

**ARTICLE 4  
COMPENSATION**

Fringe Benefits

4.1 Commencing ~~July~~ January 1, 201~~97~~, the monthly (12 month fringe equivalent) fringe benefits will be:

Employee Only -- \$634.24/month (Full-Time) / \$317.12/month (Part-Time)  
Two Party -- ~~\$871830~~/month (Full-Time) / ~~\$435.50445~~/month (Part-Time)  
Family -- ~~\$10904030~~/month (Full-Time) / ~~\$545545~~/month (Part-Time)

Instructional Faculty annual fringe is paid a prorated amount over 10 months.

4.2 Commencing on July 1, 2006, the following fringe benefit provisions (in sections 4.2 through 4.6, inclusive) apply:

4.2.1 A faculty member who is employed for less than 50 percent of the assigned time of a full-time faculty member is not eligible to participate in or to receive a District contribution toward the medical insurance benefit program.

4.2.2 A regular faculty member or temporary faculty member assigned to work from 50 percent to less than 75 percent of the assigned time of a full-time (100%) faculty member:

4.2.2.1 who was first employed by the District in any position covered by the CCFT bargaining unit at any time prior to July 1, 2006, is eligible to participate in the District's medical insurance benefit program. If such person is not enrolled in the District's medical insurance benefit program, the monthly fringe benefit allowance to such person is \$264.96 per month. If such person is enrolled in the District's medical insurance benefit program (including dental and/or vision insurance coverage), the monthly fringe benefit allowance to such person is the lesser of (A)(1) \$313.42 per month or (2) the actual cost of the District's medical insurance benefit program in which such person is enrolled, but (B) if the actual cost of the District's medical insurance benefit program in which such person is enrolled is less than \$264.96 per month, such person may receive as income the difference between \$264.96 and the actual cost of the District's medical insurance benefit program in which such person is enrolled.

4.2.2 A regular faculty member or temporary faculty member assigned to work 75 percent or more of the assigned time of a full-time (100%) faculty member:

4.2.2.1 who was first employed by the District in any position covered by the CCFT bargaining unit at any time prior to July 1, 2006, is eligible to participate in the District's medical insurance benefit program. If such person is not enrolled in the District's medical insurance benefit program, the monthly fringe benefit allowance to such person is \$537.32 per month. If such person is enrolled in the District's medical insurance benefit program (including dental and/or vision insurance coverage), the monthly fringe benefit allowance to such person is the lesser of (A)(1) \$634.24 per month or (2) the actual cost of the District's medical insurance benefit program in which such person is enrolled, but (B) if the actual cost of the District's medical insurance benefit program in which such person is enrolled is less than \$537.32 per month, such person may receive as income the difference between \$537.32 and the actual cost of the District's medical insurance benefit program in which such person is enrolled.

- 4.3 All regular faculty members and full time temporary faculty members receiving the District contribution described in section 4.1.3 or 4.2.3 are required to enroll in the medical insurance plan selected by the District in at least "employee only" level of coverage. Every new regular faculty member/full time temporary faculty member must enroll when they are first eligible, which is the first of the month following their date of hire. If the District's contribution to such regular faculty member/full time temporary faculty member exceeds the monthly amount required to pay for the medical insurance plan in which such regular faculty member/full time temporary faculty member has enrolled, the excess sum shall revert to the District, and shall not be distributed to, or treated as a fringe allowance or income of, such employee, and may not be directed to any tax sheltered annuity, flexible spending plan, additional insurance, or any other mechanism. For purposes of fringe benefit eligibility and allowances, references in this contract to employment on or before a specified date is governed by the date of the employment contract with the District and not any offer letter or interview for employment.
- 4.3.1 Every temporary faculty member receiving the District contribution described in either section 4.1.2, 4.1.3, 4.2.2, or 4.2.3 may, but is not required to, enroll in the medical insurance plan selected by the District. If such temporary faculty member working less than a full year enrolls in the medical insurance program offered by the District, such temporary faculty member must enroll and make premium payments for the entire contract year. Additionally, temporary faculty members must enroll when they first become eligible.
- 4.4 Dental and vision insurance shall be offered by an insurance plan selected by the District. Faculty may opt to participate in any dental and/or vision plan offered by the District. For clarity, carrying dental and/or vision insurance only (and not the medical insurance plan) does not constitute enrollment in the District's medical insurance benefit program for purposes of the medical insurance enrollment requirements in section 4.3
- 4.5 A faculty member whose monthly cost for medical insurance benefit coverage exceeds the District's contribution is required to pay the additional cost by payroll deduction.
- 4.6 If the faculty member's Spouse or Registered Domestic Partner is also an employee of the District and eligible to receive a District contribution for the medical insurance benefit program, and such faculty member or such faculty member's Spouse or Registered Domestic Partner carries medical coverage through a District offered medical plan which includes coverage for both such faculty member and such faculty member's Spouse or Registered Domestic Partner (2 person or family rate which covers both such faculty member and such faculty member's Spouse or Registered Domestic Partner), then either such faculty member or such faculty member's Spouse or Registered Domestic Partner (but not both) shall have the right to opt out of the required employee only medical plan enrollment for so long as all conditions in this section are met.

#### 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 Cooperative Work Experience Faculty Advisors shall be at the rate of \$66.01 per hour per student (Range D Step 4 on Appendix B-2 Temporary, Part-Time and

Full-Time Overload Lecture/Hourly Faculty Salary Schedule). Mileage of \$20 per student per semester (based on average of 37 miles per student per semester. Total compensation of \$162.58 per student.

- 4.7.4 For the 2015-2016 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 5% effective July 1, 2015. 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.
- 4.7.5 For the 2016-2017 academic year increase all faculty salary schedules by 1% effective July 1, 2016.
- 4.7.6 For the 2017-2018 academic year increase all faculty salary schedules by 3% effective January 1, 2018.
- 4.7.7 For the 2018-2019 academic year increase all faculty salary schedules by 2.71% effective July 1, 2018. CCFT will determine the specific allotment to each cell of the salary schedules.
- 4.7.8 For the 2019-2020 academic year increase all faculty salary schedules by COLA + 0.45% effective July 1, 2019.

#### Longevity Steps

- 4.8 A regular faculty member who has completed 15 consecutive years of service to the District as a regular faculty member shall receive a 5.00% step increment, beginning with the 16th year of service. To be eligible for the 16-year step, the regular faculty member must have an overall evaluation rating of satisfactory or better on the evaluation immediately prior to eligibility for the step.
  - 4.8.1 After July 1, 2016, when a regular faculty member completes a year of service at step 14, they shall annually be placed into step 15 and step 16. Steps 15 and 16 do not provide a salary increment but is the step before longevity 17.
  - 4.8.2 As of July 1, 2016 regular faculty members that have completed 3 years or more of service beyond step 14 will be moved into longevity step 17 and become eligible for the 5% step increase.
  - 4.8.3 Regular faculty members with fewer than 3 years of service beyond step 14 as of July 1, 2016 will be placed at step 15 and have those years credited towards reaching longevity step 17.
- 4.9 A regular faculty member who has completed 18 consecutive years of service to the District as a regular faculty member or has completed 3 years of service after being placed at step 17, shall receive a 5.00% step increment, beginning with the 20th year of service. To be eligible for the 20-year step, the regular faculty member must have an overall evaluation rating of satisfactory or better on the evaluation immediately prior to eligibility for the step.
  - 4.9.2 As of July 1, 2016 regular faculty members that have completed 3 years or more of service beyond step 17 will be moved into longevity step 20 and become eligible for the 5% step increase.
- 4.10 A regular faculty member who has completed 21 consecutive years of service to the District as a regular faculty member or has completed 3 years of service after being placed at step 20, shall

receive a 5.00% step increment, beginning with the 23rd year of service. To be eligible for the 23-year step, the regular faculty member must have an overall evaluation rating of satisfactory or better on the evaluation immediately prior to eligibility for the step.

4.10. As of July 1, 2016 regular faculty members that have completed 3 years or more of service beyond step 20 will be moved into longevity step 23 and become eligible for the 5% step increase.

- 4.11 After July 1, 2016, Faculty who completed 3 years of service and are placed at a range 15 or higher can only move one range regardless of how many years of service completed.
- 4.12 If the regular faculty member does not have an overall evaluation rating of satisfactory or better on the evaluation prior to eligibility for the 17th, 20th, or 23rd year step, the respective step shall not be granted until an overall evaluation rating of satisfactory or better is achieved. Once a 17th, 18th, or 23rd year step has been granted, the step shall not be revoked.
- 4.13 A regular faculty member who was a temporary faculty member prior to becoming a regular faculty member shall receive credit toward the longevity step on the basis of one year of service for the completion of each 30 semester units taught (or equivalent for service faculty) during the temporary service. A regular faculty member who was hired by the District prior to July 1, 1998 and who served in an academic position outside of the faculty bargaining unit or in a classified bargaining unit position shall receive credit toward longevity on the basis of one year of credit for each full year of service.
- 4.14 The District and Exclusive Representative agree that the list of ten (10) districts attached as Appendix F shall be used by the parties as information for purposes of negotiations when comparing salaries for persons represented by the Exclusive Representative.
- 4.15 The Superintendent/President has the authority to negotiate the initial salary placement for newly hired faculty up to and including Range G Step 23 following the criteria provided in Appendix 9-6, Salary Placement Procedures – Regular and Temporary Faculty, 9.1 through 9.4.

#### Meeting and Conference Expense Reimbursement

- 4.16 A faculty member who is required to travel on District-related business in order to attend a District-authorized meeting or conference shall be reimbursed for travel and related expenses. Reimbursement shall be provided consistent with adopted District procedures and regulations, including appropriate written administrative notification prior to incurring any such expenses.
  - 4.16.1 Reimbursement for meals shall be at the actual cost of the meal up to \$8 for breakfast, \$12 for lunch, and \$30 for dinner. Reimbursement for meals in excess of the stated amounts will be made upon submission of appropriate receipts.
  - 4.16.2 Reimbursement for appropriate lodging shall be made when the meeting or conference is more than 100 miles from San Luis Obispo.
  - 4.16.3 The District will also reimburse the actual cost of authorized air or rail transportation, vehicle rental, and/or telephone charges for District business.

#### Mileage Reimbursement

- 4.17 A faculty member who uses a personal vehicle for authorized travel shall be reimbursed at the Internal Revenue Service rate.
  - 4.17.1 For purposes of eligibility for mileage reimbursement, each regular faculty member shall be assigned to a principal campus/center (e.g., Cuesta, North County).

- 4.17.2 When a faculty member's assigned load includes a split campus teaching assignment, mileage shall be paid for one-way travel between the assignments.
- 4.17.3 When a regular faculty member has a dual campus assignment as a result of application of paragraph 5.12.8, mileage shall be paid for miles driven to the second campus/center. Payment made pursuant to this paragraph is for miles in excess of the mileage traveled to and from the principal campus/center from the regular faculty member's home at the time the assignment was made. This payment shall be made for a maximum period of 24 months.

#### Pay for Temporary Faculty Office Hours

- 4.18 Temporary faculty who have an assigned teaching load of 40% and above shall be paid for 18 office hours during the semester. Temporary faculty who have an assigned teaching load of 20% to 39.9% shall be paid for 9 office hours during the semester, commencing on the 2018-19 academic year. 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. 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

- 4.19 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

#### Pay for Dual Enrollment

- 4.20 The District will compensate faculty members for contributing to oversight and course effectiveness assessment. Identified lead faculty will be compensated for 5 hours per section automatically, on an hourly basis from the Schedule B-4 step and column of the Temporary, Part-Time & Full-Time Overload Two-Thirds Laboratory/Hourly Faculty Salary Schedule. Any hours exceeding the pre-approved 5 hours per section must be submitted in writing to the appropriate Dean for approval. An email is a sufficient form of the written request. The request should include an estimate (if possible) of how many additional hours are needed and what those hours will be spent working on such as, curriculum, site visits, meetings, etc. It is understood that for the initial course setup there may be a need for additional hours. A faculty member who uses a personal vehicle for authorized travel shall be reimbursed at the Internal Revenue Service rate and will follow Article 4.17 of the Agreement.