

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD MEETING AGENDA

Wednesday, August 13, 2025

5:30pm

### **Meeting Location:**

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

### 1. CALL TO ORDER

Board President

### 2. ORAL COMMUNICATIONS

*The public may comment on any items within the Board's jurisdiction, even if the items are not on the agenda only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. 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](mailto: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. <a href="#">Board Meeting Minutes: July 9, 2025 (page 3)</a>	Brian King
B. <a href="#">Los Rios Colleges Foundation – Quarterly Investment Report (page 13)</a>	Mario Rodriguez
C. <a href="#">Acceptance of Gifts: Colleges and Foundation (page 16)</a>	Mario Rodriguez
D. <a href="#">District Bank Accounts (page 19)</a>	Mario Rodriguez
E. <a href="#">Special Event Authorization (page 29)</a>	Peter Khang
F. <a href="#">Ratify: Bid Transactions (page 30)</a>	Mario Rodriguez
G. <a href="#">Disposition of Surplus Equipment (page 31)</a>	Mario Rodriguez
H. <a href="#">Disposition of Surplus Equipment- Salvage Value Greater than \$5,000 (page 32)</a>	Mario Rodriguez
I. <a href="#">Ratify: Grants and Contracts Awarded (page 33)</a>	Brian King
J. <a href="#">Purchase Orders, Warrants, Checks and Electronic Transfers (page 34)</a>	Mario Rodriguez
K. <a href="#">Human Resources Transactions (page 36)</a>	Mario Rodriguez

### 4. ACTION

A. <a href="#">Pay Rate Schedules for 2025-26 and Final Salary Improvement for 2024-25 (page 62)</a>	Mario Rodriguez
B. <a href="#">Declare Attawa Avenue Property Surplus and Authorize Offers to Public Entities (page 125)</a>	Peter Khang

### 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. 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

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

## 10. ADJOURNMENT

### LOS RIOS BOARD OF TRUSTEES

<b>Kelly Wilkerson</b> President ▪ Area 4	<b>Deborah Ortiz</b> Vice President ▪ Area 6	<b>Dustin Johnson</b> ▪ Area 1 <b>Robert Jones</b> ▪ Area 2 <b>John Knight</b> ▪ Area 3	<b>Colette Harris-Mathews</b> ▪ Area 5 <b>Tami Nelson</b> ▪ Area 7 <b>Brianna Pham</b> ▪ Student Trustee
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Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ *Note:* Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3039.  
Next Regular Board Meeting: September 10, 2025

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](http://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

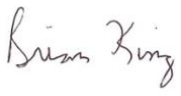
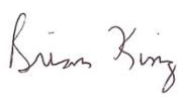
In the spirit of community and social justice, we acknowledge the land on which our four colleges reside as the traditional homelands of the Nisenan, Maidu, and Miwok tribal nations. These sovereign people have been the caretakers of the health of the rivers, the wildlife, the plant life, and the overall 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 13, 2025

<b>SUBJECT:</b>	Board Meeting Minutes: July 9, 2025	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Brian King, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 Brian King, Chancellor	ACTION	
		INFORMATION	

**STATUS:**

The minutes of the Board of Trustees meeting held on July 9, 2025 are attached for the Board's review and consideration.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the minutes of the meeting held on July 9, 2025.

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Board Meeting Minutes**  
**Wednesday, July 9, 2025**

## **1. CALL TO ORDER**

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

***Present:***

Kelly Wilkerson, President  
Deborah Ortiz, Vice President  
Colette Harris-Mathews  
Dustin Johnson  
John Knight  
Robert Jones  
Tami Nelson

Brianna Pham, Student Trustee

Brian King, Chancellor

## **2. ORAL COMMUNICATIONS**

Belinda Lum addressed the Board of Trustees regarding immigration.

Earl Smith addressed the Board of Trustees regarding concerns regarding academic freedom.

Terry Mulligan addressed the Board of Trustees regarding concerns from custodial staff.

Mo Kashmiri addressed the Board of Trustees regarding custodial staffing and healthcare.

## **3. SPECIAL ORDER OF BUSINESS**

A. *Chancellor Search Process Update*

The Board of Trustees' executive search consultants from PPL provided an update on the Chancellor search process and a dedicated website. This item was presented for the Board's information and discussion.

#### 4. 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: Harris-Mathews, Johnson, Jones, Knight, Ortiz, Nelson, Wilkerson*

*No: None*

*Absent: None*

*Student Trustee: Aye*

*Motion carried; 7:0*

*A.     Board Meeting Minutes: June 11, 2025*

*That the Board of Trustees approve the minutes of the board meeting held on June 11, 2025.*

*B.     Special Event Authorization*

*That the Board of Trustees approve or ratify the applications listed herein.*

Date of Event	College	Location	Name of Event	Alcohol
8/2/2025	FLC	Harris Center	WCPA Presents: ABBA Concert Experience	Beer and wine
8/8/2025	FLC	Harris Center	Harris Center Presents: Ben Folds	Beer and wine
8/9/2025	FLC	Harris Center	Loa's Foundation - Ho 'Ike 2025 Dance	Beer and wine
8/17/2025	FLC	Harris Center	Hello Gorgeous - Tribute to Barbra Streisand	Beer and wine
8/19/2025	FLC	Harris Center	Hot August Nights - Member Movie Night	Beer and wine
8/23/2025	FLC	Harris Center	Rob Ely's Tribute to Elvis	Beer and wine
8/24/2025	FLC	Harris Center	Roni Benise Spanish Guitar - 25 Years of Passion!	Beer and wine
8/30/2025	FLC	Harris Center	Starbright Ent. Presents: Fleetwood Mask	Beer and wine
8/31/2025	FLC	Harris Center	Piano Men - Generations	Beer and wine
9/27/25	FLC	Harris Center	Pop's Chorale	Beer and wine

*C.   Ratify: Bid Transactions*

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

CHANGE ORDERS				
Bid No	Change Amount	Change Number	Vendor	New Contract Total
23017	\$88,244.00	11	John F Otto	\$51,837,462.75

*D. Ratify: Affiliation and Other Agreements*

*That the Board of Trustees ratify and/or approve the agreements identified in this board agenda item.*

**ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS**

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

Agency	Clinical Program	Campus	Contract Date	Term
Danville Post Acute Rehab	PTA/OTA <sup>1</sup>	SCC	05/06/2025	Evergreen
Citrus Heights Post Acute	Nursing	SCC	06/01/2025	Evergreen
Whitney Oaks Care Center	Nursing	SCC	06/01/2025	Evergreen
Sacramento Post Acute	Nursing	SCC	06/01/2025	Evergreen
Kids Dental and Ortho	Dental Asst.	SCC	06/12/2025	Evergreen

<sup>1</sup>PTA/OTA: Physical Therapy Assistant/Occupational Therapy Assistant

*E. Disposition of Surplus Equipment*

*That the Board of Trustees approve the disposal of the items listed in the July agenda packet per Education Code section 81452.*

*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
ERiCA Apprenticeship Recruitment Across the Trades <ul style="list-style-type: none"> <li>Funding will be used to develop and outreach and recruitment plan to increase the number of Registered Apprentices from underserved populations and provide tutoring and other wraparound support to increase retention and success.</li> <li>07/01/2025 – 06/30/2027</li> <li>Administrator: Derrick Booth, Associate Vice President, Instruction, Workforce Development</li> </ul>	ARC	\$200,000	CA Dept of Industrial Relations

<p>Ethnic Studies Contract Education – Elk Grove Unified School District</p> <ul style="list-style-type: none"> <li>Funding will be used to provide contract education to Elk Grove Unified School District staff. The goal is to provide professional development in the area of Ethnic Studies and help prepare EGUSD teachers for the 2026-27 state mandated course of Ethnic Studies required for high school graduation.</li> <li>07/01/2024 – 06/30/2025.</li> <li>Administrator: Sabrina Sencil, Dean, Institutional Effectiveness, Research and Planning</li> </ul>	CRC	\$15,117	Elk Grove Unified School District
<p>ZTC Demonstration Grant</p> <ul style="list-style-type: none"> <li>Funding will be used to implement a ZTC Community of Practice involving up to 10 community colleges. CRC will provide best practices, examples of flexible funding use and support the development of model protocols to support colleges to achieve at least 70% ZTC saturation.</li> <li>01/17-2025 – 06/30/2025</li> <li>Administrator: Dana Wassmer, Associate Vice President of Instruction</li> </ul>	CRC	\$980,720	California Community College 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	0001139741 – 0001141318 B250792-B250794	\$ 6,241,642.98
Capital Outlay Fund	0003020289-0003020550	
Child Development Fund	-	
Self-Insurance Fund	0009000557-0009000557	
WARRANTS		
General Fund	882429-883875	\$ 20,740,743.67
General Fund-ARC Instructional Related	013908-014011	
General Fund–CRC Instructional Related	024986-025006	
General Fund–FLC Instructional Related	032451-032469	
General Fund–SCC Instructional Related	050100-050128	
Capital Outlay Fund	838658-838755	
Student Financial Aid Fund	901993-901996	
Child Development Fund	955589-955600	
Self-Insurance Fund	976881-976883	
ODSFD	-	\$ 11,020,575.73
Payroll Warrants	598171- 598731	
Payroll Vendor Warrants	73712-73836	
May Leave Process	598732-600239	
CHECKS		
Financial Aid Disbursements (PeopleSoft)	-	\$ 5,952,413.70
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Student Clubs Agency Fund – ARC	7395-7414	\$ 44,460.60
Student Clubs Agency Fund – CRC	6748-6760	
Student Clubs Agency Fund – FLC	3537-3545	
Student Clubs Agency Fund – SCC	5577-5602	
Foundation – ARC	8166-8188	\$ 134,033.14
Foundation – CRC	3520-3523	

Foundation – FLC	2861-2884	
Foundation – SCC	7997-8044	
Foundation – DO	2585-2694	
Associated Students Trust Fund – ARC	1180-1181	\$ 9,834.36
Associated Students Trust Fund – CRC	1076-1091	
Associated Students Trust Fund – FLC	-	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	-	\$ -
<b>ELECTRONIC TRANSFERS</b>		
GENFD Financial Aid	-	\$ 282,471.00
Board of Equalization	-	\$ -
PARS Wire	-	\$ 90,134.16
Retiree Health Trust	-	\$ -
CDTFA-ACH	-	\$ 16,200.00
Envoy	-	\$ -
Payroll Direct Deposit Advices	1352320-1358471	\$ 23,070,215.05
Other Payroll Transactions	-	\$ 1,601.00
Keenan	-	\$ 102,848.45
PITCO Wire	-	\$ 4,030.44
SB85 Debt Relief	-	\$ -
Self-Insurance Fund	-	\$ 81,465.95
PO- Wire	-	\$ 50,192.50
PAC GOSERVICE Wire	-	\$ -
Fidelity	-	\$ 178,317.20
Regional Transit Wire	-	\$ -
Scholarships	-	\$ 3,000.00

#### H. Classification of Contract Employees 2025-2026

*That the Board of Trustees approve the changes in certificated personnel employment status effective July 1, 2025*

#### I. Human Resources Transactions

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

### **5. COLLECTIVE BARGAINING (ACTION)**

#### A. Public Hearing: 2026-2028 Initial Collective Bargaining Proposals – LRSA and District

A public hearing was held on this item. There were no public comments.

*A motion was made by Trustee Ortiz, seconded by Trustee Johnson, that the Board of Trustees adopt the initial collective bargaining proposals of the LRSA and the District*



Roll Call Vote:

Aye: Harris-Mathews, Johnson, Jones, Knight, Ortiz, Nelson, Wilkerson

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

## 6. ACTION

### A. American River College Commemorative Namings for the ARC Career Technical Education Building

A motion was made by Trustee Harris-Mathews, seconded by Trustee Nelson, that the Board of Trustees approve the area namings for the three businesses and individuals listed on the proposed slate, in recognition of their generous support and sponsorship of the Career Technical Education Building at American River College.

Roll Call Vote:

Aye: Harris-Mathews, Johnson, Jones, Knight, Ortiz, Nelson, Wilkerson

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

### B. American River College: Naming the Natomas Center Building 1 Lobby the Yolo Federal Credit Union Lobby

A motion was made by Trustee Ortiz, seconded by Trustee Johnson, that the Board of Trustees approve the naming of American River College's Natomas Center Building 1 Lobby as the Yolo Federal Credit Union Lobby in recognition of Yolo Federal Credit Union's generous sponsorship and longstanding commitment to education, workforce development and community investment.

Roll Call Vote:

Aye: Harris-Mathews, Johnson, Jones, Knight, Ortiz, Nelson, Wilkerson

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

### C. Folsom Lake College Commemorative Namings for the FLC Science Building

A motion was made by Trustee Knight, seconded by Trustee Nelson, that the Board of Trustees approve the area namings for the nine businesses and individuals listed on the proposed slate, in

recognition of their generous support and sponsorship of the Science Building at Folsom Lake College.

Roll Call Vote:

Aye: Harris-Mathews, Johnson, Jones, Knight, Ortiz, Nelson, Wilkerson

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

D. Public Hearing: College and Career Access Pathways (CCAP) Memorandum of Understanding: El Dorado County Office of Education

A motion was made by Trustee Nelson, 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 El Dorado County Office of Education 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: Harris-Mathews, Johnson, Jones, Knight, Ortiz, Nelson, Wilkerson

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

E. Public Hearing: College and Career Access Pathways (CCAP) Memorandum of Understanding: Lake Tahoe Unified School District

A motion was made by Trustee Pham, 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 Lake Tahoe Unified School District 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: Harris-Mathews, Johnson, Jones, Knight, Ortiz, Nelson, Wilkerson

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

## **7. INFORMATION**

### *A. K-16 Regional Collaborative Grant Update*

Staff provided an update on the K-16 Regional Grant and key projects funded by it, the District's role in advancing this important regional initiative, and highlighted some of the most impactful projects funded by the Collaborative. This item was presented for the Board's information and discussion.

## **8. BOARD MEMBER REPORTS**

Trustee Harris-Mathews was honored to attend the Robert's Family Development Center event at Folsom Lake College.

Trustee Ortiz requested a follow up to the disbanding of the district's immigration committee. She also shared some context regarding the last Chancellor search in 2012, pointing out that the process has been more publicly transparent this time.

## **9. FUTURE AGENDA ITEMS**

No future agenda items were requested.

## **10. REPORTS AND COMMENTS**

The following constituency representatives presented reports to the Board:

Colleen Cohen, Classified Senate  
Paula Cardwell, District Academic Senate President  
Belinda Lum, LRCFT

## **11. CLOSED SESSION**

The following board members went into closed session at 7:40 pm: Ms. Harris-Matthews, Mr. Jones, 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
- B. Pursuant to Government Code section 54957: Public Employee Performance Evaluation: Chancellor

## **12. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY**

In the closed session matter identified as Item 11.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 2024-25 was satisfactory.

## **13. ADJOURNMENT**

President Wilkerson adjourned the meeting at 9:15 pm.

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### **BRIAN KING**

Chancellor and Secretary to the Board of Trustees

*Draft minutes presented to the Board of Trustees: August 13, 2025*

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 13, 2025

<b>SUBJECT:</b>	Los Rios Colleges Foundation – Quarterly Investment Report	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item B	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	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 \$21.5 million was 6.49% compared to 6.50% for the composite benchmark. The return for the quarter ended for the total managed portfolio of \$28.9 million was 4.96% compared to 4.92% for the composite benchmark. In accordance with generally accepted accounting principles, investments are restated to market value as of each fiscal year-end.

## RECOMMENDATION:

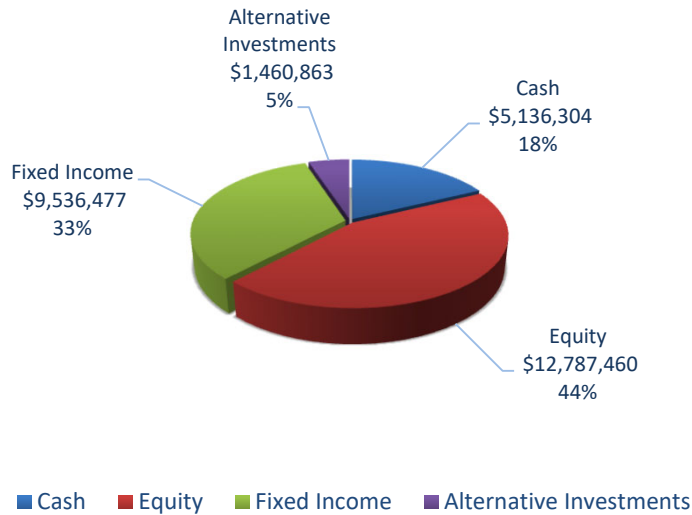
It is recommended that the Board of Trustees receive the Foundation Quarterly Investment Report for the quarter ended June 30, 2025.

**Los Rios Colleges Foundation**  
**Account Summary**  
**as of June 30, 2025**

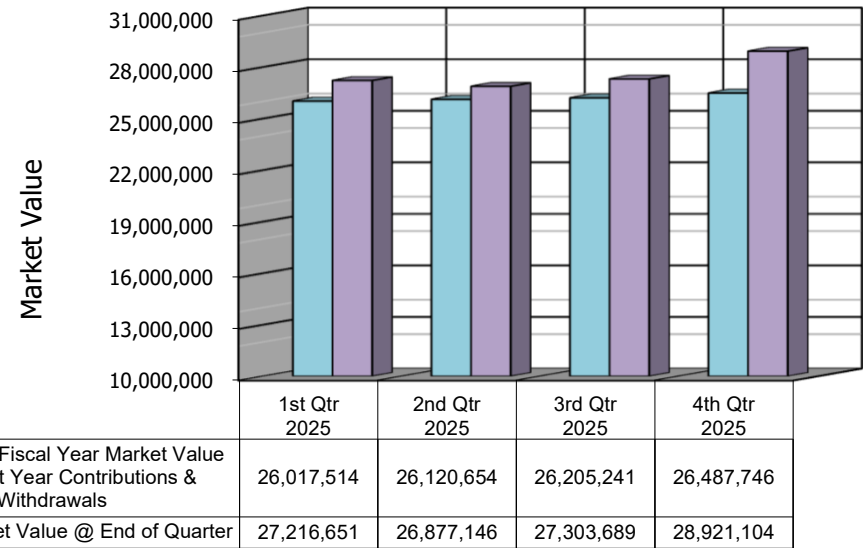
<b>TOTAL PORTFOLIO</b>	Guidelines	<b>Opening Balance Start of Fiscal Year</b>	<b>Net Deposits/ Withdrawals</b>	<b>Unrealized Gains/(Losses)</b>	<b>Realized Gains/(Losses)</b>	<b>Interest / Dividends</b>	<b>Total YTD Earnings</b>	<b>YTD Fees</b>	<b>Market Value</b>	<b>% of Total Current Market Value</b>
<b><u>Managed (Endowed):</u></b>										
<b>Cash</b> (Scholarship)	2-10%	416,023	278,108	-	-	24,523	24,523	-	718,654	3.00%
<b>Fixed Income</b>										
Breckinridge*		2,142,995	(20,000)	67,487	4,461	71,742	143,690	(12,212)	2,254,473	10.00%
Lord Abbett Inflation		-	-	-	-	-	-	-	-	0.00%
CRANX		795,407	(15,000)	22,851	(4,063)	27,479	46,267	(3,615)	823,059	4.00%
WAMCO		3,004,049	228,634	35,015	13,868	167,322	216,205	(25,673)	3,423,215	16.00%
<b>Total Fixed Income</b>	17-50%	<b>5,942,451</b>	<b>193,634</b>	<b>125,353</b>	<b>14,266</b>	<b>266,543</b>	<b>406,162</b>	<b>(41,500)</b>	<b>6,500,747</b>	<b>30.00%</b>
<b>Equities</b>										
SPDR Portfolio Total Stock Market ETF		1,920,619	370,000	230,763	35,249	31,116	297,128	(9,741)	2,578,006	12.00%
Schafer Cullen International High Dividend		1,013,137	(155,000)	103,705	52,278	42,792	198,775	(10,391)	1,046,521	5.00%
iShares Core MSCI EAFE ETF		1,963,003	628,762	362,541	3,410	82,584	448,535	(9,090)	3,031,210	14.00%
DTD - ETF		897,093	(200,000)	19,169	80,009	18,597	117,775	(4,039)	810,829	4.00%
International Small Cap		542,458	(50,000)	64,011	5,031	12,534	81,576	(2,298)	571,736	3.00%
Brandes EM		15,848	-	(15,845)	-	-	(15,845)	-	3	0.00%
Miller Howard and Income Equity SMA		712,278	60,000	59,922	34,258	25,779	119,959	(5,401)	886,836	4.00%
China Portfolio		18	-	-	-	-	-	-	18	0.00%
Fuller & Thaler		407,505	(105,000)	(8,385)	26,614	9,385	27,614	(2,962)	327,157	2.00%
HIBIX		940,277	(93,547)	88,860	16,795	29,224	134,879	(3,986)	977,623	4.00%
Structured EM		712,820	143,547	56,043	-	24	56,067	-	912,434	4.00%
ESG Pool		1,451,842	32,654	118,679	692	49,057	168,428	(7,837)	1,645,087	8.00%
<b>Total Equities</b>	25-60%	<b>10,576,898</b>	<b>631,416</b>	<b>1,079,463</b>	<b>254,336</b>	<b>301,092</b>	<b>1,634,891</b>	<b>(55,745)</b>	<b>12,787,460</b>	<b>60.00%</b>
<b>Alternative Investments</b>										
Liquid Alternatives		2,018,443	(806,250)	22,159	41,117	55,557	118,833	(16,409)	1,314,617	6.00%
Structured Invst		-	146,250	-	-	27	27	(31)	146,246	1.00%
<b>Total Alternative Investments</b>	up to 20%	<b>2,018,443</b>	<b>(660,000)</b>	<b>22,159</b>	<b>41,117</b>	<b>55,584</b>	<b>118,860</b>	<b>(16,440)</b>	<b>1,460,863</b>	<b>7.00%</b>
<b>Total Managed (Endowed)</b>		<b>18,953,815</b>	<b>443,158</b>	<b>1,226,975</b>	<b>309,719</b>	<b>647,742</b>	<b>2,184,436</b>	<b>(113,685)</b>	<b>21,467,724</b>	<b>100.00%</b>
<b><u>Managed (Non-endowed):</u></b>										
Madison Short Duration Fixed Income*		2,868,322	-	87,249	8,079	91,915	187,243	(19,835)	3,035,730	
<b>Total Managed (Endowed &amp; Non-endowed)</b>		<b>21,822,137</b>	<b>443,158</b>	<b>1,314,224</b>	<b>317,798</b>	<b>739,657</b>	<b>2,371,679</b>	<b>(133,520)</b>	<b>24,503,454</b>	
<b><u>Non-Endowed:</u></b>										
Cash Management - Money Market		4,178,759	44,215	-	-	194,625	194,625	51	4,417,650	
<b>Total Non-Endowed</b>		<b>7,047,081</b>	<b>44,215</b>	<b>87,249</b>	<b>8,079</b>	<b>286,540</b>	<b>381,868</b>	<b>(19,784)</b>	<b>7,453,380</b>	
<b><u>Cash Clearing Account</u></b>										
Gift Receipt		2,575	(3,100)	(15,348)	15,794	130	576	(51)	-	
<b>TOTAL PORTFOLIO</b>		<b>26,003,471</b>	<b>484,273</b>	<b>1,298,876</b>	<b>333,592</b>	<b>934,412</b>	<b>2,566,880</b>	<b>(133,520)</b>	<b>28,921,104</b>	

Los Rios Colleges Foundation  
Account Summary  
as of June 30, 2025

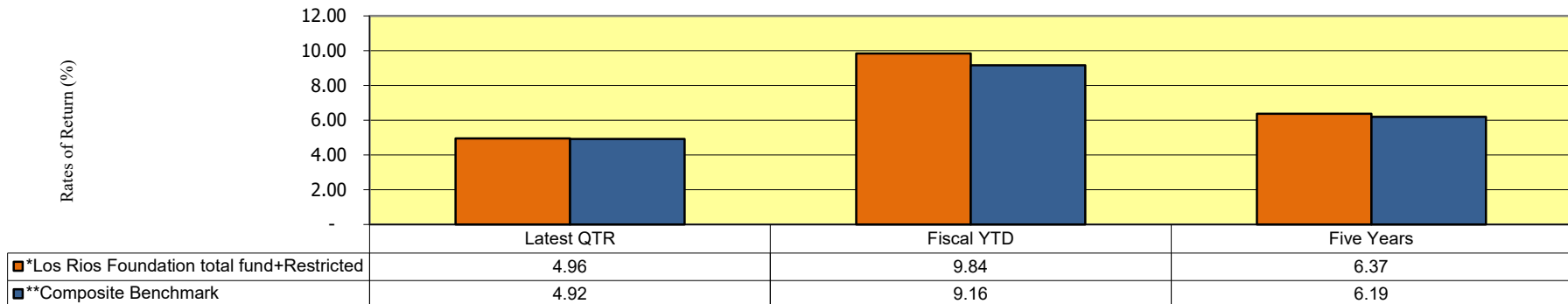
### Asset Allocation as of June 30, 2025



### Portfolio Change July 2024 through June 2025



### Performance Analysis as of June 30, 2025



\* 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 13, 2025

<b>SUBJECT:</b>	Acceptance of Gifts: Colleges and Foundation	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item C	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	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 Foundation during the 2024-25 academic year are valued at \$601,312.97 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 \$601,312.97 as reflected on the attachment.



# LOS RIOS COMMUNITY COLLEGE DISTRICT

In-Kind Contributions  
July 1, 2024- June 30, 2025  
FOUNDATION - Gifts to District

Date of Gift	Donation	Donor Name	Donor's Estimated Value	College
7/26/2024	Large Scentsy product gift basket	Dawn Blaettler	\$ 326.25	ARC
8/30/2024	Gift card for dinner for two, alcohol not included	Mulvaney's B & L	150.00	ARC
8/30/2024	\$100 gift cards (2)	Camden Spit & Larder	200.00	ARC
8/30/2024	Wine tasting experience for 6 adults	Bump City Wine Company	90.00	ARC
8/30/2024	480 loaves wheat bread, 480 loaves white bread over 48 weeks	Grateful Bread Company	7,200.00	ARC
10/31/2024	24 bottles of Vintner's wine	Amador Vintner's Association	647.00	ARC
11/30/2024	11 bottles of Vintner's wine	Amador Vintner's Association	258.97	ARC
11/30/2024	Orion StarBlast II 4.5 Equatorial Reflector Telescope, lenses and tripod	Donald Sherman	200.00	ARC
12/5/2024	Photography supplies: Neilsen metal frames, mat cutter model 700 SGM, Seal Masterpiece 500T mounting, laminating and tacking iron, Seal colormount tissue, lens filters, 35mm slide projector, miscellaneous supplies	Ronald Parker	2,355.00	ARC
2/14/2025	One case Helwig 2023 Sauvignon Blanc	Amador Vintner's Association	360.00	ARC
3/11/2025	InfiniiVision 1000 Z-Series Oscilloscope, Waveform generator, DC Power supply, Digital Multimeter, Instrument stacking kit	Keysight Technologies	71,898.00	ARC
3/11/2025	Filler metals, 54 Digital Elite black helmets, 77 WeldX Jackets, 70 MIG/STICK Gloves	Miller Electric LLC	107,161.00	ARC
3/11/2025	Filler metals	Hobart Brothers LLC	15,919.00	ARC
9/20/2024	1919 Offenbach Grand Piano	Kathryn Smith	4,000.00	CRC
12/2/2024	Building materials: 1,397 Wire mesh shelves, 119 brace frame, 530 double C channel, 154 C Channel, 640 Flat C Channel, 96 beams	Mason Buildering and Design	327,931.45	CRC
1/7/2025	Miscellaneous clothing	Darlene Driver	256.00	CRC
1/7/2025	Miscellaneous clothing	Josh Eisenhut	440.00	CRC
2/12/2025	12 Orange Blossom honey jars, 12 Turmeric Honey jars	Tea Time Honey Flavors	288.00	CRC
3/10/2025	Hygiene products: soaps, toothpaste, toothbrushes, sanitizer, masks, deodorants, pads, tissues, etc.	Fortune Middle & Early College High School	2,000.00	CRC
4/16/2025	4x4 Bi-color led light, full package	Alexander Ajayi	1,800.00	CRC
6/26/2025	1955 Steinway Model D Piano	Carolyn Ciampi	4,999.00	CRC
9/7/2024	Wine for event	Lava Cap Winery	476.00	FLC
9/7/2024	36 bottles of wine for event	Madrona Vineyards	890.00	FLC
9/7/2024	Wine for event	Miraflores Winery	1,512.00	FLC
9/7/2024	Wine for event	Holly's Hill Vineyards & Brew	400.00	FLC
9/7/2024	9 bottles of wine for event	Bumgarner Winery	336.00	FLC
9/7/2024	36 bottles of wine for event	Rucksack Cellars	1,008.00	FLC
9/7/2024	24 bottles of red and white wine	Element 79 Vineyards	852.00	FLC
9/7/2024	600 pork belly tostadas for event	Mas Taco Bar	600.00	FLC
9/7/2024	600 cups of mac & cheese appetizers for event	Iron Horse Tavern	400.00	FLC
9/7/2024	Appetizers for event	Back Bistro	875.00	FLC
9/7/2024	600 servings chocolate appetizers for event	The Chocolate Architect	1,001.70	FLC
9/7/2024	600 servings mini bagels and cream cheese for event	Noah's Bagels	1,800.00	FLC
9/7/2024	500 bacon candy appetizers for event	Lazy Dog Restaurant	500.00	FLC
9/7/2024	800 mini cupcakes from Icing on the Cupcake and six cheese plates from Whole Foods for event	Palladio at Broadstone	1,100.00	FLC
9/7/2024	Wine and appetizers for event	Element 79 Vineyards	5,988.00	FLC
9/7/2024	Wine for event	Le Mulet Rouge Vineyard + Wi	184.00	FLC
9/7/2024	Wine for event	Cedarville Vineyard	820.00	FLC
9/7/2024	Wine for event	Boeger Winery	864.00	FLC
9/7/2024	Wine for event	Delfino Farms/Edio Vineyards	1,176.00	FLC

# LOS RIOS COMMUNITY COLLEGE DISTRICT

In-Kind Contributions  
July 1, 2024- June 30, 2025  
FOUNDATION - Gifts to District

Date of Gift	Donation	Donor Name	Donor's Estimated Value	College
9/7/2024	Wine for event	David Girard Vineyards	748.00	FLC
9/7/2024	4 bottles of Zinfandel and 4 bottles of Viognier wine for event	Miller Wine Works	291.60	FLC
9/7/2024	Wine for event	Starfield Vineyards	598.00	FLC
9/7/2024	Appetizers for event	Deborah Basham	100.00	FLC
10/6/2024	Vinotheque wine fridge	Dave Christman	3,000.00	FLC
1/7/2025	47 bottles of wine	Kraemer Family Wines	803.00	FLC
2/17/2025	28 bottles of wine	Country Roads Wine Cellars	647.00	FLC
2/26/2025	Wine for event	Rombauer Vineyards	414.00	FLC
4/6/2025	2 cases wine and 2 gizzlers beer	Holly's Hill Vineyards & Brewery	380.00	FLC
4/9/2025	Wine	Scott Harvey Wines	675.00	FLC
9/4/2024	Nidek E1000 pattern less edger	VSP Ventures	5,000.00	SCC
9/25/2024	Nikon camera body, 4 lenses, batteries and camera bag	Karin Petlack	700.00	SCC
9/25/2024	Teaching supplies for drawing, painting, design and mural painting classes. Supplies for gallery picture framing applications.	Frank Zamora	3,500.00	SCC
10/7/2024	Watercolor painting by Larry Welden "Study in Tone"	Carolyn Raber	750.00	SCC
10/8/2024	Works by artist Darrell Forney "The Council" framed acrylic painting 54x36; "Twang" framed acrylic painting 20x20; miscellaneous small artist studies, unframed 12x18	Richard and Claudia Bernt	4,999.00	SCC
10/16/2024	Sewing supplies	Tim Lee	400.00	SCC
10/25/2024	365 Native American Books-table, hardback, trade, softcover	Valerie Hines	1,095.00	SCC
11/20/2024	2.5 foot memorial pedestal with bronze bust of Gregory Kondos	Moni Van Camp	2,500.00	SCC
11/20/2024	12 bottles Kondos white wine Pinot Grigio	Moni Van Camp	400.00	SCC
1/17/2025	Photograph: 16"x20" inkjet print, title: "My Father in our Aunt's SRO, San Francisco, Chinatown" 2005	Reagan Louie	4,000.00	SCC
1/17/2025	2 Bikes	Chris Haney	600.00	SCC
6/25/2025	1841 brown satin wedding bodice	Judith Maben	200.00	SCC
6/25/2025	Early 20th century Singer electric sewing machine	Judith Maben	250.00	SCC
TOTAL \$			601,312.97	

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 13, 2025

<b>SUBJECT:</b>	District Bank Accounts	ATTACHMENT: None	
		ENCLOSURE: Bank Accounts	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item D	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	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-eight (38) 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, 2025  
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, 2025

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**

Revised June 30, 2025

Page 3 of 8

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 <sup>th</sup> 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

**LOS RIOS COMMUNITY COLLEGE DISTRICT  
BANK ACCOUNTS**

Revised June 30, 2025

Page 4 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
District	Los Rios Campus Services	JP Morgan Chase Governmental Unit	681792787 Checking	1	Mario Rodriguez Jesse Castillo
District	Revolving	JP Morgan Chase Governmental Unit	115665785 Checking	1	Mario Rodriguez Koue Vang Adrienne Andrews
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



**LOS RIOS COMMUNITY COLLEGE DISTRICT  
BANK ACCOUNTS**

Revised June 30, 2025

Page 5 of 8

Location	Account Name	Bank & Branch	Account No. & Type of Account	Signatures Required	Authorized Signers
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
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 Jorrena Hartman
Cosumnes River College	Revolving	JP Morgan Chase Governmental Unit	112532236 Checking	1	Theresa Tena Jorrena Hartman 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**

Revised June 30, 2025

Page 6 of 8

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 Jorrena Hartman Edward Bush Mario Rodriguez
Cosumnes River College	College Activities	JP Morgan Chase Governmental Unit	112532103 Checking	1	Brian King Mario Rodriguez Theresa Tena Jorrena Hartman
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**

Revised June 30, 2025

Page 7 of 8

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 Lyudmila Slav Mario Rodriguez

\* Two signatures required per Los Rios Foundation Bylaws

**LOS RIOS COMMUNITY COLLEGE DISTRICT  
BANK ACCOUNTS**

Revised June 30,2025

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 Lyudmila Slav Mario Rodriguez Mitchell Campbell


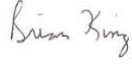
\* Two signatures required per Los Rios Foundation Bylaws

Updated 06/11/25 js

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 13, 2025

<b>SUBJECT:</b>	Special Event Authorization	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S):	
<b>AGENDA ITEM:</b>	Consent Item E	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Peter Khang, Interim Chief Counsel 	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor 	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
9/6/2025	FLC	Harris Center	Harris Center Presents: Rita Rudner	Beer and wine
9/21/2025	FLC	Harris Center	Folsom Concert Association presents GQ: Gentlemen's Quartet	Beer and wine
9/27/2025	FLC	Harris Center	The Pops Chorale & Orchestra presents: Festival of Wonders	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 13, 2025

<b>SUBJECT:</b>	Ratify: Bid Transactions	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item F	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	<i>MRP</i> Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	<i>Brian King</i> 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
23020R	\$156,150.71	3	Rodan Builders, Inc.	\$11,960,386.06



**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 13, 2025

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

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: 2 autoclaves; 18 computers; 4 laptops; 1 microtower; 8 monitors; 7 printers; 1 scanner; 4 sewing machines and 3 stringer machines.

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 13, 2025

<b>SUBJECT:</b>	Disposition of Surplus Equipment – Salvage Value Greater than \$5,000	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item H	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	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: 2018 Chevrolet Colorado WT; 2002 Chevrolet Suburban; 1997 Chevrolet Suburban; 2000 Inter Trailer; 2016 Chevrolet Colorado WT. Due to the poor condition of the items, 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 item per Education Code section 81450-81450.5.



# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 13, 2025

<b>SUBJECT:</b>	Ratify: Grants and Contracts Awarded	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 1,4	
<b>AGENDA ITEM:</b>	Consent Item I	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Brian King, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 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
CARB ZEV Grant <ul style="list-style-type: none"> <li>Partner with FCCC and BW Research to compile and analyze employment data related to Zero Emission Vehicles industries and occupations and prepare a workforce needs assessment across the state.</li> <li>03/01/ 2025 – 12/31/2025</li> <li>Administrator: Laura Coleman, State Director, Center of Excellence for Labor Market Research</li> </ul>	DO	\$25,000	Foundation for California Community Colleges
Plumbers and Steamfitters UA Local 342 Apprenticeship Agreement <ul style="list-style-type: none"> <li>Joint apprenticeship agreement to conduct training program for Plumbers and Steamfitters of Concord.</li> <li>07/01/2025 – 06/30/2026</li> <li>Administrator: John McCormack, Dean, McClellan Apprenticeship and Public Service</li> </ul>	ARC	\$1,055,126	State of CA


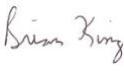
## RECOMMENDATION:

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 13, 2025

<b>SUBJECT:</b>	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item J	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 Brian King, Chancellor	ACTION	
		INFORMATION	

## BACKGROUND:

A listing of purchase orders, warrants, checks and wires issued during the period of June 16, 2025 through July 15, 2025 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	0001139129 – 0001141936 B260000-B260392	\$ 59,375,961.33
Capital Outlay Fund	0003020368-0003020565	
Child Development Fund	0006001283-0006001287 B681000-B681002	
Self-Insurance Fund	0009000559-0009000568 B981000-B981003	
WARRANTS		
General Fund	883876-884746	\$ 11,599,122.35
General Fund-ARC Instructional Related	014012-014068	
General Fund–CRC Instructional Related	025007-025009	
General Fund–FLC Instructional Related	032470-032476	
General Fund–SCC Instructional Related	050129-050143	
Capital Outlay Fund	838756-838825	
Student Financial Aid Fund	901997-902000	
Child Development Fund	955601-955608	
Self-Insurance Fund	976884-976889	
ODSFD	-	
Payroll Warrants	600240- 600518	\$ 6,125,509.10
Payroll Vendor Warrants	73837-73935	
June Leave Process	600519-602664	
CHECKS		
Financial Aid Disbursements (PeopleSoft)	-	\$ 4,321,040.45
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Student Clubs Agency Fund – ARC	7415-7445	\$ 69,559.53
Student Clubs Agency Fund – CRC	6761-6781	
Student Clubs Agency Fund – FLC	3546-3562	
Student Clubs Agency Fund – SCC	5603-5608	
Foundation – ARC	8189-8189	\$ 18,232.33
Foundation – CRC	3524-3524	
Foundation – FLC	2885-2897	
Foundation – SCC	8045-8046	
Foundation – DO	2695-2695	\$ 2,900.98
Associated Students Trust Fund – ARC	1182-1182	
Associated Students Trust Fund – CRC	-	
Associated Students Trust Fund – FLC	0775-0775	
Associated Students Trust Fund – SCC	-	\$ -
Regional Performing Arts Center Fund	-	
ELECTRONIC TRANSFERS		
GENFD Financial Aid	-	\$ 147,075.00
Board of Equalization	-	\$ -
PARS Wire	-	\$ 39,050.65
Retiree Health Trust	-	\$ -
CDTFA-ACH	-	\$
Envoy	-	\$ -
Payroll Direct Deposit Advices	1358472-1362695	\$ 15,862,717.67
Other Payroll Transactions	-	\$ 1,216.00
Keenan Wire	-	\$ 99,649.98
PITCO Wire	-	\$ 1,174.04
SB85 Debt Relief	-	\$ -
Self-Insurance Fund	-	\$ 83,185.58
PO- Wire	-	\$
PAC GOSERVICE Wire	-	\$ -
Fidelity Wire	-	\$ 118,720.56
Regional Transit Wire	-	\$ -
Scholarships	-	\$ 3,650.00

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 13, 2025

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

**RECOMMENDATION:**

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

## MANAGEMENT

<b>APPOINTMENT(S)</b>
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<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
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District Office

Chandra, Akhil (M.A., Western Michigan University)	Director (I) of Enterprise Services	08/14/25
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Day, Michael (B.S., California State Polytechnic University, Pomona)	Director (I) of Application Services	08/14/25
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<b>APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)</b>
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<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
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American River College

Carter, Anthony (M.A., California State University, Sacramento)	Director (X) for TRIO Project & Student Support Services (TRIO SSS), Journey, STEM and Veterans Programs	09/01/25 – 08/31/26
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Juarez, Maricela (M.A., California State University, Sacramento)	Project Director (X) of TRIO Upward Bound Programs	09/01/25 – 08/31/26
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Cosumnes River College

Philpot, Shaina (Ph.D., National University)	Director (VII) of Native American Student Support and Success Programs	07/01/25 – 06/30/26
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District Office

Avila, Mateo (J.D., Santa Clara University)	Director (VI) of Degree Planning and Graduation Initiatives	07/01/24 – 09/14/25 (Revised)
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District Office – Ethan Way

Prizhbilov, Olga (M.S., California State University, Sacramento)	Director (VII) Refugee Career Pathways	10/01/25 – 03/31/26
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Sacramento City College

Chavez-Hernandez, Rosana (M.A., California State University, Sacramento)	Hispanic Serving Institution (HSI) Initiatives Activities Director (VII) (50%)	10/01/25 – 09/30/26
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## MANAGEMENT

**APPOINTMENT(S) TO TEMPORARY POSITION(S)**

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
<u>District Office</u>		
Day, Michael (B.S., California State Polytechnic University, Pomona)	Interim Director (I) of Application Services	04/28/25 - 08/13/25 (Revised)
Luppino, Roxanne (M.B.A., California State University, Chico)	Interim Regional K-16 Educational Collaborative Grant Project Director (V)	07/01/25 – 07/09/25 (Revised)
<u>Sacramento City College</u>		
Collins, James (J.D., McGeorge School of Law)	Interim Dean of Natural Sciences	06/23/25 – 10/02/25
Dixon, John (Ed.D., University of the Pacific)	Interim Vice President of Student Services	07/24/25 – 09/02/25
Esquivido-Hernandez, Vanessa (Ph.D., University of California, Davis)	Interim Dean of Retention and Persistence	01/22/25 – 10/03/25 (Revised)
Lee, Dennis (M.A., University of Akron, Ohio)	Interim Dean of Planning, Research & Institutional Effectiveness	07/24/25 – 07/20/26
Laflam, Jennifer (Ph.D., Texas Tech University)	Interim Associate Vice President of Instruction (Economic and Workforce Development)	07/01/25 – 06/30/26

**LEAVE(S) OF ABSENCE**

<u>Name</u>	<u>Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>			
Bates, Rukiya	Dean of Retention and Persistence	Health	07/12/25 – 10/03/25
Horton, Devin	Dean of Natural Sciences	Health	06/03/25 – 10/02/25

**TEMPORARY REASSIGNMENT(S) / TRANSFER(S)**

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
<u>District Office</u>		
Taroli, Michael (B.A., California State University, San Jose)	Interim Director (I) of Enterprise Services From Information Technology Production Services Supervisor	04/28/25 – 08/13/25 (Revised)

## FACULTY

**APPOINTMENTS**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Almager, Victor (B.A., California State University, Sacramento)	Sacramento Regional Public Safety Training Center Coordinator	08/26/25
Li, Jiaoyue (M.S., California State University, Sacramento)	Engineering Assistant Professor	01/15/26
Reshetkin, Elisha (B.A. Equivalency)	Welding Technology Assistant Professor	08/21/25
Reyes, Cesar (M.L.I.S., San Jose State University)	Public Service Librarian	08/21/25
Simmons, Floyd (B.S., California Coast University)	Sacramento Regional Public Safety Training Center Coordinator	08/14/25

**APPOINTMENTS TO CATEGORICALLY FUNDED POSITIONS**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
McKnight, Dana (M.S.W., California State University, Sacramento)	Foster Care & Education/Youth Empowerment Strategies for Success (YESS) - Independent Living Program (ILP) Coordinator	07/01/25 – 06/30/26
<u>Folsom Lake College</u>		
Nielsen, Ruth (M.S., California State University, Sacramento)	Counselor (Prison and Reentry Education Program (PREP))	07/01/25 – 06/30/26

**APPOINTMENT TO TEMPORARY POSITIONS**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Doolittle, Jason (B.S., Northern Arizona University)	Hospitality Management (Culinary Arts) Assistant Professor, L.T.T.	08/21/25 – 06/21/26

## FACULTY

<b>APPOINTMENT TO TEMPORARY POSITIONS - CONTINUED</b>
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<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Alsarraj, Jian (M. S., California State University, Sacramento)	Counselor, L.T.T.	08/18/25 – 06/30/26
<u>Cosumnes River College</u>		
Irvine, Amy (M.A., California State University, East Bay)	Communication Studies Assistant Professor, L.T.T.	08/21/25 – 12/18/25
Kair, Beven (M.S., The University of Iowa)	Mathematics Assistant Professor, L.T.T.	08/21/25 – 12/18/25
Lactaoen, Mariann (M.L.I.S., University of California, Los Angeles)	Public Services Librarian, L.T.T.	08/23/25 – 05/21/25
Latta, Penelope (M. A., California State University, Sacramento)	English as a Second Language Assistant Professor, L.T.T.	08/21/25 – 12/18/25
Rettke, Justin (M.F.A., University of Southern California)	Radio, Television and Film Assistant Professor, L.T.T.	08/21/25 – 05/21/26
Truong, Nhan (M.A., California State University, Sacramento)	Mathematics Assistant Professor, L.T.T.	08/21/25 – 12/18/25
Tye, Staci (M.A., California State University, Northridge)	Humanities Assistant Professor, L.T.T.	08/21/25 – 12/18/25
<u>Folsom Lake College</u>		
Bratt, Heather (M.L.S., San Jose State University)	Librarian, L.T.T.	08/21/25 – 12/18/25
Dale, Michael (M.A., Mills College)	Music Assistant Professor, L.T.T.	08/21/25 – 12/18/25
<u>Sacramento City College</u>		
Campos, Claudia (A.A., San Joaquin Delta College)	Cosmetology Assistant Professor, L.T.T.	08/21/25 – 12/18/25
Eifler, Tristan (Ph.D., University of California, Davis)	Chemistry Assistant Professor, L.T.T.	08/21/25 – 12/18/25
Gothard, Nosheen (Ph.D., Northwestern University)	Chemistry Assistant Professor, L.T.T.	08/21/25 – 12/18/25



## FACULTY

**LEAVES OF ABSENCE**

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Merson, David	English Professor	Medical	04/07/25 – 05/22/25
<u>Cosumnes River College</u>			
Bahm, Naomi	Psychology Professor	Type C	01/11/24 – 05/16/24
<u>Folsom Lake College</u>			
Hyatt, Angela	Communication Professor	Type C	01/15/26 – 05/21/26

**PRE-RETIREMENT WORKLOAD REDUCTIONS**

<u>Name</u>	<u>Subject/Position</u>	<u>FTE</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>			
Hodgkinson, Georgine	Communication Studies Professor	From 1.0 To 0.50	08/22/24 – 05/31/34 (Revised)

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024****American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Bartoe, Timothy	Registered Nursing	13 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Atiabet, Evelynne	Certified Nurse Assistant	40 %

**TEMPORARY, PART-TIME EMPLOYEES Spring 2025****Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Todd, Craig	Industrial Systems Technology and Maintena	28 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2025****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Dowell, Zachary	Coordinator	10 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2025****American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams, Timothy	Fire Technology	20 %
Adams, Timothy	Coordinator	1 %
Austin, Debra	Reading	12 %
Bernacchi, Christopher	Administration of Justice	1 %
Blurette, Chad	Administration of Justice	1 %
Bonilla, Sara	Administration of Justice	1 %
Bradshaw, Don	Administration of Justice	1 %
Burns, Julie	Administration of Justice	1 %
Castillo, Scott	Administration of Justice	1 %
Cleland, Melanie	Physical Education	8 %
Clover, Lindsay	Counselor	11 %
Dang, Tina	Counselor	5 %
Esque, Melanie	Administration of Justice	1 %
Fall, Rheann	Intercollegiate Athletics	15 %
Farahmandnia, Saideh	Physiology (Includes Anatomy)	2 %
Foley, Morgan	Administration of Justice	1 %
Fong, Angela	Counselor	9 %
Gomez, Kimberly	Counselor	11 %
Gonzalez, Paula	Counselor	2 %
Gregorek, Robert	Other Health Occupations	3 %
Hayes, David	Administration of Justice	1 %
Hernandez, Israel	Administration of Justice	1 %
Johnson, Krystal	Administration of Justice	1 %
Knox, Paul	English	13 %
Marion, Derrick	Administration of Justice	1 %

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 2025**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Mays, Judy	Counselor	41 %
Meux, Brian	Administration of Justice	1 %
Palmer, Gary	Administration of Justice	1 %
Pezone, John	Administration of Justice	1 %
Ponce, Carlos	Administration of Justice	1 %
Prinzing, Malena	Software Applications	18 %
Schuster, Randall	Drafting Technology	33 %
Shepherd, Elden	Administration of Justice	1 %
Simmons, Floyd	Coordinator	1 %
Smith, Sally	Administration of Justice	1 %
Solomon, Enrico	Administration of Justice	33 %
Sowards, Timothy	Administration of Justice	1 %
Stevens, DeAnna	Administration of Justice	1 %
Stevens, DeAnna	Coordinator	10 %
Sweeney, Thomas	Administration of Justice	1 %
Tadlock, Duane	Administration of Justice	1 %
Thomas, Iohla	Administration of Justice	1 %
Toomey, Daniel	Administration of Justice	1 %
Uptegrove, Jim	Administration of Justice	1 %
Vang, Julie	Counselor	32 %
Wann, William	Coordinator	20 %
Welshons, Brian	Administration of Justice	1 %
Whitenight, Carrie	Counselor	8 %
Wong, Kim	Administration of Justice	1 %
Wright, Willie	Administration of Justice	1 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2025**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Bush, Michael	Automotive Technology	28 %
Cortes, Cynthia	Counselor	3 %
Garcia, Yolanda	Counselor	6 %
Goodbeer, Vivian	Coordinator	5 %
Green, Charlene	Counselor	8 %
Green-Clark, Michelle	Dance	15 %
Martinez-Alire, Crystal	Counselor	2 %
McDonald, Katrina	Coordinator	11 %
Nahlen, Kari	Physical Education	19 %
Nguyen, Alfonso	Counselor	7 %
Plasencia, Cesar	Intercollegiate Athletics	8 %
Poeppelman, Timi	Coordinator	12 %
Preble, Ronald	Intercollegiate Athletics	8 %
Rosco Wysinger, Janayla	Counselor	6 %
Tavares, Tyrone	Counselor	10 %
Tello Garcia, Melissa	Counselor	2 %
Tovar, Alejandra	Counselor	5 %
Tovar, Alejandra	Counselor	16 %

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 2025****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Dale, Michael	Commercial Music	22 %
Eitel, Joseph	Mathematics, General	47 %
Eitel, Joseph	Mathematics Skills	13 %
Grahman, Amber	Physical Education	30 %
Mollet, Alison	Intercollegiate Athletics	15 %
Nguyen, Bi	Mathematics, General	13 %
Rahman Jackson, Lishia	Counselor	18 %
Ribaud, Donald	Intercollegiate Athletics	15 %
Rodriguez, Julie	Psychology, General	20 %
Swink, Mark	Health Education	13 %
Tavares, Tyrone	Counselor	2 %
Vyalkov, Valentina	Certified Nurse Assistant	40 %
Zavala, Daniel	Counselor	33 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2025****Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Anderson, David	Aviation Airframe Mechanics	30 %
Burns, Mildred	Physical Therapy Assistant	40 %
Cirrone, Steve	English	25 %
Edwards, Michael	Railroad and Light Rail Operations	17 %
Fellman, Melissa	Dental Hygienist	33 %
Frame, Jonathan	Environmental Control Technology (HVAC)	7 %
Freas, Adam	Counselor	19 %
Gonzalez, Paula	Counselor	5 %
Gonzalez, Paula	Counselor	18 %
Hendricks, Craig	Railroad and Light Rail Operations	44 %
Jones, Christine	Dental Hygienist	9 %
Jones, Evan	English	55 %
Jones, Yuriko	Physics, General	32 %
Liu, Steve	Chinese	7 %
Lothrop, Joshua	Nursing	60 %
Manuel, Mara	Nursing	7 %
Miller, Scott	Aviation and Airport Management and Service	10 %
Mow, Jessica	Counselor	9 %
Onic, Tracy	Railroad and Light Rail Operations	54 %
Pizano, Claudia	Counselor	3 %
Pizano, Claudia	Counselor	4 %
Pizano, Claudia	Counselor	1 %
Poon, Alexia	Intercollegiate Athletics	15 %
Prudhel, Bradley	Environmental Control Technology (HVAC)	7 %
Roberts, Cheryle	General Work Experience	13 %
Tharalson, Julie	Nutrition, Foods, and Culinary Arts	20 %
Villalva, Janelle	Nursing	11 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2025****American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abdelaal, Sherine	Interior Design and Merchandising	57 %

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 Fall 2025**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abdullah, Zainab	Ethnic and Cultural Studies	60 %
Abou Faour, Malak	Physics, General	43 %
Abraham, Hannah	Chemistry, General	52 %
Adams, Grant	Spanish	27 %
Adams, Jane	Academic Guidance	40 %
Adams, Jane	Counselor	20 %
Adel, Haley	Nutrition, Foods, and Culinary Arts	40 %
Afshar, Zoha	Fashion Merchandising	28 %
Aghabeigi, Farah	Accounting	20 %
Airola, Matthew	Intercollegiate Athletics	64 %
Aldana, Natana	Fine Arts, General	20 %
Aldana, Natana	Classics-Humanities	20 %
Allen JR, Johnny	Philosophy	40 %
Alonso, Emily	Business and Commerce, General	20 %
Anaya, Dan	Computer Programming	55 %
Andersen, Alicia	Speech Communication	20 %
Aranas, Zsanel Jestine	ESL Speaking/Listening	20 %
Ator, Andrea	Office Technology/Office Computer Applicati	28 %
Ayala, Danielle	ESL Writing	40 %
Badea-Mic, Mihaela	Physiology (Includes Anatomy)	52 %
Bailey, Katherine	Dance	65 %
Bajar, Merebeth	Culinary Arts	15 %
Ball, Kimberly	Job Seeking/Changing Skills	7 %
Balsamo, Andrea	Small Business and Entrepreneurship	20 %
Baqeri, Sayed	Physiology (Includes Anatomy)	52 %
Barela, Jesus	Painting & Drawing	57 %
Barkley, Daniel	English	53 %
Bashir, Sharjil	Counselor	43 %
Batarseh, Samer	Business Management	20 %
Bazua Morales, Carlos	Anthropology	52 %
Beckum, LaQuisha	Psychology, General	40 %
Beezley, Shareen	Paralegal	20 %
Bell, David	Political Science	20 %
Beltz, Cynthia	Children with Special Needs	20 %
Bertinuson, Joy	Painting & Drawing	57 %
Bickel, David	Administration of Justice	0 %
Blackthorne, Henry	English	40 %
Blaney, Julie	Health Occupations, General	20 %
Bonner, Robert	Business Administration	20 %
Booth, Lauren	Anthropology	56 %
Borenstein, Rachel	Painting & Drawing	28 %
Boroughs, Terry	Geology	32 %
Bowden, Paula Ellen	Anthropology	52 %
Brandt, Alaine	Religious Studies	20 %
Brasier, Corey	Sign Language	27 %
Brasier, Corey	Sign Language Interpreting	18 %
Braun, Marlia	Dietetic Services and Management	20 %
Bright, Lisa	Anthropology	56 %
Britton, Rebecca	Political Science	40 %
Brunkala, Joel	English	60 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Brynelson, Julia	Paralegal	60 %
Buchanan-Cello, Shelly	Library Science, General	20 %
Cabral, Colette	Sign Language	47 %
Caddy, Erin	German	27 %
Campbell, Morgan	Chemistry, General	59 %
Carlisle, Justus	Mathematics, General	27 %
Carlisle, Justus	Mathematics Skills	13 %
Carlson, Don	Business Management	7 %
Carlson, Don	Marketing & Distribution	20 %
Carney, Diane	Biology, General	36 %
Carr, Lisa	Child Development/Early Care and Educatio	40 %
Carr, Lisa	Child Development Administration and Mana	20 %
Carr, Nicole	Paralegal	20 %
Cartan, Jennifer	Spanish	27 %
Carter, Kathy	Child Development/Early Care and Educatio	20 %
Casella, Jacob	Administration of Justice	0 %
Casilla Tufono, Kristopher	Interior Design and Merchandising	40 %
Castellanos, Erik	Painting & Drawing	57 %
Catalan, Josiah	Music	20 %
Charles, Kelly	English	67 %
Chau, Thao	Mathematics, General	20 %
Chinte, David	ESL Writing	27 %
Chinte, David	ESL Integrated	23 %
Chukwueloka, Valentine	Health Education	40 %
Clark Jr., Brent	Sociology	40 %
Clark, Evan	Speech Communication	20 %
Clark, Yoo Ri	Music	57 %
Cleek, Tammy	Mathematics, General	27 %
Cleek, Tammy	Mathematics Skills	13 %
Cleland, Melanie	Intercollegiate Athletics	64 %
Clement Moore, Tamica	Gerontology	40 %
Clover, Lindsay	Counselor	53 %
Cochrane, Arlene	Accounting	20 %
Currea, Ana Maria	Spanish	47 %
Curtis, Lindsay	ESL Writing	40 %
Cylinder, Paul	Natural Resources	36 %
Gardner, Kasey	Business Management	20 %
Lacy, Colleen	Dramatic Arts	40 %
Lasher, Harjot	Business Administration	20 %
Le, John	Marketing & Distribution	40 %
Lee, Michael	Accounting	27 %
Lee, Sara	History	40 %
Lenz, Dakota	English	33 %
Leo, Regina	Counselor	60 %
Martin, Magalean	Software Applications	18 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ahearn, Thomas	English	60 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ahmadi, Abbas	Computer Networking	48 %
Allen, Cheryl	Family Studies	40 %
Allo Allo, Viola	Librarian	26 %
Alonso, Emily	General Work Experience	20 %
Amer, M. Rosalie	Librarian	7 %
Amos, Kendra	Ethnic and Cultural Studies	20 %
Appleton, Lekisha	Physical Education	45 %
Aptekar, Rachel	Biology, General	20 %
Aptekar, Rachel	Physiology (Includes Anatomy)	40 %
Austin, April	Librarian	42 %
Babka, Cary	Film History and Criticism	20 %
Ballard, Sheryl	Child Development/Early Care and Educatio	40 %
Barela, Eva	Spanish	35 %
Becker, Kathleen	Chemistry, General	59 %
Biesiadecki, Mary	Health Occupations, General	40 %
Binder, Marnie	Other Humanities	60 %
BoarerPitchford, Julie	Nutrition, Foods, and Culinary Arts	40 %
Bottari, Karishma	Anthropology	40 %
Brown, Cornelius	Small Business and Entrepreneurship	60 %
Browne, Rachael	Sociology	40 %
Brust, Paul	Emergency Medical Services	58 %
Caddy, Erin	ESL Writing	40 %
Carinci, Sherrie	Business and Commerce, General	60 %
Carson, Mari	Technical Theater	28 %
Carvalho, Brenda	Mathematics, General	35 %
Charters, Suzette	Mathematics, General	63 %
Choate, Spencer	Speech Communication	60 %
Cunningham, Julian	Music	7 %
Divi, Dea	English	40 %
Gabbani, Peter	English	40 %
Henry, Shavanna	English	40 %
Hinton, Kenneth	English	40 %
Huisman, Melanie	English	40 %
Larsen, Lawrence	Mathematics, General	35 %
Lautamo, Mikko	Animation	28 %
Lautamo, Mikko	Painting & Drawing	28 %
Lenz, Dakota	English	20 %
Niazi, Abid	Psychology, General	20 %
Shapiro, Wendy	Art	13 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abeyta, Steven	English	53 %
Adel, Haley	Nutrition, Foods, and Culinary Arts	20 %
Alford, Purificacion	Spanish	35 %
Allen, Stephanie	Computer Programming	27 %
Al-Shomaimri, Yousef	Music	62 %
Ames, Tyler	Painting & Drawing	28 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ames, Tyler	Sculpture	28 %
Andrews-Cardoza, Kym	Human Services	20 %
Baker, Tara	Business and Commerce, General	40 %
Bates, Andrew	Administration of Justice	40 %
Bauer, Christian	Philosophy	40 %
Beatty, Heather	English	33 %
Beltz, Cynthia	Children with Special Needs	20 %
Beltz, Cynthia	Infants and Toddlers	20 %
Blake, Amber	Health Occupations, General	40 %
BoarerPitchford, Julie	Nutrition, Foods, and Culinary Arts	20 %
Bolton, Sara	Spanish	35 %
Borders, Angela	English	20 %
Boudreau, Christine	Physiology (Includes Anatomy)	52 %
Brown, Charles	Engineering, General	35 %
Buch, Dipali	Business and Commerce, General	40 %
Buch, Dipali	Business Management	20 %
Castro, Livia	Engineering, General	33 %
Cherok-Fenner, Natalie	Medical Laboratory Technology	61 %
Christensen, Kalee	Microbiology	41 %
Chung, Dorcas	Philosophy	20 %
Clark Jr., Brent	Sociology	20 %
Clark, Evan	Speech Communication	40 %
Detchie, Isaac	Accounting	27 %
Lavaroni, Alexandria	ESL Writing	40 %
Leeper, Isaiah	Film Studies	20 %
Leitner, David	Anthropology	40 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abbott, Kate	English	40 %
Abe, Donyale	Community Health Care Worker	13 %
Abe, Donyale	Academic Guidance	20 %
Adams, Stephen	History	40 %
Agostinho, Dalaina	Sociology	20 %
Albumalalah, Aoss	Physiology (Includes Anatomy)	20 %
Aldabe, Bertrand	Environmental Control Technology (HVAC)	50 %
Alexander, Frances	Accounting	20 %
Altashi, Ahmed	Physical Therapy Assistant	10 %
Aly, Mohamed	Physiology (Includes Anatomy)	52 %
Amir, Yael	Coordinator-Instruct LAB	48 %
Anapolsky, Carol	Digital Media	21 %
Anapolsky, Carol	Computer Graphics and Digital Imagery	41 %
Anderson, Jared	Speech Communication	40 %
Anderson, Kristen	Film Studies	40 %
Anderson, Kristen	Film History and Criticism	20 %
Anderson, Silvia	Child Development/Early Care and Educatio	20 %
Angel, Jodelle	English	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Angello, James	Art	28 %
Angello, James	Painting & Drawing	28 %
Appel, Rolfe	Administration of Justice	20 %
Arack, James	Psychology, General	29 %
Aranas, Zsanel Jestine	ESL Writing	20 %
Aranas, Zsanel Jestine	ESL Speaking/Listening	20 %
Arfuso, Chimine	Women's Studies	40 %
Arfuso, Chimine	Ethnic and Cultural Studies	20 %
Argent, Gala	Anthropology	40 %
Armstrong, Charles	Physics, General	36 %
Ashe, Chipso	Psychology, General	20 %
Astarte, Sarah	Psychology, General	60 %
Austin, April	Librarian	12 %
Avalos, Alexander	Ethnic and Cultural Studies	20 %
Avramenko, Liliana	Russian	27 %
Babb, Danielle	Software Applications	53 %
Bailey, Amelita	Mathematics, General	60 %
Bair, Lewis	Information Technology, General	40 %
Bair, Lewis	Computer Support	18 %
Barela, Eva	Spanish	27 %
Barrett, James	Economics	40 %
Barry, Anna	Health Occupations, General	60 %
Bartkiewicz, Matthew	Air Traffic Control	40 %
Bassi, Surinder	Mathematics, General	53 %
Batarseh, Joseph	Arabic	33 %
Batarseh, Joseph	History	20 %
Beatrice, Gabrielle	Commercial Music	20 %
Beck-Wegner, Noemi	Psychology, General	60 %
Bell, David	Political Science	40 %
Bella, Cheryl	Sign Language	53 %
Bennett, Gary	Information Technology, General	10 %
Bennett, Gary	Computer Information Systems	7 %
Bennett, Gary	Computer Networking	24 %
Bennett, Mela	Sign Language	47 %
Billups, Kevin	Physical Therapy Assistant	32 %
Borders, Angela	English	40 %
Bowman, Sean	Accounting	47 %
Boyd, Alexandra	Speech Communication	40 %
Bratton, Clayton	Physics, General	16 %
Bratton, Clayton	Astronomy	36 %
Bravo-Nguyen, Rosette	Dental Hygienist	60 %
Briel, Mariah	Fine Arts, General	40 %
Briel, Mariah	Classics-Humanities	20 %
Buchanan-Cello, Shelly	Library Science, General	20 %
Buchanan-Cello, Shelly	Library Technician (Aide)	20 %
Caballero Talavera, Nicolas	Psychology, General	60 %
Camargo, Stephenee	Nursing	36 %
Camp, Kevin	Economics	20 %
Carney, Diane	Environmental Science	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2025**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Carpenter, Kaitlyn	Speech Communication	40 %
Carter, Kathy	Child Development/Early Care and Educatio	20 %
Caselli, Nancy	Speech Communication	20 %
Castillo, Enrique	Spanish	53 %
Cevallos, Mark	Mathematics, General	53 %
Chapek, Carl	Information Technology, General	28 %
Chavez, Brian	Intercollegiate Athletics	38 %
Chavez, Brian	Study Skills	10 %
Cho, Eun	Painting & Drawing	28 %
Cho, Eun	Ceramics	28 %
Christian, Sena	Journalism	20 %
Lagunas-Carvacho, Magaly	Spanish	53 %
Lazzarone, Gordon	Applied Photography	50 %
LeBlanc, Ruth	Physical Therapy Assistant	13 %
Lee, Jeffrey	ESL Speaking/Listening	20 %
Leek, Laura	ESL Speaking/Listening	13 %
Leek, Laura	ESL Integrated	40 %
Leininger, Tim	Geography	20 %
Lemoine, Florence	History	40 %
Leong, Hazel Ann	History	60 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2025**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Afonso, Paulo	Astronomy	40 %
Beccarelli, Lori	Nutrition, Foods, and Culinary Arts	20 %
Leung, Noue	English	33 %
Logan, Thomas	English	40 %
Lovering, Janay	English	33 %
Maddox, Michael	Chemistry, General	20 %
Martinez, Craig	Digital Media	13 %
Martinez, Craig	Commercial Art	10 %
Marvelli, Anthony	Music	22 %
Mattson, Sarah	Art	13 %
McCarroll, Sharleen	Mathematics, General	27 %
McKnight, Dana	Coordinator	18 %
Meadows, Dale	Study Skills	8 %
Mitchell, Matt	Mathematics, General	27 %
Mokarami, Behrang	Accounting	27 %
Moore, Reyna	Academic Guidance	40 %
Munoz, David	Accounting	20 %
Munoz, David	Tax Studies	27 %
Nakada, Michael	Restaurant and Food Services Management	40 %
Nazareno, Randy	Counselor	13 %
Owens, Rocio	Mathematics, General	33 %
Owens, Rocio	Mathematics Skills	13 %
Palomares, Carmelita	Guidance	27 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2025**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Palomares, Carmelita	Academic Guidance	20 %
Pico, Glenn	Mathematics, General	27 %
Popowicz, Dylan	Philosophy	20 %
Prieto, Caroline	English	3 %
Pulido, Brandi	Psychology, General	40 %
Quintero, Robert	Academic Guidance	20 %
Ramirez, Richard	Other Social Sciences	20 %
Ramirez, Richard	Academic Guidance	20 %
Register, James	Mathematics, General	47 %
Register, James	Mathematics Skills	13 %
Rettke, Justin	Film Studies	20 %
Reynolds, Tera	Academic Guidance	40 %
Roberts-Law, Lisa	Counselor	1 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2025**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Le, Phuong	Mathematics, General	27 %
Lopez, Efrain	Physics, General	16 %
Lugo, Donnisha	Sociology	40 %
Mapeso, Ray	Academic Guidance	40 %
Marslek, Michael	Accounting	27 %
McDowell, Stephen	Chemistry, General	59 %
Mederos, Lisa-Marie	Business and Commerce, General	40 %
Mercado, Ana	Speech Communication	20 %
Merritt, Brandon	Physical Education	55 %
Miller, Nathan	Speech Communication	20 %
Mulhern, Jeannette	Child Development/Early Care and Educatio	50 %
Nahlen, Kari	Physical Education	60 %
Nole, Melissa	Child Development/Early Care and Educatio	40 %
Osman, Mohammed	Information Technology, General	40 %
Osman, Mohammed	Software Applications	13 %
Panagakos, Anastasia	Anthropology	20 %
Pandey, Rajeev	Chemistry, General	59 %
Parilo, Margaret	Accounting	53 %
Parks, Lance	Computer Networking	48 %
Patterson, Jason	Physiology (Includes Anatomy)	32 %
Paul, Manuel	Physics, General	40 %
Paul, Manuel	Astronomy	20 %
Pennino, Eric	Microbiology	20 %
Perez, Robert	Chemistry, General	20 %
Perez, Rochelle	Academic Guidance	7 %
Phan, Man	Business and Commerce, General	40 %
Phillips, Eugene	Automotive Technology	28 %
Pierce, Tyler	Mathematics, General	15 %
Plasencia, Cesar	Physical Education	15 %
Plasencia, Cesar	Health Education	20 %
Procsal, Amanda	Psychology, General	20 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2025**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Reed, Diana	History	20 %
Reese, Shawn	Chemistry, General	64 %
Rettke, Justin	Television (including combined TV/film/v	27 %
Roberts, Jason	Welding Technology	27 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2025**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Lacy, David	English	40 %
Lagala, David	Physiology (Includes Anatomy)	30 %
Lennert, Michelle	Sign Language	27 %
Mollet, Alison	Physical Education	15 %
Moraga, Juan Carlos	Spanish	50 %
Morris, Jennifer	Preschool Age Children	27 %
Murphy, Patrick	Speech Communication	60 %
Nersesyan, Vadim	Mathematics Skills	13 %
Nguyen, Bi	Mathematics, General	10 %
Nielsen, Ruth	Study Skills	20 %
Oliveira da Silva, Debora	Nutrition, Foods, and Culinary Arts	40 %
Olsen, Marc	Mathematics, General	40 %
Pittman, Jason	Earth Science	20 %
Pittman, Jason	Geography	20 %
Pittman, Jason	Geographic Information Systems	19 %
Raskin, Samuel	Geology	36 %
Raskin, Samuel	Job Seeking/Changing Skills	7 %
Reese, David	Political Science	20 %
Ribaudo, Donald	Health Education	40 %
Ribaudo, Donald	Exercise Sciences/Physiology and Movemen	15 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2025**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adkins, Jason	Painting & Drawing	13 %
Cantillo, Fernando	Computer Programming	35 %
Laird, Hayley	Academic Guidance	20 %
Lake, Brienne	Dental Hygienist	27 %
Lane, Tammie	Dental Assistant	10 %
Larson, Carillon	Mathematics, General	20 %
Lepe-Rodriguez, Leonela	Academic Guidance	13 %
Limon Guzman, Jesus	Academic Guidance	20 %
Little, Myra	Computer Programming	28 %
Lorenz, Norman	Academic Guidance	20 %
Lucas, Andrea	Spanish	27 %
Luera, Frank	Accounting	47 %
Martinez, Jesus	Mathematics, General	40 %
Masterson, Patricia	Sign Language	53 %
McGiffert, Jerel	Academic Guidance	20 %
Medina, Renee	Non Instructional Assignment	30 %
Mendez-Nunez, Luis	Mathematics, General	40 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2025**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Manriquez, Paul	Mathematics, General	53 %
Martinez, Jesus	Mathematics, General	40 %
Masterson, Patricia	Sign Language	53 %
McGiffert, Jerel	Academic Guidance	20 %
Medina, Renee	Non Instructional Assignment	30 %
Mendez-Nunez, Luis	Mathematics, General	40 %
Mendoza, Liliana	Interpersonal Skills	7 %
Mendoza, Liliana	Job Seeking/Changing Skills	13 %
Myers, Linda	English	27 %
Neilson, Wendy	Occupational Therapy Technology	7 %
Nuttall, Gabriella	ESL Writing	27 %
Oh, Jang-Ha	Physical Education	30 %
Oh, Jang-Ha	Physical Fitness and Body Movement	10 %
Perry, Laurie	Child Development/Early Care and Educatio	20 %
Petite, Lori	Speech Communication	20 %
Piedra, Erica	Spanish	27 %
Poe, Kathleen	Music	40 %
Pogue, Brian	Academic Guidance	20 %
Poliseno, Michelle	Mathematics, General	60 %
Posz, Pamela	Other Engineering and Related Industrial Te	43 %
Prado, JoAnna	ESL Writing	10 %
Prado, JoAnna	ESL Integrated	20 %
Quandt, Timothy	Philosophy	60 %
Ramsey, Robert	Mathematics, General	27 %
Regalado, Maria	Academic Guidance	20 %
Roberts, Joshua	English	20 %
Roberts, Joshua	Academic Guidance	20 %
Robicheau, Loretta	Job Seeking/Changing Skills	7 %

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

<b>APPOINTMENT(S)</b>			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Arteaga, Christian	Student Support Assistant	CRC	08/04/25
Bautista, Otilio	Police Detective	DO	08/11/25
Chavez, Isela	Health Services Assistant	DO-ARC	07/21/25
Gallow, Steven	Maintenance Plumber	FM	07/14/25 (Revised)
Hopson, Anthony	Instructional Assistant – Mathematics, 9 months, 25%	ARC	08/18/25
Inuman, Donna Laine Jay	Child Development Center Teacher, 9 months	CRC	08/18/25
Rabena, Ryne	Instructional Services Assistant II	SCC	07/28/25
Williams, Daniel	Laboratory Technician – Builder/Maker	CRC	07/21/25

<b>LEAVE(S) OF ABSENCE</b>				
<u>Name</u>	<u>Position</u>	<u>Type of Leave</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Gomez, Oscar	Student Support Specialist	Military	ARC	08/01/24-07/04/25 (Revised)
Jenkins, Tanisha	Student Support Assistant	Personal, 20%	ARC	06/30/25-12/19/25
Lor, Lisa	Student Support Specialist	Personal, 20%	CRC	08/25/25-12/19/25

<b>PLACEMENT ON 39-MONTH RE-EMPLOYMENT LIST</b>			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Velichko, Nikolay	Construction Maintenance Specialist	FM	06/27/25

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

<b>PROMOTION(S)</b>			
<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Carter, Simone	Admissions/Records Evaluator I (Admissions/Records Technician II	DO-SCC DO-SCC)	07/14/25
Deng, Timothy	Account Clerk III (Account Clerk II	SCC SCC)	08/04/25
Escalante, Jose	Student Support Supervisor (Outreach Specialist	ARC ARC)	07/07/25
Le, Mary	Administrative Assistant III (Facilities Administrative Support Technician I	FM FM)	07/23/25
Martinez, Eugene	Student Support Assistant (Clerk III	ARC ARC)	07/14/25
Perez, Cristina	Administrative Assistant II (Administrative Assistant I	DO SCC)	08/04/25
Pratt, Taylor	Student Support Specialist (Student Support Assistant	CRC ARC)	07/24/25 (Revised)
Rodriguez, Rebeca	Administrative Assistant III (Administrative Assistant II	SCC SCC)	07/09/25
Schmidt, Jacob	Lead Maintenance Painter (Maintenance Painter	FM FM)	07/07/25
Tarzia, Joshua	Information Technology Systems/Database Administrator Analyst I (Information Technology Specialist II – Microcomputer Support	FLC CRC)	08/11/25
Tran, Ile	Police Sergeant (Police Officer	DO DO)	08/01/25
Vang, Sean	Administrative Assistant I (Clerk III	SCC SCC)	07/28/25
Woodard, Kevin	Information Technology Specialist I – Microcomputer Support (Senior Information Technology Technician - Lab/Area Microcomputer Support	ARC ARC)	07/01/25

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

**REASSIGNMENT(S)/TRANSFER(S)**

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Figuerroa, Denize	Student Support Specialist (Student Support Specialist	SCC CRC)	08/04/25

**RECLASSIFICATION(S)**

<u>Name</u>	<u>Proposed Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Beauchamp, Dedra	Administrative Assistant III (Administrative Assistant II	DO DO)	04/22/25
Brunton, Thomas	Information Technology Specialist I, Audio/Video Media Support (Senior Information Technology Technician, Microcomputer Support	ARC ARC)	11/22/24
Newman, Jonathan	Information Technology Business/ Technical Analyst II (Information Technology Business/ Technical Analyst I	ARC ARC)	04/03/25
Whitfield, Cameron	Student Support Specialist (Student Support Assistant CRC)	CRC	01/06/25
Zhong, Qiaowen	Student Support Assistant (Clerk III	CRC CRC)	01/13/25

**RESIGNATION(S)**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Abduljabbar, Aesha	Clerk III	ARC	07/01/25
Odipo, Crystal	Laboratory Technician – Science	SCC	07/16/25
Pasilis, Katie	Administrative Assistant I	ARC	08/09/25
Reed, Linda	Counseling Clerk II	SCC	07/09/25
Xiong, Kevin	Admissions/Records Evaluator II	CRC	08/09/25
Yarmolyuk, Mariya	Payroll Technician	DO	07/12/25



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

RETIREMENT(S)			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Cox, Daniel	Lead Facilities Planning and Engineering Specialist (After 11+ years of regular service)	FM	12/31/25
Shuler, John	Instructional Assistant – Physical Education/Athletics, 9 months, 75% (After 17+ years of regular service)	CRC	05/24/25

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.*

American River College

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
Ahmadzai, Ziba	Instructional Assistant	07/01/25	06/30/26
Ahmadzai, Ziba	Clerk I	07/02/25	06/30/26
Alani, Nabaa	Clerk I	07/01/25	06/30/26
Aparicio, Vanessa	Beginning Interpreter	07/01/25	06/30/26
Bardsley, Suzanne	Reader/Tutor II	08/01/25	06/30/26
Bohlin, Michelle	Student Support Assistant	07/01/25	06/30/26
Brown, Delgreta	Student Support Assistant	07/01/25	06/30/26
Brown, Delgreta	Student Support Specialist	07/14/25	06/30/26
Chao, Joseph	Student Support Specialist	07/14/25	06/30/26
Chernyk, Dzhennifer	Clerk III	08/01/25	06/30/26
Conner, Anthony	Clerk I	07/01/25	06/30/26
Dawson, Ryan	Beginning Interpreter	07/03/25	06/30/26
Dixon, Joanna	Special Projects	07/01/25	06/30/26
Eddenfield, Cody	Instructional Assistant	07/01/25	06/30/26
Elder, Eddie	Assistant Coach	08/10/25	06/30/26
Fall, Rheann	Assistant Coach	07/01/25	06/30/26
Garcia, Christopher	Assistant Coach	08/01/25	06/30/26
Horse, Tatanka Iyan	Custodian	07/01/25	06/30/26
Jett, Jack	Special Projects	07/01/25	06/30/26
Kambur, Daniel	Reader/Tutor II	07/01/25	06/30/26
Lantz, Justin	Special Projects	07/01/25	06/30/26
Meneghetti, Aurora	Counseling Clerk I	07/02/25	06/30/26
Meyer, Ethan	Special Projects	07/01/25	06/30/26
Molla-Galvan, Kayla	Instructional Assistant	07/01/25	06/30/26
Moore, Marlon	Assistant Coach	08/01/25	06/30/26
Mustiful, Ysedra	Student Support Assistant	07/01/25	06/30/26
Netis, Natalia	Custodian	07/01/25	06/30/26
Niroula, Sabal	Counseling Clerk II	07/01/25	06/30/26
Nocete, Sean Karl	Custodian	07/01/25	06/30/26
Oddo, Jerome	Art Model	07/01/25	06/30/26
Othman, Tara	Special Projects	07/01/25	06/30/26
Phoenix, Denzel	Student Support Assistant	07/01/25	06/30/26
Poursubhi, Tina	Clerk I	07/21/25	06/30/26
Rafiefard, Nassim	Instructional Assistant	08/01/25	06/30/26
Robey, William	Student Support Assistant	07/01/25	06/30/26
Rodriguez, Eireann	Clerk II	07/01/25	06/30/26
Sims, Lorie	Special Projects	07/01/25	06/30/26
Sims, Lorie	Advanced Interpreter	07/01/25	06/30/26
Solis, Alfred	Instructional Assistant	07/01/25	06/30/26
Staley, Chloe	Intermediate Interpreter	07/01/25	06/30/26
Szutowicz-Fitzpatrick, Alicia	Counseling Clerk I	07/01/25	06/30/26
Veldman, Annelies	Clerk III	07/01/25	06/30/26

Whittock, Mark	Assistant Coach	07/01/25	06/30/26
York, Erin	Clerk II	07/15/25	06/30/26
Zamora, Eleora	Reader/Tutor II	07/01/25	06/30/26

Cosumnes River College

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
Armenta, Camila	Special Projects	07/01/25	06/30/26
Arntson, Trevor	Intercollegiate Game Technician	07/01/25	06/30/26
Arriaga, Jenelle	Clerk I	07/01/25	06/30/26
Azamy, Sodabeh	Reader/Tutor I	07/01/25	06/30/26
Bloodworth, Bailey	Special Projects	07/01/25	06/30/26
Bradley, Mathew	Assistant Coach	07/01/25	06/30/26
Carvalho, Sanaldo	Assistant Coach	07/01/25	06/30/26
Champion, Anthony	Assistant Coach	07/01/25	06/30/26
Charney, Jessica	Special Projects	07/01/25	06/30/26
Coleman, Antonique	Assistant Coach	07/01/25	06/30/26
Corgiat, Taylor	Assistant Coach	07/01/25	06/30/26
Dalisay, Caroline	Reader/Tutor II	07/01/25	06/30/26
Dang, Heather	Reader/Tutor II	07/01/25	06/30/26
Emmons, Julie	Athletic Trainer	07/01/25	06/30/26
Engelage, Christopher	Special Projects	07/01/25	06/30/26
Espinoza, Alicia	Intercollegiate Game Technician	07/07/25	06/30/26
Ford, Shauna	Assistant Coach	07/01/25	06/30/26
Furiosi, Brianna	Special Projects	07/01/25	06/30/26
Garza, Gabriel	Intercollegiate Game Technician	07/01/25	06/30/26
Garza, Gabriel	Special Projects	07/01/25	06/30/26
Green, Sheila	Reader/Tutor II	07/01/25	06/30/26
Hargrove, Harvey	Assistant Coach	07/01/25	06/30/26
Haynes, Scott	Special Projects	07/01/25	06/30/26
Haynes, Scott	Groundskeeper	07/01/25	06/30/26
Holt, Kaitlyn	Reader/Tutor I	07/01/25	06/30/26
Holtz, Christopher	Special Projects	07/01/25	06/30/26
Hubbard, Alina	Instructional Assistant	08/01/25	06/30/26
Huynh, Bao	Reader/Tutor I	07/01/25	06/30/26
Icmat, Diether	Kinesiology/Athletics Equipment Tech	07/01/25	06/30/26
Isler, Francesca	Student Support Assistant	07/01/25	06/30/26
Krawczyk, Sarah	Assistant Coach	07/01/25	06/30/26
Krawczyk, Sarah	Special Projects	07/01/25	06/30/26
Kucera, Kristen	Reader/Tutor II	07/01/25	06/30/26
Le, Amber	Reader/Tutor I	07/01/25	06/30/26
Lee, David	Kinesiology/Athletics Equipment Tech	07/01/25	06/30/26
Lor, Pong	Student Support Assistant	07/01/25	06/30/26
Lucas, Erica	Intercollegiate Game Technician	07/01/25	06/30/26
Lucas, Erica	Special Projects	07/01/25	06/30/26
McFarland, Gregory	Special Projects	07/01/25	06/30/26
Medina, Valerie	Clerk I	07/01/25	06/30/26
Menchaca, Rebecca	Reader/Tutor I	07/01/25	06/30/26

Miller, Kendall	Clerk I	07/01/25	06/30/26
Munoz Rodriguez, Nayely	Instructional Assistant	07/01/25	06/30/26
Nguyen, Eric	Assistant Coach	07/01/25	06/30/26
Nguyen, Tung	Reader/Tutor II	07/01/25	06/30/26
Ortega, George	Assistant Coach	07/01/25	06/30/26
Peeler, Deedria	Special Projects	07/01/25	06/30/26
Peeler, Deedria	Intercollegiate Game Technician	07/01/25	06/30/26
Sandoval, Jose	Student Support Assistant	07/01/25	06/30/26
Seals, Bernard	Assistant Coach	07/01/25	06/30/26
Toy, Kalie	Intercollegiate Game Technician	07/01/25	06/30/26
Tsumura, Royce	Intercollegiate Game Technician	07/01/25	06/30/26
Vega, Emmanuel	Special Projects	07/01/25	06/30/26
Vega, Emmanuel	Assistant Coach	07/01/25	06/30/26
Vega, Emmanuel	Groundskeeper	07/01/25	06/30/26
Vue, Tria	Student Support Specialist	07/01/25	06/30/26
Welch, Antonio	Assistant Coach	07/01/25	06/30/26
Wilder, Candice	Special Projects	07/01/25	06/30/26
Wong, Hannah	Student Support Assistant	07/01/25	06/30/26
Wong, Jonathan	Special Projects	07/01/25	06/30/26
Woycheshin, Crystal	Reader/Tutor II	07/01/25	06/30/26

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

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
Cooper, Andrea	Student Support Assistant	06/01/26	06/30/26
Wyllie, Garrett	Student Support Assistant	07/01/25	06/30/26
Flores, Maliah	Student Support Specialist	07/01/25	06/30/26
Breitenbach, John	Campus Patrol	07/08/25	06/30/26
Evans, Theresa	Clerk II	07/01/25	06/30/26
Ness, Baylee	Campus Patrol	07/01/25	06/30/26
Pineda-Tellez, Tristan	Campus Patrol	07/01/25	06/30/26
Rodriguez, Cesilia	Campus Patrol	07/01/25	06/30/26

District Office – Sacramento City College

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
Ontiveros, Rosaisela	Admissions/Records Technician II	07/01/25	06/30/26

Folsom Lake College

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
Davis, Rachel	Instructional Assistant	07/01/25	06/30/26
Flores, Diego	Clerk I	07/01/25	06/30/26
Gutierrez, Christine	Student Support Specialist	07/01/25	06/30/26
Hulsing, Nicolas	Reader/Tutor I	07/01/25	06/30/26
Kerby, Quinn	Reader/Tutor I	07/08/25	06/30/26
La Mers-Noble, Savannah	Reader/Tutor II	07/01/25	06/30/26
Meyer, Jayson	Assistant Coach	07/25/25	06/30/26
Rahimi, Lema	Reader/Tutor I	07/01/25	06/30/26
Vue, Alice	Student Support Specialist	07/25/25	06/30/26

Sacramento City College

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
Albon, Aizlrose	Clerk I	07/01/25	06/30/26
Allen, Jane	Clerk III	07/01/25	06/30/26
Avendano, Antonia	Clerk I	07/01/25	06/30/26
Bartolomei, Jewel	Laboratory Technician	08/01/25	06/30/26
Chavez, Louis	Special Projects	07/03/25	06/30/26
Cueva, Elisa	Clerk I	07/02/25	06/30/26
Dobson, Layla	Clerk I	07/02/25	06/30/26
French, Catalina	Clerk I	07/01/25	06/30/26
Gabriel, Greg	Student Support Assistant	07/01/25	06/30/26
Gayton, Ronaldo	Assistant Coach	07/01/25	06/30/26
Gentry, Austin	Clerk I	07/01/25	06/30/26
Hersek, Chloe	Special Projects	08/25/25	06/30/26
Jacobson, Travis	Instructional Assistant	07/01/25	06/30/26
Mandella, Sophia	Clerk I	07/01/25	06/30/26
Miller, David	Special Projects	07/01/25	06/30/26
Napenas, Jasmine	Clerk I	07/03/25	06/30/26
Ochoa, Peter	Assistant Coach	07/25/25	06/30/26
Oddo, Jerome	Art Model	08/25/25	06/30/26
Petueli, Nathaniel	Clerk III	07/01/25	06/30/26
Rios, Jacqueline	Special Projects	08/01/25	06/30/26
Rodriguez-Chavez, Jorge	Student Support Specialist	07/01/25	06/30/26
Walsh, Matthew	Student Support Specialist	07/01/25	06/30/26
Zaragosa, Javier	Assistant Coach	07/01/25	06/30/26

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 13, 2025

<b>SUBJECT:</b>	Pay Rate Schedules for 2025-26 and Final Salary Improvement for 2024-25	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Action Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	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 2025-26 salary schedules adhere to the District's collective bargaining agreements' compensation formula.

## Salary Schedule Improvements

The 2025-26 state budget includes a 2.3% cost-of-living adjustment (COLA), and combined with strategic enrollment management, FTES reporting, and prudent budgeting practices, the units have sufficient continuing resources. LRCEA is adding an eighth (8<sup>th</sup>) step at 4% before applying a continuing improvement to the salary schedule. LRCFT will implement a 1.5% ongoing increase to steps 16-25 before applying a continuing improvement to the salary schedule. The recommended continuing improvements to the salary schedule are as follows: LRSA, SEIU, Confidential, and Management at 6%; LRCEA at 4% in

addition to the 8<sup>th</sup> step; and LRCFT at 6% in addition to the 1.5% improvement for steps 16-25. Once the attached salary schedules are adopted, retroactive payments for services performed in July 2025 will be issued on August 22, with the LRCEA 8<sup>th</sup> step and the LRCFT step 16–25 improvements scheduled to be issued in September.

Additionally, units have sufficient resources to provide a retroactive salary schedule improvement for fiscal year 2024-25. The recommended retroactive salary schedule improvements are as follows: LRCEA, LRSA, Confidentials, and Management at 9%; 9.25% for SEIU; and 10% for LRCFT. This retroactive improvement will be reported as limited-term remuneration for CalSTRS Classic Members and is not reportable to CalSTRS PEPRA and CalPERS members.

### Medical

To encourage participation in the High-Deductible Health Plan (HDHP), it is recommended that each eligible employee who is enrolled in an HDHP and has an established HSA as of January 1 of each year (2026 and 2027) receive a one-time lump-sum HSA contribution of \$1,500 for that year. Once adopted, contributions will be made in February 2026 and February 2027, with 50% funded by the District and 50% funded by the applicable unit. Employees must meet the eligibility criteria on January 1 of the applicable year to receive that year’s contribution, regardless of their prior year’s enrollment.

Additionally, LRCFT has elected to apply 0.5% of a salary schedule improvement towards increasing the unit’s medical contribution. It is recommended that eligible LRCFT employees receive a \$67 increase to the unit’s monthly medical contribution, effective January 1, 2026.

### Historical Context and COLA Comparison

The table below illustrates the continuing and retroactive salary schedule improvements provided to all employee groups over the past several years and compares them to the statewide funded cost-of-living adjustments (COLAs) for the same periods. As shown, the District’s total compensation improvements, when combining continuing salary schedule improvements and retroactive one-time salary schedule improvements, have consistently met or exceeded the COLA funded by the state. This approach reflects the District’s ongoing commitment to aligning salary schedules with available resources, maintaining competitive compensation, and ensuring equitable adjustments across bargaining units and employee groups.

	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
	Cont <sup>1</sup>	Retro <sup>2</sup>	Cont <sup>1</sup>	Retro <sup>2</sup>	Cont <sup>1</sup>	Retro <sup>2</sup>	Cont <sup>1</sup>	Retro <sup>2</sup>	Cont <sup>1</sup>	Retro <sup>2</sup>	Cont <sup>1</sup>	Retro <sup>2</sup>
LRCFT	0.00%	10.00%	5.09%	10.00%	4.00%	12.00%	8.00%	11.00%	4.00%	10.00%	7.00%	TBD
LRCEA	0.00%	6.00%	3.00%	8.00%	5.00%	12.00%	8.50%	11.00%	4.00%	9.00%	6.00%	TBD
LRSA	0.00%	6.00%	2.50%	8.00%	4.50%	12.00%	6.00%	11.00%	4.00%	9.00%	6.00%	TBD
SEIU	0.00%	6.00%	4.00%	8.00%	6.50%	12.00%	8.00%	11.00%	4.00%	9.25%	6.00%	TBD
Confidential	0.00%	6.00%	4.00%	8.00%	5.00%	12.00%	8.00%	11.00%	4.00%	9.00%	6.00%	TBD
Management	0.00%	6.00%	4.00%	8.00%	6.50%	12.00%	7.00%	11.00%	4.00%	9.00%	6.00%	TBD
Statewide Funded COLA	0.00%		5.07%		6.56%		8.22%		1.07%		2.30%	

<sup>1</sup>Continuing salary schedule improvements, includes step improvements

<sup>2</sup>Retroactive one-time salary schedule improvements

### **RECOMMENDATION:**

It is recommended the Board of Trustees adopt and approve the attached 2024-25 and 2025-26 salary schedules for all groups and individuals and the MOUs for each represented units.

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

**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 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.
<b>Step</b>	<b>Class I(*)</b>	<b>Class I(a)</b>	<b>Class II(*)</b>	<b>Class II(a)</b>	<b>Class III(*)</b>	<b>Class III(a)</b>	<b>Class IV(*)</b>	<b>Class IV(a)</b>	<b>Class V(*)</b>	<b>Class V(a)</b>
1	52,790	58,069	58,406	64,247	64,022	70,425	69,638	76,602	75,254	82,780
2	56,272	61,900	61,888	68,077	67,504	74,255	73,120	80,432	78,736	86,610
3	59,754	65,730	65,370	71,907	70,986	78,085	76,602	84,262	82,218	90,440
4	63,236	69,560	68,852	75,737	74,468	81,915	80,084	88,093	85,700	94,270
5	66,718	73,390	72,334	79,567	77,950	85,745	83,566	91,923	89,182	98,100
6	70,200	77,220	75,816	83,398	81,432	89,575	87,048	95,753	92,664	101,930
7	73,682	81,050	79,298	87,228	84,914	93,405	90,530	99,583	96,146	105,761
8	77,164	84,880	82,780	91,058	88,396	97,235	94,012	103,413	99,628	109,591
9	80,646	88,710	86,262	94,888	91,878	101,066	97,494	107,243	103,110	113,421
10	84,128	92,540	89,744	98,718	95,360	104,896	100,976	111,073	106,592	117,251
11	87,610	96,371	93,226	102,548	98,842	108,726	104,458	114,903	110,074	121,081
12	91,092	100,201	96,708	106,378	102,324	112,556	107,940	118,733	113,556	124,911
13	94,573	104,031	100,189	110,208	105,805	116,386	111,421	122,564	117,037	128,741
14	98,055	107,861	103,671	114,039	109,287	120,216	114,903	126,394	120,519	132,571
15	101,537	111,691	107,153	117,869	112,769	124,046	118,385	130,224	124,001	136,401
16	102,514	112,766	108,130	118,944	113,746	125,121	119,362	131,299	124,978	137,476
17	103,492	113,841	109,108	120,018	114,724	126,196	120,340	132,374	125,956	138,551
18	104,469	114,916	110,085	121,093	115,701	127,271	121,317	133,449	126,933	139,626
19	105,446	115,991	111,062	122,168	116,678	128,346	122,294	134,523	127,910	140,701
20	106,423	117,066	112,039	123,243	117,655	129,421	123,271	135,598	128,887	141,776
21	107,400	118,140	113,016	124,318	118,632	130,496	124,248	136,673	129,864	142,851
22	108,378	119,215	113,994	125,393	119,610	131,571	125,226	137,748	130,842	143,926
23	109,355	120,290	114,971	126,468	120,587	132,645	126,203	138,823	131,819	145,001
24	110,332	121,365	115,948	127,543	121,564	133,720	127,180	139,898	132,796	146,076
25	111,309	122,440	116,925	128,618	122,541	134,795	128,157	140,973	133,773	147,150

(\*) Class columns represent the original base payrates for year 2024-2025.

(a) Class columns include a one-time only improvement of 10% 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, 2024

Board approved: August 13, 2025



# Faculty Salary Schedule A-164 2024-2025 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	52,790.40	58,069.44	58,406.40	64,247.04	64,022.40	70,424.64	69,638.40	76,602.24	75,254.40	82,779.84
Monthly		5,279.04	5,806.94	5,840.64	6,424.70	6,402.24	7,042.46	6,963.84	7,660.22	7,525.44	8,277.98
Daily		321.89	354.08	356.14	391.75	390.38	429.42	424.62	467.09	458.87	504.76
Annual	2	56,272.32	61,899.55	61,888.32	68,077.15	67,504.32	74,254.75	73,120.32	80,432.35	78,736.32	86,609.95
Monthly		5,627.23	6,189.96	6,188.83	6,807.72	6,750.43	7,425.48	7,312.03	8,043.24	7,873.63	8,661.00
Daily		343.12	377.44	377.37	415.10	411.61	452.77	445.86	490.44	480.10	528.11
Annual	3	59,754.24	65,729.66	65,370.24	71,907.26	70,986.24	78,084.86	76,602.24	84,262.46	82,218.24	90,440.06
Monthly		5,975.42	6,572.97	6,537.02	7,190.73	7,098.62	7,808.49	7,660.22	8,426.25	8,221.82	9,044.01
Daily		364.36	400.79	398.60	438.46	432.84	476.13	467.09	513.80	501.33	551.46
Annual	4	63,236.16	69,559.78	68,852.16	75,737.38	74,468.16	81,914.98	80,084.16	88,092.58	85,700.16	94,270.18
Monthly		6,323.62	6,955.98	6,885.22	7,573.74	7,446.82	8,191.50	8,008.42	8,809.26	8,570.02	9,427.02
Daily		385.59	424.15	419.83	461.81	454.07	499.48	488.32	537.15	522.56	574.82
Annual	5	66,718.08	73,389.89	72,334.08	79,567.49	77,950.08	85,745.09	83,566.08	91,922.69	89,182.08	98,100.29
Monthly		6,671.81	7,338.99	7,233.41	7,956.75	7,795.01	8,574.51	8,356.61	9,192.27	8,918.21	9,810.03
Daily		406.82	447.50	441.06	485.17	475.31	522.84	509.55	560.50	543.79	598.17
Annual	6	70,200.00	77,220.00	75,816.00	83,397.60	81,432.00	89,575.20	87,048.00	95,752.80	92,664.00	101,930.40
Monthly		7,020.00	7,722.00	7,581.60	8,339.76	8,143.20	8,957.52	8,704.80	9,575.28	9,266.40	10,193.04
Daily		428.05	470.85	462.29	508.52	496.54	546.19	530.78	583.86	565.02	621.53
Annual	7	73,681.92	81,050.11	79,297.92	87,227.71	84,913.92	93,405.31	90,529.92	99,582.91	96,145.92	105,760.51
Monthly		7,368.19	8,105.01	7,929.79	8,722.77	8,491.39	9,340.53	9,052.99	9,958.29	9,614.59	10,576.05
Daily		449.28	494.21	483.52	531.88	517.77	569.54	552.01	607.21	586.26	644.88
Annual	8	77,163.84	84,880.22	82,779.84	91,057.82	88,395.84	97,235.42	94,011.84	103,413.02	99,627.84	109,590.62
Monthly		7,716.38	8,488.02	8,277.98	9,105.78	8,839.58	9,723.54	9,401.18	10,341.30	9,962.78	10,959.06
Daily		470.51	517.56	504.76	555.23	539.00	592.90	573.24	630.57	607.49	668.24
Annual	9	80,645.76	88,710.34	86,261.76	94,887.94	91,877.76	101,065.54	97,493.76	107,243.14	103,109.76	113,420.74
Monthly		8,064.58	8,871.03	8,626.18	9,488.79	9,187.78	10,106.55	9,749.38	10,724.31	10,310.98	11,342.07
Daily		491.74	540.92	525.99	578.59	560.23	616.25	594.47	653.92	628.72	691.59
Annual	10	84,127.68	92,540.45	89,743.68	98,718.05	95,359.68	104,895.65	100,975.68	111,073.25	106,591.68	117,250.85
Monthly		8,412.77	9,254.05	8,974.37	9,871.81	9,535.97	10,489.57	10,097.57	11,107.33	10,659.17	11,725.09
Daily		512.97	564.27	547.22	601.94	581.46	639.61	615.71	677.28	649.95	714.94
Annual	11	87,609.60	96,370.56	93,225.60	102,548.16	98,841.60	108,725.76	104,457.60	114,903.36	110,073.60	121,080.96
Monthly		8,760.96	9,637.06	9,322.56	10,254.82	9,884.16	10,872.58	10,445.76	11,490.34	11,007.36	12,108.10
Daily		534.20	587.63	568.45	625.29	602.69	662.96	636.94	700.63	671.18	738.30
Annual	12	91,091.52	100,200.67	96,707.52	106,378.27	102,323.52	112,555.87	107,939.52	118,733.47	113,555.52	124,911.07
Monthly		9,109.15	10,020.07	9,670.75	10,637.83	10,232.35	11,255.59	10,793.95	11,873.35	11,355.55	12,491.11
Daily		555.44	610.98	589.68	648.65	623.92	686.32	658.17	723.98	692.41	761.65
Annual	13	94,573.44	104,030.78	100,189.44	110,208.38	105,805.44	116,385.98	111,421.44	122,563.58	117,037.44	128,741.18
Monthly		9,457.34	10,403.08	10,018.94	11,020.84	10,580.54	11,638.60	11,142.14	12,256.36	11,703.74	12,874.12
Daily		576.67	634.33	610.91	672.00	645.16	709.67	679.40	747.34	713.64	785.01
Annual	14	98,055.36	107,860.90	103,671.36	114,038.50	109,287.36	120,216.10	114,903.36	126,393.70	120,519.36	132,571.30
Monthly		9,805.54	10,786.09	10,367.14	11,403.85	10,928.74	12,021.61	11,490.34	12,639.37	12,051.94	13,257.13
Daily		597.90	657.69	632.14	695.36	666.39	733.03	700.63	770.69	734.87	808.36
Annual	15	101,537.28	111,691.01	107,153.28	117,868.61	112,769.28	124,046.21	118,385.28	130,223.81	124,001.28	136,401.41
Monthly		10,153.73	11,169.10	10,715.33	11,786.86	11,276.93	12,404.62	11,838.53	13,022.38	12,400.13	13,640.14
Daily		619.13	681.04	653.37	718.71	687.62	756.38	721.86	794.05	756.11	831.72
Annual	16	102,514.46	112,765.91	108,130.46	118,943.51	113,746.46	125,121.11	119,362.46	131,298.71	124,978.46	137,476.31
Monthly		10,251.45	11,276.59	10,813.05	11,894.35	11,374.65	12,512.11	11,936.25	13,129.87	12,497.85	13,747.63
Daily		625.09	687.60	659.33	725.27	693.58	762.93	727.82	800.60	762.06	838.27
Annual	17	103,491.65	113,840.82	109,107.65	120,018.42	114,723.65	126,196.02	120,339.65	132,373.62	125,955.65	138,551.22
Monthly		10,349.17	11,384.08	10,910.77	12,001.84	11,472.37	12,619.60	12,033.97	13,237.36	12,595.57	13,855.12
Daily		631.05	694.15	665.29	731.82	699.53	769.49	733.78	807.16	768.02	844.82
Annual	18	104,468.83	114,915.71	110,084.83	121,093.31	115,700.83	127,270.91	121,316.83	133,448.51	126,932.83	139,626.11
Monthly		10,446.88	11,491.57	11,008.48	12,109.33	11,570.08	12,727.09	12,131.68	13,344.85	12,693.28	13,962.61
Daily		637.01	700.71	671.25	738.37	705.49	776.04	739.74	813.71	773.98	851.38
Annual	19	105,446.02	115,990.62	111,062.02	122,168.22	116,678.02	128,345.82	122,294.02	134,523.42	127,910.02	140,701.02
Monthly		10,544.60	11,599.06	11,106.20	12,216.82	11,667.80	12,834.58	12,229.40	13,452.34	12,791.00	14,070.10
Daily		642.96	707.26	677.21	744.93	711.45	782.60	745.70	820.26	779.94	857.93
Annual	20	106,423.20	117,065.52	112,039.20	123,243.12	117,655.20	129,420.72	123,271.20	135,598.32	128,887.20	141,775.92
Monthly		10,642.32	11,706.55	11,203.92	12,324.31	11,765.52	12,942.07	12,327.12	13,559.83	12,888.72	14,177.59
Daily		648.92	713.81	683.17	751.48	717.41	789.15	751.65	826.82	785.90	864.49
Annual	21	107,400.38	118,140.42	113,016.38	124,318.02	118,632.38	130,495.62	124,248.38	136,673.22	129,864.38	142,850.82
Monthly		10,740.04	11,814.04	11,301.64	12,431.80	11,863.24	13,049.56	12,424.84	13,667.32	12,986.44	14,285.08
Daily		654.88	720.37	689.12	758.04	723.37	795.71	757.61	833.37	791.86	871.04
Annual	22	108,377.57	119,215.33	113,993.57	125,392.93	119,609.57	131,570.53	125,225.57	137,748.13	130,841.57	143,925.73
Monthly		10,837.76	11,921.53	11,399.36	12,539.29	11,960.96	13,157.05	12,522.56	13,774.81	13,084.16	14,392.57
Daily		660.84	726.92	695.08	764.59	729.33	802.26	763.57	839.93	797.81	877.60
Annual	23	109,354.75	120,290.23	114,970.75	126,467.83	120,586.75	132,645.43	126,202.75	138,823.03	131,818.75	145,000.63
Monthly		10,935.48	12,029.02	11,497.08	12,646.78	12,058.68	13,264.54	12,620.28	13,882.30	13,181.88	14,500.06
Daily		666.80	733.48	701.04	771.15	735.29	808.81	769.53	846.48	803.77	884.15
Annual	24	110,331.94	121,365.13	115,947.94	127,542.73	121,563.94	133,720.33	127,179.94	139,897.93	132,795.94	146,075.53
Monthly		11,033.19	12,136.51	11,594.79	12,754.27	12,156.39	13,372.03	12,717.99	13,989.79	13,279.59	14,607.55
Daily		672.76	740.03	707.00	777.70	741.24	815.37	775.49	853.04	809.73	890.70
Annual	25	111,309.12	122,440.03	116,925.12	128,617.63	122,541.12	134,795.23	128,157.12	140,972.83	133,773.12	147,150.43
Monthly		11,130.91	12,244.00	11,692.51	12,861.76	12,254.11	13,479.52	12,815.71	14,097.28	13,377.31	14,715.04
Daily		678.71	746.59	712.96	784.25	747.20	821.92	781.45	859.59	815.69	897.26

(\*) Class columns represent the original base payrates for year 2024-2025.

(a) Class columns include a one-time only improvement of 10% to respective step.

Retroactive to: July 1, 2024

Board approved: August 13, 2025

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

**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 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.
<b>Step</b>	<b>Class I(*)</b>	<b>Class I(a)</b>	<b>Class II(*)</b>	<b>Class II(a)</b>	<b>Class III(*)</b>	<b>Class III(a)</b>	<b>Class IV(*)</b>	<b>Class IV(a)</b>	<b>Class V(*)</b>	<b>Class V(a)</b>
1	56,009	61,610	61,968	68,165	67,927	74,719	73,884	81,273	79,843	87,827
2	59,704	65,674	65,662	72,229	71,621	78,783	77,579	85,337	83,537	91,891
3	63,398	69,738	69,356	76,292	75,315	82,847	81,274	89,401	87,231	95,954
4	67,092	73,801	73,051	80,356	79,009	86,910	84,968	93,465	90,925	100,018
5	70,786	77,865	76,745	84,419	82,703	90,974	88,662	97,528	94,619	104,081
6	74,481	81,929	80,439	88,483	86,398	95,037	92,356	101,592	98,314	108,145
7	78,175	85,992	84,133	92,547	90,092	99,101	96,050	105,656	102,009	112,210
8	81,869	90,056	87,828	96,610	93,786	103,165	99,745	109,719	105,703	116,274
9	85,563	94,119	91,522	100,674	97,480	107,228	103,439	113,783	109,397	120,337
10	89,257	98,183	95,216	104,738	101,174	111,292	107,133	117,846	113,092	124,401
11	92,952	102,247	98,910	108,801	104,869	115,356	110,827	121,910	116,786	128,464
12	96,646	106,310	102,604	112,865	108,563	119,419	114,521	125,974	120,480	132,528
13	100,340	110,374	106,299	116,928	112,257	123,483	118,216	130,037	124,174	136,592
14	104,034	114,438	109,993	120,992	115,951	127,546	121,910	134,101	127,868	140,655
15	107,728	118,501	113,687	125,056	119,646	131,610	125,604	138,165	131,563	144,719
16	108,765	119,642	114,724	126,196	120,682	132,750	126,641	139,305	132,599	145,859
17	109,802	120,782	115,760	127,336	121,719	133,891	127,678	140,445	133,636	147,000
18	110,839	121,922	116,797	128,477	122,756	135,031	128,714	141,586	134,673	148,140
19	111,875	123,063	117,834	129,617	123,792	136,172	129,751	142,726	135,710	149,280
20	112,912	124,203	118,871	130,758	124,829	137,312	130,788	143,866	136,746	150,421
21	113,949	125,344	119,907	131,898	125,866	138,452	131,824	145,007	137,783	151,561
22	114,986	126,485	120,944	133,038	126,903	139,593	132,861	146,147	138,820	152,702
23	116,023	127,626	121,981	134,179	127,939	140,733	133,898	147,288	139,856	153,842
24	117,060	128,766	123,018	135,320	128,976	141,874	134,935	148,428	140,893	154,982
25	118,097	129,906	124,055	136,461	130,013	143,014	135,971	149,568	141,930	156,123

(\*) Class columns represent the original base payrates for year 2024-2025.

(a) Class columns include a one-time only improvement of 10% 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, 2024

Board approved: August 13, 2025

# Faculty Salary Schedule A-174 2024-2025 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	56,009.49	61,610.44	61,968.07	68,164.88	67,926.64	74,719.30	73,884.10	81,272.51	79,842.67	87,826.94
Monthly		4,667.46	5,134.20	5,164.01	5,680.41	5,660.55	6,226.61	6,157.01	6,772.71	6,653.56	7,318.91
Daily		321.89	354.08	356.14	391.75	390.38	429.42	424.62	467.08	458.87	504.75
Annual	2	59,703.70	65,674.07	65,662.27	72,228.50	71,620.85	78,782.94	77,579.42	85,337.36	83,536.88	91,890.57
Monthly		4,975.31	5,472.84	5,471.86	6,019.04	5,968.40	6,565.25	6,464.95	7,111.45	6,961.41	7,657.55
Daily		343.12	377.44	377.37	415.11	411.61	452.78	445.86	490.44	480.10	528.11
Annual	3	63,397.90	69,737.69	69,356.48	76,292.13	75,315.05	82,846.56	81,273.63	89,400.99	87,231.08	95,954.19
Monthly		5,283.16	5,811.47	5,779.71	6,357.68	6,276.25	6,903.88	6,772.80	7,450.08	7,269.26	7,996.18
Daily		364.36	400.79	398.60	438.46	432.85	476.13	467.09	513.80	501.33	551.46
Annual	4	67,092.11	73,801.32	73,050.68	80,355.75	79,009.26	86,910.19	84,967.83	93,464.61	90,925.29	100,017.82
Monthly		5,591.01	6,150.11	6,087.56	6,696.31	6,584.11	7,242.52	7,080.65	7,788.72	7,577.11	8,334.82
Daily		385.59	424.15	419.83	461.81	454.08	499.48	488.32	537.15	522.56	574.82
Annual	5	70,786.31	77,864.94	76,744.89	84,419.38	82,703.46	90,973.81	88,662.04	97,528.24	94,619.49	104,081.44
Monthly		5,898.86	6,488.75	6,395.41	7,034.95	6,891.96	7,581.15	7,388.50	8,127.35	7,884.96	8,673.45
Daily		406.82	447.50	441.06	485.17	475.31	522.84	509.55	560.51	543.79	598.17
Annual	6	74,480.52	81,928.57	80,439.09	88,483.00	86,397.67	95,037.44	92,356.24	101,591.86	98,313.70	108,145.07
Monthly		6,206.71	6,827.38	6,703.26	7,373.58	7,199.81	7,919.79	7,696.35	8,465.99	8,192.81	9,012.09
Daily		428.05	470.85	462.29	508.52	496.54	546.19	530.78	583.86	565.02	621.52
Annual	7	78,174.72	85,992.19	84,133.30	92,546.63	90,091.87	99,101.06	96,050.45	105,655.50	102,009.02	112,209.92
Monthly		6,514.56	7,166.02	7,011.11	7,712.22	7,507.66	8,258.42	8,004.20	8,804.63	8,500.75	9,350.83
Daily		449.28	494.21	483.52	531.88	517.77	569.55	552.01	607.22	586.26	644.88
Annual	8	81,868.92	90,055.81	87,827.50	96,610.25	93,786.08	103,164.69	99,744.65	109,719.12	105,703.23	116,273.55
Monthly		6,822.41	7,504.65	7,318.96	8,050.85	7,815.51	8,597.06	8,312.05	9,143.26	8,808.60	9,689.46
Daily		470.51	517.56	504.76	555.23	539.00	592.90	573.25	630.57	607.49	668.24
Annual	9	85,563.13	94,119.44	91,521.71	100,673.88	97,480.28	107,228.31	103,438.86	113,782.75	109,397.43	120,337.17
Monthly		7,130.26	7,843.29	7,626.81	8,389.49	8,123.36	8,935.69	8,619.91	9,481.90	9,116.45	10,028.10
Daily		491.74	540.92	525.99	578.59	560.23	616.25	594.48	653.92	628.72	691.59
Annual	10	89,257.33	98,183.06	95,215.91	104,737.50	101,174.49	111,291.94	107,133.06	117,846.37	113,091.64	124,400.80
Monthly		7,438.11	8,181.92	7,934.66	8,728.13	8,431.21	9,274.33	8,927.76	9,820.53	9,424.30	10,366.73
Daily		512.97	564.27	547.22	601.94	581.46	639.61	615.71	677.28	649.95	714.95
Annual	11	92,951.54	102,246.69	98,910.12	108,801.13	104,868.69	115,355.56	110,827.27	121,910.00	116,785.84	128,464.42
Monthly		7,745.96	8,520.56	8,242.51	9,066.76	8,739.06	9,612.96	9,235.61	10,159.17	9,732.15	10,705.37
Daily		534.20	587.62	568.45	625.29	602.69	662.96	636.94	700.63	671.18	738.30
Annual	12	96,645.74	106,310.31	102,604.32	112,864.75	108,562.90	119,419.19	114,521.47	125,973.62	120,480.05	132,528.06
Monthly		8,053.81	8,859.19	8,550.36	9,405.40	9,046.91	9,951.60	9,543.46	10,497.80	10,040.00	11,044.01
Daily		555.44	610.98	589.68	648.65	623.92	686.32	658.17	723.99	692.41	761.66
Annual	13	100,339.95	110,373.95	106,298.52	116,928.37	112,257.10	123,482.81	118,215.68	130,037.25	124,174.25	136,591.68
Monthly		8,361.66	9,197.83	8,858.21	9,744.03	9,354.76	10,290.23	9,851.31	10,836.44	10,347.85	11,382.64
Daily		576.67	634.33	610.91	672.00	645.16	709.67	679.40	747.34	713.65	785.01
Annual	14	104,034.15	114,437.57	109,992.73	120,992.00	115,951.31	127,546.44	121,909.88	134,100.87	127,868.46	140,655.31
Monthly		8,669.51	9,536.46	9,166.06	10,082.67	9,662.61	10,628.87	10,159.16	11,175.07	10,655.71	11,721.28
Daily		597.90	657.69	632.14	695.36	666.39	733.03	700.63	770.69	734.88	808.36
Annual	15	107,728.36	118,501.20	113,686.93	125,055.62	119,645.51	131,610.06	125,604.09	138,164.50	131,562.66	144,718.93
Monthly		8,977.36	9,875.10	9,473.91	10,421.30	9,970.46	10,967.51	10,467.01	11,513.71	10,963.56	12,059.91
Daily		619.13	681.04	653.37	718.71	687.62	756.38	721.86	794.05	756.11	831.72
Annual	16	108,765.07	119,641.58	114,723.65	126,196.02	120,682.22	132,750.44	126,640.80	139,304.88	132,599.38	145,859.32
Monthly		9,063.76	9,970.13	9,560.30	10,516.34	10,056.85	11,062.54	10,553.40	11,608.74	11,049.95	12,154.94
Daily		625.09	687.60	659.33	725.26	693.58	762.93	727.82	800.60	762.07	838.27
Annual	17	109,801.79	120,781.97	115,760.36	127,336.40	121,718.94	133,890.83	127,677.51	140,445.26	133,636.09	146,999.70
Monthly		9,150.15	10,065.16	9,646.70	10,611.37	10,143.25	11,157.57	10,639.79	11,703.77	11,136.34	12,249.98
Daily		631.04	694.15	665.29	731.82	699.53	769.49	733.78	807.16	768.02	844.83
Annual	18	110,838.50	121,922.35	116,797.08	128,476.79	122,755.65	135,031.22	128,714.23	141,585.65	134,672.80	148,140.08
Monthly		9,236.54	10,160.20	9,733.09	10,706.40	10,229.64	11,252.60	10,726.19	11,798.80	11,222.73	12,345.01
Daily		637.00	700.70	671.25	738.37	705.49	776.04	739.74	813.71	773.98	851.38
Annual	19	111,875.21	123,062.73	117,833.79	129,617.17	123,792.36	136,171.60	129,750.94	142,726.03	135,709.52	149,280.47
Monthly		9,322.93	10,255.23	9,819.48	10,801.43	10,316.03	11,347.63	10,812.58	11,893.84	11,309.13	12,440.04
Daily		642.96	707.26	677.21	744.93	711.45	782.60	745.70	820.26	779.94	857.93
Annual	20	112,911.93	124,203.12	118,870.50	130,757.55	124,829.08	137,311.99	130,787.65	143,866.42	136,746.23	150,420.85
Monthly		9,409.33	10,350.26	9,905.88	10,896.46	10,402.42	11,442.67	10,898.97	11,988.87	11,395.52	12,535.07
Daily		648.92	713.81	683.16	751.48	717.41	789.15	751.65	826.82	785.90	864.49
Annual	21	113,948.64	125,343.50	119,907.22	131,897.94	125,865.79	138,452.37	131,824.37	145,006.81	137,782.94	151,561.23
Monthly		9,495.72	10,445.29	9,992.27	10,991.50	10,488.82	11,537.70	10,985.36	12,083.90	11,481.91	12,630.10
Daily		654.88	720.36	689.12	758.03	723.37	795.70	757.61	833.37	791.86	871.04
Annual	22	114,986.48	126,485.13	120,943.93	133,038.32	126,902.51	139,592.76	132,861.08	146,147.19	138,819.66	152,701.63
Monthly		9,582.21	10,540.43	10,078.66	11,086.53	10,575.21	11,632.73	11,071.76	12,178.93	11,568.31	12,725.14
Daily		660.84	726.93	695.08	764.59	729.32	802.26	763.57	839.93	797.81	877.60
Annual	23	116,023.19	127,625.51	121,980.64	134,178.70	127,939.22	140,733.14	133,897.80	147,287.58	139,856.37	153,842.01
Monthly		9,668.60	10,635.46	10,165.05	11,181.56	10,661.60	11,727.76	11,158.15	12,273.97	11,654.70	12,820.17
Daily		666.80	733.48	701.04	771.14	735.28	808.81	769.53	846.48	803.77	884.15
Annual	24	117,059.90	128,765.89	123,018.48	135,320.33	128,975.93	141,873.52	134,934.51	148,427.96	140,893.08	154,982.39
Monthly		9,754.99	10,730.49	10,251.54	11,276.69	10,747.99	11,822.79	11,244.54	12,369.00	11,741.09	12,915.20
Daily		672.76	740.03	707.00	777.70	741.24	815.37	775.49	853.03	809.73	890.70
Annual	25	118,096.62	129,906.28	124,055.19	136,460.71	130,012.65	143,013.92	135,971.22	149,568.34	141,929.80	156,122.78
Monthly		9,841.39	10,825.52	10,337.93	11,371.73	10,834.39	11,917.83	11,330.94	12,464.03	11,827.48	13,010.23
Daily		678.72	746.59	712.96	784.26	747.20	821.92	781.44	859.59	815.69	897.26

(\*) Class columns represent the original base payrates for year 2024-2025.

(a) Class columns include a one-time only improvement of 10% to respective step.

Retroactive to: July 1, 2024  
Board approved: August 13, 2025



Los Rios Community College District  
2024-2025 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	73.32	80.65	81.12	89.23	88.92	97.81	96.72	106.39	104.52	114.97
Lab (Sci)		58.66	64.52	64.90	71.38	71.14	78.25	77.38	85.11	83.62	91.98
Lab		54.99	60.49	60.84	66.92	66.69	73.36	72.54	79.79	78.39	86.23
Lecture	2	78.16	85.98	85.96	94.56	93.76	103.14	101.56	111.72	109.36	120.30
Lab (Sci)		62.53	68.78	68.77	75.65	75.01	82.51	81.25	89.38	87.49	96.24
Lab		58.62	64.49	64.47	70.92	70.32	77.36	76.17	83.79	82.02	90.23
Lecture	3	82.99	91.29	90.79	99.87	98.59	108.45	106.39	117.03	114.19	125.61
Lab (Sci)		66.39	73.03	72.63	79.90	78.87	86.76	85.11	93.62	91.35	100.49
Lab		62.24	68.47	68.09	74.90	73.94	81.34	79.79	87.77	85.64	94.21
Lecture	4	87.83	96.61	95.63	105.19	103.43	113.77	111.23	122.35	119.03	130.93
Lab (Sci)		70.26	77.29	76.50	84.15	82.74	91.02	88.98	97.88	95.22	104.74
Lab		65.87	72.46	71.72	78.89	77.57	85.33	83.42	91.76	89.27	98.20
Lecture	5	92.66	101.93	100.46	110.51	108.26	119.09	116.06	127.67	123.86	136.25
Lab (Sci)		74.13	81.54	80.37	88.41	86.61	95.27	92.85	102.14	99.09	109.00
Lab		69.50	76.45	75.35	82.88	81.20	89.32	87.05	95.75	92.90	102.19
Lecture	6	97.50	107.25	105.30	115.83	113.10	124.41	120.90	132.99	128.70	141.57
Lab (Sci)		78.00	85.80	84.24	92.66	90.48	99.53	96.72	106.39	102.96	113.26
Lab		73.13	80.44	78.98	86.87	84.83	93.31	90.68	99.74	96.53	106.18
Lecture	7	102.34	112.57	110.14	121.15	117.94	129.73	125.74	138.31	133.54	146.89
Lab (Sci)		81.87	90.06	88.11	96.92	94.35	103.78	100.59	110.65	106.83	117.51
Lab		76.76	84.43	82.61	90.86	88.46	97.30	94.31	103.73	100.16	110.17
Lecture	8	107.17	117.89	114.97	126.47	122.77	135.05	130.57	143.63	138.37	152.21
Lab (Sci)		85.74	94.31	91.98	101.18	98.22	108.04	104.46	114.90	110.70	121.77
Lab		80.38	88.42	86.23	94.85	92.08	101.29	97.93	107.72	103.78	114.16
Lecture	9	112.01	123.21	119.81	131.79	127.61	140.37	135.41	148.95	143.21	157.53
Lab (Sci)		89.61	98.57	95.85	105.43	102.09	112.30	108.33	119.16	114.57	126.02
Lab		84.01	92.41	89.86	98.84	95.71	105.28	101.56	111.71	107.41	118.15
Lecture	10	116.84	128.52	124.64	137.10	132.44	145.68	140.24	154.26	148.04	162.84
Lab (Sci)		93.47	102.82	99.71	109.68	105.95	116.54	112.19	123.41	118.43	130.27
Lab		87.63	96.39	93.48	102.83	99.33	109.26	105.18	115.70	111.03	122.13
Lecture	11	121.68	133.85	129.48	142.43	137.28	151.01	145.08	159.59	152.88	168.17
Lab (Sci)		97.34	107.08	103.58	113.94	109.82	120.81	116.06	127.67	122.30	134.54
Lab		91.26	100.39	97.11	106.82	102.96	113.26	108.81	119.69	114.66	126.13
Lecture	12	126.52	139.17	134.32	147.75	142.12	156.33	149.92	164.91	157.72	173.49
Lab (Sci)		101.22	111.34	107.46	118.20	113.70	125.06	119.94	131.93	126.18	138.79
Lab		94.89	104.38	100.74	110.81	106.59	117.25	112.44	123.68	118.29	130.12
Lecture	13	131.35	144.49	139.15	153.07	146.95	161.65	154.75	170.23	162.55	178.81
Lab (Sci)		105.08	115.59	111.32	122.46	117.56	129.32	123.80	136.18	130.04	143.05
Lab		98.51	108.37	104.36	114.80	110.21	121.24	116.06	127.67	121.91	134.11
Lecture	14	136.19	149.81	143.99	158.39	151.79	166.97	159.59	175.55	167.39	184.13
Lab (Sci)		108.95	119.85	115.19	126.71	121.43	133.58	127.67	140.44	133.91	147.30
Lab		102.14	112.36	107.99	118.79	113.84	125.23	119.69	131.66	125.54	138.10
Lecture	15	141.02	155.12	148.82	163.70	156.62	172.28	164.42	180.86	172.22	189.44
Lab (Sci)		112.82	124.10	119.06	130.96	125.30	137.82	131.54	144.69	137.78	151.55
Lab		105.77	116.34	111.62	122.78	117.47	129.21	123.32	135.65	129.17	142.08
Lecture	16	142.38	156.62	150.19	165.21	157.98	173.78	165.79	182.37	173.58	190.94
Lab (Sci)		113.90	125.30	120.15	132.17	126.38	139.02	132.63	145.90	138.86	152.75
Lab		106.79	117.47	112.64	123.91	118.49	130.34	124.34	136.78	130.19	143.21
Lecture	17	143.74	158.11	151.54	166.69	159.34	175.27	167.14	183.85	174.94	192.43
Lab (Sci)		114.99	126.49	121.23	133.35	127.47	140.22	133.71	147.08	139.95	153.94
Lab		107.81	118.58	113.66	125.02	119.51	131.45	125.36	137.89	131.21	144.32
Lecture	18	145.09	159.60	152.90	168.19	160.70	176.77	168.49	185.34	176.30	193.93
Lab (Sci)		116.07	127.68	122.32	134.55	128.56	141.42	134.79	148.27	141.04	155.14
Lab		108.82	119.70	114.68	126.14	120.53	132.58	126.37	139.01	132.23	145.45
Lecture	19	146.45	161.10	154.25	169.68	162.05	178.26	169.85	186.84	177.65	195.42
Lab (Sci)		117.16	128.88	123.40	135.74	129.64	142.61	135.88	149.47	142.12	156.34
Lab		109.84	120.83	115.69	127.26	121.54	133.70	127.39	140.13	133.24	146.57
Lecture	20	147.82	162.60	155.60	171.16	163.42	179.76	171.20	188.32	179.02	196.92
Lab (Sci)		118.26	130.08	124.48	136.93	130.74	143.81	136.96	150.66	143.22	157.54
Lab		110.87	121.95	116.70	128.37	122.57	134.82	128.40	141.24	134.27	147.69
Lecture	21	149.17	164.09	156.97	172.67	164.77	181.25	172.57	189.83	180.37	198.41
Lab (Sci)		119.34	131.27	125.58	138.14	131.82	145.00	138.06	151.86	144.30	158.73
Lab		111.88	123.07	117.73	129.50	123.58	135.94	129.43	142.37	135.28	148.81
Lecture	22	150.52	165.57	158.33	174.16	166.12	182.73	173.93	191.32	181.72	199.89
Lab (Sci)		120.42	132.46	126.66	139.33	132.90	146.18	139.14	153.06	145.38	159.91
Lab		112.89	124.18	118.75	130.62	124.59	137.05	130.45	143.49	136.29	149.92
Lecture	23	151.88	167.07	159.68	175.65	167.48	184.23	175.28	192.81	183.08	201.39
Lab (Sci)		121.50	133.66	127.74	140.52	133.98	147.38	140.22	154.25	146.46	161.11
Lab		113.91	125.30	119.76	131.74	125.61	138.17	131.46	144.61	137.31	151.04
Lecture	24	153.23	168.55	161.04	177.14	168.84	185.72	176.63	194.29	184.44	202.88
Lab (Sci)		122.58	134.84	128.83	141.71	135.07	148.58	141.30	155.43	147.55	162.30
Lab		114.92	126.41	120.78	132.86	126.63	139.29	132.47	145.72	138.33	152.16
Lecture	25	154.60	170.06	162.40	178.64	170.20	187.22	178.00	195.80	185.80	204.38
Lab (Sci)		123.68	136.05	129.92	142.91	136.16	149.78	142.40	156.64	148.64	163.50
Lab		115.95	127.55	121.80	133.98	127.65	140.42	133.50	146.85	139.35	153.29

(\*) Class columns represent the original base payrates for year 2024-2025.

(a) Class columns include a one-time only improvement of 10% 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 .75 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)

Retroactive to: August 22, 2024

Board approved: August 13, 2025

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

	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.
<b>Step</b>	<b>Class I(*)</b>	<b>Class I(a)</b>	<b>Class II(*)</b>	<b>Class II(a)</b>	<b>Class III(*)</b>	<b>Class III(a)</b>	<b>Class IV(*)</b>	<b>Class IV(a)</b>	<b>Class V(*)</b>	<b>Class V(a)</b>
<b>1</b>	42.92	47.21	47.49	52.24	52.05	57.26	56.62	62.28	61.18	67.30
<b>2</b>	45.75	50.33	50.32	55.35	54.88	60.37	59.45	65.40	64.01	70.41
<b>3</b>	48.58	53.44	53.15	58.47	57.71	63.48	62.29	68.52	66.84	73.52
<b>4</b>	51.41	56.55	55.98	61.58	60.54	66.59	65.11	71.62	69.67	76.64
<b>5</b>	54.24	59.66	58.81	64.69	63.37	69.71	67.94	74.73	72.50	79.75
<b>6</b>	57.06	62.77	61.64	67.80	66.21	72.83	70.77	77.85	75.34	82.87
<b>7</b>	59.90	65.89	64.47	70.92	69.04	75.94	73.60	80.96	78.17	85.99
<b>8</b>	62.73	69.00	67.30	74.03	71.86	79.05	76.43	84.07	81.00	89.10
<b>9</b>	65.56	72.12	70.14	77.15	74.69	82.16	79.27	87.20	83.82	92.20
<b>10</b>	68.39	75.23	72.97	80.27	77.52	85.27	82.10	90.31	86.65	95.32
<b>11</b>	71.22	78.34	75.80	83.38	80.35	88.39	84.93	93.42	89.49	98.44
<b>12</b>	74.05	81.46	78.62	86.48	83.20	91.52	87.76	96.54	92.33	101.56
<b>13</b>	76.90	84.59	81.45	89.60	86.03	94.63	90.58	99.64	95.16	104.68
<b>14</b>	79.73	87.70	84.28	92.71	88.86	97.75	93.41	102.75	97.99	107.79
<b>15</b>	82.56	90.82	87.11	95.82	91.69	100.86	96.25	105.88	100.82	110.90
<b>16</b>	83.35	91.69	87.91	96.70	92.48	101.73	97.04	106.74	101.61	111.77
<b>17</b>	84.14	92.55	88.71	97.58	93.27	102.60	97.84	107.62	102.40	112.64
<b>18</b>	84.94	93.43	89.49	98.44	94.07	103.48	98.62	108.48	103.20	113.52
<b>19</b>	85.73	94.30	90.29	99.32	94.87	104.36	99.42	109.36	104.00	114.40
<b>20</b>	86.52	95.17	91.09	100.20	95.65	105.22	100.22	110.24	104.78	115.26
<b>21</b>	87.32	96.05	91.87	101.06	96.45	106.10	101.00	111.10	105.58	116.14
<b>22</b>	88.12	96.93	92.67	101.94	97.25	106.98	101.81	111.99	106.38	117.02
<b>23</b>	88.90	97.79	93.48	102.83	98.03	107.83	102.61	112.87	107.16	117.88
<b>24</b>	89.70	98.67	94.27	103.70	98.83	108.71	103.40	113.74	107.96	118.76
<b>25</b>	90.50	99.55	95.06	104.57	99.63	109.59	104.19	114.61	108.76	119.64

(\*) Class columns represent the original base payrates for year 2024-2025.

(a) Class columns include a one-time only improvement of 10% 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 22, 2024

Board approved: August 13, 2025

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**2024-2025 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)
<b>Deputy Chancellor/ Executive Vice Chancellor (687)</b>	Annual	<b>C</b>	277,422.61	302,390.64	282,971.06	308,438.45	288,630.48	314,607.22	294,403.09	320,899.36	300,291.15	327,317.35
	Monthly		23,118.55	25,199.22	23,580.92	25,703.20	24,052.54	26,217.27	24,533.59	26,741.61	25,024.26	27,276.45
<b>Vice Chancellor/College President/ Chief Counsel/Officer (686)</b>	Annual	<b>B</b>	257,025.95	280,158.28	262,166.47	285,761.45	267,409.80	291,476.68	272,758.00	297,306.21	278,213.16	303,252.33
	Monthly		21,418.83	23,346.52	21,847.21	23,813.45	22,284.15	24,289.72	22,729.83	24,775.52	23,184.43	25,271.03
<b>Associate Vice Chancellor/ Chief of Police (679)</b>	Annual	<b>A</b>	219,680.49	239,451.72	224,074.10	244,240.75	228,555.58	249,125.57	233,126.69	254,108.08	237,789.22	259,190.24
	Monthly		18,306.71	19,954.31	18,672.84	20,353.40	19,046.30	20,760.46	19,427.22	21,175.67	19,815.77	21,599.19
<b>Director/Manager I/ Vice President/Deputy General Counsel (674)</b>	Annual	<b>1</b>	191,478.21	208,711.24	195,307.77	212,885.46	199,213.93	217,143.17	203,198.21	221,486.03	207,262.17	225,915.75
	Monthly		15,956.52	17,392.60	16,275.65	17,740.46	16,601.16	18,095.26	16,933.18	18,457.17	17,271.85	18,826.31
<b>Director/Manager II/ Associate Vice President (672)</b>	Annual	<b>2</b>	179,536.51	195,694.79	183,127.24	199,608.69	186,789.78	203,600.86	190,525.58	207,672.88	194,336.09	211,826.34
	Monthly		14,961.38	16,307.90	15,260.60	16,634.06	15,565.82	16,966.74	15,877.13	17,306.07	16,194.67	17,652.20
<b>Director/Manager III/ Dean (670)</b>	Annual	<b>3</b>	168,339.56	183,490.12	171,706.35	187,159.92	175,140.48	190,903.12	178,643.29	194,721.18	182,216.16	198,615.60
	Monthly		14,028.30	15,290.84	14,308.86	15,596.66	14,595.04	15,908.59	14,886.94	16,226.77	15,184.68	16,551.30
<b>Director/Manager IV/ Associate Dean (668)</b>	Annual	<b>4</b>	157,840.93	172,046.60	160,997.75	175,487.53	164,217.70	178,997.28	167,502.05	182,577.23	170,852.09	186,228.78
	Monthly		13,153.41	14,337.22	13,416.48	14,623.96	13,684.81	14,916.44	13,958.50	15,214.77	14,237.67	15,519.07
<b>Director/Manager V/ Police Captain (664)</b>	Annual	<b>5</b>	136,938.36	149,262.81	139,677.13	152,248.07	142,470.67	155,293.03	145,320.08	158,398.89	148,226.48	161,566.87
	Monthly		11,411.53	12,438.57	11,639.76	12,687.34	11,872.56	12,941.09	12,110.01	13,199.91	12,352.21	13,463.91
<b>Director/Manager VI (663)</b>	Annual	<b>6</b>	128,398.08	139,953.91	130,966.04	142,752.99	133,585.36	145,608.05	136,257.07	148,520.21	138,982.21	151,490.61
	Monthly		10,699.84	11,662.83	10,913.84	11,896.08	11,132.11	12,134.00	11,354.76	12,376.68	11,581.85	12,624.22
<b>Director/Manager VII (662)</b>	Annual	<b>7</b>	118,212.10	128,851.20	120,576.34	131,428.22	122,987.87	134,056.78	125,447.63	136,737.92	127,956.58	139,472.68
	Monthly		9,851.01	10,737.60	10,048.03	10,952.35	10,248.99	11,171.40	10,453.97	11,394.83	10,663.05	11,622.72
<b>Director/Manager VIII (665)</b>	Annual	<b>8</b>	110,839.71	120,815.29	113,056.50	123,231.60	115,317.63	125,696.23	117,623.98	128,210.15	119,976.46	130,774.35
	Monthly		9,236.64	10,067.94	9,421.38	10,269.30	9,609.80	10,474.69	9,802.00	10,684.18	9,998.04	10,897.86
<b>Director/Manager IX (669)</b>	Annual	<b>9</b>	103,927.10	113,280.55	106,005.64	115,546.16	108,125.75	117,857.08	110,288.27	120,214.22	112,494.04	122,618.50
	Monthly		8,660.59	9,440.05	8,833.80	9,628.85	9,010.48	9,821.42	9,190.69	10,017.85	9,374.50	10,218.21
<b>Director/Manager X (675)</b>	Annual	<b>10</b>	97,445.60	106,215.72	99,394.51	108,340.03	101,382.40	110,506.83	103,410.05	112,716.97	105,478.25	114,971.31
	Monthly		8,120.47	8,851.31	8,282.88	9,028.34	8,448.53	9,208.90	8,617.50	9,393.08	8,789.85	9,580.94

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 2024-2025.

(a) Step columns include a one-time improvement of 9%

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 \$4,175.23, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2024-2025: \$4,551.00 (\$4,175.23 + 9% OSSP).

Retroactive to: July 1, 2024

Board approved: August 13, 2025



**Los Rios Community College District**  
**2024-2025 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	168,500.83	183,665.90	172,676.06	188,216.90
		Monthly	16,850.08	18,366.59	17,267.61	18,821.69
		Daily	905.92	987.45	928.37	1,011.92
Director/Manager II/Assoc. VP (672)	11	Annual	157,992.13	172,211.42	162,167.36	176,762.42
		Monthly	15,799.21	17,221.14	16,216.74	17,676.24
		Daily	849.42	925.87	871.87	950.34
Director/Manager III/ Dean (670)	12	Annual	148,138.81	161,471.30	152,314.04	166,022.30
		Monthly	14,813.88	16,147.13	15,231.40	16,602.23
		Daily	796.45	868.13	818.89	892.59
Director/Manager IV/ Assoc. Dean (668)	13	Annual	138,900.02	151,401.02	143,075.25	155,952.02
		Monthly	13,890.00	15,140.10	14,307.53	15,595.20
		Daily	746.77	813.98	769.22	838.45
Director/Manager V (664)	14	Annual	120,505.76	131,351.28	124,680.99	135,902.28
		Monthly	12,050.58	13,135.13	12,468.10	13,590.23
		Daily	647.88	706.19	670.33	730.66
Director/Manager VI (663)	15	Annual	112,990.32	123,159.45	117,165.55	127,710.45
		Monthly	11,299.03	12,315.94	11,716.56	12,771.04
		Daily	607.47	662.15	629.92	686.62
Director/Manager VII (662)	16	Annual	104,026.64	113,389.04	108,201.87	117,940.04
		Monthly	10,402.66	11,338.90	10,820.19	11,794.00
		Daily	559.28	609.62	581.73	634.09
Director/Manager VIII (665)	17	Annual	97,538.94	106,317.44	101,714.17	110,868.44
		Monthly	9,753.89	10,631.74	10,171.42	11,086.84
		Daily	524.40	571.60	546.85	596.07
Director/Manager IX (669)	18	Annual	91,455.84	99,686.87	95,631.07	104,237.87
		Monthly	9,145.58	9,968.69	9,563.11	10,423.79
		Daily	491.70	535.95	514.15	560.42
Director/Manager X (675)	19	Annual	85,752.14	93,469.83	89,927.37	98,020.83
		Monthly	8,575.21	9,346.98	8,992.74	9,802.08
		Daily	461.03	502.53	483.48	526.99

(\*) Columns represent the original base payrates for year 2024-2025.

(a) Columns include a one-time improvement of 9%

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, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2024-2025: **\$4,551.00** (\$4,175.23 + 9% OSSP).

Retroactive to: July 1, 2024

Board approved: August 13, 2025

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

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

**DRAFT**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Base Annual Salary</b>	<b>Annual Salary with one-time 9% Improvement</b>
0118	Confidential Administrative Assistant I	5CA	63,913 - 77,760	69,666 - 84,759
0189	Confidential Administrative Assistant II	6CA	66,470 - 80,871	72,452 - 88,149
0136	Confidential Administrative Assistant III	7CA	69,129 - 84,106	75,350 - 91,675
0280	Confidential Executive Assistant	10CA	77,760 - 94,607	84,759 - 103,122
0187	Confidential Staff Administrative Assistant	3CA	59,092 - 71,894	64,410 - 78,364

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

Retroactive to: July 1, 2024  
Board approved: August 13, 2025



**Los Rios Community College District**  
**2024-2025 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)
<b>3CA</b>	28.41	30.97	4,924.29	5,367.48	5,121.27	5,582.18	5,326.12	5,805.47	5,539.16	6,037.69	5,760.73	6,279.19	5,991.16	6,530.36
<b>4CA</b>	29.55	32.20	5,121.27	5,582.18	5,326.12	5,805.47	5,539.16	6,037.69	5,760.73	6,279.19	5,991.16	6,530.36	6,230.80	6,791.58
<b>5CA</b>	30.73	33.49	5,326.12	5,805.47	5,539.16	6,037.69	5,760.73	6,279.19	5,991.16	6,530.36	6,230.80	6,791.58	6,480.04	7,063.24
<b>6CA</b>	31.96	34.83	5,539.16	6,037.69	5,760.73	6,279.19	5,991.16	6,530.36	6,230.80	6,791.58	6,480.04	7,063.24	6,739.24	7,345.77
<b>7CA</b>	33.23	36.23	5,760.73	6,279.19	5,991.16	6,530.36	6,230.80	6,791.58	6,480.04	7,063.24	6,739.24	7,345.77	7,008.81	7,639.60
<b>8CA</b>	34.56	37.68	5,991.16	6,530.36	6,230.80	6,791.58	6,480.04	7,063.24	6,739.24	7,345.77	7,008.81	7,639.60	7,289.16	7,945.18
<b>9CA</b>	35.95	39.18	6,230.80	6,791.58	6,480.04	7,063.24	6,739.24	7,345.77	7,008.81	7,639.60	7,289.16	7,945.18	7,580.73	8,262.99
<b>10CA</b>	37.38	40.75	6,480.04	7,063.24	6,739.24	7,345.77	7,008.81	7,639.60	7,289.16	7,945.18	7,580.73	8,262.99	7,883.95	8,593.51
<b>11CA</b>	38.88	42.38	6,739.24	7,345.77	7,008.81	7,639.60	7,289.16	7,945.18	7,580.73	8,262.99	7,883.95	8,593.51	8,199.31	8,937.25
<b>12CA</b>	40.44	44.07	7,008.81	7,639.60	7,289.16	7,945.18	7,580.73	8,262.99	7,883.95	8,593.51	8,199.31	8,937.25	8,527.28	9,294.74
<b>13CA</b>	42.05	45.84	7,289.16	7,945.18	7,580.73	8,262.99	7,883.95	8,593.51	8,199.31	8,937.25	8,527.28	9,294.74	8,868.38	9,666.53
<b>14CA</b>	43.73	47.67	7,580.73	8,262.99	7,883.95	8,593.51	8,199.31	8,937.25	8,527.28	9,294.74	8,868.38	9,666.53	9,223.11	10,053.19
<b>15CA</b>	45.48	49.58	7,883.95	8,593.51	8,199.31	8,937.25	8,527.28	9,294.74	8,868.38	9,666.53	9,223.11	10,053.19	9,592.04	10,455.32
<b>16CA</b>	47.30	51.56	8,199.31	8,937.25	8,527.28	9,294.74	8,868.38	9,666.53	9,223.11	10,053.19	9,592.04	10,455.32	9,975.72	10,873.53
<b>17CA</b>	49.20	53.62	8,527.28	9,294.74	8,868.38	9,666.53	9,223.11	10,053.19	9,592.04	10,455.32	9,975.72	10,873.53	10,374.75	11,308.47
<b>18CA</b>	51.16	55.77	8,868.38	9,666.53	9,223.11	10,053.19	9,592.04	10,455.32	9,975.72	10,873.53	10,374.75	11,308.47	10,789.74	11,760.81

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9%

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, 2024

Board approved: August 13, 2025

**Los Rios Community College District**  
**2024-2025 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)
<b>3CA</b>	59,092	64,410	61,455	66,986	63,913	69,666	66,470	72,452	69,129	75,350	71,894	78,364
<b>4CA</b>	61,455	66,986	63,913	69,666	66,470	72,452	69,129	75,350	71,894	78,364	74,770	81,499
<b>5CA</b>	63,913	69,666	66,470	72,452	69,129	75,350	71,894	78,364	74,770	81,499	77,760	84,759
<b>6CA</b>	66,470	72,452	69,129	75,350	71,894	78,364	74,770	81,499	77,760	84,759	80,871	88,149
<b>7CA</b>	69,129	75,350	71,894	78,364	74,770	81,499	77,760	84,759	80,871	88,149	84,106	91,675
<b>8CA</b>	71,894	78,364	74,770	81,499	77,760	84,759	80,871	88,149	84,106	91,675	87,470	95,342
<b>9CA</b>	74,770	81,499	77,760	84,759	80,871	88,149	84,106	91,675	87,470	95,342	90,969	99,156
<b>10CA</b>	77,760	84,759	80,871	88,149	84,106	91,675	87,470	95,342	90,969	99,156	94,607	103,122
<b>11CA</b>	80,871	88,149	84,106	91,675	87,470	95,342	90,969	99,156	94,607	103,122	98,392	107,247
<b>12CA</b>	84,106	91,675	87,470	95,342	90,969	99,156	94,607	103,122	98,392	107,247	102,327	111,537
<b>13CA</b>	87,470	95,342	90,969	99,156	94,607	103,122	98,392	107,247	102,327	111,537	106,421	115,998
<b>14CA</b>	90,969	99,156	94,607	103,122	98,392	107,247	102,327	111,537	106,421	115,998	110,677	120,638
<b>15CA</b>	94,607	103,122	98,392	107,247	102,327	111,537	106,421	115,998	110,677	120,638	115,104	125,464
<b>16CA</b>	98,392	107,247	102,327	111,537	106,421	115,998	110,677	120,638	115,104	125,464	119,709	130,482
<b>17CA</b>	102,327	111,537	106,421	115,998	110,677	120,638	115,104	125,464	119,709	130,482	124,497	135,702
<b>18CA</b>	106,421	115,998	110,677	120,638	115,104	125,464	119,709	130,482	124,497	135,702	129,477	141,130

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9%

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, 2024

Board approved: August 13, 2025

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

**DRAFT**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Base Annual Salary</b>			<b>Annual Salary with one-time 9% Improvement</b>		
0286	Confidential Business Services Officer	12C	82,226	-	100,041	89,626	-	109,044
0135	Confidential Chancellor's Executive Officer	23C	126,583	-	154,008	137,976	-	167,869
0632	Confidential Financial Analyst (E)	19C	108,204	-	131,647	117,942	-	143,495
0121	Confidential Human Resources Assistant I	2C	55,549	-	67,584	60,549	-	73,667
0148	Confidential Human Resources Assistant II	3C	57,771	-	70,287	62,970	-	76,613
0170	Confidential Human Resources Assistant III	4C	60,082	-	73,099	65,489	-	79,678
0296	Confidential Human Resources Generalist	16C	96,193	-	117,033	104,850	-	127,566
0119	Confidential Human Resources Specialist I	5C	62,485	-	76,023	68,109	-	82,865
0159	Confidential Human Resources Specialist II	6C	64,985	-	79,064	70,833	-	86,179
0120	Confidential Human Resources Specialist III	8C	70,287	-	85,515	76,613	-	93,212
0708	Confidential Principal Information Systems Auditor (E)	23C	126,583	-	154,008	137,976	-	167,869
0638	Confidential Principal Internal Auditor (E)	20C	112,532	-	136,912	122,660	-	149,235
0645	Confidential Senior Budget Officer (E)	21C	117,033	-	142,389	127,566	-	155,204
0284	Confidential Senior Human Resources Officer (E)	19C	108,204	-	131,647	117,942	-	143,495
0644	Public Information Officer (E)	18C	104,042	-	126,583	113,406	-	137,976

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, 2024

Board approved: August 13, 2025

Los Rios Community College District  
2024-2025 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	25.68	27.99	4,451.05	4,851.64	4,629.10	5,045.71	4,814.26	5,247.54	5,006.83	5,457.45	5,207.11	5,675.75	5,415.38	5,902.77
2C	26.71	29.11	4,629.10	5,045.71	4,814.26	5,247.54	5,006.83	5,457.45	5,207.11	5,675.75	5,415.38	5,902.77	5,632.00	6,138.87
3C	27.77	30.27	4,814.26	5,247.54	5,006.83	5,457.45	5,207.11	5,675.75	5,415.38	5,902.77	5,632.00	6,138.87	5,857.28	6,384.43
4C	28.89	31.49	5,006.83	5,457.45	5,207.11	5,675.75	5,415.38	5,902.77	5,632.00	6,138.87	5,857.28	6,384.43	6,091.57	6,639.81
5C	30.04	32.74	5,207.11	5,675.75	5,415.38	5,902.77	5,632.00	6,138.87	5,857.28	6,384.43	6,091.57	6,639.81	6,335.23	6,905.40
6C	31.24	34.05	5,415.38	5,902.77	5,632.00	6,138.87	5,857.28	6,384.43	6,091.57	6,639.81	6,335.23	6,905.40	6,588.63	7,181.61
7C	32.49	35.42	5,632.00	6,138.87	5,857.28	6,384.43	6,091.57	6,639.81	6,335.23	6,905.40	6,588.63	7,181.61	6,852.18	7,468.87
8C	33.79	36.83	5,857.28	6,384.43	6,091.57	6,639.81	6,335.23	6,905.40	6,588.63	7,181.61	6,852.18	7,468.87	7,126.27	7,767.63
9C	35.14	38.31	6,091.57	6,639.81	6,335.23	6,905.40	6,588.63	7,181.61	6,852.18	7,468.87	7,126.27	7,767.63	7,411.32	8,078.34
10C	36.55	39.84	6,335.23	6,905.40	6,588.63	7,181.61	6,852.18	7,468.87	7,126.27	7,767.63	7,411.32	8,078.34	7,707.78	8,401.48
11C	38.01	41.43	6,588.63	7,181.61	6,852.18	7,468.87	7,126.27	7,767.63	7,411.32	8,078.34	7,707.78	8,401.48	8,016.08	8,737.53
12C	39.53	43.09	6,852.18	7,468.87	7,126.27	7,767.63	7,411.32	8,078.34	7,707.78	8,401.48	8,016.08	8,737.53	8,336.72	9,087.03
13C	41.11	44.81	7,126.27	7,767.63	7,411.32	8,078.34	7,707.78	8,401.48	8,016.08	8,737.53	8,336.72	9,087.03	8,670.19	9,450.50
14C	42.76	46.61	7,411.32	8,078.34	7,707.78	8,401.48	8,016.08	8,737.53	8,336.72	9,087.03	8,670.19	9,450.50	9,016.99	9,828.52
15C	44.47	48.47	7,707.78	8,401.48	8,016.08	8,737.53	8,336.72	9,087.03	8,670.19	9,450.50	9,016.99	9,828.52	9,377.67	10,221.66
16C	46.25	50.41	8,016.08	8,737.53	8,336.72	9,087.03	8,670.19	9,450.50	9,016.99	9,828.52	9,377.67	10,221.66	9,752.78	10,630.53
17C	48.10	52.43	8,336.72	9,087.03	8,670.19	9,450.50	9,016.99	9,828.52	9,377.67	10,221.66	9,752.78	10,630.53	10,142.88	11,055.74
18C	50.02	54.52	8,670.19	9,450.50	9,016.99	9,828.52	9,377.67	10,221.66	9,752.78	10,630.53	10,142.88	11,055.74	10,548.61	11,497.98
19C	52.02	56.70	9,016.99	9,828.52	9,377.67	10,221.66	9,752.78	10,630.53	10,142.88	11,055.74	10,548.61	11,497.98	10,970.55	11,957.90
20C	54.10	58.97	9,377.67	10,221.66	9,752.78	10,630.53	10,142.88	11,055.74	10,548.61	11,497.98	10,970.55	11,957.90	11,409.37	12,436.21
21C	56.27	61.33	9,752.78	10,630.53	10,142.88	11,055.74	10,548.61	11,497.98	10,970.55	11,957.90	11,409.37	12,436.21	11,865.74	12,933.66
22C	58.52	63.78	10,142.88	11,055.74	10,548.61	11,497.98	10,970.55	11,957.90	11,409.37	12,436.21	11,865.74	12,933.66	12,340.37	13,451.00
23C	60.86	66.33	10,548.61	11,497.98	10,970.55	11,957.90	11,409.37	12,436.21	11,865.74	12,933.66	12,340.37	13,451.00	12,833.98	13,989.04

(\*) Step columns represent the original base payrates for year 2024-2025.  
(a) Step columns include a one-time improvement of 9%

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, 2024  
Board approved: August 13, 2025

**Los Rios Community College District**  
**2024-2025 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	53,413	58,220	55,549	60,549	57,771	62,970	60,082	65,489	62,485	68,109	64,985	70,833
2C	55,549	60,549	57,771	62,970	60,082	65,489	62,485	68,109	64,985	70,833	67,584	73,667
3C	57,771	62,970	60,082	65,489	62,485	68,109	64,985	70,833	67,584	73,667	70,287	76,613
4C	60,082	65,489	62,485	68,109	64,985	70,833	67,584	73,667	70,287	76,613	73,099	79,678
5C	62,485	68,109	64,985	70,833	67,584	73,667	70,287	76,613	73,099	79,678	76,023	82,865
6C	64,985	70,833	67,584	73,667	70,287	76,613	73,099	79,678	76,023	82,865	79,064	86,179
7C	67,584	73,667	70,287	76,613	73,099	79,678	76,023	82,865	79,064	86,179	82,226	89,626
8C	70,287	76,613	73,099	79,678	76,023	82,865	79,064	86,179	82,226	89,626	85,515	93,212
9C	73,099	79,678	76,023	82,865	79,064	86,179	82,226	89,626	85,515	93,212	88,936	96,940
10C	76,023	82,865	79,064	86,179	82,226	89,626	85,515	93,212	88,936	96,940	92,493	100,818
11C	79,064	86,179	82,226	89,626	85,515	93,212	88,936	96,940	92,493	100,818	96,193	104,850
12C	82,226	89,626	85,515	93,212	88,936	96,940	92,493	100,818	96,193	104,850	100,041	109,044
13C	85,515	93,212	88,936	96,940	92,493	100,818	96,193	104,850	100,041	109,044	104,042	113,406
14C	88,936	96,940	92,493	100,818	96,193	104,850	100,041	109,044	104,042	113,406	108,204	117,942
15C	92,493	100,818	96,193	104,850	100,041	109,044	104,042	113,406	108,204	117,942	112,532	122,660
16C	96,193	104,850	100,041	109,044	104,042	113,406	108,204	117,942	112,532	122,660	117,033	127,566
17C	100,041	109,044	104,042	113,406	108,204	117,942	112,532	122,660	117,033	127,566	121,715	132,669
18C	104,042	113,406	108,204	117,942	112,532	122,660	117,033	127,566	121,715	132,669	126,583	137,976
19C	108,204	117,942	112,532	122,660	117,033	127,566	121,715	132,669	126,583	137,976	131,647	143,495
20C	112,532	122,660	117,033	127,566	121,715	132,669	126,583	137,976	131,647	143,495	136,912	149,235
21C	117,033	127,566	121,715	132,669	126,583	137,976	131,647	143,495	136,912	149,235	142,389	155,204
22C	121,715	132,669	126,583	137,976	131,647	143,495	136,912	149,235	142,389	155,204	148,084	161,412
23C	126,583	137,976	131,647	143,495	136,912	149,235	142,389	155,204	148,084	161,412	154,008	167,869

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(a) Step columns include a one-time improvement of 9%

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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, 2024

Board approved: August 13, 2025

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

**Salary Ranges for LRCEA Classified Salary Schedule**

**DRAFT**

Job Code	Title	Range	Base Annual Salary	Annual Salary with one-time 9% Improvement
141	Account Clerk I	17	42,838 - 54,204	46,693 - 59,082
142	Account Clerk II	21	46,917 - 59,365	51,140 - 64,708
143	Account Clerk III	25	51,385 - 65,018	56,010 - 70,870
649	Accountant	35	64,504 - 81,618	70,310 - 88,964
198	Accounting Specialist	40	72,272 - 91,447	78,776 - 99,677
131	Administrative Assistant I	26	52,567 - 66,514	57,298 - 72,500
133	Administrative Assistant II	28	55,013 - 69,609	59,964 - 75,873
285	Administrative Assistant III	30	57,572 - 72,847	62,753 - 79,403
654	Administrative Services Analyst	44	79,154 - 100,155	86,278 - 109,169
145	Admissions/Records Evaluator I	26	52,567 - 66,514	57,298 - 72,500
151	Admissions/Records Evaluator II	28	55,013 - 69,609	59,964 - 75,873
163	Admissions/Records Evaluator/Degree Auditor I	29	56,278 - 71,209	61,343 - 77,618
291	Admissions/Records Evaluator/Degree Auditor II	30	57,572 - 72,847	62,753 - 79,403
171	Admissions/Records Technician I	17	42,838 - 54,204	46,693 - 59,082
172	Admissions/Records Technician II	21	46,917 - 59,365	51,140 - 64,708
173	Admissions/Records Technician III	25	51,385 - 65,018	56,010 - 70,870
819	Alternate Media Design Specialist	37	67,506 - 85,417	73,582 - 93,104
634	Animal Health Instructional Technician	30	57,572 - 72,847	62,753 - 79,403
602	Assistant Financial Aid Officer	35	64,504 - 81,618	70,310 - 88,964
701	Athletic Trainer	41	73,934 - 93,550	80,588 - 101,969
742	Attendance Services Assistant	27	53,776 - 68,044	58,616 - 74,168
869	Building Automation and Systems Integration Analyst	57	106,378 - 134,603	115,952 - 146,717
128	Buyer	29	56,278 - 71,209	61,343 - 77,618
116	Child Development Center Associate Teacher	12	38,234 - 48,378	41,675 - 52,732
810	Child Development Center Clerk	20	45,862 - 58,030	49,990 - 63,253
199	Child Development Center Lead Teacher	35	64,504 - 81,618	70,310 - 88,964
194	Child Development Center Teacher	26	52,567 - 66,514	57,298 - 72,500
101	Clerk I (temporary position)	12	38,234 - 48,378	41,675 - 52,732
102	Clerk II	16	41,875 - 52,985	45,644 - 57,754
103	Clerk III	20	45,862 - 58,030	49,990 - 63,253
191	College Development Officer	35	64,504 - 81,618	70,310 - 88,964
739	Computer Aided Drafting and Design Assistant	42	75,634 - 95,701	82,441 - 104,314
803	Contract Education Program Developer	56	103,987 - 131,577	113,346 - 143,418
169	Cosmetology Service Assistant	30	57,572 - 72,847	62,753 - 79,403
109	Counseling Clerk I	17	42,838 - 54,204	46,693 - 59,082
110	Counseling Clerk II	21	46,917 - 59,365	51,140 - 64,708
292	Curriculum Specialist	38	69,058 - 87,381	75,274 - 95,245
744	Data Communications Security Specialist	61	116,508 - 147,420	126,994 - 160,688
130	Digital Communications & Web Specialist	44	79,154 - 100,155	86,278 - 109,169
282	District Financial Aid Specialist	40	72,272 - 91,447	78,776 - 99,677
650	Donor Relations Specialist	38	69,058 - 87,381	75,274 - 95,245
167	Educational Center Assistant	25	51,385 - 65,018	56,010 - 70,870
108	Educational Center Clerk	22	47,996 - 60,730	52,316 - 66,196
806	Educational Media Design Specialist	37	67,506 - 85,417	73,582 - 93,104
646	Electronics Calibration and Repair Technician	38	69,058 - 87,381	75,274 - 95,245
180	Employee Benefits Specialist	40	72,272 - 91,447	78,776 - 99,677
175	Employee Benefits Technician	29	56,278 - 71,209	61,343 - 77,618
287	Energy Management Controls Specialist	57	106,378 - 134,603	115,952 - 146,717
123	Facilities Administrative Support Technician I	22	47,996 - 60,730	52,316 - 66,196
293	Facilities Administrative Support Technician II	26	52,567 - 66,514	57,298 - 72,500
705	Facilities Planning and Engineering Specialist	56	103,987 - 131,577	113,346 - 143,418
700	Facilities Planning Specialist	49	88,685 - 112,214	96,666 - 122,314
604	Financial Aid Officer	38	69,058 - 87,381	75,274 - 95,245
140	Financial Aid Technician	25	51,385 - 65,018	56,010 - 70,870
743	Fiscal Services Accounting Specialist	40	72,272 - 91,447	78,776 - 99,677
149	Grant Coordination Clerk	20	45,862 - 58,030	49,990 - 63,253
236	Graphic Artist	28	55,013 - 69,609	59,964 - 75,873
801	Graphic Designer	29	56,278 - 71,209	61,343 - 77,618
168	Health Services Assistant	21	46,917 - 59,365	51,140 - 64,708
718	Information Technology Business/Technical Analyst I	57	106,378 - 134,603	115,952 - 146,717
723	Information Technology Business/Technical Analyst II	61	116,508 - 147,420	126,994 - 160,688
748	Information Technology Network Administrator Analyst I	57	106,378 - 134,603	115,952 - 146,717
749	Information Technology Network Administrator Analyst II	61	116,508 - 147,420	126,994 - 160,688
726	Information Technology Specialist I	44	79,154 - 100,155	86,278 - 109,169
729	Information Technology Specialist II	50	90,724 - 114,795	98,889 - 125,127
745	Information Technology Systems/Database Administrator Analyst I	57	106,378 - 134,603	115,952 - 146,717
746	Information Technology Systems/Database Administrator Analyst II	61	116,508 - 147,420	126,994 - 160,688
242	Information Technology Cable Plant Assistant	50	90,724 - 114,795	98,889 - 125,127
809	Information Technology Technician I	25	51,385 - 65,018	56,010 - 70,870
152	Information Technology Technician II	31	58,896 - 74,522	64,197 - 81,229
208	Instructional Assistant	28	55,013 - 69,609	59,964 - 75,873
166	Instructional Services Assistant I	24	50,230 - 63,556	54,750 - 69,276



Job Code	Title	Range	Base Annual Salary	Annual Salary with one-time 9% Improvement
808	Instructional Services Assistant II	27	53,776 - 68,044	58,616 - 74,168
155	Interpreter/Transliterater	36	65,988 - 83,496	71,927 - 91,010
207	Laboratory Technician	28	55,013 - 69,609	59,964 - 75,873
283	Lead Digital Communications & Web Specialist	46	82,836 - 104,815	90,292 - 114,248
706	Lead Facilities Planning and Engineering Specialist	58	108,825 - 137,699	118,619 - 150,091
741	Lead Instructional Assistant	30	57,572 - 72,847	62,753 - 79,403
866	Lead Instructional Services Assistant	29	56,278 - 71,209	61,343 - 77,618
600	Lead Laboratory Technician	30	57,572 - 72,847	62,753 - 79,403
241	Lead Library Technician	28	55,013 - 69,609	59,964 - 75,873
157	Lead Police Communication Dispatcher	40	72,272 - 91,447	78,776 - 99,677
114	Library Technician	26	52,567 - 66,514	57,298 - 72,500
105	Maintenance/Operations Clerk	22	47,996 - 60,730	52,316 - 66,196
231	Media Systems/Resources Specialist	50	90,724 - 114,795	98,889 - 125,127
200	Media Systems/Resources Technician I	32	60,251 - 76,237	65,673 - 83,098
223	Media Systems/Resources Technician II	38	69,058 - 87,381	75,274 - 95,245
294	Mental Health Advocate	38	69,058 - 87,381	75,274 - 95,245
115	Operations Technician	26	52,567 - 66,514	57,298 - 72,500
618	Outreach Specialist	38	69,058 - 87,381	75,274 - 95,245
660	Payroll Accountant	36	65,988 - 83,496	71,927 - 91,010
146	Payroll Clerk	25	51,385 - 65,018	56,010 - 70,870
652	Payroll Specialist	40	72,272 - 91,447	78,776 - 99,677
179	Payroll Technician	29	56,278 - 71,209	61,343 - 77,618
156	Police Communication Dispatcher	38	69,058 - 87,381	75,274 - 95,245
702	Printing Assistant	35	64,504 - 81,618	70,310 - 88,964
106	Printing Services Operator I	17	42,838 - 54,204	46,693 - 59,082
107	Printing Services Operator II	20	45,862 - 58,030	49,990 - 63,253
178	Printing Services Operator III	23	49,100 - 62,128	53,519 - 67,719
802	Printing Technician	33	61,637 - 77,990	67,184 - 85,009
268	Programmer I	44	79,154 - 100,155	86,278 - 109,169
269	Programmer II	50	90,724 - 114,795	98,889 - 125,127
174	Public Relations Specialist	38	69,058 - 87,381	75,274 - 95,245
640	Public Relations Technician	30	57,572 - 72,847	62,753 - 79,403
807	Research Analyst	50	90,724 - 114,795	98,889 - 125,127
639	Risk Management Specialist	40	72,272 - 91,447	78,776 - 99,677
417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	103,987 - 131,577	113,346 - 143,418
125	Senior Buyer/Contract Specialist	40	72,272 - 91,447	78,776 - 99,677
735	Senior Information Technology Business/Technical Analyst	64	124,733 - 157,828	135,959 - 172,032
750	Senior Information Technology Network Administrator Analyst	64	124,733 - 157,828	135,959 - 172,032
196	Senior Information Technology Specialist	57	106,378 - 134,603	115,952 - 146,717
747	Senior Information Technology Systems/Database Administrator Analyst	64	124,733 - 157,828	135,959 - 172,032
731	Senior Information Technology Technician	38	69,058 - 87,381	75,274 - 95,245
276	Senior Programmer	57	106,378 - 134,603	115,952 - 146,717
158	Staff Resources Center Assistant	28	55,013 - 69,609	59,964 - 75,873
124	Student Support Assistant	28	55,013 - 69,609	59,964 - 75,873
683	Student Support Specialist	38	69,058 - 87,381	75,274 - 95,245
707	TANF/CalWORKs Specialist	38	69,058 - 87,381	75,274 - 95,245
271	Telecommunications System Coordinator	57	106,378 - 134,603	115,952 - 146,717
272	Telecommunications System Designer	57	106,378 - 134,603	115,952 - 146,717
234	Theatre Technician	28	55,013 - 69,609	59,964 - 75,873
630	Tutorial Services Assistant	35	64,504 - 81,618	70,310 - 88,964

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

Retroactive to: July 1, 2024

Board approved: August 13, 2025

**Los Rios Community College District**  
**2024-2025 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)	Step 7(*)	Step 7(a)
12	18.38	20.04	3,186.18	3,472.94	3,313.63	3,611.86	3,446.18	3,756.33	3,584.02	3,906.58	3,727.37	4,062.84	3,876.47	4,225.35	4,031.53	4,394.37
13	18.80	20.50	3,259.45	3,552.80	3,389.83	3,694.91	3,525.42	3,842.71	3,666.44	3,996.42	3,813.09	4,156.27	3,965.62	4,322.53	4,124.25	4,495.43
14	19.24	20.97	3,334.40	3,634.50	3,467.77	3,779.87	3,606.48	3,931.06	3,750.74	4,088.31	3,900.77	4,251.84	4,056.79	4,421.90	4,219.06	4,598.78
15	19.68	21.45	3,411.10	3,718.10	3,547.54	3,866.82	3,689.45	4,021.50	3,837.03	4,182.37	3,990.52	4,349.67	4,150.14	4,523.65	4,316.14	4,704.60
16	20.13	21.94	3,489.56	3,803.63	3,629.15	3,955.77	3,774.31	4,114.00	3,925.27	4,278.55	4,082.29	4,449.70	4,245.58	4,627.69	4,415.41	4,812.79
17	20.60	22.45	3,569.84	3,891.12	3,712.62	4,046.76	3,861.13	4,208.64	4,015.58	4,376.98	4,176.21	4,552.07	4,343.26	4,734.15	4,516.99	4,923.52
18	21.07	22.96	3,651.91	3,980.59	3,797.99	4,139.81	3,949.91	4,305.40	4,107.90	4,477.62	4,272.22	4,656.72	4,443.11	4,842.99	4,620.83	5,036.71
19	21.55	23.49	3,735.91	4,072.14	3,885.35	4,235.03	4,040.76	4,404.42	4,202.39	4,580.61	4,370.48	4,763.82	4,545.31	4,954.38	4,727.12	5,152.56
20	22.05	24.03	3,821.86	4,165.83	3,974.73	4,332.45	4,133.71	4,505.75	4,299.06	4,685.97	4,471.02	4,873.41	4,649.86	5,068.35	4,835.85	5,271.08
21	22.56	24.59	3,909.76	4,261.64	4,066.16	4,432.11	4,228.80	4,609.39	4,397.95	4,793.76	4,573.86	4,985.51	4,756.82	5,184.93	4,947.09	5,392.33
22	23.08	25.15	3,999.68	4,359.65	4,159.67	4,534.04	4,326.05	4,715.40	4,499.09	4,904.00	4,679.05	5,100.16	4,866.22	5,304.18	5,060.87	5,516.34
23	23.61	25.73	4,091.69	4,459.94	4,255.36	4,638.34	4,425.58	4,823.88	4,602.60	5,016.83	4,786.71	5,217.51	4,978.17	5,426.20	5,177.30	5,643.25
24	24.15	26.32	4,185.80	4,562.52	4,353.23	4,745.02	4,527.35	4,934.81	4,708.45	5,132.21	4,896.79	5,337.50	5,092.66	5,551.00	5,296.36	5,773.04
25	24.70	26.93	4,282.09	4,667.48	4,453.37	4,854.18	4,631.51	5,048.35	4,816.78	5,250.29	5,009.44	5,460.29	5,209.81	5,678.70	5,418.21	5,905.85
26	25.27	27.55	4,380.56	4,774.82	4,555.79	4,965.82	4,738.03	5,164.46	4,927.56	5,371.04	5,124.66	5,585.88	5,329.65	5,809.32	5,542.84	6,041.70
27	25.85	28.18	4,481.31	4,884.63	4,660.56	5,080.01	4,846.98	5,283.21	5,040.86	5,494.54	5,242.50	5,714.33	5,452.21	5,942.91	5,670.30	6,180.63
28	26.45	28.83	4,584.38	4,996.98	4,767.76	5,196.86	4,958.47	5,404.74	5,156.81	5,620.93	5,363.09	5,845.77	5,577.61	6,079.60	5,800.72	6,322.78
29	27.06	29.49	4,689.80	5,111.88	4,877.39	5,316.35	5,072.49	5,529.02	5,275.39	5,750.17	5,486.39	5,980.17	5,705.84	6,219.37	5,934.08	6,468.14
30	27.68	30.17	4,797.65	5,229.44	4,989.55	5,438.61	5,189.13	5,656.15	5,396.69	5,882.39	5,612.56	6,117.69	5,837.07	6,362.40	6,070.55	6,616.90
31	28.32	30.86	4,908.01	5,349.73	5,104.33	5,563.73	5,308.51	5,786.28	5,520.85	6,017.73	5,741.69	6,258.44	5,971.35	6,508.77	6,210.20	6,769.12
32	28.97	31.57	5,020.91	5,472.79	5,221.75	5,691.71	5,430.63	5,919.39	5,647.85	6,156.16	5,873.77	6,402.41	6,108.72	6,658.50	6,353.07	6,924.84
33	29.63	32.30	5,136.39	5,598.66	5,341.85	5,822.62	5,555.53	6,055.52	5,777.74	6,297.74	6,008.85	6,549.65	6,249.20	6,811.62	6,499.16	7,084.09
34	30.31	33.04	5,254.52	5,727.43	5,464.70	5,956.52	5,683.29	6,194.78	5,910.62	6,442.58	6,147.05	6,700.28	6,392.92	6,968.29	6,648.64	7,247.02
35	31.01	33.80	5,375.37	5,859.15	5,590.38	6,093.51	5,813.99	6,337.25	6,046.55	6,590.73	6,288.40	6,854.36	6,539.94	7,128.53	6,801.54	7,413.68
36	31.73	34.58	5,499.01	5,993.93	5,718.97	6,233.67	5,947.72	6,483.01	6,185.62	6,742.33	6,433.04	7,012.02	6,690.37	7,292.50	6,957.98	7,584.20
37	32.45	35.38	5,625.50	6,131.80	5,850.53	6,377.08	6,084.55	6,632.16	6,327.94	6,897.45	6,581.05	7,173.35	6,844.30	7,460.28	7,118.07	7,758.69
38	33.20	36.19	5,754.86	6,272.80	5,985.06	6,523.71	6,224.46	6,784.66	6,473.44	7,056.05	6,732.38	7,338.29	7,001.67	7,631.82	7,281.74	7,937.09
39	33.96	37.02	5,887.24	6,417.09	6,122.72	6,673.76	6,367.64	6,940.72	6,622.34	7,218.35	6,887.23	7,507.08	7,162.72	7,807.36	7,449.23	8,119.66
40	34.75	37.87	6,022.66	6,564.69	6,263.55	6,827.27	6,514.10	7,100.37	6,774.66	7,384.38	7,045.64	7,679.75	7,327.48	7,986.95	7,620.57	8,306.43
41	35.55	38.74	6,161.15	6,715.65	6,407.59	6,984.28	6,663.89	7,263.64	6,930.45	7,554.20	7,207.67	7,856.36	7,495.97	8,170.61	7,795.81	8,497.44
42	36.36	39.64	6,302.83	6,870.08	6,554.95	7,144.90	6,817.15	7,430.70	7,089.85	7,727.93	7,373.43	8,037.04	7,668.37	8,358.53	7,975.11	8,692.87
43	37.20	40.55	6,447.81	7,028.11	6,705.72	7,309.24	6,973.96	7,601.61	7,252.91	7,905.67	7,543.02	8,221.89	7,844.74	8,550.77	8,158.53	8,892.80
44	38.05	41.48	6,596.14	7,189.80	6,859.99	7,477.39	7,134.39	7,776.48	7,419.77	8,087.55	7,716.56	8,411.05	8,025.23	8,747.50	8,346.24	9,097.40
45	38.93	42.43	6,747.83	7,355.13	7,017.74	7,649.33	7,298.45	7,955.31	7,590.38	8,273.51	7,893.99	8,604.44	8,209.74	8,948.62	8,538.13	9,306.56
46	39.83	43.41	6,903.04	7,524.31	7,179.16	7,825.28	7,466.33	8,138.30	7,764.97	8,463.82	8,075.58	8,802.38	8,398.60	9,154.48	8,734.54	9,520.65
47	40.74	44.41	7,061.79	7,697.35	7,344.26	8,005.24	7,638.03	8,325.45	7,943.55	8,658.47	8,261.30	9,004.81	8,591.75	9,365.01	8,935.42	9,739.61
48	41.68	45.43	7,224.22	7,874.40	7,513.20	8,189.38	7,813.73	8,516.97	8,126.28	8,857.65	8,451.34	9,211.96	8,789.39	9,580.44	9,140.97	9,963.66
49	42.64	46.47	7,390.38	8,055.51	7,686.00	8,377.74	7,993.45	8,712.86	8,313.19	9,061.38	8,645.71	9,423.83	8,991.54	9,800.78	9,351.20	10,192.81
50	43.62	47.54	7,560.36	8,240.79	7,862.78	8,570.43	8,177.28	8,913.24	8,504.37	9,269.77	8,844.56	9,640.57	9,198.33	10,026.18	9,566.27	10,427.23
51	44.62	48.64	7,734.25	8,430.34	8,043.62	8,767.54	8,365.36	9,118.24	8,699.98	9,482.98	9,047.99	9,862.30	9,409.91	10,256.80	9,786.31	10,667.08
52	45.65	49.76	7,912.14	8,624.23	8,228.62	8,969.20	8,557.76	9,327.96	8,900.08	9,701.09	9,256.09	10,089.14	9,626.34	10,492.71	10,011.39	10,912.42
53	46.70	50.90	8,094.12	8,822.59	8,417.88	9,175.49	8,754.59	9,542.51	9,104.78	9,924.21	9,468.98	10,321.19	9,847.75	10,734.04	10,241.66	11,163.40
54	47.77	52.07	8,280.29	9,025.51	8,611.49	9,386.53	8,955.95	9,761.98	9,314.19	10,152.47	9,686.77	10,558.58	10,074.24	10,980.93	10,477.21	11,420.16
55	48.87	53.27	8,470.73	9,233.10	8,809.56	9,602.42	9,161.93	9,986.51	9,528.42	10,385.98	9,909.56	10,801.42	10,305.95	11,233.49	10,718.19	11,682.83
56	49.99	54.49	8,665.56	9,445.46	9,012.18	9,823.27	9,372.66	10,216.20	9,747.57	10,624.85	10,137.48	11,049.86	10,542.99	11,491.86	10,964.71	11,951.53
57	51.14	55.75	8,864.87	9,662.71	9,219.46	10,049.21	9,588.23	10,451.17	9,971.77	10,869.23	10,370.64	11,304.00	10,785.48	11,756.17	11,216.90	12,226.42
58	52.32	57.03	9,068.76	9,884.95	9,431.50	10,280.34	9,808.76	10,691.55	10,201.12	11,119.22	10,609.17	11,563.99	11,033.54	12,026.56	11,474.88	12,507.62
59	53.52	58.34	9,277.34	10,112.30	9,648.43	10,516.79	10,034.36	10,937.45	10,435.74	11,374.96	10,853.18	11,829.97	11,287.31	12,303.17	11,738.81	12,795.30
60	54.75	59.68	9,490.72	10,344.88	9,870.34	10,758.67	10,265.15	11,189.01	10,675.76	11,636.58	11,102.80	12,102.05	11,546.92	12,586.15	12,008.80	13,089.59
61	56.01	61.05	9,709.01	10,582.82	10,097.36	11,006.12	10,501.25	11,446.36	10,921.31	11,904.23	11,358.17	12,380.40	11,812.50	12,875.63	12,285.00	13,390.65
62	57.30	62.46	9,932.31	10,826.22	10,329.60	11,259.26	10,742.78	11,709.63	11,172.50	12,178.02	11,619.41	12,665.15	12,084.19	13,171.77	12,567.56	13,698.64
63	58.62	63.90	10,160.76	11,075.22	10,567.18	11,518.23	10,989.86	11,978.95	11,429.47	12,458.12	11,886.65	12,956.45	12,362.13	13,474.72	12,856.61	14,013.71
64	59.97	65.37	10,394.45	11,329.95	10,810.23	11,783.15	11,242.63	12,254.47	11,692.34	12,744.65	12,160.04	13,254.45	12,646.45	13,784.64	13,152.31	14,336.02
65	61.35	66.87	10,633.53	11,590.54	11,058.86	12,054.16	11,501.21	12,536.32	11,961.27	13,037.78	12,439.73	13,559.30	12,937.32	14,101.68	13,454.82	14,665.75

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9%

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, 2024



**Los Rios Community College District**  
**2024-2025 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)	Step 7(*)	Step 7(a)
12	38,234	41,675	39,764	43,342	41,354	45,076	43,008	46,879	44,728	48,754	46,518	50,704	48,378	52,732
13	39,113	42,634	40,678	44,339	42,305	46,113	43,997	47,957	45,757	49,875	47,587	51,870	49,491	53,945
14	40,013	43,614	41,613	45,358	43,278	47,173	45,009	49,060	46,809	51,022	48,681	53,063	50,629	55,185
15	40,933	44,617	42,570	46,402	44,273	48,258	46,044	50,188	47,886	52,196	49,802	54,284	51,794	56,455
16	41,875	45,644	43,550	47,469	45,292	49,368	47,103	51,343	48,987	53,396	50,947	55,532	52,985	57,754
17	42,838	46,693	44,551	48,561	46,334	50,504	48,187	52,524	50,114	54,625	52,119	56,810	54,204	59,082
18	43,823	47,767	45,576	49,678	47,399	51,665	49,295	53,731	51,267	55,881	53,317	58,116	55,450	60,441
19	44,831	48,866	46,624	50,820	48,489	52,853	50,429	54,967	52,446	57,166	54,544	59,453	56,725	61,831
20	45,862	49,990	47,697	51,989	49,605	54,069	51,589	56,232	53,652	58,481	55,798	60,820	58,030	63,253
21	46,917	51,140	48,794	53,185	50,746	55,313	52,775	57,525	54,886	59,826	57,082	62,219	59,365	64,708
22	47,996	52,316	49,916	54,408	51,913	56,585	53,989	58,848	56,149	61,202	58,395	63,650	60,730	66,196
23	49,100	53,519	51,064	55,660	53,107	57,887	55,231	60,202	57,441	62,610	59,738	65,114	62,128	67,719
24	50,230	54,750	52,239	56,940	54,328	59,218	56,501	61,587	58,761	64,050	61,112	66,612	63,556	69,276
25	51,385	56,010	53,440	58,250	55,578	60,580	57,801	63,003	60,113	65,524	62,518	68,144	65,018	70,870
26	52,567	57,298	54,670	59,590	56,856	61,973	59,131	64,452	61,496	67,031	63,956	69,712	66,514	72,500
27	53,776	58,616	55,927	60,960	58,164	63,398	60,490	65,934	62,910	68,572	65,427	71,315	68,044	74,168
28	55,013	59,964	57,213	62,362	59,502	64,857	61,882	67,451	64,357	70,149	66,931	72,955	69,609	75,873
29	56,278	61,343	58,529	63,796	60,870	66,348	63,305	69,002	65,837	71,762	68,470	74,632	71,209	77,618
30	57,572	62,753	59,875	65,263	62,270	67,874	64,760	70,589	67,351	73,412	70,045	76,349	72,847	79,403
31	58,896	64,197	61,252	66,765	63,702	69,435	66,250	72,213	68,900	75,101	71,656	78,105	74,522	81,229
32	60,251	65,673	62,661	68,301	65,168	71,033	67,774	73,874	70,485	76,829	73,305	79,902	76,237	83,098
33	61,637	67,184	64,102	69,871	66,666	72,666	69,333	75,573	72,106	78,596	74,990	81,739	77,990	85,009
34	63,054	68,729	65,576	71,478	68,199	74,337	70,927	77,311	73,765	80,403	76,715	83,619	79,784	86,964
35	64,504	70,310	67,085	73,122	69,768	76,047	72,559	79,089	75,461	82,252	78,479	85,542	81,618	88,964
36	65,988	71,927	68,628	74,804	71,373	77,796	74,227	80,908	77,197	84,144	80,284	87,510	83,496	91,010
37	67,506	73,582	70,206	76,525	73,015	79,586	75,935	82,769	78,973	86,080	82,132	89,523	85,417	93,104
38	69,058	75,274	71,821	78,285	74,694	81,416	77,681	84,673	80,789	88,059	84,020	91,582	87,381	95,245
39	70,647	77,005	73,473	80,085	76,412	83,289	79,468	86,620	82,647	90,085	85,953	93,688	89,391	97,436
40	72,272	78,776	75,163	81,927	78,169	85,204	81,296	88,613	84,548	92,157	87,930	95,843	91,447	99,677
41	73,934	80,588	76,891	83,811	79,967	87,164	83,165	90,650	86,492	94,276	89,952	98,047	93,550	101,969
42	75,634	82,441	78,659	85,739	81,806	89,168	85,078	92,735	88,481	96,445	92,020	100,302	95,701	104,314
43	77,374	84,337	80,469	87,711	83,687	91,219	87,035	94,868	90,516	98,663	94,137	102,609	97,902	106,714
44	79,154	86,278	82,320	89,729	85,613	93,318	89,037	97,051	92,599	100,933	96,303	104,970	100,155	109,169
45	80,974	88,262	84,213	91,792	87,581	95,464	91,085	99,282	94,728	103,253	98,517	107,383	102,458	111,679
46	82,836	90,292	86,150	93,903	89,596	97,660	93,180	101,566	96,907	105,629	100,783	109,854	104,815	114,248
47	84,742	92,368	88,131	96,063	91,656	99,905	95,323	103,902	99,136	108,058	103,101	112,380	107,225	116,875
48	86,691	94,493	90,158	98,273	93,765	102,204	97,515	106,292	101,416	110,544	105,473	114,965	109,692	119,564
49	88,685	96,666	92,232	100,533	95,921	104,554	99,758	108,737	103,749	113,086	107,898	117,609	112,214	122,314
50	90,724	98,889	94,353	102,845	98,127	106,959	102,052	111,237	106,135	115,687	110,380	120,314	114,795	125,127
51	92,811	101,164	96,523	105,211	100,384	109,419	104,400	113,796	108,576	118,348	112,919	123,082	117,436	128,005
52	94,946	103,491	98,743	107,630	102,693	111,936	106,801	116,413	111,073	121,070	115,516	125,913	120,137	130,949
53	97,129	105,871	101,015	110,106	105,055	114,510	109,257	119,091	113,628	123,854	118,173	128,809	122,900	133,961
54	99,363	108,306	103,338	112,638	107,471	117,144	111,770	121,830	116,241	126,703	120,891	131,771	125,727	137,042
55	101,649	110,797	105,715	115,229	109,943	119,838	114,341	124,632	118,915	129,617	123,671	134,802	128,618	140,194
56	103,987	113,346	108,146	117,879	112,472	122,594	116,971	127,498	121,650	132,598	126,516	137,902	131,577	143,418
57	106,378	115,952	110,633	120,590	115,059	125,414	119,661	130,431	124,448	135,648	129,426	141,074	134,603	146,717
58	108,825	118,619	113,178	123,364	117,705	128,299	122,413	133,431	127,310	138,768	132,403	144,319	137,699	150,091
59	111,328	121,348	115,781	126,201	120,412	131,249	125,229	136,500	130,238	141,960	135,448	147,638	140,866	153,544
60	113,889	124,139	118,444	129,104	123,182	134,268	128,109	139,639	133,234	145,225	138,563	151,034	144,106	157,075
61	116,508	126,994	121,168	132,073	126,015	137,356	131,056	142,851	136,298	148,565	141,750	154,508	147,420	160,688
62	119,188	129,915	123,955	135,111	128,913	140,516	134,070	146,136	139,433	151,982	145,010	158,061	150,811	164,384
63	121,929	132,903	126,806	138,219	131,878	143,747	137,154	149,497	142,640	155,477	148,346	161,697	154,279	168,164
64	124,733	135,959	129,723	141,398	134,912	147,054	140,308	152,936	145,921	159,053	151,757	165,416	157,828	172,032
65	127,602	139,087	132,706	144,650	138,015	150,436	143,535	156,453	149,277	162,712	155,248	169,220	161,458	175,989

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9%

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, 2024

Board approved: August 13, 2025

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

Job Code	Title	Range	Base Annual Salary		Annual Salary with one-time 9% Improvement	
908	Accounts Payable Supervisor	24V	89,388	- 113,105	97,433	- 123,284
636	Admissions & Records Supervisor	24V	89,388	- 113,105	97,433	- 123,284
901	Business Services Supervisor	26V	96,682	- 122,334	105,384	- 133,344
656	Campus Operations Supervisor	22V	82,644	- 104,572	90,082	- 113,983
637	Child Development Center Supervisor	20V	76,409	- 96,682	83,286	- 105,384
912	College IT Systems Supervisor	34V	132,316	- 167,422	144,225	- 182,490
905	Counseling Supervisor	20V	76,409	- 96,682	83,286	- 105,384
603	Custodial Supervisor	19V	73,471	- 92,964	80,083	- 101,330
902	Custodial/Receiving Supervisor	22V	82,644	- 104,572	90,082	- 113,983
613	Educational Center Supervisor	20V	76,409	- 96,682	83,286	- 105,384
651	Employee Benefits Supervisor	24V	89,388	- 113,105	97,433	- 123,284
615	Facilities Maintenance - Electrical Systems Supervisor	24V	89,388	- 113,105	97,433	- 123,284
601	Facilities Maintenance - Grounds Supervisor	24V	89,388	- 113,105	97,433	- 123,284
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	89,388	- 113,105	97,433	- 123,284
617	Facilities Maintenance - Structures Supervisor	24V	89,388	- 113,105	97,433	- 123,284
616	Facilities Maintenance Supervisor	24V	89,388	- 113,105	97,433	- 123,284
642	Facilities Maintenance - Transportation Supervisor	24V	89,388	- 113,105	97,433	- 123,284
622	Facilities Management Operations Supervisor	19V	73,471	- 92,964	80,083	- 101,330
923	Facilities Projects Supervisor	31V	117,629	- 148,838	128,215	- 162,233
611	Financial Aid Supervisor	24V	89,388	- 113,105	97,433	- 123,284
657	Fiscal Services Supervisor	26V	96,682	- 122,334	105,384	- 133,344
624	General Accounting Supervisor	28V	104,572	- 132,316	113,983	- 144,225
910	General Services Supervisor, Risk Management	24V	89,388	- 113,105	97,433	- 123,284
289	Hospitality Management - Culinary Supervisor	20V	76,409	- 96,682	83,286	- 105,384
913	Instructional Laboratory Supervisor	22V	82,644	- 104,572	90,082	- 113,983
612	IT Application Systems Supervisor	35V	137,609	- 174,119	149,994	- 189,790
685	IT Production Services Supervisor	35V	137,609	- 174,119	149,994	- 189,790
684	IT Technical Services Supervisor	35V	137,609	- 174,119	149,994	- 189,790
290	Maintenance Technician Supervisor	19V	73,471	- 92,964	80,083	- 101,330
619	Media Resources Supervisor	26V	96,682	- 122,334	105,384	- 133,344
619	Mental Health Clinician Supervisor	26V	96,682	- 122,334	105,384	- 133,344
623	Payroll Supervisor	26V	96,682	- 122,334	105,384	- 133,344
915	Police Communications Supervisor	23V	85,950	- 108,754	93,686	- 118,542
240	Police Sergeant	27V	100,550	- 127,227	109,599	- 138,678
900	Printing Services Supervisor	19V	73,471	- 92,964	80,083	- 101,330
628	Purchasing Supervisor	24V	89,388	- 113,105	97,433	- 123,284
909	SRPSTC Office Supervisor	21V	79,466	- 100,550	86,618	- 109,599
682	Student Life Supervisor	20V	76,409	- 96,682	83,286	- 105,384
681	Student Support Supervisor	20V	76,409	- 96,682	83,286	- 105,384

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

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

Retroactive to: July 1, 2024

Board approved: August 13, 2025

**Los Rios Community College District**  
**2024-2025 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)
<b>19V</b>	35.32	38.50	6,122.55	6,673.58	6,367.45	6,940.52	6,622.15	7,218.14	6,887.03	7,506.86	7,162.51	7,807.14	7,449.01	8,119.42	7,746.97	8,444.20
<b>20V</b>	36.74	40.04	6,367.45	6,940.52	6,622.15	7,218.14	6,887.03	7,506.86	7,162.51	7,807.14	7,449.01	8,119.42	7,746.97	8,444.20	8,056.85	8,781.97
<b>21V</b>	38.20	41.64	6,622.15	7,218.14	6,887.03	7,506.86	7,162.51	7,807.14	7,449.01	8,119.42	7,746.97	8,444.20	8,056.85	8,781.97	8,379.13	9,133.25
<b>22V</b>	39.73	43.31	6,887.03	7,506.86	7,162.51	7,807.14	7,449.01	8,119.42	7,746.97	8,444.20	8,056.85	8,781.97	8,379.13	9,133.25	8,714.29	9,498.58
<b>23V</b>	41.32	45.04	7,162.51	7,807.14	7,449.01	8,119.42	7,746.97	8,444.20	8,056.85	8,781.97	8,379.13	9,133.25	8,714.29	9,498.58	9,062.86	9,878.52
<b>24V</b>	42.98	46.84	7,449.01	8,119.42	7,746.97	8,444.20	8,056.85	8,781.97	8,379.13	9,133.25	8,714.29	9,498.58	9,062.86	9,878.52	9,425.38	10,273.66
<b>25V</b>	44.69	48.72	7,746.97	8,444.20	8,056.85	8,781.97	8,379.13	9,133.25	8,714.29	9,498.58	9,062.86	9,878.52	9,425.38	10,273.66	9,802.39	10,684.61
<b>26V</b>	46.48	50.67	8,056.85	8,781.97	8,379.13	9,133.25	8,714.29	9,498.58	9,062.86	9,878.52	9,425.38	10,273.66	9,802.39	10,684.61	10,194.49	11,111.99
<b>27V</b>	48.34	52.69	8,379.13	9,133.25	8,714.29	9,498.58	9,062.86	9,878.52	9,425.38	10,273.66	9,802.39	10,684.61	10,194.49	11,111.99	10,602.27	11,556.47
<b>28V</b>	50.27	54.80	8,714.29	9,498.58	9,062.86	9,878.52	9,425.38	10,273.66	9,802.39	10,684.61	10,194.49	11,111.99	10,602.27	11,556.47	11,026.36	12,018.73
<b>29V</b>	52.29	56.99	9,062.86	9,878.52	9,425.38	10,273.66	9,802.39	10,684.61	10,194.49	11,111.99	10,602.27	11,556.47	11,026.36	12,018.73	11,467.41	12,499.48
<b>30V</b>	54.38	59.27	9,425.38	10,273.66	9,802.39	10,684.61	10,194.49	11,111.99	10,602.27	11,556.47	11,026.36	12,018.73	11,467.41	12,499.48	11,926.11	12,999.46
<b>31V</b>	56.55	61.64	9,802.39	10,684.61	10,194.49	11,111.99	10,602.27	11,556.47	11,026.36	12,018.73	11,467.41	12,499.48	11,926.11	12,999.46	12,403.15	13,519.44
<b>32V</b>	58.81	64.11	10,194.49	11,111.99	10,602.27	11,556.47	11,026.36	12,018.73	11,467.41	12,499.48	11,926.11	12,999.46	12,403.15	13,519.44	12,899.28	14,060.22
<b>33V</b>	61.17	66.67	10,602.27	11,556.47	11,026.36	12,018.73	11,467.41	12,499.48	11,926.11	12,999.46	12,403.15	13,519.44	12,899.28	14,060.22	13,415.25	14,622.62
<b>34V</b>	63.61	69.34	11,026.36	12,018.73	11,467.41	12,499.48	11,926.11	12,999.46	12,403.15	13,519.44	12,899.28	14,060.22	13,415.25	14,622.62	13,951.86	15,207.53
<b>35V</b>	66.16	72.11	11,467.41	12,499.48	11,926.11	12,999.46	12,403.15	13,519.44	12,899.28	14,060.22	13,415.25	14,622.62	13,951.86	15,207.53	14,509.94	15,815.83

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9%

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, 2024

Board approved: August 13, 2025

**Los Rios Community College District**  
**2024-2025 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	73,471	80,083	76,409	83,286	79,466	86,618	82,644	90,082	85,950	93,686	89,388	97,433	92,964	101,330
20V	76,409	83,286	79,466	86,618	82,644	90,082	85,950	93,686	89,388	97,433	92,964	101,330	96,682	105,384
21V	79,466	86,618	82,644	90,082	85,950	93,686	89,388	97,433	92,964	101,330	96,682	105,384	100,550	109,599
22V	82,644	90,082	85,950	93,686	89,388	97,433	92,964	101,330	96,682	105,384	100,550	109,599	104,572	113,983
23V	85,950	93,686	89,388	97,433	92,964	101,330	96,682	105,384	100,550	109,599	104,572	113,983	108,754	118,542
24V	89,388	97,433	92,964	101,330	96,682	105,384	100,550	109,599	104,572	113,983	108,754	118,542	113,105	123,284
25V	92,964	101,330	96,682	105,384	100,550	109,599	104,572	113,983	108,754	118,542	113,105	123,284	117,629	128,215
26V	96,682	105,384	100,550	109,599	104,572	113,983	108,754	118,542	113,105	123,284	117,629	128,215	122,334	133,344
27V	100,550	109,599	104,572	113,983	108,754	118,542	113,105	123,284	117,629	128,215	122,334	133,344	127,227	138,678
28V	104,572	113,983	108,754	118,542	113,105	123,284	117,629	128,215	122,334	133,344	127,227	138,678	132,316	144,225
29V	108,754	118,542	113,105	123,284	117,629	128,215	122,334	133,344	127,227	138,678	132,316	144,225	137,609	149,994
30V	113,105	123,284	117,629	128,215	122,334	133,344	127,227	138,678	132,316	144,225	137,609	149,994	143,113	155,994
31V	117,629	128,215	122,334	133,344	127,227	138,678	132,316	144,225	137,609	149,994	143,113	155,994	148,838	162,233
32V	122,334	133,344	127,227	138,678	132,316	144,225	137,609	149,994	143,113	155,994	148,838	162,233	154,791	168,723
33V	127,227	138,678	132,316	144,225	137,609	149,994	143,113	155,994	148,838	162,233	154,791	168,723	160,983	175,471
34V	132,316	144,225	137,609	149,994	143,113	155,994	148,838	162,233	154,791	168,723	160,983	175,471	167,422	182,490
35V	137,609	149,994	143,113	155,994	148,838	162,233	154,791	168,723	160,983	175,471	167,422	182,490	174,119	189,790

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9%

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

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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, 2024

Board approved: August 13, 2025

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

Job Code	Titles	Range	Base Annual Salary			Annual Salary with one-time 9.25% Improvement		
210	College Safety Officer	31	62,233	-	80,858	67,990	-	88,337
206	Custodian	21	50,377	-	64,971	55,037	-	70,981
230	Environmental Systems Technician	37	70,865	-	92,429	77,420	-	100,978
256	Equipment Mechanic I	35	67,848	-	88,381	74,124	-	96,557
253	Equipment Mechanic II	39	74,035	-	96,674	80,883	-	105,616
221	Grounds Irrigation Specialist/Groundskeeper	31	62,233	-	80,858	67,990	-	88,337
220	Grounds Maintenance Technician	31	62,233	-	80,858	67,990	-	88,337
211	Groundskeeper	23	52,523	-	67,848	57,382	-	74,124
209	Head Custodian	25	54,776	-	70,865	59,842	-	77,420
258	Head Grounds Maintenance Technician	35	67,848	-	88,381	74,124	-	96,557
213	Head Groundskeeper	27	57,141	-	74,035	62,427	-	80,883
233	Kinesiology/Athletics Equipment Technician	22	51,450	-	66,409	56,209	-	72,552
239	Lead Custodian	23	52,523	-	67,848	57,382	-	74,124
251	Lead Equipment Mechanic	41	77,363	-	101,135	84,519	-	110,490
232	Lead Kinesiology/Athletics Equipment Technician	24	53,649	-	69,355	58,612	-	75,771
263	Lead Maintenance Cabinetmaker	41	77,363	-	101,135	84,519	-	110,490
250	Lead Maintenance Electrician	42	79,112	-	103,464	86,430	-	113,035
218	Lead Maintenance Electronic/Alarm Technician	42	79,112	-	103,464	86,430	-	113,035
235	Lead Maintenance HVAC Mechanic	42	79,112	-	103,464	86,430	-	113,035
252	Lead Maintenance Painter	41	77,363	-	101,135	84,519	-	110,490
227	Lead Maintenance Plumber	42	79,112	-	103,464	86,430	-	113,035
278	Lead Maintenance Technician	33	64,971	-	84,527	70,981	-	92,346
245	Maintenance Cabinetmaker	39	74,035	-	96,674	80,883	-	105,616
262	Maintenance Carpenter	39	74,035	-	96,674	80,883	-	105,616
246	Maintenance Electrician	39	74,035	-	96,674	80,883	-	105,616
261	Maintenance Electronic/Alarm Technician	39	74,035	-	96,674	80,883	-	105,616
243	Maintenance HVAC Mechanic	39	74,035	-	96,674	80,883	-	105,616
244	Maintenance Locksmith/Glazier	39	74,035	-	96,674	80,883	-	105,616
247	Maintenance Painter	39	74,035	-	96,674	80,883	-	105,616
248	Maintenance Plumber	39	74,035	-	96,674	80,883	-	105,616
255	Maintenance Roofer/Carpenter	39	74,035	-	96,674	80,883	-	105,616
215	Maintenance Technician I	29	59,624	-	77,363	65,140	-	84,519
222	Maintenance Technician II	31	62,233	-	80,858	67,990	-	88,337
259	Police Detective	49	90,877	-	114,989	99,283	-	125,625
212	Police Officer	48	89,095	-	112,734	97,337	-	123,162
850	Receiving Clerk/Storekeeper	24	53,649	-	69,355	58,612	-	75,771
203	Stock Clerk	21	50,377	-	64,971	55,037	-	70,981
226	Toolroom Equipment Attendant	23	52,523	-	67,848	57,382	-	74,124
204	Utility Worker	21	50,377	-	64,971	55,037	-	70,981

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

Retroactive to: July 1, 2024  
Board approved: August 13, 2025



**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**2024-2025 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	24.22	26.46	4,198.09	4,586.41	4,376.94	4,781.81	4,564.64	4,986.87	4,761.76	5,202.22	4,968.71	5,428.31	5,186.11	5,665.83	5,414.24	5,915.06
22	24.74	27.02	4,287.47	4,684.06	4,470.76	4,884.31	4,663.18	5,094.53	4,865.30	5,315.34	5,084.04	5,554.31	5,300.16	5,790.43	5,534.07	6,045.97
23	25.25	27.59	4,376.94	4,781.81	4,564.64	4,986.87	4,761.76	5,202.22	4,968.71	5,428.31	5,186.11	5,665.83	5,414.24	5,915.06	5,653.99	6,176.98
24	25.79	28.18	4,470.76	4,884.31	4,663.18	5,094.53	4,865.30	5,315.34	5,084.04	5,554.31	5,300.16	5,790.43	5,534.07	6,045.97	5,779.60	6,314.22
25	26.33	28.77	4,564.64	4,986.87	4,761.76	5,202.22	4,968.71	5,428.31	5,186.11	5,665.83	5,414.24	5,915.06	5,653.99	6,176.98	5,905.43	6,451.68
26	26.90	29.39	4,663.18	5,094.53	4,865.30	5,315.34	5,084.04	5,554.31	5,300.16	5,790.43	5,534.07	6,045.97	5,779.60	6,314.22	6,037.49	6,595.96
27	27.47	30.01	4,761.76	5,202.22	4,968.71	5,428.31	5,186.11	5,665.83	5,414.24	5,915.06	5,653.99	6,176.98	5,905.43	6,451.68	6,169.57	6,740.25
28	28.07	30.67	4,865.30	5,315.34	5,084.04	5,554.31	5,300.16	5,790.43	5,534.07	6,045.97	5,779.60	6,314.22	6,037.49	6,595.96	6,308.39	6,891.92
29	28.67	31.32	4,968.71	5,428.31	5,186.11	5,665.83	5,414.24	5,915.06	5,653.99	6,176.98	5,905.43	6,451.68	6,169.57	6,740.25	6,446.93	7,043.27
30	29.33	32.04	5,084.04	5,554.31	5,300.16	5,790.43	5,534.07	6,045.97	5,779.60	6,314.22	6,037.49	6,595.96	6,308.39	6,891.92	6,592.65	7,202.47
31	29.92	32.69	5,186.11	5,665.83	5,414.24	5,915.06	5,653.99	6,176.98	5,905.43	6,451.68	6,169.57	6,740.25	6,446.93	7,043.27	6,738.16	7,361.44
32	30.58	33.41	5,300.16	5,790.43	5,534.07	6,045.97	5,779.60	6,314.22	6,037.49	6,595.96	6,308.39	6,891.92	6,592.65	7,202.47	6,891.03	7,528.45
33	31.24	34.13	5,414.24	5,915.06	5,653.99	6,176.98	5,905.43	6,451.68	6,169.57	6,740.25	6,446.93	7,043.27	6,738.16	7,361.44	7,043.95	7,695.51
34	31.93	34.88	5,534.07	6,045.97	5,779.60	6,314.22	6,037.49	6,595.96	6,308.39	6,891.92	6,592.65	7,202.47	6,891.03	7,528.45	7,204.58	7,871.00
35	32.62	35.64	5,653.99	6,176.98	5,905.43	6,451.68	6,169.57	6,740.25	6,446.93	7,043.27	6,738.16	7,361.44	7,043.95	7,695.51	7,365.12	8,046.40
36	33.34	36.43	5,779.60	6,314.22	6,037.49	6,595.96	6,308.39	6,891.92	6,592.65	7,202.47	6,891.03	7,528.45	7,204.58	7,871.00	7,533.56	8,230.41
37	34.07	37.22	5,905.43	6,451.68	6,169.57	6,740.25	6,446.93	7,043.27	6,738.16	7,361.44	7,043.95	7,695.51	7,365.12	8,046.40	7,702.39	8,414.86
38	34.83	38.05	6,037.49	6,595.96	6,308.39	6,891.92	6,592.65	7,202.47	6,891.03	7,528.45	7,204.58	7,871.00	7,533.56	8,230.41	7,879.23	8,608.06
39	35.59	38.89	6,169.57	6,740.25	6,446.93	7,043.27	6,738.16	7,361.44	7,042.52	7,693.95	7,365.12	8,046.40	7,702.39	8,414.86	8,056.15	8,801.34
40	36.39	39.76	6,308.39	6,891.92	6,592.65	7,202.47	6,891.03	7,528.45	7,204.58	7,871.00	7,533.56	8,230.41	7,879.23	8,608.06	8,242.04	9,004.43
41	37.19	40.63	6,446.93	7,043.27	6,738.16	7,361.44	7,043.95	7,695.51	7,365.12	8,046.40	7,702.39	8,414.86	8,056.15	8,801.34	8,427.89	9,207.47
42	38.03	41.55	6,592.65	7,202.47	6,891.03	7,528.45	7,204.58	7,871.00	7,533.56	8,230.41	7,879.23	8,608.06	8,242.04	9,004.43	8,622.03	9,419.57
43	38.80	42.39	6,724.70	7,346.74	7,007.14	7,655.30	7,318.96	7,995.96	7,644.65	8,351.78	7,984.84	8,723.43	8,336.17	9,107.27	8,702.96	9,507.99
44	39.57	43.23	6,859.20	7,493.67	7,133.56	7,793.42	7,440.31	8,128.54	7,760.24	8,478.06	8,093.93	8,842.62	8,441.97	9,222.85	8,804.97	9,619.43
45	40.36	44.10	6,996.38	7,643.54	7,276.23	7,949.29	7,567.28	8,267.26	7,885.11	8,614.48	8,224.17	8,984.91	8,569.58	9,362.27	8,938.08	9,764.85
46	41.17	44.98	7,136.31	7,796.42	7,421.76	8,108.27	7,718.63	8,432.60	8,027.38	8,769.91	8,348.47	9,120.70	8,694.93	9,499.21	9,055.77	9,893.43
47	41.99	45.88	7,279.03	7,952.34	7,570.19	8,270.44	7,873.00	8,601.26	8,187.92	8,945.31	8,515.44	9,303.12	8,856.06	9,675.24	9,210.30	10,062.25
48	42.83	46.80	7,424.61	8,111.39	7,721.60	8,435.85	8,030.46	8,773.28	8,351.68	9,124.21	8,685.75	9,489.18	9,033.18	9,868.75	9,394.51	10,263.50
49	43.69	47.73	7,573.11	8,273.62	7,876.03	8,604.56	8,191.07	8,948.75	8,518.71	9,306.70	8,859.46	9,678.96	9,213.84	10,066.12	9,582.40	10,468.77

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9.25%

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, 2024  
Board approved: August 13, 2025

**LOS RIOS COMMUNITY COLLEGE DISTRICT**

**2024-2025 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	50,377	55,037	52,523	57,382	54,776	59,842	57,141	62,427	59,624	65,140	62,233	67,990	64,971	70,981
22	51,450	56,209	53,649	58,612	55,958	61,134	58,384	63,784	61,008	66,652	63,602	69,485	66,409	72,552
23	52,523	57,382	54,776	59,842	57,141	62,427	59,624	65,140	62,233	67,990	64,971	70,981	67,848	74,124
24	53,649	58,612	55,958	61,134	58,384	63,784	61,008	66,652	63,602	69,485	66,409	72,552	69,355	75,771
25	54,776	59,842	57,141	62,427	59,624	65,140	62,233	67,990	64,971	70,981	67,848	74,124	70,865	77,420
26	55,958	61,134	58,384	63,784	61,008	66,652	63,602	69,485	66,409	72,552	69,355	75,771	72,450	79,152
27	57,141	62,427	59,624	65,140	62,233	67,990	64,971	70,981	67,848	74,124	70,865	77,420	74,035	80,883
28	58,384	63,784	61,008	66,652	63,602	69,485	66,409	72,552	69,355	75,771	72,450	79,152	75,701	82,703
29	59,624	65,140	62,233	67,990	64,971	70,981	67,848	74,124	70,865	77,420	74,035	80,883	77,363	84,519
30	61,008	66,652	63,602	69,485	66,409	72,552	69,355	75,771	72,450	79,152	75,701	82,703	79,112	86,430
31	62,233	67,990	64,971	70,981	67,848	74,124	70,865	77,420	74,035	80,883	77,363	84,519	80,858	88,337
32	63,602	69,485	66,409	72,552	69,355	75,771	72,450	79,152	75,701	82,703	79,112	86,430	82,692	90,341
33	64,971	70,981	67,848	74,124	70,865	77,420	74,035	80,883	77,363	84,519	80,858	88,337	84,527	92,346
34	66,409	72,552	69,355	75,771	72,450	79,152	75,701	82,703	79,112	86,430	82,692	90,341	86,455	94,452
35	67,848	74,124	70,865	77,420	74,035	80,883	77,363	84,519	80,858	88,337	84,527	92,346	88,381	96,557
36	69,355	75,771	72,450	79,152	75,701	82,703	79,112	86,430	82,692	90,341	86,455	94,452	90,403	98,765
37	70,865	77,420	74,035	80,883	77,363	84,519	80,858	88,337	84,527	92,346	88,381	96,557	92,429	100,978
38	72,450	79,152	75,701	82,703	79,112	86,430	82,692	90,341	86,455	94,452	90,403	98,765	94,551	103,297
39	74,035	80,883	77,363	84,519	80,858	88,337	84,510	92,327	88,381	96,557	92,429	100,978	96,674	105,616
40	75,701	82,703	79,112	86,430	82,692	90,341	86,455	94,452	90,403	98,765	94,551	103,297	98,905	108,053
41	77,363	84,519	80,858	88,337	84,527	92,346	88,381	96,557	92,429	100,978	96,674	105,616	101,135	110,490
42	79,112	86,430	82,692	90,341	86,455	94,452	90,403	98,765	94,551	103,297	98,905	108,053	103,464	113,035
43	80,696	88,161	84,086	91,864	87,827	95,952	91,736	100,221	95,818	104,681	100,034	109,287	104,436	114,096
44	82,310	89,924	85,603	93,521	89,284	97,542	93,123	101,737	97,127	106,111	101,304	110,674	105,660	115,433
45	83,957	91,723	87,315	95,391	90,807	99,207	94,621	103,374	98,690	107,819	102,835	112,347	107,257	117,178
46	85,636	93,557	89,061	97,299	92,624	101,191	96,329	105,239	100,182	109,448	104,339	113,991	108,669	118,721
47	87,348	95,428	90,842	99,245	94,476	103,215	98,255	107,344	102,185	111,637	106,273	116,103	110,524	120,747
48	89,095	97,337	92,659	101,230	96,366	105,279	100,220	109,491	104,229	113,870	108,398	118,425	112,734	123,162
49	90,877	99,283	94,512	103,255	98,293	107,385	102,225	111,680	106,314	116,148	110,566	120,793	114,989	125,625

(\*) Step columns represent the original base payrates for year 2024-2025.

(a) Step columns include a one-time improvement of 9.25%

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, 2024

Board approved: August 13, 2025

**Los Rios Community College District  
2025-2026**

**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.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	55,958	61,911	67,864	73,817	79,770
2	59,649	65,602	71,555	77,508	83,461
3	63,339	69,292	75,245	81,198	87,151
4	67,030	72,983	78,936	84,889	90,842
5	70,721	76,674	82,627	88,580	94,533
6	74,412	80,365	86,318	92,271	98,224
7	78,103	84,056	90,009	95,962	101,915
8	81,794	87,747	93,700	99,653	105,606
9	85,485	91,437	97,390	103,343	109,296
10	89,175	95,128	101,081	107,034	112,987
11	92,866	98,819	104,772	110,725	116,678
12	96,557	102,510	108,463	114,416	120,369
13	100,248	106,201	112,154	118,107	124,060
14	103,939	109,892	115,845	121,798	127,751
15	107,630	113,582	119,535	125,488	131,441
16	110,295	116,338	122,380	128,422	134,464
17	111,347	117,389	123,431	129,473	135,516
18	112,398	118,440	124,483	130,525	136,567
19	113,449	119,492	125,534	131,576	137,618
20	114,501	120,543	126,585	132,627	138,670
21	115,552	121,594	127,637	133,679	139,721
22	116,603	122,646	128,688	134,730	140,772
23	117,655	123,697	129,739	135,782	141,824
24	118,706	124,748	130,791	136,833	142,875
25	119,757	125,800	131,842	137,884	143,927

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, 2025  
Board approved: August 13, 2025



# Faculty Salary Schedule A-164 2025-2026

**DRAFT**

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	<b>1</b>	<b>55,957.82</b>	<b>61,910.78</b>	<b>67,863.74</b>	<b>73,816.70</b>	<b>79,769.66</b>
Monthly		5,595.78	6,191.08	6,786.37	7,381.67	7,976.97
Daily		341.21	377.50	413.80	450.10	486.40
Annual	<b>2</b>	<b>59,648.66</b>	<b>65,601.62</b>	<b>71,554.58</b>	<b>77,507.54</b>	<b>83,460.50</b>
Monthly		5,964.87	6,560.16	7,155.46	7,750.75	8,346.05
Daily		363.71	400.01	436.31	472.61	508.91
Annual	<b>3</b>	<b>63,339.49</b>	<b>69,292.45</b>	<b>75,245.41</b>	<b>81,198.37</b>	<b>87,151.33</b>
Monthly		6,333.95	6,929.25	7,524.54	8,119.84	8,715.13
Daily		386.22	422.51	458.81	495.11	531.41
Annual	<b>4</b>	<b>67,030.33</b>	<b>72,983.29</b>	<b>78,936.25</b>	<b>84,889.21</b>	<b>90,842.17</b>
Monthly		6,703.03	7,298.33	7,893.63	8,488.92	9,084.22
Daily		408.72	445.02	481.32	517.62	553.92
Annual	<b>5</b>	<b>70,721.16</b>	<b>76,674.12</b>	<b>82,627.08</b>	<b>88,580.04</b>	<b>94,533.00</b>
Monthly		7,072.12	7,667.41	8,262.71	8,858.00	9,453.30
Daily		431.23	467.53	503.82	540.12	576.42
Annual	<b>6</b>	<b>74,412.00</b>	<b>80,364.96</b>	<b>86,317.92</b>	<b>92,270.88</b>	<b>98,223.84</b>
Monthly		7,441.20	8,036.50	8,631.79	9,227.09	9,822.38
Daily		453.73	490.03	526.33	562.63	598.93
Annual	<b>7</b>	<b>78,102.84</b>	<b>84,055.80</b>	<b>90,008.76</b>	<b>95,961.72</b>	<b>101,914.68</b>
Monthly		7,810.28	8,405.58	9,000.88	9,596.17	10,191.47
Daily		476.24	512.54	548.83	585.13	621.43
Annual	<b>8</b>	<b>81,793.67</b>	<b>87,746.63</b>	<b>93,699.59</b>	<b>99,652.55</b>	<b>105,605.51</b>
Monthly		8,179.37	8,774.66	9,369.96	9,965.26	10,560.55
Daily		498.74	535.04	571.34	607.64	643.94
Annual	<b>9</b>	<b>85,484.51</b>	<b>91,437.47</b>	<b>97,390.43</b>	<b>103,343.39</b>	<b>109,296.35</b>
Monthly		8,548.45	9,143.75	9,739.04	10,334.34	10,929.64
Daily		521.25	557.55	593.84	630.14	666.44
Annual	<b>10</b>	<b>89,175.34</b>	<b>95,128.30</b>	<b>101,081.26</b>	<b>107,034.22</b>	<b>112,987.18</b>
Monthly		8,917.53	9,512.83	10,108.13	10,703.42	11,298.72
Daily		543.75	580.05	616.35	652.65	688.95
Annual	<b>11</b>	<b>92,866.18</b>	<b>98,819.14</b>	<b>104,772.10</b>	<b>110,725.06</b>	<b>116,678.02</b>
Monthly		9,286.62	9,881.91	10,477.21	11,072.51	11,667.80
Daily		566.26	602.56	638.85	675.15	711.45
Annual	<b>12</b>	<b>96,557.01</b>	<b>102,509.97</b>	<b>108,462.93</b>	<b>114,415.89</b>	<b>120,368.85</b>
Monthly		9,655.70	10,251.00	10,846.29	11,441.59	12,036.89
Daily		588.76	625.06	661.36	697.66	733.96
Annual	<b>13</b>	<b>100,247.85</b>	<b>106,200.81</b>	<b>112,153.77</b>	<b>118,106.73</b>	<b>124,059.69</b>
Monthly		10,024.79	10,620.08	11,215.38	11,810.67	12,405.97
Daily		611.27	647.57	683.86	720.16	756.46
Annual	<b>14</b>	<b>103,938.68</b>	<b>109,891.64</b>	<b>115,844.60</b>	<b>121,797.56</b>	<b>127,750.52</b>
Monthly		10,393.87	10,989.16	11,584.46	12,179.76	12,775.05
Daily		633.77	670.07	706.37	742.67	778.97
Annual	<b>15</b>	<b>107,629.52</b>	<b>113,582.48</b>	<b>119,535.44</b>	<b>125,488.40</b>	<b>131,441.36</b>
Monthly		10,762.95	11,358.25	11,953.54	12,548.84	13,144.14
Daily		656.28	692.58	728.87	765.17	801.47
Annual	<b>16</b>	<b>110,295.31</b>	<b>116,337.56</b>	<b>122,379.82</b>	<b>128,422.07</b>	<b>134,464.33</b>
Monthly		11,029.53	11,633.76	12,237.98	12,842.21	13,446.43
Daily		672.53	709.38	746.22	783.06	819.90
Annual	<b>17</b>	<b>111,346.67</b>	<b>117,388.92</b>	<b>123,431.18</b>	<b>129,473.43</b>	<b>135,515.68</b>
Monthly		11,134.67	11,738.89	12,343.12	12,947.34	13,551.57
Daily		678.94	715.79	752.63	789.47	826.32
Annual	<b>18</b>	<b>112,398.01</b>	<b>118,440.27</b>	<b>124,482.52</b>	<b>130,524.78</b>	<b>136,567.03</b>
Monthly		11,239.80	11,844.03	12,448.25	13,052.48	13,656.70
Daily		685.35	722.20	759.04	795.88	832.73
Annual	<b>19</b>	<b>113,449.37</b>	<b>119,491.63</b>	<b>125,533.88</b>	<b>131,576.14</b>	<b>137,618.39</b>
Monthly		11,344.94	11,949.16	12,553.39	13,157.61	13,761.84
Daily		691.76	728.61	765.45	802.29	839.14
Annual	<b>20</b>	<b>114,500.72</b>	<b>120,542.98</b>	<b>126,585.23</b>	<b>132,627.48</b>	<b>138,669.74</b>
Monthly		11,450.07	12,054.30	12,658.52	13,262.75	13,866.97
Daily		698.18	735.02	771.86	808.70	845.55
Annual	<b>21</b>	<b>115,552.07</b>	<b>121,594.32</b>	<b>127,636.58</b>	<b>133,678.83</b>	<b>139,721.09</b>
Monthly		11,555.21	12,159.43	12,763.66	13,367.88	13,972.11
Daily		704.59	741.43	778.27	815.11	851.96
Annual	<b>22</b>	<b>116,603.43</b>	<b>122,645.68</b>	<b>128,687.94</b>	<b>134,730.19</b>	<b>140,772.45</b>
Monthly		11,660.34	12,264.57	12,868.79	13,473.02	14,077.25
Daily		711.00	747.84	784.68	821.53	858.37
Annual	<b>23</b>	<b>117,654.78</b>	<b>123,697.03</b>	<b>129,739.28</b>	<b>135,781.54</b>	<b>141,823.79</b>
Monthly		11,765.48	12,369.70	12,973.93	13,578.15	14,182.38
Daily		717.41	754.25	791.09	827.94	864.78
Annual	<b>24</b>	<b>118,706.13</b>	<b>124,748.39</b>	<b>130,790.64</b>	<b>136,832.90</b>	<b>142,875.15</b>
Monthly		11,870.61	12,474.84	13,079.06	13,683.29	14,287.52
Daily		723.82	760.66	797.50	834.35	871.19
Annual	<b>25</b>	<b>119,757.48</b>	<b>125,799.74</b>	<b>131,841.99</b>	<b>137,884.25</b>	<b>143,926.50</b>
Monthly		11,975.75	12,579.97	13,184.20	13,788.43	14,392.65
Daily		730.23	767.07	803.91	840.76	877.60

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, 2025

Board approved: August 13, 2025

**Los Rios Community College District  
2025-2026**

**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.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
1	59,370	65,686	72,002	78,317	84,633
2	63,286	69,602	75,918	82,234	88,549
3	67,202	73,518	79,834	86,150	92,465
4	71,118	77,434	83,750	90,066	96,381
5	75,033	81,350	87,666	93,982	100,297
6	78,949	85,265	91,582	97,898	104,213
7	82,865	89,181	95,497	101,813	108,130
8	86,781	93,097	99,413	105,729	112,045
9	90,697	97,013	103,329	109,645	115,961
10	94,613	100,929	107,245	113,561	119,877
11	98,529	104,845	111,161	117,477	123,793
12	102,444	108,761	115,077	121,393	127,709
13	106,360	112,676	118,993	125,309	131,625
14	110,276	116,592	122,908	129,224	135,541
15	114,192	120,508	126,824	133,140	139,456
16	117,020	123,431	129,842	136,253	142,664
17	118,136	124,547	130,957	137,368	143,779
18	119,251	125,662	132,073	138,484	144,894
19	120,367	126,777	133,188	139,599	146,010
20	121,482	127,893	134,304	140,714	147,125
21	122,597	129,008	135,419	141,830	148,241
22	123,714	130,124	136,534	142,945	149,356
23	124,829	131,239	137,650	144,061	150,471
24	125,945	132,356	138,765	145,176	151,587
25	127,060	133,471	139,881	146,291	152,702

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, 2025  
Board approved: August 13, 2025

# Faculty Salary Schedule A-174 2025-2026

**DRAFT**

	Step	Class I	Class II	Class III	Class IV	Class V
Annual	1	59,370.06	65,686.15	72,002.24	78,317.15	84,633.23
Monthly		4,947.51	5,473.85	6,000.19	6,526.43	7,052.77
Daily		341.21	377.51	413.81	450.10	486.40
Annual	2	63,285.92	69,602.01	75,918.10	82,234.19	88,549.09
Monthly		5,273.83	5,800.17	6,326.51	6,852.85	7,379.09
Daily		363.71	400.01	436.31	472.61	508.90
Annual	3	67,201.77	73,517.87	79,833.95	86,150.05	92,464.94
Monthly		5,600.15	6,126.49	6,652.83	7,179.17	7,705.41
Daily		386.22	422.52	458.82	495.12	531.41
Annual	4	71,117.64	77,433.72	83,749.82	90,065.90	96,380.81
Monthly		5,926.47	6,452.81	6,979.15	7,505.49	8,031.73
Daily		408.72	445.02	481.32	517.62	553.91
Annual	5	75,033.49	81,349.58	87,665.67	93,981.76	100,296.66
Monthly		6,252.79	6,779.13	7,305.47	7,831.81	8,358.06
Daily		431.23	467.53	503.83	540.13	576.42
Annual	6	78,949.35	85,265.44	91,581.53	97,897.61	104,212.52
Monthly		6,579.11	7,105.45	7,631.79	8,158.13	8,684.38
Daily		453.73	490.03	526.33	562.63	598.92
Annual	7	82,865.20	89,181.30	95,497.38	101,813.48	108,129.56
Monthly		6,905.43	7,431.78	7,958.12	8,484.46	9,010.80
Daily		476.24	512.54	548.84	585.13	621.43
Annual	8	86,781.06	93,097.15	99,413.24	105,729.33	112,045.42
Monthly		7,231.76	7,758.10	8,284.44	8,810.78	9,337.12
Daily		498.74	535.04	571.34	607.64	643.94
Annual	9	90,696.92	97,013.01	103,329.10	109,645.19	115,961.28
Monthly		7,558.08	8,084.42	8,610.76	9,137.10	9,663.44
Daily		521.25	557.55	593.85	630.14	666.44
Annual	10	94,612.77	100,928.86	107,244.96	113,561.04	119,877.14
Monthly		7,884.40	8,410.74	8,937.08	9,463.42	9,989.76
Daily		543.75	580.05	616.35	652.65	688.95
Annual	11	98,528.63	104,844.73	111,160.81	117,476.91	123,792.99
Monthly		8,210.72	8,737.06	9,263.40	9,789.74	10,316.08
Daily		566.26	602.56	638.86	675.15	711.45
Annual	12	102,444.48	108,760.58	115,076.67	121,392.76	127,708.85
Monthly		8,537.04	9,063.38	9,589.72	10,116.06	10,642.40
Daily		588.76	625.06	661.36	697.66	733.96
Annual	13	106,360.35	112,676.43	118,992.53	125,308.62	131,624.71
Monthly		8,863.36	9,389.70	9,916.04	10,442.39	10,968.73
Daily		611.27	647.57	683.87	720.16	756.46
Annual	14	110,276.20	116,592.29	122,908.39	129,224.47	135,540.57
Monthly		9,189.68	9,716.02	10,242.37	10,768.71	11,295.05
Daily		633.77	670.07	706.37	742.67	778.97
Annual	15	114,192.06	120,508.15	126,824.24	133,140.34	139,456.42
Monthly		9,516.01	10,042.35	10,568.69	11,095.03	11,621.37
Daily		656.28	692.58	728.87	765.17	801.47
Annual	16	117,020.34	123,431.18	129,842.00	136,252.84	142,663.67
Monthly		9,751.70	10,285.93	10,820.17	11,354.40	11,888.64
Daily		672.53	709.37	746.22	783.06	819.91
Annual	17	118,135.75	124,546.57	130,957.41	137,368.23	143,779.07
Monthly		9,844.65	10,378.88	10,913.12	11,447.35	11,981.59
Daily		678.94	715.78	752.63	789.47	826.32
Annual	18	119,251.14	125,661.98	132,072.80	138,483.64	144,894.47
Monthly		9,937.60	10,471.83	11,006.07	11,540.30	12,074.54
Daily		685.35	722.20	759.04	795.88	832.73
Annual	19	120,366.54	126,777.37	133,188.20	139,599.04	146,009.87
Monthly		10,030.55	10,564.78	11,099.02	11,633.25	12,167.49
Daily		691.76	728.61	765.45	802.29	839.14
Annual	20	121,481.95	127,892.77	134,303.61	140,714.43	147,125.27
Monthly		10,123.50	10,657.73	11,191.97	11,726.20	12,260.44
Daily		698.17	735.02	771.86	808.70	845.55
Annual	21	122,597.34	129,008.18	135,419.00	141,829.84	148,240.67
Monthly		10,216.45	10,750.68	11,284.92	11,819.15	12,353.39
Daily		704.58	741.43	778.27	815.11	851.96
Annual	22	123,713.95	130,123.57	136,534.41	142,945.24	149,356.07
Monthly		10,309.50	10,843.63	11,377.87	11,912.10	12,446.34
Daily		711.00	747.84	784.68	821.52	858.37
Annual	23	124,829.35	131,238.97	137,649.81	144,060.64	150,471.47
Monthly		10,402.45	10,936.58	11,470.82	12,005.05	12,539.29
Daily		717.41	754.25	791.09	827.93	864.78
Annual	24	125,944.75	132,355.58	138,765.20	145,176.04	151,586.86
Monthly		10,495.40	11,029.63	11,563.77	12,098.00	12,632.24
Daily		723.82	760.66	797.50	834.35	871.19
Annual	25	127,060.15	133,470.98	139,880.61	146,291.44	152,702.27
Monthly		10,588.35	11,122.58	11,656.72	12,190.95	12,725.19
Daily		730.23	767.07	803.91	840.76	877.60

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, 2025

Board approved: August 13, 2025

Los Rios Community College District						
2025-2026						
Faculty Salary Schedule "B-1"						
(Adjunct Faculty / Overload Assignments)						
Lecture and Laboratory Hourly Rates/164 Days B-1						
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, J.D., M.D., D.C. or D.V.M.
	Step	Class I	Class II	Class III	Class IV	Class V
Lecture	1	77.72	85.99	94.26	102.52	110.79
Lab (Sci)		62.18	68.79	75.41	82.02	88.63
Lab		58.29	64.49	70.70	76.89	83.09
Lecture	2	82.85	91.12	99.39	107.65	115.92
Lab (Sci)		66.28	72.90	79.51	86.12	92.74
Lab		62.14	68.34	74.54	80.74	86.94
Lecture	3	87.97	96.24	104.51	112.77	121.04
Lab (Sci)		70.38	76.99	83.61	90.22	96.83
Lab		65.98	72.18	78.38	84.58	90.78
Lecture	4	93.10	101.37	109.64	117.90	126.17
Lab (Sci)		74.48	81.10	87.71	94.32	100.94
Lab		69.83	76.03	82.23	88.43	94.63
Lecture	5	98.22	106.49	114.76	123.02	131.29
Lab (Sci)		78.58	85.19	91.81	98.42	105.03
Lab		73.67	79.87	86.07	92.27	98.47
Lecture	6	103.35	111.62	119.89	128.15	136.42
Lab (Sci)		82.68	89.30	95.91	102.52	109.14
Lab		77.51	83.72	89.92	96.11	102.32
Lecture	7	108.48	116.75	125.02	133.28	141.55
Lab (Sci)		86.78	93.40	100.02	106.62	113.24
Lab		81.36	87.56	93.77	99.96	106.16
Lecture	8	113.60	121.87	130.14	138.40	146.67
Lab (Sci)		90.88	97.50	104.11	110.72	117.34
Lab		85.20	91.40	97.61	103.80	110.00
Lecture	9	118.73	127.00	135.27	143.53	151.80
Lab (Sci)		94.98	101.60	108.22	114.82	121.44
Lab		89.05	95.25	101.45	107.65	113.85
Lecture	10	123.85	132.12	140.39	148.65	156.92
Lab (Sci)		99.08	105.70	112.31	118.92	125.54
Lab		92.89	99.09	105.29	111.49	117.69
Lecture	11	128.98	137.25	145.52	153.78	162.05
Lab (Sci)		103.18	109.80	116.42	123.02	129.64
Lab		96.74	102.94	109.14	115.34	121.54
Lecture	12	134.11	142.38	150.65	158.92	167.18
Lab (Sci)		107.29	113.90	120.52	127.14	133.74
Lab		100.58	106.79	112.99	119.19	125.39
Lecture	13	139.23	147.50	155.77	164.04	172.30
Lab (Sci)		111.38	118.00	124.62	131.23	137.84
Lab		104.42	110.63	116.83	123.03	129.23
Lecture	14	144.36	152.63	160.90	169.17	177.43
Lab (Sci)		115.49	122.10	128.72	135.34	141.94
Lab		108.27	114.47	120.68	126.88	133.07
Lecture	15	149.48	157.75	166.02	174.29	182.55
Lab (Sci)		119.58	126.20	132.82	139.43	146.04
Lab		112.11	118.31	124.52	130.72	136.91
Lecture	16	153.19	161.59	169.97	178.37	186.75
Lab (Sci)		122.55	129.27	135.98	142.70	149.40
Lab		114.89	121.19	127.48	133.78	140.06
Lecture	17	154.65	163.04	171.43	179.83	188.22
Lab (Sci)		123.72	130.43	137.14	143.86	150.58
Lab		115.99	122.28	128.57	134.87	141.17
Lecture	18	156.10	164.51	172.90	181.28	189.68
Lab (Sci)		124.88	131.61	138.32	145.02	151.74
Lab		117.08	123.38	129.68	135.96	142.26
Lecture	19	157.57	165.96	174.35	182.74	191.13
Lab (Sci)		126.06	132.77	139.48	146.19	152.90
Lab		118.18	124.47	130.76	137.06	143.35
Lecture	20	159.04	167.41	175.82	184.19	192.61
Lab (Sci)		127.23	133.93	140.66	147.35	154.09
Lab		119.28	125.56	131.87	138.14	144.46
Lecture	21	160.49	168.88	177.28	185.67	194.06
Lab (Sci)		128.39	135.10	141.82	148.54	155.25
Lab		120.37	126.66	132.96	139.25	145.55
Lecture	22	161.94	170.35	178.73	187.13	195.51
Lab (Sci)		129.55	136.28	142.98	149.70	156.41
Lab		121.46	127.76	134.05	140.35	146.63
Lecture	23	163.41	171.80	180.19	188.58	196.98
Lab (Sci)		130.73	137.44	144.15	150.86	157.58
Lab		122.56	128.85	135.14	141.44	147.74
Lecture	24	164.86	173.26	181.65	190.04	198.44
Lab (Sci)		131.89	138.61	145.32	152.03	158.75
Lab		123.65	129.95	136.24	142.53	148.83
Lecture	25	166.33	174.73	183.12	191.51	199.90
Lab (Sci)		133.06	139.78	146.50	153.21	159.92
Lab		124.75	131.05	137.34	143.63	149.93

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 21, 2025  
Board approved: August 13, 2025

**Los Rios Community College District  
2025-2026**

**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**

	AA/AS or BA/BS	AA/AS+90 or BA/BS+30 or MA/MS	BA/BS+54 or MA/MS+24	BA/BS+78 or MA/MS+48	PhD, J.D., M.D., D.C. or D.V.M.
<b>Step</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>1</b>	45.50	50.34	55.17	60.02	64.85
<b>2</b>	48.50	53.34	58.17	63.02	67.85
<b>3</b>	51.49	56.34	61.17	66.03	70.85
<b>4</b>	54.49	59.34	64.17	69.02	73.85
<b>5</b>	57.49	62.34	67.17	72.02	76.85
<b>6</b>	60.48	65.34	70.18	75.02	79.86
<b>7</b>	63.49	68.34	73.18	78.02	82.86
<b>8</b>	66.49	71.34	76.17	81.02	85.86
<b>9</b>	69.49	74.35	79.17	84.03	88.85
<b>10</b>	72.49	77.35	82.17	87.03	91.85
<b>11</b>	75.49	80.35	85.17	90.03	94.86
<b>12</b>	78.49	83.34	88.19	93.03	97.87
<b>13</b>	81.51	86.34	91.19	96.01	100.87
<b>14</b>	84.51	89.34	94.19	99.01	103.87
<b>15</b>	87.51	92.34	97.19	102.03	106.87
<b>16</b>	89.68	94.58	99.50	104.41	109.32
<b>17</b>	90.53	95.44	100.35	105.27	110.17
<b>18</b>	91.39	96.28	101.21	106.11	111.03
<b>19</b>	92.24	97.14	102.07	106.97	111.89
<b>20</b>	93.09	98.00	102.91	107.83	112.73
<b>21</b>	93.95	98.84	103.77	108.67	113.59
<b>22</b>	94.81	99.70	104.63	109.54	114.45
<b>23</b>	95.65	100.58	105.47	110.40	115.29
<b>24</b>	96.51	101.43	106.33	111.25	116.15
<b>25</b>	97.37	102.28	107.19	112.10	117.01

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 21, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**Athletic/Coaching Stipend Schedule for Faculty**  
**DRAFT**

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

<b>Sports Program</b>	<b>Formula Hour Assignment</b>	<b>Stipend Range</b>
Baseball, Head Coach	7	\$10,793 - \$12,626
Baseball, Assistant Coach	5	\$4,898 - \$4,898
Basketball, Head Coach	7	\$10,793 - \$12,626
Basketball, Assistant Coach	5	\$4,898 - \$4,898
Beach Volleyball, Head Coach	7	\$10,793 - \$12,626
Cross Country, Head Coach	7	\$9,188 - \$10,748
Football, Head Coach	7	\$10,793 - \$12,626
Football, Assistant Coach	5	\$4,898 - \$4,898
Golf, Head Coach	7	\$9,188 - \$10,748
Hockey, Head Coach	7	\$10,793 - \$12,626
Soccer, Head Coach	7	\$10,793 - \$12,626
Soccer, Assistant Coach	5	\$4,898 - \$4,898
Softball, Head Coach	7	\$10,793 - \$12,626
Softball, Assistant Coach	5	\$4,898 - \$4,898
Swimming, Head Coach	7	\$9,188 - \$10,748
Tennis, Head Coach	7	\$9,188 - \$10,748
Track and Field, Head Coach	7	\$10,793 - \$12,626
Track and Field, Assistant Coach	5	\$4,898 - \$4,898
Volleyball, Head Coach	7	\$10,793 - \$12,626
Water Polo, Head Coach	7	\$9,188 - \$10,748
Wrestling, Head Coach	7	\$10,793 - \$12,626

Steps are awarded for every 5 years of serving as a Head Coach.

Effective: August 21, 2025

Board approved: August 13, 2025



**Los Rios Community College District  
2025-2026**

**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	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Basketball	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Beach Volleyball	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Cross Country	7	\$9,188	\$9,557	\$9,940	\$10,337	\$10,748
Football	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Golf	7	\$9,188	\$9,557	\$9,940	\$10,337	\$10,748
Hockey	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Soccer	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Softball	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Swimming	7	\$9,188	\$9,557	\$9,940	\$10,337	\$10,748
Tennis	7	\$9,188	\$9,557	\$9,940	\$10,337	\$10,748
Track & Field	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Volleyball	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
Water Polo	7	\$9,188	\$9,557	\$9,940	\$10,337	\$10,748
Wrestling	7	\$10,793	\$11,224	\$11,674	\$12,141	\$12,626
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	\$4,898
Basketball, Assistant	5	\$4,898
Football, Assistant	5	\$4,898
Soccer, Assistant	5	\$4,898
Softball, Assistant	5	\$4,898
Track & Field, Assistant	5	\$4,898

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

Effective: August 21, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**Arts & Media Stipend Schedule for Faculty**

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

**DRAFT**

<b>Subject</b>	<b>Stipend</b>
<i>Art</i>	
Art Gallery Director	\$2,249
<i>Dance</i>	
Director	\$2,249
<i>Forensics</i>	
Coach (districtwide)	\$3,212
Assistant Coach	\$2,249
Tournament Coordinator/Debate	\$1,605
<i>Journalism</i>	
Student Newspaper	\$3,212
Literary Journal Advisory	\$3,212
<i>Music (Performing Group)</i>	
Director	\$3,212
<i>Theatre Arts</i>	
Director	\$3,212
Technical Director	\$3,212
Technical Director, Lighting	\$2,249
Technical Director, Scene/Set	\$2,249
Musical Director	\$3,212
Vocal Director	\$2,249
Costumer	\$3,212
Choreographer	\$2,249
Promotion/Box Office	\$3,212
<i>TV/Radio</i>	
Program Producer	\$2,249

Effective: August 21, 2025

Board approved: August 13, 2025



# Salary Schedule for Instructional Substitutes 2025-2026

## Hourly Salary Schedule

Effective 08/21/2025

**DRAFT**

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Lecture:	64.49
Lab(Sci):	51.59
Lab:	48.37
Coordinator/Counselor/Nurse/Librarian:	45.50

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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 21, 2025

Board approved: August 13, 2025

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**2025-2026**  
**Management Salary Schedule**  
**DRAFT**

Job Code	Title	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
687	Deputy Chancellor Executive Vice Chancellor	C	Annual	294,067.97	299,949.33	305,948.32	312,067.29	318,308.64
			Monthly	24,505.66	24,995.78	25,495.69	26,005.61	26,525.72
686	Vice Chancellor College President Chief Counsel/Officer	B	Annual	272,447.51	277,896.46	283,454.39	289,123.48	294,905.95
			Monthly	22,703.96	23,158.04	23,621.20	24,093.62	24,575.50
679	Associate Vice Chancellor Chief of Police	A	Annual	232,861.31	237,518.54	242,268.91	247,114.29	252,056.58
			Monthly	19,405.11	19,793.21	20,189.08	20,592.86	21,004.72
674	Director/Manager I Vice President Deputy General Counsel	1	Annual	202,966.89	207,026.23	211,166.75	215,390.09	219,697.89
			Monthly	16,913.91	17,252.19	17,597.23	17,949.17	18,308.16
672	Director/Manager II Associate Vice President	2	Annual	190,308.69	194,114.86	197,997.16	201,957.10	205,996.24
			Monthly	15,859.06	16,176.24	16,499.76	16,829.76	17,166.35
670	Director/Manager III Dean	3	Annual	178,439.93	182,008.73	185,648.90	189,361.88	193,149.12
			Monthly	14,869.99	15,167.39	15,470.74	15,780.16	16,095.76
668	Director/Manager IV Associate Dean	4	Annual	167,311.37	170,657.60	174,070.75	177,552.17	181,103.21
			Monthly	13,942.61	14,221.47	14,505.90	14,796.01	15,091.93
664	Director/Manager V Police Captain	5	Annual	145,154.66	148,057.75	151,018.90	154,039.28	157,120.07
			Monthly	12,096.22	12,338.15	12,584.91	12,836.61	13,093.34
663	Director/Manager VI	6	Annual	136,101.97	138,824.01	141,600.49	144,432.50	147,321.15
			Monthly	11,341.83	11,568.67	11,800.04	12,036.04	12,276.76
662	Director/Manager VII	7	Annual	125,304.82	127,810.92	130,367.14	132,974.48	135,633.97
			Monthly	10,442.07	10,650.91	10,863.93	11,081.21	11,302.83
665	Director/Manager VIII	8	Annual	117,490.08	119,839.88	122,236.68	124,681.41	127,175.04
			Monthly	9,790.84	9,986.66	10,186.39	10,390.12	10,597.92
669	Director/Manager IX	9	Annual	110,162.71	112,365.96	114,613.28	116,905.55	119,243.66
			Monthly	9,180.23	9,363.83	9,551.11	9,742.13	9,936.97
675	Director/Manager X	10	Annual	103,292.32	105,358.17	107,465.33	109,614.64	111,806.93
			Monthly	8,607.69	8,779.85	8,955.44	9,134.55	9,317.24

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.

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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 Counsel, Chief Officer, Associate Vice Chancellor, 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 \$4,425.74.

Effective: July 1, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**Interim Management (Faculty to Manager) Salary Schedule**  
**DRAFT**

Title (Job Code)	Range	Frequency	Base Salary Step	Base Salary Step + Ed Incentive
<b>Director/Manager I/ Vice President (674)</b>	<b>11A</b>	Annual	<b>178,610.88</b>	<b>183,036.62</b>
		Monthly	<b>17,861.09</b>	<b>18,303.66</b>
		Daily	<b>960.27</b>	<b>984.07</b>
<b>Director/Manager II/Assoc. VP (672)</b>	<b>11</b>	Annual	<b>167,471.66</b>	<b>171,897.40</b>
		Monthly	<b>16,747.17</b>	<b>17,189.74</b>
		Daily	<b>900.39</b>	<b>924.18</b>
<b>Director/Manager III/ Dean (670)</b>	<b>12</b>	Annual	<b>157,027.14</b>	<b>161,452.88</b>
		Monthly	<b>15,702.71</b>	<b>16,145.29</b>
		Daily	<b>844.23</b>	<b>868.03</b>
<b>Director/Manager IV/ Assoc. Dean (668)</b>	<b>13</b>	Annual	<b>147,234.02</b>	<b>151,659.76</b>
		Monthly	<b>14,723.40</b>	<b>15,165.98</b>
		Daily	<b>791.58</b>	<b>815.38</b>
<b>Director/Manager V (664)</b>	<b>14</b>	Annual	<b>127,736.11</b>	<b>132,161.85</b>
		Monthly	<b>12,773.61</b>	<b>13,216.19</b>
		Daily	<b>686.75</b>	<b>710.55</b>
<b>Director/Manager VI (663)</b>	<b>15</b>	Annual	<b>119,769.74</b>	<b>124,195.48</b>
		Monthly	<b>11,976.97</b>	<b>12,419.55</b>
		Daily	<b>643.92</b>	<b>667.72</b>
<b>Director/Manager VII (662)</b>	<b>16</b>	Annual	<b>110,268.24</b>	<b>114,693.98</b>
		Monthly	<b>11,026.82</b>	<b>11,469.40</b>
		Daily	<b>592.84</b>	<b>616.63</b>
<b>Director/Manager VIII (665)</b>	<b>17</b>	Annual	<b>103,391.28</b>	<b>107,817.02</b>
		Monthly	<b>10,339.13</b>	<b>10,781.70</b>
		Daily	<b>555.87</b>	<b>579.66</b>
<b>Director/Manager IX (669)</b>	<b>18</b>	Annual	<b>96,943.19</b>	<b>101,368.93</b>
		Monthly	<b>9,694.32</b>	<b>10,136.89</b>
		Daily	<b>521.20</b>	<b>544.99</b>
<b>Director/Manager X (675)</b>	<b>19</b>	Annual	<b>90,897.27</b>	<b>95,323.01</b>
		Monthly	<b>9,089.73</b>	<b>9,532.30</b>
		Daily	<b>488.70</b>	<b>512.49</b>

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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 \$4,425.74.

Effective: July 1, 2025

Board approved: August 13, 2025

## **LOS RIOS COMMUNITY COLLEGE DISTRICT**

### **Chancellor's Salary Schedule** 2025-2026 Annual Salary Schedule

**DRAFT**

Chancellor Base Salary: \$392,199.60

Performance Compensation: For the year 2025-2026, 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, 2025

Board Approved: August 13, 2025

**Los Rios Community College District  
2025-2026**

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

**DRAFT**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Full Time Annual Salary</b>		
0118	Confidential Administrative Assistant I	5CA	67,748	-	82,426
0189	Confidential Administrative Assistant II	6CA	70,458	-	85,723
0136	Confidential Administrative Assistant III	7CA	73,276	-	89,152
0280	Confidential Executive Assistant	10CA	82,426	-	100,284
0187	Confidential Staff Administrative Assistant	3CA	62,637	-	76,208

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

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

Effective: July 1, 2025

Board Approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**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
<b>3CA</b>	30.11	5,219.75	5,428.54	5,645.68	5,871.51	6,106.37	6,350.63
<b>4CA</b>	31.32	5,428.54	5,645.68	5,871.51	6,106.37	6,350.63	6,604.65
<b>5CA</b>	32.57	5,645.68	5,871.51	6,106.37	6,350.63	6,604.65	6,868.84
<b>6CA</b>	33.87	5,871.51	6,106.37	6,350.63	6,604.65	6,868.84	7,143.59
<b>7CA</b>	35.23	6,106.37	6,350.63	6,604.65	6,868.84	7,143.59	7,429.33
<b>8CA</b>	36.64	6,350.63	6,604.65	6,868.84	7,143.59	7,429.33	7,726.51
<b>9CA</b>	38.10	6,604.65	6,868.84	7,143.59	7,429.33	7,726.51	8,035.57
<b>10CA</b>	39.63	6,868.84	7,143.59	7,429.33	7,726.51	8,035.57	8,356.99
<b>11CA</b>	41.21	7,143.59	7,429.33	7,726.51	8,035.57	8,356.99	8,691.27
<b>12CA</b>	42.86	7,429.33	7,726.51	8,035.57	8,356.99	8,691.27	9,038.92
<b>13CA</b>	44.58	7,726.51	8,035.57	8,356.99	8,691.27	9,038.92	9,400.48
<b>14CA</b>	46.36	8,035.57	8,356.99	8,691.27	9,038.92	9,400.48	9,776.50
<b>15CA</b>	48.21	8,356.99	8,691.27	9,038.92	9,400.48	9,776.50	10,167.56
<b>16CA</b>	50.14	8,691.27	9,038.92	9,400.48	9,776.50	10,167.56	10,574.26
<b>17CA</b>	52.15	9,038.92	9,400.48	9,776.50	10,167.56	10,574.26	10,997.23
<b>18CA</b>	54.23	9,400.48	9,776.50	10,167.56	10,574.26	10,997.23	11,437.12

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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, 2025

Board Approved: August 13, 2025

**Los Rios Community College District  
2025-2026**

**Confidential Administrative Assistant Classified  
Annual Salary Schedule**

**DRAFT**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>3CA</b>	62,637	65,143	67,748	70,458	73,276	76,208
<b>4CA</b>	65,143	67,748	70,458	73,276	76,208	79,256
<b>5CA</b>	67,748	70,458	73,276	76,208	79,256	82,426
<b>6CA</b>	70,458	73,276	76,208	79,256	82,426	85,723
<b>7CA</b>	73,276	76,208	79,256	82,426	85,723	89,152
<b>8CA</b>	76,208	79,256	82,426	85,723	89,152	92,718
<b>9CA</b>	79,256	82,426	85,723	89,152	92,718	96,427
<b>10CA</b>	82,426	85,723	89,152	92,718	96,427	100,284
<b>11CA</b>	85,723	89,152	92,718	96,427	100,284	104,295
<b>12CA</b>	89,152	92,718	96,427	100,284	104,295	108,467
<b>13CA</b>	92,718	96,427	100,284	104,295	108,467	112,806
<b>14CA</b>	96,427	100,284	104,295	108,467	112,806	117,318
<b>15CA</b>	100,284	104,295	108,467	112,806	117,318	122,011
<b>16CA</b>	104,295	108,467	112,806	117,318	122,011	126,891
<b>17CA</b>	108,467	112,806	117,318	122,011	126,891	131,967
<b>18CA</b>	112,806	117,318	122,011	126,891	131,967	137,245

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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, 2025

Board Approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**Salary Ranges for Confidential Classified Positions**

**DRAFT**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Full Time Annual Salary</b>		
0286	Confidential Business Services Officer	12C	87,160	-	106,043
0135	Confidential Chancellor's Executive Officer	23C	134,178	-	163,248
0632	Confidential Financial Analyst (E)	19C	114,696	-	139,545
0121	Confidential Human Resources Assistant I	2C	58,882	-	71,639
0148	Confidential Human Resources Assistant II	3C	61,237	-	74,505
0170	Confidential Human Resources Assistant III	4C	63,687	-	77,485
0296	Confidential Human Resources Generalist	16C	101,965		124,055
0119	Confidential Human Resources Specialist I	5C	66,234	-	80,584
0159	Confidential Human Resources Specialist II	6C	68,884	-	83,807
0120	Confidential Human Resources Specialist III	8C	74,505	-	90,646
0708	Confidential Principal Information Systems Auditor (E)	23C	134,178	-	163,248
0638	Confidential Principal Internal Auditor (E)	20C	119,284	-	145,127
0645	Confidential Senior Budget Officer (E)	21C	124,055	-	150,932
0284	Confidential Senior Human Resources Officer (E)	19C	114,696	-	139,545
0644	Public Information Officer (E)	18C	110,285	-	134,178

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

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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

Effective: July 1, 2025

Board approved: August 13, 2025



**Los Rios Community College District  
2025-2026**

**Confidential Classified  
Monthly Salary Schedule**

**DRAFT**

<b>Range</b>	<b>Hourly Step 1</b>	<b>Monthly Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>1C</b>	27.22	4,718.11	4,906.84	5,103.11	5,307.24	5,519.53	5,740.31
<b>2C</b>	28.31	4,906.84	5,103.11	5,307.24	5,519.53	5,740.31	5,969.91
<b>3C</b>	29.44	5,103.11	5,307.24	5,519.53	5,740.31	5,969.91	6,208.71
<b>4C</b>	30.62	5,307.24	5,519.53	5,740.31	5,969.91	6,208.71	6,457.06
<b>5C</b>	31.84	5,519.53	5,740.31	5,969.91	6,208.71	6,457.06	6,715.34
<b>6C</b>	33.12	5,740.31	5,969.91	6,208.71	6,457.06	6,715.34	6,983.95
<b>7C</b>	34.44	5,969.91	6,208.71	6,457.06	6,715.34	6,983.95	7,263.31
<b>8C</b>	35.82	6,208.71	6,457.06	6,715.34	6,983.95	7,263.31	7,553.84
<b>9C</b>	37.25	6,457.06	6,715.34	6,983.95	7,263.31	7,553.84	7,856.00
<b>10C</b>	38.74	6,715.34	6,983.95	7,263.31	7,553.84	7,856.00	8,170.24
<b>11C</b>	40.29	6,983.95	7,263.31	7,553.84	7,856.00	8,170.24	8,497.05
<b>12C</b>	41.90	7,263.31	7,553.84	7,856.00	8,170.24	8,497.05	8,836.93
<b>13C</b>	43.58	7,553.84	7,856.00	8,170.24	8,497.05	8,836.93	9,190.40
<b>14C</b>	45.32	7,856.00	8,170.24	8,497.05	8,836.93	9,190.40	9,558.01
<b>15C</b>	47.14	8,170.24	8,497.05	8,836.93	9,190.40	9,558.01	9,940.33
<b>16C</b>	49.02	8,497.05	8,836.93	9,190.40	9,558.01	9,940.33	10,337.94
<b>17C</b>	50.98	8,836.93	9,190.40	9,558.01	9,940.33	10,337.94	10,751.46
<b>18C</b>	53.02	9,190.40	9,558.01	9,940.33	10,337.94	10,751.46	11,181.52
<b>19C</b>	55.14	9,558.01	9,940.33	10,337.94	10,751.46	11,181.52	11,628.78
<b>20C</b>	57.35	9,940.33	10,337.94	10,751.46	11,181.52	11,628.78	12,093.93
<b>21C</b>	59.64	10,337.94	10,751.46	11,181.52	11,628.78	12,093.93	12,577.68
<b>22C</b>	62.03	10,751.46	11,181.52	11,628.78	12,093.93	12,577.68	13,080.79
<b>23C</b>	64.51	11,181.52	11,628.78	12,093.93	12,577.68	13,080.79	13,604.02

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**Confidential Classified**  
**Annual Salary Schedule**

**DRAFT**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>1C</b>	56,617	58,882	61,237	63,687	66,234	68,884
<b>2C</b>	58,882	61,237	63,687	66,234	68,884	71,639
<b>3C</b>	61,237	63,687	66,234	68,884	71,639	74,505
<b>4C</b>	63,687	66,234	68,884	71,639	74,505	77,485
<b>5C</b>	66,234	68,884	71,639	74,505	77,485	80,584
<b>6C</b>	68,884	71,639	74,505	77,485	80,584	83,807
<b>7C</b>	71,639	74,505	77,485	80,584	83,807	87,160
<b>8C</b>	74,505	77,485	80,584	83,807	87,160	90,646
<b>9C</b>	77,485	80,584	83,807	87,160	90,646	94,272
<b>10C</b>	80,584	83,807	87,160	90,646	94,272	98,043
<b>11C</b>	83,807	87,160	90,646	94,272	98,043	101,965
<b>12C</b>	87,160	90,646	94,272	98,043	101,965	106,043
<b>13C</b>	90,646	94,272	98,043	101,965	106,043	110,285
<b>14C</b>	94,272	98,043	101,965	106,043	110,285	114,696
<b>15C</b>	98,043	101,965	106,043	110,285	114,696	119,284
<b>16C</b>	101,965	106,043	110,285	114,696	119,284	124,055
<b>17C</b>	106,043	110,285	114,696	119,284	124,055	129,017
<b>18C</b>	110,285	114,696	119,284	124,055	129,017	134,178
<b>19C</b>	114,696	119,284	124,055	129,017	134,178	139,545
<b>20C</b>	119,284	124,055	129,017	134,178	139,545	145,127
<b>21C</b>	124,055	129,017	134,178	139,545	145,127	150,932
<b>22C</b>	129,017	134,178	139,545	145,127	150,932	156,970
<b>23C</b>	134,178	139,545	145,127	150,932	156,970	163,248

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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, 2025

Board approved: August 13, 2025

**Los Rios Community College District  
2025-2026**

**Salary Ranges for LRCEA Classified Salary Schedule**

**DRAFT**

Job Code	Title	Range	Full Time Annual Salary		
141	Account Clerk I	17	44,552	-	58,627
142	Account Clerk II	21	48,794	-	64,209
143	Account Clerk III	25	53,441	-	70,324
649	Accountant	35	67,085	-	88,279
198	Accounting Specialist	40	75,163	-	98,909
131	Administrative Assistant I	26	54,669	-	71,942
133	Administrative Assistant II	28	57,213	-	75,289
285	Administrative Assistant III	30	59,875	-	78,791
654	Administrative Services Analyst	44	82,320	-	108,327
145	Admissions/Records Evaluator I	26	54,669	-	71,942
151	Admissions/Records Evaluator II	28	57,213	-	75,289
163	Admissions/Records Evaluator/Degree Auditor I	29	58,529	-	77,020
291	Admissions/Records Evaluator/Degree Auditor II	30	59,875	-	78,791
171	Admissions/Records Technician I	17	44,552	-	58,627
172	Admissions/Records Technician II	21	48,794	-	64,209
173	Admissions/Records Technician III	25	53,441	-	70,324
819	Alternate Media Design Specialist	37	70,206	-	92,387
634	Animal Health Instructional Technician	30	59,875	-	78,791
602	Assistant Financial Aid Officer	35	67,085	-	88,279
701	Athletic Trainer	41	76,891	-	101,183
742	Attendance Services Assistant	27	55,927	-	73,596
869	Building Automation and Systems Integration Analyst	57	110,634	-	145,586
128	Buyer	29	58,529	-	77,020
116	Child Development Center Associate Teacher	12	39,764	-	52,326
810	Child Development Center Clerk	20	47,697	-	62,765
199	Child Development Center Lead Teacher	35	67,085	-	88,279
194	Child Development Center Teacher	26	54,669	-	71,942
101	Clerk I (temporary position)	12	39,764	-	52,326
102	Clerk II	16	43,550	-	57,308
103	Clerk III	20	47,697	-	62,765
191	College Development Officer	35	67,085	-	88,279
739	Computer Aided Drafting and Design Assistant	42	78,659	-	103,511
803	Contract Education Program Developer	56	108,146	-	142,313
169	Cosmetology Service Assistant	30	59,875	-	78,791
109	Counseling Clerk I	17	44,552	-	58,627
110	Counseling Clerk II	21	48,794	-	64,209
292	Curriculum Specialist	38	71,821	-	94,511
744	Data Communications Security Specialist	61	121,168	-	159,450
130	Digital Communications & Web Specialist	44	82,320	-	108,327
282	District Financial Aid Specialist	40	75,163	-	98,909
650	Donor Relations Specialist	38	71,821	-	94,511
167	Educational Center Assistant	25	53,441	-	70,324
108	Educational Center Clerk	22	49,916	-	65,686
806	Educational Media Design Specialist	37	70,206	-	92,387
646	Electronics Calibration and Repair Technician	38	71,821	-	94,511
180	Employee Benefits Specialist	40	75,163	-	98,909
175	Employee Benefits Technician	29	58,529	-	77,020
287	Energy Management Controls Specialist	57	110,634	-	145,586
123	Facilities Administrative Support Technician I	22	49,916	-	65,686
293	Facilities Administrative Support Technician II	26	54,669	-	71,942
705	Facilities Planning and Engineering Specialist	56	108,146	-	142,313
700	Facilities Planning Specialist	49	92,232	-	121,371
604	Financial Aid Officer	38	71,821	-	94,511
140	Financial Aid Technician	25	53,441	-	70,324
743	Fiscal Services Accounting Specialist	40	75,163	-	98,909
149	Grant Coordination Clerk	20	47,697	-	62,765
236	Graphic Artist	28	57,213	-	75,289
801	Graphic Designer	29	58,529	-	77,020
168	Health Services Assistant	21	48,794	-	64,209
718	Information Technology Business/Technical Analyst I	57	110,634	-	145,586
723	Information Technology Business/Technical Analyst II	61	121,168	-	159,450
748	Information Technology Network Administrator Analyst I	57	110,634	-	145,586

Job Code	Title	Range	Full Time Annual Salary		
749	Information Technology Network Administrator Analyst II	61	121,168	-	159,450
726	Information Technology Specialist I	44	82,320	-	108,327
729	Information Technology Specialist II	50	94,353	-	124,163
745	Information Technology Systems/Database Administrator Analyst I	57	110,634	-	145,586
746	Information Technology Systems/Database Administrator Analyst II	61	121,168	-	159,450
242	Information Technology Cable Plant Assistant	50	94,353	-	124,163
809	Information Technology Technician I	25	53,441	-	70,324
152	Information Technology Technician II	31	61,252	-	80,603
208	Instructional Assistant	28	57,213	-	75,289
166	Instructional Services Assistant I	24	52,239	-	68,743
808	Instructional Services Assistant II	27	55,927	-	73,596
155	Interpreter/Transliterater	36	68,628	-	90,309
207	Laboratory Technician	28	57,213	-	75,289
283	Lead Digital Communications & Web Specialist	46	86,150	-	113,367
706	Lead Facilities Planning and Engineering Specialist	58	113,178	-	148,935
741	Lead Instructional Assistant	30	59,875	-	78,791
866	Lead Instructional Services Assistant	29	58,529	-	77,020
600	Lead Laboratory Technician	30	59,875	-	78,791
241	Lead Library Technician	28	57,213	-	75,289
157	Lead Police Communication Dispatcher	40	75,163	-	98,909
114	Library Technician	26	54,669	-	71,942
105	Maintenance/Operations Clerk	22	49,916	-	65,686
231	Media Systems/Resources Specialist	50	94,353	-	124,163
200	Media Systems/Resources Technician I	32	62,661	-	82,458
223	Media Systems/Resources Technician II	38	71,821	-	94,511
294	Mental Health Advocate	38	71,821	-	94,511
115	Operations Technician	26	54,669	-	71,942
618	Outreach Specialist	38	71,821	-	94,511
660	Payroll Accountant	36	68,628	-	90,309
146	Payroll Clerk	25	53,441	-	70,324
652	Payroll Specialist	40	75,163	-	98,909
179	Payroll Technician	29	58,529	-	77,020
156	Police Communication Dispatcher	38	71,821	-	94,511
702	Printing Assistant	35	67,085	-	88,279
106	Printing Services Operator I	17	44,552	-	58,627
107	Printing Services Operator II	20	47,697	-	62,765
178	Printing Services Operator III	23	51,064	-	67,197
802	Printing Technician	33	64,102	-	84,354
268	Programmer I	44	82,320	-	108,327
269	Programmer II	50	94,353	-	124,163
174	Public Relations Specialist	38	71,821	-	94,511
640	Public Relations Technician	30	59,875	-	78,791
807	Research Analyst	50	94,353	-	124,163
639	Risk Management Specialist	40	75,163	-	98,909
417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	108,146	-	142,313
125	Senior Buyer/Contract Specialist	40	75,163	-	98,909
735	Senior Information Technology Business/Technical Analyst	64	129,723	-	170,707
750	Senior Information Technology Network Administrator Analyst	64	129,723	-	170,707
196	Senior Information Technology Specialist	57	110,634	-	145,586
747	Senior Information Technology Systems/Database Administrator Analyst	64	129,723	-	170,707
731	Senior Information Technology Technician	38	71,821	-	94,511
276	Senior Programmer	57	110,634	-	145,586
158	Staff Resources Center Assistant	28	57,213	-	75,289
124	Student Support Assistant	28	57,213	-	75,289
683	Student Support Specialist	38	71,821	-	94,511
707	TANF/CalWORKs Specialist	38	71,821	-	94,511
271	Telecommunications System Coordinator	57	110,634	-	145,586
272	Telecommunications System Designer	57	110,634	-	145,586
234	Theatre Technician	28	57,213	-	75,289
630	Tutorial Services Assistant	35	67,085	-	88,279

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

2025-2026 payrates include a continuing improvement of 4% above base payrates for 2024-2025.

Effective: July 1, 2025

Board approved: August 13, 2025

# Los Rios Community College District

2025-2026

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	Step 8
12	19.12	3,313.63	3,446.18	3,584.02	3,727.38	3,876.47	4,031.53	4,192.79	4,360.50
13	19.56	3,389.83	3,525.42	3,666.44	3,813.09	3,965.62	4,124.25	4,289.22	4,460.79
14	20.01	3,467.78	3,606.48	3,750.74	3,900.77	4,056.80	4,219.06	4,387.82	4,563.34
15	20.47	3,547.54	3,689.44	3,837.03	3,990.51	4,150.14	4,316.14	4,488.79	4,668.34
16	20.94	3,629.15	3,774.31	3,925.28	4,082.29	4,245.58	4,415.41	4,592.02	4,775.70
17	21.42	3,712.63	3,861.13	4,015.58	4,176.20	4,343.26	4,516.99	4,697.67	4,885.57
18	21.91	3,797.99	3,949.91	4,107.91	4,272.22	4,443.11	4,620.83	4,805.67	4,997.90
19	22.42	3,885.35	4,040.76	4,202.39	4,370.49	4,545.30	4,727.12	4,916.20	5,112.85
20	22.93	3,974.73	4,133.72	4,299.06	4,471.02	4,649.86	4,835.85	5,029.29	5,230.46
21	23.46	4,066.15	4,228.80	4,397.95	4,573.87	4,756.82	4,947.09	5,144.97	5,350.77
22	24.00	4,159.66	4,326.06	4,499.09	4,679.05	4,866.21	5,060.87	5,263.30	5,473.83
23	24.55	4,255.36	4,425.57	4,602.60	4,786.70	4,978.18	5,177.30	5,384.39	5,599.76
24	25.11	4,353.23	4,527.36	4,708.45	4,896.79	5,092.66	5,296.36	5,508.22	5,728.55
25	25.69	4,453.38	4,631.51	4,816.77	5,009.45	5,209.82	5,418.21	5,634.94	5,860.33
26	26.28	4,555.79	4,738.03	4,927.56	5,124.66	5,329.65	5,542.84	5,764.55	5,995.14
27	26.89	4,660.56	4,846.98	5,040.86	5,242.50	5,452.20	5,670.30	5,897.11	6,132.99
28	27.51	4,767.76	4,958.47	5,156.81	5,363.09	5,577.61	5,800.72	6,032.74	6,274.05
29	28.14	4,877.39	5,072.48	5,275.39	5,486.40	5,705.85	5,934.08	6,171.44	6,418.30
30	28.79	4,989.56	5,189.13	5,396.69	5,612.56	5,837.06	6,070.55	6,313.37	6,565.91
31	29.45	5,104.33	5,308.51	5,520.85	5,741.69	5,971.35	6,210.20	6,458.61	6,716.95
32	30.13	5,221.74	5,430.62	5,647.85	5,873.76	6,108.72	6,353.07	6,607.19	6,871.48
33	30.82	5,341.84	5,555.53	5,777.75	6,008.85	6,249.20	6,499.16	6,759.13	7,029.49
34	31.53	5,464.70	5,683.29	5,910.62	6,147.05	6,392.93	6,648.64	6,914.59	7,191.17
35	32.25	5,590.38	5,813.99	6,046.55	6,288.41	6,539.94	6,801.54	7,073.60	7,356.54
36	32.99	5,718.97	5,947.73	6,185.63	6,433.05	6,690.37	6,957.98	7,236.30	7,525.76
37	33.75	5,850.53	6,084.55	6,327.93	6,581.06	6,844.29	7,118.07	7,402.79	7,698.90
38	34.53	5,985.05	6,224.46	6,473.44	6,732.38	7,001.67	7,281.74	7,573.01	7,875.93
39	35.32	6,122.73	6,367.63	6,622.34	6,887.24	7,162.72	7,449.23	7,747.20	8,057.08
40	36.14	6,263.56	6,514.10	6,774.66	7,045.64	7,327.47	7,620.57	7,925.40	8,242.41
41	36.97	6,407.59	6,663.90	6,930.45	7,207.67	7,495.98	7,795.81	8,107.64	8,431.95
42	37.82	6,554.94	6,817.15	7,089.84	7,373.44	7,668.37	7,975.11	8,294.11	8,625.88
43	38.69	6,705.72	6,973.95	7,252.92	7,543.03	7,844.74	8,158.53	8,484.87	8,824.27
44	39.58	6,859.99	7,134.39	7,419.76	7,716.56	8,025.22	8,346.24	8,680.08	9,027.29
45	40.49	7,017.74	7,298.45	7,590.38	7,893.99	8,209.75	8,538.13	8,879.66	9,234.84
46	41.42	7,179.16	7,466.33	7,764.98	8,075.57	8,398.60	8,734.54	9,083.93	9,447.28
47	42.37	7,344.26	7,638.03	7,943.55	8,261.30	8,591.75	8,935.42	9,292.84	9,664.55
48	43.35	7,513.19	7,813.72	8,126.28	8,451.33	8,789.39	9,140.97	9,506.61	9,886.87
49	44.34	7,685.99	7,993.44	8,313.19	8,645.72	8,991.54	9,351.20	9,725.25	10,114.26
50	45.36	7,862.77	8,177.29	8,504.37	8,844.55	9,198.34	9,566.27	9,948.92	10,346.88
51	46.41	8,043.62	8,365.36	8,699.97	9,047.98	9,409.91	9,786.31	10,177.76	10,584.87
52	47.47	8,228.63	8,557.77	8,900.07	9,256.08	9,626.33	10,011.39	10,411.85	10,828.32
53	48.56	8,417.89	8,754.60	9,104.78	9,468.97	9,847.74	10,241.66	10,651.32	11,077.37
54	49.68	8,611.50	8,955.95	9,314.19	9,686.76	10,074.24	10,477.21	10,896.30	11,332.15
55	50.82	8,809.56	9,161.94	9,528.41	9,909.56	10,305.94	10,718.19	11,146.92	11,592.79
56	51.99	9,012.18	9,372.66	9,747.57	10,137.48	10,542.98	10,964.71	11,403.30	11,859.43
57	53.19	9,219.46	9,588.23	9,971.76	10,370.64	10,785.47	11,216.90	11,665.57	12,132.19
58	54.41	9,431.51	9,808.76	10,201.11	10,609.16	11,033.54	11,474.88	11,933.88	12,411.24
59	55.66	9,648.43	10,034.37	10,435.74	10,853.17	11,287.31	11,738.81	12,208.36	12,696.69
60	56.94	9,870.35	10,265.16	10,675.76	11,102.80	11,546.91	12,008.80	12,489.15	12,988.72
61	58.25	10,097.37	10,501.25	10,921.30	11,358.16	11,812.49	12,285.00	12,776.40	13,287.46
62	59.59	10,329.61	10,742.78	11,172.49	11,619.40	12,084.18	12,567.56	13,070.26	13,593.07
63	60.96	10,567.19	10,989.87	11,429.46	11,886.64	12,362.12	12,856.61	13,370.88	13,905.71
64	62.37	10,810.23	11,242.63	11,692.33	12,160.04	12,646.45	13,152.31	13,678.41	14,225.54
65	63.80	11,058.87	11,501.21	11,961.26	12,439.72	12,937.31	13,454.82	13,993.01	14,552.73

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Effective: July 1, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**LRCEA Classified**  
**Annual Salary Schedule**  
**DRAFT**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
12	39,764	41,354	43,008	44,729	46,518	48,378	50,313	52,326
13	40,678	42,305	43,997	45,757	47,587	49,491	51,471	53,529
14	41,613	43,278	45,009	46,809	48,682	50,629	52,654	54,760
15	42,570	44,273	46,044	47,886	49,802	51,794	53,865	56,020
16	43,550	45,292	47,103	48,987	50,947	52,985	55,104	57,308
17	44,552	46,334	48,187	50,114	52,119	54,204	56,372	58,627
18	45,576	47,399	49,295	51,267	53,317	55,450	57,668	59,975
19	46,624	48,489	50,429	52,446	54,544	56,725	58,994	61,354
20	47,697	49,605	51,589	53,652	55,798	58,030	60,351	62,765
21	48,794	50,746	52,775	54,886	57,082	59,365	61,740	64,209
22	49,916	51,913	53,989	56,149	58,395	60,730	63,160	65,686
23	51,064	53,107	55,231	57,440	59,738	62,128	64,613	67,197
24	52,239	54,328	56,501	58,761	61,112	63,556	66,099	68,743
25	53,441	55,578	57,801	60,113	62,518	65,018	67,619	70,324
26	54,669	56,856	59,131	61,496	63,956	66,514	69,175	71,942
27	55,927	58,164	60,490	62,910	65,426	68,044	70,765	73,596
28	57,213	59,502	61,882	64,357	66,931	69,609	72,393	75,289
29	58,529	60,870	63,305	65,837	68,470	71,209	74,057	77,020
30	59,875	62,270	64,760	67,351	70,045	72,847	75,760	78,791
31	61,252	63,702	66,250	68,900	71,656	74,522	77,503	80,603
32	62,661	65,167	67,774	70,485	73,305	76,237	79,286	82,458
33	64,102	66,666	69,333	72,106	74,990	77,990	81,110	84,354
34	65,576	68,199	70,927	73,765	76,715	79,784	82,975	86,294
35	67,085	69,768	72,559	75,461	78,479	81,618	84,883	88,279
36	68,628	71,373	74,228	77,197	80,284	83,496	86,836	90,309
37	70,206	73,015	75,935	78,973	82,132	85,417	88,833	92,387
38	71,821	74,694	77,681	80,789	84,020	87,381	90,876	94,511
39	73,473	76,412	79,468	82,647	85,953	89,391	92,966	96,685
40	75,163	78,169	81,296	84,548	87,930	91,447	95,105	98,909
41	76,891	79,967	83,165	86,492	89,952	93,550	97,292	101,183
42	78,659	81,806	85,078	88,481	92,020	95,701	99,529	103,511
43	80,469	83,687	87,035	90,516	94,137	97,902	101,818	105,891
44	82,320	85,613	89,037	92,599	96,303	100,155	104,161	108,327
45	84,213	87,581	91,085	94,728	98,517	102,458	106,556	110,818
46	86,150	89,596	93,180	96,907	100,783	104,815	109,007	113,367
47	88,131	91,656	95,323	99,136	103,101	107,225	111,514	115,975
48	90,158	93,765	97,515	101,416	105,473	109,692	114,079	118,642
49	92,232	95,921	99,758	103,749	107,898	112,214	116,703	121,371
50	94,353	98,127	102,052	106,135	110,380	114,795	119,387	124,163
51	96,523	100,384	104,400	108,576	112,919	117,436	122,133	127,018
52	98,744	102,693	106,801	111,073	115,516	120,137	124,942	129,940
53	101,015	105,055	109,257	113,628	118,173	122,900	127,816	132,929
54	103,338	107,471	111,770	116,241	120,891	125,727	130,756	135,986
55	105,715	109,943	114,341	118,915	123,671	128,618	133,763	139,114
56	108,146	112,472	116,971	121,650	126,516	131,577	136,840	142,313
57	110,634	115,059	119,661	124,448	129,426	134,603	139,987	145,586
58	113,178	117,705	122,413	127,310	132,402	137,699	143,207	148,935
59	115,781	120,412	125,229	130,238	135,448	140,866	146,500	152,360
60	118,444	123,182	128,109	133,234	138,563	144,106	149,870	155,865
61	121,168	126,015	131,056	136,298	141,750	147,420	153,317	159,450
62	123,955	128,913	134,070	139,433	145,010	150,811	156,843	163,117
63	126,806	131,878	137,153	142,640	148,345	154,279	160,451	166,869
64	129,723	134,912	140,308	145,920	151,757	157,828	164,141	170,707
65	132,706	138,015	143,535	149,277	155,248	161,458	167,916	174,633

2025-2026 payrates include a continuing improvement of 4% above base payrates for 2024-2025.

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).

Effective: July 1, 2025

Board approved: August 13, 2025



**Los Rios Community College District**  
**2025-2026**  
**Salary Ranges for LRSA Supervisory Positions (E)**  
**DRAFT**

<b>Job Code</b>	<b>Title</b>	<b>Range</b>	<b>Annual Salary</b>			
908	Accounts Payable Supervisor	24V	94,751	-	119,891	
636	Admissions & Records Supervisor	24V	94,751	-	119,891	
901	Business Services Supervisor	26V	102,483	-	129,674	
656	College Operations Supervisor	22V	87,603	-	110,846	
637	Child Development Center Supervisor	20V	80,994	-	102,483	
912	College IT Systems Supervisor	34V	140,255	-	177,468	
905	Counseling Supervisor	20V	80,994	-	102,483	
603	Custodial Supervisor	19V	77,879	-	98,542	
902	Custodial/Receiving Supervisor	22V	87,603	-	110,846	
613	Educational Center Supervisor	20V	80,994	-	102,483	
651	Employee Benefits Supervisor	24V	94,751	-	119,891	
615	Facilities Maintenance - Electrical Systems Supervisor	24V	94,751	-	119,891	
601	Facilities Maintenance - Grounds Supervisor	24V	94,751	-	119,891	
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	94,751	-	119,891	
617	Facilities Maintenance - Structures Supervisor	24V	94,751	-	119,891	
642	Facilities Maintenance - Transportation Supervisor	24V	94,751	-	119,891	
622	Facilities Management Operations Supervisor	19V	77,879	-	98,542	
923	Facilities Projects Supervisor	31V	124,686	-	157,768	
611	Financial Aid Supervisor	24V	94,751	-	119,891	
927	Financial Aid Systems Supervisor	26V	102,483	-	129,674	
657	Fiscal Services Supervisor	26V	102,483	-	129,674	
624	General Accounting Supervisor	28V	110,846	-	140,255	
910	General Services Supervisor, Risk Management	24V	94,751	-	119,891	
289	Hospitality Management - Culinary Supervisor	20V	80,994	-	102,483	
913	Instructional Laboratory Supervisor	22V	87,603	-	110,846	
612	IT Application Systems Supervisor	35V	145,866	-	184,566	
685	IT Production Services Supervisor	35V	145,866	-	184,566	
688	IT Service Delivery Supervisor	35V	145,866	-	184,566	
684	IT Technical Services Supervisor	35V	145,866	-	184,566	
290	Maintenance Technician Supervisor	19V	77,879	-	98,542	
619	Media Resources Supervisor	26V	102,483	-	129,674	
295	Mental Health Clinician Supervisor	26V	102,483	-	129,674	
623	Payroll Supervisor	26V	102,483	-	129,674	
915	Police Communications Supervisor	24V	94,751	-	119,891	
240	Police Sergeant	27V	106,582	-	134,861	
900	Printing Services Supervisor	19V	77,879	-	98,542	
628	Purchasing Supervisor	24V	94,751	-	119,891	
909	SRPSTC Office Supervisor	21V	84,234	-	106,582	
682	Student Life Supervisor	20V	80,994	-	102,483	
681	Student Support Supervisor	20V	80,994	-	102,483	

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

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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

Effective: July 1, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**LRSA Classified Supervisor**  
**Monthly Salary Schedule**  
**DRAFT**

<b>Range</b>	<b>Hourly Step 1</b>	<b>Monthly Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>19V</b>	37.44	6,489.90	6,749.49	7,019.47	7,300.25	7,592.26	7,895.95	8,211.79
<b>20V</b>	38.94	6,749.49	7,019.47	7,300.25	7,592.26	7,895.95	8,211.79	8,540.26
<b>21V</b>	40.50	7,019.47	7,300.25	7,592.26	7,895.95	8,211.79	8,540.26	8,881.87
<b>22V</b>	42.12	7,300.25	7,592.26	7,895.95	8,211.79	8,540.26	8,881.87	9,237.15
<b>23V</b>	43.80	7,592.26	7,895.95	8,211.79	8,540.26	8,881.87	9,237.15	9,606.64
<b>24V</b>	45.55	7,895.95	8,211.79	8,540.26	8,881.87	9,237.15	9,606.64	9,990.90
<b>25V</b>	47.38	8,211.79	8,540.26	8,881.87	9,237.15	9,606.64	9,990.90	10,390.54
<b>26V</b>	49.27	8,540.26	8,881.87	9,237.15	9,606.64	9,990.90	10,390.54	10,806.16
<b>27V</b>	51.24	8,881.87	9,237.15	9,606.64	9,990.90	10,390.54	10,806.16	11,238.40
<b>28V</b>	53.29	9,237.15	9,606.64	9,990.90	10,390.54	10,806.16	11,238.40	11,687.94
<b>29V</b>	55.42	9,606.64	9,990.90	10,390.54	10,806.16	11,238.40	11,687.94	12,155.46
<b>30V</b>	57.64	9,990.90	10,390.54	10,806.16	11,238.40	11,687.94	12,155.46	12,641.68
<b>31V</b>	59.95	10,390.54	10,806.16	11,238.40	11,687.94	12,155.46	12,641.68	13,147.34
<b>32V</b>	62.34	10,806.16	11,238.40	11,687.94	12,155.46	12,641.68	13,147.34	13,673.24
<b>33V</b>	64.84	11,238.40	11,687.94	12,155.46	12,641.68	13,147.34	13,673.24	14,220.17
<b>34V</b>	67.43	11,687.94	12,155.46	12,641.68	13,147.34	13,673.24	14,220.17	14,788.97
<b>35V</b>	70.13	12,155.46	12,641.68	13,147.34	13,673.24	14,220.17	14,788.97	15,380.53

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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).

Effective: July 1, 2025

Board approved: August 13, 2025



**Los Rios Community College District**  
**2025-2026**  
**LRSA Classified Supervisor**  
**Annual Salary Schedule**  
**DRAFT**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>19V</b>	77,879	80,994	84,234	87,603	91,107	94,751	98,542
<b>20V</b>	80,994	84,234	87,603	91,107	94,751	98,542	102,483
<b>21V</b>	84,234	87,603	91,107	94,751	98,542	102,483	106,582
<b>22V</b>	87,603	91,107	94,751	98,542	102,483	106,582	110,846
<b>23V</b>	91,107	94,751	98,542	102,483	106,582	110,846	115,280
<b>24V</b>	94,751	98,542	102,483	106,582	110,846	115,280	119,891
<b>25V</b>	98,542	102,483	106,582	110,846	115,280	119,891	124,686
<b>26V</b>	102,483	106,582	110,846	115,280	119,891	124,686	129,674
<b>27V</b>	106,582	110,846	115,280	119,891	124,686	129,674	134,861
<b>28V</b>	110,846	115,280	119,891	124,686	129,674	134,861	140,255
<b>29V</b>	115,280	119,891	124,686	129,674	134,861	140,255	145,866
<b>30V</b>	119,891	124,686	129,674	134,861	140,255	145,866	151,700
<b>31V</b>	124,686	129,674	134,861	140,255	145,866	151,700	157,768
<b>32V</b>	129,674	134,861	140,255	145,866	151,700	157,768	164,079
<b>33V</b>	134,861	140,255	145,866	151,700	157,768	164,079	170,642
<b>34V</b>	140,255	145,866	151,700	157,768	164,079	170,642	177,468
<b>35V</b>	145,866	151,700	157,768	164,079	170,642	177,468	184,566

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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

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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, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**Salary Ranges for SEIU Classified Positions**  
**DRAFT**

<b>Job Code</b>	<b>Titles</b>	<b>Range</b>	<b>Annual Salary</b>
210	College Safety Officer	31	65,967 - 85,709
297	Construction Maintenance Specialist	36	73,517 - 95,827
206	Custodian	21	53,400 - 68,869
230	Environmental Systems Technician	37	75,117 - 97,974
256	Equipment Mechanic I	35	71,919 - 93,684
253	Equipment Mechanic II	39	78,477 - 102,474
221	Grounds Irrigation Specialist/Groundskeeper	31	65,967 - 85,709
220	Grounds Maintenance Technician	31	65,967 - 85,709
211	Groundskeeper	23	55,675 - 71,919
209	Head Custodian	25	58,062 - 75,117
258	Head Grounds Maintenance Technician	35	71,919 - 93,684
213	Head Groundskeeper	27	60,570 - 78,477
233	Kinesiology/Athletics Equipment Technician	22	54,537 - 70,393
239	Lead Custodian	23	55,675 - 71,919
251	Lead Equipment Mechanic	41	82,005 - 107,203
232	Lead Kinesiology/Athletics Equipment Technician	24	56,868 - 73,517
263	Lead Maintenance Cabinetmaker	41	82,005 - 107,203
250	Lead Maintenance Electrician	42	83,859 - 109,672
218	Lead Maintenance Electronic/Alarm Technician	42	83,859 - 109,672
235	Lead Maintenance HVAC Mechanic	44	87,249 - 111,999
252	Lead Maintenance Painter	41	82,005 - 107,203
227	Lead Maintenance Plumber	42	83,859 - 109,672
278	Lead Maintenance Technician	33	68,869 - 89,599
245	Maintenance Cabinetmaker	39	78,477 - 102,474
262	Maintenance Carpenter	39	78,477 - 102,474
246	Maintenance Electrician	39	78,477 - 102,474
261	Maintenance Electronic/Alarm Technician	39	78,477 - 102,474
243	Maintenance HVAC Mechanic	41	82,005 - 107,203
244	Maintenance Locksmith/Glazier	39	78,477 - 102,474
247	Maintenance Painter	39	78,477 - 102,474
248	Maintenance Plumber	39	78,477 - 102,474
255	Maintenance Roofer/Carpenter	39	78,477 - 102,474
215	Maintenance Technician I	29	63,202 - 82,005
222	Maintenance Technician II	31	65,967 - 85,709
259	Police Detective	49	96,330 - 121,888
212	Police Officer	48	94,441 - 119,498
850	Receiving Clerk/Storekeeper	24	56,868 - 73,517
203	Stock Clerk	21	53,400 - 68,869
226	Toolroom Equipment Attendant	23	55,675 - 71,919
204	Utility Worker	21	53,400 - 68,869

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

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

Effective: July 1, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**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	25.67	4,449.97	4,639.55	4,838.52	5,047.46	5,266.83	5,497.28	5,739.10
22	26.22	4,544.72	4,739.01	4,942.97	5,157.21	5,389.08	5,618.17	5,866.11
23	26.77	4,639.55	4,838.52	5,047.46	5,266.83	5,497.28	5,739.10	5,993.23
24	27.34	4,739.01	4,942.97	5,157.21	5,389.08	5,618.17	5,866.11	6,126.38
25	27.91	4,838.52	5,047.46	5,266.83	5,497.28	5,739.10	5,993.23	6,259.76
26	28.52	4,942.97	5,157.21	5,389.08	5,618.17	5,866.11	6,126.38	6,399.74
27	29.12	5,047.46	5,266.83	5,497.28	5,739.10	5,993.23	6,259.76	6,539.74
28	29.75	5,157.21	5,389.08	5,618.17	5,866.11	6,126.38	6,399.74	6,686.90
29	30.39	5,266.83	5,497.28	5,739.10	5,993.23	6,259.76	6,539.74	6,833.74
30	31.09	5,389.08	5,618.17	5,866.11	6,126.38	6,399.74	6,686.90	6,988.21
31	31.72	5,497.28	5,739.10	5,993.23	6,259.76	6,539.74	6,833.74	7,142.45
32	32.41	5,618.17	5,866.11	6,126.38	6,399.74	6,686.90	6,988.21	7,304.49
33	33.11	5,739.10	5,993.23	6,259.76	6,539.74	6,833.74	7,142.45	7,466.58
34	33.84	5,866.11	6,126.38	6,399.74	6,686.90	6,988.21	7,304.49	7,636.85
35	34.58	5,993.23	6,259.76	6,539.74	6,833.74	7,142.45	7,466.58	7,807.03
36	35.34	6,126.38	6,399.74	6,686.90	6,988.21	7,304.49	7,636.85	7,985.57
37	36.11	6,259.76	6,539.74	6,833.74	7,142.45	7,466.58	7,807.03	8,164.53
38	36.92	6,399.74	6,686.90	6,988.21	7,304.49	7,636.85	7,985.57	8,351.99
39	37.73	6,539.74	6,833.74	7,142.45	7,465.07	7,807.03	8,164.53	8,539.52
40	38.58	6,686.90	6,988.21	7,304.49	7,636.85	7,985.57	8,351.99	8,736.56
41	39.43	6,833.74	7,142.45	7,466.58	7,807.03	8,164.53	8,539.52	8,933.56
42	40.32	6,988.21	7,304.49	7,636.85	7,985.57	8,351.99	8,736.56	9,139.35
43	41.12	7,128.18	7,427.57	7,758.09	8,103.33	8,463.93	8,836.34	9,225.14
44	41.95	7,270.75	7,561.58	7,886.73	8,225.85	8,579.57	8,948.49	9,333.27
45	42.79	7,416.16	7,712.81	8,021.32	8,358.22	8,717.62	9,083.76	9,474.36
46	43.64	7,564.49	7,867.07	8,181.75	8,509.02	8,849.38	9,216.63	9,599.12
47	44.51	7,715.78	8,024.41	8,345.38	8,679.20	9,026.37	9,387.42	9,762.92
48	45.40	7,870.09	8,184.89	8,512.29	8,852.78	9,206.89	9,575.17	9,958.18
49	46.31	8,027.49	8,348.59	8,682.54	9,029.84	9,391.03	9,766.67	10,157.34

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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, 2025

Board approved: August 13, 2025

**Los Rios Community College District**  
**2025-2026**  
**SEIU Classified**  
**Annual Salary Schedule**

**DRAFT**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
21	53,400	55,675	58,062	60,570	63,202	65,967	68,869
22	54,537	56,868	59,316	61,887	64,669	67,418	70,393
23	55,675	58,062	60,570	63,202	65,967	68,869	71,919
24	56,868	59,316	61,887	64,669	67,418	70,393	73,517
25	58,062	60,570	63,202	65,967	68,869	71,919	75,117
26	59,316	61,887	64,669	67,418	70,393	73,517	76,797
27	60,570	63,202	65,967	68,869	71,919	75,117	78,477
28	61,887	64,669	67,418	70,393	73,517	76,797	80,243
29	63,202	65,967	68,869	71,919	75,117	78,477	82,005
30	64,669	67,418	70,393	73,517	76,797	80,243	83,859
31	65,967	68,869	71,919	75,117	78,477	82,005	85,709
32	67,418	70,393	73,517	76,797	80,243	83,859	87,654
33	68,869	71,919	75,117	78,477	82,005	85,709	89,599
34	70,393	73,517	76,797	80,243	83,859	87,654	91,642
35	71,919	75,117	78,477	82,005	85,709	89,599	93,684
36	73,517	76,797	80,243	83,859	87,654	91,642	95,827
37	75,117	78,477	82,005	85,709	89,599	93,684	97,974
38	76,797	80,243	83,859	87,654	91,642	95,827	100,224
39	78,477	82,005	85,709	89,581	93,684	97,974	102,474
40	80,243	83,859	87,654	91,642	95,827	100,224	104,839
41	82,005	85,709	89,599	93,684	97,974	102,474	107,203
42	83,859	87,654	91,642	95,827	100,224	104,839	109,672
43	85,538	89,131	93,097	97,240	101,567	106,036	110,702
44	87,249	90,739	94,641	98,710	102,955	107,382	111,999
45	88,994	92,554	96,256	100,299	104,611	109,005	113,692
46	90,774	94,405	98,181	102,108	106,193	110,600	115,189
47	92,589	96,293	100,145	104,150	108,316	112,649	117,155
48	94,441	98,219	102,147	106,233	110,483	114,902	119,498
49	96,330	100,183	104,190	108,358	112,692	117,200	121,888

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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, 2025

Board approved: August 13, 2025

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

2025-2026

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, 2025

Board approved: August 13, 2025

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Memorandum of Understanding**  
**RetroActive Salary Schedule Improvement 2024-25 and Continuing 2025-26 Improvement**  
**LRCEA**

**Background**

Due to several factors, including 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.

For LRCEA, the District is recommending a one-time salary schedule improvement of 9% for 2024-25 salary. In addition, to encourage participation in the High-Deductible Health Plan (HDHP), the District also proposes a one-time Health Savings Account (HSA) contribution of up to \$1,500 per eligible employee in both 2026 and 2027, shared equally between the District and the unit (\$750 each).

The state budget includes a 2.3% cost of living adjustment (COLA), and combined with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide ongoing salary schedule increases for the fiscal year 2025-26. For LRCEA, the recommendations includes an ongoing salary schedule increase of 4%. The available 6% improvement is reduced by the addition of an eighth step at 4%, estimated to cost 2% of the total available improvement.

Any residual funds from the 2024-25 compensation calculation will be carried forward to 2025-26 and any residual 2025-26 funds will be carried forward to 2026-27. Those funds will be available to the units to support compensation cost increases/improvements in 2026-27.

**Agreed Items**

**2024-25 Retroactive salary schedule improvement**

The 2024-25 off salary schedule payments will be calculated at 9% of the interim salary schedule. This will be paid in August 2025 and is the final improvement for the 2024-25 year. Compensation for this one-time improvement is not compliant off salary schedule pay special compensation for CalPERS' purposes, since all employee units received a permanent continuing improvement in the 2024-25 fiscal year. Therefore, the compensation shall not be reported to CalPERS as additional compensation for the purposes of pension calculations.

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

**2025-26 Continuing Salary schedule improvement**

The 2025-26 base salary schedules will be improved by a 4% advance against 2025-26 new revenue. The effective date of this improvement is 7/1/2025 and payments updated in August 2025.

Step 8 will be added to the salary schedule and will be a 4% increase above Step 7. The effective date of this improvement is 7/1/2025 and payments updated in September 2025.

Any residual funds from 2025-26 will be carried forward to 2026-27.

Medical

Eligible LRCEA employees who are enrolled in an HDHP and have an established HSA as of January 1 of each year (2026 and 2027) will receive a one-time lump-sum HSA contribution of \$1,500 for that year. Contributions will be made in February 2026 and February 2027, with 50% funded by the District and 50% funded by LRCEA. Employees must meet the eligibility criteria on January 1 of the applicable year to receive that year's contribution, regardless of their prior year's enrollment.

For the LRCEA:



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Ken Cooper, Vice President



Jake Hughins (Aug 5, 2025 08:51:00 PDT)

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Jake Hughins, President

For the District:



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Carrie Bray, Vice Chancellor, Human Resources



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Jamie Ruggles, Associate Vice Chancellor,  
Finance

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Memorandum of Understanding**  
**RetroActive Salary Schedule Improvement 2024-25 and Continuing 2025-26 Improvement**  
**SEIU**

**Background**

Due to several factors, including 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.

For SEIU, the District is recommending a one-time salary schedule improvement of 9.25% for 2024-25 salary. In addition, to encourage participation in the High-Deductible Health Plan (HDHP), the District also proposes a one-time Health Savings Account (HSA) contribution of up to \$1,500 per eligible employee in both 2026 and 2027, shared equally between the District and the unit (\$750 each).

The state budget includes a 2.3% cost of living adjustment (COLA), and combined with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide ongoing salary schedule increases for the fiscal year 2025-26. For SEIU, the recommendations includes a 6% ongoing salary schedule increase.

Any residual funds from the 2024-25 compensation calculation will be carried forward to 2025-26 and any residual 2025-26 funds will be carried forward to 2026-27. Those funds will be available to the units to support compensation cost increases/improvements in 2026-27.

**Agreed Items**

**2024-25 Retroactive salary schedule improvement**

The 2024-25 off salary schedule payments will be calculated at 9.25% of the interim salary schedule. This will be paid in August 2025 and is the final improvement for the 2024-25 year. Compensation for this one-time improvement is not compliant off salary schedule pay special compensation for CalPERS' purposes, since all employee units received a permanent continuing improvement in the 2024-25 fiscal year. Therefore, the compensation shall not be reported to CalPERS as additional compensation for the purposes of pension calculations.

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

**2025-26 Continuing Salary schedule improvement**

The 2025-26 base salary schedules will be improved by a 6% advance against 2025-26 new revenue. The effective date of this improvement is 7/1/2025 and payments updated in August 2025.

Any residual funds from 2025-26 will be carried forward to 2026-27.

**Medical**

Eligible SEIU employees who are enrolled in an HDHP and have an established HSA as of January 1 of each year (2026 and 2027) will receive a one-time lump-sum HSA contribution of \$1,500 for that year. Contributions will be made in February 2026 and February 2027, with 50% funded by the District and 50% funded by SEIU. Employees must meet the eligibility criteria on January 1 of the applicable year to receive that year's contribution, regardless of their prior year's enrollment.



## Reallocation Proposal

The District and SEIU agree to engage in a joint review process regarding the feasibility of reallocating the District's health care contribution to salary, as proposed by SEIU. This review shall include an evaluation of applicable legal, operational, fiscal, and policy considerations, including but not limited to CalPERS compliance, potential rate impacts, and inter-unit equity concerns. The District agrees to provide a formal written response to SEIU no later than October 1, 2025, either outlining a proposed implementation timeline or providing a detailed explanation of the reasons the proposal cannot be adopted. The parties agree that no changes to compensation or benefit structures shall occur under this concept absent mutual agreement.

For SEIU, Local 1021:



Christopher Elliott (Jul 31, 2025 10:52:47 PDT)

Christopher Elliott

For the District:



Carrie Bray



Dawn Benjamin (Jul 31, 2025 10:58:14 PDT)

Dawn Benjamin



Jamie Ruggles

LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
RetroActive Salary Schedule Improvement 2024-25 and Continuing 2025-26 Improvement  
LRSA

**Background**

Due to several factors, including 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.

For LRSA, the District is recommending a one-time salary schedule improvement of 9% for 2024-25 salary. In addition, to encourage participation in the High-Deductible Health Plan (HDHP), the District also proposes a one-time Health Savings Account (HSA) contribution of up to \$1,500 per eligible employee in both 2026 and 2027, shared equally between the District and the unit (\$750 each).

The state budget includes a 2.3% cost of living adjustment (COLA), and combined with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide ongoing salary schedule increases for the fiscal year 2025-26. For LRSA, the recommendations includes a 6% ongoing salary schedule increase.

Any residual funds from the 2024-25 compensation calculation will be carried forward to 2025-26 and any residual 2025-26 funds will be carried forward to 2026-27. Those funds will be available to the units to support compensation cost increases/improvements in 2026-27.

**Agreed Items**

**2024-25 Retroactive salary schedule improvement**

The 2024-25 off salary schedule payments will be calculated at 9% of the interim salary schedule. This will be paid in August 2025 and is the final improvement for the 2024-25 year. Compensation for this one-time improvement is not compliant off salary schedule pay special compensation for CalPERS' purposes, since all employee units received a permanent continuing improvement in the 2024-25 fiscal year. Therefore, the compensation shall not be reported to CalPERS as additional compensation for the purposes of pension calculations.

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

**2025-26 Continuing Salary schedule improvement**


The 2025-26 base salary schedules will be improved by a 6% advance against 2025-26 new revenue. The effective date of this improvement is 7/1/2025 and payments updated in August 2025.

Any residual funds from 2025-26 will be carried forward to 2026-27.

**Medical**

Eligible LRSA employees who are enrolled in an HDHP and have an established HSA as of January 1 of each year (2026 and 2027) will receive a one-time lump-sum HSA contribution of \$1,500 for that year. Contributions will be made in February 2026 and February 2027, with 50% funded by the District and 50% funded by LRSA. Employees must meet the eligibility criteria on January 1 of the applicable year to receive that year's contribution, regardless of their prior year's enrollment.

**LRSA:**



Jana Perry



Lindsey Cambell

**For the District:**



Carrie Bray



Jamie Ruggles

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Memorandum of Understanding**  
**RetroActive Salary Schedule Improvement 2024-25 and Continuing 2025-26 Improvement**  
**LRCFT**

**Background**

Due to several factors, including 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.

For LRCFT, the District is recommending a one-time salary schedule improvement of 10% for 2024-25 salary. In addition, to encourage participation in the High-Deductible Health Plan (HDHP), the District also proposes a one-time Health Savings Account (HSA) contribution of up to \$1,500 per eligible employee in both 2026 and 2027, shared equally between the District and the unit (\$750 each).

The state budget includes a 2.3% cost of living adjustment (COLA), and combined with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide ongoing salary schedule increases for the fiscal year 2025-26. For LRCFT, the recommendations include:

- An ongoing 1.5% schedule increase to steps 16-25;
- A 6% ongoing schedule increase; and
- An increase of \$67 to the District medical contributions, effective January 1, 2026.

Any residual funds from the 2024-25 compensation calculation will be carried forward to 2025-26 and any residual 2025-26 funds will be carried forward to 2026-27. Those funds will be available to the units to support compensation cost increases/improvements in 2026-27.

**Agreed Items**

**2024-25 Retroactive salary schedule improvement**

The 2024-25 off salary schedule payments will be calculated at 10% of the interim salary schedule. This will be paid in August 2025 and is the final improvement for the 2024-25 year. This retroactive improvement will be reported as limited-term remuneration for CalSTRS Classic Members and is not reportable to CalSTRS PEPRAs.

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

**2025-26 Continuing Salary schedule improvement**

The 2025-26 base salary schedules will be improved by a 6% advance against 2025-26 new revenue. The effective date of this improvements is 7/1/2025 and payments updated in August 2025. In addition, the 2025-26 base salary schedules for Steps 16-25 will receive 1.5% prior to the 6% advance. The effective date of this improvements is 7/1/2025 and payments updated in September 2025.

Any residual funds from 2025-26 will be carried forward to 2026-27.

### Medical

Eligible LRCFT employees will receive an increase of \$67 to the District medical contributions, effective January 1, 2026.

Eligible LRCFT employees who are enrolled in an HDHP and have an established HSA as of January 1 of each year (2026 and 2027) will receive a one-time lump-sum HSA contribution of \$1,500 for that year. Contributions will be made in February 2026 and February 2027, with 50% funded by the District and 50% funded by LRCFT. Employees must meet the eligibility criteria on January 1 of the applicable year to receive that year's contribution, regardless of their prior year's enrollment.

#### For the LRCFT:



Jason Newman (Jul 30, 2025 17:32:01 PDT)

Jason Newman, LRCFT President



Belinda Lum (Jul 30, 2025 17:26:47 PDT)

Belinda Lum, LRCFT Chief Negotiator

#### For the District:



Carrie Bray, Vice Chancellor, Human Resources





Jamie Ruggles, Associate Vice Chancellor, Finance

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: August 13, 2025

<b>SUBJECT:</b>	Declare Attawa Avenue Property Surplus and Authorize Offers to Public Entities	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 1-5	
<b>AGENDA ITEM:</b>	Action Item B	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Peter Khang, Interim Chief Counsel 	CONSENT/ROUTINE	
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor 	ACTION	X
		INFORMATION	

## BACKGROUND:

The District owns approximately 3.35 acres of parcel located at Attawa Avenue, Sacramento, CA 95822, south of Sutterville Road Bypass and between 23<sup>rd</sup> and 24<sup>th</sup> Streets (Attawa Avenue Parking Lot property), further identified as Sacramento County Assessor's Parcel Number 018-0026-056. Operational changes have made the Attawa Avenue Parking Lot property no longer suitable for its intended purpose.

## STATUS:

As the Attawa Avenue Parking Lot property is no longer necessary for its intended purpose and the District has no other need for that property, it is appropriate for the District to declare it surplus and attempt to sell it. At its May 14, 2025, meeting in closed session, the Board of Trustees gave direction to the Chancellor and designee concerning the minimum price and terms for the Attawa Avenue Parking Lot property. The first step in the multi-step process is to offer the property to public agencies and nonprofit corporations in compliance with Education Code section 81363.5 and Government Code section 54222. Following those offers and any negotiations, the District will proceed with the further steps necessary for the sale of the Attawa Avenue Parking Lot property, including providing formal notice of its intention to sell the property in an open and public process pursuant to the Education Code.

## RECOMMENDATION:

It is recommended that the Board of Trustees Approve Resolution No 2025-13 authorizing the Chancellor or designee to commence the process for the offering of the Attawa Avenue Parking Lot property to the entities listed in Education Code section 81363.5 and Government Code section 54222 and engage in negotiations as appropriate.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

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

## RESOLUTION

№ 2025-13

### DECLARING ATTAWA AVENUE PARKING LOT, SACRAMENTO COUNTY ASSESSOR PARCEL NUMBER 018-0026-056 AS SURPLUS

**WHEREAS**, the Los Rios Community College District (District) is the owner of approximately 3.35 acres of real property located within the District, more particularly described as Attawa Avenue, Sacramento, CA 95822 (Attawa Avenue Parking Lot), south of Sutterville Road Bypass and between 23<sup>rd</sup> and 24<sup>th</sup> Streets. The Attawa Avenue Parking Lot was intended to be used as a parking lot and is identified as Sacramento County Assessor's Parcel Number 018-0026-056-0000;

**WHEREAS**, since the purchase of this property, operational changes make the Attawa Avenue Parking Lot no longer suitable for its intended purpose;

**WHEREAS**, the Attawa Avenue Parking Lot is not and will not be needed by the District;

**WHEREAS**, the District desires to sell its interest in the Attawa Avenue Parking Lot;

**WHEREAS**, prior to any sale, the Attawa Avenue Parking Lot must be offered to specified entities pursuant to Education Code section 81363.5 and Government Code section 54222;

**WHEREAS**, once the appropriate time periods described in Education Code section 81363.5 and Government Code section 54222 have lapsed, and no other offers have been made on the Attawa Avenue Parking Lot by the entities described in said sections, the District desires to sell the Attawa Avenue Parking Lot pursuant to Education Code section 81360, and following;

**NOW, THEREFORE, BE IT RESOLVED**, that we, the Los Rios Community College District Board of Trustees, hereby find, determine, declares and resolve as follows:

1. That all the recitals above are true and correct;
2. That the Board hereby declares the Attawa Avenue Parking Lot as surplus because it is not now, nor will it be, needed by the District for classroom purposes;
3. That the Board hereby declares its intention to sell the Attawa Avenue Parking Lot;
4. That the Chancellor or Designee is hereby authorized and directed to send written offers and to post and publish public offers as required by Education Code section 81363.5 and Government Code section 54222;

5. In the event public agencies listed in Education Code section 81363.5 and Government Code section 54222 express an interest in the Attawa Avenue Parking Lot, the Board directs the Chancellor, or designee, to engage in good faith negotiations to attempt to arrive at a mutually satisfactory price and terms for the sale of the property;
6. In the event no public agencies listed in Education Code section 81363.5 and Government Code section 54222 express an interest, or any entity that does express an interest is not able to come to mutually satisfactory price and terms with the District, the Board authorizes the Chancellor or designee, to commence the next steps of the public process for the sale of the Attawa Avenue Parking Lot Parcel under Education Code section 81360 and following.

**PASSED AND ADOPTED** as Los Rios Community College District Resolution  
No 2025-13 this 13<sup>th</sup> Day of August, 2025, by the following called vote:

AYES	NOES	ABSENT
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*Attest:*

\_\_\_\_\_  
Kelly Wilkerson, Board President

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Brian King,  
Chancellor and Secretary to the Board