

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

On October 27, 2016 the District and the Federation have agreed as follows:

Longevity Steps:

4.8 A regular faculty member who has completed 15 consecutive years of service to the District as a regular faculty member shall receive a 5.00% step increment, beginning with the 16th year of service. To be eligible for the 16-year step, the regular faculty member must have an overall evaluation rating of satisfactory or better on the evaluation immediately prior to eligibility for the step.

4.8.1 After July 1, 2016, when a regular faculty member completes a year of service at step 14, they shall be placed into step 15. Step 15 does not provide a salary increment but is the step before longevity step 16. No faculty members will be held at Step 15 longer than 3 years.

4.8.2 As of July 1, 2016 regular faculty members that have completed 3 years or more of service beyond step 14 will be moved into longevity step 16 and become eligible for the 5% step increase.

4.8.3 Regular faculty members with fewer than 3 years of service beyond step 14 as of July 1, 2016 will be placed at step 15 and have those years credited towards reaching longevity step 16.

4.9 A regular faculty member who has completed 18 consecutive years of service to the District as a regular faculty member *or has completed 3 years of service after being placed at step 16* shall receive a 5.00% step increment, beginning with the 19th year of service. To be eligible for the 19-year step, the regular faculty member must have an overall evaluation rating of satisfactory or better on the evaluation immediately prior to eligibility for the step.

4.10 A regular faculty member who has completed 21 consecutive years of service to the District as a regular faculty member *or has completed 3 years of service after being placed at step 19* shall receive a 5.00% step increment, beginning with the 22nd year of service. To be eligible for the 22-year step, the regular faculty member must have an overall evaluation rating of satisfactory or better on the evaluation immediately prior to eligibility for the step.

4.11 After July 1, 2016, Faculty who completed 3 years of service and are placed at a range 15 or higher can only move one range regardless of how many years of service completed.

4.12 If the regular faculty member does not have an overall evaluation rating of satisfactory or better on the evaluation prior to eligibility for the 16th, 19th, or 22nd year step, the respective step shall not be granted until an overall evaluation rating of satisfactory or better is achieved. Once a 16th, 19th, or 22nd year step has been granted, the step shall not be revoked.


4.13 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.

4.14 The District and Exclusive Representative agree that the list of fourteen (14) 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 (new list of ten districts used, see MOU #273).


4.15 The Superintendent/President has the authority to negotiate the initial salary placement for newly hired faculty up to and including Range G Step 22 following the criteria provided in Appendix 8-6, Salary Placement Procedures - Regular and Temporary Faculty, 8. 1 through 8.4.

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, President
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909
11/16/17
Date



Gilbert H. Stork, Ed.D.
Superintendent/President
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
11/16/2017
Date