

Board of Trustees Approval: June 1, 2016

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE
FACULTY SALARY SCHEDULE - 2015-2016
 Effective July 1, 2015

Steps	<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
1	42,524	45,036	47,531	50,040	52,550	55,058	57,585
2	45,036	47,531	50,040	52,550	55,058	57,585	60,073
3	47,531	50,040	52,550	55,058	57,585	60,073	62,563
4	50,040	52,550	55,058	57,585	60,073	62,563	65,069
5	52,550	55,058	57,585	60,073	62,563	65,069	67,582
6	55,058	57,585	60,073	62,563	65,069	67,582	70,087
7	57,585	60,073	62,563	65,069	67,582	70,087	72,595
8	60,073	62,563	65,069	67,582	70,086	72,595	75,098
9	62,563	65,069	67,582	70,086	72,595	75,098	77,602
10	65,069	67,582	70,086	72,595	75,098	77,602	80,115
11	67,582	70,086	72,595	75,098	77,602	80,115	82,626
12	70,086	72,595	75,098	77,602	80,115	82,626	85,124
13	72,595	75,098	77,602	80,115	82,626	85,124	87,693
14	75,098	77,602	80,115	82,626	85,124	87,693	90,337

*Faculty who are on step 14 for 3 years or more will be moved to Longevity I effective 7/1/16.

Longevity I - 16th consecutive year of service to Cuesta College:

Longevity	78,854	81,482	84,122	86,756	89,380	92,077	94,854
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*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 *Meets Standards* or *Excels* on the evaluation immediately prior to eligibility for the step.

Longevity II - 19th consecutive year of service to Cuesta College:

Longevity	82,797	85,557	88,328	91,094	93,849	96,681	99,597
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Longevity III - 22nd consecutive year of service to Cuesta College:

Longevity	86,936	89,835	92,743	95,649	98,541	101,515	104,577
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*A regular faculty member who has completed 21 consecutive years of service to the District as a regular faculty member shall receive a 5.00% step increment, beginning with the 22nd year of service. To be eligible for the 22-year step, the regular faculty member must have an overall evaluation rating of *Meets Standards* or *Excels* on the evaluation immediately prior to eligibility for the step.

*Reference Longevity Steps, Section 4.8 - 4.10 of the District/CCFT Bargaining Agreement

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: June 1, 2016

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
CUESTA COLLEGE

TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LECTURE/HOURLY
FACULTY SALARY SCHEDULE

Effective July 1, 2015

Step	<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	
	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly
1	867	48.14	927	51.52	966	53.67	1,028	57.11	1,081	60.04	1,125	62.50	1,188	66.01
2	927	51.52	966	53.67	1,028	57.11	1,081	60.04	1,125	62.50	1,188	66.01	1,229	68.28
3	966	53.67	1,028	57.11	1,081	60.04	1,125	62.50	1,188	66.01	1,229	68.28	1,284	71.34
4	1,028	57.11	1,081	60.04	1,125	62.50	1,188	66.01	1,229	68.28	1,284	71.34	1,339	74.39
5	1,081	60.04	1,125	62.50	1,188	66.01	1,229	68.28	1,284	71.34	1,339	74.39	1,378	76.53
6	1,125	62.50	1,188	66.01	1,229	68.28	1,284	71.34	1,339	74.39	1,378	76.53	1,429	79.39
7	1,188	66.01	1,229	68.28	1,284	71.34	1,339	74.39	1,378	76.53	1,429	79.39	1,488	82.64
8	1,229	68.28	1,284	71.34	1,339	74.39	1,378	76.53	1,429	79.39	1,488	82.64	1,544	85.76
9	1,284	71.34	1,339	74.39	1,378	76.53	1,429	79.39	1,488	82.64	1,544	85.76	1,586	88.10
10	1,339	74.39	1,378	76.53	1,429	79.39	1,488	82.64	1,544	85.76	1,586	88.10	1,645	91.41
11	1,378	76.53	1,429	79.39	1,488	82.64	1,544	85.76	1,586	88.10	1,645	91.41	1,690	93.88
12	1,429	79.39	1,488	82.64	1,544	85.76	1,586	88.10	1,645	91.41	1,690	93.88	1,736	96.47
13	1,488	82.64	1,544	85.76	1,586	88.10	1,645	91.41	1,690	93.88	1,736	96.47	1,790	99.47
14	1,544	85.76	1,586	88.10	1,645	91.41	1,690	93.88	1,736	96.47	1,790	99.47	1,843	102.40

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

Board of Trustees Approval: June 1, 2016

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE
**TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LABORATORY/HOURLY
 FACULTY SALARY SCHEDULE**

Effective July 1, 2015

	<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
1	650	36.12	697	38.72	724	40.22	771	42.81	816	45.35	841	46.71	888	49.32
2	697	38.72	724	40.22	771	42.81	816	45.35	841	46.71	888	49.32	921	51.14
3	724	40.22	771	42.81	816	45.35	841	46.71	888	49.32	921	51.14	964	53.53
4	771	42.81	816	45.35	841	46.71	888	49.32	921	51.14	964	53.53	1,003	55.74
5	816	45.35	841	46.71	888	49.32	921	51.14	964	53.53	1,003	55.74	1,030	57.24
6	841	46.71	888	49.32	921	51.14	964	53.53	1,003	55.74	1,030	57.24	1,075	59.70
7	888	49.32	921	51.14	964	53.53	1,003	55.74	1,030	57.24	1,075	59.70	1,117	62.04
8	921	51.14	964	53.53	1,003	55.74	1,030	57.24	1,075	59.70	1,117	62.04	1,153	64.06
9	964	53.53	1,003	55.74	1,030	57.24	1,075	59.70	1,117	62.04	1,153	64.06	1,192	66.20
10	1,003	55.74	1,030	57.24	1,075	59.70	1,117	62.04	1,153	64.06	1,192	66.20	1,237	68.73
11	1,030	57.24	1,075	59.70	1,117	62.04	1,153	64.06	1,192	66.20	1,237	68.73	1,265	70.30
12	1,075	59.70	1,117	62.04	1,153	64.06	1,192	66.20	1,237	68.73	1,265	70.30	1,303	72.38
13	1,117	62.04	1,153	64.06	1,192	66.20	1,237	68.73	1,265	70.30	1,303	72.38	1,340	74.46
14	1,153	64.06	1,192	66.20	1,237	68.73	1,265	70.30	1,303	72.38	1,340	74.46	1,381	76.72

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

Board of Trustees Approval: June 1, 2016

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

CUESTA COLLEGE

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

FACULTY SALARY SCHEDULE

Effective July 1, 2015

<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	24.16	25.81	26.81	28.55	30.23	31.13	32.89
2	25.81	26.81	28.55	30.23	31.13	32.89	34.09
3	26.81	28.55	30.23	31.13	32.89	34.09	35.69
4	28.55	30.23	31.13	32.89	34.09	35.69	37.17
5	30.23	31.13	32.89	34.09	35.69	37.17	38.17
6	31.13	32.89	34.09	35.69	37.17	38.17	39.81
7	32.89	34.09	35.69	37.17	38.17	39.81	41.37
8	34.09	35.69	37.17	38.17	39.81	41.37	42.70
9	35.69	37.17	38.17	39.81	41.37	42.70	44.14
10	37.17	38.17	39.81	41.37	42.70	44.14	45.82
11	38.17	39.81	41.37	42.70	44.14	45.82	46.87
12	39.81	41.37	42.70	44.14	45.82	46.87	48.26
13	41.37	42.70	44.14	45.82	46.87	48.26	49.64
14	42.70	44.14	45.82	46.87	48.26	49.64	51.16

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., or
- 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 qualifications with vocational experience and a certificate/license, shall be granted to faculty who teach exclusively in vocational education areas.)

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. The step determined by allowing one step for each two full years of related experience and/or one step for completion of four semesters and a minimum of 15 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 fifth 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 2015-2016 academic year by means of the salary calculation below.

1. The regular assignment for Division Chairs will be 194.5 days. The Division Chair's salary will be calculated as follows: Faculty Full-time Annual Salary Schedule.

Formula = the faculty member's base salary plus a responsibility factor, which is a percentage of Range/Step G-22 on the Faculty Salary Schedule Appendix B-1 as follows:

Division Chair assigned 194.5 days:

Base salary plus G-22 x 18.06% (\$18,886.61) = Total Salary

2. Reassigned time for the Division Chair position shall be 40% during the academic year.

North County Campus Division Coordinators:

E. North County Campus Cluster Coordinators will be paid beginning with the 2015-2016 academic year by means of the salary calculation below shall be as follows:

1. The regular assignment for North County Campus Cluster Coordinators (NCCCC) will be based on 185 days.

The North County Campus Cluster Coordinators' salary will be calculated as follows:

Formula = the faculty member's base salary plus a responsibility factor, which is a percentage of Range/Step G-22 on the Faculty Salary Schedule, Appendix B-1 as follows:

NCCCC assigned 185 days:

Base salary plus G-22 x 8.75% (\$9,150.49) = Total Salary

2. Reassigned time for North County Campus Cluster Coordinator positions shall be 20% during the academic year.

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.

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 - **\$2,803** per semester

Drama - **\$2,803** per semester

Instructional Music - **\$2,803** per semester

Vocal Music - **\$2,803** 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:

\$6,405/semester - baseball, cross country, softball, swimming & diving, track & field, water polo, women's soccer, women's tennis, women's volleyball, wrestling.

\$7,206/semester - 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. Project Journalism: The stipend for the school newspaper production assignment is **\$2,803** 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 **\$2,402** per semester.

1. The stipend shall be applied to the following programs (disciplines): Agricultural Technology, Architectural Technology, Criminal Justice, Emergency Medical Technology, Fashion Design/Merchandising, Interior Design, Legal Office Specialist, and Medical Assistant.

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 $\frac{2}{3}$ 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 (10%) 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.

