

# LOS RIOS COMMUNITY COLLEGE DISTRICT



## BOARD MEETING AGENDA

Wednesday, August 10, 2016  
5:30 pm

### MEETING LOCATION:

Los Rios Community College District  
Board Room  
1919 Spanos Court  
Sacramento, CA 95825

### 1. CALL TO ORDER

Board President

### 2. ORAL COMMUNICATIONS

*The public may comment on any items within the Board's jurisdiction, even if the items are not on the agenda only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. A yellow "Speaker's Card" must be submitted to the clerk of the board and comments are limited to three (3) minutes.*

### 3. CONSENT CONSIDERATIONS

*A member of the Board may request that an item be removed for further discussion and separate action.*

A. Board Meeting Minutes: July 13, 2016	Brian King
B. Resolution No. 2016-13: Sub Grant with Sacramento Employment and Training Agency	Susan Lorimer
C. Resolution No. 2016-14: Authorizing Execution of a Contract from the County of Sacramento Department of Human Assistance (CalWORKs Data Sharing Agreement)	Susan Lorimer
D. Claim: Vincent Romano	JP Sherry
E. District Quarterly Financial Status Report (311Q)	Theresa Matista
F. Los Rios Foundation ~ Quarterly Investment Report	Theresa Matista
G. Special Event Authorization	JP Sherry
H. Ratify: Grants and Contracts Awarded	Susan Lorimer
I. Ratify: New Contracts and Renewals	Theresa Matista
J. Ratify: Affiliation and Other Agreements	Theresa Matista
K. Ratify: Bid Transactions	Theresa Matista
L. Disposition of Surplus Equipment	Theresa Matista
M. Purchase Orders, Warrants, Checks and Wires	Theresa Matista
N. Regular Human Resources Transactions	Brian King

### 4. ACTION

A. Pay Rate Schedules: 2015-16 Final; 2016-17 Interim	Theresa Matista
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### 5. INFORMATION

A. Update on Confidential Advocate/Sexual Assault Education Program	JP Sherry
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### 6. BOARD MEMBER REPORTS

### 7. FUTURE AGENDA ITEMS

**8. REPORTS and COMMENTS**

- Student Association
- Classified Senate
- Academic Senate
- Other Recognized Constituencies
- Chancellor’s Report

**9. ADJOURNMENT**

<b>LOS RIOS BOARD OF TRUSTEES</b>			
<b>Deborah Ortiz</b> President ▪ Area 6	<b>Ruth Scribner</b> Vice President ▪ Area 4	<b>Dustin Johnson</b> ▪ Area 1 <b>Robert Jones</b> ▪ Area 2 <b>John Knight</b> ▪ Area 3	<b>Pamela Haynes</b> ▪ Area 5 <b>Kay Albiani</b> ▪ Area 7 <b>Marianna Sousa</b> ▪ Student Trustee
Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ <i>Note:</i> Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3021.			
September 7, 2016 ▪ Regular Board Meeting ▪ Location: District Office			
Public records provided to the Board for the items listed on the open session portion of this agenda are available at the District Office located at 1919 Spanos Court, Sacramento, CA, during normal business hours. The Board agenda is posted on the District’s website: <a href="http://www.losrios.edu">www.losrios.edu</a>			
<b>Help Us Help You</b>			
Los Rios Community College District strives to make reasonable accommodations in all of its programs, services and activities for all qualified individuals with disabilities. Notification (568-3021) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. When you arrive, please contact a staff member if you need assistance (Pursuant to Govt Code § 54954.2).			

# LOS RIOS COMMUNITY COLLEGE DISTRICT

**PRESENTED TO BOARD OF TRUSTEES**

**DATE:** August 10, 2016

<b>SUBJECT:</b>	Board Meeting Minutes: July 13, 2016	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Brian King <i>Brian King</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**STATUS:**

The minutes of the Board of Trustees meeting held on July 13, 2016 are attached for Board review and consideration.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the minutes of the meeting held on July 13, 2016.



**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Board Meeting Minutes**  
**Wednesday, July 13, 2016**

## **1. CALL TO ORDER**

The board meeting was called to order by President Ortiz at 5:30 p.m., in the Tiff Martinez Board Room, 1919 Spanos Court, Sacramento, California.

### ***Present:***

Ms. Deborah Ortiz, President  
Ms. Ruth Scribner, Vice President  
Ms. Pamela Haynes  
Mr. Dustin Johnson  
Mr. Robert Jones  
Mr. John Knight

Ms. Marianna Sousa, Student Trustee

Dr. Brian King, Chancellor

### ***Absent:***

Ms. Kay Albiani

## **2. ORAL COMMUNICATIONS**

There were no oral communications.

## **3. CONSENT CONSIDERATIONS**

*A motion was made by Ms. Scribner, seconded by Ms. Haynes, that the Board of Trustees approve Consent Consideration items A through P.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz, Scribner*

*No: None*

*Absent: Albiani*

*Motion carried; 6:0*

*Student Advisory Vote: Aye*

A. *Board Meeting Minutes: June 8, 2016*

*That the Board of Trustees approve the minutes of the meeting held on June 8, 2016.*

B. Board Policy Revision: Auxiliary Organizations (P-1612)

That the Board of Trustees approve the proposed revision to board policy P-1612.

C. Board Policy Revision: Sexual Assault, Domestic Violence, Dating Violence, and Stalking (P-2541)

That the Board of Trustees approve the proposed revision to board policy P-2541.

D. Application to Present Late Claim – Mariyana Biza

That the Board of Trustees reject the application to file a late claim and refer the matter to the District's insurance administrators for further handling.

E. Resolution No. 2016-11: Authorizing Execution of a Contract from the Department of Rehabilitation (Workability III)

That the Board of Trustees approve Resolution No. 2016-11 authorizing the Chancellor or his designee(s) to execute the contract and any future augmentations, amendments, renewals, extensions, or other modifications to the agreement.

F. Acceptance of Gifts: Colleges and Foundations

That the Board of Trustees accept the in-kind gifts amounting to \$220,135.75 listed in the July agenda packet.

G. District Bank Accounts

That the Board of Trustees affirm the continuing need for the enclosed separate bank accounts used by the District.

H. Disposition of Stale Dated Records

That the Board of Trustees approve the destruction of the documents referenced in the July board agenda packet.

I. Ratify: Grants and Contracts Awarded

That the Board of Trustees ratify and/or approve the grant and contract awards listed herein pursuant to board policy 8315.

Title, Description, Term, Project Administrator	College/Unit	Amount	Source
California Apprenticeship Initiative – New and Innovative Grant Program <ul style="list-style-type: none"><li>Funds to develop a model apprenticeship program in advanced manufacturing and to train 40 apprentices.</li><li>1/21/2016 through 2/28/2017</li><li>Administrator: Jerome Countee, Associate Vice President, Instruction</li></ul>	ARC	\$788,000	CCCCO

California State Preschool Program (renewal) <ul style="list-style-type: none"> <li>• Funds for the District’s State Preschool Program.</li> <li>• 7/1/2016 through 6/30/2017</li> <li>• Administrator: Theresa Matista, Vice Chancellor, Finance and Administration</li> </ul>	District-wide	\$803,186	California Dept. of Education
Cultural Arts Award - Sacramento Shakespeare Festival <ul style="list-style-type: none"> <li>• Funds to support the coordination and production of the Sacramento Shakespeare Festival.</li> <li>• 1/01/2016 through 12/31/2016</li> <li>• Administrator: Dan McCarty, Director, Advancement</li> </ul>	SCC	\$7,623	Sacramento Metro. Arts Commission
California Career Pathways Trust – Capital Academies and Pathways (CAP) <ul style="list-style-type: none"> <li>• Funds to establish a Faculty Champion for Advanced Manufacturing and participate in regional planning.</li> <li>• 1/15/2016 through 12/31/2017</li> <li>• Administrator: Jerome Countee, Associate Vice President, Instruction</li> </ul>	ARC	\$47,891	Elk Grove Unified School District
California Career Pathways Trust – Capital Academies and Pathways (CAP) <ul style="list-style-type: none"> <li>• Funds to establish Faculty Champions for Agriculture and Engineering and participate in regional planning.</li> <li>• 1/15/2016 through 12/31/2017</li> <li>• Administrator: Torence Powell, Associate Vice President, Instruction</li> </ul>	CRC	\$95,780	Elk Grove Unified School District
California Career Pathways Trust – Capital Academies and Pathways (CAP) <ul style="list-style-type: none"> <li>• Funds to establish Faculty Champions for Health Services and Information Communications Technology and participate in regional planning.</li> <li>• 1/15/2016 through 12/31/2017</li> <li>• Administrator: Gabriel Meehan, Associate Vice President, Instruction</li> </ul>	SCC	\$95,780	Elk Grove Unified School District
California Career Pathways Trust – Central Region Agricultural Education Career Pathway (CRAECP) <ul style="list-style-type: none"> <li>• Funds to develop career pathways in Agriscience, Agricultural Mechanics and Ornamental Horticulture, and collaborate with K-12 and industry partners.</li> <li>• 7/1/2015 through 7/20/2018</li> <li>• Administrator: Bob Johnson, Dean, Careers and Technology</li> </ul>	CRC	\$186,000	Galt Joint Union H.S. District
California Career Pathways Trust – Northern California STREAM Pathways (STREAM) <ul style="list-style-type: none"> <li>• Funds to develop career pathways and summer academies within Yolo County priority industry sectors, align local efforts in CTE and Basic Skills, and participate in the K- 14 STREAM Council.</li> <li>• 1/1/16 through 6/30/2016</li> <li>• Administrator: Gabriel Meehan, Associate Vice President, Instruction</li> </ul>	SCC	\$51,000	Yolo County Office of Education
Center of Excellence – Labor Market Research <ul style="list-style-type: none"> <li>• Contract to provide labor market data for the North-Far North Region.</li> <li>• 1/15/2016 through 6/30/2016</li> <li>• Administrator: Jamey Nye, Associate Vice Chancellor, Instruction</li> </ul>	WED	\$10,000	Butte College
Center of Excellence – Labor Market Research (augmentation) <ul style="list-style-type: none"> <li>• Contract to provide labor market data for the North-Far North Region.</li> <li>• 6/1/2016 through 6/30/2016</li> <li>• Administrator: Jamey Nye, Associate Vice Chancellor,</li> </ul>	WED	\$13,000	Butte College

Instruction			
Center of Excellence – Research Mini Grant <ul style="list-style-type: none"> <li>Contract to conduct three surveys for the Small Business Deputy Sector Navigator.</li> <li>5/13/2016 through 6/30/2016</li> <li>Administrator: Jamey Nye, Associate Vice Chancellor, Instruction</li> </ul>	WED	\$60,000	Woodland College
Distance Education Captioning and Transcription Grant (renewal) <ul style="list-style-type: none"> <li>Funds to pay for captioning and transcription of multimedia materials used in online classes.</li> <li>1/14/2016 through 5/18/2016</li> <li>Administrator: Stephen McGloughlin, Dean, Learning Resources and College Technology</li> </ul>	CRC	\$2,784	Santa Clarita CCD
Faculty Entrepreneurship Mini Grant <ul style="list-style-type: none"> <li>Funds to contextualize 21<sup>st</sup> century skills into current Business program curricula.</li> <li>4/18/2016 through 6/30/2016</li> <li>Administrator: Marjorie Duffy, Dean, Business and Family Science</li> </ul>	CRC	\$4,497	Woodland College, Small Business DSN
Foster and Kinship Care Education (Augmentation) <ul style="list-style-type: none"> <li>Funds to provide education and training to foster parents and relative caregivers.</li> <li>7/1/2015 through 6/30/2016</li> <li>Administrator: Steven Boyd, Dean, Health and Education</li> </ul>	ARC	\$2,500	CCCCO
General Child Care and Development Programs (renewal) <ul style="list-style-type: none"> <li>Funds for the District's General Child Care and Development Programs.</li> <li>7/1/2016 through 6/30/2017</li> <li>Administrator: Theresa Matista, Vice Chancellor, Finance and Administration</li> </ul>	District-wide	\$3,729	California Dept. of Education
Industry Driven Regional Collaborative Grant <ul style="list-style-type: none"> <li>Funds to develop an Advanced Imaging program.</li> <li>6/1/2016 through 2/28/2018</li> <li>Administrator: Monica Pactol, Vice President, Instruction</li> </ul>	FLC	\$247,628	CCCCO
LRCCD MESA Scholarships <ul style="list-style-type: none"> <li>Scholarship funds for twenty qualified MESA students.</li> <li>6/20/2016 through 6/19/2017</li> <li>Administrator: Roger Davidson, Dean, Mathematics</li> </ul>	ARC	\$5,000	Teichert Foundation
Prop 39 Program Improvement Fund – Sub-award <ul style="list-style-type: none"> <li>Funds to enhance green/clean technology programs.</li> <li>1/01/2015 through 6/30/2015</li> <li>Administrator: Gabriel Meehan, Associate Vice President, Workforce and Economic Development</li> </ul>	SCC	\$47,564	Mendocino College
Wagnelis Foundation Grant <ul style="list-style-type: none"> <li>Annual funds to support the CRC Ethics Symposium.</li> <li>9/25/2015 through 9/25/2016</li> <li>Administrator: Edward Bush, President</li> </ul>	CRC	\$8,350	Wagenlis Foundation
Youth Empowerment Strategies for Success (YESS) Program <ul style="list-style-type: none"> <li>Funds to provide an employability skills workshop series to transitioning foster youth.</li> <li>5/30/2016 through 6/3/2016</li> <li>Administrator: Shannon Dickson, Dean, Counseling and Student Services</li> </ul>	CRC	\$1,500	Foundation for CA Community Colleges

J. Ratify: New Contracts and Renewals

That the Board of Trustees ratify and/or approve the grant and contract awards listed herein pursuant to board policy 8315.

CONTRACTS					
Description	Agreement Amount	Initial (I) Renewal (R)	Valid Dates	Consultant/ Contractor	Department Sponsor
Additional Testing and Agreement Extension	\$30,050.00	(R)	02/03/15 – 06/30/17	R & A Engineering Solutions Inc.	Facilities Management
SCC Café – Facility Modifications for Subway	\$29,750.00	(I)	5/10/16 - 5/31/17	Gary Roberts Architect, Inc.	Facilities Management
SCC Infrastructure Testing & Inspection Services	\$17,625.00	(I)	6/21/16 - 6/30/18	Youngdahl Consulting Group Inc	Facilities Management

K. Ratify: Affiliation and Other Agreements

That the Board of Trustees ratify and/or approve the agreements listed in the July board agenda packet pursuant to board policy 8315.

L. Ratify: Bid Transactions

That the Board of Trustees ratify and/or approve the bid transactions as listed herein pursuant to board policy 8315.

CHANGE ORDERS					
Bid No	Description	Change Amount	Change Number	Vendor	New Contract Total
16003	ARC Athletic Fields Improvements	\$166,668.00	2	Diede Construction Inc.	\$5,941,720
15022	SCC Rodda Hall N 3 <sup>rd</sup> Floor Remodel	\$37,761.00	3	American River Construction	\$2,283,626

BID AWARDS					
Bid No	Description	No of Responses	Award Date	Successful Vendor	Contract Amount
16021	SCC LRC Generator Addition	2	6/9/16	Tri-Powers Systems	\$160,288
16025	District Wide Custodial Supplies Various Commodity Groups Awarded to 3 Separate Suppliers	10	6/15/16	Cole Supply Co. \$295,936 Hillyard, Inc. \$53,136 SAC-VAL Janitorial \$83,239	\$432,311
16024	SCC North Gym Flooring replacement	3	6/7/16	Hur Flooring	\$139,880



M. Disposition of Surplus Equipment

That Board of Trustees approve the disposal of the surplus items listed in the July board agenda packet, pursuant to Education Code section 81452.

N. Purchase Orders, Warrants, Checks and Wires

That the Board of Trustees approve the numbered purchase orders, warrants, checks, and wires issued during the period of May 16, 2016 through June 15, 2016.

PURCHASE ORDERS		
General Fund	0001087248-0001087685	\$ 2,367,098.64
Capital Outlay Fund	0003016828-0003016863	
Child Development Fund	0006000771-0006000772	
Self-Insurance Fund	0009000356-0009000358	
WARRANTS		
General Fund	731936-733132	\$ 10,434,309.67
General Fund-ARC Instructional Related	006387-006545	
General Fund-CRC Instructional Related	022297-022329	
General Fund-FLC Instructional Related	030871-030895	
General Fund-SCC Instructional Related	045219-045331	
Capital Outlay Fund	830909-831018	
Child Development Fund	954227-954233	
Self-Insurance Fund	976317-976321	
Payroll Warrants	311154-312965	\$ 23,358,198.47
Payroll-Direct Deposit	789763-795259	
May Leave Process	312966-314773	
Payroll Vendor Warrants	60482-60644	
CHECKS		
Financial Aid Disbursements	2266005-2269258	\$ 2,513,932.50
Clearing Checks	2613-2620	\$ 3,237.70
Parking Checks	2930-2934	\$ 456.00
Bookstore Fund – ARC	30496-30599	\$ 902,527.26
Bookstore Fund – CRC	026706-026741	
Bookstore Fund – FLC	9381-9405	
Bookstore Fund – SCC	048300-048351	
Student Clubs Agency Fund – ARC	4952-4978	\$ 58,435.77
Student Clubs Agency Fund – CRC	3997-4035	
Student Clubs Agency Fund – FLC	2087-2096	
Student Clubs Agency Fund – SCC	3383-3418	
Foundation – ARC	4805-4831	\$ 328,562.17
Foundation – CRC	2090-2101	
Foundation – FLC	1139-1165	
Foundation – SCC	3645-3838	
Foundation – DO	0764-0783	
Associated Students Trust Fund – ARC	0796-0807	\$ 3,752.20
Associated Students Trust Fund – CRC	0664-0665	
Associated Students Trust Fund – FLC	0579-0583	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System 3934-3991	\$ 232,866.42

WIRES		
Board of Equalization	-	\$ 15,700.00
PARS	-	\$ 24,520.67
Vendors	-	\$ -
Backup Withholding	-	\$ 745.20
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ -
Wire Transfers	-	\$ 101,655.29

O. Classification of Contract Employees

*That the Board of Trustees approve changes referenced in the July board agenda packet in certificated personnel employment status effective July 1, 2016*

P. Regular Human Resources Transactions

*That the Board of Trustees approve the human resources transactions listed in the July board agenda packet.*

**4. ACTION**

A. Resolution No. 2016-12: Kindergarten Through Community College Public Education Facilities Bond Act of 2016.

*A motion was made by Ms. Haynes, and seconded by Mr. Johnson, that the Board of Trustees adopt Resolution No. 2016-12 supporting the passage of a Kindergarten Through Community College Public Education Facilities Bond Act of 2016.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz, Scribner*

*No: None*

*Absent: Albiani*

*Motion carried; 6:0*

*Student Advisory Vote: Aye*

B. Contract Award: Davis Center Phase 2

*A motion was made by Ms. Scribner, and seconded by Ms. Haynes that the Board of Trustees award the contract contingent upon State Chancellor's Office approval of award for Bid #16017 to Broward Builders, Inc. for the total base bid \$10,777,000.00 and all alternates for a total contract amount of \$11,282,000.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz, Scribner*

*No: None*

*Absent: Albiani*

*Motion carried; 6:0*

*Student Advisory Vote: Aye*

C. Contract Award: District Alert System

*A motion was made by Ms. Scribner, and seconded by Mr. Johnson, that the Board of Trustees ratify the master service agreement with RAVE with an effective date of June 30, 2016 for a term of five years.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz, Scribner*

*No: None*

*Absent: Albiani*

*Motion carried; 6:0*

*Student Advisory Vote: Aye*

D. 2016 SCC Distance Education Substantive Change Report

*A motion was made by Ms. Haynes, and seconded by Mr. Knight, that the Board of Trustees approve the 2016 Sacramento City College Distance Education Substantive Change Report for submission to ACCJC.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz, Scribner*

*No: None*

*Absent: Albiani*

*Motion carried; 6:0*

*Student Advisory Vote: Aye*

## **5. INFORMATION**

A. Enrollment Management Overview

District and college representatives provided an overview of the 2015-16 enrollments as well as projected 2016-17 enrollments and their expected impact on the District budget; described external factors impacting enrollment; detailed ongoing instruction, student services, and marketing efforts underway to improve 2016-17 enrollments; and discussed new strategies to improve the educational pathways and better communicate with students and potential students.

## **6. BOARD MEMBER REPORTS**

Trustee Knight recently met with Brian Bedford and Ed Manansala, El Dorado County Office of Education's Superintendent, about Align Capital Region. He also participated in the El Dorado County Study Mission in Bend, Oregon.

Trustee Haynes participated in a roundtable discussion hosted by Congressman Ami Bera at American River College regarding the LGBT Community. She also attended the Freedom School activity at ARC the same day.

## 7. FUTURE AGENDA ITEMS

No future agenda items were discussed.

## 8. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

April Robinson, President, CRC Classified Senate President  
Ginni May, President, Districtwide Academic Senate President  
Dean Murakami, President, LRFCT

### *Chancellor's Report:*

ARC: Former ARC soccer player McCall Madriago helped lead the US Deaf Women's National Soccer Team to gold at the 2016 Deaf World Cup in Italy! The U.S. was dominant throughout the Cup, finishing undefeated in six matches, outscoring opponents 25 goals to 2, and beating Russia 3-0 in the final. McCall, a midfielder, started in several matches for the U.S. She has transferred to Humboldt State, where she will play starting in fall 2016.

CRC: On Saturday, June 25th, CRC hosted the First Year Experience (FYE) Launch Day! This was a kick-off event for new FYE students and their family members. President Bush addressed the crowd about the importance of education and how having a plan is key to success. The day included student orientations and workshops on the program and on the importance of family support to student success. Faculty greeted students and answered questions about classes. CRC Student Ambassadors mingled with the students and parents, passed out complimentary planners and gave campus tours. Even CRC's mascot, "Hawkeye," swooped in to make an appearance and take pictures with attendees! The three-week FYE Summer Experience begins Monday, July 25.

FLC: FLC's Harris Center for the Arts completed its fifth year of operation during the 2015-2016 year. Since opening, the Center has hosted more than 1,500 events attracting a combined audience of more than 750,000 who purchased more than \$20 million in tickets. As many of you know, the Center works with more than 100 local community organizations to produce events, and has had an economic impact on the region of an estimated \$45 million. In a recent survey of more than 3,000 patrons, 95 percent consider the Harris Center to have been a good investment for the community. The recently announced 2016-2017 season has been well received by patrons. The season will feature national touring companies of CHICAGO, Once, and FAME; a return engagement by Clint Black; and first-time appearances by Jethro Tull's Ian Anderson and Billy Bob Thornton & The Boxmasters.

**SCC:** SCC hosted eight teams of high school students from throughout the state last month at the first-ever California Cyber Security Challenge. The students represented schools from San Diego, North Hollywood, the Bay Area and Sacramento. Their challenge was to prevent hackers from disrupting computer code through various means. The event was sponsored by the Governor’s Office of Business and Economic Development (GO-Biz).

*Chancellor King announced the following retirements:*

Retirement			Years of Service
Mitchel Benson	Associate Vice Chancellor, Communications and Media Relations	DO	3
Claire Hanamoto	Laboratory Technician – Science	SCC	14+
Timothy Wei	Computer Information Science Professor	SCC	16
Carol Martensen	Mathematics Lab Coordinator	SCC	19
Diane Weller	Accountant	SCC	21+
Patricia Harris	Physical Therapist Assistant	SCC	22
David Clinchy	Director, Facilities Planning and Construction	FM	25
Lynne Collins	English Professor	ARC	27
Mary Turner	Vice President of Instruction	SCC	32

## 9. ADJOURNMENT

*A motion was made by Mr. Johnson, seconded by Mr. Jones, that the meeting be adjourned.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz, Scribner*

*No: None*

*Absent: Albiani*

*Motion carried; 6:0*

*Student Advisory Vote: Aye*

President Ortiz adjourned the meeting at 8:40 p.m.

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### **BRIAN KING**



Chancellor and Secretary to the Board of Trustees

*Draft Minutes presented to the Board of Trustees: August 10, 2016*  
*jd*

# LOS RIOS COMMUNITY COLLEGE DISTRICT

**PRESENTED TO BOARD OF TRUSTEES**

**DATE:** August 10, 2016

<b>SUBJECT:</b>	Resolution No 2016-13: Sub Grant Sacramento Employment and Training Agency and WIA	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item B	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Susan L. Lorimer 	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King 	ACTION	
		INFORMATION	

**STATUS:**

The Sacramento Employment and Training Agency (SETA) requires contractors to provide a board resolution authorizing the execution of sub grant 098999VT(2) in order to be listed on the Local Training Provider List (LTPL) and to receive automatic client referrals and disbursement of SETA funds for the training received by the clients.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the resolution between Sacramento Employment and Training Agency and Los Rios Community College District.



# LOS RIOS COMMUNITY COLLEGE DISTRICT

American River ▪ Cosumnes River ▪ Folsom Lake ▪ Sacramento City Colleges

## RESOLUTION

№ 2016-13

### Authorizing Execution of an Agreement with Sacramento Employment and Training Agency (SETA)

**WHEREAS**, the Los Rios Community College District, a California local governmental entity (hereinafter referred to as “Contractor”) desires to enter into an agreement with Sacramento Employment and Training Agency (SETA) for the purpose of retaining eligibility to be considered an Eligible Training Provider on the California Statewide Eligible Training Provider List (ETPL) and Local Training Provider Lists (LTPL) (Subgrant № 098999VT(2)), and authorizes the designated personnel to sign agreement documents pursuant to Subgrant № 098999VT(2)): Now, therefore,

**BE IT RESOLVED** that the Los Rios Board of Trustees hereby authorizes the execution of Subgrant № 098999VT(2) by and between Contractor and SETA; and

**BE IT FURTHER RESOLVED** that any individual employed by Contractor in the position(s) of: Deputy Chancellor; Vice Chancellor, Finance and Administration; and Associate Vice Chancellor, Resource Development are hereby authorized on behalf of and in the name of Contractor and as its official act and deed to sign and otherwise enter into Subgrant № 098999(2) with SETA; and

**BE IT FURTHER RESOLVED** that any individual employed by Contractor in the positions of: Deputy Chancellor; Associate Vice Chancellor, Student Services; Associate Vice Chancellor, Instruction; and Coordinator shall be authorized to act on behalf of Contractor with respect to this Contract № 098999(2) by and between Contractor and SETA and that SETA may rely upon any communication or act, including telephone communication, made by the individuals authorized to act on behalf of Contractor pursuant to this resolution; and

**BE IT FURTHER RESOLVED** that the following individuals comprise the entire Los Rios Community College District Board of Trustees, 1919 Spanos Court, Sacramento, CA 95825: Kay Albiani, Pamela Haynes, Dustin Johnson, Robert Jones, John Knight, Deborah Ortiz, and Ruth Scribner; and

**BE IT FURTHER RESOLVED** that the authority conferred pursuant to this resolution and the representation contained herein shall remain in full force and effect until written notice of the revocation thereof shall have been received by SETA.

**PASSED AND ADOPTED** as Los Rios Community College District Resolution № 2016-13 this tenth day of August, 2016, by the following called vote:

AYES	NOES	ABSENT
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*Attest:*

\_\_\_\_\_  
Deborah Ortiz, Board President

\_\_\_\_\_  
Brian King, Chancellor and Secretary to the Board

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10 , 2016

<b>SUBJECT:</b>	Resolution No. 2016-14: Authorizing Execution of a Contract from the County of Sacramento Department of Human Assistance (CalWORKs Data Sharing Agreement)	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item C	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Susan L. Lorimer <i>Susan L. Lorimer</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

The County of Sacramento Department of Human Assistance (DHA) requires contractors to provide a Board resolution authorizing the execution of the CalWORKs Data Sharing (zero-dollar) Agreement (Agreement No. DHA-CW-225-17), and identify individuals authorized to sign and otherwise enter into the contract. The purpose of the agreement is to allow the sharing of data between the County and the Los Rios Community College District needed to verify enrollment and exchanging information on Welfare-to-Work recipients.

**STATUS:**

Los Rios Community College District is serving as a contractor for the County of Sacramento DHA CalWORKs program.

<u>Contract Name</u>	<u>Contract Number</u>	<u>Contract Amount</u>
CalWORKs Data Sharing Agreement	DHA-CW-225-17	\$0

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve Resolution No. 2016-14 authorizing the Chancellor or his designee(s) to execute the contract and any future augmentations, amendments, renewals, extensions, or other modifications to the agreement.





# LOS RIOS COMMUNITY COLLEGE DISTRICT

American River ▪ Cosumnes River ▪ Folsom Lake ▪ Sacramento City Colleges

## RESOLUTION

№ 2016-14

### Authorizing Execution of a Contract from the County of Sacramento Department of Human Assistance (CalWORKs Data Sharing Agreement)

**WHEREAS**, the Los Rios Community College District, a California local governmental entity (hereinafter referred to as “Contractor”) desires to enter into a contract with the County of Sacramento Department of Human Assistance (DHA) for the purpose of sharing data required for verifying enrollment and exchanging information on CalWORKs participants (Agreement No. DHA-CW-225-17), and authorize the designated personnel to sign contract documents pursuant to Standard Agreement Contract № DHA-CW-225-17 (“Standard Agreement”): Now, therefore,

**BE IT RESOLVED** that the Los Rios Board of Trustees hereby authorizes the execution of Contract № DHA-CW-225-17 by and between Contractor and DHA; and

**BE IT FURTHER RESOLVED** that any individual employed by Contractor in the position(s) of: Deputy Chancellor; Vice Chancellor, Finance and Administration; and Associate Vice Chancellor, Resource Development are hereby authorized on behalf of and in the name of Contractor and as its official act and deed to sign and otherwise enter into Contract № DHA-CW-225-17 with DHA; and

**BE IT FURTHER RESOLVED** that any individual employed by Contractor in the positions of: Deputy Chancellor; Associate Vice Chancellor, Student Services; and Coordinator shall be authorized to act on behalf of Contractor with respect to this Contract № DHA-CW-225-17 by and between Contractor and DHA and that DHA may rely upon any communication or act, including telephone communication, made by the individuals authorized to act on behalf of Contractor pursuant to this resolution; and

**BE IT FURTHER RESOLVED** that the following individuals comprise the entire Los Rios Community College District Board of Trustees, 1919 Spanos Court, Sacramento, CA 95825: Kay Albiani, Pamela Haynes, Dustin Johnson, Robert Jones, John Knight, Deborah Ortiz, and Ruth Scribner; and

**BE IT FURTHER RESOLVED** that the authority conferred pursuant to this resolution and the representation contained herein shall remain in full force and effect until written notice of the revocation thereof shall have been received by DHA.

**PASSED AND ADOPTED** as Los Rios Community College District Resolution № 2016-14 this tenth day of August, 2016, by the following called vote:

AYES	NOES	ABSENT
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*Attest:*


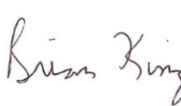
\_\_\_\_\_  
Deborah Ortiz, Board President

\_\_\_\_\_  
Brian King  
Chancellor and Secretary to the Board

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Claim: Vincent Romano	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item D	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	JP Sherry 	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King 	ACTION	
		INFORMATION	

**STATUS:**

Claimant is seeking damages from Los Rios Community College District.

**RECOMMENDATION:**

It is recommended that the Board of Trustees reject the claim of Claimant and refer the matter to the District's insurance administrators.



# LOS RIOS

COMMUNITY COLLEGE DISTRICT

## Claim for Damages Form

ONCE SUBMITTED, THIS IS A PUBLIC DOCUMENT

LRCCD Use Only

Received

JUL 25 2016

Office of the General Counsel

Los Rios Community College District

<b>Claimant Information</b>	First Name <b>Vincent</b>		MI <b>A</b>	Last Name <b>Romano</b>		
	Date of Birth (MM/DD/YY)*			Social Security No.*		
	Driver's License No.		License State <b>CA</b>	Receives or is eligible for SSDI or Medicare? * (Yes/No) <b>No</b>		
	Home Address (Number/Street) <b>1665 Pampas Lane - P.O. Box 1373</b>			Business Name (if including business address)		
	City <b>Shingle Springs</b>	State <b>CA</b>	Zip Code <b>95682</b>	Business Address (Number/Street)		
	Mail Notices to which address? <input checked="" type="checkbox"/> Home <input type="checkbox"/> Business <input type="checkbox"/> Attorney			City	State	Zip Code
<b>Injury/ Damage Information</b>	Date injury/damage occurred (MM/DD/YY) <b>7/17/2016</b>		Time of day injury/damage occurred <b>11am</b>	Where did injury/damage occur? (College site, street address, intersection, other locations, etc.) <b>District Office, 1919 Spanos Court, Sacramento, Parking Lot</b>		
	How did injury /damage occur? (Describe accident or occurrence in complete detail/attach additional pages if needed) <b>Someone broke into the work truck and stole my personal keys for my car, post office box &amp; home keys; they also took my personal cell phone (smart phone).</b>					
	Name(s) of Los Rios employees involved <b>none</b>			Police Report No. Sacramento County Sheriff Report #16-208911 <b>Officer Hooshnam, Badge #006, phone # 916-874-5115</b>		
	What action or inaction of Los Rios employee(s) causes your injury/damages? <b>The thief was not a Los Rios employee</b>					
	What injuries/damages did you suffer? <b>As a result of the theft, we have to purchase new keys for the car, pay the post office for a replacement key &amp; have our home re-keyed because the cell phone has our home land line in the memory, which could lead the thief to our home &amp; of course we had to purchase a new cell phone and cover.</b>					
	State the amount of the claim, if less than \$10,000 <b>\$847.49</b>					
	Include the estimated amount of any prospective injury, damage or loss, insofar as it may be known at the time the claim is presented, and list the basis for the computation of the amount claimed <b>Mercedes Benz Keys \$439.39 Post Office Box Key \$9.00 Re-Key the home \$227.40 New Cell Phone \$138.68 &amp; new cell phone cover \$33.02 for a total \$847.49</b>					
If the dollar amount of the claim is more than \$10,000, no dollar amount will be stated, but please indicate whether the claim is a limited civil case claim (total dollar amount less than \$25,000) <input type="checkbox"/> Yes, it is a limited civil case claim <input checked="" type="checkbox"/> No, it is not a limited civil case claim						
<b>Certification</b>	By signing below, I certify that all information furnished on this form is accurate, truthful, and complete, and that I understand that the presentation of a false claim is a felony (refer to CA Penal Code Sec 72). Note: If the signer is not the Claimant, indicate the relationship of the signer to the Claimant (parent, attorney, etc.) and address.					
	Signature 		Date <b>7/22/2016</b>	Relationship and address (if not Claimant) <b>Claimant</b>		
<b>Directions for Submission</b>	Attach and include with this form any bills for medical treatment or expenses/estimates for personal property damage.				<b>Return completed form to:</b> Los Rios Community College District ATTN: General Counsel 1919 Spanos Court Sacramento, CA 95825	
	Once submitted, this form becomes a public document. However, please note that Claimant's Date of Birth, Social Security No., and Driver's License No. <u>WILL REMAIN CONFIDENTIAL</u> .					

\*Responses REQUIRED for Federal Medicare Secondary Payer Reporting

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	District Quarterly Financial Status Report (311Q)	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item E	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Theresa Matista <i>Theresa Matista</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to the provisions of AB 2910, Chapter 1486, Statutes of 1986, each quarter districts must report their financial condition on forms prescribed by the California Community Colleges Chancellor’s Office. This prescribed report (form CCFS-311Q) must be submitted to the Chancellor’s Office and to the County Superintendent of Schools within forty-five (45) days following the end of each quarter for the first three quarters. The fourth quarter report is due no later than August 31. The Chancellor’s Office staff will then review the prescribed quarterly reports and notify districts if further action is necessary.

**STATUS:**

In accordance with AB 2910, the Governing Board should review the enclosed prescribed report (CCFS-311Q) at a regularly scheduled meeting and enter the report as part of the minutes of the meeting. As required, the District’s Chief Executive Officer (Chancellor) and Chief Business Officer have certified that the information for the quarter ended June 30, 2016 contained in this report is correct.

**RECOMMENDATION:**

It is recommended that the Board of Trustees receive the June 30, 2016 Quarterly Financial Status Report (CCFS-311Q) and the related financial statements.

LOS RIOS COMMUNITY COLLEGE DISTRICT  
GENERAL FUND  
STATEMENT OF APPROPRIATIONS, REVENUE & EXPENDITURES  
FOR THE QUARTER ENDED June 30, 2016  
UNAUDITED

	<b>Revised Budget</b>	<b>YTD Activity</b>
<b>BEGINNING FUND BALANCE, JULY 1</b>		
Uncommitted	\$ 14,575,434	\$ 14,575,434
Committed	20,188,144	20,188,144
Restricted	4,095,064	4,095,064
<b>TOTAL BEGINNING FUND BALANCE</b>	<b>38,858,642</b>	<b>38,858,642</b>
<b>REVENUE:</b>		
<b>GENERAL PURPOSE</b>		
Total Computational Revenue	283,732,264	283,383,912
Lottery Funds	7,414,112	7,773,240
Apprentice/Other General Purpose/Interfund Transfers	45,328,364	47,529,317
<b>TOTAL GENERAL PURPOSE</b>	<b>336,474,740</b>	<b>338,686,469</b>
<b>SPECIAL PROGRAMS</b>	<b>77,124,205</b>	<b>55,491,520</b>
<b>TOTAL REVENUE AND TRANSFERS IN</b>	<b>413,598,945</b>	<b>394,177,989</b>
<b>TOTAL REVENUE, TRANSFERS AND BEGINNING FUND BALANCE</b>	<b>\$ 452,457,587</b>	<b>\$ 433,036,631</b>
<b>APPROPRIATIONS/EXPENDITURES:</b>		
Academic Salaries	\$ 155,498,061	144,322,133
Classified Salaries	86,223,590	81,046,673
Employee Benefits	75,743,649	69,932,018
Supplies and Materials	12,672,000	7,161,593
Other Operating Expenses and Services	50,221,211	34,614,676
Capital Outlay	13,973,841	6,929,555
Payments to Students	7,728	6,998
Other Outgo	33,096,568	32,509,497
<b>TOTAL APPROPRIATIONS/EXPENDITURES AND TRANSFERS OUT</b>	<b>427,436,648</b>	<b>376,523,143</b>
<b>ENDING FUND BALANCE</b>		
Uncommitted	13,951,519	17,567,466
Committed	8,898,144	34,269,642
Restricted	2,171,276	4,676,380
<b>TOTAL ENDING FUND BALANCE</b>	<b>25,020,939</b>	<b>56,513,488</b>
<b>TOTAL APPROPRIATIONS/EXPENDITURES AND ENDING FUND BALANCE</b>	<b>\$ 452,457,587</b>	<b>\$ 433,036,631</b>

**CALIFORNIA COMMUNITY COLLEGES  
CHANCELLOR'S OFFICE**

**Quarterly Financial Status Report, CCFS-311Q**  
**VIEW QUARTERLY DATA**

CHANGE THE PERIOD 

Fiscal Year: 2015-2016

District: (230) LOS RIOS

Quarter Ended: (Q4) Jun 30, 2016

Line	Description	As of June 30 for the fiscal year specified			
		Actual 2012-13	Actual 2013-14	Actual 2014-15	Projected 2015-2016
<b>I. Unrestricted General Fund Revenue, Expenditure and Fund Balance:</b>					
A.	<b>Revenues:</b>				
A.1	Unrestricted General Fund Revenues (Objects 8100, 8600, 8800)	258,910,910	272,673,655	285,917,982	337,752,630
A.2	Other Financing Sources (Object 8900)	6,644,836	6,662,575	1,197,079	933,839
A.3	<b>Total Unrestricted Revenue (A.1 + A.2)</b>	<b>265,555,746</b>	<b>279,336,230</b>	<b>287,115,061</b>	<b>338,686,469</b>
B.	<b>Expenditures:</b>				
B.1	Unrestricted General Fund Expenditures (Objects 1000-6000)	260,617,446	270,653,700	273,802,399	292,607,248
B.2	Other Outgo (Objects 7100, 7200, 7300, 7400, 7500, 7600)	6,973,175	8,980,297	9,827,661	29,005,691
B.3	<b>Total Unrestricted Expenditures (B.1 + B.2)</b>	<b>267,590,621</b>	<b>279,633,997</b>	<b>283,630,060</b>	<b>321,612,939</b>
C.	<b>Revenues Over(Under) Expenditures (A.3 - B.3)</b>	<b>-2,034,875</b>	<b>-297,767</b>	<b>3,485,001</b>	<b>17,073,530</b>
D.	<b>Fund Balance, Beginning</b>	<b>33,611,219</b>	<b>31,576,344</b>	<b>31,278,577</b>	<b>34,763,578</b>
D.1	Prior Year Adjustments + (-)	0	0	0	0
D.2	<b>Adjusted Fund Balance, Beginning (D + D.1)</b>	<b>33,611,219</b>	<b>31,576,344</b>	<b>31,278,577</b>	<b>34,763,578</b>
E.	<b>Fund Balance, Ending (C. + D.2)</b>	<b>31,576,344</b>	<b>31,278,577</b>	<b>34,763,578</b>	<b>51,837,108</b>
F.1	Percentage of GF Fund Balance to GF Expenditures (E. / B.3)	11.8%	11.2%	12.3%	16.1%

**II. Annualized Attendance FTES:**

G.1	Annualized FTES (excluding apprentice and non-resident)	50,380	50,211	52,171	52,177
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**III. Total General Fund Cash Balance (Unrestricted and Restricted)**

	Description	As of the specified quarter ended for each fiscal year			
		2012-13	2013-14	2014-15	2015-2016
H.1	Cash, excluding borrowed funds		22,779,083	63,003,968	92,309,330
H.2	Cash, borrowed funds only		0	0	0
H.3	<b>Total Cash (H.1 + H.2)</b>	<b>-12,640,610</b>	<b>22,779,083</b>	<b>63,003,968</b>	<b>92,309,330</b>

**IV. Unrestricted General Fund Revenue, Expenditure and Fund Balance:**

Line	Description	Adopted Budget (Col. 1)	Annual Current Budget (Col. 2)	Year-to-Date Actuals (Col. 3)	Percentage (Col. 3/Col. 2)
<b>Revenues:</b>					
I.1	Unrestricted General Fund Revenues (Objects 8100, 8600, 8800)	337,097,488	335,217,544	337,752,630	100.8%
I.2	Other Financing Sources (Object 8900)	1,162,151	1,257,196	933,839	74.3%
I.3	<b>Total Unrestricted Revenue (I.1 + I.2)</b>	<b>338,259,639</b>	<b>336,474,740</b>	<b>338,686,469</b>	<b>100.7%</b>
<b>Expenditures:</b>					
J.1	Unrestricted General Fund Expenditures (Objects 1000-6000)	330,304,304	319,291,162	292,607,248	91.6%
J.2	Other Outgo (Objects 7100, 7200, 7300, 7400, 7500, 7600)	24,245,335	29,097,493	29,005,691	99.7%
J.3	<b>Total Unrestricted Expenditures (J.1 + J.2)</b>	<b>354,549,639</b>	<b>348,388,655</b>	<b>321,612,939</b>	<b>92.3%</b>

K.	Revenues Over(Under) Expenditures (I.3 - J.3)	-16,290,000	-11,913,915	17,073,530
L.	Adjusted Fund Balance, Beginning	34,763,578	34,763,578	34,763,578
L.1	Fund Balance, Ending (C. + L.2)	18,473,578	22,849,663	51,837,108
M	Percentage of GF Fund Balance to GF Expenditures (L.1 / J.3)	5.2%	6.6%	

V. Has the district settled any employee contracts during this quarter? **NO**

If yes, complete the following: (If multi-year settlement, provide information for all years covered.)

Contract Period Settled (Specify) YYYY-YY	Management		Academic				Classified	
	Total Cost Increase	% *	Permanent		Temporary		Total Cost Increase	% *
			Total Cost Increase	% *	Total Cost Increase	% *	Total Cost Increase	% *
<b>a. SALARIES:</b>								
Year 1:								
Year 2:								
Year 3:								
<b>b. BENEFITS:</b>								
Year 1:								
Year 2:								
Year 3:								

\* As specified in Collective Bargaining Agreement or other Employment Contract

c. Provide an explanation on how the district intends to fund the salary and benefit increases, and also identify the revenue source/object code.

VI. Did the district have significant events for the quarter (include incurrence of long-term debt, settlement of audit findings or legal suits, significant differences in budgeted revenues or expenditures, borrowing of funds (TRANS), issuance of COPs, etc.)? **YES**

If yes, list events and their financial ramifications. (Enter explanation below, include additional pages if needed.)

On April 21, 2016, a refunding bond issue, known as 2016 Refunding Bonds, was sold to refinance \$46,950,000 of 2002 Series D bonds. The refunding will result in Taxpayers savings net of all expenses at \$16.4 million (net present value \$11.6 million).

VII. Does the district have significant fiscal problems that must be addressed? **This year? NO**  
**Next year? YES**

If yes, what are the problems and what actions will be taken? (Enter explanation below, include additional pages if needed.)

The District did not meet its enrollment goal for 2015-16 and received stability funding. For 2016-17, the District is focusing additional resources toward achieving its enrollment goal. The goal is to achieve at least our base level of FTES in 2016-17. Barring a significant decline in enrollment, the District will have sufficient FTES to maintain its base funding in 2016-17. However, as a precaution, it has set aside reserves to offset a reduction in revenues.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Los Rios Foundation – Quarterly Investment Report	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item F	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Theresa Matista <i>Theresa Matista</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

Since 1998, the District and Foundation adopted a Master Agreement whereby the Foundation became an auxiliary organization of the District. All college foundation investment activities were combined under the Los Rios Foundation. UBS Financial Services Inc. is the investment consultant for the Foundation.

As an auxiliary organization, the Foundation is not required to operate under GC 53600 investment restrictions. The Foundation Board has adopted a Statement of Rules, Objectives and Guidelines to govern the investment of funds. The funds should be invested with care, skill, prudence and diligence with the goal of producing returns equal to or exceeding prevailing standards among foundations of similar asset size, as well as for the protection of funds held in perpetual duration. The Statement defines the investment guidelines for specified asset classes for endowed funds as follows: equities, defined as common stock, convertible preferred stock, convertible bonds, and convertible stock, shall represent 15-70% of the total fund assets; fixed-income securities, defined as investments with maturities greater than one year that pay a fixed rate of return, shall represent 20-50% of the total assets; alternative investments, defined as fund-of-fund investments, shall represent up to 20% of the total fund assets; and cash, defined as maturities shorter than one year, shall represent 2-10% of the total fund assets. In addition, the Statement provides guidelines for investing non-endowed funds based upon the purpose of the donation and the horizon of time for the use of funds. The three non-endowed portfolio funds available are cash management, fixed income and balanced funds.

**STATUS:**

This report represents the investment activity for the year ended June 30, 2016. The investments are directed by the Los Rios Foundation Finance Committee and realized and unrealized earnings are shown in the accompanying schedules. The return for the endowed portfolio of \$8.0 million for the year ended June 30, 2016 was -1.93% compared to -0.37% for the composite benchmark. The yield for the year ended June 30, 2016 for the total managed portfolio of \$10.8 million is -0.73%. This compares to the composite benchmark of 0.36% for the same period. In accordance with generally accepted accounting principles, investments are restated to market value as of each fiscal year-end.

**RECOMMENDATION:**

It is recommended that the Board of Trustees receive the Foundation Quarterly Investment Report for the year ended June 30, 2016.



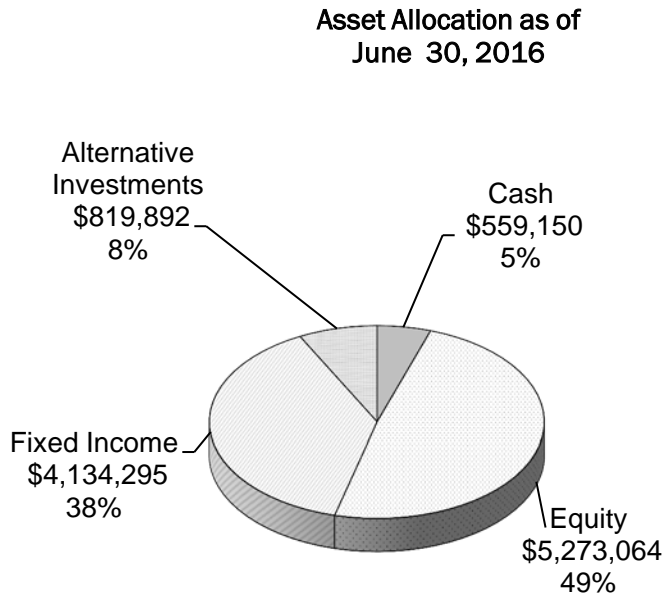
**Los Rios Foundation**  
**Investment Portfolio**  
For the Period July 1, 2015 - June 30, 2016

TOTAL PORTFOLIO	Guidelines	Opening Balance July 2015	Net Deposits/ Withdrawals	Unrealized Gains/(Losses)	Realized Gains/(Losses)	Interest / Dividends	Total YTD Earnings	YTD Fees	Market Value (a)	% of Total Current Market Value
<b>Managed (Endowed):</b>										
Cash (Scholarship)	2-10%	182,176	(26,206)			42	42		156,012	3%
<b>Fixed Income</b>										
Breckinridge*		1,294,174	382,001	39,133	(193)	35,683	74,623	(11,314)	1,739,484	22%
Spectrum		290,543	(306,871)	(5,035)	10,510	12,932	18,407	(2,079)	-	0%
<b>Total Fixed Income</b>	20-50%	<b>1,584,717</b>	<b>75,130</b>	<b>34,098</b>	<b>10,317</b>	<b>48,615</b>	<b>93,030</b>	<b>(13,393)</b>	<b>1,739,484</b>	<b>22%</b>
<b>Equities</b>										
Parametric Portfolio		2,453,361	(88,643)	(157,087)	138,132	66,700	47,745	(19,464)	2,392,999	30%
Snow		703,026	51,599	(66,661)	(53,866)	17,700	(102,827)	(7,440)	644,358	8%
JP Morgan International		603,657	157,225	(81,875)	(25,274)	20,337	(86,812)	(6,101)	667,969	8%
Hansberger International		674,794	69,612	(83,885)	(1,978)	9,652	(76,211)	(6,577)	661,618	8%
Structured Note*		113,557	(78,215)	88,400	(121,785)	(1,957)	(35,342)	-	-	0%
MLP (Master Limited Partnership)			200,000	57,209	-	7,683	64,892	(372)	264,520	3%
Brandes International Small Cap		158,746	10,250	(34,876)	31,619	3,778	521	(979)	168,538	2%
Brandes EM		302,681	185,000	(1,133)	(19,082)	10,632	(9,583)	(5,036)	473,062	6%
<b>Total Equities</b>	15-70%	<b>5,009,822</b>	<b>506,828</b>	<b>(279,908)</b>	<b>(52,234)</b>	<b>134,525</b>	<b>(197,617)</b>	<b>(45,969)</b>	<b>5,273,064</b>	<b>65%</b>
<b>Alternative Investments</b>										
Liquid Alternatives		623,199	203,278	(11,776)	(15,614)	28,991	1,601	(8,627)	819,451	9%
UBP		14,867	(13,278)	(6,426)	-	5,278	(1,148)	-	441	1%
<b>Total Alternative Investments</b>	up to 20%	<b>638,066</b>	<b>190,000</b>	<b>(18,202)</b>	<b>(15,614)</b>	<b>34,269</b>	<b>453</b>	<b>(8,627)</b>	<b>819,892</b>	<b>10%</b>
<b>Total Managed (Endowed)</b>		<b>7,414,781</b>	<b>745,752</b>	<b>(264,012)</b>	<b>(57,531)</b>	<b>217,451</b>	<b>(104,092)</b>	<b>(67,989)</b>	<b>7,988,452</b>	<b>100%</b>
<b>Managed (Non-endowed):</b>										
Madison Short Duration Fixed Income*		2,053,236	290,000	10,763	(754)	59,754	69,763	(18,188)	2,394,811	
<b>Total Managed (Endowed &amp; Non-endowed)</b>		<b>9,468,017</b>	<b>1,035,752</b>	<b>(253,249)</b>	<b>(58,285)</b>	<b>277,205</b>	<b>(34,329)</b>	<b>(86,177)</b>	<b>10,383,263</b>	
<b>Non-Endowed:</b>										
Cash Management - Money Market		44,987	355,355			64	64		400,406	
<b>Total Non-Endowed</b>		<b>2,098,223</b>	<b>645,355</b>	<b>10,763</b>	<b>(754)</b>	<b>59,818</b>	<b>69,827</b>	<b>(18,188)</b>	<b>2,795,217</b>	
<b>Cash Clearing Account</b>										
Gift Receipt		929,599	(926,898)	3,516	(3,516)	31	31		2,732	
<b>TOTAL PORTFOLIO</b>		<b>10,442,603</b>	<b>464,209</b>	<b>(249,733)</b>	<b>(61,801)</b>	<b>277,300</b>	<b>(34,234)</b>	<b>(86,177)</b>	<b>10,786,401</b>	

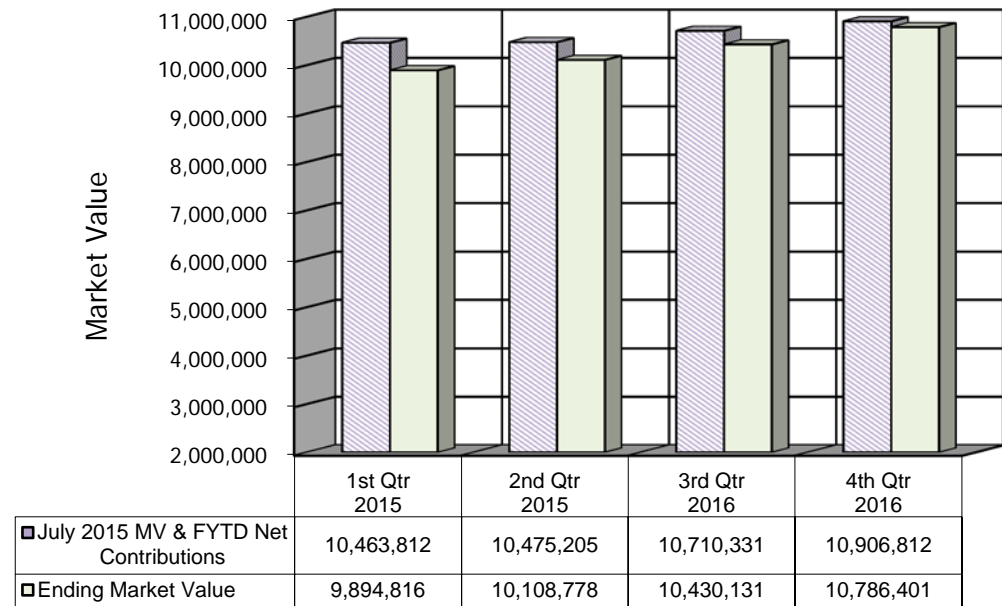
(a) Market Value from UBS Financial Services, Inc. statement dated 6-30-16.

\*Includes accrued interest

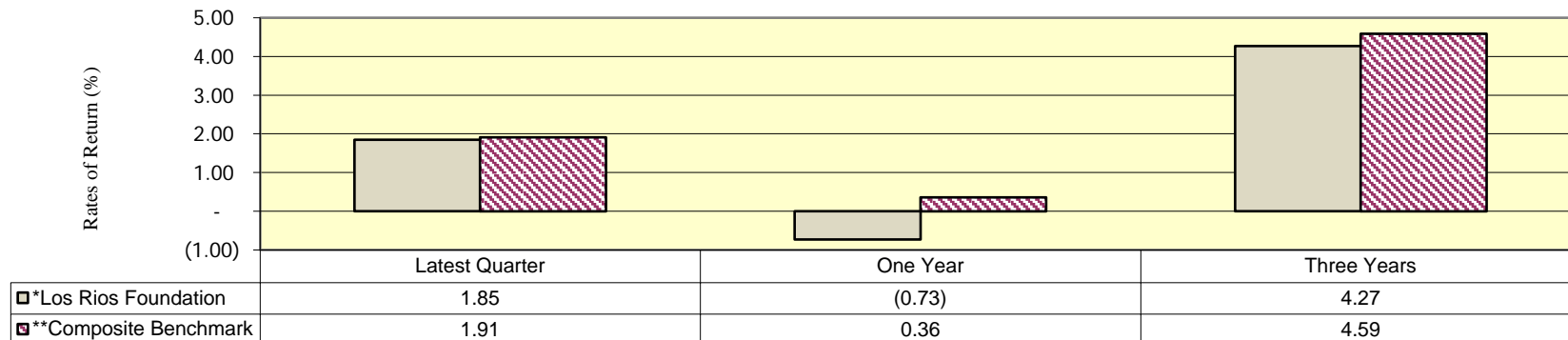
**Los Rios Foundation  
Account Summary  
as of June 30, 2016**



**Portfolio Change July 2015 through June 2016**



**Performance Analysis as of June 30, 2016**



\*The definition of Los Rios Foundation Return is Managed Portfolio Net Time Weighted Returned which is net of fees.

\*\*Provided by UBS Financial Services, Inc. Composite benchmark is composed of various market indices selected by UBS to approximate the Foundation's asset allocation.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Special Event Authorization	ATTACHMENT: None	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item G	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	JP Sherry	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to board policy P-1414, special events are shows, private parties, concerts, theatrical productions, and other events held on a District premises for which the principal attendees are members of the general public or invited guests and not students of the District.

**STATUS:**

At the below-listed special events, event sponsors have submitted applications for permission to serve alcohol.

**Community/External Events**

Date of Event	College	Location	Name of Event	Alcohol
Sept. 17, 2016	SCC	Performing Arts Center	Camellia Symphony	Wine
Oct. 7, 2016 Oct. 8, 2016 Oct. 9, 2016	SCC	Performing Arts Center	Sacramento Ballet	Wine/Beer

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the applications as listed.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Ratify: Grants and Contracts Awarded	ATTACHMENT: None	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item H	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Susan L. Lorimer <i>Susan L. Lorimer</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to Board Policy 8315, executed agreements for the following grant and/or contract awards are hereby presented for approval and/or ratification.

Title, Description, Term, Project Administrator	College/Unit	Amount	Source
Common Assessment Initiative Implementation Grant <ul style="list-style-type: none"> <li>• Funds to support the development/implementation of a common assessment system.</li> <li>• 6/01/2016 through 6/30/2017</li> <li>• Administrator: Kimberly McDaniel, Vice President, Student Services</li> </ul>	CRC	\$15,000	CCCCO
Prop 39 Program Improvement Fund – Augmentation <ul style="list-style-type: none"> <li>• Funds to enhance green/clean technology programs.</li> <li>• 5/01/2016 through 6/15/2016</li> <li>• Administrator: Gabriel Meehan, Associate Vice President, Economic and Workforce Development</li> </ul>	SCC	\$20,383	Mendocino College
State Trade Export Promotion (STEP) Program (renewal) <ul style="list-style-type: none"> <li>• Funds to provide export training to California businesses.</li> <li>• 7/30/2015 through 7/29/2016</li> <li>• Administrator: Jamey Nye, Associate Vice Chancellor, Instruction</li> </ul>	WED	\$179,620	CCCCO
Workability III (renewal) <ul style="list-style-type: none"> <li>• Funds to prepare and assist individuals in the Workability Program to obtain and maintain meaningful employment.</li> <li>• 7/1/2016 through 6/30/2017</li> <li>• Administrator: Christine Hernandez, Dean, Financial Aid and Student Services</li> </ul>	SCC	\$634,395	CA Dept. of Rehabilitation

**RECOMMENDATION:**

It is recommended that the Board of Trustees ratify and/or approve the grant and contract awards listed herein, pursuant to Board Policy 8315.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Ratify: New Contracts and Renewals	ATTACHMENT: None	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item I	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Theresa Matista <i>Theresa Matista</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to Board Policy 8315, the following executed agreements and/or extensions for the following contracts are hereby presented for ratification.

CONTRACTS					
Description	Agreement Amount	Initial (I) Renewal (R)	Valid Dates	Consultant/ Contractor	Department Sponsor
SCC Davis Center Phase 2 – Inspector of Record; Provide DSA required inspection services for duration of project	\$180,000.00	(R)	07/01/16 – 07/01/18	Mark Browning	Facilities Management
SCC Mohr Hall - swing space portables. Provide Architectural and Engineering services for Mohr Hall Modernization	\$25,120.00	(I)	07/14/16-08/31/18	Dean F. Unger Architects, Inc.	Facilities Management
DW - service for maintaining building automation systems	\$146,778.40	(R)	07/01/16 - 06/30/17	Honeywell Inc.	Facilities Management

**RECOMMENDATION:**

It is recommended that the Board of Trustees ratify the contracts listed herein.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Ratify: Affiliation and Other Agreements	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item J	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Theresa Matista <i>Theresa Matista</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to Education Code section 81655, and Board Policy 8315, all agreements to which the District is party must be approved by or ratified by the Board of Trustees. Where agreements are not authorized or ratified by other means, this Board item is used to ensure compliance with this obligation.

**STATUS:**

Pursuant to Board Policy 8315, the following agreements and/or extensions for the following contracts are hereby presented for approval/ratification:

1. Agreement between American River College (LRCCD) and PG&E to provide training from August 22, 2016 – October 12, 2016 for a Power Pathways - Entry to Utility Operations class for Veterans.
2. Agreement between Los Rios Community College District and Western Governors University to serve as a preceptor for a university student who is working towards her Bachelors of Science in Nursing in Public Health and will serve at Folsom Lake College Health Center under the supervision of the campus nurse.
3. Agreement between Los Rios Community College District and American Institute for Foreign Study (AFIS) to conduct an overseas study program in different cities each semester.
4. Following is a list of Allied Health Agreements for clinical placements and Internships for Los Rios students. While the District is obligated under these agreements to cooperate and provide educational services pursuant to these agreements, none of them require payment or receipt of funds.

**ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS**

<b>Agency</b>	<b>Clinical Program</b>	<b>Campus</b>	<b>Contract Date</b>	<b>Term</b>
Capuchino Therapy Group	PTA/OTA	SCC	7/18/2016	Evergreen
Advance Home Health	PTA/OTA	SCC	7/26/2016	Evergreen
Department of State Hospitals	HIT	CRC	7/26/2016	Evergreen
North Valley Behavior Health	HIT	CRC	7/27/2016	Evergreen
Keaton’s Funeral Home	Funeral Serv.	SCC	7/27/2016	Evergreen
Duggan’s Funeral Service	Funeral Serv.	SCC	7/27/2016	Evergreen
Graham-Hitch Mortuary	Funeral Serv.	SCC	7/27/2016	Evergreen
San Jose Funeral Service	Funeral Serv.	SCC	7/27/2016	Evergreen
Darling-Fischer Chapel of the Hills	Funeral Serv.	SCC	7/27/2016	Evergreen
Zapata Funeral Home	Funeral Serv.	SCC	7/27/2016	Evergreen

- \* PTA – Physical Therapy Assistant, OTA – Occupational Therapy Assistant.
- \* HIT – Health Information Technology

**RECOMMENDATION:**

It is recommended that the Board of Trustees ratify and/or approve the agreements identified in this board agenda item.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Ratify: Bid Transactions	ATTACHMENT: None	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item K	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Theresa Matista <i>Theresa Matista</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to Board Policy 8315, the bid transactions herein listed are presented for approval and/or ratification.

<b>BID AWARDS</b>					
Bid No	Description	No of Responses	Award Date	Successful Vendor	Contract Amount
16019R	8440 Poppy Ridge Rd. Demolishing Project; permitting and demolition of structures, trees, irrigation system, concrete, septic and fencing	4	7/22/16	WCE, DBA West Coast Environmental	\$64,000
16023	Outsource of Financial Aid Disbursement System; financial aid delivery to over 22,000 students at four campuses.	3	Notice of Intent to Award 7/22/16	BankMobile	\$30,000 annually for a 5 year term

**RECOMMENDATION:**

It is recommended that the Board of Trustees ratify and/or approve the bid transactions herein listed.



# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Disposition of Surplus Equipment	ATTACHMENT: None	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item L	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Theresa Matista <i>Theresa Matista</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

The Education Code regulates the procedures by which a community college district can dispose of real and personal property. Education Code section 81452 provides that the governing board may, by unanimous vote, dispose of items valued at \$5,000 or less by private sale without advertising or selling the items at public auction. The District has held previous auctions, but they have generally cost more than they have netted for the District. In 1998, the District began transferring such surplus items to the State of California since the cost to store and sell such surplus items is greater than potential revenues.

**STATUS:**

The District has a quantity of surplus materials that need to be disposed of, such as outdated desks and computers. The State of California has accepted some of the surplus items, but will not take surplus items deemed unsaleable. The District has located a scrap dealer who will take the remaining surplus items for recycling.

The surplus items to be disposed of are either irreparable, obsolete, in poor condition or not needed for district/college operations and include the following: 1 access device; 6 amplifiers; 1 anesthesia machine; 1 audio/video device; 1 audio device; 1 audio switch; 1 base; 3 binders; 1 bookcase; 1 bulletin board; 1 cable wizard; 3 cameras; 2 carts; 3 cassette decks; 2 CD players; 70 chairs; 1 chalkboard; 1 computer; 1 counter top; 6 pallets of cubicle furniture; 3 cup holders; 2 demodulators; 7 desks; 1 desk w/hutch; 14 dissecting trays; 8 document cameras; 2 DVD players; 5 DVD player/VCRs; 2 pallets of electronic stands; 1 pallet of e-waste; 18 face plates; 1 fetal monitor; 14 file cabinets; 2 file sorters; 1 gravity oven; 1 incubator; 1 lamp; 2 mailbox slots; 3 microphones; 1 microwave; 57 monitors; 2 mount brackets; 2 pamphlet holders; 7 power supplies; 7 projectors; 33 projector screens; 1 pulse oximeter; 3 receivers; 1 rolling cart case; 1 shelf rack; 2 sphygmomanometers; 1 splitter; 1 stanchion; 2 switches; 4 tables; 3 teleprompts; 1 tester; 1 tuner; 21 TV mounts; 1 typewriter; 1 ultrasonic cleaner; 1 vacuum; 9 VCRs; 4 VGA interfaces; 1 video camera; 1 video conferencing unit; 1 video frame system; 2 video processors; 1 video tape rewinder and 3 view stations. These items have a value of less than \$5,000.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the disposal of the listed items per Education Code section 81452.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Purchase Orders, Warrants, Checks and Wires	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item M	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Theresa Matista <i>Theresa Matista</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

A listing of purchase orders, warrants, checks and wires issued during the period of June 16, 2016 through July 15, 2016 is on file in the District Business Services Office for review.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the numbered purchase orders, warrants, checks and wires that are reflected on the attached schedule.

PURCHASE ORDERS		
General Fund	0001087686-0001088104 B117000-B117502	\$ 13,616,839.29
Capital Outlay Fund	0003016864-0003016893	
Child Development Fund	0006000773-0006000774 B617000-B617011	
Self-Insurance Fund	0009000359-0009000365 B917000-B917001	
WARRANTS		
General Fund	733133-734804	\$ 9,082,279.16
General Fund-ARC Instructional Related	006546-006589	
General Fund-CRC Instructional Related	022330-022348	
General Fund-FLC Instructional Related	030896-030902	
General Fund-SCC Instructional Related	045332-045365	
Capital Outlay Fund	831019-831072	
Child Development Fund	954234-954246	
Self-Insurance Fund	976322-976324	
Payroll Warrants	314774-315834	\$ 15,812,911.16
Payroll-Direct Deposit	795260-798837	
July Leave Process	315835-317844	
Payroll Vendor Warrants	60645-60770	
CHECKS		
Financial Aid Disbursements	2269259-2272625	\$ 2,401,956.50
Clearing Checks	2621-2622	\$ 2,976.04
Parking Checks	-	\$ -
Bookstore Fund – ARC	30600-30663	\$ 682,127.08
Bookstore Fund – CRC	026742-026789	
Bookstore Fund – FLC	9406-9439	
Bookstore Fund – SCC	048352-048395	
Student Clubs Agency Fund – ARC	4979-4985	\$ 19,256.41
Student Clubs Agency Fund – CRC	4036-4047	
Student Clubs Agency Fund – FLC	2097-2103	
Student Clubs Agency Fund – SCC	3419-3425	
Foundation – ARC	4832-4892	\$ 67,556.88
Foundation – CRC	2102-2104	
Foundation – FLC	1166-1180	
Foundation – SCC	3839-3845	
Foundation – DO	0784-0793	
Associated Students Trust Fund – ARC	0808-0811	\$ 3,016.68
Associated Students Trust Fund – CRC	0666-0667	
Associated Students Trust Fund – FLC	0584-0588	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System 3992-4042	\$ 375,998.65
WIRES		
Board of Equalization	-	\$ -
PARS	-	\$ 20,480.61
Vendors	-	\$ 3,912.50
Backup Withholding	-	\$ 676.80
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ -
Wire Transfers	-	\$ 139,172.11

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10 2016

<b>SUBJECT:</b>	Regular Human Resources Transactions	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item N	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Brian King <i>Brian King</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

It is recommended that the Board of Trustees approve the Human Resources transactions on the attached pages.

## M A N A G E M E N T

**APPOINTMENT(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>		
Funk, Chad L. (M.S., University of La Verne)	Dean of Student Services and Enrollment	08/15/16

**APPOINTMENT TO TEMPORARY POSITION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Arata, Eliza R. (M.A., Syracuse University)	Interim Dean of Business and Computer Science	08/11/16 – 12/31/16
Gessford, Sheryl A. (M.Ed., University of Portland)	Interim Dean of Natomas Education Center	08/08/16 – 12/31/16
Kobayashi, Hironobu F. (Ed.D., University of California, Davis)	Interim Vice President, Instruction	08/08/16 – 10/31/16
Pottorff, Carol J. (M.A., California State University, Sacramento)	Interim Dean of Humanities	08/04/16 – 12/31/16
Reske, Marsha H. (M.S., Nova Southeastern University)	Interim Dean of Distance Education, Virtual Education Center	08/11/16 – 12/31/16
<u>Cosumnes River College</u>		
McCormac, Gregory (M.S., California State University, Sacramento)	Interim Dean of Humanities and Social Science	08/01/16 – 12/31/16
Snowden, Robert L. (Ed.D., University of San Francisco)	Interim Dean of Kinesiology, Health and Athletics	08/04/16 – 12/31/16
<u>Sacramento City College</u>		
Malaret, Jesus F. (M.A., California State University, Sacramento)	Interim Dean, Davis Center	08/15/16 – 12/31/16

M A N A G E M E N T

<b>RESIGNATION(S)</b>		
<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>District Office</u>	
Aasted, Jon A.	Director of General Services	07/30/16

<b>RETIREMENT(S)</b>		
<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Facilities Management</u>	
Clinchy, David G.	Director, Facilities , Planning and Construction (After 25 years of service)	12/31/16 (Revised)

## FACULTY

**APPOINTMENT(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>		
Ellis, John J. (B.Arch., University of Oregon)	Architecture Assistant Professor	08/18/16

**APPOINTMENT TO TEMPORARY POSITION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Baldi, Alessandro (Ph.D., Educational Perspectives Foreign Education Evaluation)	Physics Assistant Professor, LTT	08/18/16 – 12/15/16
Sizemore, James T. (Ph.D., Stanford University)	Physics Assistant Professor, LTT	08/18/16 – 12/15/16
<u>Cosumnes River College</u>		
Charters, Suzette M. (M.S., Santa Clara University)	Mathematics Assistant Professor, LTT	08/18/16 – 12/15/16
LoForte, Priscilla M. (M.A., University of California, Riverside)	Anthropology Assistant Professor, LTT	08/18/16 – 12/15/16
Markalanda, Piyali D. (M.S., California State University, Long Beach)	Mathematics Assistant Professor, LTT	08/18/16 – 12/15/16
<u>Sacramento City College</u>		
De Guzman, Emmylou V. (M.S.N., University of La Salette)	Nursing (LVN) Assistant Professor, LTT	08/18/16 – 12/15/16
Mukherjee, Sharmila (M.S., Sam Houston State University)	Chemistry Assistant Professor, LTT	08/18/16 – 12/15/16
Trunnelle, Kelly J. (Ph.D., University of California, Davis)	Chemistry Assistant Professor, LTT	08/18/16 – 12/15/16
Zimmerman, Lance C. (D.P.M., Illinois College of Podiatric Medicine)	Biology Assistant Professor, LTT	08/18/16 – 12/15/16

## FACULTY

**LEAVE(S) OF ABSENCE**

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Joe, Donald I.	Automotive Collision/Automotive Technology Professor	Medical	08/18/16 – 12/15/16
<u>Cosumnes River College</u>			
Lee, Mark S.	Chemistry Professor	Type C	01/12/17 – 05/17/17 (Revised)

**PLACEMENT ON 39-MONTH RE-EMPLOYMENT LIST**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>		
Strella, Cheryl L.	Nursing Professor	09/09/16

**PRE-RETIREMENT WORKLOAD REDUCTIONS(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>FTE</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>			
Hawthorne, Julie A.	Communication/English Professor	.600 to .540	08/17/16 – 05/31/21

**REASSIGNMENT / TRANSFER(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Shimizu, Yujiro	Researcher (60%)/Psychology Professor (40%) From Researcher (60%)/Student Success/Equity Researcher (40%)	07/01/16

**RESIGNATION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Hammerwold, Walter	Journalism Professor	05/19/16



## FACULTY

**RETIREMENT(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Larabee III, Charles D.	Computer Information Science Professor (After 18 years of service)	05/18/17
McDermott, Mary M.	Foster and Kinship Care Education/YESSILP Coordinator (After 17 years of service)	10/01/16
	<u>Folsom Lake College</u>	
Cooper, David	Computer Information Science Professor (After 27 years of service)	05/19/16
	<u>Sacramento City College</u>	
Taylor, Timothy K.	Computer Information Science Professor (After 29 years of service)	05/18/17

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Eifertsen,Dyne C.	Music	7 %
Reynolds,Tera L	Coordinator	3 %
Stokes,Tiffany R.	Coordinator	25 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2016  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Garrett,Mark D.	Counselor	9 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Alexander,Carie D.	Counselor	17 %
Alexander,Carie D.	Counselor	10 %
Black,Eric L.	Intercollegiate Athletics	8 %
Britton,Rebecca L.	Political Science	20 %
Brock,Michelle D.	Mathematics, General	27 %
Campos,David A	Counselor	43 %
Couchman,Heidi M.	Nurse	9 %
Currea,Ana Maria S.	Reading	2 %
Eastman,Hyrum S.	Economics	15 %
Eifertsen,Dyne C.	Music	30 %
Goodwin,Susan F.	Counselor	8 %
Guerra,Kathleen Sigrid	Spanish	44 %
Halseth,Aileen L.	Mathematics, General	20 %
Halseth,Andrew W.	Mathematics, General	20 %
Hughes,Ralph E.	Music	30 %
Jackson,Lashonna S.	Counselor	5 %
Jenkins,Arthur	Guidance	3 %
Kraft,Mary Ellen	Registered Nursing	8 %
Laird,Brian B.	Administration of Justice	1 %
Lavelle,Amanda Schragar	Biology, General	31 %
Long,Jackie R.	Administration of Justice	1 %
Lowden,Carson C.	Intercollegiate Athletics	15 %
Marchi,Annemarie A.	Registered Nursing	30 %
Martin,Eric E.	Emergency Medical Services	2 %
Martin,Eric E.	Emergency Medical Services	6 %
** (B2) McCormack,Nicole Elizabeth	General Work Experience	13 %
McCormick,Marcia Lynn	Psychology, General	20 %
McTighe,Brenda J.	ESL Reading	1 %
Miles,Robert L.	English	20 %
Moore,Reyna C.	Counselor	3 %
Parks,Judith	Restaurant and Food Services Management	20 %
Peterson,Susan E.	Registered Nursing	8 %
Redic,Lanisha A.	Counselor	6 %
Register,James M.	Mathematics, General	20 %
Reilly,Robin L.	Accounting	75 %
Reynolds,Tera L	Coordinator	3 %
Ruedas,Manuel F.	Counselor	49 %

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**TEMPORARY, PART-TIME EMPLOYEES Summer 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Rybka, Lucille A	Coordinator	60 %
** (A3) Shearer, Tracy F.	General Work Experience	24 %
Smith, Sunny	Dance	15 %
Stewart, Mark A.	Psychology, General	20 %
Stokes, Tiffany R.	Coordinator	6 %
** (A2) Valdez, Judith	Guidance	10 %
** (B5) Weckman, Craig R	Diesel Technology	27 %
Westre, Barbara J	Counselor	14 %
Whipple, Pamela S.	Nurse	6 %
Yatsenko, Tatyana	Guidance	10 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2016  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Avalos, Amy M.	General Work Experience	53 %
Larsen, Lawrence C.	Mathematics, General	10 %
Leung, Amy M.	Economics	40 %
Martin, Mary S	Mathematics, General	16 %
Mathis, Jaqueline S.	Counselor	8 %
Moreno, Camille	Mathematics Skills	40 %
Navarro, Murray F.	Mathematics, General	7 %
Nguyen, Nhat N.	Mathematics Skills	20 %
Nguyen, Nhat N.	Mathematics, General	33 %
Phan, Man	Marketing & Distribution	40 %
Wilkinson, Cheryl	ESL Writing	13 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2016  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hopkins, Don R.	Coordinator	20 %
Hwang, Eunyong	Fine Arts, General	20 %
Jones, Amy Rebecca	Coordinator	10 %
Roehr, Rebecca S.	English	7 %
Wong, Calvin J	Counselor	9 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
** (A5) Bair, Lewis E	Information Technology, General	12 %
Carbary, Kathleen	Psychology, General	20 %
Hunter, Mark A.	Mathematics, General	15 %
Hunter, Mark A.	Mathematics, General	33 %
King-Butler, Danielle	Counselor	1 %
Larson, Carillon J.	Mathematics, General	33 %
Marshall, Jessica A.	Anthropology	40 %
Martensen, Carol	Coordinator-Instruct LAB	7 %
Neves, Megan G.	Counselor	1 %
** (A2) Ngai, Tsz Yan P.	Mathematics, General	33 %
Palaspas, Candice	Counselor	1 %
Prilepina, Tamara F.	Mathematics, General	33 %

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**TEMPORARY, PART-TIME EMPLOYEES Summer 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Sah,Tasneem K.	Counselor	3 %
Sanchez,Rafael	English	1 %
Scott,Terry Ella	Counselor	2 %
Scott,Terry Ella	Counselor	4 %
** (A5) Swafford,Derek L.	Counselor	3 %
Taylor,Elisher M.	Coordinator	6 %
Torres,Christopher P.	Counselor	6 %
Torres,Veronica C	Study Skills	8 %
Valcu,Sanda I.	Study Skills	15 %
Vargas-Onate,Jacqueline	Counselor	1 %
Velasquez,Elizabeth	Counselor	1 %
Vinsant,Denise T	Counselor	1 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams,Grant C.	Spanish	53 %
Adamzadeh,Azra	Mathematics, General	33 %
Allen,Jana M.	Gerontology	23 %
Allen,John E.	History	20 %
Anaya,Dan A.	Computer Programming	35 %
Arack,James N.	Psychology, General	20 %
Araujo,Frank P.	Anthropology	40 %
Atkins,Tonya M.	Biology, General	8 %
Atkins,Tonya M.	Chemistry, General	50 %
Austin,Daniel R.	English	47 %
Austin,Debra L.	Reading	40 %
Avila,Adrienne M.	Mathematics, General	20 %
Ayala,Danielle N.	ESL Writing	27 %
Ayres,Barbara C.	Sign Language Interpreting	7 %
Badea-Mic,Mihaela C.	Physiology (Includes Anatomy)	35 %
Bains,Neelam	English	40 %
Ball,Kimberly A.	Job Seeking/Changing Skills	7 %
Bastian,Gregory A.	Business Administration	20 %
Bastian,Gregory A.	Real Estate	20 %
Baxter,Kenneth W.	Political Science	20 %
Benson,Gregory C.	Sign Language	53 %
Benson,Gregory C.	Sign Language Interpreting	3 %
Bergman,Jacqueline J.	Nutrition, Foods, and Culinary Arts	20 %
Bertaccini,Lisa Anne	Psychology, General	20 %
Bertaccini,Lisa Anne	Human Services	20 %
Blackthorne,Henry N.	English	60 %
Boling,Patrick V.	Diesel Technology	65 %
Boroughs,Terry J.	Earth Science	50 %
Boyer,Alba M.	Spanish	27 %
Bradford,Chris E.	Automotive Technology	35 %
Brennan,Tracy E.	Sign Language Interpreting	7 %
Britton,Rebecca L.	Political Science	20 %
Browne,Rachael E.	Sociology	20 %
Brownell,Eric M.	English	47 %
Brunkala,Joel T.	English	60 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Buljan,Laurette C.	English	40 %
Burke-Polana,Sharon R	Drafting Technology	67 %
** (B5) Byrd,Steven D.	Automotive Collision Repair	35 %
** (B5) Byrd,Steven D.	Welding Technology	28 %
Bystrom,Helen C.	English	20 %
Bystrom,Helen C.	Reading	20 %
Cabral,Colette H.	Sign Language	53 %
Campbell,Morgan T.	Chemistry, General	30 %
Campos,David A	Counselor	10 %
Carleton,Christopher J.	Automotive Technology	35 %
** (B5) Carlisle,Ralph R.	Automotive Technology	55 %
** (A5) Carlson,Don L.	Business Management	13 %
** (A5) Carlson,Don L.	Small Business and Entrepreneurship	7 %
** (A5) Carlson,Don L.	Sales and Salesmanship	20 %
Carney,Diane	Biology, General	55 %
Carpenter,Demille R.	Counselor	10 %
Carr,John N.	Fire Technology	20 %
Carrier,Nicole	Spanish	53 %
Chan,Betty	Political Science	40 %
** (B2) Chapek,Carl W.	Software Applications	18 %
Chicoine,Kari J.	Drafting Technology	50 %
Chochezi,Victoire S.	Speech Communication	20 %
Cody,Mary L	Psychology, General	20 %
Colby,Shannon R.	Psychology, General	40 %
** (A2) Connors,Valerie S.	English	60 %
Conrad,Peter K.	Administration of Justice	40 %
Constantino,Valerie	Art	28 %
Cook,Frank D.	Commercial Music	30 %
Cooper,Paul G.	History	40 %
Corwin,Charles H.	Chemistry, General	27 %
Cotton,Gary D.	Information Technology, General	18 %
Crossley,Ramona L.	Sign Language Interpreting	3 %
Currea,Ana Maria S.	Reading	43 %
Daniels,Joyce Anne	Child Development/Early Care and Educatio	20 %
Davies,Peter RA	Political Science	20 %
Davis,Henry J.	Diesel Technology	27 %
Dean,Cynthia M.	ESL Reading	27 %
Decker,Noah P.	Health Education	20 %
Decker,Noah P.	Nutrition, Foods, and Culinary Arts	20 %
Delgadillo,Marisol	Anthropology	30 %
Denman,David S.	Philosophy	20 %
DeSouza,Kara D.	Psychology, General	28 %
Devaney,Karen M.	English	53 %
Diclementine,Jacqueline C.	Philosophy	40 %
** (B5) Dieu,Anne Lenere	Fashion	20 %
Dilgard,Paul H	ESL Writing	27 %
Dilgard,Paul H	ESL Reading	27 %
Dilgard,Sylvia B.	Academic Guidance	20 %
Dilgard,Sylvia B.	Counselor	37 %
Dolce,Thomas F.	Computer Programming	20 %
Domek,Anna L.	General Work Experience	20 %
Dorris,Tamara L.	Real Estate	40 %
Driscoll,John A.	Computer Graphics and Digital Imagery	28 %
Dubois,Dara L.	Automotive Technology	13 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Duff, Jeanne A.	Software Applications	13 %
Duran, James J.	Mathematics, General	40 %
Durden, Michelle L.	Sociology	20 %
Duval, Beverly K.	Librarian	34 %
Dyer, Daniel P.W.	English	67 %
Earle, Robert E	Geographic Information Systems	20 %
Eberhardt, Claire E.	History	40 %
Eckley, Terri L.	Psychology, General	40 %
Econome, Jennie G.	Academic Guidance	20 %
Econome, Jennie G.	Counselor	34 %
Ensch, Elena G.	Russian	53 %
Ezenwa, Emmanuel C	Welding Technology	50 %
Fagiolo, Catherine E.	Music	38 %
Falloon, Matthew T.	English	20 %
Farahnak, Fereydoon	Microbiology	40 %
Farias, Imelda	Counselor	54 %
Fassler, Amie Y.	Mathematics, General	33 %
Feely, Abigail B.	History	40 %
Fernandez, Joyce M.	Counselor	12 %
Fleshman, Dane R.	Mathematics, General	20 %
Flynn, Lorraine M.	English	40 %
Fong, Angela J.	Academic Guidance	7 %
Fong, Angela J.	Counselor	31 %
Fong, Angela J.	Counselor	10 %
Fountain, Mark BV	Biomedical Instrumentation	4 %
Fox, Lori L.	English	27 %
Freund, Laura	English	30 %
Funk, Chad L.	Job Seeking/Changing Skills	7 %
Gable, Monica L.	Paralegal	20 %
Gallon, Cheryl A.	Sign Language Interpreting	7 %
Garasanin, Olivera	History	40 %
** (A1) Garbutt, Jared J.	Nutrition, Foods, and Culinary Arts	20 %
Garcia, Louie G.	Electrical	62 %
Garcia, Monica R.	Spanish	53 %
Garfield, Elizabeth T.	Physiology (Includes Anatomy)	50 %
Gaynor, Carolyn R.	Administration of Justice	0 %
Gebo, Rebecca A.	Health Education	20 %
Geren, Lisa C.	English	40 %
Gerhart, Karen L.	Biology, General	35 %
Gerlis, Rachel A.	Sign Language	27 %
Gessler, Martin J.	Painting & Drawing	57 %
Ghasemiyeh, Soraya Z.	Biology, General	8 %
Ghasemiyeh, Soraya Z.	Chemistry, General	50 %
Ghosh, Rupa	Reading	20 %
Ghuman, Maninder K.	Librarian	3 %
Glenn, Daniel J.	ESL Writing	0 %
Glickman, James A.	Real Estate	23 %
Goldbar, Christine A.	English	60 %
Goodwin, Susan F.	Counselor	15 %
Gorsuch, Susan C.	Administration of Justice	0 %
Gottke, Darren J.	Chemistry, General	57 %
Greenhill, Paul G.	Administration of Justice	0 %
Greenstone, Myron G.	Sign Language	27 %
Grider, Ronald O.	Chemistry, General	57 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Griffith,David A.	Physics, General	20 %
Grof-Tisza,Patrick	Natural Resources	7 %
Gruber,Corey M.	English	47 %
Grueneberger,Arthur R.	World Wide Web Administration	12 %
Guadalupe,Krishna L.	Sociology	20 %
Guerin,Jeanne G.	English	40 %
Guerra,Kathleen Sigrid	Spanish	27 %
Gullum,Kathleen E.	Business and Commerce, General	20 %
Gunn,Martin E.	Automotive Technology	35 %
Gutierrez,Julio S.	Automotive Technology	53 %
Gutowky,Edward A.	English	40 %
Ha,Annette A.	English	53 %
** (A2) Haarala,Erik	ESL Writing	27 %
Hake,Patricia L.	English	60 %
Hamkar,Behzad	History	20 %
** (A1) Hansen,Gina	Physical Education	15 %
Hanstad,Janet A.	Biology, General	20 %
Hanstad,Janet A.	Physiology (Includes Anatomy)	35 %
Harlan,Michael J.	Classics-Humanities	20 %
Hawe,Larry E.	Automotive Technology	55 %
Hawley,Jenny L.	English	20 %
Haywood,Laura C.	Physical Education	30 %
Hellesen,Richard S.	Dramatic Arts	40 %
Hendrickson,Kenneth W.	Computer Graphics and Digital Imagery	28 %
Herman,Kathryn M.	Counselor	28 %
Herman,Kathryn M.	Counselor	12 %
Hernandez,Henry V.	Business Administration	40 %
Herrera,Daniel A.	Computer Graphics and Digital Imagery	28 %
Herzfeld,Martin E.	Electronics & Electric Technology	35 %
Herzog,Rebecca A.	Political Science	40 %
Hilger-Estrada,Tanya D.	Chemistry, General	50 %
Hill,Michael S.	Business Management	40 %
** (B3) Hillenbrand,Collin D.	Sign Language	53 %
Hindman,Clay A.	ESL Writing	27 %
Hindman,Clay A.	ESL Reading	27 %
Hoag,Steven E.	Counselor	29 %
Hoban-Higgins,Tana M.	Physiology (Includes Anatomy)	50 %
Hoffman,Ana B.	Spanish	42 %
Hoffman,Dale H.	Anthropology	35 %
** (B4) Hubbard,Kris H.	Administration of Justice	20 %
Hughes,Heather V.	Job Seeking/Changing Skills	13 %
Hughes,Heather V.	Counselor	41 %
Inozemteva,Olga	Chemistry, General	30 %
Jackson,Latoya M.	Speech Communication	20 %
Jardine,Christian M.	History	40 %
Jay,Susan M.	General Work Experience	40 %
** (A1) Jennings,Nathan P.	Geographic Information Systems	54 %
Jeske,Dawn L.	Child Development/Early Care and Educatio	20 %
Jimenez,Jorge I.	Chemistry, General	57 %
Johnson,Melvin H.	Welding Technology	22 %
Johnson,Robert S.	Commercial Music	50 %
** (B5) Johnson,Wilber	Journalism	20 %
Jones,Erica Leigh	Geography	20 %
Jones,Jenny L.	Counselor	14 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Jones,Jenny Mack	Accounting	27 %
Jones,Robert B.	Mathematics, General	33 %
** (B5) Kalman,Mikalai	Diesel Technology	65 %
Kapell,Matthew W.	History	20 %
Kaufmann,Amy E.	Physiology (Includes Anatomy)	35 %
Keene,Kristina T.	Music	18 %
Kelly,Craig A.	ESL Writing	27 %
Kiefer,Michelle L.	Child Development/Early Care and Educatio	20 %
Kientz,Michelle L.	Counselor	54 %
Kingsnorth,Alice M.	Other Humanities	40 %
Kirchhoff,Susan L.	Librarian	31 %
Kirchner,Scott D.	Speech Communication	40 %
Kitching,Dale E.	Administration of Justice	0 %
Kiteck,Peter J.	Mathematics, General	53 %
Kloss,John T.	Sociology	60 %
Knox,Paul Douglas	English	40 %
Komarova,Irina N.	Mathematics, General	60 %
Kovar,Timothy J.	Small Business and Entrepreneurship	40 %
Kroon,Edward Lee	Welding Technology	12 %
Lagergren,Paul C.	Speech Communication	40 %
Lam,Chanthou	Dance	30 %
Lam,Nam Hai	Mathematics, General	33 %
Lavender,Brian E.	Computer Programming	35 %
Leatherman,Judith A.	ESL Writing	27 %
Leatherman,Judith A.	ESL Speaking/Listening	27 %
Lee,Michael D.	Accounting	27 %
Lee,Sara E.	History	40 %
Leighton,Uvieja Good	Speech Communication	40 %
Lewis,Deana L.	ESL Writing	27 %
Lewis,Deana L.	ESL Integrated	27 %
Lewis,Olivier Robert	French	53 %
Lingsweiler,Ryan W.	Speech Communication	60 %
Little,Halley S.	Librarian	10 %
Liu,Ka Man	Biomedical Instrumentation	24 %
** (A5) Lysinger,Diana	German	27 %
** (A5) Lysinger,Diana	Russian	27 %
Magee,Stephen R.	Software Applications	13 %
Mahmood,Khalid	Mathematics, General	53 %
Mailman,Erika L.	English	20 %
Majhail,Radhika	Business Management	20 %
Martin,Susannah J.	German	53 %
Martinez,Jesus C.	Sign Language Interpreting	3 %
Martinez,Maricela C.	Spanish	27 %
Maurino,Molly A.	Physical Education	30 %
McCleary,Rebecca Marie	Mathematics, General	40 %
** (B2) McCormack,Nicole Elizabeth	Diesel Technology	13 %
** (B2) McCormack,Nicole Elizabeth	General Work Experience	20 %
McGinnis,Marion E.	Accounting	27 %
McTighe,Brenda J.	ESL Writing	27 %
McTighe,Brenda J.	ESL Reading	27 %
Mehallo,Stephen M.	Graphic Art and Design	40 %
Miller,Roger Steven	Physics, General	55 %
** (A2) Moser,Richard M.	English	40 %
Mulvihill,Shauna Marie	History	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Narvand, Payam	Business and Commerce, General	20 %
Narvand, Payam	Business Administration	40 %
Nguyen, Dung	Mathematics, General	53 %
O'Brien, Leslie S.	Floriculture /Floristry	43 %
O'Donnell, Daniel G.	Business Administration	50 %
Olson, Janet D.	Biomedical Instrumentation	5 %
** (A2) Olson, Kimberly J.	Geography	35 %
** (B5) Olson, Robert L.	Telecommunications Technology	20 %
Parmelee, Michael A.	Business and Commerce, General	20 %
Parrish, Stephanie S.	Reading	27 %
Patterson, Dave R.	Landscape Design & Maintenance	13 %
Pellerin, Kristie J.	Biology, General	35 %
Perrault, Priscilla A.	Counselor	31 %
Pino, Josh	Administration of Justice	0 %
Pippig, Robert C	Accounting	27 %
Plantaric, Edward J.	Administration of Justice	0 %
Preciado, Monica Isabel	Counselor	48 %
Preciado, Monica Isabel	Counselor	13 %
Pyrev, Sergey	Drafting Technology	20 %
Reams, Rebecca E.	Speech Communication	20 %
Reed, Arthur L.	Geology	15 %
** (B5) Reeves, Leslie	Software Applications	35 %
Regan, Debra Sue	Biology, General	20 %
Regan, Debra Sue	Physiology (Includes Anatomy)	35 %
Ridley, Michael A.	Fire Technology	20 %
Riese, Kelly L.	Speech Communication	40 %
Rink, Shelley F.	Music	18 %
Rochford, Jeffrey A.	Multimedia	14 %
Rogers, Andrew B.	Philosophy	40 %
Rogers, Kristina S.	English	40 %
** (A1) Roltsch, Irene A.	Nutrition, Foods, and Culinary Arts	20 %
Romo, Angela S.	Biology, General	8 %
Romo, Angela S.	Chemistry, General	57 %
Romo, Ronald D.	Welding Technology	28 %
Roughton, Karen L	Painting & Drawing	28 %
Ruan, Karen M.	ESL Writing	27 %
Ruan, Karen M.	ESL Speaking/Listening	27 %
Sager, Rex C.	Administration of Justice	0 %
Sakakihara, Paul	General Work Experience	40 %
** (A2) Salluzzo, Michelle Anne	The School Age Child	20 %
Samborski, Dan W.	Painting & Drawing	57 %
Sanders, Kenneth R.	Paralegal	20 %
Saria, Robert J.	Administration of Justice	0 %
Saur, Denise M.	ESL Writing	27 %
Saur, Denise M.	ESL Reading	27 %
Saw, Alexander	Physics, General	15 %
Saw, Alexander	Astronomy	20 %
Scheiber, Kristin M.	ESL Writing	27 %
Scheiber, Kristin M.	ESL Reading	27 %
Schindler, Craig R.	Applied Photography	57 %
Schmid, Melody Paula	Biology, General	15 %
Scholz-Door, Kathryn L.	Administration of Justice	0 %
Schroeder-Evans, Kimbra S.	Spanish	40 %
Scott, Steven	Microbiology	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
** (A4) Seyfried, James S.	Natural Resources	27 %
** (A3) Shearer, Tracy F.	Music	7 %
** (A3) Shearer, Tracy F.	Dramatic Arts	47 %
Shepherd, Elden B.	Administration of Justice	0 %
Simmons, Floyd Raymond	Administration of Justice	0 %
Sisneros, Linda L.	Electronics & Electric Technology	43 %
Skillen, Robert R.	Natural Resources	35 %
Smalling, Monique A.	Accounting	20 %
** (B5) Smeja, Robert	Electrical	31 %
Smith, Carlos D.	Administration of Justice	0 %
Smith, Leon T.	Other Humanities	40 %
Snook, Robert W.	Administration of Justice	0 %
Sowards, Timothy L.	Administration of Justice	0 %
Spencer, Melissa	Welding Technology	28 %
Spino, Frank G.	Administration of Justice	0 %
Stein, Rodger L.	Psychology, General	20 %
Sterling, Stephen C.	Geology	35 %
** (B5) Stickel, Mike E.	Automotive Collision Repair	35 %
Stincelli, Carl A.	Administration of Justice	0 %
Stylos, Danelle	Administration of Justice	0 %
Sundin, Daniel R.	Microbiology	40 %
Swanson, Maureen A.	Administration of Justice	0 %
Sweeney, Thomas D.	Administration of Justice	0 %
Swift, Charles A.	Administration of Justice	0 %
Thomas, Johnny	Automotive Technology	35 %
Thomas, Michael A.	Physical Education	15 %
Travis, Margaret A.	ESL Writing	27 %
Travis, Margaret A.	ESL Reading	27 %
** (B5) Wakeley, James M.	Automotive Technology	28 %
Warnes, Mathias	Philosophy	40 %
Westre, Barbara J	Academic Guidance	7 %
Westre, Barbara J	Counselor	43 %
Westre, Barbara J	Counselor	11 %
Wheeler, Susan	Business Management	7 %
Wheeler, Susan	Small Business and Entrepreneurship	20 %
Wheeler, Susan	Marketing & Distribution	7 %
White, Gay A	ESL Writing	27 %
White, Gay A	ESL Speaking/Listening	27 %
Whitt, David	Fire Technology	20 %
Wiggins, Christine J.	Administration of Justice	0 %
Winford, Geoffrey M.	Administration of Justice	0 %
Winter, Michael H.	Geography	35 %
Wong, Kim W.	Administration of Justice	0 %
Wood, Patricia Emma	Fine Arts, General	28 %
Wood, Patricia Emma	Painting & Drawing	28 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abrams, Elizabeth A.	Physical Education	15 %
Abrams, Elizabeth A.	Intercollegiate Athletics	30 %
** (A5) Adams, Jon	Health Education	40 %
Ahearn, Thomas T.	English	53 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ahmadi,Abbas	Software Applications	13 %
Allen,Cheryl A.	Family Studies	20 %
Allen,Thomas J.	Psychology, General	20 %
Amer,M. Rosalie C.	Librarian	4 %
Amini,Behrooz	Accounting	27 %
Anderson,Lauren G.	Physical Education	15 %
Anzini-Varesio,Rosemary	Sociology	40 %
Apple,George W.	Fire Technology	20 %
Aptekar,Rachel M.	Biology, General	50 %
Babka,Cary M.	Television (including combined TV/film/v	28 %
Babka,Cary M.	Technical Theater	28 %
Bahneman,Donna A.	Human Services	60 %
Ballard,Sheryl L.	Child Development/Early Care and Educatio	48 %
Bass,Charles W.	Chemistry, General	30 %
Benskin,Karena T.	Small Business and Entrepreneurship	20 %
Biesiadecki,Mary R.	Veterinary Technician (Licensed)	65 %
BoarerPitchford,Julie K.	Nutrition, Foods, and Culinary Arts	20 %
Borges,Christopher J.	Spanish	55 %
Brandson,Margaret N.	Speech Communication	20 %
Brewer,Janet L.	Diagnostic Medical Sonography	43 %
Brooks,James K.	Mathematics, General	33 %
Brown,Shelley J.	Librarian	10 %
Browne,Rachael E.	Sociology	40 %
Buchanan-Cello,Shelly A.	Academic Guidance	7 %
Cann,John Allen	English	60 %
Carey,Brandon P.	Philosophy	20 %
Carinci,Sherrie T	Business and Commerce, General	20 %
Carinci,Sherrie T	Academic Guidance	20 %
Carr,Harriette A.	Health Occupations, General	40 %
Castorena,Sohnya S.	Anthropology	20 %
Chase,Lawrence J	Speech Communication	40 %
Cherry,Julius J.	Business Administration	20 %
Cinelli,Albert E	Philosophy	20 %
Cochran,Miles	Speech Communication	20 %
Colagross-Schouten,Angela M.	Veterinary Technician (Licensed)	20 %
Conway,Sandra L.	Accounting	27 %
Cortes,Angelica	Mathematics, General	20 %
Dale,Jeffrey J.	Philosophy	40 %
Dartez,Gail A	Dramatic Arts	20 %
Davenport,Carly S.	Mass Communications	20 %
Davenport,Lon	Business Administration	40 %
Diehl,Kellie	Physical Education	30 %
Dimond,Alison G.	Nutrition, Foods, and Culinary Arts	60 %
Dobson,Veronica E.	Psychology, General	20 %
Donovan,Geri M.	Fine Arts, General	60 %
Doyle,Laurel C.	Child Development/Early Care and Educatio	20 %
Doyle,Laurel C.	Infants and Toddlers	20 %
Dunn,Cynthia Y.	Software Applications	7 %
Dunn,Robert J	History	20 %
Dunne,Vanessa P.	Microbiology	40 %
Evans,Debra L.	Small Business and Entrepreneurship	20 %
Fagiolo,Catherine E.	Music	18 %
Falloon,Matthew T.	English	47 %
Farnam,Farhad	Economics	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Faucett,Jillian E.	Psychology, General	30 %
Ferry-Perata,Elizabeth A.	Child Development/Early Care and Educatio	20 %
Finnegan,Terrence E.	Radio and Television	48 %
Fitz Gibbon,Linda S.	Ceramics	28 %
Fong,Michael G.	Biology, General	50 %
Ford,Kelsey P.	English	67 %
Fowler,Elmira F.	Mathematics, General	67 %
** (B5) Freeman,Joshua A.	Fire Technology	20 %
** (B5) Freeman,Joshua A.	Fire Academy	37 %
Garcia,Yolanda D.	Academic Guidance	20 %
Ghuman,Maninder K.	Librarian	45 %
Gilbert,Scott W.	Dramatic Arts	65 %
Gilgun,John	Speech Communication	60 %
Godinho,Marianina S.	Accounting	47 %
Gordon,Henry P.	Librarian	31 %
Grahn,Robert A.	Biology, General	20 %
** (A5) Green-Clark,Michelle R.	Dance	67 %
Greer,Albert A.	Astronomy	20 %
** (B5) Haas,Richard A.	Fire Academy	37 %
Hailes,John W.	Administrative Medical Assisting	10 %
Hall,Celia F.	Librarian	30 %
Halligan,Rebecca M.	Academic Guidance	20 %
Hamilton,William O.	Environmental Science	20 %
Hancock,Sarah	English	60 %
Harding,Matthew James	English	67 %
Harrell,William Y.	Architecture and Architectural Technology	27 %
Harrington,Beverly J.	English	27 %
Hastings,Julienne	Technical Theater	28 %
Hebert,Rodney Stafford	Music	22 %
Hee,Benjamin B.	Mathematics, General	33 %
Hicks,Charity C.	Information Technology, General	27 %
Hicks,Charity C.	Software Applications	13 %
Hoang,Frank A.	Chemistry, General	50 %
Homan,Steve P.	Music	58 %
Horrell,Eldean J.	Business and Commerce, General	20 %
Houck,Ronald E.	Painting & Drawing	57 %
Howe,Dawn M.	Equine Science	60 %
Humphrey,Lindsey B.	Business and Commerce, General	20 %
Huynh,Sandra	Pharmacy Technology	33 %
Inoue,Faye S.	Health Occupations, General	27 %
James,William J.	Spanish	55 %
Jay-Anderson,Mary Alexis	Speech Communication	60 %
Johansen,Trine B.	Anthropology	20 %
Johnson,John O.	E-Commerce (business emphasis)	20 %
Johnson,Robert K.	Business and Commerce, General	20 %
Jones,Jenny L.	Academic Guidance	20 %
Joseph,Erica H.	Human Services	20 %
Kandel,Hom	Mathematics, General	53 %
Karsiere,Sarma	Art	28 %
Karsiere,Sarma	Painting & Drawing	28 %
Kaufmann,Amy E.	Physiology (Includes Anatomy)	20 %
Keightley,Keir E	Geography	35 %
Keller,Derek L.	Music	56 %
Knudsen,Mark James	Chemistry, General	57 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Kolleda,Lance John	Business and Commerce, General	40 %
Korn,Charles	Automotive Technology	28 %
Landeros,Kathya	Applied Photography	28 %
Larsen,Daniel P.	Construction Inspection	20 %
Larsen,Lawrence C.	Mathematics, General	27 %
Le,Richard B.	Economics	20 %
Ledbetter,Starla C.	Health Information Coding	35 %
Lee,Samuel Sung	Computer Programming	35 %
Liang,Zhicheng	Economics	20 %
Limon,Kimberly T.	English	40 %
List,Mark R.	Geology	35 %
** (A1) Long,James	Physiology (Includes Anatomy)	50 %
Luu,Sang Q.	Mathematics, General	33 %
Lyons,Kristine L.	Ceramics	28 %
Mahoney,Gregory C.	Civil & Construction Mgmt Technology	20 %
Mahoney,Gregory C.	Construction Inspection	20 %
Marslek,Michael R.	Accounting	27 %
McCarthy,Patti J.	Film Studies	20 %
McCollum,John M.	Automotive Technology	39 %
McCoy,Kelly I.	Culinary Arts	27 %
McDowell,Stephen C.	Chemistry, General	20 %
Meyers,Dennis	Economics	60 %
Mico,Don N	Physical Education	30 %
Mico,Don N	Health Education	20 %
Miller,Casey R.	English	60 %
Monnot,Andrew E.	Mathematics, General	60 %
Murakami-Smith,Lynne M.	Physical Education	15 %
Navarro,Murray F.	Mathematics, General	67 %
Nelsenador,Matt B.	Mathematics, General	27 %
Ngo,Tran N.	Mathematics, General	33 %
** (A5) Nguyen,Dameon Van	Sociology	60 %
** (A5) Nguyen,Hoang D.	Economics	60 %
Nguyen,Yen Thi	Vietnamese	35 %
Nielson,Jonathan M.	History	20 %
Ogilvie,Sheila M.	Academic Guidance	40 %
Oliver Graybill,Ann E.	Biology, General	50 %
Otiono,Erica N.	Child Development/Early Care and Educatio	40 %
** (B5) Palmer,Lynn E.	Civil & Construction Mgmt Technology	20 %
Pandey,Rajeev R.	Chemistry, General	57 %
Pansius,Deborah H.	English	60 %
Patrice,Alicia	Librarian	6 %
Perkins-Moore,Deirdre	Computer Networking	24 %
Reams,Rebecca E.	Speech Communication	40 %
Reece,Clayton A.	Chemistry, General	60 %
Reed,Kathaleen E.	English	27 %
Riddle,Lisa K.	ESL Writing	27 %
Riddle,Lisa K.	ESL Reading	27 %
Riese,Jon C.	Law, General	20 %
Riese,Kelly L.	Speech Communication	20 %
Rizam,Dilshod D.	Art	28 %
Rizam,Dilshod D.	Painting & Drawing	28 %
Roberge,Andrea M.	Learning Skills, Learning Disabled	15 %
** (A3) Robinett,Henry R.	Music	18 %
Rodrigues,Matthew J.	Mathematics, General	60 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Rogers,Kristina S.	English	20 %
Rojo,Desiree D.	Nutrition, Foods, and Culinary Arts	20 %
** (A1) Roltsch,Irene A.	Nutrition, Foods, and Culinary Arts	20 %
Rusmore,John	Geography	35 %
Saake,Miranda S.	English	60 %
Saibeni,August A.	Accounting	27 %
Sands-Pertel,Judith A.	Music	57 %
Saur,Theodore J.	ESL Reading	27 %
Schreiner,John M.	Information Technology, General	7 %
Schreiner,John M.	Software Applications	47 %
Schulte,Wilfred H.	Mathematics, General	53 %
** (A1) Shannon,Evelyn D.	Pharmacy Technology	24 %
Short,Christina B.	Child Development/Early Care and Educatio	20 %
Short,Christina B.	Child Development Administration and Mana	13 %
Smith,Jeffrey D.	Automotive Technology	33 %
Smith,Leon T.	Other Humanities	20 %
Soria Martin,Domingo DG	Mathematics, General	27 %
Spisak,John H.	Computer Networking	52 %
Spisak,John H.	Computer Support	7 %
Stafford-Banks,Candice A.	Microbiology	40 %
Stafford-Banks,Candice A.	Physiology (Includes Anatomy)	20 %
Stassi,Trinidad	Software Applications	13 %
Steensland,Mark H.	Film Studies	40 %
Steensland,Mark H.	Film History and Criticism	20 %
Strode,James E.	ESL Writing	27 %
Strode,James E.	ESL Speaking/Listening	27 %
Strong,Michael W.	Astronomy	55 %
Sultanova,Narmina	Music	18 %
Swink,Mark L.	Emergency Medical Services	12 %
Swink,Mark L.	Fire Technology	20 %
Wallace,Jennifer C.	Dramatic Arts	40 %
Wheeler Abeyta,Sandra P.	Speech Communication	40 %
Wheelock,Janelle D.	Computer Graphics and Digital Imagery	28 %
Wheelock,Janelle D.	Art	28 %
Wiggins,Marcelle F.	Art	28 %
Wiggins,Marcelle F.	Painting & Drawing	28 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abeyta,Steve V.	English	27 %
Abney,Cort D.	Water and Wastewater Technology	35 %
Aghabeigi,Farah	Accounting	47 %
Alford,Purificacion M.	Spanish	35 %
Alkhayyat,Hanadi	Physical Education	15 %
Allen,Stephanie Dawn	Electronic Game Design	20 %
Allen,Stephanie Dawn	Computer Programming	27 %
Baltimore,Paul R.	History	20 %
Barbee,Donald W.	Physical Education	15 %
Barrish,Matthew B.	English	47 %
Barthel,Daniel O.	Economics	20 %
Bates,Andrew G.	Administration of Justice	41 %
Bauer,Christian A.	Philosophy	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Beatty,Heather E.	English	40 %
Beda,Brandy L.	English	53 %
Beese,Michelle A.	Counselor	8 %
Bettencourt,Laurie	Administration of Justice	60 %
Bliss,Kellie C.	Child Development/Early Care and Educatio	20 %
BoarerPitchford,Julie K.	Nutrition, Foods, and Culinary Arts	40 %
Bolton,S. Michele	Spanish	35 %
Brabander,Phuong Thao	Counselor	2 %
Brandson,Margaret N.	Media and Communications, General	20 %
Bria,Lauren E.	Chemistry, General	57 %
Buch,Dipali D	Business and Commerce, General	20 %
Buch,Dipali D	Business Management	20 %
Bulaong,Jesse Paul C.	Mathematics, General	33 %
Burke,Paul W.	Sociology	20 %
Cai,Yueqiang	Mathematics, General	27 %
Chambers,Tara L.	English	20 %
Cherok-Fenner,Natalie J.	Phlebotomy	35 %
** (A5) Ciampa,Catherine S.	Human Services	35 %
** (A1) Clarke,Alan L.	Political Science	40 %
** (A5) Coco-Russell,Diana E.	Painting & Drawing	28 %
Cooper,Kevin D.	Nutrition, Foods, and Culinary Arts	20 %
Cruz,Ronald J.	English	47 %
Dale,Michael J.	Music	15 %
Dale,Michael J.	Commercial Music	26 %
Daniels,Joyce Anne	Child Development Administration and Mana	20 %
Dao,Phong C.	Chemistry, General	50 %
Darr-Glynn,Kristina D.	Counselor	40 %
Davis,Michael R.	Information Technology, General	20 %
DeMercurio,Dana M.	Speech Communication	20 %
Diehl,Kellie	Physical Education	15 %
Dillon,Jeffrey T.	Counselor	40 %
Divittorio,Amy M.	Spanish	35 %
Domek,Anna L.	General Work Experience	20 %
Downey,Robert J.	Geography	20 %
Droege,Brooke J.	Speech Communication	20 %
Dyer,Thomas L.	Mathematics, General	33 %
Eitel,Juliet D.	Mathematics, General	33 %
Emad,Navid	French	35 %
Emmert,Megan E.M.	Classics-Humanities	20 %
Evans,Scott Dale	Counselor	5 %
Faulds,Scott A.	Business and Commerce, General	20 %
Faulkner,Leisa A.	Sociology	40 %
Ferry-Perata,Elizabeth A.	Child Development/Early Care and Educatio	40 %
Fitch,Susan M.	Economics	40 %
Fox,Lori L.	English	27 %
Funderburg,Kelly L.	General Work Experience	40 %
Gaffaney,Timothy J.	Political Science	20 %
Garbett,Rick T.	Business Management	20 %
** (A5) Gaviola,Frank E.	Physical Education	30 %
** (A4) Germany,Talver J.	Fine Arts, General	20 %
** (A4) Germany,Talver J.	Painting & Drawing	28 %
Ghamami,Omid	Business and Commerce, General	20 %
Ghamami,Omid	Purchasing	40 %
Glenn,Phillip D.	Accounting	47 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Green,Dominik J.	Chemistry, General	50 %
Gregory,Richard C.	Physical Education	15 %
Gregory,Richard C.	Intercollegiate Athletics	38 %
Gross,Bryan E.	Psychology, General	20 %
Hamilton,William O.	Environmental Science	20 %
Hamkar,Behzad	History	20 %
Hart,Aleris E.	Sculpture	28 %
Hart,Aleris E.	Jewelry	28 %
Hawley,Jenny L.	English	47 %
Hayes,John Brian	Fine Arts, General	28 %
Hayes,John Brian	Sculpture	28 %
Heiler,Felicia P.	Office Technology/Office Computer Applicati	12 %
Heiler,Felicia P.	Software Applications	23 %
Hendricks,Robert	Information Technology, General	20 %
Hertzberg,Alanson	Anthropology	20 %
Herzberger,Benjamin R.	Philosophy	20 %
Hicks,Andrea Joeleen	Speech Communication	60 %
Hicks,Charity C.	Office Technology/Office Computer Applicati	20 %
Hoffman,Dale H.	Anthropology	15 %
Hopkins,Don R.	Administration of Justice	20 %
Hopkins,Don R.	Coordinator	40 %
** (A5) Howerter, Jennifer E.	English	20 %
Jacques,Molly M.	Physical Education	30 %
Jacques,Molly M.	Exercise Sciences/Physiology and Movemen	20 %
Jahangiri,Sayna	Microbiology	60 %
Jazbi,Parisa	Biology, General	20 %
Jazbi,Parisa	Microbiology	40 %
Johnson,Glenn Allen	Database Design and Administration	40 %
Johnson,Lewis E.	Music	38 %
** (A4) Johnston,Erin L.	Physical Education	30 %
** (A4) Johnston,Erin L.	Health Education	20 %
Jones,Amy Rebecca	Counselor	15 %
Kashi,Jasmin	ESL Speaking/Listening	27 %
Knudson,Anita L.	English	20 %
Knudson,Anita L.	History	40 %
Krabacher,Thomas S.	Geography	20 %
Latter,Rachel	Psychology, General	20 %
Laurent,Robert H.	Astronomy	50 %
Lorenzo,Gina M.	Counselor	43 %
Lynch,Blair N.	Psychology, General	40 %
Mabanta,Romyl J.	Dramatic Arts	28 %
Mabry,Morice L.	Business Management	20 %
Maddock,Robert A.	History	60 %
Magneson,Moira K.	English	53 %
Mailman,Erika L.	English	20 %
Mason,Shawn S.	Spanish	35 %
McClatchy,Jedd J.	Business and Commerce, General	40 %
McConnell,Joel E.	Counselor	15 %
McDonald,Zhrinna D.	Counselor	31 %
McMillen,Jennifer H.	English	20 %
Meyer,Kristin M.	English	20 %
Middleton,Colin B.	Mathematics, General	33 %
Mijic,Milan B.	Astronomy	20 %
Millington,James E.	Information Technology, General	35 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Milton,Piper Isabeau	Fine Arts, General	20 %
Mirmobiny,Shadieh	Fine Arts, General	20 %
Mirmobiny,Shadieh	Humanities	20 %
Mitchell,Sunny Staton	Dance	15 %
Morning,Kevin L.	Physical Education	15 %
Neri,Mike T.	Water and Wastewater Technology	20 %
Nye,Marc A.	Mathematics, General	53 %
Oliver,Noelle E.	English	40 %
Olson-Arenz,Barbara Dee	Emergency Medical Services	9 %
Osorio,Cecilia G.	Biology, General	35 %
Oswald,Jason D.	Chemistry, General	30 %
Palomares,Carmelita	Academic Guidance	20 %
Palomares,Carmelita	Counselor	38 %
Patterson,Jason A.	Physiology (Includes Anatomy)	50 %
** (A2) Perez,Craig S.	Physical Education	30 %
** (A2) Perez,Craig S.	Intercollegiate Athletics	15 %
Perpall,Lorna F.	Music	18 %
Pinkerton,Matthew S.	Classics-Humanities	20 %
Pinkerton,Matthew S.	Other Humanities	20 %
Plaxton,Melody J.	English	27 %
Plaxton,Melody J.	Reading	40 %
Podesta,Nicholas J.	Exercise Sciences/Physiology and Movemen	20 %
Powell,Donna	English	47 %
Radding,Joseph R.	Business Management	20 %
Radding,Joseph R.	Economics	20 %
Rahe-Horne,Julie A.	Counselor	8 %
Rahman Jackson,Lishia	Counselor	28 %
Raines,Barbara S	Psychology, General	60 %
Repetto,Deanne R.	Political Science	40 %
** (A5) Ring,David M.	Physics, General	35 %
Rink,Shelley F.	Music	27 %
Roberge,Andrea M.	Counselor	46 %
Roberts,Mark E.	Mathematics, General	33 %
Robinson,Mitzi L.	Study Skills	40 %
** (A1) Rodriguez,Julie L.	Psychology, General	60 %
Rush,John A.	Anthropology	20 %
Rush,John A.	Archaeology	20 %
Samboceti,Jamie L.	Psychology, General	20 %
Schmidt,Steven A.	Technical Theater	30 %
Semnani,Masoumeh T.	Medical Laboratory Technology	37 %
Siwabessy,Genevieve I.D.	Student Government	22 %
Skillen,Robert R.	Biology, General	5 %
Snow,Camille D	Psychology, General	40 %
Snow,Camille D	Job Seeking/Changing Skills	7 %
Snow,Camille D	Counselor	20 %
Stevens,Kimberlee K.	Geology	35 %
Sughrue,Wesley	Chemistry, General	57 %
Sutton,Amber M.	Child Development/Early Care and Educatio	40 %
Swanson,James K.	Emergency Medical Services	64 %
** (A5) Taheri,Mansour	Mathematics, General	27 %
Thomas,Ramona S.	Child Development/Early Care and Educatio	40 %
Tolin,Michael	Water and Wastewater Technology	20 %
Wallace,Jennifer C.	Dramatic Arts	20 %
Warnes,Mathias	Philosophy	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Wenzel,Michael T.	Environmental Science	20 %
Wenzel,Michael T.	Biology, General	35 %
Wheeldon,George A.	Geology	46 %
White,Daniel E.	Business Management	20 %
Whitt,David	Fire Technology	40 %
Works,Bethany C.	Speech Communication	60 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abbott,Kate E.	English	20 %
Abrams,Ellen A.	English	20 %
Abundo,Stephanie F.	Mathematics, General	25 %
Ackley,Robert	Psychology, General	33 %
Adams,Stephen	History	40 %
Aldabe,Bertrand C.	Environmental Control Technology (HVAC)	20 %
Aldrich,Cathleen	Reading	20 %
Alexander,Frances V.	Accounting	20 %
Alfaro,Ricardo	Mathematics, General	20 %
Alino,Vera R.	Chemistry, General	63 %
Anapolsky,Carol S.	Digital Media	21 %
Anapolsky,Carol S.	Computer Graphics and Digital Imagery	21 %
Anderson,Jared A.	Speech Communication	40 %
Anzini-Varesio,Rosemary	Sociology	20 %
Apostol,Consortia	Filipino (Tagalog)	27 %
Appel,Rolfe P	Administration of Justice	40 %
Arack,James N.	Psychology, General	28 %
** (A1) Areson,Mark H.	Physical Fitness and Body Movement	40 %
Armstrong,Charles H.	Physics, General	35 %
Asuncion,Robert J.	Physical Therapy Assistant	30 %
Avramenko,Liliana P.	Russian	53 %
Bailey,Amelita H.	Mathematics, General	53 %
** (A5) Bair,Lewis E	Information Technology, General	36 %
Bardin,Oliver Charles	Mathematics, General	50 %
** (A5) Barrett,James M.	Economics	20 %
Bartkiewicz,Matthew	Aviation and Airport Management and Servic	41 %
Bastian,Gregory A.	Business and Commerce, General	20 %
Batarseh,Samer M.	Business and Commerce, General	10 %
Batarseh,Yousef M.	Arabic	33 %
Batarseh,Yousef M.	History	20 %
Beatrice,Gabrielle	Music	20 %
Bella,Cheryl B.	Sign Language	27 %
Belous,Anna	Mathematics, General	58 %
Bender,Daniel M	Chemistry, General	57 %
Bennett,Gary N.	Computer Networking	38 %
Beuttel,Michelle	English	20 %
Bianchi,Paul J.	Sociology	20 %
Bican,William L.	Information Technology, General	23 %
Bican,William L.	Software Applications	18 %
Blackburn,Lori G.	Academic Guidance	20 %
Blomberg,Patty S.	Psychology, General	40 %
Blunk,Dawn M	English	20 %
Boyd,Halsey	Mathematics, General	47 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Boyd,Rebecca M.	Library Science, General	13 %
Bratton,Clayton G.	Physics, General	20 %
Bratton,Clayton G.	Astronomy	35 %
Brough,Michelle I.	English	60 %
Brown,Melissa R.	Child Development/Early Care and Educatio	20 %
Bryant,Paul R.	Information Technology, General	32 %
Buchanan-Cello,Shelly A.	Library Science, General	20 %
Buchanan-Cello,Shelly A.	Library Technician (Aide)	20 %
Cajucom,Pamela J.	Sociology	20 %
Calkins,Robert A.	Applied Photography	57 %
Camp,Kevin M.	Economics	20 %
Carboni,Joshua P.	Philosophy	40 %
Carraway,Monica M.	Office Technology/Office Computer Applicati	20 %
** (A1) Carter,Kathy A.	Child Development/Early Care and Educatio	20 %
Caselli,Nancy A.	Speech Communication	40 %
Castillo,David C.	Environmental Control Technology (HVAC)	42 %
Caviness,Richard L.	Mathematics, General	40 %
Cervantes,Lily M.	Business and Commerce, General	20 %
Chainey,Susan L.	Reading	40 %
Challender,Michael	Mathematics, General	27 %
Cheshire,Tamara C.	Anthropology	20 %
Cheshire,Tamara C.	Ethnic and Cultural Studies	20 %
Cheung,Joseph L.	Information Technology, General	12 %
Cheung,Joseph L.	Computer Networking	26 %
Cheung,Lawrence	Sign Language	53 %
Cho,Eun L.	Painting & Drawing	57 %
Christenson,Sandra L.	English	40 %
Clark,Terri A.	Librarian	38 %
Cochran,Miles	Speech Communication	40 %
Colby,Shannon R.	Psychology, General	20 %
Colombo,Julie A.	English	40 %
Constantine,John H	Economics	40 %
** (A5) Cook,Danita G.	Applied Photography	57 %
Cook,Onisha S.	Job Seeking/Changing Skills	7 %
Cook,Stephen P.	English	20 %
Cooper,Kevin D.	Nutrition, Foods, and Culinary Arts	20 %
Cortes,Angelica	Mathematics, General	42 %
Covarrubias,Xavier	Electronics & Electric Technology	57 %
Cox,Chad L.	Nutrition, Foods, and Culinary Arts	20 %
Crain,Michael R.	Music	20 %
Crawford,Robert L.	Mathematics, General	40 %
Cuckovich,Jessica L.	English	53 %
Daunt,Jonathan G.	English	20 %
Davatz,Holly C.	English	47 %
** (A5) Dayton,David E.	ESL Reading	27 %
** (A2) DeLappe,Lori A.	Dramatic Arts	20 %
Denman,Tiffany N.	English	40 %
Diaz-Gastelum,Gloria	Spanish	53 %
** (B5) Dieu,Anne Lenere	Fashion	28 %
Dilley,Paul J	History	60 %
Dobbs,Charles K.P.	English	60 %
Dowdall,Richard J	Psychology, General	20 %
Durosko,Susan L.	English	20 %
Eakins,Robert G.	English	27 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Earle,Robert E	Geography	15 %
Earle,Robert E	Geographic Information Systems	24 %
Eckley,Terri L.	Psychology, General	20 %
Edwinson,Shawn A.	Child Development/Early Care and Educatio	40 %
Edwinson,Shawn A.	Child Development Administration and Mana	20 %
Eigenheer,Richard A.	Geography	20 %
English,Thomas A.	Philosophy	20 %
Escamilla,Rafael F.	Physical Therapy Assistant	28 %
Eskandari,Vahid	Chemistry, General	57 %
Fairchild,Sheryl D.	Women's Studies	60 %
Farrelly,Joseph T.	Sociology	20 %
Fayko,Robyn E.	Anthropology	55 %
** (A5) Ferrara-Jones,Julie D.	Physical Fitness and Body Movement	30 %
** (A5) Ferrara-Jones,Julie D.	Study Skills	10 %
Fore,Dana Y.	English	60 %
Fraser,Linda	English	40 %
French,Catherine A.	English	40 %
Funderburg,Kelly L.	General Work Experience	20 %
** (A5) Galvan,Joaquin D.	Academic Guidance	20 %
Galvis,Silvia M.	Child Development/Early Care and Educatio	20 %
Gander,Therese A.	Mathematics, General	53 %
Garcia,Maria	Spanish	27 %
Garner,Lyndale T.	Child Development/Early Care and Educatio	20 %
Garner,Lyndale T.	Family Studies	40 %
Gee,Jenny A.	Mathematics, General	33 %
Geffrey,William E	Philosophy	40 %
Gere,C. Jean	ESL Reading	10 %
Gere,C. Jean	ESL Speaking/Listening	10 %
Gifford,Christina M.	English	20 %
Gmelin,Robert P.	English	40 %
Goldberg,Sherri B.	General Work Experience	40 %
Goldsmith,Maryl R	Music	43 %
Gossett,Julie M.	Nursing	45 %
Grady,Kevin R.	Learning Skills, Learning Disabled	65 %
Graham,Reginald A.	Music	18 %
** (A5) Grasso,Matthew A.	Music	18 %
Graves,Emon Jabar	Business Administration	20 %
Graves,Sherri D	Biology, General	35 %
Graves,Sherri D	Physiology (Includes Anatomy)	20 %
Grawey,Kathleen R.	Cosmetology and Barbering	40 %
Gregory MacMillan,Marcella	Japanese	53 %
Grueneberger,Arthur R.	Information Technology, General	47 %
Gunhan,Emine	Physiology (Includes Anatomy)	50 %
Handy,Kimberly A.	Business and Commerce, General	20 %
Harada,Syreeta J.	Political Science	40 %
Harker,Caroline J.	Librarian	60 %
** (A1) Haroyan,Satenik	Mathematics, General	53 %
Harris,Richard A	Administration of Justice	60 %
Harroun,Richard J.	ESL Writing	53 %
Hawes,Victoria A.	ESL Writing	27 %
Hawes,Victoria A.	ESL Speaking/Listening	27 %
** (A2) Hayashi,David I.	Adapted Physical Education	30 %
Hogan,Heather N.	Website Design and Development	21 %
Howe,Judith D.	Library Science, General	3 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Howe,Judith D.	Librarian	39 %
Hunter,James W.	Business and Commerce, General	23 %
Hunter,James W.	Business Management	20 %
Hur,Soon S.	Asian (Chinese and Japanese excluded)	53 %
Imagine,Eve M.	English	20 %
** (A2) Imai,Stephen T.	Chemistry, General	50 %
Iwata,Susan J.	Spanish	53 %
Jacobsen,Ann	English	47 %
Jean-Gilles,Reginald G.	Business and Commerce, General	20 %
Jean-Gilles,Reginald G.	Psychology, General	20 %
Jeppeson,Marsha S.	Speech Communication	40 %
Johansen,Trine B.	Anthropology	20 %
Johnson,Chadwick J.	Business Administration	20 %
Johnson,Samuel D.	Speech Communication	40 %
Jones,Eric M.	Geography	20 %
Jones,Erica Leigh	Environmental Studies	20 %
Jones,Erica Leigh	Geography	20 %
Jones,Evan A.	English	60 %
Jones,Yuriko	Physics, General	60 %
Jordan,Jessica H.	English	47 %
Joy,Anna L.	English	27 %
Kahl,Timothy	English	40 %
Kaina,Abdelaziz	Computer Information Systems	12 %
Kalar,Barry D.	Administration of Justice	60 %
Kang,Rachel E.	Music	35 %
Karver,John C.	Administration of Justice	20 %
Kaufman,Cheryl A.	Business and Commerce, General	40 %
Keene,Hortencia	Office Technology/Office Computer Applicati	35 %
Kehl,Anthony J.	Physical Education	15 %
Kehl,Anthony J.	Physical Fitness and Body Movement	25 %
Kellogg,Cynthia	English	40 %
** (A5) Kiehn,Kenneth	English	47 %
Kjos,Troy A.	Physiology (Includes Anatomy)	40 %
Korn,Madeline A.	Fashion	48 %
Korp,Diana R.	Dental Hygienist	50 %
Korp,Norbert Gunter	Dental Hygienist	35 %
** (A5) Krumm,Helen T.	English	40 %
Kumagai,Mizue	Japanese	53 %
Lagunas-Carvacho,Magaly A.	Spanish	53 %
Lam,Ben K.	Mathematics, General	58 %
Lazo,Carol M.	Business and Commerce, General	20 %
Lazo,Carol M.	Small Business and Entrepreneurship	20 %
Lazzarone,Gordon C.	Applied Photography	43 %
Lee,Pao	Academic Guidance	20 %
Leek,Laura C.	ESL Writing	27 %
Leek,Laura C.	ESL Speaking/Listening	27 %
Lemoine,Florence A.	History	40 %
Lesage,Yves	Mathematics, General	53 %
Leyva,John James	English	31 %
Li,Xiaoli	Library Technician (Aide)	20 %
Liu,Steve S.	Chinese	27 %
Lobenberg,David K.	Art	28 %
Lobenberg,David K.	Painting & Drawing	28 %
Logan,Jason K.	Sociology	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Lower,Nancy S.	Music	32 %
Lowrie,Angela C.	Applied Photography	57 %
Lynch,Blair N.	Psychology, General	20 %
Maffly,Nancy E.	ESL Writing	27 %
Maffly,Nancy E.	ESL Reading	27 %
Mahmood,Iqbal	English	40 %
Mansourirad,Ehsanollah	Mathematics, General	60 %
Mao,Alvin W.	Chemistry, General	53 %
Marshall,Jacquelline A.	English	47 %
Marshall,Jessica A.	Anthropology	35 %
Martinez,Jesus R.	History	40 %
McDaniel,Arrickia R.	Interpersonal Skills	7 %
McDaniel,Arrickia R.	Academic Guidance	20 %
McLearan,Susan H.	Dental Hygienist	55 %
Mehadi,Ahmed	Chemistry, General	60 %
** (A1) Michell,Douglas B.	ESL Writing	27 %
** (A1) Michell,Douglas B.	ESL Reading	20 %
Minnick,Michael	Child Development/Early Care and Educatio	20 %
Mo,Melody H.	Chinese	27 %
Mobery,Jerry C.	History	40 %
Moftakhar,Hossein	Psychology, General	20 %
Moore,Thomas G.	Information Technology, General	43 %
Moore,Thomas G.	Software Applications	18 %
Morgan,Kenneth I.	Business and Commerce, General	3 %
Mortimer,Tristin Becca	Dental Assistant	45 %
Mortimer,Tristin Becca	Coordinator	20 %
Moylan-Aube,Joanne	Psychology, General	40 %
Murphy,Charlynn M.	Child Development/Early Care and Educatio	60 %
Nasiri,Melekeh	Chemistry, General	57 %
Neil,Richard R.	Geography	50 %
Neilson,Wendy N.	Occupational Therapy Technology	15 %
Nelsenador,Matt B.	Mathematics, General	40 %
Ngassam,Valery N.	Astronomy	35 %
Nguyen,Phuong	Multimedia	21 %
** (A5) Nguyen,Thanh V.	Vietnamese	27 %
Nicholson,J. Christine	Dramatic Arts	40 %
Niyati,Fatemeh	Chemistry, General	53 %
Norman,Ben Eric	Mathematics, General	33 %
O'Brien,Sandra C.	English	40 %
O'Neill,Zachary M.	English	40 %
Opiela,Cassandra	English	67 %
Orr,Timothy A.	History	20 %
Otto,Anna M.	Child Development/Early Care and Educatio	40 %
Palmi,Jason R	Administration of Justice	20 %
Parlin,Sam	Computer Programming	20 %
Passal,Steven R.	English	40 %
Perez,Adriana	Graphic Art and Design	21 %
** (B5) Perez,Pedro R.	Applied Photography	57 %
Pierini,Bruce D.	Anthropology	55 %
Port,Andrew A.	Mathematics, General	52 %
Prilepina,Tamara F.	Mathematics, General	45 %
Propper,Ralph	Chemistry, General	20 %
** (A5) Pryor,Peter L.	Physical Education	30 %
** (A5) Pryor,Peter L.	Physical Fitness and Body Movement	10 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Reed,Linda M.	Occupational Therapy Technology	4 %
Rendon Hall,Velma	Cosmetology and Barbering	53 %
Rickgauer,Donald R.	Psychology, General	40 %
Roberts-Eccles,Debora C.	ESL Writing	27 %
Roberts-Eccles,Debora C.	ESL Speaking/Listening	27 %
Robinson,Curtis J.	Geography	35 %
Robinson,Leslie A.	Aviation and Airport Management and Servic	41 %
Rodriguez,Andres B.	Social Sciences, General	20 %
Rodriguez,Andres B.	Ethnic and Cultural Studies	20 %
Rodriguez,Hector	Mathematics, General	58 %
Roggli,Kurt W.	Philosophy	40 %
Rosen-Aydlett,Lisa	Family Studies	40 %
** (A5) Ross,Andrea M.	English	27 %
** (A5) Ross,Andrea M.	Reading	20 %
** (A2) Salazar,Rosalinda R.	English	27 %
** (A2) Salluzzo,Michelle Anne	Child Development/Early Care and Educatio	20 %
** (A2) Samarron,Sandra L.	Nutrition, Foods, and Culinary Arts	20 %
Sanchez,Lilia G.	Spanish	27 %
Sanchez,Rafael	English	47 %
** (B5) Schaeffer,Randy L.	Environmental Control Technology (HVAC)	20 %
** (B5) Schnell,Steven M.	Environmental Control Technology (HVAC)	50 %
Schumacher,Robert J.	Art	28 %
Schumacher,Robert J.	Ceramics	28 %
Scott,Mark W.	Administration of Justice	60 %
Screechfield,Rosalie M.	Learning Skills, Learning Disabled	22 %
Sellers,Gene R.	Mathematics, General	53 %
** (A1) Smith,Jennifer L.	Mathematics, General	52 %
Stanley,Marilyn V.	Fashion	57 %
Stassi,Trinidad	Physical Education	30 %
** (B3) Steele,Marlene M.	Health Occupations, General	33 %
** (B3) Steele,Marlene M.	Occupational Therapy Technology	13 %
Stefani,Nancy	ESL Writing	27 %
Stefani,Nancy	ESL Reading	10 %
Stefani,Nancy	ESL Speaking/Listening	27 %
Stein,Rodger L.	Psychology, General	20 %
Stevens,Suzanne	Art	28 %
Storms,Natascha	Anthropology	35 %
** (A5) Swafford,Derek L.	Academic Guidance	40 %
Szabo,Paula N.	Psychology, General	40 %
** (A5) Taheri,Mansour	Engineering, General	33 %
Tatum,Prima R.	Chemistry, General	50 %
Tener,Sean G.	Aviation and Airport Management and Servic	41 %
Thomas,Michael A.	Intercollegiate Athletics	49 %
Wagner,Erica L.	Physiology (Includes Anatomy)	50 %
Wheeler Abeyta,Sandra P.	Speech Communication	20 %
Whetstone,Sandy F.	ESL Reading	27 %
White,Daniel E.	Business Management	20 %
Williams,Angelo A	Sociology	40 %
Wong,Cissy	ESL Writing	27 %
Wong,Cissy	ESL Reading	27 %
** (A1) Wrenn,Robert Alan	Music	40 %
Wright,Stanley A.	Microbiology	20 %
Wright,Stanley A.	Natural History	15 %
Wynn,Brita J.	Anthropology	55 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Casale,Kristin G.	Chemistry, General	30 %
Chao,Pamela H.	Sociology	40 %
Chen,Chiuping	Economics	20 %
Collihan,Kathleen	Social Sciences, General	10 %
Collihan,Kathleen	Political Science	20 %
Condos,Rachna K.	Business and Commerce, General	40 %
Corbin,Kirsten Bunce	Reading	7 %
Duax,Paul L.	Speech Communication	40 %
** (A2) Dumais,Laurence W.	Computer Infrastructure and Support	12 %
** (A2) Dumais,Laurence W.	Computer Networking	24 %
Eifertsen,Dyne C.	Music	40 %
Engler,Denise M.	English	7 %
Engler,Denise M.	Reading	30 %
Fertel,Kristine D.	ESL Reading	27 %
Finnecy,Timothy J.	Physical Education	15 %
Flower,Deborah J.	Horticulture	7 %
Flower,Deborah J.	Landscape Design & Maintenance	15 %
Fortman,Anita J.	Counselor	6 %
Fox,David E.	Software Applications	7 %
Fratello,Natasha M.	Psychology, General	20 %
French,Benjamin R.	Automotive Technology	28 %
Garvey,Andrea P.P.	Psychology, General	20 %
Gelfman,Linda R.	Ceramics	13 %
George,Gary Thomas	Electronics & Electric Technology	20 %
Gilbert-Valencia,Daniel H.	Computer Networking	7 %
Gilman,Joseph A.	Music	37 %
** (A1) Gomez,Martin	Counselor	8 %
Gonzalez,Robert J.	Business and Commerce, General	20 %
Gourdine,Traci L.	Creative Writing	20 %
** (B2) Green,Wesley P.	Computer Networking	13 %
** (B2) Green,Wesley P.	Computer Support	26 %
Haag,Brooke A.	Physics, General	15 %
Harper,Eric I.	Automotive Technology	40 %
Hayes,Rebecca W.	Software Applications	30 %
Heiser,Ceydy Berdon	Spanish	45 %
Hess,John F.	English	20 %
Hess,Krista E.	ESL Writing	27 %
Hokerson,Lori K.	Psychology, General	20 %
Holden,Dennis J.	Philosophy	20 %
Howard,Hugh H.	General Work Experience	7 %
Howe,Susan R.	English	40 %
Hughes,Ralph E.	Music	30 %
Iannone,Albert J.	Fire Technology	40 %
Jenkins,Arthur	Counselor	5 %
Joe,Don I.	Automotive Collision Repair	15 %
Kiefer,Christian J.	English	20 %
Kinuthia,F. Kamau	Economics	40 %
Knirk,Brian D.	Culinary Arts	20 %
Munger,Teri B.	Coordinator	18 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Rosario,Brian P.	Economics	40 %
Sabzevary,Iraj	Computer Programming	20 %
Sabzevary,Iraj	Database Design and Administration	13 %
Schneider,Harold L.	English	33 %
Schuster,Randall O.	Drafting Technology	20 %
Silva,Nancy E.	Dramatic Arts	35 %
Smith,Craig N.	Fine Arts, General	30 %
Smith,Craig N.	Applied Photography	28 %
Williams,Samuel W.	Dramatic Arts	9 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Aldredge,Teresa W.	Human Services	20 %
Arden-Ogle,Ellen A.	Speech Communication	20 %
Avalos,Amy M.	Guidance	13 %
Avalos,Amy M.	General Work Experience	20 %
Basheer,Allah-Mi C.	Academic Guidance	20 %
Beloglovsky,Miriam	Child Development/Early Care and Educatio	20 %
** (A5) Beyrer, Gregory M.	Academic Guidance	7 %
Boeck,Rick E.	Film Studies	20 %
Burns,Cori B.	Medical Assisting	7 %
Carlson,William D.	Automotive Technology	55 %
Chapman, Gregory Dennis	Computer Programming	20 %
Connally,Ryan	Civil & Construction Mgmt Technology	45 %
Degn,Frances K.	Academic Guidance	20 %
** (A5) Do,Minhhong T.	Vietnamese	15 %
DuBray,Daniel T.	Speech Communication	20 %
Elston,Tyler M.	Sociology	20 %
Emetaron,Chitoh M.	Chemistry, General	30 %
Erickson,Kurt P.	Music	13 %
Fagin,Edwin D.	Economics	40 %
Felkner,Patty A.	Photography	10 %
Felkner,Patty A.	Applied Photography	28 %
Fishman,Wendell	Website Design and Development	38 %
Fong,Hoyt S.	Human Services	40 %
** (A5) Fortin,Cheri L.	Dramatic Arts	20 %
Frazee,James C.	Psychology, General	30 %
Geissler,Markus	Information Technology, General	42 %
Gill,Blanca T.	Spanish	20 %
Granquist,Eric A.	Business Administration	40 %
Hannan,Everett J.	Psychology, General	40 %
Harrell, Kim E.	Sign Language	10 %
Hom,Norman	English	20 %
Huang,Chao-Jen	Computer Programming	20 %
Huang,Chao-Jen	Computer Support	18 %
Huffman,Elizabeth A.	Political Science	40 %
Impinna,Christopher R.	Veterinary Technician (Licensed)	20 %
Kimble,Jeffrey G.	Painting & Drawing	13 %
LaDue,Cheri L.	Physical Education	30 %
LaNier,Winnie M.	Student Government	22 %
Lawlor,Michael J.	Physics, General	47 %
Lugo,Donnisha C.	Sociology	20 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Mapeso,Ray	Human Services	20 %
Mapeso,Ray	Academic Guidance	40 %
Marshall-Mills,Denise L.	Academic Guidance	20 %
Martin,Mary S	Mathematics, General	33 %
Mathis,Jaqueline S.	Academic Guidance	40 %
Mayo,Kathryn J.	Photography	10 %
Mayo,Kathryn J.	Applied Photography	13 %
McHugh,Matthew E.	Emergency Medical Services	38 %
Miller,Nathan D.	Speech Communication	20 %
Mojica,Edward	Architecture and Architectural Technology	7 %
Mojica,Edward	Other Architecture & Environ Design	13 %
Morales,Martin F.	Political Science	40 %
Moreno,Camille	Mathematics, General	33 %
Noel,Brian E	Automotive Technology	13 %
Osman,Mohammed	Software Applications	13 %
Osman,Mohammed	Database Design and Administration	20 %
Parker,Grant	Music	7 %
Reese,Shawn L.	Chemistry, General	30 %
Roberts,Jason M.	Welding Technology	13 %
Rogan,Patrick D.	Accounting	44 %
Rogers,Kevin M.	Automotive Technology	13 %
Samaniego,Celia S.	Spanish	20 %
Schroeder,Kristy Howard	Physical Fitness and Body Movement	15 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abraham,Linda D.	Biology, General	8 %
Aldrich,Christina D.	Psychology, General	40 %
** (A5) Alexander,John E.	Coordinator	10 %
Anayah,Bernadette M.	ESL Reading	27 %
Bjerke,Ann Lynn	ESL Integrated	8 %
Boylan,Catherine A.	Speech Communication	20 %
Clark,Christopher S.	Guidance	13 %
Clark,Christopher S.	Counselor	9 %
Considine,Daniel T.	Philosophy	20 %
Curran,Timothy M.	Mathematics, General	53 %
Danner,Lisa A.	English	27 %
DeVille,Rebecca A.	Classics-Humanities	40 %
Eckman,Spencer A.	ESL Speaking/Listening	27 %
Eitel,Joseph E.	Mathematics, General	60 %
** (B2) Ellerman,Curtis H.	Real Estate	20 %
Fernandez,Joshua	English	27 %
Fernandez,Joshua	Creative Writing	15 %
Flores,Juan J.	Academic Guidance	20 %
Fowler,Caleb L.	Computer Programming	15 %
Fuson,Joy A.	Mathematics, General	7 %
Garrett,Mark D.	Counselor	9 %
Greene,Calvin D.	Mathematics, General	27 %
Hale,Daniel R.	Astronomy	40 %
Harris,David Read	Dramatic Arts	20 %
Haug,Paula R.	Speech Communication	20 %
Hwang,Eunyoung	Fine Arts, General	15 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Javier,Miriam P.	Counselor	9 %
Jensen,Wayne C.	Mathematics, General	53 %
Kraemer,Jennifer L.	Child Development/Early Care and Educatio	20 %
Lagala,David L.	Physiology (Includes Anatomy)	40 %
Leland,Kathryn A.	English	8 %
Lennert,Michelle G.	Sign Language	27 %
Lopez,Carlos J.	Spanish	30 %
Moraga,Juan Carlos	Spanish	40 %
Morrison,Jill	Counselor	11 %
Newnham,David A.	Music	20 %
Piedra-Walsh,Lucia M.	Coordinator	4 %
Sapra,Lisa M.	English	23 %
Sayago,Maria S.	Painting & Drawing	13 %
Schmid,Heike G.	Painting & Drawing	13 %
Swithenbank,Elizabeth A.Z.	Software Applications	12 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Allen,Randy K.	Journalism	20 %
Allen,Randy K.	Applied Photography	13 %
Anderson,Kevin M.	Computer Networking	48 %
Barbaria,Miriam G.	Spanish	27 %
Barfield,Annette C.	Academic Guidance	20 %
Blair,Deborah J.	Fitness Trainer	10 %
Blair,Deborah J.	Coaching	20 %
Block,Angela M.	Sociology	20 %
Bomberry,Deskaheh D.	Study Skills	10 %
** (B5) Bonawitz,Marcia C.	Cosmetology and Barbering	60 %
** (A5) Bui,Dinh N.	Academic Guidance	40 %
Burg,Thomas J.	Aviation and Airport Management and Servic	20 %
Camarena,Sandra	Economics	20 %
Carmazzi,Paul L.	Management Development & Supervision	20 %
Carmazzi,Paul L.	Physical Education	15 %
Carmazzi,Paul L.	Physical Fitness and Body Movement	20 %
Chubbic,Dena J.	Chemistry, General	7 %
Cirrone,Steve F.	English	20 %
Clark,Kevin E.	Sign Language	27 %
Costello,Linda D.	Accounting	10 %
Crumpton,Debra J.	Business and Commerce, General	20 %
Crumpton,Debra J.	Office Technology/Office Computer Applicati	32 %
Dao,Binh C.	Chemistry, General	65 %
Davis,Craig	Geography	10 %
Davis,Craig	Geographic Information Systems	3 %
Davis,Tony P.	Academic Guidance	20 %
deGennaro,Paul J.	Biology, General	8 %
DeMartini,Dawna L.	English	20 %
Dibble,Cindy C.	Mathematics, General	20 %
Dixon,Michael A.	Computer Programming	35 %
Dixon,Michael A.	Coordinator	20 %
Doonan,William F.	Anthropology	60 %
Felker,Jeffery J.	Reading	35 %
Fellman,Melissa	Dental Hygienist	25 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Foley,Jo-Ann C.	Child Development/Early Care and Educatio	40 %
Freas,Adam C.	Academic Guidance	20 %
Gambrell,Deborah M.	Academic Guidance	20 %
** (B5) Gentry,Richard P.	Environmental Control Technology (HVAC)	20 %
Gonzalez,Mauricio	Academic Guidance	40 %
Gould,Kelly L.	Administration of Justice	40 %
Greenwell,Andrea L.	Physiology (Includes Anatomy)	20 %
** (A5) Griffin,David A.	Physical Education	15 %
Grofe,Michael J.	Anthropology	15 %
Haag,Janis L.	Journalism	13 %
** (B5) Handy,Mae F.	Cosmetology and Barbering	59 %
Hanson,Jon	Reading	15 %
Hanson,Luther E.	Dramatic Arts	10 %
Harbison,Mark	Mathematics, General	27 %
Harris-Jenkinson,Patricia M.	Speech Communication	20 %
Heningburg,Keith R.	History	20 %
** (A5) Hoerl,Ada Boone	Occupational Therapy Technology	3 %
Hogarty,Patrick	Real Estate	27 %
Hogarty,Patrick	Computer Networking	23 %
Huang,Ling	Chemistry, General	43 %
Hunter,Mark A.	Mathematics, General	55 %
Hunter,Michael J.	Geography	20 %
Hwang,Joel	Chemistry, General	42 %
Iredale,Michael J.	Nursing	2 %
James,Stephen C.	Environmental Science	4 %
Johnson,Lawrence F.	Aeronautical & Aviation Technology	27 %
Johnson,Mai-Gemu D.	Mathematics, General	33 %
Jones,Andrew B.	Physical Education	35 %
Kidrick,Valerie	Fine Arts, General	60 %
Kiernan,Tim C.	Physical Education	15 %
** (A1) Kirkpatrick,Nadine J.	Nutrition, Foods, and Culinary Arts	20 %
Knable,Robert D.	Music	47 %
Krofchok,Bryan	Website Design and Development	14 %
Lachica,Juan L.	Academic Guidance	33 %
Lambert,Angelena	Mathematics, General	27 %
Larson,Carillon J.	Mathematics, General	27 %
Little,Myra M.	Website Design and Development	12 %
Little,Myra M.	Information Technology, General	20 %
Lorenz,Norman H.	Family Studies	40 %
Malik,Jamil I.	Academic Guidance	20 %
Manriquez,Paul M.	Mathematics, General	47 %
Martinez,Jesus E.	Mathematics, General	47 %
** (B5) Masterson,Patricia J.	Sign Language	27 %
McDaid,Liam I.	Astronomy	15 %
McKee,Georgeann M.	Administration of Justice	40 %
Mendez-Nunez,Luis R.	Mathematics, General	47 %
Mom,Brian W.	Small Business and Entrepreneurship	20 %
Newman,Forrest L.	Physics, General	42 %
Nguyen,Anh H.	Job Seeking/Changing Skills	13 %
** (A1) Oh,Jang-Ha	Physical Education	15 %
Pacheco,David B.	Study Skills	10 %
Parks,Karen D.	Software Applications	35 %
Paulson,Daniel I.	Music	7 %
Polagruto,John A.	Nutrition, Foods, and Culinary Arts	30 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2016  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
** (B3) Randolph, Melodi L.	Dental Assistant	15 %
Rangel, Makeba L.	Reading	15 %
Regalado, Maria Carmen	Psychology, General	40 %
Reynolds, Linda K.	Business and Commerce, General	40 %
Rice, Helen M.	Licensed Vocational Nursing	20 %
Rose, Gregory S.	Economics	20 %
Sanford, Tricia L.	Mathematics, General	20 %
** (A2) Schutte, Matthew L.	Mathematics, General	33 %
Shiflet, Kurt J.	Music	40 %
Smedley, Lauri J.	Office Technology/Office Computer Applicati	12 %
Tambert, Roxanne R.	Cosmetology and Barbering	39 %
Taylor, Timothy K.	Computer Networking	53 %
Wong, Peter W.	Cosmetology and Barbering	39 %
** (A1) Woolley, Nicole B.	Academic Guidance	7 %
** (A1) Woolley, Nicole B.	Study Skills	13 %

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## C L A S S I F I E D

**APPOINTMENT(S)**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Her, Stephanie	Account Clerk I, 10 months	SCC	08/01/16
Parrish, Elizabeth A.	Counseling Clerk I	ARC	07/25/16
Robinson, Michael S.	Student Personnel Assistant – Student Services	ARC	08/01/16
Rowley, Laurie W.	Clerk III	ARC	08/01/16
Tran, Hong	Clerk III, 11 months	ARC	08/01/16

**LEAVE(S) OF ABSENCE**

<u>Name</u>	<u>Position</u>	<u>Type of Leave</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Bachinsky, Valeriya	Confidential Human Resources Assistant III	Child Care, 100%	DO	09/11/16-10/16/16
Torres, Christopher P.	Student Affairs Specialist	Personal, 20%	SCC	07/01/16-08/05/16

**PLACEMENT ON 39-MONTH  
RE-EMPLOYMENT LIST**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Roach, Patrick S.	Custodian	SCC	07/06/16

**PROMOTION(S)**

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Dismukes, Aujonique P.	Student Personnel Assistant – Extended Opportunity Programs and Services (Counseling Clerk II)	CRC  SCC)	08/03/16
Lee, Ka P.	Student Personnel Assistant – Temporary Assistant to Needy Families (Admissions/Records Evaluator I)	CRC  ARC)	08/01/16
Retter, Evelyn	Administrative Assistant II (Administrative Assistant I)	SCC SCC)	07/18/16
Vang, Fong	Student Services Supervisor (Student Personnel Assistant – Disabled Student Programs and Services	ARC  SCC)	08/01/16

## C L A S S I F I E D

<b>PROMOTION(S), CONTINUED</b>			
<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Williams, James W.	Lead Custodian (Custodian)	SCC ARC)	08/01/16
<b>RECLASSIFICATION(S)</b>			
<u>Name</u>	<u>Proposed Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Hall, Joshua S.	Information Technology Systems/Database Administrator Analyst I (Information Technology Specialist II – Microcomputer Support	CRC  CRC)	03/02/16
Williams, Kevin G.	Information Technology Systems/Database Administrator Analyst I (Information Technology Specialist I – Microcomputer Support	SCC  SCC)	04/28/16
<b>RESIGNATION(S)</b>			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Douglas, Jason R.	Police Officer	DO	08/06/16
Freeman, Hannah L.	Counseling Clerk I	FLC	07/23/16
Holmqvist, Hans C.	Maintenance Plumber	FM	07/30/16
Miller, Kellen P.	Laboratory Technician – Science	ARC	07/30/16
Missildine-Cysewski, Theresa	Admissions/Records Clerk III	ARC	08/10/16
Montijo, Rebecca A.	Library/Media Technical Assistant, 75%	ARC	07/22/16
Nance, Gabriella J.	Instructional Assistant – Costuming and Makeup, 50%	ARC	07/30/16
Pedersen, Tamara M.	Administrative Assistant I	FLC	07/28/16
Torres, Christopher P.	Student Affairs Specialist	SCC	08/06/16
Young-Davidson, Kyreona D.	Police Communication Dispatcher	DO	07/28/16

CLASSIFIED

**RETIREMENT(S)**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Clinger, Richard W.	Instructional Assistant- Applied Music (Piano), 9 months, 25% (After 35+ years of service)	SCC	05/21/16



Temporary Classified Employees  
 Education Code 88003 (Per AB 500)  
*The individuals listed below are generally working in short term, intermittent or interim assignments during the time frame designated,*

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Appel, Wanda C.	Special Projects	07/01/2016	06/30/2017
Aquino, Antonio A.	Bookstore Clerk I	07/01/2016	06/30/2017
Baxter, Diane M.	Art Model	07/01/2016	06/30/2017
Bessonov, Vasily M.	Laboratory Technician	07/01/2016	06/30/2017
Bragg, Adam G.	Recruit Training Officer	07/01/2016	06/30/2017
Brock, Caleb J.	Special Projects	07/08/2016	06/30/2017
Campbell, Erica E	Advanced Interpreter	07/01/2016	06/30/2017
Cao, Vivian T.	Instructional Assistant	07/01/2016	06/30/2017
Carrigan, Richard B.	Assistant Coach	08/01/2016	06/30/2017
Cavazos, Laura J.	Custodian	07/01/2016	06/30/2017
Chan, Ryan	Bookstore Aide	07/01/2016	06/30/2017
Chhen, Alexander W.	Special Projects	07/01/2016	06/30/2017
Cook, Anne M	Student Personnel Assistant	07/01/2016	06/30/2017
Deollos, Christina M.	Student Personnel Assistant	07/01/2016	06/30/2017
Dias, Alison N.	Admissions/Records Evaluator I	07/18/2016	06/30/2017
Distel, Kristina	Financial Aid Clerk I	08/20/2016	06/30/2017
Donovan, Adam D.	Specialty Coach	07/01/2016	06/30/2017
Dubenchuk, Leonid S.	Custodian	07/01/2016	06/30/2017
Dumaplin, Alexandria L.	Beginning Interpreter	07/01/2016	06/30/2017
Duong, Huy A	Special Projects	07/01/2016	06/30/2017
Dutton, Haley M	Swimming Instructor II	07/01/2016	06/30/2017
Egan, Monica M	Intermediate Interpreter	07/01/2016	06/30/2017
Espinoza, Juan M.	Instructional Assistant	07/01/2016	06/30/2017
Fall, Rheann D.	Assistant Coach	07/01/2016	06/30/2017
Fall, Rheann D.	Assistant Coach	08/01/2016	06/30/2017
Fielder, Russell G.	Instructional Assistant	07/01/2016	06/30/2017
Fielder, Russell G.	Instructional Assistant	07/01/2016	06/30/2017
Frenn, Tyson J.	Sports Program Director	07/01/2016	06/30/2017
Frenn, Tyson J.	Assistant Coach	08/01/2016	06/30/2017
Gamble, Rose Marie E.	Student Personnel Assistant	07/01/2016	06/30/2017
Garcia-Canyon, Sabrina L	Special Projects	07/01/2016	06/30/2017
Gifford, Raymond Louis	Special Projects	07/01/2016	06/30/2017
Gomez, Lisa M.	Beginning Interpreter	07/01/2016	06/30/2017
Grant, Briana N.	Beginning Interpreter	07/01/2016	06/30/2017
Greenwald, Matthew J.	Athletic Trainer	07/01/2016	06/30/2017
Herrick, Dawn L.	Advanced Interpreter	07/01/2016	06/30/2017
Hess, Aubrey M.	Instructional Assistant	07/01/2016	06/30/2017
Hicks, Jarrad M.	Student Personnel Assistant	07/01/2016	06/30/2017

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College (continued)</u>			
Holmes, Donna C.	Instructional Assistant	07/01/2016	06/30/2017
Hunnefeld, Terri M.	Clerk II	07/01/2016	06/30/2017
Imbsen, Nancy E.	Clerk III	07/01/2016	06/30/2017
Jaques, Emma Noelle Kim	Clerk I	06/15/2016	06/30/2016
Jaques, Emma Noelle Kim	Clerk I	07/01/2016	06/30/2017
Johnson, Chiaolian	Instructional Assistant	07/01/2016	06/30/2017
Jordan, Shauna C.	Instructional Assistant	07/25/2016	06/30/2017
Karagadyan, Margaret	Student Personnel Assistant	07/01/2016	06/30/2017
Karanchuk, Liudmila	Financial Aid Clerk I	07/07/2016	06/30/2017
Karnaukh, Maryna	Instructional Assistant	07/01/2016	06/30/2017
Kaur, Tej	Special Projects	07/25/2016	06/30/2017
Kirkpatrick, Bradley D.	Student Personnel Assistant	07/01/2016	06/30/2017
Krawczyk, Sylvanna V.	Instructional Assistant	07/01/2016	06/30/2017
Loucks, Jared B.	Instructional Assistant	07/01/2016	06/30/2017
Luna, Jessica M.	Beginning Interpreter	07/01/2016	06/30/2017
McClurg, Melanie A	Special Projects	07/01/2016	06/30/2017
McCollum, Scott S.	Sports Program Director	07/01/2016	06/30/2017
McMannis, Alexis L	Advanced Interpreter	07/01/2016	06/30/2017
Mendenhall, JoAnn	Administrative Asst. I	07/14/2016	06/30/2017
Miller, Stacy H.	Athletic Trainer	07/01/2016	06/30/2017
Miranda, Cualnezca Tonantzin L.	Student Personnel Assistant	07/01/2016	06/30/2017
Monk, Michael L	Clerk I	07/01/2016	06/30/2017
Mudik, Nadiya I.	Custodian	07/01/2016	06/30/2017
Murti, Kendalyne K.	Student Personnel Assistant	07/01/2016	06/30/2017
Musabe, Chena Grace	Financial Aid Clerk I	08/20/2016	06/30/2017
Nakata, Cindy L	Special Projects	07/01/2016	06/30/2017
Nelson, Mariela R.	Special Projects	07/01/2016	06/30/2017
Nixon, Barbara J.	Special Projects	07/01/2016	06/30/2017
Norris, Jonathan P.	Specialty Coach	07/01/2016	06/30/2017
Olfati, Samaneh	Special Projects	07/01/2016	06/30/2017
Orosz, Monica C.	Special Projects	07/01/2016	06/30/2017
Orozco, Armando	Beginning Interpreter	07/01/2016	06/30/2017
Payne, Ryan B	Instructional Assistant	07/01/2016	06/30/2017
Phung, Quoc D.	Instructional Assistant	07/01/2016	06/30/2017
Pimentel Izarraras, Araceli	Bookstore Aide	07/01/2016	06/30/2017
Plugovoy, Yekaterina Y.	Clerk II	07/13/2016	06/30/2017
Ricchiuto, Rachel R.	Clerk I	07/05/2016	06/30/2017
Richardson, Laurel C.	Student Personnel Assistant	07/01/2016	06/30/2017
Robinson, Cherie J	Advanced Interpreter	07/01/2016	06/30/2017
Rocha, Eduardo I.	Instructional Assistant	07/01/2016	06/30/2017
Royer, Michael T.	Instructional Assistant	07/01/2016	06/30/2017
Sailor, Maya L.	Instructional Assistant	07/01/2016	06/30/2017

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College (continued)</u>			
Savage, Stephen	Art Model	07/01/2016	06/30/2017
Schmidt, Erica R.	Special Projects	07/01/2016	06/30/2017
Semnani, Fatemeh Jandaghi	Instructional Assistant	07/01/2016	06/30/2017
Shearer, Stephanie A.	Advanced Interpreter	07/01/2016	06/30/2017
Skryagina, Yekaterina	Clerk III	07/01/2016	06/30/2017
Steuber, Patrick A	Clerk I	07/01/2016	06/30/2017
Taddese, Sara	Counseling Clerk II	07/01/2016	06/30/2017
Thompson, Stacey	Special Projects	07/01/2016	06/30/2017
Turutka, Alina H	Clerk I	07/01/2016	06/30/2017
Uribe, Edgar M.	Bookstore Aide	07/01/2016	06/30/2017
Uribe, Emmanuel	Special Projects	07/01/2016	06/30/2017
Ursol, Ellyse M.	Instructional Assistant	07/01/2016	06/30/2017
Villafranca, R. Veronica B.	Bookstore Aide	07/01/2016	06/30/2017
Villafranca, Renee Fatima	Bookstore Aide	07/01/2016	06/30/2017
Voronina, Irina	Instructional Assistant	07/01/2016	06/30/2017
Wagnon, Mary T	Asst. Financial Aid Officer	07/01/2016	06/30/2017
Walton, Princess D	Financial Aid Clerk I	08/20/2016	06/30/2017
Washington, Carlisha J.	Office Aide	05/25/2016	06/30/2016
Washington, Carlisha J.	Office Aide	07/01/2016	06/30/2017
Willis, Chantelle J.	Clerk I	07/01/2016	06/30/2017
Woodmansee, Duncan M.	Special Projects	07/25/2016	06/30/2017
Yang, Carolyn	Bookstore Aide	07/01/2016	06/30/2017
Yang, Julie	Clerk III	07/01/2016	06/30/2017
Yates, Alyssa Rose	Special Projects	07/01/2016	06/30/2017
Younan, Michael A.	Laboratory Technician	07/01/2016	06/30/2017
Zayouna, Maher E. N.	Financial Aid Clerk I	08/20/2016	06/30/2017
Zeman, Kara N	Instructional Assistant	07/01/2016	06/30/2017
Zolnikov, Lilly A.	Special Projects	07/01/2016	06/30/2017

Cosumnes River College

Abdulshukur, Farishta	Instructional Assistant	07/01/2016	06/30/2017
Abrams, Elizabeth A.	Sports Program Director	07/01/2016	06/30/2017
Allen, Shalanda L.	Clerk I	07/01/2016	06/30/2017
Anyanwu, Zakiya M	Bookstore Aide	07/01/2016	06/30/2017
Arias, Karina	Student Personnel Assistant	07/01/2016	06/30/2017
Babbitt, Shawn L.	Custodian	07/01/2016	06/30/2017
Beldad, Lor Rachael Digal	Bookstore Clerk I	07/01/2016	06/30/2017
Blig, Steven J.	Special Projects	04/01/2016	06/30/2016
Buenafior, Sharon M.	Swimming Instructor II	07/01/2016	06/30/2017
Canales, Olga M.	Swimming Instructor I	07/01/2016	06/30/2017
Carder, Paul G.	Instructional Assistant	07/01/2016	06/30/2017
Cason, Andrew A.	Special Projects	07/01/2016	06/30/2017

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College (continued)</u>			
Cha, Sandra	Account Clerk I	07/01/2016	06/30/2017
Cochran, Cullen A.	Instructional Assistant	07/01/2016	06/30/2017
Cunningham, John D.	Special Projects	07/01/2016	06/30/2017
Dang, Hao	Instructional Assistant	07/01/2016	06/30/2017
Davis, Kyle J	Instructional Assistant	07/01/2016	06/30/2017
Dean, Layla E.	Swimming Instructor I	06/03/2016	06/30/2016
Dean, Layla E.	Swimming Instructor I	07/01/2016	06/30/2017
Eckert, Alan R.	Instructional Assistant	07/13/2016	06/30/2017
Elmore, Aaron C.	Instructional Assistant	07/01/2016	06/30/2017
Espinosa, Edrei R	Clerk I	07/01/2016	06/30/2017
Farley, Amanda M.	Clerk II	07/01/2016	06/30/2017
Farmer, Daniel K.	Swimming Instructor II	07/01/2016	06/30/2017
Griffin, Milo D.	Special Projects	07/01/2016	06/30/2017
Holt, Greg O	Special Projects	07/01/2016	06/30/2017
Ibrahim, Khalil I.	Instructional Assistant	07/01/2016	06/30/2017
Jacobs, Hannah J.	Swimming Instructor I	06/24/2016	06/30/2016
Jacobs, Hannah J.	Swimming Instructor I	07/01/2016	06/30/2017
Jacobs, Jennifer Rose	Assistant Coach	07/01/2016	06/30/2017
Jacobs, Jennifer Rose	Sports Program Director	07/01/2016	06/30/2017
Jacobs, Rachel A.	Swimming Instructor I	07/01/2016	06/30/2017
Juner, Robert A.	Special Projects	07/01/2016	06/30/2017
Juner, Samantha A.	Special Projects	07/01/2016	06/30/2017
Kaebnick, Mark A.	Special Projects	07/01/2016	06/30/2017
Koloamatangi, Emeline F.	Bookstore Aide	07/13/2016	06/30/2017
Krajnovic, Anastasia	Swimming Instructor I	06/24/2016	06/30/2016
Lagrutta, Rick V.	Art Model	07/01/2016	06/30/2017
Lam, Ella H.	Student Personnel Assistant	07/01/2016	06/30/2017
Lapomardo, Megan N	Swimming Instructor II	07/01/2016	06/30/2017
Lee, Michael C.	Custodian	07/01/2016	06/30/2017
Lim, Samson K.	Swimming Instructor I	07/01/2016	06/30/2017
Lin, Jingjing	Swimming Pool Cashier	07/01/2016	06/30/2017
Lopez, Teresa M.	Account Clerk I	07/01/2016	06/30/2017
Lopez-Gollas, Nereida G	Swimming Instructor II	07/01/2016	06/30/2017
Low, Shawana Marie	Art Model	07/01/2016	06/30/2017
Luong, James H	Swimming Instructor I	06/24/2016	06/30/2016
Luong, James H	Swimming Instructor I	07/01/2016	06/30/2017
Mack, J Hannah C.	Swimming Instructor II	07/01/2016	06/30/2017
Mack, Jerramiah C.	Swimming Instructor II	07/01/2016	06/30/2017
Mascarinas, Jack Michael D.	Special Projects	03/09/2016	06/30/2016
Maximo Sanchez, Eduardo A.	Asst Sports Program Director	06/01/2016	06/30/2016
Munoz Rodriguez, Nayely C.	Instructional Assistant	07/01/2016	06/30/2017
Naguna, Danielle L.	Swimming Instructor I	07/01/2016	06/30/2017
Nelson, Julie A.	Account Clerk II	07/01/2016	06/30/2017

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College (continued)</u>			
Nguyen, Celine T.	Clerk I	06/01/2016	06/30/2016
Nguyen, Celine T.	Clerk I	07/01/2016	06/30/2017
Nguyen, Tung V.	Instructional Assistant	07/01/2016	06/30/2017
Pilapil, Gertrude Thea S.	Swimming Instructor II	07/01/2016	06/30/2017
Potch, Jessica K	Swimming Instructor II	07/01/2016	06/30/2017
Reyes, Romy M.	Custodian	07/01/2016	06/30/2017
Robinson, Rickey S.	Special Projects	07/01/2016	06/30/2017
Santiago, Mary Jane Vergara	Custodian	07/01/2016	06/30/2017
Savage, Stephen	Art Model	07/01/2016	06/30/2017
Spikes, Shona M	Swimming Instructor I	07/01/2016	06/30/2017
Templeton, Christine R	Instructional Assistant	07/01/2016	06/30/2017
Terrones Rojas, Laura M.	Instructional Assistant	07/01/2016	06/30/2017
Van De Velde, Lisa A.	Instructional Assistant	07/01/2016	06/30/2017
Woycheshin, Crystal L.	Instructional Assistant	07/01/2016	06/30/2017
Zalasky, Julie A.	Clerk III	07/01/2016	06/30/2017
Zu, Sheng	Swimming Instructor I	06/01/2016	06/30/2016
Zu, Sheng	Swimming Instructor I	07/01/2016	06/30/2017

District Office / Business and Economic Development Center / Facilities Management

Battle, Angel	Special Projects	07/29/2016	06/30/2017
Castleberry, Cory J.	Campus Patrol	07/01/2016	06/30/2017
Dobbins, Valerie J.	Special Projects	07/01/2016	06/30/2017
Gregorio, Morgan L.	Clerk I	07/25/2016	06/30/2017
Johnson, Stephanie A.	Special Projects	06/01/2016	06/30/2016
Kardooni, James C	Campus Patrol	07/01/2016	06/30/2017
Karokhy, Azizullah	Special Projects	07/29/2016	06/30/2017
Kristoff, Debra L.	Special Projects	07/01/2016	06/30/2017
Kurk, Alexandria L.	Clerk I	05/25/2016	06/30/2016
Lagunas, Sergio Armando	Special Projects	07/01/2016	06/30/2017
Marmolejo, Arlene L	Special Projects	07/01/2016	06/30/2017
Nguyen, Chau-Michelle H.	Special Projects	07/01/2016	06/30/2017
Nguyen, Julianne M	Special Projects	07/01/2016	06/30/2017
Rodriguez, Joseph H.	Special Projects	07/01/2016	06/30/2017
Saldivar, Vinson J.	Clerk III	07/01/2016	06/30/2017
Smith, Herschel L.	Special Projects	07/01/2016	06/30/2017
Spaur, Christopher L	Campus Patrol	07/01/2016	06/30/2017

Folsom Lake College

Ames, Tyler J.	Instructional Assistant	07/01/2016	06/30/2017
Bickel, Victor W.	Bookstore Clerk I	07/25/2016	06/30/2017
Brown, Ivan C.	Custodian	07/13/2016	06/30/2017

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Folsom Lake College (continued)</u>			
Buchanan, Sandra L.	Special Projects	07/01/2016	06/30/2017
Christensen, Kalee R	Instructional Assistant	07/01/2016	06/30/2017
Contreras, Roberto M.	Instructional Assistant	07/01/2016	06/30/2017
DeSanto, Richard J.	Special Projects	07/25/2016	06/30/2017
Donlon, Julia A.	Clerk III	07/25/2016	06/30/2017
Dubin, Marc A	Special Projects	07/01/2016	06/30/2017
Duer, Paul	Special Projects	08/22/2016	06/30/2017
Freeman, Jodie	Special Projects	07/01/2016	06/30/2017
Galvan Rueckert, Flora L.	Instructional Assistant	07/01/2016	06/30/2017
Garrett, Shari L	Clerk I	07/01/2016	06/30/2017
Ghiorso, Timothy G	Special Projects	07/29/2016	06/30/2017
Godsey, Richelle N.	Special Projects	07/01/2016	06/30/2017
Green, Michael T	Athletic Trainer	07/01/2016	06/30/2017
Haberek, Leslie R	Instructional Assistant	07/01/2016	06/30/2017
Hanrahan, Molly P	Assistant Coach	08/01/2016	06/30/2017
Hindi, David N.	Special Projects	07/01/2016	06/30/2017
Jimenez, Devin P.	Assistant Coach	08/01/2016	06/30/2017
Killips, Kyler A.	Special Projects	07/25/2016	06/30/2017
Kramer, Christopher S.	Special Projects	07/25/2016	06/30/2017
Laolagi, Val A.	Educational Services Aide	07/01/2016	06/30/2017
Lee, Chong R.	Special Projects	07/01/2016	06/30/2017
Lenaerts, Penelope I.	Educational Services Aide	07/07/2016	06/30/2017
Madonia, Ron L.	Special Projects	07/25/2016	06/30/2017
Makhnovskaya, Margarita Y	Counseling Clerk II	07/01/2016	06/30/2017
Mota, Felix A.	Assistant Coach	08/01/2016	06/30/2017
Pedersen, Tamara M.	Clerk III	08/01/2016	06/30/2017
Perez, Kyle I.	PE/Athletic Attendant	07/01/2016	06/30/2017
Quintana, Alina	Student Personnel Assistant	07/25/2016	06/30/2017
Roth, Donna	Clerk I	07/01/2016	06/30/2017
Rudac, Andrei	Custodian	07/01/2016	06/30/2017
Singh, Jagpreet	Reader/Tutor	07/01/2016	06/30/2017
Tarzia, Joshua R.	Counseling Clerk I	07/25/2016	06/30/2017
Tereshchenko, Alex	PE/Athletic Attendant	07/01/2016	06/30/2017

Sacramento City College

Alvarado, Juanita	Clerk I	07/25/2016	06/30/2017
Anguiano, Letisia I.	Child Dev Ctr Assoc. Teacher	07/01/2016	06/30/2017
Benjamin, Michael W.	Outreach Specialist	07/01/2016	06/30/2017
Bowker, Christine M.	Admissions/Records Clerk III	07/01/2016	06/30/2017
Bradley, Donnaven T.	Clerk I	07/01/2016	06/30/2017
Brown, April	Special Projects	07/01/2016	06/30/2017
Butler, Janet B.	Clerk I	07/01/2016	06/30/2017

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Sacramento City College (continued)</u>			
Carelock, James B.	Assistant Coach	07/01/2016	06/30/2017
Cichosz, Marzena S.	Instructional Assistant	07/01/2016	06/30/2017
Colmenares, Mayra I.	Student Personnel Assistant	07/01/2016	06/30/2017
Cortes, Diana L.	Counseling Clerk I	07/01/2016	06/30/2017
Davis, Angela M.	Instructional Assistant	07/01/2016	06/30/2017
Deollos, Christina M.	Clerk I	07/01/2016	06/30/2017
Devine, Pamela S.	Administrative Asst. I	07/01/2016	06/30/2017
Devine, Pamela S.	Administrative Asst. I	07/25/2016	06/30/2017
Favela, Florentina C.	Instructional Assistant	07/01/2016	06/30/2017
Gomez, Melissa	Clerk I	07/01/2016	06/30/2017
Grantham, Breanna J	Clerk I	07/01/2016	06/30/2017
Graves, Marcus E.	Student Personnel Assistant	07/01/2016	06/30/2017
Gutierrez, Vanesa	Child Dev Ctr Teacher	08/01/2016	06/30/2017
Hawes, Cynthia L	Special Projects	07/01/2016	06/30/2017
Henning, Andrew T.	Instructional Assistant	07/01/2016	06/30/2017
Hinrichsen, Grant J.	Clerk I	07/12/2016	06/30/2017
Leblanc, Kylie G.	Clerk I	07/25/2016	06/30/2017
Lopez, Karla G.	Student Personnel Assistant	07/01/2016	06/30/2017
Low, Shawana Marie	Art Model	08/01/2016	06/30/2017
Maalouf, Andrew J.	Clerk I	07/01/2016	06/30/2017
Marsant, Stanislav P.	Instructional Assistant	07/01/2016	06/30/2017
Mason, Stephen P.	Admissions/Records Evaluator I	07/05/2016	06/30/2017
May, Cassandra M.	Clerk I	07/01/2016	06/30/2017
Mcdonald, David W.	Assistant Coach	07/01/2016	06/30/2017
McIntyre, Barbara E	Instructional Assistant	08/15/2016	06/30/2017
Medina, Christian Valenzuela	Grant Coordination Clerk	07/13/2016	06/30/2017
Menda, Gregory N	Bookstore Clerk I	07/01/2016	06/30/2017
Moore, Richard	Assistant Coach	07/01/2016	06/30/2017
Nelson, Dale L.	Instructional Assistant	07/01/2016	06/30/2017
Ontiveros, Victoria Maura	Laboratory Technician	07/01/2016	06/30/2017
Pottenger, Raymond S.	Custodian	07/01/2016	06/30/2017
Pree, Angelo L. R.	Assistant Coach	07/01/2016	06/30/2017
Qawi, Salih A	Custodian	07/01/2016	06/30/2017
Quillin, Clint H.	Clerk I	07/01/2016	06/30/2017
Raynard, Paul D.	Student Personnel Assistant	07/01/2016	06/30/2017
Roehl, Robert A.	Assistant Coach	07/01/2016	06/30/2017
Rose, Haley Lynn	Clerk I	07/01/2016	06/30/2017
Saenz, Lawrence	Assistant Coach	07/01/2016	06/30/2017
Schrumpf, David J.	Instructional Assistant	08/08/2016	06/30/2017
Sherry, Thomas John	Clerk I	07/05/2016	06/30/2017
Sieng, Sophanna	Student Personnel Assistant	07/01/2016	06/30/2017
Tran, Cam Tu Mai	Clerk I	07/01/2016	06/30/2017


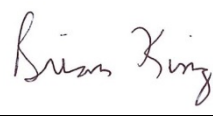
<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Sacramento City College (continued)</u>			
Tuaeva, Alevtina V.	Instructional Assistant	07/01/2016	06/30/2017
Vang, See	Outreach Specialist	07/01/2016	06/30/2017
Zilkie, Mary T.	Instructional Assistant	07/01/2016	06/30/2017
Zuniga, Isys S.	Clerk I	07/01/2016	06/30/2017



# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Pay Rate Schedules: 2015-16 Final and 2016-17 Interim	ATTACHMENT: Yes	
		ENCLOSURE: Yes	
<b>AGENDA ITEM:</b>	Action Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Theresa Matista	CONSENT/ROUTINE	
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 Brian King	ACTION	X
		INFORMATION	

**BACKGROUND:**

In August of 2011, CalPERS issued new regulations defining compensation for retirement benefit purposes that specify the requirements for Board approval of salary schedules for employees (Title 2 added section 570.5).

**STATUS:**

The regulations prescribe that the format identify the title for every job classification; the pay rate for each job classification; the time base (i.e. hourly, daily, monthly, etc.) and indicate the effective date and date of any revisions. The 2015-16 Final schedules are improved in accordance with the provisions of the compensation formula in the District’s collective bargaining agreements, also used for non-represented employee groups. As indicated in the enclosed memorandums of understanding (MOUs), all units have agreed to carryforward to 2016-17 some of their remaining funds from 2015-16. Those funds will be a source to support compensation costs in 2016-17, given that there is no cost of living adjustment (COLA) for 2016-17 and the challenging enrollment environment the District is facing.

As was done for 2015-16, all employee groups have agreed to set-aside \$1M of their share of the on-going base augmentation for 2016-17 to fund future increases to the District’s contribution for PERS and STRS. In addition, all groups agreed to set aside \$2.5M of their share of the one-time funding for mandate past claims toward the District’s reserve for PERS/STRS increases. Lastly, there is agreement regarding reserving some on-going 2015-16 funds to support increased enrollment in 2016-17 through our instructional service agreements in public safety and apprenticeship. Also, in agreement with the LRCFT, the District will expand the adjunct college service program.

All salary schedules are available in the Human Resources department during normal business hours and on the Human Resources website. The enclosed salary schedules have been improved as described. Except where noted differently, improvements are based upon the initial salary schedule for the 2015-16 year. The initial salary schedule for a given fiscal year is the interim salary schedule from the prior year as improved on a continuing basis. So, for 2015-16, the initial salary schedules were the 2014-15 Interim with all continuing improvements from the 2014-15 year applied.

LRCFT: The 2015-16 Final salary schedules reflect the 3.30% continuing improvement approved last August plus a 5.00% one-time retroactive improvement to the initial A and B schedules. The 2016-17 Interim salary schedules are not improved over the 2015-16 Interim schedules at this time.

LRCEA: The 2015-16 Final salary schedules reflect a 2.00% continuing improvement to the 2015-16 Interim schedules plus a 4.00% one-time improvement to the initial 2015-16 schedules. The 2015-16 Interim was improved by a 3% continuing improvement last August. The 2016-17 Interim salary schedules reflect a 2% continuing improvement over the 2015-16 Interim salary schedules.

LRSA: The 2015-16 Final salary schedules reflect a 3.00% continuing improvement approved last August, and a 5.00% one-time improvement. The 2016-17 Interim salary schedules are not improved over the 2015-16 Interim schedules at this time.

SEIU: The 2015-16 Final salary schedules reflect a 2.00% continuing improvement to the 2015-16 Interim schedules plus a 4.00% one-time improvement to the initial 2015-16 schedules. The 2015-16 Interim was improved by a 3% continuing improvement last August. The 2016-17 Interim salary schedules reflect a 2% continuing improvement over the 2015-16 Interim salary schedules.

Confidential: The 2015-16 Final salary schedules reflect a 3.00% continuing improvement approved last August and a 5.00% one-time improvement. The 2016-17 Interim salary schedules are not improved over the 2015-16 Interim schedules at this time. The Communication and Public Information Officer position has been moved from range 16C to range 17C based on review of job responsibilities and recommendation of the Executive Staff.

Management: The 2015-16 Final salary schedules reflect a 3.00% continuing improvement approved last August and a 4.50% one-time improvement. The 2016-17 Interim salary schedules are not improved over the 2015-16 Interim schedules at this time.

Chancellor: The 2016-17 Interim salary schedule reflects the 2015-16 Interim salary schedule. In October 2016 the Board of Trustees will complete the Chancellor's annual evaluation which may result in agreed upon improvements.

**RECOMMENDATION:**

It is recommended that the Board of Trustees adopt and approve the attached salary schedules for all groups and individuals as attached. It is also recommended that the Board of Trustees ratify the Memorandums of Understanding outlined above.

**Los Rios Community College District  
2016-17 Interim**

**Faculty Salary Schedule "A-164"  
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)  
Annual Salary Schedule**

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	41,003	45,559	50,106	54,669	57,399
2	42,643	47,382	52,111	56,855	59,695
3	44,348	49,277	54,195	59,130	62,082
4	46,122	51,248	56,363	61,495	64,566
5	47,967	53,298	58,618	63,955	67,148
6	49,886	55,430	60,962	66,513	69,834
7	51,881	57,647	63,401	69,173	72,628
8	53,956	59,953	65,937	71,940	75,533
9	56,115	62,351	68,574	74,818	78,554
10	58,359	64,845	71,317	77,811	81,696
11	60,694	67,439	74,170	80,923	84,964
12	63,121	70,136	77,137	84,160	88,363
13	65,646	72,942	80,222	87,526	91,897
14			83,431	91,027	95,573
15				94,668	99,396
<b>Longevity*</b>	<b>68,272</b>	<b>75,860</b>	<b>86,768</b>	<b>98,455</b>	<b>103,372</b>

\*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2016

Board Approved -

	Step	Class I	Class II	Class III	Class IV	Class V
Annual Monthly Daily	<b>1</b>	<b>41,002.52</b>	<b>45,559.29</b>	<b>50,106.50</b>	<b>54,668.68</b>	<b>57,398.63</b>
		4,100.25	4,555.93	5,010.65	5,466.87	5,739.86
		250.02	277.80	305.53	333.35	349.99
	<b>2</b>	<b>42,642.62</b>	<b>47,381.66</b>	<b>52,110.76</b>	<b>56,855.44</b>	<b>59,694.58</b>
		4,264.26	4,738.17	5,211.08	5,685.54	5,969.46
		260.02	288.91	317.75	346.68	363.99
	<b>3</b>	<b>44,348.32</b>	<b>49,276.93</b>	<b>54,195.19</b>	<b>59,129.65</b>	<b>62,082.36</b>
		4,434.83	4,927.69	5,419.52	5,912.97	6,208.24
		270.42	300.47	330.46	360.55	378.55
	<b>4</b>	<b>46,122.25</b>	<b>51,248.00</b>	<b>56,362.99</b>	<b>61,494.84</b>	<b>64,565.66</b>
		4,612.22	5,124.80	5,636.30	6,149.48	6,456.57
		281.23	312.49	343.68	374.97	393.69
	<b>5</b>	<b>47,967.13</b>	<b>53,297.93</b>	<b>58,617.51</b>	<b>63,954.64</b>	<b>67,148.28</b>
		4,796.71	5,329.79	5,861.75	6,395.46	6,714.83
		292.48	324.99	357.42	389.97	409.44
	<b>6</b>	<b>49,885.82</b>	<b>55,429.85</b>	<b>60,962.21</b>	<b>66,512.83</b>	<b>69,834.22</b>
		4,988.58	5,542.99	6,096.22	6,651.28	6,983.42
		304.18	337.99	371.72	405.57	425.82
	<b>7</b>	<b>51,881.25</b>	<b>57,647.04</b>	<b>63,400.70</b>	<b>69,173.34</b>	<b>72,627.59</b>
		5,188.12	5,764.70	6,340.07	6,917.33	7,262.76
		316.35	351.51	386.59	421.79	442.85
	<b>8</b>	<b>53,956.50</b>	<b>59,952.92</b>	<b>65,936.74</b>	<b>71,940.28</b>	<b>75,532.69</b>
		5,395.65	5,995.29	6,593.67	7,194.03	7,553.27
		329.00	365.57	402.05	438.66	460.57
	<b>9</b>	<b>56,114.76</b>	<b>62,351.04</b>	<b>68,574.20</b>	<b>74,817.89</b>	<b>78,554.01</b>
		5,611.48	6,235.10	6,857.42	7,481.79	7,855.40
		342.16	380.19	418.14	456.21	478.99
	<b>10</b>	<b>58,359.35</b>	<b>64,845.08</b>	<b>71,317.16</b>	<b>77,810.61</b>	<b>81,696.17</b>
		5,835.93	6,484.51	7,131.72	7,781.06	8,169.62
		355.85	395.40	434.86	474.45	498.15
	<b>11</b>	<b>60,693.72</b>	<b>67,438.87</b>	<b>74,169.85</b>	<b>80,923.03</b>	<b>84,964.01</b>
		6,069.37	6,743.89	7,416.99	8,092.30	8,496.40
		370.08	411.21	452.26	493.43	518.07
	<b>12</b>	<b>63,121.47</b>	<b>70,136.43</b>	<b>77,136.65</b>	<b>84,159.95</b>	<b>88,362.57</b>
		6,312.15	7,013.64	7,713.66	8,416.00	8,836.26
		384.89	427.66	470.35	513.17	538.80
	<b>13</b>	<b>65,646.32</b>	<b>72,941.89</b>	<b>80,222.11</b>	<b>87,526.35</b>	<b>91,897.08</b>
		6,564.63	7,294.19	8,022.21	8,752.63	9,189.71
		400.28	444.77	489.16	533.70	560.35
	<b>14</b>	-	-	<b>83,431.00</b>	<b>91,027.40</b>	<b>95,572.97</b>
		-	-	8,343.10	9,102.74	9,557.30
		-	-	508.73	555.05	582.76
	<b>15</b>	-	-	-	<b>94,668.50</b>	<b>99,395.89</b>
		-	-	-	9,466.85	9,939.59
		-	-	-	577.25	606.07
	<b>L</b>	<b>68,272.18</b>	<b>75,859.57</b>	<b>86,768.24</b>	<b>98,455.24</b>	<b>103,371.72</b>
		6,827.22	7,585.96	8,676.82	9,845.52	10,337.17
		416.29	462.56	529.07	600.34	630.32

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2015-16 Final**

**Faculty Salary Schedule "A-164"  
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)**

**Annual Salary Schedule**

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	42,987	47,764	52,532	57,315	60,177
2	44,707	49,675	54,633	59,607	62,584
3	46,495	51,662	56,818	61,992	65,087
4	48,355	53,729	59,091	64,471	67,691
5	50,289	55,878	61,455	67,050	70,398
6	52,300	58,113	63,913	69,732	73,214
7	54,392	60,437	66,469	72,522	76,143
8	56,568	62,855	69,128	75,422	79,189
9	58,831	65,369	71,893	78,439	82,356
10	61,184	67,984	74,769	81,577	85,650
11	63,631	70,703	77,760	84,840	89,077
12	66,177	73,531	80,870	88,234	92,640
13	68,824	76,472	84,105	91,763	96,345
14			87,469	95,433	100,199
15				99,251	104,207
<b>Longevity*</b>	<b>71,577</b>	<b>79,531</b>	<b>90,968</b>	<b>103,221</b>	<b>108,375</b>

\*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to July 1, 2015  
Board Approved -

2015-16 Final A-164 Schedule

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

	<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>Annual</b>	<b>1</b>	<b>42,987.15</b>	<b>47,764.48</b>	<b>52,531.79</b>	<b>57,314.80</b>	<b>60,176.88</b>
		4,298.72	4,776.45	5,253.18	5,731.48	6,017.69
	<b>Daily</b>	262.12	291.25	320.32	349.48	366.93
	<b>2</b>	<b>44,706.63</b>	<b>49,675.06</b>	<b>54,633.06</b>	<b>59,607.39</b>	<b>62,583.96</b>
		4,470.66	4,967.51	5,463.31	5,960.74	6,258.40
		272.60	302.90	333.13	363.46	381.61
	<b>3</b>	<b>46,494.90</b>	<b>51,662.07</b>	<b>56,818.38</b>	<b>61,991.69</b>	<b>65,087.32</b>
		4,649.49	5,166.21	5,681.84	6,199.17	6,508.73
		283.51	315.01	346.45	378.00	396.87
	<b>4</b>	<b>48,354.69</b>	<b>53,728.55</b>	<b>59,091.11</b>	<b>64,471.36</b>	<b>67,690.81</b>
		4,835.47	5,372.85	5,909.11	6,447.14	6,769.08
		294.85	327.61	360.31	393.12	412.75
	<b>5</b>	<b>50,288.87</b>	<b>55,877.69</b>	<b>61,454.76</b>	<b>67,050.22</b>	<b>70,398.44</b>
		5,028.89	5,587.77	6,145.48	6,705.02	7,039.84
		306.64	340.72	374.72	408.84	429.26
	<b>6</b>	<b>52,300.43</b>	<b>58,112.81</b>	<b>63,912.95</b>	<b>69,732.23</b>	<b>73,214.38</b>
		5,230.04	5,811.28	6,391.29	6,973.22	7,321.44
		318.91	354.35	389.71	425.20	446.43
	<b>7</b>	<b>54,392.44</b>	<b>60,437.31</b>	<b>66,469.47</b>	<b>72,521.52</b>	<b>76,142.96</b>
		5,439.24	6,043.73	6,646.95	7,252.15	7,614.30
		331.66	368.52	405.30	442.20	464.29
	<b>8</b>	<b>56,568.14</b>	<b>62,854.81</b>	<b>69,128.25</b>	<b>75,422.38</b>	<b>79,188.68</b>
		5,656.81	6,285.48	6,912.83	7,542.24	7,918.87
		344.93	383.26	421.51	459.89	482.86
	<b>9</b>	<b>58,830.87</b>	<b>65,368.99</b>	<b>71,893.38</b>	<b>78,439.28</b>	<b>82,356.23</b>
		5,883.09	6,536.90	7,189.34	7,843.93	8,235.62
		358.72	398.59	438.37	478.29	502.17
	<b>10</b>	<b>61,184.10</b>	<b>67,983.75</b>	<b>74,769.11</b>	<b>81,576.85</b>	<b>85,650.49</b>
		6,118.41	6,798.38	7,476.91	8,157.69	8,565.05
		373.07	414.54	455.91	497.42	522.26
	<b>11</b>	<b>63,631.46</b>	<b>70,703.10</b>	<b>77,759.88</b>	<b>84,839.93</b>	<b>89,076.50</b>
		6,363.15	7,070.31	7,775.99	8,483.99	8,907.65
		388.00	431.12	474.15	517.32	543.15
	<b>12</b>	<b>66,176.72</b>	<b>73,531.23</b>	<b>80,870.27</b>	<b>88,233.52</b>	<b>92,639.56</b>
		6,617.67	7,353.12	8,087.03	8,823.35	9,263.96
		403.52	448.36	493.11	538.01	564.88
	<b>13</b>	<b>68,823.78</b>	<b>76,472.48</b>	<b>84,105.08</b>	<b>91,762.86</b>	<b>96,345.15</b>
		6,882.38	7,647.25	8,410.51	9,176.29	9,634.52
		419.66	466.30	512.84	559.53	587.47
	<b>14</b>	-	-	<b>87,469.28</b>	<b>95,433.37</b>	<b>100,198.96</b>
		-	-	8,746.93	9,543.34	10,019.90
		-	-	533.35	581.91	610.97
	<b>15</b>	-	-	-	<b>99,250.71</b>	<b>104,206.92</b>
		-	-	-	9,925.07	10,420.69
		-	-	-	605.19	635.41
	<b>L</b>	<b>71,576.74</b>	<b>79,531.38</b>	<b>90,968.05</b>	<b>103,220.74</b>	<b>108,375.20</b>
		7,157.67	7,953.14	9,096.81	10,322.07	10,837.52
		436.44	484.95	554.68	629.39	660.82

Retroactive to July 1, 2015  
Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Librarian Salary Schedule "A-164"  
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)  
Annual Salary Schedule**

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	41,170	45,745	50,311	54,892	57,633
2	42,817	47,575	52,323	57,087	59,938
3	44,529	49,478	54,416	59,371	62,336
4	46,311	51,457	56,593	61,746	64,829
5	48,163	53,515	58,857	64,216	67,422
6	50,089	55,656	61,211	66,784	70,119
7	52,093	57,882	63,659	69,456	72,924
8	54,177	60,198	66,206	72,234	75,841
9	56,344	62,606	68,854	75,123	78,875
10	58,598	65,110	71,608	78,128	82,030
11	60,941	67,714	74,473	81,253	85,311
12	63,379	70,423	77,451	84,503	88,723
13	65,914	73,240	80,550	87,884	92,272
14			83,772	91,399	95,963
15				95,055	99,802
<b>Longevity*</b>	68,551	76,169	87,122	98,857	103,794

\* After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2016

Board Approved -

2016-17 Interim A-164 Librarian Schedule

	Step	Class I	Class II	Class III	Class IV	Class V
Annual Monthly Daily	<b>1</b>	<b>41,169.88</b>	<b>45,745.24</b>	<b>50,311.01</b>	<b>54,891.82</b>	<b>57,632.91</b>
		4,116.99	4,574.52	5,031.10	5,489.18	5,763.29
		251.04	278.93	306.77	334.71	351.42
	<b>2</b>	<b>42,816.67</b>	<b>47,575.06</b>	<b>52,323.45</b>	<b>57,087.50</b>	<b>59,938.23</b>
		4,281.67	4,757.51	5,232.35	5,708.75	5,993.82
		261.08	290.09	319.05	348.09	365.48
	<b>3</b>	<b>44,529.33</b>	<b>49,478.06</b>	<b>54,416.39</b>	<b>59,371.00</b>	<b>62,335.76</b>
		4,452.93	4,947.81	5,441.64	5,937.10	6,233.58
		271.52	301.70	331.81	362.02	380.10
	<b>4</b>	<b>46,310.50</b>	<b>51,457.18</b>	<b>56,593.04</b>	<b>61,745.84</b>	<b>64,829.19</b>
		4,631.05	5,145.72	5,659.30	6,174.58	6,482.92
		282.38	313.76	345.08	376.50	395.30
	<b>5</b>	<b>48,162.92</b>	<b>53,515.47</b>	<b>58,856.77</b>	<b>64,215.68</b>	<b>67,422.36</b>
		4,816.29	5,351.55	5,885.68	6,421.57	6,742.24
		293.68	326.31	358.88	391.56	411.11
	<b>6</b>	<b>50,089.43</b>	<b>55,656.10</b>	<b>61,211.04</b>	<b>66,784.31</b>	<b>70,119.26</b>
		5,008.94	5,565.61	6,121.10	6,678.43	7,011.93
		305.42	339.37	373.24	407.22	427.56
	<b>7</b>	<b>52,093.01</b>	<b>57,882.34</b>	<b>63,659.48</b>	<b>69,455.68</b>	<b>72,924.03</b>
		5,209.30	5,788.23	6,365.95	6,945.57	7,292.40
		317.64	352.94	388.17	423.51	444.66
	<b>8</b>	<b>54,176.73</b>	<b>60,197.63</b>	<b>66,205.86</b>	<b>72,233.91</b>	<b>75,840.99</b>
		5,417.67	6,019.76	6,620.59	7,223.39	7,584.10
		330.35	367.06	403.69	440.45	462.45
	<b>9</b>	<b>56,343.80</b>	<b>62,605.53</b>	<b>68,854.10</b>	<b>75,123.27</b>	<b>78,874.63</b>
		5,634.38	6,260.55	6,885.41	7,512.33	7,887.46
		343.56	381.74	419.84	458.07	480.94
	<b>10</b>	<b>58,597.55</b>	<b>65,109.75</b>	<b>71,608.25</b>	<b>78,128.20</b>	<b>82,029.62</b>
		5,859.75	6,510.98	7,160.83	7,812.82	8,202.96
		357.30	397.01	436.64	476.39	500.18
	<b>11</b>	<b>60,941.45</b>	<b>67,714.14</b>	<b>74,472.59</b>	<b>81,253.33</b>	<b>85,310.80</b>
		6,094.14	6,771.41	7,447.26	8,125.33	8,531.08
		371.59	412.89	454.10	495.45	520.19
	<b>12</b>	<b>63,379.10</b>	<b>70,422.71</b>	<b>77,451.49</b>	<b>84,503.46</b>	<b>88,723.24</b>
		6,337.91	7,042.27	7,745.15	8,450.35	8,872.32
		386.46	429.41	472.27	515.27	541.00
	<b>13</b>	<b>65,914.27</b>	<b>73,239.61</b>	<b>80,549.55</b>	<b>87,883.60</b>	<b>92,272.17</b>
		6,591.43	7,323.96	8,054.95	8,788.36	9,227.22
		401.92	446.58	491.16	535.88	562.64
	<b>14</b>	-	-	<b>83,771.53</b>	<b>91,398.94</b>	<b>95,963.06</b>
		-	-	8,377.15	9,139.89	9,596.31
		-	-	510.80	557.31	585.14
	<b>15</b>	-	-	-	<b>95,054.90</b>	<b>99,801.59</b>
		-	-	-	9,505.49	9,980.16
		-	-	-	579.60	608.55
	<b>L</b>	<b>68,550.84</b>	<b>76,169.20</b>	<b>87,122.39</b>	<b>98,857.09</b>	<b>103,793.65</b>
		6,855.08	7,616.92	8,712.24	9,885.71	10,379.37
		417.99	464.45	531.23	602.79	632.89

Effective: July 1, 2016

Board Approved -



**Los Rios Community College District  
2015-16 Final**

**Librarian Salary Schedule "A-164"  
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)  
Annual Salary Schedule**

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	43,163	47,959	52,746	57,549	60,423
2	44,889	49,878	54,856	59,851	62,839
3	46,685	51,873	57,050	62,245	65,353
4	48,552	53,948	59,332	64,735	67,967
5	50,494	56,106	61,706	67,324	70,686
6	52,514	58,350	64,174	70,017	73,513
7	54,614	60,684	66,741	72,818	76,454
8	56,799	63,111	69,410	75,730	79,512
9	59,071	65,636	72,187	78,759	82,692
10	61,434	68,261	75,074	81,910	86,000
11	63,891	70,992	78,077	85,186	89,440
12	66,447	73,831	81,200	88,594	93,018
13	69,105	76,785	84,448	92,137	96,738
14			87,826	95,823	100,608
15				99,656	104,632
<b>Longevity*</b>	71,869	79,856	91,339	103,642	108,818

\*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to July 1, 2015  
Board Approved -

2015-16 Final A-164 Librarian Schedule

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

	<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>Annual</b>	<b>1</b>	<b>43,162.61</b>	<b>47,959.44</b>	<b>52,746.20</b>	<b>57,548.73</b>	<b>60,422.50</b>
		4,316.26	4,795.94	5,274.62	5,754.87	6,042.25
		263.19	292.44	321.62	350.91	368.43
<b>Monthly</b>	<b>2</b>	<b>44,889.11</b>	<b>49,877.82</b>	<b>54,856.05</b>	<b>59,850.69</b>	<b>62,839.40</b>
		4,488.91	4,987.78	5,485.61	5,985.07	6,283.94
		273.71	304.13	334.49	364.94	383.17
<b>Daily</b>	<b>3</b>	<b>46,684.68</b>	<b>51,872.93</b>	<b>57,050.29</b>	<b>62,244.72</b>	<b>65,352.98</b>
		4,668.47	5,187.29	5,705.03	6,224.47	6,535.30
		284.66	316.30	347.87	379.54	398.49
	<b>4</b>	<b>48,552.06</b>	<b>53,947.85</b>	<b>59,332.30</b>	<b>64,734.51</b>	<b>67,967.10</b>
		4,855.21	5,394.78	5,933.23	6,473.45	6,796.71
		296.05	328.95	361.78	394.72	414.43
	<b>5</b>	<b>50,494.13</b>	<b>56,105.76</b>	<b>61,705.60</b>	<b>67,323.89</b>	<b>70,685.78</b>
		5,049.41	5,610.58	6,170.56	6,732.39	7,068.58
		307.89	342.11	376.25	410.51	431.01
	<b>6</b>	<b>52,513.90</b>	<b>58,350.00</b>	<b>64,173.82</b>	<b>70,016.85</b>	<b>73,513.22</b>
		5,251.39	5,835.00	6,417.38	7,001.69	7,351.32
		320.21	355.79	391.30	426.93	448.25
	<b>7</b>	<b>54,614.45</b>	<b>60,684.00</b>	<b>66,740.77</b>	<b>72,817.53</b>	<b>76,453.75</b>
		5,461.44	6,068.40	6,674.08	7,281.75	7,645.37
		333.01	370.02	406.96	444.01	466.18
	<b>8</b>	<b>56,799.03</b>	<b>63,111.36</b>	<b>69,410.41</b>	<b>75,730.23</b>	<b>79,511.90</b>
		5,679.90	6,311.14	6,941.04	7,573.02	7,951.19
		346.34	384.83	423.23	461.77	484.83
	<b>9</b>	<b>59,070.99</b>	<b>65,635.81</b>	<b>72,186.82</b>	<b>78,759.44</b>	<b>82,692.38</b>
		5,907.10	6,563.58	7,218.68	7,875.94	8,269.24
		360.19	400.22	440.16	480.24	504.22
	<b>10</b>	<b>61,433.83</b>	<b>68,261.24</b>	<b>75,074.29</b>	<b>81,909.82</b>	<b>86,000.08</b>
		6,143.38	6,826.12	7,507.43	8,190.98	8,600.01
		374.60	416.23	457.77	499.45	524.39
	<b>11</b>	<b>63,891.18</b>	<b>70,991.68</b>	<b>78,077.26</b>	<b>85,186.21</b>	<b>89,440.08</b>
		6,389.12	7,099.17	7,807.73	8,518.62	8,944.01
		389.58	432.88	476.08	519.43	545.37
	<b>12</b>	<b>66,446.82</b>	<b>73,831.36</b>	<b>81,200.35</b>	<b>88,593.66</b>	<b>93,017.68</b>
		6,644.68	7,383.14	8,120.04	8,859.37	9,301.77
		405.16	450.19	495.12	540.21	567.18
	<b>13</b>	<b>69,104.70</b>	<b>76,784.61</b>	<b>84,448.37</b>	<b>92,137.40</b>	<b>96,738.40</b>
		6,910.47	7,678.46	8,444.84	9,213.74	9,673.84
		421.37	468.20	514.93	561.81	589.87
	<b>14</b>	-	-	<b>87,826.30</b>	<b>95,822.90</b>	<b>100,607.94</b>
		-	-	8,782.63	9,582.29	10,060.79
		-	-	535.53	584.29	613.46
	<b>15</b>	-	-	-	<b>99,655.81</b>	<b>104,632.25</b>
		-	-	-	9,965.58	10,463.23
		-	-	-	607.66	638.00
	<b>L</b>	<b>71,868.89</b>	<b>79,855.99</b>	<b>91,339.35</b>	<b>103,642.05</b>	<b>108,817.54</b>
		7,186.89	7,985.60	9,133.94	10,364.20	10,881.75
		438.22	486.93	556.95	631.96	663.52

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Faculty Salary Schedule "A-174"  
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)  
Annual Salary Schedule**

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	43,680	48,535	53,379	58,239	61,147
2	45,427	50,476	55,514	60,568	63,593
3	47,245	52,495	57,734	62,991	66,137
4	49,134	54,595	60,044	65,511	68,782
5	51,100	56,779	62,446	68,131	71,533
6	53,144	59,050	64,943	70,857	74,395
7	55,269	61,412	67,541	73,691	77,371
8	57,480	63,868	70,243	76,638	80,465
9	59,779	66,423	73,053	79,704	83,684
10	62,171	69,080	75,975	82,892	87,031
11	64,657	71,843	79,014	86,208	90,513
12	67,244	74,717	82,174	89,656	94,133
13	69,933	77,705	85,461	93,242	97,899
14	-	-	88,880	96,972	101,814
15	-	-	-	100,851	105,887
<b>Longevity*</b>	72,731	80,814	92,435	104,885	110,123

\* After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective: July 1, 2016

Board Approved -

2016-17 Interim A-174 Schedule

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	<b>1</b>	<b>43,680.24</b>	<b>48,534.59</b>	<b>53,378.76</b>	<b>58,238.88</b>	<b>61,147.11</b>
		3,640.02	4,044.55	4,448.23	4,853.24	5,095.59
	Daily	251.04	278.93	306.77	334.71	351.42
	<b>2</b>	<b>45,427.44</b>	<b>50,475.97</b>	<b>55,513.91</b>	<b>60,568.44</b>	<b>63,593.00</b>
		3,785.62	4,206.33	4,626.16	5,047.37	5,299.42
		261.08	290.09	319.05	348.09	365.48
	<b>3</b>	<b>47,244.54</b>	<b>52,495.01</b>	<b>57,734.46</b>	<b>62,991.18</b>	<b>66,136.72</b>
		3,937.04	4,374.58	4,811.21	5,249.27	5,511.39
		271.52	301.70	331.81	362.02	380.10
	<b>4</b>	<b>49,134.31</b>	<b>54,594.81</b>	<b>60,043.84</b>	<b>65,510.83</b>	<b>68,782.19</b>
		4,094.53	4,549.57	5,003.65	5,459.24	5,731.85
		282.38	313.76	345.08	376.50	395.30
	<b>5</b>	<b>51,099.68</b>	<b>56,778.61</b>	<b>62,445.60</b>	<b>68,131.27</b>	<b>71,533.48</b>
		4,258.31	4,731.55	5,203.80	5,677.61	5,961.12
		293.68	326.31	358.88	391.56	411.11
	<b>6</b>	<b>53,143.67</b>	<b>59,049.76</b>	<b>64,943.42</b>	<b>70,856.53</b>	<b>74,394.82</b>
		4,428.64	4,920.81	5,411.95	5,904.71	6,199.57
		305.42	339.37	373.24	407.22	427.56
	<b>7</b>	<b>55,269.41</b>	<b>61,411.75</b>	<b>67,541.16</b>	<b>73,690.79</b>	<b>77,370.61</b>
		4,605.78	5,117.65	5,628.43	6,140.90	6,447.55
		317.64	352.94	388.17	423.51	444.66
	<b>8</b>	<b>57,480.19</b>	<b>63,868.22</b>	<b>70,242.81</b>	<b>76,638.42</b>	<b>80,465.44</b>
		4,790.02	5,322.35	5,853.57	6,386.53	6,705.45
		330.35	367.06	403.69	440.45	462.45
	<b>9</b>	<b>59,779.40</b>	<b>66,422.94</b>	<b>73,052.52</b>	<b>79,703.96</b>	<b>83,684.06</b>
		4,981.62	5,535.24	6,087.71	6,642.00	6,973.67
		343.56	381.74	419.84	458.07	480.94
	<b>10</b>	<b>62,170.57</b>	<b>69,079.86</b>	<b>75,974.61</b>	<b>82,892.12</b>	<b>87,031.43</b>
		5,180.88	5,756.65	6,331.22	6,907.68	7,252.62
		357.30	397.01	436.64	476.39	500.18
	<b>11</b>	<b>64,657.39</b>	<b>71,843.05</b>	<b>79,013.60</b>	<b>86,207.80</b>	<b>90,512.68</b>
		5,388.12	5,986.92	6,584.47	7,183.98	7,542.72
		371.59	412.89	454.10	495.45	520.19
	<b>12</b>	<b>67,243.68</b>	<b>74,716.77</b>	<b>82,174.14</b>	<b>89,656.11</b>	<b>94,133.19</b>
		5,603.64	6,226.40	6,847.85	7,471.34	7,844.43
		386.46	429.41	472.27	515.27	541.00
	<b>13</b>	<b>69,933.43</b>	<b>77,705.44</b>	<b>85,461.11</b>	<b>93,242.36</b>	<b>97,898.52</b>
		5,827.79	6,475.45	7,121.76	7,770.20	8,158.21
		401.92	446.58	491.16	535.88	562.64
	<b>14</b>	-	-	<b>88,879.55</b>	<b>96,972.05</b>	<b>101,814.47</b>
		-	-	7,406.63	8,081.00	8,484.54
		-	-	510.80	557.31	585.14
	<b>15</b>	-	-	-	<b>100,850.93</b>	<b>105,887.05</b>
		-	-	-	8,404.24	8,823.92
		-	-	-	579.60	608.55
	<b>L</b>	<b>72,730.77</b>	<b>80,813.66</b>	<b>92,434.73</b>	<b>104,884.97</b>	<b>110,122.53</b>
		6,060.90	6,734.47	7,702.89	8,740.41	9,176.88
		417.99	464.45	531.23	602.79	632.89

Effective: July 1, 2016  
 Board Approved -

**Los Rios Community College District  
2015-16 Final Schedule**

**Faculty Salary Schedule "A-174"  
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)  
Annual Salary Schedule**

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	45,794	50,884	55,962	61,058	64,107
2	47,626	52,919	58,201	63,500	66,671
3	49,531	55,036	60,529	66,040	69,338
4	51,513	57,237	62,950	68,682	72,111
5	53,573	59,527	65,468	71,429	74,996
6	55,716	61,908	68,087	74,286	77,996
7	57,945	64,384	70,810	77,258	81,116
8	60,262	66,960	73,643	80,348	84,360
9	62,673	69,638	76,588	83,562	87,735
10	65,180	72,424	79,652	86,904	91,244
11	67,787	75,320	82,838	90,380	94,894
12	70,498	78,333	86,152	93,996	98,689
13	73,318	81,467	89,598	97,756	102,637
14			93,182	101,666	106,743
15				105,732	111,012
<b>L</b>	76,251	84,725	96,909	109,962	115,453

\* After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to July 1, 2015

Board Approved -

2015-16 Final A-174 Schedule

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

	Step	Class I	Class II	Class III	Class IV	Class V
Annual Monthly Daily	1	<b>45,794.48</b>	<b>50,883.79</b>	<b>55,962.44</b>	<b>61,057.80</b>	<b>64,106.80</b>
		3,816.21	4,240.32	4,663.54	5,088.15	5,342.23
		263.19	292.44	321.62	350.91	368.43
	2	<b>47,626.25</b>	<b>52,919.15</b>	<b>58,200.93</b>	<b>63,500.12</b>	<b>66,671.07</b>
		3,968.85	4,409.93	4,850.08	5,291.68	5,555.92
		273.71	304.13	334.49	364.94	383.17
	3	<b>49,531.30</b>	<b>55,035.92</b>	<b>60,528.97</b>	<b>66,040.13</b>	<b>69,337.92</b>
		4,127.61	4,586.33	5,044.08	5,503.34	5,778.16
		284.66	316.30	347.87	379.54	398.49
	4	<b>51,512.55</b>	<b>57,237.35</b>	<b>62,950.12</b>	<b>68,681.73</b>	<b>72,111.44</b>
		4,292.71	4,769.78	5,245.84	5,723.48	6,009.29
		296.05	328.95	361.78	394.72	414.43
	5	<b>53,573.05</b>	<b>59,526.85</b>	<b>65,468.13</b>	<b>71,429.01</b>	<b>74,995.89</b>
		4,464.42	4,960.57	5,455.68	5,952.42	6,249.66
		307.89	342.11	376.25	410.51	431.01
	6	<b>55,715.96</b>	<b>61,907.93</b>	<b>68,086.86</b>	<b>74,286.17</b>	<b>77,995.73</b>
		4,643.00	5,158.99	5,673.90	6,190.51	6,499.64
		320.21	355.79	391.30	426.93	448.25
	7	<b>57,944.60</b>	<b>64,384.24</b>	<b>70,810.33</b>	<b>77,257.62</b>	<b>81,115.56</b>
		4,828.72	5,365.35	5,900.86	6,438.13	6,759.63
		333.01	370.02	406.96	444.01	466.18
	8	<b>60,262.38</b>	<b>66,959.61</b>	<b>73,642.75</b>	<b>80,347.93</b>	<b>84,360.19</b>
		5,021.87	5,579.97	6,136.90	6,695.66	7,030.02
		346.34	384.83	423.23	461.77	484.83
	9	<b>62,672.88</b>	<b>69,637.99</b>	<b>76,588.46</b>	<b>83,561.85</b>	<b>87,734.60</b>
		5,222.74	5,803.17	6,382.37	6,963.49	7,311.22
		360.19	400.22	440.16	480.24	504.22
	10	<b>65,179.79</b>	<b>72,423.51</b>	<b>79,651.99</b>	<b>86,904.32</b>	<b>91,243.99</b>
		5,431.65	6,035.29	6,637.67	7,242.03	7,603.67
		374.60	416.23	457.77	499.45	524.39
	11	<b>67,786.98</b>	<b>75,320.44</b>	<b>82,838.07</b>	<b>90,380.50</b>	<b>94,893.74</b>
		5,648.92	6,276.70	6,903.17	7,531.71	7,907.81
		389.58	432.88	476.08	519.43	545.37
	12	<b>70,498.46</b>	<b>78,333.27</b>	<b>86,151.59</b>	<b>93,995.71</b>	<b>98,689.49</b>
		5,874.87	6,527.77	7,179.30	7,832.98	8,224.12
		405.16	450.19	495.12	540.21	567.18
	13	<b>73,318.40</b>	<b>81,466.60</b>	<b>89,597.66</b>	<b>97,755.54</b>	<b>102,637.08</b>
		6,109.87	6,788.88	7,466.47	8,146.29	8,553.09
		421.37	468.20	514.93	561.81	589.87
	14	-	-	<b>93,181.56</b>	<b>101,665.76</b>	<b>106,742.57</b>
		-	-	7,765.13	8,472.15	8,895.21
		-	-	535.53	584.29	613.46
	15	-	-	-	<b>105,732.39</b>	<b>111,012.27</b>
		-	-	-	8,811.03	9,251.02
		-	-	-	607.66	638.00
	L	<b>76,251.13</b>	<b>84,725.26</b>	<b>96,908.82</b>	<b>109,961.68</b>	<b>115,452.76</b>
		6,354.26	7,060.44	8,075.74	9,163.47	9,621.06
		438.22	486.93	556.95	631.96	663.52

Retroactive to July 1, 2015  
Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Faculty Salary Schedule "B-1"  
(Adjunct Faculty / Overload Assignments)  
Lecture and Laboratory Hourly Rates/164 Days B-1**

		AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
	<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
Lecture	<b>1</b>	<b>56.94</b>	<b>63.28</b>	<b>69.59</b>	<b>75.93</b>	<b>79.71</b>
Lab		42.71	47.46	52.19	56.95	59.79
Lecture	<b>2</b>	<b>59.23</b>	<b>65.81</b>	<b>72.37</b>	<b>78.96</b>	<b>82.91</b>
Lab		44.42	49.36	54.28	59.22	62.19
Lecture	<b>3</b>	<b>61.60</b>	<b>68.43</b>	<b>75.27</b>	<b>82.13</b>	<b>86.23</b>
Lab		46.20	51.32	56.45	61.60	64.67
Lecture	<b>4</b>	<b>64.07</b>	<b>71.18</b>	<b>78.28</b>	<b>85.41</b>	<b>89.68</b>
Lab		48.05	53.39	58.71	64.06	67.26
Lecture	<b>5</b>	<b>66.62</b>	<b>74.02</b>	<b>81.41</b>	<b>88.83</b>	<b>93.27</b>
Lab		49.96	55.52	61.06	66.62	69.95
Lecture	<b>6</b>	<b>69.29</b>	<b>76.98</b>	<b>84.67</b>	<b>92.37</b>	<b>96.99</b>
Lab		51.97	57.73	63.50	69.28	72.74
Lecture	<b>7</b>	<b>72.06</b>	<b>80.06</b>	<b>88.06</b>	<b>96.07</b>	<b>100.87</b>
Lab		54.04	60.05	66.05	72.05	75.65
Lecture	<b>8</b>	<b>74.93</b>	<b>83.27</b>	<b>91.57</b>	<b>99.92</b>	<b>104.90</b>
Lab		56.20	62.45	68.68	74.94	78.68
Lecture	<b>9</b>	<b>77.94</b>	<b>86.60</b>	<b>95.23</b>	<b>103.92</b>	<b>109.09</b>
Lab		58.45	64.95	71.43	77.94	81.82
Lecture	<b>10</b>	<b>81.05</b>	<b>90.06</b>	<b>99.06</b>	<b>108.08</b>	<b>113.47</b>
Lab		60.79	67.55	74.29	81.06	85.10
Lecture	<b>11</b>	<b>84.29</b>	<b>93.68</b>	<b>103.02</b>	<b>112.40</b>	<b>118.00</b>
Lab		63.22	70.26	77.26	84.30	88.50
Lecture	<b>12</b>	<b>87.66</b>	<b>97.42</b>	<b>107.14</b>	<b>116.89</b>	<b>122.73</b>
Lab		65.74	73.07	80.35	87.67	92.05
Lecture	<b>13</b>	<b>91.17</b>	<b>101.32</b>	<b>111.42</b>	<b>121.56</b>	<b>127.64</b>
Lab		68.37	75.99	83.57	91.17	95.73
Lecture	<b>14</b>			<b>115.88</b>	<b>126.43</b>	<b>132.75</b>
Lab				86.91	94.82	99.56
Lecture	<b>15</b>				<b>131.48</b>	<b>138.05</b>
Lab					98.61	103.54

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Lab hours equate to 3/4 of a lecture hour.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective - August 18, 2016  
Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Faculty Salary Schedule "B-2 & B-3"  
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)  
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)**

<b>Step</b>	AA/AS or BA/BS <b>Class I</b>	AA/AS+90 or BA/BS+30 or MA/MS <b>Class II</b>	BA/BS+54 or MA/MS+24 <b>Class III</b>	BA/BS+78 or MA/MS+48 <b>Class IV</b>	PhD or J.D. or D.C. or D.V.M. <b>Class V</b>
<b>1</b>	33.47	37.20	40.90	44.63	46.85
<b>2</b>	34.82	38.67	42.54	46.41	48.73
<b>3</b>	36.20	40.22	44.24	48.27	50.68
<b>4</b>	37.66	41.84	46.01	50.21	52.70
<b>5</b>	39.15	43.51	47.85	52.21	54.82
<b>6</b>	40.72	45.24	49.76	54.30	57.00
<b>7</b>	42.35	47.06	51.75	56.47	59.29
<b>8</b>	44.04	48.94	53.82	58.73	61.67
<b>9</b>	45.81	50.89	55.98	61.08	64.13
<b>10</b>	47.63	52.94	58.21	63.51	66.69
<b>11</b>	49.55	55.05	60.55	66.07	69.36
<b>12</b>	51.53	57.25	62.97	68.70	72.14
<b>13</b>	53.60	59.54	65.49	71.45	75.02
<b>14</b>			68.11	74.30	78.03
<b>15</b>				77.28	81.15

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Effective - August 18, 2016

Board Approved -



**Los Rios Community College District  
2015-16 Final**

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

**Faculty Salary Schedule "B-1"  
(Adjunct Faculty / Overload Assignments)  
Lecture and Laboratory Hourly Rates/164 Days B-1**

		AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
	<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
Lecture	<b>1</b>	<b>59.70</b>	<b>66.35</b>	<b>72.96</b>	<b>79.60</b>	<b>83.57</b>
Lab		44.77	49.76	54.72	59.70	62.68
Lecture	<b>2</b>	<b>62.10</b>	<b>69.00</b>	<b>75.87</b>	<b>82.79</b>	<b>86.93</b>
Lab		46.57	51.75	56.90	62.09	65.20
Lecture	<b>3</b>	<b>64.58</b>	<b>71.74</b>	<b>78.91</b>	<b>86.10</b>	<b>90.40</b>
Lab		48.43	53.81	59.18	64.58	67.80
Lecture	<b>4</b>	<b>67.17</b>	<b>74.63</b>	<b>82.07</b>	<b>89.54</b>	<b>94.02</b>
Lab		50.38	55.97	61.55	67.16	70.52
Lecture	<b>5</b>	<b>69.84</b>	<b>77.60</b>	<b>85.35</b>	<b>93.13</b>	<b>97.79</b>
Lab		52.38	58.20	64.01	69.84	73.34
Lecture	<b>6</b>	<b>72.64</b>	<b>80.70</b>	<b>88.77</b>	<b>96.84</b>	<b>101.68</b>
Lab		54.48	60.53	66.58	72.63	76.26
Lecture	<b>7</b>	<b>75.55</b>	<b>83.94</b>	<b>92.33</b>	<b>100.72</b>	<b>105.75</b>
Lab		56.66	62.95	69.24	75.54	79.31
Lecture	<b>8</b>	<b>78.56</b>	<b>87.30</b>	<b>96.01</b>	<b>104.76</b>	<b>109.98</b>
Lab		58.92	65.48	72.01	78.57	82.48
Lecture	<b>9</b>	<b>81.71</b>	<b>90.79</b>	<b>99.84</b>	<b>108.95</b>	<b>114.37</b>
Lab		61.28	68.09	74.88	81.71	85.78
Lecture	<b>10</b>	<b>84.98</b>	<b>94.42</b>	<b>103.85</b>	<b>113.31</b>	<b>118.96</b>
Lab		63.73	70.82	77.89	84.98	89.22
Lecture	<b>11</b>	<b>88.37</b>	<b>98.21</b>	<b>108.00</b>	<b>117.84</b>	<b>123.71</b>
Lab		66.28	73.66	81.00	88.38	92.78
Lecture	<b>12</b>	<b>91.90</b>	<b>102.14</b>	<b>112.32</b>	<b>122.54</b>	<b>128.67</b>
Lab		68.93	76.60	84.24	91.91	96.50
Lecture	<b>13</b>	<b>95.58</b>	<b>106.22</b>	<b>116.82</b>	<b>127.45</b>	<b>133.82</b>
Lab		71.68	79.67	87.61	95.58	100.36
Lecture	<b>14</b>			<b>121.49</b>	<b>132.54</b>	<b>139.17</b>
Lab				91.12	99.41	104.38
Lecture	<b>15</b>				<b>137.85</b>	<b>144.74</b>
Lab					103.38	108.55

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Lab hours equate to 3/4 of a lecture hour.

Hours worked during Summer Session are not subject to schedule improvement.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to - August 20, 2015

Board Approved -

**Los Rios Community College District  
2015-16 Final**

Includes an advanced continuing salary improvement of 3.3% and a one-time-only improvement of 5%

**Faculty Salary Schedule "B-2 & B-3"  
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)  
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)**

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>1</b>	35.09	39.00	42.88	46.79	49.12
<b>2</b>	36.50	40.55	44.60	48.66	51.09
<b>3</b>	37.95	42.17	46.38	50.61	53.14
<b>4</b>	39.48	43.86	48.23	52.64	55.26
<b>5</b>	41.04	45.62	50.17	54.73	57.47
<b>6</b>	42.69	47.43	52.17	56.93	59.76
<b>7</b>	44.40	49.34	54.25	59.20	62.16
<b>8</b>	46.18	51.31	56.43	61.58	64.65
<b>9</b>	48.03	53.35	58.69	64.03	67.23
<b>10</b>	49.94	55.50	61.03	66.59	69.92
<b>11</b>	51.95	57.71	63.48	69.26	72.71
<b>12</b>	54.03	60.02	66.01	72.02	75.63
<b>13</b>	56.19	62.42	68.66	74.90	78.66
<b>14</b>			71.40	77.90	81.80
<b>15</b>				81.02	85.07

Hours worked during Summer Session are not subject to schedule improvement.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to - August 20, 2015

Board Approved -

**Los Rios Community College District**  
**2016-17 Athletic/Coaching Stipend Schedule for Faculty**

**Coaching formula hour assignments and stipend compensation shall be as follows:**

<b>Sports Program</b>	<b>Formula Hour Assignment</b>	<b>Stipend Range</b>
Baseball, Head Coach	7	\$5,368 - \$6,279
Baseball, Assistant Coach	5	\$2,323 - \$2,323
Basketball, Head Coach	7	\$5,368 - \$6,279
Basketball, Assistant Coach	5	\$2,323 - \$2,323
Cross Country, Head Coach	7	\$4,206 - \$4,920
Football, Head Coach	7	\$5,368 - \$6,279
Football, Assistant Coach	5	\$2,323 - \$2,323
Golf, Head Coach	7	\$4,206 - \$4,920
Hockey, Head Coach	7	\$5,368 - \$6,279
Soccer, Head Coach	7	\$5,368 - \$6,279
Soccer, Assistant Coach	5	\$2,323 - \$2,323
Softball, Head Coach	7	\$5,368 - \$6,279
Softball, Assistant Coach	5	\$2,323 - \$2,323
Swimming, Head Coach	7	\$4,206 - \$4,920
Tennis, Head Coach	7	\$4,206 - \$4,920
Track and Field, Head Coach	7	\$5,368 - \$6,279
Track and Field, Assistant Coach	5	\$2,323 - \$2,323
Volleyball, Head Coach	7	\$5,368 - \$6,279
Water Polo, Head Coach	7	\$4,206 - \$4,920
Wrestling, Head Coach	7	\$5,368 - \$6,279

Steps are awarded for every 5 years of serving as a head coach

Effective: July 1, 2016

Board Approved -

## Los Rios Community College District

### 2016-17 Athletic/Coaching Stipend Schedule for Faculty

Coaching Formula hour assignments and stipend compensation shall be as follows:

#### Head Coaching Stipend Schedule for Faculty

Assignment	Formula Hours	Step 1	Step 2	Step 3	Step 4	Step 5
Baseball	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Basketball	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Cross Country	7	\$4,206	\$4,374	\$4,549	\$4,731	\$4,920
Football	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Golf	7	\$4,206	\$4,374	\$4,549	\$4,731	\$4,920
Hockey	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Soccer	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Softball	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Swimming	7	\$4,206	\$4,374	\$4,549	\$4,731	\$4,920
Tennis	7	\$4,206	\$4,374	\$4,549	\$4,731	\$4,920
Track & Field	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Volleyball	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Water Polo	7	\$4,206	\$4,374	\$4,549	\$4,731	\$4,920
Wrestling	7	\$5,368	\$5,582	\$5,806	\$6,038	\$6,279
Steps are awarded for every five years of serving as a head Coach						

#### Assistant Coaching Stipend Schedule for Faculty\*

Assignment	Formula Hours	Stipend
Baseball, Assistant	5	\$2,323
Basketball, Assistant	5	\$2,323
Football, Assistant	5	\$2,323
Soccer, Assistant	5	\$2,323
Softball, Assistant	5	\$2,323
Track & Field, Assistant	5	\$2,323

\*Assistant coaching stipend is only available to a regular faculty member

Effective - July 1, 2016

Board Approved -

# Los Rios Community College District

## 2016-17 Department Chairs Stipend Schedule for Faculty

<u>Level</u>	<u>Stipend</u>
I	\$3,674
II	\$7,349
III	20% reassigned time/semester

Effective - July 1, 2016  
Board Approved -

**Los Rios Community College District**  
**2016-17 Performing Arts Stipend Schedule for Faculty**

*Performing Arts: The District shall provide stipends and/or load equity for performing arts instructors.*

<b>Subject</b>	<b>Stipend</b>
<i>Art</i>	
Art Gallery Director	\$1,358
<i>Dance</i>	
Director	\$1,358
<i>Forensics</i>	
Coach (districtwide)	\$1,938
Assistant Coach	\$1,358
Tournament Coordinator/Debate	\$969
<i>Journalism</i>	
Student Newspaper	\$1,938
Literary Journal Advisory	\$1,938
<i>Music (Performing Group)</i>	
Director	\$1,938
<i>Theatre Arts</i>	
Director	\$1,938
Technical Director	\$1,938
Technical Director, Lighting	\$1,358
Technical Director, Scene/Set	\$1,358
Musical Director	\$1,938
Vocal Director	\$1,358
Costumer	\$1,938
Choreographer	\$1,358
Promotion/Box Office	\$1,938
<i>TV/Radio</i>	
Program Producer	\$1,358

Effective - July 1, 2016  
Board Approved -

# Salary Schedule for Instructional Substitutes

Effective 8/18/16

## Hourly Salary Schedule

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Lecture: 47.46

Lab: 35.60

Coordinator/Counselor/Nurse/Librarian: 33.47

Hours worked during Summer Session are not subject to schedule improvement.

The full-time equivalent hours of service is 540 lecture hours in a fiscal year (which includes Summer Session). Lab hours equate to 3/4 of a lecture hour.

Effective - August 18, 2016

Board Approved

**Los Rios Community College District**  
**2016-17 Interim**  
**Salary Ranges for LRCEA Classified Salary Schedule**

<b>Job Code</b>	<b>Title</b>	<b>Range</b>	<b>Full Time Annual Salary</b>		
0141	Account Clerk I	17	32,885	-	45,023
0142	Account Clerk II	21	36,017	-	49,310
0143	Account Clerk III	25	39,446	-	54,006
0649	Accountant	35	49,518	-	67,794
0198	Accounting Specialist	40	55,480	-	75,958
0131	Administrative Assistant I	26	40,354	-	55,248
0133	Administrative Assistant II	28	42,231	-	57,819
0654	Administrative Services Analyst	44	60,763	-	83,191
0171	Admissions/Records Clerk I	17	32,885	-	45,023
0172	Admissions/Records Clerk II	20	35,207	-	48,201
0173	Admissions/Records Clerk III	23	37,693	-	51,605
0145	Admissions/Records Evaluator I	24	38,559	-	52,791
0151	Admissions/Records Evaluator II	28	42,231	-	57,819
0163	Admissions/Records Evaluator/Degree Auditor	29	43,202	-	59,148
0634	Animal Health Instructional Technician	30	44,196	-	60,508
0798	Assessment Center Testing Coordinator	38	53,014	-	72,581
0602	Assistant Financial Aid Officer	35	49,518	-	67,794
0313	Assistant Technical Director - Visual & Performing Arts Center (VAPAC)	37	51,822	-	70,949
0701	Athletic Trainer	37	51,822	-	70,949
0742	Attendance Services Assistant	27	41,282	-	56,519
0185	Bookstore Assistant Manager	37	51,822	-	70,949
0182	Bookstore Clerk I	16	32,146	-	44,011
0186	Bookstore Clerk II	18	33,641	-	46,058
0184	Bookstore Stock Clerk	21	36,017	-	49,310
0869	Building Automation and Systems Integration Analyst	57	81,663	-	111,804
0804	Business Services Assistant	35	49,518	-	67,794
0183	Buyer - Bookstore I	21	36,017	-	49,310
0195	Buyer - Bookstore II	25	39,446	-	54,006
0126	Buyer I	21	36,017	-	49,310
0127	Buyer II	25	39,446	-	54,006
0128	Buyer III	29	43,202	-	59,148
0116	Child Development Center Associate Teacher	12	29,351	-	40,184
0199	Child Development Center Lead Teacher	35	49,518	-	67,794
0194	Child Development Center Teacher	26	40,354	-	55,248
0192	Child Development Services Analyst	38	53,014	-	72,581
0810	Children's Center Clerk	20	35,207	-	48,201
0102	Clerk II	16	32,146	-	44,011
0103	Clerk III	20	35,207	-	48,201
0191	College Development Officer	35	49,518	-	67,794
0650	College Relations Specialist	38	53,014	-	72,581
0104	Community Services Clerk	22	36,845	-	50,444
0739	Computer Aided Drafting and Design Assistant	42	58,061	-	79,492
0803	Contract Education Program Developer	56	79,827	-	109,291
0123	Control Center Technician	22	36,845	-	50,444
0164	Cook/Baker	21	36,017	-	49,310
0169	Cosmetology Service Assistant	30	44,196	-	60,508
0109	Counseling Clerk I	17	32,885	-	45,023
0110	Counseling Clerk II	21	36,017	-	49,310
0744	Data Communications Security Specialist	61	89,439	-	122,451
0129	Disabled Student Programs and Services (DSP&S) Clerk	17	32,885	-	45,023
0167	Educational Center Assistant	25	39,446	-	54,006
0130	Educational Media and Web Design Specialist	44	60,763	-	83,191
0806	Educational Media Design Specialist	37	51,822	-	70,949
0646	Electronics Calibration and Repair Technician	38	53,014	-	72,581
0180	Employee Benefits Specialist	40	55,480	-	75,958
0175	Employee Benefits Technician	29	43,202	-	59,148
0312	Event Services Specialist - Visual & Performing Arts Center (VAPAC)	34	48,404	-	66,270
0705	Facilities Planning and Engineering Specialist	56	79,827	-	109,291
0700	Facilities Planning Specialist	49	68,080	-	93,208
0138	Financial Aid Clerk I	17	32,885	-	45,023
0140	Financial Aid Clerk II	21	36,017	-	49,310
0604	Financial Aid Officer	38	53,014	-	72,581
0743	Fiscal Services Accounting Specialist	40	55,480	-	75,958



Job Code	Title	Range	Full Time Annual Salary		
0161	Food Service Assistant I	10	28,046	-	38,397
0162	Food Service Assistant II	12	29,351	-	40,184
0165	Food Service Assistant Manager	24	38,559	-	52,791
0149	Grant Coordination Clerk	20	35,207	-	48,201
0236	Graphic Artist	28	42,231	-	57,819
0801	Graphic Designer	29	43,202	-	59,148
0168	Health Services Assistant	21	36,017	-	49,310
0718	Information Technology Business/Technical Analyst I	57	81,663	-	111,804
0723	Information Technology Business/Technical Analyst II	61	89,439	-	122,451
0748	Information Technology Network Administrator Analyst I	57	81,663	-	111,804
0749	Information Technology Network Administrator Analyst II	61	89,439	-	122,451
0726	Information Technology Specialist I	44	60,763	-	83,191
0729	Information Technology Specialist II	50	69,646	-	95,352
0745	Information Technology Systems/Database Administrator Analyst I	57	81,663	-	111,804
0746	Information Technology Systems/Database Administrator Analyst II	61	89,439	-	122,451
0242	Information Technology Cable Plant Assistant	50	69,646	-	95,352
0809	Information Technology Technician I	25	39,446	-	54,006
0152	Information Technology Technician II	31	45,212	-	61,900
0208	Instructional Assistant	28	42,231	-	57,819
0166	Instructional Services Assistant I	24	38,559	-	52,791
0808	Instructional Services Assistant II	27	41,282	-	56,519
0150	Interpreter/Transliterater I	28	42,231	-	57,819
0153	Interpreter/Transliterater II	32	46,252	-	63,324
0155	Interpreter/Transliterater III	36	50,657	-	69,354
0207	Laboratory Technician	28	42,231	-	57,819
0706	Lead Facilities Planning and Engineering Specialist	58	83,541	-	114,376
0741	Lead Instructional Assistant	30	44,196	-	60,508
0866	Lead Instructional Services Assistant	29	43,202	-	59,148
0600	Lead Laboratory Technician	30	44,196	-	60,508
0241	Lead Library/Media Technical Assistant	28	42,231	-	57,819
0157	Lead Police Communication Dispatcher	25	39,446	-	54,006
0114	Library/Media Technical Assistant	26	40,354	-	55,248
0105	Maintenance/Operations Clerk	22	36,845	-	50,444
0740	Marketing Specialist - Economic Development Center	50	69,646	-	95,352
0231	Media Systems/Resources Specialist	50	69,646	-	95,352
0200	Media Systems/Resources Technician I	32	46,252	-	63,324
0223	Media Systems/Resources Technician II	38	53,014	-	72,581
0115	Operations Technician	24	38,559	-	52,791
0108	Outreach Clerk	22	36,845	-	50,444
0618	Outreach Specialist	38	53,014	-	72,581
0660	Payroll Accountant	36	50,657	-	69,354
0146	Payroll Clerk I	23	37,693	-	51,605
0147	Payroll Clerk II	25	39,446	-	54,006
0652	Payroll Specialist	40	55,480	-	75,958
0179	Payroll Technician	29	43,202	-	59,148
0156	Police Communication Dispatcher	23	37,693	-	51,605
0702	Printing Assistant	35	49,518	-	67,794
0106	Printing Services Operator I	17	32,885	-	45,023
0107	Printing Services Operator II	20	35,207	-	48,201
0178	Printing Services Operator III	23	37,693	-	51,605
0802	Printing Technician	33	47,316	-	64,780
0812	Program Assistant - REBRAC	23	37,693	-	51,605
0197	Program Assistant - Tech Prep	23	37,693	-	51,605
0268	Programmer I	44	60,763	-	83,191
0269	Programmer II	50	69,646	-	95,352
0174	Public Relations Specialist	38	53,014	-	72,581
0640	Public Relations Technician	30	44,196	-	60,508
0633	Public Services Assistant	35	49,518	-	67,794
0219	Reception/Telephone Console Attendant	17	32,885	-	45,023
0807	Research Analyst	50	69,646	-	95,352
0639	Risk Management Specialist	40	55,480	-	75,958
0417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	79,827	-	109,291
0125	Senior Buyer/Contract Specialist	40	55,480	-	75,958
0735	Senior Information Technology Business/Technical Analyst	64	95,753	-	131,096
0750	Senior Information Technology Network Administrator Analyst	64	95,753	-	131,096
0196	Senior Information Technology Specialist	57	81,663	-	111,804
0747	Senior Information Technology Systems/Database Administrator Analyst	64	95,753	-	131,096
0731	Senior Information Technology Technician	38	53,014	-	72,581

<b>Job Code</b>	<b>Title</b>	<b>Range</b>	<b>Full Time Annual Salary</b>	
0276	Senior Programmer	57	81,663	- 111,804
0158	Staff Resources Center Assistant	28	42,231	- 57,819
0641	Student Affairs Specialist	44	60,763	- 83,191
0124	Student Personnel Assistant	28	42,231	- 57,819
0683	Student Success & Support Program (SSSP) Specialist	38	53,014	- 72,581
0707	TANF/CalWORKs Specialist	38	53,014	- 72,581
0271	Telecommunications System Coordinator	57	81,663	- 111,804
0272	Telecommunications System Designer	57	81,663	- 111,804
0234	Theatre Technician	28	42,231	- 57,819
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	42,231	- 57,819
0630	Tutorial Services Assistant	35	49,518	- 67,794

The max salary amounts in range include the 10, 15, 20 and 25-year longevity increments.

Effective: July 1, 2016

Board Approved:

**Los Rios Community College District**  
**2016-17 Interim**  
**LRCEA Classified**  
**Monthly Salary Schedule**

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2**	L3***	L4****
10	13.48	2,337.17	2,430.65	2,527.88	2,628.99	2,734.14	2,843.50	2,957.25	3,075.54	3,137.05	3,199.79
11	13.79	2,390.92	2,486.57	2,586.03	2,689.47	2,797.05	2,908.93	3,025.29	3,146.30	3,209.23	3,273.42
12	14.11	2,445.92	2,543.76	2,645.50	2,751.32	2,861.37	2,975.83	3,094.86	3,218.66	3,283.03	3,348.69
13	14.44	2,502.16	2,602.25	2,706.34	2,814.59	2,927.17	3,044.26	3,166.03	3,292.68	3,358.53	3,425.70
14	14.77	2,559.70	2,662.08	2,768.56	2,879.31	2,994.48	3,114.25	3,238.82	3,368.37	3,435.74	3,504.46
15	15.11	2,618.58	2,723.32	2,832.26	2,945.55	3,063.38	3,185.91	3,313.35	3,445.88	3,514.80	3,585.10
16	15.45	2,678.81	2,785.96	2,897.40	3,013.29	3,133.83	3,259.18	3,389.55	3,525.13	3,595.64	3,667.55
17	15.81	2,740.43	2,850.05	2,964.05	3,082.62	3,205.92	3,334.16	3,467.53	3,606.23	3,678.36	3,751.92
18	16.17	2,803.44	2,915.58	3,032.20	3,153.49	3,279.63	3,410.81	3,547.24	3,689.13	3,762.91	3,838.18
19	16.55	2,867.92	2,982.64	3,101.94	3,226.02	3,355.06	3,489.27	3,628.84	3,774.00	3,849.47	3,926.46
20	16.93	2,933.90	3,051.26	3,173.30	3,300.23	3,432.24	3,569.53	3,712.31	3,860.80	3,938.01	4,016.78
21	17.32	3,001.38	3,121.44	3,246.30	3,376.15	3,511.19	3,651.64	3,797.70	3,949.61	4,028.60	4,109.17
22	17.71	3,070.41	3,193.23	3,320.95	3,453.79	3,591.94	3,735.62	3,885.04	4,040.45	4,121.25	4,203.68
23	18.12	3,141.04	3,266.68	3,397.36	3,533.25	3,674.58	3,821.56	3,974.42	4,133.39	4,216.06	4,300.39
24	18.54	3,213.29	3,341.81	3,475.48	3,614.51	3,759.09	3,909.45	4,065.83	4,228.46	4,313.03	4,399.29
25	18.96	3,287.21	3,418.69	3,555.44	3,697.67	3,845.57	3,999.39	4,159.36	4,325.74	4,412.25	4,500.50
26	19.40	3,362.80	3,497.32	3,637.22	3,782.71	3,934.02	4,091.38	4,255.04	4,425.24	4,513.74	4,604.02
27	19.85	3,440.14	3,577.74	3,720.85	3,869.69	4,024.48	4,185.46	4,352.88	4,527.00	4,617.54	4,709.89
28	20.30	3,519.27	3,660.04	3,806.44	3,958.70	4,117.05	4,281.73	4,453.00	4,631.13	4,723.75	4,818.22
29	20.77	3,600.19	3,744.19	3,893.97	4,049.72	4,211.71	4,380.17	4,555.37	4,737.59	4,832.35	4,928.99
30	21.25	3,682.98	3,830.30	3,983.51	4,142.84	4,308.56	4,480.90	4,660.14	4,846.54	4,943.47	5,042.35
31	21.74	3,767.70	3,918.41	4,075.15	4,238.16	4,407.68	4,583.99	4,767.34	4,958.04	5,057.20	5,158.34
32	22.24	3,854.37	4,008.55	4,168.90	4,335.65	4,509.08	4,689.44	4,877.02	5,072.10	5,173.54	5,277.01
33	22.75	3,943.02	4,100.75	4,264.78	4,435.36	4,612.78	4,797.28	4,989.18	5,188.74	5,292.51	5,398.36
34	23.27	4,033.70	4,195.05	4,362.85	4,537.37	4,718.87	4,907.62	5,103.92	5,308.08	5,414.24	5,522.52
35	23.81	4,126.48	4,291.53	4,463.19	4,641.71	4,827.38	5,020.47	5,221.30	5,430.14	5,538.75	5,649.52
36	24.35	4,221.39	4,390.24	4,565.85	4,748.48	4,938.41	5,135.95	5,341.39	5,555.05	5,666.15	5,779.47
37	24.91	4,318.50	4,491.24	4,670.89	4,857.73	5,052.03	5,254.12	5,464.28	5,682.85	5,796.51	5,912.44
38	25.49	4,417.80	4,594.51	4,778.29	4,969.43	5,168.20	5,374.93	5,589.92	5,813.51	5,929.78	6,048.39
39	26.07	4,519.42	4,700.19	4,888.20	5,083.73	5,287.08	5,498.56	5,718.51	5,947.24	6,066.19	6,187.51
40	26.67	4,623.37	4,808.30	5,000.64	5,200.66	5,408.68	5,625.04	5,850.04	6,084.05	6,205.73	6,329.84
41	27.29	4,729.69	4,918.88	5,115.63	5,320.26	5,533.07	5,754.39	5,984.56	6,223.94	6,348.42	6,475.39
42	27.91	4,838.45	5,032.00	5,233.28	5,442.62	5,660.32	5,886.73	6,122.20	6,367.09	6,494.43	6,624.32
43	28.56	4,949.75	5,147.74	5,353.65	5,567.80	5,790.50	6,022.12	6,263.01	6,513.53	6,643.80	6,776.68
44	29.21	5,063.62	5,266.16	5,476.81	5,695.89	5,923.72	6,160.67	6,407.10	6,663.39	6,796.66	6,932.59
45	29.88	5,180.06	5,387.26	5,602.75	5,826.86	6,059.93	6,302.32	6,554.42	6,816.60	6,952.93	7,091.98
46	30.57	5,299.21	5,511.18	5,731.63	5,960.89	6,199.33	6,447.30	6,705.19	6,973.40	7,112.87	7,255.13
47	31.28	5,421.08	5,637.92	5,863.44	6,097.98	6,341.90	6,595.58	6,859.39	7,133.77	7,276.45	7,421.98
48	31.99	5,545.77	5,767.61	5,998.32	6,238.25	6,487.79	6,747.30	7,017.20	7,297.88	7,443.84	7,592.71
49	32.73	5,673.33	5,900.27	6,136.28	6,381.73	6,637.00	6,902.48	7,178.58	7,465.72	7,615.03	7,767.34
50	33.48	5,803.81	6,035.97	6,277.40	6,528.50	6,789.64	7,061.23	7,343.67	7,637.41	7,790.16	7,945.98
51	34.25	5,937.31	6,174.79	6,421.78	6,678.66	6,945.81	7,223.65	7,512.60	7,813.10	7,969.37	8,128.75
52	35.04	6,073.86	6,316.81	6,569.48	6,832.27	7,105.56	7,389.79	7,685.38	7,992.80	8,152.66	8,315.71
53	35.85	6,213.56	6,462.10	6,720.58	6,989.41	7,268.99	7,559.76	7,862.15	8,176.63	8,340.17	8,506.97
54	36.67	6,356.47	6,610.73	6,875.16	7,150.17	7,436.18	7,733.63	8,042.98	8,364.70	8,531.99	8,702.63
55	37.52	6,502.67	6,762.78	7,033.28	7,314.62	7,607.21	7,911.50	8,227.97	8,557.08	8,728.22	8,902.79
56	38.38	6,652.24	6,918.32	7,195.05	7,482.86	7,782.18	8,093.47	8,417.21	8,753.90	8,928.97	9,107.55
57	39.26	6,805.24	7,077.44	7,360.54	7,654.96	7,961.17	8,279.62	8,610.81	8,955.24	9,134.34	9,317.03
58	40.16	6,961.76	7,240.22	7,529.83	7,831.03	8,144.27	8,470.05	8,808.85	9,161.21	9,344.43	9,531.32
59	41.09	7,121.88	7,406.75	7,703.01	8,011.14	8,331.59	8,664.86	9,011.46	9,371.91	9,559.35	9,750.54
60	42.03	7,285.68	7,577.10	7,880.18	8,195.40	8,523.22	8,864.15	9,218.72	9,587.47	9,779.22	9,974.80
61	43.00	7,453.25	7,751.38	8,061.43	8,383.89	8,719.25	9,068.03	9,430.75	9,807.98	10,004.14	10,204.22
62	43.99	7,624.68	7,929.66	8,246.84	8,576.72	8,919.80	9,276.59	9,647.66	10,033.57	10,234.23	10,438.92
63	45.00	7,800.04	8,112.04	8,436.52	8,773.99	9,124.95	9,489.96	9,869.55	10,264.34	10,469.62	10,679.01
64	46.04	7,979.44	8,298.62	8,630.56	8,975.79	9,334.82	9,708.22	10,096.55	10,500.42	10,710.42	10,924.63
65	47.09	8,162.97	8,489.49	8,829.06	9,182.23	9,549.53	9,931.51	10,328.77	10,741.92	10,956.76	11,175.90

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\*\*\* An additional longevity increment of 2% (10.323%) will be paid to members of the bargaining unit after (20) full years of service with the District.

\*\*\*\*An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved:

**Los Rios Community College District  
2016-17 Interim**

**LRCEA Classified  
Annual Salary Schedule**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
10	28,046	29,168	30,335	31,548	32,810	34,122	35,487	36,906	37,645	38,397
11	28,691	29,839	31,032	32,274	33,565	34,907	36,303	37,756	38,511	39,281
12	29,351	30,525	31,746	33,016	34,336	35,710	37,138	38,624	39,396	40,184
13	30,026	31,227	32,476	33,775	35,126	36,531	37,992	39,512	40,302	41,108
14	30,716	31,945	33,223	34,552	35,934	37,371	38,866	40,420	41,229	42,053
15	31,423	32,680	33,987	35,347	36,761	38,231	39,760	41,351	42,178	43,021
16	32,146	33,432	34,769	36,159	37,606	39,110	40,675	42,302	43,148	44,011
17	32,885	34,201	35,569	36,991	38,471	40,010	41,610	43,275	44,140	45,023
18	33,641	34,987	36,386	37,842	39,356	40,930	42,567	44,270	45,155	46,058
19	34,415	35,792	37,223	38,712	40,261	41,871	43,546	45,288	46,194	47,118
20	35,207	36,615	38,080	39,603	41,187	42,834	44,548	46,330	47,256	48,201
21	36,017	37,457	38,956	40,514	42,134	43,820	45,572	47,395	48,343	49,310
22	36,845	38,319	39,851	41,445	43,103	44,827	46,621	48,485	49,455	50,444
23	37,693	39,200	40,768	42,399	44,095	45,859	47,693	49,601	50,593	51,605
24	38,559	40,102	41,706	43,374	45,109	46,913	48,790	50,742	51,756	52,791
25	39,446	41,024	42,665	44,372	46,147	47,993	49,912	51,909	52,947	54,006
26	40,354	41,968	43,647	45,393	47,208	49,097	51,060	53,103	54,165	55,248
27	41,282	42,933	44,650	46,436	48,294	50,226	52,235	54,324	55,410	56,519
28	42,231	43,920	45,677	47,504	49,405	51,381	53,436	55,574	56,685	57,819
29	43,202	44,930	46,728	48,597	50,540	52,562	54,664	56,851	57,988	59,148
30	44,196	45,964	47,802	49,714	51,703	53,771	55,922	58,159	59,322	60,508
31	45,212	47,021	48,902	50,858	52,892	55,008	57,208	59,496	60,686	61,900
32	46,252	48,103	50,027	52,028	54,109	56,273	58,524	60,865	62,082	63,324
33	47,316	49,209	51,177	53,224	55,353	57,567	59,870	62,265	63,510	64,780
34	48,404	50,341	52,354	54,448	56,626	58,891	61,247	63,697	64,971	66,270
35	49,518	51,498	53,558	55,701	57,929	60,246	62,656	65,162	66,465	67,794
36	50,657	52,683	54,790	56,982	59,261	61,631	64,097	66,661	67,994	69,354
37	51,822	53,895	56,051	58,293	60,624	63,049	65,571	68,194	69,558	70,949
38	53,014	55,134	57,340	59,633	62,018	64,499	67,079	69,762	71,157	72,581
39	54,233	56,402	58,658	61,005	63,445	65,983	68,622	71,367	72,794	74,250
40	55,480	57,700	60,008	62,408	64,904	67,500	70,201	73,009	74,469	75,958
41	56,756	59,027	61,388	63,843	66,397	69,053	71,815	74,687	76,181	77,705
42	58,061	60,384	62,799	65,311	67,924	70,641	73,466	76,405	77,933	79,492
43	59,397	61,773	64,244	66,814	69,486	72,265	75,156	78,162	79,726	81,320
44	60,763	63,194	65,722	68,351	71,085	73,928	76,885	79,961	81,560	83,191
45	62,161	64,647	67,233	69,922	72,719	75,628	78,653	81,799	83,435	85,104
46	63,591	66,134	68,780	71,531	74,392	77,368	80,462	83,681	85,354	87,062
47	65,053	67,655	70,361	73,176	76,103	79,147	82,313	85,605	87,317	89,064
48	66,549	69,211	71,980	74,859	77,853	80,968	84,206	87,575	89,326	91,113
49	68,080	70,803	73,635	76,581	79,644	82,830	86,143	89,589	91,380	93,208
50	69,646	72,432	75,329	78,342	81,476	84,735	88,124	91,649	93,482	95,352
51	71,248	74,098	77,061	80,144	83,350	86,684	90,151	93,757	95,632	97,545
52	72,886	75,802	78,834	81,987	85,267	88,678	92,225	95,914	97,832	99,789
53	74,563	77,545	80,647	83,873	87,228	90,717	94,346	98,120	100,082	102,084
54	76,278	79,329	82,502	85,802	89,234	92,804	96,516	100,376	102,384	104,432
55	78,032	81,153	84,399	87,775	91,287	94,938	98,736	102,685	104,739	106,833
56	79,827	83,020	86,341	89,794	93,386	97,122	101,007	105,047	107,148	109,291
57	81,663	84,929	88,326	91,860	95,534	99,355	103,330	107,463	109,612	111,804
58	83,541	86,883	90,358	93,972	97,731	101,641	105,706	109,935	112,133	114,376
59	85,463	88,881	92,436	96,134	99,979	103,978	108,137	112,463	114,712	117,006
60	87,428	90,925	94,562	98,345	102,279	106,370	110,625	115,050	117,351	119,698
61	89,439	93,017	96,737	100,607	104,631	108,816	113,169	117,696	120,050	122,451
62	91,496	95,156	98,962	102,921	107,038	111,319	115,772	120,403	122,811	125,267
63	93,601	97,344	101,238	105,288	109,499	113,879	118,435	123,172	125,635	128,148
64	95,753	99,583	103,567	107,709	112,018	116,499	121,159	126,005	128,525	131,096
65	97,956	101,874	105,949	110,187	114,594	119,178	123,945	128,903	131,481	134,111

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\*\*\*\*An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved:

**Los Rios Community College District  
2015-16 Final**

**Salary Ranges for LRCEA Classified Salary Schedule**

**Includes an advanced continuing salary improvement of 3%, a continuing improvement of 2.06% and a one-time-only salary improvement of 3.94%**

<b>Job Code</b>	<b>Title</b>	<b>Range</b>	<b>Full Time Annual Salary</b>	
0141	Account Clerk I	17	34,118	- 46,712
0142	Account Clerk II	21	37,367	- 51,159
0143	Account Clerk III	25	40,926	- 56,031
0649	Accountant	35	51,375	- 70,337
0198	Accounting Specialist	40	57,561	- 78,807
0131	Administrative Assistant I	26	41,867	- 57,320
0133	Administrative Assistant II	28	43,815	- 59,987
0654	Administrative Services Analyst	44	63,042	- 86,311
0171	Admissions/Records Clerk I	17	34,118	- 46,712
0172	Admissions/Records Clerk II	20	36,527	- 50,009
0173	Admissions/Records Clerk III	23	39,106	- 53,540
0145	Admissions/Records Evaluator I	24	40,006	- 54,771
0151	Admissions/Records Evaluator II	28	43,815	- 59,987
0163	Admissions/Records Evaluator/Degree Auditor	29	44,822	- 61,366
0634	Animal Health Instructional Technician	30	45,853	- 62,777
0798	Assessment Center Testing Coordinator	38	55,002	- 75,303
0602	Assistant Financial Aid Officer	35	51,375	- 70,337
0313	Assistant Technical Director - Visual & Performing Arts Center (VAPAC)	37	53,765	- 73,610
0701	Athletic Trainer	37	53,765	- 73,610
0742	Attendance Services Assistant	27	42,830	- 58,638
0200	Audiovisual Production and Maintenance Technician I	32	47,987	- 65,699
0223	Audiovisual Production and Maintenance Technician II	38	55,002	- 75,303
0185	Bookstore Assistant Manager	37	53,765	- 73,610
0182	Bookstore Clerk I	16	33,351	- 45,661
0186	Bookstore Clerk II	18	34,903	- 47,785
0184	Bookstore Stock Clerk	21	37,367	- 51,159
0869	Building Automation and Systems Integration Analyst	57	84,725	- 115,997
0804	Business Services Assistant	35	51,375	- 70,337
0183	Buyer - Bookstore I	21	37,367	- 51,159
0195	Buyer - Bookstore II	25	40,926	- 56,031
0126	Buyer I	21	37,367	- 51,159
0127	Buyer II	25	40,926	- 56,031
0128	Buyer III	29	44,822	- 61,366
0231	Chief Broadcast Engineer	50	72,258	- 98,928
0116	Child Development Center Associate Teacher	12	30,452	- 41,691
0199	Child Development Center Lead Teacher	35	51,375	- 70,337
0194	Child Development Center Teacher	26	41,867	- 57,320
0192	Child Development Services Analyst	38	55,002	- 75,303
0810	Children's Center Clerk	20	36,527	- 50,009
0102	Clerk II	16	33,351	- 45,661
0103	Clerk III	20	36,527	- 50,009
0191	College Development Officer	35	51,375	- 70,337
0650	College Relations Specialist	38	55,002	- 75,303
0104	Community Services Clerk	22	38,227	- 52,336
0739	Computer Aided Drafting and Design Assistant	42	60,239	- 82,473
0803	Contract Education Program Developer	56	82,821	- 113,389
0123	Control Center Technician	22	38,227	- 52,336
0164	Cook/Baker	21	37,367	- 51,159
0169	Cosmetology Service Assistant	30	45,853	- 62,777
0109	Counseling Clerk I	17	34,118	- 46,712
0110	Counseling Clerk II	21	37,367	- 51,159
0744	Data Communications Security Specialist	61	92,793	- 127,043
0129	Disabled Student Programs and Services (DSP&S) Clerk	17	34,118	- 46,712
0167	Educational Center Assistant	25	40,926	- 56,031
0130	Educational Media and Web Design Specialist	44	63,042	- 86,311
0806	Educational Media Design Specialist	37	53,765	- 73,610
0813	Educational Services Technician	24	40,006	- 54,771
0646	Electronics Calibration and Repair Technician	38	55,002	- 75,303
0180	Employee Benefits Specialist	40	57,561	- 78,807
0175	Employee Benefits Technician	29	44,822	- 61,366
0312	Event Services Specialist - Visual & Performing Arts Center (VAPAC)	34	50,220	- 68,756

Job Code	Title	Range	Full Time Annual Salary	
0705	Facilities Planning & Engineering Specialist	56	82,821	- 113,389
0700	Facilities Planning Specialist	49	70,633	- 96,704
0138	Financial Aid Clerk I	17	34,118	- 46,712
0140	Financial Aid Clerk II	21	37,367	- 51,159
0604	Financial Aid Officer	38	55,002	- 75,303
0743	Fiscal Services Accounting Specialist	40	57,561	- 78,807
0161	Food Service Assistant I	10	29,098	- 39,837
0162	Food Service Assistant II	12	30,452	- 41,691
0165	Food Service Assistant Manager	24	40,006	- 54,771
0149	Grant Coordination Clerk	20	36,527	- 50,009
0236	Graphic Artist	28	43,815	- 59,987
0801	Graphic Designer	29	44,822	- 61,366
0168	Health Services Assistant	21	37,367	- 51,159
0718	Information Technology Business/Technical Analyst I	57	84,725	- 115,997
0723	Information Technology Business/Technical Analyst II	61	92,793	- 127,043
0748	Information Technology Network Administrator Analyst I	57	84,725	- 115,997
0749	Information Technology Network Administrator Analyst II	61	92,793	- 127,043
0726	Information Technology Specialist I	44	63,042	- 86,311
0729	Information Technology Specialist II	50	72,258	- 98,928
0745	Information Technology Systems/Database Administrator Analyst I	57	84,725	- 115,997
0746	Information Technology Systems/Database Administrator Analyst II	61	92,793	- 127,043
0242	Information Technology Cable Plant Assistant	50	72,258	- 98,928
0809	Information Technology Technician I	25	40,926	- 56,031
0152	Information Technology Technician II	31	46,908	- 64,222
0208	Instructional Assistant	28	43,815	- 59,987
0166	Instructional Services Assistant I	24	40,006	- 54,771
0808	Instructional Services Assistant II	27	42,830	- 58,638
0150	Interpreter/Transliterater I	28	43,815	- 59,987
0153	Interpreter/Transliterater II	32	47,987	- 65,699
0155	Interpreter/Transliterater III	36	52,556	- 71,955
0207	Laboratory Technician	28	43,815	- 59,987
0706	Lead Facilities Planning and Engineering Specialist	58	86,674	- 118,665
0741	Lead Instructional Assistant	30	45,853	- 62,777
0866	Lead Instructional Services Assistant	29	44,822	- 61,366
0600	Lead Laboratory Technician	30	45,853	- 62,777
0241	Lead Library/Media Technical Assistant	28	43,815	- 59,987
0157	Lead Police Communication Dispatcher	25	40,926	- 56,031
0114	Library/Media Technical Assistant	26	41,867	- 57,320
0105	Maintenance/Operations Clerk	22	38,227	- 52,336
0740	Marketing Specialist - Economic Development Center	50	72,258	- 98,928
0115	Operations Technician	24	40,006	- 54,771
0108	Outreach Clerk	22	38,227	- 52,336
0618	Outreach Specialist	38	55,002	- 75,303
0660	Payroll Accountant	36	52,556	- 71,955
0146	Payroll Clerk I	23	39,106	- 53,540
0147	Payroll Clerk II	25	40,926	- 56,031
0652	Payroll Specialist	40	57,561	- 78,807
0179	Payroll Technician	29	44,822	- 61,366
0156	Police Communication Dispatcher	23	39,106	- 53,540
0702	Printing Assistant	35	51,375	- 70,337
0106	Printing Services Operator I	17	34,118	- 46,712
0107	Printing Services Operator II	20	36,527	- 50,009
0178	Printing Services Operator III	23	39,106	- 53,540
0802	Printing Technician	33	49,091	- 67,210
0812	Program Assistant - REBRAC	23	39,106	- 53,540
0197	Program Assistant - Tech Prep	23	39,106	- 53,540
0268	Programmer I	44	63,042	- 86,311
0269	Programmer II	50	72,258	- 98,928
0174	Public Relations Specialist	38	55,002	- 75,303
0640	Public Relations Technician	30	45,853	- 62,777
0633	Public Services Assistant	35	51,375	- 70,337
0219	Reception/Telephone Console Attendant	17	34,118	- 46,712
0807	Research Analyst	50	72,258	- 98,928
0639	Risk Management Specialist	40	57,561	- 78,807
0417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	82,821	- 113,389
0125	Senior Buyer/Contract Specialist	40	57,561	- 78,807
0735	Senior Information Technology Business/Technical Analyst	64	99,344	- 136,012
0750	Senior Information Technology Network Administrator Analyst	64	99,344	- 136,012

<b>Job Code</b>	<b>Title</b>	<b>Range</b>	<b>Full Time Annual Salary</b>	
0196	Senior Information Technology Specialist	57	84,725	- 115,997
0747	Senior Information Technology Systems/Database Administrator Analyst	64	99,344	- 136,012
0731	Senior Information Technology Technician	38	55,002	- 75,303
0276	Senior Programmer	57	84,725	- 115,997
0158	Staff Resources Center Assistant	28	43,815	- 59,987
0641	Student Affairs Specialist	44	63,042	- 86,311
0124	Student Personnel Assistant	28	43,815	- 59,987
0683	Student Success & Support Program (SSSP) Specialist	38	55,002	- 75,303
0707	TANF/CalWORKs Specialist	38	55,002	- 75,303
0271	Telecommunications System Coordinator	57	84,725	- 115,997
0272	Telecommunications System Designer	57	84,725	- 115,997
0234	Theatre Technician	28	43,815	- 59,987
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	43,815	- 59,987
0630	Tutorial Services Assistant	35	51,375	- 70,337

The max salary amounts in range include the 10, 15, 20 and 25-year longevity increments.

Retroactive to July 1, 2015

Board Approved:

**Los Rios Community College District**

**2015-16 Final**

**LRCEA Classified**

**Monthly Salary Schedule**

**Includes an advanced continuing salary improvement of 3%, a continuing improvement of 2.06% and a one-time-only salary improvement of 3.94%**

Range	Hourly	Monthly		Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2**	L3***	L4****
	Step 1	Step 1	Step 2									
10	13.99	2,424.82	2,521.80	2,622.68	2,727.58	2,836.68	2,950.14	3,068.15	3,190.88	3,254.70	3,319.79	
11	14.31	2,480.59	2,579.82	2,683.01	2,790.34	2,901.95	3,018.03	3,138.74	3,264.29	3,329.58	3,396.18	
12	14.64	2,537.65	2,639.15	2,744.72	2,854.50	2,968.68	3,087.43	3,210.93	3,339.36	3,406.15	3,474.27	
13	14.98	2,596.00	2,699.84	2,807.83	2,920.14	3,036.95	3,158.43	3,284.77	3,416.16	3,484.48	3,554.17	
14	15.32	2,655.69	2,761.92	2,872.39	2,987.29	3,106.78	3,231.04	3,360.28	3,494.69	3,564.58	3,635.88	
15	15.67	2,716.78	2,825.45	2,938.47	3,056.02	3,178.26	3,305.39	3,437.61	3,575.11	3,646.61	3,719.55	
16	16.03	2,779.27	2,890.44	3,006.06	3,126.30	3,251.35	3,381.41	3,516.67	3,657.33	3,730.48	3,805.09	
17	16.40	2,843.21	2,956.93	3,075.21	3,198.22	3,326.15	3,459.20	3,597.57	3,741.47	3,816.30	3,892.63	
18	16.78	2,908.58	3,024.92	3,145.92	3,271.75	3,402.62	3,538.73	3,680.27	3,827.48	3,904.03	3,982.12	
19	17.17	2,975.48	3,094.50	3,218.27	3,347.01	3,480.88	3,620.12	3,764.93	3,915.53	3,993.84	4,073.71	
20	17.56	3,043.93	3,165.68	3,292.31	3,424.00	3,560.95	3,703.39	3,851.53	4,005.59	4,085.70	4,167.42	
21	17.97	3,113.94	3,238.50	3,368.04	3,502.76	3,642.87	3,788.58	3,940.13	4,097.73	4,179.68	4,263.28	
22	18.38	3,185.55	3,312.98	3,445.50	3,583.31	3,726.64	3,875.71	4,030.74	4,191.97	4,275.81	4,361.33	
23	18.80	3,258.84	3,389.19	3,524.77	3,665.75	3,812.39	3,964.88	4,123.47	4,288.40	4,374.17	4,461.66	
24	19.23	3,333.79	3,467.14	3,605.82	3,750.06	3,900.06	4,056.06	4,218.31	4,387.04	4,474.78	4,564.27	
25	19.68	3,410.49	3,546.90	3,688.78	3,836.34	3,989.78	4,149.37	4,315.35	4,487.96	4,577.72	4,669.27	
26	20.13	3,488.91	3,628.48	3,773.62	3,924.57	4,081.55	4,244.82	4,414.61	4,591.19	4,683.02	4,776.68	
27	20.59	3,569.15	3,711.92	3,860.39	4,014.81	4,175.41	4,342.43	4,516.12	4,696.77	4,790.71	4,886.52	
28	21.06	3,651.25	3,797.30	3,949.19	4,107.16	4,271.45	4,442.30	4,620.00	4,804.81	4,900.90	4,998.91	
29	21.55	3,735.20	3,884.61	4,040.00	4,201.60	4,369.65	4,544.43	4,726.21	4,915.26	5,013.57	5,113.84	
30	22.04	3,821.10	3,973.94	4,132.90	4,298.21	4,470.14	4,648.95	4,834.91	5,028.30	5,128.87	5,231.45	
31	22.55	3,909.00	4,065.36	4,227.98	4,397.10	4,572.98	4,755.90	4,946.13	5,143.98	5,246.86	5,351.79	
32	23.07	3,998.92	4,158.88	4,325.24	4,498.25	4,678.18	4,865.31	5,059.92	5,262.31	5,367.56	5,474.91	
33	23.60	4,090.89	4,254.53	4,424.72	4,601.70	4,785.77	4,977.19	5,176.28	5,383.33	5,491.00	5,600.82	
34	24.14	4,184.98	4,352.38	4,526.47	4,707.53	4,895.84	5,091.66	5,295.33	5,507.14	5,617.28	5,729.63	
35	24.70	4,281.23	4,452.47	4,630.57	4,815.79	5,008.42	5,208.75	5,417.11	5,633.79	5,746.46	5,861.39	
36	25.27	4,379.71	4,554.89	4,737.08	4,926.56	5,123.62	5,328.56	5,541.71	5,763.38	5,878.65	5,996.22	
37	25.85	4,480.45	4,659.67	4,846.06	5,039.91	5,241.50	5,451.16	5,669.20	5,895.97	6,013.89	6,134.17	
38	26.44	4,583.47	4,766.82	4,957.49	5,155.79	5,362.02	5,576.50	5,799.56	6,031.53	6,152.16	6,275.22	
39	27.05	4,688.91	4,876.46	5,071.52	5,274.38	5,485.35	5,704.77	5,932.96	6,170.28	6,293.68	6,419.56	
40	27.67	4,796.76	4,988.63	5,188.17	5,395.70	5,611.52	5,835.99	6,069.43	6,312.21	6,438.46	6,567.22	
41	28.31	4,907.06	5,103.35	5,307.48	5,519.78	5,740.57	5,970.19	6,208.99	6,457.36	6,586.50	6,718.24	
42	28.96	5,019.91	5,220.71	5,429.54	5,646.73	5,872.59	6,107.50	6,351.80	6,605.87	6,737.99	6,872.75	
43	29.63	5,135.38	5,340.79	5,554.43	5,776.60	6,007.66	6,247.97	6,497.89	6,757.80	6,892.96	7,030.82	
44	30.31	5,253.52	5,463.66	5,682.20	5,909.49	6,145.88	6,391.71	6,647.38	6,913.28	7,051.55	7,192.58	
45	31.01	5,374.32	5,589.30	5,812.87	6,045.38	6,287.19	6,538.67	6,800.22	7,072.24	7,213.68	7,357.95	
46	31.72	5,497.94	5,717.86	5,946.58	6,184.44	6,431.82	6,689.09	6,956.65	7,234.92	7,379.62	7,527.21	
47	32.45	5,624.38	5,849.36	6,083.33	6,326.67	6,579.73	6,842.93	7,116.64	7,401.31	7,549.33	7,700.32	
48	33.19	5,753.75	5,983.91	6,223.27	6,472.20	6,731.09	7,000.34	7,280.36	7,571.57	7,723.00	7,877.46	
49	33.96	5,886.09	6,121.54	6,366.41	6,621.06	6,885.90	7,161.34	7,447.79	7,745.70	7,900.61	8,058.63	
50	34.74	6,021.47	6,262.33	6,512.82	6,773.33	7,044.27	7,326.04	7,619.08	7,923.83	8,082.31	8,243.97	
51	35.54	6,159.97	6,406.36	6,662.62	6,929.13	7,206.29	7,494.55	7,794.34	8,106.11	8,268.24	8,433.59	
52	36.36	6,301.65	6,553.71	6,815.86	7,088.49	7,372.04	7,666.93	7,973.60	8,292.55	8,458.40	8,627.57	
53	37.19	6,446.59	6,704.45	6,972.62	7,251.53	7,541.60	7,843.27	8,157.00	8,483.28	8,652.94	8,826.00	
54	38.05	6,594.86	6,858.65	7,132.99	7,418.32	7,715.05	8,023.66	8,344.61	8,678.39	8,851.96	9,029.00	
55	38.92	6,746.54	7,016.40	7,297.05	7,588.94	7,892.50	8,208.20	8,536.53	8,877.99	9,055.55	9,236.67	
56	39.82	6,901.71	7,177.77	7,464.88	7,763.48	8,074.03	8,396.99	8,732.87	9,082.19	9,263.83	9,449.11	
57	40.73	7,060.45	7,342.86	7,636.57	7,942.04	8,259.73	8,590.12	8,933.73	9,291.08	9,476.90	9,666.44	
58	41.67	7,222.84	7,511.75	7,812.21	8,124.71	8,449.70	8,787.70	9,139.21	9,504.78	9,694.87	9,888.77	
59	42.63	7,388.96	7,684.52	7,991.90	8,311.58	8,644.05	8,989.81	9,349.41	9,723.38	9,917.85	10,116.21	
60	43.61	7,558.91	7,861.26	8,175.71	8,502.74	8,842.86	9,196.58	9,564.44	9,947.02	10,145.96	10,348.88	
61	44.61	7,732.77	8,042.07	8,363.75	8,698.31	9,046.25	9,408.10	9,784.43	10,175.80	10,379.32	10,586.91	
62	45.64	7,910.62	8,227.04	8,556.12	8,898.37	9,254.31	9,624.49	10,009.47	10,409.85	10,618.04	10,830.40	
63	46.69	8,092.56	8,416.26	8,752.91	9,103.03	9,467.16	9,845.85	10,239.68	10,649.27	10,862.26	11,079.50	
64	47.76	8,278.69	8,609.84	8,954.22	9,312.40	9,684.90	10,072.31	10,475.20	10,894.21	11,112.09	11,334.33	
65	48.86	8,469.10	8,807.86	9,160.17	9,526.59	9,907.66	10,303.97	10,716.13	11,144.77	11,367.67	11,595.02	

\* A longevity step can only be attained after ten (10) full years of satisfactory service with the District.

\*\* An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit after (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be paid to members of the bargaining unit after (20) full years of service with the District.

\*\*\*\*An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).



**Los Rios Community College District**

**2015-16 Final**

**LRCEA Classified**

**Annual Salary Schedule**

**Includes an advanced continuing salary improvement of 3%, a continuing improvement of 2.06% and a one-time-only salary improvement of 3.94%**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2**	L3***	L4****
10	29,098	30,262	31,472	32,731	34,040	35,402	36,818	38,291	39,056	39,837
11	29,767	30,958	32,196	33,484	34,823	36,216	37,665	39,171	39,955	40,754
12	30,452	31,670	32,937	34,254	35,624	37,049	38,531	40,072	40,874	41,691
13	31,152	32,398	33,694	35,042	36,443	37,901	39,417	40,994	41,814	42,650
14	31,868	33,143	34,469	35,847	37,281	38,773	40,323	41,936	42,775	43,631
15	32,601	33,905	35,262	36,672	38,139	39,665	41,251	42,901	43,759	44,635
16	33,351	34,685	36,073	37,516	39,016	40,577	42,200	43,888	44,766	45,661
17	34,118	35,483	36,903	38,379	39,914	41,510	43,171	44,898	45,796	46,712
18	34,903	36,299	37,751	39,261	40,831	42,465	44,163	45,930	46,848	47,785
19	35,706	37,134	38,619	40,164	41,771	43,441	45,179	46,986	47,926	48,885
20	36,527	37,988	39,508	41,088	42,731	44,441	46,218	48,067	49,028	50,009
21	37,367	38,862	40,416	42,033	43,714	45,463	47,282	49,173	50,156	51,159
22	38,227	39,756	41,346	43,000	44,720	46,509	48,369	50,304	51,310	52,336
23	39,106	40,670	42,297	43,989	45,749	47,579	49,482	51,461	52,490	53,540
24	40,006	41,606	43,270	45,001	46,801	48,673	50,620	52,644	53,697	54,771
25	40,926	42,563	44,265	46,036	47,877	49,792	51,784	53,856	54,933	56,031
26	41,867	43,542	45,283	47,095	48,979	50,938	52,975	55,094	56,196	57,320
27	42,830	44,543	46,325	48,178	50,105	52,109	54,193	56,361	57,488	58,638
28	43,815	45,568	47,390	49,286	51,257	53,308	55,440	57,658	58,811	59,987
29	44,822	46,615	48,480	50,419	52,436	54,533	56,715	58,983	60,163	61,366
30	45,853	47,687	49,595	51,579	53,642	55,787	58,019	60,340	61,546	62,777
31	46,908	48,784	50,736	52,765	54,876	57,071	59,354	61,728	62,962	64,222
32	47,987	49,907	51,903	53,979	56,138	58,384	60,719	63,148	64,411	65,699
33	49,091	51,054	53,097	55,220	57,429	59,726	62,115	64,600	65,892	67,210
34	50,220	52,229	54,318	56,490	58,750	61,100	63,544	66,086	67,407	68,756
35	51,375	53,430	55,567	57,789	60,101	62,505	65,005	67,605	68,958	70,337
36	52,556	54,659	56,845	59,119	61,483	63,943	66,501	69,161	70,544	71,955
37	53,765	55,916	58,153	60,479	62,898	65,414	68,030	70,752	72,167	73,610
38	55,002	57,202	59,490	61,869	64,344	66,918	69,595	72,378	73,826	75,303
39	56,267	58,518	60,858	63,293	65,824	68,457	71,196	74,043	75,524	77,035
40	57,561	59,864	62,258	64,748	67,338	70,032	72,833	75,747	77,261	78,807
41	58,885	61,240	63,690	66,237	68,887	71,642	74,508	77,488	79,038	80,619
42	60,239	62,649	65,154	67,761	70,471	73,290	76,222	79,270	80,856	82,473
43	61,625	64,089	66,653	69,319	72,092	74,976	77,975	81,094	82,716	84,370
44	63,042	65,564	68,186	70,914	73,751	76,701	79,769	82,959	84,619	86,311
45	64,492	67,072	69,754	72,545	75,446	78,464	81,603	84,867	86,564	88,295
46	65,975	68,614	71,359	74,213	77,182	80,269	83,480	86,819	88,555	90,327
47	67,493	70,192	73,000	75,920	78,957	82,115	85,400	88,816	90,592	92,404
48	69,045	71,807	74,679	77,666	80,773	84,004	87,364	90,859	92,676	94,530
49	70,633	73,458	76,397	79,453	82,631	85,936	89,374	92,948	94,807	96,704
50	72,258	75,148	78,154	81,280	84,531	87,912	91,429	95,086	96,988	98,928
51	73,920	76,876	79,951	83,150	86,476	89,935	93,532	97,273	99,219	101,203
52	75,620	78,645	81,790	85,062	88,464	92,003	95,683	99,511	101,501	103,531
53	77,359	80,453	83,671	87,018	90,499	94,119	97,884	101,799	103,835	105,912
54	79,138	82,304	85,596	89,020	92,581	96,284	100,135	104,141	106,224	108,348
55	80,958	84,197	87,565	91,067	94,710	98,498	102,438	106,536	108,667	110,840
56	82,821	86,133	89,579	93,162	96,888	100,764	104,794	108,986	111,166	113,389
57	84,725	88,114	91,639	95,305	99,117	103,081	107,205	111,493	113,723	115,997
58	86,674	90,141	93,747	97,497	101,396	105,452	109,670	114,057	116,338	118,665
59	88,668	92,214	95,903	99,739	103,729	107,878	112,193	116,681	119,014	121,394
60	90,707	94,335	98,109	102,033	106,114	110,359	114,773	119,364	121,752	124,187
61	92,793	96,505	100,365	104,380	108,555	112,897	117,413	122,110	124,552	127,043
62	94,927	98,724	102,673	106,780	111,052	115,494	120,114	124,918	127,417	129,965
63	97,111	100,995	105,035	109,236	113,606	118,150	122,876	127,791	130,347	132,954
64	99,344	103,318	107,451	111,749	116,219	120,868	125,702	130,730	133,345	136,012
65	101,629	105,694	109,922	114,319	118,892	123,648	128,594	133,737	136,412	139,140

\* A longevity step can only be attained after ten (10) full years of satisfactory service with the District.

\*\* An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit after (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be paid to members of the bargaining unit after (20) full years of service with the District.

\*\*\*\*An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit after (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved:

**Los Rios Community College District  
2016-17 Interim**

**Salary Ranges for LRSA Supervisory Positions\***

<b>Job Code</b>	<b>Title</b>	<b>Range</b>	<b>Full Time Annual Salary</b>		
908	Accounting Operations Supervisor	22V	67,272	-	88,559
636	Admissions & Records Supervisor	22V	67,272	-	88,559
901	Business Services Supervisor	26V	78,699	-	103,602
656	Campus Operations Supervisor	22V	67,272	-	88,559
637	Child Development Center Supervisor	20V	62,197	-	81,878
912	College IT Systems Supervisor	32V	99,579	-	131,089
610	Communications & Marketing Supervisor - VAPAC	24V	72,761	-	95,786
631	Community Services Supervisor	22V	67,272	-	88,559
905	Counseling Supervisor	19V	59,804	-	78,729
603	Custodial Supervisor	17V	55,293	-	72,789
902	Custodial/Receiving Supervisor	19V	59,804	-	78,729
613	Educational Center Supervisor	20V	62,197	-	81,878
615	Electrical Systems Supervisor	24V	72,761	-	95,786
651	Employee Benefits Supervisor	22V	67,272	-	88,559
616	Facilities Maintenance Supervisor	24V	72,761	-	95,786
622	Facilities Management Operations Supervisor	17V	55,293	-	72,789
923	Facilities Projects Supervisor	29V	88,525	-	116,538
611	Financial Aid Supervisor	24V	72,761	-	95,786
657	Fiscal Services Supervisor	26V	78,699	-	103,602
605	Food Services Manager	19V	59,804	-	78,729
624	General Accounting Supervisor	26V	78,699	-	103,602
910	General Services Supervisor, Risk Management	22V	67,272	-	88,559
601	Grounds Supervisor	24V	72,761	-	95,786
609	Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	72,761	-	95,786
911	Instructional Computer Laboratory Supervisor	22V	67,272	-	88,559
913	Instructional Science Laboratory Supervisor	22V	67,272	-	88,559
612	IT Application Systems Supervisor	32V	99,579	-	131,089
684	IT Technical Services Supervisor	32V	99,579	-	131,089
619	Media Resources Supervisor	24V	72,761	-	95,786
623	Payroll Supervisor	26V	78,699	-	103,602
614	Police Captain	24V	72,761	-	95,786
924	Police Lieutenant	22V	67,272	-	88,559
900	Printing Services Supervisor	19V	59,804	-	78,729
628	Purchasing Supervisor	22V	67,272	-	88,559
909	SRPSTC Office Supervisor	21V	64,685	-	85,153
617	Structures Supervisor	24V	72,761	-	95,786
682	Student Life Supervisor	19V	59,804	-	78,729
681	Student Services Supervisor	19V	59,804	-	78,729
643	Technical Director - Visual & Performing Arts Center	22V	67,272	-	88,559
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	59,804	-	78,729
642	Transportation Supervisor	24V	72,761	-	95,786

The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.

\*Exempt positions--not entitled to overtime.

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**LRSA Classified Supervisor  
Monthly Salary Schedule**

<b>Range</b>	<b>Hourly Step 1</b>	<b>Monthly Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>L1*</b>	<b>L2**</b>	<b>L3***</b>	<b>L4****</b>
<b>16V</b>	25.56	4,430.50	4,607.72	4,792.02	4,983.71	5,183.05	5,390.38	5,605.99	5,718.11	5,832.47
<b>17V</b>	26.58	4,607.72	4,792.02	4,983.71	5,183.05	5,390.38	5,605.99	5,830.23	5,946.84	6,065.77
<b>18V</b>	27.65	4,792.02	4,983.71	5,183.05	5,390.38	5,605.99	5,830.23	6,063.44	6,184.71	6,308.40
<b>19V</b>	28.75	4,983.71	5,183.05	5,390.38	5,605.99	5,830.23	6,063.44	6,305.98	6,432.10	6,560.74
<b>20V</b>	29.90	5,183.05	5,390.38	5,605.99	5,830.23	6,063.44	6,305.98	6,558.22	6,689.39	6,823.17
<b>21V</b>	31.10	5,390.38	5,605.99	5,830.23	6,063.44	6,305.98	6,558.22	6,820.55	6,956.96	7,096.10
<b>22V</b>	32.34	5,605.99	5,830.23	6,063.44	6,305.98	6,558.22	6,820.55	7,093.37	7,235.23	7,379.94
<b>23V</b>	33.64	5,830.23	6,063.44	6,305.98	6,558.22	6,820.54	7,093.37	7,377.10	7,524.64	7,675.14
<b>24V</b>	34.98	6,063.44	6,305.98	6,558.22	6,820.54	7,093.37	7,377.10	7,672.19	7,825.63	7,982.14
<b>25V</b>	36.38	6,305.98	6,558.22	6,820.54	7,093.37	7,377.10	7,672.19	7,979.07	8,138.65	8,301.43
<b>26V</b>	37.84	6,558.22	6,820.54	7,093.37	7,377.10	7,672.19	7,979.07	8,298.24	8,464.20	8,633.48
<b>27V</b>	39.35	6,820.54	7,093.37	7,377.10	7,672.19	7,979.07	8,298.24	8,630.17	8,802.77	8,978.82
<b>28V</b>	40.92	7,093.37	7,377.10	7,672.19	7,979.07	8,298.24	8,630.17	8,975.37	9,154.88	9,337.98
<b>29V</b>	42.56	7,377.10	7,672.19	7,979.07	8,298.24	8,630.17	8,975.37	9,334.39	9,521.07	9,711.50
<b>30V</b>	44.26	7,672.19	7,979.07	8,298.24	8,630.17	8,975.37	9,334.39	9,707.76	9,901.92	10,099.96
<b>31V</b>	46.03	7,979.07	8,298.24	8,630.17	8,975.37	9,334.39	9,707.76	10,096.07	10,297.99	10,503.95
<b>32V</b>	47.87	8,298.24	8,630.17	8,975.37	9,334.39	9,707.76	10,096.07	10,499.92	10,709.91	10,924.11

\* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 5 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**LRSA Classified Supervisor  
Annual Salary Schedule**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>L1*</b>	<b>L2**</b>	<b>L3***</b>	<b>L4****</b>
<b>16V</b>	53,166	55,293	57,504	59,804	62,197	64,685	67,272	68,617	69,990
<b>17V</b>	55,293	57,504	59,804	62,197	64,685	67,272	69,963	71,362	72,789
<b>18V</b>	57,504	59,804	62,197	64,685	67,272	69,963	72,761	74,217	75,701
<b>19V</b>	59,804	62,197	64,685	67,272	69,963	72,761	75,672	77,185	78,729
<b>20V</b>	62,197	64,685	67,272	69,963	72,761	75,672	78,699	80,273	81,878
<b>21V</b>	64,685	67,272	69,963	72,761	75,672	78,699	81,847	83,483	85,153
<b>22V</b>	67,272	69,963	72,761	75,672	78,699	81,847	85,120	86,823	88,559
<b>23V</b>	69,963	72,761	75,672	78,699	81,847	85,120	88,525	90,296	92,102
<b>24V</b>	72,761	75,672	78,699	81,847	85,120	88,525	92,066	93,908	95,786
<b>25V</b>	75,672	78,699	81,847	85,120	88,525	92,066	95,749	97,664	99,617
<b>26V</b>	78,699	81,847	85,120	88,525	92,066	95,749	99,579	101,570	103,602
<b>27V</b>	81,847	85,120	88,525	92,066	95,749	99,579	103,562	105,633	107,746
<b>28V</b>	85,120	88,525	92,066	95,749	99,579	103,562	107,704	109,859	112,056
<b>29V</b>	88,525	92,066	95,749	99,579	103,562	107,704	112,013	114,253	116,538
<b>30V</b>	92,066	95,749	99,579	103,562	107,704	112,013	116,493	118,823	121,199
<b>31V</b>	95,749	99,579	103,562	107,704	112,013	116,493	121,153	123,576	126,047
<b>32V</b>	99,579	103,562	107,704	112,013	116,493	121,153	125,999	128,519	131,089

\* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 5 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2015-16 Final**

**Salary Ranges for LRSA Supervisory Positions\***

Includes an advanced continuing salary improvement of 3% and a one-time-only salary improvement of 5%

<b>Job Code</b>	<b>Title</b>	<b>Range</b>	<b>Full Time Annual Salary</b>		
908	Accounting Operations Supervisor	22V	70,538	-	92,858
599	Bookstore Supervisor - Educational Center	19V	62,708	-	82,551
901	Business Services Supervisor	24V	76,293	-	100,435
626	CalWORKS Supervisor	19V	62,708	-	82,551
656	Campus Operations Supervisor	22V	70,538	-	92,858
637	Child Development Center Supervisor	20V	65,216	-	85,853
912	College IT Systems Supervisor	32V	104,413	-	137,453
610	Communications & Marketing Supervisor - VAPAC	24V	76,293	-	100,435
631	Community Services Supervisor	22V	70,538	-	92,858
905	Counseling Supervisor	19V	62,708	-	82,551
603	Custodial Supervisor	17V	57,977	-	76,323
902	Custodial/Receiving Supervisor	19V	62,708	-	82,551
907	Disabled Students Programs & Services Supv.	19V	62,708	-	82,551
613	Educational Center Supervisor	20V	65,216	-	85,853
615	Electrical Systems Supervisor	24V	76,293	-	100,435
651	Employee Benefits Supervisor	22V	70,538	-	92,858
658	EOP&S Supervisor	19V	62,708	-	82,551
616	Facilities Maintenance Supervisor	24V	76,293	-	100,435
622	Facilities Management Operations Supervisor	17V	57,977	-	76,323
923	Facilities Projects Supervisor	29V	92,823	-	122,195
611	Financial Aid Supervisor	24V	76,293	-	100,435
657	Fiscal Services Supervisor	24V	76,293	-	100,435
605	Food Service Manager	19V	62,708	-	82,551
624	General Accounting Supervisor	24V	76,293	-	100,435
910	General Services Supervisor, Risk Management	22V	70,538	-	92,858
601	Grounds Supervisor	24V	76,293	-	100,435
609	Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	76,293	-	100,435
911	Instructional Computer Laboratory Supervisor	22V	70,538	-	92,858
913	Instructional Science Laboratory Supervisor	22V	70,538	-	92,858
612	IT Application Systems Supervisor	32V	104,413	-	137,453
684	IT Technical Services Supervisor	32V	104,413	-	137,453
619	Media Resources Supervisor	24V	76,293	-	100,435
623	Payroll Supervisor	26V	82,519	-	108,631
614	Police Captain	24V	76,293	-	100,435
924	Police Lieutenant	22V	70,538	-	92,858
900	Printing Services Supervisor	19V	62,708	-	82,551
628	Purchasing Supervisor	22V	70,538	-	92,858
636	Records & Admissions Supervisor	22V	70,538	-	92,858
909	SRPSTC Office Supervisor	21V	67,825	-	89,287
617	Structures Supervisor	24V	76,293	-	100,435
682	Student Life Supervisor	19V	62,708	-	82,551
680	Student Services Supv. - CalWORKs/Career Center/Re-Entry & Veterans Info. Center	19V	62,708	-	82,551
681	Student Services Supv. - CalWORKs, EOPS, CARE & Assessment	19V	62,708	-	82,551
906	Student Support Services Supervisor	19V	62,708	-	82,551
643	Technical Director - Visual & Performing Arts Center	22V	70,538	-	92,858
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	62,708	-	82,551
642	Transportation Supervisor	24V	76,293	-	100,435

The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.

\*Exempt positions--not entitled to overtime.

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District  
2015-16 Final  
LRSA Classified Supervisor  
Monthly Salary Schedule**

Includes an advanced continuing salary improvement of 3% and a one-time-only salary improvement of 5%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	L1*	L2**	L3***	L4****
16V	26.80	4,645.57	4,831.39	5,024.65	5,225.63	5,434.66	5,652.04	5,878.13	5,995.69	6,115.60
17V	27.87	4,831.39	5,024.65	5,225.63	5,434.66	5,652.04	5,878.13	6,113.25	6,235.52	6,360.23
18V	28.99	5,024.65	5,225.63	5,434.66	5,652.04	5,878.13	6,113.25	6,357.78	6,484.94	6,614.64
19V	30.15	5,225.63	5,434.66	5,652.04	5,878.13	6,113.25	6,357.78	6,612.09	6,744.33	6,879.22
20V	31.35	5,434.66	5,652.04	5,878.13	6,113.25	6,357.78	6,612.09	6,876.58	7,014.11	7,154.39
21V	32.61	5,652.04	5,878.13	6,113.25	6,357.78	6,612.09	6,876.58	7,151.64	7,294.67	7,440.57
22V	33.91	5,878.13	6,113.25	6,357.78	6,612.09	6,876.58	7,151.64	7,437.71	7,586.46	7,738.19
23V	35.27	6,113.25	6,357.78	6,612.09	6,876.58	7,151.64	7,437.71	7,735.21	7,889.92	8,047.72
24V	36.68	6,357.78	6,612.09	6,876.58	7,151.64	7,437.70	7,735.21	8,044.62	8,205.51	8,369.62
25V	38.15	6,612.09	6,876.58	7,151.64	7,437.70	7,735.21	8,044.62	8,366.41	8,533.73	8,704.41
26V	39.67	6,876.58	7,151.64	7,437.70	7,735.21	8,044.62	8,366.41	8,701.06	8,875.08	9,052.59
27V	41.26	7,151.64	7,437.70	7,735.21	8,044.62	8,366.41	8,701.06	9,049.11	9,230.09	9,414.69
28V	42.91	7,437.70	7,735.21	8,044.62	8,366.41	8,701.06	9,049.11	9,411.07	9,599.29	9,791.28
29V	44.63	7,735.21	8,044.62	8,366.41	8,701.06	9,049.11	9,411.07	9,787.51	9,983.26	10,182.93
30V	46.41	8,044.62	8,366.41	8,701.06	9,049.11	9,411.07	9,787.51	10,179.01	10,382.59	10,590.25
31V	48.27	8,366.41	8,701.06	9,049.11	9,411.07	9,787.51	10,179.01	10,586.17	10,797.90	11,013.85
32V	50.20	8,701.06	9,049.11	9,411.07	9,787.51	10,179.01	10,586.17	11,009.62	11,229.81	11,454.41

\* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 5 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District  
2015-16 Final  
LRSA Classified Supervisor  
Annual Salary Schedule**

Includes an advanced continuing salary improvement of 3% and a one-time-only salary improvement of 5%

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>L1*</b>	<b>L2**</b>	<b>L3***</b>	<b>L4****</b>
<b>16V</b>	55,747	57,977	60,296	62,708	65,216	67,825	70,538	71,948	73,387
<b>17V</b>	57,977	60,296	62,708	65,216	67,825	70,538	73,359	74,826	76,323
<b>18V</b>	60,296	62,708	65,216	67,825	70,538	73,359	76,293	77,819	79,376
<b>19V</b>	62,708	65,216	67,825	70,538	73,359	76,293	79,345	80,932	82,551
<b>20V</b>	65,216	67,825	70,538	73,359	76,293	79,345	82,519	84,169	85,853
<b>21V</b>	67,825	70,538	73,359	76,293	79,345	82,519	85,820	87,536	89,287
<b>22V</b>	70,538	73,359	76,293	79,345	82,519	85,820	89,252	91,038	92,858
<b>23V</b>	73,359	76,293	79,345	82,519	85,820	89,252	92,823	94,679	96,573
<b>24V</b>	76,293	79,345	82,519	85,820	89,252	92,823	96,535	98,466	100,435
<b>25V</b>	79,345	82,519	85,820	89,252	92,823	96,535	100,397	102,405	104,453
<b>26V</b>	82,519	85,820	89,252	92,823	96,535	100,397	104,413	106,501	108,631
<b>27V</b>	85,820	89,252	92,823	96,535	100,397	104,413	108,589	110,761	112,976
<b>28V</b>	89,252	92,823	96,535	100,397	104,413	108,589	112,933	115,191	117,495
<b>29V</b>	92,823	96,535	100,397	104,413	108,589	112,933	117,450	119,799	122,195
<b>30V</b>	96,535	100,397	104,413	108,589	112,933	117,450	122,148	124,591	127,083
<b>31V</b>	100,397	104,413	108,589	112,933	117,450	122,148	127,034	129,575	132,166
<b>32V</b>	104,413	108,589	112,933	117,450	122,148	127,034	132,115	134,758	137,453

\* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 5 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District  
2016-17 Interim  
Salary Ranges for SEIU Classified Positions**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Annual Salary</b>	
259	College Police Detective	35	52,037	- 76,279
850	College Receiving Clerk/Storekeeper	24	41,147	- 59,858
210	College Safety Officer	27	43,825	- 63,897
206	Custodian	21	38,638	- 56,074
230	Environmental Systems Technician	37	54,351	- 79,772
256	Equipment Mechanic I	35	52,037	- 76,279
253	Equipment Mechanic II	39	56,782	- 83,436
221	Grounds Irrigation Specialist/Groundskeeper	31	47,731	- 69,786
220	Grounds Maintenance Technician	31	47,731	- 69,786
211	Groundskeeper	23	40,284	- 58,557
209	Head Custodian	25	42,011	- 61,161
258	Head Grounds Maintenance Technician	35	52,037	- 76,279
213	Head Groundskeeper	27	43,825	- 63,897
243	HVAC Mechanic	39	56,782	- 83,436
239	Lead Custodian	23	40,284	- 58,557
251	Lead Equipment Mechanic	41	59,335	- 87,286
235	Lead HVAC Mechanic	41	59,335	- 87,286
263	Lead Maintenance Cabinetmaker	41	59,335	- 87,286
250	Lead Maintenance Electrician	41	59,335	- 87,286
218	Lead Maintenance Electronic/Alarm Technician	41	59,335	- 87,286
252	Lead Maintenance Painter	41	59,335	- 87,286
227	Lead Maintenance Plumber	41	59,335	- 87,286
278	Lead Maintenance Technician	33	49,831	- 72,953
229	Lead Skilled Maintenance Specialist	37	54,351	- 79,772
244	Locksmith/Glazier	39	56,782	- 83,436
245	Maintenance Cabinetmaker	39	56,782	- 83,436
262	Maintenance Carpenter	39	56,782	- 83,436
246	Maintenance Electrician	39	56,782	- 83,436
261	Maintenance Electronic/Alarm Technician	39	56,782	- 83,436
247	Maintenance Painter	39	56,782	- 83,436
248	Maintenance Plumber	39	56,782	- 83,436
255	Maintenance Roofer/Carpenter	39	56,782	- 83,436
215	Maintenance Technician I	29	45,730	- 66,770
222	Maintenance Technician II	31	47,731	- 69,786
201	Mechanical/Electrical Systems Mechanic	37	54,351	- 79,772
260	Mechanical/Electrical Systems Technician	37	54,351	- 79,772
233	Physical Education/Athletic Attendant	22	39,460	- 57,315
212	Police Officer	34	50,934	- 74,616
240	Police Sergeant	36	53,193	- 78,024
228	Skilled Maintenance Specialist	35	52,037	- 76,279
203	Stock Clerk	21	38,638	- 56,074
226	Toolroom Equipment Attendant	23	40,284	- 58,557
224	Toolroom Equipment Attendant - Adv. Tech., Aeronautics, Motor	23	40,284	- 58,557
204	Utility Worker	21	38,638	- 56,074
249	Welder/Sheetmetal Worker	39	56,782	- 83,436

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

Effective: July 1, 2016

Board Approved:



**Los Rios Community College District  
2016-17 Interim  
SEIU Classified  
Monthly Salary Schedule**

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	L1 *	L2 **	L3***	L4****
1	12.47	2,160.82	2,245.13	2,333.53	2,426.40	2,523.83	2,626.07	2,733.56	2,842.90	2,956.62	3,015.75	3,076.06
2	12.71	2,203.03	2,289.37	2,379.89	2,475.14	2,574.94	2,679.85	2,789.98	2,901.59	3,017.65	3,078.00	3,139.56
3	12.95	2,245.13	2,333.53	2,426.40	2,523.83	2,626.07	2,733.56	2,846.33	2,960.19	3,078.59	3,140.16	3,202.97
4	13.21	2,289.37	2,379.89	2,475.14	2,574.94	2,679.85	2,789.98	2,905.59	3,021.82	3,142.69	3,205.54	3,269.66
5	13.46	2,333.53	2,426.40	2,523.83	2,626.07	2,733.56	2,846.33	2,964.95	3,083.54	3,206.89	3,271.03	3,336.45
6	13.73	2,379.89	2,475.14	2,574.94	2,679.85	2,789.98	2,905.59	3,027.02	3,148.11	3,274.04	3,339.52	3,406.29
7	14.00	2,426.40	2,523.83	2,626.07	2,733.56	2,846.33	2,964.95	3,089.23	3,212.81	3,341.32	3,408.14	3,476.31
8	14.28	2,475.14	2,574.94	2,679.85	2,789.98	2,905.59	3,027.02	3,154.56	3,280.75	3,411.98	3,480.22	3,549.81
9	14.56	2,523.83	2,626.07	2,733.56	2,846.33	2,964.95	3,089.23	3,219.81	3,348.59	3,482.53	3,552.18	3,623.24
10	14.86	2,574.94	2,679.85	2,789.98	2,905.59	3,027.02	3,154.56	3,288.36	3,419.89	3,556.69	3,627.82	3,700.38
11	15.15	2,626.07	2,733.56	2,846.33	2,964.95	3,089.23	3,219.81	3,356.98	3,491.25	3,630.91	3,703.53	3,777.60
12	15.46	2,679.85	2,789.98	2,905.59	3,027.02	3,154.56	3,288.36	3,428.94	3,566.10	3,708.75	3,782.92	3,858.57
13	15.77	2,733.56	2,846.33	2,964.95	3,089.23	3,219.81	3,356.98	3,500.94	3,640.97	3,786.61	3,862.34	3,939.59
14	16.10	2,789.98	2,905.59	3,027.02	3,154.56	3,288.36	3,428.94	3,576.52	3,719.58	3,868.36	3,945.72	4,024.64
15	16.42	2,846.33	2,964.95	3,089.23	3,219.81	3,356.98	3,500.94	3,652.12	3,798.20	3,950.14	4,029.14	4,109.72
16	16.76	2,905.59	3,027.02	3,154.56	3,288.36	3,428.94	3,576.52	3,731.53	3,880.78	4,036.01	4,116.73	4,199.08
17	17.11	2,964.95	3,089.23	3,219.81	3,356.98	3,500.94	3,652.12	3,810.84	3,963.28	4,121.81	4,204.25	4,288.33
18	17.46	3,027.02	3,154.56	3,288.36	3,428.94	3,576.52	3,731.53	3,899.30	4,055.28	4,217.48	4,301.83	4,387.87
19	17.82	3,089.23	3,219.81	3,356.98	3,500.94	3,652.12	3,810.84	3,977.59	4,136.70	4,302.17	4,388.21	4,475.97
20	18.20	3,154.56	3,288.36	3,428.94	3,576.52	3,731.53	3,899.30	4,065.06	4,227.66	4,396.77	4,484.70	4,574.40
21	18.58	3,219.81	3,356.98	3,500.94	3,652.12	3,810.84	3,977.59	4,152.56	4,318.65	4,491.40	4,581.23	4,672.86
22	18.97	3,288.36	3,428.94	3,576.52	3,731.53	3,899.30	4,065.06	4,244.46	4,414.24	4,590.81	4,682.63	4,776.28
23	19.37	3,356.98	3,500.94	3,652.12	3,810.84	3,977.59	4,152.56	4,336.44	4,509.89	4,690.29	4,784.10	4,879.78
24	19.78	3,428.94	3,576.52	3,731.53	3,899.30	4,065.06	4,244.46	4,432.78	4,610.09	4,794.51	4,890.40	4,988.19
25	20.20	3,500.94	3,652.12	3,810.84	3,977.59	4,152.56	4,336.44	4,529.28	4,710.46	4,898.86	4,996.84	5,096.79
26	20.63	3,576.52	3,731.53	3,899.30	4,065.06	4,244.46	4,432.78	4,630.57	4,815.79	5,008.42	5,108.59	5,210.76
27	21.07	3,652.12	3,810.84	3,977.59	4,152.56	4,336.44	4,529.28	4,731.87	4,921.15	5,117.99	5,220.35	5,324.75
28	21.53	3,731.53	3,899.30	4,065.06	4,244.46	4,432.78	4,630.57	4,838.34	5,031.88	5,233.14	5,337.80	5,444.57
29	21.99	3,810.84	3,977.59	4,152.56	4,336.44	4,529.28	4,731.87	4,944.59	5,142.39	5,348.07	5,455.04	5,564.14
30	22.50	3,899.30	4,065.06	4,244.46	4,432.78	4,630.57	4,838.34	5,056.36	5,258.62	5,468.96	5,578.34	5,689.91
31	22.95	3,977.59	4,152.56	4,336.44	4,529.28	4,731.87	4,944.59	5,167.96	5,374.69	5,589.68	5,701.47	5,815.49
32	23.45	4,065.06	4,244.46	4,432.78	4,630.57	4,838.34	5,056.36	5,285.21	5,496.61	5,716.48	5,830.81	5,947.43
33	23.96	4,152.56	4,336.44	4,529.28	4,731.87	4,944.59	5,167.96	5,402.49	5,618.60	5,843.34	5,960.21	6,079.41
34	24.49	4,244.46	4,432.78	4,630.57	4,838.34	5,056.36	5,285.21	5,525.69	5,746.71	5,976.58	6,096.12	6,218.04
35	25.02	4,336.44	4,529.28	4,731.87	4,944.59	5,167.96	5,402.49	5,648.82	5,874.78	6,109.76	6,231.96	6,356.60
36	25.57	4,432.78	4,630.57	4,838.34	5,056.36	5,285.21	5,525.69	5,778.01	6,009.13	6,249.49	6,374.48	6,501.97
37	26.13	4,529.28	4,731.87	4,944.59	5,167.96	5,402.49	5,648.82	5,907.49	6,143.79	6,389.54	6,517.33	6,647.68
38	26.71	4,630.57	4,838.34	5,056.36	5,285.21	5,525.69	5,778.01	6,043.13	6,284.87	6,536.27	6,666.99	6,800.32
39	27.30	4,731.87	4,944.59	5,167.96	5,401.39	5,648.82	5,907.49	6,178.82	6,425.97	6,683.01	6,816.67	6,953.00
40	27.91	4,838.34	5,056.36	5,285.21	5,525.69	5,778.01	6,043.13	6,321.39	6,574.25	6,837.21	6,973.96	7,113.44
41	28.53	4,944.59	5,167.96	5,402.49	5,648.82	5,907.49	6,178.82	6,463.93	6,722.49	6,991.39	7,131.22	7,273.84
42	29.17	5,056.36	5,285.21	5,525.69	5,778.01	6,043.13	6,321.39	6,612.83	6,877.35	7,152.44	7,295.49	7,441.40
43	29.82	5,167.96	5,402.49	5,648.82	5,907.49	6,178.82	6,463.93	6,762.57	7,033.07	7,314.40	7,460.69	7,609.90
44	30.49	5,285.21	5,525.69	5,778.01	6,043.13	6,321.39	6,612.83	6,917.01	7,193.69	7,481.43	7,631.06	7,783.69
45	31.17	5,402.49	5,648.82	5,907.49	6,178.82	6,463.93	6,762.57	7,073.61	7,356.55	7,650.83	7,803.84	7,959.91

\* After 10 full years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step.

\*\* An additional increment of 4% (8.16%) will be awarded after 15 years of service with the District.

\*\*\* An additional increment of 2% (10.323%) will be awarded after 20 years of service with the District.

\*\*\*\* An additional increment of 2% (12.53%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved:

**Los Rios Community College District  
2016-17 Interim  
SEIU Classified  
Annual Salary Schedule**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	L1 *	L2 **	L3***	L4****
1	25,930	26,942	28,002	29,117	30,286	31,513	32,803	34,115	35,479	36,189	36,913
2	26,436	27,472	28,559	29,702	30,899	32,158	33,480	34,819	36,212	36,936	37,675
3	26,942	28,002	29,117	30,286	31,513	32,803	34,156	35,522	36,943	37,682	38,436
4	27,472	28,559	29,702	30,899	32,158	33,480	34,867	36,262	37,712	38,467	39,236
5	28,002	29,117	30,286	31,513	32,803	34,156	35,579	37,003	38,483	39,252	40,037
6	28,559	29,702	30,899	32,158	33,480	34,867	36,324	37,777	39,288	40,074	40,876
7	29,117	30,286	31,513	32,803	34,156	35,579	37,071	38,554	40,096	40,898	41,716
8	29,702	30,899	32,158	33,480	34,867	36,324	37,855	39,369	40,944	41,763	42,598
9	30,286	31,513	32,803	34,156	35,579	37,071	38,638	40,183	41,790	42,626	43,479
10	30,899	32,158	33,480	34,867	36,324	37,855	39,460	41,039	42,680	43,534	44,405
11	31,513	32,803	34,156	35,579	37,071	38,638	40,284	41,895	43,571	44,442	45,331
12	32,158	33,480	34,867	36,324	37,855	39,460	41,147	42,793	44,505	45,395	46,303
13	32,803	34,156	35,579	37,071	38,638	40,284	42,011	43,692	45,439	46,348	47,275
14	33,480	34,867	36,324	37,855	39,460	41,147	42,918	44,635	46,420	47,349	48,296
15	34,156	35,579	37,071	38,638	40,284	42,011	43,825	45,578	47,402	48,350	49,317
16	34,867	36,324	37,855	39,460	41,147	42,918	44,778	46,569	48,432	49,401	50,389
17	35,579	37,071	38,638	40,284	42,011	43,825	45,730	47,559	49,462	50,451	51,460
18	36,324	37,855	39,460	41,147	42,918	44,778	46,792	48,663	50,610	51,622	52,654
19	37,071	38,638	40,284	42,011	43,825	45,730	47,731	49,640	51,626	52,659	53,712
20	37,855	39,460	41,147	42,918	44,778	46,792	48,781	50,732	52,761	53,816	54,893
21	38,638	40,284	42,011	43,825	45,730	47,731	49,831	51,824	53,897	54,975	56,074
22	39,460	41,147	42,918	44,778	46,792	48,781	50,934	52,971	55,090	56,192	57,315
23	40,284	42,011	43,825	45,730	47,731	49,831	52,037	54,119	56,283	57,409	58,557
24	41,147	42,918	44,778	46,792	48,781	50,934	53,193	55,321	57,534	58,685	59,858
25	42,011	43,825	45,730	47,731	49,831	52,037	54,351	56,525	58,786	59,962	61,161
26	42,918	44,778	46,792	48,781	50,934	53,193	55,567	57,790	60,101	61,303	62,529
27	43,825	45,730	47,731	49,831	52,037	54,351	56,782	59,054	61,416	62,644	63,897
28	44,778	46,792	48,781	50,934	53,193	55,567	58,060	60,383	62,798	64,054	65,335
29	45,730	47,731	49,831	52,037	54,351	56,782	59,335	61,709	64,177	65,460	66,770
30	46,792	48,781	50,934	53,193	55,567	58,060	60,676	63,103	65,628	66,940	68,279
31	47,731	49,831	52,037	54,351	56,782	59,335	62,016	64,496	67,076	68,418	69,786
32	48,781	50,934	53,193	55,567	58,060	60,676	63,423	65,959	68,598	69,970	71,369
33	49,831	52,037	54,351	56,782	59,335	62,016	64,830	67,423	70,120	71,523	72,953
34	50,934	53,193	55,567	58,060	60,676	63,423	66,308	68,961	71,719	73,153	74,616
35	52,037	54,351	56,782	59,335	62,016	64,830	67,786	70,497	73,317	74,784	76,279
36	53,193	55,567	58,060	60,676	63,423	66,308	69,336	72,110	74,994	76,494	78,024
37	54,351	56,782	59,335	62,016	64,830	67,786	70,890	73,726	76,674	78,208	79,772
38	55,567	58,060	60,676	63,423	66,308	69,336	72,518	75,418	78,435	80,004	81,604
39	56,782	59,335	62,016	64,817	67,786	70,890	74,146	77,112	80,196	81,800	83,436
40	58,060	60,676	63,423	66,308	69,336	72,518	75,857	78,891	82,047	83,687	85,361
41	59,335	62,016	64,830	67,786	70,890	74,146	77,567	80,670	83,897	85,575	87,286
42	60,676	63,423	66,308	69,336	72,518	75,857	79,354	82,528	85,829	87,546	89,297
43	62,016	64,830	67,786	70,890	74,146	77,567	81,151	84,397	87,773	89,528	91,319
44	63,423	66,308	69,336	72,518	75,857	79,354	83,004	86,324	89,777	91,573	93,404
45	64,830	67,786	70,890	74,146	77,567	81,151	84,883	88,279	91,810	93,646	95,519

\* After 10 full years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step.

\*\* An additional increment of 4% (8.16%) will be awarded after 15 years of service with the District.

\*\*\* An additional increment of 2% (10.323%) will be awarded after 20 years of service with the District.

\*\*\*\* An additional increment of 2% (12.53%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved:

**Los Rios Community College District  
2015-16 Final**

**Salary Ranges for SEIU Classified Positions**

**Includes an advanced continuing salary improvement of 3%, continuing improvement of 2.06% and a one-time-only improvement of 3.94%**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Annual Salary</b>	
205	Bus Driver/Maintenance Helper	21	40,087	- 58,177
259	College Police Detective	35	53,989	- 79,140
850	College Receiving Clerk/Storekeeper	24	42,690	- 62,103
210	College Safety Officer	27	45,469	- 66,293
206	Custodian	21	40,087	- 58,177
230	Environmental Systems Technician	37	56,390	- 82,764
256	Equipment Mechanic I	35	53,989	- 79,140
253	Equipment Mechanic II	39	58,912	- 86,565
221	Grounds Irrigation Specialist/Groundskeeper	31	49,521	- 72,403
220	Grounds Maintenance Technician	31	49,521	- 72,403
211	Groundskeeper	23	41,794	- 60,753
209	Head Custodian	25	43,587	- 63,455
258	Head Grounds Maintenance Technician	35	53,989	- 79,140
213	Head Groundskeeper	27	45,469	- 66,293
243	HVAC Mechanic	39	58,912	- 86,565
239	Lead Custodian	23	41,794	- 60,753
251	Lead Equipment Mechanic	41	61,560	- 90,560
235	Lead HVAC Mechanic	41	61,560	- 90,560
263	Lead Maintenance Cabinetmaker	41	61,560	- 90,560
250	Lead Maintenance Electrician	41	61,560	- 90,560
218	Lead Maintenance Electronic/Alarm Technician	41	61,560	- 90,560
252	Lead Maintenance Painter	41	61,560	- 90,560
227	Lead Maintenance Plumber	41	61,560	- 90,560
278	Lead Maintenance Technician	33	51,699	- 75,689
229	Lead Skilled Maintenance Specialist	37	56,390	- 82,764
244	Locksmith/Glazier	39	58,912	- 86,565
245	Maintenance Cabinetmaker	39	58,912	- 86,565
262	Maintenance Carpenter	39	58,912	- 86,565
246	Maintenance Electrician	39	58,912	- 86,565
261	Maintenance Electronic/Alarm Technician	39	58,912	- 86,565
247	Maintenance Painter	39	58,912	- 86,565
248	Maintenance Plumber	39	58,912	- 86,565
255	Maintenance Roofer/Carpenter	39	58,912	- 86,565
215	Maintenance Technician I	29	47,445	- 69,274
222	Maintenance Technician II	31	49,521	- 72,403
201	Mechanical/Electrical Systems Mechanic	37	56,390	- 82,764
260	Mechanical/Electrical Systems Technician	37	56,390	- 82,764
233	Physical Education/Athletic Attendant	22	40,940	- 59,465
217	Police Cadet	20	39,274	- 56,951
212	Police Officer	34	52,844	- 77,415
240	Police Sergeant	36	55,188	- 80,950
228	Skilled Maintenance Specialist	35	53,989	- 79,140
203	Stock Clerk	21	40,087	- 58,177
226	Toolroom Equipment Attendant	23	41,794	- 60,753
224	Toolroom Equipment Attendant - Adv. Tech., Aeronautics, Motor	23	41,794	- 60,753
204	Utility Worker	21	40,087	- 58,177
249	Welder/Sheetmetal Worker	39	58,912	- 86,565

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

Retroactive to July 1, 2015

Board Approved:

**LOS RIOS COMMUNITY COLLEGE DISTRICT**

**2015-16 Final**

**SEIU Classified**

**Monthly Salary Schedule**

**Includes an advanced continuing salary improvement of 3%, continuing improvement of 2.06% and a one-time-only improvement of 3.94%**

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	L1 *	L2 **	L3***	L4****
1	12.93	2,241.86	2,329.32	2,421.05	2,517.39	2,618.47	2,724.56	2,836.07	2,949.52	3,067.50	3,128.85	3,191.42
2	13.19	2,285.64	2,375.23	2,469.14	2,567.96	2,671.50	2,780.35	2,894.61	3,010.40	3,130.82	3,193.43	3,257.30
3	13.44	2,329.32	2,421.05	2,517.39	2,618.47	2,724.56	2,836.07	2,953.08	3,071.20	3,194.05	3,257.93	3,323.09
4	13.70	2,375.23	2,469.14	2,567.96	2,671.50	2,780.35	2,894.61	3,014.56	3,135.14	3,260.55	3,325.76	3,392.28
5	13.97	2,421.05	2,517.39	2,618.47	2,724.56	2,836.07	2,953.08	3,076.14	3,199.18	3,327.16	3,393.70	3,461.58
6	14.25	2,469.14	2,567.96	2,671.50	2,780.35	2,894.61	3,014.56	3,140.54	3,266.17	3,396.82	3,464.76	3,534.04
7	14.52	2,517.39	2,618.47	2,724.56	2,836.07	2,953.08	3,076.14	3,205.09	3,333.29	3,466.62	3,535.96	3,606.68
8	14.82	2,567.96	2,671.50	2,780.35	2,894.61	3,014.56	3,140.54	3,272.86	3,403.79	3,539.94	3,610.74	3,682.94
9	15.11	2,618.47	2,724.56	2,836.07	2,953.08	3,076.14	3,205.09	3,340.56	3,474.17	3,613.14	3,685.40	3,759.12
10	15.41	2,671.50	2,780.35	2,894.61	3,014.56	3,140.54	3,272.86	3,411.68	3,548.15	3,690.07	3,763.88	3,839.15
11	15.72	2,724.56	2,836.07	2,953.08	3,076.14	3,205.09	3,340.56	3,482.87	3,622.18	3,767.08	3,842.42	3,919.26
12	16.04	2,780.35	2,894.61	3,014.56	3,140.54	3,272.86	3,411.68	3,557.53	3,699.84	3,847.84	3,924.79	4,003.28
13	16.36	2,836.07	2,953.08	3,076.14	3,205.09	3,340.56	3,482.87	3,632.23	3,777.51	3,928.62	4,007.19	4,087.34
14	16.70	2,894.61	3,014.56	3,140.54	3,272.86	3,411.68	3,557.53	3,710.65	3,859.07	4,013.43	4,093.70	4,175.58
15	17.04	2,953.08	3,076.14	3,205.09	3,340.56	3,482.87	3,632.23	3,789.09	3,940.65	4,098.28	4,180.24	4,263.85
16	17.39	3,014.56	3,140.54	3,272.86	3,411.68	3,557.53	3,710.65	3,871.47	4,026.32	4,187.37	4,271.12	4,356.56
17	17.75	3,076.14	3,205.09	3,340.56	3,482.87	3,632.23	3,789.09	3,953.76	4,111.91	4,276.39	4,361.92	4,449.15
18	18.12	3,140.54	3,272.86	3,411.68	3,557.53	3,710.65	3,871.47	4,045.53	4,207.36	4,375.65	4,463.16	4,552.43
19	18.49	3,205.09	3,340.56	3,482.87	3,632.23	3,789.09	3,953.76	4,126.76	4,291.83	4,463.51	4,552.78	4,643.83
20	18.88	3,272.86	3,411.68	3,557.53	3,710.65	3,871.47	4,045.53	4,217.51	4,386.21	4,561.66	4,652.89	4,745.95
21	19.27	3,340.56	3,482.87	3,632.23	3,789.09	3,953.76	4,126.76	4,308.29	4,480.61	4,659.84	4,753.04	4,848.10
22	19.68	3,411.68	3,557.53	3,710.65	3,871.47	4,045.53	4,217.51	4,403.64	4,579.78	4,762.98	4,858.24	4,955.40
23	20.09	3,482.87	3,632.23	3,789.09	3,953.76	4,126.76	4,308.29	4,499.06	4,679.03	4,866.19	4,963.51	5,062.78
24	20.52	3,557.53	3,710.65	3,871.47	4,045.53	4,217.51	4,403.64	4,599.02	4,782.98	4,974.31	5,073.80	5,175.26
25	20.96	3,632.23	3,789.09	3,953.76	4,126.76	4,308.29	4,499.06	4,699.14	4,887.11	5,082.58	5,184.23	5,287.93
26	21.41	3,710.65	3,871.47	4,045.53	4,217.51	4,403.64	4,599.02	4,804.23	4,996.40	5,196.25	5,300.17	5,406.18
27	21.86	3,789.09	3,953.76	4,126.76	4,308.29	4,499.06	4,699.14	4,909.32	5,105.70	5,309.93	5,416.13	5,524.45
28	22.34	3,871.47	4,045.53	4,217.51	4,403.64	4,599.02	4,804.23	5,019.79	5,220.59	5,429.39	5,537.98	5,648.76
29	22.81	3,953.76	4,126.76	4,308.29	4,499.06	4,699.14	4,909.32	5,130.03	5,335.24	5,548.64	5,659.61	5,772.80
30	23.34	4,045.53	4,217.51	4,403.64	4,599.02	4,804.23	5,019.79	5,245.99	5,455.83	5,674.06	5,787.54	5,903.29
31	23.81	4,126.76	4,308.29	4,499.06	4,699.14	4,909.32	5,130.03	5,361.78	5,576.25	5,799.30	5,915.29	6,033.59
32	24.33	4,217.51	4,403.64	4,599.02	4,804.23	5,019.79	5,245.99	5,483.42	5,702.75	5,930.86	6,049.48	6,170.47
33	24.86	4,308.29	4,499.06	4,699.14	4,909.32	5,130.03	5,361.78	5,605.10	5,829.31	6,062.48	6,183.73	6,307.40
34	25.41	4,403.64	4,599.02	4,804.23	5,019.79	5,245.99	5,483.42	5,732.91	5,962.23	6,200.72	6,324.74	6,451.23
35	25.96	4,499.06	4,699.14	4,909.32	5,130.03	5,361.78	5,605.10	5,860.67	6,095.09	6,338.90	6,465.67	6,594.99
36	26.53	4,599.02	4,804.23	5,019.79	5,245.99	5,483.42	5,732.91	5,994.70	6,234.48	6,483.87	6,613.54	6,745.81
37	27.11	4,699.14	4,909.32	5,130.03	5,361.78	5,605.10	5,860.67	6,129.04	6,374.20	6,629.16	6,761.74	6,896.99
38	27.72	4,804.23	5,019.79	5,245.99	5,483.42	5,732.91	5,994.70	6,269.76	6,520.57	6,781.39	6,917.02	7,055.34
39	28.32	4,909.32	5,130.03	5,361.78	5,603.96	5,860.67	6,129.04	6,410.54	6,666.96	6,933.64	7,072.31	7,213.76
40	28.96	5,019.79	5,245.99	5,483.42	5,732.91	5,994.70	6,269.76	6,558.46	6,820.80	7,093.63	7,235.50	7,380.21
41	29.60	5,130.03	5,361.78	5,605.10	5,860.67	6,129.04	6,410.54	6,706.34	6,974.60	7,253.59	7,398.66	7,546.63
42	30.27	5,245.99	5,483.42	5,732.91	5,994.70	6,269.76	6,558.46	6,860.83	7,135.26	7,420.67	7,569.08	7,720.47
43	30.93	5,361.78	5,605.10	5,860.67	6,129.04	6,410.54	6,706.34	7,016.18	7,296.83	7,588.71	7,740.48	7,895.29
44	31.64	5,483.42	5,732.91	5,994.70	6,269.76	6,558.46	6,860.83	7,176.42	7,463.47	7,762.01	7,917.25	8,075.60
45	32.34	5,605.10	5,860.67	6,129.04	6,410.54	6,706.34	7,016.18	7,338.89	7,632.44	7,937.75	8,096.50	8,258.43

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\*\*\* An additional increment of 2% (10.323%) will be awarded after 20 years of service with the District.

\*\*\*\* An additional increment of 2% (12.53%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved:

**LOS RIOS COMMUNITY COLLEGE DISTRICT**

**2015-16 Final**

**SEIU Classified**

**Annual Salary Schedule**

**Includes an advanced continuing salary improvement of 3%, continuing improvement of 2.06% and a one-time-only improvement of 3.94%**

Range	Monthly							L1 *	L2 **	L3***	L4****
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7				
1	26,902	27,952	29,053	30,209	31,422	32,695	34,033	35,394	36,810	37,546	38,297
2	27,428	28,503	29,630	30,816	32,058	33,364	34,735	36,125	37,570	38,321	39,088
3	27,952	29,053	30,209	31,422	32,695	34,033	35,437	36,854	38,329	39,095	39,877
4	28,503	29,630	30,816	32,058	33,364	34,735	36,175	37,622	39,127	39,909	40,707
5	29,053	30,209	31,422	32,695	34,033	35,437	36,914	38,390	39,926	40,724	41,539
6	29,630	30,816	32,058	33,364	34,735	36,175	37,686	39,194	40,762	41,577	42,408
7	30,209	31,422	32,695	34,033	35,437	36,914	38,461	40,000	41,599	42,431	43,280
8	30,816	32,058	33,364	34,735	36,175	37,686	39,274	40,845	42,479	43,329	44,195
9	31,422	32,695	34,033	35,437	36,914	38,461	40,087	41,690	43,358	44,225	45,109
10	32,058	33,364	34,735	36,175	37,686	39,274	40,940	42,578	44,281	45,167	46,070
11	32,695	34,033	35,437	36,914	38,461	40,087	41,794	43,466	45,205	46,109	47,031
12	33,364	34,735	36,175	37,686	39,274	40,940	42,690	44,398	46,174	47,098	48,039
13	34,033	35,437	36,914	38,461	40,087	41,794	43,587	45,330	47,143	48,086	49,048
14	34,735	36,175	37,686	39,274	40,940	42,690	44,528	46,309	48,161	49,124	50,107
15	35,437	36,914	38,461	40,087	41,794	43,587	45,469	47,288	49,179	50,163	51,166
16	36,175	37,686	39,274	40,940	42,690	44,528	46,458	48,316	50,248	51,253	52,279
17	36,914	38,461	40,087	41,794	43,587	45,469	47,445	49,343	51,317	52,343	53,390
18	37,686	39,274	40,940	42,690	44,528	46,458	48,546	50,488	52,508	53,558	54,629
19	38,461	40,087	41,794	43,587	45,469	47,445	49,521	51,502	53,562	54,633	55,726
20	39,274	40,940	42,690	44,528	46,458	48,546	50,610	52,635	54,740	55,835	56,951
21	40,087	41,794	43,587	45,469	47,445	49,521	51,699	53,767	55,918	57,036	58,177
22	40,940	42,690	44,528	46,458	48,546	50,610	52,844	54,957	57,156	58,299	59,465
23	41,794	43,587	45,469	47,445	49,521	51,699	53,989	56,148	58,394	59,562	60,753
24	42,690	44,528	46,458	48,546	50,610	52,844	55,188	57,396	59,692	60,886	62,103
25	43,587	45,469	47,445	49,521	51,699	53,989	56,390	58,645	60,991	62,211	63,455
26	44,528	46,458	48,546	50,610	52,844	55,188	57,651	59,957	62,355	63,602	64,874
27	45,469	47,445	49,521	51,699	53,989	56,390	58,912	61,268	63,719	64,994	66,293
28	46,458	48,546	50,610	52,844	55,188	57,651	60,238	62,647	65,153	66,456	67,785
29	47,445	49,521	51,699	53,989	56,390	58,912	61,560	64,023	66,584	67,915	69,274
30	48,546	50,610	52,844	55,188	57,651	60,238	62,952	65,470	68,089	69,451	70,839
31	49,521	51,699	53,989	56,390	58,912	61,560	64,341	66,915	69,592	70,983	72,403
32	50,610	52,844	55,188	57,651	60,238	62,952	65,801	68,433	71,170	72,594	74,046
33	51,699	53,989	56,390	58,912	61,560	64,341	67,261	69,952	72,750	74,205	75,689
34	52,844	55,188	57,651	60,238	62,952	65,801	68,795	71,547	74,409	75,897	77,415
35	53,989	56,390	58,912	61,560	64,341	67,261	70,328	73,141	76,067	77,588	79,140
36	55,188	57,651	60,238	62,952	65,801	68,795	71,936	74,814	77,806	79,363	80,950
37	56,390	58,912	61,560	64,341	67,261	70,328	73,548	76,490	79,550	81,141	82,764
38	57,651	60,238	62,952	65,801	68,795	71,936	75,237	78,247	81,377	83,004	84,664
39	58,912	61,560	64,341	67,248	70,328	73,548	76,926	80,004	83,204	84,868	86,565
40	60,238	62,952	65,801	68,795	71,936	75,237	78,702	81,850	85,124	86,826	88,563
41	61,560	64,341	67,261	70,328	73,548	76,926	80,476	83,695	87,043	88,784	90,560
42	62,952	65,801	68,795	71,936	75,237	78,702	82,330	85,623	89,048	90,829	92,646
43	64,341	67,261	70,328	73,548	76,926	80,476	84,194	87,562	91,065	92,886	94,743
44	65,801	68,795	71,936	75,237	78,702	82,330	86,117	89,562	93,144	95,007	96,907
45	67,261	70,328	73,548	76,926	80,476	84,194	88,067	91,589	95,253	97,158	99,101

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\*\*\*\* An additional increment of 2% (12.53%) will be awarded after 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved:

**Los Rios Community College District  
2016-17 Interim**

**Salary Ranges for Confidential Administrative Assistant Classified Positions**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Full Time Annual Salary</b>		
0118	Confidential Administrative Assistant I	5CA	49,122	-	67,253
0189	Confidential Administrative Assistant II	6CA	51,087	-	69,943
0136	Confidential Administrative Assistant III	7CA	53,131	-	72,741
0135	Confidential Chancellor's Executive Assistant	18CA	81,792	-	111,981
0280	Confidential Executive Assistant	10CA	59,765	-	81,824
0187	Confidential Staff Administrative Assistant	3CA	45,416	-	62,179

The max salary amount in range includes the 10, 15, 20 and 25 year longevity increments.

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Confidential Administrative Assistant Classified  
Monthly Salary Schedule**

<b>Range</b>	<b>Hourly Step 1</b>	<b>Monthly Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>L1 *</b>	<b>L2 **</b>	<b>L3***</b>	<b>L4****</b>
<b>3CA</b>	21.83	3,784.69	3,936.08	4,093.53	4,257.27	4,427.56	4,604.66	4,788.85	4,980.40	5,080.01	5,181.61
<b>4CA</b>	22.71	3,936.08	4,093.53	4,257.27	4,427.56	4,604.66	4,788.85	4,980.40	5,179.62	5,283.21	5,388.87
<b>5CA</b>	23.62	4,093.53	4,257.27	4,427.56	4,604.66	4,788.85	4,980.40	5,179.62	5,386.80	5,494.54	5,604.43
<b>6CA</b>	24.56	4,257.27	4,427.56	4,604.66	4,788.85	4,980.40	5,179.62	5,386.80	5,602.27	5,714.32	5,828.60
<b>7CA</b>	25.54	4,427.56	4,604.66	4,788.85	4,980.40	5,179.62	5,386.80	5,602.27	5,826.36	5,942.89	6,061.75
<b>8CA</b>	26.57	4,604.66	4,788.85	4,980.40	5,179.62	5,386.80	5,602.27	5,826.36	6,059.42	6,180.61	6,304.22
<b>9CA</b>	27.63	4,788.85	4,980.40	5,179.62	5,386.80	5,602.27	5,826.36	6,059.42	6,301.79	6,427.83	6,556.39
<b>10CA</b>	28.73	4,980.40	5,179.62	5,386.80	5,602.27	5,826.36	6,059.42	6,301.79	6,553.87	6,684.94	6,818.64
<b>11CA</b>	29.88	5,179.62	5,386.80	5,602.27	5,826.36	6,059.42	6,301.79	6,553.87	6,816.02	6,952.34	7,091.39
<b>12CA</b>	31.08	5,386.80	5,602.27	5,826.36	6,059.42	6,301.79	6,553.87	6,816.02	7,088.66	7,230.43	7,375.04
<b>13CA</b>	32.32	5,602.27	5,826.36	6,059.42	6,301.79	6,553.87	6,816.02	7,088.66	7,372.21	7,519.65	7,670.05
<b>14CA</b>	33.61	5,826.36	6,059.42	6,301.79	6,553.87	6,816.02	7,088.66	7,372.21	7,667.10	7,820.44	7,976.85
<b>15CA</b>	34.96	6,059.42	6,301.79	6,553.87	6,816.02	7,088.66	7,372.21	7,667.10	7,973.78	8,133.26	8,295.92
<b>16CA</b>	36.36	6,301.79	6,553.87	6,816.02	7,088.66	7,372.21	7,667.10	7,973.78	8,292.73	8,458.59	8,627.76
<b>17CA</b>	37.81	6,553.87	6,816.02	7,088.66	7,372.21	7,667.10	7,973.78	8,292.73	8,624.44	8,796.93	8,972.87
<b>18CA</b>	39.32	6,816.02	7,088.66	7,372.21	7,667.10	7,973.78	8,292.73	8,624.44	8,969.42	9,148.81	9,331.78

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\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Confidential Administrative Assistant Classified  
Annual Salary Schedule**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>L1 *</b>	<b>L2 **</b>	<b>L3***</b>	<b>L4****</b>
<b>3CA</b>	45,416	47,233	49,122	51,087	53,131	55,256	57,466	59,765	60,960	62,179
<b>4CA</b>	47,233	49,122	51,087	53,131	55,256	57,466	59,765	62,155	63,399	64,666
<b>5CA</b>	49,122	51,087	53,131	55,256	57,466	59,765	62,155	64,642	65,934	67,253
<b>6CA</b>	51,087	53,131	55,256	57,466	59,765	62,155	64,642	67,227	68,572	69,943
<b>7CA</b>	53,131	55,256	57,466	59,765	62,155	64,642	67,227	69,916	71,315	72,741
<b>8CA</b>	55,256	57,466	59,765	62,155	64,642	67,227	69,916	72,713	74,167	75,651
<b>9CA</b>	57,466	59,765	62,155	64,642	67,227	69,916	72,713	75,622	77,134	78,677
<b>10CA</b>	59,765	62,155	64,642	67,227	69,916	72,713	75,622	78,646	80,219	81,824
<b>11CA</b>	62,155	64,642	67,227	69,916	72,713	75,622	78,646	81,792	83,428	85,097
<b>12CA</b>	64,642	67,227	69,916	72,713	75,622	78,646	81,792	85,064	86,765	88,501
<b>13CA</b>	67,227	69,916	72,713	75,622	78,646	81,792	85,064	88,466	90,236	92,041
<b>14CA</b>	69,916	72,713	75,622	78,646	81,792	85,064	88,466	92,005	93,845	95,722
<b>15CA</b>	72,713	75,622	78,646	81,792	85,064	88,466	92,005	95,685	97,599	99,551
<b>16CA</b>	75,622	78,646	81,792	85,064	88,466	92,005	95,685	99,513	101,503	103,533
<b>17CA</b>	78,646	81,792	85,064	88,466	92,005	95,685	99,513	103,493	105,563	107,674
<b>18CA</b>	81,792	85,064	88,466	92,005	95,685	99,513	103,493	107,633	109,786	111,981

\*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved -



**Los Rios Community College District  
2015-16 Final**

**Salary Ranges for Confidential Administrative Assistant Classified Positions**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 5%

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Full Time Annual Salary</b>		
0118	Confidential Administrative Assistant I	5CA	51,507	-	70,518
0189	Confidential Administrative Assistant II	6CA	53,567	-	73,339
0136	Confidential Administrative Assistant III	7CA	55,710	-	76,272
0135	Confidential Chancellor's Executive Assistant	18CA	85,763	-	117,417
0280	Confidential Executive Assistant	10CA	62,666	-	85,796
0187	Confidential Staff Administrative Assistant	3CA	47,621	-	65,198

The max salary amount in range includes the 10, 15, 20 and 25 year longevity increments.

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District**  
**2015-16 Final**  
**Confidential Administrative Assistant Classified**  
**Monthly Salary Schedule**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 5%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
<b>3CA</b>	22.89	3,968.42	4,127.15	4,292.24	4,463.93	4,642.49	4,828.19	5,021.31	5,222.17	5,326.61	5,433.14
<b>4CA</b>	23.81	4,127.15	4,292.24	4,463.93	4,642.49	4,828.19	5,021.31	5,222.17	5,431.05	5,539.67	5,650.47
<b>5CA</b>	24.76	4,292.24	4,463.93	4,642.49	4,828.19	5,021.31	5,222.17	5,431.05	5,648.30	5,761.26	5,876.49
<b>6CA</b>	25.75	4,463.93	4,642.49	4,828.19	5,021.31	5,222.17	5,431.05	5,648.30	5,874.23	5,991.71	6,111.55
<b>7CA</b>	26.78	4,642.49	4,828.19	5,021.31	5,222.17	5,431.05	5,648.29	5,874.23	6,109.20	6,231.38	6,356.01
<b>8CA</b>	27.85	4,828.19	5,021.31	5,222.17	5,431.05	5,648.29	5,874.23	6,109.20	6,353.57	6,480.64	6,610.25
<b>9CA</b>	28.97	5,021.31	5,222.17	5,431.05	5,648.29	5,874.23	6,109.20	6,353.57	6,607.71	6,739.86	6,874.66
<b>10CA</b>	30.13	5,222.17	5,431.05	5,648.29	5,874.23	6,109.20	6,353.56	6,607.71	6,872.01	7,009.46	7,149.64
<b>11CA</b>	31.33	5,431.05	5,648.29	5,874.23	6,109.20	6,353.56	6,607.71	6,872.01	7,146.90	7,289.83	7,435.63
<b>12CA</b>	32.59	5,648.29	5,874.23	6,109.20	6,353.56	6,607.71	6,872.01	7,146.90	7,432.77	7,581.43	7,733.06
<b>13CA</b>	33.89	5,874.23	6,109.20	6,353.56	6,607.71	6,872.01	7,146.89	7,432.77	7,730.08	7,884.68	8,042.38
<b>14CA</b>	35.25	6,109.20	6,353.56	6,607.71	6,872.01	7,146.89	7,432.77	7,730.08	8,039.29	8,200.07	8,364.07
<b>15CA</b>	36.66	6,353.56	6,607.71	6,872.01	7,146.89	7,432.77	7,730.08	8,039.29	8,360.86	8,528.07	8,698.64
<b>16CA</b>	38.12	6,607.71	6,872.01	7,146.89	7,432.77	7,730.08	8,039.28	8,360.86	8,695.29	8,869.20	9,046.58
<b>17CA</b>	39.65	6,872.01	7,146.89	7,432.77	7,730.08	8,039.28	8,360.86	8,695.29	9,043.10	9,223.96	9,408.44
<b>18CA</b>	41.23	7,146.89	7,432.77	7,730.08	8,039.28	8,360.86	8,695.29	9,043.10	9,404.83	9,592.92	9,784.78

\*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

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\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District**  
**2015-16 Final**  
**Confidential Administrative Assistant Classified**  
**Annual Salary Schedule**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 5%

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>L1 *</b>	<b>L2 **</b>	<b>L3***</b>	<b>L4****</b>
<b>3CA</b>	47,621	49,526	51,507	53,567	55,710	57,938	60,256	62,666	63,919	65,198
<b>4CA</b>	49,526	51,507	53,567	55,710	57,938	60,256	62,666	65,173	66,476	67,806
<b>5CA</b>	51,507	53,567	55,710	57,938	60,256	62,666	65,173	67,780	69,135	70,518
<b>6CA</b>	53,567	55,710	57,938	60,256	62,666	65,173	67,780	70,491	71,901	73,339
<b>7CA</b>	55,710	57,938	60,256	62,666	65,173	67,780	70,491	73,310	74,777	76,272
<b>8CA</b>	57,938	60,256	62,666	65,173	67,780	70,491	73,310	76,243	77,768	79,323
<b>9CA</b>	60,256	62,666	65,173	67,780	70,491	73,310	76,243	79,292	80,878	82,496
<b>10CA</b>	62,666	65,173	67,780	70,491	73,310	76,243	79,292	82,464	84,113	85,796
<b>11CA</b>	65,173	67,780	70,491	73,310	76,243	79,292	82,464	85,763	87,478	89,228
<b>12CA</b>	67,780	70,491	73,310	76,243	79,292	82,464	85,763	89,193	90,977	92,797
<b>13CA</b>	70,491	73,310	76,243	79,292	82,464	85,763	89,193	92,761	94,616	96,509
<b>14CA</b>	73,310	76,243	79,292	82,464	85,763	89,193	92,761	96,471	98,401	100,369
<b>15CA</b>	76,243	79,292	82,464	85,763	89,193	92,761	96,471	100,330	102,337	104,384
<b>16CA</b>	79,292	82,464	85,763	89,193	92,761	96,471	100,330	104,343	106,430	108,559
<b>17CA</b>	82,464	85,763	89,193	92,761	96,471	100,330	104,343	108,517	110,688	112,901
<b>18CA</b>	85,763	89,193	92,761	96,471	100,330	104,343	108,517	112,858	115,115	117,417

\*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

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Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Salary Ranges for Confidential Classified Positions**

Job Code	Titles	Range	Full Time Annual Salary		
0644	Communications and Public Information Officer (E)	17C	76,889	-	105,268
0632	Confidential Financial Analyst (E)	16C	73,932	-	101,219
0177	Confidential Human Resources Analyst	11C	60,766	-	83,195
0121	Confidential Human Resources Assistant I	2C	42,694	-	58,452
0148	Confidential Human Resources Assistant II	3C	44,401	-	60,790
0170	Confidential Human Resources Assistant III	4C	46,178	-	63,221
0635	Confidential Human Resources Officer (E)	18C	79,964	-	109,479
0119	Confidential Human Resources Specialist I	5C	48,025	-	65,750
0159	Confidential Human Resources Specialist II	6C	49,946	-	68,380
0120	Confidential Human Resources Specialist III	8C	54,021	-	73,960
0160	Confidential Human Resources Training Specialist	11C	60,766	-	83,195
0638	Confidential Internal Auditor (E)	19C	83,163	-	113,858
0708	Confidential Internal Auditor/Information Security Officer (E)	19C	83,163	-	113,858
0645	Confidential Senior Financial Analyst (E)	18C	79,964	-	109,479

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

(E) Exempt employee - not entitled to overtime provisions.

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Confidential Classified  
Monthly Salary Schedule**

<b>Range</b>	<b>Hourly Step 1</b>	<b>Monthly Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>L1 *</b>	<b>L2 **</b>	<b>L3***</b>	<b>L4****</b>
<b>1C</b>	19.74	3,420.97	3,557.81	3,700.12	3,848.13	4,002.06	4,162.13	4,328.62	4,501.76	4,591.80	4,683.63
<b>2C</b>	20.53	3,557.81	3,700.12	3,848.13	4,002.06	4,162.13	4,328.62	4,501.76	4,681.83	4,775.47	4,870.98
<b>3C</b>	21.35	3,700.12	3,848.13	4,002.06	4,162.13	4,328.62	4,501.76	4,681.83	4,869.10	4,966.48	5,065.82
<b>4C</b>	22.20	3,848.13	4,002.06	4,162.13	4,328.62	4,501.76	4,681.83	4,869.10	5,063.86	5,165.14	5,268.45
<b>5C</b>	23.09	4,002.06	4,162.13	4,328.62	4,501.76	4,681.83	4,869.10	5,063.86	5,266.42	5,371.75	5,479.19
<b>6C</b>	24.01	4,162.13	4,328.62	4,501.76	4,681.83	4,869.10	5,063.86	5,266.42	5,477.08	5,586.62	5,698.35
<b>7C</b>	24.97	4,328.62	4,501.76	4,681.83	4,869.10	5,063.86	5,266.42	5,477.08	5,696.16	5,810.09	5,926.28
<b>8C</b>	25.97	4,501.76	4,681.83	4,869.10	5,063.86	5,266.42	5,477.08	5,696.16	5,924.01	6,042.49	6,163.34
<b>9C</b>	27.01	4,681.83	4,869.10	5,063.86	5,266.42	5,477.08	5,696.16	5,924.01	6,160.97	6,284.19	6,409.88
<b>10C</b>	28.09	4,869.10	5,063.86	5,266.42	5,477.08	5,696.16	5,924.01	6,160.97	6,407.41	6,535.55	6,666.27
<b>11C</b>	29.21	5,063.86	5,266.42	5,477.08	5,696.16	5,924.01	6,160.97	6,407.41	6,663.70	6,796.97	6,932.92
<b>12C</b>	30.38	5,266.42	5,477.08	5,696.16	5,924.01	6,160.97	6,407.41	6,663.70	6,930.24	7,068.85	7,210.23
<b>13C</b>	31.60	5,477.08	5,696.16	5,924.01	6,160.97	6,407.41	6,663.70	6,930.24	7,207.45	7,351.60	7,498.64
<b>14C</b>	32.86	5,696.16	5,924.01	6,160.97	6,407.41	6,663.70	6,930.24	7,207.45	7,495.75	7,645.67	7,798.58
<b>15C</b>	34.18	5,924.01	6,160.97	6,407.41	6,663.70	6,930.24	7,207.45	7,495.75	7,795.58	7,951.49	8,110.52
<b>16C</b>	35.54	6,160.97	6,407.41	6,663.70	6,930.24	7,207.45	7,495.75	7,795.58	8,107.41	8,269.55	8,434.94
<b>17C</b>	36.97	6,407.41	6,663.70	6,930.24	7,207.45	7,495.75	7,795.58	8,107.41	8,431.70	8,600.33	8,772.34
<b>18C</b>	38.44	6,663.70	6,930.24	7,207.45	7,495.75	7,795.58	8,107.40	8,431.70	8,768.96	8,944.34	9,123.24
<b>19C</b>	39.98	6,930.24	7,207.45	7,495.75	7,795.58	8,107.40	8,431.70	8,768.96	9,119.72	9,302.11	9,488.16

\*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

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Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2016-17 Interim**

**Confidential Classified  
Annual Salary Schedule**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>L1 *</b>	<b>L2 **</b>	<b>L3***</b>	<b>L4****</b>
<b>1C</b>	41,052	42,694	44,401	46,178	48,025	49,946	51,943	54,021	55,102	56,204
<b>2C</b>	42,694	44,401	46,178	48,025	49,946	51,943	54,021	56,182	57,306	58,452
<b>3C</b>	44,401	46,178	48,025	49,946	51,943	54,021	56,182	58,429	59,598	60,790
<b>4C</b>	46,178	48,025	49,946	51,943	54,021	56,182	58,429	60,766	61,982	63,221
<b>5C</b>	48,025	49,946	51,943	54,021	56,182	58,429	60,766	63,197	64,461	65,750
<b>6C</b>	49,946	51,943	54,021	56,182	58,429	60,766	63,197	65,725	67,039	68,380
<b>7C</b>	51,943	54,021	56,182	58,429	60,766	63,197	65,725	68,354	69,721	71,115
<b>8C</b>	54,021	56,182	58,429	60,766	63,197	65,725	68,354	71,088	72,510	73,960
<b>9C</b>	56,182	58,429	60,766	63,197	65,725	68,354	71,088	73,932	75,410	76,919
<b>10C</b>	58,429	60,766	63,197	65,725	68,354	71,088	73,932	76,889	78,427	79,995
<b>11C</b>	60,766	63,197	65,725	68,354	71,088	73,932	76,889	79,964	81,564	83,195
<b>12C</b>	63,197	65,725	68,354	71,088	73,932	76,889	79,964	83,163	84,826	86,523
<b>13C</b>	65,725	68,354	71,088	73,932	76,889	79,964	83,163	86,489	88,219	89,984
<b>14C</b>	68,354	71,088	73,932	76,889	79,964	83,163	86,489	89,949	91,748	93,583
<b>15C</b>	71,088	73,932	76,889	79,964	83,163	86,489	89,949	93,547	95,418	97,326
<b>16C</b>	73,932	76,889	79,964	83,163	86,489	89,949	93,547	97,289	99,235	101,219
<b>17C</b>	76,889	79,964	83,163	86,489	89,949	93,547	97,289	101,180	103,204	105,268
<b>18C</b>	79,964	83,163	86,489	89,949	93,547	97,289	101,180	105,228	107,332	109,479
<b>19C</b>	83,163	86,489	89,949	93,547	97,289	101,180	105,228	109,437	111,625	113,858

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Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2015-16 Final**

**Salary Ranges for Confidential Classified Positions**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 5%

Job Code	Titles	Range	Full Time Annual Salary		
0644	Communications and Public Information Officer (E)	16C	77,521	-	106,133
0632	Confidential Financial Analyst (E)	16C	77,521	-	106,133
0177	Confidential Human Resources Analyst	11C	63,716	-	87,234
0121	Confidential Human Resources Assistant I	2C	44,766	-	61,289
0148	Confidential Human Resources Assistant II	3C	46,557	-	63,741
0170	Confidential Human Resources Assistant III	4C	48,419	-	66,290
0635	Confidential Human Resources Officer (E)	18C	83,846	-	114,793
0119	Confidential Human Resources Specialist I	5C	50,356	-	68,942
0159	Confidential Human Resources Specialist II	6C	52,370	-	71,700
0120	Confidential Human Resources Specialist III	8C	56,644	-	77,550
0160	Confidential Human Resources Training Specialist	11C	63,716	-	87,234
0638	Confidential Internal Auditor (E)	19C	87,200	-	119,385
0708	Confidential Internal Auditor/Information Security Officer (E)	19C	87,200	-	119,385
0645	Confidential Senior Financial Analyst (E)	18C	83,846	-	114,793

The max salary in range includes the 10, 15, 20 and 25 year longevity increments.

(E) Exempt employee - not entitled to overtime provisions.

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District**  
**2015-16 Final**  
**Confidential Classified**  
**Monthly Salary Schedule**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 5%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
1C	20.69	3,587.04	3,730.52	3,879.74	4,034.93	4,196.33	4,364.18	4,538.74	4,720.30	4,814.70	4,911.00
2C	21.52	3,730.52	3,879.74	4,034.93	4,196.33	4,364.18	4,538.74	4,720.30	4,909.10	5,007.29	5,107.43
3C	22.38	3,879.74	4,034.93	4,196.33	4,364.18	4,538.74	4,720.29	4,909.10	5,105.47	5,207.58	5,311.73
4C	23.28	4,034.93	4,196.33	4,364.18	4,538.74	4,720.29	4,909.10	5,105.47	5,309.68	5,415.88	5,524.20
5C	24.21	4,196.33	4,364.18	4,538.74	4,720.29	4,909.10	5,105.47	5,309.68	5,522.07	5,632.51	5,745.17
6C	25.18	4,364.18	4,538.74	4,720.29	4,909.10	5,105.47	5,309.68	5,522.07	5,742.96	5,857.81	5,974.97
7C	26.19	4,538.74	4,720.29	4,909.10	5,105.47	5,309.68	5,522.07	5,742.96	5,972.68	6,092.13	6,213.97
8C	27.23	4,720.29	4,909.10	5,105.47	5,309.68	5,522.07	5,742.96	5,972.68	6,211.59	6,335.82	6,462.53
9C	28.32	4,909.10	5,105.47	5,309.68	5,522.07	5,742.96	5,972.68	6,211.59	6,460.04	6,589.25	6,721.03
10C	29.45	5,105.47	5,309.68	5,522.07	5,742.96	5,972.68	6,211.59	6,460.04	6,718.44	6,852.81	6,989.88
11C	30.63	5,309.68	5,522.07	5,742.96	5,972.68	6,211.59	6,460.04	6,718.44	6,987.18	7,126.92	7,269.47
12C	31.86	5,522.07	5,742.96	5,972.68	6,211.59	6,460.04	6,718.44	6,987.18	7,266.66	7,412.00	7,560.24
13C	33.13	5,742.96	5,972.68	6,211.59	6,460.04	6,718.44	6,987.18	7,266.66	7,557.33	7,708.47	7,862.65
14C	34.46	5,972.68	6,211.59	6,460.04	6,718.44	6,987.18	7,266.66	7,557.33	7,859.62	8,016.82	8,177.15
15C	35.84	6,211.59	6,460.04	6,718.44	6,987.18	7,266.66	7,557.33	7,859.62	8,174.00	8,337.48	8,504.24
16C	37.27	6,460.04	6,718.44	6,987.18	7,266.66	7,557.33	7,859.62	8,174.00	8,500.97	8,670.99	8,844.41
17C	38.76	6,718.44	6,987.18	7,266.66	7,557.33	7,859.62	8,174.00	8,500.97	8,841.01	9,017.83	9,198.18
18C	40.31	6,987.18	7,266.66	7,557.33	7,859.62	8,174.00	8,500.97	8,841.01	9,194.64	9,378.53	9,566.11
19C	41.92	7,266.66	7,557.33	7,859.62	8,174.00	8,500.97	8,841.01	9,194.64	9,562.43	9,753.67	9,948.75

\*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved -



**Los Rios Community College District  
2015-16 Final  
Confidential Classified  
Annual Salary Schedule**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 5%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
1C	43,044	44,766	46,557	48,419	50,356	52,370	54,465	56,644	57,776	58,932
2C	44,766	46,557	48,419	50,356	52,370	54,465	56,644	58,909	60,087	61,289
3C	46,557	48,419	50,356	52,370	54,465	56,644	58,909	61,266	62,491	63,741
4C	48,419	50,356	52,370	54,465	56,644	58,909	61,266	63,716	64,991	66,290
5C	50,356	52,370	54,465	56,644	58,909	61,266	63,716	66,265	67,590	68,942
6C	52,370	54,465	56,644	58,909	61,266	63,716	66,265	68,915	70,294	71,700
7C	54,465	56,644	58,909	61,266	63,716	66,265	68,915	71,672	73,106	74,568
8C	56,644	58,909	61,266	63,716	66,265	68,915	71,672	74,539	76,030	77,550
9C	58,909	61,266	63,716	66,265	68,915	71,672	74,539	77,521	79,071	80,652
10C	61,266	63,716	66,265	68,915	71,672	74,539	77,521	80,621	82,234	83,879
11C	63,716	66,265	68,915	71,672	74,539	77,521	80,621	83,846	85,523	87,234
12C	66,265	68,915	71,672	74,539	77,521	80,621	83,846	87,200	88,944	90,723
13C	68,915	71,672	74,539	77,521	80,621	83,846	87,200	90,688	92,502	94,352
14C	71,672	74,539	77,521	80,621	83,846	87,200	90,688	94,315	96,202	98,126
15C	74,539	77,521	80,621	83,846	87,200	90,688	94,315	98,088	100,050	102,051
16C	77,521	80,621	83,846	87,200	90,688	94,315	98,088	102,012	104,052	106,133
17C	80,621	83,846	87,200	90,688	94,315	98,088	102,012	106,092	108,214	110,378
18C	83,846	87,200	90,688	94,315	98,088	102,012	106,092	110,336	112,542	114,793
19C	87,200	90,688	94,315	98,088	102,012	106,092	110,336	114,749	117,044	119,385

\*After 10 years of satisfactory service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

\*\* An additional longevity increment of 4% (8.16%) will be granted after fifteen (15) full years of service with the District.

\*\*\* An additional longevity increment of 2% (10.323%) will be granted after twenty (20) full years of service with the District.

\*\*\*\* An additional longevity increment of 2% (12.53%) will be granted after twenty-five (25) full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District**  
**2016-17 Interim**  
**Management Salary Schedule**  
**Full Time Annual**

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	+ 10 Yr. Long. Based on Step 5	+ 15 Yr. Long. Based on Step 5	+ 20 Yr. Long. Based on Step 5	+ 20 Yr. Long. & Dr. Based on Step 5
Deputy Chancellor (679)	C	204,021	208,101	212,263	216,509	220,839	229,672	238,859	243,637	246,958
Vice Chancellor/ College President (679)	B	189,021	192,801	196,657	200,591	204,602	212,787	221,298	225,724	229,045
Assoc. Vice Chancellor/ General Counsel (679)	A	168,019	171,379	174,807	178,303	181,869	189,144	196,709	200,644	203,965
Director/Manager II/ Vice President (674)	1	146,449	149,378	152,365	155,413	158,521	164,862	171,456	174,885	178,206
Director/Manager II/ Assoc. VP (672)	2	137,315	140,062	142,863	145,720	148,635	154,580	160,763	163,978	167,299
Director/Manager III/ Dean (670)	3	128,752	131,327	133,953	136,632	139,365	144,939	150,737	153,752	157,073
Director/Manager IV/ Dean III (668)	4	120,722	123,136	125,599	128,111	130,673	135,900	141,336	144,163	147,484
Director/Manager V (664)	5	104,735	106,830	108,966	111,146	113,368	117,903	122,619	125,072	128,393
Director/Manager VI (663)	6	98,203	100,167	102,170	104,214	106,298	110,550	114,972	117,272	120,593
Director/Manager VII (662)	7	90,412	92,221	94,065	95,946	97,865	101,780	105,851	107,968	111,289
Director/Manager VIII (665)	8	84,774	86,469	88,199	89,963	91,762	95,432	99,250	101,235	104,556
Director/Manager IX (669)	9	79,487	81,077	82,698	84,352	86,039	89,481	93,060	94,921	98,242
Director/Manager X (675)	10	74,530	76,020	77,541	79,091	80,673	83,900	87,256	89,001	92,322

Educational Stipend: An educational stipend of \$3,321 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The stipend amount is equivalent to the difference between Step 6 Class IV and Step 6 Class V on the LRCFT Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

Effective: July 1, 2016

Board Approved -



LOS RIOS COMMUNITY COLLEGE DISTRICT  
2016-17 Interim  
Management Salary Schedule  
With Doctoral Stipend of \$3,321

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
<b>C</b>	207,342.02	215,502.86	223,990.13	228,403.51	211,422.44	219,746.50	228,403.52	232,905.17	215,584.47	224,075.01	232,905.17	237,496.85	219,829.74	228,490.09	237,496.85	242,180.37	224,159.91	232,993.47	242,180.37	246,957.56
	17,278.50	17,958.57	18,665.84	19,033.63	17,618.54	18,312.21	19,033.63	19,408.76	17,965.37	18,672.92	19,408.76	19,791.40	18,319.15	19,040.84	19,791.40	20,181.70	18,679.99	19,416.12	20,181.70	20,579.80
	929.78	966.38	1,004.44	1,024.23	948.08	985.41	1,024.23	1,044.42	966.75	1,004.82	1,044.42	1,065.01	985.78	1,024.62	1,065.01	1,086.01	1,005.20	1,044.81	1,086.01	1,107.43
<b>B</b>	192,342.02	199,902.86	207,766.13	211,855.03	196,122.44	203,834.50	211,855.04	216,025.72	199,978.47	207,844.77	216,025.72	220,279.81	203,911.62	211,935.24	220,279.81	224,618.99	207,923.43	216,107.53	224,618.99	229,044.95
	16,028.50	16,658.57	17,313.84	17,654.59	16,343.54	16,986.21	17,654.59	18,002.14	16,664.87	17,320.40	18,002.14	18,356.65	16,992.64	17,661.27	18,356.65	18,718.25	17,326.95	18,008.96	18,718.25	19,087.08
	862.52	896.43	931.69	950.02	879.47	914.06	950.02	968.73	896.76	932.04	968.73	987.80	914.40	950.38	987.80	1,007.26	932.39	969.09	1,007.26	1,027.11
<b>A</b>	171,339.81	178,060.56	185,050.14	188,684.72	174,700.19	181,555.36	188,684.73	192,392.00	178,127.77	185,120.04	192,392.00	196,173.42	181,623.91	188,756.03	196,173.43	200,030.48	185,189.97	192,464.73	200,030.48	203,964.67
	14,278.32	14,838.38	15,420.85	15,723.73	14,558.35	15,129.61	15,723.73	16,032.67	14,843.98	15,426.67	16,032.67	16,347.79	15,135.33	15,729.67	16,347.79	16,669.21	15,432.50	16,038.73	16,669.21	16,997.06
	768.34	798.48	829.82	846.12	783.41	814.15	846.12	862.74	798.78	830.13	862.74	879.70	814.46	846.44	879.70	897.00	830.45	863.07	897.00	914.64
<b>1</b>	149,769.77	155,627.72	161,719.99	164,887.97	152,698.75	158,673.86	164,887.97	168,119.31	155,686.31	161,780.92	168,119.32	171,415.29	158,733.62	164,950.12	171,415.28	174,777.17	161,841.87	168,182.70	174,777.17	178,206.29
	12,480.81	12,968.98	13,476.67	13,740.66	12,724.90	13,222.82	13,740.66	14,009.94	12,973.86	13,481.74	14,009.94	14,284.61	13,227.80	13,745.84	14,284.61	14,564.76	13,486.82	14,015.23	14,564.76	14,850.52
	671.61	697.88	725.20	739.41	684.75	711.54	739.41	753.90	698.14	725.47	753.90	768.68	711.81	739.69	768.68	783.75	725.75	754.18	783.75	799.13
<b>2</b>	140,636.37	146,128.98	151,841.30	154,811.71	143,382.68	148,985.15	154,811.72	157,841.53	146,183.91	151,898.43	157,841.53	160,931.94	149,041.17	154,869.98	160,931.94	164,084.16	151,955.57	157,900.95	164,084.16	167,299.41
	11,719.70	12,177.42	12,653.44	12,900.98	11,948.56	12,415.43	12,900.98	13,153.46	12,181.99	12,658.20	13,153.46	13,411.00	12,420.10	12,905.83	13,411.00	13,673.68	12,662.96	13,158.41	13,673.68	13,941.62
	630.66	655.29	680.90	694.22	642.97	668.09	694.22	707.81	655.53	681.16	707.81	721.67	668.35	694.48	721.67	735.80	681.42	708.08	735.80	750.22
<b>3</b>	132,072.59	137,222.65	142,578.72	145,363.87	134,647.62	139,900.68	145,363.87	148,204.73	137,274.15	142,632.28	148,204.73	151,102.40	139,953.21	145,418.50	151,102.40	154,058.03	142,685.85	148,260.44	154,058.02	157,072.76
	11,006.05	11,435.22	11,881.56	12,113.66	11,220.64	11,658.39	12,113.66	12,350.39	11,439.51	11,886.02	12,350.39	12,591.87	11,662.77	12,118.21	12,591.87	12,838.17	11,890.49	12,355.04	12,838.17	13,089.40
	592.25	615.35	639.37	651.86	603.80	627.36	651.86	664.60	615.58	639.61	664.60	677.59	627.59	652.10	677.59	690.84	639.85	664.85	690.84	704.36
<b>4</b>	124,042.88	128,871.76	133,893.79	136,505.25	126,457.32	131,382.77	136,505.24	139,168.92	128,920.05	133,944.01	139,168.93	141,885.89	131,432.03	136,556.47	141,885.89	144,657.19	133,994.25	139,221.18	144,657.19	147,483.91
	10,336.91	10,739.31	11,157.82	11,375.44	10,538.11	10,948.56	11,375.44	11,597.41	10,743.34	11,162.00	11,597.41	11,823.82	10,952.67	11,379.71	11,823.82	12,054.77	11,166.19	11,601.77	12,054.77	12,290.33
	556.25	577.90	600.42	612.13	567.07	589.16	612.13	624.08	578.12	600.65	624.08	636.26	589.38	612.36	636.26	648.69	600.87	624.31	648.69	661.36
<b>5</b>	108,055.93	112,245.33	116,602.30	118,867.93	110,150.63	114,423.82	118,867.93	121,178.87	112,287.22	116,645.87	121,178.86	123,536.02	114,466.54	118,912.36	123,536.01	125,940.31	116,689.45	121,224.19	125,940.32	128,392.71
	9,004.66	9,353.78	9,716.86	9,905.66	9,179.22	9,535.32	9,905.66	10,098.24	9,357.27	9,720.49	10,098.24	10,294.67	9,538.88	9,909.36	10,294.67	10,495.03	9,724.12	10,102.02	10,495.03	10,699.39
	484.56	503.34	522.88	533.04	493.95	513.11	533.04	543.40	503.53	523.08	543.40	553.97	513.30	533.24	553.97	564.75	523.27	543.61	564.75	575.75
<b>6</b>	101,524.05	105,452.17	109,537.42	111,661.75	103,488.11	107,494.79	111,661.74	113,828.55	105,491.45	109,578.27	113,828.56	116,038.71	107,534.86	111,703.41	116,038.71	118,293.06	109,619.14	113,871.07	118,293.07	120,592.51
	8,460.34	8,787.68	9,128.12	9,305.15	8,624.01	8,957.90	9,305.15	9,485.71	8,790.95	9,131.52	9,485.71	9,669.89	8,961.24	9,308.62	9,669.89	9,857.76	9,134.93	9,489.26	9,857.76	10,049.38
	455.26	472.88	491.20	500.73	464.07	482.04	500.73	510.44	473.06	491.38	510.44	520.35	482.22	500.91	520.35	530.46	491.57	510.63	530.46	540.77
<b>7</b>	93,733.48	97,349.98	101,111.14	103,066.94	95,541.73	99,230.56	103,066.94	105,061.86	97,386.14	101,148.75	105,061.86	107,096.68	99,267.44	103,105.30	107,096.67	109,172.18	101,186.37	105,100.98	109,172.18	111,289.20
	7,811.12	8,112.50	8,425.93	8,588.91	7,961.81	8,269.21	8,588.91	8,755.16	8,115.51	8,429.06	8,755.16	8,924.72	8,272.29	8,592.11	8,924.72	9,097.68	8,432.20	8,758.42	9,097.68	9,274.10
	420.33	436.55	453.41	462.18	428.44	444.98	462.18	471.13	436.71	453.58	471.13	480.25	445.15	462.36	480.25	489.56	453.75	471.30	489.56	499.05
<b>8</b>	88,094.83	91,485.78	95,012.37	96,846.20	89,790.31	93,249.08	96,846.20	98,716.70	91,519.70	95,047.65	98,716.72	100,624.63	93,283.67	96,882.18	100,624.63	102,570.70	95,082.92	98,753.40	102,570.70	104,555.69
	7,341.24	7,623.82	7,917.70	8,070.52	7,482.53	7,770.76	8,070.52	8,226.39	7,626.64	7,920.64	8,226.39	8,385.39	7,773.64	8,073.52	8,385.39	8,547.56	7,923.58	8,229.45	8,547.56	8,712.97
	395.04	410.25	426.06	434.29	402.65	418.16	434.29	442.68	410.40	426.22	442.68	451.23	418.31	434.45	451.23	459.96	426.38	442.84	459.96	468.86
<b>9</b>	82,807.84	85,987.31	89,293.96	91,013.42	84,397.58	87,640.64	91,013.43	92,767.28	86,019.11	89,327.03	92,767.27	94,556.20	87,673.07	91,047.15	94,556.20	96,380.90	89,360.11	92,801.67	96,380.90	98,242.10
	6,900.65	7,165.61	7,441.16	7,584.45	7,033.13	7,303.39	7,584.45	7,730.61	7,168.26	7,443.92	7,730.61	7,879.68	7,306.09	7,587.26	7,879.68	8,031.74	7,446.68	7,733.47	8,031.74	8,186.84
	371.34	385.59	400.42	408.13	378.46	393.01	408.13	416.00	385.74	400.57	416.00	424.02	393.15	408.28	424.02	432.20	400.72	416.15	432.20	440.55
<b>10</b>	77,850.58	80,831.76	83,932.19	85,544.41	79,341.17	82,381.98	85,544.42	87,188.89	80,861.57	83,963.19	87,188.88	88,866.24	82,412.38	85,576.04	88,866.24	90,577.14	83,994.21	87,221.14	90,577.15	92,322.27
	6,487.55	6,735.98	6,994.35	7,128.70	6,611.76	6,865.17	7,128.70	7,265.74	6,738.46	6,996.93	7,265.74	7,405.52	6,867.70	7,131.34	7,405.52	7,548.10	6,999.52	7,268.43	7,548.10	7,693.52
	349.11	362.47	376.38	383.61	355.79	369.43	383.61	390.98	362.61	376.52	390.98	398.50	369.56	383.75	398.50	406.18	376.66	391.13	406.18	414.00

Effective: July 1, 2016  
Board Approved -

**Los Rios Community College District**

**2015-16 Final Schedule**

**Management Salary Schedule**

**Full Time Annual**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 4.5%

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	+ 10 Yr. Long. Based on Step 5	+ 15 Yr. Long. Based on Step 5	+ 20 Yr. Long. Based on Step 5	+ 20 Yr. Long. & Dr. Based on Step 5
Deputy Chancellor (679)	C	212,935	217,193	221,537	225,968	230,487	239,707	249,295	254,281	257,763
Vice Chancellor/ College President (679)	B	197,279	201,225	205,249	209,354	213,541	222,083	230,966	235,586	239,068
Assoc. Vice Chancellor/ General Counsel (679)	A	175,359	178,867	182,444	186,093	189,815	197,407	205,304	209,410	212,892
Director/Manager II/ Vice President (674)	1	152,847	155,904	159,022	162,202	165,447	172,064	178,947	182,526	186,008
Director/Manager III/ Assoc. VP (672)	2	143,315	146,181	149,105	152,087	155,128	161,333	167,787	171,143	174,625
Director/Manager III/ Dean (670)	3	134,377	137,064	139,805	142,602	145,454	151,272	157,323	160,469	163,951
Director/Manager IV/ Dean III (668)	4	125,996	128,516	131,086	133,708	136,382	141,838	147,511	150,461	153,943
Director/Manager V (664)	5	109,311	111,497	113,727	116,001	118,321	123,054	127,976	130,536	134,018
Director/Manager VI (663)	6	102,493	104,543	106,634	108,767	110,942	115,380	119,995	122,395	125,877
Director/Manager VII (662)	7	94,363	96,250	98,175	100,138	102,141	106,227	110,476	112,685	116,167
Director/Manager VIII (665)	8	88,478	90,247	92,052	93,893	95,771	99,602	103,586	105,658	109,140
Director/Manager IX (669)	9	82,960	84,619	86,311	88,037	89,798	93,390	97,126	99,068	102,550
Director/Manager X (675)	10	77,786	79,341	80,928	82,547	84,198	87,566	91,068	92,890	96,372

Educational Stipend: An educational stipend of \$3,482 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The stipend amount is equivalent to the difference between Step 6 Class IV and Step 6 Class V on the LRCFT Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

Retroactive to July 1, 2015

Board Approved -





**Los Rios Community College District  
2016-17 Interim**

**Interim Management Salary Schedule  
Annual Full Time**

<b>Title</b>	<b>Range</b>	<b>Base Salary Step</b>
<b>Director/Manager I/ Vice President</b>	<b>11A</b>	<b>128,874.92 12,887.49 692.88</b>
<b>Director/Manager II/ Assoc. VP</b>	<b>11</b>	<b>120,837.53 12,083.75 649.66</b>
<b>Director/Manager III/ Dean</b>	<b>12</b>	<b>113,301.40 11,330.14 609.15</b>
<b>Director/Manager IV/ Dean III</b>	<b>13</b>	<b>106,235.25 10,623.53 571.16</b>
<b>Director/Manager V</b>	<b>14</b>	<b>92,166.74 9,216.67 495.52</b>
<b>Director/Manager VI</b>	<b>15</b>	<b>86,418.68 8,641.87 464.62</b>

Interim Management Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).

Doctoral Stipend: \$3,321

Effective: July 1, 2016

Board Approved -



**Los Rios Community College District  
2016-17 Interim**

**Interim Management Salary Schedule**

<b>Title</b>	<b>Range</b>	<b>Entry</b>	<b>+ Dr.</b>	<b>+ 10 yrs</b>	<b>10 yrs + Dr.</b>	<b>+ 15 yrs</b>	<b>15 yrs + Dr.</b>	<b>+ 20 yrs</b>	<b>20 yrs + Dr.</b>
<b>Director/Manager I/ Vice President</b>	11A	128,874.92 12,887.49 692.88	132,195.92 13,219.59 710.73	134,029.92 13,402.99 720.59	137,350.92 13,735.09 738.45	139,391.12 13,939.11 749.41	142,712.12 14,271.21 767.27	142,178.94 14,217.89 764.40	145,499.94 14,549.99 782.26
<b>Director/Manager II/ Assoc. VP</b>	11	120,837.53 12,083.75 649.66	124,158.53 12,415.85 667.52	125,671.03 12,567.10 675.65	128,992.03 12,899.20 693.51	130,697.87 13,069.79 702.68	134,018.87 13,401.89 720.53	133,311.83 13,331.18 716.73	136,632.83 13,663.28 734.59
<b>Director/Manager III/ Dean</b>	12	113,301.40 11,330.14 609.15	116,622.40 11,662.24 627.00	117,833.46 11,783.35 633.51	121,154.46 12,115.45 651.37	122,546.80 12,254.68 658.85	125,867.80 12,586.78 676.71	124,997.74 12,499.77 672.03	128,318.74 12,831.87 689.89
<b>Director/Manager IV/ Dean III</b>	13	106,235.25 10,623.53 571.16	109,556.25 10,955.63 589.01	110,484.66 11,048.47 594.00	113,805.66 11,380.57 611.86	114,904.05 11,490.41 617.76	118,225.05 11,822.51 635.62	117,202.13 11,720.21 630.12	120,523.13 12,052.31 647.97
<b>Director/Manager V</b>	14	92,166.74 9,216.67 495.52	95,487.74 9,548.77 513.37	95,853.41 9,585.34 515.34	99,174.41 9,917.44 533.20	99,687.55 9,968.76 535.95	103,008.55 10,300.86 553.81	101,681.30 10,168.13 546.67	105,002.30 10,500.23 564.53
<b>Director/Manager VI</b>	15	86,418.68 8,641.87 464.62	89,739.68 8,973.97 482.47	89,875.43 8,987.54 483.20	93,196.43 9,319.64 501.06	93,470.45 9,347.05 502.53	96,791.45 9,679.15 520.38	95,339.86 9,533.99 512.58	98,660.86 9,866.09 530.43

Doctoral Stipend: \$3,321

Effective: July 1, 2016

Board Approved -

**Los Rios Community College District  
2015-16 Final**

**Interim Management Salary Schedule  
Annual Full Time**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 4.5%

<b>Title</b>	<b>Range</b>	<b>Base Salary Step</b>
<b>Director/Manager I/ Vice President</b>	<b>11A</b>	<b>134,505.38 13,450.54 723.15</b>
<b>Director/Manager II/Assoc. VP</b>	<b>11</b>	<b>126,116.84 12,611.68 678.05</b>
<b>Director/Manager III/ Dean</b>	<b>12</b>	<b>118,251.46 11,825.15 635.76</b>
<b>Director/Manager IV/ Dean III</b>	<b>13</b>	<b>110,876.61 11,087.66 596.11</b>
<b>Director/Manager V</b>	<b>14</b>	<b>96,193.43 9,619.34 517.17</b>
<b>Director/Manager VI</b>	<b>15</b>	<b>90,194.25 9,019.43 484.92</b>

Interim Management Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).

Doctoral Stipend: \$3,482

Retroactive to July 1, 2015

Board Approved -

**Los Rios Community College District  
2015-16 Final**

**Interim Management Salary Schedule**

Includes an advanced continuing salary improvement of 3% and a one-time-only improvement of 4.5%

Title	Range	Entry	+ Dr.	+ 10 yrs	10 yrs + Dr.	+ 15 yrs	15 yrs + Dr.	+ 20 yrs	20 yrs + Dr.
<b>Director/Manager I/ Vice President</b>	11A	134,505.38	137,987.38	139,885.60	143,367.60	145,481.02	148,963.02	148,390.64	151,872.64
		13,450.54	13,798.74	13,988.56	14,336.76	14,548.10	14,896.30	14,839.06	15,187.26
		723.15	741.87	752.07	770.79	782.16	800.88	797.80	816.52
<b>Director/Manager II/ Assoc. VP</b>	11	126,116.84	129,598.84	131,161.51	134,643.51	136,407.97	139,889.97	139,136.13	142,618.13
		12,611.68	12,959.88	13,116.15	13,464.35	13,640.80	13,989.00	13,913.61	14,261.81
		678.05	696.77	705.17	723.89	733.38	752.10	748.04	766.76
<b>Director/Manager III/ Dean</b>	12	118,251.46	121,733.46	122,981.52	126,463.52	127,900.78	131,382.78	130,458.80	133,940.80
		11,825.15	12,173.35	12,298.15	12,646.35	12,790.08	13,138.28	13,045.88	13,394.08
		635.76	654.48	661.19	679.91	687.64	706.36	701.39	720.11
<b>Director/Manager IV/ Dean III</b>	13	110,876.61	114,358.61	115,311.67	118,793.67	119,924.14	123,406.14	122,322.62	125,804.62
		11,087.66	11,435.86	11,531.17	11,879.37	11,992.41	12,340.61	12,232.26	12,580.46
		596.11	614.83	619.96	638.68	644.75	663.47	657.65	676.37
<b>Director/Manager V</b>	14	96,193.43	99,675.43	100,041.17	103,523.17	104,042.82	107,524.82	106,123.68	109,605.68
		9,619.34	9,967.54	10,004.12	10,352.32	10,404.28	10,752.48	10,612.37	10,960.57
		517.17	535.89	537.86	556.58	559.37	578.09	570.56	589.28
<b>Director/Manager VI</b>	15	90,194.25	93,676.25	93,802.02	97,284.02	97,554.10	101,036.10	99,505.18	102,987.18
		9,019.43	9,367.63	9,380.20	9,728.40	9,755.41	10,103.61	9,950.52	10,298.72
		484.92	503.64	504.31	523.03	524.48	543.20	534.97	553.69

Doctoral Stipend: \$3,482

Retroactive to July 1, 2015

Board Approved -

LOS RIOS COMMUNITY COLLEGE DISTRICT

Chancellor's Salary Schedule  
**2016-17 Annual Salary Schedule**

Chancellor Salary \$294,918.75

Performance Compensation: If the board determines that the Chancellor's performance was satisfactory (based upon pre-agreed goals and outcomes) for the year being reviewed, the District shall compensate the Chancellor in an amount equal to five percent (5%) for his salary for the year in review.


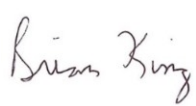
Effective July 1, 2016

Board Approved -

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 10, 2016

<b>SUBJECT:</b>	Confidential Advocate for Sexual Assault	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Information Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	JP Sherry 	CONSENT/ROUTINE	<input type="checkbox"/>
		FIRST READING	<input type="checkbox"/>
<b>APPROVED FOR CONSIDERATION:</b>	Brian King 	ACTION	<input type="checkbox"/>
		INFORMATION	<input checked="" type="checkbox"/>

**BACKGROUND:**

Sexual assault on college campuses has received extensive attention from Congress, the California Legislature and the U.S. Department of Education, as well as significant media coverage across the country. Both California and Congress have passed new laws on this subject that reinforce the requirement that colleges take complaints of sexual assault seriously. Colleges must investigate those complaints fully and fairly and protect students from sexual assault and its repercussions. In addition, members of Congress and the State Chancellor's Office have called upon colleges to provide confidential advocacy services for persons who report they have been sexually assaulted.

**STATUS:**

In light of the importance of this issue to the health and safety of our students, the Los Rios Community College District Board of Trustees has updated its existing Board policies. Staff has examined our internal processes and the current information available to our students, faculty and staff, and has identified additional information that should be provided to individuals who have reported a sexual assault and those against whom reports of sexual assault have been made. As a result, staff has created a comprehensive pamphlet detailing information about resources, the legal and college processes, along with other useful information, a glossary of terms and infographics. The colleges will circulate this information to the college community and to persons who have reported sexual assault. Starting later this fall, the colleges will be hosting a Confidential Advocate from WEAVE™ at each college for a combined 20 hours per week (5 hours at each college). The WEAVE Confidential Advocate will: confidentially assist persons who report sexual assault with information, support and referrals to medical and counseling resources; help them report the matter to the police or the college's Title IX Officer, if requested to do so; accompany them to any medical visits, college processes or legal proceedings, as requested; and provide them with additional support and resources.

**RECOMMENDATION:**

This item is presented for the Board of Trustees' information and discussion.



# **Sexual Assault: Sexual Violence, Relationship Violence & Stalking**

## **Education and Resources**

---

August 2016

## Los Rios Community College District

Chancellor Brian King

### Los Rios Board of Trustees

Deborah Ortiz, President

Ruth Scribner, Vice President

Kay Albiani

Pamela Haynes

Dustin Johnson

Robert Jones

John Knight

Marianna Sousa (Student Trustee)

Sexual Assault: Sexual Violence, Relationship Violence & Stalking  
Education and Resources Pamphlet

Los Rios Community College District  
1919 Spanos Court  
Sacramento, CA 95825  
(916) 568-3021  
[www.losrios.edu](http://www.losrios.edu)

The *Sexual Assault: Sexual Violence, Relationship Violence & Stalking Education and Resources Pamphlet* is updated annually by the Los Rios Community College District. This version was published in August 2016.

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# 1. INTRODUCTION

This resource guide encompasses a broad range of materials introducing and providing advice and support to students who may have been sexually assaulted. Sexual assault includes sexual violence, relationship violence and stalking. Relationship violence includes domestic violence and dating violence. All references in this document to sexual assault include sexual assault, sexual violence, relationship violence and stalking. These behaviors are all forms of sex-based discrimination and are prohibited by both law and District policy. The four colleges of the Los Rios Community College District are committed to creating and maintaining an educational and work environment free of sex-based discrimination and will not tolerate these behaviors.

To ensure a safe environment for all members of the Los Rios community, sexual harassment, sexual assault, sexual violence, relationship violence (including domestic violence and dating violence) or stalking should be reported to the Los Rios Police Department (LRPD) or other appropriate law enforcement.

These incidents should also be reported to your college's Title IX Officer under the District's Discrimination and Harassment Complaint Procedures policy and administrative regulation (P/R-2423). All faculty, staff and administrators are required to report incidents of sexual assault to the college's Title IX Officer. You can be assured that college personnel will:

- Respond promptly and effectively to reports of this nature; and
- Take appropriate action to prevent, correct and, when necessary, discipline behavior that violates the law and/or District policy.

You may request to speak with the WEAVE<sup>1</sup> Confidential Advocate to get help if you do not wish to report the matter to the college or the police. If you are 18 or older, you will be able to talk about the matter confidentially with the WEAVE Confidential Advocate and receive information, referrals to outside support services, and assistance from the Advocate. If you are younger than 18 years old or the conduct occurred while you were younger than 18 years old, the WEAVE Confidential Advocate is mandated to report the matter to Child Protective Services. Courts may require WEAVE Confidential Advocates to testify in specific circumstances. The WEAVE Confidential Advocate is not an employee of Los Rios.

This guide identifies resources, provides definitions and educational materials, describes the rights of persons subjected to any of these behaviors and the persons accused of these behaviors, and outlines the processes for reporting these behaviors and the available procedures, services and sanctions.

## GENERAL COUNSEL WEB PAGE ON TITLE IX: SEXUAL HARASSMENT, SEXUAL VIOLENCE AND DISCRIMINATION—

<http://www.losrios.edu/legal/gc-titleix.htm>

## APPENDIX A: DEFINITIONS—

[Link to Definitions](#)

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<sup>1</sup> WEAVE™ is the primary provider of crisis intervention services for all survivors (of any gender) of sexual assault and relationship violence in Sacramento County. WEAVE provides 24/7 response and assistance to survivors.

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## 2. KEY POINTS AT A GLANCE

### What I Can Do After A Sexual Assault, Relationship Violence or Stalking

- Get to a safe place.
- Call a friend or family member to be with you.
- Breathe deeply and remind yourself that what has happened is wrong and in no way your fault.
- Get help:
  - If you want to report the crime to the Police, call the LRPD at (916) 558-2221, 911 or your local police department.
  - If you want to report the crime to the college, contact your college's Title IX Officer. Contacts: <http://tinyurl.com/grrjyzh>.
  - If you want confidential help and do not want to report the crime, contact the WEAVE Confidential Advocate at [WEAVEConfidentialAdvocate@losrios.edu](mailto:WEAVEConfidentialAdvocate@losrios.edu) or (916) 568-3011.
- You can also contact WEAVE's 24/7 Support and Information Line at (916) 920-2952 to talk through your options and obtain support, accompaniment and resources.
- Write down as much as you can remember about the assault and your assailant.
- Receive medical attention or an evidentiary exam within seven days.

### How to Report Sexual Assault, Relationship Violence or Stalking

Each of the four Los Rios Colleges—American River, Cosumnes River, Folsom Lake and Sacramento City—has procedures in place to support those who report sexual assault (which includes sexual violence, relationship violence or stalking). The reporting party may make these reports to the LRPD and the college's Title IX Officers. All other college employees—including faculty, staff or administrators—who receive reports of sexual assault are required to notify the college's Title IX Officer of the report. The college procedures include informing a reporting party about his/her right to file criminal charges as well as written notification about resources such as counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, and other services on and/or off campus.

The reporting party may ask for confidential help from the WEAVE Confidential Advocate. The WEAVE Confidential Advocate will assist the reporting party with information, referrals to medical and counseling resources, and provide assistance as appropriate. The WEAVE Confidential Advocate is not an employee of Los Rios. Reports to the WEAVE Confidential Advocate are not official reports to the college. No further college or police action will occur unless the reporting party files a formal complaint.

If you are assaulted and you happen to be violating a college policy or a criminal statute (such as drinking alcohol on campus), ***do not let it stop you from reporting the assault***. The college will not discipline a person who reports sexual assault, unless your violation was extreme.

## Confidentiality

---

Reporting parties and third parties may make confidential reports to the WEAVE Confidential Advocate.

The WEAVE Confidential Advocate will keep the report confidential unless they are required to disclose it by law. Disclosure is required if the reporting party is a minor or the conduct occurred while he or she was a minor or if a court requires the WEAVE Confidential Advocate to testify.

The WEAVE Confidential Advocate will report anonymous data about the report to the college in a way that keeps names and other personal information of the reporting party confidential.

When a report of sexual assault is made to the LRPD or Title IX Officer that implicates the college's obligations to provide a safe and sexual harassment-free environment for its students, faculty, staff and administrators, the college may not be able to honor a request for confidentiality. A confidentiality request will be weighed against the following factors: the seriousness of the alleged misconduct; whether the reporting party is younger than 18; whether there have been other complaints about the same responding party; and the responding party's rights to receive information about the allegations that is maintained by the college. The college shall conduct an investigation of a report of sexual assault to the LRPD or the Title IX Officer, even if there is a request to not do so, if: (1) the person alleged to have committed the crime is alleged to have committed one or more prior acts of sexual assault or used a weapon in those act(s); or (2) acts of sexual assault have occurred repeatedly in a particular location or against a particular group.

## Legal Rights

---

A person reporting sexual assault (reporting party) has rights, including the right to:

- Be informed of and to be present at court proceedings of the responding party.
- Be heard at sentencing of the responding party in the manner prescribed by law, and at other times as prescribed by law or deemed appropriate by the court.
- Receive restitution.
- Receive information about the crime, how the criminal justice system works, the rights of victims and the availability of services for victims.
- Receive information about the conviction or final judgment.
- Have an advisor accompany them to medical, criminal, civil and college proceedings.

A person accused of sexual assault (responding party) has rights, including the right to:

- Be informed of the charges and to be present at court proceedings and college proceedings.
- Retain an attorney of their choice to represent them in criminal and civil proceedings.
- Have an attorney paid for in criminal proceedings if they cannot afford one.
- Remain silent and not testify.
- Have an advisor accompany them to college proceedings.

## College Response

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Independent of the LRPD obligation to investigate crimes, the college has an obligation to ensure it fairly investigates official reports of sexual assault reported to college Title IX Officers. Other employees (including faculty, staff or administrators) who receive these reports must report them to the college's Title IX Officer. In response to these reports, the college will:

- Assist the reporting party in contacting the LRPD or local police if the reporting party requests it.
- Discuss confidentiality with the reporting party.
- Assess the need to implement interim or long-term protective measures, such as changes in class schedule or a "No Contact" directive between the parties, if deemed appropriate.
- Fairly investigate what happened, halt any misconduct found and address the effects of that misconduct.



SEXUAL ASSAULT ■ SEXUAL VIOLENCE ■ RELATIONSHIP VIOLENCE ■ STALKING

# YOUR CHOICES FOR HELP

<b>WHO</b>	<p><b>Los Rios Police Department (LRPD)</b></p> <p>On-campus police who provide police services at all Los Rios locations. Staffed with sworn armed police officers.</p>	<p><b>Title IX Officer</b></p> <p>The employee charged with addressing claims of sexual assault.</p>	<p><b>WEAVE Confidential Advocate</b></p> <p>Person designated to receive a confidential report of sexual assault and to provide access to confidential assistance.</p>
<b>WHAT</b>	<ul style="list-style-type: none"> <li>• Provide safety</li> <li>• Discuss confidentiality</li> <li>• Report to Title IX Officer</li> <li>• May report to local law enforcement, who may take over the investigation</li> <li>• Provide info about on- and off-campus resources</li> <li>• Refer matter to district attorney's office for prosecution</li> </ul>	<ul style="list-style-type: none"> <li>• Provide safety</li> <li>• If you ask, connect you to police</li> <li>• Discuss confidentiality</li> <li>• Investigate</li> <li>• Take action to end any harassment or violence</li> <li>• Provide notice of outcome</li> <li>• Provide info about on- and off-campus resources</li> </ul>	<ul style="list-style-type: none"> <li>• Provide support services (advocacy, resources and information)</li> <li>• If you ask, connect you to police or college</li> </ul> <p><i>*A report to WEAVE is not a report to the college and the college will take no further action on those reports</i></p>
<b>CONTACT</b>	<p>Any LRPD Police Officer</p> <p>(916) 558-2221 or 911</p>	<p>Title IX Officer</p> <p>Online directory: <a href="http://tinyurl.com/grrjyzh">tinyurl.com/grrjyzh</a></p>	<p>WEAVE Confidential Advocate</p> <p>(916) 568-3011</p> <p><a href="mailto:WEAVEConfidentialAdvocate@losrios.edu">WEAVEConfidentialAdvocate@losrios.edu</a></p>

IF A PERSON INSISTS ON CONFIDENTIALITY, THE COLLEGE'S ABILITY TO HELP THEM WILL BE LIMITED.

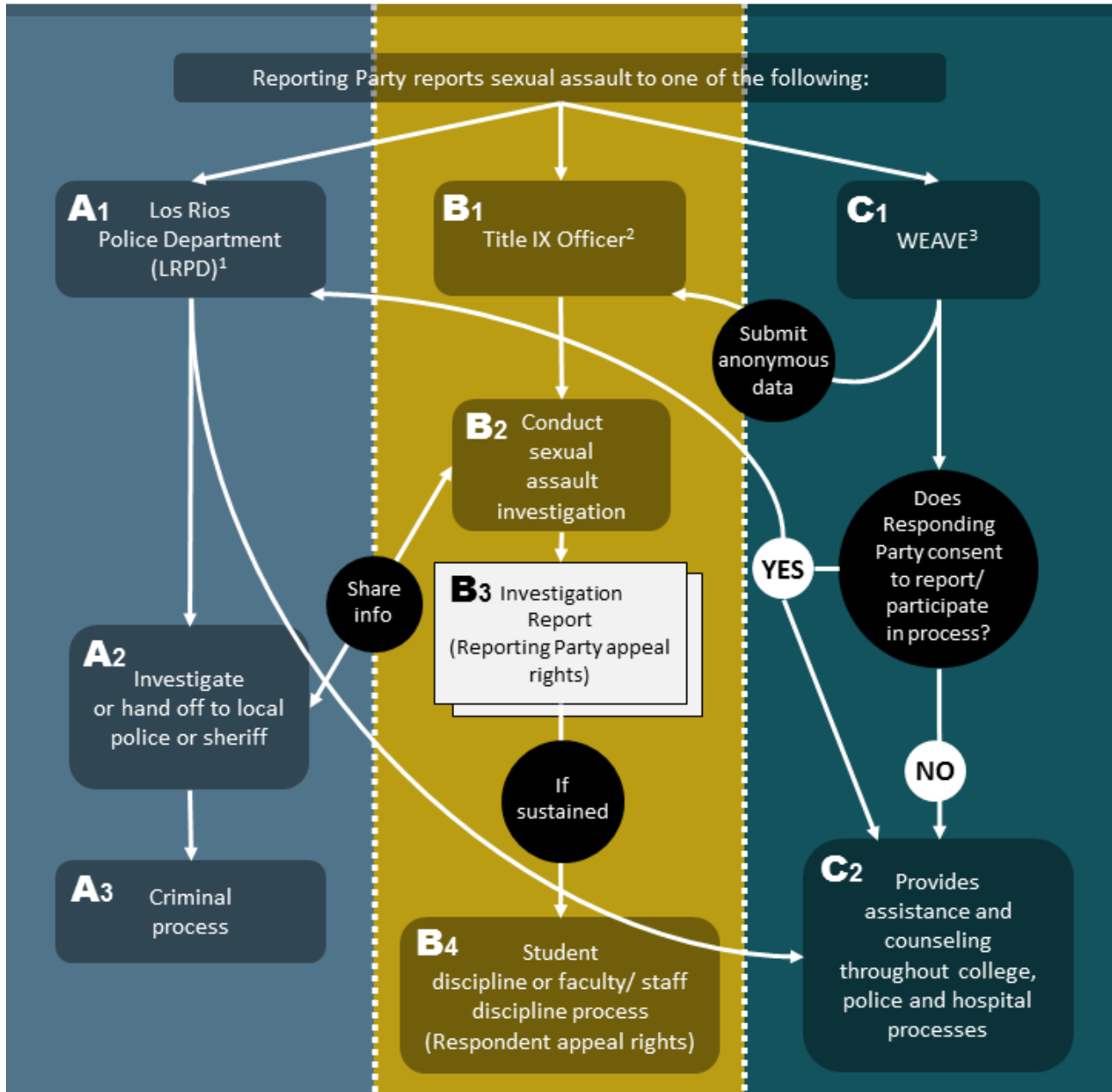
August 2016

# Sexual Assault: Employee Response Process Flowchart



## SEXUAL ASSAULT

### EMPLOYEE RESPONSE PROCESS



<sup>1</sup> Student/faculty discipline should be informed of report for interim remedies.

<sup>2</sup> If reported to any other employee of the District/College, they will refer the matter to the Title IX Officer.

<sup>3</sup> A report to WEAVE is not a report to the college and the college will take no further action on those reports.

## 3. WHO CAN I CALL?

### College and District

	Phone	Website or Email
Los Rios Police Department (LRPD)	(916) 558-2221 or 911 TTY-650-2972	<a href="http://www.police.losrios.edu">www.police.losrios.edu</a>
College Title IX Officers		<a href="http://tinyurl.com/grrjyzh">tinyurl.com/grrjyzh</a>
College Equity Officers		<a href="http://tinyurl.com/grrjyzh">tinyurl.com/grrjyzh</a>
WEAVE Confidential Advocate	(916) 568-3011	<a href="mailto:WEAVEConfidentialAdvocate@losrios.edu">WEAVEConfidentialAdvocate@losrios.edu</a>
ARC Counseling	(916) 484-8572	<a href="mailto:counseling@arc.losrios.edu">counseling@arc.losrios.edu</a>
CRC Counseling	(916) 691-7316	<a href="mailto:counseling@crc.losrios.edu">counseling@crc.losrios.edu</a>
FLC Counseling	(916) 608-6510	<a href="mailto:counseling@flc.losrios.edu">counseling@flc.losrios.edu</a>
SCC Counseling	(916) 558-2204	<a href="mailto:counseling@scc.losrios.edu">counseling@scc.losrios.edu</a>

### Off-Campus Law Enforcement

	Phone	Website
City of Davis Police	(530) 758-3600 or 911	<a href="http://cityofdavis.org/city-hall/police-department">cityofdavis.org/city-hall/police-department</a>
City of Folsom Police	(916) 355-7231 or 911	<a href="http://www.folsompd.com">www.folsompd.com</a>
City of Rancho Cordova Police	(916) 632-5111 or 911	<a href="http://www.ranchocordovapd.com">www.ranchocordovapd.com</a>
City of Sacramento Police	(916) 264-5471	<a href="http://www.sacpd.org">www.sacpd.org</a>
Sexual Assaults	(916) 808-0650	
City of West Sacramento	(916) 372-3375 or 911	<a href="http://www.cityofwestsacramento.org/city/depts/police">www.cityofwestsacramento.org/city/depts/police</a>
El Dorado County Sheriff	(530) 621-5655	<a href="http://www.edcgov.us/Sheriff">www.edcgov.us/Sheriff</a>
Placerville Police	(530) 642-5210 or 911	<a href="http://www.cityofplacerville.org/depts/police">www.cityofplacerville.org/depts/police</a>
Sacramento County Sheriff	(916) 874-5115 or 911	<a href="http://www.sacsheriff.com">www.sacsheriff.com</a>
Sexual Assault Bureau	(916) 874-5070	
UC Davis Police	(530) 752-1230 or 911	<a href="http://police.ucdavis.edu">police.ucdavis.edu</a>
Yolo County Sheriff	(530) 668-5280 or 911	<a href="http://www.yolocountysheriff.com">www.yolocountysheriff.com</a>
Sacramento County District Attorney	(916) 874-6218	<a href="http://www.da.saccounty.net">www.da.saccounty.net</a>
Victim/Witness Assistance	(916) 874-5701	
Sexual Assault and Child Abuse Prosecution Units	(916) 874-6159	
Domestic Violence	(916) 874-6171	
El Dorado County District Attorney	(530) 621-6472	<a href="http://www.edcgov.us/ELDODA">www.edcgov.us/ELDODA</a>
Victim/Witness Assistance	(530) 642-4760	
Yolo County District Attorney	(530) 666-8180	<a href="http://yoloda.org">yoloda.org</a>
Victim/Witness Assistance	(530) 666-8400	

### Other Resources

Not Anymore	An online educational and prevention program on sexual violence, relationship violence, domestic violence, dating violence, sexual assault or stalking. <a href="http://www.losrios.edu/legal/FAQ_Not_Anymore.pdf">www.losrios.edu/legal/FAQ_Not_Anymore.pdf</a> <a href="http://success.losrios.edu/resources.php">success.losrios.edu/resources.php</a>
Employee Assistance Program (EAP) (916) 568-3112	EAP offers assessment, short-term counseling and referrals to help resolve a range of personal, work and family problems. EAP services are available free of charge to college faculty and staff as well as their immediate family members. Contact Human Resources for further information.



## Counseling, Advocacy & Victim/Witness Assistance

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	Phone	Website
<b>El Dorado County</b>		
The Center for Violence-Free Relationships (Business Line)	(530) 626-1450	<a href="http://thecenternow.org">thecenternow.org</a>
24/7 Crisis Lines	(530) 626-1131 or (916) 939-6616	
<b>Placer County</b>		
Standup Placer (Business Line)	(530) 885-0443	<a href="http://www.standupplacer.org">www.standupplacer.org</a>
Crisis Line	(800) 575-5352	
<b>Sacramento County</b>		
WEAVE		<a href="http://www.weaveinc.org">www.weaveinc.org</a>
Business Line	(916) 448-2321	
24/7 Crisis Line	(916) 920-2952	
Victim/Witness Assistance		<a href="http://calvcp.ca.gov">calvcp.ca.gov</a>
Counseling	(916) 448-2321	
Evidentiary Exams	(916) 874-5701	
Sutter Bear Clinic	(916) 262-9108	
<b>Yolo County</b>		
Empower Yolo Business Line	(530) 661-6336	<a href="http://www.empoweryolo.org">www.empoweryolo.org</a>
Davis & Woodland Crisis	(530) 662-1133	
West Sacramento Crisis	(530) 371-1907	

## Resources for Persons Accused of Sexual Assault

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	Phone	Website
Legal Services of Northern California	(916) 551-2150	<a href="http://lsnc.info/">lsnc.info/</a>
Foundation for Individual Rights in Education	(215) 717-3473	<a href="http://www.thefire.org/">www.thefire.org/</a>
Guide on Due Process		<a href="http://www.thefire.org/fire-guides/">www.thefire.org/fire-guides/</a>
Pacific Legal Foundation	(916) 419-7111	<a href="http://www.pacificlegal.org/index.html">www.pacificlegal.org/index.html</a>

## 4. HOW TO REPORT SEXUAL ASSAULT, SEXUAL VIOLENCE, RELATIONSHIP VIOLENCE OR STALKING

Each college has procedures in place to support those who report sexual assault (which includes sexual violence, relationship violence or stalking), including informing individuals about their right to file criminal charges as well as written notification concerning the availability of resources such as counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus. These reports may be made to the LRPD or the college's Title IX Officer. All other college employees (faculty, staff or administrator) must report sexual assault to the college's Title IX Officer.

If the reporting party does not wish to report the crime, but just wants help, the reporting party may ask for confidential assistance from the WEAVE Confidential Advocate, who will provide them with information and assistance but will not take any official action on behalf of the LRPD or the college.

If you are assaulted and you happen to be violating a college policy or a criminal statute (such as drinking alcohol on campus), ***do not let it stop you from reporting the assault.*** Being assaulted is more serious than administrative and/or criminal infractions. The Los Rios Colleges will not discipline a person who reports sexual assault unless your violation was extreme.

### 4.1 REPORTING TO THE POLICE

Although each college strongly encourages all members of its community to report incidents of sexual assault (which includes sexual violence, relationship violence or stalking) to law enforcement, it is the reporting party's choice whether to make such a report. Reporting parties have the right to decline involvement with the police. The college will assist any reporting party with notifying police if they so desire. The LRPD may also be reached directly by dialing (916) 558-2221.

#### Police Department Response

Upon receiving reports of sexual assault, the LRPD will:

- Assess and provide for the immediate safety needs of the reporting party.
- Discuss confidentiality with the reporting party.
- Depending on the severity of the complaint, and in line with the requests for confidentiality, report the matter to local law enforcement, who may then take over the investigation.
- Depending on when and where reported, provide the reporting party with access to medical care.
- Provide the reporting party with referrals to on- and off-campus mental health providers.
- Provide information for the reporting party to apply for a protective order and work with the appropriate county district attorney's office to obtain a stay away order.
- Notify the college Student Discipline Officer as necessary.

#### Evidentiary Considerations

After an incident of sexual assault, the reporting party should consider seeking medical attention. As time passes, evidence may dissipate or become lost or unavailable, thereby making more difficult an investigation, possible prosecution, disciplinary proceedings or obtaining protection from abuse orders related to the incident. If a person chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with the

LRPD or other law enforcement to preserve evidence in the event that the reporting party changes his or her mind at a later date.

It is important that persons who have been subject to sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 72 hours. This allows evidence to be preserved so that it may aid the investigation, subsequent criminal proceedings or efforts to obtain a protective order. Evidence may be recovered from persons who have been subjected to sexual assault up to seven days after the incident. In circumstances of sexual assault, if the person against whom sexual assault has been committed does not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Persons who have been subject to sexual assault are also encouraged to preserve evidence by saving text messages, instant messages, social networking pages and other communications, and keeping pictures, logs or other copies of documents that would be useful to law enforcement and/or college hearing boards/investigators.

## **Criminal Procedures**

At the conclusion of the LRPD's investigation (and the investigation of any other outside agency), the LRPD or other agency will write a report and submit it to the appropriate county district attorney's office. The district attorney will determine whether to file charges, whether to pursue them and on what grounds it might resolve the criminal action. The district attorney has the right to determine if the case should be dismissed and to negotiate a resolution that may include probation, a fine, or prison or jail time.

The person accused of the crimes is called the defendant and the district attorney will go through the criminal process in an attempt secure a conviction of the defendant. The first step is the filing of the complaint or information.

From there, the defendant has a right to a hearing to determine if there is probable cause that a crime has been committed. Typically, the arresting and investigating officers testify at that hearing based on the police reports and evidence they have gathered. If the court concludes that there is probable cause, then the matter is set for a trial. The defendant may request to be released from jail on bail while the case is pending. A judge will then grant or deny such requests.

The defendant has the right to a trial by jury, but can waive that right and have a judge determine whether he or she is guilty. The defendant has the right to ask to see what evidence the district attorney may present.

At the trial, which is public, the defendant has the right to be present, to call witnesses—including the reporting party—and to cross-examine witnesses, and to present evidence on his or her behalf. At the conclusion of the trial, the fact finder (either the judge or the jury) will determine whether the evidence shows beyond a reasonable doubt that the defendant committed the crimes charged and is guilty. If that is found, the court at a later hearing will then sentence the defendant.

## **Legal Rights of Persons Reporting Sexual Assault/Relationship Violence**

Regardless of whether a reporting party elects to pursue a criminal complaint or whether the offense is alleged to have occurred on- or off-campus, the college will assist persons who report sexual assault and will provide each reporting party with a written explanation of his or her rights and options. A person reporting sexual assault has the right to:

- Be informed of and to be present at court proceedings of the responding party.

- Be heard at sentencing of the responding party in the manner prescribed by law, and at other times as prescribed by law or deemed appropriate by the court.
- Receive restitution.
- Receive information about the crime, how the criminal justice system works, the rights of victims and the availability of services for victims.
- Receive information about the conviction or final judgment.
- Receive notification of escape, release, proposed parole or pardon of the responding party, or notice of a reprieve or reduction of the responding party's sentence.
- Present his or her views and concerns to the governor or agency considering any action that could result in the release of the responding party, prior to such action becoming effective.
- Confer with the prosecution.
- Have an advisor of their choice accompany them to medical, criminal, civil and college proceedings.

## Legal Rights of Persons Accused of Sexual Assault/Relationship Violence

A person accused of sexual assault has rights, including the right to:

- Be informed of the charges and to be present at court proceedings and college proceedings.
- Retain an attorney of their choice to represent them in criminal and civil proceedings.
- Have an attorney paid for in criminal proceedings if they cannot afford one.
- Right to remain silent and not to testify.
- Subpoena witnesses in criminal and civil proceedings.
- Present testimony and cross-examine witnesses against them in criminal and civil proceedings.
- Have a jury trial in criminal and civil proceedings.
- Subpoena documents in criminal and civil proceedings.
- Have an advisor of their choice accompany them to college proceedings.

## Protective Orders

Further, the college complies with California law in recognizing protective orders. Any person who obtains an order of protection from California or any other state should provide a copy to the LRPD and the Title IX Officer. A reporting party may then meet with the LRPD and/or the Title IX Officer to develop a Safety Action Plan, which is a plan for the reporting party to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.

## 4.2 REPORTING TO TITLE IX OFFICER

A person who has been subjected to sexual harassment or sexual assault (which includes sexual violence, relationship violence or stalking) may officially report that to the college's Title IX Officers. Official reports cannot be made to the WEAVE Confidential Advocate. All other Los Rios employees—including administrators, faculty, and staff—that learn of sexual assaults must report incidents of sexual assault to the college's Title IX Officer.

## College Response

Independent of the LRPD obligations to investigate crimes, the college has an obligation to ensure it fairly investigates claims of sexual harassment, sexual assault (including sexual violence), relationship violence (including domestic violence and dating violence), or stalking reported to college's Title IX Officers. The college will:

- Assist the reporting party in contacting the LRPD or local police if the reporting party requests it.
- Discuss the pros and cons of confidentiality with the reporting party.
- Assess the need to implement interim or long-term protective measures, such as changes in class schedule or “No Contact” directive between the parties, if deemed appropriate.
- Provide a “No Trespass” directive to the responding party, if deemed appropriate.
- Provide a copy of the Discrimination and Harassment Complaint Procedures administrative regulation to the reporting party and inform the reporting party regarding time frames for inquiry, investigation and resolution.
- Fairly investigate what happened, halt any sexual harassment or sexual assault confirmed and remedy the effects of that misconduct.

IMPORTANT NOTE: When a reporting party does not consent to the disclosure of his or her name or other identifiable information to the responding party, the college’s ability to respond to the complaint may be limited.

## **Role of the Title IX Officer**

Each college has a Title IX Officer who is responsible for the coordination and administration of the District’s non-discrimination and harassment policies based on sex. In this role, the Title IX Officers are responsible for overseeing the college’s Title IX compliance efforts and its complaint resolution procedures. At some colleges, the Title IX Officer is also the Equity Officer. The Equity Officer’s job is to conduct investigations of all discrimination complaints, including complaints of sexual harassment and sexual assault.

## **Interim Remedial Measures During Investigations**

During the course of any investigation, the college and LRPD may provide interim remedial measures if reasonably available. Interim remedial measures are steps to protect the reporting party while the investigation is ongoing. They may include an order to prevent contact between a reporting party and the responding party (such as academic and work accommodations). The college will attempt to make such accommodations if the reporting party requests them and if they are reasonably available and consistent with the reporting party’s choice to remain anonymous, regardless of whether the reporting party chooses to report the incident to the LRPD or local law enforcement.

Interim remedial measures may include arranging for course schedule changes, issuing no-contact order(s), notifying the reporting party of his or her right to avoid the responding party, assisting in obtaining counseling or law enforcement assistance, or obtaining a restraining order. The Title IX Officer shall provide written information to the reporting party about these options. For employees, interim measures can include a temporary reassignment or placing an employee on administrative leave in compliance with District policy and the relevant collective bargaining agreements.

Additionally, personal identifiable information about the reporting party will be treated as confidential and only shared with persons with a specific need to know who are investigating and/or adjudicating the complaint or delivering resources or support services to the reporting party. Further, the college will maintain as confidential any accommodations or protective measures provided to the reporting party, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

## **College Investigation and Discipline**

If the person alleged to have engaged in sexual harassment or sexual assault is a student or any other college-affiliated individual, the complaint will be adjudicated under the District’s Discrimination and Harassment Complaint

Procedures policy and regulation. If the allegations are found true, the misconduct will be addressed through the college's student or employee discipline policies. Reports of sexual assault made to the LRPD will be referred to the Title IX Officer for investigation, regardless of whether the reporting party chooses to pursue criminal charges, consistent with the reporting party's requests for confidentiality as noted above.

The college investigatory and disciplinary process includes a prompt, fair and impartial investigation and resolution process transparent to the reporting and responding parties. Usually, the resolution of a complaint of sexual misconduct will be completed within 90 days of the report. However, the time frame may be extended for good cause with notice to the reporting and responding parties of the delay and the reason for the delay. Investigators (college Equity Officers) and hearing board members are trained annually on the issues related to sexual assault, and taught how to conduct investigations and hearings that protect the safety of the reporting party and are fair and impartial. District policy provides that:

- The fair and impartial investigation will be conducted by a trained employee of the college who shall consult with the reporting party, the responding party and relevant witnesses, review documents and provide a report of findings as to whether the conduct occurred.
- In any subsequent disciplinary proceedings, both the reporting party and the responding party students have the opportunity to attend a hearing before a properly trained hearing board of faculty and students that protects safety.
- In the disciplinary proceedings, the reporting party and the responding party will have timely notice for meetings at which the reporting party and the responding party, or both, may be present.
- In the disciplinary proceedings, the college will allow the reporting party, the responding party and appropriate officials timely access to any unprivileged information that will be used after the fact-finding investigation but during formal and informal disciplinary meetings and hearings.
- The college disciplinary proceedings will not be conducted by officials who have a conflict of interest or bias for or against the reporting party or responding party.
- The college provides the reporting party and the responding party the same opportunities to have others present during an institutional disciplinary proceeding. Both the reporting party and the responding party students have the opportunity to be advised by a personal advisor of their choice, at their expense, at any stage of the process and to be accompanied by that advisor at any meeting or proceeding. The advisor's role in any meeting or hearing is limited to quietly conferring with the reporting party or responding party through written correspondence or whisper, and the advisor may not address any other participant or the hearing panel.
- In the college's process, the reporting party and responding party will not be permitted to directly question each other and are not required to be present together at any point. Both have the right to identify witnesses and provide other information relevant to the investigation.
- The investigation and disciplinary hearing decision is based on the standard of a preponderance of the evidence. A preponderance of the evidence means the evidence, when weighed with the evidence opposed to it, has the more convincing force and the greater probability of truth.
- The reporting and responding parties will be notified simultaneously in writing of the result of any investigation and disciplinary proceeding, as well as any changes to those results or disciplinary proceedings prior to the time that such results become final.
- Both the reporting and responding parties have the right to appeal the results of the investigation and the disciplinary hearings. The reporting party has the right to appeal the investigatory findings as to whether the investigator determined the conduct occurred, and the responding party has the right to appeal the outcome of the disciplinary hearing.

## **Disclosure of Student Discipline**

The college will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, the college will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

## **Sanctions and Protective Measures**

In all cases, investigations that result in a finding of more likely than not that a violation of policy occurred will lead to the initiation of disciplinary procedures against the responding party. Student sanctions include, but are not limited to, expulsion, suspension, disciplinary probation, recommended counseling and/or other educational sanctions. Employee sanctions include, but are not limited to, termination, suspension, letters of reprimand, written warnings or oral warnings.

## **Civil Proceedings**

Sexual harassment and sexual assault are civil wrongs and the reporting party has the right to bring a civil suit against the responding party who committed those acts against him or her. In a civil action, a reporting party can obtain court orders requiring the responding party to stay away from them and, if successful, they can obtain a judgment that requires the responding party to pay them money.

In a civil action, the reporting party will either have to file and pursue the matter him or herself, or hire and pay an attorney to do so on his or her behalf. The college does not provide attorneys or legal assistance in civil proceedings. The reporting party may file a small claims action that is limited in the amount of damages that can be awarded, but it is a process designed for people to resolve their legal disputes in an economical and speedy manner.

If a regular civil action is commenced, it starts with the filing of a complaint against the responding party. In a civil action, the person filing the complaint is the plaintiff and the person against whom the complaint is filed is the defendant. After the complaint is filed, the plaintiff must provide the complaint to the defendant. The defendant may retain counsel for their defense in the civil action at their own expense. The defendant can challenge the complaint by filing a motion. If the case is not dismissed, it proceeds to the discovery phase.

In the discovery phase, both parties in the case have the right to ask the other person written questions under oath (called interrogatories), to answer oral questions under oath (called depositions), to admit or deny facts under oath (called requests for admissions) and to obtain documents. If a person does not answer the questions fully and fairly, the other party may ask the court to compel the answers.

Like criminal trials, both parties have the right to a public trial and to a jury to decide their case. At the trial, both parties have the right to call witnesses and cross-examine the other party's witnesses, to present evidence and to compel others to present evidence. At the conclusion of the case, the judge or the jury will determine whether it is more likely than not that the defendant committed the civil wrong and the amount of damages that may be awarded. A judgment may be entered on that determination and the plaintiff can use the courts to attempt to force the defendant to pay any moneys owed. It can take several years to resolve a civil action.

## **Referral to Support Services/Resources**

The college will provide information about resources available on-campus, off-campus, or both, to include medical and mental health support, to persons who have been subject to sexual assault and will apply appropriate

disciplinary procedures to those found to have committed these offenses. The college will provide information about resources available on-campus, off-campus, or both to persons who have been accused of sexual assault.

## 4.3 WEAVE CONFIDENTIAL ADVOCATE

The Los Rios Community College District has contracted with WEAVE to provide confidential advocacy services to reporting parties. WEAVE is the primary provider of crisis intervention services for survivors of sexual assault and relationship violence in Sacramento County. WEAVE provides 24/7 response and assistance to survivors. The WEAVE Confidential Advocate is not an employee of Los Rios.

### WEAVE Confidential Advocate Response

Reporting parties and third parties may make confidential reports to the WEAVE Confidential Advocate. The WEAVE Confidential Advocate will:

- Confidentially assist the reporting party or third party with information and referrals to medical and counseling resources.
- Help the reporting party report the matter to the police or the college's Title IX Officer if requested to do so by the reporting party.
- Accompany those persons to any medical visits, as requested.
- Provide the reporting party with support and resources and, upon request, will accompany persons to all phases of the college investigation and discipline processes, including meetings with investigators and hearings.
- Accompany reporting parties who request the assistance to all phases of the criminal investigation and criminal proceedings, including investigation meetings and court hearings.
- Keep the report confidential unless they are required to disclose it by law. This can happen in two instances. If the reporting party is a minor or the conduct occurred while he or she was a minor, the WEAVE Confidential Advocate will be mandated to report the conduct to Child Protective Services. Further, a court has the power to compel the WEAVE Confidential Advocate to testify about the communication in specific instances.

The WEAVE Confidential Advocate is not an employee of Los Rios. Reports to the WEAVE Confidential Advocate are not official reports to the college. No further college or police action will occur unless the reporting party files a formal complaint with the LRPD or college's Title IX Officer. If asked to do so by the reporting party, the WEAVE Confidential Advocate will report the matter to the LRPD or the Title IX Officer.

The WEAVE Confidential Advocate will report anonymous data about the report to the college that keeps names and other personal information of the reporting party confidential. However, the college will be unable to assist a reporting party that insists on confidentiality, because the college will have no knowledge of what occurred, who committed the offense or against whom it was committed.

## 4.4 CONFIDENTIALITY

Reporting parties and third parties may make confidential reports to the WEAVE Confidential Advocate. The WEAVE Confidential Advocate will keep the report confidential unless they are required to disclose it by law. Disclosure can happen in two instances. If the reporting party is a minor or the conduct occurred while he or she was a minor, the WEAVE Confidential Advocate will be required to report the conduct to the child protective



services and/or the police. Further, a court has the power to compel the WEAVE Confidential Advocate to testify in specific instances.

The WEAVE Confidential Advocate is not an employee of Los Rios. Reports to the WEAVE Confidential Advocate are not official reports to the college. No further college or police action will occur unless the reporting party files a formal complaint. If asked to do so by the reporting party, the WEAVE Confidential Advocate will report the matter to the LRPD or the Title IX Officer.

The college will protect the identity of persons who make official reports to the LRPD or the Title IX Officer of having been subject to sexual assault (which includes sexual violence, relationship violence or stalking) to the fullest extent of the law, consistent with District policy. Where the official report of sexual assault implicates the college's obligations to provide a safe and sexual harassment-free environment for its students, faculty, staff and administration, the college may not be able to honor a request for confidentiality.

A confidentiality request in an official report of sexual assault will be weighed against the following factors: the seriousness of the alleged misconduct; whether the reporting party is younger than 18; whether there have been other complaints about the same responding party; and the responding party's rights to receive information about the allegations that is maintained by the college. The college shall conduct an investigation, even if there is a request to not do so, if: (1) the person alleged to have committed the crime is alleged to have committed one or more prior acts of sexual assault, or used a weapon in those act(s); or (2) other acts of sexual assault have occurred repeatedly in a particular location or against a particular group.

The college does not publish the names of crime victims nor house identifiable information regarding victims in the LRPD's Daily Crime Log or online. Victims may also request the removal of directory information on file from public sources, and may also request a block through their college's Admissions and Records Office under the federal Family Educational Rights and Privacy Act (FERPA).

## 4.5 WHAT TO DO IF YOU ARE ACCUSED OF SEXUAL ASSAULT OR SEXUAL VIOLENCE

If you are accused of sexual assault or sexual violence, you should know the college takes these matters very seriously and will act to be fair to both the person who reports the sexual assault against them (the reporting party) and the person who is claimed to have committed the sexual assault (the responding party). If the allegations are found true, the conduct can result in serious sanctions from the college (up to and including expulsion), serious sanctions from the criminal court (jails, fines, restitution), and serious sanctions from the civil courts (monetary damage awards against the responding party).

You have the right to a fair investigation into the matter pursuant to the District's policies and regulations. You have the right to receive notice and a hearing about the charges in the college investigation and disciplinary processes pursuant to the District's policies and regulations.

You may wish to contact an attorney or Legal Services of Northern California. You may wish to ask a friend, relative or fellow student to act as your advisor. You may wish to seek support through off-campus services in the community.

The reporting party may also report directly to law enforcement and may pursue both the campus process through the college's Title IX Officer and the criminal process simultaneously. In addition, students may file a Title IX complaint with the Office for Civil Rights of the U.S. Department of Education. The Title IX Officer has authority to

address complaints of sexual harassment and sexual violence in a non-criminal context. This college process is completely separate from the police and courts. At some colleges, the Title IX Officer is also the Equity Officer. In that instance, the Title IX/Equity Officer will investigate the matter. Where there is a separate Equity Officer, the Equity Officer will usually conduct investigations of discrimination complaints, including complaints of sexual harassment and sexual assault.

In most cases, the college will not wait until a criminal case is resolved before proceeding with the college process. In addition, if a college official has a reasonable belief that a crime has been committed, she or he may be obligated to report that to law enforcement if police have not already been notified. In cases where a police investigation has been conducted or is being conducted, law enforcement may be able to provide some information to the Title IX Officer with the reporting party's consent. The college's fact-finding investigation may be delayed for a short period of time upon a request from law enforcement, but will be resumed as soon as possible.

Most sexual violence or sexual harassment investigations conducted through the Title IX Officer take up to 90 days to be resolved, depending on the complexity of the case and the number of parties involved. The college will keep a reporting party advised as to the status of the case and will inform both parties of the outcome of the case in writing.

If you are accused, you should not contact the reporting party to discuss the matter. The college's Title IX Officer, Equity Officer or the college Discipline Officer can explain the process used for addressing complaints of sexual assault. They can provide you with copies of the relevant policies and regulations noted below.

The college prohibits retaliation in any way against an individual or group because the individual or group has reported an allegation of sexual assault or has participated in a grievance proceeding in response to such an allegation. The college recognizes retaliation can take many forms, may be committed by an individual or group against an individual or group, and that a responding party can also be the subject of retaliation. The college will take prompt and responsive action to any report of retaliation and may pursue disciplinary or other action as appropriate. Be mindful of your actions and behavior and avoid all direct and indirect contact with the reporting party until the matter is resolved.

You should review the District policies and regulations on: Sexual Assault, Domestic Violence, Dating Violence and Stalking; Discrimination and Harassment Complaint Procedures; Standards of Conduct; and Due Process.

- <http://www.losrios.edu/legal/Policies/P-2000/P-2541.pdf>
- <http://www.losrios.edu/legal/Policies/P-2000/P-2423.pdf>
- <http://www.losrios.edu/legal/Regulations/R-2000/R-2423.pdf>
- <http://www.losrios.edu/legal/Policies/P-2000/P-2441.pdf>
- <http://www.losrios.edu/legal/Regulations/R-2000/R-2441.pdf>
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- <http://www.losrios.edu/legal/Regulations/R-2000/R-2442.pdf>

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## 5. SUPPLEMENTAL RESOURCES

### What to Do: Sexual Assault or Sexual Violence

#### WHAT TO DO IF YOU ARE A SURVIVOR OF SEXUAL ASSAULT OR SEXUAL VIOLENCE:

- Get to a safe place.
- Call a friend or family member to be with you.
- Breathe deeply and remind yourself that you are of value, and that what has happened is wrong and in no way your fault.
- Get help:
  - If you want to report the crime to the Police, call the LRPD at (916) 558-2221, 911 or your local police department.
  - If you want to report the crime to the college, contact your college's Title IX Officer. Contacts: <http://tinyurl.com/grijzh>.
  - If you want confidential help and do not want to report the crime, contact the WEAVE Confidential Advocate at [WEAVEConfidentialAdvocate@losrios.edu](mailto:WEAVEConfidentialAdvocate@losrios.edu) or (916) 568-3011.
- You can also contact WEAVE's 24/7 Support and Information Line at (916) 920-2952 to talk through your options and obtain support, accompaniment and resources.
- Write down as much as you can remember about the assault and your assailant.
- Receive medical attention or an evidentiary exam within seven days.

#### YOUR PERSONAL RIGHTS:

- You have the right to be believed.
- You have the right to decide if you want a medical evidentiary exam.
- You have the right to determine whether to report the assault to law enforcement and to the college.
- You have the right to request that any inaccuracies in the crime report be corrected.
- You have the right to request that your name not be made a matter of public record on the crime report.
- You have the right to request that a friend or family member and/or a rape crisis counselor be present during the medical evidentiary exam.
- You have the right to have a friend or family member as well as a rape crisis counselor present during all law enforcement interviews, college proceedings and court proceedings.
- You have the right to sue the assailant in civil court.
- If the assailant is held to answer in court, you have the right in certain cases to have the assailant tested for the AIDS/HIV virus.

#### WHAT TO DO IF YOU ARE ACCUSED OF SEXUAL ASSAULT OR SEXUAL VIOLENCE:

- You have the right to a fair investigation into the matter pursuant to the District's policies and administrative regulations.
- You have the right to receive notice and a hearing about the charges in the college investigation and disciplinary processes pursuant to the District's policies and administrative regulations.
- You may wish to contact an attorney or Legal Services of Northern California.
- You may wish to ask a friend, relative or fellow student to act as your advisor.
- You may wish to seek support through off-campus services in the community.

- You should **not** contact the reporting party. The college's Title IX Officer, Equity Officer or Discipline Officer can explain the process used for addressing complaints of sexual assault. They can provide you with copies of the relevant policies and regulations noted below.
- You should review the District policy on Sexual Violence, Relationship Violence, Domestic Violence, Dating Violence, Sexual Assault and Stalking.
  - <http://www.losrios.edu/legal/Policies/P-2000/P-2541.pdf>
- You should review the District policy and regulation on Discrimination and Harassment Complaint Procedures.
  - <http://www.losrios.edu/legal/Policies/P-2000/P-2423.pdf>
  - <http://www.losrios.edu/legal/Regulations/R-2000/R-2423.pdf>
- You should review the District policies and regulations on Standards of Conduct and Due Process.
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  - <http://losrios.edu/legal/Regulations/R-2000/R-2441.pdf>
  - <http://www.losrios.edu/legal/Policies/P-2000/P-2442.pdf>
  - <http://losrios.edu/legal/Regulations/R-2000/R-2442.pdf>

## Myths and Facts About Rape and Sexual Assault

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### MYTH #1: RAPE IS A “WOMAN’S ISSUE.”

**Fact:** Rape and sexual assault are systemic societal problems that affect both men and women. Saying that rape and sexual assault are “women’s issues” wrongfully places the responsibility of the perpetrator’s actions and the criminal acts with the victim. In addition, women can be perpetrators and men can be victims. Studies show that 1 in 3 women and 1 in 5 men will be subjected to domestic and sexual assault in their lifetime. (NIPSVS, 2012) All victims—men and women alike—should be encouraged to disclose assaults and reach out for help and resources.

### MYTH #2: MEN CANNOT BE SEXUALLY ASSAULTED BY WOMEN.

**Fact:** Although the majority of sexual assaults of men are committed by men, women do sexually assault men. Sexual assault is not always enacted through overwhelming physical force: it can involve emotional manipulation whereby a man can be coerced into a sexual act out of fear of potential repercussions for his relationships, work, etc. The number of men identifying sexual abuse by a woman as a boy or young man has increased over the past few years. Ideas that men should always want sex with women and that as a young man you should feel lucky if you have sex with an older woman also make it difficult for a man to publicly name sexual assault by a woman.

### MYTH #3: IF YOU AVOID STRANGERS, YOU CAN LIMIT YOUR CHANCE OF BEING SEXUALLY ASSAULTED.

**Fact:** Recent studies show that 75-90 percent of sexual assault victims know their assailant. More often than not, they are partners or ex-partners, friends, family members or acquaintances.

### MYTH #4: RAPE IS ABOUT SEX AND LUST.

**Fact:** Rape and sexual assault are crimes of violence, involving the exercise of power and control over another person. Rape is not about lust or passion. It is about harming another person and using violence to maintain this power and control. No matter what a person is wearing or doing at the time of an attack, there is never an excuse for one person to assault another.

### MYTH #5: ALL SEXUAL ASSAULT VICTIMS WILL REPORT THE CRIME IMMEDIATELY TO THE POLICE. IF THEY DO NOT REPORT IT OR DELAY IN REPORTING IT, THEN THEY MUST HAVE CHANGED THEIR MINDS AFTER IT HAPPENED, WANTED REVENGE OR DIDN’T WANT TO LOOK LIKE THEY WERE SEXUALLY ACTIVE.

**Fact:** Because a person does not immediately report an assault or chooses not to report it at all does not mean that the assault did not happen. There are many reasons why a sexual assault victim may not report the assault to the police. It is not easy to talk about being sexually assaulted. The experience of re-telling what happened may cause the person to relive the trauma. Other reasons for not immediately reporting the assault or not reporting it at all include fear of retaliation by the assailant, fear of not being believed, fear of being blamed for the assault, fear of being “re-victimized” if the case goes through the criminal justice system, belief that the assailant will not be held accountable, wanting to forget the assault ever happened, not recognizing that what happened was sexual assault or feeling shame and/or shock. In fact, reporting a sexual assault incident to the police is the exception and not the norm. From 1993 to 1999, studies estimate that about 70 percent of rape and sexual assault crimes were not reported to the police. If a victim chooses to have an evidentiary exam, best medical and evidentiary practice states it should be performed no more than seven days after the assault.

## MYTH #6: ONLY GAY MEN ARE SEXUALLY ASSAULTED. AND IT IS GAY MEN WHO SEXUALLY ASSAULT OTHER MEN.

*Fact:* Any man can be raped, whether he identifies as straight, gay, bi, transgender or fluid sexuality. Rape is an act of force or coercion where someone's personal choice is ignored. Just as being robbed does not tell you anything about someone's sexuality, neither does rape. However, research does suggest that gay-identifying men are more likely to be the subject of sexual violence. Most men who sexually assault other men identify themselves as straight.

## MYTH #7: "SHE WAS DRUNK BUT SHE WAS INTO IT."

*Fact:* If someone is intoxicated, they legally cannot consent to sex. Half of sexual assaults involve alcohol consumption by the victim, assailant or both. Consensual sex is something we do WITH each other, not TO each other.

## What To Do: Relationship Violence

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Nearly one third of American women report being physically, psychologically or sexually abused by a boyfriend, husband or partner at some point in their lives. Relationship violence (also known as intimate partner violence) includes both domestic violence and dating violence. Domestic violence and dating violence cut across lines of race, nationality, language, culture, economics, sexual orientation and religion. This form of violence affects people from all walks of life.

Remember that domestic violence is a crime. Seek help from local domestic violence programs for support, options, safe housing and other resources. If you believe you are a victim of domestic violence, contact the police and/or your local domestic violence program.

### WARNING SIGNS

The following are warning signs or “red flags” for a potentially abusive partner:

- Jealousy of a partner’s time with co-workers, friends and family.
- Controlling behavior (closely monitors a person’s comings and goings and/or money, and insists on “helping” a person *make personal decisions*).
- Isolation (cuts a person off from all supportive resources such as friends, co-workers and close family members).
- Blames others for his or her problems (unemployment, quarrels—everything is “your fault”).
- “Playful” uses of force in sex (may throw a person down and hold him or her during sex, may start having sex with a person when he or she is sleeping, or demand sex when a person is ill or tired).
- Verbal abuse (says cruel and hurtful things and degrades or humiliates a person).
- Dr. Jekyll/Mr. Hyde personality: Charming in public but abusive when alone.
- Past history of battering (has abused others but has a list of excuses for his or her behavior).
- Being afraid of your partner.
- Constantly watching what you say to avoid a “blow up.”
- Feelings of low self-worth and helplessness about your relationship.
- Hiding bruises or other injuries from family or friends.
- Being prevented from working, studying, going home, and/or using technology (including your mobile phone).
- Being forced or pressured to do anything you don’t want to do.

Most people who think about domestic violence think about women who are battered by men, because that is the norm. However, it is not unheard of for women to abuse men or for one partner in a same-sex relationship to physically abuse the other. The information in this section is relevant to any case of domestic violence, including same-sex abuse.

### WHAT TO DO IF YOUR SPOUSE, DATE OR INTIMATE PARTNER ABUSES YOU (OR YOUR CHILDREN)

- Call the police immediately. The police are obligated to protect you and arrest your attacker. If a police officer does not arrive within a few minutes, call again.
- When the police arrive, cooperate with filing a police report.
- Write down the police officer’s name and badge number.
- If the police arrest the batterer, he or she may be released in a short period of time. Take immediate steps to protect yourself and your children from further abuse, such as obtaining a protective restraining order from the court. Seek safe housing from a local domestic violence program.



- Save all the evidence of what happened to you. Save the clothing you were wearing when you were attacked. Take color pictures of your injuries. If you required medical attention, get a copy of the medical record. Ask for a copy of the police report.
- Be safe. Call friends, relatives, neighbors or a domestic violence program to help you. Tell the advocate what has happened to you. Emergency shelters keep the shelter address confidential so that you are safe. A person from the shelter may be able to arrange to meet you and your children at a neutral place to take you to the shelter. You will be asked to keep the address of the shelter confidential. The shelter may be able to assist you with finding a temporary shelter for any pets you may have. If the shelter is full, however, you will need to consider other resources, such as friends or family.

## CRIMINAL PENALTIES FOR DOMESTIC VIOLENCE AND SEXUAL BATTERY

While the penalties will vary depending on the case, they can often include:

- Three years of probation
- 52 weeks of domestic violence counseling
- A fine determined by the court
- Restitution to the victim in some cases
- Public work service
- Jail time in felony cases or cases involving severe injuries
- Criminal penalties for sexual battery, for example, include:
  - Six months in jail for a misdemeanor
  - Up to four years in prison for felony offenses
  - Thousands of dollars in court fines
  - Registration as a sex offender
  - Restitution to the victim in some cases

## What To Do: Stalking

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Stalking is a series of acts by one person that harasses another person (i.e., the person may keep calling, following or leaving unwanted notes or gifts on a car) and makes that person fear for his or her safety. Stalking can also be done online with offensive or threatening emails.

### FACTS:

- A stalker often tries to control a person by keeping him or her in a state of constant fear. Most victims are women; however, men and children can also be victims of stalking.
- The stalker may be someone with whom the victim has had a relationship. This may be a former boyfriend, girlfriend or spouse. The stalker may start stalking to keep the victim in a relationship that the victim has ended or is trying to end, or to “get even” with the victim for rejecting him or her.
- The stalker may also be someone that is a casual acquaintance or a complete stranger who becomes obsessed and wants to be in a relationship with the victim. The attention may be flattering at first, until the stalker won't take no for an answer.

### IF YOU THINK YOU ARE BEING STALKED, REMEMBER:

- Do not confront the stalker. You do not know how dangerous this person may be. It is safer to report it to the police and let them handle it.
- Report it to the police immediately. The officer working on your case can advise you about gathering evidence of the stalking.
- Keep documentation of stalking incidents.

### CRIMINAL PENALTIES FOR STALKING:

The legal implications for stalking charges can be severe. Penalties will depend on whether you have a prior criminal record and the severity of the offense.

A charge can carry the following repercussions and consequences:

- Fine of up to \$1000.
- County jail sentence of up to 1 year.
- In cases where the stalking is in violation of a restraining order, it is considered a felony offense with a state prison sentence of 2, 3 or 4 years. For aggravated stalking (when violence is involved), it is a felony offense with a prison sentence of at least 1 year.

## 10 Ways to Increase Your SAFETY

Whether you are on- or off-campus, there are smart things you can do to keep yourself safe.

- **1 TRUST YOUR INSTINCTS**

If you feel something isn't right, or don't feel safe, do something about it. Get out of the area or situation, ask someone to be with you.
- **2 KNOW YOUR RESOURCES**

Who should you contact if you or your friend needs help?  
Where should you go?
- **3 STAY ALERT**

When you're moving around on campus or in the surrounding neighborhood, be aware
- **4 BE SOCIAL MEDIA SAAVY**

Be careful about posting your location using geotagging. Check your social media settings.
- **5 BE SECURE**

Lock your door and windows at home and in your car.
- 6 SAFETY PLANS**

Spend some time thinking about back-up plans for potentially sticky situations. Emergency phone number? Emergency cash? Spare car key?
- **7 PROTECT YOUR DRINK**

Don't leave your drink unattended.
- **8 MAKE A PLAN**

If you go to a party, go with people you trust. Watch out for each other and plan to leave together.
- 9 ACT FAST**
- 10 CALL 911**

[www.lasrivas.edu](http://www.lasrivas.edu)

## College Education and Prevention Programs

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The four colleges of the Los Rios Community College District use the “Not Anymore” program, which is a comprehensive, intentional and integrated online program with strategies intended to end sexual assault (which includes sexual violence, relationship violence or stalking) that is culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs and informed by research, or assessed for value, effectiveness or outcome. Review of this program is mandatory for all new employees and for all students.

College educational campaigns consist of primary prevention and awareness programs for all incoming students and staff and ongoing awareness and prevention that:

- Identify sexual assault as prohibited conduct;
- Define, using definitions provided both by the Department of Education as well as state law, what behavior constitutes sexual assault;
- Define what behavior and actions constitute consent to sexual activity;
- Provide a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options for an individual or individuals to prevent harm or intervene when there is a risk of sexual assault. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options and taking action to intervene. Examples of active bystander intervention include: not leaving an overly intoxicated person in a bar/party alone, walking a classmate to his or her car after class, calling police when a potentially violent situation is unfolding, not leaving an unconscious person alone (alerting EMS, campus police, etc.) or intervening when someone is being belittled, degraded or emotionally abused (helping move a person away from an abuser, contacting others for help);
- Provide information on risk reduction. Risk reduction means options designed to decrease criminal conduct and bystander inaction and to increase empowerment for people in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- Provide annual training to investigators and hearing officers.

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# APPENDIX A: DEFINITIONS

## AFFIRMATIVE CONSENT

It is the responsibility of each person involved in sexual activity to ensure that he or she has the affirmative consent of the other or others to engage in the sexual activity throughout the duration of that activity. Affirmative consent means affirmative, conscious and voluntary agreement to engage in sexual activity. Without affirmative consent, sexual activity is unlawful and violates District policy.

Consent must be informed. Consent is an affirmative, unambiguous and conscious decision by each participant to engage in mutually agreed-upon sexual activity.

Consent must be voluntary. It must be given without coercion, force, threats or intimidation. Consent means positive cooperation in the act or expression of intent to engage in the act pursuant to an exercise of free will.

Consent is revocable. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutual consent to engage in sexual activity. Don't assume that previous permission for sexual contact applies to the current situation.

Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately. Accept the other person's decision. "No" means "no." Don't read other meanings into the answer. Don't continue after "no"— regardless of how compliant the person seems. Don't assume anything. Ask! Communicate!

Consent cannot be given when a person is incapacitated or otherwise unable or incapable of providing consent. A person cannot consent if he or she is unconscious or coming in and out of consciousness. A person cannot consent if he or she is under the threat of violence, bodily injury or other forms of coercion. A person cannot consent if his or her understanding of the act is affected by a physical or mental impairment. Avoid excessive use of alcohol and drugs. Both interfere with clear thinking and effective communication.

For purposes of District policy, the age of consent is 18 years of age. (California Penal Code Section 261.5.)

## DATING VIOLENCE

Dating violence is a form of relationship violence. It means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the person against whom the violence is perpetrated; and where the existence of such a relationship shall be determined based on a consideration of the following factors: (a) the length of the relationship; (b) the type of relationship; and (c) the frequency of interaction between the persons involved in the relationship. This is also considered sexual harassment.

## DOMESTIC VIOLENCE

Domestic violence is a form of relationship violence. It means abuse committed against an adult or a minor who is a spouse, former spouse, cohabitant, former cohabitant or person with whom the person who commits the act has had a child or is having or has had a dating or engagement relationship. "Cohabitant" means two unrelated adult persons living together for a substantial period of time, resulting in some permanency of relationship. This is also considered sexual harassment.

Factors that may determine whether persons are cohabiting include, but are not limited to: (1) sexual relations between the parties while sharing the same living quarters; (2) sharing of income or expenses; (3) joint use or ownership of property; (4) whether the parties hold themselves out as husband and wife; (5) the continuity of the relationship; and (6) the length of the relationship. (Pen. Code, § 13700, sub. (b).)

## EVIDENTIARY EXAM

The primary focus of a sexual assault evidentiary exam is to assess a person's immediate health care needs, as well as to collect and preserve evidence. The exam does two things: provides sensitive and thorough medical care and collects evidence that may be helpful to the prosecution of your case.

## HARASSMENT

Harassment is defined as unwelcome conduct of a sexual nature that is so severe and/or pervasive, objectively offensive, and that so substantially impairs a person's access to the college's benefits, programs or activities that the person is effectively denied equal access to the college's resources and opportunities.

## INCAPACITATION

Incapacitation is defined as the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to, unconsciousness, sleep and blackouts. Where alcohol or drugs are involved, incapacitation is defined with respect to how the alcohol or other drugs consumed affect a person's decision-making capacity, awareness of consequences and ability to make fully informed judgments. Being intoxicated by drugs or alcohol does not diminish one's responsibility to obtain consent. The factors to be considered when determining whether consent was given include whether the person accused (responding party) knew, or whether a reasonable person should have known, that the reporting party was incapacitated.

## LRPD

The LRPD is the Los Rios Police Department.

## RELATIONSHIP VIOLENCE

Relationship violence is a term that includes dating and domestic violence. Relationship violence is physical violence related to a current or former romantic or intimate relationship, regardless of the length of the relationship or gender/gender identity of the individuals in the relationship. Relationship violence includes conduct that would cause a reasonable person to be fearful for his or her safety. This is also considered sexual harassment.

## REPORTING PARTY

A reporting party is a person who alleges they have been sexual assaulted or the victim of sexual violence, relationship violence including domestic violence and dating violence, or stalking.

## RESPONDING PARTY

A responding party is the person alleged to have committed sexual assault including sexual violence, relationship violence including domestic violence and dating violence, or stalking.

## SEXUAL ASSAULT

Sexual assault is broader than sexual violence and includes, but is not limited to, rape, forced sodomy, forced oral copulation, rape by a foreign object, sexual battery, domestic violence, dating violence, stalking or threat of sexual assault. This is also considered sexual harassment.

## SEXUAL HARASSMENT

Sexual harassment means unwelcome sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature, made by someone from or in the work or educational setting, under any of the following conditions: (1) submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, academic status, or progress; (2) submission to, or rejection of, the conduct by the individual is used as the basis of employment or an academic decision affecting the individual; (3) the conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile or offensive work or educational environment; or (4) submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs or activities available at or through the District or its colleges. Sexual harassment includes sexual assault including sexual violence, relationship violence including domestic violence and dating violence, or stalking.

Sexual harassment may include incidents between any members of the college community, including faculty and other academic appointees, staff, student employees, students, coaches, interns and non-student or non-employee participants in college programs (e.g., vendors, contractors, visitors, etc.). Sexual harassment may occur in hierarchical relationships, between peers or between individuals of the same sex or opposite sex. To determine whether the reported conduct constitutes sexual harassment, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred.

## SEXUAL VIOLENCE

Sexual violence is defined as physical sexual acts perpetrated against a person against a person's will or where a person is incapable of giving consent due to his or her use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability. Sexual violence includes, but is not limited to, rape, sexual assault, sexual battery and sexual coercion. This is also considered sexual harassment.

## STALKING

Stalking means willfully, maliciously and repeatedly following or willfully and maliciously harassing another person and making a credible threat with the intent to place a person in reasonable fear for his or her safety, or the safety of his or her immediate family. This is also considered sexual harassment.

## TITLE IX OFFICER

Each college has a Title IX Officer who is responsible for the coordination and administration of the District's non-discrimination and harassment policies based on sex. In this role, the Title IX Officers are responsible for overseeing the college's Title IX compliance efforts and its complaint resolution procedures. Some colleges also have an Equity Officer, and some have one person who serves in both roles. Where there are separate Title IX Officers and Equity Officers, the Equity Officer conducts the actual investigation into all forms of unlawful discrimination, including sexual harassment and sexual assault.



## WEAVE

WEAVE is the primary provider of crisis intervention services for survivors of sexual assault and relationship violence in Sacramento County. The WEAVE representative can help you talk through your options and provide support, accompaniment and resources.

## WEAVE CONFIDENTIAL ADVOCATE

The WEAVE Confidential Advocate is a person who will confidentially assist the reporting party or third party with information and referrals to medical and counseling resources. The WEAVE Confidential Advocate will help the reporting party report the matter to the police or the college Title IX Officer if requested to do so by the reporting party. The WEAVE Confidential Advocate will accompany the reporting party to any medical visits, court proceedings or college proceedings, as requested. The WEAVE Confidential Advocate will keep the report confidential unless they are required to disclose it by law. The WEAVE confidential Advocate will be required to disclose the report if the reporting party is a minor or the conduct occurred while he or she was a minor or if a court compels the WEAVE Confidential Advocate to testify. The WEAVE Confidential Advocate is not an employee of Los Rios. Reports to the WEAVE Confidential Advocate are not official reports to the college. No further college or police action will occur unless the reporting party files a formal complaint.

# APPENDIX B: WEAVE CONFIDENTIAL ADVOCATE FORM



## WEAVE CONFIDENTIAL ADVOCATE FORM

This form is to be filled out by WEAVE Confidential Advocates for the Los Rios Community College District. The information collected on this report will only be used by the District to gather accurate anonymous statistical data.

This confidential report may be made by the Reporting Party or a Third Party. The Reporting Party is the person who alleges they were sexually assaulted. A Third Party is someone who is reporting about or on behalf of the Reporting Party. The Responding Party is the person alleged to have committed the sexual assault.

Reporting Parties have the right to report incidents to the police and to the college administration. **This report is not an official report to the police or the college administration.** No information should be included on this form that might identify the Reporting Party without her/his consent. When officially reported, all efforts will be made to maintain a Reporting Party's anonymity if she/he so desires.

Once the WEAVE Confidential Advocate completes this form, he/she should send it (within 24 hours) via email with CONFIDENTIAL in the subject line to the appropriate District/college Title IX/Equity Officer.

<b>REPORTING PARTY'S INFORMATION</b>		Report made by: <input type="checkbox"/> Reporting Party <input type="checkbox"/> Third Party	Today's date:
Age:	Relationship to LRCCD: <input type="checkbox"/> Student <input type="checkbox"/> Employee <input type="checkbox"/> Unaffiliated <input type="checkbox"/> Unknown		
Reporting Party identified their gender as:			
At this time does the Reporting Party want any of following actions taken? <input type="checkbox"/> Report to Police <input type="checkbox"/> Report to College <input type="checkbox"/> Refer to WEAVE <input type="checkbox"/> Other: _____			

<b>RESPONDING PARTY'S INFORMATION</b>
Reporting Party identified Responding Party's gender as:

<b>DETAILS</b>	
Date of incident:	Time of incident:
Specific location of reported activity: <i>(Note the exact place this happened. For example, room #, building name, name of field, location if off-campus, etc.)</i>	
What happened?	

<b>ADDITIONAL INFORMATION</b>
Do you believe the reported conduct was motivated by any of the following factors?
<input type="checkbox"/> Race <input type="checkbox"/> National origin <input type="checkbox"/> Gender identity <input type="checkbox"/> Religion <input type="checkbox"/> Gender <input type="checkbox"/> Sexual orientation
<input type="checkbox"/> Ethnicity <input type="checkbox"/> Physical or developmental disability

<b>REPORT DETAILS</b>	
Location where the report was made:	
<input type="checkbox"/> American River College <input type="checkbox"/> Cosumnes River College <input type="checkbox"/> Folsom Lake College <input type="checkbox"/> Sacramento City College	
<input type="checkbox"/> Natomas Center <input type="checkbox"/> Elk Grove Center <input type="checkbox"/> El Dorado Center <input type="checkbox"/> West Sacramento Center	
<input type="checkbox"/> Sacramento Regional Public Safety Center <input type="checkbox"/> Rancho Cordova Center <input type="checkbox"/> Davis Center	
WEAVE Confidential Advocate:	WEAVE Confidential Advocate phone number:

THIS FORM IS NOT AN OFFICIAL REPORT TO THE COLLEGE AND NOT INTENDED TO BE USED FOR INVESTIGATIVE PURPOSES

Confidential Advocate Form | July 2016