



Thursday, February 7, 2019

CONTRACT CHANGES TO BE RATIFIED

SUMMARY OF CHANGES TO BE RATIFIED—CONTRACT LANGUAGE POSTED ON CCFT.ORG

Article 4 tentative agreement provides the most comprehensive overview of changes

- Salary increase for 2018-19 and 2019-20
- Increase in Fringe benefits for two-party and family rate payers.
- Increase in stipends for coaches, performing arts faculty, project journalism, and Part-Time faculty leads (Appendix B-7)
- Change initial placement to max of 8 (Appendix B-6)
- Reduce the step advancement requirement for PT faculty to 10 units (Appendix B-6)
- Lower the number of students required to get an increase in large lecture loading (Article 5.8).
The TA has been corrected to read “one and fifteenth” one hundredth” instead of “one and one fifteenth.”
- The timeline for grievances has been extended (Article 13.8)

Draft salary schedules are provided with **new salary in red**. **Note: step 19 will have a salary identical to steps 17 and 18. Step 22 will be identical to steps 20 and 21.**

THESE ARE NOT FINAL UNTIL RATIFIED AND APPROVED BY THE
BOARD OF TRUSTEES

Board of Trustees Approval: December 5, 2018
 SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE
B-1 175 DAY FACULTY SALARY SCHEDULE 2018-2019
 Effective date: January 1, 2019

Steps	COLUMN A -	COLUMN B -	COLUMN C -	COLUMN D -	COLUMN E -	COLUMN F -	COLUMN G -
	B.A.	M.A.	B.A. + 45 Units & M.A.	B.A. + 60 Units & M.A.	B.A. + 75 Units & M.A.	B.A. + 90 Units & M.A.	Doctorate
1	44,237	46,850	49,446	52,056	54,667	57,276	59,905
2	46,850	49,446	52,056	54,667	57,276	59,905	62,493
3	49,446	52,056	54,667	57,276	59,905	62,493	65,084
	52,406	55,016	57,627	60,236	62,865	65,453	68,044
4	52,056	54,667	57,276	59,905	62,493	65,084	67,691
	55,016	57,627	60,236	62,865	65,453	68,044	70,651
5	54,667	57,276	59,905	62,493	65,084	67,691	70,305
	57,627	60,236	62,865	65,453	68,044	70,651	73,265
6	57,276	59,905	62,493	65,084	67,691	70,305	72,910
	60,236	62,865	65,453	68,044	70,651	73,265	75,870
7	59,905	62,493	65,084	67,691	70,305	72,910	75,520
	62,865	65,453	68,044	70,651	73,265	75,870	78,480
8	62,493	65,084	67,691	70,305	72,910	75,520	78,124
	65,453	68,044	70,651	73,265	75,870	78,480	81,084
9	65,084	67,691	70,305	72,910	75,520	78,124	80,729
	68,044	70,651	73,265	75,870	78,480	81,084	83,689
10	67,691	70,305	72,910	75,520	78,124	80,729	83,343
	70,651	73,265	75,870	78,480	81,084	83,689	86,303
11	70,305	72,910	75,520	78,124	80,729	83,343	85,955
	73,265	75,870	78,480	81,084	83,689	86,303	88,915
12	72,910	75,520	78,124	80,729	83,343	85,955	88,554
	75,870	78,480	81,084	83,689	86,303	88,915	91,514
13	75,520	78,124	80,729	83,343	85,955	88,554	91,227
	78,480	81,084	83,689	86,303	88,915	91,514	94,187
14	78,124	80,729	83,343	85,955	88,554	91,227	93,977
	81,084	83,689	86,303	88,915	91,514	94,187	96,937
15	78,124	80,729	83,343	85,955	88,554	91,227	93,977
	81,084	83,689	86,303	88,915	91,514	94,187	96,937
16	78,124	80,729	83,343	85,955	88,554	91,227	93,977
	81,084	83,689	86,303	88,915	91,514	94,187	96,937
Step Increase							
17	82,031	84,765	87,512	90,252	92,982	95,787	98,676
	84,991	87,725	90,472	93,212	95,942	98,747	101,636
18	82,031	84,765	87,512	90,252	92,982	95,787	98,676
	84,991	87,725	90,472	93,212	95,942	98,747	101,636
19	82,031	84,765	87,512	90,252	92,982	95,787	98,676
Step Increase							
20	86,133	89,004	91,887	94,765	97,631	100,577	103,610
	89,093	91,964	94,847	97,725	100,591	103,537	106,570
21	86,133	89,004	91,887	94,765	97,631	100,577	103,610
	89,093	91,964	94,847	97,725	100,591	103,537	106,570
22	86,133	89,004	91,887	94,765	97,631	100,577	103,610
Step Increase							
23	90,439	93,455	96,480	99,503	102,512	105,606	108,791
	93,399	96,415	99,440	102,463	105,472	108,566	111,751

As of October 30, 2018, steps 15-23 are renumbered

****NOTE: For purposes of the salary schedule the amounts are rounded.**

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule

Board of Trustees Approval: December 5, 2018
 SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE
B-1b 197 DAY FACULTY SALARY SCHEDULE 2018 - 2019
 Effective January 1, 2019

Steps	COLUMN A -		COLUMN B -		COLUMN C -		COLUMN D -		COLUMN E -		COLUMN F -		COLUMN G -	
	B.A.		M.A.		B.A. + 45 Units & M.A.		B.A. + 60 Units & M.A.		B.A. + 75 Units & M.A.		B.A. + 90 Units & M.A.		Doctorate	
1	48,660		51,535		54,391		57,262		60,134		63,004		65,896	
2	51,535		54,391		57,262		60,134		63,004		65,896		68,742	
3	54,391		57,262		60,134		63,004		65,896		68,742		71,592	
	57,351		60,222		63,094		65,964		68,856		71,702		74,552	
4	57,262		60,134		63,004		65,896		68,742		71,592		74,460	
	60,222		63,094		65,964		68,856		71,702		74,552		77,420	
5	60,134		63,004		65,896		68,742		71,592		74,460		77,336	
	63,094		65,964		68,856		71,702		74,552		77,420		80,296	
6	63,004		65,896		68,742		71,592		74,460		77,336		80,201	
	65,964		68,856		71,702		74,552		77,420		80,296		83,161	
7	65,896		68,742		71,592		74,460		77,336		80,201		83,072	
	68,856		71,702		74,552		77,420		80,296		83,161		86,032	
8	68,742		71,592		74,460		77,336		80,201		83,072		85,936	
	71,702		74,552		77,420		80,296		83,161		86,032		88,896	
9	71,592		74,460		77,336		80,201		83,072		85,936		88,802	
	74,552		77,420		80,296		83,161		86,032		88,896		91,762	
10	74,460		77,336		80,201		83,072		85,936		88,802		91,677	
	77,420		80,296		83,161		86,032		88,896		91,762		94,637	
11	77,336		80,201		83,072		85,936		88,802		91,667		94,551	
	80,296		83,161		86,032		88,896		91,762		94,627		97,511	
12	80,201		83,072		85,936		88,802		91,667		94,551		97,409	
	83,161		86,032		88,896		91,762		94,627		97,511		100,369	
13	83,072		85,936		88,802		91,667		94,551		97,409		100,350	
	86,032		88,896		91,762		94,627		97,511		100,369		103,310	
14	85,936		88,802		91,667		94,551		97,409		100,350		103,375	
	88,896		91,762		94,627		97,511		100,369		103,310		106,335	
15	85,936		88,802		91,667		94,551		97,409		100,350		103,375	
	88,896		91,762		94,627		97,511		100,369		103,310		106,335	
16	85,936		88,802		91,667		94,551		97,409		100,350		103,375	
Step Increase														
17	90,234		93,242		96,263		99,266		102,280		105,366		108,544	
	93,194		96,202		99,223		102,226		105,240		108,326		111,504	
18	90,234		93,242		96,263		99,266		102,280		105,366		108,544	
	93,194		96,202		99,223		102,226		105,240		108,326		111,504	
19	90,234		93,242		96,263		99,266		102,280		105,366		108,544	
Step Increase														
20	94,746		97,904		101,076		104,242		107,394		110,635		113,971	
	97,706		100,864		104,036		107,202		110,354		113,595		116,931	
21	94,746		97,904		101,076		104,242		107,394		110,635		113,971	
	97,706		100,864		104,036		107,202		110,354		113,595		116,931	
22	94,746		97,904		101,076		104,242		107,394		110,635		113,971	
Step Increase														
23	99,483		102,801		106,128		109,453		112,763		116,167		119,670	
	102,443		105,761		109,088		112,413		115,723		119,127		122,630	

As of October 30, 2018, steps 15-23 are renumbered

****NOTE: For purposes of the salary schedule the amounts are rounded.**

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule

Faculty placed on salary schedule B-1b are contracted for 197 days over the fiscal year. Each cell is equal to 1.10 times the equivalent B-1 cell.

****NOTE: For purposes of the salary schedule the amounts are rounded.**

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule

Faculty placed on salary schedule B-1b are contracted for 197 days over the fiscal year. Each cell is equal to 1.10 times the equivalent B-1 cell.

Board of Trustees Approval: December 5, 2018

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

CUESTA COLLEGE

TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LECTURE/HOURLY

FACULTY SALARY SCHEDULE

Effective January 1, 2019

<u>COLUMN A -</u> B.A.	<u>COLUMN B -</u> M.A.	<u>COLUMN C -</u> B.A. + 45 Units & M.A.	<u>COLUMN D -</u> B.A. + 60 Units & M.A.	<u>COLUMN E -</u> B.A. + 75 Units & M.A.	<u>COLUMN F -</u> B.A. + 90 Units & M.A.	<u>COLUMN G -</u> Doctorate
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Step	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly
1	901	50.08	965	53.60	1,005	55.84	1,069	59.41	1,124	62.46	1,170	65.02	1,236	68.67
2	965	53.60	1,005	55.84	1,069	59.41	1,124	62.46	1,170	65.02	1,236	68.67	1,279	71.03
3	1,005	55.84	1,069	59.41	1,124	62.46	1,170	65.02	1,236	68.67	1,279	71.03	1,336	74.21
	1,074	59.68	1,128	62.66	1,181	65.63	1,235	68.60	1,289	71.60	1,342	74.54	1,395	77.49
4	1,069	59.41	1,124	62.46	1,170	65.02	1,236	68.67	1,279	71.03	1,336	74.21	1,393	77.38
	1,128	62.66	1,181	65.63	1,235	68.60	1,289	71.60	1,342	74.54	1,395	77.49	1,448	80.46
5	1,124	62.46	1,170	65.02	1,236	68.67	1,279	71.03	1,336	74.21	1,393	77.38	1,433	79.62
	1,181.35	65.63	1,234.84	68.60	1,288.73	71.60	1,341.79	74.54	1,394.90	77.49	1,448.35	80.46	1,501.93	83.44
6	1,170	65.02	1,236	68.67	1,279	71.03	1,336	74.21	1,393	77.38	1,433	79.62	1,487	82.59
	1,234.84	68.60	1,288.73	71.60	1,341.79	74.54	1,394.90	77.49	1,448.35	80.46	1,501.93	83.44	1,555.34	86.41
7	1,236	68.67	1,279	71.03	1,336	74.21	1,393	77.38	1,433	79.62	1,487	82.59	1,547	85.97
	1,288.73	71.60	1,341.79	74.54	1,394.90	77.49	1,448.35	80.46	1,501.93	83.44	1,555.34	86.41	1,608.84	89.38
8	1,279	71.03	1,336	74.21	1,393	77.38	1,433	79.62	1,487	82.59	1,547	85.97	1,606	89.22
	1,341.79	74.54	1,394.90	77.49	1,448.35	80.46	1,501.93	83.44	1,555.34	86.41	1,608.84	89.38	1,662.22	92.35
9	1,336	74.21	1,393	77.38	1,433	79.62	1,487	82.59	1,547	85.97	1,606	89.22	1,650	91.65
	1,394.90	77.49	1,448.35	80.46	1,501.93	83.44	1,555.34	86.41	1,608.84	89.38	1,662.22	92.35	1,715.62	95.31
10	1,393	77.38	1,433	79.62	1,487	82.59	1,547	85.97	1,606	89.22	1,650	91.65	1,712	95.09
	1,448.35	80.46	1,501.93	83.44	1,555.34	86.41	1,608.84	89.38	1,662.22	92.35	1,715.62	95.31	1,769.21	98.29
11	1,433	79.62	1,487	82.59	1,547	85.97	1,606	89.22	1,650	91.65	1,712	95.09	1,758	97.66
	1,501.93	83.44	1,555.34	86.41	1,608.84	89.38	1,662.22	92.35	1,715.62	95.31	1,769.21	98.29	1,822.76	101.26
12	1,487	82.59	1,547	85.97	1,606	89.22	1,650	91.65	1,712	95.09	1,758	97.66	1,806	100.35
	1,555.34	86.41	1,608.84	89.38	1,662.22	92.35	1,715.62	95.31	1,769.21	98.29	1,822.76	101.26	1,876.04	104.22
13	1,547	85.97	1,606	89.22	1,650	91.65	1,712	95.09	1,758	97.66	1,806	100.35	1,862	103.47
	1,608.84	89.38	1,662.22	92.35	1,715.62	95.31	1,769.21	98.29	1,822.76	101.26	1,876.04	104.22	1,930.83	107.27
14	1,606	89.22	1,650	91.65	1,712	95.09	1,758	97.66	1,806	100.35	1,862	103.47	1,917	106.51
	1,662.22	92.35	1,715.62	95.31	1,769.21	98.29	1,822.76	101.26	1,876.04	104.22	1,930.83	107.27	1,987.21	110.40

*Note: amount is computed for one semester hour, for the 18 week semester, and includes flex activities and finals week.

Board of Trustees Approval: December 5, 2018

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE

TEMPORARY, PART-TIME & FULL-TIME OVERLOAD TWO-THIRDS LABORATORY/HOURLY
 FACULTY SALARY SCHEDULE

Effective January 1, 2019

<u>COLUMN A -</u> B.A.	<u>COLUMN B -</u> M.A.	<u>COLUMN C -</u> B.A. + 45 Units & M.A.	<u>COLUMN D -</u> B.A. + 60 Units & M.A.	<u>COLUMN E -</u> B.A. + 75 Units & M.A.	<u>COLUMN F -</u> B.A. + 90 Units & M.A.	<u>COLUMN G -</u> Doctorate
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Step	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	25.13	26.85	27.89	29.71	31.45	32.38	34.22
2	26.85	27.89	29.71	31.45	32.38	34.22	35.46
3	27.89	29.71	31.45	32.38	34.22	35.46	37.13
	29.84	31.33	32.82	34.30	35.80	37.27	38.75
4	29.71	31.45	32.38	34.22	35.46	37.13	38.67
	31.33	32.82	34.30	35.80	37.27	38.75	40.23
5	31.45	32.38	34.22	35.46	37.13	38.67	39.71
	32.82	34.30	35.80	37.27	38.75	40.23	41.72
6	32.38	34.22	35.46	37.13	38.67	39.71	41.42
	34.30	35.80	37.27	38.75	40.23	41.72	43.20
7	34.22	35.46	37.13	38.67	39.71	41.42	43.03
	35.80	37.27	38.75	40.23	41.72	43.20	44.69
8	35.46	37.13	38.67	39.71	41.42	43.03	44.42
	37.27	38.75	40.23	41.72	43.20	44.69	46.17
9	37.13	38.67	39.71	41.42	43.03	44.42	45.92
	38.75	40.23	41.72	43.20	44.69	46.17	47.66
10	38.67	39.71	41.42	43.03	44.42	45.92	47.67
	40.23	41.72	43.20	44.69	46.17	47.66	49.15
11	39.71	41.42	43.03	44.42	45.92	47.67	48.76
	41.72	43.20	44.69	46.17	47.66	49.15	50.63
12	41.42	43.03	44.42	45.92	47.67	48.76	50.20
	43.20	44.69	46.17	47.66	49.15	50.63	52.11
13	43.03	44.42	45.92	47.67	48.76	50.20	51.64
	44.69	46.17	47.66	49.15	50.63	52.11	53.63
14	44.42	45.92	47.67	48.76	50.20	51.64	53.22
	46.17	47.66	49.15	50.63	52.11	53.63	55.20

Board of Trustees Approval: December 5, 2018
 SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE
TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LABORATORY/HOURLY
FACULTY SALARY SCHEDULE
 Effective January 1, 2019

<u>COLUMN A -</u>	<u>COLUMN B -</u>	<u>COLUMN C -</u>	<u>COLUMN D -</u>	<u>COLUMN E -</u>	<u>COLUMN F -</u>	<u>COLUMN G -</u>
B.A.	M.A.	B.A. + 45 Units & M.A.	B.A. + 60 Units & M.A.	B.A. + 75 Units & M.A.	B.A. + 90 Units & M.A.	Doctorate

Step	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly	* Hourly
1	676 37.57	725 40.28	753 41.84	802 44.54	849 47.17	875 48.60	923 51.30					
2	725 40.28	753 41.84	802 44.54	849 47.17	875 48.60	923 51.30	958 53.20					
3	753 41.84	802 44.54	849 47.17	875 48.60	923 51.30	958 53.20	1,002 55.69					
	805.74 44.76	845.87 46.99	886.02 49.22	926.13 51.45	966.55 53.70	1006.34 55.91	1046.18 58.12					
4	802 44.54	849 47.17	875 48.60	923 51.30	958 53.20	1,002 55.69	1,044 57.99					
	845.87 46.99	886.02 49.22	926.13 51.45	966.55 53.70	1006.34 55.91	1046.18 58.12	1086.26 60.35					
5	849 47.17	875 48.60	923 51.30	958 53.20	1,002 55.69	1,044 57.99	1,072 59.54					
	886.02 49.22	926.13 51.45	966.55 53.70	1006.34 55.91	1046.18 58.12	1086.26 60.35	1126.45 62.58					
6	875 48.60	923 51.30	958 53.20	1,002 55.69	1,044 57.99	1,072 59.54	1,118 62.11					
	926.13 51.45	966.55 53.70	1006.34 55.91	1046.18 58.12	1086.26 60.35	1126.45 62.58	1166.50 64.81					
7	923 51.30	958 53.20	1,002 55.69	1,044 57.99	1,072 59.54	1,118 62.11	1,162 64.54					
	966.55 53.70	1006.34 55.91	1046.18 58.12	1086.26 60.35	1126.45 62.58	1166.50 64.81	1206.63 67.04					
8	958 53.20	1,002 55.69	1,044 57.99	1,072 59.54	1,118 62.11	1,162 64.54	1,200 66.64					
	1006.34 55.91	1046.18 58.12	1086.26 60.35	1126.45 62.58	1166.50 64.81	1206.63 67.04	1246.67 69.26					
9	1,002 55.69	1,044 57.99	1,072 59.54	1,118 62.11	1,162 64.54	1,200 66.64	1,240 68.87					
	1046.18 58.12	1086.26 60.35	1126.45 62.58	1166.50 64.81	1206.63 67.04	1246.67 69.26	1286.72 71.48					
10	1,044 57.99	1,072 59.54	1,118 62.11	1,162 64.54	1,200 66.64	1,240 68.87	1,287 71.50					
	1086.26 60.35	1126.45 62.58	1166.50 64.81	1206.63 67.04	1246.67 69.26	1286.72 71.48	1326.91 73.72					
11	1,072 59.54	1,118 62.11	1,162 64.54	1,200 66.64	1,240 68.87	1,287 71.50	1,316 73.13					
	1126.45 62.58	1166.50 64.81	1206.63 67.04	1246.67 69.26	1286.72 71.48	1326.91 73.72	1367.07 75.95					
12	1,118 62.11	1,162 64.54	1,200 66.64	1,240 68.87	1,287 71.50	1,316 73.13	1,355 75.29					
	1166.50 64.81	1206.63 67.04	1246.67 69.26	1286.72 71.48	1326.91 73.72	1367.07 75.95	1407.03 78.17					
13	1,162 64.54	1,200 66.64	1,240 68.87	1,287 71.50	1,316 73.13	1,355 75.29	1,394 77.46					
	1206.63 67.04	1246.67 69.26	1286.72 71.48	1326.91 73.72	1367.07 75.95	1407.03 78.17	1448.13 80.45					
14	1,200 66.64	1,240 68.87	1,287 71.50	1,316 73.13	1,355 75.29	1,394 77.46	1,437 79.81					
	1246.67 69.26	1286.72 71.48	1326.91 73.72	1367.07 75.95	1407.03 78.17	1448.13 80.45	1490.41 82.80					

*Note: amount is computed for one semester hour, for the 18 week semester, and includes flex activities and finals week.

PLACEMENT PROCEDURES - FACULTY (APPENDIX B-6)**COLUMN A:**

- B.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience, or
- A.A., at least 6 years experience in discipline and any certificate/license required to teach in the discipline.

COLUMN B:

- M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline.

COLUMN C:

- B.A. + 45 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 15 units, or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 15 units.

COLUMN D:

- B.A. + 60 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 30 units, or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 30 units.

COLUMN E:

- B.A. + 75 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 45 units + M.A.
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 45 units and M.A.

COLUMN F:

- B.A. + 90 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience, B.A.+60 units+M.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 60 units and M.A.

COLUMN G:

- Completion of a Ph.D., Ed.D., or JD.

(Credit placement for a full-time Vocational Credential secured through vocational experience or for meeting minimum qualification with vocational experience and a certificate/license, shall be granted to faculty who teach exclusively in vocational education area)

Salary Placement Criteria - Regular and Temporary Faculty**A. Placement on the salary schedule shall be based on:**

Earned Degrees.

Acceptable graduate semester units (each graduate unit earned on a quarter basis shall be calculated as two-thirds [2/3] of a semester unit).*

Prior teaching and/or trade or professional experience.

Proper certification.

Other semester units or continuing education work subject to administrative approval.**

*Acceptable graduate units shall be those which are acceptable by a university or college for credit toward a Master's or Doctor's degree and/or credit toward certification, or graduate units of work which lead to professional improvement and/or increased proficiency in major or minor fields. Graduate units taken prior to the completion of the requirements for a

Bachelor's degree will be accepted only if they were a requirement in completing the work for the Master's or Doctor's degree. No units shall be counted for both a Bachelor's degree and a higher degree.

**Units taken after the Bachelor's degree has been earned which are not of graduate level are acceptable at the discretion of the Superintendent/President upon demonstration that such courses contribute to the professional growth of the instructor or are within his/her major or minor area. Continuing education work taken after the Bachelor's degree which is not of graduate level but was acceptable for schedule placement at former school districts will be subject to review.

Salary Placement Procedures - Regular and Temporary Faculty

B. A newly employed faculty member shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule in effect at the commencement of the individual's employment pursuant to the following provisions:

1. Column placement shall be established by the individual's certified and acceptable graduate work completed in accredited institutions or by the appropriate vocational experience upon which issuance of the credential was based, or based upon hours completed in workshops/training that leads to certification in the discipline.
2. For regular faculty and, effective July 1, 2000, for full-time temporary faculty, initial step placement on the full-time salary schedule for an individual who has prior full-time faculty experience at another educational facility or related occupational experience that exceeds credential requirements shall be determined by the following guideline (a or b) which grants the greater step credit:
 - a. **Beginning Fall 2019**, the step determined by allowing one step for each two full years of related experience and/or on completion of four semesters and a minimum of 10 semester units (or equivalent for service faculty) during that interval as a temporary faculty member. Maximum placement shall be at the fifth step.
 - b. The step representing the amount next greater than the individual's last annual basic ten month faculty or occupational salary.
3. Initial step placement for an individual who is hired into a temporary faculty position and who has prior full-time faculty experience or related occupational experience that exceeds credential requirements on the temporary lab/lecture salary schedules, as appropriate, shall be determined by the following guidelines (a or b) which grants the greater step credit:
 - a. The step determined by allowing one step for two complete years of academic experience or the step determined by allowing one step for each two full years of related experience, whichever yields the higher placement. Maximum placement shall be at the **eighth** step.
 - b. The step representing the amount next greater than the individual's last annual basic ten month faculty or occupational salary, prorated to the level of the current assignment.
4. Placements in exception to these requirements may be made by the Superintendent/President, within the following limitations, provided that such proposed exceptions are submitted to the Board of Trustees for final approval. Such exceptions may be made when:
 - a. A lack of available qualified personnel makes it mandatory to waive some requirements;
 - b. The position to be filled requires supervisory or administrative duties and responsibilities;
 - c. Compelling reasons require employment of a particular candidate not otherwise available to the college.

Salary Step Advancement and Column Changes:

C. Step advancement for regular faculty shall be implemented at the beginning of each fiscal year. Step advancement for temporary faculty shall be based upon the completion of a minimum of four semesters and/or summer sessions of teaching/service experience and a minimum of 15 semester units of teaching (or equivalent for service faculty) with the District and shall become effective the next semester or summer session.

1. If courses of study are to be used for a salary column change upon their completion, prior approval of the courses must be obtained from the Assistant Superintendent/Vice President, Instruction. He/she must be notified no later than June 1 of the intent to change a column and The course work must be completed and reported to his/her office by September 1 or February 1 in order to be included that school year.
2. The burden of proof for identifying the date of the completion of the requirements for all degrees, graduate units, a credential, acceptable work, and correct schedule placement shall be with the employee.

Division Chairs:

D. Division Chairs will be paid beginning the 2017-2018 academic year using the Instructional Division Chair Salary Schedule or t

North County Campus Division Coordinators:

E. North County Campus Cluster Coordinators will be paid beginning with the 2017-2018 using the North County Coordinator Sa

Salary Adjustments for Absences:

G. Salary adjustments shall be made for regular academic faculty who work fewer days than their specified contract period pursuant to Education Code sections 87780 and 87815.

1. Any salary adjustment shall be determined by deducting the day or days not worked in the contract year on a per diem basis.
2. Per diem salary shall be computed by dividing the annual total salary by the total number of days in that contract year (total salary includes responsibility and time factors and extra duty remuneration but excludes extra remuneration for overload teaching or counseling). The per diem calculation for temporary faculty shall be based on the number of days in the applicable semester.

EXTRA DUTY COMPENSATION -- APPENDIX B-7

A. The stipend of extra duty compensation for faculty who are assigned as performing arts instructors, coaches, and project journalism instructors shall be as listed below in 1, 2 and 3. **Stipends for regular faculty shall be paid over 5 or 10 months by employee request. Stipends for temporary faculty shall be paid over 5 months.**

1. Performing Arts: The flat stipend for the duties performed by the designated instructor are based upon performance and completion of the duties specified for the respective position. The stipend for each position shall be as follows:

Choreography and Performance - **\$3,350** per semester

Drama - **\$3,350** per semester
Instructional Music - **\$3,350** per semester
Vocal Music - **\$3,350** per semester

2. Intercollegiate Athletics Classes (Coaches): The stipend for a head coach shall be as set forth in paragraphs 2.a & 2.b.

a. Stipends for each position shall be as follows:

\$7,680 - baseball, cross country, softball, swimming & diving, track & field, water polo, women's soccer, women's tennis, women's volleyball, wrestling.

\$8,600 - men's basketball, women's basketball.

b. The coach of a team whose schedule requires that practice must be held on days outside of the normal fall and spring schedule of classes (including finals) shall receive a stipend of one-tenth of one percent (.10%) per day, excluding Saturdays, Sundays, and Holidays. (Based on Column E-14)

3. Specialized Lead: The flat stipend for the duties performed by the designated instructor are based upon performance and completion of the duties specified for the respective position. The stipend for each position shall be as follows:

\$6000/semester - Personal Development Studies/Career Planning, Cooperative Work Experience, Agriculture Plant Science, and Journalism

4. Project Journalism: The stipend for the school newspaper production assignment is **\$3,350** per semester.

B. The stipend of extra duty compensation for temporary faculty who are assigned as lead faculty in occupational programs (disciplines) which have no full-time faculty shall be **\$2,880** per semester.

1. The stipend shall be applied to the following programs (disciplines): **Addiction Studies**, Agricultural Technology, Architectural Technology, **College Success Studies**, **Cooperative Work Experience**, Criminal Justice, Emergency Medical Technology, Fashion Design/Merchandising, Legal Office Specialist, Medical Assistant, **Personal Development Studies**, **Public Health Sciences**, and **WEDCP Work Experience**.

2. When the District creates a new lead faculty position consistent with the limitations set forth in paragraph B (above), the District will negotiate with the Exclusive Representative on the job description for the position.

3. When a full-time faculty member is assigned to a program listed in this paragraph, the lead designation made pursuant to this paragraph shall be terminated.

C. A faculty member who is assigned by the District to perform work in addition to regular assigned duties shall be compensated at 2/3 of the faculty member's laboratory rate for all authorized hours.

D. The hourly rate for substitute teaching shall be based on Step/Column A-4 of the temporary (part-time) laboratory hourly faculty salary schedule per compensated classroom hour of instruction.

D.1 Regular and part-time faculty will be deemed long-term substitutes when they are required to provide instruction for ten percent or more of the hours of the same class and section in any given academic semester; paid on either the Temporary, part-time/Full-time Overload lecture or Lab Hourly faculty Salary Schedule (Appendix B-3) as determined by the designation of the class the faculty member is a substitute.

Board of Trustees Approval: December 5, 2018								
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT								
CUESTA COLLEGE								
NORTH COUNTY CAMPUS DIVISION COORDINATOR SALARY SCHEDULE 2018 - 2019								
Effective Date: January 1, 2019								
Steps	COLUMN A - B.A.	COLUMN B - M.A.	COLUMN C - B.A. + 45 Units & M.A.	COLUMN D - B.A. + 60 Units & M.A.	COLUMN E - B.A. + 75 Units & M.A.	COLUMN F - B.A. + 90 Units & M.A.	COLUMN G - Doctorate	
1	53,756	56,369	58,965	61,575	64,186	66,795	69,424	
2	56,369	58,965	61,575	64,186	66,795	69,424	72,012	
3	58,965	61,575	64,186	66,795	69,424	72,012	74,603	
	61,925	64,535	67,146	69,755	72,384	74,972	77,563	
4	61,575	64,186	66,795	69,424	72,012	74,603	77,210	
	64,535	67,146	69,755	72,384	74,972	77,563	80,170	
5	64,186	66,795	69,424	72,012	74,603	77,210	79,824	
	67,146	69,755	72,384	74,972	77,563	80,170	82,784	
6	66,795	69,424	72,012	74,603	77,210	79,824	82,430	
	69,755	72,384	74,972	77,563	80,170	82,784	85,390	
7	69,424	72,012	74,603	77,210	79,824	82,430	85,039	
	72,384	74,972	77,563	80,170	82,784	85,390	87,999	
8	72,012	74,603	77,210	79,824	82,430	85,039	87,643	
	74,972	77,563	80,170	82,784	85,390	87,999	90,603	
9	74,603	77,210	79,824	82,430	85,039	87,643	90,248	
	77,563	80,170	82,784	85,390	87,999	90,603	93,208	
10	77,210	79,824	82,430	85,039	87,643	90,248	92,862	
	80,170	82,784	85,390	87,999	90,603	93,208	95,822	
11	79,824	82,430	85,039	87,643	90,248	92,862	95,474	
	82,784	85,390	87,999	90,603	93,208	95,822	98,434	
12	82,430	85,039	87,643	90,248	92,862	95,474	98,073	
	85,390	87,999	90,603	93,208	95,822	98,434	101,033	
13	85,039	87,643	90,248	92,862	95,474	98,073	100,745	
	87,999	90,603	93,208	95,822	98,434	101,033	103,705	
14	87,643	90,248	92,862	95,474	98,073	100,745	103,496	
	90,603	93,208	95,822	98,434	101,033	103,705	106,456	
15	87,643	90,248	92,862	95,474	98,073	100,745	103,496	
	90,603	93,208	95,822	98,434	101,033	103,705	106,456	
16	87,643	90,248	92,862	95,474	98,073	100,745	103,496	
Step Increase								
17	91,550	94,284	97,030	99,771	102,500	105,306	108,195	
	94,510	97,244	99,990	102,731	105,460	108,266	111,155	
18	91,550	94,284	97,030	99,771	102,500	105,306	108,195	
	94,510	97,244	99,990	102,731	105,460	108,266	111,155	
19	91,550	94,284	97,030	99,771	102,500	105,306	108,195	
Step Increase								
20	95,652	98,523	101,406	104,283	107,149	110,096	113,129	
	98,612	101,483	104,366	107,243	110,109	113,056	116,089	
21	95,652	98,523	101,406	104,283	107,149	110,096	113,129	
	98,612	101,483	104,366	107,243	110,109	113,056	116,089	
22	95,652	98,523	101,406	104,283	107,149	110,096	113,129	
Step Increase								
23	99,958	102,974	105,999	109,022	112,030	115,124	118,310	
	102,918	105,934	108,959	111,982	114,990	118,084	121,270	

As of October 30, 2018, steps 15-23 are renumbered

****NOTE:** For purposes of the salary schedule the amounts are rounded.

North County Campus Division Coordinators are contracted to work 185 days

Board of Trustees Approval: December 5, 2018

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

CUESTA COLLEGE

194.5 DAY INSTRUCTIONAL DIVISION CHAIR SALARY SCHEDULE 2018 - 2019

Effective Date: January 1, 2019

Steps	COLUMN A -	COLUMN B -	COLUMN C -	COLUMN D -	COLUMN E -	COLUMN F -	COLUMN G -
	B.A.	M.A.	B.A. + 45 Units & M.A.	B.A. + 60 Units & M.A.	B.A. + 75 Units & M.A.	B.A. + 90 Units & M.A.	Doctorate
1	63,885	66,499	69,094	71,704	74,315	76,924	79,553
2	66,499	69,094	71,704	74,315	76,924	79,553	82,142
3	69,094	71,704	74,315	76,924	79,553	82,142	84,732
	72,054	74,664	77,275	79,884	82,513	85,102	87,692
4	71,704	74,315	76,924	79,553	82,142	84,732	87,339
	74,664	77,275	79,884	82,513	85,102	87,692	90,299
5	74,315	76,924	79,553	82,142	84,732	87,339	89,953
	77,275	79,884	82,513	85,102	87,692	90,299	92,913
6	76,924	79,553	82,142	84,732	87,339	89,953	92,559
	79,884	82,513	85,102	87,692	90,299	92,913	95,519
7	79,553	82,142	84,732	87,339	89,953	92,559	95,168
	82,513	85,102	87,692	90,299	92,913	95,519	98,128
8	82,142	84,732	87,339	89,953	92,559	95,168	97,772
	85,102	87,692	90,299	92,913	95,519	98,128	100,732
9	84,732	87,339	89,953	92,559	95,168	97,772	100,377
	87,692	90,299	92,913	95,519	98,128	100,732	103,337
10	87,339	89,953	92,559	95,168	97,772	100,377	102,991
	90,299	92,913	95,519	98,128	100,732	103,337	105,951
11	89,953	92,559	95,168	97,772	100,377	102,991	105,604
	92,913	95,519	98,128	100,732	103,337	105,951	108,564
12	92,559	95,168	97,772	100,377	102,991	105,604	108,202
	95,519	98,128	100,732	103,337	105,951	108,564	111,162
13	95,168	97,772	100,377	102,991	105,604	108,202	110,875
	98,128	100,732	103,337	105,951	108,564	111,162	113,835
14	97,772	100,377	102,991	105,604	108,202	110,875	113,625
	100,732	103,337	105,951	108,564	111,162	113,835	116,585
15	97,772	100,377	102,991	105,604	108,202	110,875	113,625
	100,732	103,337	105,951	108,564	111,162	113,835	116,585
16	97,772	100,377	102,991	105,604	108,202	110,875	113,625
Step Increase							
17	101,680	104,414	107,160	109,900	112,630	115,435	118,324
	104,640	107,374	110,120	112,860	115,590	118,395	121,284
18	101,680	104,414	107,160	109,900	112,630	115,435	118,324
	104,640	107,374	110,120	112,860	115,590	118,395	121,284
19	101,680	104,414	107,160	109,900	112,630	115,435	118,324
Step Increase							
20	105,781	108,653	111,535	114,413	117,279	120,225	123,258
	108,741	111,613	114,495	117,373	120,239	123,185	126,218
21	105,781	108,653	111,535	114,413	117,279	120,225	123,258
	108,741	111,613	114,495	117,373	120,239	123,185	126,218
22	105,781	108,653	111,535	114,413	117,279	120,225	123,258
Step Increase							
23	110,087	113,103	116,128	119,151	122,160	125,254	128,439
	113,047	116,063	119,088	122,111	125,120	128,214	131,399

As of October 30, 2018, steps 15-23 are renumbered

****NOTE: For purposes of the salary schedule the amounts are rounded.**

Instructional Division Chairs on this salary schedule are contracted to work 194.5 days

Board of Trustees Approval: December 5, 2018

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

CUESTA COLLEGE

216.5 DAY FACULTY CHAIR SALARY SCHEDULE 2018 - 2019

Effective Date: January 1, 2019

Steps	COLUMN A - B.A.	COLUMN B - M.A.	COLUMN C - B.A. + 45 Units & M.A.	COLUMN D - B.A. + 60 Units & M.A.	COLUMN E - B.A. + 75 Units & M.A.	COLUMN F - B.A. + 90 Units & M.A.	COLUMN G - Doctorate
1	68,309	71,183	74,039	76,910	79,782	82,651	85,543
2	71,183	74,039	76,910	79,782	82,651	85,543	88,391
3	74,039	76,910	79,782	82,651	85,543	88,391	91,240
	76,999	79,870	82,742	85,611	88,503	91,351	94,200
4	76,910	79,782	82,651	85,543	88,391	91,240	94,108
	79,870	82,742	85,611	88,503	91,351	94,200	97,068
5	79,782	82,651	85,543	88,391	91,240	94,108	96,984
	82,742	85,611	88,503	91,351	94,200	97,068	99,944
6	82,651	85,543	88,391	91,240	94,108	96,984	99,850
	85,611	88,503	91,351	94,200	97,068	99,944	102,810
7	85,543	88,391	91,240	94,108	96,984	99,850	102,720
	88,503	91,351	94,200	97,068	99,944	102,810	105,680
8	88,391	91,240	94,108	96,984	99,850	102,720	105,584
	91,351	94,200	97,068	99,944	102,810	105,680	108,544
9	91,240	94,108	96,984	99,850	102,720	105,584	108,450
	94,200	97,068	99,944	102,810	105,680	108,544	111,410
10	94,108	96,984	99,850	102,720	105,584	108,450	111,325
	97,068	99,944	102,810	105,680	108,544	111,410	114,285
11	96,984	99,850	102,720	105,584	108,450	111,325	114,198
	99,944	102,810	105,680	108,544	111,410	114,285	117,158
12	99,850	102,720	105,584	108,450	111,325	114,198	117,057
	102,810	105,680	108,544	111,410	114,285	117,158	120,017
13	102,720	105,584	108,450	111,325	114,198	117,057	119,997
	105,680	108,544	111,410	114,285	117,158	120,017	122,957
14	105,584	108,450	111,325	114,198	117,057	119,997	123,022
	108,544	111,410	114,285	117,158	120,017	122,957	125,982
15	105,584	108,450	111,325	114,198	117,057	119,997	123,022
	108,544	111,410	114,285	117,158	120,017	122,957	125,982
16	105,584	108,450	111,325	114,198	117,057	119,997	123,022
Step Increase							
17	109,882	112,890	115,911	118,925	121,928	125,013	128,192
	112,842	115,850	118,871	121,885	124,888	127,973	131,152
18	109,882	112,890	115,911	118,925	121,928	125,013	128,192
	112,842	115,850	118,871	121,885	124,888	127,973	131,152
19	109,882	112,890	115,911	118,925	121,928	125,013	128,192
Step Increase							
20	114,394	117,552	120,723	123,889	127,042	130,283	133,619
	117,354	120,512	123,683	126,849	130,002	133,243	136,579
Step Increase							
23	119,131	122,448	125,776	129,102	132,411	135,814	139,318
	122,091	125,408	128,736	132,062	135,371	138,774	142,278

As of October 30, 2018, steps 15-23 are renumbered

**NOTE: For purposes of the salary schedule the amounts are rounded.

Instructional Division Chairs on this salary schedule are contracted to work 216.5 days