

## ARTICLE 4 COMPENSATION

### Academic Salaries

- 4.7 The Faculty Salary Schedules for regular and temporary faculty members shall be attached to this Agreement as Appendix B-1 through B-4.
- 4.7.1 Step and column movements for eligible faculty members will be granted as of July 1 of each academic year in which this Agreement is in effect.
- 4.7.2 Extra duty compensation for faculty members is set forth in Appendix B-7, Extra Duty Compensation.
- 4.7.3 Compensation for work experience classes shall be at the rate of \$50 per enrolled student plus an additional \$25 for each student who completes the class, for a maximum of \$75 per student.
- 4.7.4 **For the 2016-2017 academic year** increase the Faculty Salary Schedule, Temporary Part-Time & Full-Time Overload Lecture/Hourly Faculty Salary Schedule, Temporary Part-Time & Full-Time Overload Laboratory/Hourly Faculty Salary Schedule, and the Temporary Part-Time & Full-Time Overload Two-Thirds Laboratory/Hourly Faculty Salary Schedule **by 1% effective July 1, 2016.**

**For the 2017-2018 academic year** increase the Faculty Salary Schedule, Temporary Part-Time & Full-Time Overload Lecture/Hourly Faculty Salary Schedule, Temporary Part-Time & Full-Time Overload Laboratory/Hourly Faculty Salary Schedule, and the Temporary Part-Time & Full-Time Overload Two-Thirds Laboratory/Hourly Faculty Salary Schedule **by 3% effective January 1, 2018.** ~~In addition, \$397,144 (equivalent to 2% off schedule/one time) will be distributed by CCFT with equal dollar amounts to all Full-Time Faculty and prorated to Part-Time Faculty on highest load of either Fall 2015 or Spring 2016.~~

### Pay for Temporary Faculty Office Hours

- 4.17 **Temporary faculty who have an assigned teaching load of 20% to 39.9% shall be paid for 9 office hours during the semester.** Temporary faculty who have an assigned teaching load of 40% and above shall be paid for 18 office hours during the semester. The hours shall be paid an hourly rate based on Appendix B-4 (Temporary, Part-Time and Full-Time Overload Two Thirds Laboratory/Hourly faculty Salary Schedule), Column D, Step 9.. Pay for these hours will be equalized over five months per semester. **The temporary office hour schedule must be posted on the class syllabus.** Office hours are considered professional ancillary services for employees hired as part-time temporary employees pursuant to Section 87492.5(a) of the Education Code and no office hours can be counted as flex credit.

### Pay for Temporary Faculty Student Learning Outcome and Assessment Work

- 4.18.1 In recognition of additional pedagogical work as prescribed by the Accrediting Commission for Community and Junior Colleges (ACCJC), Temporary Faculty members will be compensated based on Appendix B-3 (Temporary, Part-time and Full-time Overload Laboratory/Hourly Faculty Salary Schedule) Column D, Step 7 and according to the following chart:

Temporary Faculty Load up to 19.9% = .5 hours per semester  
Temporary Faculty Load between 20% - 39.9% = 1 hour per semester  
Temporary Faculty Load between 40% - 67% = 1.5 hours per semester  
See Appendix B-5 for Form