

MEMORANDUM OF UNDERSTANDING
 BETWEEN
 CHABOT-LAS POSITAS FACULTY ASSOCIATION
 AND
 CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

Coaching Compensation: Intercollegiate Athletics

19 December, 2014

1. The District and Faculty Association agree to phase in a new schedule for the compensation of coaches for intercollegiate athletics, which shall be paid in lieu of the load credit and stipends (flat rate) shown in Part D of the Faculty Salary Schedule. The new rates shall be as follows:
 - a) **Instructional Load Credit:** Effective Fall Semester, 2014, Head Coaches shall receive load credit of 7.5 Calculated A Hours (CAH) for the assignment, commensurate with service as Instructor of Record for an intercollegiate athletics class which generates apportionment based on 10 weekly scheduled contact hours over a 17.5-week semester (or otherwise a season lasting 17.5 weeks). In addition, Associate Head Coaches (in the sports of Football, Baseball and Track) shall receive load credit of 4.5 CAH, effective for Academic Year 2014-15, which shall increase to 5.0 CAH effective Fall Semester, 2015. The exception for this provision is the Head Coach for Diving, which shall be compensated as an assistant coach. It is understood that Part-Time unit members who serve as Head Coach or Associate Head Coach shall be compensated for the instructional load credit described above, in accordance with the Schedule of Part-Time Service Rates.
 - b) **“F-Hour” Alternative Duty Compensation:** In addition to the load credit for Head Coaches and Associate Head Coaches shown above, coaches for intercollegiate athletics, including assistant coaches, shall receive “F-Hour” Alternative Duty compensation, in accordance with Part C of the Faculty Salary Schedule, to be phased in as follows:

Position	“F-Hour” Total CAH Phase-in: 2014-15	“F-Hour” Total CAH Effective Fall, 2015
<i>Head Coach:</i> M Baseball, M Football, M/W Track	3.0	4.5
<i>Head Coach:</i> M Basketball, W Basketball, M Soccer, W Soccer, M/W Swimming, M/W Tennis, M Wrestling, W Softball	2.0	3.5
<i>Head Coach:</i> M Golf, W Volleyball, M/W Cross Country, M Water Polo*, W Water Polo*	1.5	2.5
<i>Head Coach:</i> M/W Diving	2.5	2.5
<i>Associate Head Coach:</i> Baseball, Football, Track	2.0	2.5
(Football) Offensive & Defensive Coordinator	3.0	3.5
<i>Assistant Coaches:</i> All sports (where assigned)	2.5	2.5

* Water Polo will not be active until 2015-16

2. **Payment Schedule and Load Limit in accordance with the 67% Law:** It is understood that a portion (up to two thirds) of the “F-Hour” Alternative Duty compensation will be paid for duties performed when the sport is not in season, and accordingly said portion of the “F-Hour” CAH will be assigned off season, which may include work in Summer Session, as approved by the immediate

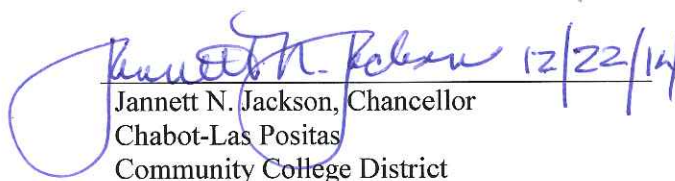
supervisor. In all cases, the aggregated assignment (instructional load from all assignments plus "F-Hour" Alternative Duty) for Part-time unit members shall not exceed ten (10) CAH in any one Fall or Spring semester. For each Head Coach, Associate Head Coach, or Assistant Coach, the immediate supervisor will provide the District with the distribution of "F-Hour" Alternative Duty for the assignment, as delineated above, between Fall Semester, Spring Semester, and Summer Session. This distribution of payments will follow the current pattern of compensation—five (5) equal payments for the portion of duties designated for Fall; five (5) equal payments for the portion of duties designated for Spring; and/or three (3) equal payments for the portion of duties designated for Summer Session.

3. **Inapplicability of Article 10C.3:** The District and Faculty Association agree that Article 10C.3, regarding the opening of Alternate Duty assignments to other interested unit members, shall not apply to intercollegiate coaching assignments.
4. **Hold Harmless Provision:** For any Part-time unit member who received \$14,878 compensation as Head Coach prior to Fall Semester, 2014, who has not yet reached a sufficient step on the Schedule of Part-Time (Adjunct) Service Rates for the aggregated compensation (Instructional load plus "F-Hour" Alternative Duty) defined herein to exceed that amount, the minimum compensation for a Head Coach assignment shall be \$14,878.
5. **Items Requiring Subsequent Negotiation:** In the event that a college elects to add an athletic program, or to make significant changes to an existing program (e.g. consolidation or de-consolidation), the District and Faculty Association shall negotiate impact effects to the provisions herein.
6. **Phase-in Year, 2014-15:** The District and Faculty Association agree to implement the revised compensation structure herein over two years, with Academic Year 2014-15 established as the phase-in period. It is understood that the provisions for 2014-15, shown in items 1(a) and 1(b) above, are retroactive to Fall, 2014, and intended to carry approximately half (50%) of the marginal cost of the provisions taking effect in Fall Semester, 2015, which shall be deemed ongoing.
 - a) Load sheets for full-time faculty shall be updated by the end of February, 2015, to reflect the new load values for 2014-15, as indicated in items 1(a) and 1(b) above. In the event that this load credit results in an unbanked carryover in excess of five (5) CAH, Article 10D.9 shall apply.
 - b) For Part-Time unit members, the District shall implement the provisions in items 1(a) and 1(b) above, in time to be reflected in the January, 2015 pay warrant, unless the Hold Harmless provision (item 4 above) applies, in which case the unit member's compensation shall remain status quo. For Part-Time unit members coaching in Fall 2014, including those whose assignments are split between Fall 2014 and Spring 2015, the District shall provide retro payments for Fall, 2014 no later than March 15, 2015, to bring compensation in accordance with items 1(a) and 1(b), above, unless the Hold Harmless provision (item 4) applies, in which case the retro payment shall be zero.

Signed and entered into this 19th day of December, 2014



Charlotte E. Lofft, President
Chabot-Las Positas
Faculty Association

 12/22/14
Jannett N. Jackson, Chancellor
Chabot-Las Positas
Community College District