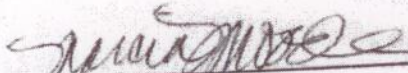


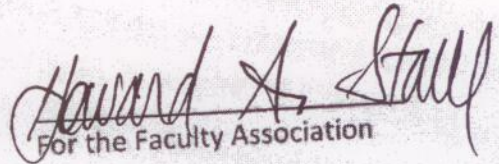
**MEMORANDUM OF UNDERSTANDING
REGARDING SALARY SCHEDULE A-3**

May 22, 2012

The purpose of this MOU is to update Salary Schedule A-3. The revised schedules are attached here for reference. Furthermore, the District and the Faculty Association agree as follows:

1. **Implementation Timeline:** The employee paid on Salary Schedule A-3 shall move to Step 11 effective Fall 2011 with retroactive pay received July 2012.


For the District


For the Faculty Association

**APPENDIX A-3 : CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER
TEACHER**

Effective August 23, 2011

Step	Group I	Group II	Group III	Group IV
1	26,632	28,336	30,037	31,743
2	27,906	29,609	31,313	33,017
3	29,180	30,883	32,587	34,290
4	30,456	32,157	33,863	35,563
5	31,729	33,432	35,132	36,835
6	33,002	34,705	36,405	38,112
7	34,278	35,979	37,682	39,387
8	35,551	37,252	38,955	40,661
9	36,825	38,530	40,231	41,935
10	38,098	39,802	41,505	43,208
11	44,607	46,537	48,470	50,401
12	46,052	47,982	49,915	51,846
13	47,497	49,427	51,360	53,291

Substitute Rate: Based on Group I, Step 1.

1. The children's center teacher assignment is based on eight hours per day for 185 days. The 185 days relate to the days students attend college classes, as arranged by the children's center head teacher, his or her immediate supervisor and the appropriate personnel administrator. Additional days to conform with calendar needs may be arranged if required.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary or tenured basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.
6. The faculty member placed on salary schedule A-3 will move to step 11 as of the 2011-2012 academic year.

**APPENDIX A-3 : CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER
TEACHER**

Effective August 21, 2012

Step	Group I	Group II	Group III	Group IV
1	26,965	28,690	30,412	32,140
2	28,255	29,979	31,704	33,430
3	29,545	31,269	32,994	34,719
4	30,837	32,559	34,286	36,008
5	32,126	33,850	35,571	37,295
6	33,415	35,139	36,860	38,588
7	34,706	36,429	38,153	39,879
8	35,995	37,718	39,442	41,169
9	37,285	39,012	40,734	42,459
10	38,574	40,300	42,024	43,748
11	45,165	47,119	49,076	51,031
12	46,628	48,582	50,539	52,494
13	48,091	50,045	52,002	53,957

Substitute Rate: Based on Group I, Step 1.

1. The children's center teacher assignment is based on eight hours per day for 185 days. The 185 days relate to the days students attend college classes, as arranged by the children's center head teacher, his or her immediate supervisor and the appropriate personnel administrator. Additional days to conform with calendar needs may be arranged if required.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
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4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.