

DISTRICT PROPOSAL

AUGUST 1, 2016

MEMORANDUM OF UNDERSTANDING

RE: ECELS SALARY SCHEDULE

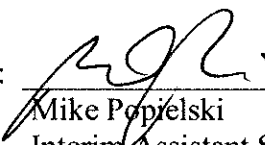
BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT

AND THE PALOMAR FACULTY FEDERATION

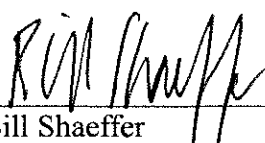
This Memorandum of Understanding ("MOU") is entered into by and between the PALOMAR COMMUNITY COLLEGE DISTRICT ("District") and the PALOMAR FACULTY FEDERATION ("PFF"):

MOU relates to the attached salary schedule for part-time teachers of the Early Childhood Education Lab School (ECELS) of the current Agreement between the District and PFF, which is incorporated herein by reference.

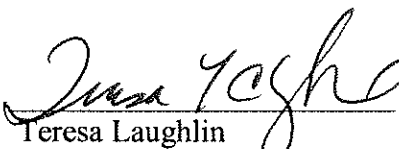
Dated: 8/1/2016

By: 
Mike Popielski
Interim Assistant Superintendent/ Vice
President Human Resource Services

Dated: 8/1/2016

By: 
Bill Shaeffer
Rutan & Tucker, LLP
District Chief Negotiator

Dated: 8/1/2016

By: 
Teresa Laughlin
Lead Negotiator, PFF

Dated: 8/1/16

By: Shannon Lienhart
Shannon Lienhart
Co-President, PFF

Dated: 8/1/16

By: Colleen Bixler
Colleen Bixler
Co-President, PFF

ECE Lab School: Part Time Teachers

Proposed July 2016

	Grade A Assistant	Grade B Assoc. Teacher	Grade C1 Teacher Permit	Grade C Teacher Per/AS	Grade D1 Master T. Per/AS	Grade D Master T. Per/BA	Grade E Site Sup. Per/BA	Grade F Coord. Per/BA
Step 1	10.00	12.10	14.00	16.00	18.00	20.00	22.00	28.00
Step 2 Jan 2017	10.50	12.50	14.50	16.50	18.50	20.50	22.50	28.50
Step 3 Jan 2018	11.00	13.00	15.00	17.00	19.00	21.00	23.00	29.00
Step 4 Jan 2019	12.00	14.00	15.50	17.50	19.50	21.50	23.50	29.50
Step 5 Jan 2020	13.00	15.00	16.00	18.00	20.00	22.00	24.00	30.00
Step 6 Jan 2021	14.00	15.50	16.50	18.50	20.50	22.50	24.50	30.50
Step 7 Jan 2022	15.00	16.00	17.00	19.00	21.00	23.00	25.00	31.00
Step 8	15.50	16.50	17.51	19.50	21.50	23.50	25.50	31.50
Step 9	16.00	17.00	18.00	20.00	22.00	24.00	26.00	32.00
Step 10	16.50	17.50	18.48	20.50	22.50	24.50	26.50	32.50

- ALL grades are NOT eligible for COLA and/or Growth.
- All new hires will be placed at step 1.
- Grade step advances evaluated every fall and spring semester based on each 1895 hours worked without a break in service. A break in service is 2 semesters without an assignment.
- Due to the minimum wage increase and in accordance with applicable statute, step 2 will be the new step 1 starting January, 2017. Step 3 will be the new step 1 starting January 2018. This will continue until step 7. When step 7 becomes step 1, there will only be 4 steps on the salary schedule.

CA State Minimum Wage Increases (in accordance with applicable statute):

- Jan. 1, 2017 50 cent increase to \$10.50 per hour
- Jan. 1, 2018 50 cent increase to \$11.00 per hour
- Jan. 1, 2019 \$1 increase to \$12.00 per hour
- Jan. 1, 2020 \$1 increase to \$13.00 per hour
- Jan. 1, 2021 \$1 increase to \$14.00 per hour
- Jan. 1, 2022 \$1 increase to \$15.00 per hour