

TO: BOARD OF TRUSTEES

FROM: SUPERINTENDENT

COMMUNICATION NO. 114- 2009/10-HR

Prepared by the Office of the Vice President Human Resources  
For Presentation to the Board of Trustees  
November 9, 2009

SUBJECT: MEMORANDUM OF UNDERSTANDING BETWEEN THE ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT AND THE ANTELOPE VALLEY FEDERATION OF CLASSIFIED EMPLOYEES REGARDING THE IMPLEMENTATION OF THE CLASSIFICATION/RECLASSIFICATION PROPOSED SALARY CHANGES.

A. Background

The purpose of this MOU is to guide and direct implementation of an agreed Classification/Reclassification," regarding the classification of those employees who were approved according to the classified bargaining agreement effective July 1, 2009.

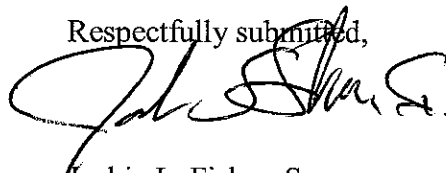
B. Budget Implications

Budgetary impact for the proposed salary changes is estimated at \$43,000.

C. Recommendation

Recommend approval of the memorandum of understanding.

Respectfully submitted,



Jackie L. Fisher, Sr.  
Superintendent/President

Prepared By:



Shane Turner  
Assistant Superintendent/Vice President  
Human Resources and Employee Relation

Office of Human Resources

Communication No. 114-2009/10-HR

November 9, 2009

Memorandum of Understanding between the Antelope Valley Community College District and the Antelope Valley Federation of Classified Employees Regarding the Implementation of the Classification/Reclassification Proposed Salary Changes.

ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT  
AND  
ANTELOPE VALLEY COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES

MEMORANDUM OF UNDERSTANDING  
FOR THE  
IMPLEMENTATION  
OF THE  
2008 – 2009 CLASSIFICATION/RECLASSIFICATION STUDY

October 26, 2009

The following document constitutes a “Memorandum of Understanding” between Antelope Valley Community College District (AVCCD) and Antelope Valley College Federation of Classified Employees (AVCFCE). The purpose of this memorandum of understanding is to guide and direct implementation of an agreed to “Classification/Reclassification,” regarding the classification of those employees who were approved according to the classified bargaining agreement.

Effective July 1, 2009, each affected unit member will be placed on the proposed salary schedule. Salaries will be retroactive to July 1, 2009. Longevity increments will be added appropriately after being placed on the proposed salary schedule.

Unit members will be placed on the proposed salary schedule at the step that they are on as of June 30, 2009. All step advancements will occur on the employees’ anniversary dates throughout the year as usual.

If a unit member’s current base salary is greater than the proposed base salary, that member’s salary will remain at the current level until increases in the salary schedule, such as COLA, raise the proposed salary above the current salary.

Note: For the Instructional Multimedia Center (IMC) Coordinator position, this MOU will reflect salary change only. A separate MOU will be drafted for the December 2009 Board meeting addressing additional changes to the IMC Coordinator position. The individual will remain in the Classified unit until the process is finalized.

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Dr. Jackie L. Fisher, Sr.

Date

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Pamela Ford, AVCFCE President

Date