

**This is the actual tentative agreement with no edits.**

## **Article 29**

### **Salary for 2017-18, 2018-19, 2019-20**

The LACCD Board of Trustees (“The District”) and the AFT Faculty Guild (“The Faculty”) agree to a three-year salary agreement for fiscal years 2017-2018, 2018- 2019, and 2019-2020. Effective July 1 of each year (2017, 2018 and 2019), the augmentation of all elements of the faculty salary schedule will be determined using the following formula:

#### **Part I: Cost of Living Adjustments and Salary Increases**

If the District receives State approved COLA for the fiscal year 2017- 2018, the District will allocate 100% towards the base salary. COLA will also apply to all elements of the salary schedule including steps, columns, certificates and degree career increments, differentials, differential salary rates, supplemental instructor rates, faculty mentor, overbase differential, coaching and AD stipends, adjunct schedules (DESK, EESK, GESK, FESK), office hour differential, equity 1 and 2.

**In addition,** a .44% salary increase to the base salary. This .44% increase will also apply to all elements of the salary schedule including steps, columns, certificate and degree career increments, differentials, differential salary rates, supplemental instructor rates, faculty mentor, overbase differential, coaching and AD stipends, adjunct schedules (DESK, EESK, GESK, FESK), office hour differential, equity 1 and 2.

For 2018-2019 and 2019-2020, a 2% salary increase will be applied to the base salary and all elements of the salary schedule including but not limited to steps, columns, certificate and degree career increments, differentials, differential salary rates, supplemental instructor rates, faculty mentor, overbase differential, coaching and AD stipends, adjunct schedules (DESK, EESK, GESK, FESK), office hour differential, equity 1 and 2. Should the cost of living adjustment as reflected in the Governor’s 2018 and 2019 budget be above 2%, said difference shall be applied to the base salary and all elements of the salary schedule.

#### **Part II: Growth**

2017-2018, 2018-2019 and 2019-2020, the Faculty will receive a Proportionate<sup>1</sup> share of the 30%of the total State funded growth dollars earned by the District. This amount will be applied to all elements of the faculty salary schedule including steps, columns, certificates and degree career increments, differentials, differential salary rates, supplemental instructor rates, faculty mentor, overbase differential, coaching and AD stipends, adjunct schedules (DESK, EESK, GESK, FESK), office hour differential,

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<sup>1</sup> For the purpose of this agreement, the phrase, “the Faculty’s proportionate share” is defined as that portion of the unrestricted general fund total salaries applied to faculty salaries.

equity 1 and 2.

These increases will be adjusted retroactively effective July 1<sup>st</sup>, 2017.

The District and the Union have agreed that before the salary augmentation is implemented, a 10% reserve, which is comprised of the contingency reserve and general reserve, must be identified by June 30th of each year (2017, 2018 and 2019). Appendix A-2 describes the method that the parties agree to use to determine the 10% reserve.

**Addendum A: Adjunct Salary Schedule**  
**The following tables reflect an additional step.**

<b>Replacement DESK for Credit Hourly and Enhanced Non-Credit</b>			
Step/Yr	K Min	L Reg Classified w/ Hourly Assignment	M FT w/ Hourly Assignment
	FT Col A		

	d,e	e	e
1	\$63.74	\$79.46	\$79.46
2	\$65.78		
3	\$67.88		
4	\$70.06		
5	\$72.30		
6	\$74.61		
7	\$77.00		
8	\$79.46		
9	\$82.01		
10	\$84.63		
11			
12			
13			

<b>Replacement EESK Non-Classroom or Sub</b>		
Step/Yr	K Min	L/M

1	\$60.17	\$72.69
2	\$62.10	
3	\$64.08	
4	\$66.13	
5	\$68.25	
6	\$70.43	
7	\$72.69	
8	\$75.02	
9		
10		
11		
12		
13		

<b>Replacement GESK Sub Cred</b>		
Step/Yr	K Min	L/M
1	\$69.04	\$83.40
2	\$71.25	
3	\$73.53	
4	\$75.88	
5	\$78.31	

6	\$80.82	
7	\$83.40	
8	\$86.07	
9	\$88.82	
10		
11		
12		
13		

<b>Replacement FESK Non-Credit</b>		
Step/Yr	K Min	L/M
1	\$58.12	\$70.21
2	\$59.98	
3	\$61.90	
4	\$63.88	
5	\$65.92	
6	\$68.03	
7	\$70.21	
8	\$72.46	
9	\$74.78	
10		

## Appendix A-2

A. The District and the Faculty will use the following steps to determine that a 10% reserve is achieved:

By June 30th of each year, the District will provide the Faculty Guild President data regarding the projected ending balance of the current fiscal year (2017, 2018, 2019).

The projected ending balance of the current fiscal year (2017, 2018, 2019) is calculated by subtracting the projected expenditures from the projected revenue within the same fiscal year.

Example: For the 2017-2018 fiscal year, the projected ending balance is calculated as follows:

Projected Revenue and Balance:	\$XXXm
Projected Total Expenditure:	\$YYYm
Projected Ending Balance for 2017-2018: \$XXXm-\$YYYm=	\$ZZm

Representatives from the District and the Faculty will meet on or about June 30th of each year (2017, 2018 and 2019) to agree on the projected dollar amount necessary to secure a 10% reserve. Based on the Governor’s final budget, the total projected dollar amount necessary to secure a 10% reserve will be the result of the total projected revenue (2017, 2018, 2019) multiplied by 10%.

Example: For the 2017-2018 fiscal year, the total projected revenue is \$XXXm

$$(\$XXX)(.10)=\$XXm$$

The projected amount necessary to secure a 10% reserve in the 2017-18 fiscal year totals is \$XXm

If the projected ending balance calculated in Step A 2 (ex. \$70m) is equal to or greater than the projected level of reserve calculated in Step B (ex. \$54.4m), the two-part salary augmentation formula will be implemented without adjustment to the elements of the formula.

**Part I: Cost of Living Adjustments and Salary Increases**

**For 2017-2018**

If the District receives State approved COLA for the fiscal year 2017- 2018, the District will allocate 100% towards the base salary. COLA will also apply to all elements of the salary schedule including steps, columns, certificates and degree career increments, differentials, differential salary rates, supplemental instructor rates, faculty mentor, overbase differential, coaching and AD stipends, adjunct schedules (DESK, EESK, GESK, FESK), office hour differential, equity 1 and 2.

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**For 2018-2019 and 2019-2020**

A 2% salary increase will be applied to the base salary and all elements of the salary schedule including but not limited to steps, columns, certificate and degree career increments, differentials, differential salary rates, supplemental instructor rates, faculty mentor, overbase differential, coaching and AD stipends, adjunct schedules (DESK, EESK, GESK, FESK), office hour differential, equity 1 and 2. Should the cost of living adjustment as reflected in the Governor’s

2018 and 2019 budget be above 2%, said difference shall be applied to the base salary and all elements of the salary schedule.

## **Part II: Growth**

2017-2018, 2018-2019 and 2019-2020, the District will set aside the Faculty's proportionate share of the 30% of the dollar amount of the State funded growth. This amount will be applied to all elements of the faculty salary schedule.

These increases will be adjusted retroactively effective July 1st to reflect this increase.

If the projected ending balance in the current year is less than 10% of the projected revenue of the next year, the salary augmentation will be calculated based on the Faculty's proportionate share as follows:

If there is State funding for growth, monies from the growth allocation will be used to bring the District reserve up to 10% of the projected total revenue (2017-18, 2018-19, 2019-20). Thirty percent (30%) of the remainder of the growth allocation will be distributed according to the formula in Article 29.

In the event that the 10% of total revenue is not attained in Step D1 then COLA will be used to bring the general fund ending balance up to 10% of the projected total revenue (2017-18, 2018-19, 2019-20). Any monies remaining from state funded COLA will be distributed according to the formula in Article 29.