

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD MEETING AGENDA

Wednesday, August 12, 2020

5:30 pm

Zoom Meeting Access (Open to the Public):

Webinar Link: <https://cccconfer.zoom.us/j/91513113440>

iPhone one-tap: +16699006833,,91513113440#

Telephone Dial: (669) 900-6833

Webinar ID: 915 1311 3440

Notice: This meeting will be held in accordance with Executive Order N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020, the Ralph M. Brown Act, and the Federal American With Disabilities Act.

In an effort to control the spread of COVID-19, this meeting will not be physically open to the public. All members of the public may participate in the meeting via Zoom Webinar. Upon entry into the meeting; all computers and telephones except for the Board of Trustees, the Chancellor, and the Board Clerk shall be muted.

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. Speakers are limited to three minutes. If you wish to speak to a particular item on the current board agenda, your comments will be taken up at the time the Board takes up that item.

Members of the public have three options to offer public comment:

- 1) Email your full name and the matter you wish to speak about to board@losrios.edu by 3:00pm on the day of the meeting, and you will be called on by the Board President during this portion of the meeting.*
- 2) Use the Q&A function in Zoom to submit your full name and the matter you wish to speak about to the Clerk of the Board. You will be called on by the Board President during this portion of the meeting.*
- 3) If participating by phone, you may "raise your hand" by dialing *9 during the public comments portion of the meeting. When you raise your hand, you will be recognized by the President of the Board and asked to provide your full name and the matter you wish to speak about.*

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: June 10, July 8 and July 14 (page 3)	Brian King
B. Resolution No. 2020-10: Authorizing Execution of a Contract from the Department of Education (Child Care and Development Services)(page 16)	Mario Rodriguez
C. Los Rios Colleges Foundation – Quarterly Investment Report (page 18)	Mario Rodriguez
D. Acceptance of Gifts: Colleges and Foundation (page 21)	Mario Rodriguez
E. District Bank Accounts (page 23)	Mario Rodriguez
F. Ratify: Grants and Contracts Awarded (page 33)	Brian King
G. Ratify: Bid Transactions (page 35)	Mario Rodriguez
H. Ratify: Affiliation and Other Agreements (page 36)	Mario Rodriguez
I. Purchase Orders, Warrants, Checks and Electronic Transfers (page 38)	Mario Rodriguez
J. Classification of Contract Employees 2020-21 (page 40)	Jamey Nye
K. Human Resources Transactions (page 45)	Jamey Nye

4. ACTION

A. Pay Rate Schedules: Final 2019-20 (page 85)	Mario Rodriguez
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B. Pay Rate Schedules: Interim 2020-21 (page 117)	Mario Rodriguez
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5. BOARD MEMBER REPORTS

6 FUTURE AGENDA ITEMS

- 7. REPORTS and COMMENTS**
- Student Association
 - Classified Senate
 - Academic Senate
 - Other Recognized Constituencies
 - Chancellor’s Report

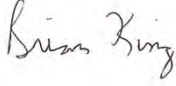
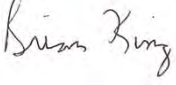
8. ADJOURNMENT

LOS RIOS BOARD OF TRUSTEES			
Dustin Johnson President ▪ Area 1	Deborah Ortiz Vice President ▪ Area 6	Robert Jones ▪ Area 2 John Knight ▪ Area 3 Vacant ▪ Area 4	Pamela Haynes ▪ Area 5 Tami Nelson ▪ Area 7 Toni Schiffmaier ▪ 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) 568-3039. Next Meeting: September 9, 2020 ▪ Regular Board Meeting ▪ Zoom Conference			
Public records provided to the Board for the items listed on the open session portion of this agenda will be posted on the District’s website: www.losrios.edu as soon as they are available.			
Help Us Help You			
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 (568-3039) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. The District will swiftly resolve those requests consistent with the ADA and resolving any doubt in			

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Board Meeting Minutes: June 10, July 8 and July 14, 2020	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Brian King, Chancellor 	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor 	ACTION	
		INFORMATION	

STATUS:

The minutes of the Board of Trustees meetings held on June 10, July 8 and July 14, 2020 are attached for Board review and consideration.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the minutes of the meetings held on June 10, July 8 and July 14, 2020.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board Meeting Minutes
Wednesday, June 10, 2020

This board meeting was held via Zoom Conference in accordance with Executive Orders N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020.

1. CALL TO ORDER

The board meeting was called to order by President Johnson at 5:30 p.m.

Present:

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

Toni Schiffmaier, Student Trustee

Dr. Brian King, Chancellor

2. ORAL COMMUNICATIONS

There were no oral communications.

3. SPECIAL ORDER OF BUSINESS

A. Seating of Student Trustee

Chancellor King administered the Oath of Office to Student Trustee Toni Schiffmaier.

4. CONSENT CONSIDERATIONS

A motion was made by Trustee Ortiz, seconded by Trustee Knight, that the Board of Trustees approve Consent Consideration items A through H.

Roll Call Vote:

Aye: Haynes, Johnson, Knight, Nelson, Ortiz

No: None

Absent: Jones (joined meeting after roll call vote)

Student Advisory Vote: Aye

Motion carried; 5:0

A. Board Meeting Minutes: May 6 and 13, 2020

That the Board of Trustees approve the minutes of the meetings held on May 6 and 13, 2020.

B. Resolution No. 2020-06: 2020-21 Appropriation Limitation

That the Board of Trustees approve the appropriation limitation of \$372,581,119 for 2020-21 by adopting the attached Resolution No. 2020-06.

C. 2019-20 Budget Revision No. 2

That the Board of Trustees approve the revised budgets for the General, Instructionally Related Activities, Child Development, Capital Outlay Projects, Bond Projects, Other Debt Service, Self-Insurance, Retiree Benefits, Student Financial Aid, Student Associations Trust, Scholarship & Loan Trust, and Los Rios Colleges Foundation funds shown on the attached schedules, and that the related documents be filed with the County Superintendent of Schools.

D. 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
<ul style="list-style-type: none"> ARC MESA program The California Community College Mathematics, Engineering, Science Achievement (MESA) Programs serve financially and educationally disadvantaged students majoring in math and science-based fields. 7/01/19 through 6/30/2020 Administrator: Adam Windham, Dean - ARC Mathematics 	ARC	\$8,751	California Community College Chancellor's Office
<ul style="list-style-type: none"> CRC MESA program The California Community College Mathematics, Engineering, Science Achievement (MESA) Programs serve financially and educationally disadvantaged students majoring in math and science-based fields. 7/01/2019 through 6/30/2020 Administrator: Ryan Cox, Interim Dean - CRC Science Math and Engineering 	CRC	\$8,751	California Community College Chancellor's Office
<ul style="list-style-type: none"> FLC CCC Maker Program Funding to support programmatic efforts related to the Innovation Center and the Citizen Schools Fellow award. 12/11/2019 through 6/30/2021 Administrator: Greg McCormac, Dean - FLC Instruction 	FLC	\$15,000	California Community College Chancellor's Office
<ul style="list-style-type: none"> SCC Re-Emerging Scholars Program Funding to provide course instruction, campus resources center and a co-hort based learning community for the Sacramento County Probation Department. 7/01/2019 through 6/30/2020 Administrator: Gabriel Meehan, Associate Vice President – SCC Economic Workforce Development 	SCC	\$50,000	County of Sacramento

E. Ratify: Bid Transactions

That the Board of Trustees ratify and/or approve the bid transactions as herein listed.

CHANGE ORDERS				
Bid No	Change Amount	Change Number	Vendor	New Contract Total
20002	\$13,063.01	1	REM Construction Inc.	\$504,946.01
Description: ARC Student Wellness Center Remodel. Sprinkler, wall and electrical modifications.				
17021	\$154,747.00	5	John F Otto Inc.	\$21,665,433.18
Description: CRC College Center Expansion. Add and modify for paint preparation, signage, HVAC and electrical items.				

F. Ratify: Affiliation and Other Agreements

That the Board of Trustees ratify and/or approve the agreements identified in the June board agenda packet.

Allied Health Agreements are for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

Agency	Clinical Program	Campus	Contract Date	Term
Health and Life Organizations, Inc.	CHW ¹	SCC	5/19/2020	Evergreen

¹ CHW: Community Health Worker

G. Purchase Orders, Warrants, Checks and Electronic Transfers

That the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the schedule below.

PURCHASE ORDERS		
General Fund	0001110907-0001111727 B200932-B200933	\$ 3,312,660.48
Capital Outlay Fund	0003018594-0003018612	
Child Development Fund	-	
Self-Insurance Fund	0009000443-0009000443	
WARRANTS		
General Fund	796934-801056	\$ 18,839,518.97
General Fund-ARC Instructional Related	010782-101799	
General Fund-CRC Instructional Related	023683-023713	
General Fund-FLC Instructional Related	-	
General Fund-SCC Instructional Related	048345-048358	
Capital Outlay Fund	834644-834721	
Student Financial Aid Fund	900619-900632	
Child Development Fund	954857-954862	
Self-Insurance Fund	976608-976612	

ODSFD	-	
Payroll Warrants	470335-472583	\$ 8,540,510.53
Payroll Vendor Warrants	67115-67251	
April Leave Process	472584-473129	
CHECKS		
Financial Aid Disbursements (E-trans)	-	\$ 2,393,630.00
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Bookstore Fund – ARC	34343-34362	\$ 31,734.94
Bookstore Fund – CRC	-	
Bookstore Fund – FLC	-	
Bookstore Fund – SCC	-	
Student Clubs Agency Fund – ARC	6101-6103	\$ 16,202.36
Student Clubs Agency Fund – CRC	5440-5443	
Student Clubs Agency Fund – FLC	2880-2882	
Student Clubs Agency Fund – SCC	4459-4491	
Foundation – ARC	6740-6754	\$ 51,159.78
Foundation – CRC	2858-2861	
Foundation – FLC	1966-1969	
Foundation – SCC	5434-5478	
Foundation – DO	1174-1179	
Associated Students Trust Fund – ARC	-	\$ 41.50
Associated Students Trust Fund – CRC	0924-0924	
Associated Students Trust Fund – FLC	-	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	Manual Checks: 7891-8030	\$ 57,378.24
ELECTRONIC TRANSFERS		
Board of Equalization	-	\$ -
PARS	-	\$ 37,975.10
Vendors	-	\$ -
International Wire- Ethan Way Center	-	\$ -
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ 63,208.23
Bookstore	-	\$ 21,630.13
Payroll Direct Deposit Advices	1043269-1048437	\$ 14,045,282.97
Other Payroll Transactions	-	\$ 4,411.00
Foundation Scholarships	-	\$ -
ACH Transaction	-	\$
CARES Act	-	\$ 6,546,500.00
Regional Transit (RT) Payment	-	\$ 804,114.00

H. Human Resources Transactions

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

5. FIRST READING

A. Five Year Capital Outlay Plan

This item was presented to the Board of Trustees for First Reading. The final Five-Year Capital Outlay Plan will be brought to the Board in July for action.

6. COLLECTIVE BARGAINING

A. Extension of Collective Bargaining Agreements and Negotiations with LRCEA, LRCFT, and SEIU

A motion was made by Trustee Ortiz, seconded by Trustee Haynes, that the Board of Trustees approve the MOUs with LRCEA, LRCFT, and SEIU postponing negotiations on successor collective bargaining agreements and extending the existing collective bargaining agreements.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz

No: None

Student Advisory Vote: Aye

Motion carried; 6:0

7. ACTION

A. 2020-21 District Tentative Budgets

A motion was made by Trustee Ortiz, seconded by Trustee Haynes, that the Board of Trustees adopt the 2020-21 tentative budgets for the General Fund (Z budget), Instructionally-Related Sub-Fund, Special Revenue, Capital Projects, Debt Service, Enterprise, Internal Service, Fiduciary, Trust and Auxiliary Funds of the District for filing with the appropriate County/State agencies.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz

No: None

Student Advisory Vote: Aye

Motion carried; 6:0

8. BOARD MEMBER REPORTS

Trustee Nelson shared she was pleased to see that Cosumnes River and Sacramento City Colleges are sponsors of the Cyber Security camp her daughter is participating in online.

Trustee Schiffmaier thanked the students for electing her to represent them as the Student Trustee. She looks forward to working with everyone this year.

Trustee Haynes spoke about the racial equity and justice issues we're addressing as a district.

9. FUTURE AGENDA ITEMS

Chancellor King noted that the July 8 Board Study Session will include in-depth presentations and discussions about the social justice actions the District is looking into implementing.

10. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

Lindsey Campbell, President, Folsom Lake College Classified Senate

Julie Oliver, President, Districtwide Academic Senate

Chancellor's Report:

ARC: ARC's Laurinda Reynolds is the recipient of the Gerontological Society of America's 2020 Rising Star Early Career Faculty Award. This national award recognizes new faculty whose teaching and/or leadership stands out as impactful and innovative. Reynolds was recognized partly for her work in contributing to the society's nationwide Ageism First Aid program, an online multi-module course designed to help change the common negative misconceptions and myths about aging by replacing them with facts that should be common knowledge. The course will support factual conversations about aging and spark widespread use of positive aging-related language among people in the health and helping professions. Reynolds was one of a select group of key contributors to the program curriculum.

CRC: CRC's Fire Tech program recently had our site visit to become an Accredited Regional Training Program (ARTP). The accrediting team is recommending regional accreditation after the program coordinator Kris Hubbard submitted a 400+ page self-study. The accreditation team toured the William Perry Schulze Training Center where we hold our training academy every fall.

FLC: Dr. Mariko Peshon McGarry, Los Rios' Prison Reentry Education Program Director based out of Folsom Lake College, has joined the Alliance for Higher Education in Prison's Executive Leadership Cohort, and is one of 30 leaders from around the country who are developing ways to face the challenge of maintaining higher education in prisons during the immediacy and aftermath of the COVID-19 outbreak. Mari's acceptance to this select group is a testament to the colleges' excellent work on behalf of its incarcerated and reentry students.

SCC: Sacramento City College staff, faculty and students have engaged in critical discussions over the past week. Separate spaces for faculty and staff entitled "Acknowledging the Moment" were held Friday and Tuesday, respectively, to discuss ways to meaningfully acknowledge the conditions under which our students, especially our African American students, are living and learning right now. The ASHE Center and SCC Black Student Union came together to host a Black Student Discussion that included two Black mental health experts who helped facilitate the

discussion. The Black Student Discussion was so powerful that they went over by an extra hour. Additional events are scheduled through the rest of June.

Chancellor King announced the following retirements:

Retirement			Years of Service
Karin Mack	Student Support Specialist	SCC	5
Joseph Juge, Jr.	Custodian	SCC	15+
Keiko Komura	English as a Second Language Professor	ARC	21
Catherine Boylan	Speech Professor	FLC	26
Arlene Clarke	Speech Professor	ARC	31
James Walker	Mathematics Professor	ARC	33

11. CLOSED SESSION

General Counsel Sherry announced closed session as listed below. The following board members went into closed session: Ms. Haynes, Mr. Jones, Mr. Knight, Ms. Nelson and Ms. Ortiz.

- A. Pursuant to Government Code Section 54957 Public Employee Discipline/Dismissal/Release

12. ANNOUNCEMENT OF REPORTABLE ACTIONS TAKEN IN CLOSED SESSION ITEMS SHALL BE POSTED ON THE BOARD OF TRUSTEES' WEBPAGE.

No reportable action was taken in closed session.

13. ADJOURNMENT

President Johnson adjourned the meeting in honor of George Floyd at 7:54 pm.

BRIAN KING

Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: August 12, 2020

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board Study Session Minutes
Tuesday, July 8, 2020

This special board meeting was held via Zoom Conference in accordance with Executive Orders N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020.

1. CALL TO ORDER

The board study session was called to order by President Johnson at 4:00 p.m.

Present:

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

Toni Schiffmaier, Student Trustee

Dr. Brian King, Chancellor

2. ORAL COMMUNICATIONS

LaQuisha Beckum addressed the Board of Trustees regarding the MESA program.

Kalinda Jones addressed the Board of Trustees regarding the District's prison education and re-entry program.

3. BOARD STUDY SESSION

In response to the confluence of historic events beginning March 13, district staff provided information on three very important topics of great significance:

1. *Specific Targets to Improve Outcomes for Black and LatinX Students.* Our four college presidents have worked together to identify important targets for Fall 2020 to improve outcomes for all students with a focus on Black and LatinX students. The college presidents and Vice Chancellor Nye presented specific targets for the Fall 2020 semester and explained the importance of collegial consultation with faculty and collaboration with staff in meeting the ambitious targets.
2. *Reform of the Los Rios Police Department and Public Safety Education.*

- a. Vice Chancellor Rodriguez and Chief Savidge provided an overview of reforms underway in the LRPD and also shared a summary of current public safety statistics and policies as requested by the Board of Trustees.
- b. Faculty and administrators provided an overview of conversations underway to consider reform of Peace Officer Standards and Training (POST) and other Public Safety programs across Los Rios.

3. *Coordination and Alignment of Equity Work at the Los Rios Colleges.* Associate Vice Chancellor Dixon provided an overview of the role of consultants Cynthia Olivo and Lasana Hotep in coordinating and aligning equity work underway at the four colleges, including the colleges' Student Equity Plans and the commitment to measurable targets to improve outcomes for Black and LatinX students.

This item was presented to the Board of Trustees for information and discussion.

4. ACTION

- A. *Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2019-2020*

A motion was made by Trustee Ortiz, seconded by Trustee Nelson, that the Board of Trustees approve and certify the 2019-2020 EEO Fund Certification Form.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz

No: None

Student Advisory Vote: Aye

Motion carried; 6:0

- B. *Resolution No. 2020-08: Five Year Capital Outlay Plan*

A motion was made by Trustee Haynes, seconded by Trustee Knight, that the Board of Trustees approve the Five-Year Capital Outlay Plan and supporting Resolution No. 2020-08 for submission to the State.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz

No: None

Student Advisory Vote: Aye

Motion carried; 6:0

- C. *Resolution No. 2020-09: Affirming our Commitment to Student Success for Black and African American Students*

This item was removed from the July 8 agenda for further discussion by a sub-committee of the Board appointed by President Johnson. The members of the sub-committee were confirmed as Trustees Haynes, Knight, Jones, and Student Trustee Schiffmaier. A special board meeting will be scheduled to consider the resolution after further review.

5. ADJOURNMENT

The meeting was adjourned at 7:19 p.m.

BRIAN KING

Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: August 12, 2020

LOS RIOS COMMUNITY COLLEGE DISTRICT
Special Board Meeting Minutes
Tuesday, July 14, 2020

This special board meeting was held via Zoom Conference in accordance with Executive Orders N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020.

1. CALL TO ORDER

The special board meeting was called to order by Vice President Ortiz at 4:00 p.m.

Present:

Mr. Dustin Johnson, President
Ms. Deborah Ortiz, Vice President
Mr. John Knight
Ms. Pamela Haynes
Ms. Tami Nelson

Toni Schiffmaier, Student Trustee

Dr. Brian King, Chancellor

Absent:

Mr. Robert Jones

2. ORAL COMMUNICATIONS

Rita Gallardo-Good addressed the Board of Trustees regarding her support for the Board Resolution affirming the District's commitment to student success for Black and African American students.

3. ACTION

Resolution No. 2020-09: Affirming our Commitment to Student Success for Black and African American Students

A motion was made by Trustee Haynes, seconded by Trustee Nelson, that the Board of Trustees adopt Resolution 2020-09 affirming its commitment to student success for Black and African American students.

Roll Call Vote:

Aye: Haynes, Johnson, Knight, Nelson, Ortiz

No: None

Absent: Jones

Student Advisory Vote: Aye

Motion carried; 5:0

4. ADJOURNMENT

The meeting was adjourned at 4:27 p.m.

BRIAN KING

Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: August 12, 2020

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Resolution No. 2020-10: Authorizing Execution of a Contract from the Department of Education (Child Care and Development Services)	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<i>MJR</i> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	<i>Brian King</i> Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

The Department of Education (DOE) is requiring contractors to provide a board resolution authorizing designated personnel to sign and execute any and all documents required by the DOE in the execution of the Child Care and Development Contracts: Contract numbers CCTR-0187 and CSPP-0406. The purpose of the contract is to provide child care and development services pursuant to the contract with DOE.

STATUS:

Los Rios Community College District is serving as a contractor for the DOE:

<u>Contract Name</u>	<u>Contract Number</u>	<u>Contract Amount</u>
Child Development Services	CCTR-0187	\$485,161
Child Development Services	CSPP-0406	\$1,040,979

RECOMMENDATION:

It is recommended the Board of Trustees approve Resolution 2020-10, authorizing the Chancellor or his designees to execute the contract and any future augmentations, amendments, renewals, extensions, or other modifications of the agreement.

LOS RIOS COMMUNITY COLLEGE DISTRICT

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

RESOLUTION

№ 2020-10

Authorizing Execution of a Contract from the Department of Education (Child Care and Development Services)

WHEREAS, the Los Rios Community College District, a local governmental entity, (hereinafter referred to as “Contractor”) desires to enter into a contract with the Department of Education (“CDE”) for the purpose of providing child care and child development services (Contract Nos. CCTR-0187 and CSPP-0406) for the Fiscal Year 2020-2021, and to authorize the designated personnel to sign contract documents pursuant to the above contracts; Now therefore,

BE IT RESOLVED, that the Los Rios Community College District Board of Trustees hereby authorize the execution of Contract Nos. CCTR-0187 and CSPP-0406 by and between Contractor and CDE; and

BE IT FURTHER RESOLVED, that any individual employed by the Contractor in the positions of: Vice Chancellor of Finance and Administration and Associate Vice Chancellor of Finance 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 Nos. CCTR-0187 and CSPP-0406 by and between Contractor and CDE. Their names, titles, and signatures appear on the attached document.

PASSED AND ADOPTED as Los Rios Community College District Resolution № 2020-10 this twelfth day of August, 2020, by the following called vote:

AYES	NOES	ABSENT
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Attest:


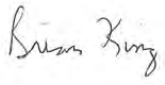
Dustin Johnson, Board President

Brian King,
Chancellor and Secretary to the Board

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Los Rios Colleges Foundation – Quarterly Investment Report	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

In 1998, the District and Los Rios Colleges Foundation (Foundation) adopted a Master Agreement whereby the Foundation became an auxiliary organization of the District. All college foundations’ investment activities were combined under the Foundation. Morgan Stanley 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 a Statement of Rules, Objectives and Guidelines (Statement) to govern the investment of funds, last revised June 2018. 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 25-60% 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 17-50% 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, 2020. The investments are directed by the Los Rios Colleges Foundation Finance Committee and realized and unrealized earnings are shown in the accompanying schedules. The return for the year ended June 30, 2020 for the endowed portfolio of \$10.3 million was -2.29% compared to -2.96% for the composite benchmark. The return for the year ended June 30, 2020 for the total managed portfolio of \$14.4 million was -0.34% compared to -0.85% for the composite benchmark. In accordance with generally accepted accounting principles, investments are restated to market value as of each fiscal year-end.

RECOMMENDATION:

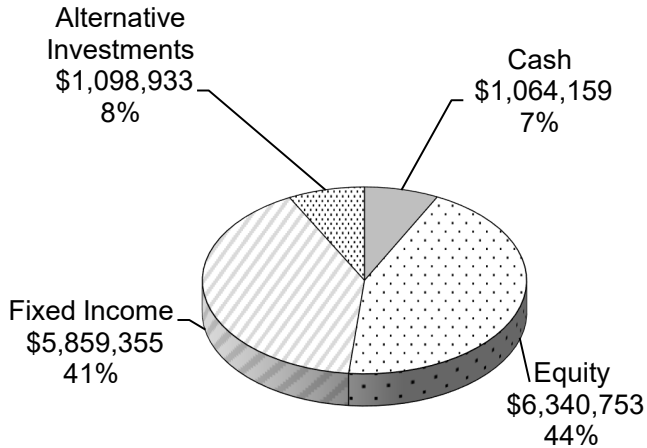
It is recommended that the Board of Trustees receive the Foundation Quarterly Investment Report for the year ended June 30, 2020.

Los Rios Colleges Foundation
Investment Portfolio
For the Period July 1, 2019 - June 30, 2020

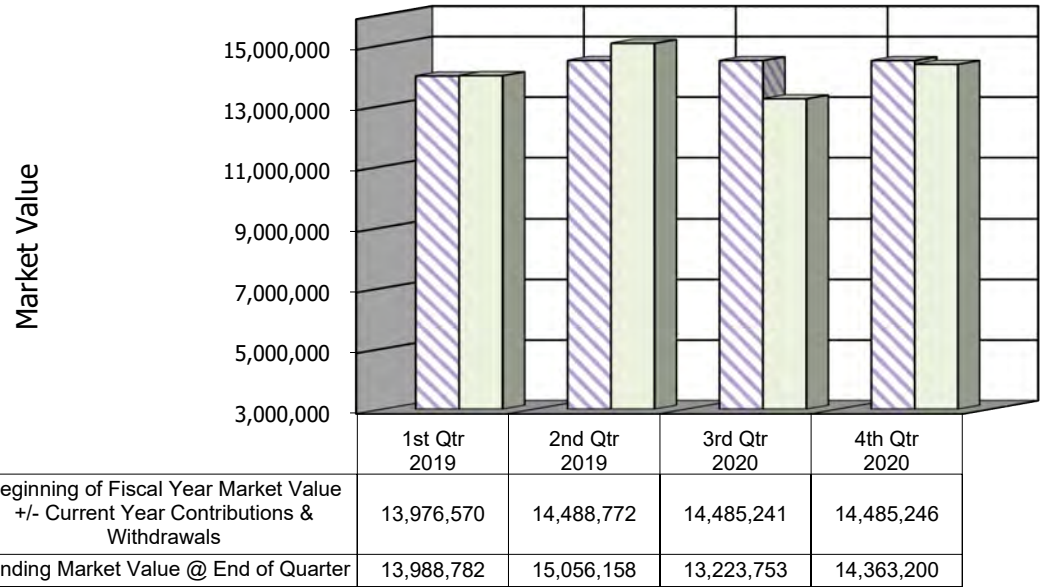
TOTAL PORTFOLIO	Guidelines	Opening Balance July 2019	Net Deposits/ Withdrawals	Unrealized Gains/(Losses)	Realized Gains/(Losses)	Interest / Dividends	Total YTD Earnings	YTD Fees	Market Value (a)	% of Total Current Market Value
Managed (Endowed):										
Cash (Scholarship)	2-10%	131,606	228,340			125	125		360,071	4%
Fixed Income										
Breckinridge*		2,575,577	(1,089,728)	36,987	57,621	56,689	151,297	(13,306)	1,623,841	16%
Lord Abbett Inflation		-	300,000	(16,193)		7,271	(8,922)	(910)	290,168	3%
CRANX		-	535,000	6,978	-	5,550	12,528	(1,017)	546,511	5%
Total Fixed Income	17-50%	2,575,577	(254,728)	27,772	57,621	69,510	154,902	(15,233)	2,460,519	24%
Equities										
SPDR Portfolio Total Stock Market ETF		1,727,332	(19,960)	86,308	10,164	31,883	128,354	(7,157)	1,828,569	17%
Snow All Cap Value		691,175	(744,146)	(18,803)	68,190	7,369	56,757	(3,195)	591	0%
Schafer Cullen International High Dividend		753,362	(55,000)	(17,842)	(14,998)	23,646	(9,194)	(6,681)	682,487	7%
iShares Core MSCI EAFE ETF		1,488,427	(180,000)	(23,314)	(29,573)	32,530	(20,357)	(5,748)	1,282,322	12%
DTD - ETF		537,855	100,000	(24,130)	-	15,349	(8,781)	(2,501)	626,573	6%
MLP Closed End Funds		394,574	(109,696)	(28,119)	(281,226)	26,754	(282,592)	(1,222)	1,064	0%
International Small Cap		239,824	130,000	(38,842)	-	5,951	(32,892)	(1,438)	335,494	3%
Brandes EM		816,650	(170,000)	(137,041)	(46,265)	24,037	(159,268)	(8,018)	479,363	5%
Salient MLP		-	95,250	30,784	-	1,861	32,645	-	127,895	1%
Millerr Howard and Income Equity SMA		-	764,146	(97,899)	2,206	10,568	(85,125)	(2,140)	676,881	7%
China Portfolio		-	270,000	26,447	1,091	2,483	30,022	(507)	299,515	3%
Total Equities	25-60%	6,649,199	80,593				(295,328)	(38,608)	6,340,753	61%
Alternative Investments										
Liquid Alternatives		715,537	112,005	(11,829)	(16,604)	18,982	(9,451)	(7,466)	810,625	8%
Structured Invnt		308,708		(20,400)		0	(20,400)		288,308	3%
Total Alternative Investments	up to 20%	1,024,245	112,005	(32,229)	(16,604)	18,982	(29,851)	(7,466)	1,098,933	11%
Total Managed (Endowed)		10,380,627	166,211	(246,909)	(249,393)	271,047	(225,255)	(61,307)	10,260,275	100%
Managed (Non-endowed):										
Madison Short Duration Fixed Income*		2,753,155	487,000	96,833	17,538	67,781	182,152	(23,470)	3,398,836	
Total Managed (Endowed & Non-endowed)		13,133,782	653,211	(150,076)	(231,855)	338,828	(43,103)	(84,778)	13,659,112	
Non-Endowed:										
Cash Management - Money Market		842,786	(144,532)	-	-	5,833	5,833	-	704,087	
Total Non-Endowed		3,595,941	342,468	96,833	17,538	73,614	187,985	(23,470)	4,102,924	
Cash Clearing Account										
Gift Receipt		1	(1)	(348)	348	1	1	-	1	
TOTAL PORTFOLIO		13,976,569	508,678	(150,424)	(231,507)	344,663	(37,268)	(84,778)	14,363,201	

**Los Rios Colleges Foundation
Account Summary
as of March 31, 2020**

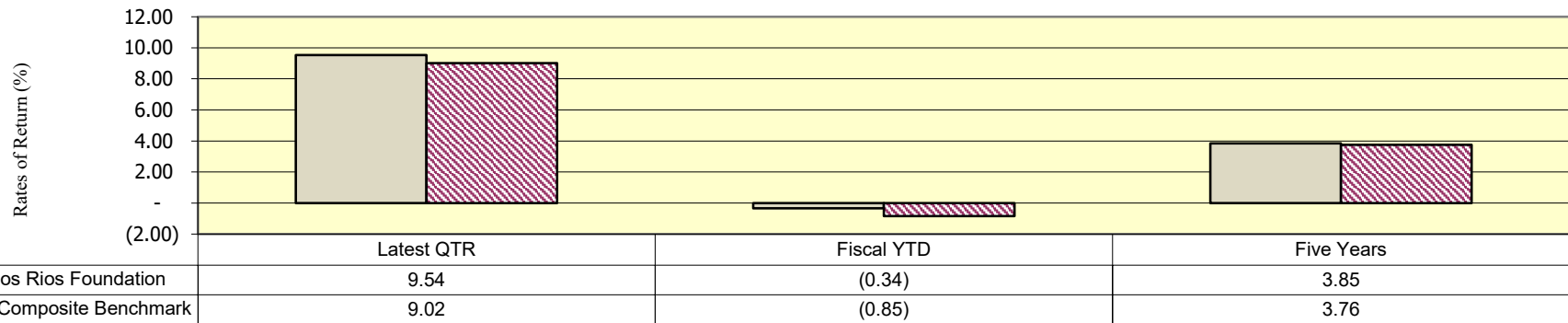
**Asset Allocation as of
June 30, 2020**



Portfolio Change July 2019 through June 2020



Performance Analysis as of June 30, 2020





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

**Provided by Morgan Stanley. Composite benchmark is composed of various market indices selected by Morgan Stanley to approximate the Foundation's asset allocation.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Acceptance of Gifts: Colleges and Foundation	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item D	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

The Los Rios Colleges and the Los Rios Colleges Foundation receive various in-kind gifts for use in the District’s instructional programs and other support areas. Annually, the Foundation transfer title for these in-kind items to the District. Per Board Policy 8254, the Board of Trustees may accept, on behalf of the District, such gifts.

STATUS:

The gifts received by American River College, Cosumnes River College, Folsom Lake College, and Sacramento City College and/or the college foundations during the 2019-20 academic year are valued at \$174,821.74 per the donors’ estimated values. A schedule of the items donated is attached.

RECOMMENDATION:

It is recommended that the Board of Trustees accept the in-kind gifts amounting to \$174,821.74 as reflected on the attachment.



LOS RIOS COMMUNITY COLLEGE DISTRICT
 In-Kind Contributions
 July 1, 2019 - June 30, 2020

Date	Donor's Name	Donation	Donor's	
			Estimated Value	College
7/3/2019	Welding Equipment	Siemens Rail Systems Division, 7464 French Road, Sacramento, CA 95828-4600	\$ 8,466.47	ARC
10/2/2019	Welding supplies	David Cady, 3813 Pasadena Avenue Apt 10 Sacramento, CA 95821-2877	\$ 110.05	ARC
10/2/2019	168 quarts of motor oil	Jason D. Keith, PO Box 2756 Fair Oaks, CA 95628-9406	\$ 1,800.00	ARC
10/20/2019	Art Framing / Display Materials	Thomas E. Hall, 6908 Anderson Circle Unit B Jber, AK 99506-3443	\$ 4,332.00	ARC
3/17/2020	17 cases of wine	Amador Vintner's Association, PO Box 667 Plymouth, CA 95669-0667	\$ 5,100.00	ARC
3/17/2020	Darkroom supplies	Lalanya S. Feenstra, 1514 Sherwood Avenue Sacramento, CA 95822-1241	\$ 3,808.00	ARC
4/24/2020	21 \$25 Raleys/Bel Air Gift Cards	Kiwanis Club of Carmichael Foundation, PO Box 680 Carmichael, CA 95609-0680	\$ 525.00	ARC
7/24/2019	2 Bags of clothing and lines for EMT and Vet Tech	Rutherford Smith, 4500 Crestwood Wy, Sacramento CA 95822-1604	\$ 100.00	CRC
9/18/2019	2 Fog Samplers, 1 Handheld Meter	Dept. of Pesticide Regulation, 1001 I St., Sacramento, CA 95814	\$ 550.00	CRC
10/15/2019	22 pairs of boots for construction students	A. Teichert & Son, Inc., 3500 American River Dr., Sacramento, CA 95851	\$ 2,011.70	CRC
10/23/2019	Towels for Hawk Cares	Yolanda Garcia, 8401 Center Parkway, Sacramento, CA 95823	\$ 22.27	CRC
11/19/2019	50 Nikon Camera Lenses	DGS, 1700 National Dr., Sacramento, CA 95834	\$ 50,000.00	CRC
12/18/2019	Choral Sheet Music Library	Kathryn L. Smith, 9322 Tavernor Rd., Wilton, CA 95693	\$ 4,900.00	CRC
3/4/2020	Lazy Susan and Charcuterie Board	Liz Belyea, 46 Riverstar Circle, Sacramento, CA 95831	\$ 80.00	CRC
10/9/2019	Fossils, 1000 ea for MSE, specifically biology	Brian Shields 333 Silverhorn Dr. Folsom, CA 95630	\$ 4,500.00	FLC
11/20/2019	Canon Color Inkjet Printer	Canon Camera USA One Canon Park in Melville, NY 11747	\$ 1,300.00	FLC
12/20/2019	Presidential American Patriot Statue	Eric Disbrow 3640 Fairway Drive Cameron Park, CA 95682	\$ 57,500.00	FLC
3/13/2020	1 Yamaha Clavinova electric piano, 1 recorder, 1 tambourin	Jacquelyn Ann Barnes 3545 Montclair Road. Cameron Park, CA 95682	\$ 4,826.25	FLC
7/3/2019	Shed and science/sensory exploration materials	National Human Development Foundation, PO Box 245125, Sacramento CA 95824	\$ 7,300.00	SCC
7/3/2019	Miscellaneous early childhood instructional materials	National Human Development Foundation, PO Box 245125, Sacramento CA 95824	\$ 5,000.00	SCC
7/16/2019	Art supplies donated to Art Department	Teresa Ann Ellis, 5409 SE 45th Avenue, Portland OR 97206	\$ 1,500.00	SCC
8/14/2019	Prep HPLC donated to Chemistry Department	Revolution Medicines, 700 Saginaw Drive, Redwood City CA 94063	\$ 6,500.00	SCC
9/17/2019	Hand-held water quality meters and fog samplers	CA Dept. of Pesticide Regulation, 1001 I Street, Sacramento CA 95814	\$ 690.00	SCC
9/24/2019	Bust of Mexican Revolutionary Emiliano Zapata	Lucy Topete, Morelos 261, Pueblo Bonito, Tiajumulco de Zuniga, Jalisco, Mexico, 4564	\$ 3,200.00	SCC
1/28/2020	Two VISA gift cards for Mathematics Integration Bee	Trisha Dean, 105 Denure Court, Folsom CA 95630	\$ 150.00	SCC
1/28/2020	Gift cards for Mathematics Integration Bee	Hawkes Learning Systems, 546 Long Point Road, Mt. Pleasant SC 29464	\$ 50.00	SCC
10/08/19	Food donated to SESI for event to unveil bust of Zapata	Burgess Brothers BBQ by Antojitos, 2114 Sutterville, Sacramento CA 95822	\$ 500.00	SCC
TOTAL			\$ 174,821.74	

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	District Bank Accounts	ATTACHMENT: None	
		ENCLOSURE: Bank Accounts	
AGENDA ITEM:	Consent Item E	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

The Budget and Accounting Manual issued by the System Office requires that all separate bank accounts be "...presented to the governing board for its review and confirmation of continuing need." This is the annual report submitted to the Board for such approval.

STATUS:

There are forty-one (41) active accounts used by the district office, four colleges, and the centers. These accounts are necessary to carry out the many functions of the District. The various accounts include:

Demand Deposits:

Checking accounts and the Local Agency Investment fund (LAIF) are accounts in which the funds are available on demand by the District. LAIF is a pooled fund managed by the State of California for local agencies.

Clearing Account:

The District clearing account was established to handle direct deposits from the colleges and District office which are then sent to the Sacramento County Treasurer's Office.

Self-Insurance:

The District is self-insured for certain prescribed losses. Monies are held in the Sacramento County Treasurer's Pooled Investment Account and transferred to the District's Workers' Compensation and Liability/Property bank accounts to facilitate payments processed by third party administrators on behalf of the District.

Retiree Health Trust Account:

The Retiree Health Trust Account was established for purposes of investment and disbursement of funds irrevocably designated by the District to fund other post-employment benefits (OPEB).

Custodial Account for Securities:

Per Government Code 53601, public agencies purchasing securities are required to take delivery of the securities. This account is used for holding securities related to the Other Debt Service Fund.

Imprest Cash Accounts:

Imprest cash accounts are revolving accounts used at a variety of sites to facilitate petty cash transactions. Disbursements from these accounts are reimbursed from the appropriate district/college fund to maintain the imprest cash accounts at their predetermined levels.

Bookstore Operating Accounts:

Each college has a bookstore checking account for daily operations. The Local Agency Investment Fund is also used to maximize interest earnings.

Foundation Accounts:

The District and each college maintain checking accounts for the Foundation activities.

Student Association Accounts:

Each college maintains checking accounts for the Associated Student Body (ASB).

Authorized signatories will be changed, when appropriate, with the retirement or resignation of authorized employees.

RECOMMENDATION:

It is recommended that the Board of Trustees affirm the continuing need for the attached separate bank accounts used by the District.

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2020
Page 1 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Clearing Account	JP Morgan Chase Governmental Unit	103020316 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District	HTML Enrollment Account	JP Morgan Chase Governmental Unit	112312282 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District	Check Clearing Account	JP Morgan Chase Governmental Unit	610756923 Checking	1	Mario Rodriguez
District	Revolving Fund	JP Morgan Chase Governmental Unit	112311292 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh Paula Allison Kristin Emmett
District	Electronic Money Transfer Account (Payroll)	JP Morgan Chase Governmental Unit	112310773 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District	State Special Programs Fund (CalGrant)	JP Morgan Chase Governmental Unit	112312753 Checking	1	Mario Rodriguez Jamie Ruggles
District	Local Agency Investment Fund	California State Treasurer	Demand Deposit 75-34-004	2	Brian King Mario Rodriguez Ben Lamera Bernard Santo Domingo Dave Matuskey

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2020

Page 2 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Federal Funds Clearing Account	JP Morgan Chase Governmental Unit	112308256 Checking	1	Jamie Ruggles Mario Rodriguez Anita Singh
Facilities Management	Facilities Management Revolving	JP Morgan Chase Governmental Unit	112308629 Checking	1	Pablo Manzo Dan McKechnie Vince Montoya Jennifer Panag
District	Parking Citations	JP Morgan Chase Governmental Unit	112310013 Checking	1	Mario Rodriguez Jamie Ruggles Anita Singh
District York Risk Services Group, Inc.	Workers Compensation	Umpqua Bank 1801 Douglas Blvd. Roseville CA 95661	992412874 Checking	1	Carolyn Kho Debi L. Harrington Kristy Copley Jeff Marshall Tony Galioto
District Risk Management	Liability/Property	Wells Fargo Bank 1300 SW 5 th Ave. Suite 2500 Portland, OR 97201	4123586299 Checking	2	Fritz Heinrich Lynn Truong Jeff Grubbs Jo Ann Sprague

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2020

Page 3 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District Risk Management	Liability/Property	Union Bank 1980 Saturn St. Monterey Park, CA 91755	0060637016 Checking	Checks under \$5,000 are signed with just a facsimile 2 For checks over \$5,000	Tara Schilling (Facsimile) ----- David Seres Keith Pippard Suleman Moloo Connie Koeller Arlene LaCoste Cedell Bush Robert McCall
District	Retiree Health Trust	Wells Fargo Bank San Francisco	22625400 Managed Investment Account	1	Brian King Mario Rodriguez
District	Foundation	JP Morgan Chase Governmental Unit	116985398 Checking	2 *	Brian King Mario Rodriguez Jamie Ruggles Kristin Emmett Paula Allison
District	Certificates of Participation	The Bank of New York Mellon Trust Company San Francisco, CA	870755 & 870756 Custodial Accounts	1	Brian King Mario Rodriguez

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2020

Page 4 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Certificates of Participation	The Bank of New York Mellon Trust Company San Francisco, CA	870755 & 870756 Custodial Accounts	1	Brian King Mario Rodriguez
American River College	Revolving	JP Morgan Chase Governmental Unit	115665785 Checking	1	Koue Vang Isolina San Juan
American River College	Associated Student Government	JP Morgan Chase Governmental Unit	115665579 Checking	1	Brian King Mario Rodriguez Koue Vang Isolina San Juan
American River College	College Activities	JP Morgan Chase Governmental Unit	115665678 Checking	1	Brian King Mario Rodriguez Koue Vang Isolina San Juan
American River College	Local Agency Investment Fund	California State Treasurer	75-34-001 Demand Deposit	2	Brian King Thomas Greene Mario Rodriguez Ben Lamera Bernard Santo Domingo Dave Matuskey

LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS

Revised June 30, 2020

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Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
American River College	Bookstore Operating	JP Morgan Chase Governmental Unit	115665827 Checking	2	Koue Vang Isolina San Juan
American River College	Foundation	JP Morgan Chase	116985679 Checking	2 *	Isolina San Juan Thomas Greene Mario Rodriguez
Cosumnes River College	Associated Student Government	JP Morgan Chase Governmental Unit	112532327 Checking	1	Brian King Mario Rodriguez Theresa Tena Kathleen DeLeon
Cosumnes River College	Revolving	JP Morgan Chase Governmental Unit	112532236 Checking	1	Theresa Tena Kathleen DeLeon
Cosumnes River College	Local Agency Investment Fund	California State Treasurer	75-34-003 Demand Deposit	2	Brian King Edward Bush Mario Rodriguez Theresa Tena Ben Lamera Bernard Santo Domingo Dave Matuskey

* Two signatures required per Los Rios Foundation Bylaws

LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS

Revised June 30, 2020

Page 6 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
Cosumnes River College	Bookstore Operating	JP Morgan Chase Governmental Unit	112532558 Checking	2	Theresa Tena Kathleen DeLeon Maria Hyde
Cosumnes River College	Foundation	JP Morgan Chase	116985885 Checking	2 *	Theresa Tena Kathleen DeLeon Edward Bush Mario Rodriguez
Cosumnes River College	College Activities	JP Morgan Chase Governmental Unit	112532103 Checking	1	Brian King Mario Rodriguez Theresa Tena Kathleen DeLeon
Folsom Lake College	Revolving Account	JP Morgan Chase Governmental Unit	112312951 Checking	1	Augustine Chavez Whitney Yamamura Joany Harman Monica Pactol
Folsom Lake College	College Activities	JP Morgan Chase Governmental Unit	112316226 Checking	1	Brian King Mario Rodriguez Whitney Yamamura Augustine Chavez Joany Harman Monica Pactol
Folsom Lake College	Associated Student Government	JP Morgan Chase Governmental Unit	112316002 Checking	1	Brian King Mario Rodriguez Whitney Yamamura Augustine Chavez Joany Harman Monica Pactol

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2020

Page 7 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
Folsom Lake College	FLC Bookstore Operating	JP Morgan Chase Governmental Unit	112531998 Checking	2	Rob Mulligan Augustine Chavez Whitney Yamamura Joany Harman Monica Pactol
Folsom Lake College	Foundation	JP Morgan Chase Governmental Unit	116985562 Checking	2 *	Augustine Chavez Whitney Yamamura Joany Harman Monica Pactol Mario Rodriguez
Folsom Lake College	Harris Center	JP Morgan Chase Governmental Unit	112532079 Checking	2	Augustine Chavez Whitney Yamamura Joany Harman Mario Rodriguez Sonia Ortiz-Mercado Monica Pactol Mario Rodriguez
Folsom Lake College	Local Agency Investment Fund	California State Treasurer	75-34-020	2	Brian King Mario Rodriguez Augustine Chavez Ben Lamera Bernard Santo Domingo Dave Matuskey
Sacramento City College	Revolving	JP Morgan Chase Governmental Unit	112533028 Checking	1	Carrie Bray Stephanie Smith Taunya Wattier

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30, 2020

Page 8 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
Sacramento City College	College Activities/ Associated Student Government	JP Morgan Chase Governmental Unit	112532921 Checking	1	Brian King Mario Rodriguez Carrie Bray Stephanie Smith
Sacramento City College	Local Agency Investment Fund	California State Treasurer	75-34-006 Demand Deposit	2	Brian King TBD Mario Rodriguez Carrie Bray Ben Lamera Bernard Santo Domingo Dave Matuskey
Sacramento City College	Bookstore Operating	JP Morgan Chase Governmental Unit	115665389 Business Checking	2	Carrie Bray Stephanie Smith Maria Hyde Taunya Wattier
Sacramento City College	Foundation	JP Morgan Chase Governmental Unit	116985778 Business Checking	2 *	Carrie Bray Stephanie Smith Taunya Wattier Mario Rodriguez



* Two signatures required per Los Rios Foundation Bylaws

Updated 06/23/20 js

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Ratify: Grants and Contracts Awarded	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item F	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Brian King, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	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
MESA Program <ul style="list-style-type: none"> • Funding for financially and educationally disadvantaged students seeking majors in math and science-based fields. • 07/01/19 through 6/30/2020 • Administrator: Adam Windham / Dean, Mathematics 	ARC	\$8,751	California Community College Chancellor's Office (CCCCO)
MESA Program <ul style="list-style-type: none"> • Funding for financially and educationally disadvantaged students seeking majors in math and science-based fields. • 07/01/19 through 6/30/2020 • Administrator: Ryan Cox / Interim Dean, Science, Math and Engineering 	CRC	\$8,751	CCCCO
CCC Maker Program <ul style="list-style-type: none"> • Funding to support programmatic efforts related to the Innovation Center and Citizen Schools Fellow award. • 12/11/19 through 6/30/21 • Administrator: Greg McCormac / Dean, Instruction 	FLC	\$15,000	CCCCO
Reemerging Scholars <ul style="list-style-type: none"> • Funding to provide course instruction, campus resources and a cohort-based learning community. • 7/1/20 through 6/30/21 • Administrator: Gabriel Meehan / AVP, Economic and Workforce Development 	SCC	\$50,000	Sacramento County
Strong Workforce Projects in Common – CTE Health <ul style="list-style-type: none"> • Funding to support professional development, career exploration, program start-up costs, curriculum development, etc. • 12/1/19 through 12/31/2021 • Administrator: Theresa Milan / Dean, Special Projects and 	WEDC	\$200,000	CCCCO

Workforce and Economic Development			
<p>Strong Workforce Program – FY2020 Local Allocation</p> <ul style="list-style-type: none"> • Funding to support CTE programs. • 7/1/19 through 12/31/21 • Administrator: Theresa Milan / Dean, Special Projects and Workforce and Economic Development 	WEDC	\$7,641,538	CCCCO
<p>Student Mental Health Program</p> <ul style="list-style-type: none"> • Funding to expand the scale, reach, quality, and equity of mental health services for all Los Rios students. • 5/1/20 through 12/31/21 • Administrator: Melanie Dixon / AVC of Educational Services and Student Success 	DO	\$500,000	CCCCO
<p>California Community Colleges Student Mental Health Program</p> <ul style="list-style-type: none"> • Funding to provide Planned Health and Wellness digital outreach events/activities and engaging and partnering with the county and college. • 7/2/2020-6/30/2021 • Administrator: Rukiya Bates, Interim Dean of Persistence and Retention 	SCC	\$1,500	Foundation for California Community Colleges
<p>Strong Workforce Program – North Far North Consortium Year 4 Allocation</p> <ul style="list-style-type: none"> • Funding to help programs to expand career technical education (GE) in the state’s community colleges, further improve response to workforce demands, and deliver the skill sets required by our local employers. • 07/01/2019-12/31/2021 • Administrator: Theresa Milan / Dean, Special Projects and Workforce and Economic Development. 	WEDC	\$4,073,208	Butte CCD
<p>California Education Learning Lab – Sub agreement with Mt. San Antonio CCD and Governor’s Office of Planning and Research</p> <ul style="list-style-type: none"> • Funding to improve learning outcomes of general chemistry students in adaptive hybrid courses. • 06/15/20-06/30/23 • Administrator: Rina Roy, Dean of Science and Engineering 	ARC	\$38,150	Mt. San Antonio CCD

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 12, 2020

SUBJECT:	Ratify: Bid Transactions	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item G	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

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

CHANGE ORDERS				
Bid No	Change Amount	Change Number	Vendor	New Contract Total
18027	\$176,094.00	6	Flint Builders Inc.	\$32,318,534.00
Description: ARC Liberal Arts Modernization. Existing duct demolition, metal at drift joint, data drops, all gender restroom. Revised completion date.				
18027	\$334,214.00	7	Fling Builders Inc.	\$32,652,748.00
Description: ARC Liberal Arts Modernization. Add/change landscaping scope, PG&E gas meter, storm drain, irrigation, concrete, flashing, structure at nana folding door, acoustical walls, surveillance cameras, ducts, conduits, countertop supports, flooring, exhaust hood, and program change to VR room. Covid-19 material and weather delays.				


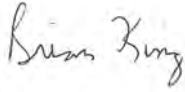
RECOMMENDATION:

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

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Ratify: Affiliation and Other Agreements	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item H	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	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 agreements listed on the attached document are hereby presented for approval/ratification.

RECOMMENDATION:

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

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS

Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

Agency	Clinical Program	Campus	Contract Date	Term
Bryant Orthopedic and Sports PT	PTA/OTA ¹	SCC	6/26/20	Evergreen
Eggen and Lance Chapel	Funeral Services	ARC	7/15/20	Evergreen
Allen & Dahl Funeral Chapel	Funeral Services	ARC	7/15/20	Evergreen

¹ PTA/OTA: Physical Therapy Assistant/Occupational Therapy Assistant

ZERO DOLLAR AGREEMENTS

Listed below are the agreements entered into by Los Rios Community College District that do not require payment to the Agency.

Agency	Description	Contract Date	Type of Contract
California Humanities	Implement media literacy and Journalism studies	5/1/20 to 12/31/20	MOU
Northern CA College Promise Collation	Collation membership to benefit students with career preparation and other life lesson benefits	7/1/20 to 6/30/21	MOU

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item I	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<div style="text-align: right;"><i>MRP</i></div> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	<div style="text-align: right;"><i>Brian King</i></div> Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

A listing of purchase orders, warrants, checks and wires issued during the period of May 16, 2020 through July 15, 2020 is on file in the District Business Services Office for review.

RECOMMENDATION:


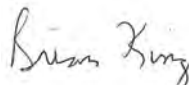
It is recommended that the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the attached schedule.

PURCHASE ORDERS		
General Fund	0001110921-0001112513 B200934-B200210263	\$ 56,755,447
Capital Outlay Fund	0003018566-0003018639	
Child Development Fund	-	
Self-Insurance Fund	0009000444-0009000452 B9300000-B9300005	
WARRANTS		
General Fund	801057-803807	\$ 17,845,927.80
General Fund-ARC Instructional Related	010800-010853	
General Fund-CRC Instructional Related	023714-023718	
General Fund-FLC Instructional Related	031710-031716	
General Fund-SCC Instructional Related	048359-048380	
Capital Outlay Fund	834722-834815	
Student Financial Aid Fund	900633-900637	
Child Development Fund	954863-954870	
Self-Insurance Fund	976613-976619	
ODSFD	-	
Payroll Warrants	473130-476098	\$ 21,638,302.30
Payroll Vendor Warrants	67252-67456	
May/June Leave Process	474232-477605	
CHECKS		
Financial Aid Disbursements (E-trans)	-	\$ 6,305,037.25
Clearing Checks	2827-2830	\$ 87,204.81
Parking Checks	-	\$ -
Bookstore Fund – ARC	34381-34405	\$ 577,908.40
Bookstore Fund – CRC	29099-29099	
Bookstore Fund – FLC	10879-10898	
Bookstore Fund – SCC	51815-51824	
Student Clubs Agency Fund – ARC	6104-6107	\$ 12,787.56
Student Clubs Agency Fund – CRC	5444-5448	
Student Clubs Agency Fund – FLC	2883-2887	
Student Clubs Agency Fund – SCC	4492-4499	
Foundation – ARC	6755-6766	\$ 151,229.74
Foundation – CRC	2862-2877	
Foundation – FLC	1970-1979	
Foundation – SCC	5479-5504	
Foundation – DO	1180-1186	
Associated Students Trust Fund – ARC	1044-1046	\$ 8,711.49
Associated Students Trust Fund – CRC	0925-0935	
Associated Students Trust Fund – FLC	0767-0767	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	Manual Checks: 8031-8141	\$ 139,728.37
ELECTRONIC TRANSFERS		
Board of Equalization	-	\$ 4,200.00
PARS	-	\$ 53,952.77
Vendors	-	\$ -
International Wire- Ethan Way Center	-	\$ -
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ -
Bookstore	-	\$ 9,814.85
Payroll Direct Deposit Advices	1048438-1057270	\$ 15,160,168.80
Other Payroll Transactions	-	\$ 7,980.00
Foundation Scholarships	-	\$ -
ACH Transaction	-	\$ -
CARES Act	-	\$ 19,900.00
Regional Transit (RT) Payment	-	\$ -

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Classification of Contract Employees 2020-21	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item J	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

STATUS:

Per Education Code Section 87477, governing boards of community college districts shall classify as contract employees, those faculty members who have not been classified as regular employees or as temporary employees.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the attached changes in certificated personnel employment status effective July 1, 2020.

FROM FIRST-YEAR CONTRACT TO SECOND-YEAR CONTRACT STATUS

American River College	Cosumnes River College	Folsom Lake College	Sacramento City College
Alexander, Carie D. Ayala-Garcia, Marisol G. Bertaccini, Lisa A. Chima Sanchez, Francisco Gaynaliy, Stephanie S. Gillman, Anne C. Jones, Stanley M. Lambdin, Jennae M. Moran, Jeffrey C. Morrison, Brian J. Poague, Robin L. Queen, Kim K. Reichel, Sonya J. Vavra, Kimberly A. Volz, Christopher J.	Alino, Vera R. Anderson, Eric W. Awad, Veneece Beebe, Lisa M. Borth, Kristen L. Doyle, Laurel C. Drybread, Todd J. Edwards, Ea I. Fisher, Ryana R. Fouad, Kimberly S. Heard Mollel, Danielle Hikmatjo, Faisal A. Howard, Wyatt C. Huyck-Aufdermaur, Melaine E. Kiesner, Maxwell N. Markalanda, Piyali D. Stith, Sharon A. Wadenius, Adam P. Wohl, Matthew H.	Armbrust, Kimberly A. Conley, Nino Andre Hicks, Andrea Joeleen Jahangiri, Sayna A. Karas, Stephanie D. Oliveira da Silva, Debora	Adkins, Jason M. Bazos, Andreas L. Borenstein, Jennifer G. Burns, Mildred R. Cantillo, Fernando F. Castagna, Christine N. Davis, Kia R. Delaini, David G. Gales, Marques J. Ganas, Josephine I. Hernandez-Chaidez, Adan Jackson, Charisse I. Jean-Gilles, Reginald G. Jue, Jordan C. Kem-Rivera, Toladette Lake, Brienne R. Lam, George K.H. Luera, Frank Phillips, Matthew W. Scott, Mark W. Vargas-Onate, Jacqueline

FROM SECOND-YEAR CONTRACT TO THIRD-YEAR CONTRACT STATUS

American River College	Cosumnes River College	Folsom Lake College	Sacramento City College
Anishchenko, Svetlana V.	Alfaro, Jose L.	Black, Jennifer H.	Atkins, Tonya M.
Aranda, Amanda L.	Atkins, Andrea M.	Cheshire, Tamara C.	Caton, Haynalka
Avila, Adrienne M.	Bahm, Naomi I.	Farrand, Brittney N.	Jauregui, Lorena G.
Baiz, Louis E.	Ford, Kelsey P.	Grahlman, Amber H.	Poliseno, Michelle C.
Barnard, Gina M.	Hubbard, Kristian H.	Griffin, Nicole P.	Ramsey, Robert A.
Bartoe, Timothy M.	Jones-Thomas, Brandy S.	Mollet, Alison V.	Rojas, Karla P.
Bekker, Borislava	Kang, Mun K.	Tavares, Tyrone M.	Rowe, Stephanie A.
Caputo, Joseph C.	Pandey, Rajeev R.	Tran, Kieuchinh T.	Shewa, Wondimagegn T.
Falli, Caterina M.	Velasquez, Jacob L.	Yang, Kou	Stewart, Devoun R.
Fong, Angela J.	Zoller, Karl A.		Sullivan, Christopher J.
Hanstad, Janet A.			White, Alexandria R.
Holmes, Michael W.			Wyles, Eric J.
Kirkman, Jayanti A.			
Koskelo, Ilkka J.			
Mireles-Tijero, Mayra			
Mrocza, Hilary			
Prieto, Caroline C.			
Rodgers, Monique R.			
Sacha, Jeffrey O.			
Skelton, Nathan E.			
Telleen, Adam C.			
Travis, Margaret A.			
van den Bogert, Kevin			
West Oyedele, Erica V.			

FROM THIRD-YEAR CONTRACT TO FOURTH-YEAR CONTRACT STATUS

American River College	Cosumnes River College	Folsom Lake College	Sacramento City College
Beccarelli, Lori M. L. Crowder, Michael H. Czaja, Diane E. Dieu, Anne L. Griffin, Robert C. Haarala, Erik M. Leibrock, Rachel M. Nehrebecki, Helene R. Palomares, Carmelita Pena-Grafton, Yeny A. Reeves, Leslie Shaukat, Kahkashan Vinsant, Denise T. Wilkerson, Asha B.	Flynn, Martin D. Frigm, Michael P. Lam, Nam H. Martinez-Alire, Crystal D. Neves, Megan G. Patterson, Jason A. Rodrigues, Matthew J. Soriano, Paolo J. Wheeler Abeyta, Sandra P.	Beck, Danielle M. Bradshaw, Jill M. Chochezi, Victoire S. Green, Dominik J. Gregory, Richard C. Jordan, Denis M. Longhitano, Amber L.	Dale, Nicholas D. Doron, David A. Goodchild, Rebecca D. Kaina, Abdelaziz Maeda, Richard Mesa, Felicia B. Mukarram, Abida Ngassam, Valery N. Paden, Sylvia S. Prudhel, Bradley K. Reaume, Carlin D.



FROM FOURTH-YEAR CONTRACT TO REGULAR CONTRACT STATUS

American River College	Cosumnes River College	Folsom Lake College	Sacramento City College
Arnfeld, Rebecca J.	Abeid, Trang G.	Al Juboori, Suha H.	Anderson, Catherine
Bimbi, Pamela J.	Butler, Patrick A.	Cook, Elizabeth B.	Armstrong, Dana
Borcz, Robyn M.	Dimond, Iris J.	Estep Gompert, Gena D.	Boyd, Halsey J.
Burke, John P.	Ellis, John J.	Harden, Jeremy	Burg, Thomas J.
Byrd, Tanika L.	Esty, Juana T.	Keller, Mary F.	De Guzman, Emmylou V.
Caton, Ricardo	Hoang, Linda	Lacy, David J.	Dibble, Cindy C.
Harris, Marianne	James, Jonathan B.	Nersesyan, Vadim	Gentry, Richard P.
Hermle, Ryan J.	McDowell, Stephen C.	Roehr, Rebecca S.	Herlihy, John E.
Hoffpauir, Carina E.	Mederos, Lisa-Marie	Watanabe, Matthew R.	Hwang, Joel
Jenkins, Arthur	Nahlen, Kari P.	Williamson, Andrew D.	Jones, Christine M.
Jurach, Jeffrey P.	Ninh, Thien-Huong T.		Knudson, Kandace M.
LaMarr, Todd	Procsal, Amanda R.		Laird, Hayley Kantor
Lo, Kay	Torres, Christopher P.		Limon Guzman, Jesus A.
Lopez, Veronica	Washington, Christina A.		Logan, Shane P.
Lowden, Carson C.	Zaigralin, Ivan		Marshall, Doris F.
Lysinger, Diana			Myers, Linda B.
Machado, Geraldine M.			Peterson, Terry P.
Marte, Dyanne N.			Pogue, Brian A.
Reynolds, Laurinda			Rice, Helen M.
Sichi, Cielo P.			Sanford, Tricia L.
Silva, Douglas J.			Shearer, Kirt B.
Smith, Sara R.			Stevenson, Elizabeth
Tuifua, Amelia S.			Town, James R.
Wood, Patricia E.			Xu, Meili
			Young, Robert W.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Human Resources Transactions	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item K	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

RECOMMENDATION:

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

APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Ayala, Connie C. (B.S., University of California, Davis)	American Apprenticeship Initiative Grant Project Director (VII)	07/01/20 – 06/30/21
Fish, Melissa M. (M.B.A, California State University, Sacramento)	Interim California Apprenticeship Initiative Grant Project Director (VII)	07/01/20 – 12/31/20
Preciado, Josef D. (M.P.P.A., California State University, Sacramento)	Interim Director (VI) of Workforce Development	07/01/20 – 12/31/20
<u>Cosumnes River College</u>		
Pasamonte, Raul S. (M.A., California State University, Sacramento)	Project Director (X) of TRIO Upward Bound Programs	07/01/20 – 06/30/21

APPOINTMENT(S) TO TEMPORARY POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Booth, Derrick W. (Ph.D., University of Washington)	Interim Associate Vice President, Workforce Development	07/01/20 – 12/31/20
McCormack, John J. (M.A., California State University, Sacramento)	Interim Associate Dean of Apprenticeship	07/01/20 – 12/31/20
Sorensen, Kathryn H. (Ph.D., University of Texas at Austin)	Interim Dean Behavioral and Social Science	03/16/20 – 12/31/20 <i>(Revised)</i>
Sullivan-Torrez, Kathleen E. (M.Ed., Azusa Pacific University)	Interim Dean, Kinesiology & Athletics	07/01/20 – 12/31/20
<u>Cosumnes River College</u>		
Lawlor, Michael J. (M.S., California State University, Long Beach)	Interim Associate Vice President of Instruction & Student Learning	07/15/19 – 06/30/21
<u>District Office</u>		
Pham, Hong X. (M.A., California State University, Sacramento)	Interim Dean of Counseling & Student Services	07/01/20 – 06/30/21
Powell, Tarence J. (Ed.D., University of California Davis)	Interim Vice President of Student Access and Online Engagement	07/01/20 – 06/30/21

MANAGEMENT

APPOINTMENT(S) TO TEMPORARY POSITION(S) - CONTINUED

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>District Office</u>	
Ralphs, Jason D. (M.B.A., University of South Dakota)	Interim Director (V) of Admissions & Records	03/10/20 – 06/30/21 (Revised)
	<u>Sacramento City College</u>	
Mishra, Ashmeeta K. (M.Ed., California State University, Sacramento)	Interim Dean, Science and Allied Health	06/11/20 – 07/23/20

LEAVE(S) OF ABSENCE

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>		
Collins, James I.	Dean, Science and Allied Health	Medical	06/11/20 – 07/23/20
Hyde, Maria A.	Interim College Store Manager (IV)	Personal	07/06/20 – 09/28/20

REASSIGNMENT(S) / TRANSFER(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Cosumnes River College</u>	
Amini, Banafsheh M.	Interim Dean of Science, Math & Engineering From Associate Dean of Science, Math & Engineering	06/08/20

RECLASSIFICATION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>District Office</u>	
Dubray, Kirsten L.	Regional Director (VII) of Philanthropy – Step 4 From Director (VII) of Donor Relations	07/01/20
Steiner, Michele K.	Regional Director (VII) of Philanthropy – Step 3 From Director (VII) of Donor Relations	07/01/20

MANAGEMENT

RETIREMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>	
Webb, Donnetta F. (After 15+ years of regular service)	Dean, Advance Technology Division	07/01/21

FACULTY

APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Mpagazi, Tiffany R. (M.A., California State University, Sacramento)	CTE Outreach and Dual Enrollment Coordinator	07/01/20 – 06/30/21
<u>District Office</u>		
Orosco, Delia B. (M.Ed., Arizona State University)	CalWORKs District-Wide Coordinator (50%) / Special Projects Coordinator - ARC (50%)	07/01/20 – 06/30/21
<u>Sacramento City College</u>		
Holt, Julie A. (M.S., University of Colorado)	Regional Director of Employer Engagement – Health Sector, North Region Grant	07/01/20 – 06/30/21

APPOINTMENT(S) TO TEMPORARY POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Folsom Lake College</u>		
Mirmobiny, Shadieh (Ph.D., Institute for Doctoral Studies in Visual Arts)	Art History Assistant Professor, L.T.T.	10/07/19 – 05/20/20 (Revised)

LEAVE(S) OF ABSENCE

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Hong, Tamilyn W.	Chemistry Professor	Personal	08/22/20 – 12/17/20
Pries, Shannon S.	English Professor	Childcare / Type C	08/10/20 – 12/17/20
Pries, Shannon S.	English Professor	Type C	01/14/21 – 05/19/21

FACULTY

PRE-RETIREMENT WORKLOAD REDUCTION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>FTE</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Hamre, Susan	Music Professor	1.00 to 0.625	08/20/20 – 05/31/25
Jorgensen, Gregory M.	Chemistry Professor	0.567 to 0.587	08/20/20 – 05/31/24
Kleeman, Joann C.	Nursing Professor	0.90 to 0.96	08/20/20 – 05/31/23
Pesis, Karen H.	Chemistry Professor	0.50 to 0.52	08/20/20 – 05/19/21

RESIGNATION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Hunt, Simon	Computer Information Science Assistant Professor	05/21/20
Livie, Ian	History Assistant Professor	05/21/20
Poague, Robin L.	Public Safety Training Center Coordinator	08/01/20
<u>Cosumnes River College</u>		
Blankenship, Thomas A.	Mathematics Assistant Professor	05/21/20
<u>Folsom Lake College</u>		
Villegas, Sara E.	Mathematics Assistant Professor	05/21/20

RETIREMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Bracco, Paul M. (After 21 years of regular service)	English as a Second Language Professor	12/18/20
Eckerman, Pamela J. (After 27 years of regular service)	Biology Professor	05/21/20
Lopez, David (After 20+ years of regular service)	Philosophy Professor	09/25/20

FACULTY

RETIREMENT(S) - CONTINUED

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Mokhtarzada, Shahla (After 23+ years of regular service)	History Professor	12/18/20
Pezone, Susan (After 12 years of regular service)	English as a Second Language Professor	05/21/20
<u>Cosumnes River College</u>		
Stewart, Lora (After 39 years of regular service)	Mathematics Professor	05/21/20
Turner, Thomasina M. (After 18 years of regular service)	Foreign Language Professor	05/21/20
<u>Sacramento City College</u>		
Phillips, Joseph H. (After 32 years of regular service)	Mathematics Professor	05/21/20
Severson, Michael L. (After 24+ years of regular service)	Communication Professor	05/21/20

SEPARATION(S) OF SERVICE

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Overgard, Jayne A. (Deceased)	Mathematics Professor (After 5 years of regular service)	06/09/20

FACULTY

2020 – 2021 SABBATICAL AND PROFESSIONAL DEVELOPMENT LEAVE(S) – REVISIONS

The following are revisions from the 2020 - 21 Sabbatical and Professional Development Leaves approved by the Board of Trustees on May 13, 2020.

Sacramento City College

<u>Type A Leave Time</u>			<u>Annual FTE</u>
Mark Dennis	Psychology Professor 100%	Fall 2020 Spring 2021	.500 FTE

“An Exploration of Trauma and its Impact on Learning Among Community College Students”

Proposal: The ultimate goal of this proposal is to afford the opportunity to conduct research on the prevalence of trauma in students attending public two-year community colleges. A greater understanding of the prevalence of trauma among community college students has the potential to serve as a catalyst for a radical re-imagining of community college curriculum, values, and mission and a transformation in the way we approach educating students. In addition to this research project, will also include planning and designing curriculum to teach students about trauma using Polyvagal Theory as the dominant theoretical frame and ways to treat, manage, and heal it.

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Buckner,Mallory R.	Counselor	43 %
Freeman,Grace	ESL Speaking/Listening	25 %

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Robbins,Destiny J	Sociology	40 %

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Patrick,Jennifer P.	Coordinator	3 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hess,Krista E.	ESL Integrated	55 %
Moran,Jeffrey C.	ESL Integrated	25 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Davtian,Anna	Counselor	2 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Davila,Heidi L.	Coordinator	2 %
Davis,Kia R.	Counselor	3 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2020
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abdul,Alisher S.	Mathematics, General	33 %
** (A1) Afonso,Paulo M.J.	Astronomy	20 %
Alexander,Carie D.	Counselor	31 %
Alexander,Carie D.	Counselor	12 %
Alkhayyat,Hanadi	Physical Education	15 %
Allred-Powless,Jeanette	Physical Education	15 %
Alsarraj,Jian	Counselor	7 %
Andersen,Alicia S.	Speech Communication	20 %
Andronas,Jennifer L.	Automotive Technology	20 %
Anishchenko,Svetlana V.	Mathematics, General	27 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Summer 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Arambel, Leah A.	Coordinator	20 %
Aranda, Amanda L.	Counselor	4 %
Araujo, Frank P.	Anthropology	20 %
Aubert, John E.	Geography	20 %
Austin, Debra L.	Reading	27 %
Avila, Adrienne M.	Mathematics, General	20 %
Avila, Adrienne M.	Mathematics Skills	13 %
Badea-Mic, Mihaela C.	Physiology (Includes Anatomy)	35 %
Baiz, Louis E.	Physical Education	15 %
Baiz, Louis E.	Intercollegiate Athletics	15 %
Ball, Kimberly A.	Job Seeking/Changing Skills	13 %
Barela, Jesus A.	Painting & Drawing	28 %
Barkley, Daniel J.	English	33 %
Beccarelli, Lori M. L.	Nutrition, Foods, and Culinary Arts	40 %
Beckum, LaQuisha	Psychology, General	20 %
Bennett, Heidi Jillen-Fuller	Business and Commerce, General	60 %
Bertoglio, Nancy A.	English	40 %
Bimbi, Pamela J.	Coordinator	20 %
Black, Eric L.	Intercollegiate Athletics	15 %
Blackthorne, Henry N.	English	27 %
Blaney, Julie	Health Occupations, General	20 %
Blunk, Dawn M.	English	27 %
Boroughs, Terry J.	Earth Science	35 %
Brynelson, Julia D.	Paralegal	20 %
Buchanan-Cello, Shelly A.	Library Science, General	7 %
Buckner, Mallory R.	Guidance	7 %
Campbell, Morgan T.	Chemistry, General	35 %
Cano Chavez, Veronica	Counselor	25 %
Cano Chavez, Veronica	Counselor	6 %
** (A1) Caputo, Joseph C.	Mathematics, General	33 %
Carapia-Aguillon, Catalina	English	3 %
Carney, Diane	Biology, General	20 %
Casillas, Griselda	Guidance	7 %
Casillas, Griselda	Counselor	38 %
Casillas, Griselda	Counselor	15 %
Casper-Denman, Kristina E.	Archaeology	20 %
Caton, Ricardo	History	20 %
** (B2) Chapek, Carl W.	Software Applications	53 %
Chau, Thao T.	Mathematics, General	40 %
Chima Sanchez, Francisco	Mathematics, General	27 %
Chima Sanchez, Francisco	Mathematics Skills	13 %
Chong, Eun A	Mathematics, General	20 %
Chou, Susan S.	Nutrition, Foods, and Culinary Arts	40 %
Chun, Eric D.	Commercial Music	20 %
Chung, Jackson	Mathematics, General	60 %
Clark, Evan A	Speech Communication	40 %
Colby, Shannon R.	Psychology, General	60 %
Coldiron, John L.	Health Occupations, General	20 %
Collom, Alyson D.	Classics-Humanities	20 %
Condos, Marc A.	Business and Commerce, General	40 %
Condos, Marc A.	Business Management	20 %
Condos, Rachna K.	Business and Commerce, General	60 %
** (A2) Connors, Valerie S.	English	20 %
Cooper, Paul G.	History	40 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Cotton,Gary D.	Software Applications	13 %
Crowder,Michael H.	English	53 %
Currea,Ana Maria S.	Spanish	27 %
Currea,Ana Maria S.	Reading	13 %
Currier,Daniel E	Mortuary Science	13 %
Curry,Albert C	Mathematics, General	33 %
Davis,Danielle R.	History	40 %
Davis,Sarah N	Librarian	13 %
Davis,William E.	Biology, General	20 %
Delnero,Christina M.	Counselor	26 %
Denman,David S.	Philosophy	20 %
DeSouza,Kara D.	Psychology, General	40 %
Dieli,Alice	Coordinator	40 %
Dolce,Thomas F.	Computer Programming	20 %
Dorris,Tamara L.	Real Estate	40 %
Drobot,Mikhail	Diesel Technology	27 %
Duan,Xin-Ran	Mathematics, General	60 %
** (A2) Dumais,Laurence W.	Computer Networking	24 %
** (A2) Dumais,Laurence W.	Mathematics, General	33 %
Duran,James J.	Mathematics, General	27 %
Duran,James J.	Mathematics Skills	13 %
Duval,Beverly K.	Librarian	11 %
Eberhardt,Claire E.	History	40 %
Eckley,Terri L.	Psychology, General	40 %
Eifertsen,Dyne C.	Music	40 %
Engstrom,Karina H.	Biology, General	20 %
Feely,Abigail B.	Coordinator	30 %
Finnecy,Timothy J.	Physical Education	35 %
Fix,Andrew W.	Philosophy	20 %
Fleshman,Dane R.	Mathematics, General	53 %
Flynn,Lorraine M.	English	27 %
Forehand,James R.	Mathematics, General	53 %
Fox,Lori L.	Cross Term	2 %
Fratello,Natasha M.	Psychology, General	60 %
French,Benjamin R.	Automotive Technology	35 %
Fusco,Sandro	Mathematics, General	33 %
Gable,Monica L.	Paralegal	20 %
Galarza,Ivette	Spanish	53 %
Gale,Deborah N.	Mathematics, General	20 %
Gale,Deborah N.	Mathematics Skills	13 %
Garcia-Keegan,Bernard J.A.M	Speech Communication	20 %
Gardner,Christopher S	Natural Resources	18 %
Garfield,Elizabeth T.	Physiology (Includes Anatomy)	50 %
Gaudard,Rolf R.	History	20 %
Gaynaly,Stephanie S.	Accounting	53 %
Gilbert-Valencia,Daniel H.	Computer Infrastructure and Support	24 %
Giusti,Anthony R.	Nutrition, Foods, and Culinary Arts	40 %
Goldbar,Christine A.	English	40 %
Goldberg,Stephen E.	Paralegal	20 %
Gonsalves,Jana L.	Nutrition, Foods, and Culinary Arts	40 %
Gonzalez,Robert J.	Business Administration	60 %
Gottke,Darren J.	Chemistry, General	57 %
Gourdine,Traci L.	English	40 %
Gourdine,Traci L.	Creative Writing	20 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
** (B2) Green, Wesley P.	Computer Networking	13 %
Guadalupe, Krishna L.	Sociology	20 %
Guerin, Jeanne G.	English	40 %
Gutowsky, Edward A.	English	20 %
Harris, Marianne	Librarian	2 %
Hoffpauir, Carina E.	Coordinator	20 %
Hughes, Heather V.	Counselor	35 %
Jabery-Madison, Bobak	Physical Education	15 %
Jimenez, Jorge I.	Chemistry, General	30 %
** (A5) Jumelet, Douglas A.	Physical Education	15 %
Kempster, Steven M.	Counselor	21 %
Kem-Rivera, Toladette	Counselor	15 %
Kinoshita, Rory M.	Mathematics, General	20 %
Kiteck, Peter J.	Mathematics, General	47 %
Kiteck, Peter J.	Mathematics Skills	13 %
Klapheck, David T	Mathematics, General	53 %
Knox, Paul Douglas	Coordinator	30 %
Kovar, Timothy J.	Coordinator	20 %
Lambdin, Jennae M.	Physical Education	15 %
Larabee, Linda G.	Reading	20 %
Lopez, Veronica	Nutrition, Foods, and Culinary Arts	20 %
Lowden, Carson C.	Physical Education	20 %
Lowden, Carson C.	Intercollegiate Athletics	15 %
Mahmood, Khalid	Mathematics, General	33 %
Manukyan, Knarik	Mathematics, General	33 %
Matsunami, Joline R.	Physical Education	15 %
Maurino, Molly A.	Physical Education	15 %
Mays, Judy L.	Counselor	6 %
McKaig, Sandra L.	Mathematics, General	20 %
McKillop, Angela L.	Physical Education	15 %
McKnight, Dana I.	Coordinator	11 %
Melkonyan, Gegham	Mathematics, General	33 %
Messer, Carter-Ryan	Mathematics, General	60 %
Miranda, Yolanda O.	Counselor	16 %
Mireles-Tijero, Mayra	Counselor	6 %
Mirzaagha, Mohammad E.	Mathematics, General	60 %
Moore, Reyna C.	Counselor	15 %
Moran, Jeffrey C.	ESL Integrated	30 %
Nazareno, Randy P.	Counselor	33 %
Nedorezov, Svetlana	Mathematics, General	33 %
Nelson, Jessica B.	Counselor	18 %
Nelson, Jessica B.	Counselor	6 %
Nevarez, Jesus B.	Counselor	8 %
Ngo, Tu C.	Mathematics, General	53 %
Nguyen, Dung	Mathematics, General	60 %
Osterhout, Jonathan C.	Intercollegiate Athletics	15 %
Payne, Michael D.	Chemistry, General	25 %
Pico, Glenn A.	Mathematics, General	33 %
Plezia-Missler, Dorothy E.	Counselor	9 %
Register, James M.	Mathematics, General	53 %
Robinson, Anthony M.	Reading	7 %
Rodriguez-Rutten, Paula	Mathematics, General	20 %
Rutaganira, Thomas	Mathematics, General	33 %
** (A2) Safvi, Syed A.	Mathematics, General	20 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Sanchez,Brett A.	Mathematics, General	60 %
Scalzi-Pesola,Jennifer S.	Counselor	6 %
Shaukat,Kahkashan	Software Applications	35 %
Smith,Sunny	Dance	22 %
Sowinski,Lisa M	Mathematics, General	33 %
Speck,Christian A.	Cross Term	8 %
Supin,Vitaliy	Mathematics, General	60 %
Torres,Santos	Coordinator	20 %
Truong,Binh X.	Mathematics, General	53 %
Vinsant,Denise T.	Counselor	16 %
Vinsant,Denise T.	Counselor	8 %
Warman,James L.	Health Occupations, General	20 %
Welkley,Debra L.	Coordinator	20 %
Westre,Barbara J.	Counselor	31 %
White,Bryan C.	Mathematics, General	53 %
Wooden,Tami D.	Physical Education	15 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2020
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ahmadi,Abbas	Computer Networking	48 %
Aldredge,Teresa W.	Counselor	2 %
Alexander,Helen M.	Librarian	2 %
Amer,M. Rosalie C.	Librarian	8 %
**(A2) Austin,April J.	Librarian	15 %
Ballard,Sheryl L.	Family Studies	20 %
Beyrer,Kimberlee M.D.	Counselor	9 %
BoarerPitchford,Julie K.	Nutrition, Foods, and Culinary Arts	65 %
Borth,Kristen L.	Computer Support	27 %
Boyd,Rebecca M.	Librarian	5 %
Butler,Patrick A.	Real Estate	40 %
Carter,Cari A.	Sign Language Interpreting	20 %
Chappell,Mike L.	Counselor	3 %
Cobos,Isela	Counselor	1 %
Coleman,Jillian L.	Classics-Humanities	30 %
Craig,Torina L.	Counselor	13 %
Dale,Jeffrey J.	Philosophy	20 %
Dang,Tina G.	Counselor	13 %
Dang,Tina G.	Counselor	20 %
De Mars,Eva	Physical Education	30 %
De Mars,Eva	Intercollegiate Athletics	10 %
Diehl,Kellie A.	Physical Education	15 %
**(A2) Dimond,Iris J.	Child Development/Early Care & Education	40 %
Doan,Anna N.	Counselor	3 %
Doan,Anna N.	Counselor	22 %
Dobson,Veronica E.	Psychology, General	30 %
Domek,Anna L.	General Work Experience	13 %
Domek,Anna L.	Counselor	13 %
Duffy,Marjorie B.	Information Technology, General	27 %
Duffy,Marjorie B.	Software Applications	27 %
Dunne,Vanessa P.	Biology, General	20 %
Edman,Jeanne L.	Psychology, General	40 %
Edmonds,Jason L.	Anthropology	20 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Elston, Tyler M.	Sociology	20 %
Erickson, Kurt P.	Music	18 %
Esty, Juana T.	Counselor	20 %
Evans, Debra L.	Computer Support	53 %
Fagin, Edwin D.	Economics	60 %
Fishman, Wendell	Website Design and Development	18 %
Fishman, Wendell	Software Applications	13 %
Foreman Jr, Alaric F.	Speech Communication	20 %
** (A5) Fortin, Cheri L.	Dramatic Arts	40 %
Fortunato, Monique	Anthropology	20 %
Fuller, Serena Marie	Nutrition, Foods, and Culinary Arts	40 %
Gacilan, Gilbert S	Counselor	13 %
Gale, Lesley D.	English	20 %
Gamble, Balbina P.	Counselor	13 %
Garcia, Angel M.	Counselor	12 %
Garcia-Gomez, Yolanda	Counselor	2 %
Geissler, Markus	Information Technology, General	75 %
Gelotte, Danielle	Counselor	10 %
Gelotte, Danielle	Counselor	7 %
Gelotte, Danielle	Counselor	2 %
** (A5) George, Nyenbeku C.	Sociology	60 %
Gill, Blanca T.	Spanish	35 %
Gilmore, Cassandra C.	Anthropology	20 %
Godinho, Marianina S.	Accounting	53 %
Goldfield, Anna E.	Anthropology	20 %
Gordon, Henry P.	Librarian	12 %
Gorman, Gabriel D.	History	20 %
Granquist, Eric A.	Business and Commerce, General	20 %
Granquist, Eric A.	Business Administration	20 %
Green, Charlene K.	Counselor	13 %
** (A5) Green-Clark, Michelle R.	Dance	30 %
Gryffin, Peter A.	Health Occupations, General	20 %
Gutierrez, Jennifer L.	Fine Arts, General	20 %
Harris, Jonathan J.	Counselor	13 %
Hewell Starnes, Tracy	Nurse	7 %
Hom, Norman	English	20 %
Inoue, Faye S.	Health Occupations, General	23 %
Jay, Susan M.	Fire Technology	20 %
Jay, Susan M.	General Work Experience	13 %
Jones, Jenny L.	Counselor	17 %
Jones, Jenny L.	Counselor	29 %
Jones, Jenny L.	Counselor	5 %
King, Kimberly M.	Counselor	13 %
King, Kimberly M.	Counselor	12 %
King, Kimberly M.	Counselor	1 %
Koscheski, Frances M.	Nurse	14 %
Leslie, Asya Monique	Psychology, General	30 %
Lindsey, William N.	Counselor	13 %
Lugo, Donnisha C.	Sociology	40 %
Madden, William P.	Counselor	13 %
Martinez-Alire, Crystal D.	Counselor	2 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Mathis,Jaqueline S.	Coordinator	4 %
Melo,Aselia V.	Counselor	50 %
Mendoza,Erica D.	Counselor	13 %
Miranda,Yolanda O.	Counselor	13 %
Mondragon-Lopez,Sergio	Counselor	15 %
Mondragon-Lopez,Sergio	Counselor	15 %
Morales,Martin F.	Political Science	30 %
Nelson,Jacquelynn D.	Counselor	13 %
Nguyen,Alfonso K.	Counselor	13 %
Nguyen,Alfonso K.	Counselor	28 %
Onuoha,Gwendolyn P.	Counselor	13 %
Parker,Dawn S.	Counselor	28 %
Paskey,Amanda M.	Anthropology	30 %
Peacock,Kristin R.	Counselor	13 %
Peacock,Kristin R.	Counselor	20 %
Plasencia,Cesar	Intercollegiate Athletics	8 %
Preble,Ronald E.	Intercollegiate Athletics	8 %
Reed,Kathaleen E.	English	30 %
Salzman,Julie	Counselor	13 %
Salzman,Julie	Counselor	20 %
Soriano,Paolo J.	Counselor	2 %
Steenland,Mark H.	Film Studies	20 %
Tang,Skyeler A	Counselor	13 %
Tang,Skyeler A	Counselor	20 %
Tavares,Tyrone M.	Counselor	3 %
Weathers-Miguel, Lee L.	Counselor	8 %
Wellington, Erica M.	Counselor	13 %
** (A1) Wohl, Matthew H.	Counselor	17 %
Yeung Whamond, Esther E.	Counselor	13 %
Zisk, Paul	Sociology	70 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2020
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Angove, Philip J.	Music	20 %
Benford, William	Intercollegiate Athletics	15 %
Cherok-Fenner, Natalie J.	Medical Laboratory Technology	21 %
Clark, Christopher S.	Counselor	13 %
Cooper, Paul G.	History	20 %
Curran, Timothy M.	Mathematics, General	60 %
Darr-Glynn, Kristina D.	Counselor	21 %
DeVile, Rebecca A.	Classics-Humanities	60 %
Diehl, Kellie A.	Physical Education	15 %
Eitel, Joseph E.	Mathematics, General	50 %
Eiteneer-Harmon, Daria N.	Physics, General	35 %
Eiteneer-Harmon, Daria N.	Astronomy	20 %
Enck, Maizy E.	Fine Arts, General	20 %
Escalante, Fernando J	Water and Wastewater Technology	20 %
** (A1) Farrand, Brittney N.	Speech Communication	60 %
Gaffaney, Timothy J.	Political Science	20 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
** (A1) Gillies-Doherty, Laura	Chemistry, General	42 %
Giordano, Rose M.	Nutrition, Foods, and Culinary Arts	50 %
Grahlman, Amber H.	Intercollegiate Athletics	8 %
Gray, Victoria K.	Classics-Humanities	40 %
Gray, Victoria K.	Other Humanities	20 %
Griffin, Nicole P.	English	40 %
Hanrahan, Molly P.	Intercollegiate Athletics	15 %
Johnson, Justin L.	Intercollegiate Athletics	15 %
Johnston, Erin L.	Physical Education	19 %
Longhitano, Amber L.	Counselor	4 %
Lynch, Blair N.	Psychology, General	20 %
Morrison, Jill	Counselor	6 %
Osorio, Cecilia G.	Biology, General	20 %
Raskin, Samuel W.	Coordinator	40 %
Reese, David A.	Political Science	20 %
Ribaudo, Donald N.	Intercollegiate Athletics	15 %
Starkey, Danielle F.	English	20 %
Swithenbank, Elizabeth A.Z.	Office Technology/Office Computer Applicati	16 %
Tang, Vivian	History	20 %
Tavares, Tyrone M.	Counselor	22 %
Tikhonova, Inna V.	Counselor	37 %
Williams, Jasmine S.	Speech Communication	40 %
Yang, Kou	Counselor	8 %
Youngblood, Brandon S.	Psychology, General	20 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2020**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abe, Donyale K	Community Health Care Worker	13 %
Adams, Stephen J.	History	40 %
Anderson, Jared A.	Speech Communication	20 %
Anderson, Kevin M.	Computer Information Systems	7 %
Anderson, Kevin M.	Computer Networking	48 %
Anderson, Kristen M.	Film Studies	20 %
Armbruster, Marilyn A.	Occupational Therapy Technology	9 %
Armstrong, Charles H.	Physics, General	15 %
Armstrong, Charles H.	Astronomy	35 %
Armstrong, Dana	English	20 %
** (A2) Austin, April J.	Librarian	2 %
** (A5) Avendano, Marisa	Physical Education	8 %
Babb, Danielle L.	Software Applications	53 %
Bailey, Amelita H.	Mathematics, General	53 %
** (A5) Bair, Lewis E	Software Applications	35 %
Barbaria, Miriam G.	Spanish	53 %
Barela, Eva E.	Spanish	27 %
Barfield, Annette C.	Academic Guidance	20 %
** (A5) Barrett, James M.	Economics	60 %
Borenstein, Jennifer G.	Economics	60 %
Bowman, Sean P.	Accounting	53 %
Boyd, Alexandra R	Speech Communication	40 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Boyd,Halsey J.	Mathematics, General	27 %
Boyd,Rebecca M.	Librarian	5 %
Bratton,Clayton G.	Physics, General	60 %
Briel,Mariah C.	Fine Arts, General	20 %
** (A5) Bui,Dinh N.	Academic Guidance	20 %
Burg,Thomas J.	Aviation & Airport Management & Services	20 %
Camp,Kevin M.	Economics	40 %
Cantillo,Fernando F.	Information Technology, General	20 %
Cantillo,Fernando F.	Computer Programming	35 %
Carmazzi,Paul L.	Physical Education	30 %
Carmazzi,Paul L.	Physical Fitness and Body Movement	8 %
Carmazzi,Paul L.	Health Education	20 %
Carnero,Mark A.	Sociology	20 %
Carney,Diane	Environmental Science	40 %
Caselli,Nancy A.	Speech Communication	40 %
Caviness,Richard L.	Mathematics, General	25 %
Cerri,Dominic A.	History	20 %
Cho,Eun L.	Painting & Drawing	28 %
Cirrone,Steve F.	English	20 %
Clark,Kevin E.	Sign Language	53 %
Constantine,John H.	Economics	20 %
** (A2) Coppola,Jessica D.	Nutrition, Foods, and Culinary Arts	40 %
Crandall,James M.	Anthropology	20 %
Crawford,Robert L.	Mathematics, General	33 %
Crumpton,Debra J.	Business and Commerce, General	60 %
Dale,Nicholas D.	Mathematics, General	40 %
Dao,Binh C.	Chemistry, General	50 %
Davila,Heidi L.	Coordinator	8 %
De Mey,Suzanne L.	Accounting	53 %
** (A2) DeLappe,Lori A.	Dramatic Arts	20 %
Diaz-Gastelum,Gloria	Spanish	27 %
Diehl,Nicholas J.	Philosophy	40 %
Dilley,Paul J.	History	40 %
Dixon,Michael A.	Computer Programming	35 %
Doonan,William F.	Anthropology	60 %
Easley,Kevin M	Sociology	20 %
Eckley,Terri L.	Psychology, General	20 %
Edwinson,Shawn A.	Child Development/Early Care & Education	20 %
Etting,Stephanie F	Anthropology	35 %
Fabionar,David E.	Speech Communication	20 %
Fayko,Robyn E.	Anthropology	35 %
Felker,Jeffery J.	English	20 %
Fellman,Melissa M.	Dental Hygienist	25 %
Fore,Dana Y.	English	20 %
Frank,Paul E.	Political Science	40 %
Freas,Adam C.	Academic Guidance	13 %
Frisby,Ianna N.	Art	28 %
Gaffaney,Timothy J.	Political Science	20 %
Gales,Marques J.	Physical Education	8 %
Gales,Marques J.	Intercollegiate Athletics	15 %
Gander,Therese A.	Mathematics, General	27 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020
Sacramento City College

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Garcia-Keegan, Bernard J.A.M	Speech Communication	20 %
Gleason, Kevin D.	History	40 %
Gmelin, Robert P.	English	20 %
Goehring, Kevin S.	Aeronautical & Aviation Technology	22 %
Goldberg, John S.	Business Administration	20 %
Gonzalez, Mauricio	Academic Guidance	20 %
Goodchild, Rebecca D.	Librarian	7 %
Gould, Kelly L.	Administration of Justice	60 %
Graves, Sherri D.	Biology, General	20 %
Greenwell, Andrea L.	Physiology (Includes Anatomy)	40 %
Gregory MacMillan, Marcella S.	Japanese	27 %
** (A5) Griffin, David A.	Physical Education	15 %
Gutierrez, Jennifer L.	Fine Arts, General	40 %
Hanson, Steven A.	Intercollegiate Athletics	8 %
Herlihy, John E.	Intercollegiate Athletics	17 %
Hernandez-Chaidez, Adan	General Work Experience	13 %
Ishchuk, Alexandr A.	Chemistry, General	50 %
Jahanshahloo, Hoda	Mathematics, General	27 %
Jones, Andrew B.	Physical Education	8 %
Jue, Jordan C.	Librarian	8 %
Karlsen, Jeffrey A.	Librarian	7 %
Khoshsefat, Joshua R.	Nursing	19 %
Knudson, Kandace M.	Coordinator	10 %
Knudson, Kandace M.	Coordinator	6 %
Lake, Brienne R.	Dental Hygienist	11 %
Lee, Pao	Counselor	1 %
Lewis, Robert C	Real Estate	20 %
Little, Myra M.	Information Technology, General	20 %
Little, Myra M.	Computer Programming	35 %
Logan, Shane P.	Sociology	60 %
Lothrop, Joshua L	Nursing	60 %
Lynch, Blair N.	Psychology, General	40 %
Lynch, Robert B.	Physics, General	15 %
** (A1) Manuel, Mara L.	Nursing	7 %
Mayol, Glenn	Physical Education	15 %
Molson, Stephene M	Registered Nursing	30 %
Mom, Brian W.	Business and Commerce, General	40 %
Mom, Brian W.	Business Administration	20 %
Mukherjee, Sharmila	Chemistry, General	50 %
Nash, Laurie J.	Physical Education	15 %
Nasiri, Melekeh	Chemistry, General	57 %
Neil, Richard R.	Geography	35 %
Neilson, Wendy N.	Occupational Therapy Technology	8 %
Newman Ritchards, Toni J.	Counselor	9 %
Ngassam, Valery N.	Physics, General	60 %
Nguyen, Anh H.	Counselor	2 %
** (A1) Oh, Jang-Ha	Physical Education	8 %
Parks, Karen D.	Software Applications	18 %
Perea, Wil Joseph	Mathematics, General	27 %
Pinkston, Kathryn M	Coordinator	20 %
Piskun, Yelena	Counselor	1 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2020

Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Pogue,Brian A.	Coordinator	5 %
Poon,Alexia V.	Intercollegiate Athletics	15 %
Prue,Paul A.	Mathematics, General	20 %
Quandt,Timothy	Philosophy	20 %
Rowe,Stephanie A.	Accounting	53 %
Royal,Joy R.	Software Applications	35 %
** (A2) Salluzzo,Michelle Anne	Child Development/Early Care & Education	20 %
** (A2) Schutte,Matthew L.	Mathematics, General	53 %
Shull,Leslie C.	Marketing & Distribution	20 %
Stewart,Devoun R.	Chemistry, General	50 %
Suy,Shaun	Counselor	2 %
Tedla,Dagne	Political Science	40 %
Tercho,Karen L.	Librarian	9 %
Tuifua,Amelia S.	Counselor	5 %
Vargas-Onate,Jacqueline	Counselor	7 %
Wagner,Glennda G.	Nursing	40 %
Wagner,Glennda G.	Registered Nursing	20 %
** (A5) Walker,Dannie E.	Intercollegiate Athletics	17 %
Walton,Nicole A.	Registered Nursing	30 %
Williams,Gayle Kristine	Accounting	47 %
Wiseman,Maury I.	History	40 %
** (A1) Woolley,Nicole B.	Coordinator	15 %
Yapundich,Diane M.	Political Science	20 %
Youngblood,Brandon S.	Psychology, General	20 %
Zanartu,Luis A.	Sociology	20 %
Zapanta,Kamie V.	Counselor	3 %
Zapanta,Kamie V.	Counselor	1 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2020

American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams,Grant C.	Spanish	53 %
** (A1) Adams,Jane P.	Counselor	60 %
Aghabeigi,Farah	Accounting	27 %
Aguilar,Joshua M.	Drafting Technology	33 %
Aguilar,Susan L.	Classics-Humanities	20 %
Akawi,Robin	Psychology, General	40 %
** (A1) Akkaziev,Dzhambul	Russian	53 %
Alexander,Helen M.	Librarian	9 %
Alexander,Jerome V	Computer Infrastructure and Support	27 %
Ayala,Danielle N.	ESL Reading	27 %
Larabee,Linda G.	Reading	57 %
Laughton,Barbara A.	English	60 %
Leatherman,Judith A.	ESL Writing	60 %
Lee,Michael D.	Accounting	27 %
Lee,Sara E.	History	40 %
Lenz,Dakota J.	English	33 %
Leo,Regina S.	Counselor	60 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Lewis,Deana L.	ESL Writing	60 %
Leyva,John James	ESL Writing	20 %
Li,Jiaoyue A.	Engineering, General	53 %
Lin,Ching Han	Physics, General	36 %
Lindgren,Erica	Physiology (Includes Anatomy)	52 %
Lingsweiler,Ryan W.	Speech Communication	40 %
Liu,Ka Man	Biomedical Instrumentation	25 %
Long,Jason S.	Film History and Criticism	20 %
Long,Jason S.	English	40 %
** (A2) Lui,Diane C.	Fine Arts, General	60 %
Mahallati,Reza	Engineering, General	35 %
Majhail,Radhika	Business Management	40 %
Malupa,Miralynn F.	ESL Writing	20 %
Mann,Nicole M.	Chemistry, General	36 %
Manzar,Sahreen	Paralegal	20 %
Marmer,Richard F.	Psychology, General	40 %
Marquis,Trinette L	Speech Communication	20 %
Martin,Gregory D	Accounting	20 %
Martin,Kevin S.	Chemistry, General	36 %
Martinez,Jesus C.	Sign Language Interpreting	3 %
Martinez,Maricela C.	Spanish	27 %
McClellan-Morehouse,Martha Harriet	Academic Guidance	10 %
McCord,Karen M.	Psychology, General	20 %
** (B2) McCormack,Nicole Elizabeth	Automotive Technology	13 %
** (B2) McCormack,Nicole Elizabeth	General Work Experience	13 %
McCoy,Karen	Librarian	16 %
McQueen,Nathan T.	English	27 %
Mead,William A.	Website Design and Development	28 %
Medcalf,John C.	Mathematics, General	53 %
Mehallo,Stephen M.	Digital Media	28 %
Mehallo,Stephen M.	Computer Graphics and Digital Imagery	20 %
Melgarejo,Emanuel	Counselor	23 %
Mendez,Shannon M.	English	40 %
Minnick,Michael A.	Child Development/Early Care & Education	20 %
Miranda,Mee	Counselor	60 %
Miranda,Yolanda O.	Counselor	11 %
Mirmobiny,Shadieh	Fine Arts, General	40 %
Mirzaagha,Mohammad E.	Mathematics, General	27 %
Mitchell,Christopher B.	Fire Technology	20 %
Mitchell,Christopher B.	Wildland Fire Technology	20 %
Mokarami,Yadollah	Accounting	47 %
Montague-Archer,Nancy	Earth Science	40 %
Montoya,Sally	Administration of Justice	20 %
Moser,Richard M.	English	60 %
Mott,Rodney E.	Fine Arts, General	20 %
Mulvihill,Shauna Marie	History	40 %
Munoz,David F	Accounting	27 %
Narvand,Payam	Business Administration	20 %
Narvand,Payam	Business Management	20 %
Nedovodeeva Ortiz,Elena V.	ESL Writing	27 %
Nedovodeeva Ortiz,Elena V.	ESL Speaking/Listening	20 %
Nelsen,Betty L.	Digital Media	28 %
Neumann,Ingrid H.	Physics, General	43 %
Nevarez,Jesus B.	Counselor	36 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Nguyen,Dung	Mathematics, General	20 %
Nichols,Tye A	Biology, General	20 %
Nielsen,Ruth C.	Counselor	46 %
Nokkeo,Jeff J.	Drafting Technology	33 %
Norton,Justin M.	Speech Communication	20 %
O'Brien,Leslie S.	Floriculture /Floristry	45 %
Odell,Ashley R.	Academic Guidance	40 %
O'Donnell,Daniel G.	Business Administration	55 %
Overton,Steven T.	Counselor	12 %
Paez,Alexander	Speech Communication	60 %
Palaspas,Candice M.	Counselor	59 %
Papouchis,Christopher M.	Natural Resources	43 %
Parmelee,Michael A.	Business and Commerce, General	20 %
Parrish,Stephanie S.	Reading	7 %
Parrish,Stephanie S.	ESL Writing	20 %
Parrish,Stephanie S.	Coordinator	30 %
Pellerin,Kristie J.	Biology, General	36 %
Perez,Kristine A.	Biology, General	20 %
Perrault,Priscilla A.	Counselor	32 %
** (A2) Petraru,Marius	Geography	40 %
Pezone,John P.	Administration of Justice	40 %
Plezia-Missler,Dorothy E.	Counselor	10 %
Porter,Cherri J.	English	67 %
Powers,Matthew T.	Administration of Justice	40 %
Preciado,Monica Isabel	Counselor	34 %
Pulido,Brandi N.	Counselor	60 %
Quirarte,Vicki D.	Technical Communication	20 %
Ramos,Gabriel F.	Administration of Justice	20 %
Rankin,Janet E.	History	20 %
Reed,Arthur L.	Geology	20 %
Regan,Debra Sue	Biology, General	20 %
Regan,Debra Sue	Physiology (Includes Anatomy)	36 %
Rennie,Sharilyn M.	Physiology (Includes Anatomy)	45 %
Rennie,Sharilyn M.	Health Education	20 %
Richardson,Ashley A.	Computer Networking	48 %
Riese,Kelly L.	Speech Communication	20 %
Rivera-Carpenter,Veronica M.	Child Development/Early Care & Education	20 %
Roberts,Courtney Miller	ESL Writing	40 %
Roberts,Jeffrey C.	Physiology (Includes Anatomy)	59 %
Robinson,Anthony M.	English	30 %
Robinson,Anthony M.	Reading	7 %
Robinson,Matthew P.	Music	20 %
Rochford,Jeffrey A.	Multimedia	28 %
Rochford,Jeffrey A.	Computer Graphics and Digital Imagery	28 %
Rogers,Andrew B.	Philosophy	40 %
Rogers,Kristina S.	English	53 %
Romo,Angela S.	Chemistry, General	52 %
Romo,Angela S.	Study Skills	8 %
Roome,Elizabeth C.	ESL Writing	60 %
Ruckman,David J.	ESL Writing	40 %
Russell,Matthew B.	Spanish	53 %
** (A2) Safvi,Syed A.	Mathematics, General	60 %
Sakakihara,Paul	General Work Experience	27 %
Salisbury,Roy D.	Database Design and Administration	11 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Salisbury,Roy D.	World Wide Web Administration	40 %
** (A2) Salluzzo,Michelle Anne	Child Development/Early Care & Education	20 %
** (A2) Salluzzo,Michelle Anne	Infants and Toddlers	20 %
Samadi,Parisa	Reading	20 %
Samborski,Dan W.	Painting & Drawing	28 %
Saur,Denise M.	ESL Writing	60 %
Saur,Theodore J.	ESL Writing	60 %
Schroeder-Evans,Kimbria S.	Spanish	27 %
Schwartz,Daniel C.	Drafting Technology	30 %
Scott,Steven	Microbiology	20 %
Scott,Tatiana N.	Music	30 %
Seguine,Richard K.	Fire Technology	40 %
** (A4) Seyfried,James S.	Natural Resources	20 %
Shah,Rabail R.	Classics-Humanities	20 %
Shapiro,Lynn	English	67 %
** (A3) Shearer,Tracy F.	Music	2 %
** (A3) Shearer,Tracy F.	Dramatic Arts	41 %
** (A5) Shih,Ernest	Information Technology, General	20 %
** (A5) Shih,Ernest	Computer Networking	24 %
Shiva,Maryam S.	Physics, General	20 %
Shragge,Bryan	Human Services	20 %
Simon,Sabina F.	ESL Writing	40 %
Sisneros,Linda L.	Electronics & Electric Technology	43 %
Sowards,Timothy L.	Administration of Justice	20 %
Speck,Christian A.	Business Administration	40 %
** (A1) Spencer,Katherine E.	Classics-Humanities	20 %
** (A1) Spencer,Katherine E.	Other Humanities	20 %
Starkey,Danielle F.	English	40 %
Staten,Keith J.	Paralegal	20 %
Stead,Joni M.	Speech Communication	40 %
** (A2) Stem,Melissa A.	Spanish	27 %
Stevens,Briagha E.	English	60 %
Stevens,Janis L.	Dramatic Arts	20 %
** (B5) Stickel,Mike E.	Automotive Collision Repair	35 %
Sukkary,Tamir	Political Science	40 %
Sundin,Daniel R.	Microbiology	20 %
Supin,Vitaliy	Mathematics, General	27 %
Supin,Vitaliy	Mathematics Skills	13 %
Tabrizi,Setareh H.	English	40 %
Theiss,William Francis	Software Applications	18 %
Thomas,Ramona S.	Child Development/Early Care & Education	7 %
Thuston,Marrin D	English	33 %
Tittle,Matt G	English	20 %
Toomey,Daniel P.	Administration of Justice	20 %
Torres,Veronica C.	Drafting Technology	30 %
Tran,Ocean V.	Electrical	31 %
Tran,Thang	Electrical	31 %
Tzou,Ann S.	ESL Writing	40 %
Tzou,Ann S.	ESL Speaking/Listening	20 %
Umhauer,Teri J.	Fashion	20 %
Umhauer,Teri J.	Fashion Design	28 %
Utter,Robert S.	Physics, General	20 %
VanElls,Deborah B.	History	40 %
** (A5) VanRegenmorter,Heidi L.	Music	43 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2020
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Vasquez,Karen M.	Speech Communication	40 %
** (A5) Veisze,Paul M.	Geographic Information Systems	20 %
** (A5) Verdoorn,Dirk D.	Geography	20 %
Verhage,Beth L.	ESL Writing	40 %
Verhage,Beth L.	ESL Speaking/Listening	20 %
Vervilos,Vasseliki	Accounting	47 %
Vitaich,Jason M.	Political Science	40 %
Vittitow,Linda M.	Anthropology	40 %
Walters,Kimberly	Children with Special Needs	20 %
Watters,Stephen W.	Anthropology	20 %
Welch,David P.	Drafting Technology	33 %
Welch,Nicole M.	Business Management	20 %
Welkley,Debra L.	Sociology	20 %
Welty,Ann E.	Counselor	29 %
Westre,Barbara J.	Counselor	58 %
White,Gay A.	ESL Writing	20 %
White,Gay A.	ESL Speaking/Listening	27 %
Wiedner,Susan E.	English	17 %
Wilkinson,Cheryl	ESL Writing	60 %
Witteborg,Janina L.	Sign Language Interpreting	7 %
Wooden,Tami D.	Physical Education	15 %
Yanez,Israel	Librarian	30 %
Zack Lopez,Marjorie S.	Coordinator	60 %
Zambello,Giancarlo	Psychology, General	40 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2020
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams,Ashleigh N.	Speech Communication	20 %
Ahearn,Thomas T.	English	60 %
Ahmadi,Abbas	Information Technology, General	15 %
Ahmadi,Abbas	Computer Networking	8 %
Alexander,Helen M.	Librarian	3 %
Allen,Cheryl A.	Child Development/Early Care & Education	20 %
Allen,Cheryl A.	Family Studies	20 %
Almaraz,Ruben T.	Chemistry, General	27 %
Alop,Iris H	English	40 %
Aly,Mohamed A. E.	Physiology (Includes Anatomy)	40 %
Larsen,Lawrence C.	Mathematics, General	20 %
Lemoine,Florence A.	History	20 %
Leslie,Asya Monique	Psychology, General	20 %
Li,Xiaozhu	Mathematics, General	13 %
Limon,Kimberly T.	English	40 %
List,Mark R.	Geology	20 %
Lisuk,Mieke N.	History	20 %
Loforte,Priscilla M.	Anthropology	56 %
Logan,Jason K.	Sociology	20 %
Lyons,Kristine L.	Sculpture	28 %
Maduchukwu,Ifeanyi E.	Accounting	20 %
Maharaj,Ranesh A	Speech Communication	20 %
Marchak,Taras R.	English	60 %
Marslek,Michael R.	Accounting	20 %
McCarthy,Patti J.	Film Studies	20 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2020**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
McNee,Shay D.	History	40 %
Meyers,Dennis J.	Economics	40 %
Mico,Don N.	Physical Education	15 %
Mico,Don N.	Intercollegiate Athletics	41 %
Miller,Casey R.	English	40 %
Moraru,Lyudmila E.	English	20 %
Murakami-Smith,Lynne M.	Physical Education	15 %
Murakami-Smith,Lynne M.	Physical Fitness and Body Movement	30 %
Myers,Leah S.	Speech Communication	20 %
Navarro,Murray F.	Mathematics, General	33 %
Nelsenador,Matthew B.	Mathematics, General	20 %
Nguyen,Alfonso K.	Learning Skills, Learning Disabled	35 %
Nguyen,Hoang D.	Economics	40 %
Nguyen,Yen Thi	Vietnamese	27 %
Ogilvie,Sheila M.	Academic Guidance	60 %
Oliver Graybill,Ann E.	Biology, General	20 %
Otiono,Erica N.	Child Development/Early Care & Education	40 %
Pansius,Deborah H.	English	40 %
Perales,Chantel R.	English	60 %
** (A5) Possemato, Frank	English	40 %
Reed,Arthur L.	Geology	20 %
Reed,Kathaleen E.	English	40 %
Reichelt Weathers,Andilene M.	ESL Writing	20 %
Reichelt Weathers,Andilene M.	ESL Speaking/Listening	20 %
Riddle,Lisa K.	ESL Writing	60 %
Riese,Jon C.	Law, General	20 %
Rizam,Dilshod D.	Art	28 %
Rizam,Dilshod D.	Painting & Drawing	28 %
Roberts,Jerist T.	Academic Guidance	20 %
Robinson,Tamara M.	Office Technology/Office Computer Applicati	13 %
Rojo,Desiree D.	Nutrition, Foods, and Culinary Arts	20 %
Rosenberg,Matthew T.	Geography	40 %
Saake,Miranda S.	English	60 %
Schirmer,Marie A.	Nutrition, Foods, and Culinary Arts	20 %
Schulte,Wilfred H.	Mathematics, General	67 %
Terry,John D.	Architecture and Architectural Technology	33 %
White,Jaisha A.	General Work Experience	20 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2020**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Aghabeigi, Farah	Accounting	27 %
Alford,Purificacion M.	Spanish	35 %
Lee,Michelle K.	Physiology (Includes Anatomy)	52 %
Lorenzo,Gina M.	Counselor	22 %
McGhee,Kelly F.	Counselor	54 %
Mirmobiny,Shadieh	Fine Arts, General	20 %
Montague-Archer,Nancy	Astronomy	20 %
Morris,Ljiljana	Astronomy	32 %
Nielsen,Ruth C.	Counselor	15 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2020**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Osorio,Cecilia G.	Viticulture, Enology, and Wine Business	28 %
Osorio,Cecilia G.	Biology, General	36 %
Quintell,Melonie M.	Study Skills	20 %
Radekin,Rachel R.	Counselor	20 %
Rahman Jackson,Lishia	Counselor	40 %
Roberge,Andrea M.	Counselor	60 %
Rush,John A.	Anthropology	36 %
Ruybal,Jordan E.	Microbiology	41 %
Silva-Henry,Rachel A.	Counselor	20 %
Snow,Camille D.	Counselor	20 %
Thompson,Janel D.	Anthropology	56 %
Warman,James L.	Health Occupations, General	20 %
Watters,Stephen W.	Anthropology	20 %
Welty,Margaret M.	Art	28 %
Welty,Margaret M.	Painting & Drawing	28 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2020**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Aldrich,Cathleen	Reading	20 %
Laczko,Kaitlyn R	Speech Communication	40 %
Lagunas-Carvacho,Magaly A.	Spanish	27 %
Lazzarone,Gordon C.	Applied Photography	43 %
Leek,Laura C.	ESL Speaking/Listening	33 %
Liu,Steve S.	Chinese	27 %
Lore,Elisabeth Marie	English	20 %
Lowrie,Angela C.	Applied Photography	57 %
Lutin-Mosley,Dalaina M	Sociology	40 %
Mahmood,Iqbal	English	40 %
McCann Lawson,Kim	Dramatic Arts	20 %
Miller,Matthew K.	Dramatic Arts	20 %
Mo,Melody H.	Chinese	27 %
Mohrmann,Peter R.	Dramatic Arts	20 %
Naify,James F.	Philosophy	40 %
Nicholson,Joy Christine	Dramatic Arts	50 %
O'Maicin,Lisa D.	Speech Communication	20 %
Palmi,Jason R	Administration of Justice	60 %
Passal,Steven R.	English	40 %
Payne,Autum	Applied Photography	14 %
Perkins,Brett T.	English	60 %
Perkins,Justin	Speech Communication	60 %
Pytel,Darren L.	Administration of Justice	20 %
Richardson,Ashley A.	Computer Information Systems	7 %
Richmond,Pamela R.	English	40 %
Roberts-Eccles,Debora C.	ESL Writing	40 %
Robinson,Matthew P.	Music	32 %
Rosen-Aydlett,Lisa	Child Development/Early Care & Education	20 %
Rosen-Aydlett,Lisa	Family Studies	20 %
Sachdev,Poonam	English	40 %
Sandoval,Priscilla Maria	Sociology	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2020
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Sotelo,Justin B.	Applied Photography	14 %
** (B5) Talle,Tricia	Coordinator-Instruct LAB	49 %
Wagner,Michelle D.	Coordinator-Instruct LAB	10 %
Waltz,Thomas W.	Administration of Justice	40 %
Weast,Jonathan L	Computer Graphics and Digital Imagery	21 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2020
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
** (A1) Afonso,Paulo M.J.	Astronomy	16 %
Alexander,Carie D.	Counselor	8 %
Allie,Diana J.	Academic Guidance	20 %
L'Estrange,Michael A.	Computer Networking	13 %
Meadows,Dale C.	Chemistry, General	32 %
Mireles-Tijero,Mayra	Academic Guidance	10 %
Moore,Justin A.	Physiology (Includes Anatomy)	20 %
Moore,Justin A.	Study Skills	8 %
Moore,Reyna C.	Academic Guidance	20 %
Nazareno,Randy P.	Counselor	21 %
Palomares,Carmelita	Guidance	3 %
Payne,Michael D.	Chemistry, General	20 %
Pollard,Margaret P.	Accounting	40 %
Queen,Kim K.	Counselor	4 %
Quintero,Robert A.	Academic Guidance	20 %
Ramirez,Richard A.	Guidance	3 %
** (B5) Reeves,Leslie	Coordinator	32 %
Reilly,Robin L.	Tax Studies	27 %
Reynolds,Tera L.	Academic Guidance	30 %
Riley,Lonetta L.	Administration of Justice	20 %
Rust,Joseph D.	Academic Guidance	40 %
Sabzevary,Iraj	Computer Programming	15 %
Sabzevary,Iraj	Database Design and Administration	13 %
** (B2) Sjolund,Joe P.	Coordinator	24 %
** (A2) Valdez,Judith	Counselor	2 %
Vinsant,Denise T.	Academic Guidance	10 %
Vinsant,Denise T.	Counselor	13 %
Yatsenko,Tatyana	Counselor	7 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2020
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adkins Pogue,Andrea D.	Academic Guidance	20 %
Aldredge,Teresa W.	Academic Guidance	20 %
Lopez,Efrain C.	Physics, General	27 %
Mapeso,Ray	Academic Guidance	40 %
Marshall-Mills,Denise L.	Academic Guidance	20 %
Mathis,Jaqueline S.	Academic Guidance	40 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2020
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
McDowell, Stephen C.	Chemistry, General	20 %
Mojica, Edward	Architectural Drafting	40 %
Moreno, Camille	Mathematics, General	20 %
Morgan-Nance, Kathryn L.	Accounting	27 %
Osman, Mohammed	Information Technology, General	27 %
Pandey, Rajeev R.	Chemistry, General	27 %
Parilo, Margaret S.	Accounting	27 %
Perez, Rochelle A.	Librarian	20 %
Phan, Man	Business and Commerce, General	20 %
Reese, Shawn L.	Chemistry, General	64 %
Wassmer, Dana	Nutrition, Foods, and Culinary Arts	40 %
Yarbrough, Michael	Mathematics, General	27 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2020
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Morrison, Jill	Counselor	8 %
Tavares, Tyrone M.	Counselor	1 %
Tikhonova, Inna V.	Counselor	13 %
Yang, Kou	Counselor	6 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2020
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Allen, Randy K.	Applied Photography	13 %
Logan, Shane P.	Sociology	7 %
Lorenz, Norman H.	Academic Guidance	20 %
** (A2) Polisen, Michelle C.	Academic Guidance	20 %
Rojas, Karla P.	Academic Guidance	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee
 Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

CLASSIFIED

APPOINTMENT(S) TO TEMPORARY POSITION(S)			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Espinoza-Santana, Alex	Police Cadet to Officer Program (L.T.T.)	DO	12/03/19– 08/31/20 (Revised)
Vang, Xia	Police Cadet to Officer Program (L.T.T.)	DO	12/03/19 - 08/31/20 (Revised)

LEAVE(S) OF ABSENCE				
<u>Name</u>	<u>Position</u>	<u>Type of Leave</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Ellis, Michaella C.	Instructional Assistant - Foreign Language, 50% 9 months	Personal	ARC	01/14/20 – 05/20/20
Nishizaki-Ngo, Jennifer M.	Student Support Specialist	Child Care	CRC	09/04/20–12/07/20
Taylor, Jennifer C.	Account Clerk III	Personal	FLC	04/23/20–05/31/20
Taylor, Jennifer C.	Account Clerk III	Personal, 50%	FLC	06/01/20–06/30/20
Taylor, Jenifer C.	Account Clerk III	Personal, 75%	FLC	07/01/20-08/31/20
Yeung, Wing L.	Custodian	Personal	CRC	04/28/20–06/14/20

PLACEMENT ON 39-MONTH RE-EMPLOYMENT LIST			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Hogan, Chanice L.	Custodian	ARC	07/13/20

PROMOTION(S)			
<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Ivaska, Devan T.	Employee Benefits Technician (Ticket Office/Customer Relations Assistant)	DO FLC)	07/01/20

CLASSIFIED

REASSIGNMENT(S)/TRANSFER(S)			
<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Akutagawa, Glenn K.	Printing Services Operator II (Y-Rated) (Bookstore Stock Clerk)	CRC CRC)	06/01/20 (Revised)
Burrage, Lisa K	Student Support Specialist (Y-Rated) (Ticket Office Supervisor)	ARC FLC)	07/01/20
Cantu, Jacob L.	Student Personnel Assistant – Counseling (Y-Rated) (Assistant Technical Director – Harris Center for Arts)	FLC FLC)	07/01/20
Fynes III, John W.	Student Personnel Assistant – Counseling (Y-Rated) (Assistant Technical Director – Harris Center for Arts)	FLC FLC)	07/01/20
Garza, Eduardo	Operations Technician (Y-Rated) (Technical Director – Harris Center for Arts)	FLC FLC)	07/01/20
Grimstad, Lynn E.	Senior Information Technology Technician Lab/Area Microcomputer Support, 100% (Senior Information Technology Technician Lab/Area Microcomputer Support, 75%	ARC ARC)	07/01/20
Guzzi, Kathleen A.	Admissions/Records Clerk III (Y-Rated) (Bookstore Assistant Manager)	FLC FLC)	06/01/20 (Revised)
Perez, Christina A.	Clerk III (Y-Rated) (Bookstore Stock Clerk)	SCC SCC)	06/01/20 (Revised)
Rivera-Benavidez, Jesus L.	Lead Custodian (Lead Custodian)	ARC FLC)	07/01/20
Stack, Linda A. S.	Administrative Assistant I (Administrative Assistant I)	CRC FLC)	07/01/20
Shull, Lori R.	Operations Technician (Y-Rated) (Bookstore Assistant Manager)	ARC ARC)	06/01/20 (Revised)
Walsh, Matthew J.	Admissions/Records Clerk II (Clerk III)	SCC FLC)	07/01/20

CLASSIFIED

RECLASSIFICATION(S)			
<u>Name</u>	<u>Proposed Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Ayyoub, Ilham K.	Payroll Accountant Payroll Technician	DO DO)	02/24/20

RELEASED FROM EMPLOYMENT (PROBATIONARY)			
<u>Employee ID#</u>	<u>Position</u>	<u>Assigned To</u>	<u>Effective Date(s)</u>
1863339	Clerk III	ARC	08/05/20

RESIGNATION(S)			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Belmares, Sandra Y.	Student Support Supervisor	SCC	07/01/20
Cisneros, Claudio A.	Student Personnel Assistant - Outreach Services	FLC	08/15/20
Weast, Danielle N.	Public Relations Technician	CRC	07/02/20

RETIREMENT(S)			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Conti, Christine A.	Clerk III (After 26+ years of regular service)	ARC	10/28/20
Garrett, Linda D.	Counseling Clerk I (After 8 years of regular service)	ARC	10/01/20
Revel, Raymelle D.	Community Services Supervisor (After 35+ years of regular service)	ARC	09/16/20

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

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Afuola, Jimina M.	Student Personnel Assistant	07/01/20	06/30/21
Akhromstev, Sergey S.	Alternate Media Specialist	07/01/20	06/30/21
Al Mutar, Marwah A.	Clerk I	07/01/20	06/30/21
Albert, Lisa I.	Advanced Interpreter	07/01/20	06/30/21
Alindogan, Jedidiah D.	Special Projects	07/01/20	06/30/21
Alsarraaj, Jian	DSP&S Clerk	07/01/20	06/30/21
Araiza-Davila, Amber	Student Personnel Assistant	07/01/20	06/30/21
Atkinson, Andrea A	Advanced Interpreter	07/01/20	06/30/21
Avagyan, Noretta	Student Personnel Assistant	07/01/20	06/30/21
Avery-Stovel, Gloria P.	Clerk I	07/01/20	06/30/21
Avrumutsoaye, Edwin	Special Projects	08/03/20	06/30/21
Bagdanov, Mikaela R.	Intermediate Interpreter	07/01/20	06/30/21
Bahrami Shehni, Ghazal	Instructional Assistant	07/01/20	06/30/21
Barajas Gonzalez, Juana	Student Personnel Assistant	07/01/20	06/30/21
Bhagwat, Shalaka	Special Projects	07/01/20	06/30/21
Block, Kashalia M.	Intermediate Interpreter	07/01/20	06/30/21
Bonzo, Joshua E.	Student Personnel Assistant	07/01/20	06/30/21
Burnell, Alexandria D.	Beginning Interpreter	07/01/20	06/30/21
Butler, Juanita N.	Advanced Interpreter	07/01/20	06/30/21
Byrne, Linda J.	Asst. Financial Aid Officer	07/01/20	06/30/21
Cain, Shawn Phillip	Advanced Interpreter	07/01/20	06/30/21
Campbell, Erica E	Advanced Interpreter	07/01/20	06/30/21
Canton, Stuart L.	Instructional Assistant	07/01/20	06/30/21
Cao, Vivian T.	Instructional Assistant	07/01/20	06/30/21
Carter, Sean P.	Special Projects	07/01/20	06/30/21
Catalan, Christian T	Special Projects	07/01/20	06/30/21
Cavalier, Summer D.	Special Projects	07/01/20	06/30/21
Caybut, Avis C.	Recruit Training Officer	08/01/20	06/30/21
Champion, Melissa L.	Advanced Interpreter	07/01/20	06/30/21
Chimero, Ashlie N.	Intermediate Interpreter	07/01/20	06/30/21
Claudio, Lupita K.	Instructional Assistant	07/01/20	06/30/21
Collins, Sara R.	Intermediate Interpreter	07/01/20	06/30/21
Culmsee, Rochelle R.	Advanced Interpreter	07/01/20	06/30/21
Daunt, Kayla Lee	Advanced Interpreter	07/01/20	06/30/21
Davis, Magdalena N	Special Projects	07/01/20	06/30/21
DeGeorge, Shannon M.	Advanced Interpreter	07/01/20	06/30/21
Dempsey, David D.	Intermediate Interpreter	07/01/20	06/30/21
Durner, Felicia A.	Beginning Interpreter	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College - Continued</u>			
Escalante, Jose L.	Outreach Specialist	07/01/20	06/30/21
Ezell, Evelyn C.	Intermediate Interpreter	07/01/20	06/30/21
Fabian, Maria	Special Projects	07/01/20	06/30/21
Flakes, Rodney L.	Special Projects	07/01/20	06/30/21
Flatebo, Veronica Owen Euthema	Intermediate Interpreter	07/01/20	06/30/21
Gaona Botello, Claudia E.	Outreach Specialist	07/01/20	06/30/21
Garcia, Javier Alejandro	Special Projects	07/01/20	06/30/21
Garcia-Canyon, Sabrina L	Special Projects	07/01/20	06/30/21
Gatz, Michael E.	Special Projects	07/01/20	06/30/21
Ginther, Bryce A	Special Projects	07/01/20	06/30/21
Gobuyan, Anna Clarizza C.	Student Personnel Assistant	07/01/20	06/30/21
Gomez Sanchez, Valeria	Financial Aid Clerk I	07/01/20	06/30/21
Gomez, Stephanie	Outreach Specialist	07/01/20	06/30/21
Gonzalez, Natalie	Clerk I	07/01/20	06/30/21
Green, Loralyn J.	Advanced Interpreter	07/01/20	06/30/21
Hannon, Laura M.	Intermediate Interpreter	07/01/20	06/30/21
Hatami Ramsheh, Parinaz R.	Instructional Assistant	07/01/20	06/30/21
Hernandez, Deborah A	Student Personnel Assistant	07/01/20	06/30/21
Hoffpaur, Christien D.	Instructional Assistant	07/01/20	06/30/21
Huezo, Alma M.	Student Support Specialist	07/01/20	06/30/21
Israelyan, Katherine B.	Instructional Assistant	07/01/20	06/30/21
Jablonski, Steven Ross	Advanced Interpreter	07/01/20	06/30/21
Jassim, Areej M.	Financial Aid Clerk II	07/01/20	06/30/21
Jenkins, Tanisha L.	Student Personnel Assistant	07/01/20	06/30/21
Jeft, Jack S.	Intermediate Interpreter	07/01/20	06/30/21
Jones, Jennifer L.	Intermediate Interpreter	07/01/20	06/30/21
Karadottir-Wells, Unnur L.	Special Projects	07/01/20	06/30/21
Kaur, Damanpreet	Student Personnel Assistant	07/01/20	06/30/21
Keith, Jennifer L.	Beginning Interpreter	07/01/20	06/30/21
Keller, Ashley A.	Advanced Interpreter	07/01/20	06/30/21
King, Diane M.	Advanced Interpreter	07/01/20	06/30/21
Kropp, Jonnie M.	Instructional Assistant	07/27/20	06/30/21
Lambert, Sarina E.	Advanced Interpreter	07/01/20	06/30/21
Lannan, Judith L.	Financial Aid Clerk II	07/01/20	06/30/21
Lavrushchak, Vita M.	Financial Aid Officer	07/01/20	06/30/21
Lee, Justin K.	Instructional Assistant	07/01/20	06/30/21
Lewis, Malia N.	Beginning Interpreter	07/01/20	06/30/21
Li, San M	Web & Media Design Specialist	07/01/20	06/30/21
Llamas Delgadillo, Alejandro	Outreach Specialist	07/01/20	06/30/21
Lopez, Jordan E.	Advanced Interpreter	07/01/20	06/30/21
Luna, Jessica M.	Intermediate Interpreter	07/01/20	06/30/21
Lynn, Jessica	Special Projects	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College - Continued</u>			
Mason, Taylor V	DSP&S Clerk	07/01/20	06/30/21
McHolt, Joshua R.	Advanced Interpreter	07/01/20	06/30/21
Mora, Laura V.	Clerk I	07/01/20	06/30/21
Morales-Becerra, Katia E.	Student Personnel Assistant	07/01/20	06/30/21
Moraru, Emiliya	Special Projects	07/01/20	06/30/21
Munoz, Bianca C	Special Projects	07/01/20	06/30/21
Muscardini, Pamela C.	Advanced Interpreter	07/01/20	06/30/21
Neighbors, Helen A.	Special Projects	07/01/20	06/30/21
Neikirk, Nathan Nolan	Advanced Interpreter	07/01/20	06/30/21
Nelson, Sandra A	Beginning Interpreter	07/01/20	06/30/21
Noori, Ramin	Clerk I	07/01/20	06/30/21
Nusbaum, Terri L.	Instructional Assistant	07/01/20	06/30/21
Ojima, Kelly C.	Intermediate Interpreter	07/01/20	06/30/21
Onestar, Emily K.	Counseling Clerk II	07/01/20	06/30/21
Pack, Jenifer N.	Intermediate Interpreter	07/01/20	06/30/21
Pavini, Nicholas A	Special Projects	07/01/20	06/30/21
Payne, Ryan B.	Instructional Assistant	07/01/20	06/30/21
Pfeffer, Andrea S.	Beginning Interpreter	07/01/20	06/30/21
Phan, Khang Thieu Thuong	Clerk I	07/01/20	06/30/21
Pheneger, Christopher V.	Student Support Specialist	07/01/20	06/30/21
Plamadeala, Liliana	Clerk I	07/01/20	06/30/21
Quintero-Lenihan, Maria A.	Student Personnel Assistant	07/01/20	06/30/21
Quist, Sara M.	Intermediate Interpreter	07/01/20	06/30/21
Radu, Ana M.	Student Support Specialist	07/01/20	06/30/21
Readshaw, Kacie C	Student Personnel Assistant	07/01/20	06/30/21
Reisner, Diana M.	Intermediate Interpreter	07/01/20	06/30/21
Reyes, Yolanda D.	Special Projects	07/01/20	06/30/21
Ricchiuto, Rachel R.	Advanced Interpreter	07/01/20	06/30/21
Richardson, Laurel C.	Special Projects	07/01/20	06/30/21
Rico-Chavez, Rebeca	Clerk I	07/01/20	06/30/21
Robertson, Sean T.	Intermediate Interpreter	07/01/20	06/30/21
Rodgers, Kirsten B.	Advanced Interpreter	07/01/20	06/30/21
Roe, William P.	Special Projects	08/03/20	06/30/21
Romo Cuellar, Diego	Clerk I	07/01/20	06/30/21
Roque Valdes, Amanda	Financial Aid Clerk I	07/01/20	06/30/21
Ruegg, Christopher	Beginning Interpreter	07/01/20	06/30/21
Saldivar, Vinson J.	Student Personnel Assistant	07/01/20	06/30/21
Sanchez, Reyna I.	Instructional Assistant	07/01/20	06/30/21
Schuller, Molly C.	Outreach Specialist	07/01/20	06/30/21
Shearer, Stephanie A.	Advanced Interpreter	07/01/20	06/30/21
Sims, Lorie T.	Beginning Interpreter	07/01/20	06/30/21
Snyder, Jessica A.	Intermediate Interpreter	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College - Continued</u>			
Solis, Alfred R.	Instructional Assistant	07/01/20	06/30/21
Stanford, Marlet T.	Beginning Interpreter	07/01/20	06/30/21
Steinburg, Julianna E.	Beginning Interpreter	07/01/20	06/30/21
Studebaker, Rachael G.	Beginning Interpreter	07/01/20	06/30/21
Sullivan, Ryan C.	Advanced Interpreter	07/01/20	06/30/21
Tahanout, Said	Clerk I	07/01/20	06/30/21
Tellez, Martin	Student Support Specialist	07/01/20	06/30/21
Thao, Zoua	Outreach Specialist	07/01/20	06/30/21
Tinling, Colleen E. S.	Intermediate Interpreter	07/01/20	06/30/21
Torres, Cesar B.	Outreach Specialist	07/01/20	06/30/21
Vandermat, Julia A.	Advanced Interpreter	07/01/20	06/30/21
Vang, Mai S.	Instructional Assistant	08/01/20	06/30/21
Velichko, Karina	Special Projects	08/01/20	06/30/21
Velichko, Liana A	Special Projects	08/03/20	06/30/21
Veloz, Mercedes S	Clerk I	07/01/20	06/30/21
Viens, Katie B.	Beginning Interpreter	07/01/20	06/30/21
Vilhauer, Douglas M.	Beginning Interpreter	07/01/20	06/30/21
Vlamis, Christopher M.	Recruit Training Officer	08/01/20	06/30/21
Whent, Shannon C.	Recruit Training Officer	08/01/20	06/30/21
Wilkes, Jason M.	Special Projects	07/01/20	06/30/21
Williams, Grace M.	Intermediate Interpreter	07/01/20	06/30/21
Winterlin, Brenda M	Student Personnel Assistant	07/01/20	06/30/21
Wyatt, Kelly M.	Advanced Interpreter	07/01/20	06/30/21
Zakharava, Alesia	Financial Aid Clerk I	07/01/20	06/30/21
<u>Cosumnes River College</u>			
Abdulshukur, Feruza	Student Personnel Assistant	07/01/20	06/30/21
Avila-Armenta, Carolina	Clerk III	07/01/20	06/30/21
Balgos, Jonathan P	Student Support Specialist	07/01/20	06/30/21
Batool, Kinza	Financial Aid Clerk I	07/01/20	06/30/21
Boehringer, Kyle R.	Special Projects	07/01/20	06/30/21
Carder, Paul G.	Instructional Assistant	07/01/20	06/30/21
Chaidez, Nayeli Rocio	Student Support Specialist	07/01/20	06/30/21
Chasengnou, Emily N.	Asst. Financial Aid Officer	07/01/20	06/30/21
Clemons, Daniel S.	Special Projects	07/01/20	06/30/21
Cochran, Cullen A.	Instructional Assistant	07/01/20	06/30/21
Coplan, Brent D.	Instructional Assistant	07/01/20	06/30/21
Dalisay, Caroline V.	Instructional Assistant	07/01/20	06/30/21
Dang, Heather Thien Huong	Reader/Tutor II	07/01/20	06/30/21
Davis, Dakota J.	Special Projects	07/01/20	06/30/21
Davis, Kyle J	Instructional Assistant	07/01/20	06/30/21
Dayal, Sharon S.	Student Personnel Assistant	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College - Continued</u>			
Dobson Bell, Anastacia Lee	Student Personnel Assistant	07/01/20	06/30/21
Domingo, Jeric	Reader/Tutor	07/01/20	06/30/21
Esquer, Savannah I	Reader/Tutor	07/01/20	06/30/21
Green, Sheila R.	Instructional Assistant	07/01/20	06/30/21
Hardy, Zackery M	Reader/Tutor	07/01/20	06/30/21
Hoang, Steve N	Clerk I	07/01/20	06/30/21
Iqueda, Angel A.	Special Projects	07/01/20	06/30/21
Juner, Samantha A.	Special Projects	07/01/20	06/30/21
Keenan, Annemarie	Instructional Assistant	07/01/20	06/30/21
Kucera, Kristen L	Instructional Assistant	07/01/20	06/30/21
Lee, Carol H.	Special Projects	07/01/20	06/30/21
Lee, Jared J.	Reader/Tutor	07/01/20	06/30/21
Little, Leonard J.	Reader/Tutor	07/01/20	06/30/21
Lopez, Victor A.	Instructional Assistant	07/01/20	06/30/21
Lor, Lisa	Student Personnel Assistant	07/01/20	06/30/21
Luong, Denise	Financial Aid Clerk II	07/01/20	06/30/21
Luong, Jackie W.	Financial Aid Officer	07/01/20	06/30/21
Martin, Magalean	Student Personnel Assistant	05/25/20	06/30/20
McDonald III, James A.	Instructional Assistant	07/01/20	06/30/21
McDonald, Audrey K.	Special Projects	07/01/20	06/30/21
Menchaca, Rebecca	Reader/Tutor	07/01/20	06/30/21
Morgan, Trevor C.	Instructional Assistant	07/01/20	06/30/21
Mow, Jessica R.	Student Support Specialist	07/01/20	06/30/21
Mysaysana, Purlang L.	Financial Aid Clerk I	07/01/20	06/30/21
Nadew, Tehetna W.	Student Personnel Assistant	07/01/20	06/30/21
Natco, Daniel A	Instructional Assistant	07/01/20	06/30/21
Nguyen, Mai L	Clerk I	07/01/20	06/30/21
Nguyen, Tung V.	Reader/Tutor II	07/01/20	06/30/21
O'Hara, Timothy A	Special Projects	07/01/20	06/30/21
Orozco Sandoval, Yuliana	Financial Aid Clerk I	07/01/20	06/30/21
Poncini, Carol A.	Financial Aid Officer	07/01/20	06/30/21
Quintana, Monserrat	Clerk III	07/01/20	06/30/21
Reed, Linda	Financial Aid Clerk I	07/01/20	06/30/21
Renner, Brianna R	Instructional Assistant	07/01/20	06/30/21
Rojas Gonzalez, Nayeli Evelin	Financial Aid Clerk II	07/01/20	06/30/21
Rybin, Evelina V	Special Projects	07/01/20	06/30/21
Saechao-Mendoza, Madeleine R.	Financial Aid Clerk I	07/01/20	06/30/21
Szemesi, Pamela M.	Special Projects	07/01/20	06/30/21
Takahashi, Reiko Y.	Instructional Assistant	07/01/20	06/30/21
Tanjutco, Mirian D.	Instructional Assistant	07/01/20	06/30/21
Tarver, Destiny L	Financial Aid Clerk I	07/01/20	06/30/21
Vang, See	Instructional Assistant	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College - Continued</u>			
Vitkauskas, Paul A.	Special Projects	07/01/20	06/30/21
Wang, Liting	Reader/Tutor	07/01/20	06/30/21
Williams, Bobbi L.	Special Projects	07/01/20	06/30/21
Woycheshin, Crystal L.	Instructional Assistant	07/01/20	06/30/21
Wright, Christian M.	Instructional Assistant	07/01/20	06/30/21
Yang, Linda	Financial Aid Clerk II	07/01/20	06/30/21
Zhong, Qiaowen	Clerk III	07/01/20	06/30/21

District Office / Business and Economic Development Center / Facilities Management / Police Services

Babbitt, Shawn L.	Campus Patrol	07/01/20	06/30/21
Bailey, Marshall M.	Campus Patrol	07/01/20	06/30/21
Barber, Beverly R.	Special Projects	07/01/20	06/30/21
Bojonca, Veaceslav	Campus Patrol	07/01/20	06/30/21
Bravo, Rodrigo R.	Campus Patrol	07/01/20	06/30/21
Bravo, Santos J.	Campus Patrol	07/01/20	06/30/21
Butenko, Olga	Campus Patrol	07/01/20	06/30/21
Carreon, Christopher B.	Campus Patrol	07/01/20	06/30/21
Collier, Hailey S.	Campus Patrol	07/01/20	06/30/21
Curtis, Evan J.	Campus Patrol	07/01/20	06/30/21
Cuthbertson, Colby G.	Police Comm Dispatcher	07/01/20	06/30/21
Denton, Dustin D.	Campus Patrol	07/01/20	06/30/21
Dhanda, Jasjit K	Campus Patrol	07/01/20	06/30/21
Dibrov, Nikolay	Police Comm Dispatcher	07/01/20	06/30/21
Dixon, Christopher J	Campus Patrol	07/01/20	06/30/21
Grechev, Roman I.	Campus Patrol	07/01/20	06/30/21
Gutierrez-Navarro, Crystal	Campus Patrol	07/01/20	06/30/21
Hart, Weston R.	Campus Patrol	07/01/20	06/30/21
Hayes, Louie	Campus Patrol	07/01/20	06/30/21
Jacquez, Salvadore J.	Campus Patrol	07/01/20	06/30/21
Keller, Dawn S.	Clerk I	07/01/20	06/30/21
Nelson, Wyatt T.	Campus Patrol	07/01/20	06/30/21
Nurse-Williams, Leon D.	Campus Patrol	07/01/20	06/30/21
Rendon, Rosendo	Campus Patrol	07/01/20	06/30/21
Sayson, Edwin V.	Campus Patrol	07/01/20	06/30/21
Shafiei, Arad	Campus Patrol	07/01/20	06/30/21
Smith, Jimmy	Campus Patrol	07/01/20	06/30/21
Spinazze, Giovanni L.	Campus Patrol	07/01/20	06/30/21
Steinbach, Thomas L	Campus Patrol	07/01/20	06/30/21
Stewart, Dwayne	Campus Patrol	07/01/20	06/30/21
Thao, Noulone	Campus Patrol	07/01/20	06/30/21
Tiepelman, Mark S.	Campus Patrol	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>District Office / Business and Economic Development Center / Facilities Management / Police Services - Continued</u>			
Trejo, Daniel T.	Campus Patrol	07/01/20	06/30/21
Vang, Phillip	Campus Patrol	07/09/20	06/30/21
Vang, Ying	Campus Patrol	07/01/20	06/30/21
Vaughn, Scott C.	Campus Patrol	07/01/20	06/30/21
Velazquez, Stacy H.	Campus Patrol	07/01/20	06/30/21
Watson, Terrence J.	Campus Patrol	07/01/20	06/30/21
Weaver-Owens, Vickie A.	Special Projects	07/01/20	06/30/21
Williams, Jameica G.	Campus Patrol	07/09/20	06/30/21
Wright, Christopher A.	Campus Patrol	07/01/20	06/30/21
Xiong, Levi K.	Campus Patrol	05/25/20	06/30/21

Folsom Lake College

Agarwal, Aparna	Counseling Clerk II	07/01/20	06/30/21
Aguilar, Alma R.	Student Personnel Assistant	07/01/20	06/30/21
Amir, Erum	Special Projects	07/01/20	06/30/21
Aubert, Shelby L.	Athletic Trainer	07/01/20	06/30/21
Buhman, Michael J	Reader/Tutor II	07/01/20	06/30/21
Cauchi, Brett J.	Assistant Coach	07/01/20	06/30/21
Child, Allison J.	Assistant Coach	07/01/20	06/30/21
Dowell, Travis W.	Reader/Tutor	07/01/20	06/30/21
Duka, Eugene P	Clerk II	07/01/20	06/30/21
Evans, Nicholas W	Reader/Tutor II	07/01/20	06/30/21
Fong, Tony Nelson	IT Specialist I	07/01/20	06/30/21
Freeman, Jodie	Special Projects	07/01/20	06/30/21
Galvan Rueckert, Flora L.	Reader/Tutor	07/01/20	06/30/21
Godsey, Richelle N.	Special Projects	07/01/20	06/30/21
Hallford, Tatiana I	Clerk I	07/01/20	06/30/21
Huynh, Johnny	Student Personnel Assistant	07/01/20	06/30/21
Karle, Sierra R.	Tutorial Services Assistant	07/01/20	06/30/21
Kendall, Robert W.	Assistant Coach	07/01/20	06/30/21
Kenobbie, Kenneth J.	Assistant Coach	07/01/20	06/30/21
Li, Vladislav B.	Alternate Media Specialist	07/01/20	06/30/21
Machani, Rachana	Account Clerk II	07/01/20	06/30/21
McGaffic, Andrew T.	Student Personnel Assistant	07/01/20	06/30/21
Michel, Judith S.	Clerk I	07/01/20	06/30/21
Morrison, Samuel R	Student Personnel Assistant	07/01/20	06/30/21
Naresh, Brandon R	Clerk II	07/01/20	06/30/21
Olson, Kristin L.	Athletic Trainer	07/01/20	06/30/21
Padash, Nooshin N	Student Personnel Assistant	07/01/20	06/30/21
Parker, Doris M.	Financial Aid Clerk II	07/01/20	06/30/21
Powers, Patrick W.	Assistant Coach	07/01/20	06/30/21
Prescott, Victoria M	Reader/Tutor II	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Folsom Lake College - Continued</u>			
Rademacher, Weston G	Reader/Tutor II	07/01/20	06/30/21
Randolph, Brian Michael	Admissions/Records Clerk I	07/01/20	06/30/21
Roberts, Gary V.	Reader/Tutor	07/01/20	06/30/21
Roganovic, Velizar	Reader/Tutor	07/01/20	06/30/21
Saati, Amira D.	Special Projects	07/01/20	06/30/21
Scrogins, Joshua T.	Tutorial Services Assistant	07/01/20	06/30/21
Skjerpe, Brigit I.	Admissions/Records Clerk I	07/01/20	06/30/21
Slovak, Ashley H.	Special Projects	08/01/20	06/30/21
Thomas, Haley M	Student Personnel Assistant	07/01/20	06/30/21
Tikhonova, Deanna	Financial Aid Clerk I	07/01/20	06/30/21
Vazques, Nanci	Student Personnel Assistant	07/01/20	06/30/21
Wheaton, Christopher L.	Reader/Tutor II	07/01/20	06/30/21
Wright, Allyson Y	TANF/CalWORKs Specialist	07/01/20	06/30/21
<u>Sacramento City College</u>			
Alonzo, Veronica A.	Special Projects	07/01/20	06/30/21
Badovinac, John D.	Assistant Coach	07/20/20	06/30/21
Barraza, Susana	Student Personnel Assistant	07/01/20	06/30/21
Becerril, Jeanette	Instructional Assistant	07/01/20	06/30/21
Benites, Alejandra Ruiz	Student Personnel Assistant	07/01/20	06/30/21
Benjamin, Michael W.	Student Support Specialist	07/01/20	06/30/21
Boiciuc, Tatiana	Clerk I	07/01/20	06/30/21
Boyce, Johana E.	Beginning Interpreter	07/01/20	06/30/21
Bozbei, Lidia	Counseling Clerk I	07/01/20	06/30/21
Carmichael, Jeffery S.	Financial Aid Clerk II	07/01/20	06/30/21
Corona Perez, Karina	Student Personnel Assistant	07/01/20	06/30/21
Daunt, Kayla Lee	Advanced Interpreter	07/01/20	06/30/21
Dorn, Candace J.	Outreach Specialist	07/13/20	06/30/21
Duran, Alejandra G.	Outreach Specialist	07/01/20	06/30/21
Esparza, Gabriel A.	Student Support Specialist	07/01/20	06/30/21
Fedorko, John T.	Special Projects	07/01/20	06/30/21
Felgueres, Geovani	Student Personnel Assistant	07/01/20	06/30/21
Foley, Tonya L	Account Clerk III	07/01/20	06/30/21
Gamero Jauregui, Hector E.	Student Support Specialist	07/01/20	06/30/21
Garcia Galvan, Angelica	Student Support Specialist	07/01/20	06/30/21
Garcia, Vicente M.	Instructional Assistant	07/01/20	06/30/21
Gill, Stephen J.	Special Projects	07/07/20	06/30/21
Glenn, Cynthia M.	Advanced Interpreter	07/01/20	06/30/21
Goring, Daniel T.	Instructional Assistant	07/01/20	06/30/21
Gregory, Robin L.	Instructional Assistant	07/01/20	06/30/21
Gruber, Denise L.	Intermediate Interpreter	07/01/20	06/30/21
Gutierrez, Bianca R.	Clerk I	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Sacramento City College – Continued</u>			
Haroun, Husham	Instructional Assistant	07/01/20	06/30/21
Harris, Francesca B.	Instructional Assistant	07/01/20	06/30/21
Hennike, Craig C.	Special Projects	07/01/20	06/30/21
Hernandez, Michelle A.	Assistant Coach	07/01/20	06/30/21
Hernandez-Barajas, Karen S.	Student Support Specialist	07/01/20	06/30/21
Hines, Nathan P.	Instructional Assistant	07/01/20	06/30/21
Hinojosa Rodriguez, Mariajose	Clerk I	07/01/20	06/30/21
Horita, Sienna J.	Student Personnel Assistant	07/01/20	06/30/21
Hornbuckle, Semaj J. B.	Instructional Assistant	07/01/20	06/30/21
James, Breanna Y	Clerk I	07/01/20	06/30/21
Jibok, Samantha D.	Counseling Clerk I	07/01/20	06/30/21
Kaur, Amandeep	Special Projects	07/01/20	06/30/21
Levels, Lena L.	Special Projects	07/01/20	06/30/21
Lopez, Karla G.	Student Support Specialist	07/01/20	06/30/21
Lopez, Olivia M.	Special Projects	07/01/20	06/30/21
Lysongtseng, Bruce Tswj Fwm	Clerk I	07/01/20	06/30/21
Macshafi, Raliyat N.	Intermediate Interpreter	07/01/20	06/30/21
Mah, Earl G	Alternate Media Specialist	07/01/20	06/30/21
Meza, Rudolph	Special Projects	07/01/20	06/30/21
Moua, Tammy	Clerk I	07/01/20	06/30/21
Nelson, Andrea E.	Financial Aid Clerk I	07/01/20	06/30/21
Nelson, Thomas A.	Instructional Assistant	07/01/20	06/30/21
Orduna, Karina	Outreach Specialist	07/01/20	06/30/21
Penn, Aliyah M.	Instructional Assistant	07/01/20	06/30/21
Pereira, Carmen	Special Projects	07/01/20	06/30/21
Perez, Judith C.	Instructional Assistant	07/01/20	06/30/21
Piovesan, Alice	Instructional Assistant	07/01/20	06/30/21
Polaulu, Viliami T.	Student Support Specialist	07/01/20	06/30/21
Ramos, Yanira	Clerk I	07/01/20	06/30/21
Rea, Eduardo F.	Special Projects	07/01/20	06/30/21
Richardson, Deborah	Financial Aid Clerk II	07/01/20	06/30/21
Richerson, Kimberly A.	Clerk I	07/01/20	06/30/21
Romo Cuellar, Janeth	Admissions/Records Evaluator I	07/01/20	06/30/21
Rubio, April L.	Special Projects	07/01/20	06/30/21
Rurouni, Kristen A.	Advanced Interpreter	07/01/20	06/30/21
Salcedo, Ariel E.	Financial Aid Clerk I	07/01/20	06/30/21
Santillan, Luis	Outreach Specialist	07/01/20	06/30/21
Serpa, Jennifer A.	Special Projects	07/01/20	06/30/21
Serup, Sarita Y.	Special Projects	07/01/20	06/30/21
Sieng, Sophanna	Student Personnel Assistant	07/01/20	06/30/21
Smith, Joseph M.	Assistant Coach	07/20/20	06/30/21
Sousa, Mariamma	Financial Aid Clerk II	07/01/20	06/30/21

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Sacramento City College – Continued</u>			
Starbuck, Jarice Z.	Intermediate Interpreter	07/01/20	06/30/21
Sullenger-Bruno, Katherine M.	Clerk I	07/13/20	06/30/21
Suzuki, Yumiko P	Financial Aid Clerk I	07/01/20	06/30/21
Sylvia, Alexander Ernest	Financial Aid Clerk II	07/01/20	06/30/21
Thomas, David S.	Intermediate Interpreter	07/01/20	06/30/21
Tillis, Natalie C.	Assistant Coach	07/17/20	06/30/21
Ulloa, Elizabeth V.	Intermediate Interpreter	07/01/20	06/30/21
Vaivai, Nyla	Student Support Specialist	07/01/20	06/30/21
Vang, Kachyee A.	Clerk I	07/01/20	06/30/21
Veirs, Michael D.	Clerk I	07/10/20	06/30/21
Wigley, Jeanette E	Laboratory Technician	07/01/20	06/30/21
Woolsey, Kyle K.	Instructional Assistant	07/01/20	06/30/21
Zamora, Erica J.	Student Support Specialist	07/01/20	06/30/21
Zayati, Ousema K.	Laboratory Technician	07/01/20	06/30/21

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Pay Rate Schedules: Final 2019-20	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Action Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance & Administration <i>MR</i>	CONSENT/ROUTINE	<input type="checkbox"/>
		FIRST READING	<input type="checkbox"/>
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	<input checked="" type="checkbox"/>
		INFORMATION	<input type="checkbox"/>

BACKGROUND:

In August of 2011, CalPERS issued regulations defining compensation for retirement benefit purposes that specify the requirements for Board approval of salary schedules for employees.

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 the effective date and date of any revisions. The 2019-20 final salary schedule improvements follow the provisions of the compensation formula in the District’s collective bargaining agreements.

The 2019-20 salary schedules improvement varied across the units dependent upon factors such as the level of medical contribution and/or residual funds from 2018-19. However, over the last 12 months, the effects of COVID-19 and the corresponding economic realities limits our ability to retroactively improve the schedules for most units.

The only unit with a substantial level of one-time resources is LRCFT. This funding is primarily attributed to the state’s investment in faculty in two of the past five years, which has been directly allocated to faculty and is consistent with state directives. The LRCFT unit is proposed to provide funding for a one-time 4% increase to the 2019-20 interim salary schedule. This increase is in recognition of the state’s direct allocation to faculty in recent years, and also recognizes the conversion of courses towards remote operations in the Spring term. In accordance with applicable CalSTRS laws, this increase is considered salary for LRCFT members.

The District has completed the compensation calculation for 2019-20 and met with all employee groups to review the calculation and the recommended improvement. After funding the improvement, residual funds carry forward to the 2019-20 calculation for each unit.

RECOMMENDATION:

It is recommended that the Board of Trustees adopt and approve the attached final salary schedules for all groups and individuals providing a 4% one-time salary schedule improvement for the LRCFT unit. It is also recommended that the Board of Trustees ratify the Memorandum of Understanding outlined above.

**Los Rios Community College District
2019-20 Final**

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

Annual Salary Schedule

Includes an advanced continuing improvement of 4% and a one-time course transition payment of 4%.

	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.
Step	Class I	Class II	Class III	Class IV	Class V
1	45,235	50,262	55,279	60,312	63,324
2	47,045	52,273	57,490	62,725	65,857
3	48,926	54,364	59,790	65,234	68,491
4	50,884	56,538	62,181	67,843	71,231
5	52,919	58,800	64,669	70,557	74,080
6	55,036	61,152	67,255	73,379	77,043
7	57,237	63,598	69,946	76,314	80,125
8	59,527	66,142	72,744	79,367	83,330
9	61,908	68,788	75,653	82,541	86,663
10	64,384	71,539	78,679	85,843	90,130
11	66,959	74,401	81,827	89,277	93,735
12	69,638	77,377	85,100	92,848	97,484
13	72,423	80,472	88,504	96,562	101,384
14	75,320	83,691	92,044	100,424	105,439
15			95,725	104,441	109,657
Longevity 1*	78,333	87,038	99,555	108,619	114,043
Longevity 2**	79,900	88,779	101,546	110,791	116,324

*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.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

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, 2019

Board Approved:

2019-20 Final A-164 Schedule

Includes an advanced continuing improvement of 4% and a one-time course transition payment of 4%.

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	45,235.29	50,262.46	55,279.09	60,312.24	63,324.01
Monthly		4,523.53	5,026.25	5,527.91	6,031.22	6,332.40
Daily		275.82	306.48	337.07	367.76	386.12
	2	47,044.70	52,272.96	57,490.26	62,724.74	65,856.97
		4,704.47	5,227.30	5,749.03	6,272.47	6,585.70
		286.86	318.74	350.55	382.47	401.57
	3	48,926.49	54,363.89	59,789.86	65,233.73	68,491.25
		4,892.65	5,436.39	5,978.99	6,523.37	6,849.12
		298.33	331.49	364.57	397.77	417.63
	4	50,883.54	56,538.44	62,181.46	67,843.08	71,230.90
		5,088.35	5,653.84	6,218.15	6,784.31	7,123.09
		310.27	344.75	379.16	413.68	434.33
	5	52,918.88	58,799.98	64,668.72	70,556.81	74,080.14
		5,291.89	5,880.00	6,466.87	7,055.68	7,408.01
		322.68	358.54	394.32	430.22	451.71
	6	55,035.63	61,151.99	67,255.46	73,379.08	77,043.34
		5,503.56	6,115.20	6,725.55	7,337.91	7,704.33
		335.58	372.88	410.09	447.43	469.78
	7	57,237.05	63,598.06	69,945.68	76,314.25	80,125.08
		5,723.71	6,359.81	6,994.57	7,631.42	8,012.51
		349.01	387.79	426.50	465.33	488.57
	8	59,526.54	66,141.98	72,743.52	79,366.82	83,330.08
		5,952.65	6,614.20	7,274.35	7,936.68	8,333.01
		362.97	403.30	443.56	483.94	508.11
	9	61,907.60	68,787.66	75,653.25	82,541.49	86,663.29
		6,190.76	6,878.77	7,565.33	8,254.15	8,666.33
		377.49	419.44	461.30	503.30	528.43
	10	64,383.90	71,539.16	78,679.38	85,843.15	90,129.83
		6,438.39	7,153.92	7,867.94	8,584.32	9,012.98
		392.58	436.21	479.75	523.43	549.57
	11	66,959.25	74,400.72	81,826.56	89,276.88	93,735.02
		6,695.93	7,440.07	8,182.66	8,927.69	9,373.50
		408.29	453.66	498.94	544.37	571.55
	12	69,637.62	77,376.76	85,099.62	92,847.95	97,484.42
		6,963.76	7,737.68	8,509.96	9,284.80	9,748.44
		424.62	471.81	518.90	566.15	594.42
	13	72,423.13	80,471.83	88,503.60	96,561.87	101,383.80
		7,242.31	8,047.18	8,850.36	9,656.19	10,138.38
		441.60	490.68	539.66	588.79	618.19
	14	75,320.05	83,690.70	92,043.74	100,424.34	105,439.16
		7,532.01	8,369.07	9,204.37	10,042.43	10,543.92
		459.27	510.31	561.24	612.34	642.92
	15	-	-	95,725.49	104,441.31	109,656.73
		-	-	9,572.55	10,444.13	10,965.67
		-	-	583.69	636.84	668.64
	L1	78,332.85	87,038.33	99,554.51	108,618.97	114,042.99
		7,833.29	8,703.83	9,955.45	10,861.90	11,404.30
		477.64	530.72	607.04	662.31	695.38
	L2	79,899.51	88,779.10	101,545.60	110,791.35	116,323.85
		7,989.95	8,877.91	10,154.56	11,079.13	11,632.39
		487.19	541.34	619.18	675.56	709.29

Retroactive to: July 1, 2019

Board Approved:

**Los Rios Community College District
2019-20 Final**

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

Includes an advanced continuing improvement of 4% and a one-time course transition payment of 4%.

	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.
Step	Class I	Class II	Class III	Class IV	Class V
1	45,420	50,468	55,505	60,558	63,582
2	47,237	52,486	57,725	62,981	66,126
3	49,126	54,586	60,034	65,500	68,771
4	51,091	56,769	62,435	68,120	71,522
5	53,135	59,040	64,933	70,845	74,383
6	55,260	61,402	67,530	73,679	77,358
7	57,471	63,858	70,231	76,626	80,452
8	59,770	66,412	73,040	79,691	83,670
9	62,160	69,068	75,962	82,878	87,017
10	64,647	71,831	79,001	86,194	90,498
11	67,233	74,704	82,161	89,641	94,118
12	69,922	77,693	85,447	93,227	97,882
13	72,719	80,800	88,865	96,956	101,798
14	75,627	84,032	92,419	100,834	105,870
15			96,116	104,868	110,104
Longevity 1*	78,653	87,394	99,961	109,062	114,508
Longevity 2**	80,226	89,141	101,960	111,244	116,799

*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.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

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, 2019

Board Approved:

2019-20 Final A-164 Librarian Schedule

Includes an advanced continuing improvement of 4% and a one-time course transition payment of 4%.

	Step	Class I	Class II	Class III	Class IV	Class V
Annual Monthly Daily	1	45,419.93	50,467.62	55,504.72	60,558.41	63,582.47
		4,541.99	5,046.76	5,550.47	6,055.84	6,358.25
		276.95	307.73	338.44	369.26	387.70
	2	47,236.72	52,486.32	57,724.91	62,980.76	66,125.77
		4,723.67	5,248.63	5,772.49	6,298.08	6,612.58
		288.03	320.04	351.98	384.03	403.21
	3	49,126.19	54,585.78	60,033.90	65,499.99	68,770.80
		4,912.62	5,458.58	6,003.39	6,550.00	6,877.08
		299.55	332.84	366.06	399.39	419.33
	4	51,091.23	56,769.21	62,435.26	68,119.99	71,521.64
		5,109.12	5,676.92	6,243.53	6,812.00	7,152.16
		311.53	346.15	380.70	415.37	436.11
	5	53,134.87	59,039.98	64,932.67	70,844.80	74,382.50
		5,313.49	5,904.00	6,493.27	7,084.48	7,438.25
		323.99	360.00	395.93	431.98	453.55
6	55,260.27	61,401.59	67,529.98	73,678.59	77,357.81	
	5,526.03	6,140.16	6,753.00	7,367.86	7,735.78	
	336.95	374.40	411.77	449.26	471.69	
7	57,470.67	63,857.64	70,231.18	76,625.73	80,452.12	
	5,747.07	6,385.76	7,023.12	7,662.57	8,045.21	
	350.43	389.38	428.24	467.23	490.56	
8	59,769.50	66,411.95	73,040.43	79,690.76	83,670.21	
	5,976.95	6,641.19	7,304.04	7,969.08	8,367.02	
	364.45	404.95	445.37	485.92	510.18	
9	62,160.28	69,068.42	75,962.04	82,878.40	87,017.02	
	6,216.03	6,906.84	7,596.20	8,287.84	8,701.70	
	379.03	421.15	463.18	505.36	530.59	
10	64,646.69	71,831.16	79,000.52	86,193.53	90,497.71	
	6,464.67	7,183.12	7,900.05	8,619.35	9,049.77	
	394.19	437.99	481.71	525.57	551.82	
11	67,232.55	74,704.40	82,160.54	89,641.28	94,117.61	
	6,723.26	7,470.44	8,216.05	8,964.13	9,411.76	
	409.95	455.51	500.98	546.59	573.89	
12	69,921.86	77,692.58	85,446.96	93,226.92	97,882.31	
	6,992.19	7,769.26	8,544.70	9,322.69	9,788.23	
	426.35	473.74	521.02	568.46	596.84	
13	72,718.73	80,800.29	88,864.84	96,956.00	101,797.61	
	7,271.87	8,080.03	8,886.48	9,695.60	10,179.76	
	443.41	492.68	541.86	591.20	620.72	
14	75,627.48	84,032.30	92,419.43	100,834.24	105,869.52	
	7,562.75	8,403.23	9,241.94	10,083.42	10,586.95	
	461.14	512.39	563.53	614.84	645.55	
15			96,116.21	104,867.61	110,104.30	
			9,611.62	10,486.76	11,010.43	
			586.07	639.44	671.37	
L1	78,652.58	87,393.59	99,960.86	109,062.31	114,508.48	
	7,865.26	8,739.36	9,996.09	10,906.23	11,450.85	
	479.59	532.89	609.52	665.01	698.22	
L2	80,225.63	89,141.46	101,960.08	111,243.56	116,798.65	
	8,022.56	8,914.15	10,196.01	11,124.36	11,679.86	
	489.18	543.55	621.71	678.31	712.19	

Retroactive to: July 1, 2019

Board Approved:

**Los Rios Community College District
2019-20 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 improvement of 4% and a one-time course transition payment of 4%.

	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.
Step	Class I	Class II	Class III	Class IV	Class V
1	48,189	53,545	58,889	64,251	67,459
2	50,117	55,687	61,245	66,821	70,158
3	52,122	57,914	63,695	69,494	72,964
4	54,207	60,231	66,242	72,274	75,883
5	56,375	62,640	68,892	75,165	78,918
6	58,630	65,146	71,648	78,171	82,075
7	60,975	67,751	74,514	81,298	85,358
8	63,414	70,461	77,494	84,550	88,772
9	65,951	73,280	80,594	87,932	92,323
10	68,589	76,211	83,818	91,449	96,016
11	71,332	79,260	87,170	95,107	99,856
12	74,185	82,430	90,657	98,911	103,851
13	77,153	85,727	94,283	102,868	108,005
14	80,239	89,156	98,055	106,983	112,325
15			101,977	111,262	116,818
Longevity 1*	83,448	92,722	106,056	115,712	121,491
Longevity 2**	85,117	94,577	108,177	118,027	123,921

* 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.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

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, 2019

Board Approved:

2019-20 Final A-174 Schedule

Includes an advanced continuing improvement of 4% and a one-time course transition payment of 4%.

	Step	Class I	Class II	Class III	Class IV	Class V
Annual Monthly Daily	1	48,189.43	53,544.91	58,889.16	64,251.00	67,459.45
		4,015.79	4,462.08	4,907.43	5,354.25	5,621.62
		276.95	307.73	338.44	369.26	387.70
	2	50,117.01	55,686.71	61,244.72	66,821.05	70,157.83
		4,176.42	4,640.56	5,103.73	5,568.42	5,846.49
		288.03	320.04	351.98	384.03	403.21
	3	52,121.69	57,914.18	63,694.51	69,493.89	72,964.14
		4,343.47	4,826.18	5,307.88	5,791.16	6,080.35
		299.55	332.84	366.06	399.39	419.33
	4	54,206.55	60,230.74	66,242.28	72,273.65	75,882.71
		4,517.21	5,019.23	5,520.19	6,022.80	6,323.56
		311.53	346.15	380.70	415.37	436.11
	5	56,374.80	62,639.98	68,891.98	75,164.60	78,918.02
		4,697.90	5,220.00	5,741.00	6,263.72	6,576.50
		323.99	360.00	395.93	431.98	453.55
	6	58,629.79	65,145.58	71,647.66	78,171.19	82,074.75
		4,885.82	5,428.80	5,970.64	6,514.27	6,839.56
		336.95	374.40	411.77	449.26	471.69
	7	60,974.98	67,751.40	74,513.56	81,298.03	85,357.74
		5,081.25	5,645.95	6,209.46	6,774.84	7,113.14
		350.43	389.38	428.24	467.23	490.56
	8	63,413.98	70,461.46	77,494.11	84,549.96	88,772.05
		5,284.50	5,871.79	6,457.84	7,045.83	7,397.67
		364.45	404.95	445.37	485.92	510.18
	9	65,950.54	73,279.91	80,593.87	87,931.96	92,322.94
		5,495.88	6,106.66	6,716.16	7,327.66	7,693.58
		379.03	421.15	463.18	505.36	530.59
	10	68,588.56	76,211.11	83,817.62	91,449.24	96,015.86
		5,715.71	6,350.93	6,984.80	7,620.77	8,001.32
		394.19	437.99	481.71	525.57	551.82
	11	71,332.10	79,259.55	87,170.33	95,107.21	99,856.49
		5,944.34	6,604.96	7,264.19	7,925.60	8,321.37
		409.95	455.51	500.98	546.59	573.89
	12	74,185.38	82,429.93	90,657.14	98,911.49	103,850.75
		6,182.12	6,869.16	7,554.76	8,242.62	8,654.23
		426.35	473.74	521.02	568.46	596.84
	13	77,152.80	85,727.13	94,283.43	102,867.95	108,004.78
		6,429.40	7,143.93	7,856.95	8,572.33	9,000.40
		443.41	492.68	541.86	591.20	620.72
	14	80,238.91	89,156.22	98,054.76	106,982.66	112,324.98
		6,686.58	7,429.68	8,171.23	8,915.22	9,360.42
		461.14	512.39	563.53	614.84	645.55
	15	-	-	101,976.96	111,261.97	116,817.98
		-	-	8,498.08	9,271.83	9,734.83
		-	-	586.07	639.44	671.37
	L1	83,448.47	92,722.47	106,056.03	115,712.45	121,490.70
		6,954.04	7,726.87	8,838.00	9,642.70	10,124.23
		479.59	532.89	609.52	665.01	698.22
	L2	85,117.44	94,576.92	108,177.15	118,026.70	123,920.51
		7,093.12	7,881.41	9,014.76	9,835.56	10,326.71
		489.18	543.55	621.71	678.31	712.19

Retroactive to: July 1, 2019
Board Approved:

**Los Rios Community College District
2019-20 Final**

Includes an advanced continuing improvement of 4% and a one-time course transition payment of 4%.

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

	Step	AA/AS or BA/BS Class I	AA/AS+90 or BA/BS+30 or MA/MS Class II	BA/BS+54 or MA/MS+24 Class III	BA/BS+78 or MA/MS+48 Class IV	PhD, J.D., M.D., D.C. or D.V.M. Class V
Lecture	1	62.82	69.81	76.77	83.77	87.94
Lab		47.12	52.36	57.58	62.82	65.96
Lecture	2	65.34	72.60	79.84	87.12	91.47
Lab		49.01	54.45	59.88	65.34	68.60
Lecture	3	67.95	75.50	83.04	90.61	95.13
Lab		50.97	56.62	62.28	67.95	71.35
Lecture	4	70.68	78.53	86.36	94.22	98.94
Lab		53.01	58.90	64.77	70.67	74.20
Lecture	5	73.50	81.66	89.82	98.00	102.90
Lab		55.12	61.25	67.36	73.50	77.18
Lecture	6	76.44	84.92	93.41	101.91	107.00
Lab		57.33	63.69	70.06	76.43	80.25
Lecture	7	79.50	88.33	97.15	105.98	111.28
Lab		59.62	66.24	72.87	79.49	83.46
Lecture	8	82.67	91.87	101.03	110.24	115.73
Lab		62.00	68.90	75.77	82.68	86.80
Lecture	9	85.98	95.54	105.07	114.65	120.35
Lab		64.49	71.65	78.80	85.99	90.27
Lecture	10	89.42	99.36	109.28	119.23	125.18
Lab		67.07	74.52	81.96	89.42	93.89
Lecture	11	92.99	103.35	113.65	124.00	130.18
Lab		69.74	77.51	85.24	93.00	97.63
Lecture	12	96.71	107.48	118.20	128.95	135.40
Lab		72.53	80.61	88.65	96.72	101.55
Lecture	13	100.58	111.78	122.93	134.11	140.82
Lab		75.43	83.83	92.20	100.58	105.61
Lecture	14	104.60	116.25	127.84	139.48	146.45
Lab		78.45	87.19	95.88	104.61	109.84
Lecture	15			132.96	145.06	152.31
Lab				99.72	108.79	114.23
Lecture	Longevity 1 *	108.78	120.90	138.28	150.86	158.40
Lab		81.59	90.68	103.71	113.14	118.80
Lecture	Longevity 2**	110.96	123.32	141.04	153.87	161.57
Lab		83.22	92.49	105.78	115.41	121.18

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

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). Standard Lab hours equate to 3/4 of a lecture hour.

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective 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: August 22, 2019

Board Approved:

**Los Rios Community College District
2019-20 Final**

Includes an advanced continuing improvement of 4% and a one-time course transition payment of 4%.

**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, J.D., M.D., D.C. or D.V.M.
Step	Class I	Class II	Class III	Class IV	Class V
1	36.92	41.04	45.12	49.24	51.69
2	38.41	42.67	46.93	51.20	53.76
3	39.94	44.37	48.81	53.25	55.92
4	41.54	46.16	50.76	55.39	58.15
5	43.19	48.00	52.79	57.60	60.48
6	44.92	49.92	54.90	59.90	62.88
7	46.72	51.92	57.09	62.30	65.41
8	48.59	53.99	59.38	64.80	68.03
9	50.54	56.14	61.76	67.38	70.74
10	52.55	58.40	64.22	70.07	73.57
11	54.67	60.73	66.80	72.89	76.52
12	56.85	63.16	69.47	75.79	79.59
13	59.13	65.69	72.25	78.82	82.77
14	61.49	68.31	75.14	81.97	86.08
15			78.14	85.25	89.52
Longevity 1**	63.95	71.05	81.27	88.66	93.10
Longevity 2**	65.23	72.47	82.89	90.44	94.97

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

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective 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: August 22, 2019

Board Approved:

**Los Rios Community College District
2019-20 Final**

Salary Ranges for Confidential Administrative Assistant Classified Positions

Includes an advanced continuing improvement of 4%.

Job Code	Titles	Range	Full Time Annual Salary		
0118	Confidential Administrative Assistant I	5CA	52,109	-	71,342
0189	Confidential Administrative Assistant II	6CA	54,193	-	74,196
0136	Confidential Administrative Assistant III	7CA	56,361	-	77,164
0280	Confidential Executive Assistant	10CA	63,398	-	86,799
0187	Confidential Staff Administrative Assistant	3CA	48,178	-	65,960

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

Retroactive to: July 1, 2019

Board Approved:

Los Rios Community College District
2019-20 Final
Confidential Administrative Assistant Classified
Monthly Salary Schedule

Includes an advanced continuing improvement of 4%.

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
3CA	23.16	4,014.80	4,175.40	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,388.87	5,496.65
4CA	24.09	4,175.40	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,604.43	5,716.52
5CA	25.05	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,828.60	5,945.18
6CA	26.05	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,061.75	6,182.98
7CA	27.10	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,304.22	6,430.30
8CA	28.18	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,556.39	6,687.51
9CA	29.31	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,818.64	6,955.02
10CA	30.48	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,091.39	7,233.22
11CA	31.70	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.44	7,375.04	7,522.54
12CA	32.97	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.44	7,519.65	7,670.05	7,823.45
13CA	34.29	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	7,976.85	8,136.38
14CA	35.66	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,295.92	8,461.84
15CA	37.08	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,627.76	8,800.31
16CA	38.57	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	8,972.87	9,152.33
17CA	40.11	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	9,148.81	9,331.78	9,518.42
18CA	41.71	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	9,148.81	9,514.76	9,705.05	9,899.15

*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, 2019

Board Approved:

Los Rios Community College District
2019-20 Final
Confidential Administrative Assistant Classified
Annual Salary Schedule

Includes an advanced continuing improvement of 4%.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
3CA	48,178	50,105	52,109	54,193	56,361	58,615	60,960	63,398	64,666	65,960
4CA	50,105	52,109	54,193	56,361	58,615	60,960	63,398	65,934	67,253	68,598
5CA	52,109	54,193	56,361	58,615	60,960	63,398	65,934	68,572	69,943	71,342
6CA	54,193	56,361	58,615	60,960	63,398	65,934	68,572	71,315	72,741	74,196
7CA	56,361	58,615	60,960	63,398	65,934	68,572	71,315	74,167	75,651	77,164
8CA	58,615	60,960	63,398	65,934	68,572	71,315	74,167	77,134	78,677	80,250
9CA	60,960	63,398	65,934	68,572	71,315	74,167	77,134	80,219	81,824	83,460
10CA	63,398	65,934	68,572	71,315	74,167	77,134	80,219	83,428	85,097	86,799
11CA	65,934	68,572	71,315	74,167	77,134	80,219	83,428	86,765	88,501	90,271
12CA	68,572	71,315	74,167	77,134	80,219	83,428	86,765	90,236	92,041	93,881
13CA	71,315	74,167	77,134	80,219	83,428	86,765	90,236	93,845	95,722	97,637
14CA	74,167	77,134	80,219	83,428	86,765	90,236	93,845	97,599	99,551	101,542
15CA	77,134	80,219	83,428	86,765	90,236	93,845	97,599	101,503	103,533	105,604
16CA	80,219	83,428	86,765	90,236	93,845	97,599	101,503	105,563	107,674	109,828
17CA	83,428	86,765	90,236	93,845	97,599	101,503	105,563	109,786	111,981	114,221
18CA	86,765	90,236	93,845	97,599	101,503	105,563	109,786	114,177	116,461	118,790

*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, 2019

Board Approved:

**Los Rios Community College District
2019-20 Final**

Salary Ranges for Confidential Classified Positions

Includes an advanced continuing improvement of 4%.

Job Code	Titles	Range	Full Time Annual Salary		
0644	Communications and Public Information Officer (E)	18C	84,826	-	116,135
0286	Confidential Business Services Officer	12C	67,039	-	91,783
0135	Confidential Chancellor's Executive Officer	21C	95,418	-	130,636
0632	Confidential Financial Analyst (E)	19C	88,219	-	120,781
0121	Confidential Human Resources Assistant I	2C	45,290	-	62,006
0148	Confidential Human Resources Assistant II	3C	47,101	-	64,486
0170	Confidential Human Resources Assistant III	4C	48,985	-	67,065
0635	Confidential Human Resources Officer (E)	18C	84,826	-	116,135
0119	Confidential Human Resources Specialist I	5C	50,945	-	69,748
0159	Confidential Human Resources Specialist II	6C	52,982	-	72,538
0120	Confidential Human Resources Specialist III	8C	57,306	-	78,457
0160	Confidential Human Resources Training Specialist	11C	64,461	-	88,253
0708	Confidential Principal Information Systems Auditor (E)	23C	103,204	-	141,296
0638	Confidential Principal Internal Auditor (E)	20C	91,748	-	125,612
0645	Confidential Senior Budget Officer (E)	21C	95,418	-	130,636
0284	Confidential Senior Human Resources Officer (E)	19C	88,219	-	120,781

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, 2019

Board Approved:

Los Rios Community College District
2019-20 Final
Confidential Classified
Monthly Salary Schedule

Includes an advanced continuing improvement of 4%.

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
1C	20.94	3,628.96	3,774.13	3,925.09	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,870.98	4,968.40
2C	21.77	3,774.13	3,925.09	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,065.82	5,167.13
3C	22.64	3,925.09	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,268.45	5,373.82
4C	23.55	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,371.75	5,479.18	5,588.77
5C	24.49	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,371.75	5,586.62	5,698.35	5,812.32
6C	25.47	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,371.74	5,586.62	5,810.09	5,926.29	6,044.81
7C	26.49	4,591.80	4,775.47	4,966.49	5,165.14	5,371.74	5,586.62	5,810.09	6,042.49	6,163.34	6,286.60
8C	27.55	4,775.47	4,966.49	5,165.14	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,409.88	6,538.07
9C	28.65	4,966.49	5,165.14	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,666.27	6,799.60
10C	29.80	5,165.14	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	6,932.92	7,071.58
11C	30.99	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,210.23	7,354.44
12C	32.23	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,498.63	7,648.61
13C	33.52	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,798.58	7,954.55
14C	34.86	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,110.52	8,272.73
15C	36.25	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,434.94	8,603.64
16C	37.71	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,772.34	8,947.79
17C	39.21	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,123.23	9,305.69
18C	40.78	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,488.16	9,677.93
19C	42.41	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	9,867.68	10,065.04
20C	44.11	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,262.39	10,467.64
21C	45.87	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,672.89	10,886.35
22C	47.71	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,882.16	11,099.80	11,321.80
23C	49.62	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,882.16	11,317.45	11,543.80	11,774.67

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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, 2019

Board Approved:

Los Rios Community College District
2019-20 Final
Confidential Classified
Annual Salary Schedule

Includes an advanced continuing improvement of 4%.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2 **	L3***	L4****
1C	43,548	45,290	47,101	48,985	50,945	52,982	55,102	57,306	58,452	59,621
2C	45,290	47,101	48,985	50,945	52,982	55,102	57,306	59,598	60,790	62,006
3C	47,101	48,985	50,945	52,982	55,102	57,306	59,598	61,982	63,221	64,486
4C	48,985	50,945	52,982	55,102	57,306	59,598	61,982	64,461	65,750	67,065
5C	50,945	52,982	55,102	57,306	59,598	61,982	64,461	67,039	68,380	69,748
6C	52,982	55,102	57,306	59,598	61,982	64,461	67,039	69,721	71,115	72,538
7C	55,102	57,306	59,598	61,982	64,461	67,039	69,721	72,510	73,960	75,439
8C	57,306	59,598	61,982	64,461	67,039	69,721	72,510	75,410	76,919	78,457
9C	59,598	61,982	64,461	67,039	69,721	72,510	75,410	78,427	79,995	81,595
10C	61,982	64,461	67,039	69,721	72,510	75,410	78,427	81,564	83,195	84,859
11C	64,461	67,039	69,721	72,510	75,410	78,427	81,564	84,826	86,523	88,253
12C	67,039	69,721	72,510	75,410	78,427	81,564	84,826	88,219	89,984	91,783
13C	69,721	72,510	75,410	78,427	81,564	84,826	88,219	91,748	93,583	95,455
14C	72,510	75,410	78,427	81,564	84,826	88,219	91,748	95,418	97,326	99,273
15C	75,410	78,427	81,564	84,826	88,219	91,748	95,418	99,235	101,219	103,244
16C	78,427	81,564	84,826	88,219	91,748	95,418	99,235	103,204	105,268	107,373
17C	81,564	84,826	88,219	91,748	95,418	99,235	103,204	107,332	109,479	111,668
18C	84,826	88,219	91,748	95,418	99,235	103,204	107,332	111,625	113,858	116,135
19C	88,219	91,748	95,418	99,235	103,204	107,332	111,625	116,090	118,412	120,781
20C	91,748	95,418	99,235	103,204	107,332	111,625	116,090	120,734	123,149	125,612
21C	95,418	99,235	103,204	107,332	111,625	116,090	120,734	125,563	128,075	130,636
22C	99,235	103,204	107,332	111,625	116,090	120,734	125,563	130,586	133,198	135,862
23C	103,204	107,332	111,625	116,090	120,734	125,563	130,586	135,809	138,526	141,296

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Retroactive to: July 1, 2019

Board Approved:

Los Rios Community College District
2019-20 Final
Salary Ranges for LRCEA Classified Salary Schedule

Includes an advanced continuing improvement of 4%

Job Code	Title	Range	Full Time Annual Salary	
0141	Account Clerk I	17	35,911	- 49,165
0142	Account Clerk II	21	39,330	- 53,847
0143	Account Clerk III	25	43,076	- 58,974
0649	Accountant	35	54,073	- 74,031
0198	Accounting Specialist	40	60,585	- 82,946
0131	Administrative Assistant I	26	44,066	- 60,331
0133	Administrative Assistant II	28	46,116	- 63,138
0285	Administrative Assistant III	30	48,262	- 66,075
0654	Administrative Services Analyst	44	66,354	- 90,845
0171	Admissions/Records Clerk I	17	35,911	- 49,165
0172	Admissions/Records Clerk II	20	38,446	- 52,636
0173	Admissions/Records Clerk III	23	41,160	- 56,352
0145	Admissions/Records Evaluator I	24	42,107	- 57,648
0151	Admissions/Records Evaluator II	28	46,116	- 63,138
0163	Admissions/Records Evaluator/Degree Auditor	29	47,177	- 64,589
0819	Alternate Media Design Specialist	37	56,590	- 77,477
0634	Animal Health Instructional Technician	30	48,262	- 66,075
0798	Assessment Center Testing Coordinator	38	57,891	- 79,258
0602	Assistant Financial Aid Officer	35	54,073	- 74,031
0313	Assistant Technical Director - Harris Center for the Arts	37	56,590	- 77,477
0701	Athletic Trainer	37	56,590	- 77,477
0742	Attendance Services Assistant	27	45,080	- 61,718
0185	Bookstore Assistant Manager	37	56,590	- 77,477
0183	Bookstore Buyer I	21	39,330	- 53,847
0195	Bookstore Buyer II	25	43,076	- 58,974
0186	Bookstore Clerk	18	36,736	- 50,295
0184	Bookstore Stock Clerk	21	39,330	- 53,847
0869	Building Automation and Systems Integration Analyst	57	89,176	- 122,090
0128	Buyer	29	47,177	- 64,589
0116	Child Development Center Associate Teacher	12	32,051	- 43,881
0810	Child Development Center Clerk	20	38,446	- 52,636
0199	Child Development Center Lead Teacher	35	54,073	- 74,031
0194	Child Development Center Teacher	26	44,066	- 60,331
0102	Clerk II	16	35,103	- 48,060
0103	Clerk III	20	38,446	- 52,636
0191	College Development Officer	35	54,073	- 74,031
0739	Computer Aided Drafting and Design Assistant	42	63,403	- 86,805
0803	Contract Education Program Developer	56	87,171	- 119,345
0123	Control Center Technician	22	40,235	- 55,085
0164	Cook/Baker	21	39,330	- 53,847
0169	Cosmetology Service Assistant	30	48,262	- 66,075
0109	Counseling Clerk I	17	35,911	- 49,165
0110	Counseling Clerk II	21	39,330	- 53,847
0744	Data Communications Security Specialist	61	97,667	- 133,716
0283	Digital Communications Specialist	44	66,354	- 90,845
0129	Disabled Student Programs and Services (DSP&S) Clerk	17	35,911	- 49,165
0282	District Financial Aid Specialist	40	60,585	- 82,946
0650	Donor Relations Specialist	38	57,891	- 79,258
0167	Educational Center Assistant	25	43,076	- 58,974
0108	Educational Center Clerk	22	40,235	- 55,085
0806	Educational Media Design Specialist	37	56,590	- 77,477
0646	Electronics Calibration and Repair Technician	38	57,891	- 79,258
0180	Employee Benefits Specialist	40	60,585	- 82,946
0175	Employee Benefits Technician	29	47,177	- 64,589
0287	Energy Management Controls Specialist	57	89,176	- 122,090
0705	Facilities Planning and Engineering Specialist	56	87,171	- 119,345
0700	Facilities Planning Specialist	49	74,343	- 101,783
0138	Financial Aid Clerk I	17	35,911	- 49,165
0140	Financial Aid Clerk II	21	39,330	- 53,847
0604	Financial Aid Officer	38	57,891	- 79,258

Job Code	Title	Range	Full Time Annual Salary	
0743	Fiscal Services Accounting Specialist	40	60,585	- 82,946
0161	Food Service Assistant I	10	30,626	- 41,930
0162	Food Service Assistant II	12	32,051	- 43,881
0165	Food Service Assistant Manager	24	42,107	- 57,648
0149	Grant Coordination Clerk	20	38,446	- 52,636
0236	Graphic Artist	28	46,116	- 63,138
0801	Graphic Designer	29	47,177	- 64,589
0168	Health Services Assistant	21	39,330	- 53,847
0718	Information Technology Business/Technical Analyst I	57	89,176	- 122,090
0723	Information Technology Business/Technical Analyst II	61	97,667	- 133,716
0748	Information Technology Network Administrator Analyst I	57	89,176	- 122,090
0749	Information Technology Network Administrator Analyst II	61	97,667	- 133,716
0726	Information Technology Specialist I	44	66,354	- 90,845
0729	Information Technology Specialist II	50	76,053	- 104,124
0745	Information Technology Systems/Database Administrator Analyst I	57	89,176	- 122,090
0746	Information Technology Systems/Database Administrator Analyst II	61	97,667	- 133,716
0242	Information Technology Cable Plant Assistant	50	76,053	- 104,124
0809	Information Technology Technician I	25	43,076	- 58,974
0152	Information Technology Technician II	31	49,372	- 67,595
0208	Instructional Assistant	28	46,116	- 63,138
0166	Instructional Services Assistant I	24	42,107	- 57,648
0808	Instructional Services Assistant II	27	45,080	- 61,718
0150	Interpreter/Transliterater I	28	46,116	- 63,138
0153	Interpreter/Transliterater II	32	50,508	- 69,150
0155	Interpreter/Transliterater III	36	55,317	- 75,734
0207	Laboratory Technician	28	46,116	- 63,138
0706	Lead Facilities Planning and Engineering Specialist	58	91,227	- 124,898
0741	Lead Instructional Assistant	30	48,262	- 66,075
0866	Lead Instructional Services Assistant	29	47,177	- 64,589
0600	Lead Laboratory Technician	30	48,262	- 66,075
0241	Lead Library Technician	28	46,116	- 63,138
0157	Lead Police Communication Dispatcher	25	43,076	- 58,974
0114	Library Technician	26	44,066	- 60,331
0105	Maintenance/Operations Clerk	22	40,235	- 55,085
0231	Media Systems/Resources Specialist	50	76,053	- 104,124
0200	Media Systems/Resources Technician I	32	50,508	- 69,150
0223	Media Systems/Resources Technician II	38	57,891	- 79,258
0115	Operations Technician	26	44,066	- 60,331
0618	Outreach Specialist	38	57,891	- 79,258
0660	Payroll Accountant	36	55,317	- 75,734
0146	Payroll Clerk	23	41,160	- 56,352
0652	Payroll Specialist	40	60,585	- 82,946
0179	Payroll Technician	29	47,177	- 64,589
0156	Police Communication Dispatcher	23	41,160	- 56,352
0702	Printing Assistant	35	54,073	- 74,031
0106	Printing Services Operator I	17	35,911	- 49,165
0107	Printing Services Operator II	20	38,446	- 52,636
0178	Printing Services Operator III	23	41,160	- 56,352
0802	Printing Technician	33	51,669	- 70,740
0268	Programmer I	44	66,354	- 90,845
0269	Programmer II	50	76,053	- 104,124
0174	Public Relations Specialist	38	57,891	- 79,258
0640	Public Relations Technician	30	48,262	- 66,075
0807	Research Analyst	50	76,053	- 104,124
0639	Risk Management Specialist	40	60,585	- 82,946
0417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	87,171	- 119,345
0125	Senior Buyer/Contract Specialist	40	60,585	- 82,946
0735	Senior Information Technology Business/Technical Analyst	64	104,563	- 143,156
0750	Senior Information Technology Network Administrator Analyst	64	104,563	- 143,156
0196	Senior Information Technology Specialist	57	89,176	- 122,090
0747	Senior Information Technology Systems/Database Administrator Analyst	64	104,563	- 143,156
0731	Senior Information Technology Technician	38	57,891	- 79,258
0276	Senior Programmer	57	89,176	- 122,090
0158	Staff Resources Center Assistant	28	46,116	- 63,138
0641	Student Affairs Specialist	44	66,354	- 90,845
0124	Student Personnel Assistant	28	46,116	- 63,138
0683	Student Support Specialist	38	57,891	- 79,258

Job Code	Title	Range	Full Time Annual Salary	
0707	TANF/CalWORKs Specialist	38	57,891	- 79,258
0271	Telecommunications System Coordinator	57	89,176	- 122,090
0272	Telecommunications System Designer	57	89,176	- 122,090
0234	Theatre Technician	28	46,116	- 63,138
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	46,116	- 63,138
0630	Tutorial Services Assistant	35	54,073	- 74,031
0130	Web & Media Design Specialist	44	66,354	- 90,845

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

Retroactive to: July 1, 2019

Board Approved:

Los Rios Community College District

2019-20 Final

LRCEA Classified

Monthly Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Hourly	Monthly				Step 5	Step 6	L1 *	L2**	L3***	L4****
	Step 1	Step 1	Step 2	Step 3	Step 4						
10	14.72	2,552.19	2,654.27	2,760.44	2,870.85	2,985.68	3,105.11	3,229.32	3,358.49	3,425.66	3,494.17
11	15.06	2,610.89	2,715.33	2,823.94	2,936.91	3,054.38	3,176.56	3,303.61	3,435.76	3,504.47	3,574.57
12	15.41	2,670.94	2,777.78	2,888.89	3,004.44	3,124.62	3,249.60	3,379.59	3,514.77	3,585.07	3,656.77
13	15.76	2,732.36	2,841.65	2,955.32	3,073.53	3,196.47	3,324.34	3,457.31	3,595.60	3,667.52	3,740.87
14	16.13	2,795.19	2,906.99	3,023.27	3,144.21	3,269.97	3,400.76	3,536.79	3,678.26	3,751.82	3,826.87
15	16.50	2,859.48	2,973.86	3,092.82	3,216.54	3,345.21	3,479.01	3,618.18	3,762.90	3,838.16	3,914.92
16	16.88	2,925.26	3,042.27	3,163.96	3,290.51	3,422.14	3,559.03	3,701.39	3,849.45	3,926.44	4,004.96
17	17.26	2,992.55	3,112.25	3,236.75	3,366.22	3,500.87	3,640.90	3,786.54	3,938.01	4,016.76	4,097.10
18	17.66	3,061.36	3,183.81	3,311.17	3,443.61	3,581.36	3,724.61	3,873.59	4,028.53	4,109.10	4,191.29
19	18.07	3,131.77	3,257.04	3,387.32	3,522.82	3,663.73	3,810.28	3,962.69	4,121.20	4,203.63	4,287.69
20	18.48	3,203.82	3,331.97	3,465.25	3,603.85	3,748.00	3,897.92	4,053.84	4,215.99	4,300.31	4,386.32
21	18.91	3,277.51	3,408.61	3,544.96	3,686.75	3,834.22	3,987.59	4,147.09	4,312.98	4,399.23	4,487.22
22	19.34	3,352.88	3,487.00	3,626.48	3,771.53	3,922.39	4,079.29	4,242.47	4,412.17	4,500.41	4,590.44
23	19.79	3,430.02	3,567.22	3,709.91	3,858.31	4,012.64	4,173.14	4,340.07	4,513.66	4,603.94	4,696.02
24	20.24	3,508.91	3,649.26	3,795.23	3,947.04	4,104.92	4,269.12	4,439.88	4,617.48	4,709.83	4,804.03
25	20.71	3,589.63	3,733.21	3,882.55	4,037.85	4,199.36	4,367.33	4,542.02	4,723.70	4,818.18	4,914.54
26	21.19	3,672.18	3,819.07	3,971.84	4,130.72	4,295.95	4,467.79	4,646.50	4,832.36	4,929.01	5,027.59
27	21.67	3,756.63	3,906.89	4,063.17	4,225.70	4,394.73	4,570.53	4,753.34	4,943.48	5,042.35	5,143.20
28	22.17	3,843.04	3,996.76	4,156.63	4,322.90	4,495.82	4,675.65	4,862.68	5,057.19	5,158.34	5,261.49
29	22.68	3,931.41	4,088.66	4,252.21	4,422.30	4,599.18	4,783.14	4,974.47	5,173.45	5,276.92	5,382.45
30	23.20	4,021.82	4,182.69	4,349.99	4,523.98	4,704.95	4,893.15	5,088.87	5,292.43	5,398.27	5,506.24
31	23.74	4,114.33	4,278.91	4,450.07	4,628.07	4,813.19	5,005.71	5,205.94	5,414.18	5,522.46	5,632.91
32	24.28	4,208.97	4,377.34	4,552.44	4,734.53	4,923.92	5,120.87	5,325.70	5,538.73	5,649.50	5,762.50
33	24.84	4,305.78	4,478.01	4,657.14	4,843.41	5,037.15	5,238.63	5,448.18	5,666.10	5,779.43	5,895.01
34	25.41	4,404.81	4,581.00	4,764.23	4,954.81	5,153.00	5,359.12	5,573.48	5,796.42	5,912.35	6,030.60
35	26.00	4,506.11	4,686.35	4,873.80	5,068.75	5,271.50	5,482.36	5,701.66	5,929.72	6,048.31	6,169.28
36	26.59	4,609.76	4,794.15	4,985.90	5,185.34	5,392.75	5,608.46	5,832.80	6,066.12	6,187.44	6,311.18
37	27.21	4,715.80	4,904.43	5,100.61	5,304.64	5,516.82	5,737.50	5,966.99	6,205.67	6,329.79	6,456.38
38	27.83	4,824.23	5,017.21	5,217.89	5,426.61	5,643.67	5,869.42	6,104.19	6,348.36	6,475.32	6,604.84
39	28.47	4,935.20	5,132.61	5,337.92	5,551.43	5,773.49	6,004.43	6,244.61	6,494.39	6,624.28	6,756.76
40	29.13	5,048.72	5,250.67	5,460.69	5,679.12	5,906.28	6,142.54	6,388.25	6,643.78	6,776.65	6,912.18
41	29.80	5,164.82	5,371.41	5,586.27	5,809.72	6,042.11	6,283.79	6,535.14	6,796.55	6,932.48	7,071.13
42	30.48	5,283.59	5,494.94	5,714.74	5,943.34	6,181.07	6,428.31	6,685.44	6,952.86	7,091.92	7,233.76
43	31.18	5,405.13	5,621.33	5,846.19	6,080.03	6,323.23	6,576.16	6,839.20	7,112.77	7,255.03	7,400.13
44	31.90	5,529.47	5,750.65	5,980.68	6,219.91	6,468.71	6,727.46	6,996.55	7,276.42	7,421.95	7,570.39
45	32.63	5,656.63	5,882.89	6,118.21	6,362.93	6,617.44	6,882.13	7,157.42	7,443.73	7,592.60	7,744.44
46	33.39	5,786.74	6,018.21	6,258.94	6,509.29	6,769.66	7,040.45	7,322.07	7,614.95	7,767.25	7,922.60
47	34.15	5,919.82	6,156.61	6,402.87	6,658.99	6,925.35	7,202.37	7,490.46	7,790.08	7,945.88	8,104.80
48	34.94	6,055.99	6,298.23	6,550.16	6,812.17	7,084.66	7,368.05	7,662.78	7,969.29	8,128.67	8,291.24
49	35.74	6,195.27	6,443.09	6,700.82	6,968.85	7,247.60	7,537.51	7,839.01	8,152.56	8,315.61	8,481.93
50	36.56	6,337.76	6,591.28	6,854.92	7,129.12	7,414.29	7,710.86	8,019.29	8,340.06	8,506.86	8,677.01
51	37.41	6,483.54	6,742.88	7,012.59	7,293.10	7,584.82	7,888.22	8,203.76	8,531.91	8,702.55	8,876.59
52	38.27	6,632.66	6,897.96	7,173.88	7,460.84	7,759.28	8,069.65	8,392.44	8,728.14	8,902.70	9,080.75
53	39.15	6,785.21	7,056.61	7,338.88	7,632.44	7,937.74	8,255.25	8,585.47	8,928.89	9,107.46	9,289.61
54	40.05	6,941.27	7,218.92	7,507.67	7,807.98	8,120.31	8,445.13	8,782.93	9,134.25	9,316.93	9,503.27
55	40.97	7,100.92	7,384.95	7,680.35	7,987.57	8,307.07	8,639.36	8,984.94	9,344.33	9,531.22	9,721.85
56	41.91	7,264.24	7,554.81	7,856.99	8,171.28	8,498.14	8,838.07	9,191.59	9,559.25	9,750.44	9,945.45
57	42.87	7,431.32	7,728.57	8,037.71	8,359.22	8,693.59	9,041.34	9,403.00	9,779.12	9,974.70	10,174.19
58	43.86	7,602.24	7,906.32	8,222.57	8,551.48	8,893.55	9,249.29	9,619.27	10,004.04	10,204.12	10,408.20
59	44.87	7,777.09	8,088.17	8,411.69	8,748.17	9,098.10	9,462.03	9,840.51	10,234.13	10,438.81	10,647.59
60	45.90	7,955.96	8,274.20	8,605.16	8,949.37	9,307.35	9,679.66	10,066.84	10,469.52	10,678.91	10,892.48
61	46.96	8,138.95	8,464.50	8,803.08	9,155.21	9,521.42	9,902.29	10,298.38	10,710.31	10,924.52	11,143.01
62	48.04	8,326.15	8,659.19	9,005.55	9,365.78	9,740.42	10,130.04	10,535.24	10,956.65	11,175.78	11,399.30
63	49.14	8,517.65	8,858.35	9,212.68	9,581.19	9,964.45	10,363.03	10,777.55	11,208.65	11,432.83	11,661.48
64	50.27	8,713.55	9,062.09	9,424.57	9,801.56	10,193.63	10,601.38	11,025.44	11,466.45	11,695.78	11,929.70
65	51.43	8,913.97	9,270.52	9,641.33	10,027.00	10,428.08	10,845.21	11,279.02	11,730.18	11,964.78	12,204.08

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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).

Retroactive to: July 1, 2019

Board Approved:

Los Rios Community College District

2019-20 Final

LRCEA Classified

Annual Salary Schedule

Includes an advanced continuing improvement of 4%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2**	L3***	L4****
10	30,626	31,851	33,125	34,450	35,828	37,261	38,752	40,302	41,108	41,930
11	31,331	32,584	33,887	35,243	36,653	38,119	39,643	41,229	42,054	42,895
12	32,051	33,333	34,667	36,053	37,495	38,995	40,555	42,177	43,021	43,881
13	32,788	34,100	35,464	36,882	38,358	39,892	41,488	43,147	44,010	44,890
14	33,542	34,884	36,279	37,730	39,240	40,809	42,441	44,139	45,022	45,922
15	34,314	35,686	37,114	38,599	40,143	41,748	43,418	45,155	46,058	46,979
16	35,103	36,507	37,968	39,486	41,066	42,708	44,417	46,193	47,117	48,060
17	35,911	37,347	38,841	40,395	42,010	43,691	45,439	47,256	48,201	49,165
18	36,736	38,206	39,734	41,323	42,976	44,695	46,483	48,342	49,309	50,295
19	37,581	39,085	40,648	42,274	43,965	45,723	47,552	49,454	50,444	51,452
20	38,446	39,984	41,583	43,246	44,976	46,775	48,646	50,592	51,604	52,636
21	39,330	40,903	42,539	44,241	46,011	47,851	49,765	51,756	52,791	53,847
22	40,235	41,844	43,518	45,258	47,069	48,952	50,910	52,946	54,005	55,085
23	41,160	42,807	44,519	46,300	48,152	50,078	52,081	54,164	55,247	56,352
24	42,107	43,791	45,543	47,365	49,259	51,229	53,279	55,410	56,518	57,648
25	43,076	44,799	46,591	48,454	50,392	52,408	54,504	56,684	57,818	58,974
26	44,066	45,829	47,662	49,569	51,551	53,613	55,758	57,988	59,148	60,331
27	45,080	46,883	48,758	50,708	52,737	54,846	57,040	59,322	60,508	61,718
28	46,116	47,961	49,880	51,875	53,950	56,108	58,352	60,686	61,900	63,138
29	47,177	49,064	51,027	53,068	55,190	57,398	59,694	62,081	63,323	64,589
30	48,262	50,192	52,200	54,288	56,459	58,718	61,066	63,509	64,779	66,075
31	49,372	51,347	53,401	55,537	57,758	60,069	62,471	64,970	66,270	67,595
32	50,508	52,528	54,629	56,814	59,087	61,450	63,908	66,465	67,794	69,150
33	51,669	53,736	55,886	58,121	60,446	62,864	65,378	67,993	69,353	70,740
34	52,858	54,972	57,171	59,458	61,836	64,309	66,882	69,557	70,948	72,367
35	54,073	56,236	58,486	60,825	63,258	65,788	68,420	71,157	72,580	74,031
36	55,317	57,530	59,831	62,224	64,713	67,302	69,994	72,793	74,249	75,734
37	56,590	58,853	61,207	63,656	66,202	68,850	71,604	74,468	75,957	77,477
38	57,891	60,206	62,615	65,119	67,724	70,433	73,250	76,180	77,704	79,258
39	59,222	61,591	64,055	66,617	69,282	72,053	74,935	77,933	79,491	81,081
40	60,585	63,008	65,528	68,149	70,875	73,710	76,659	79,725	81,320	82,946
41	61,978	64,457	67,035	69,717	72,505	75,405	78,422	81,559	83,190	84,854
42	63,403	65,939	68,577	71,320	74,173	77,140	80,225	83,434	85,103	86,805
43	64,862	67,456	70,154	72,960	75,879	78,914	82,070	85,353	87,060	88,802
44	66,354	69,008	71,768	74,639	77,624	80,729	83,959	87,317	89,063	90,845
45	67,880	70,595	73,418	76,355	79,409	82,586	85,889	89,325	91,111	92,933
46	69,441	72,219	75,107	78,111	81,236	84,485	87,865	91,379	93,207	95,071
47	71,038	73,879	76,834	79,908	83,104	86,428	89,886	93,481	95,351	97,258
48	72,672	75,579	78,602	81,746	85,016	88,417	91,953	95,631	97,544	99,495
49	74,343	77,317	80,410	83,626	86,971	90,450	94,068	97,831	99,787	101,783
50	76,053	79,095	82,259	85,549	88,972	92,530	96,231	100,081	102,082	104,124
51	77,802	80,915	84,151	87,517	91,018	94,659	98,445	102,383	104,431	106,519
52	79,592	82,776	86,087	89,530	93,111	96,836	100,709	104,738	106,832	108,969
53	81,423	84,679	88,067	91,589	95,253	99,063	103,026	107,147	109,290	111,475
54	83,295	86,627	90,092	93,696	97,444	101,342	105,395	109,611	111,803	114,039
55	85,211	88,619	92,164	95,851	99,685	103,672	107,819	112,132	114,375	116,662
56	87,171	90,658	94,284	98,055	101,978	106,057	110,299	114,711	117,005	119,345
57	89,176	92,743	96,452	100,311	104,323	108,496	112,836	117,349	119,696	122,090
58	91,227	94,876	98,671	102,618	106,723	110,992	115,431	120,048	122,449	124,898
59	93,325	97,058	100,940	104,978	109,177	113,544	118,086	122,810	125,266	127,771
60	95,472	99,290	103,262	107,392	111,688	116,156	120,802	125,634	128,147	130,710
61	97,667	101,574	105,637	109,863	114,257	118,827	123,581	128,524	131,094	133,716
62	99,914	103,910	108,067	112,389	116,885	121,560	126,423	131,480	134,109	136,792
63	102,212	106,300	110,552	114,974	119,573	124,356	129,331	134,504	137,194	139,938
64	104,563	108,745	113,095	117,619	122,324	127,217	132,305	137,597	140,349	143,156
65	106,968	111,246	115,696	120,324	125,137	130,143	135,348	140,762	143,577	146,449

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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).

**Los Rios Community College District
2019-20 Final**

Salary Ranges for LRSA Supervisory Positions*

Includes an advanced continuing improvement of 2%.

Job Code	Title	Range	Full Time		
			Annual Salary		
908	Accounts Payable Supervisor	22V	69,990	-	93,980
636	Admissions & Records Supervisor	24V	75,701	-	101,649
288	Bookstore Supervisor	19V	62,221	-	83,548
901	Business Services Supervisor	26V	81,878	-	109,943
656	Campus Operations Supervisor	22V	69,990	-	93,980
637	Child Development Center Supervisor	20V	64,709	-	86,890
912	College IT Systems Supervisor	32V	103,602	-	139,113
631	Community Services Supervisor	22V	69,990	-	93,980
905	Counseling Supervisor	20V	64,709	-	86,890
603	Custodial Supervisor	17V	57,526	-	77,245
902	Custodial/Receiving Supervisor	20V	64,709	-	86,890
613	Educational Center Supervisor	20V	64,709	-	86,890
651	Employee Benefits Supervisor	24V	75,701	-	101,649
312	Event Services Supervisor - Harris Center for the Arts	18V	59,827	-	80,334
615	Facilities Maintenance - Electrical Systems Supervisor	24V	75,701	-	101,649
601	Facilities Maintenance - Grounds Supervisor	24V	75,701	-	101,649
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	75,701	-	101,649
617	Facilities Maintenance - Structures Supervisor	24V	75,701	-	101,649
616	Facilities Maintenance Supervisor	24V	75,701	-	101,649
642	Facilities Maintenance - Transportation Supervisor	24V	75,701	-	101,649
622	Facilities Management Operations Supervisor	18V	59,827	-	80,334
923	Facilities Projects Supervisor	29V	92,102	-	123,671
611	Financial Aid Supervisor	24V	75,701	-	101,649
657	Fiscal Services Supervisor	26V	81,878	-	109,943
605	Food Services Manager	19V	62,221	-	83,548
624	General Accounting Supervisor	28V	88,559	-	118,914
910	General Services Supervisor, Risk Management	22V	69,990	-	93,980
289	Hospitality Management - Culinary Supervisor	20V	64,709	-	86,890
911	Instructional Computer Laboratory Supervisor	22V	69,990	-	93,980
913	Instructional Science Laboratory Supervisor	22V	69,990	-	93,980
612	IT Application Systems Supervisor	33V	107,746	-	144,678
685	IT Production Services Supervisor	33V	107,746	-	144,678
684	IT Technical Services Supervisor	33V	107,746	-	144,678
290	Maintenance Technician Supervisor	19V	62,221	-	83,548
619	Media Resources Supervisor	24V	75,701	-	101,649
623	Payroll Supervisor	26V	81,878	-	109,943
915	Police Communications Supervisor	23V	72,789	-	97,739
240	Police Sergeant	27V	85,153	-	114,341
900	Printing Services Supervisor	19V	62,221	-	83,548
628	Purchasing Supervisor	22V	69,990	-	93,980
909	SRPSTC Office Supervisor	21V	67,298	-	90,365
682	Student Life Supervisor	20V	64,709	-	86,890
681	Student Support Supervisor	20V	64,709	-	86,890
643	Technical Director - Harris Center for the Arts	22V	69,990	-	93,980
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	62,221	-	83,548

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, 2019

Board Approved:

Los Rios Community College District
2019-20 Final
LRSA Classified Supervisor
Monthly Salary Schedule

Includes an advanced continuing improvement of 2%.

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	26.59	4,609.49	4,793.87	4,985.62	5,185.05	5,392.45	5,500.30	5,720.31	5,949.12	6,068.11	6,189.47
17V	27.66	4,793.87	4,985.62	5,185.05	5,392.45	5,608.15	5,720.31	5,949.12	6,187.09	6,310.83	6,437.05
18V	28.76	4,985.62	5,185.05	5,392.45	5,608.15	5,832.47	5,949.12	6,187.09	6,434.57	6,563.26	6,694.53
19V	29.91	5,185.05	5,392.45	5,608.15	5,832.47	6,065.77	6,187.09	6,434.57	6,691.95	6,825.79	6,962.31
20V	31.11	5,392.45	5,608.15	5,832.47	6,065.77	6,308.40	6,434.57	6,691.95	6,959.63	7,098.83	7,240.80
21V	32.35	5,608.15	5,832.47	6,065.77	6,308.40	6,560.74	6,691.95	6,959.63	7,238.02	7,382.78	7,530.43
22V	33.65	5,832.47	6,065.77	6,308.40	6,560.74	6,823.17	6,959.63	7,238.02	7,527.54	7,678.09	7,831.65
23V	34.99	6,065.77	6,308.40	6,560.74	6,823.17	7,096.09	7,238.02	7,527.54	7,828.64	7,985.21	8,144.92
24V	36.39	6,308.40	6,560.74	6,823.17	7,096.09	7,379.94	7,527.54	7,828.64	8,141.78	8,304.62	8,470.71
25V	37.85	6,560.74	6,823.17	7,096.09	7,379.94	7,675.14	7,828.64	8,141.78	8,467.46	8,636.81	8,809.54
26V	39.36	6,823.17	7,096.09	7,379.94	7,675.14	7,982.14	8,141.78	8,467.46	8,806.15	8,982.28	9,161.92
27V	40.94	7,096.09	7,379.94	7,675.14	7,982.14	8,301.43	8,467.46	8,806.15	9,158.40	9,341.57	9,528.40
28V	42.58	7,379.94	7,675.14	7,982.14	8,301.43	8,633.48	8,806.15	9,158.40	9,524.74	9,715.23	9,909.54
29V	44.28	7,675.14	7,982.14	8,301.43	8,633.48	8,978.82	9,158.40	9,524.74	9,905.73	10,103.84	10,305.92
30V	46.05	7,982.14	8,301.43	8,633.48	8,978.82	9,337.98	9,524.74	9,905.73	10,301.96	10,507.99	10,718.15
31V	47.89	8,301.43	8,633.48	8,978.82	9,337.98	9,711.50	9,905.73	10,301.96	10,714.03	10,928.31	11,146.88
32V	49.81	8,633.48	8,978.82	9,337.98	9,711.50	10,099.96	10,301.95	10,714.03	11,142.59	11,365.45	11,592.76
33V	51.80	8,978.82	9,337.98	9,711.50	10,099.96	10,503.95	10,714.03	11,142.59	11,588.30	11,820.06	12,056.47

* 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 6 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, 2019

Board Approved:

Los Rios Community College District
2019-20 Final
LRSA Classified Supervisor
Annual Salary Schedule

Includes an advanced continuing improvement of 2%.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	55,314	57,526	59,827	62,221	64,709	66,004	68,644	71,389	72,817	74,274
17V	57,526	59,827	62,221	64,709	67,298	68,644	71,389	74,245	75,730	77,245
18V	59,827	62,221	64,709	67,298	69,990	71,389	74,245	77,215	78,759	80,334
19V	62,221	64,709	67,298	69,990	72,789	74,245	77,215	80,303	81,910	83,548
20V	64,709	67,298	69,990	72,789	75,701	77,215	80,303	83,516	85,186	86,890
21V	67,298	69,990	72,789	75,701	78,729	80,303	83,516	86,856	88,593	90,365
22V	69,990	72,789	75,701	78,729	81,878	83,516	86,856	90,330	92,137	93,980
23V	72,789	75,701	78,729	81,878	85,153	86,856	90,330	93,944	95,823	97,739
24V	75,701	78,729	81,878	85,153	88,559	90,330	93,944	97,701	99,655	101,649
25V	78,729	81,878	85,153	88,559	92,102	93,944	97,701	101,609	103,642	105,714
26V	81,878	85,153	88,559	92,102	95,786	97,701	101,609	105,674	107,787	109,943
27V	85,153	88,559	92,102	95,786	99,617	101,609	105,674	109,901	112,099	114,341
28V	88,559	92,102	95,786	99,617	103,602	105,674	109,901	114,297	116,583	118,914
29V	92,102	95,786	99,617	103,602	107,746	109,901	114,297	118,869	121,246	123,671
30V	95,786	99,617	103,602	107,746	112,056	114,297	118,869	123,623	126,096	128,618
31V	99,617	103,602	107,746	112,056	116,538	118,869	123,623	128,568	131,140	133,763
32V	103,602	107,746	112,056	116,538	121,199	123,623	128,568	133,711	136,385	139,113
33V	107,746	112,056	116,538	121,199	126,047	128,568	133,711	139,060	141,841	144,678

* 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 6 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, 2019

Board Approved:

Los Rios Community College District

2019-20 Final Schedule

Management Salary Schedule

Full Time Annual

Includes an advanced continuing improvement of 4%

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	225,083	229,584	234,176	238,859	243,637	253,382	263,517	268,788	272,311
Vice Chancellor/ College President (679)	B	208,534	212,705	216,959	221,298	225,724	234,753	244,143	249,026	252,549
Assoc. Vice Chancellor/ General Counsel (679)	A	178,234	181,799	185,435	189,144	192,927	200,644	208,669	212,843	216,366
Director/Manager II/ Vice President (674)	1	155,353	158,460	161,629	164,862	168,159	174,885	181,881	185,518	189,041
Director/Manager II/ Assoc. VP (672)	2	145,664	148,577	151,549	154,580	157,672	163,978	170,538	173,948	177,471
Director/Manager III/ Dean (670)	3	136,580	139,311	142,098	144,939	147,838	153,752	159,902	163,100	166,623
Director/Manager IV/ Dean III (668)	4	128,062	130,623	133,235	135,900	138,618	144,163	149,929	152,928	156,451
Director/Manager V (664)	5	111,103	113,325	115,591	117,903	120,261	125,072	130,075	132,676	136,199
Director/Manager VI (663)	6	104,174	106,257	108,382	110,550	112,761	117,271	121,962	124,402	127,925
Director/Manager VII (662)	7	95,910	97,828	99,784	101,780	103,816	107,968	112,287	114,533	118,056
Director/Manager VIII (665)	8	89,928	91,727	93,561	95,432	97,341	101,235	105,284	107,390	110,913
Director/Manager IX (669)	9	84,320	86,006	87,726	89,481	91,270	94,921	98,718	100,692	104,215
Director/Manager X (675)	10	79,061	80,642	82,255	83,900	85,578	89,001	92,561	94,413	97,936

Educational Stipend: An educational stipend of \$3,523 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.

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).

For Range B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources.

Retroactive to; July 1, 2019

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
2019-20 Final Management Salary Schedule
Without Doctoral Stipend
 Includes an advanced continuing improvement of 4%

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 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
C	225,082.53	234,085.83	243,449.26	248,318.25	229,584.18	238,767.55	248,318.25	253,284.62	234,175.86	243,542.89	253,284.61	258,350.30	238,859.38	248,413.76	258,350.31	263,517.32	243,636.57	253,382.03	263,517.31	268,787.66
	18,756.88	19,507.15	20,287.44	20,693.19	19,132.02	19,897.30	20,693.19	21,107.05	19,514.66	20,295.24	21,107.05	21,529.19	19,904.95	20,701.15	21,529.19	21,959.78	20,303.05	21,115.17	21,959.78	22,398.97
	1,009.34	1,049.71	1,091.70	1,113.53	1,029.53	1,070.71	1,113.53	1,135.81	1,050.12	1,092.12	1,135.81	1,158.52	1,071.12	1,113.96	1,158.52	1,181.69	1,092.54	1,136.24	1,181.69	1,205.33
B	208,533.99	216,875.35	225,550.36	230,061.37	212,704.67	221,212.86	230,061.37	234,662.60	216,958.76	225,637.11	234,662.59	239,355.84	221,297.94	230,149.86	239,355.85	244,142.97	225,723.90	234,752.86	244,142.97	249,025.83
	17,377.83	18,072.95	18,795.86	19,171.78	17,725.39	18,434.41	19,171.78	19,555.22	18,079.90	18,803.09	19,555.22	19,946.32	18,441.50	19,179.16	19,946.32	20,345.25	18,810.33	19,562.74	20,345.25	20,752.15
	935.13	972.54	1,011.44	1,031.67	953.83	991.99	1,031.67	1,052.30	972.91	1,011.83	1,052.30	1,073.34	992.37	1,032.06	1,073.34	1,094.81	1,012.21	1,052.70	1,094.81	1,116.71
A	178,234.34	185,363.71	192,778.26	196,633.83	181,799.03	189,070.99	196,633.83	200,566.51	185,435.01	192,852.41	200,566.51	204,577.84	189,143.71	196,709.46	204,577.84	208,669.40	192,926.58	200,643.64	208,669.39	212,842.78
	14,852.86	15,446.98	16,064.86	16,386.15	15,149.92	15,755.92	16,386.15	16,713.88	15,452.92	16,071.03	16,713.88	17,048.15	15,761.98	16,392.46	17,048.15	17,389.12	16,077.22	16,720.30	17,389.12	17,736.90
	799.26	831.23	864.48	881.77	815.24	847.85	881.77	899.40	831.55	864.81	899.40	917.39	848.18	882.11	917.39	935.74	865.14	899.75	935.74	954.45
1	155,352.86	161,566.97	168,029.65	171,390.24	158,459.92	164,798.32	171,390.25	174,818.06	161,629.12	168,094.28	174,818.05	178,314.41	164,861.70	171,456.17	178,314.42	181,880.71	168,158.93	174,885.29	181,880.70	185,518.31
	12,946.07	13,463.91	14,002.47	14,282.52	13,204.99	13,733.19	14,282.52	14,568.17	13,469.09	14,007.86	14,568.17	14,859.53	13,738.48	14,288.01	14,859.54	15,156.73	14,013.24	14,573.77	15,156.73	15,458.86
	696.65	724.52	753.50	768.57	710.58	739.01	768.57	783.94	724.79	753.79	783.94	799.62	739.29	768.86	799.62	815.61	754.08	784.24	815.61	831.92
2	145,664.15	151,490.72	157,550.35	160,701.36	148,577.43	154,520.53	160,701.35	163,915.38	151,548.98	157,610.94	163,915.38	167,193.69	154,579.96	160,763.16	167,193.69	170,537.56	157,671.56	163,978.42	170,537.56	173,948.31
	12,138.68	12,624.23	13,129.20	13,391.78	12,381.45	12,876.71	13,391.78	13,659.62	12,629.08	13,134.25	13,659.62	13,932.81	12,881.66	13,396.93	13,932.81	14,211.46	13,139.30	13,664.87	14,211.46	14,495.69
	653.20	679.33	706.50	720.63	666.27	692.92	720.63	735.05	679.59	706.78	735.05	749.75	693.18	720.91	749.75	764.74	707.05	735.33	764.74	780.04
3	136,579.68	142,042.87	147,724.58	150,679.07	139,311.27	144,883.72	150,679.07	153,692.65	142,097.50	147,781.40	153,692.66	156,766.51	144,939.45	150,737.03	156,766.51	159,901.84	147,838.24	153,751.77	159,901.84	163,099.88
	11,381.64	11,836.91	12,310.38	12,556.59	11,609.27	12,073.64	12,556.59	12,807.72	11,841.46	12,315.12	12,807.72	13,063.88	12,078.29	12,561.42	13,063.88	13,325.15	12,319.85	12,812.65	13,325.15	13,591.66
	612.46	636.96	662.44	675.69	624.71	649.70	675.69	689.20	637.21	662.70	689.20	702.99	649.95	675.95	702.99	717.05	662.95	689.47	717.05	731.39
4	128,061.77	133,184.24	138,511.61	141,281.84	130,623.01	135,847.93	141,281.85	144,107.49	133,235.47	138,564.89	144,107.49	146,989.64	135,900.18	141,336.19	146,989.64	149,929.43	138,618.18	144,162.91	149,929.43	152,928.02
	10,671.81	11,098.69	11,542.63	11,773.49	10,885.25	11,320.66	11,773.49	12,008.96	11,102.96	11,547.07	12,008.96	12,249.14	11,325.02	11,778.02	12,249.14	12,494.12	11,551.52	12,013.58	12,494.12	12,744.00
	574.27	597.24	621.13	633.55	585.75	609.18	633.55	646.22	597.47	621.37	646.22	659.15	609.42	633.79	659.15	672.33	621.61	646.47	672.33	685.78
5	111,102.80	115,546.91	120,168.79	122,572.17	113,324.86	117,857.85	122,572.16	125,023.60	115,591.36	120,215.01	125,023.61	127,524.08	117,903.19	122,619.32	127,524.09	130,074.57	120,261.25	125,071.70	130,074.57	132,676.06
	9,258.57	9,628.91	10,014.07	10,214.35	9,443.74	9,821.49	10,214.35	10,418.63	9,632.61	10,017.92	10,418.63	10,627.01	9,825.27	10,218.28	10,627.01	10,839.55	10,021.77	10,422.64	10,839.55	11,056.34
	498.22	518.15	538.87	549.65	508.18	528.51	549.65	560.64	518.35	539.08	560.64	571.86	528.71	549.86	571.86	583.29	539.29	560.86	583.29	594.96
6	104,173.77	108,340.72	112,674.35	114,927.84	106,257.25	110,507.54	114,927.84	117,226.40	108,382.40	112,717.70	117,226.41	119,570.94	110,550.05	114,972.05	119,570.93	121,962.35	112,761.05	117,271.49	121,962.35	124,401.60
	8,681.15	9,028.39	9,389.53	9,577.32	8,854.77	9,208.96	9,577.32	9,768.87	9,031.87	9,393.14	9,768.87	9,964.25	9,212.50	9,581.00	9,964.24	10,163.53	9,396.75	9,772.62	10,163.53	10,366.80
	467.15	485.83	505.27	515.37	476.49	495.55	515.37	525.68	486.02	505.46	525.68	536.19	495.74	515.57	536.19	546.92	505.65	525.88	546.92	557.85
7	95,909.56	99,745.94	103,735.78	105,810.50	97,827.75	101,740.86	105,810.49	107,926.70	99,784.30	103,775.67	107,926.70	110,085.23	101,779.99	105,851.19	110,085.24	112,286.94	103,815.59	107,968.21	112,286.94	114,532.68
	7,992.46	8,312.16	8,644.65	8,817.54	8,152.31	8,478.41	8,817.54	8,993.89	8,315.36	8,647.97	8,993.89	9,173.77	8,481.67	8,820.93	9,173.77	9,357.25	8,651.30	8,997.35	9,357.25	9,544.39
	430.09	447.29	465.18	474.49	438.69	456.24	474.49	483.98	447.46	465.36	483.98	493.66	456.41	474.67	493.66	503.53	465.54	484.16	503.53	513.60
8	89,928.09	93,525.21	97,266.22	99,211.54	91,726.65	95,395.72	99,211.55	101,195.78	93,561.18	97,303.63	101,195.78	103,219.70	95,432.40	99,249.70	103,219.69	105,284.08	97,341.05	101,234.69	105,284.08	107,389.76
	7,494.01	7,793.77	8,105.52	8,267.63	7,643.89	7,949.64	8,267.63	8,432.98	7,796.77	8,108.64	8,432.98	8,601.64	7,952.70	8,270.81	8,601.64	8,773.67	8,111.75	8,436.22	8,773.67	8,949.15
	403.26	419.40	436.17	444.89	411.33	427.78	444.89	453.79	419.56	436.34	453.79	462.87	427.95	445.07	462.87	472.13	436.51	453.97	472.13	481.57
9	84,319.66	87,692.45	91,200.15	93,024.15	86,006.05	89,446.29	93,024.14	94,884.62	87,726.17	91,235.22	94,884.63	96,782.32	89,480.69	93,059.92	96,782.32	98,717.97	91,270.30	94,921.11	98,717.95	100,692.31
	7,026.64	7,307.70	7,600.01	7,752.01	7,167.17	7,453.86	7,752.01	7,907.05	7,310.51	7,602.94	7,907.05	8,065.19	7,456.72	7,754.99	8,065.19	8,226.50	7,605.86	7,910.09	8,226.50	8,391.03
	378.12	393.24	408.97	417.15	385.68	401.10	417.15	425.49	393.39	409.13	425.49	434.00	401.26	417.31	434.00	442.68	409.28	425.66	442.68	451.54
10	79,061.00	82,223.44	85,512.38	87,222.63	80,642.22	83,867.91	87,222.63	88,967.08	82,255.06	85,545.26	88,967.07	90,746.41	83,900.16	87,256.17	90,746.42	92,561.35	85,578.16	89,001.29	92,561.34	94,412.57
	6,588.42	6,851.95	7,126.03	7,268.55	6,720.19	6,988.99	7,268.55	7,413.92	6,854.59	7,128.77	7,413.92	7,562.20	6,991.68	7,271.35	7,562.20	7,713.45	7,131.51	7,416.77	7,713.45	7,867.71
	354.53	368.71	383.46	391.13	361.62	376.09	391.13	398.96	368.86	383.61	398.96	406.93	376.23	391.28	406.93	415.07	383.76	399.11	415.07	423.37

LOS RIOS COMMUNITY COLLEGE DISTRICT
2019-20 Final Management Salary Schedule
With Doctoral Stipend of \$3,523
Includes an advanced continuing improvement of 4%

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
C	228,605.53	237,608.83	246,972.26	251,841.25	233,107.18	242,290.55	251,841.25	256,807.62	237,698.86	247,065.89	256,807.61	261,873.30	242,382.38	251,936.76	261,873.31	267,040.32	247,159.57	256,905.03	267,040.31	272,310.66
	19,050.46	19,800.74	20,581.02	20,986.77	19,425.60	20,190.88	20,986.77	21,400.64	19,808.24	20,588.82	21,400.63	21,822.78	20,198.53	20,994.73	21,822.78	22,253.36	20,596.63	21,408.75	22,253.36	22,692.56
	1,025.14	1,065.51	1,107.50	1,129.33	1,045.32	1,086.50	1,129.33	1,151.60	1,065.91	1,107.92	1,151.60	1,174.32	1,086.92	1,129.76	1,174.32	1,197.49	1,108.34	1,152.04	1,197.49	1,221.12
B	212,056.99	220,398.35	229,073.36	233,584.37	216,227.67	224,735.86	233,584.37	238,185.60	220,481.76	229,160.11	238,185.59	242,878.84	224,820.94	233,672.86	242,878.85	247,665.97	229,246.90	238,275.86	247,665.97	252,548.83
	17,671.42	18,366.53	19,089.45	19,465.36	18,018.97	18,727.99	19,465.36	19,848.80	18,373.48	19,096.68	19,848.80	20,239.90	18,735.08	19,472.74	20,239.90	20,638.83	19,103.91	19,856.32	20,638.83	21,045.74
	950.93	988.33	1,027.23	1,047.46	969.63	1,007.78	1,047.46	1,068.10	988.71	1,027.62	1,068.10	1,089.14	1,008.17	1,047.86	1,089.14	1,110.61	1,028.01	1,068.50	1,110.61	1,132.51
A	181,757.34	188,886.71	196,301.26	200,156.83	185,322.03	192,593.99	200,156.83	204,089.51	188,958.01	196,375.41	204,089.51	208,100.84	192,666.71	200,232.46	208,100.84	212,192.40	196,449.58	204,166.64	212,192.39	216,365.78
	15,146.45	15,740.56	16,358.44	16,679.74	15,443.50	16,049.50	16,679.74	17,007.46	15,746.50	16,364.62	17,007.46	17,341.74	16,055.56	16,686.04	17,341.74	17,682.70	16,370.80	17,013.89	17,682.70	18,030.48
	815.06	847.03	880.27	897.56	831.04	863.65	897.56	915.20	847.35	880.61	915.20	933.19	863.98	897.90	933.19	951.54	880.94	915.55	951.54	970.25
1	158,875.86	165,089.97	171,552.65	174,913.24	161,982.92	168,321.32	174,913.25	178,341.06	165,152.12	171,617.28	178,341.05	181,837.41	168,384.70	174,979.17	181,837.42	185,403.71	171,681.93	178,408.29	185,403.70	189,041.31
	13,239.66	13,757.50	14,296.05	14,576.10	13,498.58	14,026.78	14,576.10	14,861.76	13,762.68	14,301.44	14,861.75	15,153.12	14,032.06	14,581.60	15,153.12	15,450.31	14,306.83	14,867.36	15,450.31	15,753.44
	712.45	740.31	769.29	784.36	726.38	754.80	784.36	799.74	740.59	769.58	799.74	815.41	755.09	784.66	815.41	831.41	769.87	800.04	831.41	847.72
2	149,187.15	155,013.72	161,073.35	164,224.36	152,100.43	158,043.53	164,224.35	167,438.38	155,071.98	161,133.94	167,438.38	170,716.69	158,102.96	164,286.16	170,716.69	174,060.56	161,194.56	167,501.42	174,060.56	177,471.31
	12,432.26	12,917.81	13,422.78	13,685.36	12,675.04	13,170.29	13,685.36	13,953.20	12,922.67	13,427.83	13,953.20	14,226.39	13,175.25	13,690.51	14,226.39	14,505.05	13,432.88	13,958.45	14,505.05	14,789.28
	669.00	695.13	722.30	736.43	682.06	708.72	736.43	750.84	695.39	722.57	750.84	765.55	708.98	736.71	765.55	780.54	722.85	751.13	780.54	795.84
3	140,102.68	145,565.87	151,247.58	154,202.07	142,834.27	148,406.72	154,202.07	157,215.65	145,620.50	151,304.40	157,215.66	160,289.51	148,462.45	154,260.03	160,289.51	163,424.84	151,361.24	157,274.77	163,424.84	166,622.88
	11,675.22	12,130.49	12,603.97	12,850.17	11,902.86	12,367.23	12,850.17	13,101.30	12,135.04	12,608.70	13,101.31	13,357.46	12,371.87	12,855.00	13,357.46	13,618.74	12,613.44	13,106.23	13,618.74	13,885.24
	628.26	652.76	678.24	691.49	640.51	665.50	691.49	705.00	653.01	678.50	705.00	718.79	665.75	691.75	718.79	732.85	678.75	705.27	732.85	747.19
4	131,584.77	136,707.24	142,034.61	144,804.84	134,146.01	139,370.93	144,804.85	147,630.49	136,758.47	142,087.89	147,630.49	150,512.64	139,423.18	144,859.19	150,512.64	153,452.43	142,141.18	147,685.91	153,452.43	156,451.02
	10,965.40	11,392.27	11,836.22	12,067.07	11,178.83	11,614.24	12,067.07	12,302.54	11,396.54	11,840.66	12,302.54	12,542.72	11,618.60	12,071.60	12,542.72	12,787.70	11,845.10	12,307.16	12,787.70	13,037.59
	590.07	613.04	636.93	649.35	601.55	624.98	649.35	662.02	613.27	637.17	662.02	674.94	625.22	649.59	674.94	688.13	637.40	662.27	688.13	701.57
5	114,625.80	119,069.91	123,691.79	126,095.17	116,847.86	121,380.85	126,095.16	128,546.60	119,114.36	123,738.01	128,546.61	131,047.08	121,426.19	126,142.32	131,047.09	133,597.57	123,784.25	128,594.70	133,597.57	136,199.06
	9,552.15	9,922.49	10,307.65	10,507.93	9,737.32	10,115.07	10,507.93	10,712.22	9,926.20	10,311.50	10,712.22	10,920.59	10,118.85	10,511.86	10,920.59	11,133.13	10,315.35	10,716.23	11,133.13	11,349.92
	514.02	533.95	554.67	565.45	523.98	544.31	565.45	576.44	534.15	554.88	576.44	587.66	544.51	565.66	587.66	599.09	555.09	576.66	599.09	610.76
6	107,696.77	111,863.72	116,197.35	118,450.84	109,780.25	114,030.54	118,450.84	120,749.40	111,905.40	116,240.70	120,749.41	123,093.94	114,073.05	118,495.05	123,093.93	125,485.35	116,284.05	120,794.49	125,485.35	127,924.60
	8,974.73	9,321.98	9,683.11	9,870.90	9,148.35	9,502.55	9,870.90	10,062.45	9,325.45	9,686.73	10,062.45	10,257.83	9,506.09	9,874.59	10,257.83	10,457.11	9,690.34	10,066.21	10,457.11	10,660.38
	482.95	501.63	521.06	531.17	492.29	511.35	531.17	541.48	501.82	521.26	541.48	551.99	511.54	531.37	551.99	562.71	521.45	541.68	562.71	573.65
7	99,432.56	103,268.94	107,258.78	109,333.50	101,350.75	105,263.86	109,333.49	111,449.70	103,307.30	107,298.67	111,449.70	113,608.23	105,302.99	109,374.19	113,608.24	115,809.94	107,338.59	111,491.21	115,809.94	118,055.68
	8,286.05	8,605.75	8,938.23	9,111.13	8,445.90	8,771.99	9,111.12	9,287.48	8,608.94	8,941.56	9,287.48	9,467.35	8,775.25	9,114.52	9,467.35	9,650.83	8,944.88	9,290.93	9,650.83	9,837.97
	445.89	463.09	480.98	490.28	454.49	472.04	490.28	499.77	463.26	481.16	499.77	509.45	472.21	490.47	509.45	519.33	481.34	499.96	519.33	529.40
8	93,451.09	97,048.21	100,789.22	102,734.54	95,249.65	98,918.72	102,734.55	104,718.78	97,084.18	100,826.63	104,718.78	106,742.70	98,955.40	102,772.70	106,742.69	108,807.08	100,864.05	104,757.69	108,807.08	110,912.76
	7,787.59	8,087.35	8,399.10	8,561.21	7,937.47	8,243.23	8,561.21	8,726.57	8,090.35	8,402.22	8,726.57	8,895.23	8,246.28	8,564.39	8,895.22	9,067.26	8,405.34	8,729.81	9,067.26	9,242.73
	419.06	435.19	451.97	460.69	427.13	443.58	460.69	469.59	435.36	452.14	469.59	478.67	443.75	460.86	478.67	487.92	452.31	469.77	487.92	497.37
9	87,842.66	91,215.45	94,723.15	96,547.15	89,529.05	92,969.29	96,547.14	98,407.62	91,249.17	94,758.22	98,407.63	100,305.32	93,003.69	96,582.92	100,305.32	102,240.97	94,793.30	98,444.11	102,240.95	104,215.31
	7,320.22	7,601.29	7,893.60	8,045.60	7,460.75	7,747.44	8,045.60	8,200.64	7,604.10	7,896.52	8,200.64	8,358.78	7,750.31	8,048.58	8,358.78	8,520.08	7,899.44	8,203.68	8,520.08	8,684.61
	393.91	409.04	424.77	432.95	401.48	416.90	432.95	441.29	409.19	424.92	441.29	449.80	417.06	433.11	449.80	458.48	425.08	441.45	458.48	467.33
10	82,584.00	85,746.44	89,035.38	90,745.63	84,165.22	87,390.91	90,745.63	92,490.08	85,778.06	89,068.26	92,490.07	94,269.41	87,423.16	90,779.17	94,269.42	96,084.35	89,101.16	92,524.29	96,084.34	97,935.57
	6,882.00	7,145.54	7,419.62	7,562.14	7,013.77	7,282.58	7,562.14	7,707.51	7,148.17	7,422.36	7,707.51	7,855.78	7,285.26	7,564.93	7,855.79	8,007.03	7,425.10	7,710.36	8,007.03	8,161.30
	370.33	384.51	399.26	406.93	377.42	391.89	406.93	414.75	384.65	399.41	414.75	422.73	392.03	407.08	422.73	430.87	399.56	414.91	430.87	439.17

Retroactive to: July 1, 2019

Board Approved:

**Los Rios Community College District
2019-20 Final**

**Interim Management (Faculty) Salary Schedule
Annual Full Time**

Includes an advanced continuing improvement of 4%

Title	Range	Base Salary Step
Director/Manager I/ Vice President	11A	136,710.52 13,671.05 735.00
Director/Manager II/Assoc. VP	11	128,184.45 12,818.45 689.16
Director/Manager III/ Dean	12	120,190.12 12,019.01 646.18
Director/Manager IV/ Dean III	13	112,694.36 11,269.44 605.88
Director/Manager V	14	97,770.46 9,777.05 525.65
Director/Manager VI	15	91,672.92 9,167.29 492.87

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

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: \$3,523

Retroactive to: July 1, 2019

Board Approved:

**Los Rios Community College District
2019-20 Final**

**Interim Management (Faculty) Salary Schedule
Includes an advanced continuing improvement of 4%**

Title	Range	Entry	+ Dr.	+ 10 yrs	10 yrs + Dr.	+ 15 yrs	15 yrs + Dr.	+ 20 yrs	20 yrs + Dr.
Director/Manager I/ Vice President	11A	136,710.52	140,233.52	142,178.94	145,701.94	147,866.10	151,389.10	150,823.42	154,346.42
		13,671.05	14,023.35	14,217.89	14,570.19	14,786.61	15,138.91	15,082.34	15,434.64
		735.00	753.94	764.40	783.34	794.98	813.92	810.88	829.82
Director/Manager II/ Assoc. VP	11	128,184.45	131,707.45	133,311.83	136,834.83	138,644.30	142,167.30	141,417.19	144,940.19
		12,818.45	13,170.75	13,331.18	13,683.48	13,864.43	14,216.73	14,141.72	14,494.02
		689.16	708.10	716.73	735.67	745.40	764.34	760.31	779.25
Director/Manager III/ Dean	12	120,190.12	123,713.12	124,997.72	128,520.72	129,997.63	133,520.63	132,597.58	136,120.58
		12,019.01	12,371.31	12,499.77	12,852.07	12,999.76	13,352.06	13,259.76	13,612.06
		646.18	665.12	672.03	690.97	698.91	717.85	712.89	731.83
Director/Manager IV/ Dean III	13	112,694.36	116,217.36	117,202.13	120,725.13	121,890.22	125,413.22	124,328.02	127,851.02
		11,269.44	11,621.74	11,720.21	12,072.51	12,189.02	12,541.32	12,432.80	12,785.10
		605.88	624.82	630.12	649.06	655.32	674.26	668.43	687.37
Director/Manager V	14	97,770.46	101,293.46	101,681.28	105,204.28	105,748.53	109,271.53	107,863.50	111,386.50
		9,777.05	10,129.35	10,168.13	10,520.43	10,574.85	10,927.15	10,786.35	11,138.65
		525.65	544.59	546.67	565.61	568.54	587.48	579.91	598.85
Director/Manager VI	15	91,672.92	95,195.92	95,339.84	98,862.84	99,153.43	102,676.43	101,136.50	104,659.50
		9,167.29	9,519.59	9,533.98	9,886.28	9,915.34	10,267.64	10,113.65	10,465.95
		492.87	511.81	512.58	531.52	533.08	552.02	543.74	562.69

Doctoral Stipend: \$3,523

Retroactive to: July 1, 2019

Board Approved:

**Los Rios Community College District
2019-20 Final**

Salary Ranges for SEIU Classified Positions

Includes an advanced continuing improvement of 2.75%

Job Code	Titles	Range	Annual Salary
210	College Safety Officer	27	45,931 - 69,619
206	Custodian	21	40,494 - 61,096
230	Environmental Systems Technician	37	56,963 - 86,916
256	Equipment Mechanic I	35	54,538 - 83,110
253	Equipment Mechanic II	39	59,511 - 90,908
221	Grounds Irrigation Specialist/Groundskeeper	31	50,025 - 76,035
220	Grounds Maintenance Technician	31	50,025 - 76,035
211	Groundskeeper	23	42,219 - 63,801
209	Head Custodian	25	44,030 - 66,639
258	Head Grounds Maintenance Technician	35	54,538 - 83,110
213	Head Groundskeeper	27	45,931 - 69,619
239	Lead Custodian	23	42,219 - 63,801
251	Lead Equipment Mechanic	41	62,186 - 95,103
263	Lead Maintenance Cabinetmaker	41	62,186 - 95,103
250	Lead Maintenance Electrician	42	63,592 - 97,294
218	Lead Maintenance Electronic/Alarm Technician	42	63,592 - 97,294
235	Lead Maintenance HVAC Mechanic	42	63,592 - 97,294
252	Lead Maintenance Painter	41	62,186 - 95,103
227	Lead Maintenance Plumber	42	63,592 - 97,294
278	Lead Maintenance Technician	33	52,225 - 79,486
232	Lead Physical Education/Athletic Attendant	24	43,124 - 65,219
245	Maintenance Cabinetmaker	39	59,511 - 90,908
262	Maintenance Carpenter	39	59,511 - 90,908
246	Maintenance Electrician	39	59,511 - 90,908
261	Maintenance Electronic/Alarm Technician	39	59,511 - 90,908
243	Maintenance HVAC Mechanic	39	59,511 - 90,908
244	Maintenance Locksmith/Glazier	39	59,511 - 90,908
247	Maintenance Painter	39	59,511 - 90,908
248	Maintenance Plumber	39	59,511 - 90,908
255	Maintenance Roofer/Carpenter	39	59,511 - 90,908
215	Maintenance Technician I	29	47,927 - 72,749
222	Maintenance Technician II	31	50,025 - 76,035
260	Mechanical/Electrical Systems Technician	37	56,963 - 86,916
233	Physical Education/Athletic Attendant	22	41,356 - 62,448
259	Police Detective	49	73,049 - 108,131
212	Police Officer	48	71,617 - 106,010
850	Receiving Clerk/Storekeeper	24	43,124 - 65,219
203	Stock Clerk	21	40,494 - 61,096
226	Toolroom Equipment Attendant	23	42,219 - 63,801
204	Utility Worker	21	40,494 - 61,096

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

Retroactive to: July 1, 2019

Board approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
2019-20 Final
SEIU Classified
Monthly Salary Schedule

Includes an advanced continuing improvement of 2.75%

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	L1 *	L2 **	L3***	L4****
21	19.47	3,374.52	3,518.28	3,669.16	3,827.61	3,993.96	4,168.71	4,352.09	4,526.16	4,707.21	4,895.51	5,091.33
22	19.88	3,446.37	3,593.70	3,748.37	3,910.83	4,086.66	4,260.39	4,448.41	4,626.34	4,811.40	5,003.85	5,204.01
23	20.30	3,518.28	3,669.16	3,827.61	3,993.96	4,168.71	4,352.09	4,544.80	4,726.60	4,915.66	5,112.28	5,316.77
24	20.73	3,593.70	3,748.37	3,910.83	4,086.66	4,260.39	4,448.41	4,645.77	4,831.61	5,024.88	5,225.86	5,434.90
25	21.17	3,669.16	3,827.61	3,993.96	4,168.71	4,352.09	4,544.80	4,746.92	4,936.79	5,134.25	5,339.64	5,553.22
26	21.63	3,748.37	3,910.83	4,086.66	4,260.39	4,448.41	4,645.77	4,853.07	5,047.19	5,249.07	5,459.04	5,677.40
27	22.08	3,827.61	3,993.96	4,168.71	4,352.09	4,544.80	4,746.92	4,959.23	5,157.61	5,363.91	5,578.46	5,801.60
28	22.56	3,910.83	4,086.66	4,260.39	4,448.41	4,645.77	4,853.07	5,070.83	5,273.66	5,484.59	5,703.99	5,932.15
29	23.04	3,993.96	4,168.71	4,352.09	4,544.80	4,746.92	4,959.23	5,182.18	5,389.48	5,605.05	5,829.25	6,062.42
30	23.58	4,086.66	4,260.39	4,448.41	4,645.77	4,853.07	5,070.83	5,299.32	5,511.30	5,731.75	5,961.01	6,199.45
31	24.05	4,168.71	4,352.09	4,544.80	4,746.92	4,959.23	5,182.18	5,416.29	5,632.94	5,858.26	6,092.59	6,336.29
32	24.58	4,260.39	4,448.41	4,645.77	4,853.07	5,070.83	5,299.32	5,539.16	5,760.73	5,991.16	6,230.81	6,480.04
33	25.11	4,352.09	4,544.80	4,746.92	4,959.23	5,182.18	5,416.29	5,662.08	5,888.57	6,124.12	6,369.07	6,623.83
34	25.66	4,448.41	4,645.77	4,853.07	5,070.83	5,299.32	5,539.16	5,791.20	6,022.84	6,263.76	6,514.31	6,774.88
35	26.22	4,544.80	4,746.92	4,959.23	5,182.18	5,416.29	5,662.08	5,920.25	6,157.06	6,403.34	6,659.47	6,925.85
36	26.80	4,645.77	4,853.07	5,070.83	5,299.32	5,539.16	5,791.20	6,055.64	6,297.87	6,549.78	6,811.77	7,084.24
37	27.39	4,746.92	4,959.23	5,182.18	5,416.29	5,662.08	5,920.25	6,191.35	6,439.00	6,696.55	6,964.43	7,243.00
38	28.00	4,853.07	5,070.83	5,299.32	5,539.16	5,791.20	6,055.64	6,333.50	6,586.86	6,850.33	7,124.33	7,409.30
39	28.61	4,959.23	5,182.18	5,416.29	5,660.93	5,920.25	6,191.35	6,475.71	6,734.74	7,004.13	7,284.29	7,575.67
40	29.25	5,070.83	5,299.32	5,539.16	5,791.20	6,055.64	6,333.50	6,625.14	6,890.14	7,165.74	7,452.38	7,750.47
41	29.90	5,182.18	5,416.29	5,662.08	5,920.25	6,191.35	6,475.71	6,774.52	7,045.51	7,327.33	7,620.42	7,925.23
42	30.57	5,299.32	5,539.16	5,791.20	6,055.64	6,333.50	6,625.14	6,930.58	7,207.80	7,496.11	7,795.96	8,107.80
43	31.19	5,405.46	5,632.49	5,883.14	6,144.94	6,418.39	6,700.80	6,995.63	7,275.46	7,566.48	7,869.14	8,183.90
44	31.81	5,513.57	5,734.12	5,980.68	6,237.85	6,506.08	6,785.84	7,077.63	7,360.74	7,655.17	7,961.37	8,279.83
45	32.45	5,623.84	5,848.80	6,082.75	6,338.23	6,610.77	6,888.42	7,184.62	7,472.01	7,770.89	8,081.73	8,404.99
46	33.09	5,736.32	5,965.77	6,204.41	6,452.58	6,710.68	6,989.18	7,279.23	7,570.40	7,873.21	8,188.14	8,515.67
47	33.76	5,851.05	6,085.09	6,328.49	6,581.63	6,844.90	7,118.69	7,403.44	7,699.58	8,007.56	8,327.87	8,660.98
48	34.43	5,968.07	6,206.79	6,455.06	6,713.27	6,981.80	7,261.07	7,551.51	7,853.57	8,167.72	8,494.42	8,834.20
49	35.12	6,087.43	6,330.93	6,584.16	6,847.53	7,121.43	7,406.29	7,702.54	8,010.64	8,331.07	8,664.31	9,010.88

* 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 4% (12.486%) will be awarded after 20 years of service with the District.

**** An additional increment of 4% (16.986%) 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, 2019

Board approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
2019-20 Final
SEIU Classified
Annual Salary Schedule

Includes an advanced continuing improvement of 2.75%

Range	Monthly							L1 *	L2 **	L3***	L4****
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7				
21	40,494	42,219	44,030	45,931	47,927	50,025	52,225	54,314	56,487	58,746	61,096
22	41,356	43,124	44,980	46,930	49,040	51,125	53,381	55,516	57,737	60,046	62,448
23	42,219	44,030	45,931	47,927	50,025	52,225	54,538	56,719	58,988	61,347	63,801
24	43,124	44,980	46,930	49,040	51,125	53,381	55,749	57,979	60,299	62,710	65,219
25	44,030	45,931	47,927	50,025	52,225	54,538	56,963	59,242	61,611	64,076	66,639
26	44,980	46,930	49,040	51,125	53,381	55,749	58,237	60,566	62,989	65,509	68,129
27	45,931	47,927	50,025	52,225	54,538	56,963	59,511	61,891	64,367	66,942	69,619
28	46,930	49,040	51,125	53,381	55,749	58,237	60,850	63,284	65,815	68,448	71,186
29	47,927	50,025	52,225	54,538	56,963	59,511	62,186	64,674	67,261	69,951	72,749
30	49,040	51,125	53,381	55,749	58,237	60,850	63,592	66,136	68,781	71,532	74,393
31	50,025	52,225	54,538	56,963	59,511	62,186	64,995	67,595	70,299	73,111	76,035
32	51,125	53,381	55,749	58,237	60,850	63,592	66,470	69,129	71,894	74,770	77,760
33	52,225	54,538	56,963	59,511	62,186	64,995	67,945	70,663	73,489	76,429	79,486
34	53,381	55,749	58,237	60,850	63,592	66,470	69,494	72,274	75,165	78,172	81,299
35	54,538	56,963	59,511	62,186	64,995	67,945	71,043	73,885	76,840	79,914	83,110
36	55,749	58,237	60,850	63,592	66,470	69,494	72,668	75,574	78,597	81,741	85,011
37	56,963	59,511	62,186	64,995	67,945	71,043	74,296	77,268	80,359	83,573	86,916
38	58,237	60,850	63,592	66,470	69,494	72,668	76,002	79,042	82,204	85,492	88,912
39	59,511	62,186	64,995	67,931	71,043	74,296	77,709	80,817	84,050	87,412	90,908
40	60,850	63,592	66,470	69,494	72,668	76,002	79,502	82,682	85,989	89,429	93,006
41	62,186	64,995	67,945	71,043	74,296	77,709	81,294	84,546	87,928	91,445	95,103
42	63,592	66,470	69,494	72,668	76,002	79,502	83,167	86,494	89,953	93,552	97,294
43	64,866	67,590	70,598	73,739	77,021	80,410	83,948	87,306	90,798	94,430	98,207
44	66,163	68,809	71,768	74,854	78,073	81,430	84,932	88,329	91,862	95,536	99,358
45	67,486	70,186	72,993	76,059	79,329	82,661	86,215	89,664	93,251	96,981	100,860
46	68,836	71,589	74,453	77,431	80,528	83,870	87,351	90,845	94,479	98,258	102,188
47	70,213	73,021	75,942	78,980	82,139	85,424	88,841	92,395	96,091	99,934	103,932
48	71,617	74,482	77,461	80,559	83,782	87,133	90,618	94,243	98,013	101,933	106,010
49	73,049	75,971	79,010	82,170	85,457	88,875	92,431	96,128	99,973	103,972	108,131

* 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 4% (12.486%) will be awarded after 20 years of service with the District.

**** An additional increment of 4% (16.986%) 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, 2019

Board approved:

MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS COLLEGE FEDERATION OF TEACHERS

8/5/2020

MOU: 2019-20 Final Faculty Compensation

Background:

Increased one-time only funding associated with state allocations directed to support faculty were deposited directly into the LRCFT bucket. The LRCFT and District agree that the LRCFT bucket contains sufficient resources to support a one-time payment of 4% for the 2019-2020 Academic year. This payment reflects, in part, faculty efforts to transition instruction and related student services to remote and online environment.

Agreement:

The 2019-20 faculty salary schedules will be improved by a one-time only increase of 4% to be paid in August 2020.

LOS RIOS COMMUNITY
COLLEGE DISTRICT



Mario Rodriguez, Vice Chancellor,
Finance and Administration

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



Belinda Lum, Chief Negotiator

Jacob Knapp

Jake Knapp, Associate Vice Chancellor,
Human Resources



Dean Murakami, President

8/5/20

DATE

8/5/2020

DATE

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 12, 2020

SUBJECT:	Pay Rate Schedules: Interim 2020-21	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Action Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance & Administration <div style="text-align: right; font-family: cursive; font-size: small;">MR</div>	CONSENT/ROUTINE	<input type="checkbox"/>
		FIRST READING	<input type="checkbox"/>
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <div style="text-align: right; font-family: cursive; font-size: small;">Brian King</div>	ACTION	<input checked="" type="checkbox"/>
		INFORMATION	<input type="checkbox"/>

BACKGROUND:

In August of 2011, CalPERS issued regulations defining compensation for retirement benefit purposes that specify the requirements for Board approval of salary schedules for employees.

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 the effective date and date of any revisions. The 2020-21 interim salary schedule follow the provisions of the compensation formula in the District’s collective bargaining agreements. Because of the state’s public health, economic, and fiscal decline attributable to COVID-19, the 2020-21 interim salary schedule remains unchanged from the 2019-20 interim salary schedule. The remaining funding in each unit’s bucket will be carried forward to mitigate likely future reductions in state revenues and/or the likely increase in health care premiums.

RECOMMENDATION:

It is recommended the Board of Trustees adopt and approve the attached 2020-21 interim salary schedules for all groups and individuals.

**Los Rios Community College District
2020-21 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.
Step	Class I	Class II	Class III	Class IV	Class V
1	43,495	48,329	53,153	57,993	60,888
2	45,235	50,262	55,279	60,312	63,324
3	47,045	52,273	57,490	62,725	65,857
4	48,926	54,364	59,790	65,234	68,491
5	50,884	56,538	62,181	67,843	71,231
6	52,919	58,800	64,669	70,557	74,080
7	55,036	61,152	67,255	73,379	77,043
8	57,237	63,598	69,946	76,314	80,125
9	59,527	66,142	72,744	79,367	83,330
10	61,908	68,788	75,653	82,541	86,663
11	64,384	71,539	78,679	85,843	90,130
12	66,959	74,401	81,827	89,277	93,735
13	69,638	77,377	85,100	92,848	97,484
14	72,423	80,472	88,504	96,562	101,384
15			92,044	100,424	105,439
Longevity 1 *	75,320	83,691	95,725	104,441	109,657
Longevity 2 **	76,826	85,365	97,640	106,530	111,850

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate class and step. Figures provided reflect the Longevity 1 increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

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, 2020

Board Approved:

	Step	Class I	Class II	Class III	Class IV	Class V
Annual Monthly Daily	1	43,495.47	48,329.29	53,152.97	57,992.54	60,888.47
		4,349.55	4,832.93	5,315.30	5,799.25	6,088.85
		265.22	294.69	324.10	353.61	371.27
	2	45,235.29	50,262.47	55,279.09	60,312.25	63,324.01
		4,523.53	5,026.25	5,527.91	6,031.22	6,332.40
		275.82	306.48	337.07	367.76	386.12
	3	47,044.70	52,272.97	57,490.25	62,724.74	65,856.97
		4,704.47	5,227.30	5,749.03	6,272.47	6,585.70
		286.86	318.74	350.55	382.47	401.57
	4	48,926.48	54,363.88	59,789.86	65,233.73	68,491.25
		4,892.65	5,436.39	5,978.99	6,523.37	6,849.13
		298.33	331.49	364.57	397.77	417.63
	5	50,883.54	56,538.44	62,181.46	67,843.08	71,230.90
		5,088.35	5,653.84	6,218.15	6,784.31	7,123.09
		310.27	344.75	379.16	413.68	434.33
	6	52,918.88	58,799.99	64,668.72	70,556.81	74,080.14
		5,291.89	5,880.00	6,466.87	7,055.68	7,408.01
		322.68	358.54	394.32	430.22	451.71
	7	55,035.63	61,151.98	67,255.46	73,379.08	77,043.35
		5,503.56	6,115.20	6,725.55	7,337.91	7,704.33
		335.58	372.88	410.09	447.43	469.78
	8	57,237.05	63,598.06	69,945.69	76,314.25	80,125.08
		5,723.71	6,359.81	6,994.57	7,631.42	8,012.51
		349.01	387.79	426.50	465.33	488.57
	9	59,526.54	66,141.98	72,743.51	79,366.82	83,330.09
		5,952.65	6,614.20	7,274.35	7,936.68	8,333.01
		362.97	403.30	443.56	483.94	508.11
	10	61,907.59	68,787.66	75,653.25	82,541.49	86,663.30
		6,190.76	6,878.77	7,565.32	8,254.15	8,666.33
		377.49	419.44	461.30	503.30	528.43
	11	64,383.89	71,539.16	78,679.38	85,843.15	90,129.82
		6,438.39	7,153.92	7,867.94	8,584.32	9,012.98
		392.58	436.21	479.75	523.43	549.57
	12	66,959.25	74,400.73	81,826.55	89,276.88	93,735.02
		6,695.93	7,440.07	8,182.66	8,927.69	9,373.50
		408.29	453.66	498.94	544.37	571.55
	13	69,637.62	77,376.76	85,099.62	92,847.95	97,484.43
		6,963.76	7,737.68	8,509.96	9,284.80	9,748.44
		424.62	471.81	518.90	566.15	594.42
	14	72,423.13	80,471.83	88,503.60	96,561.87	101,383.81
		7,242.31	8,047.18	8,850.36	9,656.19	10,138.38
		441.60	490.68	539.66	588.79	618.19
	15	-	-	92,043.74	100,424.34	105,439.16
		-	-	9,204.37	10,042.43	10,543.92
		-	-	561.24	612.34	642.92
	L1	75,320.05	83,690.70	95,725.49	104,441.31	109,656.73
		7,532.01	8,369.07	9,572.55	10,444.13	10,965.67
		459.27	510.31	583.69	636.84	668.64
	L2	76,826.45	85,364.52	97,640.00	106,530.14	111,849.86
		7,682.65	8,536.45	9,764.00	10,653.01	11,184.99
		468.45	520.52	595.37	649.57	682.01

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 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.
Step	Class I	Class II	Class III	Class IV	Class V
1	43,673	48,527	53,370	58,229	61,137
2	45,420	50,468	55,505	60,558	63,582
3	47,237	52,486	57,725	62,981	66,126
4	49,126	54,586	60,034	65,500	68,771
5	51,091	56,769	62,435	68,120	71,522
6	53,135	59,040	64,933	70,845	74,383
7	55,260	61,402	67,530	73,679	77,358
8	57,471	63,858	70,231	76,626	80,452
9	59,770	66,412	73,040	79,691	83,670
10	62,160	69,068	75,962	82,878	87,017
11	64,647	71,831	79,001	86,194	90,498
12	67,233	74,704	82,161	89,641	94,118
13	69,922	77,693	85,447	93,227	97,882
14	72,719	80,800	88,865	96,956	101,798
15			92,419	100,834	105,870
Longevity 1 *	75,627	84,032	96,116	104,868	110,104
Longevity 2 **	77,140	85,713	98,039	106,965	112,306

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate class and step. Figures provided reflect the Longevity 1 increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

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, 2020

Board Approved:

2020-21 Interim A-164 Librarian Schedule

	Step	Class I	Class II	Class III	Class IV	Class V
Annual Monthly Daily	1	43,673.01	48,526.55	53,369.92	58,229.24	61,136.99
		4,367.30	4,852.66	5,336.99	5,822.92	6,113.70
		266.30	295.89	325.43	355.06	372.79
	2	45,419.92	50,467.62	55,504.72	60,558.42	63,582.47
		4,541.99	5,046.76	5,550.47	6,055.84	6,358.25
		276.95	307.73	338.44	369.26	387.70
	3	47,236.72	52,486.33	57,724.91	62,980.76	66,125.77
		4,723.67	5,248.63	5,772.49	6,298.08	6,612.58
		288.03	320.04	351.98	384.03	403.21
	4	49,126.18	54,585.78	60,033.90	65,499.99	68,770.81
		4,912.62	5,458.58	6,003.39	6,550.00	6,877.08
		299.55	332.84	366.06	399.39	419.33
	5	51,091.22	56,769.21	62,435.26	68,120.00	71,521.64
		5,109.12	5,676.92	6,243.53	6,812.00	7,152.16
		311.53	346.15	380.70	415.37	436.11
	6	53,134.87	59,039.99	64,932.67	70,844.80	74,382.51
		5,313.49	5,904.00	6,493.27	7,084.48	7,438.25
		323.99	360.00	395.93	431.98	453.55
	7	55,260.26	61,401.58	67,529.98	73,678.59	77,357.81
		5,526.03	6,140.16	6,753.00	7,367.86	7,735.78
		336.95	374.40	411.77	449.26	471.69
	8	57,470.67	63,857.64	70,231.18	76,625.73	80,452.12
		5,747.07	6,385.76	7,023.12	7,662.57	8,045.21
		350.43	389.38	428.24	467.23	490.56
	9	59,769.50	66,411.95	73,040.42	79,690.77	83,670.21
		5,976.95	6,641.19	7,304.04	7,969.08	8,367.02
		364.45	404.95	445.37	485.92	510.18
	10	62,160.28	69,068.42	75,962.04	82,878.40	87,017.02
		6,216.03	6,906.84	7,596.20	8,287.84	8,701.70
		379.03	421.15	463.18	505.36	530.59
	11	64,646.69	71,831.16	79,000.52	86,193.53	90,497.70
		6,464.67	7,183.12	7,900.05	8,619.35	9,049.77
		394.19	437.99	481.71	525.57	551.82
	12	67,232.55	74,704.41	82,160.54	89,641.27	94,117.61
		6,723.26	7,470.44	8,216.05	8,964.13	9,411.76
		409.95	455.51	500.98	546.59	573.89
	13	69,921.86	77,692.58	85,446.96	93,226.92	97,882.32
		6,992.19	7,769.26	8,544.70	9,322.69	9,788.23
		426.35	473.74	521.02	568.46	596.84
	14	72,718.73	80,800.29	88,864.84	96,956.00	101,797.62
		7,271.87	8,080.03	8,886.48	9,695.60	10,179.76
		443.41	492.68	541.86	591.20	620.72
	15			92,419.43	100,834.24	105,869.52
				9,241.94	10,083.42	10,586.95
				563.53	614.84	645.55
	L1	75,627.48	84,032.30	96,116.21	104,867.61	110,104.30
		7,562.75	8,403.23	9,611.62	10,486.76	11,010.43
		461.14	512.39	586.07	639.44	671.37
	L2	77,140.03	85,712.94	98,038.53	106,964.96	112,306.39
		7,714.00	8,571.29	9,803.85	10,696.50	11,230.64
		470.37	522.64	597.80	652.23	684.80

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 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.
Step	Class I	Class II	Class III	Class IV	Class V
1	46,336	51,485	56,624	61,780	64,865
2	48,189	53,545	58,889	64,251	67,459
3	50,117	55,687	61,245	66,821	70,158
4	52,122	57,914	63,695	69,494	72,964
5	54,207	60,231	66,242	72,274	75,883
6	56,375	62,640	68,892	75,165	78,918
7	58,630	65,146	71,648	78,171	82,075
8	60,975	67,751	74,514	81,298	85,358
9	63,414	70,461	77,494	84,550	88,772
10	65,951	73,280	80,594	87,932	92,323
11	68,589	76,211	83,818	91,449	96,016
12	71,332	79,260	87,170	95,107	99,856
13	74,185	82,430	90,657	98,911	103,851
14	77,153	85,727	94,283	102,868	108,005
15			98,055	106,983	112,325
Longevity 1 *	80,239	89,156	101,977	111,262	116,818
Longevity 2 **	81,844	90,939	104,016	113,487	119,154

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate class and step. Figures provided reflect the Longevity 1 increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

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, 2020

Board Approved:

2020-21 Interim A-174 Schedule

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	46,335.99	51,485.49	56,624.19	61,779.81	64,864.86
		3,861.33	4,290.46	4,718.68	5,148.32	5,405.40
		266.30	295.89	325.43	355.06	372.79
Monthly	2	48,189.43	53,544.91	58,889.15	64,251.01	67,459.45
		4,015.79	4,462.08	4,907.43	5,354.25	5,621.62
		276.95	307.73	338.44	369.26	387.70
Daily	3	50,117.01	55,686.71	61,244.72	66,821.05	70,157.83
		4,176.42	4,640.56	5,103.73	5,568.42	5,846.49
		288.03	320.04	351.98	384.03	403.21
	4	52,121.68	57,914.18	63,694.50	69,493.89	72,964.15
		4,343.47	4,826.18	5,307.88	5,791.16	6,080.35
		299.55	332.84	366.06	399.39	419.33
	5	54,206.54	60,230.75	66,242.29	72,273.65	75,882.71
		4,517.21	5,019.23	5,520.19	6,022.80	6,323.56
		311.53	346.15	380.70	415.37	436.11
	6	56,374.80	62,639.99	68,891.98	75,164.60	78,918.03
		4,697.90	5,220.00	5,741.00	6,263.72	6,576.50
		323.99	360.00	395.93	431.98	453.55
	7	58,629.79	65,145.58	71,647.66	78,171.19	82,074.75
		4,885.82	5,428.80	5,970.64	6,514.27	6,839.56
		336.95	374.40	411.77	449.26	471.69
	8	60,974.98	67,751.40	74,513.57	81,298.03	85,357.74
		5,081.25	5,645.95	6,209.46	6,774.84	7,113.14
		350.43	389.38	428.24	467.23	490.56
	9	63,413.98	70,461.45	77,494.11	84,549.96	88,772.05
		5,284.50	5,871.79	6,457.84	7,045.83	7,397.67
		364.45	404.95	445.37	485.92	510.18
	10	65,950.54	73,279.91	80,593.87	87,931.96	92,322.94
		5,495.88	6,106.66	6,716.16	7,327.66	7,693.58
		379.03	421.15	463.18	505.36	530.59
	11	68,588.56	76,211.10	83,817.63	91,449.24	96,015.85
		5,715.71	6,350.93	6,984.80	7,620.77	8,001.32
		394.19	437.99	481.71	525.57	551.82
	12	71,332.10	79,259.55	87,170.33	95,107.20	99,856.49
		5,944.34	6,604.96	7,264.19	7,925.60	8,321.37
		409.95	455.51	500.98	546.59	573.89
	13	74,185.38	82,429.93	90,657.14	98,911.49	103,850.75
		6,182.12	6,869.16	7,554.76	8,242.62	8,654.23
		426.35	473.74	521.02	568.46	596.84
	14	77,152.80	85,727.13	94,283.43	102,867.95	108,004.79
		6,429.40	7,143.93	7,856.95	8,572.33	9,000.40
		443.41	492.68	541.86	591.20	620.72
	15	-	-	98,054.76	106,982.66	112,324.98
		-	-	8,171.23	8,915.22	9,360.42
		-	-	563.53	614.84	645.55
	L1	80,238.91	89,156.22	101,976.96	111,261.97	116,817.98
		6,686.58	7,429.68	8,498.08	9,271.83	9,734.83
		461.14	512.39	586.07	639.44	671.37
	L2	81,843.69	90,939.34	104,016.49	113,487.21	119,154.34
		6,820.31	7,578.28	8,668.04	9,457.27	9,929.53
		470.37	522.64	597.80	652.23	684.80

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 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, J.D., M.D., D.C. or D.V.M.
	Step	Class I	Class II	Class III	Class IV	Class V
Lecture	1	60.40	67.13	73.82	80.54	84.56
Lab*		48.32	53.70	59.05	64.43	67.65
Lab		45.30	50.35	55.36	60.41	63.42
Lecture	2	62.83	69.81	76.77	83.77	87.95
Lab*		50.26	55.85	61.42	67.01	70.36
Lab		47.12	52.36	57.58	62.82	65.97
Lecture	3	65.34	72.59	79.85	87.12	91.47
Lab*		52.27	58.07	63.88	69.70	73.18
Lab		49.01	54.44	59.88	65.34	68.60
Lecture	4	67.96	75.51	83.04	90.60	95.13
Lab*		54.37	60.41	66.43	72.48	76.11
Lab		50.97	56.63	62.28	67.95	71.35
Lecture	5	70.67	78.52	86.36	94.23	98.94
Lab*		56.54	62.82	69.09	75.38	79.15
Lab		53.00	58.89	64.77	70.67	74.21
Lecture	6	73.50	81.66	89.82	97.99	102.89
Lab*		58.80	65.33	71.85	78.39	82.31
Lab		55.12	61.24	67.36	73.49	77.17
Lecture	7	76.44	84.93	93.42	101.91	107.00
Lab*		61.15	67.94	74.73	81.53	85.60
Lab		57.33	63.70	70.06	76.43	80.25
Lecture	8	79.49	88.33	97.14	106.00	111.28
Lab*		63.59	70.67	77.71	84.80	89.02
Lab		59.62	66.25	72.86	79.50	83.46
Lecture	9	82.67	91.86	101.03	110.24	115.73
Lab*		66.14	73.49	80.82	88.19	92.58
Lab		62.01	68.90	75.77	82.68	86.79
Lecture	10	85.98	95.54	105.08	114.65	120.37
Lab*		68.79	76.43	84.06	91.72	96.29
Lab		64.49	71.65	78.81	85.99	90.28
Lecture	11	89.41	99.37	109.28	119.23	125.17
Lab*		71.53	79.50	87.43	95.38	100.14
Lab		67.06	74.53	81.96	89.42	93.88
Lecture	12	92.99	103.35	113.65	123.99	130.19
Lab*		74.39	82.68	90.92	99.20	104.15
Lab		69.74	77.51	85.24	93.00	97.64
Lecture	13	96.71	107.48	118.20	128.95	135.40
Lab*		77.37	85.98	94.56	103.16	108.32
Lab		72.53	80.61	88.65	96.72	101.55
Lecture	14	100.58	111.78	122.93	134.11	140.82
Lab*		80.46	89.42	98.34	107.29	112.65
Lab		75.43	83.83	92.20	100.58	105.61
Lecture	15			127.84	139.48	146.45
Lab*				102.28	111.58	117.16
Lab				95.88	104.61	109.84
Lecture	Longevity 1 **	104.60	116.25	132.96	145.06	152.31
Lab*		83.68	93.00	106.37	116.04	121.85
Lab		78.45	87.19	99.72	108.79	114.23
Lecture	Longevity 2 **	106.69	118.58	135.62	147.96	155.35
Lab*		85.35	94.86	108.49	118.37	124.28
Lab		80.02	88.93	101.71	110.97	116.51

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). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. Effective Fall 2020, this lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective 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: August 20, 2020
Board Approved:

**Los Rios Community College District
2020-21 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)**

Step	AA/AS or BA/BS Class I	AA/AS+90 or BA/BS+30 or MA/MS Class II	BA/BS+54 or MA/MS+24 Class III	BA/BS+78 or MA/MS+48 Class IV	PhD, J.D., M.D., D.C. or D.V.M. Class V
1	35.50	39.46	43.39	47.35	49.70
2	36.93	41.03	45.13	49.23	51.69
3	38.40	42.67	46.93	51.20	53.76
4	39.95	44.38	48.80	53.26	55.91
5	41.53	46.16	50.76	55.38	58.15
6	43.19	48.00	52.78	57.60	60.47
7	44.92	49.92	54.89	59.90	62.89
8	46.72	51.92	57.10	62.30	65.41
9	48.60	53.99	59.39	64.79	68.02
10	50.53	56.15	61.75	67.37	70.74
11	52.56	58.40	64.23	70.08	73.57
12	54.67	60.73	66.80	72.87	76.53
13	56.85	63.16	69.47	75.79	79.59
14	59.13	65.69	72.25	78.82	82.77
15			75.14	81.97	86.08
Longevity 1 *	61.49	68.31	78.14	85.25	89.52
Longevity 2 **	62.72	69.68	79.70	86.96	91.31

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.018 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective 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: August 20, 2020

Board Approved:

Los Rios Community College District
2020-21 Athletic/Coaching Stipend Schedule for Faculty

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

Sports Program	Formula Hour Assignment	Stipend Range
Baseball, Head Coach	7	\$8,294 - \$9,703
Baseball, Assistant Coach	5	\$3,764 - \$3,764
Basketball, Head Coach	7	\$8,294 - \$9,703
Basketball, Assistant Coach	5	\$3,764 - \$3,764
Cross Country, Head Coach	7	\$7,062 - \$8,261
Football, Head Coach	7	\$8,294 - \$9,703
Football, Assistant Coach	5	\$3,764 - \$3,764
Golf, Head Coach	7	\$7,062 - \$8,261
Hockey, Head Coach	7	\$8,294 - \$9,703
Soccer, Head Coach	7	\$8,294 - \$9,703
Soccer, Assistant Coach	5	\$3,764 - \$3,764
Softball, Head Coach	7	\$8,294 - \$9,703
Softball, Assistant Coach	5	\$3,764 - \$3,764
Swimming, Head Coach	7	\$7,062 - \$8,261
Tennis, Head Coach	7	\$7,062 - \$8,261
Track and Field, Head Coach	7	\$8,294 - \$9,703
Track and Field, Assistant Coach	5	\$3,764 - \$3,764
Volleyball, Head Coach	7	\$8,294 - \$9,703
Water Polo, Head Coach	7	\$7,062 - \$8,261
Wrestling, Head Coach	7	\$8,294 - \$9,703

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

Effective: August 20, 2020

Board Approved:

Los Rios Community College District

2020-21 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	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Basketball	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Cross Country	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Football	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Golf	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Hockey	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Soccer	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Softball	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Swimming	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Tennis	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Track & Field	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Volleyball	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
Water Polo	7	\$7,062	\$7,344	\$7,638	\$7,944	\$8,261
Wrestling	7	\$8,294	\$8,626	\$8,971	\$9,330	\$9,703
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	\$3,764
Basketball, Assistant	5	\$3,764
Football, Assistant	5	\$3,764
Soccer, Assistant	5	\$3,764
Softball, Assistant	5	\$3,764
Track & Field, Assistant	5	\$3,764

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

Effective: August 20, 2020

Board Approved:

Los Rios Community College District

2020-21 Department Chairs Stipend Schedule for Faculty

Level		Stipend
I		\$3,897
II	OR	\$7,796 10% Reassigned Time per year plus a \$500 annual stipend
III	< 20 FTEF	20% Reassigned Time per semester
	20 - 44.9 FTEF	30% Reassigned Time per semester
	≥ 45 FTEF	* 40% Reassigned Time per semester

* Limited to the Math and English Departments at ARC and SCC.

Effective: August 20, 2020

Board Approved:

Los Rios Community College District
2020-21 Arts & Media Stipend Schedule for Faculty

The District shall provide stipends and/or load equity for instructors in the following areas:

Subject	Stipend
<i>Art</i>	
Art Gallery Director	\$1,728
<i>Dance</i>	
Director	\$1,728
<i>Forensics</i>	
Coach (districtwide)	\$2,467
Assistant Coach	\$1,728
Tournament Coordinator/Debate	\$1,233
<i>Journalism</i>	
Student Newspaper	\$2,467
Literary Journal Advisory	\$2,467
<i>Music (Performing Group)</i>	
Director	\$2,467
<i>Theatre Arts</i>	
Director	\$2,467
Technical Director	\$2,467
Technical Director, Lighting	\$1,728
Technical Director, Scene/Set	\$1,728
Musical Director	\$2,467
Vocal Director	\$1,728
Costumer	\$2,467
Choreographer	\$1,728
Promotion/Box Office	\$2,467
<i>TV/Radio</i>	
Program Producer	\$1,728

Effective: August 20, 2020

Board Approved:

Salary Schedule for Instructional Substitutes

Effective 8/20/2020

Hourly Salary Schedule

Lecture:	50.35
Lab*:	40.28
Lab:	37.76
Coordinator/Counselor/Nurse/Librarian:	35.50

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). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. Effective Fall 2020, this lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

Effective: August 20, 2020

Board Approved:

Los Rios Community College District

Salary Schedule for Employment Service Agreement - Academic (ESA)

Effective: August 20, 2020

Step	Class I	Class II	Class III	Class IV	Class V
1	35.50	39.46	43.39	47.35	49.70
2	36.93	41.03	45.13	49.23	51.69
3	38.40	42.67	46.93	51.20	53.76
4	39.95	44.38	48.80	53.26	55.91
5	41.53	46.16	50.76	55.38	58.15
6	43.19	48.00	52.78	57.60	60.47
7	44.92	49.92	54.89	59.90	62.89
8	46.72	51.92	57.10	62.30	65.41
9	48.60	53.99	59.39	64.79	68.02
10	50.53	56.15	61.75	67.37	70.74
11	52.56	58.40	64.23	70.08	73.57
12	54.67	60.73	66.80	72.87	76.53
13	56.85	63.16	69.47	75.79	79.59
14	59.13	65.69	72.25	78.82	82.77
15			75.14	81.97	86.08
Longevity 1	61.49	68.31	78.14	85.25	89.52
Longevity 2	62.72	69.68	79.70	86.96	91.31

For ESA-Academic assignments, class and step placement will be determined by schedule B placement from preceding Spring semester or initial hire paperwork submitted to Human Resources per instructions on form P-132-A. ESA-Academic assignments are not subject to retroactive salary improvement.

Salary for employees hired as Interim Academic Managers on an ESA will be paid between a range of \$44.32/hour - \$152.64/hour. The rate will depend on the interim assignment level and years of service with the District. Salary will be determined by the Human Resources Department.

Board Approved:

Los Rios Community College District Salary Schedule for Professional Expert Agreement

Effective: July 1, 2020

Title and Description	Hourly Rate
Consultant	
<i>Employee provides professional advice and/or services in their area of expertise. Plans, organizes and/or develops workshops, not-for-credit programs or trainings, and supports specific projects.</i>	
Consultant I - Provides consulting services related to area of expertise.	\$35
Consultant II - Provides advanced consulting services related to area of expertise.	\$45
Consultant III - Provides advanced, complex consulting services related to area of expertise.	\$55
Consultant IV - In addition to responsibilities of a Consultant III, responsible for overall direction of specific project.	\$65
Not-for-Credit Presenter	
<i>Employee provides not-for-credit presentations in their specific area of expertise.</i>	
Presenter I - Provides not-for-credit presentations requiring a minimum level of professional expertise in the subject matter	\$35
Presenter II - Provides not-for-credit presentations requiring a moderate level of professional expertise in the subject matter	\$45
Presenter III - Provides not-for-credit presentations requiring advanced level of professional expertise in the subject matter	\$55
Presenter IV - Provides not-for-credit presentations requiring expert level of professional expertise in the subject matter	\$65
Contract Trainer (Ethan Way Center)	
<i>Employee hired to provide not-for-credit training in their area of expertise.</i>	\$25 - \$200

Per Education Code 88003, Professional Experts should be hired on a temporary basis for a specific project. They are to have specialized knowledge and are to perform duties not found in the classified service.

Professional Expert Agreements (PEX's) must be assigned hourly rates as defined in the categories above; exceptions must be pre-approved by AVC of Human Resources or the Director of Accounting Services.

Professional Expert Agreements (PEX's) are not subject to retroactive salary improvement.

Refer to LRCCD [Independent Contractor vs. Employee Checklist](#) to ensure employee does not fit the criteria of an independent contractor.

Board approved:

**Los Rios Community College District
2020-21 Interim**

Salary Ranges for Confidential Administrative Assistant Classified Positions

Job Code	Titles	Range	Full Time Annual Salary		
0118	Confidential Administrative Assistant I	5CA	52,109	-	71,342
0189	Confidential Administrative Assistant II	6CA	54,193	-	74,196
0136	Confidential Administrative Assistant III	7CA	56,361	-	77,164
0280	Confidential Executive Assistant	10CA	63,398	-	86,799
0187	Confidential Staff Administrative Assistant	3CA	48,178	-	65,960

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

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

**Confidential Administrative Assistant 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****
3CA	23.16	4,014.80	4,175.40	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,388.87	5,496.65
4CA	24.09	4,175.40	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,604.43	5,716.52
5CA	25.05	4,342.41	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,828.60	5,945.18
6CA	26.05	4,516.11	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,061.75	6,182.98
7CA	27.10	4,696.75	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,304.22	6,430.30
8CA	28.18	4,884.62	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,556.39	6,687.51
9CA	29.31	5,080.01	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,818.64	6,955.02
10CA	30.48	5,283.21	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,091.39	7,233.22
11CA	31.70	5,494.54	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.44	7,375.04	7,522.54
12CA	32.97	5,714.32	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.44	7,519.65	7,670.05	7,823.45
13CA	34.29	5,942.89	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	7,976.85	8,136.38
14CA	35.66	6,180.61	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,295.92	8,461.84
15CA	37.08	6,427.83	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,627.76	8,800.31
16CA	38.57	6,684.94	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	8,972.87	9,152.33
17CA	40.11	6,952.34	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	9,148.81	9,331.78	9,518.42
18CA	41.71	7,230.43	7,519.65	7,820.44	8,133.26	8,458.59	8,796.93	9,148.81	9,514.76	9,705.05	9,899.15

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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.

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Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

**Confidential Administrative Assistant Classified
Annual Salary Schedule**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
3CA	48,178	50,105	52,109	54,193	56,361	58,615	60,960	63,398	64,666	65,960
4CA	50,105	52,109	54,193	56,361	58,615	60,960	63,398	65,934	67,253	68,598
5CA	52,109	54,193	56,361	58,615	60,960	63,398	65,934	68,572	69,943	71,342
6CA	54,193	56,361	58,615	60,960	63,398	65,934	68,572	71,315	72,741	74,196
7CA	56,361	58,615	60,960	63,398	65,934	68,572	71,315	74,167	75,651	77,164
8CA	58,615	60,960	63,398	65,934	68,572	71,315	74,167	77,134	78,677	80,250
9CA	60,960	63,398	65,934	68,572	71,315	74,167	77,134	80,219	81,824	83,460
10CA	63,398	65,934	68,572	71,315	74,167	77,134	80,219	83,428	85,097	86,799
11CA	65,934	68,572	71,315	74,167	77,134	80,219	83,428	86,765	88,501	90,271
12CA	68,572	71,315	74,167	77,134	80,219	83,428	86,765	90,236	92,041	93,881
13CA	71,315	74,167	77,134	80,219	83,428	86,765	90,236	93,845	95,722	97,637
14CA	74,167	77,134	80,219	83,428	86,765	90,236	93,845	97,599	99,551	101,542
15CA	77,134	80,219	83,428	86,765	90,236	93,845	97,599	101,503	103,533	105,604
16CA	80,219	83,428	86,765	90,236	93,845	97,599	101,503	105,563	107,674	109,828
17CA	83,428	86,765	90,236	93,845	97,599	101,503	105,563	109,786	111,981	114,221
18CA	86,765	90,236	93,845	97,599	101,503	105,563	109,786	114,177	116,461	118,790

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Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

Salary Ranges for Confidential Classified Positions

Job Code	Titles	Range	Full Time Annual Salary		
0644	Communications and Public Information Officer (E)	18C	84,826	-	116,135
0286	Confidential Business Services Officer	12C	67,039	-	91,783
0135	Confidential Chancellor's Executive Officer	21C	95,418	-	130,636
0632	Confidential Financial Analyst (E)	19C	88,219	-	120,781
0121	Confidential Human Resources Assistant I	2C	45,290	-	62,006
0148	Confidential Human Resources Assistant II	3C	47,101	-	64,486
0170	Confidential Human Resources Assistant III	4C	48,985	-	67,065
0635	Confidential Human Resources Officer (E)	18C	84,826	-	116,135
0119	Confidential Human Resources Specialist I	5C	50,945	-	69,748
0159	Confidential Human Resources Specialist II	6C	52,982	-	72,538
0120	Confidential Human Resources Specialist III	8C	57,306	-	78,457
0160	Confidential Human Resources Training Specialist	11C	64,461	-	88,253
0708	Confidential Principal Information Systems Auditor (E)	23C	103,204	-	141,296
0638	Confidential Principal Internal Auditor (E)	20C	91,748	-	125,612
0645	Confidential Senior Budget Officer (E)	21C	95,418	-	130,636
0284	Confidential Senior Human Resources Officer (E)	19C	88,219	-	120,781

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, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

**Confidential 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****
1C	20.94	3,628.96	3,774.13	3,925.09	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,870.98	4,968.40
2C	21.77	3,774.13	3,925.09	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,065.82	5,167.13
3C	22.64	3,925.09	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,268.45	5,373.82
4C	23.55	4,082.10	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,371.75	5,479.18	5,588.77
5C	24.49	4,245.38	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,371.75	5,586.62	5,698.35	5,812.32
6C	25.47	4,415.19	4,591.80	4,775.47	4,966.49	5,165.14	5,371.74	5,586.62	5,810.09	5,926.29	6,044.81
7C	26.49	4,591.80	4,775.47	4,966.49	5,165.14	5,371.74	5,586.62	5,810.09	6,042.49	6,163.34	6,286.60
8C	27.55	4,775.47	4,966.49	5,165.14	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,409.88	6,538.07
9C	28.65	4,966.49	5,165.14	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,666.27	6,799.60
10C	29.80	5,165.14	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	6,932.92	7,071.58
11C	30.99	5,371.74	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,210.23	7,354.44
12C	32.23	5,586.62	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,498.63	7,648.61
13C	33.52	5,810.08	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,798.58	7,954.55
14C	34.86	6,042.49	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,110.52	8,272.73
15C	36.25	6,284.19	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,434.94	8,603.64
16C	37.71	6,535.55	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,772.34	8,947.79
17C	39.21	6,796.98	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,123.23	9,305.69
18C	40.78	7,068.85	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,488.16	9,677.93
19C	42.41	7,351.60	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	9,867.68	10,065.04
20C	44.11	7,645.66	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,262.39	10,467.64
21C	45.87	7,951.49	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,672.89	10,886.35
22C	47.71	8,269.55	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,882.16	11,099.80	11,321.80
23C	49.62	8,600.34	8,944.35	9,302.12	9,674.20	10,061.17	10,463.62	10,882.16	11,317.45	11,543.80	11,774.67

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Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

**Confidential Classified
Annual Salary Schedule**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
1C	43,548	45,290	47,101	48,985	50,945	52,982	55,102	57,306	58,452	59,621
2C	45,290	47,101	48,985	50,945	52,982	55,102	57,306	59,598	60,790	62,006
3C	47,101	48,985	50,945	52,982	55,102	57,306	59,598	61,982	63,221	64,486
4C	48,985	50,945	52,982	55,102	57,306	59,598	61,982	64,461	65,750	67,065
5C	50,945	52,982	55,102	57,306	59,598	61,982	64,461	67,039	68,380	69,748
6C	52,982	55,102	57,306	59,598	61,982	64,461	67,039	69,721	71,115	72,538
7C	55,102	57,306	59,598	61,982	64,461	67,039	69,721	72,510	73,960	75,439
8C	57,306	59,598	61,982	64,461	67,039	69,721	72,510	75,410	76,919	78,457
9C	59,598	61,982	64,461	67,039	69,721	72,510	75,410	78,427	79,995	81,595
10C	61,982	64,461	67,039	69,721	72,510	75,410	78,427	81,564	83,195	84,859
11C	64,461	67,039	69,721	72,510	75,410	78,427	81,564	84,826	86,523	88,253
12C	67,039	69,721	72,510	75,410	78,427	81,564	84,826	88,219	89,984	91,783
13C	69,721	72,510	75,410	78,427	81,564	84,826	88,219	91,748	93,583	95,455
14C	72,510	75,410	78,427	81,564	84,826	88,219	91,748	95,418	97,326	99,273
15C	75,410	78,427	81,564	84,826	88,219	91,748	95,418	99,235	101,219	103,244
16C	78,427	81,564	84,826	88,219	91,748	95,418	99,235	103,204	105,268	107,373
17C	81,564	84,826	88,219	91,748	95,418	99,235	103,204	107,332	109,479	111,668
18C	84,826	88,219	91,748	95,418	99,235	103,204	107,332	111,625	113,858	116,135
19C	88,219	91,748	95,418	99,235	103,204	107,332	111,625	116,090	118,412	120,781
20C	91,748	95,418	99,235	103,204	107,332	111,625	116,090	120,734	123,149	125,612
21C	95,418	99,235	103,204	107,332	111,625	116,090	120,734	125,563	128,075	130,636
22C	99,235	103,204	107,332	111,625	116,090	120,734	125,563	130,586	133,198	135,862
23C	103,204	107,332	111,625	116,090	120,734	125,563	130,586	135,809	138,526	141,296

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Effective: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Interim
Salary Ranges for LRCEA Classified Salary Schedule

Job Code	Title	Range	Full Time Annual Salary	
0141	Account Clerk I	17	35,911	- 49,165
0142	Account Clerk II	21	39,330	- 53,847
0143	Account Clerk III	25	43,076	- 58,974
0649	Accountant	35	54,073	- 74,031
0198	Accounting Specialist	40	60,585	- 82,946
0131	Administrative Assistant I	26	44,066	- 60,331
0133	Administrative Assistant II	28	46,116	- 63,138
0285	Administrative Assistant III	30	48,262	- 66,075
0654	Administrative Services Analyst	44	66,354	- 90,845
0171	Admissions/Records Clerk I	17	35,911	- 49,165
0172	Admissions/Records Clerk II	20	38,446	- 52,636
0173	Admissions/Records Clerk III	23	41,160	- 56,352
0145	Admissions/Records Evaluator I	24	42,107	- 57,648
0151	Admissions/Records Evaluator II	28	46,116	- 63,138
0163	Admissions/Records Evaluator/Degree Auditor	29	47,177	- 64,589
0819	Alternate Media Design Specialist	37	56,590	- 77,477
0634	Animal Health Instructional Technician	30	48,262	- 66,075
0798	Assessment Center Testing Coordinator	38	57,891	- 79,258
0602	Assistant Financial Aid Officer	35	54,073	- 74,031
0313	Assistant Technical Director - Harris Center for the Arts	37	56,590	- 77,477
0701	Athletic Trainer	37	56,590	- 77,477
0742	Attendance Services Assistant	27	45,080	- 61,718
0185	Bookstore Assistant Manager	37	56,590	- 77,477
0183	Bookstore Buyer I	21	39,330	- 53,847
0195	Bookstore Buyer II	25	43,076	- 58,974
0186	Bookstore Clerk	18	36,736	- 50,295
0184	Bookstore Stock Clerk	21	39,330	- 53,847
0869	Building Automation and Systems Integration Analyst	57	89,176	- 122,090
0128	Buyer	29	47,177	- 64,589
0116	Child Development Center Associate Teacher	12	32,051	- 43,881
0810	Child Development Center Clerk	20	38,446	- 52,636
0199	Child Development Center Lead Teacher	35	54,073	- 74,031
0194	Child Development Center Teacher	26	44,066	- 60,331
0102	Clerk II	16	35,103	- 48,060
0103	Clerk III	20	38,446	- 52,636
0191	College Development Officer	35	54,073	- 74,031
0739	Computer Aided Drafting and Design Assistant	42	63,403	- 86,805
0803	Contract Education Program Developer	56	87,171	- 119,345
0123	Control Center Technician	22	40,235	- 55,085
0164	Cook/Baker	21	39,330	- 53,847
0169	Cosmetology Service Assistant	30	48,262	- 66,075
0109	Counseling Clerk I	17	35,911	- 49,165
0110	Counseling Clerk II	21	39,330	- 53,847
0744	Data Communications Security Specialist	61	97,667	- 133,716
0283	Digital Communications Specialist	44	66,354	- 90,845
0129	Disabled Student Programs and Services (DSP&S) Clerk	17	35,911	- 49,165
0282	District Financial Aid Specialist	40	60,585	- 82,946
0650	Donor Relations Specialist	38	57,891	- 79,258
0167	Educational Center Assistant	25	43,076	- 58,974
0108	Educational Center Clerk	22	40,235	- 55,085
0806	Educational Media Design Specialist	37	56,590	- 77,477
0646	Electronics Calibration and Repair Technician	38	57,891	- 79,258
0180	Employee Benefits Specialist	40	60,585	- 82,946
0175	Employee Benefits Technician	29	47,177	- 64,589
0287	Energy Management Controls Specialist	57	89,176	- 122,090
0705	Facilities Planning and Engineering Specialist	56	87,171	- 119,345
0700	Facilities Planning Specialist	49	74,343	- 101,783
0138	Financial Aid Clerk I	17	35,911	- 49,165
0140	Financial Aid Clerk II	21	39,330	- 53,847
0604	Financial Aid Officer	38	57,891	- 79,258
0743	Fiscal Services Accounting Specialist	40	60,585	- 82,946
0161	Food Service Assistant I	10	30,626	- 41,930

Job Code	Title	Range	Full Time Annual Salary		
0162	Food Service Assistant II	12	32,051	-	43,881
0165	Food Service Assistant Manager	24	42,107	-	57,648
0149	Grant Coordination Clerk	20	38,446	-	52,636
0236	Graphic Artist	28	46,116	-	63,138
0801	Graphic Designer	29	47,177	-	64,589
0168	Health Services Assistant	21	39,330	-	53,847
0718	Information Technology Business/Technical Analyst I	57	89,176	-	122,090
0723	Information Technology Business/Technical Analyst II	61	97,667	-	133,716
0748	Information Technology Network Administrator Analyst I	57	89,176	-	122,090
0749	Information Technology Network Administrator Analyst II	61	97,667	-	133,716
0726	Information Technology Specialist I	44	66,354	-	90,845
0729	Information Technology Specialist II	50	76,053	-	104,124
0745	Information Technology Systems/Database Administrator Analyst I	57	89,176	-	122,090
0746	Information Technology Systems/Database Administrator Analyst II	61	97,667	-	133,716
0242	Information Technology Cable Plant Assistant	50	76,053	-	104,124
0809	Information Technology Technician I	25	43,076	-	58,974
0152	Information Technology Technician II	31	49,372	-	67,595
0208	Instructional Assistant	28	46,116	-	63,138
0166	Instructional Services Assistant I	24	42,107	-	57,648
0808	Instructional Services Assistant II	27	45,080	-	61,718
0150	Interpreter/Transliterater I	28	46,116	-	63,138
0153	Interpreter/Transliterater II	32	50,508	-	69,150
0155	Interpreter/Transliterater III	36	55,317	-	75,734
0207	Laboratory Technician	28	46,116	-	63,138
0706	Lead Facilities Planning and Engineering Specialist	58	91,227	-	124,898
0741	Lead Instructional Assistant	30	48,262	-	66,075
0866	Lead Instructional Services Assistant	29	47,177	-	64,589
0600	Lead Laboratory Technician	30	48,262	-	66,075
0241	Lead Library Technician	28	46,116	-	63,138
0157	Lead Police Communication Dispatcher	25	43,076	-	58,974
0114	Library Technician	26	44,066	-	60,331
0105	Maintenance/Operations Clerk	22	40,235	-	55,085
0231	Media Systems/Resources Specialist	50	76,053	-	104,124
0200	Media Systems/Resources Technician I	32	50,508	-	69,150
0223	Media Systems/Resources Technician II	38	57,891	-	79,258
0115	Operations Technician	26	44,066	-	60,331
0618	Outreach Specialist	38	57,891	-	79,258
0660	Payroll Accountant	36	55,317	-	75,734
0146	Payroll Clerk	23	41,160	-	56,352
0652	Payroll Specialist	40	60,585	-	82,946
0179	Payroll Technician	29	47,177	-	64,589
0156	Police Communication Dispatcher	23	41,160	-	56,352
0702	Printing Assistant	35	54,073	-	74,031
0106	Printing Services Operator I	17	35,911	-	49,165
0107	Printing Services Operator II	20	38,446	-	52,636
0178	Printing Services Operator III	23	41,160	-	56,352
0802	Printing Technician	33	51,669	-	70,740
0268	Programmer I	44	66,354	-	90,845
0269	Programmer II	50	76,053	-	104,124
0174	Public Relations Specialist	38	57,891	-	79,258
0640	Public Relations Technician	30	48,262	-	66,075
0807	Research Analyst	50	76,053	-	104,124
0639	Risk Management Specialist	40	60,585	-	82,946
0417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	87,171	-	119,345
0125	Senior Buyer/Contract Specialist	40	60,585	-	82,946
0735	Senior Information Technology Business/Technical Analyst	64	104,563	-	143,156
0750	Senior Information Technology Network Administrator Analyst	64	104,563	-	143,156
0196	Senior Information Technology Specialist	57	89,176	-	122,090
0747	Senior Information Technology Systems/Database Administrator Analyst	64	104,563	-	143,156
0731	Senior Information Technology Technician	38	57,891	-	79,258
0276	Senior Programmer	57	89,176	-	122,090
0158	Staff Resources Center Assistant	28	46,116	-	63,138
0641	Student Affairs Specialist	44	66,354	-	90,845
0124	Student Personnel Assistant	28	46,116	-	63,138
0683	Student Support Specialist	38	57,891	-	79,258
0707	TANF/CalWORKs Specialist	38	57,891	-	79,258
0271	Telecommunications System Coordinator	57	89,176	-	122,090

Job Code	Title	Range	Full Time Annual Salary	
0272	Telecommunications System Designer	57	89,176	- 122,090
0234	Theatre Technician	28	46,116	- 63,138
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	46,116	- 63,138
0630	Tutorial Services Assistant	35	54,073	- 74,031
0130	Web & Media Design Specialist	44	66,354	- 90,845

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

Effective: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 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	14.72	2,552.19	2,654.27	2,760.44	2,870.85	2,985.68	3,105.11	3,229.32	3,358.49	3,425.66	3,494.17
11	15.06	2,610.89	2,715.33	2,823.94	2,936.91	3,054.38	3,176.56	3,303.61	3,435.76	3,504.47	3,574.57
12	15.41	2,670.94	2,777.78	2,888.89	3,004.44	3,124.62	3,249.60	3,379.59	3,514.77	3,585.07	3,656.77
13	15.76	2,732.36	2,841.65	2,955.32	3,073.53	3,196.47	3,324.34	3,457.31	3,595.60	3,667.52	3,740.87
14	16.13	2,795.19	2,906.99	3,023.27	3,144.21	3,269.97	3,400.76	3,536.79	3,678.26	3,751.82	3,826.87
15	16.50	2,859.48	2,973.86	3,092.82	3,216.54	3,345.21	3,479.01	3,618.18	3,762.90	3,838.16	3,914.92
16	16.88	2,925.26	3,042.27	3,163.96	3,290.51	3,422.14	3,559.03	3,701.39	3,849.45	3,926.44	4,004.96
17	17.26	2,992.55	3,112.25	3,236.75	3,366.22	3,500.87	3,640.90	3,786.54	3,938.01	4,016.76	4,097.10
18	17.66	3,061.36	3,183.81	3,311.17	3,443.61	3,581.36	3,724.61	3,873.59	4,028.53	4,109.10	4,191.29
19	18.07	3,131.77	3,257.04	3,387.32	3,522.82	3,663.73	3,810.28	3,962.69	4,121.20	4,203.63	4,287.69
20	18.48	3,203.82	3,331.97	3,465.25	3,603.85	3,748.00	3,897.92	4,053.84	4,215.99	4,300.31	4,386.32
21	18.91	3,277.51	3,408.61	3,544.96	3,686.75	3,834.22	3,987.59	4,147.09	4,312.98	4,399.23	4,487.22
22	19.34	3,352.88	3,487.00	3,626.48	3,771.53	3,922.39	4,079.29	4,242.47	4,412.17	4,500.41	4,590.44
23	19.79	3,430.02	3,567.22	3,709.91	3,858.31	4,012.64	4,173.14	4,340.07	4,513.66	4,603.94	4,696.02
24	20.24	3,508.91	3,649.26	3,795.23	3,947.04	4,104.92	4,269.12	4,439.88	4,617.48	4,709.83	4,804.03
25	20.71	3,589.63	3,733.21	3,882.55	4,037.85	4,199.36	4,367.33	4,542.02	4,723.70	4,818.18	4,914.54
26	21.19	3,672.18	3,819.07	3,971.84	4,130.72	4,295.95	4,467.79	4,646.50	4,832.36	4,929.01	5,027.59
27	21.67	3,756.63	3,906.89	4,063.17	4,225.70	4,394.73	4,570.53	4,753.34	4,943.48	5,042.35	5,143.20
28	22.17	3,843.04	3,996.76	4,156.63	4,322.90	4,495.82	4,675.65	4,862.68	5,057.19	5,158.34	5,261.49
29	22.68	3,931.41	4,088.66	4,252.21	4,422.30	4,599.18	4,783.14	4,974.47	5,173.45	5,276.92	5,382.45
30	23.20	4,021.82	4,182.69	4,349.99	4,523.98	4,704.95	4,893.15	5,088.87	5,292.43	5,398.27	5,506.24
31	23.74	4,114.33	4,278.91	4,450.07	4,628.07	4,813.19	5,005.71	5,205.94	5,414.18	5,522.46	5,632.91
32	24.28	4,208.97	4,377.34	4,552.44	4,734.53	4,923.92	5,120.87	5,325.70	5,538.73	5,649.50	5,762.50
33	24.84	4,305.78	4,478.01	4,657.14	4,843.41	5,037.15	5,238.63	5,448.18	5,666.10	5,779.43	5,895.01
34	25.41	4,404.81	4,581.00	4,764.23	4,954.81	5,153.00	5,359.12	5,573.48	5,796.42	5,912.35	6,030.60
35	26.00	4,506.11	4,686.35	4,873.80	5,068.75	5,271.50	5,482.36	5,701.66	5,929.72	6,048.31	6,169.28
36	26.59	4,609.76	4,794.15	4,985.90	5,185.34	5,392.75	5,608.46	5,832.80	6,066.12	6,187.44	6,311.18
37	27.21	4,715.80	4,904.43	5,100.61	5,304.64	5,516.82	5,737.50	5,966.99	6,205.67	6,329.79	6,456.38
38	27.83	4,824.23	5,017.21	5,217.89	5,426.61	5,643.67	5,869.42	6,104.19	6,348.36	6,475.32	6,604.84
39	28.47	4,935.20	5,132.61	5,337.92	5,551.43	5,773.49	6,004.43	6,244.61	6,494.39	6,624.28	6,756.76
40	29.13	5,048.72	5,250.67	5,460.69	5,679.12	5,906.28	6,142.54	6,388.25	6,643.78	6,776.65	6,912.18
41	29.80	5,164.82	5,371.41	5,586.27	5,809.72	6,042.11	6,283.79	6,535.14	6,796.55	6,932.48	7,071.13
42	30.48	5,283.59	5,494.94	5,714.74	5,943.34	6,181.07	6,428.31	6,685.44	6,952.86	7,091.92	7,233.76
43	31.18	5,405.13	5,621.33	5,846.19	6,080.03	6,323.23	6,576.16	6,839.20	7,112.77	7,255.03	7,400.13
44	31.90	5,529.47	5,750.65	5,980.68	6,219.91	6,468.71	6,727.46	6,996.55	7,276.42	7,421.95	7,570.39
45	32.63	5,656.63	5,882.89	6,118.21	6,362.93	6,617.44	6,882.13	7,157.42	7,443.73	7,592.60	7,744.44
46	33.39	5,786.74	6,018.21	6,258.94	6,509.29	6,769.66	7,040.45	7,322.07	7,614.95	7,767.25	7,922.60
47	34.15	5,919.82	6,156.61	6,402.87	6,658.99	6,925.35	7,202.37	7,490.46	7,790.08	7,945.88	8,104.80
48	34.94	6,055.99	6,298.23	6,550.16	6,812.17	7,084.66	7,368.05	7,662.78	7,969.29	8,128.67	8,291.24
49	35.74	6,195.27	6,443.09	6,700.82	6,968.85	7,247.60	7,537.51	7,839.01	8,152.56	8,315.61	8,481.93
50	36.56	6,337.76	6,591.28	6,854.92	7,129.12	7,414.29	7,710.86	8,019.29	8,340.06	8,506.86	8,677.01
51	37.41	6,483.54	6,742.88	7,012.59	7,293.10	7,584.82	7,888.22	8,203.76	8,531.91	8,702.55	8,876.59
52	38.27	6,632.66	6,897.96	7,173.88	7,460.84	7,759.28	8,069.65	8,392.44	8,728.14	8,902.70	9,080.75
53	39.15	6,785.21	7,056.61	7,338.88	7,632.44	7,937.74	8,255.25	8,585.47	8,928.89	9,107.46	9,289.61
54	40.05	6,941.27	7,218.92	7,507.67	7,807.98	8,120.31	8,445.13	8,782.93	9,134.25	9,316.93	9,503.27
55	40.97	7,100.92	7,384.95	7,680.35	7,987.57	8,307.07	8,639.36	8,984.94	9,344.33	9,531.22	9,721.85
56	41.91	7,264.24	7,554.81	7,856.99	8,171.28	8,498.14	8,838.07	9,191.59	9,559.25	9,750.44	9,945.45
57	42.87	7,431.32	7,728.57	8,037.71	8,359.22	8,693.59	9,041.34	9,403.00	9,779.12	9,974.70	10,174.19
58	43.86	7,602.24	7,906.32	8,222.57	8,551.48	8,893.55	9,249.29	9,619.27	10,004.04	10,204.12	10,408.20
59	44.87	7,777.09	8,088.17	8,411.69	8,748.17	9,098.10	9,462.03	9,840.51	10,234.13	10,438.81	10,647.59
60	45.90	7,955.96	8,274.20	8,605.16	8,949.37	9,307.35	9,679.66	10,066.84	10,469.52	10,678.91	10,892.48
61	46.96	8,138.95	8,464.50	8,803.08	9,155.21	9,521.42	9,902.29	10,298.38	10,710.31	10,924.52	11,143.01
62	48.04	8,326.15	8,659.19	9,005.55	9,365.78	9,740.42	10,130.04	10,535.24	10,956.65	11,175.78	11,399.30
63	49.14	8,517.65	8,858.35	9,212.68	9,581.19	9,964.45	10,363.03	10,777.55	11,208.65	11,432.83	11,661.48
64	50.27	8,713.55	9,062.09	9,424.57	9,801.56	10,193.63	10,601.38	11,025.44	11,466.45	11,695.78	11,929.70
65	51.43	8,913.97	9,270.52	9,641.33	10,027.00	10,428.08	10,845.21	11,279.02	11,730.18	11,964.78	12,204.08

* A longevity step of 4% 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).

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

**LRCEA Classified
Annual Salary Schedule**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1 *	L2 **	L3***	L4****
10	30,626	31,851	33,125	34,450	35,828	37,261	38,752	40,302	41,108	41,930
11	31,331	32,584	33,887	35,243	36,653	38,119	39,643	41,229	42,054	42,895
12	32,051	33,333	34,667	36,053	37,495	38,995	40,555	42,177	43,021	43,881
13	32,788	34,100	35,464	36,882	38,358	39,892	41,488	43,147	44,010	44,890
14	33,542	34,884	36,279	37,730	39,240	40,809	42,441	44,139	45,022	45,922
15	34,314	35,686	37,114	38,599	40,143	41,748	43,418	45,155	46,058	46,979
16	35,103	36,507	37,968	39,486	41,066	42,708	44,417	46,193	47,117	48,060
17	35,911	37,347	38,841	40,395	42,010	43,691	45,439	47,256	48,201	49,165
18	36,736	38,206	39,734	41,323	42,976	44,695	46,483	48,342	49,309	50,295
19	37,581	39,085	40,648	42,274	43,965	45,723	47,552	49,454	50,444	51,452
20	38,446	39,984	41,583	43,246	44,976	46,775	48,646	50,592	51,604	52,636
21	39,330	40,903	42,539	44,241	46,011	47,851	49,765	51,756	52,791	53,847
22	40,235	41,844	43,518	45,258	47,069	48,952	50,910	52,946	54,005	55,085
23	41,160	42,807	44,519	46,300	48,152	50,078	52,081	54,164	55,247	56,352
24	42,107	43,791	45,543	47,365	49,259	51,229	53,279	55,410	56,518	57,648
25	43,076	44,799	46,591	48,454	50,392	52,408	54,504	56,684	57,818	58,974
26	44,066	45,829	47,662	49,569	51,551	53,613	55,758	57,988	59,148	60,331
27	45,080	46,883	48,758	50,708	52,737	54,846	57,040	59,322	60,508	61,718
28	46,116	47,961	49,880	51,875	53,950	56,108	58,352	60,686	61,900	63,138
29	47,177	49,064	51,027	53,068	55,190	57,398	59,694	62,081	63,323	64,589
30	48,262	50,192	52,200	54,288	56,459	58,718	61,066	63,509	64,779	66,075
31	49,372	51,347	53,401	55,537	57,758	60,069	62,471	64,970	66,270	67,595
32	50,508	52,528	54,629	56,814	59,087	61,450	63,908	66,465	67,794	69,150
33	51,669	53,736	55,886	58,121	60,446	62,864	65,378	67,993	69,353	70,740
34	52,858	54,972	57,171	59,458	61,836	64,309	66,882	69,557	70,948	72,367
35	54,073	56,236	58,486	60,825	63,258	65,788	68,420	71,157	72,580	74,031
36	55,317	57,530	59,831	62,224	64,713	67,302	69,994	72,793	74,249	75,734
37	56,590	58,853	61,207	63,656	66,202	68,850	71,604	74,468	75,957	77,477
38	57,891	60,206	62,615	65,119	67,724	70,433	73,250	76,180	77,704	79,258
39	59,222	61,591	64,055	66,617	69,282	72,053	74,935	77,933	79,491	81,081
40	60,585	63,008	65,528	68,149	70,875	73,710	76,659	79,725	81,320	82,946
41	61,978	64,457	67,035	69,717	72,505	75,405	78,422	81,559	83,190	84,854
42	63,403	65,939	68,577	71,320	74,173	77,140	80,225	83,434	85,103	86,805
43	64,862	67,456	70,154	72,960	75,879	78,914	82,070	85,353	87,060	88,802
44	66,354	69,008	71,768	74,639	77,624	80,729	83,959	87,317	89,063	90,845
45	67,880	70,595	73,418	76,355	79,409	82,586	85,889	89,325	91,111	92,933
46	69,441	72,219	75,107	78,111	81,236	84,485	87,865	91,379	93,207	95,071
47	71,038	73,879	76,834	79,908	83,104	86,428	89,886	93,481	95,351	97,258
48	72,672	75,579	78,602	81,746	85,016	88,417	91,953	95,631	97,544	99,495
49	74,343	77,317	80,410	83,626	86,971	90,450	94,068	97,831	99,787	101,783
50	76,053	79,095	82,259	85,549	88,972	92,530	96,231	100,081	102,082	104,124
51	77,802	80,915	84,151	87,517	91,018	94,659	98,445	102,383	104,431	106,519
52	79,592	82,776	86,087	89,530	93,111	96,836	100,709	104,738	106,832	108,969
53	81,423	84,679	88,067	91,589	95,253	99,063	103,026	107,147	109,290	111,475
54	83,295	86,627	90,092	93,696	97,444	101,342	105,395	109,611	111,803	114,039
55	85,211	88,619	92,164	95,851	99,685	103,672	107,819	112,132	114,375	116,662
56	87,171	90,658	94,284	98,055	101,978	106,057	110,299	114,711	117,005	119,345
57	89,176	92,743	96,452	100,311	104,323	108,496	112,836	117,349	119,696	122,090
58	91,227	94,876	98,671	102,618	106,723	110,992	115,431	120,048	122,449	124,898
59	93,325	97,058	100,940	104,978	109,177	113,544	118,086	122,810	125,266	127,771
60	95,472	99,290	103,262	107,392	111,688	116,156	120,802	125,634	128,147	130,710
61	97,667	101,574	105,637	109,863	114,257	118,827	123,581	128,524	131,094	133,716
62	99,914	103,910	108,067	112,389	116,885	121,560	126,423	131,480	134,109	136,792
63	102,212	106,300	110,552	114,974	119,573	124,356	129,331	134,504	137,194	139,938
64	104,563	108,745	113,095	117,619	122,324	127,217	132,305	137,597	140,349	143,156
65	106,968	111,246	115,696	120,324	125,137	130,143	135,348	140,762	143,577	146,449

* A longevity step of 4% 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).

Effective: July 1, 2020

Board Approved:

Los Rios Community College District
2020-21 Interim
Salary Ranges for LRSA Supervisory Positions*

Job Code	Title	Range	Full Time Annual Salary		
908	Accounts Payable Supervisor	22V	69,990	-	93,980
636	Admissions & Records Supervisor	24V	75,701	-	101,649
288	Bookstore Supervisor	19V	62,221	-	83,548
901	Business Services Supervisor	26V	81,878	-	109,943
656	Campus Operations Supervisor	22V	69,990	-	93,980
637	Child Development Center Supervisor	20V	64,709	-	86,890
912	College IT Systems Supervisor	32V	103,602	-	139,113
631	Community Services Supervisor	22V	69,990	-	93,980
905	Counseling Supervisor	20V	64,709	-	86,890
603	Custodial Supervisor	17V	57,526	-	77,245
902	Custodial/Receiving Supervisor	20V	64,709	-	86,890
613	Educational Center Supervisor	20V	64,709	-	86,890
651	Employee Benefits Supervisor	24V	75,701	-	101,649
312	Event Services Supervisor - Harris Center for the Arts	18V	59,827	-	80,334
615	Facilities Maintenance - Electrical Systems Supervisor	24V	75,701	-	101,649
601	Facilities Maintenance - Grounds Supervisor	24V	75,701	-	101,649
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	75,701	-	101,649
617	Facilities Maintenance - Structures Supervisor	24V	75,701	-	101,649
616	Facilities Maintenance Supervisor	24V	75,701	-	101,649
642	Facilities Maintenance - Transportation Supervisor	24V	75,701	-	101,649
622	Facilities Management Operations Supervisor	18V	59,827	-	80,334
923	Facilities Projects Supervisor	29V	92,102	-	123,671
611	Financial Aid Supervisor	24V	75,701	-	101,649
657	Fiscal Services Supervisor	26V	81,878	-	109,943
605	Food Services Manager	19V	62,221	-	83,548
624	General Accounting Supervisor	28V	88,559	-	118,914
910	General Services Supervisor, Risk Management	22V	69,990	-	93,980
289	Hospitality Management - Culinary Supervisor	20V	64,709	-	86,890
911	Instructional Computer Laboratory Supervisor	22V	69,990	-	93,980
913	Instructional Science Laboratory Supervisor	22V	69,990	-	93,980
612	IT Application Systems Supervisor	33V	107,746	-	144,678
685	IT Production Services Supervisor	33V	107,746	-	144,678
684	IT Technical Services Supervisor	33V	107,746	-	144,678
290	Maintenance Technician Supervisor	19V	62,221	-	83,548
619	Media Resources Supervisor	24V	75,701	-	101,649
623	Payroll Supervisor	26V	81,878	-	109,943
915	Police Communications Supervisor	23V	72,789	-	97,739
240	Police Sergeant	27V	85,153	-	114,341
900	Printing Services Supervisor	19V	62,221	-	83,548
628	Purchasing Supervisor	22V	69,990	-	93,980
909	SRPSTC Office Supervisor	21V	67,298	-	90,365
682	Student Life Supervisor	20V	64,709	-	86,890
681	Student Support Supervisor	20V	64,709	-	86,890
643	Technical Director - Harris Center for the Arts	22V	69,990	-	93,980
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	62,221	-	83,548

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, 2020

Board Revised:

**Los Rios Community College District
2020-21 Interim**

**LRSA Classified Supervisor
Monthly Salary Schedule**

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	26.59	4,609.49	4,793.87	4,985.62	5,185.05	5,392.45	5,500.30	5,720.31	5,949.12	6,068.11	6,189.47
17V	27.66	4,793.87	4,985.62	5,185.05	5,392.45	5,608.15	5,720.31	5,949.12	6,187.09	6,310.83	6,437.05
18V	28.76	4,985.62	5,185.05	5,392.45	5,608.15	5,832.47	5,949.12	6,187.09	6,434.57	6,563.26	6,694.53
19V	29.91	5,185.05	5,392.45	5,608.15	5,832.47	6,065.77	6,187.09	6,434.57	6,691.95	6,825.79	6,962.31
20V	31.11	5,392.45	5,608.15	5,832.47	6,065.77	6,308.40	6,434.57	6,691.95	6,959.63	7,098.83	7,240.80
21V	32.35	5,608.15	5,832.47	6,065.77	6,308.40	6,560.74	6,691.95	6,959.63	7,238.02	7,382.78	7,530.43
22V	33.65	5,832.47	6,065.77	6,308.40	6,560.74	6,823.17	6,959.63	7,238.02	7,527.54	7,678.09	7,831.65
23V	34.99	6,065.77	6,308.40	6,560.74	6,823.17	7,096.09	7,238.02	7,527.54	7,828.64	7,985.21	8,144.92
24V	36.39	6,308.40	6,560.74	6,823.17	7,096.09	7,379.94	7,527.54	7,828.64	8,141.78	8,304.62	8,470.71
25V	37.85	6,560.74	6,823.17	7,096.09	7,379.94	7,675.14	7,828.64	8,141.78	8,467.46	8,636.81	8,809.54
26V	39.36	6,823.17	7,096.09	7,379.94	7,675.14	7,982.14	8,141.78	8,467.46	8,806.15	8,982.28	9,161.92
27V	40.94	7,096.09	7,379.94	7,675.14	7,982.14	8,301.43	8,467.46	8,806.15	9,158.40	9,341.57	9,528.40
28V	42.58	7,379.94	7,675.14	7,982.14	8,301.43	8,633.48	8,806.15	9,158.40	9,524.74	9,715.23	9,909.54
29V	44.28	7,675.14	7,982.14	8,301.43	8,633.48	8,978.82	9,158.40	9,524.74	9,905.73	10,103.84	10,305.92
30V	46.05	7,982.14	8,301.43	8,633.48	8,978.82	9,337.98	9,524.74	9,905.73	10,301.96	10,507.99	10,718.15
31V	47.89	8,301.43	8,633.48	8,978.82	9,337.98	9,711.50	9,905.73	10,301.96	10,714.03	10,928.31	11,146.88
32V	49.81	8,633.48	8,978.82	9,337.98	9,711.50	10,099.96	10,301.95	10,714.03	11,142.59	11,365.45	11,592.76
33V	51.80	8,978.82	9,337.98	9,711.50	10,099.96	10,503.95	10,714.03	11,142.59	11,588.30	11,820.06	12,056.47

* 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 6 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, 2020

Board Revised:

**Los Rios Community College District
2020-21 Interim**

**LRSA Classified Supervisor
Annual Salary Schedule**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	L1*	L2**	L3***	L4****
16V	55,314	57,526	59,827	62,221	64,709	66,004	68,644	71,389	72,817	74,274
17V	57,526	59,827	62,221	64,709	67,298	68,644	71,389	74,245	75,730	77,245
18V	59,827	62,221	64,709	67,298	69,990	71,389	74,245	77,215	78,759	80,334
19V	62,221	64,709	67,298	69,990	72,789	74,245	77,215	80,303	81,910	83,548
20V	64,709	67,298	69,990	72,789	75,701	77,215	80,303	83,516	85,186	86,890
21V	67,298	69,990	72,789	75,701	78,729	80,303	83,516	86,856	88,593	90,365
22V	69,990	72,789	75,701	78,729	81,878	83,516	86,856	90,330	92,137	93,980
23V	72,789	75,701	78,729	81,878	85,153	86,856	90,330	93,944	95,823	97,739
24V	75,701	78,729	81,878	85,153	88,559	90,330	93,944	97,701	99,655	101,649
25V	78,729	81,878	85,153	88,559	92,102	93,944	97,701	101,609	103,642	105,714
26V	81,878	85,153	88,559	92,102	95,786	97,701	101,609	105,674	107,787	109,943
27V	85,153	88,559	92,102	95,786	99,617	101,609	105,674	109,901	112,099	114,341
28V	88,559	92,102	95,786	99,617	103,602	105,674	109,901	114,297	116,583	118,914
29V	92,102	95,786	99,617	103,602	107,746	109,901	114,297	118,869	121,246	123,671
30V	95,786	99,617	103,602	107,746	112,056	114,297	118,869	123,623	126,096	128,618
31V	99,617	103,602	107,746	112,056	116,538	118,869	123,623	128,568	131,140	133,763
32V	103,602	107,746	112,056	116,538	121,199	123,623	128,568	133,711	136,385	139,113
33V	107,746	112,056	116,538	121,199	126,047	128,568	133,711	139,060	141,841	144,678

* 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 6 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, 2020

Board Revised:

Los Rios Community College District
2020-21 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	225,083	229,584	234,176	238,859	243,637	253,382	263,517	268,788	272,311
Vice Chancellor/ College President (679)	B	208,534	212,705	216,959	221,298	225,724	234,753	244,143	249,026	252,549
Assoc. Vice Chancellor/ General Counsel (679)	A	178,234	181,799	185,435	189,144	192,927	200,644	208,669	212,843	216,366
Director/Manager I/ Vice President (674)	1	155,353	158,460	161,629	164,862	168,159	174,885	181,881	185,518	189,041
Director/Manager II/ Assoc. VP (672)	2	145,664	148,577	151,549	154,580	157,672	163,978	170,538	173,948	177,471
Director/Manager III/ Dean (670)	3	136,580	139,311	142,098	144,939	147,838	153,752	159,902	163,100	166,623
Director/Manager IV/ Dean III (668)	4	128,062	130,623	133,235	135,900	138,618	144,163	149,929	152,928	156,451
Director/Manager V (664)	5	111,103	113,325	115,591	117,903	120,261	125,072	130,075	132,676	136,199
Director/Manager VI (663)	6	104,174	106,257	108,382	110,550	112,761	117,271	121,962	124,402	127,925
Director/Manager VII (662)	7	95,910	97,828	99,784	101,780	103,816	107,968	112,287	114,533	118,056
Director/Manager VIII (665)	8	89,928	91,727	93,561	95,432	97,341	101,235	105,284	107,390	110,913
Director/Manager IX (669)	9	84,320	86,006	87,726	89,481	91,270	94,921	98,718	100,692	104,215
Director/Manager X (675)	10	79,061	80,642	82,255	83,900	85,578	89,001	92,561	94,413	97,936

Educational Stipend: An educational stipend of \$3,523 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.

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).

For Range B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources.

Effective: July 1, 2020

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
2020-21 Interim
Management Salary Schedule
Without Doctoral Stipend

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
C	225,082.53	234,085.83	243,449.26	248,318.25	229,584.18	238,767.55	248,318.25	253,284.62	234,175.86	243,542.89	253,284.61	258,350.30	238,859.38	248,413.76	258,350.31	263,517.32	243,636.57	253,382.03	263,517.31	268,787.66
	18,756.88	19,507.15	20,287.44	20,693.19	19,132.02	19,897.30	20,693.19	21,107.05	19,514.66	20,295.24	21,107.05	21,529.19	19,904.95	20,701.15	21,529.19	21,959.78	20,303.05	21,115.17	21,959.78	22,398.97
	1,009.34	1,049.71	1,091.70	1,113.53	1,029.53	1,070.71	1,113.53	1,135.81	1,050.12	1,092.12	1,135.81	1,158.52	1,071.12	1,113.96	1,158.52	1,181.69	1,092.54	1,136.24	1,181.69	1,205.33
B	208,533.99	216,875.35	225,550.36	230,061.37	212,704.67	221,212.86	230,061.37	234,662.60	216,958.76	225,637.11	234,662.59	239,355.84	221,297.94	230,149.86	239,355.85	244,142.97	225,723.90	234,752.86	244,142.97	249,025.83
	17,377.83	18,072.95	18,795.86	19,171.78	17,725.39	18,434.41	19,171.78	19,555.22	18,079.90	18,803.09	19,555.22	19,946.32	18,441.50	19,179.16	19,946.32	20,345.25	18,810.33	19,562.74	20,345.25	20,752.15
	935.13	972.54	1,011.44	1,031.67	953.83	991.99	1,031.67	1,052.30	972.91	1,011.83	1,052.30	1,073.34	992.37	1,032.06	1,073.34	1,094.81	1,012.21	1,052.70	1,094.81	1,116.71
A	178,234.34	185,363.71	192,778.26	196,633.83	181,799.03	189,070.99	196,633.83	200,566.51	185,435.01	192,852.41	200,566.51	204,577.84	189,143.71	196,709.46	204,577.84	208,669.40	192,926.58	200,643.64	208,669.39	212,842.78
	14,852.86	15,446.98	16,064.86	16,386.15	15,149.92	15,755.92	16,386.15	16,713.88	15,452.92	16,071.03	16,713.88	17,048.15	15,761.98	16,392.46	17,048.15	17,389.12	16,077.22	16,720.30	17,389.12	17,736.90
	799.26	831.23	864.48	881.77	815.24	847.85	881.77	899.40	831.55	864.81	899.40	917.39	848.18	882.11	917.39	935.74	865.14	899.75	935.74	954.45
1	155,352.86	161,566.97	168,029.65	171,390.24	158,459.92	164,798.32	171,390.25	174,818.06	161,629.12	168,094.28	174,818.05	178,314.41	164,861.70	171,456.17	178,314.42	181,880.71	168,158.93	174,885.29	181,880.70	185,518.31
	12,946.07	13,463.91	14,002.47	14,282.52	13,204.99	13,733.19	14,282.52	14,568.17	13,469.09	14,007.86	14,568.17	14,859.53	13,738.48	14,288.01	14,859.54	15,156.73	14,013.24	14,573.77	15,156.73	15,459.86
	696.65	724.52	753.50	768.57	710.58	739.01	768.57	783.94	724.79	753.79	783.94	799.62	739.29	768.86	799.62	815.61	754.08	784.24	815.61	831.92
2	145,664.15	151,490.72	157,550.35	160,701.36	148,577.43	154,520.53	160,701.35	163,915.38	151,548.98	157,610.94	163,915.38	167,193.69	154,579.96	160,763.16	167,193.69	170,537.56	157,671.56	163,978.42	170,537.56	173,948.31
	12,138.68	12,624.23	13,129.20	13,391.78	12,381.45	12,876.71	13,391.78	13,659.62	12,629.08	13,134.25	13,659.62	13,932.81	12,881.66	13,396.93	13,932.81	14,211.46	13,139.30	13,664.87	14,211.46	14,495.69
	653.20	679.33	706.50	720.63	666.27	692.92	720.63	735.05	679.59	706.78	735.05	749.75	693.18	720.91	749.75	764.74	707.05	735.33	764.74	780.04
3	136,579.68	142,042.87	147,724.58	150,679.07	139,311.27	144,883.72	150,679.07	153,692.65	142,097.50	147,781.40	153,692.66	156,766.51	144,939.45	150,737.03	156,766.51	159,901.84	147,838.24	153,751.77	159,901.84	163,099.88
	11,381.64	11,836.91	12,310.38	12,556.59	11,609.27	12,073.64	12,556.59	12,807.72	11,841.46	12,315.12	12,807.72	13,063.88	12,078.29	12,561.42	13,063.88	13,325.15	12,319.85	12,812.65	13,325.15	13,591.66
	612.46	636.96	662.44	675.69	624.71	649.70	675.69	689.20	637.21	662.70	689.20	702.99	649.95	675.95	702.99	717.05	662.95	689.47	717.05	731.39
4	128,061.77	133,184.24	138,511.61	141,281.84	130,623.01	135,847.93	141,281.85	144,107.49	133,235.47	138,564.89	144,107.49	146,989.64	135,900.18	141,336.19	146,989.64	149,929.43	138,618.18	144,162.91	149,929.43	152,928.02
	10,671.81	11,098.69	11,542.63	11,773.49	10,885.25	11,320.66	11,773.49	12,008.96	11,102.96	11,547.07	12,008.96	12,249.14	11,325.02	11,778.02	12,249.14	12,494.12	11,551.52	12,013.58	12,494.12	12,744.00
	574.27	597.24	621.13	633.55	585.75	609.18	633.55	646.22	597.47	621.37	646.22	659.15	609.42	633.79	659.15	672.33	621.61	646.47	672.33	685.78
5	111,102.80	115,546.91	120,168.79	122,572.17	113,324.86	117,857.85	122,572.16	125,023.60	115,591.36	120,215.01	125,023.61	127,524.08	117,903.19	122,619.32	127,524.09	130,074.57	120,261.25	125,071.70	130,074.57	132,676.06
	9,258.57	9,628.91	10,014.07	10,214.35	9,443.74	9,821.49	10,214.35	10,418.63	9,632.61	10,017.92	10,418.63	10,627.01	9,825.27	10,218.28	10,627.01	10,839.55	10,021.77	10,422.64	10,839.55	11,056.34
	498.22	518.15	538.87	549.65	508.18	528.51	549.65	560.64	518.35	539.08	560.64	571.86	528.71	549.86	571.86	583.29	539.29	560.86	583.29	594.96
6	104,173.77	108,340.72	112,674.35	114,927.84	106,257.25	110,507.54	114,927.84	117,226.40	108,382.40	112,717.70	117,226.41	119,570.94	110,550.05	114,972.05	119,570.93	121,962.35	112,761.05	117,271.49	121,962.35	124,401.60
	8,681.15	9,028.39	9,389.53	9,577.32	8,854.77	9,208.96	9,577.32	9,768.87	9,031.87	9,393.14	9,768.87	9,964.25	9,212.50	9,581.00	9,964.24	10,163.53	9,396.75	9,772.62	10,163.53	10,366.80
	467.15	485.83	505.27	515.37	476.49	495.55	515.37	525.68	486.02	505.46	525.68	536.19	495.74	515.57	536.19	546.92	505.65	525.88	546.92	557.85
7	95,909.56	99,745.94	103,735.78	105,810.50	97,827.75	101,740.86	105,810.49	107,926.70	99,784.30	103,775.67	107,926.70	110,085.23	101,779.99	105,851.19	110,085.24	112,286.94	103,815.59	107,968.21	112,286.94	114,532.68
	7,992.46	8,312.16	8,644.65	8,817.54	8,152.31	8,478.41	8,817.54	8,993.89	8,315.36	8,647.97	8,993.89	9,173.77	8,481.67	8,820.93	9,173.77	9,357.25	8,651.30	8,997.35	9,357.25	9,544.39
	430.09	447.29	465.18	474.49	438.69	456.24	474.49	483.98	447.46	465.36	483.98	493.66	456.41	474.67	493.66	503.53	465.54	484.16	503.53	513.60
8	89,928.09	93,525.21	97,266.22	99,211.54	91,726.65	95,395.72	99,211.55	101,195.78	93,561.18	97,303.63	101,195.78	103,219.70	95,432.40	99,249.70	103,219.69	105,284.08	97,341.05	101,234.69	105,284.08	107,389.76
	7,494.01	7,793.77	8,105.52	8,267.63	7,643.89	7,949.64	8,267.63	8,432.98	7,796.77	8,108.64	8,432.98	8,601.64	7,952.70	8,270.81	8,601.64	8,773.67	8,111.75	8,436.22	8,773.67	8,949.15
	403.26	419.40	436.17	444.89	411.33	427.78	444.89	453.79	419.56	436.34	453.79	462.87	427.95	445.07	462.87	472.13	436.51	453.97	472.13	481.57
9	84,319.66	87,692.45	91,200.15	93,024.15	86,006.05	89,446.29	93,024.14	94,884.62	87,726.17	91,235.22	94,884.63	96,782.32	89,480.69	93,059.92	96,782.32	98,717.97	91,270.30	94,921.11	98,717.95	100,692.31
	7,026.64	7,307.70	7,600.01	7,752.01	7,167.17	7,453.86	7,752.01	7,907.05	7,310.51	7,602.94	7,907.05	8,065.19	7,456.72	7,754.99	8,065.19	8,226.50	7,605.86	7,910.09	8,226.50	8,391.03
	378.12	393.24	408.97	417.15	385.68	401.10	417.15	425.49	393.39	409.13	425.49	434.00	401.26	417.31	434.00	442.68	409.28	425.66	442.68	451.54
10	79,061.00	82,223.44	85,512.38	87,222.63	80,642.22	83,867.91	87,222.63	88,967.08	82,255.06	85,545.26	88,967.07	90,746.41	83,900.16	87,256.17	90,746.42	92,561.35	85,578.16	89,001.29	92,561.34	94,412.57
	6,588.42	6,851.95	7,126.03	7,288.55	6,720.19	6,988.99	7,288.55	7,413.92	6,854.59	7,128.77	7,413.92	7,562.20	6,991.68	7,271.35	7,562.20	7,713.45	7,131.51	7,416.77	7,713.45	7,867.71
	354.53	368.71	383.46	391.13	361.62	376.09	391.13	398.96	368.86	383.61	398.96	406.93	376.23	391.28	406.93	415.07	383.76	399.11	415.07	423.37

Effective: July 1, 2020

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT
2020-21 Interim
Management Salary Schedule
With Doctoral Stipend of \$3,523

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
C	228,605.53	237,608.83	246,972.26	251,841.25	233,107.18	242,290.55	251,841.25	256,807.62	237,698.86	247,065.89	256,807.61	261,873.30	242,382.38	251,936.76	261,873.31	267,040.32	247,159.57	256,905.03	267,040.31	272,310.66
	19,050.46	19,800.74	20,581.02	20,986.77	19,425.60	20,190.88	20,986.77	21,400.64	19,808.24	20,588.82	21,400.63	21,822.78	20,198.53	20,994.73	21,822.78	22,253.36	20,596.63	21,408.75	22,253.36	22,692.56
	1,025.14	1,065.51	1,107.50	1,129.33	1,045.32	1,086.50	1,129.33	1,151.60	1,065.91	1,107.92	1,151.60	1,174.32	1,086.92	1,129.76	1,174.32	1,197.49	1,108.34	1,152.04	1,197.49	1,221.12
B	212,056.99	220,398.35	229,073.36	233,584.37	216,227.67	224,735.86	233,584.37	238,185.60	220,481.76	229,160.11	238,185.59	242,878.84	224,820.94	233,672.86	242,878.85	247,665.97	229,246.90	238,275.86	247,665.97	252,548.83
	17,671.42	18,366.53	19,089.45	19,465.36	18,018.97	18,727.99	19,465.36	19,848.80	18,373.48	19,096.68	19,848.80	20,239.90	18,735.08	19,472.74	20,239.90	20,638.83	19,103.91	19,856.32	20,638.83	21,045.74
	950.93	988.33	1,027.23	1,047.46	969.63	1,007.78	1,047.46	1,068.10	988.71	1,027.62	1,068.10	1,089.14	1,008.17	1,047.86	1,089.14	1,110.61	1,028.01	1,068.50	1,110.61	1,132.51
A	181,757.34	188,886.71	196,301.26	200,156.83	185,322.03	192,593.99	200,156.83	204,089.51	188,958.01	196,375.41	204,089.51	208,100.84	192,666.71	200,232.46	208,100.84	212,192.40	196,449.58	204,166.64	212,192.39	216,365.78
	15,146.45	15,740.56	16,358.44	16,679.74	15,443.50	16,049.50	16,679.74	17,007.46	15,746.50	16,364.62	17,007.46	17,341.74	16,055.56	16,686.04	17,341.74	17,682.70	16,370.80	17,013.89	17,682.70	18,030.48
	815.06	847.03	880.27	897.56	831.04	863.65	897.56	915.20	847.35	880.61	915.20	933.19	863.98	897.90	933.19	951.54	880.94	915.55	951.54	970.25
1	158,875.86	165,089.97	171,552.65	174,913.24	161,982.92	168,321.32	174,913.25	178,341.06	165,152.12	171,617.28	178,341.05	181,837.41	168,384.70	174,979.17	181,837.42	185,403.71	171,681.93	178,408.29	185,403.70	189,041.31
	13,239.66	13,757.50	14,296.05	14,576.10	13,498.58	14,026.78	14,576.10	14,861.76	13,762.68	14,301.44	14,861.75	15,153.12	14,032.06	14,581.60	15,153.12	15,450.31	14,306.83	14,867.36	15,450.31	15,753.44
	712.45	740.31	769.29	784.36	726.38	754.80	784.36	799.74	740.59	769.58	799.74	815.41	755.09	784.66	815.41	831.41	769.87	800.04	831.41	847.72
2	149,187.15	155,013.72	161,073.35	164,224.36	152,100.43	158,043.53	164,224.35	167,438.38	155,071.98	161,133.94	167,438.38	170,716.69	158,102.96	164,286.16	170,716.69	174,060.56	161,194.56	167,501.42	174,060.56	177,471.31
	12,432.26	12,917.81	13,422.78	13,685.36	12,675.04	13,170.29	13,685.36	13,953.20	12,922.67	13,427.83	13,953.20	14,226.39	13,175.25	13,690.51	14,226.39	14,505.05	13,432.88	13,958.45	14,505.05	14,789.28
	669.00	695.13	722.30	736.43	682.06	708.72	736.43	750.84	695.39	722.57	750.84	765.55	708.98	736.71	765.55	780.54	722.85	751.13	780.54	795.84
3	140,102.68	145,565.87	151,247.58	154,202.07	142,834.27	148,406.72	154,202.07	157,215.65	145,620.50	151,304.40	157,215.66	160,289.51	148,462.45	154,260.03	160,289.51	163,424.84	151,361.24	157,274.77	163,424.84	166,622.88
	11,675.22	12,130.49	12,603.97	12,850.17	11,902.86	12,367.23	12,850.17	13,101.30	12,135.04	12,608.70	13,101.31	13,357.46	12,371.87	12,855.00	13,357.46	13,618.74	12,613.44	13,106.23	13,618.74	13,885.24
	628.26	652.76	678.24	691.49	640.51	665.50	691.49	705.00	653.01	678.50	705.00	718.79	665.75	691.75	718.79	732.85	678.75	705.27	732.85	747.19
4	131,584.77	136,707.24	142,034.61	144,804.84	134,146.01	139,370.93	144,804.85	147,630.49	136,758.47	142,087.89	147,630.49	150,512.64	139,423.18	144,859.19	150,512.64	153,452.43	142,141.18	147,685.91	153,452.43	156,451.02
	10,965.40	11,392.27	11,836.22	12,067.07	11,178.83	11,614.24	12,067.07	12,302.54	11,396.54	11,840.66	12,302.54	12,542.72	11,618.60	12,071.60	12,542.72	12,787.70	11,845.10	12,307.16	12,787.70	13,037.59
	590.07	613.04	636.93	649.35	601.55	624.98	649.35	662.02	613.27	637.17	662.02	674.94	625.22	649.59	674.94	688.13	637.40	662.27	688.13	701.57
5	114,625.80	119,069.91	123,691.79	126,095.17	116,847.86	121,380.85	126,095.16	128,546.60	119,114.36	123,738.01	128,546.61	131,047.08	121,426.19	126,142.32	131,047.09	133,597.57	123,784.25	128,594.70	133,597.57	136,199.06
	9,552.15	9,922.49	10,307.65	10,507.93	9,737.32	10,115.07	10,507.93	10,712.22	9,926.20	10,311.50	10,712.22	10,920.59	10,118.85	10,511.86	10,920.59	11,133.13	10,315.35	10,716.23	11,133.13	11,349.92
	514.02	533.95	554.67	565.45	523.98	544.31	565.45	576.44	534.15	554.88	576.44	587.66	544.51	565.66	587.66	599.09	555.09	576.66	599.09	610.76
6	107,696.77	111,863.72	116,197.35	118,450.84	109,780.25	114,030.54	118,450.84	120,749.40	111,905.40	116,240.70	120,749.41	123,093.94	114,073.05	118,495.05	123,093.93	125,485.35	116,284.05	120,794.49	125,485.35	127,924.60
	8,974.73	9,321.98	9,683.11	9,870.90	9,148.35	9,502.55	9,870.90	10,062.45	9,325.45	9,686.73	10,062.45	10,257.83	9,506.09	9,874.59	10,257.83	10,457.11	9,690.34	10,066.21	10,457.11	10,660.38
	482.95	501.63	521.06	531.17	492.29	511.35	531.17	541.48	501.82	521.26	541.48	551.99	511.54	531.37	551.99	562.71	521.45	541.68	562.71	573.65
7	99,432.56	103,268.94	107,258.78	109,333.50	101,350.75	105,263.86	109,333.49	111,449.70	103,307.30	107,298.67	111,449.70	113,608.23	105,302.99	109,374.19	113,608.24	115,809.94	107,338.59	111,491.21	115,809.94	118,055.68
	8,286.05	8,605.75	8,938.23	9,111.13	8,445.90	8,771.99	9,111.12	9,287.48	8,608.94	8,941.56	9,287.48	9,467.35	8,775.25	9,114.52	9,467.35	9,650.83	8,944.88	9,290.93	9,650.83	9,837.97
	445.89	463.09	480.98	490.28	454.49	472.04	490.28	499.77	463.26	481.16	499.77	509.45	472.21	490.47	509.45	519.33	481.34	499.96	519.33	529.40
8	93,451.09	97,048.21	100,789.22	102,734.54	95,249.65	98,918.72	102,734.55	104,718.78	97,084.18	100,826.63	104,718.78	106,742.70	98,955.40	102,772.70	106,742.69	108,807.08	100,864.05	104,757.69	108,807.08	110,912.76
	7,787.59	8,087.35	8,399.10	8,561.21	7,937.47	8,243.23	8,561.21	8,726.57	8,090.35	8,402.22	8,726.57	8,895.23	8,246.28	8,564.39	8,895.22	9,067.26	8,405.34	8,729.81	9,067.26	9,242.73
	419.06	435.19	451.97	460.69	427.13	443.58	460.69	469.59	435.36	452.14	469.59	478.67	443.75	460.86	478.67	487.92	452.31	469.77	487.92	497.37
9	87,842.66	91,215.45	94,723.15	96,547.15	89,529.05	92,969.29	96,547.14	98,407.62	91,249.17	94,758.22	98,407.63	100,305.32	93,003.69	96,582.92	100,305.32	102,240.97	94,793.30	98,444.11	102,240.95	104,215.31
	7,320.22	7,601.29	7,893.60	8,045.60	7,460.75	7,747.44	8,045.60	8,200.64	7,604.10	7,896.52	8,200.64	8,358.78	7,750.31	8,048.58	8,358.78	8,520.08	7,899.44	8,203.68	8,520.08	8,684.61
	393.91	409.04	424.77	432.95	401.48	416.90	432.95	441.29	409.19	424.92	441.29	449.80	417.06	433.11	449.80	458.48	425.08	441.45	458.48	467.33
10	82,584.00	85,746.44	89,035.38	90,745.63	84,165.22	87,390.91	90,745.63	92,490.08	85,778.06	89,068.26	92,490.07	94,269.41	87,423.16	90,779.17	94,269.42	96,084.35	89,101.16	92,524.29	96,084.34	97,935.57
	6,882.00	7,145.54	7,419.62	7,562.14	7,013.77	7,282.58	7,562.14	7,707.51	7,148.17	7,422.36	7,707.51	7,855.78	7,285.26	7,564.93	7,855.79	8,007.03	7,425.10	7,710.36	8,007.03	8,161.30
	370.33	384.51	399.26	406.93	377.42	391.89	406.93	414.75	384.65	399.41	414.75	422.73	392.03	407.08	422.73	430.87	399.56	414.91	430.87	439.17

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

**Interim Management (Faculty) Salary Schedule
Annual Full Time**

Title	Range	Base Salary Step
Director/Manager I/ Vice President	11A	136,710.52 13,671.05 735.00
Director/Manager II/ Assoc. VP	11	128,184.45 12,818.45 689.16
Director/Manager III/ Dean	12	120,190.12 12,019.01 646.18
Director/Manager IV/ Dean III	13	112,694.36 11,269.44 605.88
Director/Manager V	14	97,770.46 9,777.05 525.65
Director/Manager VI	15	91,672.92 9,167.29 492.87

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

Interim Management (Faculty) 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: \$3,523

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim**

Interim Management (Faculty) Salary Schedule

Title	Range	Entry	+ Dr.	+ 10 yrs	10 yrs + Dr.	+ 15 yrs	15 yrs + Dr.	+ 20 yrs	20 yrs + Dr.
Director/Manager I/ Vice President	11A	136,710.52	140,233.52	142,178.94	145,701.94	147,866.10	151,389.10	150,823.42	154,346.42
		13,671.05	14,023.35	14,217.89	14,570.19	14,786.61	15,138.91	15,082.34	15,434.64
		735.00	753.94	764.40	783.34	794.98	813.92	810.88	829.82
Director/Manager II/ Assoc. VP	11	128,184.45	131,707.45	133,311.83	136,834.83	138,644.30	142,167.30	141,417.19	144,940.19
		12,818.45	13,170.75	13,331.18	13,683.48	13,864.43	14,216.73	14,141.72	14,494.02
		689.16	708.10	716.73	735.67	745.40	764.34	760.31	779.25
Director/Manager III/ Dean	12	120,190.12	123,713.12	124,997.72	128,520.72	129,997.63	133,520.63	132,597.58	136,120.58
		12,019.01	12,371.31	12,499.77	12,852.07	12,999.76	13,352.06	13,259.76	13,612.06
		646.18	665.12	672.03	690.97	698.91	717.85	712.89	731.83
Director/Manager IV/ Dean III	13	112,694.36	116,217.36	117,202.13	120,725.13	121,890.22	125,413.22	124,328.02	127,851.02
		11,269.44	11,621.74	11,720.21	12,072.51	12,189.02	12,541.32	12,432.80	12,785.10
		605.88	624.82	630.12	649.06	655.32	674.26	668.43	687.37
Director/Manager V	14	97,770.46	101,293.46	101,681.28	105,204.28	105,748.53	109,271.53	107,863.50	111,386.50
		9,777.05	10,129.35	10,168.13	10,520.43	10,574.85	10,927.15	10,786.35	11,138.65
		525.65	544.59	546.67	565.61	568.54	587.48	579.91	598.85
Director/Manager VI	15	91,672.92	95,195.92	95,339.84	98,862.84	99,153.43	102,676.43	101,136.50	104,659.50
		9,167.29	9,519.59	9,533.98	9,886.28	9,915.34	10,267.64	10,113.65	10,465.95
		492.87	511.81	512.58	531.52	533.08	552.02	543.74	562.69

Doctoral Stipend: \$3,523

Effective: July 1, 2020

Board Approved:

LOS RIOS COMMUNITY COLLEGE DISTRICT

Chancellor's Salary Schedule
2020-21 Annual Salary Schedule

Chancellor Base Salary: \$351,914

Performance Compensation: For the year 2020-21, if the board deems the Chancellor to have met the performance goals set and overall performance was satisfactory, the District shall provide the Chancellor \$25,000 in Deferred Compensation to an appropriate 403(b) or 457 plan.

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 Interim
Salary Ranges for SEIU Classified Positions**

Job Code	Titles	Range	Annual Salary
210	College Safety Officer	27	45,931 - 69,619
206	Custodian	21	40,494 - 61,096
230	Environmental Systems Technician	37	56,963 - 86,916
256	Equipment Mechanic I	35	54,538 - 83,110
253	Equipment Mechanic II	39	59,511 - 90,908
221	Grounds Irrigation Specialist/Groundskeeper	31	50,025 - 76,035
220	Grounds Maintenance Technician	31	50,025 - 76,035
211	Groundskeeper	23	42,219 - 63,801
209	Head Custodian	25	44,030 - 66,639
258	Head Grounds Maintenance Technician	35	54,538 - 83,110
213	Head Groundskeeper	27	45,931 - 69,619
239	Lead Custodian	23	42,219 - 63,801
251	Lead Equipment Mechanic	41	62,186 - 95,103
263	Lead Maintenance Cabinetmaker	41	62,186 - 95,103
250	Lead Maintenance Electrician	42	63,592 - 97,294
218	Lead Maintenance Electronic/Alarm Technician	42	63,592 - 97,294
235	Lead Maintenance HVAC Mechanic	42	63,592 - 97,294
252	Lead Maintenance Painter	41	62,186 - 95,103
227	Lead Maintenance Plumber	42	63,592 - 97,294
278	Lead Maintenance Technician	33	52,225 - 79,486
232	Lead Physical Education/Athletic Attendant	24	43,124 - 65,219
245	Maintenance Cabinetmaker	39	59,511 - 90,908
262	Maintenance Carpenter	39	59,511 - 90,908
246	Maintenance Electrician	39	59,511 - 90,908
261	Maintenance Electronic/Alarm Technician	39	59,511 - 90,908
243	Maintenance HVAC Mechanic	39	59,511 - 90,908
244	Maintenance Locksmith/Glazier	39	59,511 - 90,908
247	Maintenance Painter	39	59,511 - 90,908
248	Maintenance Plumber	39	59,511 - 90,908
255	Maintenance Roofer/Carpenter	39	59,511 - 90,908
215	Maintenance Technician I	29	47,927 - 72,749
222	Maintenance Technician II	31	50,025 - 76,035
260	Mechanical/Electrical Systems Technician	37	56,963 - 86,916
233	Physical Education/Athletic Attendant	22	41,356 - 62,448
259	Police Detective	49	73,049 - 108,131
212	Police Officer	48	71,617 - 106,010
850	Receiving Clerk/Storekeeper	24	43,124 - 65,219
203	Stock Clerk	21	40,494 - 61,096
226	Toolroom Equipment Attendant	23	42,219 - 63,801
204	Utility Worker	21	40,494 - 61,096

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

Effective: July 1, 2020

Board Approved:

**Los Rios Community College District
2020-21 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****
21	19.47	3,374.52	3,518.28	3,669.16	3,827.61	3,993.96	4,168.71	4,352.09	4,526.16	4,707.21	4,895.51	5,091.33
22	19.88	3,446.37	3,593.70	3,748.37	3,910.83	4,086.66	4,260.39	4,448.41	4,626.34	4,811.40	5,003.85	5,204.01
23	20.30	3,518.28	3,669.16	3,827.61	3,993.96	4,168.71	4,352.09	4,544.80	4,726.60	4,915.66	5,112.28	5,316.77
24	20.73	3,593.70	3,748.37	3,910.83	4,086.66	4,260.39	4,448.41	4,645.77	4,831.61	5,024.88	5,225.86	5,434.90
25	21.17	3,669.16	3,827.61	3,993.96	4,168.71	4,352.09	4,544.80	4,746.92	4,936.79	5,134.25	5,339.64	5,553.22
26	21.63	3,748.37	3,910.83	4,086.66	4,260.39	4,448.41	4,645.77	4,853.07	5,047.19	5,249.07	5,459.04	5,677.40
27	22.08	3,827.61	3,993.96	4,168.71	4,352.09	4,544.80	4,746.92	4,959.23	5,157.61	5,363.91	5,578.46	5,801.60
28	22.56	3,910.83	4,086.66	4,260.39	4,448.41	4,645.77	4,853.07	5,070.83	5,273.66	5,484.59	5,703.99	5,932.15
29	23.04	3,993.96	4,168.71	4,352.09	4,544.80	4,746.92	4,959.23	5,182.18	5,389.48	5,605.05	5,829.25	6,062.42
30	23.58	4,086.66	4,260.39	4,448.41	4,645.77	4,853.07	5,070.83	5,299.32	5,511.30	5,731.75	5,961.01	6,199.45
31	24.05	4,168.71	4,352.09	4,544.80	4,746.92	4,959.23	5,182.18	5,416.29	5,632.94	5,858.26	6,092.59	6,336.29
32	24.58	4,260.39	4,448.41	4,645.77	4,853.07	5,070.83	5,299.32	5,539.16	5,760.73	5,991.16	6,230.81	6,480.04
33	25.11	4,352.09	4,544.80	4,746.92	4,959.23	5,182.18	5,416.29	5,662.08	5,888.57	6,124.12	6,369.07	6,623.83
34	25.66	4,448.41	4,645.77	4,853.07	5,070.83	5,299.32	5,539.16	5,791.20	6,022.84	6,263.76	6,514.31	6,774.88
35	26.22	4,544.80	4,746.92	4,959.23	5,182.18	5,416.29	5,662.08	5,920.25	6,157.06	6,403.34	6,659.47	6,925.85
36	26.80	4,645.77	4,853.07	5,070.83	5,299.32	5,539.16	5,791.20	6,055.64	6,297.87	6,549.78	6,811.77	7,084.24
37	27.39	4,746.92	4,959.23	5,182.18	5,416.29	5,662.08	5,920.25	6,191.35	6,439.00	6,696.55	6,964.43	7,243.00
38	28.00	4,853.07	5,070.83	5,299.32	5,539.16	5,791.20	6,055.64	6,333.50	6,586.86	6,850.33	7,124.33	7,409.30
39	28.61	4,959.23	5,182.18	5,416.29	5,660.93	5,920.25	6,191.35	6,475.71	6,734.74	7,004.13	7,284.29	7,575.67
40	29.25	5,070.83	5,299.32	5,539.16	5,791.20	6,055.64	6,333.50	6,625.14	6,890.14	7,165.74	7,452.38	7,750.47
41	29.90	5,182.18	5,416.29	5,662.08	5,920.25	6,191.35	6,475.71	6,774.52	7,045.51	7,327.33	7,620.42	7,925.23
42	30.57	5,299.32	5,539.16	5,791.20	6,055.64	6,333.50	6,625.14	6,930.58	7,207.80	7,496.11	7,795.96	8,107.80
43	31.19	5,405.46	5,632.49	5,883.14	6,144.94	6,418.39	6,700.80	6,995.63	7,275.46	7,566.48	7,869.14	8,183.90
44	31.81	5,513.57	5,734.12	5,980.68	6,237.85	6,506.08	6,785.84	7,077.63	7,360.74	7,655.17	7,961.37	8,279.83
45	32.45	5,623.84	5,848.80	6,082.75	6,338.23	6,610.77	6,888.42	7,184.62	7,472.01	7,770.89	8,081.73	8,404.99
46	33.09	5,736.32	5,965.77	6,204.41	6,452.58	6,710.68	6,989.18	7,279.23	7,570.40	7,873.21	8,188.14	8,515.67
47	33.76	5,851.05	6,085.09	6,328.49	6,581.63	6,844.90	7,118.69	7,403.44	7,699.58	8,007.56	8,327.87	8,660.98
48	34.43	5,968.07	6,206.79	6,455.06	6,713.27	6,981.80	7,261.07	7,551.51	7,853.57	8,167.72	8,494.42	8,834.20
49	35.12	6,087.43	6,330.93	6,584.16	6,847.53	7,121.43	7,406.29	7,702.54	8,010.64	8,331.07	8,664.31	9,010.88

* 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 4% (12.486%) will be awarded after 20 years of service with the District.

**** An additional increment of 4% (16.986%) 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, 2020

Board Approved:

Los Rios Community College District
2020-21 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****
21	40,494	42,219	44,030	45,931	47,927	50,025	52,225	54,314	56,487	58,746	61,096
22	41,356	43,124	44,980	46,930	49,040	51,125	53,381	55,516	57,737	60,046	62,448
23	42,219	44,030	45,931	47,927	50,025	52,225	54,538	56,719	58,988	61,347	63,801
24	43,124	44,980	46,930	49,040	51,125	53,381	55,749	57,979	60,299	62,710	65,219
25	44,030	45,931	47,927	50,025	52,225	54,538	56,963	59,242	61,611	64,076	66,639
26	44,980	46,930	49,040	51,125	53,381	55,749	58,237	60,566	62,989	65,509	68,129
27	45,931	47,927	50,025	52,225	54,538	56,963	59,511	61,891	64,367	66,942	69,619
28	46,930	49,040	51,125	53,381	55,749	58,237	60,850	63,284	65,815	68,448	71,186
29	47,927	50,025	52,225	54,538	56,963	59,511	62,186	64,674	67,261	69,951	72,749
30	49,040	51,125	53,381	55,749	58,237	60,850	63,592	66,136	68,781	71,532	74,393
31	50,025	52,225	54,538	56,963	59,511	62,186	64,995	67,595	70,299	73,111	76,035
32	51,125	53,381	55,749	58,237	60,850	63,592	66,470	69,129	71,894	74,770	77,760
33	52,225	54,538	56,963	59,511	62,186	64,995	67,945	70,663	73,489	76,429	79,486
34	53,381	55,749	58,237	60,850	63,592	66,470	69,494	72,274	75,165	78,172	81,299
35	54,538	56,963	59,511	62,186	64,995	67,945	71,043	73,885	76,840	79,914	83,110
36	55,749	58,237	60,850	63,592	66,470	69,494	72,668	75,574	78,597	81,741	85,011
37	56,963	59,511	62,186	64,995	67,945	71,043	74,296	77,268	80,359	83,573	86,916
38	58,237	60,850	63,592	66,470	69,494	72,668	76,002	79,042	82,204	85,492	88,912
39	59,511	62,186	64,995	67,931	71,043	74,296	77,709	80,817	84,050	87,412	90,908
40	60,850	63,592	66,470	69,494	72,668	76,002	79,502	82,682	85,989	89,429	93,006
41	62,186	64,995	67,945	71,043	74,296	77,709	81,294	84,546	87,928	91,445	95,103
42	63,592	66,470	69,494	72,668	76,002	79,502	83,167	86,494	89,953	93,552	97,294
43	64,866	67,590	70,598	73,739	77,021	80,410	83,948	87,306	90,798	94,430	98,207
44	66,163	68,809	71,768	74,854	78,073	81,430	84,932	88,329	91,862	95,536	99,358
45	67,486	70,186	72,993	76,059	79,329	82,661	86,215	89,664	93,251	96,981	100,860
46	68,836	71,589	74,453	77,431	80,528	83,870	87,351	90,845	94,479	98,258	102,188
47	70,213	73,021	75,942	78,980	82,139	85,424	88,841	92,395	96,091	99,934	103,932
48	71,617	74,482	77,461	80,559	83,782	87,133	90,618	94,243	98,013	101,933	106,010
49	73,049	75,971	79,010	82,170	85,457	88,875	92,431	96,128	99,973	103,972	108,131

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Board Approved: