022
Nazarkulova, Kamola	Financial Aid Clerk I	07/01/2021	06/30/2022
Nusbaum, Terri L.	Instructional Assistant	07/01/2021	06/30/2022
Olson, Kristin L.	Athletic Trainer	07/01/2021	06/30/2022
Payne, Ryan B.	Instructional Assistant	07/01/2021	06/30/2022
Quintero-Lenihan, Maria A.	Student Personnel Assistant	07/01/2021	06/30/2022
Ramos, Steven C.	Clerk I	07/01/2021	06/30/2022
Readshaw, Kacie C	Student Personnel Assistant	07/01/2021	06/30/2022
Romo Cuellar, Diego	Student Personnel Assistant	07/01/2021	06/30/2022
Sanchez, Reyna I.	Instructional Assistant	07/01/2021	06/30/2022
Simon, Benjamin S	Custodian	07/01/2021	06/30/2022
Soltani, Neysan	Printing Services Operator I	07/01/2021	06/30/2022
Tellez, Martin	Student Support Specialist	07/21/2021	06/30/2022
Tipton, Brittany J	Clerk I	07/01/2021	06/30/2022
Tunender, Damon E	Clerk I	07/01/2021	06/30/2022
Weir-Gonzalez, Alyssa N	Clerk III	07/12/2021	06/30/2022
Wilkes, Jason M.	Special Projects	07/01/2021	06/30/2022
Williams, Andrew Kenneth	Instructional Assistant	07/01/2021	06/30/2022
Winterlin, Brenda M	Student Personnel Assistant	07/01/2021	06/30/2022
Woodbine, Randi K	Special Projects	07/01/2021	06/30/2022
<u>Cosumnes River College</u>			
Alcantar, Belen	Student Personnel Assistant	07/28/2021	06/30/2022
Amos, Malik Tyson Dwayne	Student Personnel Assistant	07/26/2021	06/30/2022
Anguiano, Erika A.	Assistant Coach	07/01/2021	06/30/2022
Avila-Armenta, Carolina	Clerk III	07/01/2021	06/30/2022
Balgos, Jonathan P	Student Support Specialist	07/01/2021	06/30/2022
Benner, Nathan C	Special Projects	07/01/2021	06/30/2022
Chairez, Nayeli Rocio	Student Support Specialist	07/01/2021	06/30/2022
Chang, Choua	Child Dev Ctr Teacher	08/09/2021	06/30/2022
Corgiat, Taylor J.	Assistant Coach	07/01/2021	06/30/2022
Estrada-Galvan, Diego Fernando	Student Support Specialist	07/01/2021	06/30/2022
Flores Romero, Leonardo M	Financial Aid Clerk I	07/14/2021	06/30/2022
Ghaleb, Elham A.	Child Dev Ctr Teacher	07/01/2021	06/30/2022
Gusman, Mathies A	Clerk I	07/01/2021	06/30/2022
Holtz, Christopher A.	Intrcollegiate Game Technician	07/01/2021	06/30/2022
Huynh, Hue Man	Clerk I	07/01/2021	06/30/2022
Jacobs, Jennifer Rose	Assistant Coach	07/01/2021	06/30/2022
Jang, Robin M	DSP&S Clerk	07/26/2021	06/30/2022

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College (continued)</u>			
Larreynaga, Antonia A.	Student Personnel Assistant	07/01/2021	06/30/2022
Le, Danh D.	PE/Athletic Attendant	07/01/2021	06/30/2022
Lee, Kathy	DSP&S Clerk	07/12/2021	06/30/2022
Maximo Sanchez, Eduardo A.	Assistant Coach	07/01/2021	06/30/2022
Mow, Jessica R.	Student Support Specialist	07/01/2021	06/30/2022
Nazimko, Polina	Clerk III	07/01/2021	06/30/2022
Nguyen, Eric	Assistant Coach	07/01/2021	06/30/2022
O'Hara, Timothy A	Special Projects	07/01/2021	06/30/2022
Padovan, Shannon C.	Assistant Coach	07/01/2021	06/30/2022
Quintana, Monserrat	Clerk III	07/01/2021	06/30/2022
Reyes Cruz, Nanette M	Clerk III	07/01/2021	06/30/2022
Schuller, Molly C.	Outreach Specialist	07/01/2021	06/30/2022
Szemesi, Pamela M.	Special Projects	07/01/2021	06/30/2022

District Office / Business and Economic Development Center / Facilities Management / Police Services

Babbitt, Shawn L.	Campus Patrol	07/01/2021	06/30/2022
Bartlow, Austin R.	Campus Patrol	07/01/2021	06/30/2022
Bravo, Rodrigo R.	Campus Patrol	07/01/2021	06/30/2022
Bravo, Santos J.	Campus Patrol	07/01/2021	06/30/2022
Butenko, Olga	Campus Patrol	07/01/2021	06/30/2022
Daoud, John A.	Campus Patrol	07/01/2021	06/30/2022
Dhanda, Jasjit K	Campus Patrol	07/01/2021	06/30/2022
Dixon, Christopher J	Campus Patrol	07/01/2021	06/30/2022
Gibson, David R.	Campus Patrol	07/01/2021	06/30/2022
Gutierrez-Navarro, Crystal	Campus Patrol	07/01/2021	06/30/2022
Hansen, Kiera B.	Campus Patrol	07/01/2021	06/30/2022
Harbor, Nathaniel L.	Campus Patrol	07/01/2021	06/30/2022
Hart, Weston R.	Campus Patrol	07/01/2021	06/30/2022
Hassan, Nima Mohamed	Clerk III	07/26/2021	06/30/2022
Hayes, Louie	Campus Patrol	07/01/2021	06/30/2022
Juarez Lopez, Luis G.	Campus Patrol	07/01/2021	06/30/2022
Keller, Dawn S.	Clerk III	07/01/2021	06/30/2022
Nieto, Angela L	Clerk III	07/01/2021	06/30/2022
Nurse-Williams, Leon D.	Campus Patrol	07/01/2021	06/30/2022
Pigenko, Mariya	Account Clerk II	07/01/2021	06/30/2022
Rendon, Rosendo	Campus Patrol	07/01/2021	06/30/2022
Roth, Kara D.	Special Projects	07/02/2021	06/30/2022
Saephanh, Cheng L	Student Personnel Assistant	07/14/2021	06/30/2022
Santos, Gabriel M.	Campus Patrol	07/01/2021	06/30/2022
Sayson, Edwin V.	Campus Patrol	07/01/2021	06/30/2022
Schuhaet, Jeffrey M.	Campus Patrol	07/01/2021	06/30/2022
Steinbach, Thomas L	Campus Patrol	07/01/2021	06/30/2022
Sullenger-Bruno, Katherine M.	Clerk III	07/28/2021	06/30/2022

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>District Office / Business and Economic Development Center / Facilities Management / Police Services</u> <u>(continued)</u>			
Taylor, Ternel T	Campus Patrol	07/01/2021	06/30/2022
Thor, Tou J.	Campus Patrol	07/19/2021	06/30/2022
Vang, Phillip	Campus Patrol	07/01/2021	06/30/2022
Vang, Ying	Campus Patrol	07/01/2021	06/30/2022
Vaughn, Scott C.	Campus Patrol	07/01/2021	06/30/2022
Velazquez, Stacy H.	Campus Patrol	07/01/2021	06/30/2022
Weaver-Owens, Vickie A.	Special Projects	07/01/2021	06/30/2022
Williams, Earthal Y.	Clerk III	07/26/2021	06/30/2022
Williams, Jameica G.	Campus Patrol	07/01/2021	06/30/2022
Wright, Christopher A.	Campus Patrol	07/01/2021	06/30/2022
Xiong, Levi K.	Campus Patrol	07/01/2021	06/30/2022
Zamora-Rocha, Gustavo	Campus Patrol	07/01/2021	06/30/2022
<u>Folsom Lake College</u>			
Alvey, Douglas J	Reader/Tutor I	07/25/2021	06/30/2022
Anderson, Trevor M.	Special Projects	07/25/2021	06/30/2022
Baker, Azul D	Reader/Tutor I	07/25/2021	06/30/2022
Blubaugh, Teresa R.	Reader/Tutor II	07/01/2021	06/30/2022
Bose, Gillian F	Financial Aid Clerk I	07/01/2021	06/30/2022
Chima, Gurinder S.	Assistant Coach	07/25/2021	06/30/2022
Goff, Callie K.	Instructional Assistant	07/25/2021	06/30/2022
Hamid, Alaa M	Reader/Tutor I	07/01/2021	06/30/2022
Hobbs, Steven A.	Reader/Tutor I	07/01/2021	06/30/2022
Landoni, Gabriela A.	Reader/Tutor I	07/01/2021	06/30/2022
McDoniels, Linda S.	Special Projects	07/25/2021	06/30/2022
Messina, Julianna S	Reader/Tutor I	07/25/2021	06/30/2022
Moody, Nicole F.	Reader/Tutor II	07/01/2021	06/30/2022
Notareus, Bruce M.	Special Projects	07/25/2021	06/30/2022
Osorio Flores, Brenda B	Student Personnel Assistant	07/01/2021	06/30/2022
Paiman, Hassina H.	Reader/Tutor I	07/01/2021	06/30/2022
Penn, Jacqueline D.	Reader/Tutor I	07/01/2021	06/30/2022
Rademacher, Weston G	Reader/Tutor II	07/01/2021	06/30/2022
Ragan, Stacia M.	Reader/Tutor I	07/01/2021	06/30/2022
Rahman, Ferdousi	Instructional Assistant	07/01/2021	06/30/2022
Randolph, Brian Michael	Admissions/Records Clerk I	07/01/2021	06/30/2022
Reis, Sandra C.	Special Projects	07/25/2021	06/30/2022
Robinson, Darren M	Assistant Coach	07/01/2021	06/30/2022
Robinson, Maeve K.	Clerk I	07/01/2021	06/30/2022
Rudac, Anna	Custodian	07/25/2021	06/30/2022
Rudac, Natalia	Custodian	07/25/2021	06/30/2022
Shannon, Molly F.	Reader/Tutor I	07/01/2021	06/30/2022

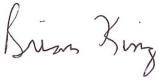
<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Folsom Lake College</u>			
Sheikhshoaei, Mohammad	Reader/Tutor I	08/01/2021	06/30/2022
Shuman, Nicole A	Instructional Assistant	07/01/2021	06/30/2022
Sigartau, Simona Nicoleta	Reader/Tutor I	07/01/2021	06/30/2022
Smithée, Anastasia M.	Reader/Tutor I	07/01/2021	06/30/2022
Suan, Micah	Reader/Tutor I	07/01/2021	06/30/2022
Templeton, Stephen L.	Special Projects	07/25/2021	06/30/2022
Thomas, Haley M	Student Personnel Assistant	07/13/2021	06/30/2022
Wells, Natalie J	Clerk I	07/01/2021	06/30/2022
Zubrilina, Elena	Reader/Tutor I	07/01/2021	06/30/2022
<u>Sacramento City College</u>			
Benites, Alejandra Ruiz	Student Personnel Assistant	07/01/2021	06/30/2022
Benjamin, Michael W.	Student Support Specialist	07/01/2021	06/30/2022
Berry, Lashonda	Student Personnel Assistant	07/01/2021	06/30/2022
Betancourt, Maribel	Financial Aid Clerk I	07/07/2021	06/30/2022
Bozbei, Lidia	Counseling Clerk I	07/01/2021	06/30/2022
Byrne, Linda J.	Asst. Financial Aid Officer	07/01/2021	06/30/2022
Carter, Melvin T	Assistant Coach	07/01/2021	06/30/2022
Castelle, Dennis A.	Custodian	07/01/2021	06/30/2022
Cole, Celia C	Special Projects	07/05/2021	06/30/2022
Davis, Angela M.	Instructional Assistant	07/01/2021	06/30/2022
De La Vega, Junel G.	Assistant Coach	07/01/2021	06/30/2022
Dorn, Candace J.	Outreach Specialist	07/01/2021	06/30/2022
Esparza, Gabriel A.	Student Support Specialist	07/01/2021	06/30/2022
Felgueres, Geovani	Student Personnel Assistant	07/01/2021	06/30/2022
Flash, Sarah M	Admissions/Records Clerk II	07/01/2021	06/30/2022
Garcia Galvan, Angelica	Student Support Specialist	07/01/2021	06/30/2022
Gill, Stephen J.	Special Projects	07/01/2021	06/30/2022
Girardi, Cynthia D.	Administrative Asst. I	07/01/2021	06/30/2022
Gorman, Shapree N.	Student Personnel Assistant	07/01/2021	06/30/2022
Graham, Kelley Ann	Special Projects	07/01/2021	06/30/2022
Haroun, Husham	Instructional Assistant	07/01/2021	06/30/2022
Harris, Joshua M.	Student Personnel Assistant	07/01/2021	06/30/2022
Harris, Kathleen M.	Laboratory Technician	07/01/2021	06/30/2022
Hicks-Gistand, Johnne' B	Laboratory Technician	07/01/2021	06/30/2022
Hinojosa Rodriguez, Mariajose	Clerk I	07/01/2021	06/30/2022
Hornsby, Emily G.	Student Personnel Assistant	07/01/2021	06/30/2022
Irving, Mary A.	Counseling Clerk I	07/01/2021	06/30/2022
Jackson, John W	Custodian	07/01/2021	06/30/2022
Jibok, Samantha D.	Counseling Clerk I	07/01/2021	06/30/2022
Johnson, Melba L.	Financial Aid Clerk I	07/09/2021	06/30/2022
Jordan, Nizjah O	Clerk I	07/01/2021	06/30/2022

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Sacramento City College (continued)</u>			
Knapp, Matthew J.	Instructional Assistant	07/01/2021	06/30/2022
Lopez, Karla G.	Student Support Specialist	07/01/2021	06/30/2022
Lopez-Jones, Samara E.	Clerk I	07/01/2021	06/30/2022
Martinez, Armando M.	Assistant Coach	07/01/2021	06/30/2022
Mason, Stephen P.	Admissions/Records Evaluator I	07/01/2021	06/30/2022
Mcdonald, David W.	Assistant Coach	07/01/2021	06/30/2022
Moore, Zenzi M	Counseling Clerk I	07/01/2021	06/30/2022
Moua, Tammy	Clerk I	07/01/2021	06/30/2022
Obodoefuna, Alexander O.	Clerk I	07/01/2021	06/30/2022
Ochs, Courtney N.	Athletic Trainer	07/13/2021	06/30/2022
Perez, Dalila	Student Support Specialist	07/01/2021	06/30/2022
Perez, Edwin J.	Custodian	07/01/2021	06/30/2022
Polaulu, Viliami T.	Student Support Specialist	07/01/2021	06/30/2022
Pottenger, Raymond S.	Custodian	07/01/2021	06/30/2022
Rasul, David G.	Clerk I	07/01/2021	06/30/2022
Romo Cuellar, Janeth	Admissions/Records Evaluator I	07/01/2021	06/30/2022
Simmons, Alvin P	Custodian	07/01/2021	06/30/2022
Sims, Mikenna L.	Instructional Assistant	07/01/2021	06/30/2022
Spainhour, Austin R.	Clerk I	07/01/2021	06/30/2022
Stockman, Nicholas H.	Instructional Assistant	07/01/2021	06/30/2022
Sylvia, Alexander Ernest	Financial Aid Clerk II	07/01/2021	06/30/2022
Turner, Olivia A.	Counseling Clerk I	07/01/2021	06/30/2022
Vaivai, Nyla	Student Support Specialist	07/01/2021	06/30/2022
Vang, Kachyee A.	Clerk I	07/01/2021	06/30/2022
Veirs, Michael D.	Clerk I	07/01/2021	06/30/2022
Vorobyova, Nadezhda V.	Special Projects	07/01/2021	06/30/2022
Wigley, Jeanette E	Laboratory Technician	07/01/2021	06/30/2022
Winston, Clifford E.	Assistant Coach	07/11/2021	06/30/2022
Woolsey, Kyle K.	Instructional Assistant	07/01/2021	06/30/2022
Young, Arieal A.	Student Personnel Assistant	07/01/2021	06/30/2022

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	LRCEA Collective Bargaining Agreement 2021-2024 Public Disclosure and Approval	ATTACHMENT: None
		ENCLOSURE: LRCEA Contract
AGENDA ITEM:	Collective Bargaining Item A	TYPE OF BOARD CONSIDERATION:
RECOMMENDED BY:	Jamey Nye, Deputy Chancellor 	CONSENT/ROUTINE
		FIRST READING
APPROVED FOR CONSIDERATION:	Brian King, Chancellor 	ACTION
		X INFORMATION

BACKGROUND/STATUS:

Per Section 3547.5 of the Government Code, prior to entering into a written agreement with an exclusive representative covering matters within the scope of representation, all public school employers are required to disclose the major provisions of the agreement, including but not limited to, the costs associated with the agreement. Although the State Chancellor's Office has stated community colleges are not covered by this statute, we are required to disclose similar information to the State Chancellor's Office on certain financial reports. Given the significance of these agreements, public disclosure, even if not specifically required, is still appropriate and prudent.

Negotiations were postponed in 2020 due to COVID-19, and the parties agreed to extend the 2017-20 LRCEA Collective Bargaining Agreement through June 30, 2021. In Spring 2021, the Los Rios Classified Employee Association (LRCEA) and District representatives resumed negotiations remotely via Zoom to discuss the establishment of a new collective bargaining contract for the next three year period (2021-24). Negotiations were conducted in accordance with applicable law, including Government Code 3547, regulations of the Public Employment Relations Board, and Los Rios Board Policies and Administrative Regulations.

The District has reached a tentative agreement with LRCEA for the contract effective July 1, 2021 through June 30, 2024. Throughout the agreement, references to dates have been updated as well as clarification to language when necessary. In addition, provisions from memorandums of understanding (MOUs) agreed to during the current contract term have been incorporated. A summarization of the major provisions of the agreement is as follows:

- **Article 3: Organizational Security** - Updated language to reflect changes due to Janus ruling.
- **Article 4: Evaluation of Job Performance** - Clarification of the special evaluation process was provided, including steps to support the employee with improving within a reasonable period of time. Further clarification was provided regarding rating factors and required documentation to support ratings; the signature process; and conditional evaluation periods.

- **Article 5: Work Periods**
Notification to employees of schedule changes were modified from calendar days to work days, to account for potential holiday periods.
- **Article 7: Leaves With Pay**
Added language to authorize the use of personal necessity leave to attend immigration or citizenship status matters if a member or their immediate family member is subject to an immigration action that impacts their stay in the United States. The vacation accrual limit increases from 360 hours to 380 hours, and employees and their supervisors will be provided written notification of their balances by March 31 each year for planning purposes.
- **Article 8: Leaves Without Pay**
Added language to authorize leave without pay provided for permanent employees when they or an immediate family member are subject to an immigration action that impacts their stay in the United States.
- **Article 9: Compensation**
An additional 2% longevity improvement at 20 years is provided, contingent on available funds after all other continuing costs are funded, at a cost of \$211,704.
- **Article 10: Fringe Benefits**
Added language to authorize additional medical/dental coverage continuation for permanent employee and affected family members for three months in the event the employee is forced to leave the United States as a result of an immigration action.
- **Article 11: Grievance Procedure**
An arbitration process at Level IV of the grievance process was added, with binding arbitration for cases in defined circumstances.
- **Article 14: Transfers and Reassignments**
The requirement for the mileage reimbursement provided for one year to employees due to an administrative transfer was decreased from 12 to 5 miles. Additionally, notice to employees prior to an administrative transfer increased from 10 to 15 working days prior for transfers to a satellite of their assigned work location.
- **Article 16: Professional Growth and Career Development**
Tuition reimbursement increased from \$1,200 to \$1,300 per fiscal year for Los Rios courses, and from \$1,200 to \$1,300 per fiscal year, with a lifetime maximum increase from \$2,400 to \$2,600 for non-Los Rios courses.

RECOMMENDATION:

It is recommended that the Board of Trustees accept the disclosure information and approve the contract agreement with the Los Rios Classified Employees Association for the period of July 1, 2021 – June 30, 2024.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	SEIU 2021 Collective Bargaining Agreement 2021-2024 Public Disclosure and Approval	ATTACHMENT: None
	ENCLOSURE: SEIU Contract	
AGENDA ITEM:	Collective Bargaining Item B	TYPE OF BOARD CONSIDERATION:
RECOMMENDED BY:	Jamey Nye Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE
APPROVED FOR CONSIDERATION:	Brian King Brian King, Chancellor	FIRST READING
		ACTION
		X INFORMATION

BACKGROUND/STATUS:

Per Section 3547.5 of the Government Code, prior to entering into a written agreement with an exclusive representative covering matters within the scope of representation, all public school employers are required to disclose the major provisions of the agreement, including but not limited to, the costs associated with the agreement. Although the State Chancellor's Office has stated community colleges are not covered by this statute, we are required to disclose similar information to the State Chancellor's Office on certain financial reports. Given the significance of these agreements, public disclosure, even if not specifically required, is still appropriate and prudent.

Negotiations were postponed in 2020 due to COVID-19, and the parties agreed to extend the 2017-20 Service Employees International Union Local 1021 (SEIU) collective bargaining agreement through June 30, 2021. In Spring 2021, SEIU and District representatives resumed negotiations remotely via Zoom to discuss the establishment of a new collective bargaining contract for the next three year period (2021-24). Negotiations were conducted in accordance with applicable law, including Government Code 3547, regulations of the Public Employment Relations Board, and Los Rios Board Policies and Administrative Regulations.

The District has reached a tentative agreement with SEIU for the contract effective July 1, 2021 through June 30, 2024. Throughout the agreement, references to dates have been updated as well as clarification to language when necessary. In addition, provisions from memorandums of understanding (MOUs) agreed to during the current contract term have been incorporated. A summarization of the major provisions of the agreement is as follows:

- **Article 2: Union Rights** - Updated language to reflect changes due to Janus ruling.
- **Article 5: Union Dues and Other Deductions** - Updated language to reflect changes due to Janus ruling.
- **Article 6: Personnel Policies** - Clarification that performance evaluations with an overall rating of less than "competent" will be accompanied by documentation supporting the

rating, and a work plan for improvement. Clarification of the long-standing practice that employees will be evaluated annually, working with the employee until they achieve an overall “competent” rating or higher. Expansion of the definition of administratively initiated transfers to include no transfer will be made for arbitrary or punitive reasons, or to avoid filling a vacancy with an employee voluntarily applying for a transfer or promotion, with an opportunity to appeal to the administrative officer. Formalization of the practice of District notification to SEIU 1021 when an employee is placed on administrative leave.

- **Article 8: Work Schedules and Overtime** – Implementation of an annual shift bid process for Police Officers.
- **Article 11: Compensation** – Salary improvements for advanced education degrees and certificates relevant to an employee’s position were identified as possible options for discussion of the distribution of SEIU’s proportionate share of available revenues.
- **Article 12: Fringe Benefits and Insurance Programs** – The District shall request actuarial studies from CalPERS for safety retirement benefit packages, to be discussed with SEIU.
- **Article 15: Uniforms** – The uniform allowance for police increased from \$675 to \$725, to be paid biannually. The three separate classes of police uniforms and related equipment are defined. For non-police department employees, work style shorts may be worn throughout the year, when appropriate.
- **Article 16: Miscellaneous Provisions** – The District agrees to support SEIU by participating in salary surveys and/or compensation studies as appropriate, to be addressed through annual budget discussions regarding funds available to SEIU through the unit’s proportionate share of available resources.

RECOMMENDATION:

It is recommended that the Board of Trustees accept the disclosure information and approve the contract agreement with the Service Employees International Union Local 1021 for the period of July 1, 2021 – June 30, 2024.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Pay Rate Schedules: Final 2020-21	ATTACHMENT: Yes	
	ENCLOSURE: None		
AGENDA ITEM:	Action Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance & Administration	Ump2	CONSENT/ROUTINE
			FIRST READING
APPROVED FOR CONSIDERATION:	Brian King Brian King, Chancellor	Brian King	ACTION X
			INFORMATION

BACKGROUND:

In August of 2011, CalPERS issued regulations defining compensation for retirement benefit purposes that specify the requirements for Board approval of salary schedules for employees.

STATUS:

The regulations prescribe that the format identify the title for every job classification; the pay rate for each job classification; the time base (i.e. hourly, daily, monthly, etc.) and the effective date and date of any revisions. The 2020-21 final salary schedule improvements follow the provisions of the compensation formula in the District's collective bargaining agreements.

At this time last year, effects of COVID-19 and the corresponding economic and enrollment realities limited our ability to dedicate one-time resources to most of our units. Over the past year, a number of factors have contributed to a more promising budget situation. Factors such as the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management and reporting of FTES, a short-term reduction to our utilized instructional FTE, short-term Federal aid, and other resources, have contributed to all units having ample one-time only resources to support a 6% one-time improvement. If the improvement is approved all regular and academic year employees who worked during the 2020-21 year will receive a retroactive salary payment on August 19th.

The District has completed the compensation calculation for 2020-21 and met with all employee groups to review the calculation and the recommended improvement. After funding the improvement, residual funds carry forward to the 2021-22 calculation for each unit.

RECOMMENDATION:

It is recommended that the Board of Trustees adopt and approve the attached final salary schedules for all groups and individuals providing a 6% one-time salary schedule improvement. It is also recommended that the Board of Trustees ratify the Memorandums of Understanding outlined above.

Los Rios Community College District
2020-21 Final

Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)

Annual Salary Schedule

Includes a one-time only improvement of 6%

DRAFT

Step	Class I AA/AS or BA/BS	Class II AA/AS+90 or BA/BS+30 or MA/MS	Class III BA/BS+54 or MA/MS+24	Class IV BA/BS+78 or MA/MS+48	Class V PhD or J.D. or D.C. or D.V.M.
1	46,105	51,229	56,342	61,472	64,542
2	47,949	53,278	58,596	63,931	67,123
3	49,867	55,409	60,940	66,488	69,808
4	51,862	57,626	63,377	69,148	72,601
5	53,937	59,931	65,912	71,914	75,505
6	56,094	62,328	68,549	74,790	78,525
7	58,338	64,821	71,291	77,782	81,666
8	60,671	67,414	74,142	80,893	84,933
9	63,098	70,110	77,108	84,129	88,330
10	65,622	72,915	80,192	87,494	91,863
11	68,247	75,832	83,400	90,994	95,538
12	70,977	78,865	86,736	94,633	99,359
13	73,816	82,019	90,206	98,419	103,333
14	76,769	85,300	93,814	102,356	107,467
15			97,566	106,450	111,766
Longevity 1*	79,839	88,712	101,469	110,708	116,236
Longevity 2**	81,436	90,486	103,498	112,922	118,561

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2020

Board Approved:

2020-21 Final A-164 Schedule

Includes a one-time only improvement of 6%

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	46,105.20	51,229.05	56,342.15	61,472.09	64,541.78
Monthly		4,610.52	5,122.90	5,634.22	6,147.21	6,454.18
Daily		281.13	312.37	343.55	374.83	393.55
	2	47,949.41	53,278.21	58,595.84	63,930.98	67,123.45
		4,794.94	5,327.82	5,859.58	6,393.10	6,712.34
		292.37	324.87	357.29	389.82	409.29
	3	49,867.38	55,409.34	60,939.67	66,488.22	69,808.39
		4,986.74	5,540.93	6,093.97	6,648.82	6,980.84
		304.07	337.86	371.58	405.42	425.66
	4	51,862.07	57,625.72	63,377.25	69,147.75	72,600.73
		5,186.21	5,762.57	6,337.73	6,914.78	7,260.07
		316.23	351.38	386.45	421.63	442.69
	5	53,936.55	59,930.75	65,912.35	71,913.67	75,504.75
		5,393.65	5,993.07	6,591.23	7,191.37	7,550.48
		328.88	365.43	401.90	438.50	460.39
	6	56,094.01	62,327.99	68,548.84	74,790.22	78,524.95
		5,609.40	6,232.80	6,854.88	7,479.02	7,852.49
		342.04	380.05	417.98	456.04	478.81
	7	58,337.76	64,821.10	71,290.79	77,781.83	81,665.95
		5,833.78	6,482.11	7,129.08	7,778.18	8,166.59
		355.72	395.25	434.70	474.28	497.96
	8	60,671.28	67,413.94	74,142.43	80,893.10	84,932.59
		6,067.13	6,741.39	7,414.24	8,089.31	8,493.26
		369.95	411.06	452.09	493.25	517.88
	9	63,098.13	70,110.50	77,108.12	84,128.83	88,329.89
		6,309.81	7,011.05	7,710.81	8,412.88	8,832.99
		384.74	427.50	470.17	512.98	538.60
	10	65,622.05	72,914.92	80,192.44	87,493.98	91,863.09
		6,562.21	7,291.49	8,019.24	8,749.40	9,186.31
		400.13	444.60	488.98	533.50	560.14
	11	68,246.93	75,831.51	83,400.14	90,993.74	95,537.61
		6,824.69	7,583.15	8,340.01	9,099.37	9,553.76
		416.14	462.39	508.54	554.84	582.55
	12	70,976.81	78,864.77	86,736.15	94,633.49	99,359.12
		7,097.68	7,886.48	8,673.61	9,463.35	9,935.91
		432.79	480.88	528.88	577.03	605.85
	13	73,815.88	82,019.36	90,205.59	98,418.83	103,333.49
		7,381.59	8,201.94	9,020.56	9,841.88	10,333.35
		450.10	500.12	550.03	600.11	630.08
	14	76,768.51	85,300.14	93,813.82	102,355.58	107,466.84
		7,676.85	8,530.01	9,381.38	10,235.56	10,746.68
		468.10	520.12	572.04	624.12	655.29
	15	-	-	97,566.37	106,449.80	111,765.51
		-	-	9,756.64	10,644.98	11,176.55
		-	-	594.92	649.08	681.50
	L1	79,839.25	88,712.14	101,469.02	110,707.79	116,236.13
		7,983.93	8,871.21	10,146.90	11,070.78	11,623.61
		486.82	540.93	618.71	675.05	708.76
	L2	81,436.04	90,486.39	103,498.40	112,921.95	118,560.85
		8,143.60	9,048.64	10,349.84	11,292.19	11,856.09
		496.56	551.75	631.09	688.55	722.93

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final

Librarian Salary Schedule "A-164"
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)
Annual Salary Schedule

Includes a one-time only improvement of 6%

DRAFT

Step	Class I AA/AS or BA/BS	Class II AA/AS+90 or BA/BS+30 or MA/MS	Class III BA/BS+54 or MA/MS+24	Class IV BA/BS+78 or MA/MS+48	Class V PnD or J.D. or D.C. or D.V.M.
1	46,293	51,438	56,572	61,723	64,805
2	48,145	53,496	58,835	64,192	67,397
3	50,071	55,636	61,188	66,760	70,093
4	52,074	57,861	63,636	69,430	72,897
5	54,157	60,175	66,181	72,207	75,813
6	56,323	62,582	68,829	75,095	78,845
7	58,576	65,086	71,582	78,099	81,999
8	60,919	67,689	74,445	81,223	85,279
9	63,356	70,397	77,423	84,472	88,690
10	65,890	73,213	80,520	87,851	92,238
11	68,525	76,141	83,741	91,365	95,928
12	71,267	79,187	87,090	95,020	99,765
13	74,117	82,354	90,574	98,821	103,755
14	77,082	85,648	94,197	102,773	107,905
15			97,965	106,884	112,222
Longevity 1*	80,165	89,074	101,883	111,160	116,711
Longevity 2**	81,768	90,856	103,921	113,383	119,045

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2020

Board Approved:

Includes a one-time only improvement of 6%

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	46,293.39	51,438.15	56,572.12	61,723.00	64,805.21
Monthly		4,629.34	5,143.81	5,657.21	6,172.30	6,480.52
Daily		282.28	313.65	344.95	376.36	395.15
	2	48,145.12	53,495.68	58,835.00	64,191.92	67,397.42
		4,814.51	5,349.57	5,883.50	6,419.19	6,739.74
		293.57	326.19	358.75	391.41	410.96
	3	50,070.92	55,635.51	61,188.40	66,759.60	70,093.32
		5,007.09	5,563.55	6,118.84	6,675.96	7,009.33
		305.31	339.24	373.10	407.07	427.40
	4	52,073.75	57,860.92	63,635.93	69,429.99	72,897.05
		5,207.38	5,786.09	6,363.59	6,943.00	7,289.71
		317.52	352.81	388.02	423.35	444.49
	5	54,156.70	60,175.36	66,181.38	72,207.19	75,812.94
		5,415.67	6,017.54	6,618.14	7,220.72	7,581.29
		330.22	366.92	403.54	440.29	462.27
	6	56,322.96	62,582.39	68,828.63	75,095.49	78,845.46
		5,632.30	6,258.24	6,882.86	7,509.55	7,884.55
		343.43	381.60	419.69	457.90	480.76
	7	58,575.88	65,085.68	71,581.77	78,099.30	81,999.28
		5,857.59	6,508.57	7,158.18	7,809.93	8,199.93
		357.17	396.86	436.47	476.22	500.00
	8	60,918.91	67,689.10	74,445.05	81,223.28	85,279.25
		6,091.89	6,768.91	7,444.51	8,122.33	8,527.93
		371.46	412.74	453.93	495.26	520.00
	9	63,355.67	70,396.66	77,422.85	84,472.21	88,690.42
		6,335.57	7,039.67	7,742.28	8,447.22	8,869.04
		386.32	429.25	472.09	515.07	540.80
	10	65,889.90	73,212.53	80,519.76	87,851.10	92,238.05
		6,588.99	7,321.25	8,051.98	8,785.11	9,223.80
		401.77	446.42	490.97	535.68	562.43
	11	68,525.49	76,141.02	83,740.55	91,365.15	95,927.56
		6,852.55	7,614.10	8,374.06	9,136.51	9,592.76
		417.84	464.27	510.61	557.10	584.92
	12	71,266.51	79,186.67	87,090.17	95,019.75	99,764.67
		7,126.65	7,918.67	8,709.02	9,501.97	9,976.47
		434.55	482.85	531.04	579.39	608.32
	13	74,117.17	82,354.14	90,573.78	98,820.54	103,755.26
		7,411.72	8,235.41	9,057.38	9,882.05	10,375.53
		451.93	502.16	552.28	602.56	632.65
	14	77,081.85	85,648.30	94,196.73	102,773.36	107,905.48
		7,708.19	8,564.83	9,419.67	10,277.34	10,790.55
		470.01	522.25	574.37	626.67	657.96
	15	-	-	97,964.60	106,884.29	112,221.69
		-	-	9,796.46	10,688.43	11,222.17
		-	-	597.35	651.73	684.28
	L1	80,165.13	89,074.23	101,883.18	111,159.66	116,710.56
		8,016.51	8,907.42	10,188.32	11,115.97	11,671.06
		488.81	543.14	621.24	677.80	711.65
	L2	81,768.43	90,855.72	103,920.85	113,382.85	119,044.77
		8,176.84	9,085.57	10,392.08	11,338.29	11,904.48
		498.59	554.00	633.66	691.36	725.88

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final Schedule

Faculty Salary Schedule "A-174"
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)
Annual Salary Schedule

Includes a one-time only improvement of 6%

DRAFT

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V
1	49,116	54,575	60,022	65,487	68,757
2	51,081	56,758	62,423	68,106	71,507
3	53,124	59,028	64,919	70,830	74,367
4	55,249	61,389	67,516	73,664	77,342
5	57,459	63,845	70,217	76,610	80,436
6	59,757	66,398	73,025	79,674	83,653
7	62,148	69,054	75,947	82,861	86,999
8	64,633	71,816	78,984	86,176	90,479
9	67,219	74,689	82,144	89,623	94,098
10	69,908	77,677	85,429	93,208	97,862
11	72,704	80,784	88,847	96,936	101,777
12	75,612	84,015	92,401	100,814	105,848
13	78,637	87,376	96,097	104,846	110,082
14	81,782	90,871	99,940	109,040	114,485
15			103,938	113,402	119,064
Longevity 1*	85,053	94,506	108,096	117,938	123,827
Longevity 2**	86,754	96,396	110,257	120,296	126,304

* After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2020

Board Approved:

2020-21 Final A-174 Schedule

Includes a one-time only improvement of 6%

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	49,116.15	54,574.62	60,021.64	65,486.60	68,756.75
Monthly		4,093.01	4,547.89	5,001.80	5,457.22	5,729.73
Daily		282.28	313.65	344.95	376.36	395.15
	2	51,080.79	56,757.61	62,422.50	68,106.07	71,507.02
		4,256.73	4,729.80	5,201.88	5,675.51	5,958.92
		293.57	326.19	358.75	391.41	410.96
	3	53,124.03	59,027.91	64,919.40	70,830.31	74,367.30
		4,427.00	4,918.99	5,409.95	5,902.53	6,197.28
		305.31	339.24	373.10	407.07	427.40
	4	55,248.98	61,389.03	67,516.17	73,663.52	77,342.00
		4,604.08	5,115.75	5,626.35	6,138.63	6,445.17
		317.52	352.81	388.02	423.35	444.49
	5	57,458.94	63,844.59	70,216.83	76,610.07	80,435.68
		4,788.24	5,320.38	5,851.40	6,384.17	6,702.97
		330.22	366.92	403.54	440.29	462.27
	6	59,757.29	66,398.38	73,025.50	79,674.48	83,653.11
		4,979.77	5,533.20	6,085.46	6,639.54	6,971.09
		343.43	381.60	419.69	457.90	480.76
	7	62,147.58	69,054.32	75,946.52	82,861.46	86,999.23
		5,178.96	5,754.53	6,328.88	6,905.12	7,249.94
		357.17	396.86	436.47	476.22	500.00
	8	64,633.48	71,816.49	78,984.38	86,175.92	90,479.20
		5,386.12	5,984.71	6,582.03	7,181.33	7,539.93
		371.46	412.74	453.93	495.26	520.00
	9	67,218.82	74,689.14	82,143.76	89,622.96	94,098.38
		5,601.57	6,224.10	6,845.31	7,468.58	7,841.53
		386.32	429.25	472.09	515.07	540.80
	10	69,907.57	77,676.71	85,429.50	93,207.87	97,862.32
		5,825.63	6,473.06	7,119.12	7,767.32	8,155.19
		401.77	446.42	490.97	535.68	562.43
	11	72,703.87	80,783.77	88,846.68	96,936.19	101,776.81
		6,058.66	6,731.98	7,403.89	8,078.02	8,481.40
		417.84	464.27	510.61	557.10	584.92
	12	75,612.03	84,015.13	92,400.55	100,813.63	105,847.88
		6,301.00	7,001.26	7,700.05	8,401.14	8,820.66
		434.55	482.85	531.04	579.39	608.32
	13	78,636.51	87,375.73	96,096.57	104,846.18	110,081.80
		6,553.04	7,281.31	8,008.05	8,737.18	9,173.48
		451.93	502.16	552.28	602.56	632.65
	14	81,781.97	90,870.76	99,940.43	109,040.02	114,485.08
		6,815.16	7,572.56	8,328.37	9,086.67	9,540.42
		470.01	522.25	574.37	626.67	657.96
	15	-	-	103,938.05	113,401.62	119,064.48
		-	-	8,661.50	9,450.14	9,922.04
		-	-	597.35	651.73	684.28
L1		85,053.25	94,505.59	108,095.57	117,937.69	123,827.06
		7,087.77	7,875.47	9,007.96	9,828.14	10,318.92
		488.81	543.14	621.24	677.80	711.65
L2		86,754.31	96,395.70	110,257.48	120,296.44	126,303.60
		7,229.53	8,032.98	9,188.12	10,024.70	10,525.30
		498.59	554.00	633.66	691.36	725.88

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final

Faculty Salary Schedule "B-1"
(Adjunct Faculty / Overload Assignments)
Lecture and Laboratory Hourly Rates/164 Days B-1

Includes a one-time only improvement of 6%

DRAFT

		AA/AS or BA/BS	AA/AS+9U or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD, J.D., M.D., D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V	
Lecture	1	64.03	71.16	78.25	85.38	89.64
Lab*		51.22	56.93	62.60	68.30	71.71
Lab		48.02	53.37	58.69	64.03	67.23
Lecture	2	66.60	74.00	81.38	88.79	93.23
Lab*		53.28	59.20	65.10	71.03	74.59
Lab		49.95	55.50	61.03	66.59	69.92
Lecture	3	69.26	76.95	84.64	92.35	96.96
Lab*		55.41	61.56	67.71	73.88	77.57
Lab		51.95	57.71	63.48	69.26	72.72
Lecture	4	72.04	80.04	88.02	96.04	100.84
Lab*		57.63	64.03	70.42	76.83	80.67
Lab		54.03	60.03	66.02	72.03	75.63
Lecture	5	74.91	83.23	91.54	99.88	104.88
Lab*		59.93	66.59	73.24	79.90	83.90
Lab		56.18	62.43	68.66	74.91	78.66
Lecture	6	77.91	86.56	95.21	103.87	109.06
Lab*		62.33	69.25	76.16	83.09	87.25
Lab		58.43	64.92	71.40	77.90	81.80
Lecture	7	81.03	90.02	99.02	108.02	113.42
Lab*		64.82	72.02	79.22	86.42	90.74
Lab		60.77	67.52	74.27	81.02	85.07
Lecture	8	84.26	93.63	102.97	112.36	117.96
Lab*		67.41	74.91	82.38	89.89	94.36
Lab		63.19	70.23	77.23	84.27	88.47
Lecture	9	87.64	97.37	107.09	116.85	122.67
Lab*		70.11	77.90	85.67	93.48	98.13
Lab		65.73	73.03	80.32	87.64	92.00
Lecture	10	91.14	101.27	111.38	121.53	127.59
Lab*		72.91	81.02	89.11	97.22	102.07
Lab		68.36	75.95	83.54	91.14	95.69
Lecture	11	94.78	105.33	115.84	126.38	132.68
Lab*		75.82	84.27	92.67	101.11	106.14
Lab		71.08	79.00	86.88	94.79	99.51
Lecture	12	98.57	109.55	120.47	131.43	138.00
Lab*		78.85	87.64	96.38	105.15	110.40
Lab		73.93	82.16	90.35	98.58	103.50
Lecture	13	102.51	113.93	125.29	136.69	143.52
Lab*		82.01	91.14	100.23	109.35	114.82
Lab		76.88	85.45	93.97	102.52	107.64
Lecture	14	106.61	118.49	130.30	142.16	149.27
Lab*		85.29	94.79	104.24	113.73	119.41
Lab		79.96	88.86	97.73	106.62	111.95
Lecture	15			135.51	147.84	155.24
Lab*				108.41	118.28	124.19
Lab				101.64	110.88	116.43
Lecture	Longevity 1 **	110.88	123.23	140.94	153.76	161.45
Lab*		88.70	98.58	112.75	123.01	129.16
Lab		83.16	92.42	105.70	115.32	121.08
Lecture	Longevity 2 **	113.09	125.69	143.75	156.83	164.67
Lab*		90.47	100.55	115.00	125.47	131.74
Lab		84.82	94.27	107.82	117.63	123.51

Hours worked during Summer Session are not subject to schedule improvement.

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. Effective Fall 2020, this lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 20, 2020

Board Approved:

Los Rios Community College District
2020-21 Final

Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)

Includes a one-time only improvement of 6%

DRAFT

Step	Class I AA/AS or BA/BS	Class II AA/AS+90 or BA/BS+30 or MA/MS	Class III BA/BS+54 or MA/MS+24	Class IV BA/BS+78 or MA/MS+48	Class V PhD, J.D., M.D., D.C. or D.V.M.
1	37.63	41.82	45.99	50.19	52.68
2	39.15	43.49	47.84	52.19	54.80
3	40.71	45.23	49.75	54.28	56.99
4	42.34	47.04	51.73	56.46	59.26
5	44.02	48.93	53.81	58.70	61.64
6	45.78	50.87	55.95	61.06	64.09
7	47.62	52.91	58.19	63.50	66.66
8	49.52	55.03	60.52	66.04	69.34
9	51.51	57.22	62.95	68.68	72.11
10	53.56	59.52	65.46	71.42	74.99
11	55.72	61.90	68.08	74.29	77.99
12	57.95	64.38	70.80	77.25	81.12
13	60.26	66.95	73.64	80.34	84.36
14	62.68	69.63	76.58	83.55	87.74
15			79.64	86.89	91.25
Longevity 1**	65.18	72.41	82.83	90.37	94.90
Longevity 2**	66.49	73.86	84.49	92.18	96.79

Hours worked during Summer Session are not subject to schedule improvement.

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 20, 2020

Board Approved:

Los Rios Community College District

2020-21 Final Schedule

Management Salary Schedule

Full Time Annual

Includes a one-time only improvement of 6%

DRAFT

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	+ 10 Yr. Long. Based on Step 5	+ 15 Yr. Long. Based on Step 5	+ 20 Yr. Long. Based on Step 5	+ 20 Yr. Long. & Dr. Based on Step 5
Deputy Chancellor (679)	C	238,587	243,359	248,226	253,191	258,255	268,585	279,328	284,915	288,650
Vice Chancellor/ College President (679)	B	221,046	225,467	229,976	234,576	239,267	248,838	258,792	258,792	267,702
Assoc. Vice Chancellor/ General Counsel (679)	A	188,928	192,707	196,561	200,492	204,502	212,682	221,190	225,613	229,348
Director/Manager I/ Vice President (674)	1	164,674	167,968	171,327	174,753	178,248	185,378	192,794	196,649	200,384
Director/Manager II/ Assoc. VP (672)	2	154,404	157,492	160,642	163,855	167,132	173,817	180,770	184,385	188,120
Director/Manager III/ Dean (670)	3	144,774	147,670	150,623	153,636	156,709	162,977	169,496	172,886	176,621
Director/Manager IV/ Dean III (668)	4	135,745	138,460	141,230	144,054	146,935	152,813	158,925	162,104	165,839
Director/Manager V (664)	5	117,769	120,124	122,527	124,977	127,477	132,576	137,879	140,637	144,372
Director/Manager VI (663)	6	110,424	112,633	114,885	117,183	119,527	124,308	129,280	131,866	135,601
Director/Manager VII (662)	7	101,664	103,697	105,771	107,887	110,045	114,446	119,024	121,405	125,140
Director/Manager VIII (665)	8	95,324	97,230	99,175	101,158	103,182	107,309	111,601	113,833	117,568
Director/Manager IX (669)	9	89,379	91,166	92,990	94,850	96,747	100,616	104,641	106,734	110,469
Director/Manager X (675)	10	83,805	85,481	87,190	88,934	90,713	94,341	98,115	100,077	103,812

Educational Stipend: An educational stipend of \$3,735 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

For Range B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources.

Retroactive to: July 1, 2020

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT

2020-21 Final Management Salary Schedule

Without Doctoral Stipend

Includes a one-time only improvement of 6%

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
C	238,587.48	248,130.98	258,056.22	263,217.34	243,359.23	253,093.60	263,217.34	268,481.69	248,226.41	258,155.47	268,481.69	273,851.32	253,190.94	263,318.58	273,851.32	279,328.35	258,254.76	268,584.95	279,328.35	284,914.92
	19,882.29	20,677.58	21,504.69	21,934.78	20,279.94	21,091.13	21,934.78	22,373.47	20,685.53	21,512.96	22,373.47	22,820.94	21,099.25	21,943.22	22,820.94	23,277.36	21,521.23	22,382.08	23,277.36	23,742.91
	1,069.90	1,112.69	1,157.20	1,180.35	1,091.30	1,134.95	1,180.35	1,203.95	1,113.12	1,157.65	1,203.95	1,228.03	1,135.39	1,180.80	1,228.03	1,252.59	1,158.09	1,204.42	1,252.59	1,277.65
B	221,046.03	229,887.87	239,083.38	243,865.05	225,466.95	234,485.63	243,865.06	248,742.36	229,976.29	239,175.34	248,742.35	253,717.20	234,575.82	243,958.85	253,717.20	258,791.54	239,267.34	248,838.03	258,791.55	263,967.38
	18,420.50	19,157.32	19,923.62	20,322.09	18,788.91	19,540.47	20,322.09	20,728.53	19,164.69	19,931.28	20,728.53	21,143.10	19,547.99	20,329.90	21,143.10	21,565.96	19,938.95	20,736.50	21,565.96	21,997.28
	991.24	1,030.89	1,072.12	1,093.57	1,011.06	1,051.51	1,093.57	1,115.44	1,031.28	1,072.54	1,115.44	1,137.75	1,051.91	1,093.99	1,137.75	1,160.50	1,072.95	1,115.87	1,160.50	1,183.71
A	188,928.41	196,485.55	204,344.97	208,431.87	192,706.98	200,415.26	208,431.87	212,600.51	196,561.12	204,423.56	212,600.50	216,852.51	200,492.34	208,512.03	216,852.51	221,189.56	204,502.19	212,682.28	221,189.57	225,613.36
	15,744.03	16,373.80	17,028.75	17,369.32	16,058.92	16,701.27	17,369.32	17,716.71	16,380.09	17,035.30	17,716.71	18,071.04	16,707.70	17,376.00	18,071.04	18,432.46	17,041.85	17,723.52	18,432.46	18,801.11
	847.21	881.10	916.35	934.67	864.16	898.72	934.67	953.37	881.44	916.70	953.37	972.43	899.07	935.03	972.43	991.88	917.05	953.73	991.88	1,011.72
1	164,674.03	171,260.99	178,111.43	181,673.66	167,967.51	174,686.21	181,673.66	185,307.13	171,326.86	178,179.93	185,307.13	189,013.27	174,753.40	181,743.54	189,013.28	192,793.55	178,248.47	185,378.41	192,793.55	196,649.42
	13,722.84	14,271.75	14,842.62	15,139.47	13,997.29	14,557.18	15,139.47	15,442.26	14,277.24	14,848.33	15,442.26	15,751.11	14,562.78	15,145.30	15,751.11	16,066.13	14,854.04	15,448.20	16,066.13	16,387.45
	738.45	767.99	798.71	814.68	753.22	783.35	814.68	830.97	768.28	799.01	830.97	847.59	783.65	814.99	847.59	864.55	799.32	831.29	864.55	881.84
2	154,404.00	160,580.16	167,003.37	170,343.44	157,492.08	163,791.76	170,343.43	173,750.30	160,641.92	167,067.60	173,750.30	177,225.31	163,854.76	170,408.95	177,225.31	180,769.82	167,131.86	173,817.13	180,769.82	184,385.22
	12,867.00	13,381.68	13,916.95	14,195.29	13,124.34	13,649.31	14,195.29	14,479.19	13,386.83	13,922.30	14,479.19	14,768.78	13,654.56	14,200.75	14,768.78	15,064.15	13,927.66	14,484.76	15,064.15	15,365.44
	692.39	720.09	748.89	763.87	706.24	734.49	763.87	779.15	720.37	749.18	779.15	794.73	734.77	764.17	794.73	810.63	749.47	779.45	810.63	826.84
3	144,774.46	150,565.44	156,588.06	159,719.82	147,669.95	153,576.75	159,719.82	162,914.22	150,623.35	156,648.28	162,914.21	166,172.49	153,635.82	159,781.25	166,172.50	169,495.95	156,708.54	162,976.88	169,495.96	172,885.88
	12,064.54	12,547.12	13,049.01	13,309.99	12,305.83	12,798.06	13,309.99	13,576.19	12,551.95	13,054.02	13,576.18	13,847.71	12,802.99	13,315.10	13,847.71	14,124.66	13,059.05	13,581.41	14,124.66	14,407.16
	649.21	675.18	702.19	716.23	662.20	688.68	716.23	730.56	675.44	702.46	730.56	745.17	688.95	716.51	745.17	760.07	702.73	730.84	760.07	775.27
4	135,745.48	141,175.30	146,822.31	149,758.76	138,460.39	143,998.81	149,758.76	152,753.94	141,229.60	146,878.78	152,753.93	155,809.01	144,054.19	149,816.36	155,809.01	158,925.19	146,935.27	152,812.68	158,925.19	162,103.69
	11,312.12	11,764.61	12,235.19	12,479.90	11,538.37	11,999.90	12,479.90	12,729.50	11,769.13	12,239.90	12,729.49	12,984.08	12,004.52	12,484.70	12,984.08	13,243.77	12,244.61	12,734.39	13,243.77	13,508.64
	608.72	633.07	658.40	671.56	620.90	645.73	671.56	685.00	633.32	658.65	685.00	698.70	645.98	671.82	698.70	712.67	658.90	685.26	712.67	726.92
5	117,768.97	122,479.73	127,378.92	129,926.50	120,124.35	124,929.32	129,926.49	132,525.02	122,526.84	127,427.91	132,525.03	135,175.53	124,977.38	129,976.48	135,175.54	137,879.05	127,476.93	132,576.01	137,879.05	140,636.63
	9,814.08	10,206.64	10,614.91	10,827.21	10,010.36	10,410.78	10,827.21	11,043.75	10,210.57	10,618.99	11,043.75	11,264.63	10,414.78	10,831.37	11,264.63	11,489.92	10,623.08	11,048.00	11,489.92	11,719.72
	528.11	549.24	571.21	582.63	538.67	560.22	582.63	594.28	549.45	571.43	594.28	606.17	560.44	582.85	606.17	618.29	571.65	594.51	618.29	630.66
6	110,424.21	114,841.18	119,434.83	121,823.53	112,632.69	117,138.00	121,823.52	124,259.99	114,885.34	119,480.75	124,259.98	126,745.18	117,183.05	121,870.37	126,745.18	129,280.08	119,526.71	124,307.78	129,280.09	131,865.69
	9,202.02	9,570.10	9,952.90	10,151.96	9,386.06	9,761.50	10,151.96	10,355.00	9,573.78	9,956.73	10,355.00	10,562.10	9,765.25	10,155.86	10,562.10	10,773.34	9,960.56	10,358.98	10,773.34	10,988.81
	495.18	514.98	535.58	546.29	505.08	525.28	546.29	557.22	515.18	535.79	557.22	568.36	525.48	546.50	568.36	579.73	535.99	557.43	579.73	591.33
7	101,664.13	105,730.70	109,959.93	112,159.13	103,697.41	107,845.31	112,159.12	114,402.30	105,771.36	110,002.21	114,402.30	116,690.35	107,886.79	112,202.26	116,690.35	119,024.16	110,044.53	114,446.31	119,024.16	121,404.64
	8,472.01	8,810.89	9,163.33	9,346.59	8,641.45	8,987.11	9,346.59	9,533.53	8,814.28	9,166.85	9,533.53	9,724.20	8,990.57	9,350.19	9,724.20	9,918.68	9,170.38	9,537.19	9,918.68	10,117.05
	455.89	474.13	493.09	502.96	465.01	483.61	502.96	513.01	474.31	493.28	513.01	523.28	483.80	503.15	523.28	533.74	493.47	513.21	533.74	544.42
8	95,323.76	99,136.71	103,102.18	105,164.22	97,230.24	101,119.45	105,164.23	107,267.51	99,174.84	103,141.83	107,267.50	109,412.85	101,158.34	105,204.67	109,412.86	111,601.12	103,181.51	107,308.77	111,601.12	113,833.14
	7,943.65	8,261.39	8,591.85	8,763.69	8,102.52	8,426.62	8,763.69	8,938.96	8,264.57	8,595.15	8,938.96	9,117.74	8,429.86	8,767.06	9,117.74	9,300.09	8,598.46	8,942.40	9,300.09	9,486.10
	427.46	444.56	462.34	471.59	436.01	453.45	471.59	481.02	444.73	462.52	481.02	490.64	453.62	471.77	490.64	500.45	462.70	481.21	500.45	510.46
9	89,378.81	92,953.96	96,672.12	98,605.56	91,166.39	94,813.05	98,605.57	100,577.68	92,989.72	96,709.31	100,577.68	102,589.23	94,849.51	98,643.49	102,589.23	104,641.01	96,746.50	100,616.36	104,641.01	106,733.83
	7,448.23	7,746.16	8,056.01	8,217.13	7,597.20	7,901.09	8,217.13	8,381.47	7,749.14	8,059.11	8,381.47	8,549.10	7,904.13	8,220.29	8,549.10	8,720.08	8,062.21	8,384.70	8,720.08	8,894.49
	400.80	416.83	433.51	442.18	408.82	425.17	442.18	451.02	416.99	433.67	451.02	460.04	425.33	442.35	460.04	469.24	433.84	451.19	469.24	478.63
10	83,804.63	87,156.82	90,643.09	92,455.95	85,480.72	88,899.95	92,455.95	94,305.07	87,190.33	90,677.94	94,305.06	96,191.16	88,934.14	92,491.51	96,191.17	98,114.99	90,712.82	94,341.33	98,114.98	100,077.28
	6,983.72	7,263.07	7,553.59	7,704.66	7,123.39	7,408.33	7,704.66	7,858.76	7,265.86	7,556.50	7,858.76	8,015.93	7,411.18	7,						

LOS RIOS COMMUNITY COLLEGE DISTRICT

2020-21 Final Management Salary Schedule

With Doctoral Stipend of \$3,735

Includes a one-time only improvement of 6%

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
C	242,322.48	251,865.98	261,791.22	266,952.34	247,094.23	256,828.60	266,952.34	272,216.69	251,961.41	261,890.47	272,216.69	277,586.32	256,925.94	267,053.58	277,586.32	283,063.35	261,989.76	272,319.95	283,063.35	288,649.92
	20,193.54	20,988.83	21,815.94	22,246.03	20,591.19	21,402.38	22,246.03	22,684.72	20,996.78	21,824.21	22,684.72	23,132.19	21,410.50	22,254.47	23,132.19	23,588.61	21,832.48	22,693.33	23,588.61	24,054.16
	1,086.65	1,129.44	1,173.95	1,197.10	1,108.05	1,151.70	1,197.10	1,220.70	1,129.87	1,174.40	1,220.70	1,244.78	1,152.13	1,197.55	1,244.78	1,269.34	1,174.84	1,221.17	1,269.34	1,294.39
B	224,781.03	233,622.87	242,818.38	247,600.05	229,201.95	238,220.63	247,600.06	252,477.36	233,711.29	242,910.34	252,477.35	257,452.20	238,310.82	247,693.85	257,452.20	262,526.54	243,002.34	252,573.03	262,526.55	267,702.38
	18,731.75	19,468.57	20,234.87	20,633.34	19,100.16	19,851.72	20,633.34	21,039.78	19,475.94	20,242.53	21,039.78	21,454.35	19,859.24	20,641.15	21,454.35	21,877.21	20,250.20	21,047.75	21,877.21	22,308.53
	1,007.99	1,047.64	1,088.87	1,110.31	1,027.81	1,068.25	1,110.31	1,132.19	1,048.03	1,089.28	1,132.19	1,154.49	1,068.66	1,110.73	1,154.49	1,177.25	1,089.70	1,132.61	1,177.25	1,200.46
A	192,663.41	200,220.55	208,079.97	212,166.87	196,441.98	204,150.26	212,166.87	216,335.51	200,296.12	208,158.56	216,335.50	220,587.51	204,227.34	212,247.03	220,587.51	224,924.56	208,237.19	216,417.28	224,924.57	229,348.36
	16,055.28	16,685.05	17,340.00	17,680.57	16,370.17	17,012.52	17,680.57	18,027.96	16,691.34	17,346.55	18,027.96	18,382.29	17,018.95	17,687.25	18,382.29	18,743.71	17,353.10	18,034.77	18,743.71	19,112.36
	863.96	897.85	933.09	951.42	880.91	915.47	951.42	970.11	898.19	933.45	970.11	989.18	915.82	951.78	989.18	1,008.63	933.80	970.48	1,008.63	1,028.47
1	168,409.03	174,995.99	181,846.43	185,408.66	171,702.51	178,421.21	185,408.66	189,042.13	175,061.86	181,914.93	189,042.13	192,748.27	178,488.40	185,478.54	192,748.28	196,528.55	181,983.47	189,113.41	196,528.55	200,384.42
	14,034.09	14,583.00	15,153.87	15,450.72	14,308.54	14,868.43	15,450.72	15,753.51	14,588.49	15,159.58	15,753.51	16,062.36	14,874.03	15,456.55	16,062.36	16,377.38	15,165.29	15,759.45	16,377.38	16,698.70
	755.20	784.74	815.45	831.43	769.97	800.10	831.43	847.72	785.03	815.76	847.72	864.34	800.40	831.74	864.34	881.29	816.07	848.04	881.29	898.58
2	158,139.00	164,315.16	170,738.37	174,078.44	161,227.08	167,526.76	174,078.43	177,485.30	164,376.92	170,802.60	177,485.30	180,960.31	167,589.76	174,143.95	180,960.31	184,504.82	170,866.86	177,552.13	184,504.82	188,120.22
	13,178.25	13,692.93	14,228.20	14,506.54	13,435.59	13,960.56	14,506.54	14,790.44	13,698.08	14,233.55	14,790.44	15,080.03	13,965.81	14,512.00	15,080.03	15,375.40	14,238.91	14,796.01	15,375.40	15,676.69
	709.14	736.84	765.64	780.62	722.99	751.24	780.62	795.90	737.12	765.93	795.90	811.48	751.52	780.91	811.48	827.38	766.22	796.20	827.38	843.59
3	148,509.46	154,300.44	160,323.06	163,454.82	151,404.95	157,311.75	163,454.82	166,649.22	154,358.35	160,383.28	166,649.21	169,907.49	157,370.82	163,516.25	169,907.50	173,230.95	160,443.54	166,711.88	173,230.96	176,620.88
	12,375.79	12,858.37	13,360.26	13,621.24	12,617.08	13,109.31	13,621.24	13,887.44	12,863.20	13,365.27	13,887.43	14,158.96	13,114.24	13,626.35	14,158.96	14,435.91	13,370.30	13,892.66	14,435.91	14,718.41
	665.96	691.93	718.94	732.98	678.95	705.43	732.98	747.31	692.19	719.21	747.31	761.92	705.70	733.26	761.92	776.82	719.48	747.59	776.82	792.02
4	139,480.48	144,910.30	150,557.31	153,493.76	142,195.39	147,733.81	153,493.76	156,488.94	144,964.60	150,613.78	156,488.93	159,544.01	147,789.19	153,551.36	159,544.01	162,660.19	150,670.27	156,547.68	162,660.19	165,838.69
	11,623.37	12,075.86	12,546.44	12,791.15	11,849.62	12,311.15	12,791.15	13,040.75	12,080.38	12,551.15	13,040.74	13,295.33	12,315.77	12,795.95	13,295.33	13,555.02	12,555.86	13,045.64	13,555.02	13,819.89
	625.47	649.82	675.14	688.31	637.65	662.48	688.31	701.74	650.07	675.40	701.74	715.44	662.73	688.57	715.44	729.42	675.65	702.01	729.42	743.67
5	121,503.97	126,214.73	131,113.92	133,661.50	123,859.35	128,664.32	133,661.49	136,260.02	126,261.84	131,162.91	136,260.03	138,910.53	128,712.38	133,711.48	138,910.54	141,614.05	131,211.93	136,311.01	141,614.05	144,371.63
	10,125.33	10,517.89	10,926.16	11,138.46	10,321.61	10,722.03	11,138.46	11,355.00	10,521.82	10,930.24	11,355.00	11,575.88	10,726.03	11,142.62	11,575.88	11,801.17	10,934.33	11,359.25	11,801.17	12,030.97
	544.86	565.99	587.95	599.38	555.42	576.97	599.38	611.03	566.20	588.17	611.03	622.92	577.19	599.60	622.92	635.04	588.39	611.26	635.04	647.41
6	114,159.21	118,576.18	123,169.83	125,558.53	116,367.69	120,873.00	125,558.52	127,994.99	118,620.34	123,215.75	127,994.98	130,480.18	120,918.05	125,605.37	130,480.18	133,015.08	123,261.71	128,042.78	133,015.09	135,600.69
	9,513.27	9,881.35	10,264.15	10,463.21	9,697.31	10,072.75	10,463.21	10,666.25	9,885.03	10,267.98	10,666.25	10,873.35	10,076.50	10,467.11	10,873.35	11,084.59	10,271.81	10,670.23	11,084.59	11,300.06
	511.92	531.73	552.33	563.04	521.83	542.03	563.04	573.97	531.93	552.54	573.97	585.11	542.23	563.25	585.11	596.48	552.74	574.18	596.48	608.07
7	105,399.13	109,465.70	113,694.93	115,894.13	107,432.41	111,580.31	115,894.12	118,137.30	109,506.36	113,737.21	118,137.30	120,425.35	111,621.79	115,937.26	120,425.35	122,759.16	113,779.53	118,181.31	122,759.16	125,139.64
	8,783.26	9,122.14	9,474.58	9,657.84	8,952.70	9,298.36	9,657.84	9,844.78	9,125.53	9,478.10	9,844.78	10,035.45	9,301.82	9,661.44	10,035.45	10,229.93	9,481.63	9,848.44	10,229.93	10,428.30
	472.64	490.88	509.84	519.70	481.76	500.36	519.70	529.76	491.06	510.03	529.76	540.02	500.55	519.90	540.02	550.49	510.22	529.96	550.49	561.16
8	99,058.76	102,871.71	106,837.18	108,899.22	100,965.24	104,854.45	108,899.23	111,002.51	102,909.84	106,876.83	111,002.50	113,147.85	104,893.34	108,939.67	113,147.86	115,336.12	106,916.51	111,043.77	115,336.12	117,568.14
	8,254.90	8,572.64	8,903.10	9,074.94	8,413.77	8,737.87	9,074.94	9,250.21	8,575.82	8,906.40	9,250.21	9,428.99	8,741.11	9,078.31	9,428.99	9,611.34	8,909.71	9,253.65	9,611.34	9,797.35
	444.21	461.31	479.09	488.34	452.76	470.20	488.34	497.77	461.48	479.27	497.77	507.39	470.37	488.52	507.39	517.20	479.45	497.95	517.20	527.21
9	93,113.81	96,688.96	100,407.12	102,340.56	94,901.39	98,548.05	102,340.57	104,312.68	96,724.72	100,444.31	104,312.68	106,324.23	98,584.51	102,378.49	106,324.23	108,376.01	100,481.50	104,351.36	108,376.01	110,468.83
	7,759.48	8,057.41	8,367.26	8,528.38	7,908.45	8,212.34	8,528.38	8,692.72	8,060.39	8,370.36	8,692.72	8,860.35	8,215.38	8,531.54	8,860.35	9,031.33	8,373.46	8,695.95	9,031.33	9,205.74
	417.55	433.58	450.26	458.93	425.57	441.92	458.93	467.77	433.74	450.42	467.77	476.79	442.08	459.10	476.79	485.99	450.59	467.94	485.99	495.38
10	87,539.63	90,891.82	94,378.09	96,190.95	89,215.72	92,634.95	96,190.95	98,040.07	90,925.33	94,412.94	98,040.06	99,926.16	92,669.14	96,226.51	99,926.17	101,849.99	94,447.82	98,076.33	101,849.98	103,812.28
	7,294.97	7,574.32	7,864.84	8,015.91	7,434.64	7,719.58	8,015.91													

**Los Rios Community College District
2020-21 Final**

Interim Management (Faculty) Salary Schedule

Annual Full Time

Includes a one-time only improvement of 6%

DRAFT

Title	Range	Base Salary Step
Director/Manager I/ Vice President	11A	144,913.15 14,491.32 779.10
Director/Manager II/Assoc. VP	11	135,875.52 13,587.55 730.51
Director/Manager III/ Dean	12	127,401.52 12,740.15 684.95
Director/Manager IV/ Assoc. Dean	13	119,456.02 11,945.60 642.24
Director/Manager V	14	103,636.69 10,363.67 557.19
Director/Manager VI	15	97,173.30 9,717.33 522.44

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

Interim Management Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).

Doctoral Stipend: \$3,735

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final

Interim Management (Faculty) Salary Schedule

Includes a one-time only improvement of 6%

Title	Range	Entry	+ Dr.	+ 10 yrs	10 yrs + Dr.	+ 15 yrs	15 yrs + Dr.	+ 20 yrs	20 yrs + Dr.
Director/Manager I/									
Vice President	11A	144,913.15 14,491.32 779.10	148,648.15 14,864.82 799.18	150,709.68 15,070.97 810.27	154,444.68 15,444.47 830.35	156,738.07 15,673.81 842.68	160,473.07 16,047.31 862.76	159,872.83 15,987.28 859.53	163,607.83 16,360.78 879.61
Director/Manager II/									
Assoc. VP	11	135,875.52 13,587.55 730.51	139,610.52 13,961.05 750.59	141,310.54 14,131.05 759.73	145,045.54 14,504.55 779.81	146,962.96 14,696.30 790.12	150,697.96 15,069.80 810.20	149,902.22 14,990.22 805.93	153,637.22 15,363.72 826.01
Director/Manager III/									
Dean	12	127,401.52 12,740.15 684.95	131,136.52 13,113.65 705.04	132,497.58 13,249.76 712.35	136,232.58 13,623.26 732.43	137,797.48 13,779.75 740.85	141,532.48 14,153.25 760.93	140,553.43 14,055.34 755.66	144,288.43 14,428.84 775.74
Director/Manager IV/									
Assoc. Dean	13	119,456.02 11,945.60 642.24	123,191.02 12,319.10 662.32	124,234.26 12,423.43 667.93	127,969.26 12,796.93 688.01	129,203.63 12,920.36 694.64	132,938.63 13,293.86 714.72	131,787.70 13,178.77 708.54	135,522.70 13,552.27 728.62
Director/Manager V									
	14	103,636.69 10,363.67 557.19	107,371.69 10,737.17 577.27	107,782.16 10,778.22 579.47	111,517.16 11,151.72 599.55	112,093.45 11,209.35 602.65	115,828.45 11,582.85 622.73	114,335.32 11,433.53 614.71	118,070.32 11,807.03 634.79
Director/Manager VI									
	15	97,173.30 9,717.33 522.44	100,908.30 10,090.83 542.52	101,060.23 10,106.02 543.33	104,795.23 10,479.52 563.42	105,102.64 10,510.26 565.07	108,837.64 10,883.76 585.15	107,204.69 10,720.47 576.37	110,939.69 11,093.97 596.45

Doctoral Stipend: \$3,735

Retroactive to: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Final**

Salary Ranges for LRSA Supervisory Positions*

Includes a one-time only improvement of 6%

DRAFT

Job Code	Title	Range	Full Time Annual Salary	
908	Accounts Payable Supervisor	22V	74,189	- 99,619
636	Admissions & Records Supervisor	24V	80,243	- 107,747
288	Bookstore Supervisor	19V	65,954	- 88,561
901	Business Services Supervisor	26V	86,791	- 116,540
656	Campus Operations Supervisor	22V	74,189	- 99,619
637	Child Development Center Supervisor	20V	68,592	- 92,103
912	College IT Systems Supervisor	32V	109,818	- 147,460
631	Community Services Supervisor	22V	74,189	- 99,619
905	Counseling Supervisor	20V	68,592	- 92,103
603	Custodial Supervisor	17V	60,978	- 81,879
902	Custodial/Receiving Supervisor	20V	68,592	- 92,103
613	Educational Center Supervisor	20V	68,592	- 92,103
651	Employee Benefits Supervisor	24V	80,243	- 107,747
312	Event Services Supervisor - Harris Center for the Arts	18V	63,417	- 85,154
615	Facilities Maintenance - Electrical Systems Supervisor	24V	80,243	- 107,747
601	Facilities Maintenance - Grounds Supervisor	24V	80,243	- 107,747
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	80,243	- 107,747
617	Facilities Maintenance - Structures Supervisor	24V	80,243	- 107,747
616	Facilities Maintenance Supervisor	24V	80,243	- 107,747
642	Facilities Maintenance - Transportation Supervisor	24V	80,243	- 107,747
622	Facilities Management Operations Supervisor	18V	63,417	- 85,154
923	Facilities Projects Supervisor	29V	97,628	- 131,091
611	Financial Aid Supervisor	24V	80,243	- 107,747
657	Fiscal Services Supervisor	26V	86,791	- 116,540
605	Food Services Manager	19V	65,954	- 88,561
624	General Accounting Supervisor	28V	93,873	- 126,049
910	General Services Supervisor, Risk Management	22V	74,189	- 99,619
289	Hospitality Management - Culinary Supervisor	20V	68,592	- 92,103
911	Instructional Computer Laboratory Supervisor	22V	74,189	- 99,619
913	Instructional Science Laboratory Supervisor	22V	74,189	- 99,619
612	IT Application Systems Supervisor	33V	114,211	- 153,358
685	IT Production Services Supervisor	33V	114,211	- 153,358
684	IT Technical Services Supervisor	33V	114,211	- 153,358
290	Maintenance Technician Supervisor	19V	63,776	- 87,316
619	Media Resources Supervisor	24V	80,243	- 107,747
623	Payroll Supervisor	26V	86,791	- 116,540
915	Police Communications Supervisor	23V	77,157	- 103,603
240	Police Sergeant	27V	90,262	- 121,201
900	Printing Services Supervisor	19V	65,954	- 88,561
628	Purchasing Supervisor	22V	74,189	- 99,619
909	SRPSTC Office Supervisor	21V	71,336	- 95,787
682	Student Life Supervisor	20V	68,592	- 92,103
681	Student Support Supervisor	20V	68,592	- 92,103
643	Technical Director - Harris Center for the Arts	22V	74,189	- 99,619
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	65,954	- 88,561

The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.

*Exempt positions--not entitled to overtime.

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final
LRSA Classified Supervisor
Monthly Salary Schedule

Includes a one-time only improvement of 6%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	28.19	4,886.06	5,081.50	5,284.76	5,496.15	5,716.00	5,830.32	6,063.53	6,306.07	6,432.19	6,560.84
17V	29.32	5,081.50	5,284.76	5,496.15	5,716.00	5,944.64	6,063.53	6,306.07	6,558.31	6,689.48	6,823.27
18V	30.49	5,284.76	5,496.15	5,716.00	5,944.64	6,182.42	6,306.07	6,558.31	6,820.65	6,957.06	7,096.20
19V	31.71	5,496.15	5,716.00	5,944.64	6,182.42	6,429.72	6,558.31	6,820.65	7,093.47	7,235.34	7,380.05
20V	32.98	5,716.00	5,944.64	6,182.42	6,429.72	6,686.91	6,820.64	7,093.47	7,377.21	7,524.75	7,675.25
21V	34.30	5,944.64	6,182.42	6,429.72	6,686.91	6,954.38	7,093.47	7,377.21	7,672.30	7,825.74	7,982.26
22V	35.67	6,182.42	6,429.72	6,686.91	6,954.38	7,232.56	7,377.21	7,672.30	7,979.19	8,138.77	8,301.55
23V	37.09	6,429.72	6,686.91	6,954.38	7,232.56	7,521.86	7,672.30	7,979.19	8,298.36	8,464.32	8,633.61
24V	38.58	6,686.91	6,954.38	7,232.56	7,521.86	7,822.73	7,979.19	8,298.36	8,630.29	8,802.90	8,978.96
25V	40.12	6,954.38	7,232.56	7,521.86	7,822.73	8,135.64	8,298.36	8,630.29	8,975.50	9,155.01	9,338.11
26V	41.73	7,232.56	7,521.86	7,822.73	8,135.64	8,461.07	8,630.29	8,975.50	9,334.52	9,521.21	9,711.64
27V	43.40	7,521.86	7,822.73	8,135.64	8,461.07	8,799.51	8,975.50	9,334.52	9,707.90	9,902.06	10,100.10
28V	45.13	7,822.73	8,135.64	8,461.07	8,799.51	9,151.49	9,334.52	9,707.90	10,096.22	10,298.15	10,504.11
29V	46.94	8,135.64	8,461.07	8,799.51	9,151.49	9,517.55	9,707.90	10,096.22	10,500.07	10,710.07	10,924.27
30V	48.81	8,461.07	8,799.51	9,151.49	9,517.55	9,898.26	10,096.22	10,500.07	10,920.07	11,138.47	11,361.24
31V	50.77	8,799.51	9,151.49	9,517.55	9,898.26	10,294.19	10,500.07	10,920.07	11,356.88	11,584.01	11,815.69
32V	52.80	9,151.49	9,517.55	9,898.26	10,294.19	10,705.95	10,920.07	11,356.88	11,811.15	12,047.37	12,288.32
33V	54.91	9,517.55	9,898.26	10,294.19	10,705.95	11,134.19	11,356.87	11,811.15	12,283.60	12,529.27	12,779.85

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

** An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final
LRSA Classified Supervisor
Annual Salary Schedule

Includes a one-time only improvement of 6%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	58,633	60,978	63,417	65,954	68,592	69,964	72,762	75,673	77,186	78,730
17V	60,978	63,417	65,954	68,592	71,336	72,762	75,673	78,700	80,274	81,879
18V	63,417	65,954	68,592	71,336	74,189	75,673	78,700	81,848	83,485	85,154
19V	65,954	68,592	71,336	74,189	77,157	78,700	81,848	85,122	86,824	88,561
20V	68,592	71,336	74,189	77,157	80,243	81,848	85,122	88,527	90,297	92,103
21V	71,336	74,189	77,157	80,243	83,453	85,122	88,527	92,068	93,909	95,787
22V	74,189	77,157	80,243	83,453	86,791	88,527	92,068	95,750	97,665	99,619
23V	77,157	80,243	83,453	86,791	90,262	92,068	95,750	99,580	101,572	103,603
24V	80,243	83,453	86,791	90,262	93,873	95,750	99,580	103,563	105,635	107,747
25V	83,453	86,791	90,262	93,873	97,628	99,580	103,563	107,706	109,860	112,057
26V	86,791	90,262	93,873	97,628	101,533	103,563	107,706	112,014	114,255	116,540
27V	90,262	93,873	97,628	101,533	105,594	107,706	112,014	116,495	118,825	121,201
28V	93,873	97,628	101,533	105,594	109,818	112,014	116,495	121,155	123,578	126,049
29V	97,628	101,533	105,594	109,818	114,211	116,495	121,155	126,001	128,521	131,091
30V	101,533	105,594	109,818	114,211	118,779	121,155	126,001	131,041	133,662	136,335
31V	105,594	109,818	114,211	118,779	123,530	126,001	131,041	136,282	139,008	141,788
32V	109,818	114,211	118,779	123,530	128,471	131,041	136,282	141,734	144,568	147,460
33V	114,211	118,779	123,530	128,471	133,610	136,282	141,734	147,403	150,351	153,358

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

** An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Final**

Salary Ranges for SEIU Classified Positions

Includes a one-time only improvement of 6%

DRAFT

Job Code	Titles	Range	Annual Salary	
210	College Safety Officer	27	48,687	- 73,796
206	Custodian	21	42,924	- 64,762
230	Environmental Systems Technician	37	60,381	- 92,131
256	Equipment Mechanic I	35	57,810	- 88,097
253	Equipment Mechanic II	39	63,081	- 96,362
221	Grounds Irrigation Specialist/Groundskeeper	31	53,026	- 80,598
220	Grounds Maintenance Technician	31	53,026	- 80,598
211	Groundskeeper	23	44,753	- 67,629
209	Head Custodian	25	46,672	- 70,637
258	Head Grounds Maintenance Technician	35	57,810	- 88,097
213	Head Groundskeeper	27	48,687	- 73,796
239	Lead Custodian	23	44,753	- 67,629
251	Lead Equipment Mechanic	41	65,917	- 100,809
263	Lead Maintenance Cabinetmaker	41	65,917	- 100,809
250	Lead Maintenance Electrician	42	67,407	- 103,131
218	Lead Maintenance Electronic/Alarm Technician	42	67,407	- 103,131
235	Lead Maintenance HVAC Mechanic	42	67,407	- 103,131
252	Lead Maintenance Painter	41	65,917	- 100,809
227	Lead Maintenance Plumber	42	67,407	- 103,131
278	Lead Maintenance Technician	33	55,359	- 84,255
232	Lead Physical Education/Athletic Attendant	24	45,712	- 69,132
245	Maintenance Cabinetmaker	39	63,081	- 96,362
262	Maintenance Carpenter	39	63,081	- 96,362
246	Maintenance Electrician	39	63,081	- 96,362
261	Maintenance Electronic/Alarm Technician	39	63,081	- 96,362
243	Maintenance HVAC Mechanic	39	63,081	- 96,362
244	Maintenance Locksmith/Glazier	39	63,081	- 96,362
247	Maintenance Painter	39	63,081	- 96,362
248	Maintenance Plumber	39	63,081	- 96,362
255	Maintenance Roofer/Carpenter	39	63,081	- 96,362
215	Maintenance Technician I	29	50,803	- 77,114
222	Maintenance Technician II	31	53,026	- 80,598
260	Mechanical/Electrical Systems Technician	37	60,381	- 92,131
233	Physical Education/Athletic Attendant	22	43,838	- 66,195
259	Police Detective	49	77,432	- 114,618
212	Police Officer	48	75,914	- 112,371
850	Receiving Clerk/Storekeeper	24	45,712	- 69,132
203	Stock Clerk	21	42,924	- 64,762
226	Toolroom Equipment Attendant	23	44,753	- 67,629
204	Utility Worker	21	42,924	- 64,762

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

Retroactive to: July 1, 2020

Board approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
2020-21 Final
SEIU Classified
Monthly Salary Schedule

Includes a one-time only improvement of 6%

Range	Hourly Step 1	Monthly							L1 *	L2 **	L3***	L4****
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7				
21	20.64	3,576.99	3,729.38	3,889.31	4,057.26	4,233.59	4,418.84	4,613.21	4,797.73	4,989.65	5,189.24	5,396.81
22	21.08	3,653.15	3,809.32	3,973.27	4,145.48	4,331.86	4,516.01	4,715.31	4,903.92	5,100.09	5,304.08	5,516.25
23	21.52	3,729.38	3,889.31	4,057.26	4,233.59	4,418.84	4,613.21	4,817.49	5,010.19	5,210.60	5,419.02	5,635.78
24	21.98	3,809.32	3,973.27	4,145.48	4,331.86	4,516.01	4,715.31	4,924.52	5,121.50	5,326.38	5,539.42	5,760.99
25	22.44	3,889.31	4,057.26	4,233.59	4,418.84	4,613.21	4,817.49	5,031.73	5,233.00	5,442.31	5,660.01	5,886.41
26	22.92	3,973.27	4,145.48	4,331.86	4,516.01	4,715.31	4,924.52	5,144.25	5,350.03	5,564.02	5,786.59	6,018.05
27	23.41	4,057.26	4,233.59	4,418.84	4,613.21	4,817.49	5,031.73	5,256.79	5,467.07	5,685.75	5,913.17	6,149.70
28	23.92	4,145.48	4,331.86	4,516.01	4,715.31	4,924.52	5,144.25	5,375.07	5,590.08	5,813.67	6,046.23	6,288.08
29	24.42	4,233.59	4,418.84	4,613.21	4,817.49	5,031.73	5,256.79	5,493.11	5,712.85	5,941.35	6,179.01	6,426.17
30	24.99	4,331.86	4,516.01	4,715.31	4,924.52	5,144.25	5,375.07	5,617.28	5,841.98	6,075.65	6,318.67	6,571.42
31	25.49	4,418.84	4,613.21	4,817.49	5,031.73	5,256.79	5,493.11	5,741.26	5,970.92	6,209.76	6,458.14	6,716.47
32	26.05	4,516.01	4,715.31	4,924.52	5,144.25	5,375.07	5,617.28	5,871.51	6,106.37	6,350.63	6,604.65	6,868.84
33	26.61	4,613.21	4,817.49	5,031.73	5,256.79	5,493.11	5,741.26	6,001.81	6,241.89	6,491.56	6,751.22	7,021.26
34	27.20	4,715.31	4,924.52	5,144.25	5,375.07	5,617.28	5,871.51	6,138.67	6,384.21	6,639.59	6,905.17	7,181.37
35	27.79	4,817.49	5,031.73	5,256.79	5,493.11	5,741.26	6,001.81	6,275.46	6,526.48	6,787.54	7,059.04	7,341.40
36	28.41	4,924.52	5,144.25	5,375.07	5,617.28	5,871.51	6,138.67	6,418.98	6,675.74	6,942.77	7,220.48	7,509.30
37	29.03	5,031.73	5,256.79	5,493.11	5,741.26	6,001.81	6,275.46	6,562.83	6,825.34	7,098.35	7,382.29	7,677.58
38	29.68	5,144.25	5,375.07	5,617.28	5,871.51	6,138.67	6,418.98	6,713.51	6,982.07	7,261.35	7,551.79	7,853.86
39	30.33	5,256.79	5,493.11	5,741.26	6,000.59	6,275.46	6,562.83	6,864.25	7,138.82	7,424.38	7,721.35	8,030.21
40	31.01	5,375.07	5,617.28	5,871.51	6,138.67	6,418.98	6,713.51	7,022.64	7,303.55	7,595.69	7,899.52	8,215.50
41	31.69	5,493.11	5,741.26	6,001.81	6,275.46	6,562.83	6,864.25	7,180.99	7,468.24	7,766.97	8,077.64	8,400.75
42	32.41	5,617.28	5,871.51	6,138.67	6,418.98	6,713.51	7,022.64	7,346.41	7,640.27	7,945.88	8,263.72	8,594.26
43	33.06	5,729.79	5,970.44	6,236.13	6,513.64	6,803.49	7,102.85	7,415.37	7,711.99	8,020.47	8,341.28	8,674.94
44	33.72	5,844.39	6,078.16	6,339.52	6,612.12	6,896.45	7,192.99	7,502.29	7,802.38	8,114.48	8,439.06	8,776.62
45	34.39	5,961.28	6,199.73	6,447.72	6,718.52	7,007.42	7,301.73	7,615.70	7,920.33	8,237.14	8,566.63	8,909.29
46	35.08	6,080.50	6,323.72	6,576.67	6,839.74	7,113.33	7,408.53	7,715.98	8,024.62	8,345.61	8,679.43	9,026.61
47	35.78	6,202.11	6,450.20	6,708.20	6,976.53	7,255.59	7,545.82	7,847.65	8,161.56	8,488.02	8,827.54	9,180.64
48	36.50	6,326.15	6,579.20	6,842.37	7,116.06	7,400.70	7,696.73	8,004.60	8,324.79	8,657.78	9,004.09	9,364.25
49	37.23	6,452.68	6,710.78	6,979.21	7,258.38	7,548.72	7,850.67	8,164.69	8,491.28	8,830.93	9,184.17	9,551.54

* After 10 full years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step.

** An additional increment of 4% (8.16%) will be awarded after 15 years of service with the District.

*** An additional increment of 4% (12.486%) will be awarded after 20 years of service with the District.

**** An additional increment of 4% (16.986%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
2020-21 Final
SEIU Classified
Annual Salary Schedule

Includes a one-time only improvement of 6%

Range	Monthly										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	L1 *	L2 **	L3***	L4****
21	42,924	44,753	46,672	48,687	50,803	53,026	55,359	57,573	59,876	62,271	64,762
22	43,838	45,712	47,679	49,746	51,982	54,192	56,584	58,847	61,201	63,649	66,195
23	44,753	46,672	48,687	50,803	53,026	55,359	57,810	60,122	62,527	65,028	67,629
24	45,712	47,679	49,746	51,982	54,192	56,584	59,094	61,458	63,917	66,473	69,132
25	46,672	48,687	50,803	53,026	55,359	57,810	60,381	62,796	65,308	67,920	70,637
26	47,679	49,746	51,982	54,192	56,584	59,094	61,731	64,200	66,768	69,439	72,217
27	48,687	50,803	53,026	55,359	57,810	60,381	63,081	65,605	68,229	70,958	73,796
28	49,746	51,982	54,192	56,584	59,094	61,731	64,501	67,081	69,764	72,555	75,457
29	50,803	53,026	55,359	57,810	60,381	63,081	65,917	68,554	71,296	74,148	77,114
30	51,982	54,192	56,584	59,094	61,731	64,501	67,407	70,104	72,908	75,824	78,857
31	53,026	55,359	57,810	60,381	63,081	65,917	68,895	71,651	74,517	77,498	80,598
32	54,192	56,584	59,094	61,731	64,501	67,407	70,458	73,276	76,208	79,256	82,426
33	55,359	57,810	60,381	63,081	65,917	68,895	72,022	74,903	77,899	81,015	84,255
34	56,584	59,094	61,731	64,501	67,407	70,458	73,664	76,611	79,675	82,862	86,176
35	57,810	60,381	63,081	65,917	68,895	72,022	75,306	78,318	81,450	84,709	88,097
36	59,094	61,731	64,501	67,407	70,458	73,664	77,028	80,109	83,313	86,646	90,112
37	60,381	63,081	65,917	68,895	72,022	75,306	78,754	81,904	85,180	88,587	92,131
38	61,731	64,501	67,407	70,458	73,664	77,028	80,562	83,785	87,136	90,621	94,246
39	63,081	65,917	68,895	72,007	75,306	78,754	82,371	85,666	89,093	92,656	96,362
40	64,501	67,407	70,458	73,664	77,028	80,562	84,272	87,643	91,148	94,794	98,586
41	65,917	68,895	72,022	75,306	78,754	82,371	86,172	89,619	93,204	96,932	100,809
42	67,407	70,458	73,664	77,028	80,562	84,272	88,157	91,683	95,351	99,165	103,131
43	68,758	71,645	74,834	78,164	81,642	85,234	88,984	92,544	96,246	100,095	104,099
44	70,133	72,938	76,074	79,345	82,757	86,316	90,027	93,629	97,374	101,269	105,319
45	71,535	74,397	77,373	80,622	84,089	87,621	91,388	95,044	98,846	102,800	106,912
46	72,966	75,885	78,920	82,077	85,360	88,902	92,592	96,295	100,147	104,153	108,319
47	74,425	77,402	80,498	83,718	87,067	90,550	94,172	97,939	101,856	105,930	110,168
48	75,914	78,950	82,108	85,393	88,808	92,361	96,055	99,897	103,893	108,049	112,371
49	77,432	80,529	83,751	87,101	90,585	94,208	97,976	101,895	105,971	110,210	114,618

* After 10 full years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step.

** An additional increment of 4% (8.16%) will be awarded after 15 years of service with the District.

*** An additional increment of 4% (12.486%) will be awarded after 20 years of service with the District.

**** An additional increment of 4% (16.986%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board approved:

Los Rios Community College District
2020-21 Final

Salary Ranges for LRCEA Classified Salary Schedule

Includes a one-time only improvement of 6%

DRAFT

Job Code	Title	Range	Full Time Annual Salary		
0141	Account Clerk I	17	38,065	-	52,115
0142	Account Clerk II	21	41,690	-	57,077
0143	Account Clerk III	25	45,660	-	62,513
0649	Accountant	35	57,318	-	78,473
0198	Accounting Specialist	40	64,220	-	87,923
0131	Administrative Assistant I	26	46,710	-	63,951
0133	Administrative Assistant II	28	48,883	-	66,926
0285	Administrative Assistant III	30	51,158	-	70,039
0654	Administrative Services Analyst	44	70,335	-	96,295
0171	Admissions/Records Clerk I	17	38,065	-	52,115
0172	Admissions/Records Clerk II	20	40,753	-	55,794
0173	Admissions/Records Clerk III	23	43,630	-	59,733
0145	Admissions/Records Evaluator I	24	44,633	-	61,107
0151	Admissions/Records Evaluator II	28	48,883	-	66,926
0163	Admissions/Records Evaluator/Degree Auditor	29	50,007	-	68,465
0819	Alternate Media Design Specialist	37	59,985	-	82,125
0634	Animal Health Instructional Technician	30	51,158	-	70,039
0798	Assessment Center Testing Coordinator	38	61,364	-	84,014
0602	Assistant Financial Aid Officer	35	57,318	-	78,473
0313	Assistant Technical Director - Harris Center for the Arts	37	59,985	-	82,125
0701	Athletic Trainer	37	59,985	-	82,125
0742	Attendance Services Assistant	27	47,784	-	65,421
0185	Bookstore Assistant Manager	37	59,985	-	82,125
0183	Bookstore Buyer I	21	41,690	-	57,077
0195	Bookstore Buyer II	25	45,660	-	62,513
0186	Bookstore Clerk	18	38,940	-	53,313
0184	Bookstore Stock Clerk	21	41,690	-	57,077
0869	Building Automation and Systems Integration Analyst	57	94,526	-	129,416
0128	Buyer	29	50,007	-	68,465
0116	Child Development Center Associate Teacher	12	33,974	-	46,514
0810	Child Development Center Clerk	20	40,753	-	55,794
0199	Child Development Center Lead Teacher	35	57,318	-	78,473
0194	Child Development Center Teacher	26	46,710	-	63,951
0102	Clerk II	16	37,209	-	50,943
0103	Clerk III	20	40,753	-	55,794
0191	College Development Officer	35	57,318	-	78,473
0739	Computer Aided Drafting and Design Assistant	42	67,207	-	92,013
0803	Contract Education Program Developer	56	92,401	-	126,506
0123	Control Center Technician	22	42,649	-	58,390
0164	Cook/Baker	21	41,690	-	57,077
0169	Cosmetology Service Assistant	30	51,158	-	70,039
0109	Counseling Clerk I	17	38,065	-	52,115
0110	Counseling Clerk II	21	41,690	-	57,077
0744	Data Communications Security Specialist	61	103,527	-	141,739
0130	Digital Communications & Web Specialist	44	70,335	-	96,295
0129	Disabled Student Programs and Services (DSP&S) Clerk	17	38,065	-	52,115
0282	District Financial Aid Specialist	40	64,220	-	87,923
0650	Donor Relations Specialist	38	61,364	-	84,014
0167	Educational Center Assistant	25	45,660	-	62,513
0108	Educational Center Clerk	22	42,649	-	58,390
0806	Educational Media Design Specialist	37	59,985	-	82,125
0646	Electronics Calibration and Repair Technician	38	61,364	-	84,014
0180	Employee Benefits Specialist	40	64,220	-	87,923
0175	Employee Benefits Technician	29	50,007	-	68,465
0287	Energy Management Controls Specialist	57	94,526	-	129,416
0705	Facilities Planning and Engineering Specialist	56	92,401	-	126,506
0700	Facilities Planning Specialist	49	78,804	-	107,890
0138	Financial Aid Clerk I	17	38,065	-	52,115
0140	Financial Aid Clerk II	21	41,690	-	57,077
0604	Financial Aid Officer	38	61,364	-	84,014
0743	Fiscal Services Accounting Specialist	40	64,220	-	87,923
0161	Food Service Assistant I	10	32,464	-	44,446
0162	Food Service Assistant II	12	33,974	-	46,514

Job Code	Title	Range	Full Time Annual Salary		
0165	Food Service Assistant Manager	24	44,633	-	61,107
0149	Grant Coordination Clerk	20	40,753	-	55,794
0236	Graphic Artist	28	48,883	-	66,926
0801	Graphic Designer	29	50,007	-	68,465
0168	Health Services Assistant	21	41,690	-	57,077
0718	Information Technology Business/Technical Analyst I	57	94,526	-	129,416
0723	Information Technology Business/Technical Analyst II	61	103,527	-	141,739
0748	Information Technology Network Administrator Analyst I	57	94,526	-	129,416
0749	Information Technology Network Administrator Analyst II	61	103,527	-	141,739
0726	Information Technology Specialist I	44	70,335	-	96,295
0729	Information Technology Specialist II	50	80,616	-	110,372
0745	Information Technology Systems/Database Administrator Analyst I	57	94,526	-	129,416
0746	Information Technology Systems/Database Administrator Analyst II	61	103,527	-	141,739
0242	Information Technology Cable Plant Assistant	50	80,616	-	110,372
0809	Information Technology Technician I	25	45,660	-	62,513
0152	Information Technology Technician II	31	52,334	-	71,651
0208	Instructional Assistant	28	48,883	-	66,926
0166	Instructional Services Assistant I	24	44,633	-	61,107
0808	Instructional Services Assistant II	27	47,784	-	65,421
0150	Interpreter/Transliterater I	28	48,883	-	66,926
0153	Interpreter/Transliterater II	32	53,538	-	73,299
0155	Interpreter/Transliterater III	36	58,636	-	80,278
0207	Laboratory Technician	28	48,883	-	66,926
0283	Lead Digital Communications & Web Specialist	46	73,607	-	100,775
0706	Lead Facilities Planning and Engineering Specialist	58	96,700	-	132,392
0741	Lead Instructional Assistant	30	51,158	-	70,039
0866	Lead Instructional Services Assistant	29	50,007	-	68,465
0600	Lead Laboratory Technician	30	51,158	-	70,039
0241	Lead Library Technician	28	48,883	-	66,926
0157	Lead Police Communication Dispatcher	25	45,660	-	62,513
0114	Library Technician	26	46,710	-	63,951
0105	Maintenance/Operations Clerk	22	42,649	-	58,390
0231	Media Systems/Resources Specialist	50	80,616	-	110,372
0200	Media Systems/Resources Technician I	32	53,538	-	73,299
0223	Media Systems/Resources Technician II	38	61,364	-	84,014
0115	Operations Technician	26	46,710	-	63,951
0618	Outreach Specialist	38	61,364	-	84,014
0660	Payroll Accountant	36	58,636	-	80,278
0146	Payroll Clerk	25	45,660	-	62,513
0652	Payroll Specialist	40	64,220	-	87,923
0179	Payroll Technician	29	50,007	-	68,465
0156	Police Communication Dispatcher	23	43,630	-	59,733
0702	Printing Assistant	35	57,318	-	78,473
0106	Printing Services Operator I	17	38,065	-	52,115
0107	Printing Services Operator II	20	40,753	-	55,794
0178	Printing Services Operator III	23	43,630	-	59,733
0802	Printing Technician	33	54,769	-	74,985
0268	Programmer I	44	70,335	-	96,295
0269	Programmer II	50	80,616	-	110,372
0174	Public Relations Specialist	38	61,364	-	84,014
0640	Public Relations Technician	30	51,158	-	70,039
0807	Research Analyst	50	80,616	-	110,372
0639	Risk Management Specialist	40	64,220	-	87,923
0417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	92,401	-	126,506
0125	Senior Buyer/Contract Specialist	40	64,220	-	87,923
0735	Senior Information Technology Business/Technical Analyst	64	110,836	-	151,746
0750	Senior Information Technology Network Administrator Analyst	64	110,836	-	151,746
0196	Senior Information Technology Specialist	57	94,526	-	129,416
0747	Senior Information Technology Systems/Database Administrator Analyst	64	110,836	-	151,746
0731	Senior Information Technology Technician	38	61,364	-	84,014
0276	Senior Programmer	57	94,526	-	129,416
0158	Staff Resources Center Assistant	28	48,883	-	66,926
0641	Student Affairs Specialist	44	70,335	-	96,295
0124	Student Personnel Assistant	28	48,883	-	66,926
0683	Student Support Specialist	38	61,364	-	84,014
0707	TANF/CalWORKs Specialist	38	61,364	-	84,014
0271	Telecommunications System Coordinator	57	94,526	-	129,416
0272	Telecommunications System Designer	57	94,526	-	129,416

Job Code	Title	Range	Full Time Annual Salary		
0234	Theatre Technician	28	48,883	-	66,926
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	48,883	-	66,926
0630	Tutorial Services Assistant	35	57,318	-	78,473

The max salary amounts in range include the 10, 15, 20 and 25-year longevity increments.

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final
LRCEA Classified
Monthly Salary Schedule

Includes a one-time only improvement of 6%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2**	L3***	L4****
10	15.61	2,705.32	2,813.53	2,926.07	3,043.11	3,164.82	3,291.41	3,423.07	3,560.00	3,631.20	3,703.82
11	15.97	2,767.54	2,878.25	2,993.38	3,113.12	3,237.64	3,367.15	3,501.83	3,641.90	3,714.74	3,789.04
12	16.33	2,831.20	2,944.45	3,062.22	3,184.71	3,312.09	3,444.58	3,582.37	3,725.66	3,800.17	3,876.17
13	16.71	2,896.30	3,012.15	3,132.64	3,257.95	3,388.26	3,523.80	3,664.75	3,811.34	3,887.57	3,965.32
14	17.09	2,962.90	3,081.41	3,204.67	3,332.86	3,466.17	3,604.81	3,749.00	3,898.95	3,976.93	4,056.48
15	17.49	3,031.05	3,152.30	3,278.39	3,409.53	3,545.92	3,687.76	3,835.27	3,988.68	4,068.45	4,149.82
16	17.89	3,100.78	3,224.81	3,353.80	3,487.94	3,627.47	3,772.57	3,923.48	4,080.41	4,162.02	4,245.26
17	18.30	3,172.11	3,298.99	3,430.95	3,568.19	3,710.92	3,859.36	4,013.74	4,174.29	4,257.77	4,342.92
18	18.72	3,245.04	3,374.84	3,509.84	3,650.23	3,796.24	3,948.09	4,106.00	4,270.24	4,355.64	4,442.77
19	19.15	3,319.68	3,452.47	3,590.56	3,734.19	3,883.55	4,038.89	4,200.46	4,368.48	4,455.84	4,544.96
20	19.59	3,396.05	3,531.89	3,673.16	3,820.08	3,972.88	4,131.80	4,297.07	4,468.95	4,558.33	4,649.50
21	20.04	3,474.16	3,613.13	3,757.65	3,907.96	4,064.27	4,226.84	4,395.92	4,571.76	4,663.19	4,756.45
22	20.50	3,554.06	3,696.22	3,844.07	3,997.83	4,157.74	4,324.05	4,497.01	4,676.90	4,770.44	4,865.84
23	20.98	3,635.82	3,781.25	3,932.51	4,089.81	4,253.40	4,423.53	4,600.47	4,784.48	4,880.17	4,977.78
24	21.46	3,719.45	3,868.22	4,022.94	4,183.87	4,351.22	4,525.27	4,706.28	4,894.53	4,992.42	5,092.27
25	21.95	3,805.01	3,957.20	4,115.50	4,280.12	4,451.32	4,629.37	4,814.54	5,007.13	5,107.27	5,209.41
26	22.46	3,892.51	4,048.22	4,210.15	4,378.56	4,553.70	4,735.86	4,925.29	5,122.30	5,224.75	5,329.24
27	22.97	3,982.03	4,141.31	4,306.96	4,479.24	4,658.41	4,844.76	5,038.55	5,240.09	5,344.89	5,451.79
28	23.50	4,073.62	4,236.57	4,406.03	4,582.27	4,765.57	4,956.19	5,154.44	5,360.62	5,467.84	5,577.18
29	24.04	4,167.29	4,333.98	4,507.35	4,687.63	4,875.13	5,070.13	5,272.94	5,483.86	5,593.54	5,705.40
30	24.59	4,263.13	4,433.65	4,610.99	4,795.42	4,987.24	5,186.74	5,394.21	5,609.97	5,722.17	5,836.62
31	25.16	4,361.19	4,535.64	4,717.07	4,905.75	5,101.98	5,306.06	5,518.29	5,739.03	5,853.81	5,970.89
32	25.74	4,461.51	4,639.98	4,825.58	5,018.60	5,219.35	5,428.12	5,645.25	5,871.05	5,988.47	6,108.25
33	26.33	4,564.12	4,746.69	4,936.56	5,134.02	5,339.38	5,552.95	5,775.07	6,006.07	6,126.19	6,248.71
34	26.94	4,669.09	4,855.86	5,050.09	5,252.10	5,462.18	5,680.66	5,907.89	6,144.20	6,267.09	6,392.43
35	27.56	4,776.48	4,967.53	5,166.23	5,372.88	5,587.79	5,811.30	6,043.75	6,285.50	6,411.21	6,539.44
36	28.19	4,886.35	5,081.79	5,285.06	5,496.46	5,716.31	5,944.97	6,182.77	6,430.08	6,558.68	6,689.85
37	28.84	4,998.75	5,198.70	5,406.65	5,622.92	5,847.83	6,081.75	6,325.01	6,578.01	6,709.57	6,843.77
38	29.50	5,113.69	5,318.24	5,530.97	5,752.21	5,982.30	6,221.59	6,470.44	6,729.26	6,863.84	7,001.13
39	30.18	5,231.32	5,440.56	5,658.19	5,884.52	6,119.90	6,364.69	6,619.28	6,884.05	7,021.73	7,162.17
40	30.87	5,351.65	5,565.71	5,788.34	6,019.87	6,260.66	6,511.09	6,771.54	7,042.41	7,183.25	7,326.91
41	31.58	5,474.71	5,693.70	5,921.44	6,158.31	6,404.63	6,660.82	6,927.25	7,204.34	7,348.43	7,495.40
42	32.31	5,600.61	5,824.64	6,057.63	6,299.94	6,551.93	6,814.01	7,086.57	7,370.03	7,517.43	7,667.78
43	33.05	5,729.44	5,958.61	6,196.96	6,444.84	6,702.62	6,970.73	7,249.56	7,539.54	7,690.33	7,844.14
44	33.81	5,861.24	6,095.69	6,339.52	6,593.10	6,856.83	7,131.10	7,416.35	7,713.01	7,867.27	8,024.61
45	34.59	5,996.02	6,235.86	6,485.30	6,744.70	7,014.49	7,295.06	7,586.87	7,890.35	8,048.16	8,209.11
46	35.39	6,133.94	6,379.30	6,634.47	6,899.85	7,175.84	7,462.88	7,761.39	8,071.85	8,233.29	8,397.95
47	36.20	6,275.01	6,526.01	6,787.05	7,058.53	7,340.87	7,634.51	7,939.89	8,257.49	8,422.63	8,591.09
48	37.03	6,419.34	6,676.12	6,943.17	7,220.90	7,509.74	7,810.13	8,122.54	8,447.44	8,616.39	8,788.72
49	37.89	6,566.99	6,829.67	7,102.87	7,386.98	7,682.46	7,989.76	8,309.35	8,641.72	8,814.55	8,990.85
50	38.76	6,718.03	6,986.76	7,266.22	7,556.87	7,859.15	8,173.51	8,500.45	8,840.46	9,017.27	9,197.63
51	39.65	6,872.55	7,147.45	7,433.34	7,730.68	8,039.91	8,361.52	8,695.98	9,043.82	9,224.70	9,409.19
52	40.56	7,030.62	7,311.84	7,604.31	7,908.49	8,224.83	8,553.83	8,895.99	9,251.83	9,436.86	9,625.60
53	41.49	7,192.32	7,480.01	7,779.21	8,090.38	8,414.00	8,750.57	9,100.59	9,464.62	9,653.91	9,846.99
54	42.45	7,357.75	7,652.05	7,958.13	8,276.46	8,607.53	8,951.83	9,309.91	9,682.30	9,875.95	10,073.47
55	43.42	7,526.97	7,828.05	8,141.17	8,466.82	8,805.50	9,157.72	9,524.03	9,904.99	10,103.09	10,305.16
56	44.42	7,700.10	8,008.09	8,328.41	8,661.56	9,008.03	9,368.35	9,743.09	10,132.81	10,335.47	10,542.18
57	45.45	7,877.20	8,192.28	8,519.97	8,860.77	9,215.21	9,583.82	9,967.18	10,365.87	10,573.18	10,784.65
58	46.49	8,058.37	8,380.70	8,715.93	9,064.57	9,427.16	9,804.25	10,196.42	10,604.28	10,816.36	11,032.69
59	47.56	8,243.72	8,573.46	8,916.39	9,273.06	9,643.98	10,029.75	10,430.94	10,848.18	11,065.14	11,286.44
60	48.65	8,433.32	8,770.65	9,121.47	9,486.34	9,865.80	10,260.43	10,670.85	11,097.69	11,319.64	11,546.03
61	49.77	8,627.29	8,972.37	9,331.26	9,704.52	10,092.71	10,496.42	10,916.28	11,352.93	11,579.99	11,811.59
62	50.92	8,825.72	9,178.74	9,545.88	9,927.73	10,324.84	10,737.84	11,167.36	11,614.05	11,846.33	12,083.26
63	52.09	9,028.71	9,389.85	9,765.44	10,156.06	10,562.31	10,984.81	11,424.21	11,881.17	12,118.80	12,361.17
64	53.29	9,236.37	9,605.82	9,990.04	10,389.65	10,805.25	11,237.46	11,686.96	12,154.44	12,397.53	12,645.48
65	54.51	9,448.80	9,826.75	10,219.81	10,628.61	11,053.77	11,495.93	11,955.76	12,433.99	12,682.67	12,936.33

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District.

** An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit after (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be paid to members of the bargaining unit after (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Los Rios Community College District
2020-21 Final
LRCEA Classified
Annual Salary Schedule

Includes a one-time only improvement of 6%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2**	L3***	L4****
10	32,464	33,762	35,113	36,517	37,978	39,497	41,077	42,720	43,574	44,446
11	33,211	34,539	35,921	37,357	38,852	40,406	42,022	43,703	44,577	45,469
12	33,974	35,333	36,747	38,217	39,745	41,335	42,988	44,708	45,602	46,514
13	34,756	36,146	37,592	39,095	40,659	42,286	43,977	45,736	46,651	47,584
14	35,555	36,977	38,456	39,994	41,594	43,258	44,988	46,787	47,723	48,678
15	36,373	37,828	39,341	40,914	42,551	44,253	46,023	47,864	48,821	49,798
16	37,209	38,698	40,246	41,855	43,530	45,271	47,082	48,965	49,944	50,943
17	38,065	39,588	41,171	42,818	44,531	46,312	48,165	50,091	51,093	52,115
18	38,940	40,498	42,118	43,803	45,555	47,377	49,272	51,243	52,268	53,313
19	39,836	41,430	43,087	44,810	46,603	48,467	50,405	52,422	53,470	54,539
20	40,753	42,383	44,078	45,841	47,675	49,582	51,565	53,627	54,700	55,794
21	41,690	43,358	45,092	46,895	48,771	50,722	52,751	54,861	55,958	57,077
22	42,649	44,355	46,129	47,974	49,893	51,889	53,964	56,123	57,245	58,390
23	43,630	45,375	47,190	49,078	51,041	53,082	55,206	57,414	58,562	59,733
24	44,633	46,419	48,275	50,206	52,215	54,303	56,475	58,734	59,909	61,107
25	45,660	47,486	49,386	51,361	53,416	55,552	57,774	60,086	61,287	62,513
26	46,710	48,579	50,522	52,543	54,644	56,830	59,104	61,468	62,697	63,951
27	47,784	49,696	51,683	53,751	55,901	58,137	60,463	62,881	64,139	65,421
28	48,883	50,839	52,872	54,987	57,187	59,474	61,853	64,327	65,614	66,926
29	50,007	52,008	54,088	56,252	58,502	60,842	63,275	65,806	67,122	68,465
30	51,158	53,204	55,332	57,545	59,847	62,241	64,730	67,320	68,666	70,039
31	52,334	54,428	56,605	58,869	61,224	63,673	66,220	68,868	70,246	71,651
32	53,538	55,680	57,907	60,223	62,632	65,137	67,743	70,453	71,862	73,299
33	54,769	56,960	59,239	61,608	64,073	66,635	69,301	72,073	73,514	74,985
34	56,029	58,270	60,601	63,025	65,546	68,168	70,895	73,730	75,205	76,709
35	57,318	59,610	61,995	64,475	67,053	69,736	72,525	75,426	76,935	78,473
36	58,636	60,982	63,421	65,958	68,596	71,340	74,193	77,161	78,704	80,278
37	59,985	62,384	64,880	67,475	70,174	72,981	75,900	78,936	80,515	82,125
38	61,364	63,819	66,372	69,027	71,788	74,659	77,645	80,751	82,366	84,014
39	62,776	65,287	67,898	70,614	73,439	76,376	79,431	82,609	84,261	85,946
40	64,220	66,788	69,460	72,238	75,128	78,133	81,258	84,509	86,199	87,923
41	65,697	68,324	71,057	73,900	76,856	79,930	83,127	86,452	88,181	89,945
42	67,207	69,896	72,692	75,599	78,623	81,768	85,039	88,440	90,209	92,013
43	68,753	71,503	74,364	77,338	80,431	83,649	86,995	90,474	92,284	94,130
44	70,335	73,148	76,074	79,117	82,282	85,573	88,996	92,556	94,407	96,295
45	71,952	74,830	77,824	80,936	84,174	87,541	91,042	94,684	96,578	98,509
46	73,607	76,552	79,614	82,798	86,110	89,555	93,137	96,862	98,799	100,775
47	75,300	78,312	81,445	84,702	88,090	91,614	95,279	99,090	101,072	103,093
48	77,032	80,113	83,318	86,651	90,117	93,722	97,471	101,369	103,397	105,465
49	78,804	81,956	85,234	88,644	92,190	95,877	99,712	103,701	105,775	107,890
50	80,616	83,841	87,195	90,682	94,310	98,082	102,005	106,086	108,207	110,372
51	82,471	85,769	89,200	92,768	96,479	100,338	104,352	108,526	110,696	112,910
52	84,367	87,742	91,252	94,902	98,698	102,646	106,752	111,022	113,242	115,507
53	86,308	89,760	93,351	97,085	100,968	105,007	109,207	113,575	115,847	118,164
54	88,293	91,825	95,498	99,318	103,290	107,422	111,719	116,188	118,511	120,882
55	90,324	93,937	97,694	101,602	105,666	109,893	114,288	118,860	121,237	123,662
56	92,401	96,097	99,941	103,939	108,096	112,420	116,917	121,594	124,026	126,506
57	94,526	98,307	102,240	106,329	110,583	115,006	119,606	124,390	126,878	129,416
58	96,700	100,568	104,591	108,775	113,126	117,651	122,357	127,251	129,796	132,392
59	98,925	102,882	106,997	111,277	115,728	120,357	125,171	130,178	132,782	135,437
60	101,200	105,248	109,458	113,836	118,390	123,125	128,050	133,172	135,836	138,552
61	103,527	107,668	111,975	116,454	121,113	125,957	130,995	136,235	138,960	141,739
62	105,909	110,145	114,551	119,133	123,898	128,854	134,008	139,369	142,156	144,999
63	108,344	112,678	117,185	121,873	126,748	131,818	137,090	142,574	145,426	148,334
64	110,836	115,270	119,881	124,676	129,663	134,850	140,244	145,853	148,770	151,746
65	113,386	117,921	122,638	127,543	132,645	137,951	143,469	149,208	152,192	155,236

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District.

** An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit after (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be paid to members of the bargaining unit after (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Los Rios Community College District
2020-21 Final
Salary Ranges for Confidential Classified Positions

Includes a one-time only improvement of 6%

DRAFT

Job Code	Titles	Range	Full Time		
			Annual Salary		
0644	Communications and Public Information Officer (E)	18C	89,916	-	123,103
0286	Confidential Business Services Officer	12C	71,062	-	97,290
0135	Confidential Chancellor's Executive Officer	21C	101,143	-	138,474
0632	Confidential Financial Analyst (E)	19C	93,512	-	128,027
0121	Confidential Human Resources Assistant I	2C	48,007	-	65,726
0148	Confidential Human Resources Assistant II	3C	49,927	-	68,355
0170	Confidential Human Resources Assistant III	4C	51,924	-	71,089
0635	Confidential Human Resources Officer (E)	18C	89,916	-	123,103
0119	Confidential Human Resources Specialist I	5C	54,001	-	73,933
0159	Confidential Human Resources Specialist II	6C	56,161	-	76,890
0120	Confidential Human Resources Specialist III	8C	60,744	-	83,164
0160	Confidential Human Resources Training Specialist	11C	68,329	-	93,548
0708	Confidential Principal Information Systems Auditor (E)	23C	109,396	-	149,774
0638	Confidential Principal Internal Auditor (E)	20C	97,253	-	133,148
0645	Confidential Senior Budget Officer (E)	21C	101,143	-	138,474
0284	Confidential Senior Human Resources Officer (E)	19C	93,512	-	128,027

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

(E) Exempt employee - not entitled to overtime provisions.

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final
Confidential Classified
Monthly Salary Schedule

Includes a one-time only improvement of 6%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
1C	22.19	3,846.70	4,000.57	4,160.59	4,327.02	4,500.10	4,680.10	4,867.30	5,062.00	5,163.24	5,266.50
2C	23.08	4,000.57	4,160.59	4,327.02	4,500.10	4,680.10	4,867.30	5,062.00	5,264.48	5,369.77	5,477.16
3C	24.00	4,160.59	4,327.02	4,500.10	4,680.10	4,867.30	5,062.00	5,264.48	5,475.05	5,584.55	5,696.25
4C	24.96	4,327.02	4,500.10	4,680.10	4,867.30	5,062.00	5,264.47	5,475.05	5,694.05	5,807.93	5,924.10
5C	25.96	4,500.10	4,680.10	4,867.30	5,062.00	5,264.47	5,475.05	5,694.05	5,921.81	6,040.25	6,161.06
6C	27.00	4,680.10	4,867.30	5,062.00	5,264.47	5,475.05	5,694.05	5,921.81	6,158.69	6,281.86	6,407.50
7C	28.08	4,867.30	5,062.00	5,264.47	5,475.05	5,694.05	5,921.81	6,158.69	6,405.04	6,533.14	6,663.80
8C	29.20	5,062.00	5,264.47	5,475.05	5,694.05	5,921.81	6,158.69	6,405.04	6,661.24	6,794.47	6,930.35
9C	30.37	5,264.47	5,475.05	5,694.05	5,921.81	6,158.69	6,405.04	6,661.24	6,927.69	7,066.24	7,207.57
10C	31.59	5,475.05	5,694.05	5,921.81	6,158.69	6,405.04	6,661.24	6,927.69	7,204.79	7,348.89	7,495.88
11C	32.85	5,694.05	5,921.81	6,158.69	6,405.04	6,661.24	6,927.69	7,204.79	7,492.98	7,642.84	7,795.70
12C	34.16	5,921.81	6,158.69	6,405.04	6,661.24	6,927.69	7,204.79	7,492.98	7,792.70	7,948.55	8,107.53
13C	35.53	6,158.69	6,405.04	6,661.24	6,927.69	7,204.79	7,492.98	7,792.70	8,104.40	8,266.49	8,431.83
14C	36.95	6,405.04	6,661.24	6,927.69	7,204.79	7,492.98	7,792.70	8,104.40	8,428.58	8,597.15	8,769.10
15C	38.43	6,661.24	6,927.69	7,204.79	7,492.98	7,792.70	8,104.40	8,428.58	8,765.72	8,941.04	9,119.86
16C	39.97	6,927.69	7,204.79	7,492.98	7,792.70	8,104.40	8,428.58	8,765.72	9,116.36	9,298.68	9,484.65
17C	41.57	7,204.79	7,492.98	7,792.70	8,104.40	8,428.58	8,765.72	9,116.36	9,481.01	9,670.63	9,864.04
18C	43.23	7,492.98	7,792.70	8,104.40	8,428.58	8,765.72	9,116.36	9,481.01	9,860.24	10,057.45	10,258.60
19C	44.96	7,792.70	8,104.40	8,428.58	8,765.72	9,116.36	9,481.01	9,860.24	10,254.65	10,459.74	10,668.95
20C	46.76	8,104.40	8,428.58	8,765.72	9,116.36	9,481.01	9,860.24	10,254.65	10,664.84	10,878.14	11,095.70
21C	48.63	8,428.58	8,765.72	9,116.36	9,481.01	9,860.24	10,254.65	10,664.84	11,091.43	11,313.26	11,539.53
22C	50.57	8,765.72	9,116.36	9,481.01	9,860.24	10,254.65	10,664.84	11,091.43	11,535.09	11,765.79	12,001.11
23C	52.59	9,116.36	9,481.01	9,860.24	10,254.65	10,664.84	11,091.43	11,535.09	11,996.49	12,236.42	12,481.15

*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

** An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final
Confidential Classified
Annual Salary Schedule

Includes a one-time only improvement of 6%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
1C	46,160	48,007	49,927	51,924	54,001	56,161	58,408	60,744	61,959	63,198
2C	48,007	49,927	51,924	54,001	56,161	58,408	60,744	63,174	64,437	65,726
3C	49,927	51,924	54,001	56,161	58,408	60,744	63,174	65,701	67,015	68,355
4C	51,924	54,001	56,161	58,408	60,744	63,174	65,701	68,329	69,695	71,089
5C	54,001	56,161	58,408	60,744	63,174	65,701	68,329	71,062	72,483	73,933
6C	56,161	58,408	60,744	63,174	65,701	68,329	71,062	73,904	75,382	76,890
7C	58,408	60,744	63,174	65,701	68,329	71,062	73,904	76,860	78,398	79,966
8C	60,744	63,174	65,701	68,329	71,062	73,904	76,860	79,935	81,534	83,164
9C	63,174	65,701	68,329	71,062	73,904	76,860	79,935	83,132	84,795	86,491
10C	65,701	68,329	71,062	73,904	76,860	79,935	83,132	86,458	88,187	89,951
11C	68,329	71,062	73,904	76,860	79,935	83,132	86,458	89,916	91,714	93,548
12C	71,062	73,904	76,860	79,935	83,132	86,458	89,916	93,512	95,383	97,290
13C	73,904	76,860	79,935	83,132	86,458	89,916	93,512	97,253	99,198	101,182
14C	76,860	79,935	83,132	86,458	89,916	93,512	97,253	101,143	103,166	105,229
15C	79,935	83,132	86,458	89,916	93,512	97,253	101,143	105,189	107,292	109,438
16C	83,132	86,458	89,916	93,512	97,253	101,143	105,189	109,396	111,584	113,816
17C	86,458	89,916	93,512	97,253	101,143	105,189	109,396	113,772	116,048	118,368
18C	89,916	93,512	97,253	101,143	105,189	109,396	113,772	118,323	120,689	123,103
19C	93,512	97,253	101,143	105,189	109,396	113,772	118,323	123,056	125,517	128,027
20C	97,253	101,143	105,189	109,396	113,772	118,323	123,056	127,978	130,538	133,148
21C	101,143	105,189	109,396	113,772	118,323	123,056	127,978	133,097	135,759	138,474
22C	105,189	109,396	113,772	118,323	123,056	127,978	133,097	138,421	141,189	144,013
23C	109,396	113,772	118,323	123,056	127,978	133,097	138,421	143,958	146,837	149,774

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**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final

Salary Ranges for Confidential Administrative Assistant Classified Positions

Includes a one-time only improvement of 6%

DRAFT

Job Code	Titles	Range	Full Time		
					Annual Salary
0118	Confidential Administrative Assistant I	5CA	55,235	-	75,623
0189	Confidential Administrative Assistant II	6CA	57,445	-	78,648
0136	Confidential Administrative Assistant III	7CA	59,743	-	81,793
0280	Confidential Executive Assistant	10CA	67,202	-	92,007
0187	Confidential Staff Administrative Assistant	3CA	51,068	-	69,917

The max salary amount in range includes the 10, 15, 20 and 25 year longevity increments.

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final
Confidential Administrative Assistant Classified
Monthly Salary Schedule

Includes a one-time only improvement of 6%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
3CA	24.55	4,255.69	4,425.92	4,602.96	4,787.07	4,978.56	5,177.70	5,384.81	5,600.20	5,712.20	5,826.45
4CA	25.53	4,425.92	4,602.96	4,787.07	4,978.56	5,177.70	5,384.81	5,600.20	5,824.21	5,940.69	6,059.51
5CA	26.56	4,602.96	4,787.07	4,978.56	5,177.70	5,384.81	5,600.20	5,824.21	6,057.18	6,178.32	6,301.89
6CA	27.62	4,787.07	4,978.56	5,177.70	5,384.81	5,600.20	5,824.21	6,057.18	6,299.46	6,425.45	6,553.96
7CA	28.72	4,978.56	5,177.70	5,384.81	5,600.20	5,824.21	6,057.18	6,299.46	6,551.44	6,682.47	6,816.12
8CA	29.87	5,177.70	5,384.81	5,600.20	5,824.21	6,057.18	6,299.46	6,551.44	6,813.50	6,949.77	7,088.77
9CA	31.07	5,384.81	5,600.20	5,824.21	6,057.18	6,299.46	6,551.44	6,813.50	7,086.04	7,227.76	7,372.32
10CA	32.31	5,600.20	5,824.21	6,057.18	6,299.46	6,551.44	6,813.50	7,086.04	7,369.48	7,516.87	7,667.21
11CA	33.60	5,824.21	6,057.18	6,299.46	6,551.44	6,813.50	7,086.04	7,369.48	7,664.26	7,817.55	7,973.90
12CA	34.95	6,057.18	6,299.46	6,551.44	6,813.50	7,086.04	7,369.48	7,664.26	7,970.83	8,130.25	8,292.85
13CA	36.34	6,299.46	6,551.44	6,813.50	7,086.04	7,369.48	7,664.26	7,970.83	8,289.66	8,455.46	8,624.57
14CA	37.80	6,551.44	6,813.50	7,086.04	7,369.48	7,664.26	7,970.83	8,289.66	8,621.25	8,793.68	8,969.55
15CA	39.31	6,813.50	7,086.04	7,369.48	7,664.26	7,970.83	8,289.66	8,621.25	8,966.10	9,145.42	9,328.33
16CA	40.88	7,086.04	7,369.48	7,664.26	7,970.83	8,289.66	8,621.25	8,966.10	9,324.74	9,511.24	9,701.46
17CA	42.52	7,369.48	7,664.26	7,970.83	8,289.66	8,621.25	8,966.10	9,324.74	9,697.73	9,891.69	10,089.52
18CA	44.22	7,664.26	7,970.83	8,289.66	8,621.25	8,966.10	9,324.74	9,697.73	10,085.64	10,287.36	10,493.10

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Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Final
Confidential Administrative Assistant Classified
Annual Salary Schedule

Includes a one-time only improvement of 6%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
3CA	51,068	53,111	55,235	57,445	59,743	62,132	64,618	67,202	68,546	69,917
4CA	53,111	55,235	57,445	59,743	62,132	64,618	67,202	69,890	71,288	72,714
5CA	55,235	57,445	59,743	62,132	64,618	67,202	69,890	72,686	74,140	75,623
6CA	57,445	59,743	62,132	64,618	67,202	69,890	72,686	75,594	77,105	78,648
7CA	59,743	62,132	64,618	67,202	69,890	72,686	75,594	78,617	80,190	81,793
8CA	62,132	64,618	67,202	69,890	72,686	75,594	78,617	81,762	83,397	85,065
9CA	64,618	67,202	69,890	72,686	75,594	78,617	81,762	85,032	86,733	88,468
10CA	67,202	69,890	72,686	75,594	78,617	81,762	85,032	88,434	90,202	92,007
11CA	69,890	72,686	75,594	78,617	81,762	85,032	88,434	91,971	93,811	95,687
12CA	72,686	75,594	78,617	81,762	85,032	88,434	91,971	95,650	97,563	99,514
13CA	75,594	78,617	81,762	85,032	88,434	91,971	95,650	99,476	101,466	103,495
14CA	78,617	81,762	85,032	88,434	91,971	95,650	99,476	103,455	105,524	107,635
15CA	81,762	85,032	88,434	91,971	95,650	99,476	103,455	107,593	109,745	111,940
16CA	85,032	88,434	91,971	95,650	99,476	103,455	107,593	111,897	114,135	116,418
17CA	88,434	91,971	95,650	99,476	103,455	107,593	111,897	116,373	118,700	121,074
18CA	91,971	95,650	99,476	103,455	107,593	111,897	116,373	121,028	123,448	125,917

*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

** An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding

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.

Any residual funds from the compensation calculation will be carried forward to 2021-22. Those funds will be available to the units to support compensation cost increases/improvements in 2021-22.

The following is agreed to:

2020-21 Retroactive salary schedule improvement

The 2020-21 salary schedules will be improved by a one-time only increase of 6% to be paid in August 2021. This is the entire improvement for the 2020-21 year.

Residual funds from the 2020-21 calculation will be carried forward to 2021-22.

For the LRCFT:

Belinda C. Lum

Jason Newman

For the District:

Chanelle Whittaker

Mario Rodriguez

Signature:



Email: lumb@scc.losrios.edu

Signature:



jason.newman [Aug 4, 2021 14:42 PDT]

Email: newmanj@crc.losrios.edu

Signature: *Chanelle Whittaker*

Email: WhittaC@losrios.edu

Signature:



Mario Rodriguez [Aug 4, 2021 15:34 PDT]

Email: rodrigm3@losrios.edu

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
SEIU

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 2021-22 state budget providing a 5.07% cost of living adjustment (COLA), and due to our prudent budgeting practices, we are able to provide an ongoing schedule increase of up to 4% of unit resources.

The District is recommending to all units a one-time salary schedule improvement of 6% for 2020-21. For SEIU, the recommendation is an ongoing schedule improvement of 4%. Any residual funds from the compensation calculation will be carried forward to 2021-22. Those funds will be available to the units to support compensation cost increases/improvements in 2021-22.

The following is agreed to:

2020-21 Retroactive salary schedule improvement

The 2020-21 salary schedules will be improved by a one-time only increase of 6% to be paid in August 2021. This is the entire improvement for the 2020-21 year.

2021-22 Continuing Salary schedule improvement

The 2021-22 salary schedules will be improved by a 4% advance against 2021-22 new revenue and is to be paid in August 2021.

Residual funds from the 2020-21 calculation will be carried forward to 2021-22.

For the SEIU:


Andrew Latorre (Jul 26, 2021 08:12 PDT)


Valencia Kamara (Jul 27, 2021 09:10 PDT)

For the District:


Chanelle Whittaker (Jul 27, 2021 09:15 PDT)


Mario Rodriguez (Jul 27, 2021 09:17 PDT)

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
LRCEA

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 2021-22 state budget providing a 5.07% cost of living adjustment (COLA), and due to our prudent budgeting practices, we are able to provide an ongoing schedule increase of up to 4% of unit resources.

The District is recommending to all units a one-time salary schedule improvement of 6% for 2020-21. For LRCEA, the recommendation is an ongoing schedule improvement of 3%, in addition to:

- Adding 2% to the 20-year longevity step bringing it to 4%

Any residual funds from the compensation calculation will be carried forward to 2021-22. Those funds will be available to the units to support compensation cost increases/improvements in 2021-22.

The following is agreed to:

2020-21 Retroactive salary schedule improvement

The 2020-21 salary schedules will be improved by a one-time only increase of 6% to be paid in August 2021. This is the entire improvement for the 2020-21 year.

2021-22 Continuing Salary schedule improvement

The 2021-22 salary schedules will be improved by a 3% advance against 2021-22 new revenue and is to be paid in August 2021. Two percent (2%) will be added 2% to the 20-year longevity step bringing it to 4%.

Residual funds from the 2020-21 calculation will be carried forward to 2021-22.

For the LRCEA:

Edward Bartholomew

Kelly Ledesma

For the District:

Chanelle Whittaker

uR

Mario Rodriguez [Jul 26, 2021 09:51 PDT]

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
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 2021-22 state budget providing a 5.07% cost of living adjustment (COLA), and due to our prudent budgeting practices, we are able to provide an ongoing schedule increase of up to 4% of unit resources.

The District is recommending to all units a one-time salary schedule improvement of 6% for 2020-21. For LRSA, the recommendation is an ongoing schedule improvement of 2.5%, in addition to the changes below:

- Addition of 2% to Step 6

Any residual funds from the compensation calculation will be carried forward to 2021-22. Those funds will be available to the units to support compensation cost increases/improvements in 2021-22.

The following is agreed to:

2020-21 Retroactive salary schedule improvement

The 2020-21 salary schedules will be improved by a one-time only increase of 6% to be paid in August 2021. This is the entire improvement for the 2020-21 year.

2021-22 Continuing Salary schedule improvement

The 2021-22 salary schedules will be improved by a 2.5% advance against 2021-22 new revenue and is to be paid in August 2021. In addition, step 6 of the 2020-21 Interim salary schedule will be improved 2% and is to be paid in August 2021.

Residual funds from the 2020-21 calculation will be carried forward to 2021-22.

For the LRSA:

Cindy G. Velez

For the District:

Chanelle Whittaker

Chanelle Whittaker (Jul 28, 2021 11:48 PDT)

Katie Delson

uR

Mario Rodriguez (Aug 2, 2021 21:14 PDT)

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Pay Rate Schedules: Interim 2021-22	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Action Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance & Administration	Unp2	CONSENT/ROUTINE
			FIRST READING
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	X
		INFORMATION	

BACKGROUND:

In August of 2011, CalPERS issued regulations defining compensation for retirement benefit purposes that specify the requirements for Board approval of salary schedules for employees.

STATUS:

The regulations prescribe that the format identify the title for every job classification; the pay rate for each job classification; the time base (i.e. hourly, daily, monthly, etc.) and the effective date and date of any revisions. The 2021-22 interim salary schedule follow the provisions of the compensation formula in the District's collective bargaining agreements.

At this time last year, continuing resources in each unit's bucket were carried forward to mitigate predicted reductions to state revenues and the likelihood of increased health care premiums. Due to a conservative budgeting approach and a generous 2021-22 state budget providing a 5.07% cost of living adjustment (COLA), the units have continuing resources available. The initial improvement varies across the units dependent upon factors such as the level of medical contribution and/or residual funds from 2020-21. In addition to any continuing improvements to the schedules, some unit specific modifications are as follows: The LRCEA schedule will add an additional 2% to the 20-year longevity increment and the LRSA schedule will add an additional 2% to step 6. The LRCFT unit is still discussing how to best improve their schedule to meet the interests of its members, and we expect we will be able to complete those deliberations in September. If adopted, a retroactive payment will be made for July 2021 services covered by these changes on Friday, August 20th.

RECOMMENDATION:

It is recommended the Board of Trustees adopt and approve the attached 2021-22 interim salary schedules for all groups and individuals.

Los Rios Community College District
2021-22 Interim

Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule

DRAFT

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V
1	43,495	48,329	53,153	57,993	60,888
2	45,235	50,262	55,279	60,312	63,324
3	47,045	52,273	57,490	62,725	65,857
4	48,926	54,364	59,790	65,234	68,491
5	50,884	56,538	62,181	67,843	71,231
6	52,919	58,800	64,669	70,557	74,080
7	55,036	61,152	67,255	73,379	77,043
8	57,237	63,598	69,946	76,314	80,125
9	59,527	66,142	72,744	79,367	83,330
10	61,908	68,788	75,653	82,541	86,663
11	64,384	71,539	78,679	85,843	90,130
12	66,959	74,401	81,827	89,277	93,735
13	69,638	77,377	85,100	92,848	97,484
14	72,423	80,472	88,504	96,562	101,384
15			92,044	100,424	105,439
Longevity 1 *	75,320	83,691	95,725	104,441	109,657
Longevity 2 **	76,826	85,365	97,640	106,530	111,850

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate class and step. Figures provided reflect the Longevity 1 increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2021

Board Approved:

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	43,495.47	48,329.29	53,152.97	57,992.54	60,888.47
Monthly		4,349.55	4,832.93	5,315.30	5,799.25	6,088.85
Daily		265.22	294.69	324.10	353.61	371.27
	2	45,235.29	50,262.47	55,279.09	60,312.25	63,324.01
		4,523.53	5,026.25	5,527.91	6,031.22	6,332.40
		275.82	306.48	337.07	367.76	386.12
	3	47,044.70	52,272.97	57,490.25	62,724.74	65,856.97
		4,704.47	5,227.30	5,749.03	6,272.47	6,585.70
		286.86	318.74	350.55	382.47	401.57
	4	48,926.48	54,363.88	59,789.86	65,233.73	68,491.25
		4,892.65	5,436.39	5,978.99	6,523.37	6,849.13
		298.33	331.49	364.57	397.77	417.63
	5	50,883.54	56,538.44	62,181.46	67,843.08	71,230.90
		5,088.35	5,653.84	6,218.15	6,784.31	7,123.09
		310.27	344.75	379.16	413.68	434.33
	6	52,918.88	58,799.99	64,668.72	70,556.81	74,080.14
		5,291.89	5,880.00	6,466.87	7,055.68	7,408.01
		322.68	358.54	394.32	430.22	451.71
	7	55,035.63	61,151.98	67,255.46	73,379.08	77,043.35
		5,503.56	6,115.20	6,725.55	7,337.91	7,704.33
		335.58	372.88	410.09	447.43	469.78
	8	57,237.05	63,598.06	69,945.69	76,314.25	80,125.08
		5,723.71	6,359.81	6,994.57	7,631.42	8,012.51
		349.01	387.79	426.50	465.33	488.57
	9	59,526.54	66,141.98	72,743.51	79,366.82	83,330.09
		5,952.65	6,614.20	7,274.35	7,936.68	8,333.01
		362.97	403.30	443.56	483.94	508.11
	10	61,907.59	68,787.66	75,653.25	82,541.49	86,663.30
		6,190.76	6,878.77	7,565.32	8,254.15	8,666.33
		377.49	419.44	461.30	503.30	528.43
	11	64,383.89	71,539.16	78,679.38	85,843.15	90,129.82
		6,438.39	7,153.92	7,867.94	8,584.32	9,012.98
		392.58	436.21	479.75	523.43	549.57
	12	66,959.25	74,400.73	81,826.55	89,276.88	93,735.02
		6,695.93	7,440.07	8,182.66	8,927.69	9,373.50
		408.29	453.66	498.94	544.37	571.55
	13	69,637.62	77,376.76	85,099.62	92,847.95	97,484.43
		6,963.76	7,737.68	8,509.96	9,284.80	9,748.44
		424.62	471.81	518.90	566.15	594.42
	14	72,423.13	80,471.83	88,503.60	96,561.87	101,383.81
		7,242.31	8,047.18	8,850.36	9,656.19	10,138.38
		441.60	490.68	539.66	588.79	618.19
	15	-	-	92,043.74	100,424.34	105,439.16
		-	-	9,204.37	10,042.43	10,543.92
		-	-	561.24	612.34	642.92
	L1	75,320.05	83,690.70	95,725.49	104,441.31	109,656.73
		7,532.01	8,369.07	9,572.55	10,444.13	10,965.67
		459.27	510.31	583.69	636.84	668.64
	L2	76,826.45	85,364.52	97,640.00	106,530.14	111,849.86
		7,682.65	8,536.45	9,764.00	10,653.01	11,184.99
		468.45	520.52	595.37	649.57	682.01

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

Librarian Salary Schedule "A-164"
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)
Annual Salary Schedule

DRAFT

Step	Class I AA/AS or BA/BS	Class II AA/AS+90 or BA/BS+30 or MA/MS	Class III BA/BS+54 or MA/MS+24	Class IV BA/BS+78 or MA/MS+48	Class V PnD or J.D. or D.C. or D.V.M.
1	43,673	48,527	53,370	58,229	61,137
2	45,420	50,468	55,505	60,558	63,582
3	47,237	52,486	57,725	62,981	66,126
4	49,126	54,586	60,034	65,500	68,771
5	51,091	56,769	62,435	68,120	71,522
6	53,135	59,040	64,933	70,845	74,383
7	55,260	61,402	67,530	73,679	77,358
8	57,471	63,858	70,231	76,626	80,452
9	59,770	66,412	73,040	79,691	83,670
10	62,160	69,068	75,962	82,878	87,017
11	64,647	71,831	79,001	86,194	90,498
12	67,233	74,704	82,161	89,641	94,118
13	69,922	77,693	85,447	93,227	97,882
14	72,719	80,800	88,865	96,956	101,798
15			92,419	100,834	105,870
Longevity 1 *	75,627	84,032	96,116	104,868	110,104
Longevity 2 **	77,140	85,713	98,039	106,965	112,306

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate class and step. Figures provided reflect the Longevity 1 increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2021

Board Approved:

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	43,673.01	48,526.55	53,369.92	58,229.24	61,136.99
		4,367.30	4,852.66	5,336.99	5,822.92	6,113.70
		266.30	295.89	325.43	355.06	372.79
Monthly	2	45,419.92	50,467.62	55,504.72	60,558.42	63,582.47
		4,541.99	5,046.76	5,550.47	6,055.84	6,358.25
		276.95	307.73	338.44	369.26	387.70
Daily	3	47,236.72	52,486.33	57,724.91	62,980.76	66,125.77
		4,723.67	5,248.63	5,772.49	6,298.08	6,612.58
		288.03	320.04	351.98	384.03	403.21
4	49,126.18	54,585.78	60,033.90	65,499.99	68,770.81	
		4,912.62	5,458.58	6,003.39	6,550.00	6,877.08
		299.55	332.84	366.06	399.39	419.33
5	51,091.22	56,769.21	62,435.26	68,120.00	71,521.64	
		5,109.12	5,676.92	6,243.53	6,812.00	7,152.16
		311.53	346.15	380.70	415.37	436.11
6	53,134.87	59,039.99	64,932.67	70,844.80	74,382.51	
		5,313.49	5,904.00	6,493.27	7,084.48	7,438.25
		323.99	360.00	395.93	431.98	453.55
7	55,260.26	61,401.58	67,529.98	73,678.59	77,357.81	
		5,526.03	6,140.16	6,753.00	7,367.86	7,735.78
		336.95	374.40	411.77	449.26	471.69
8	57,470.67	63,857.64	70,231.18	76,625.73	80,452.12	
		5,747.07	6,385.76	7,023.12	7,662.57	8,045.21
		350.43	389.38	428.24	467.23	490.56
9	59,769.50	66,411.95	73,040.42	79,690.77	83,670.21	
		5,976.95	6,641.19	7,304.04	7,969.08	8,367.02
		364.45	404.95	445.37	485.92	510.18
10	62,160.28	69,068.42	75,962.04	82,878.40	87,017.02	
		6,216.03	6,906.84	7,596.20	8,287.84	8,701.70
		379.03	421.15	463.18	505.36	530.59
11	64,646.69	71,831.16	79,000.52	86,193.53	90,497.70	
		6,464.67	7,183.12	7,900.05	8,619.35	9,049.77
		394.19	437.99	481.71	525.57	551.82
12	67,232.55	74,704.41	82,160.54	89,641.27	94,117.61	
		6,723.26	7,470.44	8,216.05	8,964.13	9,411.76
		409.95	455.51	500.98	546.59	573.89
13	69,921.86	77,692.58	85,446.96	93,226.92	97,882.32	
		6,992.19	7,769.26	8,544.70	9,322.69	9,788.23
		426.35	473.74	521.02	568.46	596.84
14	72,718.73	80,800.29	88,864.84	96,956.00	101,797.62	
		7,271.87	8,080.03	8,886.48	9,695.60	10,179.76
		443.41	492.68	541.86	591.20	620.72
15	-	-	92,419.43	100,834.24	105,869.52	
		-	-	9,241.94	10,083.42	10,586.95
		-	-	563.53	614.84	645.55
L1	75,627.48	84,032.30	96,116.21	104,867.61	110,104.30	
		7,562.75	8,403.23	9,611.62	10,486.76	11,010.43
		461.14	512.39	586.07	639.44	671.37
L2	77,140.03	85,712.94	98,038.53	106,964.96	112,306.39	
		7,714.00	8,571.29	9,803.85	10,696.50	11,230.64
		470.37	522.64	597.80	652.23	684.80

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

Faculty Salary Schedule "A-174"
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)
Annual Salary Schedule

DRAFT

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PnD or J.D. or D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V
1	46,336	51,485	56,624	61,780	64,865
2	48,189	53,545	58,889	64,251	67,459
3	50,117	55,687	61,245	66,821	70,158
4	52,122	57,914	63,695	69,494	72,964
5	54,207	60,231	66,242	72,274	75,883
6	56,375	62,640	68,892	75,165	78,918
7	58,630	65,146	71,648	78,171	82,075
8	60,975	67,751	74,514	81,298	85,358
9	63,414	70,461	77,494	84,550	88,772
10	65,951	73,280	80,594	87,932	92,323
11	68,589	76,211	83,818	91,449	96,016
12	71,332	79,260	87,170	95,107	99,856
13	74,185	82,430	90,657	98,911	103,851
14	77,153	85,727	94,283	102,868	108,005
15			98,055	106,983	112,325
Longevity 1 *	80,239	89,156	101,977	111,262	116,818
Longevity 2 **	81,844	90,939	104,016	113,487	119,154

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate class and step. Figures provided reflect the Longevity 1 increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2021

Board Approved:

2021-22 Interim A-174 Schedule

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	46,335.99	51,485.49	56,624.19	61,779.81	64,864.86
Monthly		3,861.33	4,290.46	4,718.68	5,148.32	5,405.40
Daily		266.30	295.89	325.43	355.06	372.79
	2	48,189.43	53,544.91	58,889.15	64,251.01	67,459.45
		4,015.79	4,462.08	4,907.43	5,354.25	5,621.62
		276.95	307.73	338.44	369.26	387.70
	3	50,117.01	55,686.71	61,244.72	66,821.05	70,157.83
		4,176.42	4,640.56	5,103.73	5,568.42	5,846.49
		288.03	320.04	351.98	384.03	403.21
	4	52,121.68	57,914.18	63,694.50	69,493.89	72,964.15
		4,343.47	4,826.18	5,307.88	5,791.16	6,080.35
		299.55	332.84	366.06	399.39	419.33
	5	54,206.54	60,230.75	66,242.29	72,273.65	75,882.71
		4,517.21	5,019.23	5,520.19	6,022.80	6,323.56
		311.53	346.15	380.70	415.37	436.11
	6	56,374.80	62,639.99	68,891.98	75,164.60	78,918.03
		4,697.90	5,220.00	5,741.00	6,263.72	6,576.50
		323.99	360.00	395.93	431.98	453.55
	7	58,629.79	65,145.58	71,647.66	78,171.19	82,074.75
		4,885.82	5,428.80	5,970.64	6,514.27	6,839.56
		336.95	374.40	411.77	449.26	471.69
	8	60,974.98	67,751.40	74,513.57	81,298.03	85,357.74
		5,081.25	5,645.95	6,209.46	6,774.84	7,113.14
		350.43	389.38	428.24	467.23	490.56
	9	63,413.98	70,461.45	77,494.11	84,549.96	88,772.05
		5,284.50	5,871.79	6,457.84	7,045.83	7,397.67
		364.45	404.95	445.37	485.92	510.18
	10	65,950.54	73,279.91	80,593.87	87,931.96	92,322.94
		5,495.88	6,106.66	6,716.16	7,327.66	7,693.58
		379.03	421.15	463.18	505.36	530.59
	11	68,588.56	76,211.10	83,817.63	91,449.24	96,015.85
		5,715.71	6,350.93	6,984.80	7,620.77	8,001.32
		394.19	437.99	481.71	525.57	551.82
	12	71,332.10	79,259.55	87,170.33	95,107.20	99,856.49
		5,944.34	6,604.96	7,264.19	7,925.60	8,321.37
		409.95	455.51	500.98	546.59	573.89
	13	74,185.38	82,429.93	90,657.14	98,911.49	103,850.75
		6,182.12	6,869.16	7,554.76	8,242.62	8,654.23
		426.35	473.74	521.02	568.46	596.84
	14	77,152.80	85,727.13	94,283.43	102,867.95	108,004.79
		6,429.40	7,143.93	7,856.95	8,572.33	9,000.40
		443.41	492.68	541.86	591.20	620.72
	15	-	-	98,054.76	106,982.66	112,324.98
		-	-	8,171.23	8,915.22	9,360.42
		-	-	563.53	614.84	645.55
	L1	80,238.91	89,156.22	101,976.96	111,261.97	116,817.98
		6,686.58	7,429.68	8,498.08	9,271.83	9,734.83
		461.14	512.39	586.07	639.44	671.37
	L2	81,843.69	90,939.34	104,016.49	113,487.21	119,154.34
		6,820.31	7,578.28	8,668.04	9,457.27	9,929.53
		470.37	522.64	597.80	652.23	684.80

Effective: July 1, 2021

Board Approved:

**Los Rios Community College District
2021-22 Interim**

**Faculty Salary Schedule "B-1"
(Adjunct Faculty / Overload Assignments)**
Lecture and Laboratory Hourly Rates/164 Days B-1

DRAFT						
		AA/AS or BA/BS	BA/BS+90 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD, J.D., M.D., D.C. or D.V.M.
	Step	Class I	Class II	Class III	Class IV	Class V
Lecture	1	60.40	67.13	73.82	80.54	84.56
Lab*		48.32	53.70	59.05	64.43	67.65
Lab		45.30	50.35	55.36	60.41	63.42
Lecture	2	62.83	69.81	76.77	83.77	87.95
Lab*		50.26	55.85	61.42	67.01	70.36
Lab		47.12	52.36	57.58	62.82	65.97
Lecture	3	65.34	72.59	79.85	87.12	91.47
Lab*		52.27	58.07	63.88	69.70	73.18
Lab		49.01	54.44	59.88	65.34	68.60
Lecture	4	67.96	75.51	83.04	90.60	95.13
Lab*		54.37	60.41	66.43	72.48	76.11
Lab		50.97	56.63	62.28	67.95	71.35
Lecture	5	70.67	78.52	86.36	94.23	98.94
Lab*		56.54	62.82	69.09	75.38	79.15
Lab		53.00	58.89	64.77	70.67	74.21
Lecture	6	73.50	81.66	89.82	97.99	102.89
Lab*		58.80	65.33	71.85	78.39	82.31
Lab		55.12	61.24	67.36	73.49	77.17
Lecture	7	76.44	84.93	93.42	101.91	107.00
Lab*		61.15	67.94	74.73	81.53	85.60
Lab		57.33	63.70	70.06	76.43	80.25
Lecture	8	79.49	88.33	97.14	106.00	111.28
Lab*		63.59	70.67	77.71	84.80	89.02
Lab		59.62	66.25	72.86	79.50	83.46
Lecture	9	82.67	91.86	101.03	110.24	115.73
Lab*		66.14	73.49	80.82	88.19	92.58
Lab		62.01	68.90	75.77	82.68	86.79
Lecture	10	85.98	95.54	105.08	114.65	120.37
Lab*		68.79	76.43	84.06	91.72	96.29
Lab		64.49	71.65	78.81	85.99	90.28
Lecture	11	89.41	99.37	109.28	119.23	125.17
Lab*		71.53	79.50	87.43	95.38	100.14
Lab		67.06	74.53	81.96	89.42	93.88
Lecture	12	92.99	103.35	113.65	123.99	130.19
Lab*		74.39	82.68	90.92	99.20	104.15
Lab		69.74	77.51	85.24	93.00	97.64
Lecture	13	96.71	107.48	118.20	128.95	135.40
Lab*		77.37	85.98	94.56	103.16	108.32
Lab		72.53	80.61	88.65	96.72	101.55
Lecture	14	100.58	111.78	122.93	134.11	140.82
Lab*		80.46	89.42	98.34	107.29	112.65
Lab		75.43	83.83	92.20	100.58	105.61
Lecture	15			127.84	139.48	146.45
Lab*				102.28	111.58	117.16
Lab				95.88	104.61	109.84
Lecture	Longevity 1 **	104.60	116.25	132.96	145.06	152.31
Lab*		83.68	93.00	106.37	116.04	121.85
Lab		78.45	87.19	99.72	108.79	114.23
Lecture	Longevity 2 **	106.69	118.58	135.62	147.96	155.35
Lab*		85.35	94.86	108.49	118.37	124.28
Lab		80.02	88.93	101.71	110.97	116.51

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. This lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement).

Los Rios Community College District
2021-22 Interim

Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)

DRAFT

Step	Class I AA/AS or BA/BS	Class II AA/AS+90 or BA/BS+30 or MA/MS	Class III BA/BS+54 or MA/MS+24	Class IV BA/BS+78 or MA/MS+48	Class V PhD, J.D., M.D., D.C. or D.V.M.
1	35.50	39.46	43.39	47.35	49.70
2	36.93	41.03	45.13	49.23	51.69
3	38.40	42.67	46.93	51.20	53.76
4	39.95	44.38	48.80	53.26	55.91
5	41.53	46.16	50.76	55.38	58.15
6	43.19	48.00	52.78	57.60	60.47
7	44.92	49.92	54.89	59.90	62.89
8	46.72	51.92	57.10	62.30	65.41
9	48.60	53.99	59.39	64.79	68.02
10	50.53	56.15	61.75	67.37	70.74
11	52.56	58.40	64.23	70.08	73.57
12	54.67	60.73	66.80	72.87	76.53
13	56.85	63.16	69.47	75.79	79.59
14	59.13	65.69	72.25	78.82	82.77
15			75.14	81.97	86.08
Longevity 1 *	61.49	68.31	78.14	85.25	89.52
Longevity 2 **	62.72	69.68	79.70	86.96	91.31

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: August 19, 2021

Board Approved:

Los Rios Community College District

2021-22 Athletic/Coaching Stipend Schedule for Faculty

Coaching formula hour assignments and stipend compensation shall be as follows:

DRAFT

Sports Program	Formula Hour Assignment	Stipend Range
Baseball, Head Coach	7	\$8,294 - \$9,703
Baseball, Assistant Coach	5	\$3,764 - \$3,764
Basketball, Head Coach	7	\$8,294 - \$9,703
Basketball, Assistant Coach	5	\$3,764 - \$3,764
Cross Country, Head Coach	7	\$7,062 - \$8,261
Football, Head Coach	7	\$8,294 - \$9,703
Football, Assistant Coach	5	\$3,764 - \$3,764
Golf, Head Coach	7	\$7,062 - \$8,261
Hockey, Head Coach	7	\$8,294 - \$9,703
Soccer, Head Coach	7	\$8,294 - \$9,703
Soccer, Assistant Coach	5	\$3,764 - \$3,764
Softball, Head Coach	7	\$8,294 - \$9,703
Softball, Assistant Coach	5	\$3,764 - \$3,764
Swimming, Head Coach	7	\$7,062 - \$8,261
Tennis, Head Coach	7	\$7,062 - \$8,261
Track and Field, Head Coach	7	\$8,294 - \$9,703
Track and Field, Assistant Coach	5	\$3,764 - \$3,764
Volleyball, Head Coach	7	\$8,294 - \$9,703
Water Polo, Head Coach	7	\$7,062 - \$8,261
Wrestling, Head Coach	7	\$8,294 - \$9,703

Steps are awarded for every 5 years of serving as a head coach

Effective: August 19, 2021

Board Approved:

Los Rios Community College District

2021-22 Athletic/Coaching Stipend Schedule for Faculty
Coaching Formula hour assignments and stipend compensation shall be as follows:

Head Coaching Stipend Schedule for Faculty

Assignment	Formula Hours	Step 1	Step 2	Step 3	Step 4	Step 5
Baseball	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Basketball	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Cross Country	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Football	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Golf	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Hockey	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Soccer	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Softball	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Swimming	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Tennis	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Track & Field	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Volleyball	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Water Polo	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Wrestling	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Steps are awarded for every five years of serving as a head Coach						

Assistant Coaching Stipend Schedule for Faculty*

Assignment	Formula Hours	Stipend
Baseball, Assistant	5	\$3,764
Basketball, Assistant	5	\$3,764
Football, Assistant	5	\$3,764
Soccer, Assistant	5	\$3,764
Softball, Assistant	5	\$3,764
Track & Field, Assistant	5	\$3,764

*Assistant coaching stipend is only available to a regular faculty member

Effective: August 19, 2021

Board Approved:

Los Rios Community College District

2021-22 Department Chairs Stipend Schedule for Faculty

DRAFT

Level	Stipend	
I	\$3,897	
II	\$7,796	
	OR	10% Reassigned Time per year plus a \$500 annual stipend
III	< 20 FTEF	20% Reassigned Time per semester
	20 - 44.9 FTEF	30% Reassigned Time per semester
	≥ 45 FTEF	* 40% Reassigned Time per semester

* Limited to the Math and English Departments at ARC and SCC.

Effective: August 19, 2021

Board Approved:

Los Rios Community College District
2021-22 Arts & Media Stipend Schedule for Faculty

The District shall provide stipends and/or load equity for instructors in the following areas:

DRAFT

Subject		Stipend
<i>Art</i>		
Art Gallery Director		\$1,728
<i>Dance</i>		
Director		\$1,728
<i>Forensics</i>		
Coach (districtwide)		\$2,467
Assistant Coach		\$1,728
Tournament Coordinator/Debate		\$1,233
<i>Journalism</i>		
Student Newspaper		\$2,467
Literary Journal Advisory		\$2,467
<i>Music (Performing Group)</i>		
Director		\$2,467
<i>Theatre Arts</i>		
Director		\$2,467
Technical Director		\$2,467
Technical Director, Lighting		\$1,728
Technical Director, Scene/Set		\$1,728
Musical Director		\$2,467
Vocal Director		\$1,728
Costumer		\$2,467
Choreographer		\$1,728
Promotion/Box Office		\$2,467
<i>TV/Radio</i>		
Program Producer		\$1,728

Effective: August 19, 2021

Board Approved:

Salary Schedule for Instructional Substitutes

Effective 8/19/2021

Hourly Salary Schedule

DRAFT

Lecture: 50.35

Lab*: 40.28

Lab: 37.76

Coordinator/Counselor/Nurse/Librarian: 35.50

Hours worked during Summer Session are not subject to schedule improvement.

The full-time equivalent hours of service is 540 lecture hours in a fiscal year (which includes Summer Session). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. This lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

Effective: August 19, 2021

Board Approved:

Los Rios Community College District

Salary Schedule for Employment Service Agreement - Academic (ESA)

Effective: August 19, 2021

DRAFT

Step	Class I	Class II	Class III	Class IV	Class V
1	35.50	39.46	43.39	47.35	49.70
2	36.93	41.03	45.13	49.23	51.69
3	38.40	42.67	46.93	51.20	53.76
4	39.95	44.38	48.80	53.26	55.91
5	41.53	46.16	50.76	55.38	58.15
6	43.19	48.00	52.78	57.60	60.47
7	44.92	49.92	54.89	59.90	62.89
8	46.72	51.92	57.10	62.30	65.41
9	48.60	53.99	59.39	64.79	68.02
10	50.53	56.15	61.75	67.37	70.74
11	52.56	58.40	64.23	70.08	73.57
12	54.67	60.73	66.80	72.87	76.53
13	56.85	63.16	69.47	75.79	79.59
14	59.13	65.69	72.25	78.82	82.77
15			75.14	81.97	86.08
Longevity 1	61.49	68.31	78.14	85.25	89.52
Longevity 2	62.72	69.68	79.70	86.96	91.31

For ESA-Academic assignments, class and step placement will be determined by schedule B placement from preceding Spring semester or initial hire paperwork submitted to Human Resources per instructions on form P-132-A. ESA-Academic assignments are not subject to retroactive salary improvement.

*If applicable, based on Schedule B placement referenced above, a longevity increment will be awarded which is 4% of the appropriate class and step. Figures provided reflect the Longevity 1 increment applied to the last step in each class.

**If applicable, based on Schedule B placement referenced above, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures provided reflect the Longevity 2 increment applied to the last step in each class.

Salary for employees hired as Interim Academic Managers on an ESA will be paid between a range of \$46.09/hour - \$158.74/hour. The rate will depend on the interim assignment level and years of service with the District. Salary will be determined by the Human Resources Department.

Board Approved:

Los Rios Community College District Salary Schedule for Professional Expert Agreement

Effective: July 1, 2021

DRAFT

Title and Description	Hourly Rate
Consultant	
<i>Employee provides professional advice and/or services in their area of expertise. Plans, organizes and/or develops workshops, not-for-credit programs or trainings, and supports specific projects.</i>	
Consultant I - Provides consulting services related to area of expertise.	\$35
Consultant II - Provides advanced consulting services related to area of expertise.	\$45
Consultant III - Provides advanced, complex consulting services related to area of expertise.	\$55
Consultant IV - In addition to responsibilities of a Consultant III, responsible for overall direction of specific project.	\$65
Not-for-Credit Presenter	
<i>Employee provides not-for-credit presentations in their specific area of expertise.</i>	
Presenter I - Provides not-for-credit presentations requiring a minimum level of professional expertise in the subject matter	\$35
Presenter II - Provides not-for-credit presentations requiring a moderate level of professional expertise in the subject matter	\$45
Presenter III - Provides not-for-credit presentations requiring advanced level of professional expertise in the subject matter	\$55
Presenter IV - Provides not-for-credit presentations requiring expert level of professional expertise in the subject matter	\$65
Contract Trainer (Ethan Way Center)	
<i>Employee hired to provide not-for-credit training in their area of expertise.</i>	<i>\$25 - \$200</i>

Per Education Code 88003, Professional Experts should be hired on a temporary basis for a specific project. They are to have specialized knowledge and are to perform duties not found in the classified service.

Professional Expert Agreements (PEX's) must be assigned hourly rates as defined in the categories above; exceptions must be pre-approved by AVC of Human Resources or the Director of Accounting Services.

Professional Expert Agreements (PEX's) are not subject to retroactive salary improvement.

Refer to LRCCD Independent Contractor vs. Employee Checklist to ensure employee does not fit the criteria of an independent contractor.

Board approved:

Los Rios Community College District

2021-22 Interim

Management Salary Schedule

Full Time Annual

Includes an advanced continuing improvement of 4%

DRAFT

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	+ 10 Yr. Long. Based on Step 5	+ 15 Yr. Long. Based on Step 5	+ 20 Yr. Long. Based on Step 5	+ 20 Yr. Long. & Dr. Based on Step 5
Deputy Chancellor (679)	C	234,086	238,768	243,543	248,414	253,382	263,517	274,058	279,539	283,062
Vice Chancellor/ College President (679)	B	216,875	221,213	225,637	230,150	234,753	244,143	253,909	258,987	262,510
Assoc. Vice Chancellor/ General Counsel (679)	A	185,364	189,071	192,852	196,709	200,644	208,669	217,016	221,357	224,880
Director/Manager II/ Vice President (674)	1	161,567	164,798	168,094	171,456	174,885	181,881	189,156	192,939	196,462
Director/Manager II/ Assoc. VP (672)	2	151,491	154,521	157,611	160,763	163,978	170,538	177,359	180,906	184,429
Director/Manager III/ Dean (670)	3	142,043	144,884	147,781	150,737	153,752	159,902	166,298	169,624	173,147
Director/Manager IV/ Assoc. Dean (668)	4	133,184	135,848	138,565	141,336	144,163	149,929	155,927	159,045	162,568
Director/Manager V (664)	5	115,547	117,858	120,215	122,619	125,072	130,075	135,278	137,983	141,506
Director/Manager VI (663)	6	108,341	110,508	112,718	114,972	117,272	121,962	126,841	129,378	132,901
Director/Manager VII (662)	7	99,746	101,741	103,776	105,851	107,968	112,287	116,778	119,114	122,637
Director/Manager VIII (665)	8	93,525	95,396	97,304	99,250	101,235	105,284	109,495	111,685	115,208
Director/Manager IX (669)	9	87,692	89,446	91,235	93,060	94,921	98,718	102,667	104,720	108,243
Director/Manager X (675)	10	82,223	83,868	85,545	87,256	89,001	92,561	96,264	98,189	101,712

Educational Stipend: An educational stipend of \$3,523 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

For Ranges A&B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources.

Effective: July 1, 2021

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT

2021-22 Interim

Management Salary Schedule

Without Doctoral Stipend

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
C	234,085.83	243,449.26	253,187.23	258,250.97	238,767.55	248,318.25	258,250.98	263,416.00	243,542.90	253,284.62	263,416.00	268,684.32	248,413.76	258,350.31	268,684.32	274,058.01	253,382.04	263,517.32	274,058.01	279,539.17
	19,507.15	20,287.44	21,098.94	21,520.91	19,897.30	20,693.19	21,520.92	21,951.33	20,295.24	21,107.05	21,951.33	22,390.36	20,701.15	21,529.19	22,390.36	22,838.17	21,115.17	21,959.78	22,838.17	23,294.93
	1,049.71	1,091.70	1,135.37	1,158.08	1,070.71	1,113.53	1,158.08	1,181.24	1,092.12	1,135.81	1,181.24	1,204.86	1,113.96	1,158.52	1,204.86	1,228.96	1,136.24	1,181.69	1,228.96	1,253.54
B	216,875.37	225,550.39	234,572.41	239,263.86	221,212.88	230,061.40	239,263.86	244,049.14	225,637.14	234,662.63	244,049.14	248,930.12	230,149.88	239,355.88	248,930.12	253,908.72	234,752.88	244,143.00	253,908.72	258,986.89
	18,072.95	18,795.87	19,547.70	19,938.66	18,434.41	19,171.78	19,938.66	20,337.43	18,803.10	19,555.22	20,337.43	20,744.18	19,179.16	19,946.32	20,744.18	21,159.06	19,562.74	20,345.25	21,159.06	21,582.24
	972.54	1,011.44	1,051.89	1,072.93	991.99	1,031.67	1,072.93	1,094.39	1,011.83	1,052.30	1,094.39	1,116.28	1,032.06	1,073.34	1,116.28	1,138.60	1,052.70	1,094.81	1,138.60	1,161.38
A	185,363.73	192,778.28	200,489.41	204,499.20	189,071.00	196,633.84	204,499.19	208,589.17	192,852.42	200,566.52	208,589.18	212,760.96	196,709.47	204,577.85	212,760.96	217,016.18	200,643.66	208,669.41	217,016.19	221,356.51
	15,446.98	16,064.86	16,707.45	17,041.60	15,755.92	16,386.15	17,041.60	17,382.43	16,071.04	16,713.88	17,382.43	17,730.08	16,392.46	17,048.15	17,730.08	18,084.68	16,720.31	17,389.12	18,084.68	18,446.38
	831.23	864.48	899.06	917.04	847.85	881.77	917.04	935.38	864.81	899.40	935.38	954.09	882.11	917.39	954.09	973.17	899.75	935.74	973.17	992.63
1	161,566.98	168,029.66	174,750.85	178,245.87	164,798.32	171,390.25	178,245.86	181,810.78	168,094.29	174,818.06	181,810.78	185,447.00	171,456.18	178,314.43	185,447.01	189,155.95	174,885.30	181,880.71	189,155.94	192,939.06
	13,463.92	14,002.47	14,562.57	14,853.82	13,733.19	14,282.52	14,853.82	15,150.90	14,007.86	14,568.17	15,150.90	15,453.92	14,288.02	14,859.54	15,453.92	15,763.00	14,573.78	15,156.73	15,763.00	16,078.26
	724.52	753.50	783.64	799.31	739.01	768.57	799.31	815.29	753.79	783.94	815.29	831.60	768.86	799.62	831.60	848.23	784.24	815.61	848.23	865.20
2	151,490.72	157,550.35	163,852.36	167,129.41	154,520.53	160,701.35	167,129.40	170,471.99	157,610.94	163,915.38	170,472.00	173,881.44	160,763.16	167,193.69	173,881.44	177,359.07	163,978.42	170,537.56	177,359.06	180,906.24
	12,624.23	13,129.20	13,654.36	13,927.45	12,876.71	13,391.78	13,927.45	14,206.00	13,134.25	13,659.62	14,206.00	14,490.12	13,396.93	13,932.81	14,490.12	14,779.92	13,664.87	14,211.46	14,779.92	15,075.52
	679.33	706.50	734.76	749.46	692.92	720.63	749.46	764.45	706.78	735.05	764.45	779.74	720.91	749.75	779.74	795.33	764.74	795.33	811.24	
3	142,042.87	147,724.58	153,633.56	156,706.23	144,883.73	150,679.08	156,706.24	159,840.36	147,781.40	153,692.66	159,840.37	163,037.18	150,737.03	156,766.51	163,037.17	166,297.91	153,751.77	159,901.84	166,297.91	169,623.87
	11,836.91	12,310.38	12,802.80	13,058.85	12,073.64	12,556.59	13,058.85	13,320.03	12,315.12	12,807.72	13,320.03	13,586.43	12,561.42	13,063.88	13,586.43	13,858.16	12,812.65	13,325.15	13,858.16	14,135.32
	636.96	662.44	688.94	702.72	649.70	675.69	702.72	716.77	662.70	689.20	716.77	731.11	675.95	702.99	731.11	745.73	689.47	717.05	745.73	760.65
4	133,184.25	138,511.62	144,052.08	146,933.12	135,847.93	141,281.85	146,933.12	149,871.78	138,564.89	144,107.49	149,871.79	152,869.23	141,336.19	146,989.64	152,869.23	155,926.61	144,162.92	149,929.44	155,926.62	159,045.15
	11,098.69	11,542.64	12,004.34	12,244.43	11,320.66	11,773.49	12,244.43	12,489.32	11,547.07	12,008.96	12,489.32	12,739.10	11,778.02	12,249.14	12,739.10	12,993.88	12,013.58	12,494.12	12,993.89	13,253.76
	597.24	621.13	645.97	658.89	609.18	633.55	658.89	672.07	621.37	646.22	672.07	685.51	633.79	659.15	685.51	699.22	646.47	672.33	699.22	713.21
5	115,546.92	120,168.80	124,975.55	127,475.06	117,857.86	122,572.17	127,475.06	130,024.56	120,215.02	125,023.62	130,024.56	132,625.05	122,619.32	127,524.09	132,625.05	135,277.55	125,071.71	130,074.58	135,277.56	137,983.11
	9,628.91	10,014.07	10,414.63	10,622.92	9,821.49	10,214.35	10,622.92	10,835.38	10,017.92	10,418.64	10,835.38	11,052.09	10,218.28	10,627.01	11,052.09	11,273.13	10,422.64	10,839.55	11,273.13	11,498.59
	518.15	538.87	560.43	571.64	528.51	549.65	571.64	583.07	539.08	560.64	583.07	594.73	549.86	571.86	594.73	606.63	560.86	583.29	606.63	618.76
6	108,340.75	112,674.38	117,181.36	119,524.99	110,507.56	114,927.86	119,524.97	121,915.47	112,717.71	117,226.42	121,915.48	124,353.79	114,972.06	119,570.94	124,353.78	126,840.86	117,271.50	121,962.36	126,840.85	129,377.67
	9,028.40	9,389.53	9,765.11	9,960.42	9,208.96	9,577.32	9,960.41	10,159.62	9,393.14	9,768.87	10,159.62	10,362.82	9,581.01	9,964.25	10,362.82	10,570.07	9,772.63	10,163.53	10,570.07	10,781.47
	485.83	505.27	525.48	535.99	495.55	515.37	535.99	546.71	505.46	525.68	546.71	557.64	515.57	536.19	557.64	568.79	525.88	546.92	568.79	580.17
7	99,745.93	103,735.77	107,885.20	110,042.90	101,740.85	105,810.48	110,042.90	112,243.76	103,775.67	107,926.70	112,243.77	114,488.65	105,851.18	110,085.23	114,488.64	116,778.41	107,968.20	112,286.93	116,778.41	119,113.98
	8,312.16	8,644.65	8,990.43	9,170.24	8,478.40	8,817.54	9,170.24	9,353.65	8,647.97	8,993.89	9,353.65	9,540.72	8,820.93	9,173.77	9,540.72	9,731.53	8,997.35	9,357.24	9,731.53	9,926.17
	447.29	465.18	483.79	493.47	456.24	474.49	493.47	503.34	465.36	483.98	503.34	513.40	474.67	493.66	513.40	523.67	484.16	503.53	523.67	534.14
8	93,525.20	97,266.21	101,156.86	103,180.00	95,395.70	99,211.53	103,179.99	105,243.59	97,303.61	101,195.75	105,243.58	107,348.45	99,249.68	103,219.67	107,348.46	109,495.43	101,234.67	105,284.06	109,495.42	111,685.33
	7,793.77	8,105.52	8,429.74	8,598.33	7,949.64	8,267.63	8,598.33	8,770.30	8,108.63	8,432.98	8,770.30	8,945.70	8,270.81	8,601.64	8,945.71	9,124.62	8,436.22	8,773.67	9,124.62	9,307.11
	419.40	436.17	453.62	462.69	427.78	444.89	462.69	471.94	436.34	453.79	471.94	481.38	445.07	462.87	481.38	491.01	453.97	472.13	491.01	500.83
9	87,692.42	91,200.12	94,848.12	96,745.08	89,446.27	93,024.12	96,745.08	98,679.98	91,235.20	94,884.61	98,679.99	100,653.59	93,059.90	96,782.30	100,653.59	102,666.66	94,921.10	98,717.94	102,666.66	104,719.99
	7,307.70	7,600.01	7,904.01	8,062.09	7,453.86	7,752.01	8,062.09	8,223.33	7,602.93	7,907.05	8,223.33	8,387.80	7,754.99	8,065.19	8,387.80	8,555.56	7,910.09	8,226.50	8,555.56	8,726.67
	393.24	408.97	425.33	433.83	401.10	417.15	433.83	442.51	409.13	425.49	442.51	451.36	471.31	434.00	451.36	460.39	425.66	442.68	460.39	469.60
10	82,223.41	85,512.35	88,932.84	90,711.50	83,867.88	87,222.60	90,711.50	92,525.73	85,545.24	88,967.05	92,525.73	94,376.24	87,256.14	90,746.39	94,376.25	96,263.78	89,001.26	92,561.31	96,263.76	98,189.04
	6,851.95	7,126.03	7,411.07	7,559.29	6,988.99	7,268.55	7,559.29	7,710.48	7,128.77	7,413.92	7,710.48	7,864.69	7,271.35	7,562.20	7,864.69	8,021.98				

LOS RIOS COMMUNITY COLLEGE DISTRICT

2021-22 Interim

Management Salary Schedule

With Doctoral Stipend of \$3,523

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
C	237,608.83	246,972.26	256,710.23	261,773.97	242,290.55	251,841.25	261,773.98	266,939.00	247,065.90	256,807.62	266,939.00	272,207.32	251,936.76	261,873.31	272,207.32	277,581.01	256,905.04	267,040.32	277,581.01	283,062.17
	19,800.74	20,581.02	21,392.52	21,814.50	20,190.88	20,986.77	21,814.50	22,244.92	20,588.83	21,400.64	22,244.92	22,683.94	20,994.73	21,822.78	22,683.94	23,131.75	21,408.75	22,253.36	23,131.75	23,588.51
	1,065.51	1,107.50	1,151.17	1,173.87	1,086.50	1,129.33	1,173.87	1,197.04	1,107.92	1,151.60	1,197.04	1,220.66	1,129.76	1,174.32	1,220.66	1,244.76	1,152.04	1,197.49	1,244.76	1,269.34
B	220,398.37	229,073.39	238,095.41	242,786.86	224,735.88	233,584.40	242,786.86	247,572.14	229,160.14	238,185.63	247,572.14	252,453.12	233,672.88	242,878.88	252,453.12	257,431.72	238,275.88	247,666.00	257,431.72	262,509.89
	18,366.53	19,089.45	19,841.28	20,232.24	18,727.99	19,465.37	20,232.24	20,631.01	19,096.68	19,848.80	20,631.01	21,037.76	19,472.74	20,239.91	21,037.76	21,452.64	19,856.32	20,638.83	21,452.64	21,875.82
	988.33	1,027.23	1,067.69	1,088.73	1,007.78	1,047.46	1,088.73	1,110.19	1,027.62	1,068.10	1,110.19	1,132.08	1,047.86	1,089.14	1,132.08	1,154.40	1,068.50	1,110.61	1,154.40	1,177.17
A	188,886.73	196,301.28	204,012.41	208,022.20	192,594.00	200,156.84	208,022.19	212,112.17	196,375.42	204,089.52	212,112.18	216,283.96	200,232.47	208,100.85	216,283.96	220,539.18	204,166.66	212,192.41	220,539.19	224,879.51
	15,740.56	16,358.44	17,001.03	17,335.18	16,049.50	16,679.74	17,335.18	17,676.01	16,364.62	17,007.46	17,676.02	18,023.66	16,686.04	17,341.74	18,023.66	18,378.27	17,013.89	17,682.70	18,378.27	18,739.96
	847.03	880.27	914.85	932.83	863.65	897.56	932.83	951.18	880.61	915.20	951.18	969.88	897.90	933.19	969.88	988.96	915.55	951.54	988.96	1,008.43
1	165,089.98	171,552.66	178,273.85	181,768.87	168,321.32	174,913.25	181,768.86	185,333.78	171,617.29	178,341.06	185,333.78	188,970.00	174,979.18	181,837.43	188,970.01	192,678.95	178,408.30	185,403.71	192,678.94	196,462.06
	13,757.50	14,296.06	14,856.15	15,147.41	14,026.78	14,576.10	15,147.41	15,444.48	14,301.44	14,861.76	15,444.48	15,747.50	14,581.60	15,153.12	15,747.50	16,056.58	14,867.36	15,450.31	16,056.58	16,371.84
	740.31	769.29	799.43	815.11	754.80	784.36	815.11	831.09	769.58	799.74	831.09	847.40	784.66	815.41	847.40	864.03	800.04	831.41	864.03	881.00
2	155,013.72	161,073.35	167,375.36	170,652.41	158,043.53	164,224.35	170,652.40	173,994.99	161,133.94	167,438.38	173,995.00	177,404.44	164,286.16	170,716.69	177,404.44	180,882.07	167,501.42	174,060.56	180,882.06	184,429.24
	12,917.81	13,422.78	13,947.95	14,221.03	13,170.29	13,685.36	14,221.03	14,499.58	13,427.83	13,953.20	14,499.58	14,783.70	13,690.51	14,226.39	14,783.70	15,073.51	13,958.45	14,505.05	15,073.51	15,369.10
	695.13	722.30	750.56	765.26	708.72	736.43	765.26	780.25	722.57	750.84	780.25	795.54	736.71	765.55	795.54	811.13	751.13	780.54	811.13	827.04
3	145,565.87	151,247.58	157,156.56	160,229.23	148,406.73	154,202.08	160,229.24	163,363.36	151,304.40	157,215.66	163,363.37	166,560.18	154,260.03	160,289.51	166,560.17	169,820.91	157,274.77	163,424.84	169,820.91	173,146.87
	12,130.49	12,603.97	13,096.38	13,352.44	12,367.23	12,850.17	13,352.44	13,613.61	12,608.70	13,101.31	13,613.61	13,880.02	12,855.00	13,357.46	13,880.01	14,151.74	13,106.23	13,618.74	14,151.74	14,428.91
	652.76	678.24	704.74	718.52	665.50	691.49	718.52	732.57	678.50	705.00	732.57	746.91	691.75	718.79	746.91	761.53	705.27	732.85	761.53	776.44
4	136,707.25	142,034.62	147,575.08	150,456.12	139,370.93	144,804.85	150,456.12	153,394.78	142,087.89	147,630.49	153,394.79	156,392.23	144,859.19	150,512.64	156,392.23	159,449.61	147,685.92	153,452.44	159,449.62	162,568.15
	11,392.27	11,836.22	12,297.92	12,538.01	11,614.24	12,067.07	12,538.01	12,782.90	11,840.66	12,302.54	12,782.90	13,032.69	12,071.60	12,542.72	13,032.69	13,287.47	12,307.16	12,787.70	13,287.47	13,547.35
	613.04	636.93	661.77	674.69	624.98	649.35	674.69	687.87	637.17	662.02	687.87	701.31	649.59	674.94	701.31	715.02	662.27	688.13	715.02	729.01
5	119,069.92	123,691.80	128,498.55	130,998.06	121,380.86	126,095.17	130,998.06	133,547.56	123,738.02	128,546.62	133,547.56	136,148.05	126,142.32	131,047.09	136,148.05	138,800.55	128,594.71	133,597.58	138,800.56	141,506.11
	9,922.49	10,307.65	10,708.21	10,916.51	10,115.07	10,507.93	10,916.51	11,128.96	10,311.50	10,712.22	11,128.96	11,345.67	10,511.86	10,920.59	11,345.67	11,566.71	10,716.23	11,133.13	11,566.71	11,792.18
	533.95	554.67	576.23	587.44	544.31	565.45	587.44	598.87	554.88	576.44	598.87	610.53	565.66	587.66	610.53	622.42	576.66	599.09	622.42	634.56
6	111,863.75	116,197.38	120,704.36	123,047.99	114,030.56	118,450.86	123,047.97	125,438.47	116,240.71	120,749.42	125,438.48	127,876.79	118,495.06	123,093.94	127,876.78	130,363.86	120,794.50	125,485.36	130,363.85	132,900.67
	9,321.98	9,683.12	10,058.70	10,254.00	9,502.55	9,870.91	10,254.00	10,453.21	9,686.73	10,062.45	10,453.21	10,656.40	9,874.59	10,257.83	10,656.40	10,863.66	10,066.21	10,457.11	10,863.65	11,075.06
	501.63	521.06	541.28	551.78	511.35	531.17	551.78	562.50	521.26	541.48	562.50	573.44	531.37	551.99	573.44	584.59	541.68	562.71	584.59	595.97
7	103,268.93	107,258.77	111,408.20	113,565.90	105,263.85	109,333.48	113,565.90	115,766.76	107,298.67	111,449.70	115,766.77	118,011.65	109,374.18	113,608.23	118,011.64	120,301.41	111,491.20	115,809.93	120,301.41	122,636.98
	8,605.74	8,938.23	9,284.02	9,463.83	8,771.99	9,111.12	9,463.83	9,647.23	8,941.56	9,287.48	9,647.23	9,834.30	9,114.52	9,467.35	9,834.30	10,025.12	9,290.93	9,650.83	10,025.12	10,219.75
	463.09	480.98	499.59	509.26	472.04	490.28	509.26	519.13	481.16	499.77	519.13	529.20	490.47	509.45	529.20	539.47	499.96	519.33	539.47	549.94
8	97,048.20	100,789.21	104,679.86	106,703.00	98,918.70	102,734.53	106,702.99	108,766.59	100,826.61	104,718.75	108,766.58	110,871.45	102,772.68	106,742.67	110,871.46	113,018.43	104,757.67	108,807.06	113,018.42	115,208.33
	8,087.35	8,399.10	8,723.32	8,891.92	8,243.23	8,561.21	8,891.92	9,063.88	8,402.22	8,726.56	9,063.88	9,239.29	8,564.39	8,895.22	9,239.29	9,418.20	8,729.81	9,067.26	9,418.20	9,600.69
	435.19	451.97	469.42	478.49	443.58	460.69	478.49	487.74	452.14	469.59	487.74	497.18	460.86	478.67	497.18	506.81	469.77	487.92	506.81	516.63
9	91,215.42	94,723.12	98,371.12	100,268.08	92,969.27	96,547.12	100,268.08	102,202.98	94,758.20	98,407.61	102,202.99	104,176.59	96,582.90	100,305.30	104,176.59	106,189.66	98,444.10	102,240.94	106,189.66	108,242.99
	7,601.29	7,893.59	8,197.59	8,355.67	7,747.44	8,045.59	8,355.67	8,516.92	7,896.52	8,200.63	8,516.92	8,681.38	8,048.58	8,358.78	8,681.38	8,849.14	8,203.68	8,520.08	8,849.14	9,020.25
	409.04	424.77	441.13	449.63	416.90	432.95	449.63	458.31	424.92	441.29	458.31	467.16	433.11	449.80	467.16	471.45	458.48	476.19	485.39	
10	85,746.41	89,035.35	92,455.84	94,234.50	87,390.88	90,745.60	94,234.50	96,048.73	89,068.24	92,490.05	96,048.73	97,899.24	90,779.14	94,269.39	97,899.25	99,786.78	92,524.26	96,084.31	99,786.76	101,712.04
	7,145.53	7,419.61	7,704.65	7,852.88	7,282.57	7,562.13	7,852.88	8,004.06	7,422.35	7,707.50	8,004.06	8,158.27	7,564.93	7						

**Los Rios Community College District
2021-22 Interim**

**Interim Management (Faculty) Salary Schedule
Annual Full Time**

Includes an advanced continuing improvement of 4%

DRAFT

Title	Range	Base Salary Step
Director/Manager I/ Vice President	11A	142,178.94 14,217.89 764.40
Director/Manager II/ Assoc. VP	11	133,311.83 13,331.18 716.73
Director/Manager III/ Dean	12	124,997.73 12,499.77 672.03
Director/Manager IV/ Assoc. Dean	13	117,202.14 11,720.21 630.12
Director/Manager V	14	101,681.29 10,168.13 546.67
Director/Manager VI	15	95,339.86 9,533.99 512.58

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

Interim Management (Faculty) Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).

Doctoral Stipend: \$3,523

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

Interim Management (Faculty) Salary Schedule
Includes an advanced continuing improvement of 4%

Title	Range	Entry	+ Dr.	+ 10 yrs	10 yrs + Dr.	+ 15 yrs	15 yrs + Dr.	+ 20 yrs	20 yrs + Dr.
Director/Manager I/									
Vice President	11A	142,178.94 14,217.89 764.40	145,701.94 14,570.19 783.34	147,866.10 14,786.61 794.98	151,389.10 15,138.91 813.92	153,780.74 15,378.07 826.78	157,303.74 15,730.37 845.72	156,856.35 15,685.64 843.31	160,379.35 16,037.94 862.25
Director/Manager II/									
Assoc. VP	11	133,311.83 13,331.18 716.73	136,834.83 13,683.48 735.67	138,644.30 13,864.43 745.40	142,167.30 14,216.73 764.34	144,190.07 14,419.01 775.22	147,713.07 14,771.31 794.16	147,073.87 14,707.39 790.72	150,596.87 15,059.69 809.66
Director/Manager III/									
Dean	12	124,997.73 12,499.77 672.03	128,520.73 12,852.07 690.97	129,997.64 12,999.76 698.91	133,520.64 13,352.06 717.85	135,197.55 13,519.76 726.87	138,720.55 13,872.06 745.81	137,901.50 13,790.15 741.41	141,424.50 14,142.45 760.35
Director/Manager IV/									
Assoc. Dean	13	117,202.14 11,720.21 630.12	120,725.14 12,072.51 649.06	121,890.23 12,189.02 655.32	125,413.23 12,541.32 674.26	126,765.84 12,676.58 681.54	130,288.84 13,028.88 700.48	129,301.16 12,930.12 695.17	132,824.16 13,282.42 714.11
Director/Manager V									
	14	101,681.29 10,168.13 546.67	105,204.29 10,520.43 565.61	105,748.54 10,574.85 568.54	109,271.54 10,927.15 587.48	109,978.48 10,997.85 591.28	113,501.48 11,350.15 610.22	112,178.05 11,217.81 603.11	115,701.05 11,570.11 622.05
Director/Manager VI									
	15	95,339.86 9,533.99 512.58	98,862.86 9,886.29 531.52	99,153.45 9,915.35 533.08	102,676.45 10,267.65 552.02	103,119.59 10,311.96 554.41	106,642.59 10,664.26 573.35	105,181.98 10,518.20 565.49	108,704.98 10,870.50 584.44

Doctoral Stipend: \$3,523

Effective: July 1, 2021

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT

Chancellor's Salary Schedule
2021-22 Annual Salary Schedule
DRAFT

Chancellor Base Salary: \$362,471

Performance Compensation: For the year 2021-22, if the board deems the Chancellor to have met the performance goals set and overall performance was satisfactory, the District shall provide the Chancellor \$25,000 in Deferred Compensation to an appropriate 403(b) or 457 plan.

Effective: July 1, 2021

Board Approved:

Los Rios Community College District

2021-22 Interim

Salary Ranges for LRSA Supervisory Positions*

Includes an advanced continuing improvement of 2.5%

DRAFT

Job Code	Title	Range	Full Time Annual Salary	
908	Accounts Payable Supervisor	22V	71,739	- 98,218
636	Admissions & Records Supervisor	24V	77,593	- 106,233
288	Bookstore Supervisor	19V	63,776	- 87,316
901	Business Services Supervisor	26V	83,925	- 114,901
656	Campus Operations Supervisor	22V	71,739	- 98,218
637	Child Development Center Supervisor	20V	66,327	- 90,808
912	College IT Systems Supervisor	32V	106,192	- 145,387
905	Counseling Supervisor	20V	66,327	- 90,808
603	Custodial Supervisor	17V	58,965	- 80,728
902	Custodial/Receiving Supervisor	20V	66,327	- 90,808
613	Educational Center Supervisor	20V	66,327	- 90,808
651	Employee Benefits Supervisor	24V	77,593	- 106,233
312	Event Services Supervisor - Harris Center for the Arts	18V	61,323	- 83,957
615	Facilities Maintenance - Electrical Systems Supervisor	24V	77,593	- 106,233
601	Facilities Maintenance - Grounds Supervisor	24V	77,593	- 106,233
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	77,593	- 106,233
617	Facilities Maintenance - Structures Supervisor	24V	77,593	- 106,233
616	Facilities Maintenance Supervisor	24V	77,593	- 106,233
642	Facilities Maintenance - Transportation Supervisor	24V	77,593	- 106,233
622	Facilities Management Operations Supervisor	18V	61,323	- 83,957
923	Facilities Projects Supervisor	29V	94,404	- 129,248
611	Financial Aid Supervisor	24V	77,593	- 106,233
657	Fiscal Services Supervisor	26V	83,925	- 114,901
605	Food Services Manager	19V	63,776	- 87,316
624	General Accounting Supervisor	28V	90,773	- 124,277
910	General Services Supervisor, Risk Management	22V	71,739	- 98,218
289	Hospitality Management - Culinary Supervisor	20V	66,327	- 90,808
911	Instructional Computer Laboratory Supervisor	22V	71,739	- 98,218
913	Instructional Science Laboratory Supervisor	22V	71,739	- 98,218
612	IT Application Systems Supervisor	33V	110,440	- 151,202
685	IT Production Services Supervisor	33V	110,440	- 151,202
684	IT Technical Services Supervisor	33V	110,440	- 151,202
290	Maintenance Technician Supervisor	19V	63,776	- 87,316
619	Media Resources Supervisor	24V	77,593	- 106,233
623	Payroll Supervisor	26V	83,925	- 114,901
915	Police Communications Supervisor	23V	74,609	- 102,147
240	Police Sergeant	27V	87,282	- 119,497
900	Printing Services Supervisor	19V	63,776	- 87,316
628	Purchasing Supervisor	22V	71,739	- 98,218
909	SRPSTC Office Supervisor	21V	68,980	- 94,440
682	Student Life Supervisor	20V	66,327	- 90,808
681	Student Support Supervisor	20V	66,327	- 90,808
643	Technical Director - Harris Center for the Arts	22V	71,739	- 98,218
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	63,776	- 87,316

The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.

*Exempt positions--not entitled to overtime.

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

LRSA Classified Supervisor
Monthly Salary Schedule

Includes an advanced continuing improvement of 2.5%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	27.26	4,724.73	4,913.71	5,110.26	5,314.67	5,527.26	5,748.35	5,978.28	6,217.42	6,341.76	6,468.60
17V	28.35	4,913.71	5,110.26	5,314.67	5,527.26	5,748.35	5,978.28	6,217.42	6,466.11	6,595.44	6,727.34
18V	29.48	5,110.26	5,314.67	5,527.26	5,748.35	5,978.28	6,217.42	6,466.11	6,724.76	6,859.25	6,996.44
19V	30.66	5,314.67	5,527.26	5,748.35	5,978.28	6,217.42	6,466.11	6,724.76	6,993.75	7,133.62	7,276.30
20V	31.89	5,527.26	5,748.35	5,978.28	6,217.42	6,466.11	6,724.76	6,993.75	7,273.50	7,418.98	7,567.35
21V	33.16	5,748.35	5,978.28	6,217.42	6,466.11	6,724.76	6,993.75	7,273.50	7,564.44	7,715.73	7,870.04
22V	34.49	5,978.28	6,217.42	6,466.11	6,724.76	6,993.75	7,273.50	7,564.44	7,867.02	8,024.36	8,184.84
23V	35.87	6,217.42	6,466.11	6,724.76	6,993.75	7,273.50	7,564.44	7,867.02	8,181.70	8,345.33	8,512.24
24V	37.30	6,466.11	6,724.76	6,993.75	7,273.50	7,564.44	7,867.01	8,181.70	8,508.96	8,679.14	8,852.73
25V	38.80	6,724.76	6,993.75	7,273.50	7,564.44	7,867.01	8,181.70	8,508.96	8,849.32	9,026.31	9,206.83
26V	40.35	6,993.75	7,273.50	7,564.44	7,867.01	8,181.70	8,508.96	8,849.32	9,203.29	9,387.36	9,575.11
27V	41.96	7,273.50	7,564.44	7,867.01	8,181.70	8,508.96	8,849.32	9,203.29	9,571.43	9,762.86	9,958.11
28V	43.64	7,564.44	7,867.01	8,181.70	8,508.96	8,849.32	9,203.29	9,571.43	9,954.28	10,153.37	10,356.44
29V	45.39	7,867.01	8,181.70	8,508.96	8,849.32	9,203.29	9,571.43	9,954.28	10,352.45	10,559.50	10,770.69
30V	47.20	8,181.70	8,508.96	8,849.32	9,203.29	9,571.43	9,954.28	10,352.45	10,766.55	10,981.88	11,201.52
31V	49.09	8,508.96	8,849.32	9,203.29	9,571.43	9,954.28	10,352.45	10,766.55	11,197.22	11,421.16	11,649.58
32V	51.05	8,849.32	9,203.29	9,571.43	9,954.28	10,352.45	10,766.55	11,197.22	11,645.10	11,878.01	12,115.57
33V	53.10	9,203.29	9,571.43	9,954.28	10,352.45	10,766.55	11,197.21	11,645.10	12,110.91	12,353.13	12,600.19

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

** An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

LRSA Classified Supervisor
Annual Salary Schedule

Includes an advanced continuing improvement of 2.5%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	56,697	58,965	61,323	63,776	66,327	68,980	71,739	74,609	76,101	77,623
17V	58,965	61,323	63,776	66,327	68,980	71,739	74,609	77,593	79,145	80,728
18V	61,323	63,776	66,327	68,980	71,739	74,609	77,593	80,697	82,311	83,957
19V	63,776	66,327	68,980	71,739	74,609	77,593	80,697	83,925	85,603	87,316
20V	66,327	68,980	71,739	74,609	77,593	80,697	83,925	87,282	89,028	90,808
21V	68,980	71,739	74,609	77,593	80,697	83,925	87,282	90,773	92,589	94,440
22V	71,739	74,609	77,593	80,697	83,925	87,282	90,773	94,404	96,292	98,218
23V	74,609	77,593	80,697	83,925	87,282	90,773	94,404	98,180	100,144	102,147
24V	77,593	80,697	83,925	87,282	90,773	94,404	98,180	102,108	104,150	106,233
25V	80,697	83,925	87,282	90,773	94,404	98,180	102,108	106,192	108,316	110,482
26V	83,925	87,282	90,773	94,404	98,180	102,108	106,192	110,440	112,648	114,901
27V	87,282	90,773	94,404	98,180	102,108	106,192	110,440	114,857	117,154	119,497
28V	90,773	94,404	98,180	102,108	106,192	110,440	114,857	119,451	121,840	124,277
29V	94,404	98,180	102,108	106,192	110,440	114,857	119,451	124,229	126,714	129,248
30V	98,180	102,108	106,192	110,440	114,857	119,451	124,229	129,199	131,783	134,418
31V	102,108	106,192	110,440	114,857	119,451	124,229	129,199	134,367	137,054	139,795
32V	106,192	110,440	114,857	119,451	124,229	129,199	134,367	139,741	142,536	145,387
33V	110,440	114,857	119,451	124,229	129,199	134,367	139,741	145,331	148,238	151,202

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

** An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

Salary Ranges for SEIU Classified Positions

Includes an advanced continuing improvement of 4%

DRAFT

Job Code	Titles	Range	Annual Salary	
210	College Safety Officer	27	47,769	- 72,404
206	Custodian	21	42,114	- 63,540
230	Environmental Systems Technician	37	59,242	- 90,393
256	Equipment Mechanic I	35	56,719	- 86,435
253	Equipment Mechanic II	39	61,891	- 94,544
221	Grounds Irrigation Specialist/Groundskeeper	31	52,026	- 79,077
220	Grounds Maintenance Technician	31	52,026	- 79,077
211	Groundskeeper	23	43,908	- 66,353
209	Head Custodian	25	45,791	- 69,304
258	Head Grounds Maintenance Technician	35	56,719	- 86,435
213	Head Groundskeeper	27	47,769	- 72,404
239	Lead Custodian	23	43,908	- 66,353
251	Lead Equipment Mechanic	41	64,674	- 98,907
263	Lead Maintenance Cabinetmaker	41	64,674	- 98,907
250	Lead Maintenance Electrician	42	66,136	- 101,185
218	Lead Maintenance Electronic/Alarm Technician	42	66,136	- 101,185
235	Lead Maintenance HVAC Mechanic	42	66,136	- 101,185
252	Lead Maintenance Painter	41	64,674	- 98,907
227	Lead Maintenance Plumber	42	66,136	- 101,185
278	Lead Maintenance Technician	33	54,314	- 82,665
232	Lead Physical Education/Athletic Attendant	24	44,849	- 67,828
245	Maintenance Cabinetmaker	39	61,891	- 94,544
262	Maintenance Carpenter	39	61,891	- 94,544
246	Maintenance Electrician	39	61,891	- 94,544
261	Maintenance Electronic/Alarm Technician	39	61,891	- 94,544
243	Maintenance HVAC Mechanic	39	61,891	- 94,544
244	Maintenance Locksmith/Glazier	39	61,891	- 94,544
247	Maintenance Painter	39	61,891	- 94,544
248	Maintenance Plumber	39	61,891	- 94,544
255	Maintenance Roofer/Carpenter	39	61,891	- 94,544
215	Maintenance Technician I	29	49,845	- 75,659
222	Maintenance Technician II	31	52,026	- 79,077
260	Mechanical/Electrical Systems Technician	37	59,242	- 90,393
233	Physical Education/Athletic Attendant	22	43,011	- 64,946
259	Police Detective	49	75,971	- 112,456
212	Police Officer	48	74,482	- 110,251
850	Receiving Clerk/Storekeeper	24	44,849	- 67,828
203	Stock Clerk	21	42,114	- 63,540
226	Toolroom Equipment Attendant	23	43,908	- 66,353
204	Utility Worker	21	42,114	- 63,540

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

Effective: July 1, 2021

Board Approved:

Los Rios Community College District

2021-22 Interim

SEIU Classified

Monthly Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Hourly	Monthly							L1 *	L2 **	L3***	L4****
	Step 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7				
21	20.25	3,509.50	3,659.01	3,815.92	3,980.71	4,153.71	4,335.46	4,526.17	4,707.21	4,895.50	5,091.33	5,294.98
22	20.68	3,584.22	3,737.45	3,898.30	4,067.27	4,250.13	4,430.80	4,626.34	4,811.40	5,003.86	5,204.01	5,412.17
23	21.11	3,659.01	3,815.92	3,980.71	4,153.71	4,335.46	4,526.17	4,726.59	4,915.66	5,112.28	5,316.77	5,529.45
24	21.56	3,737.45	3,898.30	4,067.27	4,250.13	4,430.80	4,626.34	4,831.60	5,024.87	5,225.88	5,434.90	5,652.29
25	22.01	3,815.92	3,980.71	4,153.71	4,335.46	4,526.17	4,726.59	4,936.79	5,134.27	5,339.62	5,553.22	5,775.35
26	22.49	3,898.30	4,067.27	4,250.13	4,430.80	4,626.34	4,831.60	5,047.19	5,249.08	5,459.04	5,677.40	5,904.50
27	22.97	3,980.71	4,153.71	4,335.46	4,526.17	4,726.59	4,936.79	5,157.60	5,363.91	5,578.47	5,801.60	6,033.67
28	23.47	4,067.27	4,250.13	4,430.80	4,626.34	4,831.60	5,047.19	5,273.66	5,484.61	5,703.98	5,932.15	6,169.43
29	23.96	4,153.71	4,335.46	4,526.17	4,726.59	4,936.79	5,157.60	5,389.47	5,605.06	5,829.25	6,062.42	6,304.92
30	24.52	4,250.13	4,430.80	4,626.34	4,831.60	5,047.19	5,273.66	5,511.29	5,731.75	5,961.02	6,199.45	6,447.43
31	25.01	4,335.46	4,526.17	4,726.59	4,936.79	5,157.60	5,389.47	5,632.94	5,858.26	6,092.59	6,336.29	6,589.74
32	25.56	4,430.80	4,626.34	4,831.60	5,047.19	5,273.66	5,511.29	5,760.73	5,991.15	6,230.80	6,480.04	6,739.24
33	26.11	4,526.17	4,726.59	4,936.79	5,157.60	5,389.47	5,632.94	5,888.56	6,124.12	6,369.08	6,623.83	6,888.79
34	26.69	4,626.34	4,831.60	5,047.19	5,273.66	5,511.29	5,760.73	6,022.84	6,263.76	6,514.31	6,774.88	7,045.88
35	27.27	4,726.59	4,936.79	5,157.60	5,389.47	5,632.94	5,888.56	6,157.06	6,403.34	6,659.47	6,925.85	7,202.89
36	27.87	4,831.60	5,047.19	5,273.66	5,511.29	5,760.73	6,022.84	6,297.87	6,549.78	6,811.77	7,084.24	7,367.61
37	28.48	4,936.79	5,157.60	5,389.47	5,632.94	5,888.56	6,157.06	6,439.00	6,696.56	6,964.42	7,243.00	7,532.72
38	29.12	5,047.19	5,273.66	5,511.29	5,760.73	6,022.84	6,297.87	6,586.84	6,850.33	7,124.35	7,409.30	7,705.68
39	29.76	5,157.60	5,389.47	5,632.94	5,887.37	6,157.06	6,439.00	6,734.74	7,004.13	7,284.29	7,575.67	7,878.69
40	30.42	5,273.66	5,511.29	5,760.73	6,022.84	6,297.87	6,586.84	6,890.14	7,165.75	7,452.37	7,750.47	8,060.49
41	31.09	5,389.47	5,632.94	5,888.56	6,157.06	6,439.00	6,734.74	7,045.50	7,327.33	7,620.42	7,925.23	8,242.24
42	31.80	5,511.29	5,760.73	6,022.84	6,297.87	6,586.84	6,890.14	7,207.80	7,496.11	7,795.96	8,107.80	8,432.11
43	32.43	5,621.68	5,857.79	6,118.47	6,390.74	6,675.12	6,968.83	7,275.46	7,566.48	7,869.14	8,183.90	8,511.26
44	33.08	5,734.12	5,963.48	6,219.91	6,487.37	6,766.32	7,057.28	7,360.74	7,655.17	7,961.37	8,279.83	8,611.02
45	33.74	5,848.80	6,082.75	6,326.06	6,591.76	6,875.20	7,163.96	7,472.01	7,770.89	8,081.73	8,404.99	8,741.19
46	34.42	5,965.77	6,204.41	6,452.58	6,710.68	6,979.11	7,268.75	7,570.40	7,873.21	8,188.14	8,515.67	8,856.30
47	35.11	6,085.09	6,328.49	6,581.63	6,844.90	7,118.69	7,403.44	7,699.58	8,007.56	8,327.87	8,660.98	9,007.42
48	35.81	6,206.79	6,455.06	6,713.27	6,981.80	7,261.07	7,551.51	7,853.57	8,167.72	8,494.42	8,834.20	9,187.57
49	36.52	6,330.93	6,584.16	6,847.53	7,121.43	7,406.29	7,702.54	8,010.64	8,331.07	8,664.31	9,010.88	9,371.32

* After 10 full years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step.

** An additional increment of 4% (8.16%) will be awarded after 15 years of service with the District.

*** An additional increment of 4% (12.486%) will be awarded after 20 years of service with the District.

**** An additional increment of 4% (16.986%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2021

Board Approved:

Los Rios Community College District

2021-22 Interim

SEIU Classified

Annual Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	L1 *	L2 **	L3***	L4****
21	42,114	43,908	45,791	47,769	49,845	52,026	54,314	56,487	58,746	61,096	63,540
22	43,011	44,849	46,780	48,807	51,002	53,170	55,516	57,737	60,046	62,448	64,946
23	43,908	45,791	47,769	49,845	52,026	54,314	56,719	58,988	61,347	63,801	66,353
24	44,849	46,780	48,807	51,002	53,170	55,516	57,979	60,298	62,711	65,219	67,828
25	45,791	47,769	49,845	52,026	54,314	56,719	59,242	61,611	64,075	66,639	69,304
26	46,780	48,807	51,002	53,170	55,516	57,979	60,566	62,989	65,508	68,129	70,854
27	47,769	49,845	52,026	54,314	56,719	59,242	61,891	64,367	66,942	69,619	72,404
28	48,807	51,002	53,170	55,516	57,979	60,566	63,284	65,815	68,448	71,186	74,033
29	49,845	52,026	54,314	56,719	59,242	61,891	64,674	67,261	69,951	72,749	75,659
30	51,002	53,170	55,516	57,979	60,566	63,284	66,136	68,781	71,532	74,393	77,369
31	52,026	54,314	56,719	59,242	61,891	64,674	67,595	70,299	73,111	76,035	79,077
32	53,170	55,516	57,979	60,566	63,284	66,136	69,129	71,894	74,770	77,760	80,871
33	54,314	56,719	59,242	61,891	64,674	67,595	70,663	73,489	76,429	79,486	82,665
34	55,516	57,979	60,566	63,284	66,136	69,129	72,274	75,165	78,172	81,299	84,551
35	56,719	59,242	61,891	64,674	67,595	70,663	73,885	76,840	79,914	83,110	86,435
36	57,979	60,566	63,284	66,136	69,129	72,274	75,574	78,597	81,741	85,011	88,411
37	59,242	61,891	64,674	67,595	70,663	73,885	77,268	80,359	83,573	86,916	90,393
38	60,566	63,284	66,136	69,129	72,274	75,574	79,042	82,204	85,492	88,912	92,468
39	61,891	64,674	67,595	70,648	73,885	77,268	80,817	84,050	87,412	90,908	94,544
40	63,284	66,136	69,129	72,274	75,574	79,042	82,682	85,989	89,428	93,006	96,726
41	64,674	67,595	70,663	73,885	77,268	80,817	84,546	87,928	91,445	95,103	98,907
42	66,136	69,129	72,274	75,574	79,042	82,682	86,494	89,953	93,551	97,294	101,185
43	67,460	70,294	73,422	76,689	80,101	83,626	87,306	90,798	94,430	98,207	102,135
44	68,809	71,562	74,639	77,848	81,196	84,687	88,329	91,862	95,536	99,358	103,332
45	70,186	72,993	75,913	79,101	82,502	85,968	89,664	93,251	96,981	100,860	104,894
46	71,589	74,453	77,431	80,528	83,749	87,225	90,845	94,479	98,258	102,188	106,276
47	73,021	75,942	78,980	82,139	85,424	88,841	92,395	96,091	99,934	103,932	108,089
48	74,482	77,461	80,559	83,782	87,133	90,618	94,243	98,013	101,933	106,010	110,251
49	75,971	79,010	82,170	85,457	88,875	92,431	96,128	99,973	103,972	108,131	112,456

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*** An additional increment of 4% (12.486%) will be awarded after 20 years of service with the District.

**** An additional increment of 4% (16.986%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

Salary Ranges for LRCEA Classified Salary Schedule

Includes an advanced continuing improvement of 3%

DRAFT

Job Code	Title	Range	Full Time Annual Salary		
0141	Account Clerk I	17	36,988	-	51,633
0142	Account Clerk II	21	40,510	-	56,550
0143	Account Clerk III	25	44,368	-	61,935
0649	Accountant	35	55,696	-	77,747
0198	Accounting Specialist	40	62,402	-	87,110
0131	Administrative Assistant I	26	45,388	-	63,359
0133	Administrative Assistant II	28	47,500	-	66,307
0285	Administrative Assistant III	30	49,710	-	69,392
0654	Administrative Services Analyst	44	68,344	-	95,405
0171	Admissions/Records Clerk I	17	36,988	-	51,633
0172	Admissions/Records Clerk II	20	39,599	-	55,278
0173	Admissions/Records Clerk III	23	42,395	-	59,181
0145	Admissions/Records Evaluator I	24	43,370	-	60,542
0151	Admissions/Records Evaluator II	28	47,500	-	66,307
0163	Admissions/Records Evaluator/Degree Auditor	29	48,592	-	67,832
0819	Alternate Media Design Specialist	37	58,287	-	81,366
0634	Animal Health Instructional Technician	30	49,710	-	69,392
0798	Assessment Center Testing Coordinator	38	59,628	-	83,237
0602	Assistant Financial Aid Officer	35	55,696	-	77,747
0313	Assistant Technical Director - Harris Center for the Arts	37	58,287	-	81,366
0701	Athletic Trainer	37	58,287	-	81,366
0742	Attendance Services Assistant	27	46,432	-	64,816
0185	Bookstore Assistant Manager	37	58,287	-	81,366
0183	Bookstore Buyer I	21	40,510	-	56,550
0195	Bookstore Buyer II	25	44,368	-	61,935
0186	Bookstore Clerk	18	37,838	-	52,820
0184	Bookstore Stock Clerk	21	40,510	-	56,550
0869	Building Automation and Systems Integration Analyst	57	91,851	-	128,219
0128	Buyer	29	48,592	-	67,832
0116	Child Development Center Associate Teacher	12	33,013	-	46,084
0810	Child Development Center Clerk	20	39,599	-	55,278
0199	Child Development Center Lead Teacher	35	55,696	-	77,747
0194	Child Development Center Teacher	26	45,388	-	63,359
0102	Clerk II	16	36,156	-	50,472
0103	Clerk III	20	39,599	-	55,278
0191	College Development Officer	35	55,696	-	77,747
0739	Computer Aided Drafting and Design Assistant	42	65,305	-	91,162
0803	Contract Education Program Developer	56	89,786	-	125,336
0123	Control Center Technician	22	41,442	-	57,850
0164	Cook/Baker	21	40,510	-	56,550
0169	Cosmetology Service Assistant	30	49,710	-	69,392
0109	Counseling Clerk I	17	36,988	-	51,633
0110	Counseling Clerk II	21	40,510	-	56,550
0744	Data Communications Security Specialist	61	100,597	-	140,428
0130	Digital Communications & Web Specialist	44	68,344	-	95,405
0129	Disabled Student Programs and Services (DSP&S) Clerk	17	36,988	-	51,633
0282	District Financial Aid Specialist	40	62,402	-	87,110
0650	Donor Relations Specialist	38	59,628	-	83,237
0167	Educational Center Assistant	25	44,368	-	61,935
0108	Educational Center Clerk	22	41,442	-	57,850
0806	Educational Media Design Specialist	37	58,287	-	81,366
0646	Electronics Calibration and Repair Technician	38	59,628	-	83,237
0180	Employee Benefits Specialist	40	62,402	-	87,110
0175	Employee Benefits Technician	29	48,592	-	67,832
0287	Energy Management Controls Specialist	57	91,851	-	128,219
0705	Facilities Planning and Engineering Specialist	56	89,786	-	125,336
0700	Facilities Planning Specialist	49	76,574	-	106,892
0138	Financial Aid Clerk I	17	36,988	-	51,633
0140	Financial Aid Clerk II	21	40,510	-	56,550
0604	Financial Aid Officer	38	59,628	-	83,237
0743	Fiscal Services Accounting Specialist	40	62,402	-	87,110
0161	Food Service Assistant I	10	31,545	-	44,035
0162	Food Service Assistant II	12	33,013	-	46,084

Job Code	Title	Range	Full Time Annual Salary		
0165	Food Service Assistant Manager	24	43,370	-	60,542
0149	Grant Coordination Clerk	20	39,599	-	55,278
0236	Graphic Artist	28	47,500	-	66,307
0801	Graphic Designer	29	48,592	-	67,832
0168	Health Services Assistant	21	40,510	-	56,550
0718	Information Technology Business/Technical Analyst I	57	91,851	-	128,219
0723	Information Technology Business/Technical Analyst II	61	100,597	-	140,428
0748	Information Technology Network Administrator Analyst I	57	91,851	-	128,219
0749	Information Technology Network Administrator Analyst II	61	100,597	-	140,428
0726	Information Technology Specialist I	44	68,344	-	95,405
0729	Information Technology Specialist II	50	78,335	-	109,351
0745	Information Technology Systems/Database Administrator Analyst I	57	91,851	-	128,219
0746	Information Technology Systems/Database Administrator Analyst II	61	100,597	-	140,428
0242	Information Technology Cable Plant Assistant	50	78,335	-	109,351
0809	Information Technology Technician I	25	44,368	-	61,935
0152	Information Technology Technician II	31	50,853	-	70,988
0208	Instructional Assistant	28	47,500	-	66,307
0166	Instructional Services Assistant I	24	43,370	-	60,542
0808	Instructional Services Assistant II	27	46,432	-	64,816
0150	Interpreter/Transliterater I	28	47,500	-	66,307
0153	Interpreter/Transliterater II	32	52,023	-	72,621
0155	Interpreter/Transliterater III	36	56,977	-	79,536
0207	Laboratory Technician	28	47,500	-	66,307
0283	Lead Digital Communications & Web Specialist	46	71,524	-	99,843
0706	Lead Facilities Planning and Engineering Specialist	58	93,964	-	131,168
0741	Lead Instructional Assistant	30	49,710	-	69,392
0866	Lead Instructional Services Assistant	29	48,592	-	67,832
0600	Lead Laboratory Technician	30	49,710	-	69,392
0241	Lead Library Technician	28	47,500	-	66,307
0157	Lead Police Communication Dispatcher	25	44,368	-	61,935
0114	Library Technician	26	45,388	-	63,359
0105	Maintenance/Operations Clerk	22	41,442	-	57,850
0231	Media Systems/Resources Specialist	50	78,335	-	109,351
0200	Media Systems/Resources Technician I	32	52,023	-	72,621
0223	Media Systems/Resources Technician II	38	59,628	-	83,237
0115	Operations Technician	26	45,388	-	63,359
0618	Outreach Specialist	38	59,628	-	83,237
0660	Payroll Accountant	36	56,977	-	79,536
0146	Payroll Clerk	25	44,368	-	61,935
0652	Payroll Specialist	40	62,402	-	87,110
0179	Payroll Technician	29	48,592	-	67,832
0156	Police Communication Dispatcher	23	42,395	-	59,181
0702	Printing Assistant	35	55,696	-	77,747
0106	Printing Services Operator I	17	36,988	-	51,633
0107	Printing Services Operator II	20	39,599	-	55,278
0178	Printing Services Operator III	23	42,395	-	59,181
0802	Printing Technician	33	53,219	-	74,291
0268	Programmer I	44	68,344	-	95,405
0269	Programmer II	50	78,335	-	109,351
0174	Public Relations Specialist	38	59,628	-	83,237
0640	Public Relations Technician	30	49,710	-	69,392
0807	Research Analyst	50	78,335	-	109,351
0639	Risk Management Specialist	40	62,402	-	87,110
0417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	89,786	-	125,336
0125	Senior Buyer/Contract Specialist	40	62,402	-	87,110
0735	Senior Information Technology Business/Technical Analyst	64	107,700	-	150,342
0750	Senior Information Technology Network Administrator Analyst	64	107,700	-	150,342
0196	Senior Information Technology Specialist	57	91,851	-	128,219
0747	Senior Information Technology Systems/Database Administrator Analyst	64	107,700	-	150,342
0731	Senior Information Technology Technician	38	59,628	-	83,237
0276	Senior Programmer	57	91,851	-	128,219
0158	Staff Resources Center Assistant	28	47,500	-	66,307
0641	Student Affairs Specialist	44	68,344	-	95,405
0124	Student Personnel Assistant	28	47,500	-	66,307
0683	Student Support Specialist	38	59,628	-	83,237
0707	TANF/CalWORKs Specialist	38	59,628	-	83,237
0271	Telecommunications System Coordinator	57	91,851	-	128,219
0272	Telecommunications System Designer	57	91,851	-	128,219

Job Code	Title	Range	Full Time Annual Salary		
0234	Theatre Technician	28	47,500	-	66,307
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	47,500	-	66,307
0630	Tutorial Services Assistant	35	55,696	-	77,747

The max salary amounts in range include the 10, 15, 20 and 25-year longevity increments.

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim
LRCEA Classified
Monthly Salary Schedule

Includes an advanced continuing improvement of 3%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2**	L3***	L4****
10	15.17	2,628.75	2,733.90	2,843.26	2,956.98	3,075.25	3,198.26	3,326.19	3,459.24	3,597.61	3,669.56
11	15.51	2,689.22	2,796.79	2,908.66	3,025.01	3,146.01	3,271.85	3,402.73	3,538.84	3,680.39	3,754.00
12	15.87	2,751.07	2,861.12	2,975.56	3,094.58	3,218.35	3,347.09	3,480.97	3,620.21	3,765.02	3,840.32
13	16.24	2,814.33	2,926.90	3,043.98	3,165.74	3,292.37	3,424.07	3,561.03	3,703.47	3,851.61	3,928.64
14	16.61	2,879.05	2,994.20	3,113.97	3,238.53	3,368.07	3,502.78	3,642.90	3,788.61	3,940.16	4,018.96
15	16.99	2,945.27	3,063.08	3,185.61	3,313.04	3,445.56	3,583.38	3,726.72	3,875.79	4,030.82	4,111.44
16	17.38	3,013.02	3,133.54	3,258.88	3,389.23	3,524.80	3,665.80	3,812.43	3,964.93	4,123.52	4,205.99
17	17.78	3,082.33	3,205.62	3,333.85	3,467.20	3,605.89	3,750.13	3,900.14	4,056.14	4,218.39	4,302.76
18	18.19	3,153.20	3,279.32	3,410.50	3,546.92	3,688.80	3,836.35	3,989.80	4,149.39	4,315.37	4,401.68
19	18.61	3,225.73	3,354.76	3,488.94	3,628.50	3,773.64	3,924.59	4,081.57	4,244.83	4,414.63	4,502.92
20	19.04	3,299.94	3,431.93	3,569.20	3,711.97	3,860.44	4,014.86	4,175.46	4,342.47	4,516.17	4,606.50
21	19.48	3,375.83	3,510.87	3,651.30	3,797.35	3,949.24	4,107.21	4,271.50	4,442.36	4,620.06	4,712.46
22	19.92	3,453.47	3,591.61	3,735.27	3,884.68	4,040.07	4,201.67	4,369.74	4,544.53	4,726.31	4,820.84
23	20.38	3,532.92	3,674.24	3,821.21	3,974.06	4,133.02	4,298.34	4,470.27	4,649.08	4,835.05	4,931.75
24	20.85	3,614.18	3,758.74	3,909.08	4,065.45	4,228.07	4,397.19	4,573.08	4,756.00	4,946.24	5,045.17
25	21.33	3,697.32	3,845.21	3,999.02	4,158.99	4,325.34	4,498.35	4,678.28	4,865.41	5,060.03	5,161.23
26	21.82	3,782.34	3,933.64	4,091.00	4,254.64	4,424.83	4,601.82	4,785.90	4,977.33	5,176.43	5,279.95
27	22.32	3,869.33	4,024.10	4,185.06	4,352.47	4,526.57	4,707.64	4,895.95	5,091.79	5,295.46	5,401.37
28	22.84	3,958.33	4,116.66	4,281.33	4,452.59	4,630.69	4,815.92	5,008.56	5,208.90	5,417.25	5,525.60
29	23.36	4,049.35	4,211.32	4,379.78	4,554.97	4,737.16	4,926.64	5,123.70	5,328.65	5,541.80	5,652.63
30	23.90	4,142.47	4,308.17	4,480.49	4,659.70	4,846.09	5,039.94	5,241.54	5,451.20	5,669.25	5,782.63
31	24.45	4,237.76	4,407.27	4,583.57	4,766.91	4,957.59	5,155.88	5,362.12	5,576.61	5,799.67	5,915.66
32	25.01	4,335.24	4,508.66	4,689.01	4,876.56	5,071.63	5,274.50	5,485.48	5,704.89	5,933.09	6,051.75
33	25.59	4,434.95	4,612.35	4,796.85	4,988.72	5,188.26	5,395.79	5,611.62	5,836.09	6,069.53	6,190.92
34	26.17	4,536.95	4,718.43	4,907.16	5,103.45	5,307.59	5,519.89	5,740.69	5,970.31	6,209.13	6,333.31
35	26.78	4,641.29	4,826.94	5,020.02	5,220.81	5,429.64	5,646.83	5,872.70	6,107.61	6,351.91	6,478.95
36	27.39	4,748.05	4,937.97	5,135.48	5,340.90	5,554.53	5,776.71	6,007.78	6,248.10	6,498.02	6,627.98
37	28.02	4,857.27	5,051.57	5,253.63	5,463.78	5,682.33	5,909.62	6,146.01	6,391.85	6,647.52	6,780.47
38	28.67	4,968.96	5,167.72	5,374.43	5,589.41	5,812.98	6,045.50	6,287.32	6,538.82	6,800.37	6,936.38
39	29.33	5,083.26	5,286.59	5,498.06	5,717.98	5,946.69	6,184.56	6,431.94	6,689.22	6,956.79	7,095.92
40	30.00	5,200.19	5,408.19	5,624.52	5,849.49	6,083.47	6,326.82	6,579.89	6,843.09	7,116.81	7,259.14
41	30.69	5,319.77	5,532.56	5,753.85	5,984.01	6,223.37	6,472.30	6,731.20	7,000.44	7,280.46	7,426.07
42	31.40	5,442.10	5,659.79	5,886.18	6,121.64	6,366.50	6,621.16	6,886.01	7,161.45	7,447.91	7,596.86
43	32.12	5,567.28	5,789.97	6,021.58	6,262.43	6,512.93	6,773.44	7,044.38	7,326.16	7,619.20	7,771.59
44	32.86	5,695.36	5,923.17	6,160.10	6,406.50	6,662.77	6,929.28	7,206.45	7,494.71	7,794.50	7,950.39
45	33.61	5,826.32	6,059.38	6,301.75	6,553.82	6,815.96	7,088.60	7,372.14	7,667.03	7,973.71	8,133.18
46	34.39	5,960.34	6,198.76	6,446.71	6,704.57	6,972.75	7,251.67	7,541.73	7,843.40	8,157.14	8,320.28
47	35.18	6,097.42	6,341.31	6,594.96	6,858.76	7,133.11	7,418.44	7,715.18	8,023.79	8,344.74	8,511.63
48	35.99	6,237.67	6,487.17	6,746.67	7,016.54	7,297.20	7,589.09	7,892.65	8,208.36	8,536.70	8,707.43
49	36.81	6,381.13	6,636.38	6,901.84	7,177.92	7,465.03	7,763.63	8,074.18	8,397.14	8,733.03	8,907.69
50	37.66	6,527.90	6,789.02	7,060.57	7,342.99	7,636.72	7,942.19	8,259.87	8,590.27	8,933.88	9,112.56
51	38.53	6,678.04	6,945.16	7,222.96	7,511.89	7,812.37	8,124.87	8,449.87	8,787.86	9,139.37	9,322.16
52	39.41	6,831.64	7,104.90	7,389.09	7,684.66	7,992.05	8,311.74	8,644.21	8,989.98	9,349.58	9,536.57
53	40.32	6,988.77	7,268.31	7,559.04	7,861.41	8,175.87	8,502.91	8,843.03	9,196.75	9,564.62	9,755.91
54	41.25	7,149.51	7,435.48	7,732.90	8,042.22	8,363.92	8,698.48	9,046.42	9,408.28	9,784.61	9,980.30
55	42.20	7,313.95	7,606.50	7,910.76	8,227.19	8,556.29	8,898.54	9,254.49	9,624.67	10,009.65	10,209.85
56	43.17	7,482.17	7,781.45	8,092.70	8,416.42	8,753.08	9,103.21	9,467.34	9,846.03	10,239.87	10,444.67
57	44.16	7,654.26	7,960.42	8,278.84	8,610.00	8,954.40	9,312.58	9,685.09	10,072.49	10,475.39	10,684.90
58	45.17	7,830.31	8,143.51	8,469.25	8,808.03	9,160.35	9,526.77	9,907.85	10,304.16	10,716.33	10,930.65
59	46.21	8,010.40	8,330.81	8,664.04	9,010.61	9,371.04	9,745.89	10,135.73	10,541.15	10,962.80	11,182.06
60	47.28	8,194.64	8,522.42	8,863.32	9,217.85	9,586.58	9,970.05	10,368.85	10,783.60	11,214.95	11,439.24
61	48.36	8,383.12	8,718.44	9,067.17	9,429.87	9,807.07	10,199.36	10,607.33	11,031.62	11,472.89	11,702.35
62	49.48	8,575.93	8,918.96	9,275.72	9,646.75	10,032.63	10,433.94	10,851.30	11,285.35	11,736.77	11,971.50
63	50.61	8,773.18	9,124.10	9,489.06	9,868.63	10,263.38	10,673.92	11,100.88	11,544.91	12,006.71	12,246.85
64	51.78	8,974.96	9,333.95	9,707.31	10,095.61	10,499.44	10,919.42	11,356.20	11,810.45	12,282.87	12,528.52
65	52.97	9,181.38	9,548.63	9,930.57	10,327.80	10,740.92	11,170.57	11,617.39	12,082.09	12,565.37	12,816.68

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District.

** An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit after (15) full years of service with the District.

*** An additional longevity increment of 4% (12.486%) will be paid to members of the bargaining unit after (20) full years of service with the District.

****An additional longevity increment of 2% (14.736%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

LRCEA Classified
Annual Salary Schedule

Includes an advanced continuing improvement of 3%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
10	31,545	32,807	34,119	35,484	36,903	38,379	39,914	41,511	43,171	44,035
11	32,271	33,561	34,904	36,300	37,752	39,262	40,833	42,466	44,165	45,048
12	33,013	34,333	35,707	37,135	38,620	40,165	41,772	43,443	45,180	46,084
13	33,772	35,123	36,528	37,989	39,508	41,089	42,732	44,442	46,219	47,144
14	34,549	35,930	37,368	38,862	40,417	42,033	43,715	45,463	47,282	48,228
15	35,343	36,757	38,227	39,756	41,347	43,001	44,721	46,509	48,370	49,337
16	36,156	37,603	39,107	40,671	42,298	43,990	45,749	47,579	49,482	50,472
17	36,988	38,467	40,006	41,606	43,271	45,002	46,802	48,674	50,621	51,633
18	37,838	39,352	40,926	42,563	44,266	46,036	47,878	49,793	51,784	52,820
19	38,709	40,257	41,867	43,542	45,284	47,095	48,979	50,938	52,976	54,035
20	39,599	41,183	42,830	44,544	46,325	48,178	50,105	52,110	54,194	55,278
21	40,510	42,130	43,816	45,568	47,391	49,287	51,258	53,308	55,441	56,550
22	41,442	43,099	44,823	46,616	48,481	50,420	52,437	54,534	56,716	57,850
23	42,395	44,091	45,855	47,689	49,596	51,580	53,643	55,789	58,021	59,181
24	43,370	45,105	46,909	48,785	50,737	52,766	54,877	57,072	59,355	60,542
25	44,368	46,143	47,988	49,908	51,904	53,980	56,139	58,385	60,720	61,935
26	45,388	47,204	49,092	51,056	53,098	55,222	57,431	59,728	62,117	63,359
27	46,432	48,289	50,221	52,230	54,319	56,492	58,751	61,101	63,545	64,816
28	47,500	49,400	51,376	53,431	55,568	57,791	60,103	62,507	65,007	66,307
29	48,592	50,536	52,557	54,660	56,846	59,120	61,484	63,944	66,502	67,832
30	49,710	51,698	53,766	55,916	58,153	60,479	62,898	65,414	68,031	69,392
31	50,853	52,887	55,003	57,203	59,491	61,871	64,345	66,919	69,596	70,988
32	52,023	54,104	56,268	58,519	60,860	63,294	65,826	68,459	71,197	72,621
33	53,219	55,348	57,562	59,865	62,259	64,749	67,339	70,033	72,834	74,291
34	54,443	56,621	58,886	61,241	63,691	66,239	68,888	71,644	74,510	76,000
35	55,696	57,923	60,240	62,650	65,156	67,762	70,472	73,291	76,223	77,747
36	56,977	59,256	61,626	64,091	66,654	69,321	72,093	74,977	77,976	79,536
37	58,287	60,619	63,044	65,565	68,188	70,915	73,752	76,702	79,770	81,366
38	59,628	62,013	64,493	67,073	69,756	72,546	75,448	78,466	81,604	83,237
39	60,999	63,439	65,977	68,616	71,360	74,215	77,183	80,271	83,481	85,151
40	62,402	64,898	67,494	70,194	73,002	75,922	78,959	82,117	85,402	87,110
41	63,837	66,391	69,046	71,808	74,680	77,668	80,774	84,005	87,366	89,113
42	65,305	67,917	70,634	73,460	76,398	79,454	82,632	85,937	89,375	91,162
43	66,807	69,480	72,259	75,149	78,155	81,281	84,533	87,914	91,430	93,259
44	68,344	71,078	73,921	76,878	79,953	83,151	86,477	89,937	93,534	95,405
45	69,916	72,713	75,621	78,646	81,792	85,063	88,466	92,004	95,685	97,598
46	71,524	74,385	77,360	80,455	83,673	87,020	90,501	94,121	97,886	99,843
47	73,169	76,096	79,140	82,305	85,597	89,021	92,582	96,285	100,137	102,140
48	74,852	77,846	80,960	84,198	87,566	91,069	94,712	98,500	102,440	104,489
49	76,574	79,637	82,822	86,135	89,580	93,164	96,890	100,766	104,796	106,892
50	78,335	81,468	84,727	88,116	91,641	95,306	99,118	103,083	107,207	109,351
51	80,137	83,342	86,676	90,143	93,748	97,498	101,398	105,454	109,672	111,866
52	81,980	85,259	88,669	92,216	95,905	99,741	103,731	107,880	112,195	114,439
53	83,865	87,220	90,709	94,337	98,110	102,035	106,116	110,361	114,775	117,071
54	85,794	89,226	92,795	96,507	100,367	104,382	108,557	112,899	117,415	119,764
55	87,767	91,278	94,929	98,726	102,675	106,783	111,054	115,496	120,116	122,518
56	89,786	93,377	97,112	100,997	105,037	109,239	113,608	118,152	122,878	125,336
57	91,851	95,525	99,346	103,320	107,453	111,751	116,221	120,870	125,705	128,219
58	93,964	97,722	101,631	105,696	109,924	114,321	118,894	123,650	128,596	131,168
59	96,125	99,970	103,969	108,127	112,452	116,951	121,629	126,494	131,554	134,185
60	98,336	102,269	106,360	110,614	115,039	119,641	124,426	129,403	134,579	137,271
61	100,597	104,621	108,806	113,158	117,685	122,392	127,288	132,379	137,675	140,428
62	102,911	107,028	111,309	115,761	120,392	125,207	130,216	135,424	140,841	143,658
63	105,278	109,489	113,869	118,424	123,161	128,087	133,211	138,539	144,081	146,962
64	107,700	112,007	116,488	121,147	125,993	131,033	136,274	141,725	147,394	150,342
65	110,177	114,584	119,167	123,934	128,891	134,047	139,409	144,985	150,784	153,800

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District.

** An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit after (15) full years of service with the District.

*** An additional longevity increment of 4% (12.486%) will be paid to members of the bargaining unit after (20) full years of service with the District.

**** An additional longevity increment of 2% (14.736%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Los Rios Community College District
2021-22 Interim
Salary Ranges for Confidential Classified Positions

Includes an advanced continuing improvement of 4%

DRAFT

Job Code	Titles	Range	Full Time		
					Annual Salary
0644	Communications and Public Information Officer (E)	18C	88,219	-	120,781
0286	Confidential Business Services Officer	12C	69,721	-	95,455
0135	Confidential Chancellor's Executive Officer	21C	99,235	-	135,862
0632	Confidential Financial Analyst (E)	19C	91,748	-	125,612
0121	Confidential Human Resources Assistant I	2C	47,101	-	64,486
0148	Confidential Human Resources Assistant II	3C	48,985	-	67,065
0170	Confidential Human Resources Assistant III	4C	50,945	-	69,748
0635	Confidential Human Resources Officer (E)	18C	88,219	-	120,781
0119	Confidential Human Resources Specialist I	5C	52,982	-	72,538
0159	Confidential Human Resources Specialist II	6C	55,102	-	75,439
0120	Confidential Human Resources Specialist III	8C	59,598	-	81,595
0160	Confidential Human Resources Training Specialist	11C	67,039	-	91,783
0708	Confidential Principal Information Systems Auditor (E)	23C	107,332	-	146,948
0638	Confidential Principal Internal Auditor (E)	20C	95,418	-	130,636
0645	Confidential Senior Budget Officer (E)	21C	99,235	-	135,862
0284	Confidential Senior Human Resources Officer (E)	19C	91,748	-	125,612

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

(E) Exempt employee - not entitled to overtime provisions.

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim
Confidential Classified
Monthly Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
1C	21.77	3,774.12	3,925.09	4,082.09	4,245.38	4,415.20	4,591.80	4,775.47	4,966.49	5,065.82	5,167.14
2C	22.64	3,925.09	4,082.09	4,245.38	4,415.20	4,591.80	4,775.47	4,966.49	5,165.15	5,268.45	5,373.82
3C	23.55	4,082.09	4,245.38	4,415.20	4,591.80	4,775.47	4,966.49	5,165.15	5,371.75	5,479.19	5,588.77
4C	24.49	4,245.38	4,415.20	4,591.80	4,775.47	4,966.49	5,165.15	5,371.75	5,586.62	5,698.35	5,812.32
5C	25.47	4,415.20	4,591.80	4,775.47	4,966.49	5,165.15	5,371.75	5,586.62	5,810.08	5,926.28	6,044.81
6C	26.49	4,591.80	4,775.47	4,966.49	5,165.15	5,371.75	5,586.61	5,810.08	6,042.49	6,163.34	6,286.60
7C	27.55	4,775.47	4,966.49	5,165.15	5,371.75	5,586.61	5,810.08	6,042.49	6,284.19	6,409.88	6,538.06
8C	28.65	4,966.49	5,165.15	5,371.75	5,586.61	5,810.08	6,042.49	6,284.19	6,535.56	6,666.27	6,799.59
9C	29.80	5,165.15	5,371.75	5,586.61	5,810.08	6,042.49	6,284.19	6,535.56	6,796.98	6,932.92	7,071.58
10C	30.99	5,371.75	5,586.61	5,810.08	6,042.49	6,284.19	6,535.56	6,796.98	7,068.85	7,210.23	7,354.44
11C	32.23	5,586.61	5,810.08	6,042.49	6,284.19	6,535.56	6,796.98	7,068.85	7,351.60	7,498.63	7,648.62
12C	33.52	5,810.08	6,042.49	6,284.19	6,535.56	6,796.98	7,068.85	7,351.60	7,645.67	7,798.58	7,954.56
13C	34.86	6,042.49	6,284.19	6,535.56	6,796.98	7,068.85	7,351.60	7,645.67	7,951.49	8,110.52	8,272.74
14C	36.25	6,284.19	6,535.56	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,434.94	8,603.64
15C	37.71	6,535.56	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.33	8,772.34	8,947.79
16C	39.21	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.33	8,944.35	9,123.24	9,305.70
17C	40.78	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.33	8,944.35	9,302.12	9,488.16	9,677.92
18C	42.41	7,351.60	7,645.66	7,951.49	8,269.55	8,600.33	8,944.35	9,302.12	9,674.20	9,867.68	10,065.05
19C	44.11	7,645.66	7,951.49	8,269.55	8,600.33	8,944.35	9,302.12	9,674.20	10,061.17	10,262.39	10,467.65
20C	45.87	7,951.49	8,269.55	8,600.33	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,672.89	10,886.35
21C	47.71	8,269.55	8,600.33	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,882.16	11,099.80	11,321.80
22C	49.62	8,600.33	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,882.16	11,317.45	11,543.80	11,774.67
23C	51.60	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,882.16	11,317.45	11,770.14	12,005.55	12,245.66

*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

** An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim
Confidential Classified
Annual Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
1C	45,289	47,101	48,985	50,945	52,982	55,102	57,306	59,598	60,790	62,006
2C	47,101	48,985	50,945	52,982	55,102	57,306	59,598	61,982	63,221	64,486
3C	48,985	50,945	52,982	55,102	57,306	59,598	61,982	64,461	65,750	67,065
4C	50,945	52,982	55,102	57,306	59,598	61,982	64,461	67,039	68,380	69,748
5C	52,982	55,102	57,306	59,598	61,982	64,461	67,039	69,721	71,115	72,538
6C	55,102	57,306	59,598	61,982	64,461	67,039	69,721	72,510	73,960	75,439
7C	57,306	59,598	61,982	64,461	67,039	69,721	72,510	75,410	76,919	78,457
8C	59,598	61,982	64,461	67,039	69,721	72,510	75,410	78,427	79,995	81,595
9C	61,982	64,461	67,039	69,721	72,510	75,410	78,427	81,564	83,195	84,859
10C	64,461	67,039	69,721	72,510	75,410	78,427	81,564	84,826	86,523	88,253
11C	67,039	69,721	72,510	75,410	78,427	81,564	84,826	88,219	89,984	91,783
12C	69,721	72,510	75,410	78,427	81,564	84,826	88,219	91,748	93,583	95,455
13C	72,510	75,410	78,427	81,564	84,826	88,219	91,748	95,418	97,326	99,273
14C	75,410	78,427	81,564	84,826	88,219	91,748	95,418	99,235	101,219	103,244
15C	78,427	81,564	84,826	88,219	91,748	95,418	99,235	103,204	105,268	107,373
16C	81,564	84,826	88,219	91,748	95,418	99,235	103,204	107,332	109,479	111,668
17C	84,826	88,219	91,748	95,418	99,235	103,204	107,332	111,625	113,858	116,135
18C	88,219	91,748	95,418	99,235	103,204	107,332	111,625	116,090	118,412	120,781
19C	91,748	95,418	99,235	103,204	107,332	111,625	116,090	120,734	123,149	125,612
20C	95,418	99,235	103,204	107,332	111,625	116,090	120,734	125,563	128,075	130,636
21C	99,235	103,204	107,332	111,625	116,090	120,734	125,563	130,586	133,198	135,862
22C	103,204	107,332	111,625	116,090	120,734	125,563	130,586	135,809	138,526	141,296
23C	107,332	111,625	116,090	120,734	125,563	130,586	135,809	141,242	144,067	146,948

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**** An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Effective: July 1, 2021

Board Approved:

Los Rios Community College District

2021-22 Interim

Salary Ranges for Confidential Administrative Assistant Classified Positions

Includes an advanced continuing improvement of 4%

DRAFT

Job Code	Titles	Range	Full Time		
					Annual Salary
0118	Confidential Administrative Assistant I	5CA	54,193	-	74,196
0189	Confidential Administrative Assistant II	6CA	56,361	-	77,164
0136	Confidential Administrative Assistant III	7CA	58,615	-	80,250
0280	Confidential Executive Assistant	10CA	65,934	-	90,271
0187	Confidential Staff Administrative Assistant	3CA	50,105	-	68,598

The max salary amount in range includes the 10, 15, 20 and 25 year longevity increments.

Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim
Confidential Administrative Assistant Classified
Monthly Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
3CA	24.09	4,175.40	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,604.43	5,716.52
4CA	25.05	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,828.60	5,945.18
5CA	26.05	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,061.75	6,182.98
6CA	27.10	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,304.22	6,430.30
7CA	28.18	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,556.39	6,687.51
8CA	29.31	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,818.64	6,955.02
9CA	30.48	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,091.39	7,233.22
10CA	31.70	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,375.04	7,522.54
11CA	32.97	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,670.05	7,823.45
12CA	34.29	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	7,976.85	8,136.38
13CA	35.66	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.25	8,295.92	8,461.84
14CA	37.08	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.25	8,458.59	8,627.76	8,800.31
15CA	38.57	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	8,972.87	9,152.33
16CA	40.11	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	9,148.81	9,331.78	9,518.42
17CA	41.71	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	9,148.81	9,514.76	9,705.05	9,899.15
18CA	43.38	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	9,148.81	9,514.76	9,895.35	10,093.26	10,295.12

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Effective: July 1, 2021

Board Approved:

Los Rios Community College District
2021-22 Interim

Confidential Administrative Assistant Classified
Annual Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
3CA	50,105	52,109	54,193	56,361	58,615	60,960	63,398	65,934	67,253	68,598
4CA	52,109	54,193	56,361	58,615	60,960	63,398	65,934	68,572	69,943	71,342
5CA	54,193	56,361	58,615	60,960	63,398	65,934	68,572	71,315	72,741	74,196
6CA	56,361	58,615	60,960	63,398	65,934	68,572	71,315	74,167	75,651	77,164
7CA	58,615	60,960	63,398	65,934	68,572	71,315	74,167	77,134	78,677	80,250
8CA	60,960	63,398	65,934	68,572	71,315	74,167	77,134	80,219	81,824	83,460
9CA	63,398	65,934	68,572	71,315	74,167	77,134	80,219	83,428	85,097	86,799
10CA	65,934	68,572	71,315	74,167	77,134	80,219	83,428	86,765	88,501	90,271
11CA	68,572	71,315	74,167	77,134	80,219	83,428	86,765	90,236	92,041	93,881
12CA	71,315	74,167	77,134	80,219	83,428	86,765	90,236	93,845	95,722	97,637
13CA	74,167	77,134	80,219	83,428	86,765	90,236	93,845	97,599	99,551	101,542
14CA	77,134	80,219	83,428	86,765	90,236	93,845	97,599	101,503	103,533	105,604
15CA	80,219	83,428	86,765	90,236	93,845	97,599	101,503	105,563	107,674	109,828
16CA	83,428	86,765	90,236	93,845	97,599	101,503	105,563	109,786	111,981	114,221
17CA	86,765	90,236	93,845	97,599	101,503	105,563	109,786	114,177	116,461	118,790
18CA	90,236	93,845	97,599	101,503	105,563	109,786	114,177	118,744	121,119	123,541

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Effective: July 1, 2021

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 11, 2021

SUBJECT:	Public Hearing: College and Careers Access Pathways (CCAP) Memorandum of Understanding: Davis Joint Unified School District	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Action Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Michael Gutierrez, President, Sacramento City College <i>Michael Gutierrez</i>	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	x
		INFORMATION	

BACKGROUND:

With the passage of Assembly 288, California community college districts are authorized to enter into College and Career Access Pathways (CCAP) partnerships with high school districts to expand opportunities for high school students to take college courses during the regular school day and for community college districts to claim apportionment. To go forward with this program, law requires community college and high school districts to enter into a Memorandum of Understanding (MOU) approved by the governing boards of both districts.

STATUS:

The proposed CCAP MOU is between Los Rios Community College District/Sacramento City College (LRCCD/SCC) and Davis Joint Unified School District. The purpose of the MOU is to offer and expand dual enrollment opportunities for students who may not already be college bound or who are underrepresented in higher education, with the goal of developing seamless pathways from high school to community college for career technical education or preparation for transfer, improving high school graduation rates, or helping high school pupils achieve college and career readiness. The total number of high school students to be served by this MOU is estimated at approximately 50 students per year.

RECOMMENDATION:

It is recommended that the Board of Trustees conduct a public hearing; adopt the proposed CCAP MOU between LRCCD/SCC and DJUSD; and authorize Chancellor or his designee(s) to execute the MOU and any future augmentations, amendments, renewals, extension, or other modifications to the MOU.

**Memorandum of Understanding
Regarding Dual Enrollment
Between the Los Rios Community College District
Sacramento City COLLEGE
and the
Davis Joint Unified School District**

This Memorandum of Understanding (“MOU”) is between the Los Rios Community College District and its respective colleges (“LRCCD”), and Davis Joint Unified School District (“DISTRICT”). For identification purposes only, this MOU is dated July 1, 2021.

RECITALS

WHEREAS, LRCCD is a multi-college District whose mission includes providing educational programs and services that are responsive to the needs of the students and communities within the DISTRICT;

WHEREAS, DISTRICT is a K-12 Joint Unified School District located in Yolo County;

WHEREAS, the parties desire to enter into a College and Career Access Pathways partnership to collaborate and provide college credit and courses pursuant to Assembly Bill 288;

WHEREAS, the purpose of this MOU is to offer and expand dual enrollment opportunities for students who may not already be college-bound or who are underrepresented in higher education, with the goal of developing seamless pathways from high school to community college for career technical education or preparation for transfer, improving high school graduation rates, or helping high school pupils achieve college and career readiness;

WHEREAS, instruction will comply with the student selection standards, curriculum guidelines, recommendations and procedures promulgated by the Legislature and LRCCD;

WHEREAS, the parties desire to enter into a MOU, which sets forth their mutual rights and responsibilities and governs their relationship;

WHEREAS, this MOU contemplates that the parties will enter into a related Course Agreement (“CA”) for the individual Courses (“Courses”) offered under this MOU, that each CA will fully incorporate the terms of this MOU, and that each CA will set out the necessary details specific to the subject Programs/Courses;

WHEREAS, the parties intend for LRCCD to report full-time equivalent students (“FTES”) and obtain state apportionment for the subject Courses given through this MOU in accordance with California Education Code, section 76004 and the appropriate portions of Title V of the California Code of Regulations;

WHEREAS, all Courses will be held within LRCCD’s District boundaries;

WHEREAS, this dual enrollment agreement has been approved by the Board of DISTRICT on August 5, 2021 and the Board of LRCCD on August 11, 2021;

NOW, THEREFORE, the parties mutually agree as follows:

TERMS

1. **Recitals.** The above recitals are incorporated herein and made a part of this MOU.
2. **Effective Date and Duration.** This MOU shall be effective on the date authorized representatives of both parties sign it and continue in effect until September 30, 2025, or until duly modified or terminated by the parties.
3. **Early Termination.** This MOU may be terminated by either party with cause if another party fails to comply with the insurance or indemnification requirements or otherwise commits a material breach. Termination will be effective no sooner than 15 calendar days after a written demand to cure is provided and the party fails to cure. This remedy is in addition to any other remedy which may be provided for by law.

This MOU may be terminated without cause and for any reason by any party. The party desiring early termination without cause must provide written notice to the other parties. Termination will be effective no sooner than 60 calendar days after actual receipt of the written notice. Any students currently enrolled in LRCCD Courses under this MOU shall be allowed to complete those Courses prior to the termination of this MOU.

The indemnification provisions contained in this MOU shall survive termination.

4. **Course Agreements.** The terms of this MOU are deemed to be part of and fully incorporated into any and all presently existing or future CAs unless expressly modified by a related CA. Related CAs will typically address the scope, nature, time, date, location, number of educational hours, LRCCD credits offered, number of students, and other specifics related to each Course. The terms of this MOU may be modified by individual CA as necessary, including eligibility requirements for students to enroll in a particular Course or Courses. Any inconsistency between the MOU and an express provision of a CA will be resolved in favor of this MOU.

5. Required Information.

A. The total number of high school students to be served by this MOU is estimated at approximately 50 students per year.

B. The total number of full-time equivalent students projected to be claimed by LRCCD for apportionment under this MOU will be calculated using the California Community College apportionment formula and will be determined based on the number of LRCCD units each student participant is enrolled in per academic year.

C. The criteria to assess the ability of pupils to benefit from those Courses is as follows:

- a. Students will complete the SCC Dual Enrollment Application Process for Participation which may include

- i. Meet with a Sacramento City College (SCC) Academic Counselor
- ii. Meet with Hispanic Serving Institution (HSI) Early College Program Staff
- iii. Enroll in a Prerequisite Course if required
- iv. Recommendation and/or requirement to enroll in an entry level college course prior to participation in other general education courses

D. The point of contact for LRCCD is Deputy Chancellor Jamey Nye and the Sacramento City College President Michael Gutierrez. The point of contact for DISTRICT is Rody Boonchouy, Associate Superintendent of Instructional Services at DJUSD.

E. Intentionally left blank.

F. All sharing of information between LRCCD and the District shall be in compliance with Federal Educational Rights and Privacy Act and State law. Where exceptions to those laws allow LRCCD and the District to share information without the consent of the students, LRCCD and the District will follow the requirements of FERPA and State law. No data shall be shared by either party until the other party is satisfied, in its sole discretion, as to the safety and security of that data in the other party's control. Where there is no exception, sharing information will require a signed, dated release from the student explicitly authorizing the sharing of personally identifiable information about the student.

G. LRCCD and DISTRICT shall not utilize Joint Use Facilities. Instruction shall occur on the DISTRICT campuses, LRCCD campuses and/or in online spaces hosted by LRCCD.

H. Parents or legal guardians shall be required to sign a form consenting to the enrollment of their pupils in community college Courses offered by LRCCD. The consent form shall be submitted to and be maintained by LRCCD. Pursuant to LRCCD Policy and Regulation, LRCCD data concerning a student shall not be shared with parents without a signed, dated release from the student authorizing the sharing of that data.

6. Required Certifications.

A. The Board of Trustees of LRCCD and DISTRICT will pass a resolution approving this MOU as required under Education Code section 76004.

B. All college Course faculty will be employees of LRCCD.

C. All LRCCD faculty teaching a Course on a DISTRICT campus will not have been convicted of sex offenses or controlled substance offenses. (Cal. Ed. Code, sections 87010, 80711.)

D. LRCCD faculty teaching a Course at a DISTRICT campus will not displace or cause the termination of an existing DISTRICT teacher teaching the same course on the DISTRICT campus.

E. DISTRICT teachers teaching a Course offered for college credit at a DISTRICT school will not displace or cause the termination of an existing LRCCD faculty teaching the same Course at LRCCD.

F. Community college Courses offered for college credit at the DISTRICT campus will not reduce access to the same Courses offered at LRCCD colleges.

G. Any LRCCD community college Course that is oversubscribed or has a waiting list at LRCCD will not be offered within the partnership.

H. Participation in the partnership is consistent with the core mission of the community colleges pursuant to Education Code, section 66010.4.

I. High school students participating in the partnership will not lead to enrollment displacement of otherwise eligible adults at LRCCD colleges.

J. Both LRCCD and DISTRICT will comply with local collective bargaining requirements and all state and federal reporting requirements.

7. Regulatory Requirements for State Apportionment Purposes Applicable to All Courses Conducted Under the Terms of This MOU.

These provisions may not be voided, modified nor waived by a related CA unless otherwise expressly provided herein:

A. Responsibilities of Each Party. LRCCD Board Policies, Administrative Regulations, and procedures apply to the Course and to the students enrolled in those Courses and LRCCD is responsible for the Courses. The Courses will comply with all applicable regulations, procedures, prerequisites and standards applicable to LRCCD, as well as any corresponding local policies, practices, and requirements of the DISTRICT. This MOU is subject to DISTRICT Board Policy 6172.1 for Concurrent Enrollment.

B. Enrollment Period. The enrollment period shall be determined by LRCCD in accordance with its guidelines, policies, pertinent statutes, and regulations.

C. Number of Course Hours Sufficient to Meet the Stated Performance Objectives. LRCCD will determine the student learning outcomes for each of the Courses and the number of course hours necessary to meet the performance objectives. The performance objectives and corresponding course hours shall be specified in the related CA.

D. Supervision and Evaluation of Students. Supervision and evaluation of students shall be in accordance with LRCCD guidelines, Board Policies, Administrative Regulations, pertinent statutes, and regulations. All students will be under the immediate supervision of an employee of LRCCD. Where a health or safety emergency arises at a class, the High School will be responsible for taking the lead to deal with the health and safety issue and ensure the safety of the school,

its staff, and students. Discipline for actions taken during College Courses will be pursuant to the LRCCD Board Policies and Administrative Regulations. For purposes of this paragraph all DISTRICT employees who are teaching the Courses shall be deemed to be employees of LRCCD. The High School shall be responsible for all ADA and Individual Education Plan issues for its students; LRCCD shall be responsible for any academic accommodations deemed necessary through the LRCCD DSPS program.

E. Withdrawal Prior to Completion of the Course. A student's withdrawal prior to completion of the Course shall be in accordance with LRCCD guidelines, policies, pertinent statutes and regulations.

F. Right to Control and Direct Instructional Activities. LRCCD is responsible for the Courses and has the sole right to control and direct the instructional activities of all faculty teaching those Courses, including those who are also DISTRICT personnel.

G. Minimum Qualifications for Faculty Teaching Courses. All faculty that teach Courses shall meet the minimum qualifications to provide instruction in a California community college.

H. Facilities. DISTRICT will provide adequate classroom space at its facilities, or other mutually agreed upon location, to conduct the contemplated instruction and do so without charge to LRCCD or students. DISTRICT agrees to clean, maintain, and safeguard DISTRICT's premises. DISTRICT warrants that its facilities are safe and compliant with all applicable building, fire, and safety codes.

I. Equipment. DISTRICT will furnish, at its own expense, all course materials, specialized equipment, and other necessary equipment for all DISTRICT students. The parties understand that such equipment and materials are DISTRICT's sole property. The faculty shall determine the type, make, and model of all equipment and materials to be used during each Course. DISTRICT understands that no equipment or materials fee may be charged to students. Students in a Course who are not enrolled in DISTRICT shall be provided course materials, specialized equipment, and other necessary equipment as specified in LRCCD Policies.

J. Enrollment. Enrollment shall be open to any DISTRICT pupil who has been admitted to LRCCD and meets all applicable prerequisites. Applicable prerequisite courses, training, or experience will be determined by LRCCD. Applicants must meet the standards and prerequisites of the LRCCD.

LRCCD will be responsible for processing student applications. LRCCD will provide the necessary admission forms and procedures and both LRCCD and DISTRICT will jointly ensure that each applicant accepted has met all the enrollment requirements, including liability and medical care coverage requirements, if any.

LRCCD will ensure that each student completes the admissions procedure, the course enrollment process, and otherwise process student applications and enroll students in the Courses, as appropriate. DISTRICT will assist LRCCD as necessary. A successful enrollment requires that each student has completed an

enrollment application provided by LRCCD, completed the parental permission form, the application and parental permission form has been delivered to and accepted by LRCCD's Admissions and Registration Office, all enrollment and other applicable fees have been paid, and the applicant has met all requirements, to include the standard LRCCD student liability and medical care coverage, if applicable.

K. Enrollment Fees. Pursuant to LRCCD Board Policy, Education Code sections 76300(f), and 76004, students enrolled in Courses under this MOU shall be exempt from fees described in Education Code sections 76060.5 (student body fee), 76140 (nonresident tuition), 76223 (copies of records), 76300 (student fee), 76350 (apprenticeship fees), and 79121 (child development center fees).

Students enrolled in these Courses will pay all other applicable fees (i.e. Universal Transit Fee, or other fees, etc.).

N. Records of Student Attendance and Achievement. All records of student attendance and achievement shall be submitted to LRCCD periodically, or upon demand, and shall be maintained by LRCCD.

O. Ancillary Support Services for Students. Both LRCCD and DISTRICT shall ensure that students enrolled in the Courses are provided ancillary and support services as may be needed, including but not limited to counseling and guidance and placement assistance.

8. **Liaison.** At no cost to the DISTRICT, LRCCD will provide the services of faculty members who will facilitate coordination and cooperation between LRCCD and DISTRICT. LRCCD will provide DISTRICT personnel with reasonable assistance, direction and instruction in how to fulfill their responsibilities under this MOU, including conducting appropriate student assessments, outreach/recruitment activities and the LRCCD's application procedures.

9. **Support Staff.** These provisions may not be voided, modified nor waived by a related CA unless otherwise expressly provided herein:

A. DISTRICT to Provide Support Services. Unless otherwise provided for in a related CA, DISTRICT will provide personnel to perform the following services on its campus: clerical services and services associated with outreach activities, recruiting students, assessing students, processing student applications, enrolling qualified students, and other related services as may be necessary.

B. DISTRICT is Responsible for its Own Personnel. DISTRICT's personnel will perform these services on duty time. DISTRICT personnel performing these services will be employees solely of DISTRICT, subject to the authority of DISTRICT, but will also be subject to the direction of LRCCD, specifically with regard to their duties pertaining to the Courses described in the related CAs. LRCCD has the primary right to control and direct Course activities.

10. **Faculty.** These provisions may not be voided, modified nor waived by a related CA unless otherwise expressly provided herein:

A. LRCCD to Select and Employ Faculty. LRCCD will select faculty pursuant to its own policies, regulations and the law. DISTRICT personnel selected to be faculty shall be employees solely of LRCCD during the time they teach LRCCD courses, but will also be subject to the authority of DISTRICT, specifically with regard to their duties as DISTRICT employees. The LRCCD faculty shall be subject to the LRCCD Collective Bargaining Agreement with the Los Rios College Federation of Teachers in effect at the time the Course is offered.

B. Faculty. LRCCD shall ensure that all faculty are experienced, competent, dedicated personnel who have the personal attributes necessary for providing instruction in the Courses. LRCCD shall ensure that all faculty possess all minimum qualifications, any certificates or other training requirements that may be required including, but not limited to the qualification requirements of Title 5 CCR 53410 and 58060.

C. LRCCD Shall Determine Faculty Requirements. LRCCD shall determine the number of faculty, the ratio of faculty to students, and the subject areas of instruction.

D. Orientation Meeting. Faculty shall attend an orientation meeting if scheduled and LRCCD shall provide manuals, course outlines, curriculum materials, and testing and grading procedures as necessary.

11. Instruction. All lectures will conform to LRCCD approved curriculum and course outlines and recommendations of experienced LRCCD faculty. All Courses must follow LRCCD's required hours of instruction and meet LRCCD's minimum enrollment requirements. Instructional presentations will incorporate planned practical demonstrations, as may be necessary, and use audiovisual techniques or equipment and vocational equipment.

12. Facilities. The parties contemplate that primarily, the facilities of the DISTRICT will be utilized to carry out the goals of this MOU and any related CA, although from time to time LRCCD facilities may be utilized subject to mutual MOU by the parties as expressed in a related CA. DISTRICT agrees to defend, hold harmless, and indemnify LRCCD and its governing board, officers, employees, administrators, independent contractors, subcontractors, and other representatives from all damages, losses, or expenses, including litigation costs such as attorney's fees, should a student, faculty, or third party be injured as a result of or connected with the condition of the DISTRICT's premises, in whole or in part. The indemnity shall survive termination of this MOU and is in addition to any other rights or remedies LRCCD may have under law or otherwise.

13. Workers' Compensation. DISTRICT shall be the "primary employer" for all its personnel who perform services as support staff. DISTRICT shall be solely responsible for processing, investigating, defending, and paying all workers' compensation claims by their respective DISTRICT personnel made in connection with performing services and receiving instruction under this MOU or any related CA. DISTRICT agrees to hold harmless, indemnify, and defend LRCCD from any liability resulting from its failure to process, investigate, defend, or pay any workers' compensation claims by DISTRICT personnel connected with providing services under this MOU or any related CA. DISTRICT is not responsible for non-District personnel who may serve as faculty or students who are not affiliated with the DISTRICT. These provisions may not be voided, modified nor waived by a related CA.

14. Reporting Requirements. Annually, LRCCD and DISTRICT shall report all of the following information to the office of the Chancellor of the California Community Colleges:

- A. The total number of high school pupils by school-site enrolled in each partnership, aggregated by gender and ethnicity, and reported in compliance with all applicable state and federal privacy laws.
- B. The total number of community college Courses by course category and type and by school-site enrolled in by partnership participants.
- C. The total number and percentage of successful Course completions, by course category and type and by school-site, of partnership participants.
- D. The total number of full-time equivalent students generated by CCAP partnership community college district participants.

15. Indemnification.

- A. DISTRICT shall defend, hold harmless, and indemnify LRCCD, its governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and other representatives from and against any and all liabilities, claims, demands, costs, losses, damages, or expenses, including reasonable attorney fees and costs, including but not limited to consequential damages, death, sickness, or injury to any person(s) or damage to any property, from any cause whatsoever arising from or connected with the provision of instruction pursuant to this MOU or any related CA that may arise out of or result from, in whole or in part, the negligent, wrongful, or willful acts or omissions of DISTRICT, its employees, agents, subcontractors, independent contractors, consultants, or other representatives.
- B. LRCCD shall defend, hold harmless, and indemnify DISTRICT, their governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and other representatives from and against any and all liabilities, claims, demands, costs, losses, damages, or expenses, including reasonable attorney fees and costs, including but not limited to consequential damages, death, sickness, or injury to any person(s) or damage to any property, from any cause whatsoever arising from or connected with its responsibilities hereunder that may arise out of or result from, in whole or in part, the negligent, wrongful, or willful acts or omissions of LRCCD, its employees, agents, subcontractors, independent contractors, consultants, or other representatives.
- C. DISTRICT shall have no obligation to defend, hold harmless, or indemnify LRCCD, its governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and/or other representatives for their sole negligence or willful misconduct; and LRCCD shall have no obligation to defend, hold harmless, or indemnify DISTRICT, its governing board, officers, administrators, agents, employees, independent contractors, subcontractors, consultants, and/or other representatives for their sole negligence or willful misconduct.

D. This indemnity shall survive termination of this MOU or any related CA, and is in addition to any other rights or remedies that DISTRICT or LRCCD may have under law and/or otherwise.

E. These provisions may not be voided, modified nor waived by any related CA.

16. Insurance Requirements.

A. During the entire term of this Agreement, each party shall, at its own expense, maintain, and shall require all subcontractors to maintain insurance as set forth below and shall provide the additional insured endorsements that name the other party as an additional insured on the each party's General Liability policy and Automobile Liability policy. Minimum Scope of Insurance: Coverage shall be:

1. Commercial General Liability. \$1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage; and a \$3,000,000 aggregate. Any combination of General Liability, and Excess Coverage amounting to a minimum of \$3,000,000 in coverage will be acceptable. The Commercial General Liability additional insured endorsement shall be as broad as the Insurance Services Inc.'s (ISO) additional insured, Form B CG 20101001.

2. Automobile Liability. "Any Auto" with \$1,000,000 combined single limit per accident for bodily injury and property damage.

3. Workers' Compensation. As required by the Labor Code of the State of California, and Employers' Liability Insurance; with limits as required by the Labor Code of the State of California and Employers' Liability limits of \$1,000,000 per accident.

B. If the above insurance is written on a claims-made form, it shall have a retroactive date of placement prior to or coinciding with the effective date of this Agreement and continue for at least three full years following the completion of any services/work under this Agreement. Any deductibles, self-insured retentions, or changes in these items must be declared to and approved by the other party. Each party's insurer shall agree to waive all right of subrogation against the other, its trustees, officers, and agents for losses arising from the work performed. Each insurance policy shall include the standard Severability of Interest, or Separation of Insured (General Liability Form CG 00 01 12 04) clause in the policy and when applicable the cross liability insurance coverage provision which specifies the inclusion of more than one insured shall not operate to impair the rights of one insured against another insured. Each insurance policy required by this Agreement shall be endorsed to state that coverages shall not be canceled except after thirty (30) days prior written notice has been given to the other party. Each party shall provide the other with certificates of insurance and required executed endorsements, evidencing compliance with this section, prior to the commencement of any Courses. On request, each party shall furnish copies of any and/or all of the required insurance policies.

C. Nothing in this section concerning minimum insurance requirements shall reduce a party's liability or obligations under the indemnification provisions of this MOU.

D. The parties acknowledge that both parties are permissibly self-insured under California law.

E. These provisions may not be voided, modified nor waived by a related CA.

17. Discrimination and Harassment. Each party agrees it will not unlawfully discriminate, harass, or allow harassment against any employee or other person because of ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status, and shall comply with all applicable laws pertaining to employment.

18. Entire Agreement. This MOU and any related CAs constitute the entire agreement between the parties with regard to the Courses and supersedes any prior or contemporaneous understanding or agreement. No party has been induced to enter into this MOU by, nor is any party relying on, any representation or promise outside those expressly set forth in this MOU and any related CA.

19. Amendment. The provisions of this MOU may be modified only by mutual MOU of the parties. No modification shall be binding unless it is in writing and signed by the party against whom enforcement of the modification is sought.

20. Waiver. Unless otherwise precluded by the terms of this MOU, terms or conditions may be waived by the party entitled to the benefit of the term or condition, but no such waiver shall affect or impair the right of the waiving party to require observance, performance, or satisfaction of that term or condition as it applies on a subsequent occasion.

21. Assignment. Neither party may assign any rights or benefits or delegate any duty under this MOU without written consent of the other party. Any purported assignment without written consent shall be void.

22. Parties in Interest. Nothing in this MOU, whether express or implied, is intended to confer any rights or remedies under or by reason of this MOU on any person other than the parties to it and their respective successors and assigns, nor is anything in this MOU intended to relieve or discharge the obligation or liability of any third person to any party to this MOU, nor shall any provision give any third person any right to subrogation or action against any party to this MOU.

23. Severability. If any provision of this MOU is held by an arbitrator or court of competent jurisdiction to be invalid or unenforceable, the remainder of the MOU shall continue in full force and effect and shall in no way be impaired or invalidated.

24. Notices. Any notice under this MOU shall be in writing, and any written notice or other document shall be deemed to have been duly given on the date of personal service on the parties or on the second business day after mailing if the document is mailed by registered or certified mail, addressed to the parties at the addresses set forth below, or at the most recent address specified by the addressee through written notice under this

provision. Failure to conform to the requirement that mailings be done by registered or certified mail shall not defeat the effectiveness of notice actually received by the addressee.

25. Authority to Enter Into MOU. Each party to this MOU represents and warrants that it has the full power and authority to enter into this MOU and to carry out the transactions contemplated by it and that it has taken all action necessary to authorize the execution, delivery, and performance of this MOU.

26. Status of the Parties. Neither party is a partner, joint venture, co-principal, employer, or co-employer of the other or of an employee of the other party. DISTRICT shall be solely responsible for paying all salaries, wages, benefits, and other compensation which its employees or subcontractors may be entitled to receive in connection with performing services under this MOU and any related CA. DISTRICT shall be solely responsible for withholding and paying all applicable payroll taxes and contributions, including federal, state, and local income taxes, FICA, FUTA, and state unemployment, workers' compensation, and disability insurance in connection with performing services under this MOU and any related CA.

27. Retention and Audit of Records. Each party shall maintain records pertaining to this MOU and related CAs as may be required by federal and state law. Each party may review and obtain a copy of the other party's pertinent records subject to federal and state privacy statutes.

28. Governing Law and Venue. This MOU will be governed by and construed in accordance with California law and venue of any action or proceeding in connection with this MOU shall be Sacramento County, California.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed the day and year first above written.

AGREED TO AND ACCEPTED:

AGREED TO AND ACCEPTED:
**LOS RIOS COMMUNITY
COLLEGE DISTRICT
Davis Joint Unified School District**

By: _____ By: _____

JAMEY NYE
Deputy Chancellor
1919 Spanos Court
Sacramento, CA 95825
(916) 568-3031

Name:
Title:
Address:
Telephone:

