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**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
RIVERSIDE COMMUNITY COLLEGE DISTRICT
and
RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION,
CCA/CTA/NEA**

**Effective Date of Annual Salary Increases for Full-Time and Adjunct Faculty Paid from the Faculty
Hourly Salary Schedule and/or the Intersession Salary Schedule
August 6, 2021**

This Memorandum of Understanding (“MOU”) is entered into by and between the Riverside Community College District (“District”) and the Riverside Community College District Faculty Association (Association), collectively “the Parties.”

This MOU concerns the effective date of annual salary increases for full-time and adjunct faculty paid from the Faculty Hourly Salary Schedule and/or the Intersession Salary Schedule. The District was notified by the Riverside County Office of Education that due to increased scrutiny and enforcement activities by the California State Teachers Retirement System, the District’s historical practice of implementing annual salary increases for full-time and adjunct faculty paid from the Faculty Hourly Salary Schedule and/or the Intersession Salary Schedule, effective as of the beginning of each academic year despite the effective date in the bargaining unit agreement of July 1st, could result in non-creditable compensation for retirement purposes.

Therefore, the Parties agree to modify the effective date for implementing annual salary increases for full-time and adjunct faculty paid from the Faculty Hourly Salary Schedule and/or the Intersession Salary Schedule in the current Collective Bargaining Agreement as follows:

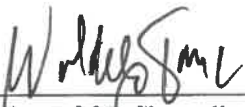
1. By COLA, effective July 1, 2021, for the full-time faculty contracted rate to the extent funded by the State + the right to negotiate a percentage of any increased State (General Fund) funding received by the District commensurate with the central role of faculty in delivering educational and other services to students. The effective date for full-time and adjunct faculty paid from the Faculty Hourly Salary Schedule and/or the Intersession Salary Schedule is the beginning of the academic year, June 21, 2021.
2. By COLA, effective July 1, 2022, for the full-time faculty contracted rate to the extent funded by the State + the right to negotiate a percentage of any increased State (General Fund) funding received by the District commensurate with the central role of faculty in delivering educational and other services to students. The effective date for full-time and adjunct faculty paid from the Faculty Hourly Salary Schedule and/or the Intersession Salary Schedule is the beginning of the academic year, June 20, 2022.
3. By COLA, effective July 1, 2023, for the full-time faculty contracted rate to the extent funded by the State + the right to negotiate a percentage of any increased State (General Fund) funding received by the District commensurate with the central role of faculty in delivering educational

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and other services to students. The effective date for full-time and adjunct faculty paid from the Faculty Hourly Salary Schedule and/or the Intersession Salary Schedule is the beginning of the academic year, June 19, 2023.


This MOU will become part of the current Collective Bargaining Agreement (Article VII - Salaries, Section C) upon the signing by the authorized representatives of each of the Parties.

The District and the Association agree to these terms.



District: RCCD Chancellor
Wolde-Ab Isaac, Ph.D.

Date: 8-9-2021



Association: RCCDFA President
Rhonda Taube, Ph.D.

Date: Aug 6, 2021