


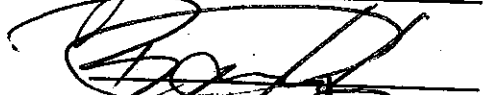
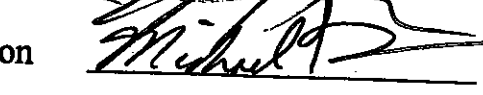



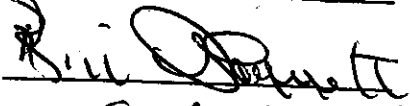

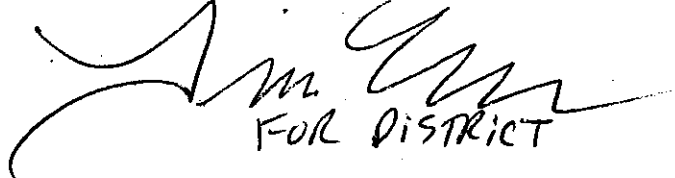
**GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT**

RESOURCE ALLOCATION FORMULA (RAF)

FOR

BARGAINING RELATED ALLOCATIONS

Effective July 1, 2013 through June 30, 2016

	Signature	Date
AFT Guild, Local 1931		<u>11/20/13</u>
CSEA		<u>11/21/13</u>
Administrator's Association		<u>12/29/13</u>
Confidential Employee		<u>11/20/13</u>
Confidential Administrators		<u>11/20/13</u>
Chancellor's Cabinet		<u>11/20/13</u>
Governing Board		<u>1/28/14</u>
Cindy L. Miles, Chancellor		<u>11/26/13</u>
	 FOR DISTRICT	<u>11/20/13</u>

Grossmont-Cuyamaca Community College District
Resource Allocation Formula – RAF
Bargaining/Meet & Confer Agreement
Implementation of RAF Approved by Governing Board 12/10/2013

Fiscal Year 2013/2014


Unit Confidential Administrators

Calculated Amount \$9,827 – One Time
 \$11,639 – On Going

I. Distribution determined by Unit:

- One-Time: Incentive distribution in the amount of \$1,091.89 to 9 unit members effective 12/1/2013
- On-Going: Effective 1/1/2014 ,apply .86% to current salary schedule

 2-10-14
Unit Approval - date

 2/5/14
GCCCD Approval - date

II. Implementation Processing:

- One-Time distribution paid December 2013
- On-schedule .86% effective 1/1/2014 to be processed on February 2014 pay period.
- Retroactive to 1/1/2014 paid in March 2014

Reviewed in Closed Session on 12/10/13 , the Governing Board FOUND NO ISSUE

Grossmont-Cuyamaca Community College District
Resource Allocation Formula – RAF
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Implementation of RAF Approved by Governing Board 12/10/2013

Fiscal Year 2013/2014

Unit Confidential Employee

Calculated Amount \$2,961 – One Time
 \$3,507 – On Going

I. Distribution determined by Unit:

- One-Time: Incentive distribution in the amount of \$370.13 to 8 unit members effective 12/1/2013
- On-Going: Effective 1/1/2014, apply .86% to current salary schedule

Don Widdo 2/5/14
Unit Approval - date

Jim [unclear] 2/5/14
GCCCD Approval - date

II. Implementation Processing:

- One-Time distribution paid December 2013
- On-schedule .86% effective 1/1/2014 to be processed on February 2014 pay period
- Retroactive to 1/1/2014 paid in March 2014

Reviewed in Closed Session on 12/10/13, the Governing Board FOUND NO ISSUE

Grossmont-Cuyamaca Community College District
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Unit Administrators' Association

Calculated Amount \$37,117 – One Time

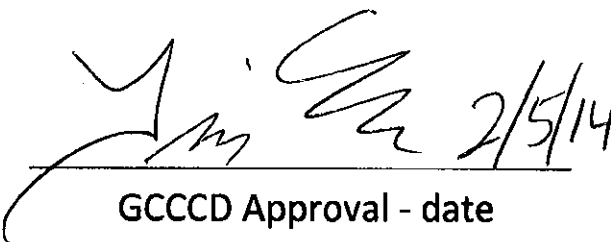
\$43,959 – On Going

I. Distribution determined by Unit:

- One-Time: Incentive distribution in the amount of \$600 to 62 unit members effective 12/1/2013
- On-Going: Effective 1/1/2014, apply .86% to current salary schedule



Unit Approval - date



GCCCD Approval - date

II. Implementation Processing:

- One-Time distribution paid February 2014
- On-schedule .86% effective 1/1/2014 to be processed on February 2014 pay period
- Retroactive to 1/1/2014 paid in March 2014

Reviewed in Closed Session on 1/21/14 , the Governing Board FOUND NO ISSUE

Grossmont-Cuyamaca Community College District
Resource Allocation Formula – RAF
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Implementation of RAF Approved by Governing Board 12/10/2013

Fiscal Year 2013/2014

Unit CSEA

Calculated Amount \$122,404 – One Time
 \$144,967 – On Going

I. Distribution determined by Unit:

- One-Time: Incentive distribution in the amount of \$351.75 to 348 unit members effective 12/1/2013
- On-Going: Effective 1/1/2014, the longevity increment will be as follow:
 - After five (5) years of service in the District, and each additional year of service through year ten (10), a classified employee will receive 1% longevity salary increase, and 2% longevity salary increase each year thereafter.
 - Prior longevity will remain at the previous rates
- On-Going for the four (4) CSEA Y-rated employees only, effective 1/1/2014, the longevity increment will be as follow:
 - The four (4) Y-rated employees will receive 2% longevity salary increase in lieu of the flat amount of \$323 per year.
 - Prior longevity will remain at the previous rates

12/4/13 2/12/14 4/4/14 4/6/14
Unit Approval - date GCCCD Approval - date

II. Implementation Processing:

- One-Time distribution paid December 2013
- Effective 1/1/2014 longevity increment will be increased to the new rates. For example, If an employee received a longevity increase on 8/1/2013, longevity paid from 8/1/2013 to 12/31/2013 will remain at the old rate, longevity payment for January 2014 to June 2014 will be based on the new rate.
- Retroactive to 1/1/2014

Reviewed in Closed Session on 4/22/14, the Governing Board FOUND NO ISSUE

Grossmont-Cuyamaca Community College District
Resource Allocation Formula – RAF
Bargaining/Meet & Confer Agreement
Implementation of RAF Approved by Governing Board 12/10/2013

Fiscal Year 2013/2014

Unit Chancellor's Cabinet

Calculated Amount \$7,828 – One Time
\$9,270 – On Going

I. Distribution determined by Unit:

- One-Time: Incentive distribution in the amount of \$1,565.60 to 5 unit members effective 1/1/2014
- On-Going: Effective 1/1/2014, apply .86% to current salary schedule

Shearin 4/9/14
Cabinet Unit Representative - date

Chiles 4/10/14
GCCCD Chancellor Approval - date

II. Implementation Processing:

- One-Time distribution paid April 2014
- On-schedule .86% effective 1/1/2014 to be processed in April 2014 pay period
- Retroactive to 1/1/2014 paid in May 2014

Reviewed in Closed Session on 4/22/14, the Governing Board FOR JMM NO ISSUES

**Grossmont-Cuyamaca Community College District
Resource Allocation Formula -- RAF
Bargaining/Meet & Confer Agreement**

Implementation of RAF Approved by Governing Board 12/10/2013

Fiscal Year 2013/2014

Unit AFT

Calculated Amount \$339,112 – On Going (0.86% equivalent)

A. Contract Faculty

1. Shade steps 1-5 on each salary schedule (both 10 and 11 month schedules). Step 6 will become the initial step for new placements. Any faculty member currently below the current step 6 will be moved to Step 6 effective January 1, 2014. Step 10 remains the top step for initial placement purposes.

2. Increase the percentage between step 15 and step 16 on each tenured/tenure-track faculty salary schedule (both 10 and 11 month schedules) from the current 0.53% to 2.00%. Effective January 1, 2014.

B. Adjunct Faculty

1. Move the non-credit faculty from the "Tech" schedule on to the college schedule Class I, Step 1. Effective first of month following ratification.

2. Establish a Class III adjunct faculty classroom and non-classroom salary class as per the attached salary placement rules. Class III to be 2% higher than Class II. Effective first of month following ratification. Movement to occur on the first of month following submission of documentation to Human Resources.

[Signature] 10/6/14
Unit Approval – date

[Signature] 10/7/14
GCCCD Approval - date

Reviewed in Closed Session on 10/21/14, approved by the Governing Board FOWND NO ISSUE