

MOU #2021- 07
Article 29. E. iii.

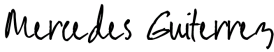
Memorandum of Understanding Regarding Article 29.E. iii.

The Los Angeles Community College District (the “District”) and the American Federation of Teachers College Faculty Guild Local 1521 (“the AFT”) agree to the following:

E. iii. Career Increment: Effective July 1, 2020, the District and the AFT agree to add two (2) career increments to Column K of EESK, Column K of FESK, and Column K of DESK. Adjunct employees, with no full-time assignment in the LACCD and *who* are not retired *from fulltime service* from the LACCD with hourly assignments, and who have received pay at the highest step on the hourly rate schedule(s) for three consecutive (3) years are eligible to receive a career increment of \$2.50 per hour. Employees who have been so paid for six (6) years are eligible to receive an additional increment of \$2.50 per hour. The second career increment will be effective on July 1, 2023.

The rationale and recommendation for the changes are as follows: The intent of the language above in our current Collective Bargaining Agreement (CBA), was to limit adjunct career increments to “True Adjuncts” and not to apply to fulltime faculty with additional assignments who have a pay column separate from the “True Adjuncts” or to full-time faculty who retire with adjunct assignments. However, the current language is being misinterpreted to exclude “Retired True Adjuncts” who continue to teach for the LACCD. in adjunct assignments. Therefore, the intent of the language includes True Adjuncts who have retired from the Los Angeles Community College System.


For the District:

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EB43E3F41E214AG...
Dr. Mercedes Gutierrez, Ed.D.
Interim Vice Chancellor, Human Resources

5/12/2021 | 12:20:13 PM PDT

Date

For the AFT Guild:

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Joanne Waddell
AFT 1521 President

5/12/2021 | 10:05:00 PM PDT

Date

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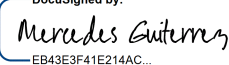
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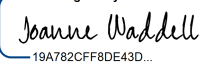
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Joanne Waddell
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