

Lake Tahoe Community College District

Memorandum of Understanding

September 15, 2025 – June 30, 2026

This Memorandum of Understanding (MOU) agreed upon by the Lake Tahoe Community College District and the Lake Tahoe Community College Faculty Association addresses compensation of Fitness Education Center (FEC) Part-Time faculty per the Part-Time Academic Salary Schedule. It begins on September 15, 2025. It is the intention of all parties to incorporate this new rate into the Part-Time Academic Salary Schedule when next open for negotiation.

1. On the current approved LTCC Part-Time Academic Salary Schedule, the rate for FEC employees is set at $2/3^{\text{rd}}$ or 0.67 of credit lecture rate. This MOU raises that rate to 0.70 of credit lecture rate.
2. The parties agree to continue discussions regarding the possibility of further increasing this rate when the Part-Time Academic Salary Schedule is next open for negotiations.



Jeff DeFranco (Sep 5, 2025 15:37:06 PDT)
Jeff DeFranco, Superintendent/President
Lake Tahoe Community College



Alena Anberg (Sep 3, 2025 18:36:59 PDT)
Alena Anberg, President
Lake Tahoe Community College Faculty Union










FEC Rate-v2

Final Audit Report

2025-09-05

Created:	2025-09-04
By:	Keely Carroll (keely.carroll@ltcc.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAdO47FNYHfYxvNiz-AhUoiWqylrsv2yG2

"FEC Rate-v2" History

-  Document created by Keely Carroll (keely.carroll@ltcc.edu)
2025-09-04 - 0:31:03 AM GMT
-  Document emailed to aanberg@mail.ltcc.edu for signature
2025-09-04 - 0:31:06 AM GMT
-  Document emailed to Jeff DeFranco (defranco@ltcc.edu) for signature
2025-09-04 - 0:31:06 AM GMT
-  Email viewed by aanberg@mail.ltcc.edu
2025-09-04 - 1:35:38 AM GMT
-  Signer aanberg@mail.ltcc.edu entered name at signing as Alena Anberg
2025-09-04 - 1:36:57 AM GMT
-  Document e-signed by Alena Anberg (aanberg@mail.ltcc.edu)
Signature Date: 2025-09-04 - 1:36:59 AM GMT - Time Source: server
-  Email viewed by Jeff DeFranco (defranco@ltcc.edu)
2025-09-05 - 10:36:05 PM GMT
-  Document e-signed by Jeff DeFranco (defranco@ltcc.edu)
Signature Date: 2025-09-05 - 10:37:06 PM GMT - Time Source: server
-  Agreement completed.
2025-09-05 - 10:37:06 PM GMT