

PROPOSED RESOURCE ALLOCATION FORMULA
7/1/2011 – 6/30/2014

Main Features:

- All Employee Units will be governed by the RAF, including the Chancellor and Board.
- Gives units larger share of resources than previous RAF (85% of all new revenue, vs. 80% of COLA and 20% of growth previously).
- All employee unit expenses are accounted for in units' share of allocation.
- Funds health benefit premium increases prior to allocating funds to units.
- Units also get 80% share of any additional one-time revenues (0% previously).
- Units have complete discretion over how to spend resources. Only new programs would need to be negotiated.
- Step and Column and Anniversary increases moved to January 1 for 11&12 month employees, February 1 for 10 month employees.
- Effective date for new salary increases will always be January 1.
- Adjunct step movement, educational advancements remain unchanged.
- Units must meet and negotiate with District during down times, otherwise District can implement budget solutions.