

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD MEETING AGENDA Wednesday, August 14, 2024 5:30pm

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

1. CALL TO ORDER	Board President
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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 up 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 two 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. Submit a yellow "Speaker's Card" to the Clerk of the Board before the meeting is called to order.

3. CONSENT CONSIDERATIONS

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

A. Board Meeting Minutes: July 10 and 24, 2024 (page 3)	Brian King
B. Los Rios Colleges Foundation – Quarterly Investment Report (page 14)	Mario Rodriguez
C. Acceptance of Gifts: Colleges and Foundation (page 17)	Mario Rodriguez
D. District Bank Accounts (page 19)	Mario Rodriguez
E. Disposition of Surplus Equipment- Salvage Value Greater than \$5,000 (page 29)	Mario Rodriguez
F. Disposition of Surplus Equipment (page 30)	Mario Rodriguez
G. Special Event Authorization (page 31)	Peter Khang
H. Ratify: Bid Transactions (page 32)	Mario Rodriguez
I. Ratify: Grants and Contracts Awarded (page 33)	Brian King
J. Purchase Orders, Warrants, Checks and Electronic Transfers (page 35)	Mario Rodriguez
K. Human Resources Transactions (page 37)	Mario Rodriguez

4. ACTION

A. Pay Rate Schedules for 2024-25 and Final Salary Improvement for 2023-24 (page 65)	Mario Rodriguez
B. Resolution No. 2024-09: Cosumnes River College – Culinary Arts Remodel (page 125)	Mario Rodriguez

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. CLOSED SESSION

Closed session may be held as authorized by law for matters including, but not limited to collective bargaining (Rodda Act), Education Code provisions, pending litigation, etc. Closed Session is not open to the public.

- A. Pursuant to Government Code section 54957: Public Employee Performance Evaluation: Chancellor

9. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY

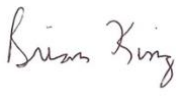
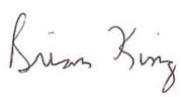
10. ADJOURNMENT

LOS RIOS BOARD OF TRUSTEES			
Pamela Haynes President ▪ Area 5	Kelly Wilkerson Vice President ▪ Area 4	Dustin Johnson ▪ Area 1 Robert Jones ▪ Area 2 John Knight ▪ Area 3	Deborah Ortiz ▪ Area 6 Tami Nelson ▪ Area 7 Medhi Sougrati ▪ Student Trustee
Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ <i>Note: Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3039.</i> Next Regular Board Meeting: September 11, 2024			
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 favor of accessibility.			
Los Rios Community College District Indigenous Land Acknowledgment Statement			
In the spirit of community and social justice, we acknowledge the land on which our four colleges reside as the traditional homelands of the Nisenan, Maidu, and Miwok tribal nations. These sovereign people have been the caretakers of the health of the rivers, the wildlife, the plant life, and the overall eco-social balance in the greater Sacramento region since time immemorial.			
Despite centuries of genocide and occupation, the Nisenan, Maidu, and Miwok continue as vibrant and resilient tribes and bands, both Federally recognized and unrecognized. Tribal citizens of these nations continue to be an active and important part of our Los Rios college community. We take this opportunity to acknowledge the land and our responsibility to the original peoples, the present-day Nisenan, Maidu, and Miwok tribal nations.			

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Board Meeting Minutes: July 10 and 24, 2024	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
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 July 10 and 24, 2024 are attached for the Board's review and consideration.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the minutes of the meetings held on July 10 and 24, 2024.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board Meeting Minutes
Wednesday, July 10, 2024

1. CALL TO ORDER

The board meeting was called to order by President Haynes at 5:30 p.m., in the Board Room at 1919 Spanos Court, Sacramento, CA 95825.

Present:

Pam Haynes, President
Kelly Wilkerson, Vice President
Dustin Johnson
John Knight
Robert Jones
Deborah Ortiz
Tami Nelson

Mehdi Sougrati, Student Trustee

Brian King, Chancellor

2. ORAL COMMUNICATIONS

Chancellor King recognized Interim Police Chief Cox for her upcoming retirement after over 32 years of District service.

3. CONSENT CONSIDERATIONS

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

Roll Call Vote:

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

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

A. Board Meeting Minutes: June 12, 2024

That the Board of Trustees approve the minutes of the board meeting held on June 12, 2024.

B. American River College Student Senate Constitution Changes

That the Board of Trustees approve the proposed amendments to the American River College Student Senate’s Constitution.

C. Disposition of Surplus Equipment

That the Board of Trustees approve the disposal of the listed items per Education Code section 81452.

D. Ratify: Bid Transactions

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

CHANGE ORDERS				
Bid No	Change Amount	Change Number	Vendor	New Contract Total
23015	\$392,411.57	6	John F Otto Inc	\$60,562,895.34
C24015	\$10,000.00	1	Color New Co	\$116,000.00
23003	\$1,328,286.36	4	John F Otto Inc	\$66,639,706.52
22001	\$6886.00	8	D.G. Granade Inc	\$4,942,328.00

E. Ratify: Affiliation and Other Agreements

That the Board of Trustees ratify and/or approve the agreements identified.

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
Vibra Hospital	PTA/OTA ¹	SCC	04/04/2024	Evergreen
San Joaquin General Hospital	PMED ²	ARC	06/21/2024	EXP: 06/21/2027

¹PTA/OTA: Physical Therapy/ Occupational Therapy Assistant

²PMED: Paramedic

F. 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
COYA Apprenticeship Planning Grant <ul style="list-style-type: none"> Funding is being used to establish a California Registered Apprenticeship Program for Opportunity Youth to become Certified Direct Support Professionals. 06/30/2024 - 06/30/2026 Administrator: Derrick Booth, Associate Vice President, Instruction and Workplace Development 	ARC	\$376,570.34	Department of Industrial Relations
Institutional Effectiveness Partnership Initiative (IEPI) – Innovation and Effectiveness Grant <ul style="list-style-type: none"> Funding will be used to enhance student outcomes, improve faculty course assessments, and foster a culture of reflection and humility 07/01/2024 - 06/30/2025 Administrator: Tadael Emiru, Associate Vice President, Equity, Institutional Effectiveness and Innovation 	CRC	\$200,000	California Community Colleges Chancellors Office

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	0001132173 – 0001134779	\$ 2,170,815.64	
Capital Outlay Fund	0003019853-0003019947		
Child Development Fund	0006001223-0006001224		
Self-Insurance Fund	0009000523-000900523		
WARRANTS			
General Fund	867787-869553	\$ 32,966,306.31	
General Fund-ARC Instructional Related	013076-013157		
General Fund-CRC Instructional Related	024675-024686		
General Fund-FLC Instructional Related	032296-032315		
General Fund-SCC Instructional Related	049729-049757		
Capital Outlay Fund	837628-837754		
Student Financial Aid Fund	901703-901709		
Child Development Fund	955419-955440		
Self-Insurance Fund	976821-976826		
ODSFD	-		
Payroll Warrants	571651- 572215		\$ 10,346,857.55
Payroll Vendor Warrants	72389-72502		
June Leave Process	572216-573937		
CHECKS			

Financial Aid Disbursements (PeopleSoft)	-	\$ 4,648,896.32
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Student Clubs Agency Fund – ARC	6841-6844	\$ 45,704.57
Student Clubs Agency Fund – CRC	6211-6231	
Student Clubs Agency Fund – FLC	3335-3343	
Student Clubs Agency Fund – SCC	5136-5152	
Foundation – ARC	7840-7861	\$ 115,907.17
Foundation – CRC	3304-3306	
Foundation – FLC	2624-2648	
Foundation – SCC	7384-7401	
Foundation – DO	2310-2353	
Associated Students Trust Fund – ARC	1123-1127	\$ 5,332.98
Associated Students Trust Fund – CRC	1013-1017	
Associated Students Trust Fund – FLC	-	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	-	\$ -
ELECTRONIC TRANSFERS		
GENFD Financial Aid	-	\$ 215,651.95
Board of Equalization	-	\$ -
PARS Wire	-	\$ 41,827.07
Retiree Health Trust	-	\$ -
CDTFA-ACH	-	\$ 34,300.00
Scholarships	-	\$ -
Payroll Direct Deposit Advices	1285396-1291365	\$ 21,814,880.78
Other Payroll Transactions	-	\$ 1,601.00
Keenan	-	\$ 138,925.79
CARES Act/HEERF II	-	\$ -
International Wire	-	\$ 45,120.00
SB85	-	\$ 34,901.00
SB85 Debt Relief	-	\$ -
Self-Insurance Fund	-	\$ 119,024.85
PITCO- Wire	-	\$ -
HEERFII	-	\$ -
Pacific Grove-Wire	-	\$ 2,514.78
Fidelity	-	\$ 116,086.44
Regional Transit Wire	-	\$ -

H. Classification of Contract Employees 2024-2025

That the Board of Trustees approve the changes in certificated personnel employment status effective July 1, 2024.

I. Human Resources Transactions

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

4. ACTION

A. Public Hearing: College and Career Access Pathways (CCAP) Memorandum of Understanding Rio Valley Charter School

A motion was made by Trustee Ortiz, seconded by Trustee Knight, that the Board of Trustees conduct a public hearing; adopt the proposed CCAP MOU between the Los Rios Community College District and Rio Valley Charter School and authorize the Chancellor or his designee(s) to execute the MOU and any future augmentations, amendments, renewals, extensions, or other modifications to the MOU.

Roll Call Vote:

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

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

B. Public Hearing: College and Career Access Pathways (CCAP) Memorandum of Understanding: John Adams Academy

A motion was made by Trustee Knight, seconded by Trustee Wilkerson, that the Board of Trustees conduct a public hearing; adopt the proposed CCAP MOU between the Los Rios College District and John Adams Academy and authorize the Chancellor or his designee(s) to execute the MOU and any future augmentations, amendments, renewals, extensions, or other modifications to the MOU.

Roll Call Vote:

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

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

C. Public Hearing: College and Career Access Pathways (CCAP) Memorandum of Understanding: Mountainside Middle College High School

A motion was made by Trustee Wilkerson, seconded by Trustee Nelson, that the Board of Trustees conduct a public hearing; adopt the proposed CCAP MOU between the Los Rios Community College District and Mountainside Middle College High School and authorize the Chancellor or his designee(s) to execute the MOU and any future augmentations, amendments, renewals, extensions, or other modifications to the MOU.

Roll Call Vote:

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

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

D. Contract Award: District Wide Furniture and Related Services

A motion was made by Trustee Nelson, seconded by Trustee Wilkerson, that the Board of Trustees award contracts to Craig Campbell, Miles Treaster and Associates, Western Contract, and Insidesource.

Roll Call Vote:

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

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

E. Resolution No. 2024-07: 2024 Refunding General Obligation Bonds, Series A

A motion was made by Trustee Knight, seconded by Trustee Nelson, that the Board of Trustees approve Resolution No. 2024-07 authorizing the issuance and sale of the 2024 Refunding General Obligation Bonds, Series A in the maximum principal amount of \$15,000,000 to refund the outstanding 2002 Series E Bonds issued under Measure A and approving related documents and official actions, including the Preliminary Official Statement and Bond Purchase Agreement relating

Roll Call Vote:

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

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

F. Resolution No. 2024-08: 2024 Refunding General Obligation Bonds, Series B

A motion was made by Trustee Wilkerson, seconded by Trustee Knight, that the Board of Trustees approve Resolution No. 2024-08 authorizing the issuance and sale of the 2024 Refunding General Obligation Bonds, Series B in the maximum principal amount of \$50,000,000 to refund outstanding 2008 Series B Bonds issued under Measure M and approving related documents and official actions, including the Preliminary Official Statement and Bond Purchase Agreement relating to the refunding bonds.

Roll Call Vote:

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

No: None

Absent: None

Student Advisory Vote: Aye

Motion carried; 7:0

5. BOARD MEMBER REPORTS

Trustee Nelson attended the Smithsonian Traveling Exhibit hosted by Elk Grove Unified School District.

Trustee Wilkerson and Trustee Haynes attended the CSU Juneteenth event.

6. FUTURE AGENDA ITEMS

No future agenda items were requested.

7. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

Brian Knirk, District Academic Senate

Belinda Lum, LRCFT

Jake Hughins, LRCEA

Chris Elliott, SEIU

Trevor Stevenson, SEIU

There was no Chancellor's Report

8. CLOSED SESSION

The following board members went into closed session at 6:30pm: Ms. Haynes, Mr. Johnson, Mr. Jones, Mr. Knight, Ms. Nelson, Ms. Ortiz, and Ms. Wilkerson.

- A. Conference with Labor Negotiators (Government Code section 54957.6). Agency designated representatives: Chancellor Brian King and Executive Vice Chancellor Mario Rodriguez. Employee organizations: SEIU Local 1021, LRCFT, LRCEA, and LRSA.
- B. Pursuant to Government Code section 54957: Public Employee Performance Evaluation: Chancellor

9. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY

At the July 10th Board meeting, in the closed session matter identified as Item 8.B, the Board of Trustees determined that the Chancellor's pre-agreed performance goals and outcomes were met, deemed that the Chancellor's performance for 2023-24 was satisfactory, and discussed the goals to be set for the 2024-25 academic year.

10. ADJOURNMENT

President Haynes adjourned the meeting at 8:22 pm.

BRIAN KING

Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT
Special Board Meeting Minutes
Wednesday, July 24, 2024

1. CALL TO ORDER

The special board meeting was called to order by President Haynes at 9:10 a.m., in the Board Room at 1919 Spanos Court, Sacramento, CA 95825.

Present:

Pam Haynes, President
Kelly Wilkerson, Vice President
Dustin Johnson
John Knight
Deborah Ortiz
Tami Nelson

Brian King, Chancellor

Absent:

Robert Jones

2. ORAL COMMUNICATIONS

There were no oral communications.

3. CLOSED SESSION

The following board members went into closed session at 9:15am: Ms. Haynes, Mr. Johnson, Mr. Knight, Ms. Nelson, Ms. Ortiz, and Ms. Wilkerson.

- A. Conference with Labor Negotiators (Government Code section 54957.6). Agency designated representatives: Chancellor Brian King and Executive Vice Chancellor Mario Rodriguez. Employee organizations: SEIU Local 1021, LRCFT, LRCEA, and LRSA.

4. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY

No reportable action was taken in closed session.

5. ADJOURNMENT

President Haynes adjourned the meeting at 10:05 am.

BRIAN KING

Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Los Rios Colleges Foundation – Quarterly Investment Report	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	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:

The Foundation Quarterly Investment Report, including realized and unrealized earnings, represents the investment activity for the quarter ended June 30th. The Los Rios Colleges Foundation Finance Committee directs the investments of the Foundation. The return for the quarter ended for the endowed portfolio of \$19 million was .74% compared to .66% for the composite benchmark. The return for the quarter ended for the total managed portfolio of \$26 million was .81% compared to .78% for the composite benchmark. In accordance with generally accepted accounting principles, investments are restated to market value as of each fiscal year-end.

RECOMMENDATION:

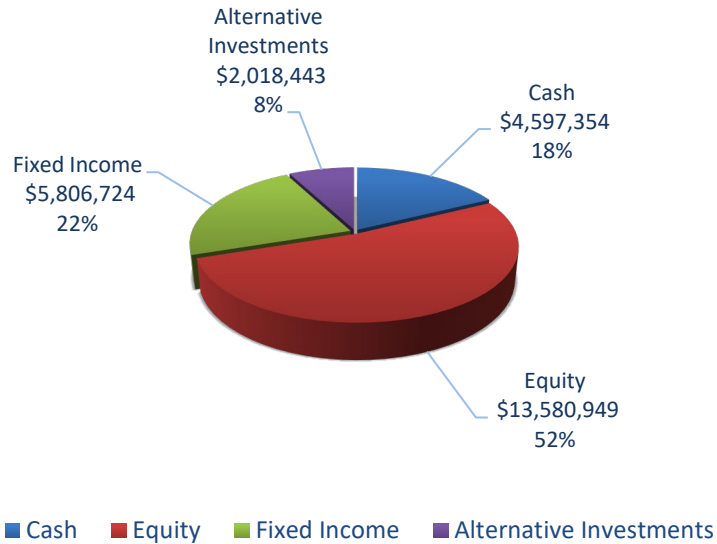
It is recommended that the Board of Trustees receive the Foundation Quarterly Investment Report for the quarter ended June 30, 2024.

Los Rios Colleges Foundation
Account Summary
as of June 30, 2024

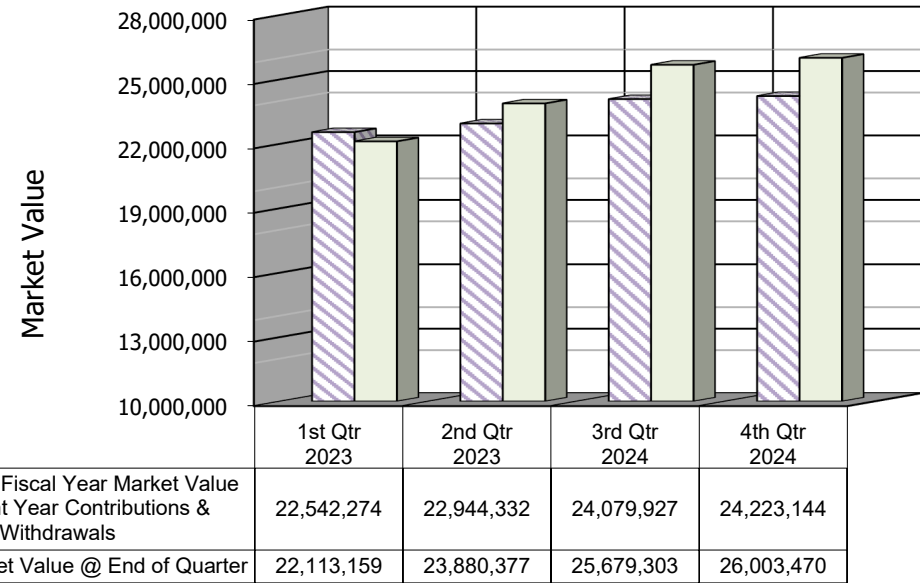
TOTAL PORTFOLIO	Guidelines	Opening Balance Start of Fiscal Year	Net Deposits/ Withdrawals	Unrealized Gains/(Losses)	Realized Gains/(Losses)	Interest / Dividends	Total YTD Earnings	YTD Fees	Market Value	% of Total Current Market Value
Managed (Endowed):										
Cash (Scholarship)	2-10%	409,586	(10,586)	(1)	-	17,024	17,023	-	416,023	2.00%
Fixed Income										
Breckinridge*		1,840,677	231,348	32,076	(6,099)	55,913	81,890	(10,920)	2,142,995	11.00%
CRANX		672,575	104,934	1,659	(3,161)	22,589	21,087	(3,189)	795,407	4.00%
Total Fixed Income	17-50%	2,513,252	336,282	33,735	(9,260)	78,502	102,977	(14,109)	2,938,402	15.00%
Equities										
SPDR Portfolio Total Stock Market ETF		1,558,558	5,000	332,285	6,697	25,486	364,468	(7,407)	1,920,619	10.00%
Schafer Cullen International High Dividend		816,239	95,000	85,682	(10,383)	35,091	110,390	(8,492)	1,013,137	5.00%
iShares Core MSCI EAFE ETF		1,655,820	130,000	125,727	-	59,259	184,986	(7,802)	1,963,004	10.00%
DTD - ETF		769,106	5,000	103,225	3,632	19,746	126,603	(3,616)	897,093	5.00%
International Small Cap		454,268	53,300	26,057	285	10,698	37,040	(2,150)	542,458	3.00%
Brandes EM		12,740	(980)	4,056	-	32	4,088	-	15,848	0.00%
Miller Howard and Income Equity SMA		654,288	(13,000)	25,363	27,439	23,226	76,028	(5,038)	712,278	4.00%
China Portfolio		296,513	(259,836)	115,675	(154,322)	2,846	(35,801)	(858)	18	0.00%
Fuller & Thaler		359,118	(7,000)	27,656	20,732	10,061	58,449	(3,062)	407,505	2.00%
HIBIX		1,076,916	(263,073)	77,166	26,340	27,579	131,085	(4,651)	940,277	5.00%
WAMCO		2,019,057	938,637	(42,877)	2,906	105,522	65,551	(19,196)	3,004,049	16.00%
Structured EM		595,661	-	117,160	-	-	117,160	-	712,821	4.00%
ESG Pool		1,047,448	315,438	69,416	(2,237)	28,455	95,634	(6,678)	1,451,842	8.00%
Total Equities	25-60%	11,315,732	998,486	1,066,591	(78,911)	348,001	1,335,681	(68,950)	13,580,949	72.00%
Alternative Investments										
Liquid Alternatives		1,631,353	280,990	65,433	870	56,533	122,836	(16,736)	2,018,443	11.00%
Total Alternative Investments	up to 20%	1,631,353	280,990	65,433	870	56,533	122,836	(16,736)	2,018,443	11.00%
Total Managed (Endowed)		15,869,923	1,605,172	1,165,758	(87,301)	500,060	1,578,517	(99,795)	18,953,817	100.00%
Managed (Non-endowed):										
Madison Short Duration Fixed Income*		2,775,465	-	52,466	(9,914)	69,341	111,893	(19,036)	2,868,322	
Total Managed (Endowed & Non-endowed)		18,645,388	1,605,172	1,218,224	(97,215)	569,401	1,690,410	(118,831)	21,822,139	
Non-Endowed:										
Cash Management - Money Market		4,139,022	(169,011)	1	-	208,747	208,748	-	4,178,759	
Total Non-Endowed		6,914,487	(169,011)	52,467	(9,914)	278,088	320,641	(19,036)	7,047,081	
Cash Clearing Account										
Gift Receipt		5,182	(2,609)	(1)	-	-	(1)	-	2,572	
TOTAL PORTFOLIO		22,789,592	1,433,552	1,218,224	(97,215)	778,148	1,899,157	(118,831)	26,003,470	

Los Rios Colleges Foundation
Account Summary
as of June 30, 2024

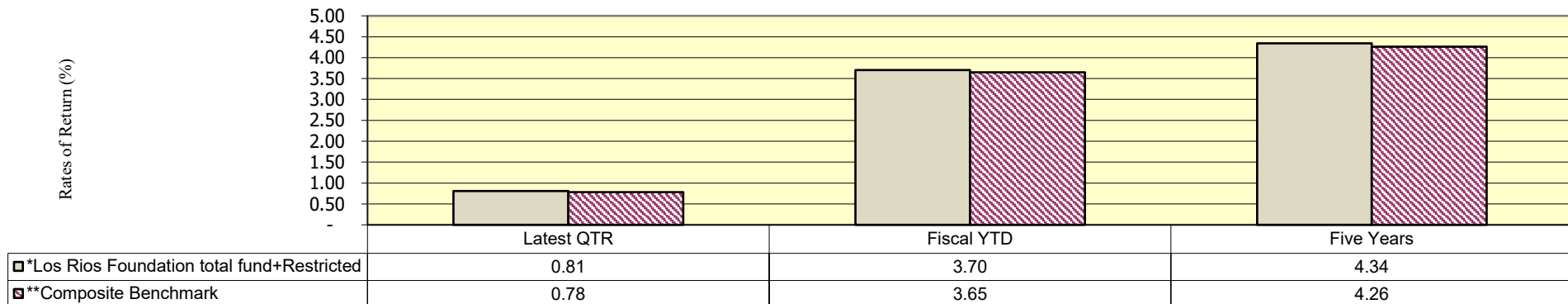
Asset Allocation as of June 30, 2024



Portfolio Change July 2023 through June 2024



Performance Analysis as of June 30, 2024



* 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 14, 2024

SUBJECT:	Acceptance of Gifts: Colleges and Foundation	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	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 transfers the in-kind asset and title, where applicable, 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 2023-24 academic year are valued at \$41,395.21 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 \$41,395.21 as reflected in the attachment.

LOS RIOS COMMUNITY COLLEGE DISTRICT

In-Kind Contributions
July 1, 2023 - June 30, 2024

Date	Donation	Donor's Name & Address	Donor's Estimated Value	College
9/18/2023	Fabric, Trims, Sewing Notions, hand tools	Suzette Ridle, 421 Santa Ynez Way, Sacramento, CA 95816	450.00	ARC
4/26/2024	W. Melton, "Woman with a Mirror" Lithograph 1971	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	2,000.00	ARC
4/26/2024	George Arnold-Graboné, Title Unknown, Oil Painting, circa 1930	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	2,500.00	ARC
4/26/2024	Nancy Hower, Medallion" Floral Duck Stamp, Full Color Litho, 1991-92	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	495.00	ARC
4/26/2024	William Hitchcock, Common Mouse", Stone Litho, circa 1844	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	1,000.00	ARC
4/26/2024	Whit, Untitled, Watercolor on Paper, Date Unknown	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	500.00	ARC
4/26/2024	Thomas Minkler, "Falstaff-"What a Fool Am I?" 4/20, Lithograph, circa 1965	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	2,000.00	ARC
4/26/2024	Thomas Minkler, "Caesar-"Cowards Die Many Times", Lithograph, circa 1965	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	2,000.00	ARC
4/26/2024	Thomas Minkler, "Prospero-"We Are Such Stuff Dreams Are Made Of", Lithograph, circa 1965	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	2,000.00	ARC
4/26/2024	Thomas Minkler, "Cassius-"Yon Cassius with Clean and Hungry Look", circa 1965	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	2,000.00	ARC
4/26/2024	Thomas Minkler, "The Balloon Man", Lithograph, 1964	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	2,000.00	ARC
4/26/2024	Artist Unknown, Untitled, Collage-Handmade Paper, 1983	Estate of Patricia O'Brien, 4349 College View Way, Carmichael, CA 95608	500.00	ARC
7/11/2023	Tiny house and trailer (VIN 4HXD2027GC183197)	Sierra Joint Comm College District, 5100 Sierra College Blvd. Rocklin, CA 95677	-	CRC
7/12/2023	2010 Nissan 370Z (VIN JN1AZ4EH3AM504832)	Nissan North America, 2717 Schust Road Saginaw, Michigan 48603	4,500.00	CRC
7/12/2023	2020 Nissan Kicks (VIN 3N1CP5BV4LL511249)	Nissan North America, 2717 Schust Road Saginaw, Michigan 48603	3,700.00	CRC
8/21/2023	26 cases of Bartlett Pears	River Maid Trading Company, 6011 E. Pime Street Lodi, CA 95240	650.00	CRC
8/24/2023	Miscellaneous donations under \$500		553.21	CRC
11/14/2023	58 items of predominately Snap-on tools and test equipment	John Lee, 679 Lefevre Drive Folsom, CA 95630	4,648.00	CRC
6/4/2024	Art supplies; canvases, paints	Ashu Mishra, 10069 Lousada Drive Elk Grove, CA 95757	2,500.00	CRC
12/20/2022	Fabrics	Melanie Banford, 9524 Royston Way, Elk Grove, CA 95758	1,000.00	SCC
1/26/2023	In-kind donation of Kelsey Letterpress, box of letterpress text.	Steve Garland, 4781 Usona Road, Mariposa, CA 95338	500.00	SCC
3/8/2023	In-kind donation of art books from G. Kondos Collection.	Moni G. Van Camp, 1248 Kondos Avenue, Sacramento, CA 95814	500.00	SCC
4/25/2023	in-kind gift of painting by Krank Zamora, "By the Waters Edge" acrylic on canvas, diptych	James F. Naify, 5 Kathy Court, Sacramento, CA 95831	4,999.00	SCC
5/24/2023	In-kind donation of a Baldwin Spinnet Piano	Carl Sjovold, 1358 Palomar Circle, Sacramento, CA 95831	400.00	SCC
TOTAL \$			41,395.21	

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	District Bank Accounts	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item D	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive 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 thirty-four (34) 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.

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, 2024
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 Jesse Castillo Anita Singh
District	HTML Enrollment Account	JP Morgan Chase Governmental Unit	112312282 Checking	1	Mario Rodriguez Jamie Ruggles Jesse Castillo 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 Jesse Castillo Anita Singh Paula Allison Kristin Emmett
District	Electronic Money Transfer Account (Payroll)	JP Morgan Chase Governmental Unit	112310773 Checking	1	Mario Rodriguez Jamie Ruggles Jesse Castillo Anita Singh
District	State Special Programs Fund (CalGrant)	JP Morgan Chase Governmental Unit	112312753 Checking	1	Mario Rodriguez Jamie Ruggles Jesse Castillo

LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS

Revised June 30, 2024
Page 2 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Local Agency Investment Fund	California State Treasurer	Demand Deposit 75-34-004	2	Brian King Mario Rodriguez Jamie Ruggles Jesse Castillo Chad Rinde Bernard Santo Domingo Dave Matuskey
District	Federal Funds Clearing Account	JP Morgan Chase Governmental Unit	112308256 Checking	1	Mario Rodriguez Jamie Ruggles Jesse Castillo Anita Singh
Facilities Management	Facilities Management Revolving	JP Morgan Chase Governmental Unit	112308629 Checking	1	Pablo Manzo Josef Meyer Vince Montoya Jennifer Panag Mario Rodriguez
District	Parking Citations	JP Morgan Chase Governmental Unit	112310013 Checking	1	Mario Rodriguez Jamie Ruggles Jesse Castillo 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

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District Risk Management	Liability/Property	Wells Fargo Bank 1300 SW 5 th Ave. Suite 2500 Portland, OR 97201	4123586299 Checking	2	Fritz Heirich Lynn Truong Jeff Grubbs Jo Ann Sprague
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 Jesse Castillo 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, 2024
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	Mario Rodriguez Koue Vang Adrienne Andrews
American River College	Associated Student Government	JP Morgan Chase Governmental Unit	115665579 Checking	1	Brian King Mario Rodriguez Koue Vang Adrienne Andrews
American River College	College Activities	JP Morgan Chase Governmental Unit	115665678 Checking	1	Brian King Mario Rodriguez Koue Vang Adrienne Andrews
American River College	Local Agency Investment Fund	California State Treasurer	75-34-001 Demand Deposit	2	Brian King Koue Vang Mario Rodriguez Chad Rinde Bernard Santo Domingo Dave Matuskey

LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS

Revised June 30, 2024

Page 5 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
American River College	Foundation	JP Morgan Chase	116985679 Checking	2 *	Lisa Cardoza Koue Vang Mario Rodriguez Adrienne Andrews
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 Mario Rodriguez
Cosumnes River College	Local Agency Investment Fund	California State Treasurer	75-34-003 Demand Deposit	2	Brian King Edward Bush Mario Rodriguez Theresa Tena Chad Rinde Bernard Santo Domingo Dave Matuskey

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
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	Daniel McKechnie Art Pimentel Tatyana Zabegalin Monica Pactol Mario Rodriguez
Folsom Lake College	College Activities	JP Morgan Chase Governmental Unit	112316226 Checking	1	Brian King Mario Rodriguez Art Pimentel Daniel McKechnie Tatyana Zabegalin Monica Pactol
Folsom Lake College	Associated Student Government	JP Morgan Chase Governmental Unit	112316002 Checking	1	Brian King Mario Rodriguez Art Pimentel Daniel McKechnie Tatyana Zabegalin Monica Pactol

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
Folsom Lake College	Foundation	JP Morgan Chase Governmental Unit	116985562 Checking	2 *	Daniel McKechnie Art Pimentel Tatyana Zabegalin Monica Pactol Mario Rodriguez
Folsom Lake College	Harris Center	JP Morgan Chase Governmental Unit	112532079 Checking	2	Daniel McKechnie Art Pimentel Tatyana Zabegalin Mario Rodriguez Sonia Ortiz-Mercado Monica Pactol
Folsom Lake College	Local Agency Investment Fund	California State Treasurer	75-34-020	2	Brian King Mario Rodriguez Daniel McKechnie Chad Rinde Bernard Santo Domingo Dave Matuskey
Sacramento City College	Revolving	JP Morgan Chase Governmental Unit	112533028 Checking	1	Mitchell Campbell Stephanie Smith Irina Bachinsky Mario Rodriguez

* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT
BANK ACCOUNTS**

Revised June 30,2024

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 Stephanie Smith Mitchell Campbell
Sacramento City College	Local Agency Investment Fund	California State Treasurer	75-34-006 Demand Deposit	2	Brian King Albert Garcia Mario Rodriguez Mitchell Campbell Chad Rinde Bernard Santo Domingo Dave Matuskey
Sacramento City College	Foundation	JP Morgan Chase Governmental Unit	116985778 Business Checking	2 *	Stephanie Smith Irina Bachinsky Mario Rodriguez Mitchell Campbell

* Two signatures required per Los Rios Foundation Bylaws

Updated 06/28/24 js

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Disposition of Surplus Equipment – Salvage Value Greater than \$5,000	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item E	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MJR</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

BACKGROUND:

The Education Code regulates the procedure by which a community college district can dispose of real and personal property. Education Code section 81450-81450.5 provides that the governing board may, sell for cash, exchange for value or donate any personal property belonging to the district if the property is not required for school purposes, or if it should be disposed of for the purpose of replacement, or if it is unsatisfactory or not suitable for school use. The methods for disposal differ based upon the estimated value of the equipment. Whereas most equipment is disposed of either through the State of California or, if the State will not accept, through a scrap dealer, items with a value greater than \$5,000 either individually or in aggregate, require a public auction, noticed as required by law.

STATUS:

The District will auction the following items which in aggregate have a value greater than \$5,000: (2) 2001 Toyota Prius, 2003 Crown Victoria, (3) 2005 Ford E-250, 2000 Ford E-150, 1991 EZ-GO Electric Cart, 2000 Taylor Dunn B2-10, 1975 GMC Dump Truck, 2008 Dodge Charger, 1998 Ford E-150, 2007 Ford E-250, (2) 2003 Ford E-250, 2006 Ford F-350, 2006 Ford F-250, 1998 Chevrolet 2500 P.U, 2001 Ford F-150, 1999 Ford Ranger, (5) 2005 Ford F-250, 2009 Ford Ranger, 2007 Ford Ranger, 2006 Ford E-250, 2009 Toyota Prius. Due to the poor condition of each item, the equipment is no longer suitable for school use. The District, via public auction, intends to sell to the highest bidder or donate to an interested school/public entity.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the disposal of the listed items per Education Code section 81450-81450.5.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Disposition of Surplus Equipment	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item F	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MJR</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

BACKGROUND:

The Education Code regulates the procedures by which a Community College District can dispose of real and personal property. Education Code section 81452 provides that the governing board may, by unanimous vote, dispose of items valued at \$5,000 or less by private sale without advertising or selling the items at public auction. The District has held previous auctions, but they have generally cost more than they have netted for the District.

STATUS:

The District has a quantity of surplus materials that needs to be disposed of, such as outdated desks and computers. The District has located a scrap dealer who will take selected surplus items for recycling. Any items remaining will be disposed of.

The surplus items to be recycled or disposed of are either irreparable, obsolete, in poor condition or not needed for district/college operations and include the following: 3 Chromebooks; 38 computers; 21 laptops; 27 monitors; 1 network analyzer; 2 printers; 1 Probook and 1 UPS unit.

These items have a value of less than \$5,000.

RECOMMENDATION:

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

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Special Event Authorization	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item G	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Peter Khang, Interim Chief Counsel <i>P. Khang</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

BACKGROUND:

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

STATUS:

At the below-listed special event(s), event sponsor has submitted an application for permission to serve alcohol.

Date of Event	College	Location	Name of Event	Alcohol
08/21/2024	FLC	Rancho Cordova Center	Sutter Health Check Presentation for FLC's Rancho Cordova Center Healthcare Hub	Wine
09/07/2024	FLC	Harris Center	FLC's 20 th Anniversary Celebration	Beer and wine
09/17/2024	FLC	Harris Center	Inductive Automation Ignition Conference	Beer and wine

RECOMMENDATION:

It is recommended that the Board of Trustees approve or ratify the applications listed herein.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Ratify: Bid Transactions	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item H	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive 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 listed herein are presented for approval and/or ratification.

CHANGE ORDERS				
Bid No	Change Amount	Change Number	Vendor	New Contract Total
24004	\$38,881.00	1	TNT Industrial, Inc.	\$2,133,585.00

BID AWARDS					
Bid No	Description	No of Responses	Award Date	Successful Vendor	Total Contract
25001	DW Elevator Maintenance	1	8/14/2024	Elevator Industries Inc.	\$119,662.00



RECOMMENDATION:

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

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Ratify: Grant and Contract Awarded	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 1,2 and 4	
AGENDA ITEM:	Consent Item I	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
SCC Puente Project <ul style="list-style-type: none"> • Funding is supporting Puente student enrichment programs and mentor activities such as field trips, college visits, programmatic events, orientations, cultural field trips and costs associated with Puente-branded promotional items and materials. • 07/01/2023 - 06/30/2026 • Administrator: Dr. Tanya Anderson, Dean of Engagement and Completion 	SCC	\$85,000	The Regents of the University of California
Strong Workforce Project – PIC Netlabs <ul style="list-style-type: none"> • Funding is provided to maintain NetLabs, including support for remote access to virtual machines, routers, firewall resources and other software to support NetLabs coding classes and instruction. • 07/01/2024 – 06/30/2025 • Administrator: Theresa Milan, Associate Vice President of Workforce and Online Engagement 	WEDC	\$58,145	Butte-Glenn Community College District
Early Childhood Education Apprenticeship Program – City of Sacramento <ul style="list-style-type: none"> • Funding is being used to provide education and training to apprentices who will enroll in courses at Los Rios while working at Early Learning & Childcare centers throughout Sacramento. Apprentices will receive on-the-job training and mentoring from experienced ECE teachers, and supportive services including tutoring and educational counseling from Los Rios staff. The ECE Apprenticeship Program is designed to 	ARC	\$227,870	City of Sacramento

<p>meet the immediate labor force need by increasing the ECE workforce. In addition, the ECE Apprenticeship Program will build childcare center capacity and improve program quality.</p> <ul style="list-style-type: none"> • 08/01/2024 - 05/31/2026 • Administrator: Derrick Booth, Associate Vice President, Instruction and Workplace Development 			
<p>Strong Workforce Project – PIC Multi Contract</p> <ul style="list-style-type: none"> • As part of efforts to enhance, sustain and promote CTE programs meeting Strong Workforce goals, funds will be used to: purchase equipment to enhance/upgrade CTE program(s); develop marketing materials, and; support Dual Enrollment efforts related specifically to campus CTE programs. • 07/01/2024 - 06/30/2025 • Administrator: Theresa Milan, Associate Vice President of Workforce and Online Engagement 	WEDC	\$117,870.43	Butte-Glenn Community College District
<p>NASH Catalyst Fund – MESA Student Professional Development Program</p> <ul style="list-style-type: none"> • Funding will be used to connect MESA STEM students with professional development opportunities that will financially support them as they work toward their career goals. • 08/24/2024 – 07/31/2027 • Administrator: Doug Herndon, AVP Instruction, Curriculum 	ARC	\$5,000	National Association of Higher Education Systems

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 14, 2024

SUBJECT:	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item J	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<div style="text-align: right;"><i>MJR</i></div> Mario Rodriguez, Executive 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 June 16, 2024, through July 15, 2024 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	0001133944 – 0001135131 B250000-B250305	\$ 56,378,519.63
Capital Outlay Fund	0003019736-0003019952	
Child Development Fund	000601227-0006001228 B671000-B671003	
Self-Insurance Fund	000900032-000900535 B971000-B971003	
WARRANTS		
General Fund	869554-870453	\$ 10,003,153.83
General Fund-ARC Instructional Related	013158-013215	
General Fund-CRC Instructional Related	024687-024706	
General Fund-FLC Instructional Related	032316-032316	
General Fund-SCC Instructional Related	049758-049776	
Capital Outlay Fund	837755-837812	
Student Financial Aid Fund	901710-901735	
Child Development Fund	955441-955450	
Self-Insurance Fund	976827-976828	
ODSFD	-	
Payroll Warrants	573938- 574214	\$ 5,519,714.05
Payroll Vendor Warrants	72503-72592	
July Leave Process	574215-576118	
CHECKS		
Financial Aid Disbursements (PeopleSoft)	-	\$ 3,941,687.57
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Student Clubs Agency Fund – ARC	6845-6864	\$ 45,887.58
Student Clubs Agency Fund – CRC	6232-6241	
Student Clubs Agency Fund – FLC	3344-3349	
Student Clubs Agency Fund – SCC	5153-5159	
Foundation – ARC	7862-7882	\$ 51,676.79
Foundation – CRC	-	
Foundation – FLC	2649-2657	
Foundation – SCC	7402-7404	
Foundation – DO	-	
Associated Students Trust Fund – ARC	-	\$ 3,063.79
Associated Students Trust Fund – CRC	1018-1019	
Associated Students Trust Fund – FLC	0773-0773	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	-	\$ -
ELECTRONIC TRANSFERS		
GENFD Financial Aid	-	\$ 20,519
Board of Equalization	-	\$ -
PARS Wire	-	\$ 35,076.19
Retiree Health Trust	-	\$ -
CDTFA-ACH	-	\$ -
Scholarships	-	\$ -
Payroll Direct Deposit Advices	1291366-1295318	\$ 14,717,425.24
Other Payroll Transactions	-	\$ 1,216.00
Keenan	-	\$ 33,755.84
CARES Act/HEERF II	-	\$ -
International Wire	-	\$ 17,540.00
SB85	-	\$ 48,096.00
SB85 Debt Relief	-	\$ -
Self-Insurance Fund	-	\$ 13,817.67
PITCO- Wire	-	\$ -
HEERFII	-	\$ -
Pacific Grove-Wire	-	\$ -
Fidelity	-	\$ -
Regional Transit Wire	-	\$ -

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Human Resources Transactions	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item K	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>UMP</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	<i>Brian King</i> Brian King, Chancellor	ACTION	
		INFORMATION	

RECOMMENDATION:

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

MANAGEMENT

APPOINTMENT(S)

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
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American River College

Valles, Brenda (Ph.D., University of Utah)	Dean of Institutional Effectiveness and Innovation	08/15/24
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District Office

Woo, Harvey (M.A., California State University, Long Beach)	Chief of Police – Step 4	08/01/24 <i>(Revised)</i>
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Cosumnes River College

Pressley, Jessica (M.A., Arizona State University)	Director (V) of Student Services and Extended Opportunity Programs and Services (EOPS)/Cooperative Agencies Resources for Education (CARE)	08/15/24
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APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
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American River College

Delgado, Uriel	Director (VII) of Title V Hispanic Serving Institutions (HSI) Grant Project	08/15/24 – 09/30/25
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Juarez, Maricela (M.A., California State University, Sacramento)	Project Director (X) of TRIO Upward Bound Programs	09/01/24 – 08/31/25
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Cosumnes River College

Blake, April (B.A, California State University, Sacramento)	Director (VII) of Employer Partnership for Energy Construction and Utilities	08/22/24 – 06/30/25
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Mendoza Plascencia, Oscar (M.A., California State University, Sacramento)	Director (VII) of Basic Needs and Student Support	10/01/24 – 09/30/25
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Pasamonte, Raul (M.A., California State University, Sacramento)	Asian American, Native American Pacific Islander Serving Institution (AANAPISI) Grant Project Director (VII)	10/01/24 – 09/30/25
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MANAGEMENT

APPOINTMENT TO TEMPORARY POSITION(S) – RESCISION(S)

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
	<u>District Office</u>	
Peshon McGarry, Mariko (Ph.D., University of San Diego)	Interim Associate Vice President of Student Resources, Financial Aid	07/01/24 – 12/31/24

APPOINTMENT(S) TO TEMPORARY POSITION(S)

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>	
Camarena, Sandra (M.S., University of California, Davis)	Interim Dean of Business, Computer Information Science, and Distance Learning	07/15/24 – 12/31/24

REASSIGNMENT(S) / TRANSFER(S)

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Corbin, Kirsten	Dean of Business – Step 5 From Dean of Business and Computer Science – Step 5	08/15/24
	<u>Sacramento City College</u>	
Wise, Camille	Director (VII) Equity Pathways Program – Step 3 From Director (VII) Equity Pathways Program (50%) – Step 3	08/15/24

RESIGNATION(S)

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Sorensen, Kathryn	Dean of People, Culture and Society	08/09/24
	<u>Sacramento City College</u>	
Anderson, Tanya	Dean of Engagement and Completion	07/27/24

MANAGEMENT

RETIREMENT(S)

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
	<u>District Office – Facilities Management</u>	
Martin, Nathaniel (After 6+ years of regular service)	Director (III) of Sustainability	01/01/25
	<u>Folsom Lake College</u>	
Pactol, Monica (After 20+ years of regular service)	Vice President of Instruction	01/03/25

INTERJURISDICTIONAL EXCHANGE (per Government Code Section 19050.8)

<u>Name</u>	<u>Position</u>	<u>Effective Dates(s)</u>
	<u>Sacramento City College</u>	
May, Virginia	Interim Associate Vice President Instruction To State Chancellors Office	08/01/24 – 06/30/25

Woo, Harvey, Chief of Police

Significant Contract Terms (Revised):

Salary: \$224,160/annually – Step 4, Level A, plus 20-year longevity on the 2023 – 2024 Management Salary Schedule

Health/Welfare Benefits: The Officer may select and participate in any District medical, dental, and other health plans available to other District scheduled administrators. Without regard to which health plan the Officer chooses, the Officer’s out-of-pocket costs for such premiums shall be no greater than any scheduled administrator for the lowest cost traditional health care plan (excluding Deductible Health Maintenance Organization or other nontraditional plans).

Auto Expenses: \$550/month for In-District Travel.

FACULTY

APPOINTMENT(S)		
<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Folsom Lake College</u>	
Runner, Sandy (M.B.A., California State University, Sacramento)	Business Assistant Professor	08/22/24

APPOINTMENT(S) TO TEMPORARY POSITION(S)		
<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Stevens, Deanna (B.S., Union Institute, Sacramento)	McClellan/Sacramento Regional Public Safety Training Center Coordinator (POST Basic Modular Academy), L.T.T.	07/01/24 – 12/19/24
	<u>Cosumnes River College</u>	
Coffey, Brian (Ph.D., University of California, Davis)	Philosophy Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Mendoza, Rikelle (M.S., University of California, Riverside)	Mathematics Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Smith, Leon (M.A., California State University, Sacramento)	Humanities Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Vang, Karen (M.A. Equivalency)	Ethnic Studies Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Williams, Kaitlyn (M.A., California State University, Sacramento)	Mathematics Assistant Professor, L.T.T.	08/22/24 – 12/19/24
	<u>Folsom Lake College</u>	
Ferry-Perata, Elizabeth (Ed.D., Argosy University, San Francisco)	Early Childhood Education Assistant Professor, L.T.T.	08/22/24 – 12/19/24
	<u>Sacramento City College</u>	
Barrett, James (Ph.D., University of California, Davis)	Economic Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Tran, Trang (B.S., California State University, Sacramento)	Mechanical Electrical Technology Assistant Professor, L.T.T.	08/22/24 – 12/19/24

FACULTY

LEAVE(S) OF ABSENCE			
<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>			
Jauregui, Lorena	Mathematics, Engineering, Science Achievement (MESA)/California Community College Program (CCCP) Coordinator	Maternity	07/15/24 – 09/09/24
Jauregui, Lorena	Mathematics, Engineering, Science Achievement (MESA)/California Community College Program (CCCP) Coordinator	Childcare	09/10/24 – 03/04/25

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>			
Herrell, Kim	Counselor	0.75 to 0.65	07/01/24 – 06/30/29 (Revision)

RETIREMENT(S)		
<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Silva, Douglas (After 9 years of regular service)	Hospitality Management / Culinary Arts Professor	12/20/24

SEPARATION(S) OF SERVICE		
<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Barcellos, Anthony (Deceased)	Mathematics Professor (After 37 years of regular service)	06/27/24

TEMPORARY, PART-TIME EMPLOYEES Fall 2023

American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Lafond, Daniel	Coordinator	20 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2023

Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
DeSouza, Kara	Psychology, General	13 %

TEMPORARY, PART-TIME EMPLOYEES Spring 2024

American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Lafond, Daniel	Coordinator	20 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2024

American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Alsarraj, Jian	Counselor	9 %
Alsarraj, Jian	Counselor	14 %
Anaya, Dan	Computer Programming	40 %
Andre, Susan	Job Seeking/Changing Skills	13 %
Angelone, Michael	English	4 %
Austin, Debra	Reading	11 %
Ayers, Harold	Administration of Justice	1 %
Ayers, Harold	Coordinator	1 %
Bradshaw, Don	Administration of Justice	1 %
Bradshaw, Don	Coordinator	1 %
Casillas, Griselda	Counselor	4 %
Esque, Melanie	Administration of Justice	1 %
Frederick, Casey	Horticulture	1 %
French, Scott	Administration of Justice	25 %
Gomez, Martin	Counselor	13 %
Gonzalez, Paula	Counselor	4 %
Gorsuch, Susan	Administration of Justice	1 %
Gorsuch, Susan	Coordinator	1 %
Griffin, Robert	Counselor	1 %
Hayes, David	Coordinator	1 %
Herman, Kathryn	Counselor	41 %
Hisel, Kathleen	Counselor	41 %
Huggins, Ross	Coordinator	1 %
Hughes, Heather	Counselor	4 %
Hughes, Heather	Counselor	21 %
Jungkeit, James	Administration of Justice	1 %
Jungkeit, James	Coordinator	1 %
Laughton, Barbara	English	37 %

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 2024
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Leung, Noue	English	60 %
Lovering, Janay	English	50 %
Marion, Derrick	Administration of Justice	1 %
Marion, Derrick	Coordinator	1 %
Meux, Brian	Administration of Justice	1 %
Ordaz, Rafael	Counselor	4 %
Palmer, Gary	Administration of Justice	1 %
Palmer, Gary	Coordinator	1 %
Rust, Joseph	Counselor	1 %
Shih, Ernest	Computer Networking	43 %
Simmons, Floyd	Administration of Justice	10 %
Smith, Forsynthia	Counselor	4 %
Smith, Sally	Administration of Justice	1 %
Smith, Sally	Coordinator	1 %
Solomon, Enrico	Administration of Justice	1 %
Solomon, Enrico	Coordinator	1 %
Stevens, DeAnna	Administration of Justice	21 %
Tadlock, Duane	Administration of Justice	1 %
Tadlock, Duane	Coordinator	1 %
Thomas, lohla	Administration of Justice	1 %
Thomas, lohla	Coordinator	1 %
Wong, Kim	Administration of Justice	1 %
Wong, Kim	Coordinator	1 %
Wright, Willie	Administration of Justice	1 %
Wright, Willie	Coordinator	1 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2024
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Doan, Anna	Counselor	2 %
Gonzalez, Jose	Counselor	2 %
McNee, Shay	History	20 %
Nelson, Jacquelynn	Counselor	2 %
Tovar, Alejandra	Counselor	3 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2024
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Al Juboori, Suha	Computer Programming	60 %
Atiabet, Evelyne	Certified Nurse Assistant	30 %
Brinkley, Amy	Librarian	1 %
Charles-Bonner, Susie	Accounting	60 %
Eitel, Joseph	Mathematics, General	40 %
Fowler, Caleb	Computer Programming	67 %
Mollet, Alison	Physical Education	56 %
Nielsen, Ruth	Counselor	10 %
Njoku, Portia	Commercial Music	22 %
Redfield, Molly	Music	20 %
Schaff, John	Cross Term	13 %

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TEMPORARY, PART-TIME EMPLOYEES Summer 2024

Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Schaff, John	Cross Term	10 %
Valencia, Luke	Medical Laboratory Technology	14 %
Works, Bethany	Speech Communication	60 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2024

Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Cano Chavez, Veronica	Counselor	39 %
Glynn, Mariel	Counselor	46 %
Glynn, Mariel	Counselor	11 %
Jones, Andrew	Physical Education	8 %
Kiel, Jeannette	Women's Studies	20 %
Liu, Steve	Chinese	7 %
Nguyen, Cuong	Counselor	10 %
Peterson, Krysta	ESL Integrated	1 %
Singh, Preet	Physiology (Includes Anatomy)	32 %
Sisay, Fatoumatta	Physiology (Includes Anatomy)	20 %
Suy, Shaun	Counselor	24 %
Theodore, Caleb	Physical Education	7 %
Wilkins, Lorraine	Ethnic and Cultural Studies	40 %
Xiao, Alex	Political Science	20 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2024

American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abdelaal, Sherine	Interior Design and Merchandising	13 %
Tabrizi, Setareh	English	60 %
Tadlock, Duane	Administration of Justice	0 %
Thai, Dai Thuy	Chemistry, General	59 %
Thomas, Iohla	Administration of Justice	0 %
Thomas, Ramona	Child Development/Early Care and Educatio	20 %
Timberlake, Matthew	Psychology, General	20 %
Tintiangco, Zachary	Mathematics, General	20 %
Tittle, Matt	Creative Writing	20 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2024

Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ligmond, Katie	Fine Arts, General	40 %
Tanimoto, Eddie	Child Development/Early Care and Educatio	40 %
Tanimoto, Eddie	Child Development Administration and Mana	13 %
Taylor, Pete	Fire Technology	20 %
Tejomaya, Raquel	Psychology, General	40 %
Terry, John	Architecture and Architectural Technology	33 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2024
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Thaw, Min Min	Economics	20 %
Tierney, Joan	Physical Education	30 %
Tierney, Joan	Dance	20 %
Timberlake, Matthew	Psychology, General	41 %
Tinkler, Charles	Construction Inspection	20 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2024
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Stieferman, Rachel	Psychology, General	40 %
Tang, Vivian	History	40 %
Thaw, Min Min	Economics	40 %
Thomas, Ramona	Child Development/Early Care and Educatio	20 %
Thomas, Ramona	Family Studies	20 %
Thompson, Janel	Anthropology	36 %
Thompson, Janel	Archaeology	20 %
Tolopilo, Joshua	Chemistry, General	59 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2024
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Jahami, Mahdi	Environmental Control Technology (HVAC)	20 %
Olmeda, Sharaya	Library Technician (Aide)	20 %
Onu, Faith	Librarian	20 %
Palmer, Psalms	Librarian	37 %
Rizk, Tony	Environmental Control Technology (HVAC)	28 %
Taheri, Mansour	Engineering, General	40 %
Tener, Sean	Aviation and Airport Management and Servic	16 %
Tener, Sean	Air Traffic Control	47 %
Testeza, Tess	Russian	27 %
Tharalson, Julie	Nutrition, Foods, and Culinary Arts	20 %
Tharalson, Julie	Culinary Arts	35 %
Thornton-Sides, Allyson	Speech Communication	60 %
Thorpe, Wade	Administration of Justice	20 %
Tittle, Matt	English	40 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abdul, Alisher	Mathematics, General	20 %
Afonso, Paulo	Astronomy	40 %
Ahmadi, Al	Electronics & Electric Technology	40 %
Ahmadi, Al	Telecommunications Technology	20 %
Allie, Diana	Academic Guidance	20 %
Andre, Susan	Job Seeking/Changing Skills	20 %

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REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024

American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Angelone, Michael	English	33 %
Arnfeld, Rebecca	Fine Arts, General	20 %
Auyeung, Tak	Computer Programming	50 %
Bennett, Heidi	Business Administration	40 %
Bertoglio, Nancy	Reading	10 %
Burleson, B. Kathryn	Technical Theater	28 %
Burleson, B. Kathryn	Dramatic Arts	21 %
Cervantes, Alina	Child Development/Early Care and Educatio	20 %
Chou, Susan	Child Development/Early Care and Educatio	40 %
Chou, Susan	Nutrition, Foods, and Culinary Arts	20 %
Crowder, Michael	English	40 %
Downs, Pamela	Dramatic Arts	7 %
Eifertsen, Dyne	Music	33 %
Engler, Denise	English	20 %
Engler, Denise	Reading	17 %
Fortman, Anita	Academic Guidance	20 %
Gelfman, Linda	Painting & Drawing	15 %
Gourdine, Traci	English	20 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024

Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abeid, Trang	English	20 %
Aldredge, Teresa	Academic Guidance	30 %
Andrews, David	Horticulture	29 %
Andrews, David	Landscape Design & Maintenance	29 %
Awad, Veneece	Pharmacy Technology	28 %
Borth, Kristen	Health Information Technology	36 %
Burns, Cori	Administrative Medical Assisting	29 %
Burris, Jessica	Psychology, General	40 %
Butler, Patrick	Real Estate	57 %
Chapman, Gregory	Information Technology, General	13 %
Chapman, Gregory	Computer Programming	45 %
Connally, Ryan	Construction Crafts Technology	33 %
DuBray, Daniel	Speech Communication	40 %
Duffy, Marjorie	Information Technology, General	13 %
Duffy, Marjorie	Software Applications	40 %
Ellis, John	Architecture and Architectural Technology	35 %
Enck, Maizy	Fine Arts, General	20 %
Esty, Juana	Academic Guidance	20 %
Esty, Juana	Counselor	5 %
Fagin, Edwin	Economics	40 %
Felkner, Patty	Applied Photography	13 %
Fishman, Wendell	Website Design and Development	8 %
Fishman, Wendell	Software Applications	13 %
Fishman, Wendell	Computer Networking	24 %
Francisco, Jennifer	ESL Integrated	40 %
Frigm, Michael	Restaurant and Food Services Management	50 %

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REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Fuller, Serena	Nutrition, Foods, and Culinary Arts	20 %
Geissler, Markus	Information Technology, General	20 %
Geissler, Markus	Computer Networking	17 %
Granquist, Eric	Business Administration	60 %
Thomas-Fisk, Cory	Civil & Construction Mgmt Technology	15 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abraham, Linda	Microbiology	21 %
Al Juboori, Suha	Information Technology, General	20 %
Angove, Philip	Music	33 %
Beck, Danielle	Psychology, General	20 %
Benford, William	Physical Education	60 %
Brown, Krisi	English	21 %
Carlson, Diane	Social Justice: General	20 %
Charles-Bonner, Susie	Accounting	27 %
Clark, Christopher	Guidance	13 %
Considine, Daniel	Philosophy	20 %
Cook, Elizabeth	Guidance	20 %
Curran, Timothy	Mathematics Skills	13 %
Danner, Lisa	English	53 %
DeVilleville, Rebecca	Classics-Humanities	20 %
DeVilleville, Rebecca	Other Humanities	20 %
Dowell, Zachary	Coordinator	10 %
Eckman, Spencer	ESL Writing	40 %
Eckman, Spencer	ESL Speaking/Listening	20 %
Eitel, Joseph	Mathematics, General	33 %
Eiteneer, Daria	Physical Sciences, General	36 %
Eiteneer, Daria	Physics, General	16 %
Ellerman, Curtis	Business Administration	40 %
Fannon, Sean	Psychology, General	15 %
Farrand, Brittney	English	46 %
Ferry-Perata, Elizabeth	Child Development/Early Care and Educatio	20 %
Flores, Juan	Study Skills	40 %
Fowler, Caleb	Computer Programming	20 %
Garcia, William	Physical Education	30 %
Grahlman, Amber	Physical Education	45 %
Lacy, David	English	40 %
Lennert, Michelle	Sign Language	27 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Barksdale, Dante	History	20 %
Boyd, Halsey	Mathematics, General	27 %
Boyd, Halsey	Academic Guidance	20 %
Capaletti, Thomas	Academic Guidance	20 %
Chevraux-FitzHugh, Adrian	Sociology	40 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Chevraux-FitzHugh, Adrian	Academic Guidance	20 %
Coppola, Jessica	Academic Guidance	20 %
Crandley, Patrick	Electronic Game Design	8 %
Crandley, Patrick	Animation	38 %
Cypret, Phillip	Aviation Airframe Mechanics	17 %
Dale, Nicholas	Mathematics, General	20 %
Davis, Craig	Academic Guidance	20 %
Davis, Tony	Academic Guidance	60 %
Delaini, David	Administration of Justice	20 %
Fitzpatrick, Kenneth	Drafting Technology	35 %
Frank, Paul	Political Science	60 %
Freas, Adam	Academic Guidance	60 %
Geddis, Maurice	Academic Guidance	20 %
Gelotte, Danielle	Academic Guidance	20 %
Gentry, Richard	Environmental Control Technology (HVAC)	15 %
Gould, Kelly	Administration of Justice	40 %

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C L A S S I F I E D

APPOINTMENT(S)		Assigned to	Effective Date(s)
<u>Name</u>	<u>Position</u>		
Blake, Jeffrey	Facilities Planning and Engineering Specialist	FM	08/05/24
Bowie, Courtney	Student Support Assistant	SCC	08/01/24
Burrows, Stacey	Instructional Assistant – Biology, 87.5%, 9 months	ARC	08/05/24
Cortes, Edgar	Instructional Assistant – Chemistry 9 months	ARC	08/12/24
Douglas, Rachel	Instructional Laboratory Supervisor - Science Programs	FLC	08/01/24
Holmes-Torres, Juliana	Student Support Assistant	CRC	07/29/24
Krayenbuhl, Charlotte	Instructional Assistant – Art, 9 months	ARC	08/19/24
McCans, Kyle	Senior Information Technology Technician - CRC Lab/Area Microcomputer Support		08/12/24
Moore, Barak	Instructional Assistant – Mathematics, 9 months	ARC	08/05/24
Nesbit, Ann	Admissions/Records Technician II	DO-ARC	07/22/24
Ngai, Eric	Laboratory Technician – Science, 11 months	CRC	08/01/24
Roberts, Lucy	Clerk III	SCC	08/05/24
Rodriquez-Ramirez, Gabriella	Laboratory Technician – Science	FLC	08/01/24
Sandoval, Clarisa	Financial Aid Technician	DO-ARC	07/29/24
Silva, Florentino	Utility Worker	ARC	08/05/24
Simpson, Chelsea	Confidential Administrative Assistant III	DO	07/22/24
Tiurykova, Svitlana	Account Clerk II	DO	08/05/24
Watson, Danielle	Administrative Assistant I	FLC	07/22/24
Zaragoza, Stephanie	Clerk III	SCC	07/22/24

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APPOINTMENT(S) LIMITED TERM

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Figuroa, Rodrigo	Financial Aid Technician	DO	07/15/24-06/30/26
Iacovleva, Daria	Financial Aid Technician	DO	07/15/24-06/30/26
Velazquez Martinez, Bernardette	Student Support Specialist	CRC	07/15/24-06/30/27 (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>
Bang, Jenny	Student Support Specialist	Personal, 20%	CRC	07/18/24-08/09/24 08/19/24-12/20/24
Bang, Jenny	Student Support Specialist	Personal, 60%	CRC	08/12/24-08/16/24
Lor, Lisa	Student Support Specialist	Personal, 60%	CRC	08/12/24-08/16/24
Lor Lisa	Student Support Specialist	Personal, 20%	CRC	08/19/24-12/20/24
Murillo, Shirley	Student Support Assistant, 11 months	Personal, 20%	CRC	08/24/24-12/20/24

PROMOTION(S)

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Aguirre-Barr, Silvia	Administrative Assistant I (Clerk III)	SCC SCC)	08/12/24
Bachinsky, Irina	Fiscal Services Supervisor (Administrative Services Analyst)	DO SCC)	07/18/24
Candelario-Cortez, Nancy	Student Support Assistant (Counseling Clerk I)	ARC ARC)	08/07/24

CLASSIFIED

PROMOTION(S), CONTINUED

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Carroll, Amanda	Student Support Supervisor (Admissions/Records Evaluator II)	ARC DO-ARC)	08/01/24
Friend, Terrance	Lead Custodian (Custodian)	SCC SCC)	08/10/24
Lee, Ka	Financial Aid Supervisor (Student Support Supervisor)	DO-SCC CRC)	08/01/24
Pridemore, William	Maintenance Technician II (Maintenance Technician I)	ARC ARC)	07/08/24
Robinson, Shakeya	Purchasing Supervisor (Administrative Services Analyst)	DO FLC)	07/29/24
Skryagina, Yekaterina	Lead Instructional Services Assistant (Instructional Services Assistant II)	ARC SCC)	07/01/24
Tsang, Jeremy	Building Automation and Systems Integration Analyst (Information Technology Specialist II)	FM SCC)	08/05/24
Whitaker, Khaa-Lel	Assistant Financial Aid Officer (Financial Aid Technician)	DO-FLC DO-SCC)	07/08/24

REASSIGNMENT(S)/TRANSFER(S)

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Burke, Talina	Campus Operations Supervisor (Campus Operations Supervisor)	FLC ARC)	08/01/24
Zimmer-Vargas, Monica	Athletic Trainer, 100% (Athletic Trainer, 50%)	FLC	07/01/24

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

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Hogan, Chanice	Custodian	ARC	07/15/24

C L A S S I F I E D

RESIGNATION(S)

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Cervantes, Alexander	Administrative Assistant I	SCC	07/20/24
Dobson Bell, Anastacia	Student Support Specialist	FLC	06/29/24
Larreynaga, Antonia	Student Support Specialist	CRC	08/01/24
Richards, Jayme	Student Support Specialist	SCC	07/06/24

RETIREMENT(S)

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Chekmareva, Anna	Library Technician (After 17 years of regular service)	SCC	09/11/24
Eck, Patricia	Instructional Services Assistant II, 50%/ Attendance Services Assistant, 50% (After 26+ years of regular service)	DO	11/01/24
Gardizi, Zohra	Child Development Center Teacher, 75%, 10 months (After 23 years of regular service)	ARC	01/01/25
Harris, Connie	Child Development Center Teacher, 10 months (After 23 years of regular service)	ARC	01/01/25
Sarantis, Paula	Senior Information Technology Specialist (After 36+ years of regular service)	DO	08/03/24

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

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Afghanzoi, Muzhda	Student Support Assistant	07/01/2024	06/30/2025
Aiello, Matthew	Instructional Assistant	07/01/2024	06/30/2025
Akhlaq, Sayed Akram	Clerk I	07/01/2024	06/30/2025
Akhromtsev, Sergey	Alternate Media Design Special	07/01/2024	06/30/2025
Al Nuaimi, Athraa	Counseling Clerk I	07/01/2024	06/30/2025
Albert, Lisa	Advanced Interpreter	07/01/2024	06/30/2025
Ali, Aveen	Student Support Assistant	07/01/2024	06/30/2025
Alizadeh, Reza	Student Support Assistant	07/01/2024	06/30/2025
Aljoudi, Lama	Clerk I	07/01/2024	06/30/2025
Alshaykhan, Ghazwan	Clerk II	07/01/2024	06/30/2025
Amato, Taylore	Instructional Assistant	07/01/2024	06/30/2025
Anderson, Kaylee	Student Intern	07/01/2024	06/30/2025
Atkinson, Andrea	Advanced Interpreter	07/01/2024	06/30/2025
Avery-Stovel, Gloria	Counseling Clerk I	07/01/2024	06/30/2025
Awadees, Sarkies	Custodian	07/01/2024	06/30/2025
Babayan, Susanna	Clerk I	07/01/2024	06/30/2025
Bagdanov, Mikaela	Intermediate Interpreter	07/01/2024	06/30/2025
Bajaj, Archit	Instructional Assistant	07/01/2024	06/30/2025
Barriga, Angela	Outreach Specialist	07/01/2024	06/30/2025
Battle, Ryan	Assistant Coach	08/01/2024	06/30/2025
Baxter, Diane	Art Model	07/01/2024	06/30/2025
Benavidez, Maria	Custodian	07/01/2024	06/30/2025
Berger, Connor	Instructional Assistant	07/01/2024	06/30/2025
Borysova, Hanna	Clerk I	07/01/2024	06/30/2025
Brace, Rochelle	Assistant Coach	07/01/2024	06/30/2025
Bradbury Manez, Sara	Special Projects	07/01/2024	06/30/2025
Briseno II, Mario	Counseling Clerk I	07/22/2024	06/30/2025
Brownell, Glennda	Student Support Assistant	07/01/2024	06/30/2025
Brunza, Vitalii	Laboratory Technician	07/01/2024	06/30/2025
Cao, Vivian	Instructional Assistant	07/01/2024	06/30/2025
Carr, Jonathan	Special Projects	07/01/2024	06/30/2025
Carrera, Leandro	Clerk I	07/01/2024	06/30/2025
Carrigan, Richard	Assistant Coach	07/01/2024	06/30/2025
Caybut, Avis	Recruit Training Officer	07/01/2024	06/30/2025
Champion, Melissa	Advanced Interpreter	07/01/2024	06/30/2025
Chernyk, Dzhennifer	Clerk I	08/01/2024	06/30/2025
Chimero, Ashlie	Advanced Interpreter	07/01/2024	06/30/2025
Cooley, Katie	Recruit Training Officer	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Crayne, Dawn	Assistant Coach	08/26/2024	06/30/2025
Creed, Timothy	Art Model	07/01/2024	06/30/2025
Czaja, Alysha	Instructional Assistant	07/01/2024	06/30/2025
Dahlgren, Jennie	Instructional Assistant	07/01/2024	06/30/2025
De Clarin, Moonglow Summer	Instructional Assistant	07/01/2024	06/30/2025
DeGeorge, Shannon	Advanced Interpreter	07/01/2024	06/30/2025
DeLeon, Jack	Instructional Assistant	07/01/2024	06/30/2025
Diaz, Michelle	Student Support Assistant	07/01/2024	06/30/2025
Diggs, Kailey	Clerk III	08/12/2024	06/30/2025
Dildine, Haley	Special Projects	07/01/2024	06/30/2025
Divanyan, Aren	Special Projects	07/01/2024	06/30/2025
Duscov, Veniamin	Student Support Assistant	07/01/2024	06/30/2025
Dykman, Natasha	Instructional Assistant	07/01/2024	06/30/2025
Eaton, Christian	Special Projects	07/01/2024	06/30/2025
Ellenwood, Nizhoni	Student Support Specialist	07/01/2024	06/30/2025
Ellis, Robert	Assistant Coach	08/26/2024	06/30/2025
Emerson, Quinton	Laboratory Technician	07/01/2024	06/30/2025
Enderle, Alexandria	Instructional Assistant	07/01/2024	06/30/2025
Fall, Rheann	Assistant Coach	08/01/2024	06/30/2025
Farrell, Eriana	Student Support Assistant	07/01/2024	06/30/2025
Fern, Elise	Clerk II	07/01/2024	06/30/2025
Filimoshyna, Iryna	Instructional Assistant	07/01/2024	06/30/2025
Flores, Rachel	Instructional Assistant	07/01/2024	06/30/2025
Gabriel, Araceli	Student Support Assistant	07/01/2024	06/30/2025
Garcia, Graciela	Student Support Assistant	07/01/2024	06/30/2025
Garcia, Yazmin	Instructional Assistant	07/01/2024	06/30/2025
Gardner, Wilma	Student Support Assistant	07/01/2024	06/30/2025
Gates, Lauren	Art Model	07/01/2024	06/30/2025
Gatewood, Thomas	Instructional Assistant	07/01/2024	06/30/2025
Gomes, Ryan	Assistant Coach	07/01/2024	06/30/2025
Goodall, Kyle	Maintenance Technician I	07/01/2024	06/30/2025
Graham, Kelley	Child Dev Ctr Teacher	07/01/2024	06/30/2025
Graves, Abigail	Counseling Clerk I	07/01/2024	06/30/2025
Green, Lorilyn	Advanced Interpreter	07/01/2024	06/30/2025
Guastella, Aaliyah Marie	Instructional Assistant	07/01/2024	06/30/2025
Gueths, Gavin	Instructional Assistant	07/01/2024	06/30/2025
Hadian Haghghi, Negar	Instructional Assistant	07/01/2024	06/30/2025
Hakobian, Hrachya	Instructional Assistant	07/01/2024	06/30/2025
Hannon, Laura	Intermediate Interpreter	07/01/2024	06/30/2025
Hansen, Miranda	Instructional Assistant	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Hansen, Valeri	Clerk I	07/01/2024	06/30/2025
Harris Jr., Preston	Custodian	07/01/2024	06/30/2025
Hauger, Madison	Clerk II	07/01/2024	06/30/2025
Hierholzer, Brandon	Assistant Coach	08/26/2024	06/30/2025
Hillman, George	Student Support Assistant	07/01/2024	06/30/2025
Hosseini, Mustafa	Tutorial Services Assistant	07/01/2024	06/30/2025
Hua, Phong	Instructional Assistant	07/01/2024	06/30/2025
Huell, Shalin	Art Model	07/01/2024	06/30/2025
Hughes, Jade	Tutorial Services Assistant	07/01/2024	06/30/2025
Humen, Yurii	Student Support Assistant	07/01/2024	06/30/2025
Ivanov, Vasyl	Child Dev Ctr Teacher	07/01/2024	06/30/2025
Iyorlu, Ayana	Instructional Assistant	07/01/2024	06/30/2025
Jablonski, Steven	Advanced Interpreter	07/01/2024	06/30/2025
Jawid, Khalida	Special Projects	07/01/2024	06/30/2025
Jeji, Niveen	Clerk II	07/01/2024	06/30/2025
Jenkins, Jaquan	Clerk III	07/01/2024	06/30/2025
Jett, Jack	Intermediate Interpreter	07/01/2024	06/30/2025
Jimenez, Antonio	Instructional Assistant	07/01/2024	06/30/2025
Johnson, Flora	Special Projects	07/01/2024	06/30/2025
Johnston, Kendra	Child Dev Ctr Teacher	07/01/2024	06/30/2025
Jones, Zoe	Instructional Assistant	07/01/2024	06/30/2025
Kachmar, Khrystyna	Clerk III	07/01/2024	06/30/2025
Kaur, Gurleen	Clerk I	07/01/2024	06/30/2025
Keitges, Jorie	Assistant Coach	08/01/2024	06/30/2025
Keller, Ashley	Advanced Interpreter	07/01/2024	06/30/2025
Kelly-Lyon, Kyasia	Instructional Assistant	07/01/2024	06/30/2025
Kempf, Kelli	Clerk III	07/01/2024	06/30/2025
Kerr, Michael	Instructional Assistant	07/01/2024	06/30/2025
Kirkman, Madelynnanne	Special Projects	07/01/2024	06/30/2025
Kish, Cheyenne	Instructional Assistant	07/01/2024	06/30/2025
Knott, Dustin	Special Projects	07/01/2024	06/30/2025
Koenig, Bryce	Instructional Assistant	07/01/2024	06/30/2025
Kondole, Mina	Instructional Assistant	07/01/2024	06/30/2025
Krestinskaia, Natalia	Student Support Assistant	07/01/2024	06/30/2025
Kringel, Oliver	Special Projects	07/01/2024	06/30/2025
Kroger, Marta	Advanced Interpreter	07/01/2024	06/30/2025
Kropp, Jonnie	Instructional Assistant	07/01/2024	06/30/2025
Kruithof, Ethan	Student Support Assistant	07/01/2024	06/30/2025
Lafond, Daniel	Recruit Training Officer	07/01/2024	06/30/2025
Lagrutta, Rick	Art Model	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Lak, Suzan	Child Dev Ctr Assoc. Teacher	07/01/2024	06/30/2025
Lambirth, Isabelle	Outreach Specialist	08/01/2024	06/30/2025
Lance, Jabari	Clerk I	07/01/2024	06/30/2025
Larson, Victoria	Instructional Assistant	07/01/2024	06/30/2025
Le, Minh Hieu	Clerk I	07/01/2024	06/30/2025
Lednický Lehman, Melody	Special Projects	07/01/2024	06/30/2025
Lee, Justin	Instructional Assistant	07/01/2024	06/30/2025
Leon Sandoval, Arturo	Instructional Assistant	07/01/2024	06/30/2025
Leung, Jordan	Instructional Assistant	07/01/2024	06/30/2025
Lewis, Malia	Intermediate Interpreter	07/01/2024	06/30/2025
Lindquist, Lisa	Advanced Interpreter	07/01/2024	06/30/2025
Lopez, Jordan	Special Projects	07/01/2024	06/30/2025
Lu, Min	Special Projects	07/01/2024	06/30/2025
Lung, Vanessa	Clerk III	07/01/2024	06/30/2025
Lungu, Lilia	Special Projects	07/01/2024	06/30/2025
Lynch, Taylor	Maintenance Technician I	07/01/2024	06/30/2025
Mackin, Aaron	Assistant Coach	08/26/2024	06/30/2025
Maclay, Morgan	Instructional Assistant	07/01/2024	06/30/2025
Macshafi, Raliyat	Intermediate Interpreter	07/01/2024	06/30/2025
Maevschi, Alexandru	Laboratory Technician	07/01/2024	06/30/2025
Magnuson, Emma	Child Dev Ctr Assoc. Teacher	07/01/2024	06/30/2025
Marquez Ruiz, Elizabeth	Special Projects	07/01/2024	06/30/2025
Martin, Luke	Instructional Assistant	07/01/2024	06/30/2025
Martinez, Steve	Student Support Assistant	07/01/2024	06/30/2025
Mason, Sara	Child Dev Ctr Assoc. Teacher	07/01/2024	06/30/2025
McClurg, Melanie	Instructional Assistant	07/01/2024	06/30/2025
Mendez Reyes, Sara	Child Dev Ctr Teacher	07/01/2024	06/30/2025
Mendez, Meghan	Clerk III	07/01/2024	06/30/2025
Mikhnevych, Maryna	Instructional Assistant	07/01/2024	06/30/2025
Moore, Nautus	Student Support Assistant	07/01/2024	06/30/2025
Morales-Becerra, Katia	Student Support Assistant	07/01/2024	06/30/2025
Moraru, Emiliya	Special Projects	07/01/2024	06/30/2025
Morriese, Arthur	Special Projects	07/01/2024	06/30/2025
Morris, Carson	Special Projects	07/01/2024	06/30/2025
Moua, Katherine	Special Projects	07/01/2024	06/30/2025
Mudik, Vladyslav	Custodian	07/01/2024	06/30/2025
Mullah, Rida	Instructional Assistant	07/01/2024	06/30/2025
Munoz, Gary	Instructional Assistant	07/01/2024	06/30/2025
Muscardini, Pamela	Advanced Interpreter	07/01/2024	06/30/2025
Nageer, Clarissa	Special Projects	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Neighbors, Helen	Student Support Assistant	07/01/2024	06/30/2025
Nguyen, Khuyen	Instructional Assistant	07/01/2024	06/30/2025
Nichols, David	Instructional Assistant	07/01/2024	06/30/2025
Niroula, Sabal	Student Support Assistant	07/01/2024	06/30/2025
Oriabynska, Anhelina	Clerk II	07/01/2024	06/30/2025
Othman, Tara	Counseling Clerk I	07/01/2024	06/30/2025
Pack, Jenifer	Intermediate Interpreter	07/01/2024	06/30/2025
Palomino, Jazmely	Clerk I	07/01/2024	06/30/2025
Parylyak, Nataliya	Clerk II	07/01/2024	06/30/2025
Parylyak, Ruslan	Instructional Assistant	07/01/2024	06/30/2025
Patrone, Louis	Special Projects	07/01/2024	06/30/2025
Pavlenko, Serhii	Instructional Assistant	07/01/2024	06/30/2025
Pelaez-Riggins, Felicia	Instructional Assistant	07/01/2024	06/30/2025
Perez-Avalos, Luis	Student Support Assistant	07/01/2024	06/30/2025
Petrov, Oleg	Custodian	07/01/2024	06/30/2025
Phoenix, Denzel	Student Support Assistant	07/01/2024	06/30/2025
Piolo, Joe Zayka	Special Projects	07/01/2024	06/30/2025
Plukchi, Olesea	Instructional Assistant	07/01/2024	06/30/2025
Podgoretskiy, David	Clerk I	07/01/2024	06/30/2025
Pulatova, Dilorom	Custodian	07/01/2024	06/30/2025
Rasoli, Wahida	Student Support Assistant	07/01/2024	06/30/2025
Reshetkin, Elisha	Instructional Assistant	07/01/2024	06/30/2025
Robertson, Caleb	Assistant Coach	07/01/2024	06/30/2025
Robey, William	Student Support Assistant	07/01/2024	06/30/2025
Roe, William	Instructional Assistant	07/01/2024	06/30/2025
Rudenco, Natalia	Custodian	07/01/2024	06/30/2025
Samani, Rakan	Clerk I	07/01/2024	06/30/2025
Sepulveda, Maria	Student Support Specialist	07/01/2024	06/30/2025
Shevchuk, Nataliia	Custodian	07/01/2024	06/30/2025
Sims, Lorie	Advanced Interpreter	07/01/2024	06/30/2025
Smith, Kylie	Instructional Assistant	07/01/2024	06/30/2025
Solis, Alfred	Instructional Assistant	07/01/2024	06/30/2025
Spent, Garret	Assistant Coach	07/01/2024	06/30/2025
Stout, Victoria	Administrative Asst. I	07/01/2024	06/30/2025
Suarez, David	Clerk I	07/01/2024	06/30/2025
Sukhorukov, Evgeniy	Custodian	07/01/2024	06/30/2025
Tanner, Ashley	Instructional Assistant	07/01/2024	06/30/2025
Tauber, Edris	Instructional Assistant	07/01/2024	06/30/2025
Thomas, David	Intermediate Interpreter	07/01/2024	06/30/2025
Tinling, Colleen	Intermediate Interpreter	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Tran, Duong	Instructional Assistant	07/01/2024	06/30/2025
Turner, Joseph	Alternate Media Design Special	07/01/2024	06/30/2025
Vang, Kristasia	Student Support Assistant	07/01/2024	06/30/2025
Vela, Fe	Accountant	07/01/2024	06/30/2025
Veldman, Annelies	Special Projects	07/01/2024	06/30/2025
Veloz, Mercedes	Student Support Assistant	07/01/2024	06/30/2025
Walker, Sarah	Instructional Assistant	07/01/2024	06/30/2025
Wasser, Garrett	Assistant Coach	07/01/2024	06/30/2025
Welsh, Amy	Student Support Assistant	07/01/2024	06/30/2025
Wilson, Kimberlee	Special Projects	07/01/2024	06/30/2025
Winn, Zachary	Art Model	07/01/2024	06/30/2025
Woodbine, Randi	Special Projects	07/01/2024	06/30/2025
Word, Peggy	Instructional Assistant	07/01/2024	06/30/2025
Yanda, Amanda	Child Dev Ctr Assoc. Teacher	07/01/2024	06/30/2025
Yang, Yu Ting	Child Dev Ctr Teacher	07/01/2024	06/30/2025
Young, Loretta	Instructional Assistant	07/01/2024	06/30/2025
Yousufzay, Shogofa	Child Dev Ctr Assoc. Teacher	07/01/2024	06/30/2025
Zabrodin, Vassiliy	Custodian	07/01/2024	06/30/2025
Zamora Lopez, Monserrat	Counseling Clerk I	07/01/2024	06/30/2025
Zhuravel, Liliya	Instructional Assistant	07/01/2024	06/30/2025
Zurita, Jacob	Instructional Assistant	07/01/2024	06/30/2025
<u>Cosumnes River College</u>			
Allen, Michael	Art Model	07/01/2024	06/30/2025
Aparicio, Jeffrey	Special Projects	07/01/2024	06/30/2025
Bennett-Wells, Michaela	Intrcollegiate Game Technician	07/01/2024	06/30/2025
Bibi, Nabeela	Clerk I	07/01/2024	06/30/2025
Bradley, Mathew	Assistant Coach	07/01/2024	06/30/2025
Burdeinii, Natalia	Instructional Assistant	07/01/2024	06/30/2025
Clemons, Daniel	Special Projects	07/01/2024	06/30/2025
Corgiat, Taylor	Assistant Coach	07/01/2024	06/30/2025
Corpuz, Antonia Marie	Student Support Assistant	07/01/2024	06/30/2025
Dalisay, Caroline	Reader/Tutor II	07/01/2024	06/30/2025
Dang, Heather	Reader/Tutor II	07/01/2024	06/30/2025
Davis, Dakota	Special Projects	07/01/2024	06/30/2025
Donoho, Miranda	Art Model	07/01/2024	06/30/2025
Dubray, Marcus	Art Model	07/01/2024	06/30/2025
Enriquez, Luis	Instructional Assistant	07/01/2024	06/30/2025
Erwin, November	Student Support Assistant	07/01/2024	06/30/2025
Fegan, Angela	Instructional Assistant	07/01/2024	06/30/2025
Ghaleb, Elham	Child Dev Ctr Lead Teacher	07/01/2024	06/30/2025
Gonzalez, Maximiliano	Clerk I	07/01/2024	06/30/2025
Gonzalez, Viviana	Clerk I	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College</u>			
Green, Sheila	Reader/Tutor II	07/01/2024	06/30/2025
Gutierrez, Vanesa	Child Dev Ctr Lead Teacher	07/01/2024	06/30/2025
Hersh, Lynnette	Reader/Tutor I	07/01/2024	06/30/2025
Holloway, Jarred	Clerk I	07/01/2024	06/30/2025
Holtz, Christopher	Special Projects	07/01/2024	06/30/2025
Huang, Suqin	Custodian	07/01/2024	06/30/2025
Icmat, Diether	PE/Athletic Attendant	07/01/2024	06/30/2025
Inuman, Donna Laine Jay	Child Dev Ctr Teacher	07/01/2024	06/30/2025
Jones, Paula	Instructional Assistant	07/01/2024	06/30/2025
Krum, Daniel	Groundskeeper	07/01/2024	06/30/2025
Kucera, Kristen	Reader/Tutor II	07/01/2024	06/30/2025
Kumar, Khushi	Art Model	07/01/2024	06/30/2025
Lee, David	PE/Athletic Attendant	07/01/2024	06/30/2025
Lee, Michael	Custodian	07/01/2024	06/30/2025
Lor, Pong	Student Support Assistant	07/01/2024	06/30/2025
Low, Shawana	Art Model	07/01/2024	06/30/2025
Lucas, Erica	Special Projects	07/01/2024	06/30/2025
Maloney, Andrew	Instructional Assistant	07/01/2024	06/30/2025
Martinez Bedolla, Jennifer	Student Support Specialist	07/01/2024	06/30/2025
McElhany, Aidan	Special Projects	07/01/2024	06/30/2025
Medrado, Cintia	Child Dev Ctr Teacher	07/01/2024	06/30/2025
Menchaca, Rebecca	Reader/Tutor I	07/01/2024	06/30/2025
Millan, Damonik	Student Support Assistant	07/01/2024	06/30/2025
Mills, Mikki	Clerk I	07/01/2024	06/30/2025
Mitchell, Garrett	Instructional Assistant	07/01/2024	06/30/2025
Monroe, Arian	Clerk I	07/01/2024	06/30/2025
Moreno, Vanessa	Student Support Assistant	07/01/2024	06/30/2025
Munoz, Joseph	Special Projects	07/01/2024	06/30/2025
Munoz Rodriguez, Nayely	Instructional Assistant	07/01/2024	06/30/2025
Necrasov, Anatolie	Instructional Assistant	07/01/2024	06/30/2025
Ngai, Eric	Reader/Tutor I	07/01/2024	06/30/2025
Nguyen, Anthony	Reader/Tutor I	07/01/2024	06/30/2025
Nguyen, Eric	Assistant Coach	07/01/2024	06/30/2025
Nguyen, Tung	Reader/Tutor II	07/01/2024	06/30/2025
Noffsinger, Adrian	Special Projects	07/01/2024	06/30/2025
Nwachukwu, Sopuruchukwu	Student Support Assistant	07/01/2024	06/30/2025
O'Hara, Timothy	Special Projects	07/01/2024	06/30/2025
Omalin, Ramon	Instructional Assistant	07/01/2024	06/30/2025
Omoruyi, Hannah	Child Dev Ctr Assoc. Teacher	07/01/2024	06/30/2025
Peeler, Deedria	Special Projects	07/01/2024	06/30/2025
Phan, Sarah	Clerk I	07/01/2024	06/30/2025
Rini, Christopher	Special Projects	07/01/2024	06/30/2025
Robinson, April	Student Support Assistant	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College</u>			
Rodriguez, Kristina	Instructional Assistant	07/01/2024	06/30/2025
Savage, Stephen	Art Model	07/01/2024	06/30/2025
Seals, Bernard	Assistant Coach	07/01/2024	06/30/2025
Singh, Preet	Reader/Tutor I	07/01/2024	06/30/2025
Srinivas, Mahima	Reader/Tutor I	07/01/2024	06/30/2025
Tiglao, Arlan Elijah	Reader/Tutor I	07/01/2024	06/30/2025
Vega, Emmanuel	Assistant Coach	07/01/2024	06/30/2025
Venegas, Alejandro	Reader/Tutor I	07/01/2024	06/30/2025
Wilder, Candice	Special Projects	07/01/2024	06/30/2025
Wildgoose, Tommy	Special Projects	07/01/2024	06/30/2025
Wolfe, Georgia	Special Projects	07/01/2024	06/30/2025
Wong, Hannah	Student Support Assistant	07/01/2024	06/30/2025
Wong, Jonathan	Special Projects	07/01/2024	06/30/2025
Wood, Michael	Special Projects	07/01/2024	06/30/2025
Woycheshin, Crystal	Reader/Tutor II	07/01/2024	06/30/2025
Melo Chew, Sabrina	Student Support Assistant	07/10/2024	06/30/2025
Amos, Malik	Student Support Specialist	08/01/2024	06/30/2025

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

Ala, Lorenzo	Police Comm Dispatcher	07/01/2024	06/30/2025
Akeni, Daniel	Campus Patrol	07/01/2024	06/30/2025
Albright, Abigail	Financial Aid Technician	07/01/2024	06/30/2025
Cha, Kayla	Mental Health Advocate	08/01/2024	06/30/2025
Contreras, Andrea	Campus Patrol	07/01/2024	06/30/2025
Crankson, Mireil	Clerk I	07/02/2024	06/30/2025
Garces, Xavier	Campus Patrol	08/01/2024	06/30/2025
Gikandi, Simon	Campus Patrol	07/01/2024	06/30/2025
Gonzalez Bermudez, Jorge	Campus Patrol	07/01/2024	06/30/2025
Gutierrez, Ismael	Campus Patrol	07/01/2024	06/30/2025
Hoganson, Nolan	Police Comm Dispatcher	07/01/2024	06/30/2025
John, Rachel	Campus Patrol	07/01/2024	06/30/2025
Juarez Perez, Julian	Campus Patrol	07/01/2024	06/30/2025
Luna, Diana	Campus Patrol	07/01/2024	06/30/2025
Marshall, Aspen	Campus Patrol	07/01/2024	06/30/2025
Martinez, Cisco	Campus Patrol	07/01/2024	06/30/2025
Muench, Nadine	Campus Patrol	07/17/2024	06/30/2025
Nwokocha, Chimobi	Campus Patrol	07/01/2024	06/30/2025
Rouchon, Shannon	Financial Aid Clerk I	07/01/2024	06/30/2025
Singh, Ravinder	Campus Patrol	07/01/2024	06/30/2025
Slesicki, Sidney	Financial Aid Clerk I	07/01/2024	06/30/2025
Thompson, John	Campus Patrol	07/01/2024	06/30/2025
Timofey, Anna	Campus Patrol	07/01/2024	06/30/2025
Tryial, Derek	Campus Patrol	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>District Office-American River College</u>			
Loghin, Ion	Clerk II	07/01/2024	06/30/2025
Nesbit, Ann	Clerk II	07/01/2024	06/30/2025
Zahedi Amrei, Roja	Financial Aid Technician	07/01/2024	06/30/2025
<u>District Office-Cosumnes River College</u>			
Luong, Jackie	Financial Aid Officer	07/01/2024	06/30/2025
Stapleton, Meredith	Admissions/Records Tech I	07/01/2024	06/30/2025
<u>District Office-Folsom Lake College</u>			
Harrison, Briana	Admissions/Records Tech I	07/01/2024	06/30/2025
Hupp, Jemma	Admissions/Records Tech II	07/01/2024	06/30/2025
<u>Folsom Lake College</u>			
Akins-Adams, Destiny	Student Support Specialist	07/01/2024	06/30/2025
Bakhtvar, Aurash	Reader/Tutor II	07/25/2024	06/30/2025
Boley, Shayla	Assistant Coach	07/01/2024	06/30/2025
Bosch, Hannah	Reader/Tutor I	07/25/2024	06/30/2025
Capdevila, Alyssa	Student Support Specialist	07/01/2024	06/30/2025
Conway, Susan	Administrative Asst. I	07/01/2024	06/30/2025
Corey, Avery	Reader/Tutor I	07/03/2024	06/30/2025
Coxey, Indiana	Assistant Coach	07/01/2024	06/30/2025
Crawford, Andrew	Instructional Assistant	07/01/2024	06/30/2025
Crum, Ryan	Reader/Tutor I	07/25/2024	06/30/2025
Crummett, Wyatt	Art Model	07/01/2024	06/30/2025
Cuahutenango, Jose	Student Support Assistant	07/01/2024	06/30/2025
Delgado, Teofilo	Assistant Coach	07/01/2024	06/30/2025
Donoho, Miranda	Art Model	07/01/2024	06/30/2025
Dunn, Annalise	Clerk III	07/01/2024	06/30/2025
Edwards, Wesley	Laboratory Technician	07/01/2024	06/30/2025
Godsey, Richelle	Special Projects	07/01/2024	06/30/2025
Goff, Callie	Instructional Assistant	07/01/2024	06/30/2025
Gomez Banuelos, Verenice	Special Projects	07/01/2024	06/30/2025
Granier, Theodore	Instructional Assistant	07/01/2024	06/30/2025
Hewitt, Maya	Art Model	07/01/2024	06/30/2025
Hollis, Jaylen	Assistant Coach	07/01/2024	06/30/2025
Jackson, Jarrett	Clerk I	07/01/2024	06/30/2025
Karle, Sierra	Tutorial Services Assistant	07/01/2024	06/30/2025
Klotzbuecher, Grant	Athletic Trainer	07/01/2024	06/30/2025
Kristianous, Mikaela	Reader/Tutor I	07/25/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Folsom Lake College</u>			
La Mers-Noble, Savannah	Reader/Tutor II	07/01/2024	06/30/2025
Lagrutta, Rick	Art Model	07/01/2024	06/30/2025
Leven, Adrian	Reader/Tutor I	07/01/2024	06/30/2025
Lewis, Damion	Assistant Coach	07/01/2024	06/30/2025
Lindsay, Emily	Reader/Tutor I	07/25/2024	06/30/2025
Lionakis, Nico	Reader/Tutor I	07/01/2024	06/30/2025
Llontop, Carlos	Instructional Assistant	07/01/2024	06/30/2025
Macias, Eric	Assistant Coach	07/01/2024	06/30/2025
MacPhail, Dorothy	Assistant Coach	07/01/2024	06/30/2025
Mai, Phuoc	Instructional Assistant	07/01/2024	06/30/2025
Marderos, Aaron	Assistant Coach	07/01/2024	06/30/2025
McGaffic, Andrew	Special Projects	07/01/2024	06/30/2025
McLaughlin, Isabella	Instructional Assistant	07/01/2024	06/30/2025
Miller, Jazmine	Assistant Coach	07/01/2024	06/30/2025
Monasterio, Michael	Reader/Tutor I	07/25/2024	06/30/2025
Nathaniel, Zeffrum	Special Projects	07/01/2024	06/30/2025
Paiman, Hassina	Reader/Tutor I	07/01/2024	06/30/2025
Phung, Vincent	Graphic Designer	07/01/2024	06/30/2025
Pierce, James	Assistant Coach	07/01/2024	06/30/2025
Prescott, Victoria	Tutorial Services Assistant	07/25/2024	06/30/2025
Robinson, Darren	Assistant Coach	07/01/2024	06/30/2025
Rubalcava, Rodrick	Assistant Coach	07/01/2024	06/30/2025
Slovak, Ashley	Special Projects	07/01/2024	06/30/2025
Snider, Jane	Graphic Designer	07/01/2024	06/30/2025
Spring Wenzel, Susan	Clerk II	07/01/2024	06/30/2025
Suan, Micah	Reader/Tutor II	07/25/2024	06/30/2025
<u>Sacramento City College</u>			
Alsaedi, Hanaa	Special Projects	07/01/2024	06/30/2025
Ayala, Andrea	Clerk I	07/25/2024	06/30/2025
Beard, Joseph	Assistant Coach	07/01/2024	06/30/2025
Benitez-Gonzalez, Denise	Special Projects	08/19/2024	06/30/2025
Brickner, Jonathan	Assistant Coach	07/01/2024	06/30/2025
Brookins Jr., Mervin	Assistant Coach	07/01/2024	06/30/2025
Cardenas, Shauni	Clerk II	07/01/2024	06/30/2025
Chavez, Daniel	Special Projects	07/10/2024	06/30/2025
Coleman, Calen	Assistant Coach	07/25/2024	06/30/2025
Diaz, Jackelyn	Student Support Specialist	07/08/2024	06/30/2025
Downs, Thomas	Assistant Coach	07/01/2024	06/30/2025
Early, Terrance	Assistant Coach	07/01/2024	06/30/2025
Figuroa, Liliana	Instructional Assistant	07/01/2024	06/30/2025
Fuller, Kristin	Art Model	07/01/2024	06/30/2025
Gabriel, Greg	Student Support Assistant	07/01/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Sacramento City College</u>			
Gill, Stephen	Special Projects	07/25/2024	06/30/2025
Goldstein, Elijah	Special Projects	07/01/2024	06/30/2025
Gomez, Jose	Assistant Coach	07/01/2024	06/30/2025
Habib, Noemi	Special Projects	08/19/2024	06/30/2025
Hammon, Derlin	Special Projects	07/01/2024	06/30/2025
Haris, Mohammad	Clerk III	07/01/2024	06/30/2025
Hernandez, Michelle	Assistant Coach	07/01/2024	06/30/2025
Horn, Brian	Assistant Coach	07/25/2024	06/30/2025
Islas, Vanessa	Clerk I	07/01/2024	06/30/2025
Klingaman, Rylie	Laboratory Technician	07/01/2024	06/30/2025
Levan, Darius	Assistant Coach	07/01/2024	06/30/2025
Lim, Sophanna	Student Support Assistant	07/01/2024	06/30/2025
Maglinte, Cyrus	Special Projects	07/01/2024	06/30/2025
Mandella, Sophia	Clerk I	07/01/2024	06/30/2025
McCarty, William	Special Projects	07/01/2024	06/30/2025
Meadows, Arthur	Student Support Specialist	07/01/2024	06/30/2025
Miller, David	Special Projects	07/01/2024	06/30/2025
Moua, Choufue	Laboratory Technician	07/01/2024	06/30/2025
Moua, Kimberly	Clerk I	07/01/2024	06/30/2025
Napenas, Jasmine	Assistant Coach	07/01/2024	06/30/2025
Perez-Avalos, Luis	Clerk I	07/01/2024	06/30/2025
Ross, Noah	Assistant Coach	07/25/2024	06/30/2025
Saenz, Lawrence	Assistant Coach	07/01/2024	06/30/2025
Salinas, Celestino	Assistant Coach	07/01/2024	06/30/2025
Sanchez, Michael	Special Projects	07/01/2024	06/30/2025
Scholz, Ramona	Special Projects	07/30/2024	06/30/2025
Shockey, Nicholas	Special Projects	07/01/2024	06/30/2025
Swimley, Patricia	Special Projects	07/25/2024	06/30/2025
Tafoya, Petra	Special Projects	07/01/2024	06/30/2025
Van Riper, Delaney	Grant Coordination Clerk	07/01/2024	06/30/2025
Vasquez, Francisco	Special Projects	07/02/2024	06/30/2025

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Pay Rate Schedules for 2024-25 and Final Salary Improvement for 2023-24	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Action Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	X
		INFORMATION	

BACKGROUND:

In August 2011, CalPERS established regulations outlining a “publicly available pay schedule” required for calculating base salary in retirement benefits. One of these requirements is that the Board approves salary schedules. Additionally, CalPERS defined a “labor policy or agreement” for substantiating special compensation items, which must specify the exact conditions of payment. Any document, including a publicly available pay schedule, can be considered a “labor policy or agreement” if it meets the specified requirements.

For CalSTRS members, one-time off-salary schedule payments based on additional or remaining funds at the year-end, in accordance with Education Code section 22119.2 and California Code of Regulations, Title 5, section 27401, qualify as remuneration in addition to salary, which is treated differently from ongoing salary for purposes of pension calculations. Such payments are reportable for CalSTRS Classic Members (2% at 60) but not for CalSTRS PEPRAs members (2% at 62).

STATUS:

The regulations require the identification of job classification titles, pay rates for each job classification, time base (e.g., annual), and effective dates, including any revisions. The 2024-25 salary schedules adhere to the District's collective bargaining agreements' compensation formula.

The 2024-25 state budget includes a 1.07% cost of living adjustment (COLA), and with strategic enrollment management, FTES reporting, and prudent budgeting practices, units have continuing resources. LRCEA is adding a seventh (7th) step at 4% before applying a continuing improvement to the salary schedule. The recommended continuing improvements to the salary schedule are: LRCFT, LRSA, SEIU, Confidentials, and Management at 4%, and LRCEA at 1.66%, in addition to the 7th step. Upon adopting the attached salary schedules, a retroactive payment for services in July 2024 will be processed by August 23rd, with potential delays for the LRCEA 7th step until September.

Additionally, units have sufficient resources to provide an 11% retroactive salary schedule improvement for fiscal year 2023-24. This retroactive improvement will be reported as limited-term remuneration for CalSTRS Classic Members and is not reportable to CalSTRS PEPRA and CalPERS members.

RECOMMENDATION:

It is recommended the Board of Trustees adopt and approve the attached 2023-24 and 2024-25 salary schedules for all groups and individuals and the MOUs for each represented unit.

**Los Rios Community College District
2023-2024 FINAL**

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

DRAFT

Step	AA/AS or BA/BS	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.	PhD or J.D. or D.C. or D.V.M.
	Class I(*)	Class I(a)	Class II(*)	Class II(a)	Class III(*)	Class III(a)	Class IV(*)	Class IV(a)	Class V(*)	Class V(a)
1	50,760	56,344	56,160	62,338	61,560	68,332	66,960	74,326	72,360	80,320
2	54,108	60,060	59,508	66,054	64,908	72,048	70,308	78,042	75,708	84,036
3	57,456	63,776	62,856	69,770	68,256	75,764	73,656	81,758	79,056	87,752
4	60,804	67,492	66,204	73,486	71,604	79,480	77,004	85,474	82,404	91,468
5	64,152	71,209	69,552	77,203	74,952	83,197	80,352	89,191	85,752	95,185
6	67,500	74,925	72,900	80,919	78,300	86,913	83,700	92,907	89,100	98,901
7	70,848	78,641	76,248	84,635	81,648	90,629	87,048	96,623	92,448	102,617
8	74,196	82,358	79,596	88,352	84,996	94,346	90,396	100,340	95,796	106,334
9	77,544	86,074	82,944	92,068	88,344	98,062	93,744	104,056	99,144	110,050
10	80,892	89,790	86,292	95,784	91,692	101,778	97,092	107,772	102,492	113,766
11	84,240	93,506	89,640	99,500	95,040	105,494	100,440	111,488	105,840	117,482
12	87,588	97,223	92,988	103,217	98,388	109,211	103,788	115,205	109,188	121,199
13	90,936	100,939	96,336	106,933	101,736	112,927	107,136	118,921	112,536	124,915
14	94,284	104,655	99,684	110,649	105,084	116,643	110,484	122,637	115,884	128,631
15	97,632	108,372	103,032	114,366	108,432	120,360	113,832	126,354	119,232	132,348
16	98,572	109,414	103,972	115,408	109,372	121,402	114,772	127,396	120,172	133,390
17	99,511	110,457	104,911	116,451	110,311	122,445	115,711	128,439	121,111	134,433
18	100,451	111,500	105,851	117,494	111,251	123,488	116,651	129,482	122,051	135,476
19	101,390	112,543	106,790	118,537	112,190	124,531	117,590	130,525	122,990	136,519
20	102,330	113,586	107,730	119,580	113,130	125,574	118,530	131,568	123,930	137,562
21	103,270	114,629	108,670	120,623	114,070	126,617	119,470	132,611	124,870	138,605
22	104,209	115,672	109,609	121,666	115,009	127,660	120,409	133,654	125,809	139,648
23	105,149	116,715	110,549	122,709	115,949	128,703	121,349	134,697	126,749	140,691
24	106,088	117,758	111,488	123,752	116,888	129,746	122,288	135,740	127,688	141,734
25	107,028	118,801	112,428	124,795	117,828	130,789	123,228	136,783	128,628	142,777

(*) Class columns represent the original base payrates for year 2023-2024.

(a) Class columns include a one-time only improvement of 11% to respective 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, 2023

Board approved: August 14, 2024

Faculty Salary Schedule A-164 2023-2024 FINAL

DRAFT

	Step	Class I(*)	Class I(a)	Class II(*)	Class II(a)	Class III(*)	Class III(a)	Class IV(*)	Class IV(a)	Class V(*)	Class V(a)
Annual	1	50,760.00	56,343.60	56,160.00	62,337.60	61,560.00	68,331.60	66,960.00	74,325.60	72,360.00	80,319.60
Monthly		5,076.00	5,634.36	5,616.00	6,233.76	6,156.00	6,833.16	6,696.00	7,432.56	7,236.00	8,031.96
Daily		309.51	343.56	342.44	380.11	375.37	416.66	408.29	453.20	441.22	489.75
Annual	2	54,108.00	60,059.88	59,508.00	66,053.88	64,908.00	72,047.88	70,308.00	78,041.88	75,708.00	84,035.88
Monthly		5,410.80	6,005.99	5,950.80	6,605.39	6,490.80	7,204.79	7,030.80	7,804.19	7,570.80	8,403.59
Daily		329.93	366.22	362.85	402.77	395.78	439.32	428.71	475.87	461.63	512.41
Annual	3	57,456.00	63,776.16	62,856.00	69,770.16	68,256.00	75,764.16	73,656.00	81,758.16	79,056.00	87,752.16
Monthly		5,745.60	6,377.62	6,285.60	6,977.02	6,825.60	7,576.42	7,365.60	8,175.82	7,905.60	8,775.22
Daily		350.34	388.88	383.27	425.43	416.20	461.98	449.12	498.53	482.05	535.07
Annual	4	60,804.00	67,492.44	66,204.00	73,486.44	71,604.00	79,480.44	77,004.00	85,474.44	82,404.00	91,468.44
Monthly		6,080.40	6,749.24	6,620.40	7,348.64	7,160.40	7,948.04	7,700.40	8,547.44	8,240.40	9,146.84
Daily		370.76	411.54	403.68	448.09	436.61	484.64	469.54	521.19	502.46	557.73
Annual	5	64,152.00	71,208.72	69,552.00	77,202.72	74,952.00	83,196.72	80,352.00	89,190.72	85,752.00	95,184.72
Monthly		6,415.20	7,120.87	6,955.20	7,720.27	7,495.20	8,319.67	8,035.20	8,919.07	8,575.20	9,518.47
Daily		391.17	434.20	424.10	470.75	457.02	507.30	489.95	543.85	522.88	580.39
Annual	6	67,500.00	74,925.00	72,900.00	80,919.00	78,300.00	86,913.00	83,700.00	92,907.00	89,100.00	98,901.00
Monthly		6,750.00	7,492.50	7,290.00	8,091.90	7,830.00	8,691.30	8,370.00	9,290.70	8,910.00	9,890.10
Daily		411.59	456.86	444.51	493.41	477.44	529.96	510.37	566.51	543.29	603.05
Annual	7	70,848.00	78,641.28	76,248.00	84,635.28	81,648.00	90,629.28	87,048.00	96,623.28	92,448.00	102,617.28
Monthly		7,084.80	7,864.13	7,624.80	8,463.53	8,164.80	9,062.93	8,704.80	9,662.33	9,244.80	10,261.73
Daily		432.00	479.52	464.93	516.07	497.85	552.62	530.78	589.17	563.71	625.72
Annual	8	74,196.00	82,357.56	79,596.00	88,351.56	84,996.00	94,345.56	90,396.00	100,339.56	95,796.00	106,333.56
Monthly		7,419.60	8,235.76	7,959.60	8,835.16	8,499.60	9,434.56	9,039.60	10,033.96	9,579.60	10,633.36
Daily		452.41	502.18	485.34	538.73	518.27	575.28	551.20	611.83	584.12	648.38
Annual	9	77,544.00	86,073.84	82,944.00	92,067.84	88,344.00	98,061.84	93,744.00	104,055.84	99,144.00	110,049.84
Monthly		7,754.40	8,607.38	8,294.40	9,206.78	8,834.40	9,806.18	9,374.40	10,405.58	9,914.40	11,004.98
Daily		472.83	524.84	505.76	561.39	538.68	597.94	571.61	634.49	604.54	671.04
Annual	10	80,892.00	89,790.12	86,292.00	95,784.12	91,692.00	101,778.12	97,092.00	107,772.12	102,492.00	113,766.12
Monthly		8,089.20	8,979.01	8,629.20	9,578.41	9,169.20	10,177.81	9,709.20	10,777.21	10,249.20	11,376.61
Daily		493.24	547.50	526.17	584.05	559.10	620.60	592.02	657.15	624.95	693.70
Annual	11	84,240.00	93,506.40	89,640.00	99,500.40	95,040.00	105,494.40	100,440.00	111,488.40	105,840.00	117,482.40
Monthly		8,424.00	9,350.64	8,964.00	9,950.04	9,504.00	10,549.44	10,044.00	11,148.84	10,584.00	11,748.24
Daily		513.66	570.16	546.59	606.71	579.51	643.26	612.44	679.81	645.37	716.36
Annual	12	87,588.00	97,222.68	92,988.00	103,216.68	98,388.00	109,210.68	103,788.00	115,204.68	109,188.00	121,198.68
Monthly		8,758.80	9,722.27	9,298.80	10,321.67	9,838.80	10,921.07	10,378.80	11,520.47	10,918.80	12,119.87
Daily		534.07	592.82	567.00	629.37	599.93	665.92	632.85	702.47	665.78	739.02
Annual	13	90,936.00	100,938.96	96,336.00	106,932.96	101,736.00	112,926.96	107,136.00	118,920.96	112,536.00	124,914.96
Monthly		9,093.60	10,093.90	9,633.60	10,693.30	10,173.60	11,292.70	10,713.60	11,892.10	11,253.60	12,491.50
Daily		554.49	615.48	587.41	652.03	620.34	688.58	653.27	725.13	686.20	761.68
Annual	14	94,284.00	104,655.24	99,684.00	110,649.24	105,084.00	116,643.24	110,484.00	122,637.24	115,884.00	128,631.24
Monthly		9,428.40	10,465.52	9,968.40	11,064.92	10,508.40	11,664.32	11,048.40	12,263.72	11,588.40	12,863.12
Daily		574.90	638.14	607.83	674.69	640.76	711.24	673.68	747.79	706.61	784.34
Annual	15	97,632.00	108,371.52	103,032.00	114,365.52	108,432.00	120,359.52	113,832.00	126,353.52	119,232.00	132,347.52
Monthly		9,763.20	10,837.15	10,303.20	11,436.55	10,843.20	12,035.95	11,383.20	12,635.35	11,923.20	13,234.75
Daily		595.32	660.80	628.24	697.35	661.17	733.90	694.10	770.45	727.02	807.00
Annual	16	98,571.60	109,414.48	103,971.60	115,408.48	109,371.60	121,402.48	114,771.60	127,396.48	120,171.60	133,390.48
Monthly		9,857.16	10,941.45	10,397.16	11,540.85	10,937.16	12,140.25	11,477.16	12,739.65	12,017.16	13,339.05
Daily		601.05	667.16	633.97	703.71	666.90	740.26	699.83	776.81	732.75	813.36
Annual	17	99,511.20	110,457.43	104,911.20	116,451.43	110,311.20	122,445.43	115,711.20	128,439.43	121,111.20	134,433.43
Monthly		9,951.12	11,045.74	10,491.12	11,645.14	11,031.12	12,244.54	11,571.12	12,843.94	12,111.12	13,443.34
Daily		606.78	673.52	639.70	710.07	672.63	746.62	705.56	783.17	738.48	819.72
Annual	18	100,450.80	111,500.39	105,850.80	117,494.39	111,250.80	123,488.39	116,650.80	129,482.39	122,050.80	135,476.39
Monthly		10,045.08	11,150.04	10,585.08	11,749.44	11,125.08	12,348.84	11,665.08	12,948.24	12,205.08	13,547.64
Daily		612.50	679.88	645.43	716.43	678.36	752.98	711.29	789.53	744.21	826.08
Annual	19	101,390.40	112,543.34	106,790.40	118,537.34	112,190.40	124,531.34	117,590.40	130,525.34	122,990.40	136,519.34
Monthly		10,139.04	11,254.33	10,679.04	11,853.73	11,219.04	12,453.13	11,759.04	13,052.53	12,299.04	13,651.93
Daily		618.23	686.24	651.16	722.79	684.09	759.34	717.01	795.89	749.94	832.44
Annual	20	102,330.00	113,586.30	107,730.00	119,580.30	113,130.00	125,574.30	118,530.00	131,568.30	123,930.00	137,562.30
Monthly		10,233.00	11,358.63	10,773.00	11,958.03	11,313.00	12,557.43	11,853.00	13,156.83	12,393.00	13,756.23
Daily		623.96	692.60	656.89	729.15	689.82	765.70	722.74	802.25	755.67	838.79
Annual	21	103,269.60	114,629.26	108,669.60	120,623.26	114,069.60	126,617.26	119,469.60	132,611.26	124,869.60	138,605.26
Monthly		10,326.96	11,462.93	10,866.96	12,062.33	11,406.96	12,661.73	11,946.96	13,261.13	12,486.96	13,860.53
Daily		629.69	698.96	662.62	735.51	695.55	772.06	728.47	808.61	761.40	845.15
Annual	22	104,209.20	115,672.21	109,609.20	121,666.21	115,009.20	127,660.21	120,409.20	133,654.21	125,809.20	139,648.21
Monthly		10,420.92	11,567.22	10,960.92	12,166.62	11,500.92	12,766.02	12,040.92	13,365.42	12,580.92	13,964.82
Daily		635.42	705.32	668.35	741.87	701.28	778.42	734.20	814.96	767.13	851.51
Annual	23	105,148.80	116,715.17	110,548.80	122,709.17	115,948.80	128,703.17	121,348.80	134,697.17	126,748.80	140,691.17
Monthly		10,514.88	11,671.52	11,054.88	12,270.92	11,594.88	12,870.32	12,134.88	13,469.72	12,674.88	14,069.12
Daily		641.15	711.68	674.08	748.23	707.00	784.78	739.93	821.32	772.86	857.87
Annual	24	106,088.40	117,758.12	111,488.40	123,752.12	116,888.40	129,746.12	122,288.40	135,740.12	127,688.40	141,734.12
Monthly		10,608.84	11,775.81	11,148.84	12,375.21	11,688.40	12,974.61	12,228.40	13,574.01	12,768.40	14,173.41
Daily		646.88	718.04	679.81	754.59	712.73	791.13	745.66	827.68	778.59	864.23
Annual	25	107,028.00	118,801.08	112,428.00	124,795.08	117,828.00	130,789.08	123,228.00	136,783.08	128,628.00	142,777.08
Monthly		10,702.80	11,880.11	11,242.80	12,479.51	11,782.80	13,078.91	12,322.80	13,678.31	12,862.80	14,277.71
Daily		652.61	724.40	685.54	760.95	718.46	797.49	751.39	834.04	784.32	870.59

(*) Class columns represent the original base payrates for year 2023-2024.

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**Los Rios Community College District
2023-2024 FINAL**

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

Step	AA/AS or BA/BS	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	BA/BS+78 or MA/MS+48	PhD or J.D. or D.C. or D.V.M.	PhD or J.D. or D.C. or D.V.M.
	Class I(*)	Class I(a)	Class II(*)	Class II(a)	Class III(*)	Class III(a)	Class IV(*)	Class IV(a)	Class V(*)	Class V(a)
1	53,855	59,779	59,585	66,139	65,314	72,499	71,042	78,857	76,772	85,217
2	57,407	63,722	63,137	70,082	68,866	76,441	74,596	82,801	80,324	89,160
3	60,960	67,665	66,689	74,025	72,418	80,384	78,148	86,744	83,876	93,102
4	64,512	71,608	70,241	77,968	75,970	84,327	81,700	90,687	87,428	97,045
5	68,064	75,551	73,793	81,910	79,523	88,270	85,252	94,630	90,980	100,988
6	71,616	79,494	77,345	85,853	83,075	92,213	88,804	98,573	94,532	104,931
7	75,168	83,436	80,897	89,796	86,627	96,156	92,356	102,515	98,086	108,875
8	78,720	87,379	84,450	93,739	90,179	100,099	95,908	106,458	101,638	112,818
9	82,272	91,322	88,002	97,682	93,731	104,041	99,460	110,401	105,190	116,761
10	85,824	95,265	91,554	101,625	97,283	107,984	103,013	114,344	108,742	120,704
11	89,376	99,208	95,106	105,568	100,835	111,927	106,565	118,287	112,294	124,646
12	92,929	103,151	98,658	109,510	104,387	115,870	110,117	122,230	115,846	128,589
13	96,481	107,094	102,210	113,453	107,940	119,813	113,669	126,173	119,398	132,532
14	100,033	111,036	105,762	117,396	111,492	123,756	117,221	130,115	122,950	136,475
15	103,585	114,979	109,314	121,339	115,044	127,699	120,773	134,058	126,503	140,418
16	104,582	116,086	110,311	122,445	116,041	128,805	121,770	135,165	127,499	141,524
17	105,579	117,192	111,308	123,552	117,037	129,912	122,767	136,271	128,496	142,631
18	106,575	118,299	112,305	124,658	118,034	131,018	123,764	137,378	129,493	143,737
19	107,572	119,405	113,302	125,765	119,031	132,125	124,761	138,484	130,490	144,844
20	108,569	120,512	114,299	126,871	120,028	133,231	125,757	139,591	131,487	145,950
21	109,566	121,618	115,295	127,978	121,025	134,338	126,754	140,697	132,484	147,057
22	110,564	122,726	116,292	129,084	122,022	135,444	127,751	141,804	133,480	148,163
23	111,561	123,832	117,289	130,191	123,018	136,551	128,748	142,910	134,477	149,270
24	112,558	124,939	118,287	131,299	124,015	137,657	129,745	144,017	135,474	150,376
25	113,554	126,045	119,284	132,405	125,012	138,764	130,742	145,123	136,471	151,483

(*) Class columns represent the original base payrates for year 2023-2024.

(a) Class columns include a one-time only improvement of 11% to respective 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, 2023

Board approved: August 14, 2024

Faculty Salary Schedule A-174 2023-2024 FINAL

DRAFT

	Step	Class I(*)	Class I(a)	Class II(*)	Class II(a)	Class III(*)	Class III(a)	Class IV(*)	Class IV(a)	Class V(*)	Class V(a)
Annual	1	53,855.28	59,779.36	59,584.68	66,138.99	65,314.08	72,498.63	71,042.40	78,857.06	76,771.80	85,216.70
Monthly		4,487.94	4,981.61	4,965.39	5,511.58	5,442.84	6,041.55	5,920.20	6,571.42	6,397.65	7,101.39
Daily		309.51	343.56	342.44	380.11	375.37	416.66	408.29	453.20	441.22	489.75
Annual	2	57,407.40	63,722.21	63,136.80	70,081.85	68,866.20	76,441.48	74,595.60	82,801.12	80,323.92	89,159.55
Monthly		4,783.95	5,310.18	5,261.40	5,840.15	5,738.85	6,370.12	6,216.30	6,900.09	6,693.66	7,429.96
Daily		329.93	366.22	362.86	402.77	395.78	439.32	428.71	475.87	461.63	512.41
Annual	3	60,959.52	67,665.07	66,688.92	74,024.70	72,418.32	80,384.34	78,147.72	86,743.97	83,876.04	93,102.40
Monthly		5,079.96	5,638.76	5,557.41	6,168.73	6,034.86	6,698.70	6,512.31	7,228.66	6,989.67	7,758.53
Daily		350.34	388.88	383.27	425.43	416.20	461.98	449.12	498.53	482.05	535.07
Annual	4	64,511.64	71,607.92	70,241.04	77,967.55	75,970.44	84,327.19	81,699.84	90,686.82	87,428.16	97,045.26
Monthly		5,375.97	5,967.33	5,853.42	6,497.30	6,330.87	7,027.27	6,808.32	7,557.24	7,285.68	8,087.11
Daily		370.76	411.54	403.68	448.09	436.61	484.64	469.54	521.19	502.46	557.73
Annual	5	68,063.76	75,550.77	73,793.16	81,910.41	79,522.56	88,270.04	85,251.96	94,629.68	90,980.28	100,988.11
Monthly		5,671.98	6,295.90	6,149.43	6,825.87	6,626.88	7,355.84	7,104.33	7,885.81	7,581.69	8,415.68
Daily		391.17	434.20	424.10	470.75	457.03	507.30	489.95	543.85	522.88	580.39
Annual	6	71,615.88	79,493.63	77,345.28	85,853.26	83,074.68	92,212.89	88,804.08	98,572.53	94,532.40	104,930.96
Monthly		5,967.99	6,624.47	6,445.44	7,154.44	6,922.89	7,684.41	7,400.34	8,214.38	7,877.70	8,744.25
Daily		411.59	456.86	444.51	493.41	477.44	529.96	510.37	566.51	543.29	603.05
Annual	7	75,168.00	83,436.48	80,897.40	89,796.11	86,626.80	96,155.75	92,356.20	102,515.38	98,085.60	108,875.02
Monthly		6,264.00	6,953.04	6,741.45	7,483.01	7,218.90	8,012.98	7,696.35	8,542.95	8,173.80	9,072.92
Daily		432.00	479.52	464.93	516.07	497.86	552.62	530.78	589.17	563.71	625.72
Annual	8	78,720.12	87,379.33	84,449.52	93,738.97	90,178.92	100,098.60	95,908.32	106,458.24	101,637.72	112,817.87
Monthly		6,560.01	7,281.61	7,037.46	7,811.58	7,514.91	8,341.55	7,992.36	8,871.52	8,469.81	9,401.49
Daily		452.41	502.18	485.34	538.73	518.27	575.28	551.20	611.83	584.12	648.38
Annual	9	82,272.24	91,322.19	88,001.64	97,681.82	93,731.04	104,041.45	99,460.44	110,401.09	105,189.84	116,760.72
Monthly		6,856.02	7,610.18	7,333.47	8,140.15	7,810.92	8,670.12	8,288.37	9,200.09	8,765.82	9,730.06
Daily		472.83	524.84	505.76	561.39	538.68	597.94	571.61	634.49	604.54	671.04
Annual	10	85,824.36	95,265.04	91,553.76	101,624.67	97,283.16	107,984.31	103,012.56	114,343.94	108,741.96	120,703.58
Monthly		7,152.03	7,938.75	7,629.48	8,468.72	8,106.93	8,998.69	8,584.38	9,528.66	9,061.83	10,058.63
Daily		493.24	547.50	526.17	584.05	559.10	620.60	592.03	657.15	624.95	693.70
Annual	11	89,376.48	99,207.89	95,105.88	105,567.53	100,835.28	111,927.16	106,564.68	118,286.79	112,294.08	124,646.43
Monthly		7,448.04	8,267.32	7,925.49	8,797.29	8,402.94	9,327.26	8,880.39	9,857.23	9,357.84	10,387.20
Daily		513.66	570.16	546.59	606.71	579.51	643.26	612.44	679.81	645.37	716.36
Annual	12	92,928.60	103,150.75	98,658.00	109,510.38	104,387.40	115,870.01	110,116.80	122,229.65	115,846.20	128,589.28
Monthly		7,744.05	8,595.90	8,221.50	9,125.87	8,698.95	9,655.83	9,176.40	10,185.80	9,653.85	10,715.77
Daily		534.07	592.82	567.00	629.37	599.93	665.92	632.86	702.47	665.78	739.02
Annual	13	96,480.72	107,093.60	102,210.12	113,453.23	107,939.52	119,812.87	113,668.92	126,172.50	119,398.32	132,532.14
Monthly		8,040.06	8,924.47	8,517.51	9,454.44	8,994.96	9,984.41	9,472.41	10,514.38	9,949.86	11,044.35
Daily		554.49	615.48	587.41	652.03	620.34	688.58	653.27	725.13	686.20	761.68
Annual	14	100,032.84	111,036.45	105,762.24	117,396.09	111,491.64	123,755.72	117,221.04	130,115.35	122,950.44	136,474.99
Monthly		8,336.07	9,253.04	8,813.52	9,783.01	9,290.97	10,312.98	9,768.42	10,842.95	10,245.87	11,372.92
Daily		574.90	638.14	607.83	674.69	640.76	711.24	673.68	747.79	706.61	784.34
Annual	15	103,584.96	114,979.31	109,314.36	121,338.94	115,043.76	127,698.57	120,773.16	134,058.21	126,502.56	140,417.84
Monthly		8,632.08	9,581.61	9,109.53	10,111.58	9,586.98	10,641.55	10,064.43	11,171.52	10,541.88	11,701.49
Daily		595.32	660.80	628.24	697.35	661.17	733.90	694.10	770.45	727.03	807.00
Annual	16	104,581.80	116,085.80	110,311.20	122,445.43	116,040.60	128,805.07	121,770.00	135,164.70	127,499.40	141,524.33
Monthly		8,715.15	9,673.82	9,192.60	10,203.79	9,670.05	10,733.76	10,147.50	11,263.73	10,624.95	11,793.69
Daily		601.04	667.16	633.97	703.71	666.90	740.26	699.83	776.81	732.76	813.36
Annual	17	105,578.64	117,192.29	111,308.04	123,551.92	117,037.44	129,911.56	122,766.84	136,271.19	128,496.24	142,630.83
Monthly		8,798.22	9,766.02	9,275.67	10,295.99	9,753.12	10,825.96	10,230.57	11,355.93	10,708.02	11,885.90
Daily		606.77	673.52	639.70	710.07	672.63	746.62	705.56	783.17	738.48	819.72
Annual	18	106,575.48	118,298.78	112,304.88	124,658.42	118,034.28	131,018.05	123,763.68	137,377.68	129,493.08	143,737.32
Monthly		8,881.29	9,858.23	9,358.74	10,388.20	9,836.19	10,918.17	10,313.64	11,448.14	10,791.09	11,978.11
Daily		612.50	679.88	645.43	716.43	678.36	752.98	711.29	789.53	744.21	826.08
Annual	19	107,572.32	119,405.28	113,301.72	125,764.91	119,031.12	132,124.54	124,760.52	138,484.18	130,489.92	144,843.81
Monthly		8,964.36	9,950.44	9,441.81	10,480.41	9,919.26	11,010.38	10,396.71	11,540.35	10,874.16	12,070.32
Daily		618.23	686.24	651.16	722.79	684.09	759.34	717.01	795.89	749.94	832.44
Annual	20	108,569.16	120,511.77	114,298.56	126,871.40	120,027.96	133,231.04	125,757.36	139,590.67	131,486.76	145,950.30
Monthly		9,047.43	10,042.65	9,524.88	10,572.62	10,002.33	11,102.59	10,479.78	11,632.56	10,957.23	12,162.53
Daily		623.96	692.60	656.89	729.15	689.82	765.70	722.74	802.25	755.67	838.79
Annual	21	109,566.00	121,618.26	115,295.40	127,977.89	121,024.80	134,337.53	126,754.20	140,697.16	132,483.60	147,056.80
Monthly		9,130.50	10,134.86	9,607.95	10,664.82	10,085.40	11,194.79	10,562.85	11,724.76	11,040.30	12,254.73
Daily		629.69	698.96	662.62	735.51	695.54	772.05	728.47	808.60	761.40	845.15
Annual	22	110,563.92	122,725.95	116,292.24	129,084.39	122,021.64	135,444.02	127,751.04	141,803.65	133,480.44	148,163.29
Monthly		9,213.66	10,227.16	9,691.02	10,757.03	10,168.47	11,287.00	10,645.92	11,816.97	11,123.37	12,346.94
Daily		635.42	705.32	668.35	741.86	701.27	778.41	734.20	814.96	767.13	851.51
Annual	23	111,560.76	123,832.44	117,289.08	130,190.88	123,018.48	136,550.51	128,747.88	142,910.15	134,477.28	149,269.78
Monthly		9,296.73	10,319.37	9,774.09	10,849.24	10,251.54	11,379.21	10,728.99	11,909.18	11,206.44	12,439.15
Daily		641.15	711.68	674.08	748.22	707.00	784.77	739.93	821.32	772.86	857.87
Annual	24	112,557.60	124,938.94	118,287.00	131,298.57	124,015.32	137,657.01	129,744.72	144,016.64	135,474.12	150,376.27
Monthly		9,379.80	10,411.58	9,857.25	10,941.55	10,334.61	11,471.42	10,812.06	12,001.39	11,289.51	12,531.36
Daily		646.88	718.04	679.81	754.59	712.73	791.13	745.66	827.68	778.59	864.23
Annual	25	113,554.44	126,045.43	119,283.84	132,405.06	125,012.16	138,763.50	130,741.56	145,123.13	136,470.96	151,482.77
Monthly		9,462.87	10,503.79	9,940.32	11,033.76	10,417.68	11,563.63	10,895.13	12,093.59	11,372.58	12,623.56
Daily		652.61	724.40	685.54	760.95	718.46	797.49	751.39	834.04	784.32	870.59

(*) Class columns represent the original base payrates for year 2023-2024.

(a) Class columns include a one-time only improvement of 11% to respective step.

**Los Rios Community College District
2023-2024 FINAL**

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

DRAFT

Step	AA/AS or BA/BS	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	BA/BS+78 or MA/MS+48	PhD, J.D., M.D., D.C. or D.V.M.	PhD, J.D., M.D., D.C. or D.V.M.
	Class I(*)	Class I(a)	Class II(*)	Class II(a)	Class III(*)	Class III(a)	Class IV(*)	Class IV(a)	Class V(*)	Class V(a)
Lecture 1	70.50	78.26	78.00	86.58	85.50	94.91	93.00	103.23	100.50	111.56
Lab (Sci)	56.40	62.61	62.40	69.26	68.40	75.93	74.40	82.58	80.40	89.25
Lab	52.88	58.70	58.50	64.94	64.13	71.18	69.75	77.42	75.38	83.67
Lecture 2	75.15	83.42	82.65	91.74	90.15	100.07	97.65	108.39	105.15	116.72
Lab (Sci)	60.12	66.74	66.12	73.39	72.12	80.06	78.12	86.71	84.12	93.38
Lab	56.36	62.57	61.99	68.81	67.61	75.05	73.24	81.29	78.86	87.54
Lecture 3	79.80	88.58	87.30	96.90	94.80	105.23	102.30	113.55	109.80	121.88
Lab (Sci)	63.84	70.86	69.84	77.52	75.84	84.18	81.84	90.84	87.84	97.50
Lab	59.85	66.44	65.48	72.68	71.10	78.92	76.73	85.16	82.35	91.41
Lecture 4	84.45	93.74	91.95	102.06	99.45	110.39	106.95	118.71	114.45	127.04
Lab (Sci)	67.56	74.99	73.56	81.65	79.56	88.31	85.56	94.97	91.56	101.63
Lab	63.34	70.31	68.96	76.55	74.59	82.79	80.21	89.03	85.84	95.28
Lecture 5	89.10	98.90	96.60	107.23	104.10	115.55	111.60	123.88	119.10	132.20
Lab (Sci)	71.28	79.12	77.28	85.78	83.28	92.44	89.28	99.10	95.28	105.76
Lab	66.83	74.18	72.45	80.42	78.08	86.66	83.70	92.91	89.33	99.15
Lecture 6	93.75	104.06	101.25	112.39	108.75	120.71	116.25	129.04	123.75	137.36
Lab (Sci)	75.00	83.25	81.00	89.91	87.00	96.57	93.00	103.23	99.00	109.89
Lab	70.31	78.05	75.94	84.29	81.56	90.53	87.19	96.78	92.81	103.02
Lecture 7	98.40	109.22	105.90	117.55	113.40	125.87	120.90	134.20	128.40	142.52
Lab (Sci)	78.72	87.38	84.72	94.04	90.72	100.70	96.72	107.36	102.72	114.02
Lab	73.80	81.92	79.43	88.16	85.05	94.40	90.68	100.65	96.30	106.89
Lecture 8	103.05	114.39	110.55	122.71	118.05	131.04	125.55	139.36	133.05	147.69
Lab (Sci)	82.44	91.51	88.44	98.17	94.44	104.83	100.44	111.49	106.44	118.15
Lab	77.29	85.79	82.91	92.03	88.54	98.28	94.16	104.52	99.79	110.77
Lecture 9	107.70	119.55	115.20	127.87	122.70	136.20	130.20	144.52	137.70	152.85
Lab (Sci)	86.16	95.64	92.16	102.30	98.16	108.96	104.16	115.62	110.16	122.28
Lab	80.78	89.66	86.40	95.90	92.03	102.15	97.65	108.39	103.28	114.64
Lecture 10	112.35	124.71	119.85	133.03	127.35	141.36	134.85	149.68	142.35	158.01
Lab (Sci)	89.88	99.77	95.88	106.42	101.88	113.09	107.88	119.74	113.88	126.41
Lab	84.26	93.53	89.89	99.77	95.51	106.02	101.14	112.26	106.76	118.51
Lecture 11	117.00	129.87	124.50	138.20	132.00	146.52	139.50	154.85	147.00	163.17
Lab (Sci)	93.60	103.90	99.60	110.56	105.60	117.22	111.60	123.88	117.60	130.54
Lab	87.75	97.40	93.38	103.65	99.00	109.89	104.63	116.14	110.25	122.38
Lecture 12	121.65	135.03	129.15	143.36	136.65	151.68	144.15	160.01	151.65	168.33
Lab (Sci)	97.32	108.02	103.32	114.69	109.32	121.34	115.32	128.01	121.32	134.66
Lab	91.24	101.27	96.86	107.52	102.49	113.76	108.11	120.01	113.74	126.25
Lecture 13	126.30	140.19	133.80	148.52	141.30	156.84	148.80	165.17	156.30	173.49
Lab (Sci)	101.04	112.15	107.04	118.82	113.04	125.47	119.04	132.14	125.04	138.79
Lab	94.73	105.14	100.35	111.39	105.98	117.63	111.60	123.88	117.23	130.12
Lecture 14	130.95	145.35	138.45	153.68	145.95	162.00	153.45	170.33	160.95	178.65
Lab (Sci)	104.76	116.28	110.76	122.94	116.76	129.60	122.76	136.26	128.76	142.92
Lab	98.21	109.01	103.84	115.26	109.46	121.50	115.09	127.75	120.71	133.99
Lecture 15	135.60	150.52	143.10	158.84	150.60	167.17	158.10	175.49	165.60	183.82
Lab (Sci)	108.48	120.42	114.48	127.07	120.48	133.74	126.48	140.39	132.48	147.06
Lab	101.70	112.89	107.33	119.13	112.95	125.38	118.58	131.62	124.20	137.87
Lecture 16	136.90	151.96	144.41	160.30	151.90	168.61	159.41	176.95	166.90	185.26
Lab (Sci)	109.52	121.57	115.53	128.24	121.52	134.89	127.53	141.56	133.52	148.21
Lab	102.68	113.97	108.31	120.23	113.93	126.46	119.56	132.71	125.18	138.95
Lecture 17	138.21	153.41	145.71	161.74	153.21	170.06	160.71	178.39	168.21	186.71
Lab (Sci)	110.57	122.73	116.57	129.39	122.57	136.05	128.57	142.71	134.57	149.37
Lab	103.66	115.06	109.28	121.31	114.91	127.55	120.53	133.79	126.16	140.03
Lecture 18	139.51	154.86	147.02	163.19	154.52	171.52	162.01	179.83	169.52	188.17
Lab (Sci)	111.61	123.89	117.62	130.55	123.62	137.22	129.61	143.86	135.62	150.54
Lab	104.63	116.15	110.27	122.39	115.89	128.64	121.51	134.87	127.14	141.13
Lecture 19	140.82	156.31	148.32	164.64	155.82	172.96	163.32	181.29	170.82	189.61
Lab (Sci)	112.66	125.05	118.66	131.71	124.66	138.37	130.66	145.03	136.66	151.69
Lab	105.62	117.23	111.24	123.48	116.87	129.72	122.49	135.97	128.12	142.21
Lecture 20	142.13	157.76	149.62	166.08	157.13	174.41	164.62	182.73	172.13	191.06
Lab (Sci)	113.70	126.21	119.70	132.86	125.70	139.53	131.70	146.18	137.70	152.85
Lab	106.60	118.32	112.22	124.56	117.85	130.81	123.47	137.05	129.10	143.30
Lecture 21	143.43	159.21	150.93	167.53	158.43	175.86	165.93	184.18	173.43	192.51
Lab (Sci)	114.74	127.37	120.74	134.02	126.74	140.69	132.74	147.34	138.74	154.01
Lab	107.57	119.41	113.20	125.65	118.82	131.90	124.45	138.14	130.07	144.38
Lecture 22	144.73	160.65	152.24	168.99	159.73	177.30	167.24	185.64	174.73	193.95
Lab (Sci)	115.78	128.52	121.79	135.19	127.78	141.84	133.79	148.51	139.78	155.16
Lab	108.55	120.49	114.18	126.74	119.80	132.98	125.43	139.23	131.05	145.46
Lecture 23	146.04	162.10	153.54	170.43	161.04	178.75	168.54	187.08	176.04	195.40
Lab (Sci)	116.83	129.68	122.83	136.34	128.83	143.00	134.83	149.66	140.83	156.32
Lab	109.53	121.58	115.16	127.82	120.78	134.06	126.41	140.31	132.03	146.55
Lecture 24	147.34	163.55	154.85	171.88	162.35	180.21	169.84	188.52	177.35	196.86
Lab (Sci)	117.87	130.84	123.88	137.50	129.88	144.17	135.87	150.82	141.88	157.49
Lab	110.51	122.66	116.14	128.91	121.76	135.16	127.38	141.39	133.01	147.65
Lecture 25	148.65	165.00	156.15	173.33	163.65	181.65	171.15	189.98	178.65	198.30
Lab (Sci)	118.92	132.00	124.92	138.66	130.92	145.32	136.92	151.98	142.92	158.64
Lab	111.49	123.75	117.11	130.00	122.74	136.24	128.36	142.49	133.99	148.73

(*) Class columns represent the original base payrates for year 2023-2024.

(a) Class columns include a one-time only improvement of 11% to respective step.

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.

"Lab (Sci)" equates to .80 of a lecture hour. This lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

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)

**Los Rios Community College District
2023-2024 FINAL**

**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)**

DRAFT

Step	AA/AS or BA/BS	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	BA/BS+78 or MA/MS+48	PhD, J.D., M.D., D.C. or D.V.M.	PhD, J.D., M.D., D.C. or D.V.M.
	Class I(*)	Class I(a)	Class II(*)	Class II(a)	Class III(*)	Class III(a)	Class IV(*)	Class IV(a)	Class V(*)	Class V(a)
1	41.27	45.81	45.66	50.68	50.05	55.56	54.44	60.43	58.83	65.30
2	43.99	48.83	48.38	53.70	52.77	58.57	57.16	63.45	61.55	68.32
3	46.71	51.85	51.11	56.73	55.49	61.59	59.89	66.48	64.27	71.34
4	49.43	54.87	53.83	59.75	58.21	64.61	62.61	69.50	66.99	74.36
5	52.15	57.89	56.55	62.77	60.93	67.63	65.33	72.52	69.71	77.38
6	54.87	60.91	59.27	65.79	63.66	70.66	68.05	75.54	72.44	80.41
7	57.60	63.94	61.99	68.81	66.38	73.68	70.77	78.55	75.16	83.43
8	60.32	66.96	64.71	71.83	69.10	76.70	73.49	81.57	77.88	86.45
9	63.04	69.97	67.44	74.86	71.82	79.72	76.22	84.60	80.60	89.47
10	65.76	72.99	70.16	77.88	74.54	82.74	78.94	87.62	83.32	92.49
11	68.48	76.01	72.88	80.90	77.26	85.76	81.66	90.64	86.05	95.52
12	71.20	79.03	75.60	83.92	80.00	88.80	84.38	93.66	88.78	98.55
13	73.94	82.07	78.32	86.94	82.72	91.82	87.10	96.68	91.50	101.57
14	76.66	85.09	81.04	89.95	85.44	94.84	89.82	99.70	94.22	104.58
15	79.38	88.11	83.76	92.97	88.16	97.86	92.55	102.73	96.94	107.60
16	80.14	88.96	84.53	93.83	88.92	98.70	93.31	103.57	97.70	108.45
17	80.90	89.80	85.30	94.68	89.68	99.54	94.08	104.43	98.46	109.29
18	81.67	90.65	86.05	95.52	90.45	100.40	94.83	105.26	99.23	110.15
19	82.43	91.50	86.82	96.37	91.22	101.25	95.60	106.12	100.00	111.00
20	83.19	92.34	87.59	97.22	91.97	102.09	96.37	106.97	100.75	111.83
21	83.96	93.20	88.34	98.06	92.74	102.94	97.12	107.80	101.52	112.69
22	84.73	94.05	89.11	98.91	93.51	103.80	97.89	108.66	102.29	113.54
23	85.48	94.88	89.88	99.77	94.26	104.63	98.66	109.51	103.04	114.37
24	86.25	95.74	90.64	100.61	95.03	105.48	99.42	110.36	103.81	115.23
25	87.02	96.59	91.40	101.45	95.80	106.34	100.18	111.20	104.58	116.08

(*) Class columns represent the original base payrates for year 2023-2024.

(a) Class columns include a one-time only improvement of 11% to respective step.

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

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

Retroactive to: August 17, 2023

Board approved: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT

2023-2024 Final

Management Salary Schedule

DRAFT

Title/Job Code	Frequency	Range	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)
Deputy Chancellor/ Executive Vice Chancellor (679)	Annual	C	266,752.51	296,095.29	272,087.56	302,017.20	277,529.31	308,057.54	283,079.90	314,218.69	288,741.50	320,503.06
	Monthly		22,229.38	24,674.61	22,673.96	25,168.10	23,127.44	25,671.46	23,589.99	26,184.89	24,061.79	26,708.59
Vice Chancellor/College President/ Chief Contract Manager (679)	Annual	B	247,140.36	274,325.80	252,083.17	279,812.32	257,124.83	285,408.57	262,267.33	291,116.74	267,512.68	296,939.07
	Monthly		20,595.03	22,860.48	21,006.93	23,317.69	21,427.07	23,784.05	21,855.61	24,259.73	22,292.72	24,744.92
Associate Vice Chancellor/ General Counsel/ Chief of Police (679)	Annual	A	211,231.25	234,466.67	215,455.88	239,156.00	219,765.00	243,939.12	224,160.30	248,817.90	228,643.51	253,794.26
	Monthly		17,602.60	19,538.89	17,954.66	19,929.67	18,313.75	20,328.26	18,680.03	20,734.83	19,053.63	21,149.52
Director/Manager I/ Vice President (674)	Annual	1	184,113.67	204,366.16	187,795.94	208,453.48	191,551.86	212,622.55	195,382.90	216,875.00	199,290.56	221,212.50
	Monthly		15,342.81	17,030.51	15,649.66	17,371.12	15,962.66	17,718.55	16,281.91	18,072.92	16,607.55	18,434.38
Director/Manager II/ Associate Vice President (672)	Annual	2	172,631.26	191,620.70	176,083.89	195,453.11	179,605.57	199,362.17	183,197.68	203,349.41	186,861.63	207,416.40
	Monthly		14,385.94	15,968.39	14,673.66	16,287.76	14,967.13	16,613.51	15,266.47	16,945.78	15,571.80	17,284.70
Director/Manager III/ Dean (670)	Annual	3	161,864.96	179,670.11	165,102.26	183,263.51	168,404.31	186,928.78	171,772.40	190,667.36	175,207.85	194,480.71
	Monthly		13,488.75	14,972.51	13,758.52	15,271.96	14,033.69	15,577.40	14,314.37	15,888.95	14,600.65	16,206.73
Director/Manager IV/ Associate Dean (668)	Annual	4	151,770.12	168,464.83	154,805.52	171,834.13	157,901.63	175,270.81	161,059.66	178,776.23	164,280.86	182,351.75
	Monthly		12,647.51	14,038.74	12,900.46	14,319.51	13,158.47	14,605.90	13,421.64	14,898.02	13,690.07	15,195.98
Director/Manager V (664)	Annual	5	131,671.50	146,155.36	134,304.93	149,078.47	136,991.03	152,060.04	139,730.85	155,101.24	142,525.47	158,203.26
	Monthly		10,972.63	12,179.61	11,192.08	12,423.21	11,415.92	12,671.67	11,644.24	12,925.10	11,877.12	13,183.61
Director/Manager VI (663)	Annual	6	123,459.70	137,040.26	125,928.89	139,781.07	128,447.47	142,576.69	131,016.42	145,428.22	133,636.75	148,336.78
	Monthly		10,288.31	11,420.02	10,494.07	11,648.42	10,703.96	11,881.39	10,918.04	12,119.02	11,136.40	12,361.40
Director/Manager VII (662)	Annual	7	113,665.48	126,168.69	115,938.79	128,692.06	118,257.57	131,265.90	120,622.72	133,891.22	123,035.17	136,569.04
	Monthly		9,472.12	10,514.06	9,661.57	10,724.34	9,854.80	10,938.83	10,051.89	11,157.60	10,252.93	11,380.75
Director/Manager VIII (665)	Annual	8	106,576.64	118,300.08	108,708.17	120,666.08	110,882.33	123,079.40	113,099.98	125,540.99	115,361.98	128,051.81
	Monthly		8,881.39	9,858.34	9,059.01	10,055.51	9,240.19	10,256.62	9,425.00	10,461.75	9,613.50	10,670.98
Director/Manager IX (669)	Annual	9	99,929.90	110,922.20	101,928.50	113,140.64	103,967.07	115,403.45	106,046.41	117,711.52	108,167.34	120,065.75
	Monthly		8,327.49	9,243.52	8,494.04	9,428.39	8,663.92	9,616.95	8,837.20	9,809.29	9,013.95	10,005.48
Director/Manager X (675)	Annual	10	93,697.70	104,004.45	95,571.65	106,084.54	97,483.08	108,206.23	99,432.74	110,370.35	101,421.39	112,577.76
	Monthly		7,808.14	8,667.04	7,964.30	8,840.38	8,123.59	9,017.19	8,286.06	9,197.53	8,451.78	9,381.48

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

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

An Additional increment of 4% (12.486%) will be awarded after 20 years.

An Additional increment of 2% (14.736%) will be awarded after 25 years.

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

For Ranges A, B and C, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Deputy Chancellor, Executive Vice Chancellor, Vice Chancellor, College President, Chief Contract Manager, Associate Vice Chancellor, General Counsel.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$4,014.64, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2023-2024: \$4,456.25 (\$4,014.64 + 11% OSSP).

Retroactive to: July 1, 2023

Board approved: August 14, 2024

Los Rios Community College District
2023-2024 Final
Interim Management (Faculty to Manager) Salary Schedule
DRAFT

Title	Range		Base Salary Step (*)	Base Salary Step (a)	Base Salary Step + Ed Inc (*)	Base Salary Step + Ed Inc (a)
Director/Manager I/ Vice President (674)	11A	Annual	162,020.03	179,842.23	166,034.67	184,298.48
		Monthly	16,202.00	17,984.22	16,603.47	18,429.85
		Daily	871.08	966.89	892.66	990.85
Director/Manager II/Assoc. VP (672)	11	Annual	151,915.51	168,626.22	155,930.15	173,082.47
		Monthly	15,191.55	16,862.62	15,593.02	17,308.25
		Daily	816.75	906.59	838.33	930.55
Director/Manager III/ Dean (670)	12	Annual	142,441.16	158,109.69	146,455.80	162,565.94
		Monthly	14,244.12	15,810.97	14,645.58	16,256.59
		Daily	765.81	850.05	787.40	874.01
Director/Manager IV/ Assoc. Dean (668)	13	Annual	133,557.71	148,249.06	137,572.35	152,705.31
		Monthly	13,355.77	14,824.91	13,757.24	15,270.53
		Daily	718.05	797.04	739.64	821.00
Director/Manager V (664)	14	Annual	115,870.92	128,616.72	119,885.56	133,072.97
		Monthly	11,587.09	12,861.67	11,988.56	13,307.30
		Daily	622.96	691.49	644.55	715.45
Director/Manager VI (663)	15	Annual	108,644.54	120,595.44	112,659.18	125,051.69
		Monthly	10,864.45	12,059.54	11,265.92	12,505.17
		Daily	584.11	648.36	605.69	672.32
Director/Manager VII (662)	16	Annual	100,025.62	111,028.44	104,040.26	115,484.69
		Monthly	10,002.56	11,102.84	10,404.03	11,548.47
		Daily	537.77	596.93	559.36	620.89
Director/Manager VIII (665)	17	Annual	93,787.44	104,104.06	97,802.08	108,560.31
		Monthly	9,378.74	10,410.41	9,780.21	10,856.03
		Daily	504.23	559.70	525.82	583.66
Director/Manager IX (669)	18	Annual	87,938.31	97,611.52	91,952.95	102,067.77
		Monthly	8,793.83	9,761.15	9,195.30	10,206.78
		Daily	472.79	524.79	494.37	548.75
Director/Manager X (675)	19	Annual	82,453.98	91,523.92	86,468.62	95,980.17
		Monthly	8,245.40	9,152.39	8,646.86	9,598.02
		Daily	443.30	492.06	464.89	516.02

(*) Columns represent the original base payrates for year 2023-2024.

(a) Columns include a one-time improvement of 11%

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

An Additional increment of 4% (12.486%) will be awarded after 20 years.

An Additional increment of 2% (14.736%) will be awarded after 25 years.

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

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$4,014.64, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2023-2024: **\$4,456.25** (\$4,014.64 + 11% OSSP).

Retroactive to: July 1, 2023

Board approved: August 14, 2024

**Los Rios Community College District
2023-2024 Final**

Salary Ranges for Confidential Administrative Assistant Classified Positions

DRAFT

Job Code	Titles	Range	Base Annual Salary	Annual Salary with one-time 11% Improvement
0118	Confidential Administrative Assistant I	5CA	61,455 - 74,770	68,215 - 82,994
0189	Confidential Administrative Assistant II	6CA	63,913 - 77,760	70,944 - 86,314
0136	Confidential Administrative Assistant III	7CA	66,470 - 80,871	73,782 - 89,767
0280	Confidential Executive Assistant	10CA	74,770 - 90,969	82,994 - 100,975
0187	Confidential Staff Administrative Assistant	3CA	56,819 - 69,129	63,069 - 76,733

The salary ranges above are base amounts and do not include longevity increments.

Retroactive to: July 1, 2023

Board approved: August 14, 2024

Los Rios Community College District
2023-2024 Final
Confidential Administrative Assistant Classified
Monthly Salary Schedule

DRAFT

Range	Hourly Step 1(*)	Hourly Step 1(a)	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)
3CA	27.32	30.32	4,734.90	5,255.74	4,924.29	5,465.97	5,121.27	5,684.61	5,326.12	5,911.99	5,539.16	6,148.47	5,760.73	6,394.41
4CA	28.41	31.53	4,924.29	5,465.97	5,121.27	5,684.61	5,326.12	5,911.99	5,539.16	6,148.47	5,760.73	6,394.41	5,991.16	6,650.18
5CA	29.55	32.80	5,121.27	5,684.61	5,326.12	5,911.99	5,539.16	6,148.47	5,760.73	6,394.41	5,991.16	6,650.18	6,230.80	6,916.19
6CA	30.73	34.11	5,326.12	5,911.99	5,539.16	6,148.47	5,760.73	6,394.41	5,991.16	6,650.18	6,230.80	6,916.19	6,480.04	7,192.84
7CA	31.96	35.47	5,539.16	6,148.47	5,760.73	6,394.41	5,991.16	6,650.18	6,230.80	6,916.19	6,480.04	7,192.84	6,739.24	7,480.55
8CA	33.23	36.89	5,760.73	6,394.41	5,991.16	6,650.18	6,230.80	6,916.19	6,480.04	7,192.84	6,739.24	7,480.55	7,008.81	7,779.78
9CA	34.56	38.37	5,991.16	6,650.18	6,230.80	6,916.19	6,480.04	7,192.84	6,739.24	7,480.55	7,008.81	7,779.78	7,289.16	8,090.97
10CA	35.95	39.90	6,230.80	6,916.19	6,480.04	7,192.84	6,739.24	7,480.55	7,008.81	7,779.78	7,289.16	8,090.97	7,580.73	8,414.60
11CA	37.38	41.50	6,480.04	7,192.84	6,739.24	7,480.55	7,008.81	7,779.78	7,289.16	8,090.97	7,580.73	8,414.60	7,883.95	8,751.19
12CA	38.88	43.16	6,739.24	7,480.55	7,008.81	7,779.78	7,289.16	8,090.97	7,580.73	8,414.60	7,883.95	8,751.19	8,199.31	9,101.24
13CA	40.44	44.88	7,008.81	7,779.78	7,289.16	8,090.97	7,580.73	8,414.60	7,883.95	8,751.19	8,199.31	9,101.24	8,527.28	9,465.29
14CA	42.05	46.68	7,289.16	8,090.97	7,580.73	8,414.60	7,883.95	8,751.19	8,199.31	9,101.24	8,527.28	9,465.29	8,868.38	9,843.90
15CA	43.73	48.55	7,580.73	8,414.60	7,883.95	8,751.19	8,199.31	9,101.24	8,527.28	9,465.29	8,868.38	9,843.90	9,223.11	10,237.65
16CA	45.48	50.49	7,883.95	8,751.19	8,199.31	9,101.24	8,527.28	9,465.29	8,868.38	9,843.90	9,223.11	10,237.65	9,592.04	10,647.16
17CA	47.30	52.51	8,199.31	9,101.24	8,527.28	9,465.29	8,868.38	9,843.90	9,223.11	10,237.65	9,592.04	10,647.16	9,975.72	11,073.05
18CA	49.20	54.61	8,527.28	9,465.29	8,868.38	9,843.90	9,223.11	10,237.65	9,592.04	10,647.16	9,975.72	11,073.05	10,374.75	11,515.97

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

After 10 years of full time 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.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

Los Rios Community College District
2023-2024 Final
Confidential Administrative Assistant Classified
Annual Salary Schedule

DRAFT

Range	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)
3CA	56,819	63,069	59,092	65,592	61,455	68,215	63,913	70,944	66,470	73,782	69,129	76,733
4CA	59,092	65,592	61,455	68,215	63,913	70,944	66,470	73,782	69,129	76,733	71,894	79,802
5CA	61,455	68,215	63,913	70,944	66,470	73,782	69,129	76,733	71,894	79,802	74,770	82,994
6CA	63,913	70,944	66,470	73,782	69,129	76,733	71,894	79,802	74,770	82,994	77,760	86,314
7CA	66,470	73,782	69,129	76,733	71,894	79,802	74,770	82,994	77,760	86,314	80,871	89,767
8CA	69,129	76,733	71,894	79,802	74,770	82,994	77,760	86,314	80,871	89,767	84,106	93,357
9CA	71,894	79,802	74,770	82,994	77,760	86,314	80,871	89,767	84,106	93,357	87,470	97,092
10CA	74,770	82,994	77,760	86,314	80,871	89,767	84,106	93,357	87,470	97,092	90,969	100,975
11CA	77,760	86,314	80,871	89,767	84,106	93,357	87,470	97,092	90,969	100,975	94,607	105,014
12CA	80,871	89,767	84,106	93,357	87,470	97,092	90,969	100,975	94,607	105,014	98,392	109,215
13CA	84,106	93,357	87,470	97,092	90,969	100,975	94,607	105,014	98,392	109,215	102,327	113,583
14CA	87,470	97,092	90,969	100,975	94,607	105,014	98,392	109,215	102,327	113,583	106,421	118,127
15CA	90,969	100,975	94,607	105,014	98,392	109,215	102,327	113,583	106,421	118,127	110,677	122,852
16CA	94,607	105,014	98,392	109,215	102,327	113,583	106,421	118,127	110,677	122,852	115,104	127,766
17CA	98,392	109,215	102,327	113,583	106,421	118,127	110,677	122,852	115,104	127,766	119,709	132,877
18CA	102,327	113,583	106,421	118,127	110,677	122,852	115,104	127,766	119,709	132,877	124,497	138,192

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

After 10 years of full time 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.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

**Los Rios Community College District
2023-2024 Final
Salary Ranges for Confidential Classified Positions**

DRAFT

Job Code	Titles	Range	Base Annual Salary		Annual Salary with one-time 11% Improvement		
0286	Confidential Business Services Officer	12C	79,064	- 96,193	87,761	- 106,774	
0135	Confidential Chancellor's Executive Officer	23C	112,699	- 137,115	135,103	- 164,374	
0632	Confidential Financial Analyst (E)	19C	104,042	- 126,583	115,487	- 140,507	
0121	Confidential Human Resources Assistant I	2C	53,413	- 64,985	59,288	- 72,133	
0148	Confidential Human Resources Assistant II	3C	55,549	- 67,584	61,660	- 75,018	
0170	Confidential Human Resources Assistant III	4C	57,771	- 70,287	64,126	- 78,019	
0119	Confidential Human Resources Specialist I	5C	60,082	- 73,099	66,691	- 81,140	
0159	Confidential Human Resources Specialist II	6C	62,485	- 76,023	69,359	- 84,385	
0120	Confidential Human Resources Specialist III	8C	67,584	- 82,226	75,018	- 91,271	
0708	Confidential Principal Information Systems Auditor (E)	23C	112,699	- 137,115	135,103	- 164,374	
0638	Confidential Principal Internal Auditor (E)	20C	100,189	- 121,895	120,106	- 146,128	
0645	Confidential Senior Budget Officer (E)	21C	104,196	- 126,771	124,911	- 151,973	
0284	Confidential Senior Human Resources Officer (E)	19C	104,042	- 126,583	115,487	- 140,507	
0644	Public Information Officer (E)	18C	100,041	- 121,715	111,045	- 135,103	

The salary ranges above are base amounts and do not include longevity increments.
(E) Exempt employee - not entitled to overtime provisions.

Retroactive to: July 1, 2023
Board approved: August 14, 2024

**Los Rios Community College District
2023-2024 Final
Confidential Classified
Monthly Salary Schedule
DRAFT**

Range	Hourly Step 1(*)	Hourly Step 1(a)	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)
1C	24.69	27.41	4,279.85	4,750.64	4,451.05	4,940.67	4,629.09	5,138.29	4,814.26	5,343.83	5,006.83	5,557.59	5,207.10	5,779.88
2C	25.68	28.50	4,451.05	4,940.67	4,629.09	5,138.29	4,814.26	5,343.83	5,006.83	5,557.59	5,207.10	5,779.88	5,415.38	6,011.07
3C	26.71	29.64	4,629.09	5,138.29	4,814.26	5,343.83	5,006.83	5,557.59	5,207.10	5,779.88	5,415.38	6,011.07	5,632.00	6,251.52
4C	27.77	30.83	4,814.26	5,343.83	5,006.83	5,557.59	5,207.10	5,779.88	5,415.38	6,011.07	5,632.00	6,251.52	5,857.27	6,501.57
5C	28.89	32.06	5,006.83	5,557.59	5,207.10	5,779.88	5,415.38	6,011.07	5,632.00	6,251.52	5,857.27	6,501.57	6,091.56	6,761.64
6C	30.04	33.35	5,207.10	5,779.88	5,415.38	6,011.07	5,632.00	6,251.52	5,857.27	6,501.57	6,091.56	6,761.64	6,335.22	7,032.10
7C	31.24	34.68	5,415.38	6,011.07	5,632.00	6,251.52	5,857.27	6,501.57	6,091.56	6,761.64	6,335.22	7,032.10	6,588.63	7,313.38
8C	32.49	36.07	5,632.00	6,251.52	5,857.27	6,501.57	6,091.56	6,761.64	6,335.22	7,032.10	6,588.63	7,313.38	6,852.18	7,605.92
9C	33.79	37.51	5,857.27	6,501.57	6,091.56	6,761.64	6,335.22	7,032.10	6,588.63	7,313.38	6,852.18	7,605.92	7,126.27	7,910.16
10C	35.14	39.01	6,091.56	6,761.64	6,335.22	7,032.10	6,588.63	7,313.38	6,852.18	7,605.92	7,126.27	7,910.16	7,411.32	8,226.57
11C	36.55	40.57	6,335.22	7,032.10	6,588.63	7,313.38	6,852.18	7,605.92	7,126.27	7,910.16	7,411.32	8,226.57	7,707.77	8,555.63
12C	38.01	42.19	6,588.63	7,313.38	6,852.18	7,605.92	7,126.27	7,910.16	7,411.32	8,226.57	7,707.77	8,555.63	8,016.08	8,897.85
13C	39.53	43.88	6,852.18	7,605.92	7,126.27	7,910.16	7,411.32	8,226.57	7,707.77	8,555.63	8,016.08	8,897.85	8,336.72	9,253.76
14C	41.11	45.64	7,126.27	7,910.16	7,411.32	8,226.57	7,707.77	8,555.63	8,016.08	8,897.85	8,336.72	9,253.76	8,670.18	9,623.90
15C	42.76	47.46	7,411.32	8,226.57	7,707.77	8,555.63	8,016.08	8,897.85	8,336.72	9,253.76	8,670.18	9,623.90	9,016.99	10,008.86
16C	44.47	49.36	7,707.77	8,555.63	8,016.08	8,897.85	8,336.72	9,253.76	8,670.18	9,623.90	9,016.99	10,008.86	9,377.67	10,409.22
17C	46.25	51.33	8,016.08	8,897.85	8,336.72	9,253.76	8,670.18	9,623.90	9,016.99	10,008.86	9,377.67	10,409.22	9,752.77	10,825.58
18C	48.10	53.39	8,336.72	9,253.76	8,670.18	9,623.90	9,016.99	10,008.86	9,377.67	10,409.22	9,752.77	10,825.58	10,142.89	11,258.61
19C	50.02	55.52	8,670.18	9,623.90	9,016.99	10,008.86	9,377.67	10,409.22	9,752.77	10,825.58	10,142.89	11,258.61	10,548.60	11,708.95
20C	52.02	57.74	9,016.99	10,008.86	9,377.67	10,409.22	9,752.77	10,825.58	10,142.89	11,258.61	10,548.60	11,708.95	10,970.54	12,177.30
21C	54.10	60.05	9,377.67	10,409.22	9,752.77	10,825.58	10,142.89	11,258.61	10,548.60	11,708.95	10,970.54	12,177.30	11,409.37	12,664.40
22C	56.27	62.46	9,752.77	10,825.58	10,142.89	11,258.61	10,548.60	11,708.95	10,970.54	12,177.30	11,409.37	12,664.40	11,865.74	13,170.97
23C	58.52	64.95	10,142.89	11,258.61	10,548.60	11,708.95	10,970.54	12,177.30	11,409.37	12,664.40	11,865.74	13,170.97	12,340.37	13,697.81

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

After 10 years of full time 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.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

**Los Rios Community College District
2023-2024 Final
Confidential Classified
Annual Salary Schedule
DRAFT**

Range	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)
1C	51,358	57,008	53,413	59,288	55,549	61,660	57,771	64,126	60,082	66,691	62,485	69,359
2C	53,413	59,288	55,549	61,660	57,771	64,126	60,082	66,691	62,485	69,359	64,985	72,133
3C	55,549	61,660	57,771	64,126	60,082	66,691	62,485	69,359	64,985	72,133	67,584	75,018
4C	57,771	64,126	60,082	66,691	62,485	69,359	64,985	72,133	67,584	75,018	70,287	78,019
5C	60,082	66,691	62,485	69,359	64,985	72,133	67,584	75,018	70,287	78,019	73,099	81,140
6C	62,485	69,359	64,985	72,133	67,584	75,018	70,287	78,019	73,099	81,140	76,023	84,385
7C	64,985	72,133	67,584	75,018	70,287	78,019	73,099	81,140	76,023	84,385	79,064	87,761
8C	67,584	75,018	70,287	78,019	73,099	81,140	76,023	84,385	79,064	87,761	82,226	91,271
9C	70,287	78,019	73,099	81,140	76,023	84,385	79,064	87,761	82,226	91,271	85,515	94,922
10C	73,099	81,140	76,023	84,385	79,064	87,761	82,226	91,271	85,515	94,922	88,936	98,719
11C	76,023	84,385	79,064	87,761	82,226	91,271	85,515	94,922	88,936	98,719	92,493	102,668
12C	79,064	87,761	82,226	91,271	85,515	94,922	88,936	98,719	92,493	102,668	96,193	106,774
13C	82,226	91,271	85,515	94,922	88,936	98,719	92,493	102,668	96,193	106,774	100,041	111,045
14C	85,515	94,922	88,936	98,719	92,493	102,668	96,193	106,774	100,041	111,045	104,042	115,487
15C	88,936	98,719	92,493	102,668	96,193	106,774	100,041	111,045	104,042	115,487	108,204	120,106
16C	92,493	102,668	96,193	106,774	100,041	111,045	104,042	115,487	108,204	120,106	112,532	124,911
17C	96,193	106,774	100,041	111,045	104,042	115,487	108,204	120,106	112,532	124,911	117,033	129,907
18C	100,041	111,045	104,042	115,487	108,204	120,106	112,532	124,911	117,033	129,907	121,715	135,103
19C	104,042	115,487	108,204	120,106	112,532	124,911	117,033	129,907	121,715	135,103	126,583	140,507
20C	100,189	120,106	104,196	124,911	108,364	129,907	112,699	135,103	117,207	140,507	121,895	146,128
21C	104,196	124,911	108,364	129,907	112,699	135,103	117,207	140,507	121,895	146,128	126,771	151,973
22C	108,364	129,907	112,699	135,103	117,207	140,507	121,895	146,128	126,771	151,973	131,842	158,052
23C	112,699	135,103	117,207	140,507	121,895	146,128	126,771	151,973	131,842	158,052	137,115	164,374

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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, 2023

Board approved: August 14, 2024

Los Rios Community College District
2023-2024 Final
Salary Ranges for LRCEA Classified Salary Schedule
DRAFT

Job Code	Title	Range	Base Annual Salary	Annual Salary with one-time 11% Improvement
141	Account Clerk I	17	42,139 - 51,268	46,774 - 56,908
142	Account Clerk II	21	46,151 - 56,150	51,228 - 62,326
143	Account Clerk III	25	50,546 - 61,497	56,106 - 68,262
649	Accountant	35	63,451 - 77,198	70,431 - 85,690
198	Accounting Specialist	40	71,092 - 86,494	78,912 - 96,008
131	Administrative Assistant I	26	51,708 - 62,912	57,396 - 69,832
133	Administrative Assistant II	28	54,114 - 65,838	60,067 - 73,081
285	Administrative Assistant III	30	56,632 - 68,901	62,861 - 76,480
654	Administrative Services Analyst	44	77,861 - 94,730	86,426 - 105,151
171	Admissions/Records Clerk I	17	42,139 - 51,268	46,774 - 56,908
172	Admissions/Records Clerk II	20	45,113 - 54,887	50,076 - 60,925
173	Admissions/Records Clerk III	23	48,299 - 58,763	53,611 - 65,226
145	Admissions/Records Evaluator I	24	49,409 - 60,114	54,844 - 66,727
151	Admissions/Records Evaluator II	28	54,114 - 65,838	60,067 - 73,081
163	Admissions/Records Evaluator/Degree Auditor I	29	55,359 - 67,352	61,448 - 74,761
291	Admissions/Records Evaluator/Degree Auditor II	30	56,632 - 68,901	62,861 - 76,480
819	Alternate Media Design Specialist	37	66,404 - 80,790	73,708 - 89,677
634	Animal Health Instructional Technician	30	56,632 - 68,901	62,861 - 76,480
798	Assessment Center Testing Coordinator	38	67,931 - 82,648	75,403 - 91,739
602	Assistant Financial Aid Officer	35	63,451 - 77,198	70,431 - 85,690
313	Assistant Technical Director - Harris Center for the Arts	37	66,404 - 80,790	73,708 - 89,677
701	Athletic Trainer	41	72,727 - 88,483	80,726 - 98,216
742	Attendance Services Assistant	27	52,898 - 64,358	58,716 - 71,438
869	Building Automation and Systems Integration Analyst	57	104,641 - 127,312	116,152 - 141,317
128	Buyer	29	55,359 - 67,352	61,448 - 74,761
116	Child Development Center Associate Teacher	12	37,610 - 45,758	41,747 - 50,791
810	Child Development Center Clerk	20	45,113 - 54,887	50,076 - 60,925
199	Child Development Center Lead Teacher	35	63,451 - 77,198	70,431 - 85,690
194	Child Development Center Teacher	26	51,708 - 62,912	57,396 - 69,832
101	Clerk I (temporary position)	12	37,610 - 45,758	41,747 - 50,791
102	Clerk II	16	41,191 - 50,115	45,722 - 55,628
103	Clerk III	20	45,113 - 54,887	50,076 - 60,925
191	College Development Officer	35	63,451 - 77,198	70,431 - 85,690
739	Computer Aided Drafting and Design Assistant	42	74,399 - 90,518	82,583 - 100,475
803	Contract Education Program Developer	56	102,289 - 124,450	113,540 - 138,139
123	Control Center Technician	22	47,212 - 57,441	52,406 - 63,760
164	Cook/Baker	21	46,151 - 56,150	51,228 - 62,326
169	Cosmetology Service Assistant	30	56,632 - 68,901	62,861 - 76,480
109	Counseling Clerk I	17	42,139 - 51,268	46,774 - 56,908
110	Counseling Clerk II	21	46,151 - 56,150	51,228 - 62,326
292	Curriculum Specialist	38	67,931 - 82,648	75,403 - 91,739
744	Data Communications Security Specialist	61	114,606 - 139,435	127,212 - 154,773
130	Digital Communications & Web Specialist	44	77,861 - 94,730	86,426 - 105,151
282	District Financial Aid Specialist	40	71,092 - 86,494	78,912 - 96,008
650	Donor Relations Specialist	38	67,931 - 82,648	75,403 - 91,739
167	Educational Center Assistant	25	50,546 - 61,497	56,106 - 68,262
108	Educational Center Clerk	22	47,212 - 57,441	52,406 - 63,760
806	Educational Media Design Specialist	37	66,404 - 80,790	73,708 - 89,677
646	Electronics Calibration and Repair Technician	38	67,931 - 82,648	75,403 - 91,739
180	Employee Benefits Specialist	40	71,092 - 86,494	78,912 - 96,008
175	Employee Benefits Technician	29	55,359 - 67,352	61,448 - 74,761
287	Energy Management Controls Specialist	57	104,641 - 127,312	116,152 - 141,317
705	Facilities Planning and Engineering Specialist	56	102,289 - 124,450	113,540 - 138,139
700	Facilities Planning Specialist	49	87,236 - 106,137	96,832 - 117,812
138	Financial Aid Clerk I	17	42,139 - 51,268	46,774 - 56,908
140	Financial Aid Clerk II	21	46,151 - 56,150	51,228 - 62,326
604	Financial Aid Officer	38	67,931 - 82,648	75,403 - 91,739
743	Fiscal Services Accounting Specialist	40	71,092 - 86,494	78,912 - 96,008
149	Grant Coordination Clerk	20	45,113 - 54,887	50,076 - 60,925
236	Graphic Artist	28	54,114 - 65,838	60,067 - 73,081
801	Graphic Designer	29	55,359 - 67,352	61,448 - 74,761
168	Health Services Assistant	21	46,151 - 56,150	51,228 - 62,326
718	Information Technology Business/Technical Analyst I	57	104,641 - 127,312	116,152 - 141,317
723	Information Technology Business/Technical Analyst II	61	114,606 - 139,435	127,212 - 154,773
748	Information Technology Network Administrator Analyst I	57	104,641 - 127,312	116,152 - 141,317
749	Information Technology Network Administrator Analyst II	61	114,606 - 139,435	127,212 - 154,773
726	Information Technology Specialist I	44	77,861 - 94,730	86,426 - 105,151
729	Information Technology Specialist II	50	89,243 - 108,578	99,060 - 120,521
745	Information Technology Systems/Database Administrator Analyst I	57	104,641 - 127,312	116,152 - 141,317
746	Information Technology Systems/Database Administrator Analyst II	61	114,606 - 139,435	127,212 - 154,773
242	Information Technology Cable Plant Assistant	50	89,243 - 108,578	99,060 - 120,521
809	Information Technology Technician I	25	50,546 - 61,497	56,106 - 68,262
152	Information Technology Technician II	31	57,934 - 70,486	64,307 - 78,240
208	Instructional Assistant	28	54,114 - 65,838	60,067 - 73,081

Job Code	Title	Range	Base Annual Salary	Annual Salary with one-time 11% Improvement
166	Instructional Services Assistant I	24	49,409 - 60,114	54,844 - 66,727
808	Instructional Services Assistant II	27	52,898 - 64,358	58,716 - 71,438
155	Interpreter/Transliterater	36	64,911 - 78,973	72,051 - 87,661
207	Laboratory Technician	28	54,114 - 65,838	60,067 - 73,081
283	Lead Digital Communications & Web Specialist	46	81,484 - 99,138	90,447 - 110,043
706	Lead Facilities Planning and Engineering Specialist	58	107,048 - 130,241	118,823 - 144,567
741	Lead Instructional Assistant	30	56,632 - 68,901	62,861 - 76,480
866	Lead Instructional Services Assistant	29	55,359 - 67,352	61,448 - 74,761
600	Lead Laboratory Technician	30	56,632 - 68,901	62,861 - 76,480
241	Lead Library Technician	28	54,114 - 65,838	60,067 - 73,081
157	Lead Police Communication Dispatcher	40	71,092 - 86,494	78,912 - 96,008
114	Library Technician	26	51,708 - 62,912	57,396 - 69,832
105	Maintenance/Operations Clerk	22	47,212 - 57,441	52,406 - 63,760
231	Media Systems/Resources Specialist	50	89,243 - 108,578	99,060 - 120,521
200	Media Systems/Resources Technician I	32	59,267 - 72,108	65,786 - 80,039
223	Media Systems/Resources Technician II	38	67,931 - 82,648	75,403 - 91,739
115	Operations Technician	26	51,708 - 62,912	57,396 - 69,832
618	Outreach Specialist	38	67,931 - 82,648	75,403 - 91,739
660	Payroll Accountant	36	64,911 - 78,973	72,051 - 87,661
146	Payroll Clerk	25	50,546 - 61,497	56,106 - 68,262
652	Payroll Specialist	40	71,092 - 86,494	78,912 - 96,008
179	Payroll Technician	29	55,359 - 67,352	61,448 - 74,761
156	Police Communication Dispatcher	38	67,931 - 82,648	75,403 - 91,739
702	Printing Assistant	35	63,451 - 77,198	70,431 - 85,690
106	Printing Services Operator I	17	42,139 - 51,268	46,774 - 56,908
107	Printing Services Operator II	20	45,113 - 54,887	50,076 - 60,925
178	Printing Services Operator III	23	48,299 - 58,763	53,611 - 65,226
802	Printing Technician	33	60,630 - 73,766	67,300 - 81,880
268	Programmer I	44	77,861 - 94,730	86,426 - 105,151
269	Programmer II	50	89,243 - 108,578	99,060 - 120,521
174	Public Relations Specialist	38	67,931 - 82,648	75,403 - 91,739
640	Public Relations Technician	30	56,632 - 68,901	62,861 - 76,480
807	Research Analyst	50	89,243 - 108,578	99,060 - 120,521
639	Risk Management Specialist	40	71,092 - 86,494	78,912 - 96,008
417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	102,289 - 124,450	113,540 - 138,139
125	Senior Buyer/Contract Specialist	40	71,092 - 86,494	78,912 - 96,008
735	Senior Information Technology Business/Technical Analyst	64	122,697 - 149,279	136,193 - 165,700
750	Senior Information Technology Network Administrator Analyst	64	122,697 - 149,279	136,193 - 165,700
196	Senior Information Technology Specialist	57	104,641 - 127,312	116,152 - 141,317
747	Senior Information Technology Systems/Database Administrator Analyst	64	122,697 - 149,279	136,193 - 165,700
731	Senior Information Technology Technician	38	67,931 - 82,648	75,403 - 91,739
276	Senior Programmer	57	104,641 - 127,312	116,152 - 141,317
158	Staff Resources Center Assistant	28	54,114 - 65,838	60,067 - 73,081
124	Student Support Assistant	28	54,114 - 65,838	60,067 - 73,081
683	Student Support Specialist	38	67,931 - 82,648	75,403 - 91,739
707	TANF/CalWORKs Specialist	38	67,931 - 82,648	75,403 - 91,739
271	Telecommunications System Coordinator	57	104,641 - 127,312	116,152 - 141,317
272	Telecommunications System Designer	57	104,641 - 127,312	116,152 - 141,317
234	Theatre Technician	28	54,114 - 65,838	60,067 - 73,081
630	Tutorial Services Assistant	35	63,451 - 77,198	70,431 - 85,690

The salary ranges above are base amounts and do not include longevity increments.

Retroactive to: July 1, 2023

Board approved: August 14, 2024

Los Rios Community College District
2023-2024 Final
LRCEA Classified
Monthly Salary Schedule

DRAFT

Range	Hourly Step 1(*)	Hourly Step 1(a)	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)
12	18.08	20.07	3,134.16	3,478.91	3,259.53	3,618.07	3,389.90	3,762.79	3,525.50	3,913.30	3,666.51	4,069.83	3,813.17	4,232.62
13	18.50	20.53	3,206.22	3,558.91	3,334.47	3,701.27	3,467.86	3,849.32	3,606.57	4,003.29	3,750.83	4,163.42	3,900.87	4,329.96
14	18.92	21.00	3,279.96	3,640.75	3,411.15	3,786.37	3,547.59	3,937.82	3,689.50	4,095.34	3,837.07	4,259.15	3,990.55	4,429.51
15	19.36	21.49	3,355.40	3,724.49	3,489.61	3,873.47	3,629.20	4,028.42	3,774.38	4,189.56	3,925.36	4,357.15	4,082.37	4,531.43
16	19.80	21.98	3,432.58	3,810.17	3,569.89	3,962.57	3,712.68	4,121.07	3,861.18	4,285.91	4,015.63	4,457.35	4,176.26	4,635.65
17	20.26	22.49	3,511.55	3,897.82	3,652.00	4,053.72	3,798.09	4,215.88	3,950.01	4,384.51	4,108.01	4,559.90	4,272.34	4,742.29
18	20.72	23.00	3,592.28	3,987.43	3,735.97	4,146.93	3,885.41	4,312.81	4,040.83	4,485.32	4,202.46	4,664.73	4,370.56	4,851.32
19	21.20	23.53	3,674.91	4,079.15	3,821.91	4,242.32	3,974.77	4,412.00	4,133.77	4,588.48	4,299.12	4,772.02	4,471.09	4,962.90
20	21.69	24.07	3,759.45	4,172.99	3,909.83	4,339.91	4,066.21	4,513.50	4,228.86	4,694.03	4,398.01	4,881.79	4,573.93	5,077.06
21	22.19	24.63	3,845.92	4,268.97	3,999.76	4,439.74	4,159.75	4,617.32	4,326.14	4,802.01	4,499.18	4,994.09	4,679.14	5,193.85
22	22.70	25.20	3,934.37	4,367.15	4,091.75	4,541.84	4,255.41	4,723.51	4,425.62	4,912.44	4,602.65	5,108.94	4,786.76	5,313.30
23	23.22	25.77	4,024.88	4,467.61	4,185.87	4,646.32	4,353.31	4,832.18	4,527.44	5,025.46	4,708.55	5,226.49	4,896.88	5,435.54
24	23.75	26.37	4,117.45	4,570.37	4,282.14	4,753.18	4,453.42	4,943.30	4,631.57	5,141.04	4,816.83	5,346.68	5,009.50	5,560.55
25	24.30	26.97	4,212.17	4,675.51	4,380.65	4,862.53	4,555.89	5,057.03	4,738.13	5,259.32	4,927.64	5,469.68	5,124.74	5,688.47
26	24.86	27.59	4,309.03	4,783.03	4,481.40	4,974.36	4,660.67	5,173.34	4,847.10	5,380.28	5,040.98	5,595.49	5,242.63	5,819.32
27	25.43	28.23	4,408.14	4,893.03	4,584.46	5,088.75	4,767.83	5,292.29	4,958.55	5,503.99	5,156.90	5,724.16	5,363.18	5,953.13
28	26.02	28.88	4,509.53	5,005.57	4,689.91	5,205.80	4,877.51	5,414.03	5,072.61	5,630.60	5,275.52	5,855.82	5,486.53	6,090.05
29	26.61	29.54	4,613.22	5,120.67	4,797.75	5,325.50	4,989.66	5,538.53	5,189.24	5,760.06	5,396.81	5,990.46	5,612.67	6,230.07
30	27.23	30.22	4,719.31	5,238.44	4,908.08	5,447.97	5,104.40	5,665.88	5,308.57	5,892.51	5,520.91	6,128.21	5,741.75	6,373.35
31	27.85	30.92	4,827.87	5,358.93	5,020.99	5,573.30	5,221.83	5,796.23	5,430.70	6,028.08	5,647.93	6,269.20	5,873.84	6,519.96
32	28.49	31.63	4,938.92	5,482.20	5,136.49	5,701.50	5,341.95	5,929.57	5,555.63	6,166.75	5,777.86	6,413.42	6,008.97	6,669.96
33	29.15	32.36	5,052.52	5,608.29	5,254.62	5,832.63	5,464.81	6,065.94	5,683.40	6,308.57	5,910.73	6,560.91	6,147.15	6,823.34
34	29.82	33.10	5,168.72	5,737.28	5,375.47	5,966.77	5,590.48	6,205.44	5,814.11	6,453.66	6,046.67	6,711.81	6,288.53	6,980.27
35	30.51	33.86	5,287.59	5,869.23	5,499.09	6,103.99	5,719.05	6,348.15	5,947.81	6,602.07	6,185.72	6,866.15	6,433.15	7,140.80
36	31.21	34.64	5,409.22	6,004.24	5,625.58	6,244.40	5,850.60	6,494.16	6,084.62	6,753.93	6,328.00	7,024.08	6,581.12	7,305.05
37	31.92	35.44	5,533.65	6,142.35	5,755.00	6,388.05	5,985.20	6,643.57	6,224.61	6,909.32	6,473.59	7,185.68	6,732.54	7,473.11
38	32.66	36.25	5,660.89	6,283.59	5,887.33	6,534.93	6,122.82	6,796.33	6,367.74	7,068.19	6,622.44	7,350.91	6,887.34	7,644.95
39	33.41	37.09	5,791.10	6,428.13	6,022.74	6,685.24	6,263.66	6,952.66	6,514.21	7,230.77	6,774.77	7,519.99	7,045.76	7,820.79
40	34.18	37.94	5,924.31	6,575.99	6,161.28	6,839.02	6,407.73	7,112.58	6,664.04	7,397.08	6,930.60	7,692.96	7,207.83	8,000.69
41	34.96	38.81	6,060.54	6,727.20	6,302.96	6,996.29	6,555.08	7,276.14	6,817.29	7,567.19	7,089.98	7,869.87	7,373.57	8,184.67
42	35.77	39.70	6,199.91	6,881.90	6,447.91	7,157.18	6,705.84	7,443.48	6,974.08	7,741.22	7,253.03	8,050.87	7,543.16	8,372.90
43	36.59	40.62	6,342.53	7,040.20	6,596.22	7,321.81	6,860.08	7,614.69	7,134.48	7,919.27	7,419.85	8,236.04	7,716.65	8,565.48
44	37.43	41.55	6,488.44	7,202.16	6,747.97	7,490.25	7,017.89	7,789.86	7,298.61	8,101.46	7,590.56	8,425.52	7,894.18	8,762.54
45	38.29	42.51	6,637.64	7,367.78	6,903.14	7,662.49	7,179.27	7,968.99	7,466.44	8,287.74	7,765.09	8,619.25	8,075.69	8,964.01
46	39.17	43.48	6,790.32	7,537.25	7,061.93	7,838.74	7,344.41	8,152.29	7,638.18	8,478.38	7,943.71	8,817.52	8,261.46	9,170.22
47	40.08	44.48	6,946.48	7,710.59	7,224.33	8,019.01	7,513.31	8,339.77	7,813.85	8,673.37	8,126.40	9,020.30	8,451.46	9,381.12
48	41.00	45.51	7,106.26	7,887.95	7,390.51	8,203.47	7,686.14	8,531.62	7,993.59	8,872.88	8,313.34	9,227.81	8,645.87	9,596.92
49	41.94	46.55	7,269.70	8,069.37	7,560.50	8,392.15	7,862.92	8,727.85	8,177.44	9,076.96	8,504.54	9,440.04	8,844.72	9,817.63
50	42.91	47.62	7,436.90	8,254.96	7,734.39	8,585.17	8,043.76	8,928.57	8,365.51	9,285.71	8,700.13	9,657.15	9,048.14	10,043.43
51	43.89	48.72	7,607.96	8,444.84	7,912.28	8,782.63	8,228.76	9,133.93	8,557.92	9,499.29	8,900.24	9,879.27	9,256.26	10,274.45
52	44.90	49.84	7,782.95	8,639.07	8,094.26	8,984.63	8,418.02	9,344.01	8,754.75	9,717.77	9,104.95	10,106.49	9,469.15	10,510.76
53	45.93	50.99	7,961.95	8,837.77	8,280.43	9,191.27	8,611.64	9,558.92	8,956.11	9,941.28	9,314.36	10,338.94	9,686.94	10,752.51
54	46.99	52.16	8,145.08	9,041.04	8,470.88	9,402.67	8,809.71	9,778.77	9,162.10	10,169.93	9,528.59	10,576.74	9,909.74	10,999.81
55	48.07	53.36	8,332.41	9,248.98	8,665.71	9,618.93	9,012.33	10,003.69	9,372.83	10,403.84	9,747.75	10,820.00	10,137.67	11,252.81
56	49.18	54.59	8,524.06	9,461.71	8,865.02	9,840.17	9,219.61	10,233.77	9,588.40	10,643.13	9,971.95	11,068.86	10,370.83	11,511.62
57	50.31	55.84	8,720.11	9,679.33	9,068.91	10,066.49	9,431.66	10,469.15	9,808.94	10,887.92	10,201.30	11,323.45	10,609.36	11,776.39
58	51.47	57.13	8,920.68	9,901.95	9,277.50	10,298.02	9,648.59	10,709.94	10,034.54	11,138.34	10,435.93	11,583.88	10,853.38	12,047.25
59	52.65	58.44	9,125.85	10,129.70	9,490.88	10,534.88	9,870.51	10,956.27	10,265.34	11,394.53	10,675.96	11,850.31	11,103.00	12,324.34
60	53.86	59.78	9,335.75	10,362.68	9,709.17	10,777.18	10,097.53	11,208.26	10,501.44	11,656.60	10,921.51	12,122.87	11,358.37	12,607.79
61	55.10	61.16	9,550.47	10,601.02	9,932.48	11,025.05	10,329.78	11,466.05	10,742.97	11,924.70	11,172.70	12,401.70	11,619.62	12,897.77
62	56.37	62.57	9,770.13	10,844.84	10,160.93	11,278.63	10,567.36	11,729.77	10,990.06	12,198.97	11,429.67	12,686.94	11,886.87	13,194.42
63	57.66	64.01	9,994.84	11,094.27	10,394.63	11,538.04	10,810.41	11,999.55	11,242.83	12,479.55	11,692.55	12,978.74	12,160.27	13,497.89
64	58.99	65.48	10,224.72	11,349.44	10,633.71	11,803.41	11,059.05	12,275.54	11,501.42	12,766.58	11,961.48	13,277.25	12,439.95	13,808.35
65	60.35	66.98	10,459.89	11,610.48	10,878.28	12,074.89	11,313.41	12,557.88	11,765.95	13,060.21	12,236.60	13,582.62	12,726.07	14,125.94

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

After 10 years of full time 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.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

Los Rios Community College District
2023-2024 Final
LRCEA Classified
Annual Salary Schedule

DRAFT

Range	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)
12	37,610	41,747	39,114	43,417	40,679	45,154	42,306	46,960	43,998	48,838	45,758	50,791
13	38,475	42,707	40,014	44,415	41,614	46,192	43,279	48,039	45,010	49,961	46,810	51,960
14	39,359	43,689	40,934	45,436	42,571	47,254	44,274	49,144	46,045	51,110	47,887	53,154
15	40,265	44,694	41,875	46,482	43,550	48,341	45,293	50,275	47,104	52,286	48,988	54,377
16	41,191	45,722	42,839	47,551	44,552	49,453	46,334	51,431	48,188	53,488	50,115	55,628
17	42,139	46,774	43,824	48,645	45,577	50,591	47,400	52,614	49,296	54,719	51,268	56,908
18	43,107	47,849	44,832	49,763	46,625	51,754	48,490	53,824	50,430	55,977	52,447	58,216
19	44,099	48,950	45,863	50,908	47,697	52,944	49,605	55,062	51,589	57,264	53,653	59,555
20	45,113	50,076	46,918	52,079	48,795	54,162	50,746	56,328	52,776	58,582	54,887	60,925
21	46,151	51,228	47,997	53,277	49,917	55,408	51,914	57,624	53,990	59,929	56,150	62,326
22	47,212	52,406	49,101	54,502	51,065	56,682	53,107	58,949	55,232	61,307	57,441	63,760
23	48,299	53,611	50,230	55,756	52,240	57,986	54,329	60,306	56,503	62,718	58,763	65,226
24	49,409	54,844	51,386	57,038	53,441	59,320	55,579	61,692	57,802	64,160	60,114	66,727
25	50,546	56,106	52,568	58,350	54,671	60,684	56,858	63,112	59,132	65,636	61,497	68,262
26	51,708	57,396	53,777	59,692	55,928	62,080	58,165	64,563	60,492	67,146	62,912	69,832
27	52,898	58,716	55,013	61,065	57,214	63,508	59,503	66,048	61,883	68,690	64,358	71,438
28	54,114	60,067	56,279	62,470	58,530	64,968	60,871	67,567	63,306	70,270	65,838	73,081
29	55,359	61,448	57,573	63,906	59,876	66,462	62,271	69,121	64,762	71,885	67,352	74,761
30	56,632	62,861	58,897	65,376	61,253	67,991	63,703	70,710	66,251	73,539	68,901	76,480
31	57,934	64,307	60,252	66,880	62,662	69,555	65,168	72,337	67,775	75,230	70,486	78,240
32	59,267	65,786	61,638	68,418	64,103	71,155	66,668	74,001	69,334	76,961	72,108	80,039
33	60,630	67,300	63,055	69,992	65,578	72,791	68,201	75,703	70,929	78,731	73,766	81,880
34	62,025	68,847	64,506	71,601	67,086	74,465	69,769	77,444	72,560	80,542	75,462	83,763
35	63,451	70,431	65,989	73,248	68,629	76,178	71,374	79,225	74,229	82,394	77,198	85,690
36	64,911	72,051	67,507	74,933	70,207	77,930	73,015	81,047	75,936	84,289	78,973	87,661
37	66,404	73,708	69,060	76,657	71,822	79,723	74,695	82,912	77,683	86,228	80,790	89,677
38	67,931	75,403	70,648	78,419	73,474	81,556	76,413	84,818	79,469	88,211	82,648	91,739
39	69,493	77,138	72,273	80,223	75,164	83,432	78,170	86,769	81,297	90,240	84,549	93,850
40	71,092	78,912	73,935	82,068	76,893	85,351	79,968	88,765	83,167	92,316	86,494	96,008
41	72,727	80,726	75,636	83,955	78,661	87,314	81,807	90,806	85,080	94,438	88,483	98,216
42	74,399	82,583	77,375	85,886	80,470	89,322	83,689	92,895	87,036	96,610	90,518	100,475
43	76,110	84,482	79,155	87,862	82,321	91,376	85,614	95,031	89,038	98,832	92,600	102,786
44	77,861	86,426	80,976	89,883	84,215	93,478	87,583	97,217	91,087	101,106	94,730	105,151
45	79,652	88,413	82,838	91,950	86,151	95,628	89,597	99,453	93,181	103,431	96,908	107,568
46	81,484	90,447	84,743	94,065	88,133	97,828	91,658	101,741	95,325	105,810	99,138	110,043
47	83,358	92,527	86,692	96,228	90,160	100,077	93,766	104,080	97,517	108,244	101,418	112,573
48	85,275	94,655	88,686	98,442	92,234	102,379	95,923	106,475	99,760	110,734	103,750	115,163
49	87,236	96,832	90,726	100,706	94,355	104,734	98,129	108,924	102,054	113,280	106,137	117,812
50	89,243	99,060	92,813	103,022	96,525	107,143	100,386	111,429	104,402	115,886	108,578	120,521
51	91,296	101,338	94,947	105,392	98,745	109,607	102,695	113,991	106,803	118,551	111,075	123,293
52	93,395	103,669	97,131	107,816	101,016	112,128	105,057	116,613	109,259	121,278	113,630	126,129
53	95,543	106,053	99,365	110,295	103,340	114,707	107,473	119,295	111,772	124,067	116,243	129,030
54	97,741	108,492	101,651	112,832	105,716	117,345	109,945	122,039	114,343	126,921	118,917	131,998
55	99,989	110,988	103,988	115,427	108,148	120,044	112,474	124,846	116,973	129,840	121,652	135,034
56	102,289	113,540	106,380	118,082	110,635	122,805	115,061	127,718	119,663	132,826	124,450	138,139
57	104,641	116,152	108,827	120,798	113,180	125,630	117,707	130,655	122,416	135,881	127,312	141,317
58	107,048	118,823	111,330	123,576	115,783	128,519	120,415	133,660	125,231	139,007	130,241	144,567
59	109,510	121,556	113,891	126,419	118,446	131,475	123,184	136,734	128,112	142,204	133,236	147,892
60	112,029	124,352	116,510	129,326	121,170	134,499	126,017	139,879	131,058	145,474	136,300	151,294
61	114,606	127,212	119,190	132,301	123,957	137,593	128,916	143,096	134,072	148,820	139,435	154,773
62	117,242	130,138	121,931	135,344	126,808	140,757	131,881	146,388	137,156	152,243	142,642	158,333
63	119,938	133,131	124,736	138,456	129,725	143,995	134,914	149,755	140,311	155,745	145,923	161,975
64	122,697	136,193	127,604	141,641	132,709	147,307	138,017	153,199	143,538	159,327	149,279	165,700
65	125,519	139,326	130,539	144,899	135,761	150,695	141,191	156,722	146,839	162,991	152,713	169,511

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

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An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Los Rios Community College District
2023-2024 Final
Salary Ranges for LRSA Supervisory Positions (E)
DRAFT

Job Code	Title	Range	Base Annual Salary		Annual Salary with one-time 11% Improvement	
908	Accounts Payable Supervisor	24V	85,950	- 108,754	95,405	- 120,717
636	Admissions & Records Supervisor	24V	85,950	- 108,754	95,405	- 120,717
901	Business Services Supervisor	26V	92,964	- 117,629	103,190	- 130,568
656	Campus Operations Supervisor	22V	79,466	- 100,550	88,207	- 111,610
637	Child Development Center Supervisor	20V	73,471	- 92,964	81,552	- 103,190
912	College IT Systems Supervisor	34V	127,227	- 160,983	141,222	- 178,691
905	Counseling Supervisor	20V	73,471	- 92,964	81,552	- 103,190
603	Custodial Supervisor	19V	70,645	- 89,388	78,416	- 99,221
902	Custodial/Receiving Supervisor	22V	79,466	- 100,550	88,207	- 111,610
613	Educational Center Supervisor	20V	73,471	- 92,964	81,552	- 103,190
651	Employee Benefits Supervisor	24V	85,950	- 108,754	95,405	- 120,717
615	Facilities Maintenance - Electrical Systems Supervisor	24V	85,950	- 108,754	95,405	- 120,717
601	Facilities Maintenance - Grounds Supervisor	24V	85,950	- 108,754	95,405	- 120,717
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	85,950	- 108,754	95,405	- 120,717
617	Facilities Maintenance - Structures Supervisor	24V	85,950	- 108,754	95,405	- 120,717
616	Facilities Maintenance Supervisor	24V	85,950	- 108,754	95,405	- 120,717
642	Facilities Maintenance - Transportation Supervisor	24V	85,950	- 108,754	95,405	- 120,717
622	Facilities Management Operations Supervisor	19V	70,645	- 89,388	78,416	- 99,221
923	Facilities Projects Supervisor	31V	113,105	- 143,113	125,546	- 158,856
611	Financial Aid Supervisor	24V	85,950	- 108,754	95,405	- 120,717
657	Fiscal Services Supervisor	26V	92,964	- 117,629	103,190	- 130,568
624	General Accounting Supervisor	28V	100,550	- 127,227	111,610	- 141,222
910	General Services Supervisor, Risk Management	24V	85,950	- 108,754	95,405	- 120,717
289	Hospitality Management - Culinary Supervisor	20V	73,471	- 92,964	81,552	- 103,190
913	Instructional Laboratory Supervisor	22V	79,466	- 100,550	88,207	- 111,610
612	IT Application Systems Supervisor	35V	132,316	- 167,422	146,871	- 185,839
685	IT Production Services Supervisor	35V	132,316	- 167,422	146,871	- 185,839
684	IT Technical Services Supervisor	35V	132,316	- 167,422	146,871	- 185,839
290	Maintenance Technician Supervisor	19V	70,645	- 89,388	78,416	- 99,221
619	Media Resources Supervisor	26V	92,964	- 117,629	103,190	- 130,568
619	Mental Health Clinician Supervisor	26V	92,964	- 117,629	103,190	- 130,568
623	Payroll Supervisor	26V	92,964	- 117,629	103,190	- 130,568
915	Police Communications Supervisor	23V	82,644	- 104,572	91,735	- 116,074
240	Police Sergeant	27V	96,682	- 122,334	107,317	- 135,791
900	Printing Services Supervisor	19V	70,645	- 89,388	78,416	- 99,221
628	Purchasing Supervisor	24V	85,950	- 108,754	95,405	- 120,717
909	SRPSTC Office Supervisor	21V	76,409	- 96,682	84,814	- 107,317
682	Student Life Supervisor	20V	73,471	- 92,964	81,552	- 103,190
681	Student Support Supervisor	20V	73,471	- 92,964	81,552	- 103,190

The salary ranges above are base amounts and do not include longevity increments.

(E) Exempt positions--not entitled to overtime.

Retroactive to: July 1, 2023

Board approved: August 14, 2024

Los Rios Community College District
2023-2024 Final
LRSA Classified Supervisor
Monthly Salary Schedule
DRAFT

Range	Hourly Step 1(*)	Hourly Step 1(a)	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)	Step 7(*)	Step 7(a)
19V	33.96	37.70	5,887.06	6,534.64	6,122.55	6,796.03	6,367.45	7,067.87	6,622.15	7,350.58	6,887.03	7,644.61	7,162.51	7,950.39	7,449.01	8,268.40
20V	35.32	39.21	6,122.55	6,796.03	6,367.45	7,067.87	6,622.15	7,350.58	6,887.03	7,644.61	7,162.51	7,950.39	7,449.01	8,268.40	7,746.97	8,599.14
21V	36.74	40.78	6,367.45	7,067.87	6,622.15	7,350.58	6,887.03	7,644.61	7,162.51	7,950.39	7,449.01	8,268.40	7,746.97	8,599.14	8,056.85	8,943.11
22V	38.20	42.41	6,622.15	7,350.58	6,887.03	7,644.61	7,162.51	7,950.39	7,449.01	8,268.40	7,746.97	8,599.14	8,056.85	8,943.11	8,379.13	9,300.83
23V	39.73	44.10	6,887.03	7,644.61	7,162.51	7,950.39	7,449.01	8,268.40	7,746.97	8,599.14	8,056.85	8,943.11	8,379.13	9,300.83	8,714.29	9,672.86
24V	41.32	45.87	7,162.51	7,950.39	7,449.01	8,268.40	7,746.97	8,599.14	8,056.85	8,943.11	8,379.13	9,300.83	8,714.29	9,672.86	9,062.86	10,059.78
25V	42.98	47.70	7,449.01	8,268.40	7,746.97	8,599.14	8,056.85	8,943.11	8,379.13	9,300.83	8,714.29	9,672.86	9,062.86	10,059.78	9,425.38	10,462.17
26V	44.69	49.61	7,746.97	8,599.14	8,056.85	8,943.11	8,379.13	9,300.83	8,714.29	9,672.86	9,062.86	10,059.78	9,425.38	10,462.17	9,802.39	10,880.66
27V	46.48	51.59	8,056.85	8,943.11	8,379.13	9,300.83	8,714.29	9,672.86	9,062.86	10,059.78	9,425.38	10,462.17	9,802.39	10,880.66	10,194.49	11,315.88
28V	48.34	53.66	8,379.13	9,300.83	8,714.29	9,672.86	9,062.86	10,059.78	9,425.38	10,462.17	9,802.39	10,880.66	10,194.49	11,315.88	10,602.27	11,768.52
29V	50.27	55.80	8,714.29	9,672.86	9,062.86	10,059.78	9,425.38	10,462.17	9,802.39	10,880.66	10,194.49	11,315.88	10,602.27	11,768.52	11,026.36	12,239.26
30V	52.29	58.04	9,062.86	10,059.78	9,425.38	10,462.17	9,802.39	10,880.66	10,194.49	11,315.88	10,602.27	11,768.52	11,026.36	12,239.26	11,467.41	12,728.83
31V	54.38	60.36	9,425.38	10,462.17	9,802.39	10,880.66	10,194.49	11,315.88	10,602.27	11,768.52	11,026.36	12,239.26	11,467.41	12,728.83	11,926.11	13,237.98
32V	56.55	62.77	9,802.39	10,880.66	10,194.49	11,315.88	10,602.27	11,768.52	11,026.36	12,239.26	11,467.41	12,728.83	11,926.11	13,237.98	12,403.15	13,767.50
33V	58.81	65.28	10,194.49	11,315.88	10,602.27	11,768.52	11,026.36	12,239.26	11,467.41	12,728.83	11,926.11	13,237.98	12,403.15	13,767.50	12,899.28	14,318.20
34V	61.17	67.90	10,602.27	11,768.52	11,026.36	12,239.26	11,467.41	12,728.83	11,926.11	13,237.98	12,403.15	13,767.50	12,899.28	14,318.20	13,415.25	14,890.93
35V	63.61	70.61	11,026.36	12,239.26	11,467.41	12,728.83	11,926.11	13,237.98	12,403.15	13,767.50	12,899.28	14,318.20	13,415.25	14,890.93	13,951.86	15,486.57

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

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

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

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 4% (16.986%) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

**Los Rios Community College District
2023-2024 Final
LRSA Classified Supervisor
Annual Salary Schedule**

DRAFT

Range	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)	Step 7(*)	Step 7(a)
19V	70,645	78,416	73,471	81,552	76,409	84,814	79,466	88,207	82,644	91,735	85,950	95,405	89,388	99,221
20V	73,471	81,552	76,409	84,814	79,466	88,207	82,644	91,735	85,950	95,405	89,388	99,221	92,964	103,190
21V	76,409	84,814	79,466	88,207	82,644	91,735	85,950	95,405	89,388	99,221	92,964	103,190	96,682	107,317
22V	79,466	88,207	82,644	91,735	85,950	95,405	89,388	99,221	92,964	103,190	96,682	107,317	100,550	111,610
23V	82,644	91,735	85,950	95,405	89,388	99,221	92,964	103,190	96,682	107,317	100,550	111,610	104,572	116,074
24V	85,950	95,405	89,388	99,221	92,964	103,190	96,682	107,317	100,550	111,610	104,572	116,074	108,754	120,717
25V	89,388	99,221	92,964	103,190	96,682	107,317	100,550	111,610	104,572	116,074	108,754	120,717	113,105	125,546
26V	92,964	103,190	96,682	107,317	100,550	111,610	104,572	116,074	108,754	120,717	113,105	125,546	117,629	130,568
27V	96,682	107,317	100,550	111,610	104,572	116,074	108,754	120,717	113,105	125,546	117,629	130,568	122,334	135,791
28V	100,550	111,610	104,572	116,074	108,754	120,717	113,105	125,546	117,629	130,568	122,334	135,791	127,227	141,222
29V	104,572	116,074	108,754	120,717	113,105	125,546	117,629	130,568	122,334	135,791	127,227	141,222	132,316	146,871
30V	108,754	120,717	113,105	125,546	117,629	130,568	122,334	135,791	127,227	141,222	132,316	146,871	137,609	152,746
31V	113,105	125,546	117,629	130,568	122,334	135,791	127,227	141,222	132,316	146,871	137,609	152,746	143,113	158,856
32V	117,629	130,568	122,334	135,791	127,227	141,222	132,316	146,871	137,609	152,746	143,113	158,856	148,838	165,210
33V	122,334	135,791	127,227	141,222	132,316	146,871	137,609	152,746	143,113	158,856	148,838	165,210	154,791	171,818
34V	127,227	141,222	132,316	146,871	137,609	152,746	143,113	158,856	148,838	165,210	154,791	171,818	160,983	178,691
35V	132,316	146,871	137,609	152,746	143,113	158,856	148,838	165,210	154,791	171,818	160,983	178,691	167,422	185,839

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

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

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

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 4% (16.986%) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

**Los Rios Community College District
2023-2024 Final
Salary Ranges for SEIU Classified Positions**

DRAFT

Job Code	Titles	Range	Base Annual Salary		Annual Salary with one-time 11% Improvement	
210	College Safety Officer	31	59,840	- 77,748	66,422	- 86,300
206	Custodian	21	48,439	- 62,472	53,768	- 69,344
230	Environmental Systems Technician	37	68,140	- 88,874	75,635	- 98,650
256	Equipment Mechanic I	35	65,238	- 84,982	72,415	- 94,330
253	Equipment Mechanic II	39	71,187	- 92,956	79,018	- 103,181
221	Grounds Irrigation Specialist/Groundskeeper	31	59,840	- 77,748	66,422	- 86,300
220	Grounds Maintenance Technician	31	59,840	- 77,748	66,422	- 86,300
211	Groundskeeper	23	50,503	- 65,238	56,058	- 72,415
209	Head Custodian	25	52,669	- 68,140	58,462	- 75,635
258	Head Grounds Maintenance Technician	35	65,238	- 84,982	72,415	- 94,330
213	Head Groundskeeper	27	54,943	- 71,187	60,987	- 79,018
239	Lead Custodian	23	50,503	- 65,238	56,058	- 72,415
251	Lead Equipment Mechanic	41	74,388	- 97,245	82,570	- 107,942
263	Lead Maintenance Cabinetmaker	41	74,388	- 97,245	82,570	- 107,942
250	Lead Maintenance Electrician	42	76,069	- 99,485	84,437	- 110,428
218	Lead Maintenance Electronic/Alarm Technician	42	76,069	- 99,485	84,437	- 110,428
235	Lead Maintenance HVAC Mechanic	42	76,069	- 99,485	84,437	- 110,428
252	Lead Maintenance Painter	41	74,388	- 97,245	82,570	- 107,942
227	Lead Maintenance Plumber	42	76,069	- 99,485	84,437	- 110,428
278	Lead Maintenance Technician	33	62,472	- 81,276	69,344	- 90,217
232	Lead Physical Education/Athletic Attendant	24	51,586	- 66,688	57,260	- 74,023
245	Maintenance Cabinetmaker	39	71,187	- 92,956	79,018	- 103,181
262	Maintenance Carpenter	39	71,187	- 92,956	79,018	- 103,181
246	Maintenance Electrician	39	71,187	- 92,956	79,018	- 103,181
261	Maintenance Electronic/Alarm Technician	39	71,187	- 92,956	79,018	- 103,181
243	Maintenance HVAC Mechanic	39	71,187	- 92,956	79,018	- 103,181
244	Maintenance Locksmith/Glazier	39	71,187	- 92,956	79,018	- 103,181
247	Maintenance Painter	39	71,187	- 92,956	79,018	- 103,181
248	Maintenance Plumber	39	71,187	- 92,956	79,018	- 103,181
255	Maintenance Roofer/Carpenter	39	71,187	- 92,956	79,018	- 103,181
215	Maintenance Technician I	29	57,331	- 74,388	63,638	- 82,570
222	Maintenance Technician II	31	59,840	- 77,748	66,422	- 86,300
233	Physical Education/Athletic Attendant	22	49,471	- 63,855	54,913	- 70,879
259	Police Detective	49	87,382	- 110,566	96,994	- 122,728
212	Police Officer	48	85,669	- 108,398	95,092	- 120,322
850	Receiving Clerk/Storekeeper	24	51,586	- 66,688	57,260	- 74,023
203	Stock Clerk	21	48,439	- 62,472	53,768	- 69,344
226	Toolroom Equipment Attendant	23	50,503	- 65,238	56,058	- 72,415
204	Utility Worker	21	48,439	- 62,472	53,768	- 69,344

The salary ranges above are base amounts and do not include longevity increments.

Retroactive to: July 1, 2023
Board approved: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT
2023-2024 Final
SEIU Classified
Monthly Salary Schedule
DRAFT

Range	Hourly Step 1(*)	Hourly Step 1(a)	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)	Step 7(*)	Step 7(a)
21	23.29	25.85	4,036.62	4,480.65	4,208.59	4,671.54	4,389.08	4,871.87	4,578.61	5,082.26	4,777.60	5,303.14	4,986.65	5,535.18	5,206.00	5,778.66
22	23.78	26.40	4,122.57	4,576.05	4,298.81	4,771.68	4,483.83	4,977.05	4,678.17	5,192.77	4,888.50	5,426.23	5,096.31	5,656.90	5,321.22	5,906.55
23	24.28	26.95	4,208.59	4,671.54	4,389.08	4,871.87	4,578.61	5,082.26	4,777.60	5,303.14	4,986.65	5,535.18	5,206.00	5,778.66	5,436.53	6,034.55
24	24.80	27.53	4,298.81	4,771.68	4,483.83	4,977.05	4,678.17	5,192.77	4,888.50	5,426.23	5,096.31	5,656.90	5,321.22	5,906.55	5,557.31	6,168.62
25	25.32	28.11	4,389.08	4,871.87	4,578.61	5,082.26	4,777.60	5,303.14	4,986.65	5,535.18	5,206.00	5,778.66	5,436.53	6,034.55	5,678.30	6,302.91
26	25.87	28.71	4,483.83	4,977.05	4,678.17	5,192.77	4,888.50	5,426.23	5,096.31	5,656.90	5,321.22	5,906.55	5,557.31	6,168.62	5,805.28	6,443.86
27	26.42	29.32	4,578.61	5,082.26	4,777.60	5,303.14	4,986.65	5,535.18	5,206.00	5,778.66	5,436.53	6,034.55	5,678.30	6,302.91	5,932.27	6,584.82
28	26.99	29.96	4,678.17	5,192.77	4,888.50	5,426.23	5,096.31	5,656.90	5,321.22	5,906.55	5,557.31	6,168.62	5,805.28	6,443.86	6,065.76	6,733.00
29	27.56	30.60	4,777.60	5,303.14	4,986.65	5,535.18	5,206.00	5,778.66	5,436.53	6,034.55	5,678.30	6,302.91	5,932.27	6,584.82	6,198.97	6,880.85
30	28.20	31.31	4,888.50	5,426.23	5,096.31	5,656.90	5,321.22	5,906.55	5,557.31	6,168.62	5,805.28	6,443.86	6,065.76	6,733.00	6,339.09	7,036.39
31	28.77	31.93	4,986.65	5,535.18	5,206.00	5,778.66	5,436.53	6,034.55	5,678.30	6,302.91	5,932.27	6,584.82	6,198.97	6,880.85	6,479.00	7,191.69
32	29.40	32.64	5,096.31	5,656.90	5,321.22	5,906.55	5,557.31	6,168.62	5,805.28	6,443.86	6,065.76	6,733.00	6,339.09	7,036.39	6,625.99	7,354.85
33	30.03	33.34	5,206.00	5,778.66	5,436.53	6,034.55	5,678.30	6,302.91	5,932.27	6,584.82	6,198.97	6,880.85	6,479.00	7,191.69	6,773.03	7,518.06
34	30.70	34.08	5,321.22	5,906.55	5,557.31	6,168.62	5,805.28	6,443.86	6,065.76	6,733.00	6,339.09	7,036.39	6,625.99	7,354.85	6,927.48	7,689.50
35	31.36	34.81	5,436.53	6,034.55	5,678.30	6,302.91	5,932.27	6,584.82	6,198.97	6,880.85	6,479.00	7,191.69	6,773.03	7,518.06	7,081.85	7,860.85
36	32.06	35.59	5,557.31	6,168.62	5,805.28	6,443.86	6,065.76	6,733.00	6,339.09	7,036.39	6,625.99	7,354.85	6,927.48	7,689.50	7,243.81	8,040.63
37	32.76	36.36	5,678.30	6,302.91	5,932.27	6,584.82	6,198.97	6,880.85	6,479.00	7,191.69	6,773.03	7,518.06	7,081.85	7,860.85	7,406.14	8,220.82
38	33.49	37.18	5,805.28	6,443.86	6,065.76	6,733.00	6,339.09	7,036.39	6,625.99	7,354.85	6,927.48	7,689.50	7,243.81	8,040.63	7,576.19	8,409.57
39	34.22	37.99	5,932.27	6,584.82	6,198.97	6,880.85	6,479.00	7,191.69	6,771.65	7,516.53	7,081.85	7,860.85	7,406.14	8,220.82	7,746.30	8,598.39
40	34.99	38.84	6,065.76	6,733.00	6,339.09	7,036.39	6,625.99	7,354.85	6,927.48	7,689.50	7,243.81	8,040.63	7,576.19	8,409.57	7,925.04	8,796.79
41	35.76	39.70	6,198.97	6,880.85	6,479.00	7,191.69	6,773.03	7,518.06	7,081.85	7,860.85	7,406.14	8,220.82	7,746.30	8,598.39	8,103.74	8,995.15
42	36.57	40.59	6,339.09	7,036.39	6,625.99	7,354.85	6,927.48	7,689.50	7,243.81	8,040.63	7,576.19	8,409.57	7,925.04	8,796.79	8,290.41	9,202.36
43	37.30	41.41	6,466.06	7,177.33	6,737.63	7,478.77	7,037.46	7,811.58	7,350.63	8,159.19	7,677.73	8,522.28	8,015.55	8,897.26	8,368.23	9,288.74
44	38.05	42.24	6,595.38	7,320.87	6,859.20	7,613.71	7,154.14	7,941.10	7,461.77	8,282.56	7,782.63	8,638.71	8,117.28	9,010.18	8,466.32	9,397.62
45	38.81	43.08	6,727.29	7,467.29	6,996.38	7,765.98	7,276.23	8,076.62	7,581.84	8,415.84	7,907.86	8,777.72	8,239.99	9,146.38	8,594.30	9,539.68
46	39.59	43.94	6,861.83	7,616.64	7,136.31	7,921.30	7,421.76	8,238.15	7,718.63	8,567.68	8,027.38	8,910.39	8,360.51	9,280.17	8,707.47	9,665.29
47	40.38	44.82	6,999.07	7,768.97	7,279.03	8,079.73	7,570.19	8,402.92	7,873.00	8,739.03	8,187.92	9,088.59	8,515.44	9,452.14	8,856.06	9,830.22
48	41.19	45.72	7,139.05	7,924.35	7,424.61	8,241.32	7,721.60	8,570.97	8,030.46	8,913.81	8,351.68	9,270.37	8,685.75	9,641.18	9,033.18	10,026.83
49	42.01	46.63	7,281.83	8,082.83	7,573.11	8,406.15	7,876.03	8,742.39	8,191.07	9,092.09	8,518.71	9,455.77	8,859.46	9,834.00	9,213.84	10,227.36

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

After 10 full 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 increment of 4% (8.16%) will be awarded after 15 years.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 4% (16.986%) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT

2023-2024 Final

SEIU Classified

Annual Salary Schedule

DRAFT

Range	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)	Step 6(*)	Step 6(a)	Step 7(*)	Step 7(a)
21	48,439	53,768	50,503	56,058	52,669	58,462	54,943	60,987	57,331	63,638	59,840	66,422	62,472	69,344
22	49,471	54,913	51,586	57,260	53,806	59,725	56,138	62,313	58,662	65,115	61,156	67,883	63,855	70,879
23	50,503	56,058	52,669	58,462	54,943	60,987	57,331	63,638	59,840	66,422	62,472	69,344	65,238	72,415
24	51,586	57,260	53,806	59,725	56,138	62,313	58,662	65,115	61,156	67,883	63,855	70,879	66,688	74,023
25	52,669	58,462	54,943	60,987	57,331	63,638	59,840	66,422	62,472	69,344	65,238	72,415	68,140	75,635
26	53,806	59,725	56,138	62,313	58,662	65,115	61,156	67,883	63,855	70,879	66,688	74,023	69,663	77,326
27	54,943	60,987	57,331	63,638	59,840	66,422	62,472	69,344	65,238	72,415	68,140	75,635	71,187	79,018
28	56,138	62,313	58,662	65,115	61,156	67,883	63,855	70,879	66,688	74,023	69,663	77,326	72,789	80,796
29	57,331	63,638	59,840	66,422	62,472	69,344	65,238	72,415	68,140	75,635	71,187	79,018	74,388	82,570
30	58,662	65,115	61,156	67,883	63,855	70,879	66,688	74,023	69,663	77,326	72,789	80,796	76,069	84,437
31	59,840	66,422	62,472	69,344	65,238	72,415	68,140	75,635	71,187	79,018	74,388	82,570	77,748	86,300
32	61,156	67,883	63,855	70,879	66,688	74,023	69,663	77,326	72,789	80,796	76,069	84,437	79,512	88,258
33	62,472	69,344	65,238	72,415	68,140	75,635	71,187	79,018	74,388	82,570	77,748	86,300	81,276	90,217
34	63,855	70,879	66,688	74,023	69,663	77,326	72,789	80,796	76,069	84,437	79,512	88,258	83,130	92,274
35	65,238	72,415	68,140	75,635	71,187	79,018	74,388	82,570	77,748	86,300	81,276	90,217	84,982	94,330
36	66,688	74,023	69,663	77,326	72,789	80,796	76,069	84,437	79,512	88,258	83,130	92,274	86,926	96,488
37	68,140	75,635	71,187	79,018	74,388	82,570	77,748	86,300	81,276	90,217	84,982	94,330	88,874	98,650
38	69,663	77,326	72,789	80,796	76,069	84,437	79,512	88,258	83,130	92,274	86,926	96,488	90,914	100,915
39	71,187	79,018	74,388	82,570	77,748	86,300	81,260	90,198	84,982	94,330	88,874	98,650	92,956	103,181
40	72,789	80,796	76,069	84,437	79,512	88,258	83,130	92,274	86,926	96,488	90,914	100,915	95,100	105,562
41	74,388	82,570	77,748	86,300	81,276	90,217	84,982	94,330	88,874	98,650	92,956	103,181	97,245	107,942
42	76,069	84,437	79,512	88,258	83,130	92,274	86,926	96,488	90,914	100,915	95,100	105,562	99,485	110,428
43	77,593	86,128	80,852	89,745	84,450	93,739	88,208	97,910	92,133	102,267	96,187	106,767	100,419	111,465
44	79,145	87,850	82,310	91,364	85,850	95,293	89,541	99,391	93,392	103,665	97,407	108,122	101,596	112,771
45	80,727	89,607	83,957	93,192	87,315	96,919	90,982	100,990	94,894	105,333	98,880	109,757	103,132	114,476
46	82,342	91,400	85,636	95,056	89,061	98,858	92,624	102,812	96,329	106,925	100,326	111,362	104,490	115,984
47	83,989	93,228	87,348	96,957	90,842	100,835	94,476	104,868	98,255	109,063	102,185	113,426	106,273	117,963
48	85,669	95,092	89,095	98,896	92,659	102,852	96,366	106,966	100,220	111,244	104,229	115,694	108,398	120,322
49	87,382	96,994	90,877	100,874	94,512	104,909	98,293	109,105	102,225	113,469	106,314	118,008	110,566	122,728

(*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

After 10 full 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 increment of 4% (8.16%) will be awarded after 15 years.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 4% (16.986%) will be awarded after 25 years.

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

Retroactive to: July 1, 2023

Board approved: August 14, 2024

**Los Rios Community College District
2024-2025**

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

	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	52,790	58,406	64,022	69,638	75,254
2	56,272	61,888	67,504	73,120	78,736
3	59,754	65,370	70,986	76,602	82,218
4	63,236	68,852	74,468	80,084	85,700
5	66,718	72,334	77,950	83,566	89,182
6	70,200	75,816	81,432	87,048	92,664
7	73,682	79,298	84,914	90,530	96,146
8	77,164	82,780	88,396	94,012	99,628
9	80,646	86,262	91,878	97,494	103,110
10	84,128	89,744	95,360	100,976	106,592
11	87,610	93,226	98,842	104,458	110,074
12	91,092	96,708	102,324	107,940	113,556
13	94,573	100,189	105,805	111,421	117,037
14	98,055	103,671	109,287	114,903	120,519
15	101,537	107,153	112,769	118,385	124,001
16	102,514	108,130	113,746	119,362	124,978
17	103,492	109,108	114,724	120,340	125,956
18	104,469	110,085	115,701	121,317	126,933
19	105,446	111,062	116,678	122,294	127,910
20	106,423	112,039	117,655	123,271	128,887
21	107,400	113,016	118,632	124,248	129,864
22	108,378	113,994	119,610	125,226	130,842
23	109,355	114,971	120,587	126,203	131,819
24	110,332	115,948	121,564	127,180	132,796
25	111,309	116,925	122,541	128,157	133,773

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, 2024

Board approved: August 14, 2024

Faculty Salary Schedule A-164 2024-2025

DRAFT

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	52,790.40	58,406.40	64,022.40	69,638.40	75,254.40
Monthly		5,279.04	5,840.64	6,402.24	6,963.84	7,525.44
Daily		321.89	356.14	390.38	424.62	458.87
Annual	2	56,272.32	61,888.32	67,504.32	73,120.32	78,736.32
Monthly		5,627.23	6,188.83	6,750.43	7,312.03	7,873.63
Daily		343.12	377.37	411.61	445.86	480.10
Annual	3	59,754.24	65,370.24	70,986.24	76,602.24	82,218.24
Monthly		5,975.42	6,537.02	7,098.62	7,660.22	8,221.82
Daily		364.36	398.60	432.84	467.09	501.33
Annual	4	63,236.16	68,852.16	74,468.16	80,084.16	85,700.16
Monthly		6,323.62	6,885.22	7,446.82	8,008.42	8,570.02
Daily		385.59	419.83	454.07	488.32	522.56
Annual	5	66,718.08	72,334.08	77,950.08	83,566.08	89,182.08
Monthly		6,671.81	7,233.41	7,795.01	8,356.61	8,918.21
Daily		406.82	441.06	475.31	509.55	543.79
Annual	6	70,200.00	75,816.00	81,432.00	87,048.00	92,664.00
Monthly		7,020.00	7,581.60	8,143.20	8,704.80	9,266.40
Daily		428.05	462.29	496.54	530.78	565.02
Annual	7	73,681.92	79,297.92	84,913.92	90,529.92	96,145.92
Monthly		7,368.19	7,929.79	8,491.39	9,052.99	9,614.59
Daily		449.28	483.52	517.77	552.01	586.26
Annual	8	77,163.84	82,779.84	88,395.84	94,011.84	99,627.84
Monthly		7,716.38	8,277.98	8,839.58	9,401.18	9,962.78
Daily		470.51	504.76	539.00	573.24	607.49
Annual	9	80,645.76	86,261.76	91,877.76	97,493.76	103,109.76
Monthly		8,064.58	8,626.18	9,187.78	9,749.38	10,310.98
Daily		491.74	525.99	560.23	594.47	628.72
Annual	10	84,127.68	89,743.68	95,359.68	100,975.68	106,591.68
Monthly		8,412.77	8,974.37	9,535.97	10,097.57	10,659.17
Daily		512.97	547.22	581.46	615.71	649.95
Annual	11	87,609.60	93,225.60	98,841.60	104,457.60	110,073.60
Monthly		8,760.96	9,322.56	9,884.16	10,445.76	11,007.36
Daily		534.20	568.45	602.69	636.94	671.18
Annual	12	91,091.52	96,707.52	102,323.52	107,939.52	113,555.52
Monthly		9,109.15	9,670.75	10,232.35	10,793.95	11,355.55
Daily		555.44	589.68	623.92	658.17	692.41
Annual	13	94,573.44	100,189.44	105,805.44	111,421.44	117,037.44
Monthly		9,457.34	10,018.94	10,580.54	11,142.14	11,703.74
Daily		576.67	610.91	645.16	679.40	713.64
Annual	14	98,055.36	103,671.36	109,287.36	114,903.36	120,519.36
Monthly		9,805.54	10,367.14	10,928.74	11,490.34	12,051.94
Daily		597.90	632.14	666.39	700.63	734.87
Annual	15	101,537.28	107,153.28	112,769.28	118,385.28	124,001.28
Monthly		10,153.73	10,715.33	11,276.93	11,838.53	12,400.13
Daily		619.13	653.37	687.62	721.86	756.11
Annual	16	102,514.46	108,130.46	113,746.46	119,362.46	124,978.46
Monthly		10,251.45	10,813.05	11,374.65	11,936.25	12,497.85
Daily		625.09	659.33	693.58	727.82	762.06
Annual	17	103,491.65	109,107.65	114,723.65	120,339.65	125,955.65
Monthly		10,349.17	10,910.77	11,472.37	12,033.97	12,595.57
Daily		631.05	665.29	699.53	733.78	768.02
Annual	18	104,468.83	110,084.83	115,700.83	121,316.83	126,932.83
Monthly		10,446.88	11,008.48	11,570.08	12,131.68	12,693.28
Daily		637.01	671.25	705.49	739.74	773.98
Annual	19	105,446.02	111,062.02	116,678.02	122,294.02	127,910.02
Monthly		10,544.60	11,106.20	11,667.80	12,229.40	12,791.00
Daily		642.96	677.21	711.45	745.70	779.94
Annual	20	106,423.20	112,039.20	117,655.20	123,271.20	128,887.20
Monthly		10,642.32	11,203.92	11,765.52	12,327.12	12,888.72
Daily		648.92	683.17	717.41	751.65	785.90
Annual	21	107,400.38	113,016.38	118,632.38	124,248.38	129,864.38
Monthly		10,740.04	11,301.64	11,863.24	12,424.84	12,986.44
Daily		654.88	689.12	723.37	757.61	791.86
Annual	22	108,377.57	113,993.57	119,609.57	125,225.57	130,841.57
Monthly		10,837.76	11,399.36	11,960.96	12,522.56	13,084.16
Daily		660.84	695.08	729.33	763.57	797.81
Annual	23	109,354.75	114,970.75	120,586.75	126,202.75	131,818.75
Monthly		10,935.48	11,497.08	12,058.68	12,620.28	13,181.88
Daily		666.80	701.04	735.29	769.53	803.77
Annual	24	110,331.94	115,947.94	121,563.94	127,179.94	132,795.94
Monthly		11,033.19	11,594.79	12,156.39	12,717.99	13,279.59
Daily		672.76	707.00	741.24	775.49	809.73
Annual	25	111,309.12	116,925.12	122,541.12	128,157.12	133,773.12
Monthly		11,130.91	11,692.51	12,254.11	12,815.71	13,377.31
Daily		678.71	712.96	747.20	781.45	815.69

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, 2024
Board approved: August 14, 2024

**Los Rios Community College District
2024-2025**

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

	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	56,009	61,968	67,927	73,884	79,843
2	59,704	65,662	71,621	77,579	83,537
3	63,398	69,356	75,315	81,274	87,231
4	67,092	73,051	79,009	84,968	90,925
5	70,786	76,745	82,703	88,662	94,619
6	74,481	80,439	86,398	92,356	98,314
7	78,175	84,133	90,092	96,050	102,009
8	81,869	87,828	93,786	99,745	105,703
9	85,563	91,522	97,480	103,439	109,397
10	89,257	95,216	101,174	107,133	113,092
11	92,952	98,910	104,869	110,827	116,786
12	96,646	102,604	108,563	114,521	120,480
13	100,340	106,299	112,257	118,216	124,174
14	104,034	109,993	115,951	121,910	127,868
15	107,728	113,687	119,646	125,604	131,563
16	108,765	114,724	120,682	126,641	132,599
17	109,802	115,760	121,719	127,678	133,636
18	110,839	116,797	122,756	128,714	134,673
19	111,875	117,834	123,792	129,751	135,710
20	112,912	118,871	124,829	130,788	136,746
21	113,949	119,907	125,866	131,824	137,783
22	114,986	120,944	126,903	132,861	138,820
23	116,023	121,981	127,939	133,898	139,856
24	117,060	123,018	128,976	134,935	140,893
25	118,097	124,055	130,013	135,971	141,930

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

Effective: July 1, 2024

Board approved: August 14, 2024

Faculty Salary Schedule A-174 2024-2025

DRAFT

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	56,009.49	61,968.07	67,926.64	73,884.10	79,842.67
Monthly		4,667.46	5,164.01	5,660.55	6,157.01	6,653.56
Daily		321.89	356.14	390.38	424.62	458.87
Annual	2	59,703.70	65,662.27	71,620.85	77,579.42	83,536.88
Monthly		4,975.31	5,471.86	5,968.40	6,464.95	6,961.41
Daily		343.12	377.37	411.61	445.86	480.10
Annual	3	63,397.90	69,356.48	75,315.05	81,273.63	87,231.08
Monthly		5,283.16	5,779.71	6,276.25	6,772.80	7,269.26
Daily		364.36	398.60	432.85	467.09	501.33
Annual	4	67,092.11	73,050.68	79,009.26	84,967.83	90,925.29
Monthly		5,591.01	6,087.56	6,584.11	7,080.65	7,577.11
Daily		385.59	419.83	454.08	488.32	522.56
Annual	5	70,786.31	76,744.89	82,703.46	88,662.04	94,619.49
Monthly		5,898.86	6,395.41	6,891.96	7,388.50	7,884.96
Daily		406.82	441.06	475.31	509.55	543.79
Annual	6	74,480.52	80,439.09	86,397.67	92,356.24	98,313.70
Monthly		6,206.71	6,703.26	7,199.81	7,696.35	8,192.81
Daily		428.05	462.29	496.54	530.78	565.02
Annual	7	78,174.72	84,133.30	90,091.87	96,050.45	102,009.02
Monthly		6,514.56	7,011.11	7,507.66	8,004.20	8,500.75
Daily		449.28	483.52	517.77	552.01	586.26
Annual	8	81,868.92	87,827.50	93,786.08	99,744.65	105,703.23
Monthly		6,822.41	7,318.96	7,815.51	8,312.05	8,808.60
Daily		470.51	504.76	539.00	573.25	607.49
Annual	9	85,563.13	91,521.71	97,480.28	103,438.86	109,397.43
Monthly		7,130.26	7,626.81	8,123.36	8,619.91	9,116.45
Daily		491.74	525.99	560.23	594.48	628.72
Annual	10	89,257.33	95,215.91	101,174.49	107,133.06	113,091.64
Monthly		7,438.11	7,934.66	8,431.21	8,927.76	9,424.30
Daily		512.97	547.22	581.46	615.71	649.95
Annual	11	92,951.54	98,910.12	104,868.69	110,827.27	116,785.84
Monthly		7,745.96	8,242.51	8,739.06	9,235.61	9,732.15
Daily		534.20	568.45	602.69	636.94	671.18
Annual	12	96,645.74	102,604.32	108,562.90	114,521.47	120,480.05
Monthly		8,053.81	8,550.36	9,046.91	9,543.46	10,040.00
Daily		555.44	589.68	623.92	658.17	692.41
Annual	13	100,339.95	106,298.52	112,257.10	118,215.68	124,174.25
Monthly		8,361.66	8,858.21	9,354.76	9,851.31	10,347.85
Daily		576.67	610.91	645.16	679.40	713.65
Annual	14	104,034.15	109,992.73	115,951.31	121,909.88	127,868.46
Monthly		8,669.51	9,166.06	9,662.61	10,159.16	10,655.71
Daily		597.90	632.14	666.39	700.63	734.88
Annual	15	107,728.36	113,686.93	119,645.51	125,604.09	131,562.66
Monthly		8,977.36	9,473.91	9,970.46	10,467.01	10,963.56
Daily		619.13	653.37	687.62	721.86	756.11
Annual	16	108,765.07	114,723.65	120,682.22	126,640.80	132,599.38
Monthly		9,063.76	9,560.30	10,056.85	10,553.40	11,049.95
Daily		625.09	659.33	693.58	727.82	762.07
Annual	17	109,801.79	115,760.36	121,718.94	127,677.51	133,636.09
Monthly		9,150.15	9,646.70	10,143.25	10,639.79	11,136.34
Daily		631.04	665.29	699.53	733.78	768.02
Annual	18	110,838.50	116,797.08	122,755.65	128,714.23	134,672.80
Monthly		9,236.54	9,733.09	10,229.64	10,726.19	11,222.73
Daily		637.00	671.25	705.49	739.74	773.98
Annual	19	111,875.21	117,833.79	123,792.36	129,750.94	135,709.52
Monthly		9,322.93	9,819.48	10,316.03	10,812.58	11,309.13
Daily		642.96	677.21	711.45	745.70	779.94
Annual	20	112,911.93	118,870.50	124,829.08	130,787.65	136,746.23
Monthly		9,409.33	9,905.88	10,402.42	10,898.97	11,395.52
Daily		648.92	683.16	717.41	751.65	785.90
Annual	21	113,948.64	119,907.22	125,865.79	131,824.37	137,782.94
Monthly		9,495.72	9,992.27	10,488.82	10,985.36	11,481.91
Daily		654.88	689.12	723.37	757.61	791.86
Annual	22	114,986.48	120,943.93	126,902.51	132,861.08	138,819.66
Monthly		9,582.21	10,078.66	10,575.21	11,071.76	11,568.31
Daily		660.84	695.08	729.32	763.57	797.81
Annual	23	116,023.19	121,980.64	127,939.22	133,897.80	139,856.37
Monthly		9,668.60	10,165.05	10,661.60	11,158.15	11,654.70
Daily		666.80	701.04	735.28	769.53	803.77
Annual	24	117,059.90	123,018.48	128,975.93	134,934.51	140,893.08
Monthly		9,754.99	10,251.54	10,747.99	11,244.54	11,741.09
Daily		672.76	707.00	741.24	775.49	809.73
Annual	25	118,096.62	124,055.19	130,012.65	135,971.22	141,929.80
Monthly		9,841.39	10,337.93	10,834.39	11,330.94	11,827.48
Daily		678.72	712.96	747.20	781.44	815.69

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, 2024
Board approved: August 14, 2024

**Los Rios Community College District
2024-2025**

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

DRAFT

	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	73.32	81.12	88.92	96.72	104.52
Lab (Sci)		58.66	64.90	71.14	77.38	83.62
Lab		54.99	60.84	66.69	72.54	78.39
Lecture	2	78.16	85.96	93.76	101.56	109.36
Lab (Sci)		62.53	68.77	75.01	81.25	87.49
Lab		58.62	64.47	70.32	76.17	82.02
Lecture	3	82.99	90.79	98.59	106.39	114.19
Lab (Sci)		66.39	72.63	78.87	85.11	91.35
Lab		62.24	68.09	73.94	79.79	85.64
Lecture	4	87.83	95.63	103.43	111.23	119.03
Lab (Sci)		70.26	76.50	82.74	88.98	95.22
Lab		65.87	71.72	77.57	83.42	89.27
Lecture	5	92.66	100.46	108.26	116.06	123.86
Lab (Sci)		74.13	80.37	86.61	92.85	99.09
Lab		69.50	75.35	81.20	87.05	92.90
Lecture	6	97.50	105.30	113.10	120.90	128.70
Lab (Sci)		78.00	84.24	90.48	96.72	102.96
Lab		73.13	78.98	84.83	90.68	96.53
Lecture	7	102.34	110.14	117.94	125.74	133.54
Lab (Sci)		81.87	88.11	94.35	100.59	106.83
Lab		76.76	82.61	88.46	94.31	100.16
Lecture	8	107.17	114.97	122.77	130.57	138.37
Lab (Sci)		85.74	91.98	98.22	104.46	110.70
Lab		80.38	86.23	92.08	97.93	103.78
Lecture	9	112.01	119.81	127.61	135.41	143.21
Lab (Sci)		89.61	95.85	102.09	108.33	114.57
Lab		84.01	89.86	95.71	101.56	107.41
Lecture	10	116.84	124.64	132.44	140.24	148.04
Lab (Sci)		93.47	99.71	105.95	112.19	118.43
Lab		87.63	93.48	99.33	105.18	111.03
Lecture	11	121.68	129.48	137.28	145.08	152.88
Lab (Sci)		97.34	103.58	109.82	116.06	122.30
Lab		91.26	97.11	102.96	108.81	114.66
Lecture	12	126.52	134.32	142.12	149.92	157.72
Lab (Sci)		101.22	107.46	113.70	119.94	126.18
Lab		94.89	100.74	106.59	112.44	118.29
Lecture	13	131.35	139.15	146.95	154.75	162.55
Lab (Sci)		105.08	111.32	117.56	123.80	130.04
Lab		98.51	104.36	110.21	116.06	121.91
Lecture	14	136.19	143.99	151.79	159.59	167.39
Lab (Sci)		108.95	115.19	121.43	127.67	133.91
Lab		102.14	107.99	113.84	119.69	125.54
Lecture	15	141.02	148.82	156.62	164.42	172.22
Lab (Sci)		112.82	119.06	125.30	131.54	137.78
Lab		105.77	111.62	117.47	123.32	129.17
Lecture	16	142.38	150.19	157.98	165.79	173.58
Lab (Sci)		113.90	120.15	126.38	132.63	138.86
Lab		106.79	112.64	118.49	124.34	130.19
Lecture	17	143.74	151.54	159.34	167.14	174.94
Lab (Sci)		114.99	121.23	127.47	133.71	139.95
Lab		107.81	113.66	119.51	125.36	131.21
Lecture	18	145.09	152.90	160.70	168.49	176.30
Lab (Sci)		116.07	122.32	128.56	134.79	141.04
Lab		108.82	114.68	120.53	126.37	132.23
Lecture	19	146.45	154.25	162.05	169.85	177.65
Lab (Sci)		117.16	123.40	129.64	135.88	142.12
Lab		109.84	115.69	121.54	127.39	133.24
Lecture	20	147.82	155.60	163.42	171.20	179.02
Lab (Sci)		118.26	124.48	130.74	136.96	143.22
Lab		110.87	116.70	122.57	128.40	134.27
Lecture	21	149.17	156.97	164.77	172.57	180.37
Lab (Sci)		119.34	125.58	131.82	138.06	144.30
Lab		111.88	117.73	123.58	129.43	135.28
Lecture	22	150.52	158.33	166.12	173.93	181.72
Lab (Sci)		120.42	126.66	132.90	139.14	145.38
Lab		112.89	118.75	124.59	130.45	136.29
Lecture	23	151.88	159.68	167.48	175.28	183.08
Lab (Sci)		121.50	127.74	133.98	140.22	146.46
Lab		113.91	119.76	125.61	131.46	137.31
Lecture	24	153.23	161.04	168.84	176.63	184.44
Lab (Sci)		122.58	128.83	135.07	141.30	147.55
Lab		114.92	120.78	126.63	132.47	138.33
Lecture	25	154.60	162.40	170.20	178.00	185.80
Lab (Sci)		123.68	129.92	136.16	142.40	148.64
Lab		115.95	121.80	127.65	133.50	139.35

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 (Sci)" equates to .80 of a lecture hour. This lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

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 22, 2024
Board approved: August 14, 2024

**Los Rios Community College District
2024-2025**

**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)**

DRAFT

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	42.92	47.49	52.05	56.62	61.18
2	45.75	50.32	54.88	59.45	64.01
3	48.58	53.15	57.71	62.29	66.84
4	51.41	55.98	60.54	65.11	69.67
5	54.24	58.81	63.37	67.94	72.50
6	57.06	61.64	66.21	70.77	75.34
7	59.90	64.47	69.04	73.60	78.17
8	62.73	67.30	71.86	76.43	81.00
9	65.56	70.14	74.69	79.27	83.82
10	68.39	72.97	77.52	82.10	86.65
11	71.22	75.80	80.35	84.93	89.49
12	74.05	78.62	83.20	87.76	92.33
13	76.90	81.45	86.03	90.58	95.16
14	79.73	84.28	88.86	93.41	97.99
15	82.56	87.11	91.69	96.25	100.82
16	83.35	87.91	92.48	97.04	101.61
17	84.14	88.71	93.27	97.84	102.40
18	84.94	89.49	94.07	98.62	103.20
19	85.73	90.29	94.87	99.42	104.00
20	86.52	91.09	95.65	100.22	104.78
21	87.32	91.87	96.45	101.00	105.58
22	88.12	92.67	97.25	101.81	106.38
23	88.90	93.48	98.03	102.61	107.16
24	89.70	94.27	98.83	103.40	107.96
25	90.50	95.06	99.63	104.19	108.76

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 22, 2024
Board approved: August 14, 2024

Los Rios Community College District
2024 - 2025
Athletic/Coaching Stipend Schedule for Faculty

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

DRAFT

Sports Program	Formula Hour Assignment	Stipend Range
Baseball, Head Coach	7	\$10,182 - \$11,911
Baseball, Assistant Coach	5	\$4,621 - \$4,621
Basketball, Head Coach	7	\$10,182 - \$11,453
Basketball, Assistant Coach	5	\$4,621 - \$11,911
Beach Volleyball, Head Coach	7	\$10,182 - \$11,911
Cross Country, Head Coach	7	\$8,668 - \$10,140
Football, Head Coach	7	\$10,182 - \$11,911
Football, Assistant Coach	5	\$4,621 - \$4,621
Golf, Head Coach	7	\$8,668 - \$10,140
Hockey, Head Coach	7	\$10,182 - \$11,911
Soccer, Head Coach	7	\$10,182 - \$11,911
Soccer, Assistant Coach	5	\$4,621 - \$4,621
Softball, Head Coach	7	\$10,182 - \$11,911
Softball, Assistant Coach	5	\$4,621 - \$4,621
Swimming, Head Coach	7	\$8,668 - \$10,140
Tennis, Head Coach	7	\$8,668 - \$10,140
Track and Field, Head Coach	7	\$10,182 - \$11,911
Track and Field, Assistant Coach	5	\$4,621 - \$4,621
Volleyball, Head Coach	7	\$10,182 - \$11,911
Water Polo, Head Coach	7	\$8,668 - \$10,140
Wrestling, Head Coach	7	\$10,182 - \$11,911

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

Effective: August 22, 2024

Board approved: August 14, 2024

**Los Rios Community College District
2024 - 2025**

**Athletic/Coaching Stipend Schedule for Faculty
Coaching Formula hour assignments and stipend compensation shall be as follows:**

DRAFT

Head Coaching Stipend Schedule for Faculty

Assignment	Formula Hours	Step 1	Step 2	Step 3	Step 4	Step 5
Baseball	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Basketball	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Beach Volleyball	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Cross Country	7	\$8,668	\$9,016	\$9,377	\$9,752	\$10,140
Football	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Golf	7	\$8,668	\$9,016	\$9,377	\$9,752	\$10,140
Hockey	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Soccer	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Softball	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Swimming	7	\$8,668	\$9,016	\$9,377	\$9,752	\$10,140
Tennis	7	\$8,668	\$9,016	\$9,377	\$9,752	\$10,140
Track & Field	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Volleyball	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
Water Polo	7	\$8,668	\$9,016	\$9,377	\$9,752	\$10,140
Wrestling	7	\$10,182	\$10,589	\$11,013	\$11,454	\$11,911
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	\$4,621
Basketball, Assistant	5	\$4,621
Football, Assistant	5	\$4,621
Soccer, Assistant	5	\$4,621
Softball, Assistant	5	\$4,621
Track & Field, Assistant	5	\$4,621

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

Effective: August 22, 2024

Board approved: August 14, 2024

**Los Rios Community College District
2024-2025**

Arts & Media Stipend Schedule for Faculty

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

Subject	DRAFT	Stipend
<i>Art</i>		
	Art Gallery Director	\$2,122
<i>Dance</i>		
	Director	\$2,122
<i>Forensics</i>		
	Coach (districtwide)	\$3,030
	Assistant Coach	\$2,122
	Tournament Coordinator/Debate	\$1,514
<i>Journalism</i>		
	Student Newspaper	\$3,030
	Literary Journal Advisory	\$3,030
<i>Music (Performing Group)</i>		
	Director	\$3,030
<i>Theatre Arts</i>		
	Director	\$3,030
	Technical Director	\$3,030
	Technical Director, Lighting	\$2,122
	Technical Director, Scene/Set	\$2,122
	Musical Director	\$3,030
	Vocal Director	\$2,122
	Costumer	\$3,030
	Choreographer	\$2,122
	Promotion/Box Office	\$3,030
<i>TV/Radio</i>		
	Program Producer	\$2,122

Effective: August 22, 2024

Board approved: August 14, 2024

Salary Schedule for Instructional Substitutes 2024-2025

Hourly Salary Schedule

Effective 08/22/2024

DRAFT

Lecture:	60.84
Lab(Sci):	48.68
Lab:	45.63
Coordinator/Counselor/Nurse/Librarian:	42.92

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(Sci)" equates to .80 of a lecture hour. This lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum science laboratory requirement.

Effective: August 22, 2024

Board approved: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT
2024-2025
Management Salary Schedule
DRAFT

Title (Job Code)	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Deputy Chancellor/ Executive Vice Chancellor (679)	C	Annual	277,422.61	282,971.06	288,630.48	294,403.09	300,291.15
		Monthly	23,118.55	23,580.92	24,052.54	24,533.59	25,024.26
Vice Chancellor/College President/ Chief Contract Manager (679)	B	Annual	257,025.95	262,166.47	267,409.80	272,758.00	278,213.16
		Monthly	21,418.83	21,847.21	22,284.15	22,729.83	23,184.43
Associate Vice Chancellor/ General Counsel/ Chief of Police (679)	A	Annual	219,680.49	224,074.10	228,555.58	233,126.69	237,789.22
		Monthly	18,306.71	18,672.84	19,046.30	19,427.22	19,815.77
Director/Manager I/ Vice President (674)	1	Annual	191,478.21	195,307.77	199,213.93	203,198.21	207,262.17
		Monthly	15,956.52	16,275.65	16,601.16	16,933.18	17,271.85
Director/Manager II/ Associate Vice President (672)	2	Annual	179,536.51	183,127.24	186,789.78	190,525.58	194,336.09
		Monthly	14,961.38	15,260.60	15,565.82	15,877.13	16,194.67
Director/Manager III/ Dean (670)	3	Annual	168,339.56	171,706.35	175,140.48	178,643.29	182,216.16
		Monthly	14,028.30	14,308.86	14,595.04	14,886.94	15,184.68
Director/Manager IV/ Associate Dean (668)	4	Annual	157,840.93	160,997.75	164,217.70	167,502.05	170,852.09
		Monthly	13,153.41	13,416.48	13,684.81	13,958.50	14,237.67
Director/Manager V (664)	5	Annual	136,938.36	139,677.13	142,470.67	145,320.08	148,226.48
		Monthly	11,411.53	11,639.76	11,872.56	12,110.01	12,352.21
Director/Manager VI (663)	6	Annual	128,398.08	130,966.04	133,585.36	136,257.07	138,982.21
		Monthly	10,699.84	10,913.84	11,132.11	11,354.76	11,581.85
Director/Manager VII (662)	7	Annual	118,212.10	120,576.34	122,987.87	125,447.63	127,956.58
		Monthly	9,851.01	10,048.03	10,248.99	10,453.97	10,663.05
Director/Manager VIII (665)	8	Annual	110,839.71	113,056.50	115,317.63	117,623.98	119,976.46
		Monthly	9,236.64	9,421.38	9,609.80	9,802.00	9,998.04
Director/Manager IX (669)	9	Annual	103,927.10	106,005.64	108,125.75	110,288.27	112,494.04
		Monthly	8,660.59	8,833.80	9,010.48	9,190.69	9,374.50
Director/Manager X (675)	10	Annual	97,445.60	99,394.51	101,382.40	103,410.05	105,478.25
		Monthly	8,120.47	8,282.88	8,448.53	8,617.50	8,789.85

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

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

An Additional increment of 4% (12.486%) will be awarded after 20 years.

An Additional increment of 2% (14.736%) will be awarded after 25 years.

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

For Ranges A, B and C, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Deputy Chancellor, Executive Vice Chancellor, Vice Chancellor, College President, Chief Contract Manager, Associate Vice Chancellor, General Counsel, Chief of Police.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$4,175.23.

Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District
2024-2025
Interim Management (Faculty to Manager) Salary Schedule
DRAFT

Title (Job Code)	Range	Frequency	Base Salary Step	Base Salary Step + Ed Incentive
Director/Manager I/ Vice President (674)	11A	Annual	168,500.83	172,676.06
		Monthly	16,850.08	17,267.61
		Daily	905.92	928.37
Director/Manager II/Assoc. VP (672)	11	Annual	157,992.13	162,167.36
		Monthly	15,799.21	16,216.74
		Daily	849.42	871.87
Director/Manager III/ Dean (670)	12	Annual	148,138.81	152,314.04
		Monthly	14,813.88	15,231.40
		Daily	796.45	818.89
Director/Manager IV/ Assoc. Dean (668)	13	Annual	138,900.02	143,075.25
		Monthly	13,890.00	14,307.53
		Daily	746.77	769.22
Director/Manager V (664)	14	Annual	120,505.76	124,680.99
		Monthly	12,050.58	12,468.10
		Daily	647.88	670.33
Director/Manager VI (663)	15	Annual	112,990.32	117,165.55
		Monthly	11,299.03	11,716.56
		Daily	607.47	629.92
Director/Manager VII (662)	16	Annual	104,026.64	108,201.87
		Monthly	10,402.66	10,820.19
		Daily	559.28	581.73
Director/Manager VIII (665)	17	Annual	97,538.94	101,714.17
		Monthly	9,753.89	10,171.42
		Daily	524.40	546.85
Director/Manager IX (669)	18	Annual	91,455.84	95,631.07
		Monthly	9,145.58	9,563.11
		Daily	491.70	514.15
Director/Manager X (675)	19	Annual	85,752.14	89,927.37
		Monthly	8,575.21	8,992.74
		Daily	461.03	483.48

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

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

An Additional increment of 4% (12.486%) will be awarded after 20 years.

An Additional increment of 2% (14.736%) will be awarded after 25 years.

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

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$4,175.23.

Effective: July 1, 2024

Board approved: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT

Chancellor's Salary Schedule
2024-2025 Annual Salary Schedule

DRAFT

Chancellor Base Salary: \$392,199.60

Performance Compensation: For the year 2024-2025, 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 as well as a performance payment equivalent to 5% of the base salary.

Effective: July 1, 2024

Board Approved: August 14, 2024

**Los Rios Community College District
2024-2025**

Salary Ranges for Confidential Administrative Assistant Classified Positions

DRAFT

Job Code	Titles	Range	Full Time Annual Salary		
0118	Confidential Administrative Assistant I	5CA	63,913	-	77,760
0189	Confidential Administrative Assistant II	6CA	66,470	-	80,871
0136	Confidential Administrative Assistant III	7CA	69,129	-	84,106
0280	Confidential Executive Assistant	10CA	77,760	-	94,607
0187	Confidential Staff Administrative Assistant	3CA	59,092	-	71,894

The salary ranges above are base amounts and do not include longevity increments.

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

Effective: July 1, 2024

Board Approved: August 14, 2024

Los Rios Community College District

2024-2025

Confidential Administrative Assistant Classified

Monthly Salary Schedule

DRAFT

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
3CA	28.41	4,924.29	5,121.27	5,326.12	5,539.16	5,760.73	5,991.16
4CA	29.55	5,121.27	5,326.12	5,539.16	5,760.73	5,991.16	6,230.80
5CA	30.73	5,326.12	5,539.16	5,760.73	5,991.16	6,230.80	6,480.04
6CA	31.96	5,539.16	5,760.73	5,991.16	6,230.80	6,480.04	6,739.24
7CA	33.23	5,760.73	5,991.16	6,230.80	6,480.04	6,739.24	7,008.81
8CA	34.56	5,991.16	6,230.80	6,480.04	6,739.24	7,008.81	7,289.16
9CA	35.95	6,230.80	6,480.04	6,739.24	7,008.81	7,289.16	7,580.73
10CA	37.38	6,480.04	6,739.24	7,008.81	7,289.16	7,580.73	7,883.95
11CA	38.88	6,739.24	7,008.81	7,289.16	7,580.73	7,883.95	8,199.31
12CA	40.44	7,008.81	7,289.16	7,580.73	7,883.95	8,199.31	8,527.28
13CA	42.05	7,289.16	7,580.73	7,883.95	8,199.31	8,527.28	8,868.38
14CA	43.73	7,580.73	7,883.95	8,199.31	8,527.28	8,868.38	9,223.11
15CA	45.48	7,883.95	8,199.31	8,527.28	8,868.38	9,223.11	9,592.04
16CA	47.30	8,199.31	8,527.28	8,868.38	9,223.11	9,592.04	9,975.72
17CA	49.20	8,527.28	8,868.38	9,223.11	9,592.04	9,975.72	10,374.75
18CA	51.16	8,868.38	9,223.11	9,592.04	9,975.72	10,374.75	10,789.74

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

After 10 years of full time 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.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Effective: July 1, 2024

Board Approved: August 14, 2024

**Los Rios Community College District
2024-2025**

**Confidential Administrative Assistant Classified
Annual Salary Schedule**

DRAFT

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
3CA	59,092	61,455	63,913	66,470	69,129	71,894
4CA	61,455	63,913	66,470	69,129	71,894	74,770
5CA	63,913	66,470	69,129	71,894	74,770	77,760
6CA	66,470	69,129	71,894	74,770	77,760	80,871
7CA	69,129	71,894	74,770	77,760	80,871	84,106
8CA	71,894	74,770	77,760	80,871	84,106	87,470
9CA	74,770	77,760	80,871	84,106	87,470	90,969
10CA	77,760	80,871	84,106	87,470	90,969	94,607
11CA	80,871	84,106	87,470	90,969	94,607	98,392
12CA	84,106	87,470	90,969	94,607	98,392	102,327
13CA	87,470	90,969	94,607	98,392	102,327	106,421
14CA	90,969	94,607	98,392	102,327	106,421	110,677
15CA	94,607	98,392	102,327	106,421	110,677	115,104
16CA	98,392	102,327	106,421	110,677	115,104	119,709
17CA	102,327	106,421	110,677	115,104	119,709	124,497
18CA	106,421	110,677	115,104	119,709	124,497	129,477

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

After 10 years of full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range.
An additional increment of 4% (8.16%) will be awarded after 15 years.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Effective: July 1, 2024

Board Approved: August 14, 2024

Los Rios Community College District
2024-2025
Salary Ranges for Confidential Classified Positions

DRAFT

Job Code	Titles	Range	Full Time Annual Salary		
0286	Confidential Business Services Officer	12C	82,226	-	100,041
0135	Confidential Chancellor's Executive Officer	23C	126,583	-	154,008
0632	Confidential Financial Analyst (E)	19C	108,204	-	131,647
0121	Confidential Human Resources Assistant I	2C	55,549	-	67,584
0148	Confidential Human Resources Assistant II	3C	57,771	-	70,287
0170	Confidential Human Resources Assistant III	4C	60,082	-	73,099
0296	Confidential Human Resources Generalist	16C	96,193		117,033
0119	Confidential Human Resources Specialist I	5C	62,485	-	76,023
0159	Confidential Human Resources Specialist II	6C	64,985	-	79,064
0120	Confidential Human Resources Specialist III	8C	70,287	-	85,515
0708	Confidential Principal Information Systems Auditor (E)	23C	126,583	-	154,008
0638	Confidential Principal Internal Auditor (E)	20C	112,532	-	136,912
0645	Confidential Senior Budget Officer (E)	21C	117,033	-	142,389
0284	Confidential Senior Human Resources Officer (E)	19C	108,204	-	131,647
0644	Public Information Officer (E)	18C	104,042	-	126,583

The salary ranges above are base amounts and do not include longevity increments.

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

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

Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District
2024-2025
Confidential Classified
Monthly Salary Schedule
DRAFT

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1C	25.68	4,451.05	4,629.10	4,814.26	5,006.83	5,207.11	5,415.38
2C	26.71	4,629.10	4,814.26	5,006.83	5,207.11	5,415.38	5,632.00
3C	27.77	4,814.26	5,006.83	5,207.11	5,415.38	5,632.00	5,857.28
4C	28.89	5,006.83	5,207.11	5,415.38	5,632.00	5,857.28	6,091.57
5C	30.04	5,207.11	5,415.38	5,632.00	5,857.28	6,091.57	6,335.23
6C	31.24	5,415.38	5,632.00	5,857.28	6,091.57	6,335.23	6,588.63
7C	32.49	5,632.00	5,857.28	6,091.57	6,335.23	6,588.63	6,852.18
8C	33.79	5,857.28	6,091.57	6,335.23	6,588.63	6,852.18	7,126.27
9C	35.14	6,091.57	6,335.23	6,588.63	6,852.18	7,126.27	7,411.32
10C	36.55	6,335.23	6,588.63	6,852.18	7,126.27	7,411.32	7,707.78
11C	38.01	6,588.63	6,852.18	7,126.27	7,411.32	7,707.78	8,016.08
12C	39.53	6,852.18	7,126.27	7,411.32	7,707.78	8,016.08	8,336.72
13C	41.11	7,126.27	7,411.32	7,707.78	8,016.08	8,336.72	8,670.19
14C	42.76	7,411.32	7,707.78	8,016.08	8,336.72	8,670.19	9,016.99
15C	44.47	7,707.78	8,016.08	8,336.72	8,670.19	9,016.99	9,377.67
16C	46.25	8,016.08	8,336.72	8,670.19	9,016.99	9,377.67	9,752.78
17C	48.10	8,336.72	8,670.19	9,016.99	9,377.67	9,752.78	10,142.88
18C	50.02	8,670.19	9,016.99	9,377.67	9,752.78	10,142.88	10,548.61
19C	52.02	9,016.99	9,377.67	9,752.78	10,142.88	10,548.61	10,970.55
20C	54.10	9,377.67	9,752.78	10,142.88	10,548.61	10,970.55	11,409.37
21C	56.27	9,752.78	10,142.88	10,548.61	10,970.55	11,409.37	11,865.74
22C	58.52	10,142.88	10,548.61	10,970.55	11,409.37	11,865.74	12,340.37
23C	60.86	10,548.61	10,970.55	11,409.37	11,865.74	12,340.37	12,833.98

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

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An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Effective: July 1, 2024

Board approved: August 14, 2024

**Los Rios Community College District
2024-2025
Confidential Classified
Annual Salary Schedule**

DRAFT

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1C	53,413	55,549	57,771	60,082	62,485	64,985
2C	55,549	57,771	60,082	62,485	64,985	67,584
3C	57,771	60,082	62,485	64,985	67,584	70,287
4C	60,082	62,485	64,985	67,584	70,287	73,099
5C	62,485	64,985	67,584	70,287	73,099	76,023
6C	64,985	67,584	70,287	73,099	76,023	79,064
7C	67,584	70,287	73,099	76,023	79,064	82,226
8C	70,287	73,099	76,023	79,064	82,226	85,515
9C	73,099	76,023	79,064	82,226	85,515	88,936
10C	76,023	79,064	82,226	85,515	88,936	92,493
11C	79,064	82,226	85,515	88,936	92,493	96,193
12C	82,226	85,515	88,936	92,493	96,193	100,041
13C	85,515	88,936	92,493	96,193	100,041	104,042
14C	88,936	92,493	96,193	100,041	104,042	108,204
15C	92,493	96,193	100,041	104,042	108,204	112,532
16C	96,193	100,041	104,042	108,204	112,532	117,033
17C	100,041	104,042	108,204	112,532	117,033	121,715
18C	104,042	108,204	112,532	117,033	121,715	126,583
19C	108,204	112,532	117,033	121,715	126,583	131,647
20C	112,532	117,033	121,715	126,583	131,647	136,912
21C	117,033	121,715	126,583	131,647	136,912	142,389
22C	121,715	126,583	131,647	136,912	142,389	148,084
23C	126,583	131,647	136,912	142,389	148,084	154,008

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

After 10 years of full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range. An additional increment of 4% (8.16%) will be awarded after 15 years.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Effective: July 1, 2024

Board approved: August 14, 2024

**Los Rios Community College District
2024-2025**

Salary Ranges for LRCEA Classified Salary Schedule

DRAFT

Job Code	Title	Range	Full Time Annual Salary		
141	Account Clerk I	17	42,838	-	54,204
142	Account Clerk II	21	46,917	-	59,365
143	Account Clerk III	25	51,385	-	65,018
649	Accountant	35	64,504	-	81,618
198	Accounting Specialist	40	72,272	-	91,447
131	Administrative Assistant I	26	52,567	-	66,514
133	Administrative Assistant II	28	55,013	-	69,609
285	Administrative Assistant III	30	57,572	-	72,847
654	Administrative Services Analyst	44	79,154	-	100,155
145	Admissions/Records Evaluator I	26	52,567	-	66,514
151	Admissions/Records Evaluator II	28	55,013	-	69,609
163	Admissions/Records Evaluator/Degree Auditor I	29	56,278	-	71,209
291	Admissions/Records Evaluator/Degree Auditor II	30	57,572	-	72,847
171	Admissions/Records Technician I	17	42,838	-	54,204
172	Admissions/Records Technician II	21	46,917	-	59,365
173	Admissions/Records Technician III	25	51,385	-	65,018
819	Alternate Media Design Specialist	37	67,506	-	85,417
634	Animal Health Instructional Technician	30	57,572	-	72,847
602	Assistant Financial Aid Officer	35	64,504	-	81,618
701	Athletic Trainer	41	73,934	-	93,550
742	Attendance Services Assistant	27	53,776	-	68,044
869	Building Automation and Systems Integration Analyst	57	106,378	-	134,603
128	Buyer	29	56,278	-	71,209
116	Child Development Center Associate Teacher	12	38,234	-	48,378
810	Child Development Center Clerk	20	45,862	-	58,030
199	Child Development Center Lead Teacher	35	64,504	-	81,618
194	Child Development Center Teacher	26	52,567	-	66,514
101	Clerk I (temporary position)	12	38,234	-	48,378
102	Clerk II	16	41,875	-	52,985
103	Clerk III	20	45,862	-	58,030
191	College Development Officer	35	64,504	-	81,618
739	Computer Aided Drafting and Design Assistant	42	75,634	-	95,701
803	Contract Education Program Developer	56	103,987	-	131,577
169	Cosmetology Service Assistant	30	57,572	-	72,847
109	Counseling Clerk I	17	42,838	-	54,204
110	Counseling Clerk II	21	46,917	-	59,365
292	Curriculum Specialist	38	69,058	-	87,381
744	Data Communications Security Specialist	61	116,508	-	147,420
130	Digital Communications & Web Specialist	44	79,154	-	100,155
282	District Financial Aid Specialist	40	72,272	-	91,447
650	Donor Relations Specialist	38	69,058	-	87,381
167	Educational Center Assistant	25	51,385	-	65,018
108	Educational Center Clerk	22	47,996	-	60,730
806	Educational Media Design Specialist	37	67,506	-	85,417
646	Electronics Calibration and Repair Technician	38	69,058	-	87,381
180	Employee Benefits Specialist	40	72,272	-	91,447
175	Employee Benefits Technician	29	56,278	-	71,209
287	Energy Management Controls Specialist	57	106,378	-	134,603
123	Facilities Administrative Support Technician I	22	47,996	-	60,730
293	Facilities Administrative Support Technician II	26	52,567	-	66,514
705	Facilities Planning and Engineering Specialist	56	103,987	-	131,577
700	Facilities Planning Specialist	49	88,685	-	112,214
604	Financial Aid Officer	38	69,058	-	87,381
140	Financial Aid Technician	25	51,385	-	65,018
743	Fiscal Services Accounting Specialist	40	72,272	-	91,447
149	Grant Coordination Clerk	20	45,862	-	58,030
236	Graphic Artist	28	55,013	-	69,609
801	Graphic Designer	29	56,278	-	71,209
168	Health Services Assistant	21	46,917	-	59,365
718	Information Technology Business/Technical Analyst I	57	106,378	-	134,603
723	Information Technology Business/Technical Analyst II	61	116,508	-	147,420
748	Information Technology Network Administrator Analyst I	57	106,378	-	134,603

Job Code	Title	Range	Full Time Annual Salary	
749	Information Technology Network Administrator Analyst II	61	116,508	- 147,420
726	Information Technology Specialist I	44	79,154	- 100,155
729	Information Technology Specialist II	50	90,724	- 114,795
745	Information Technology Systems/Database Administrator Analyst I	57	106,378	- 134,603
746	Information Technology Systems/Database Administrator Analyst II	61	116,508	- 147,420
242	Information Technology Cable Plant Assistant	50	90,724	- 114,795
809	Information Technology Technician I	25	51,385	- 65,018
152	Information Technology Technician II	31	58,896	- 74,522
208	Instructional Assistant	28	55,013	- 69,609
166	Instructional Services Assistant I	24	50,230	- 63,556
808	Instructional Services Assistant II	27	53,776	- 68,044
155	Interpreter/Transliterater	36	65,988	- 83,496
207	Laboratory Technician	28	55,013	- 69,609
283	Lead Digital Communications & Web Specialist	46	82,836	- 104,815
706	Lead Facilities Planning and Engineering Specialist	58	108,825	- 137,699
741	Lead Instructional Assistant	30	57,572	- 72,847
866	Lead Instructional Services Assistant	29	56,278	- 71,209
600	Lead Laboratory Technician	30	57,572	- 72,847
241	Lead Library Technician	28	55,013	- 69,609
157	Lead Police Communication Dispatcher	40	72,272	- 91,447
114	Library Technician	26	52,567	- 66,514
105	Maintenance/Operations Clerk	22	47,996	- 60,730
231	Media Systems/Resources Specialist	50	90,724	- 114,795
200	Media Systems/Resources Technician I	32	60,251	- 76,237
223	Media Systems/Resources Technician II	38	69,058	- 87,381
294	Mental Health Advocate	38	69,058	- 87,381
115	Operations Technician	26	52,567	- 66,514
618	Outreach Specialist	38	69,058	- 87,381
660	Payroll Accountant	36	65,988	- 83,496
146	Payroll Clerk	25	51,385	- 65,018
652	Payroll Specialist	40	72,272	- 91,447
179	Payroll Technician	29	56,278	- 71,209
156	Police Communication Dispatcher	38	69,058	- 87,381
702	Printing Assistant	35	64,504	- 81,618
106	Printing Services Operator I	17	42,838	- 54,204
107	Printing Services Operator II	20	45,862	- 58,030
178	Printing Services Operator III	23	49,100	- 62,128
802	Printing Technician	33	61,637	- 77,990
268	Programmer I	44	79,154	- 100,155
269	Programmer II	50	90,724	- 114,795
174	Public Relations Specialist	38	69,058	- 87,381
640	Public Relations Technician	30	57,572	- 72,847
807	Research Analyst	50	90,724	- 114,795
639	Risk Management Specialist	40	72,272	- 91,447
417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	103,987	- 131,577
125	Senior Buyer/Contract Specialist	40	72,272	- 91,447
735	Senior Information Technology Business/Technical Analyst	64	124,733	- 157,828
750	Senior Information Technology Network Administrator Analyst	64	124,733	- 157,828
196	Senior Information Technology Specialist	57	106,378	- 134,603
747	Senior Information Technology Systems/Database Administrator Analyst	64	124,733	- 157,828
731	Senior Information Technology Technician	38	69,058	- 87,381
276	Senior Programmer	57	106,378	- 134,603
158	Staff Resources Center Assistant	28	55,013	- 69,609
124	Student Support Assistant	28	55,013	- 69,609
683	Student Support Specialist	38	69,058	- 87,381
707	TANF/CalWORKs Specialist	38	69,058	- 87,381
271	Telecommunications System Coordinator	57	106,378	- 134,603
272	Telecommunications System Designer	57	106,378	- 134,603
234	Theatre Technician	28	55,013	- 69,609
630	Tutorial Services Assistant	35	64,504	- 81,618

The salary ranges above are base amounts and do not include longevity increments.

2024-2025 payrates include a continuing improvement of 1.66% above base payrates for 2023-2024.

Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District

2024-2025

LRCEA Classified

Monthly Salary Schedule

DRAFT

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
12	18.38	3,186.18	3,313.63	3,446.18	3,584.02	3,727.37	3,876.47	4,031.53
13	18.80	3,259.45	3,389.83	3,525.42	3,666.44	3,813.09	3,965.62	4,124.25
14	19.24	3,334.40	3,467.77	3,606.48	3,750.74	3,900.77	4,056.79	4,219.06
15	19.68	3,411.10	3,547.54	3,689.45	3,837.03	3,990.52	4,150.14	4,316.14
16	20.13	3,489.56	3,629.15	3,774.31	3,925.27	4,082.29	4,245.58	4,415.41
17	20.60	3,569.84	3,712.62	3,861.13	4,015.58	4,176.21	4,343.26	4,516.99
18	21.07	3,651.91	3,797.99	3,949.91	4,107.90	4,272.22	4,443.11	4,620.83
19	21.55	3,735.91	3,885.35	4,040.76	4,202.39	4,370.48	4,545.31	4,727.12
20	22.05	3,821.86	3,974.73	4,133.71	4,299.06	4,471.02	4,649.86	4,835.85
21	22.56	3,909.76	4,066.16	4,228.80	4,397.95	4,573.86	4,756.82	4,947.09
22	23.08	3,999.68	4,159.67	4,326.05	4,499.09	4,679.05	4,866.22	5,060.87
23	23.61	4,091.69	4,255.36	4,425.58	4,602.60	4,786.71	4,978.17	5,177.30
24	24.15	4,185.80	4,353.23	4,527.35	4,708.45	4,896.79	5,092.66	5,296.36
25	24.70	4,282.09	4,453.37	4,631.51	4,816.78	5,009.44	5,209.81	5,418.21
26	25.27	4,380.56	4,555.79	4,738.03	4,927.56	5,124.66	5,329.65	5,542.84
27	25.85	4,481.31	4,660.56	4,846.98	5,040.86	5,242.50	5,452.21	5,670.30
28	26.45	4,584.38	4,767.76	4,958.47	5,156.81	5,363.09	5,577.61	5,800.72
29	27.06	4,689.80	4,877.39	5,072.49	5,275.39	5,486.39	5,705.84	5,934.08
30	27.68	4,797.65	4,989.55	5,189.13	5,396.69	5,612.56	5,837.07	6,070.55
31	28.32	4,908.01	5,104.33	5,308.51	5,520.85	5,741.69	5,971.35	6,210.20
32	28.97	5,020.91	5,221.75	5,430.63	5,647.85	5,873.77	6,108.72	6,353.07
33	29.63	5,136.39	5,341.85	5,555.53	5,777.74	6,008.85	6,249.20	6,499.16
34	30.31	5,254.52	5,464.70	5,683.29	5,910.62	6,147.05	6,392.92	6,648.64
35	31.01	5,375.37	5,590.38	5,813.99	6,046.55	6,288.40	6,539.94	6,801.54
36	31.73	5,499.01	5,718.97	5,947.72	6,185.62	6,433.04	6,690.37	6,957.98
37	32.45	5,625.50	5,850.53	6,084.55	6,327.94	6,581.05	6,844.30	7,118.07
38	33.20	5,754.86	5,985.06	6,224.46	6,473.44	6,732.38	7,001.67	7,281.74
39	33.96	5,887.24	6,122.72	6,367.64	6,622.34	6,887.23	7,162.72	7,449.23
40	34.75	6,022.66	6,263.55	6,514.10	6,774.66	7,045.64	7,327.48	7,620.57
41	35.55	6,161.15	6,407.59	6,663.89	6,930.45	7,207.67	7,495.97	7,795.81
42	36.36	6,302.83	6,554.95	6,817.15	7,089.85	7,373.43	7,668.37	7,975.11
43	37.20	6,447.81	6,705.72	6,973.96	7,252.91	7,543.02	7,844.74	8,158.53
44	38.05	6,596.14	6,859.99	7,134.39	7,419.77	7,716.56	8,025.23	8,346.24
45	38.93	6,747.83	7,017.74	7,298.45	7,590.38	7,893.99	8,209.74	8,538.13
46	39.83	6,903.04	7,179.16	7,466.33	7,764.97	8,075.58	8,398.60	8,734.54
47	40.74	7,061.79	7,344.26	7,638.03	7,943.55	8,261.30	8,591.75	8,935.42
48	41.68	7,224.22	7,513.20	7,813.73	8,126.28	8,451.34	8,789.39	9,140.97
49	42.64	7,390.38	7,686.00	7,993.45	8,313.19	8,645.71	8,991.54	9,351.20
50	43.62	7,560.36	7,862.78	8,177.28	8,504.37	8,844.56	9,198.33	9,566.27
51	44.62	7,734.25	8,043.62	8,365.36	8,699.98	9,047.99	9,409.91	9,786.31
52	45.65	7,912.14	8,228.62	8,557.76	8,900.08	9,256.09	9,626.34	10,011.39
53	46.70	8,094.12	8,417.88	8,754.59	9,104.78	9,468.98	9,847.75	10,241.66
54	47.77	8,280.29	8,611.49	8,955.95	9,314.19	9,686.77	10,074.24	10,477.21
55	48.87	8,470.73	8,809.56	9,161.93	9,528.42	9,909.56	10,305.95	10,718.19
56	49.99	8,665.56	9,012.18	9,372.66	9,747.57	10,137.48	10,542.99	10,964.71
57	51.14	8,864.87	9,219.46	9,588.23	9,971.77	10,370.64	10,785.48	11,216.90
58	52.32	9,068.76	9,431.50	9,808.76	10,201.12	10,609.17	11,033.54	11,474.88
59	53.52	9,277.34	9,648.43	10,034.36	10,435.74	10,853.18	11,287.31	11,738.81
60	54.75	9,490.72	9,870.34	10,265.15	10,675.76	11,102.80	11,546.92	12,008.80
61	56.01	9,709.01	10,097.36	10,501.25	10,921.31	11,358.17	11,812.50	12,285.00
62	57.30	9,932.31	10,329.60	10,742.78	11,172.50	11,619.41	12,084.19	12,567.56
63	58.62	10,160.76	10,567.18	10,989.86	11,429.47	11,886.65	12,362.13	12,856.61
64	59.97	10,394.45	10,810.23	11,242.63	11,692.34	12,160.04	12,646.45	13,152.31
65	61.35	10,633.53	11,058.86	11,501.21	11,961.27	12,439.73	12,937.32	13,454.82

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

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 2% (14.736%) will be awarded after 25 years.

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

Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District
2024-2025
LRCEA Classified
Annual Salary Schedule
DRAFT

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
12	38,234	39,764	41,354	43,008	44,728	46,518	48,378
13	39,113	40,678	42,305	43,997	45,757	47,587	49,491
14	40,013	41,613	43,278	45,009	46,809	48,681	50,629
15	40,933	42,570	44,273	46,044	47,886	49,802	51,794
16	41,875	43,550	45,292	47,103	48,987	50,947	52,985
17	42,838	44,551	46,334	48,187	50,114	52,119	54,204
18	43,823	45,576	47,399	49,295	51,267	53,317	55,450
19	44,831	46,624	48,489	50,429	52,446	54,544	56,725
20	45,862	47,697	49,605	51,589	53,652	55,798	58,030
21	46,917	48,794	50,746	52,775	54,886	57,082	59,365
22	47,996	49,916	51,913	53,989	56,149	58,395	60,730
23	49,100	51,064	53,107	55,231	57,441	59,738	62,128
24	50,230	52,239	54,328	56,501	58,761	61,112	63,556
25	51,385	53,440	55,578	57,801	60,113	62,518	65,018
26	52,567	54,670	56,856	59,131	61,496	63,956	66,514
27	53,776	55,927	58,164	60,490	62,910	65,427	68,044
28	55,013	57,213	59,502	61,882	64,357	66,931	69,609
29	56,278	58,529	60,870	63,305	65,837	68,470	71,209
30	57,572	59,875	62,270	64,760	67,351	70,045	72,847
31	58,896	61,252	63,702	66,250	68,900	71,656	74,522
32	60,251	62,661	65,168	67,774	70,485	73,305	76,237
33	61,637	64,102	66,666	69,333	72,106	74,990	77,990
34	63,054	65,576	68,199	70,927	73,765	76,715	79,784
35	64,504	67,085	69,768	72,559	75,461	78,479	81,618
36	65,988	68,628	71,373	74,227	77,197	80,284	83,496
37	67,506	70,206	73,015	75,935	78,973	82,132	85,417
38	69,058	71,821	74,694	77,681	80,789	84,020	87,381
39	70,647	73,473	76,412	79,468	82,647	85,953	89,391
40	72,272	75,163	78,169	81,296	84,548	87,930	91,447
41	73,934	76,891	79,967	83,165	86,492	89,952	93,550
42	75,634	78,659	81,806	85,078	88,481	92,020	95,701
43	77,374	80,469	83,687	87,035	90,516	94,137	97,902
44	79,154	82,320	85,613	89,037	92,599	96,303	100,155
45	80,974	84,213	87,581	91,085	94,728	98,517	102,458
46	82,836	86,150	89,596	93,180	96,907	100,783	104,815
47	84,742	88,131	91,656	95,323	99,136	103,101	107,225
48	86,691	90,158	93,765	97,515	101,416	105,473	109,692
49	88,685	92,232	95,921	99,758	103,749	107,898	112,214
50	90,724	94,353	98,127	102,052	106,135	110,380	114,795
51	92,811	96,523	100,384	104,400	108,576	112,919	117,436
52	94,946	98,743	102,693	106,801	111,073	115,516	120,137
53	97,129	101,015	105,055	109,257	113,628	118,173	122,900
54	99,363	103,338	107,471	111,770	116,241	120,891	125,727
55	101,649	105,715	109,943	114,341	118,915	123,671	128,618
56	103,987	108,146	112,472	116,971	121,650	126,516	131,577
57	106,378	110,633	115,059	119,661	124,448	129,426	134,603
58	108,825	113,178	117,705	122,413	127,310	132,403	137,699
59	111,328	115,781	120,412	125,229	130,238	135,448	140,866
60	113,889	118,444	123,182	128,109	133,234	138,563	144,106
61	116,508	121,168	126,015	131,056	136,298	141,750	147,420
62	119,188	123,955	128,913	134,070	139,433	145,010	150,811
63	121,929	126,806	131,878	137,154	142,640	148,346	154,279
64	124,733	129,723	134,912	140,308	145,921	151,757	157,828
65	127,602	132,706	138,015	143,535	149,277	155,248	161,458

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Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District
2024-2025
Salary Ranges for LRSA Supervisory Positions(E)
DRAFT

Job Code	Title	Range	Full Time Annual Salary		
908	Accounts Payable Supervisor	24V	89,388	-	113,105
636	Admissions & Records Supervisor	24V	89,388	-	113,105
901	Business Services Supervisor	26V	96,682	-	122,334
656	Campus Operations Supervisor	22V	82,644	-	104,572
637	Child Development Center Supervisor	20V	76,409	-	96,682
912	College IT Systems Supervisor	34V	132,316	-	167,422
905	Counseling Supervisor	20V	76,409	-	96,682
603	Custodial Supervisor	19V	73,471	-	92,964
902	Custodial/Receiving Supervisor	22V	82,644	-	104,572
613	Educational Center Supervisor	20V	76,409	-	96,682
651	Employee Benefits Supervisor	24V	89,388	-	113,105
615	Facilities Maintenance - Electrical Systems Supervisor	24V	89,388	-	113,105
601	Facilities Maintenance - Grounds Supervisor	24V	89,388	-	113,105
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	89,388	-	113,105
617	Facilities Maintenance - Structures Supervisor	24V	89,388	-	113,105
616	Facilities Maintenance Supervisor	24V	89,388	-	113,105
642	Facilities Maintenance - Transportation Supervisor	24V	89,388	-	113,105
622	Facilities Management Operations Supervisor	19V	73,471	-	92,964
923	Facilities Projects Supervisor	31V	117,629	-	148,838
611	Financial Aid Supervisor	24V	89,388	-	113,105
657	Fiscal Services Supervisor	26V	96,682	-	122,334
624	General Accounting Supervisor	28V	104,572	-	132,316
910	General Services Supervisor, Risk Management	24V	89,388	-	113,105
289	Hospitality Management - Culinary Supervisor	20V	76,409	-	96,682
913	Instructional Laboratory Supervisor	22V	82,644	-	104,572
612	IT Application Systems Supervisor	35V	137,609	-	174,119
685	IT Production Services Supervisor	35V	137,609	-	174,119
684	IT Technical Services Supervisor	35V	137,609	-	174,119
290	Maintenance Technician Supervisor	19V	73,471	-	92,964
619	Media Resources Supervisor	26V	96,682	-	122,334
295	Mental Health Clinician Supervisor	26V	96,682	-	122,334
623	Payroll Supervisor	26V	96,682	-	122,334
915	Police Communications Supervisor	23V	85,950	-	108,754
240	Police Sergeant	27V	100,550	-	127,227
900	Printing Services Supervisor	19V	73,471	-	92,964
628	Purchasing Supervisor	24V	89,388	-	113,105
909	SRPSTC Office Supervisor	21V	79,466	-	100,550
682	Student Life Supervisor	20V	76,409	-	96,682
681	Student Support Supervisor	20V	76,409	-	96,682

The salary ranges above are base amounts and do not include longevity increments.

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

(E) Exempt positions--not entitled to overtime.

Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District
2024-2025
LRSA Classified Supervisor
Monthly Salary Schedule
DRAFT

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
19V	35.32	6,122.55	6,367.45	6,622.15	6,887.03	7,162.51	7,449.01	7,746.97
20V	36.74	6,367.45	6,622.15	6,887.03	7,162.51	7,449.01	7,746.97	8,056.85
21V	38.20	6,622.15	6,887.03	7,162.51	7,449.01	7,746.97	8,056.85	8,379.13
22V	39.73	6,887.03	7,162.51	7,449.01	7,746.97	8,056.85	8,379.13	8,714.29
23V	41.32	7,162.51	7,449.01	7,746.97	8,056.85	8,379.13	8,714.29	9,062.86
24V	42.98	7,449.01	7,746.97	8,056.85	8,379.13	8,714.29	9,062.86	9,425.38
25V	44.69	7,746.97	8,056.85	8,379.13	8,714.29	9,062.86	9,425.38	9,802.39
26V	46.48	8,056.85	8,379.13	8,714.29	9,062.86	9,425.38	9,802.39	10,194.49
27V	48.34	8,379.13	8,714.29	9,062.86	9,425.38	9,802.39	10,194.49	10,602.27
28V	50.27	8,714.29	9,062.86	9,425.38	9,802.39	10,194.49	10,602.27	11,026.36
29V	52.29	9,062.86	9,425.38	9,802.39	10,194.49	10,602.27	11,026.36	11,467.41
30V	54.38	9,425.38	9,802.39	10,194.49	10,602.27	11,026.36	11,467.41	11,926.11
31V	56.55	9,802.39	10,194.49	10,602.27	11,026.36	11,467.41	11,926.11	12,403.15
32V	58.81	10,194.49	10,602.27	11,026.36	11,467.41	11,926.11	12,403.15	12,899.28
33V	61.17	10,602.27	11,026.36	11,467.41	11,926.11	12,403.15	12,899.28	13,415.25
34V	63.61	11,026.36	11,467.41	11,926.11	12,403.15	12,899.28	13,415.25	13,951.86
35V	66.16	11,467.41	11,926.11	12,403.15	12,899.28	13,415.25	13,951.86	14,509.94

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

Effective: July 1, 2024
 Board approved: August 14, 2024

Los Rios Community College District
2024-2025
LRSA Classified Supervisor
Annual Salary Schedule
DRAFT

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
19V	73,471	76,409	79,466	82,644	85,950	89,388	92,964
20V	76,409	79,466	82,644	85,950	89,388	92,964	96,682
21V	79,466	82,644	85,950	89,388	92,964	96,682	100,550
22V	82,644	85,950	89,388	92,964	96,682	100,550	104,572
23V	85,950	89,388	92,964	96,682	100,550	104,572	108,754
24V	89,388	92,964	96,682	100,550	104,572	108,754	113,105
25V	92,964	96,682	100,550	104,572	108,754	113,105	117,629
26V	96,682	100,550	104,572	108,754	113,105	117,629	122,334
27V	100,550	104,572	108,754	113,105	117,629	122,334	127,227
28V	104,572	108,754	113,105	117,629	122,334	127,227	132,316
29V	108,754	113,105	117,629	122,334	127,227	132,316	137,609
30V	113,105	117,629	122,334	127,227	132,316	137,609	143,113
31V	117,629	122,334	127,227	132,316	137,609	143,113	148,838
32V	122,334	127,227	132,316	137,609	143,113	148,838	154,791
33V	127,227	132,316	137,609	143,113	148,838	154,791	160,983
34V	132,316	137,609	143,113	148,838	154,791	160,983	167,422
35V	137,609	143,113	148,838	154,791	160,983	167,422	174,119

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Effective: July 1, 2024

Board approved: August 14, 2024

**Los Rios Community College District
2024-2025
Salary Ranges for SEIU Classified Positions**

DRAFT

Job Code	Titles	Range	Annual Salary		
210	College Safety Officer	31	62,233	-	80,858
206	Custodian	21	50,377	-	64,971
230	Environmental Systems Technician	37	70,865	-	92,429
256	Equipment Mechanic I	35	67,848	-	88,381
253	Equipment Mechanic II	39	74,035	-	96,674
221	Grounds Irrigation Specialist/Groundskeeper	31	62,233	-	80,858
220	Grounds Maintenance Technician	31	62,233	-	80,858
211	Groundskeeper	23	52,523	-	67,848
209	Head Custodian	25	54,776	-	70,865
258	Head Grounds Maintenance Technician	35	67,848	-	88,381
213	Head Groundskeeper	27	57,141	-	74,035
239	Lead Custodian	23	52,523	-	67,848
251	Lead Equipment Mechanic	41	77,363	-	101,135
263	Lead Maintenance Cabinetmaker	41	77,363	-	101,135
250	Lead Maintenance Electrician	42	79,112	-	103,464
218	Lead Maintenance Electronic/Alarm Technician	42	79,112	-	103,464
235	Lead Maintenance HVAC Mechanic	42	79,112	-	103,464
252	Lead Maintenance Painter	41	77,363	-	101,135
227	Lead Maintenance Plumber	42	79,112	-	103,464
278	Lead Maintenance Technician	33	64,971	-	84,527
232	Lead Physical Education/Athletic Attendant	24	53,649	-	69,355
245	Maintenance Cabinetmaker	39	74,035	-	96,674
262	Maintenance Carpenter	39	74,035	-	96,674
246	Maintenance Electrician	39	74,035	-	96,674
261	Maintenance Electronic/Alarm Technician	39	74,035	-	96,674
243	Maintenance HVAC Mechanic	39	74,035	-	96,674
244	Maintenance Locksmith/Glazier	39	74,035	-	96,674
247	Maintenance Painter	39	74,035	-	96,674
248	Maintenance Plumber	39	74,035	-	96,674
255	Maintenance Roofer/Carpenter	39	74,035	-	96,674
215	Maintenance Technician I	29	59,624	-	77,363
222	Maintenance Technician II	31	62,233	-	80,858
233	Physical Education/Athletic Attendant	22	51,450	-	66,409
259	Police Detective	49	90,877	-	114,989
212	Police Officer	48	89,095	-	112,734
850	Receiving Clerk/Storekeeper	24	53,649	-	69,355
203	Stock Clerk	21	50,377	-	64,971
226	Toolroom Equipment Attendant	23	52,523	-	67,848
204	Utility Worker	21	50,377	-	64,971

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2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District
2024-2025
SEIU Classified
Monthly Salary Schedule

DRAFT

Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
21	24.22	4,198.09	4,376.94	4,564.64	4,761.76	4,968.71	5,186.11	5,414.24
22	24.74	4,287.47	4,470.76	4,663.18	4,865.30	5,084.04	5,300.16	5,534.07
23	25.25	4,376.94	4,564.64	4,761.76	4,968.71	5,186.11	5,414.24	5,653.99
24	25.79	4,470.76	4,663.18	4,865.30	5,084.04	5,300.16	5,534.07	5,779.60
25	26.33	4,564.64	4,761.76	4,968.71	5,186.11	5,414.24	5,653.99	5,905.43
26	26.90	4,663.18	4,865.30	5,084.04	5,300.16	5,534.07	5,779.60	6,037.49
27	27.47	4,761.76	4,968.71	5,186.11	5,414.24	5,653.99	5,905.43	6,169.57
28	28.07	4,865.30	5,084.04	5,300.16	5,534.07	5,779.60	6,037.49	6,308.39
29	28.67	4,968.71	5,186.11	5,414.24	5,653.99	5,905.43	6,169.57	6,446.93
30	29.33	5,084.04	5,300.16	5,534.07	5,779.60	6,037.49	6,308.39	6,592.65
31	29.92	5,186.11	5,414.24	5,653.99	5,905.43	6,169.57	6,446.93	6,738.16
32	30.58	5,300.16	5,534.07	5,779.60	6,037.49	6,308.39	6,592.65	6,891.03
33	31.24	5,414.24	5,653.99	5,905.43	6,169.57	6,446.93	6,738.16	7,043.95
34	31.93	5,534.07	5,779.60	6,037.49	6,308.39	6,592.65	6,891.03	7,204.58
35	32.62	5,653.99	5,905.43	6,169.57	6,446.93	6,738.16	7,043.95	7,365.12
36	33.34	5,779.60	6,037.49	6,308.39	6,592.65	6,891.03	7,204.58	7,533.56
37	34.07	5,905.43	6,169.57	6,446.93	6,738.16	7,043.95	7,365.12	7,702.39
38	34.83	6,037.49	6,308.39	6,592.65	6,891.03	7,204.58	7,533.56	7,879.23
39	35.59	6,169.57	6,446.93	6,738.16	7,042.52	7,365.12	7,702.39	8,056.15
40	36.39	6,308.39	6,592.65	6,891.03	7,204.58	7,533.56	7,879.23	8,242.04
41	37.19	6,446.93	6,738.16	7,043.95	7,365.12	7,702.39	8,056.15	8,427.89
42	38.03	6,592.65	6,891.03	7,204.58	7,533.56	7,879.23	8,242.04	8,622.03
43	38.80	6,724.70	7,007.14	7,318.96	7,644.65	7,984.84	8,336.17	8,702.96
44	39.57	6,859.20	7,133.56	7,440.31	7,760.24	8,093.93	8,441.97	8,804.97
45	40.36	6,996.38	7,276.23	7,567.28	7,885.11	8,224.17	8,569.58	8,938.08
46	41.17	7,136.31	7,421.76	7,718.63	8,027.38	8,348.47	8,694.93	9,055.77
47	41.99	7,279.03	7,570.19	7,873.00	8,187.92	8,515.44	8,856.06	9,210.30
48	42.83	7,424.61	7,721.60	8,030.46	8,351.68	8,685.75	9,033.18	9,394.51
49	43.69	7,573.11	7,876.03	8,191.07	8,518.71	8,859.46	9,213.84	9,582.40

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

After 10 full 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 increment of 4% (8.16%) will be awarded after 15 years.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 4% (16.986%) will be awarded after 25 years.

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

Effective: July 1, 2024

Board approved: August 14, 2024

Los Rios Community College District

2024-2025

SEIU Classified

Annual Salary Schedule

DRAFT

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
21	50,377	52,523	54,776	57,141	59,624	62,233	64,971
22	51,450	53,649	55,958	58,384	61,008	63,602	66,409
23	52,523	54,776	57,141	59,624	62,233	64,971	67,848
24	53,649	55,958	58,384	61,008	63,602	66,409	69,355
25	54,776	57,141	59,624	62,233	64,971	67,848	70,865
26	55,958	58,384	61,008	63,602	66,409	69,355	72,450
27	57,141	59,624	62,233	64,971	67,848	70,865	74,035
28	58,384	61,008	63,602	66,409	69,355	72,450	75,701
29	59,624	62,233	64,971	67,848	70,865	74,035	77,363
30	61,008	63,602	66,409	69,355	72,450	75,701	79,112
31	62,233	64,971	67,848	70,865	74,035	77,363	80,858
32	63,602	66,409	69,355	72,450	75,701	79,112	82,692
33	64,971	67,848	70,865	74,035	77,363	80,858	84,527
34	66,409	69,355	72,450	75,701	79,112	82,692	86,455
35	67,848	70,865	74,035	77,363	80,858	84,527	88,381
36	69,355	72,450	75,701	79,112	82,692	86,455	90,403
37	70,865	74,035	77,363	80,858	84,527	88,381	92,429
38	72,450	75,701	79,112	82,692	86,455	90,403	94,551
39	74,035	77,363	80,858	84,510	88,381	92,429	96,674
40	75,701	79,112	82,692	86,455	90,403	94,551	98,905
41	77,363	80,858	84,527	88,381	92,429	96,674	101,135
42	79,112	82,692	86,455	90,403	94,551	98,905	103,464
43	80,696	84,086	87,827	91,736	95,818	100,034	104,436
44	82,310	85,603	89,284	93,123	97,127	101,304	105,660
45	83,957	87,315	90,807	94,621	98,690	102,835	107,257
46	85,636	89,061	92,624	96,329	100,182	104,339	108,669
47	87,348	90,842	94,476	98,255	102,185	106,273	110,524
48	89,095	92,659	96,366	100,220	104,229	108,398	112,734
49	90,877	94,512	98,293	102,225	106,314	110,566	114,989

2024-2025 payrates include a continuing improvement of 4% above base payrates for 2023-2024.

After 10 full 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 increment of 4% (8.16%) will be awarded after 15 years.

An additional increment of 4% (12.486%) will be awarded after 20 years.

An additional increment of 4% (16.986%) will be awarded after 25 years.

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

Effective: July 1, 2024

Board approved: August 14, 2024

**Los Rios Community College District
Salary Schedule for Y-Rated Positions**

2024-2025

DRAFT

Job Code	Job Title	Range	Hourly Step 1	Monthly Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0185	Bookstore Assistant Manager*	37	27.21	4,715.80	4,904.43	5,100.61	5,304.64	5,516.82	5,737.50
0643	Technical Director - Harris Center for the Arts**	22V	33.65	5,832.47	6,065.77	6,308.40	6,560.74	6,823.17	6,959.63

* Effective 6/1/20, Salary Schedule - LRCEA - Interim 2019-2020

** Effective 7/1/20, Salary Schedule - LRSA - Interim 2020-2021

Y-Rated positions are not subject to one-time or continuing salary schedule improvements.

Longevity percentages are based on the employee's current bargaining unit contract.

Effective: July 1, 2024

Board approved: August 14, 2024

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
RetroActive Salary Schedule Improvement 2023-24 and Continuing 2024-25 Improvement
LRCEA

Background

Due to the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management, reporting of FTES, unused ongoing resources to address long-term increases for CalPERS and CalSTRS, and other resources, the unit has ample one-time resources available.

The District is recommending to all units a one-time salary schedule improvement of 11% for 2023-24 to base salary only.

Due to the 2024-25 state budget providing a 1.07% cost of living adjustment (COLA), along with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide an ongoing schedule increase for the fiscal year 2024-25. For LRCEA, the recommendation includes an ongoing schedule improvement of 1.66%. The available 4% improvement is reduced by the addition of a seventh step at 4%, estimated to cost 2.34% of the total available improvement. For 2024-25, LRCEA will not be including any substantial amounts not previously agreed upon to offset the anticipated increased medical premiums.

Any residual funds from the 2023-24 compensation calculation will be carried forward to 2024-25 and any residual 2024-25 funds will be carried forward to 2025-26. Those funds will be available to the units to support compensation cost increases/improvements in 2025-26.

The following is agreed to:

2023-24 Retroactive salary schedule improvement

The 2023-24 off salary schedule payments will be calculated at 11% of the interim salary schedule. This will be paid in August 2024 and is the final improvement for the 2023-24 year.

Any residual funds from 2023-24 will be carried forward to 2024-25.

2024-25 Continuing Salary schedule improvement

The 2023-24 base salary schedules will be improved by a 1.66% advance against 2024-25 new revenue with an effective date of 7/1/2024 and payments updated in August 2024.

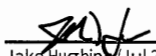
Step 7 will be added to the salary schedule at 4%, at an estimated cost of \$1,344,693, with an effective date of 7/1/2024 and payments updated in September 2024.

Residual funds from the 2024-25 calculation will be carried forward to 2025-26.

For the LRCEA:



Ken Cooper, Vice President



Jake Hughins (Jul 26, 2024 18:51 PDT)

Jake Hughins, President

For the District:



Mario Rodriguez, Executive Vice Chancellor



Jamie Ruggles, Associate Vice Chancellor, Finance

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
RetroActive Salary Schedule Improvement 2023-24 and Continuing 2024-25 Improvement
SEIU

Background

Due to the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management, reporting of FTES, unused ongoing resources to address long-term increases for CalPERS and CalSTRS, and other resources, the unit has ample one-time resources available.

The District is recommending to all units a one-time salary schedule improvement of 11% for 2023-24.

Due to the 2024-25 state budget providing a 1.07% cost of living adjustment (COLA), along with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide a 4% ongoing schedule increase for the fiscal year 2024-25. For 2024-25, SEIU will not be including any additional substantial amounts not previously agreed upon to offset the anticipated increased medical premiums.

Any residual funds from the 2023-24 compensation calculation will be carried forward to 2024-25 and any residual 2024-25 funds will be carried forward to 2025-26. Those funds will be available to the units to support compensation cost increases/improvements in 2025-26.

The following is agreed to:

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Any residual funds from 2023-24 will be carried forward to 2024-25.

2024-25 Continuing Salary schedule improvement

The 2024-25 base salary schedules will be improved by a 4% advance against 2024-25 new revenue with effective date of 7/1/2024 and payments updated in August 2024.

Any residual funds from the 2024-25 calculation will be carried forward to 2025-26.

For SEIU, Local 1021:

Christopher Elliott
Christopher Elliott (Jul 26, 2024 14:22 PDT)

Christopher Elliott

For the District:

Mario Rodriguez

Mario Rodriguez

Dawn Benjamin
Dawn Benjamin (Jul 26, 2024 14:27 PDT)

Dawn Benjamin

Jamie Ruggles

Jamie Ruggles

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
RetroActive Salary Schedule Improvement 2023-24 and Continuing 2024-25 Improvement
LRCFT

Background

Due to the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management, reporting of FTES, unused ongoing resources to address long-term increases for CalPERS and CalSTRS, and other resources, the unit has ample one-time resources available.

The District is recommending to all units a one-time salary schedule improvement of 11% for 2023-24.

Due to the 2024-25 state budget providing a 1.07% cost of living adjustment (COLA), along with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide a 4% ongoing schedule increase for the fiscal year 2024-25. For 2024-25, LRCFT will not be including any additional amounts not previously agreed upon to offset the anticipated increased medical premiums.

Any residual funds from the 2023-24 compensation calculation will be carried forward to 2024-25 and any residual 2024-25 funds will be carried forward to 2025-26. Those funds will be available to the units to support compensation cost increases/improvements in 2025-26.

The following is agreed to:

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The 2023-24 off salary schedule payments will be calculated at 11% of the interim salary schedule. This will be paid in August 2024 and is the final improvement for the 2023-24 year.


Any residual funds from 2023-24 will be carried forward to 2024-25.

2024-25 Continuing Salary schedule improvement


The 2024-25 base salary schedules will be improved by a 4% advance against 2024-25 new revenue with effective date of 7/1/2024 and payments updated in August 2024.

Residual funds from the 2024-25 calculation will be carried forward to 2025-26.

For the LRCFT:




jason newman (Jul 26, 2024 13:22 PDT)
Jason Newman, LRCFT President

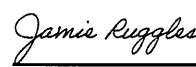


Belinda Lum (Jul 26, 2024 13:30 PDT)
Belinda Lum, LRCFT Chief Negotiator

For the District:



Mario Rodriguez, Executive Vice Chancellor



Jamie Ruggles, Associate Vice Chancellor,
Finance

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
RetroActive Salary Schedule Improvement 2023-24 and Continuing 2024-25 Improvement
LRSA

Background

Due to the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management, reporting of FTES, unused ongoing resources to address long-term increases for CalPERS and CalSTRS, and other resources, the unit has ample one-time resources available.

The District is recommending to all units a one-time salary schedule improvement of 11% for 2023-24 salary.

Due to the 2024-25 state budget providing a 1.07% cost of living adjustment (COLA), along with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide a 4% ongoing schedule increase for the fiscal year 2024-25. For 2024-25, LRSA will not be including any substantial amounts not previously agreed upon to offset the anticipated increased medical premiums.

Any residual funds from the 2023-24 compensation calculation will be carried forward to 2024-25 and any residual 2024-25 funds will be carried forward to 2025-26. Those funds will be available to the units to support compensation cost increases/improvements in 2025-26.

The following is agreed to:

2023-24 Retroactive salary schedule improvement

The 2023-24 off salary schedule payments will be calculated at 11% of the interim salary schedule. This will be paid in August 2024 and is the final improvement for the 2023-24 year.

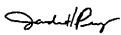
Any residual funds from 2023-24 will be carried forward to 2024-25.

2024-25 Continuing Salary schedule improvement

The 2024-25 base salary schedules will be improved by a 4% advance against 2024-25 new revenue with effective date of 7/1/2024 and payments updated in August 2024.

Residual funds from the 2024-25 calculation will be carried forward to 2025-26.

For LRSA:



Jana Perry



Lindsey Cambell

For the District:



Mario Rodriguez





Jamie Ruggles

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 14, 2024

SUBJECT:	Resolution 2024-09: Cosumnes River College – Culinary Arts Remodel	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Action Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Mario Rodriguez, Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	X
		INFORMATION	

BACKGROUND:

Public Contract Code Section 20659 allows change orders for the change or alteration of a contract in the amount up to ten percent (10%) of the original contract price without competitively bidding the change. In the case of *Grayson v. Pasadena*, the court recognized an exception to this rule in special circumstances where the requirements of the bidding would not be useful or would produce no advantage and therefore would be undesirable, impractical or impossible. In that case, the court allowed the county to issue a change order to a construction contract more than 10% without competitively bidding the change.

STATUS:

In April 2023, the Board approved a contract for the remodel of the Cosumnes River College Culinary Arts facility for \$5,564,000. It is a campus-funded project that reconfigures the existing kitchen to provide a clear separation between the food service area and the Culinary Arts program. It also includes reconfiguring two existing spaces into a working restaurant-quality teaching kitchen and dining room. To date, approximately 8.2% of change orders have been authorized to address unexpected situations and other modifications. These change orders were required primarily due to inaccurate as-built documents and minor undocumented building modifications over the years.

The project is now 75% complete and we have encountered several significant unforeseen conditions in the building’s existing utility infrastructure and structure. Correction of these conditions is required for the work to proceed. These corrections include the replacement and repairing of approximately one hundred lineal feet of broken under-slab sewer lines, the repair of unrevealed roof leaks and replacement of several hundred square feet of roofing, roofing substrate and structural wood beams to address the dry rot caused by the leak. These unknowns along with multiple smaller items have resulted in the project having reached the ten percent (10%) maximum allowable change order threshold allowed by the District. To complete the project, we estimate the

District will need to approve a maximum of thirteen percent (13%) in change order percentage (3% over the existing 10% limit). For reference, the original contract amount is \$5,564,000 and with thirteen percent (13%) in change orders, the total to complete the project would be \$6,287,320. As with all change orders, the contractor's pricing is reviewed and validated by the District staff as well as the project's architect and engineers.

RECOMMENDATION:

It is recommended that the Board of Trustees approve Resolution No. 2024:09, authorizing the Chancellor or designee to approve the change orders to the Cosumnes River College Culinary Arts Remodel project exceeding the 10% threshold not-to-exceed 13%.

LOS RIOS COMMUNITY COLLEGE DISTRICT

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

RESOLUTION

№ 2024:09

COSUMNES RIVER COLLEGE CULINARY ARTS REMODEL CHANGE ORDER

WHEREAS, Public Contract Code Section 20659 requires that changes to a community college public construction contract in excess of ten percent (10%) of the original contract price must be competitively bid; and

WHEREAS, California Courts have provide a limited exception of the bidding requirements if competitive proposals would not be useful, or would not produce an advantage, and would thus be undesirable, impractical or impossible (see *Graydon v. Pasadena Redevelopment Agency* (1980) 104 Cal.App.3d 631; and

WHEREAS, there are sufficient facts relating to this project to make the findings necessary under the *Graydon* case to approve a change order in excess of 10% of the original contract price without going out to competitive bid;

BE IT RESOLVED as follows:

1. The above-recited facts are true and correct.
2. The facts upon which the Board makes the findings necessary under the *Graydon* case are as follows:
 - a. On April 2023, the Board of Trustees authorized entering into a contract with F&H Construction in the amount of \$5,564,000 for the remodel of the Culinary Arts facility at Cosumnes River College; and
 - b. This project has experienced several unusual events requiring adjustments during the course of construction due to inaccurate as-built drawings from the initial construction and other undocumented alterations; and
 - c. In addition, several unforeseen conditions have been discovered requiring extensive corrective and repair work; and
 - d. These changes and complications with under-slab work and the building's roof structure require significant additional costs in order to complete the project and will result in change orders that will cause the cost of the project to exceed 10% of the contract amount.

3. Based upon the foregoing facts, this Board hereby finds that putting change order work exceeding the 10% threshold out to bid would not be useful or produce an advantage and therefore is undesirable and impractical; and
4. The Board further finds and declares that it is the best interest of the District and its taxpayers that the competitive bidding requirements for the work associated with change orders exceeding the 10% threshold are dispensed with. The Board hereby authorizes the Chancellor or designee to approve change orders with F&H Construction in the total amount up to \$723,320, thereby exceeding the 10% threshold by an amount not-to-exceed \$116,920.

PASSED AND ADOPTED as Los Rios Community College District Resolution № 2024:09 this fourteenth day of August 2024, by the following called vote:

AYES	NOES	ABSENT
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Pam Haynes, Board President

Attest:

Brian King
Chancellor and Secretary to the Board