

**RIVERSIDE COMMUNITY COLLEGE DISTRICT  
and  
RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION, CCA/CTA/NEA  
MEMORANDUM OF UNDERSTANDING**

**CREDIT FOR OCCUPATIONAL EXPERIENCE FOR INITIAL SALARY PLACEMENT**

September 15, 2020

This AGREEMENT is made and entered into by and between the Riverside Community College District ("District") and the Riverside Community College District Faculty Association CCA/CTA/NEA ("Association"), collectively 'the parties'.

This Memorandum of Understanding (hereinafter, "MOU") is agreed upon by the parties in order to address the need to grant credit for occupational experience (non-teaching) for initial salary placement purposes for faculty hired into an occupational discipline that the District has determined requires a Master's degree and has not been designated by the California Community Colleges Chancellor's Office Minimum Qualifications for Faculty Handbook.

**1) INITIAL SALARY PLACEMENT**

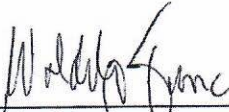
The parties agree that credit will be granted for allowable occupational experience for initial salary placement purposes for faculty hired into an occupational discipline in which the District has determined requires a Master's degree. The experience must be at the minimum educational level required by the discipline.

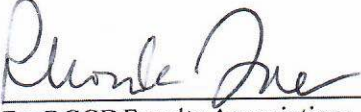
- a) Column placement shall be in accordance with the columns identified on the Faculty Salary Schedule.
- b) Step Placement shall be in accordance with the process outlined under the Occupational Faculty Salary Schedule, Placement on the Schedule.

**2) REVIEW OF PRIOR INITIAL SALARY PLACEMENTS OF FACULTY IN HUMAN SERVICES**

The District will only review the initial salary placement of faculty currently employed in the Human Services Discipline. The District will ensure that one step will be granted for each two (2) years of allowable occupational experience for each faculty member. Faculty members that have allowable (occupational) experience will have their salary placement adjusted to reflect credit given for their years of experience not to exceed placement on Step 6.

- 3) This Memorandum of Understanding addresses the issue of initial salary placement for the Human Services Discipline only and shall not be precedent setting.
- 4) The District and Association agree to these term effective for the beginning of fall 2020.

 9/28/2020  
For the District:  
Dr. Wolde-Ab Isaac, Chancellor

 9-29-20  
For RCCD Faculty Association:  
Dr. Rhonda Taube, President