

MEMORANDUM OF AGREEMENT

Implementation Terms

The salary schedules and rates in Appendix A through D shall be increased as follows:

Year one, effective September 1, 2011: Salary schedules shall be increased by 2%. (The 1% reduction to the salary schedules will still be implemented effective 8/21/11. Therefore the net increase to the current salary schedules will be 1%). In addition, employees shall receive a 1.5% lump sum.

Faculty/AP: Step movement and increases will be driven off of the base schedule. The base schedule is the 2009-2010 schedule plus 1%. The sequences will be:

1. The 2009-2010 salary schedule will be increased by 1%;
2. Step movement will occur for eligible employees;
3. Employees receive the 2% increase applied to the base schedule after step movement;
4. The 1.5% lump sum will be calculated off of the base schedule after step movement (rate after step 2). The lump sum will apply to employees with a work start date on or before September 20, 2011.

Part-time Faculty: Step movement and increases will be driven off of the base schedule. The base schedule is the 2009-2010 schedule plus 1%. The sequences will be:

1. The 2009-2010 salary schedule will be increased by 1%;
2. Step movement will occur for eligible employees;
3. Employees receive the 2% schedule increase applied to the base schedule;
4. The 1.5% lump sum will be calculated off of 2010-2011 earnings for instructional work minus 1%. The lump sum will apply to PT Faculty still actively teaching in the bargaining unit Fall term 2011.

Year two, effective September 1, 2012: Salary schedules shall be increased by 1%.

Parking fees for employees will increase as follows effective the beginning of Fall term, 2011:

Full Time Staff (per year)	\$150.00
Part Time Staff (per year)	\$100.00
Adjunct Faculty (per term)	\$30.00

The College agrees that for the term of the agreement it will not implement the contract language in Article 15.4 that states that “[a] non-tuition waiver student shall not displace a tuition paying student.” The parties agree to form a joint taskforce to review tuition waiver utilization and data during the term of agreement.

The parties agree that the Part-time Faculty stipend for SAC In-service will be increased to \$50 for one-half day and \$100 for a full day in the maximum annual amount of \$35,000.