

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING is entered into by and between the Santa Monica Community College District (the "District") and the Santa Monica College Faculty Association (the "FA") as of this 10th day of April, 2008.

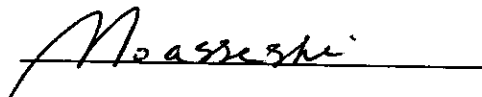
WHEREAS, the District and the FA had previously agreed to adjust Steps 9 to 19 of the A-1 salary schedule in each of Academic Years 2007-2008, 2008-2009, and 2009-2010, up to an aggregate cost of \$1,050,000 over the three Academic Years.


WHEREAS, the District and the FA had previously agreed to study the best means of making such adjustments and enter into a memorandum of understanding commemorating the specific terms of the agreed adjustments.

WHEREAS, the District and the FA have now reached agreement on the adjustments.

NOW, THEREFORE, the District and the FA hereby agree as follows:

1. The A-1 salary schedule in the collective bargaining agreement between the District and the FA dated August 21, 2007 shall be as set forth in the attached schedules, with the following changes.
 - a. In Academic Year 2007-2008, faculty members whose compensation is derived from Step 20 will instead be derived from Step 21; and
 - b. In Academic Year 2009-2010, the District will add \$330 to each cell in Steps 8 – 23 (which will then be Steps 8 – 20).
2. This Agreement is subject to ratification by the FA and by the District's governing board.


For the Association


For the District

Santa Monica Salary Schedule after 3.5% Adjustment for 07-08							
Groups 1, 2 and 3 have steps added to match the number of steps for Groups 4, 5, 6 and 7							
This was done to better facilitate the implementation of the transitional schedules and does not have a material impact on the results							
Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	\$ 45,331	\$ 48,065	\$ 50,800	\$ 53,533	\$ 56,268	\$ 59,001	\$ 61,862
2	\$ 47,390	\$ 50,123	\$ 52,860	\$ 55,593	\$ 58,326	\$ 61,062	\$ 63,920
3	\$ 49,449	\$ 52,184	\$ 54,917	\$ 57,652	\$ 60,386	\$ 63,121	\$ 65,980
4	\$ 51,508	\$ 54,242	\$ 56,977	\$ 59,711	\$ 62,445	\$ 65,180	\$ 68,039
5	\$ 53,566	\$ 56,301	\$ 59,036	\$ 61,769	\$ 64,504	\$ 67,239	\$ 70,098
6	\$ 55,626	\$ 58,361	\$ 61,094	\$ 63,829	\$ 66,563	\$ 69,298	\$ 72,156
7	\$ 57,686	\$ 60,420	\$ 63,154	\$ 65,887	\$ 68,623	\$ 71,356	\$ 74,217
8	\$ 59,745	\$ 62,478	\$ 65,214	\$ 67,947	\$ 70,680	\$ 73,416	\$ 76,274
9	\$ 61,803	\$ 64,538	\$ 67,272	\$ 70,006	\$ 72,740	\$ 75,475	\$ 78,334
10	\$ 63,863	\$ 66,596	\$ 69,331	\$ 72,065	\$ 74,800	\$ 77,534	\$ 80,394
11	\$ 65,923	\$ 68,656	\$ 71,390	\$ 74,125	\$ 76,858	\$ 79,592	\$ 82,452
12	\$ 67,980	\$ 70,715	\$ 73,450	\$ 76,183	\$ 78,917	\$ 81,652	\$ 84,511
13	\$ 70,039	\$ 72,774	\$ 75,507	\$ 78,242	\$ 80,978	\$ 83,711	\$ 86,572
14	\$ 72,098	\$ 74,834	\$ 77,567	\$ 80,302	\$ 83,035	\$ 85,769	\$ 88,629
15	\$ 74,157	\$ 76,892	\$ 79,627	\$ 82,360	\$ 85,095	\$ 87,828	\$ 90,689
16	\$ 76,216	\$ 78,951	\$ 81,684	\$ 84,420	\$ 87,153	\$ 89,888	\$ 92,746
17	\$ 78,275	\$ 81,010	\$ 83,744	\$ 86,478	\$ 89,212	\$ 91,946	\$ 94,806
18	\$ 80,335	\$ 83,069	\$ 85,804	\$ 88,537	\$ 91,271	\$ 94,005	\$ 96,866
19	\$ 82,394	\$ 85,129	\$ 87,862	\$ 90,597	\$ 93,330	\$ 96,065	\$ 98,923
20	\$ 84,453	\$ 87,188	\$ 89,922	\$ 92,654	\$ 95,390	\$ 98,123	\$100,983
21	\$ 86,513	\$ 89,248	\$ 91,982	\$ 94,714	\$ 97,447	\$100,182	\$103,041
22	\$ 88,573	\$ 91,308	\$ 94,042	\$ 96,774	\$ 99,507	\$102,240	\$105,100
23	\$ 90,633	\$ 93,368	\$ 96,102	\$ 98,831	\$101,567	\$104,300	\$107,160

07-08 Fiscal Year							
Year 1 after removal of step 8 and renumbering of steps 8-19							
Placeholder step 20 added.							
Only employees on the old step 20 will have to have their step # changed from 20 to 19							
Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	\$ 45,331	\$ 48,065	\$ 50,800	\$ 53,533	\$ 56,268	\$ 59,001	\$ 61,862
2	\$ 47,390	\$ 50,123	\$ 52,860	\$ 55,593	\$ 58,326	\$ 61,062	\$ 63,920
3	\$ 49,449	\$ 52,184	\$ 54,917	\$ 57,652	\$ 60,386	\$ 63,121	\$ 65,980
4	\$ 51,508	\$ 54,242	\$ 56,977	\$ 59,711	\$ 62,445	\$ 65,180	\$ 68,039
5	\$ 53,566	\$ 56,301	\$ 59,036	\$ 61,769	\$ 64,504	\$ 67,239	\$ 70,098
6	\$ 55,626	\$ 58,361	\$ 61,094	\$ 63,829	\$ 66,563	\$ 69,298	\$ 72,156
7	\$ 57,686	\$ 60,420	\$ 63,154	\$ 65,887	\$ 68,623	\$ 71,358	\$ 74,217
8	\$ 61,803	\$ 64,538	\$ 67,272	\$ 70,006	\$ 72,740	\$ 75,475	\$ 78,334
9	\$ 63,863	\$ 66,596	\$ 69,331	\$ 72,065	\$ 74,800	\$ 77,534	\$ 80,394
10	\$ 65,923	\$ 68,656	\$ 71,390	\$ 74,125	\$ 76,858	\$ 79,592	\$ 82,452
11	\$ 67,980	\$ 70,715	\$ 73,450	\$ 76,183	\$ 78,917	\$ 81,652	\$ 84,511
12	\$ 70,039	\$ 72,774	\$ 75,507	\$ 78,242	\$ 80,978	\$ 83,711	\$ 86,572
13	\$ 72,098	\$ 74,834	\$ 77,567	\$ 80,302	\$ 83,035	\$ 85,769	\$ 88,629
14	\$ 74,157	\$ 76,892	\$ 79,627	\$ 82,360	\$ 85,095	\$ 87,828	\$ 90,689
15	\$ 76,216	\$ 78,951	\$ 81,684	\$ 84,420	\$ 87,153	\$ 89,888	\$ 92,746
16	\$ 78,275	\$ 81,010	\$ 83,744	\$ 86,478	\$ 89,212	\$ 91,946	\$ 94,806
17	\$ 80,335	\$ 83,069	\$ 85,804	\$ 88,537	\$ 91,271	\$ 94,005	\$ 96,866
18	\$ 82,394	\$ 85,129	\$ 87,862	\$ 90,597	\$ 93,330	\$ 96,065	\$ 98,923
19	\$ 84,453	\$ 87,188	\$ 89,922	\$ 92,654	\$ 95,390	\$ 98,123	\$ 100,983
20	This step not used. Normal progression will be from step 19 to 21 start of year 2.						
21	\$ 86,513	\$ 89,248	\$ 91,982	\$ 94,714	\$ 97,447	\$ 100,182	\$ 103,041
22	\$ 88,573	\$ 91,308	\$ 94,042	\$ 96,774	\$ 99,507	\$ 102,240	\$ 105,100
23	\$ 90,633	\$ 93,368	\$ 96,102	\$ 98,831	\$ 101,567	\$ 104,300	\$ 107,160

Anyone on step 19 at the end of 07-08 would move to step 21 for 08-09
Anyone on step 18 in 07-08 who would normally move to step 19 for 08-09
would move to step 21 for 08-09

08-09 Fiscal Year							
Year 2 removal again of step 8 and renumbering of steps 8-18							
Placeholder step 19 added.							
Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	\$ 45,331	\$ 48,065	\$ 50,800	\$ 53,533	\$ 56,268	\$ 59,001	\$ 61,862
2	\$ 47,390	\$ 50,123	\$ 52,860	\$ 55,593	\$ 58,326	\$ 61,062	\$ 63,920
3	\$ 49,449	\$ 52,184	\$ 54,917	\$ 57,652	\$ 60,386	\$ 63,121	\$ 65,980
4	\$ 51,508	\$ 54,242	\$ 56,977	\$ 59,711	\$ 62,445	\$ 65,180	\$ 68,039
5	\$ 53,566	\$ 56,301	\$ 59,036	\$ 61,769	\$ 64,504	\$ 67,239	\$ 70,098
6	\$ 55,626	\$ 58,361	\$ 61,094	\$ 63,829	\$ 66,563	\$ 69,298	\$ 72,156
7	\$ 57,686	\$ 60,420	\$ 63,154	\$ 65,887	\$ 68,623	\$ 71,356	\$ 74,217
8	\$ 63,863	\$ 66,596	\$ 69,331	\$ 72,065	\$ 74,800	\$ 77,534	\$ 80,394
9	\$ 65,923	\$ 68,656	\$ 71,390	\$ 74,125	\$ 76,858	\$ 79,592	\$ 82,452
10	\$ 67,980	\$ 70,715	\$ 73,450	\$ 76,183	\$ 78,917	\$ 81,652	\$ 84,511
11	\$ 70,039	\$ 72,774	\$ 75,507	\$ 78,242	\$ 80,978	\$ 83,711	\$ 86,572
12	\$ 72,098	\$ 74,834	\$ 77,567	\$ 80,302	\$ 83,035	\$ 85,769	\$ 88,629
13	\$ 74,157	\$ 76,892	\$ 79,627	\$ 82,360	\$ 85,095	\$ 87,828	\$ 90,689
14	\$ 76,216	\$ 78,951	\$ 81,684	\$ 84,420	\$ 87,153	\$ 89,888	\$ 92,746
15	\$ 78,275	\$ 81,010	\$ 83,744	\$ 86,478	\$ 89,212	\$ 91,946	\$ 94,806
16	\$ 80,335	\$ 83,069	\$ 85,804	\$ 88,537	\$ 91,271	\$ 94,005	\$ 96,866
17	\$ 82,394	\$ 85,129	\$ 87,862	\$ 90,597	\$ 93,330	\$ 96,065	\$ 98,923
18	\$ 84,453	\$ 87,188	\$ 89,922	\$ 92,654	\$ 95,390	\$ 98,123	\$ 100,983
19	This step not used. Normal progression will be from step 18 to 21 start of year 3.						
20	This step not used. Normal progression will be from step 18 to 21 start of year 3.						
21	\$ 86,513	\$ 89,248	\$ 91,982	\$ 94,714	\$ 97,447	\$ 100,182	\$ 103,041
22	\$ 88,573	\$ 91,308	\$ 94,042	\$ 96,774	\$ 99,507	\$ 102,240	\$ 105,100
23	\$ 90,633	\$ 93,368	\$ 96,102	\$ 98,831	\$ 101,567	\$ 104,300	\$ 107,160
Anyone on step 18 at the end of 08-09 would move to step 21 for 09-10.							
Anyone on step 17 at the end of 08-09 who would move to step 18 in 09-10 would instead move to step 21							

09-10 Fiscal Year							
Year 3 removal again of step 8 and renumbering of steps 8-17							
Placeholder step 18 added							
Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	\$ 45,331	\$ 48,065	\$ 50,800	\$ 53,533	\$ 56,268	\$ 59,001	\$ 61,862
2	\$ 47,390	\$ 50,123	\$ 52,860	\$ 55,593	\$ 58,326	\$ 61,062	\$ 63,920
3	\$ 49,449	\$ 52,184	\$ 54,917	\$ 57,652	\$ 60,386	\$ 63,121	\$ 65,980
4	\$ 51,508	\$ 54,242	\$ 56,977	\$ 59,711	\$ 62,445	\$ 65,180	\$ 68,039
5	\$ 53,566	\$ 56,301	\$ 59,036	\$ 61,769	\$ 64,504	\$ 67,239	\$ 70,098
6	\$ 55,626	\$ 58,361	\$ 61,094	\$ 63,829	\$ 66,563	\$ 69,298	\$ 72,156
7	\$ 57,686	\$ 60,420	\$ 63,154	\$ 65,887	\$ 68,623	\$ 71,356	\$ 74,217
8	\$ 65,923	\$ 68,656	\$ 71,390	\$ 74,125	\$ 76,858	\$ 79,592	\$ 82,452
9	\$ 67,980	\$ 70,715	\$ 73,450	\$ 76,183	\$ 78,917	\$ 81,652	\$ 84,511
10	\$ 70,039	\$ 72,774	\$ 75,507	\$ 78,242	\$ 80,978	\$ 83,711	\$ 86,572
11	\$ 72,098	\$ 74,834	\$ 77,567	\$ 80,302	\$ 83,035	\$ 85,769	\$ 88,629
12	\$ 74,157	\$ 76,892	\$ 79,627	\$ 82,360	\$ 85,095	\$ 87,828	\$ 90,689
13	\$ 76,216	\$ 78,951	\$ 81,684	\$ 84,420	\$ 87,153	\$ 89,888	\$ 92,746
14	\$ 78,275	\$ 81,010	\$ 83,744	\$ 86,478	\$ 89,212	\$ 91,946	\$ 94,806
15	\$ 80,335	\$ 83,069	\$ 85,804	\$ 88,537	\$ 91,271	\$ 94,005	\$ 96,866
16	\$ 82,394	\$ 85,129	\$ 87,862	\$ 90,597	\$ 93,330	\$ 96,065	\$ 98,923
17	\$ 84,453	\$ 87,188	\$ 89,922	\$ 92,654	\$ 95,390	\$ 98,123	\$100,983
18	This step not used. Normal progression will be from step 17 to 21.						
19	This step not used. Normal progression will be from step 17 to 21.						
20	This step not used. Normal progression will be from step 17 to 21.						
21	\$ 86,513	\$ 89,248	\$ 91,982	\$ 94,714	\$ 97,447	\$100,182	\$103,041
22	\$ 88,573	\$ 91,308	\$ 94,042	\$ 96,774	\$ 99,507	\$102,240	\$105,100
23	\$ 90,633	\$ 93,368	\$ 96,102	\$ 98,831	\$101,567	\$104,300	\$107,160
The schedule will be renumbered so that placeholder steps 18,19, and 20 are converted to reflect the salaries for steps 21, 22, and 23. The numbers 21, 22 and 23 will be dropped from the schedule.							

