

**MEMORANDUM OF UNDERSTANDING
DIFFERENTIAL FOR FACULTY ON RELEASED/REASSIGNED TIME**

The Los Angeles Community College District (the "District") and the American Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following change in the language of Appendix A Section A 1 c:

APP A A 1 c. Differential Salary Rates. Regular, temporary, and substitute employees serving in the classes of counselor, instructor-advisor, consulting instructor, college nurse, and child development center director, and working 1.0 FTE in these positions (or on a full-paid leave) shall receive the salary rates to which they are entitled on the preparation schedule plus a salary differential of \$422 per pay period. When receiving a salary differential, the differential shall be paid proportional to the assignment for which the differential applies. For example, an individual who is assigned .5 as a counselor and .5 as a classroom instructor will receive the counseling differential for .5 of his or her assignment.

A department chair shall receive the \$422 differential year round, if eligible, according to the provisions of Article 17. He or she will receive a full chair differential for the length of that assignment regardless of the amount of FTE reassigned time allotted for the particular department. This requires that the faculty member work year round to carry out the chair duties as defined in Article 17. Department chairs shall receive the full differential when on full-paid leave and shall receive a pro-rated differential when on a partial paid leave.

Faculty members who receive differentials and receiving differentials who are on released or reassigned time or organizational leave for the AFT, the college or district or for released or reassigned time as faculty in service as to a college Academic Senate President or other college position with released or reassigned time or as to the District Academic Senate President shall receive the same differential they would have received if they were not released or reassigned in order to serve in their bargaining unit representative assignments. Differentials are It is paid in full in situations where the faculty member is working 1.0 FTE (all monthly assignments combined). Eligible faculty members who are working less than 1.0 FTE (all monthly assignments combined) as faculty or who are on a partial paid leave or receive a pro-rated doctoral differential.

Justification:

Volunteering and/or being elected to a position of service with released/reassigned time in the AFT, Academic Senate or other college position should not carry with it the disincentive of reduced pay. This MOU extends the provisions for receiving full differentials to those who have been released/reassigned to carry out such assignments.

Dated: 1-21-09

For the District:

For the AFT:

Marshall E. Drummond
Chancellor

Carl Friedlander
President