MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CERRITOS COMMUNITY COLLEGE DISTRICT
AND THE
CERRITOS COLLEGE FACULTY FEDERATION (LOCAL 6215, CFT/AFT, AFL-CIO)

Compensation for Adjunct Faculty and Substitute Faculty Assignments

April 2, 2014

This Memorandum of Understanding (MOU) addresses compensation for adjunct instructional faculty, adjunct counseling faculty, adjunct librarian faculty, and part-time substitute faculty.

1. For adjunct faculty (temporary, part-time) and/or part-time substitute instructors, the hourly rate shall be as follows for all teaching assignments, effective July 1, 2014.

(Note: This schedule includes the 1% increase stated in paragraph #5 below. Further, COLA received from the state for 2014-15 will be applied to this schedule effective July 1, 2014.)

<table>
<thead>
<tr>
<th>Progression</th>
<th>Step</th>
<th>Bachelor's Degree</th>
<th>Master's Degree*</th>
<th>Doctorate Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Two Semesters</td>
<td>1</td>
<td>$ 50.55</td>
<td>$ 52.32</td>
<td>$ 54.15</td>
</tr>
<tr>
<td>Third and Fourth Semesters</td>
<td>2</td>
<td>$ 53.53</td>
<td>$ 55.41</td>
<td>$ 57.35</td>
</tr>
<tr>
<td>Fifth and Sixth Semesters</td>
<td>3</td>
<td>$ 56.52</td>
<td>$ 58.50</td>
<td>$ 60.55</td>
</tr>
<tr>
<td>Seventh and Eighth Semesters</td>
<td>4</td>
<td>$ 59.49</td>
<td>$ 61.57</td>
<td>$ 63.72</td>
</tr>
<tr>
<td>Ninth through Tenth Semesters</td>
<td>5</td>
<td>$ 62.46</td>
<td>$ 64.64</td>
<td>$ 66.91</td>
</tr>
<tr>
<td>Eleventh and more Semesters</td>
<td>6</td>
<td>$ 64.02</td>
<td>$ 66.26</td>
<td>$ 68.58</td>
</tr>
</tbody>
</table>

*Or as stated by the State Minimum Qualifications for the discipline taught.

   a. Only full fall or spring semesters taught at Cerritos College can be applied to salary advancement on the adjunct faculty schedule. For the purpose of crediting semesters of service for salary step advancement, a minimum of 36 hours of service in a semester is required to be counted as a semester.

   b. The semester count for this schedule will begin September 1971.
c. Advancement on the salary schedule will be granted only at the beginning of employment in any one academic year.

3. For adjunct counseling faculty and adjunct librarian faculty (temporary, part-time), the hourly rate shall be as follows, effective July 1, 2014:

(Note: This schedule includes the 1% increase stated in paragraph #5 below. Further, COLA received from the state for 2014-15 will be applied to this schedule effective July 1, 2014.)

<table>
<thead>
<tr>
<th>Progression</th>
<th>Step</th>
<th>Master's Degree*</th>
<th>Doctorate Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>First and Second Semesters</td>
<td>1</td>
<td>$ 43.11</td>
<td>$ 44.61</td>
</tr>
<tr>
<td>Third and Fourth Semesters</td>
<td>2</td>
<td>$ 44.61</td>
<td>$ 46.18</td>
</tr>
<tr>
<td>Fifth and Sixth Semesters</td>
<td>3</td>
<td>$ 46.18</td>
<td>$ 47.79</td>
</tr>
<tr>
<td>Seventh and more Semesters</td>
<td>4</td>
<td>$ 47.79</td>
<td>$ 49.46</td>
</tr>
</tbody>
</table>

*Or as stated by the State Minimum Qualifications for the discipline taught.

a. Only full fall or spring semesters worked at Cerritos College can be applied to salary advancement on the adjunct counseling faculty and adjunct librarian salary schedule.

b. The semester count for this schedule will begin September 1972.

c. Advancement on the salary schedule will be granted only at the beginning of employment in any one academic year.

4. Placement of former full-time academic employees hired for adjunct faculty employment (temporary and/or substitute hourly faculty) shall remain as stated in the June 18, 2008, Salary Schedule (attached).

5. The adjunct faculty parity compensation allocated from the general fund will end after the disbursement of the 2013-2014 funds. The value equivalent to the 2013-2014 parity funds is reflected in the salary schedules for adjunct instructional faculty, adjunct counseling faculty, adjunct librarian faculty, and part-time substitute faculty, effective July 1, 2014.
6. Effective July 1, 2014, the parties agree that the District will automatically apply state-funded COLA plus 1% to each Adjunct Faculty Salary Schedule (adjunct instructional faculty; adjunct counseling and librarian faculty; and part-time substitute faculty), which concludes salary schedule negotiations for 2014-15.

For the District:

[Signature]

Dr. Linda L. Lacy
President/Superintendent

[Signature]

Dr. Mary Anne Gularte
Vice President, Human Resources/
Assistant Superintendent

For the Cerritos College Faculty Federation:

[Signature]

Dr. Solomon Namala
President

[Signature]

Mr. Armando Soto
Vice President