



Memorandum of Understanding
Between the
Merced College Faculty Association, Chapter 770 CTA/NEA
And
Merced Community College District

Earned Doctorate

This memorandum is agreed between Merced Community College District ("District") and the Merced College Faculty Association Chapter 770 ("Association").

WHEREAS, the parties agree that the historic application of the doctoral stipend/step placement language adopted in 1986 has been consistently applied, based on a longitudinal audit; and

WHEREAS, the parties also agree that the application of the doctoral compensation language has led to an inequity in compensation, as follows:

- 1) If the individual were already at, above, or about to be placed at step 13 when they earned their doctorate, they remained at that step but received the doctoral stipend.
- 2) If the individual was below step 13 when they earned their doctorate, they were advanced two steps on the salary schedule but did not receive the doctoral stipend until they reached step 13. Note: This only applied to one faculty member in the review period (2011-2025).

WHEREAS, the language for doctoral stipend has not changed since its adoption in 1986; and

WHEREAS, the parties agree that earned doctorates add value to the experience of our student population.

THEREFORE, the parties agree as follows:

- 1) Change to CBA language:
Effective the semester after which they have earned their doctorate, any faculty member having an earned doctorate shall be advanced two (2) additional steps on the salary schedule. If the faculty member is a new employee in possession of a doctorate upon hire, they will immediately earn two steps. In addition to advancing two steps, all faculty having an earned doctorate ~~who have advanced to Step 13 or beyond in Class V~~ will also receive an annualized doctoral stipend of \$6,315, which is equal to the difference between Step 12 & 14 in Class V.

- 2) Effective AY 2025-2026 – starting with August 2025 but likely appearing in payroll in September – existing employees (12) will receive a two-step advancement on the salary schedule if they only received the stipend and the one faculty member will receive the stipend in addition to the already applied two-step advancement. (See attached chart)

The agreement is effective upon signature of the parties and remains in effect until such time as these or other changes to the doctoral compensation language are ratified in the 2027-2030 successor agreement.

For Faculty Association



Megan Igo, President

Aug 27, 2025

Date

For the District



Chris Vitelli, Superintendent/President

Aug 28, 2025

Date

1	Davies, Robert	2017-18	2018-19
		V-13	V-14 + doctorate
		Received Doctorate	
2	Fregene, Paul	2011-12	2012-13
		V-12	V-13 + doctorate
		Received Doctorate	
3	McCall, Scott	2016-17	2017-18
		V-14	V-15 + doctorate
		Received Doctorate	
4	Garcia, Cristina	2013-14	2014-15
		V-14	V-15 + doctorate
		Received Doctorate	
5	Bell, Steve	2016-17	2017-18
		V-15	V-16 + Doctorate
6	Clark, Julie	2018-19	2019-20
		V-15	V-16 + Doctorate
7	Molina, Melody	2018-19	2019-20
		V-12	V-13 + Doctorate
8	Barba, Michael	2018-19	2019-20
		V-21	V-22 + Doctorate (e
9	Pirtle, Toni	2021-22	2022-23
		V-19	V-20 + Doctorate
10	Schindler, Wanda	2019-20	2020-21
		V-14	V-15 + Doctorate
11	Gill, Jasmin	2023-24	2024-25
		V-5	V-8
12	Ortiz, Keri	2023-24	2024-25
		V-15	V-16 + Doctorate (e