


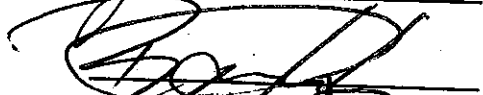
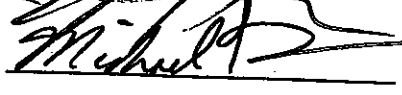



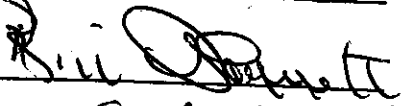

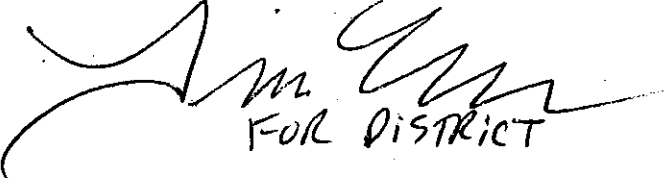
**GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT**

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

**Memorandum of Understanding Between the
Grossmont-Cuyamaca Community College District
And
All Bargaining and Meet and Confer Units
Resource Allocation Formula Calculation for 2014/2015**

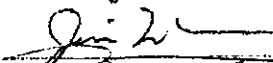
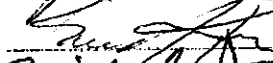
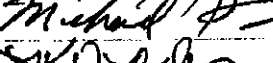



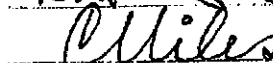


The approved Resource Allocation Formula (RAF) language, page 5 under COLA and Growth:

The best approach would be to assume a conservative level of growth revenue for distribution purposes, based on the Advance Apportionment report, which is usually distributed in August of each year, and make the necessary adjust to RAF revenue the following year(s).

The District and the Units have agreed to make the following adjustments to the 2014/2015 RAF calculation in March 2015:

- Recognize one-time reimbursement of State mandated local program costs received in January 2015 of \$788,699 as an offset for increased STRS/PERS costs reflected on Worksheet 9;
- Recognize revenues reflected on P-1 dated February 19, 2015, including increased restoration and base and COLA adjustments. These adjustments are reflected on Worksheet 2 and related Worksheet 6.

These changes all flow-through to Worksheet A. This is a one-time non-precedent setting agreement, which will not constitute an established practice or the status quo.

	Signature	Date
AFT Guild, Local 1931		3/5/15
CSEA		3/26/15
Administrator's Association		3/11/15
Confidential Employees		3/9/15
Confidential Administrators		3/12/15
Chancellor's Cabinet		3-11-15
Governing Board		3-17-15
Cindy L. Miles, Chancellor		3/17/15
Tim Corcoran, Vice Chancellor- Human Resources		3/11/15

Reviewed in Closed Session on 3/17/15 the Governing Board FOUND NO ISSUE

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)
And
SALARY EQUITY TASKFORCE (SET)

2014 – 2015 ALLOCATIONS

Unit: Administrator's Association

Calculated Amount: RAF \$ 79,520.00 (1.3276%)

SET \$ 22,384.40	(1.01%) Educational Administrators
<u>11,223.01</u>	(0.30%) Classified Administrators/Supervisors
<u>\$ 33,607.41</u>	

I. RAF distribution determined by Unit:

RAF applied on-schedule to current salary schedules.

3/30/15
Unit Approval - Date

3/30/15
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

- **Educational Administrators** – Increase 1/01/2014 salary schedule by 1.3276 + 1.01% = 2.3376%, to be effective 1/01/2015.
- **Classified Administrators/Supervisors** – Increase 1/01/2014 salary schedule by 1.3276 + 0.30% = 1.6276%, to be effective 1/01/2015.
- Apply updated pay rates April 2015; pay retro June 2015.

Reviewed in Closed Session on 4/21/15, the Governing Board FOUND NO ISSUES

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)
And
SALARY EQUITY TASKFORCE (SET)

2014 – 2015 ALLOCATIONS

Unit: AFT

Calculated Amount: RAF \$ 561,883.00 (1.3276%)

SET \$ 73,514.31 (.64%) Adjunct
86,576.32 (.34%) Instructors
\$ 160,090.63

I. Distribution determined by Unit:

RAF is applied as follows:

- Fund .25% of the 1% commitment noted on adjunct faculty health benefits Side Letter approved 11/20/2013.
- Increase Department Chair fall, spring and summer reassigned time by 24.22%, retroactive to 1/01/2015.

Quintel 4/10/15
Unit Approval - Date

[Signature] 4/10/15
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

• **Instructors:**

- Increase 1/01/2014 salary schedule by .34%, to be effective 1/01/2015.
- Apply updated pay rate April 2015; pay retro June 2015.
- Process increase to Department Chair reassigned time, effective 1/01/2015. Spring 2015 will be processed as a one-time stipend.

• **Adjunct:**

- Increase 1/01/2014 salary schedule .64%, to be effective 1/01/2015.
- Apply updated pay rate May 2015; pay retro July 2015.

Reviewed in Closed Session on 4/21/15, the Governing Board FUND NO ISSU

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)
And
SALARY EQUITY TASKFORCE (SET)

2014 – 2015 ALLOCATIONS

Unit: Confidential Administrators


Calculated Amount: RAF \$ 20,534.00 (1.3276%)

SET \$ 11,514.74 (.89%)

I. RAF distribution determined by Unit:

RAF applied on-schedule to current salary schedule.

 4/13/15
Unit Approval - Date

 4/13/15
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

- Increase 1/01/2014 salary schedule by $1.3276\% + .89\% = 2.2176\%$, to be effective 1/01/2015.
- Apply updated pay rate April 2015; pay retro June 2015.

Reviewed in Closed Session on 4/21/15, the Governing Board FOUND NO ISSUES

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)
And
SALARY EQUITY TASKFORCE (SET)

2014 – 2015 ALLOCATIONS

Unit: Confidential Employees

Calculated Amount: RAF \$ 6,751.00 (1.3276%)

SET \$ 4,294.11 (.74%)

I. Distribution determined by Unit:

RAF applied on-schedule to current salary schedule.

Kevin Widdes ^{4/10/15}
Unit Approval - Date

[Signature] ^{4/10/15}
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

- Increase 1/01/2014 salary schedule by $1.3276\% + .74\% = 2.0676\%$, to be effective 1/01/2015.
- Apply updated pay rate April 2015; pay retro June 2015.

Reviewed in Closed Session on 4/21/15, the Governing Board FOUND NO ISSUE

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)

And

SALARY EQUITY TASKFORCE (SET)

2014 – 2015 ALLOCATIONS

Unit Chancellor's Cabinet

Calculated Amount RAF \$14,572.00 (4.44% for Vice Chancellors Only)
SET \$ 7,514.27 (.71% for all members)

I. Distribution determined by Unit:

RAF applied on-schedule to Vice Chancellors Only

Chiles 4/20/15
Unit Approval - date

Chiles 4/20/15
GCCCD Approval - date

II. SET distribution – SET is distributed as on on-schedule salary adjustment

III. Implementation Processing:

- Vice Chancellors - Increase 1/1/2014 salary by 4.44% + .71% = 5.15%, to be effective 1/1/2015
- Presidents and Chancellor – Increase 1/1/2014 salary by .71%, to be effective 1/1/2015
- Apply updated pay rates May 2015, pay retro June 2015

Reviewed in Closed Session on 5/19/15, the Governing Board FOUND NO ISSUE

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

RESOURCE ALLOCATION FORMULA (RAF)
And
SALARY EQUITY TASKFORCE (SET)

2014 – 2015 ALLOCATIONS

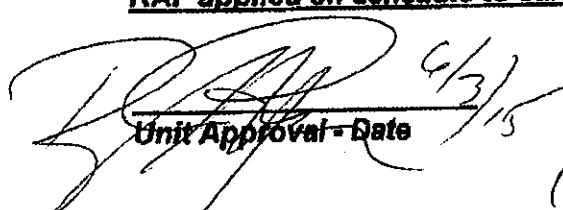
Unit: CSEA

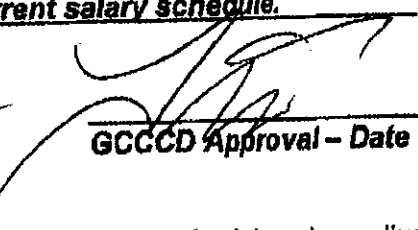
Calculated Amount: RAF \$ 232,127.00 (1.3276%)

SET \$ 116,349.84 (includes all families – various rates)

I. Distribution determined by Unit:

RAF applied on-schedule to current salary schedule.

 6/3/15
Unit Approval - Date

 6/6/15
GCCCD Approval - Date

II. SET distribution – SET is distributed as an on-schedule salary adjustment.

III. Implementation Processing:

- increase 1/01/2014 salary schedule by 1.3276% + **PENDING**, to be effective 1/01/2015. ^{July} _(SET)
 - Apply updated pay rate ~~May~~ ^{July} 2015; pay retro August 2015.
- SET implementation pending.

Reviewed in Closed Session on 6/16/15, the Governing Board FOUND NO ISSUE