MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS COLLEGE FEDERATION OF TEACHERS

I-10-18

Topic:
Department Chair Compensation

Background:
The LRCFT and LRCCD share a mutual interest to ensure Department Chairs are fairly
compensated for their responsibilities. The Department Chair stipend currently has three
levels: Level I ($3,674), Level II ($7,349 OR 10% Reassigned Time per year plus a $500 annual
stipend), and Level III (20% Reassigned Time per semester). Departments which qualify for the
Level III stipend vary greatly in size, ranging from approximately 2.0 FTEF up to almost 60 FTEF.
The parties would like to address departments in Level III (according to Appendix G) which have
20 FTEF or higher up to 44.9 FTEF. Additionally, the parties would like to address math and
English departments at ARC and SCC which have more than 45 FTEF.

Intent:
The parties would like to increase the Level III+20 FTEF Department Chair stipend to 30%
Reassigned Time per semester. Additionally, the parties would like to increase the Level III+45
FTEF Department Chair stipend to 40% Reassigned Time per semester. For the purposes of
calculating the Department Chair stipends in English and math, the total FTEF for the English
and math disciplines respectively will be used. For example, math at ARC is divided into two
departments: math basic skills and math college-level. The total combined FTEF of both math
departments at ARC is approximately 58. Therefore, the total Department Chair stipend for
math would be 40% or 20% for each math department chair. Under this agreement, the two
math and two English chairs at ARC would not currently be eligible for more than 20%
Reassigned Time each. The Level III+20 FTEF calculation would not be applied to the two math
and English departments. Instead, the Department Chair stipends for math and English would
be calculated using the Level III+45 FTEF, applied to the entire discipline. The combining of
math and English FTEF for the purposes of Department Chair compensation is not intended to
have any impact on the organization or structure of the math and English departments.

Agreement:
Effective spring 2018, the parties agree to increase the Department Chair stipend for Level
III+20 FTEF to 30% Reassigned Time per semester. The parties agree to increase the
Department Chair stipend for Level III+45 FTEF (limited to the math and English departments at
ARC and SCC) to 40% Reassigned Time per semester.

This agreement will be implemented as a pilot agreement under the 2017-2020 LRCCD
Collective Bargaining Agreement with LRCFT. This agreement will expire on June 30, 2020
unless it is extended during the next negotiations cycle.
LOS RIOS COMMUNITY COLLEGE DISTRICT

Jamie Nye, Vice Chancellor

Ryan Cox, Associate Vice Chancellor
Human Resources

LOS RIOS COLLEGE FEDERATION OF TEACHERS

KC Boylan, Chief Negotiator

Dean Murakami, President LRCFT