

MEMORANDUM OF UNDERSTANDING

Initial Salary Placement

October 12, 2015

The District and the SMC Faculty Association agree to the following Memorandum of Understanding concerning the initial salary placement of Matthew Hank, Full-Time, Tenure Track Faculty Member, hired to teach Kinesiology/Conditioning Coach effective August 31, 2015, Fall semester 2015.

The guidelines for initial salary placement for faculty are outlined in the Agreement between the District and Faculty Association in Appendices: C-1 – Academic Pattern; C-2 - Vocational Pattern; and C-3 – Combined Pattern. These appendices identify the types and durations of experiences and positions that do and do not count for salary placement credit. Kinesiology falls under Appendix C-1, Academic Pattern.

Based on the existing Agreement, Appendix C-1, specifically states that classified work experience shall not count towards academic position salary placement.

It is understood that there is a need to review the language and the disciplines listed for Initial Salary Placement consideration. It is also recognized that new disciplines have been approved which should be designated as either vocational or combined. The issue of credit towards salary placement for relevant experience in a classified position should also be reviewed.

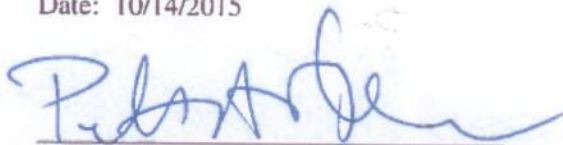
Successor Agreement negotiations are anticipated to begin during the current academic year and it is understood that initial salary placement will be a topic identified by the Faculty Association for collective bargaining.

Proposal:

- 1) Matt Hank's initial salary placement was based on existing language in the Agreement.
- 2) Make an exception to the rule and revise Mr. Hank's salary placement from Appendix C-1 – Academic Pattern to Appendix C-3 Combined schedule, retroactive to the beginning of Fall semester, August 31, 2015, and that he be given 5 years credit and be placed at Group 4, Step 6.
- 3) The review of Initial Salary Placement Appendices will be identified by the SMC Faculty Association for collective bargaining at successor negotiations.

This Memorandum of Understanding shall be non-precedent setting and shall not apply to any other situation.

Date: 10/14/2015



SMC Faculty Association Representative



District Representative