

## MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between the SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT (“District”), the CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909 (“Federation”).

### TERMS

**Background:** The 2015-2018 description of the salary schedule movement of FT-regular faculty when reaching steps 14 and above is no longer compatible with the MOU dated October 27, 2016 and the revised step/column placements as of October 2018.

The following revision of Articles 4.7-4.15 will simplify both the description of faculty movement on the salary schedule and the management of faculty placement used by Human Resources.

There is no negative fiscal impact or salary savings to the district or faculty. Any changes to faculty salary grades (step placement) are exactly matched by changes to the scheduled salary increases. There will likely be reduction in effort needed by HR staff to compute faculty salary and movement in the salary schedule.

The District and the Federation (CCFT) agree to the following change in Article 4:

- 4.7 The Faculty Salary Schedules for regular and temporary faculty members shall be attached to this Agreement as Appendix B-1 through B-4.
  - 4.7.1 Extra duty compensation for faculty members is set forth in Appendix B-7, Extra Duty Compensation.
  - 4.7.2 Compensation for Cooperative Work Experience Faculty Advisors shall be at the rate of \$66.01 per hour per student (Range D Step 4 on Appendix B-2 Temporary, Part-Time and Full-Time Overload Lecture/Hourly Faculty Salary Schedule). Mileage of \$20 per student per semester (based on average of 37 miles per student per semester. Total compensation of \$162.58 per student.

#### Step and Column advancement

- 4.8 Step and column movements for eligible faculty members will be granted as of July 1 of each academic year in which this Agreement is in effect.
- 4.9 Salary increases occur for each step until step 14 and then upon reaching step 17, 20, and 23.
- 4.10 If the regular faculty member does not have an overall evaluation rating of satisfactory or better on the evaluation prior to eligibility for the 17th, 20th, or 23rd year step, the respective step shall not be granted until an overall evaluation rating of satisfactory or better is achieved. Once a 17th, 18th, or 23rd year step has been granted, the step shall not be revoked.
- 4.11 A regular faculty member who was a temporary faculty member prior to becoming a regular faculty member shall receive credit toward the longevity step on the basis of one year of service for the completion of each 30 semester units taught (or equivalent for service faculty) during the temporary service. A regular faculty member who was hired by the District prior to July 1, 1998 and who served in an academic position outside of the faculty bargaining unit or in a classified bargaining unit position shall receive credit toward longevity on the basis of one year of credit for each full

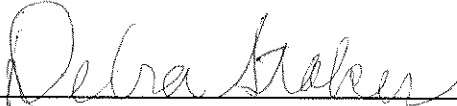
year of service.

- 4.12 The District and Exclusive Representative agree that the list of ten (10) districts attached as Appendix F shall be used by the parties as information for purposes of negotiations when comparing salaries for persons represented by the Exclusive Representative.
- 4.13 The Superintendent/President has the authority to negotiate the initial salary placement for newly hired faculty up to and including Range G Step 23 following the criteria provided in Appendix 9-6, Salary Placement Procedures – Regular and Temporary Faculty, 9.1 through 9.4.

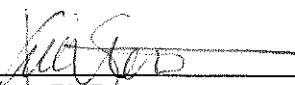
The terms of this MOU are non-precedential and do not create any historic practice.

By their signatures below, the signatories certify that they are authorized representative of either the District or the Federation and that any and all actions necessary for the parties to ratify and accept this MOU as a binding agreement have been completed in the manner required by that party. Upon the affixing of the signatures below, this MOU is entered into without the need for further ratification and acceptance.

ACCEPTED AND AGREED TO:

  
\_\_\_\_\_  
Debra Stakes, Ph.D.  
President  
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

10/30/18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jill Stearns, Ph.D.  
Superintendent/President  
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

10.29.18  
\_\_\_\_\_  
Date