

Board of Trustees Approval: June 6, 2018

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
CUESTA COLLEGE
FACULTY SALARY SCHEDULE - 2017-2018
Effective January 1, 2018

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	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
4	52,056	54,667	57,276	59,905	62,493	65,084	67,691
5	54,667	57,276	59,905	62,493	65,084	67,691	70,305
6	57,276	59,905	62,493	65,084	67,691	70,305	72,910
7	59,905	62,493	65,084	67,691	70,305	72,910	75,520
8	62,493	65,084	67,691	70,305	72,910	75,520	78,124
9	65,084	67,691	70,305	72,910	75,520	78,124	80,729
10	67,691	70,305	72,910	75,520	78,124	80,729	83,343
11	70,305	72,910	75,520	78,124	80,729	83,343	85,955
12	72,910	75,520	78,124	80,729	83,343	85,955	88,554
13	75,520	78,124	80,729	83,343	85,955	88,554	91,227
14	78,124	80,729	83,343	85,955	88,554	91,227	93,977
*Beginning in 7/1/16 Faculty spend 3 years at each step from step 14 and through longevity steps I-III (Steps 16,19,22).							
<u>Longevity I - 16th consecutive year of service to Cuesta College:</u>							
16	82,031	84,765	87,512	90,252	92,982	95,787	98,676

*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:

19	86,133	89,004	91,887	94,765	97,631	100,577	103,610
----	--------	--------	--------	--------	--------	---------	---------

Longevity III - 22nd consecutive year of service to Cuesta College:

22	90,439	93,455	96,480	99,503	102,512	105,606	108,791
----	--------	--------	--------	--------	---------	---------	---------

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

*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 6, 2018

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

Effective January 1, 2018

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	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
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
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
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
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
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
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
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
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
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
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
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

*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 6, 2018

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

Effective January 1, 2018

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	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
4	802	44.54	849	47.17	875	48.60	923	51.30	958	53.20	1,002	55.69	1,044	57.99
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
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
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
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
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
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
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
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
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
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

*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 6, 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, 2018

<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
---------------------------	---------------------------	---	---	---	---	--------------------------------

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
4	29.71	31.45	32.38	34.22	35.46	37.13	38.67
5	31.45	32.38	34.22	35.46	37.13	38.67	39.71
6	32.38	34.22	35.46	37.13	38.67	39.71	41.42
7	34.22	35.46	37.13	38.67	39.71	41.42	43.03
8	35.46	37.13	38.67	39.71	41.42	43.03	44.42
9	37.13	38.67	39.71	41.42	43.03	44.42	45.92
10	38.67	39.71	41.42	43.03	44.42	45.92	47.67
11	39.71	41.42	43.03	44.42	45.92	47.67	48.76
12	41.42	43.03	44.42	45.92	47.67	48.76	50.20
13	43.03	44.42	45.92	47.67	48.76	50.20	51.64
14	44.42	45.92	47.67	48.76	50.20	51.64	53.22

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 2017-2018 academic year using the Instructional Division Chair Salary Schedule or the Service Faculty Chair Schedule

North County Campus Division Coordinators:

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

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 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.

