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PROPOSAL FROM
THE STATE CENTER COMMUNITY COLLEGE DISTRICT
TO THE STATE CENTER FEDERATION OF TEACHERS (SCFT)
October 23, 2025

The following collective bargaining proposal submitted by the State Center Community College District to the State Center Federation of Teachers (SCFT) is made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

[Global proposal to rename “Section” as “Article” throughout the CBA.]

ARTICLE 19A (FULL-TIME)
COMPENSATION
(ONLY APPLICABLE TO FULL-TIME FACULTY)
[Orig. FT-21]

Section-19A.1. SALARY:

A. Cost of Living Adjustment (“COLA”) refers to increases in state allocation to general fund actually applicable to and received by the District.

~~19A.1.A.1 The District will apply “COLA” to all faculty compensation and increase all faculty salary/wage schedules by a percentage equal to the State-funded COLA actually allocated to the District. This would be in addition to any additional increases the District may offer for compensation.~~

B. For All Full-Time Faculty Salary Schedules refer to Exhibit A.

In addition to COLA increase (applied to new salary Schedule):

1. For 2025-2026, all full-time faculty salary schedules will be increased by ~~the proposed salary schedule + a percentage equal to the State-funded COLA actually allocated to District plus one percent (+1%).~~

~~For 2022-2023, all full-time faculty salary schedules will be increased by COLA + 0.50% (equal to 7.06% combined total). The District will provide full-time unit members with a one-time, off-schedule payment of one percent (1%) based on the unit members’ 2021-2022 base salary, to be paid on the May 31, 2023 pay period. The District will provide full-time unit members with a one-time, off-schedule payment of one percent (1%) based on the unit members’ 2022-2023 base salary, to be paid on the July 2023 pay period.~~

2. For 2026-2027, all full-time faculty salary schedules will be increased by ~~the proposed salary schedule + a percentage equal to the State-funded COLA actually allocated to District plus one percent (+1%).~~

3. For 2027-2028, all full-time faculty salary schedules will be increased by ~~by the proposed salary schedule + a percentage equal to the State-funded COLA actually allocated to District plus one percent (+1%).~~

For 2024-2025, all full-time faculty salary schedules will be increased by COLA.

B. “COLA” means funded COLA.

(See Exhibit C for initial salary placement guidelines and salary classifications chart)

Section-19A.2. SALARY DISPUTE:

1

Any dispute pertaining to the salary provisions contained herein is subject to the Grievance Procedure of this Agreement. Members may dispute initial salary placement or class advancement within ~~thirty (30)~~ ~~sixty (60)~~ days of the effective date of the initial salary placement or class advancement. Only the Federation may bring a grievance concerning implementation of the contract and any such grievance must be filed within ten (10) days of notice from the District of any proposed implementation of these provisions. The District will notify the Federation concerning its calculations pursuant to the salary provisions contained herein. Such notification will be in writing. If the Federation disagrees with the calculations, it will notify the District within ten (10) days. Such notice of the disagreement will include calculations prepared by the Federation. The District may implement its proposed calculations, the proposed calculations from the Federation, or attempt to resolve the disagreement. If the matter cannot be satisfactorily implemented or resolved by mutual agreement, the parties may agree to reopen negotiations regarding salaries, at which time these salary formula provisions will be of no force or effect.

72
73 **Section 19A.3. SALARY CLASSIFICATIONS:**
74
75 For Salary Classifications refer to Exhibit C.
76

77 **Section 19A.4. COACHING AND OTHER FACULTY STIPENDS:**
78
79 For Stipends refer to Exhibit B.
80

81 **Section 19A.5. MFA DEGREE:**
82
83 SALARY SCHEDULE A will include the statement: A Master of Fine Arts (MFA) degree will be
84 compensated with a stipend equal to doctoral degree.
85

86 **Section 19A.6. PART-TIME (ADJUNCT) TEACHING CREDIT FOR INITIAL PLACEMENT ON THE**
87 **SALARY SCHEDULE:**
88

89 Initial placement on the salary schedule will include part-time (adjunct) teaching credit (may include
90 librarians, counselors, faculty coordinators and colleges nurses,) at any institutions accredited by the
91 appropriate regional accreditation agency at the time the teaching experience occurs, and must be
92 verified by official documentation.
93

94 For each accumulated amount of: **a) thirty (30) lecture hours equivalents (LHE) for instructional**
95 **faculty, b) One thousand, two hundred and sixty (1,260) hours for non-instructional faculty,** or
96 **c) equivalent to one (1) year of FTE, one (1) year of placement will be credited on the initial**
97 **placement of the salary schedule up to a maximum of five (5) years. In no case will a unit member be**
98 **credited with more than thirty (30) lecture hour/1,260 hour equivalent, or one (1) FTE, in one academic**
99 **year. No newly employed full-time faculty member will be placed beyond the sixth (6th) step of the**
100 **appropriate class.**
101

102 **Section 7. TRAVEL OFF CAMPUS/MILEAGE:**
103

104 **Travel compensation for teaching off-campus classes is based upon the principle that all unit**
105 **members report to campus duty at their own expense. Additional travel required to perform a**
106 **District assignment is at District expense. Computation of the amount of travel compensation**
107 **will be based upon the number of additional miles an off-campus assignment causes to be**
108 **traveled over the miles traveled to teach on campus. Mileage compensation will be at the rate**
109 **per mile as established by the Internal Revenue Service (IRS) as the standard business**
110 **deduction. The mileage rate will become effective upon notification by the Chancellor or their**
111 **designee. This provision does not apply to classes taught on overload. Computation of the**
112 **amount of travel compensation will be based upon the following formula:**
113

114 **(Total round trip mileage) – (Round trip mileage from unit member's home to primary campus)**
115

116 **A. Total round trip is defined as the total mileage from the unit member's home to the first**
117 **campus, from first campus to the second campus and from second campus to unit**
118 **member's home.**
119

120 **B. Primary campus is defined as the campus where the majority of the contract load is**
121 **scheduled or, in the case of non-majority, the campus where the contract unit member**
122 **was hired.**
123 [Addressed in Art. 16.A.16.]

124
125 **19A.7 PAYMENT OF COMPENSATION**

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127 **When faculty submit required documentation for hours worked, stipend or reimbursement**
128 **requests as required to be paid on regular pay days, if they do not receive payment on the**
129 **corresponding pay day:**

130 2

131 **A. For any initial violation the penalty is one hundred dollars (\$100) for each failure to pay.**
132 **This amount will be paid out by the District to the employee.**

133
134 **B. For each subsequent violation or any willful or intentional violation the penalty is two**
135 **hundred dollars (\$200) for each failure to pay. This amount will be paid out by the**
136 **District to the employee. In addition, pending severity, an additional 25% of the amount**
137 **of wages or reimbursement unlawfully withheld may be paid out from the District to the**
138 **Employee.**

139
140 **Section 19A.78. DIRECT DEPOSIT:**

141
142 Direct deposit is available to all unit members upon request. Upon request, the electronic transfer of
143 payroll will be deposited directly into a financial institution of the unit member's choice and the unit

144 member can dis-enroll or make changes at any time. The District holds the right to not allow direct
145 deposit transactions to financial institutions known to have disreputable transactions.
146

147 **Section 19A.8. OVER-COMPENSATION**

149 In the event a unit member is overpaid for any reason, the District and the unit member will enter into
150 an agreement to deduct the overpayment from the unit member's paychecks. The object
151 expectation will be for the unit member to repay the entire amount by the end of the fiscal year if
152 possible.
153

154 **Section 19A.9. EXTENDED CONTRACT SALARY FORMULA:**

156 The determination of salary for Salary Schedule "A" personnel on extended contracts will utilize the
157 following formula:
158

159 $P + (D)(N) = T$
160

161 P = Annual salary figure shown for Salary Schedule "A" placement.
162 D = Per diem rate of pay for Salary Schedule "A" placement.
163 N = Number of duty days assigned beyond the number of duty days in the academic year.
164 T = Total extended contract salary.
165 [Subject to modification and interpretation by CalSTRS.]

167 **Section 19A.10. SPECIAL PAY RATES:**

169 A. Training/Orientation – Faculty attending orientation or training on non-duty-off-contract days
170 will be paid per Exhibit B-1 twenty-six dollars and seventy-five cents (\$26.75) per hour.
171

172 B. Special Projects – Faculty performing extra duties on non-duty-off-contract days, excluding
173 those who receive a stipend for their work (e.g. athletic coaches) or completing a special
174 project (mutually agreed upon by the unit member and management) will be paid at the unit
175 member's Schedule B3 non-instructional rate per hour worked and submitted on the
176 appropriate timesheet.
177

178 C. In the course of facilitating the completion of program review reports, if the department
179 contains a program that does not have a full-time faculty member, the chair will work with the
180 appropriate Dean to identify a unit member (either full-time or part-time) to develop the report
181 on behalf of the program. The identified unit member will, after completion of the report and
182 submission to the Dean, be paid up to ten (10) hours at the unit member's Schedule **B3** non-
183 instructional rate.
184

185 **Section 19A.11. FACULTY MENTOR TO AN INTERN:**

186 The purpose of employing faculty interns will be in alignment with Title 5 sections 53500-53502.
187

188 A. EFFECTIVE DATE

189 1. The guidelines established in this document will apply to all new unit members who do not
190 meet the minimum qualifications outline in the Minimum Qualifications for Faculty and
191 Administrators in California Community Colleges handbook, yet do meet the qualifications
192 articulated in Title 5 sections 53500-53502.
193

194 B. QUALIFICATIONS FOR FACULTY MENTORS PARTICIPATING IN THE FACULTY INTERN
195 PROGRAM

196 1. Faculty Mentors must meet all legal requirements to teach the course or render the
197 service that the Faculty Intern will be providing.
198 2. Faculty Mentors must be full-time³ tenured or part-time formerly-tenured (retired) faculty
199 members. Full-time faculty can serve as a Faculty Mentor for an intern at any District
200 location. Upon approval by the Vice President of Instruction, if a tenured faculty in the
201 discipline, or a formerly-tenure (retired) faculty member who is a current part-time
202 faculty, is not available to serve as the Faculty Mentor, a non- tenured, full-time faculty
203 member may serve as a Faculty Mentor.
204

205 3. In order to be assigned as a Mentor to an Faculty Intern, Mentor unit members
206 must have successfully completed the Faculty Internship Mentor Training
207 Program (i.e., Graduate Student Intern Mentor Training).

208 [Per MOU dated 4/7/2024].
209

210 211 212 213

214
215 **C. Unit members who participate in the Faculty Internship Mentor Training Program**
216 **will receive a stipend upon successful completion of the required training per**
217 **Exhibit B1.**
218 **[Per MOU dated 4/7/2024].**

219 **DC. ASSIGNMENT 4.-- Faculty Mentors**

- 220 a) No qualified faculty member will be required to serve as a Faculty Mentor.
- 221 b) The appropriate Dean, in consultation with the faculty member willing to serve as
222 Faculty Mentor, must approve the mentor-intern assignment.
- 223 c) Faculty Mentors will have no more than one (1) intern during a mentor- intern
224 assignment.
- 225 d) Faculty Mentors will be compensated as specified in Exhibit B.
- 226 e) In the event an intern is assigned to a site different than the Faculty Mentor's site, the
227 Faculty Mentor may choose to not accept the assignment. If the Faculty Mentor
228 chooses to accept the assignment, he/she will be compensated for mileage as per
229 Section 7 of this Article.

230 **ED. DUTIES AND RESPONSIBILITIES 4. - Faculty Mentors**

- 231 a) Participate in the Part-Time Faculty Orientation or other appropriate college orientation
232 as directed by the Dean.
- 233 b) Provide recommendations for professional development opportunities for the *Faculty*
234 Intern.
- 235 c) Conduct no fewer than three (3) one (1) hour classroom visitations or non- instructional
236 observations to observe *Faculty* Intern in the teaching or non- instructional environment
237 and provide constructive feedback and positive learning suggestions.
- 238 d) **Faculty mentor and intern will agree on a consultation schedule and maintain**
239 **contact throughout the semester. Maintain contact with the Faculty Intern as**
240 **agreed upon in the consultation schedule.** (typically once per week, though
241 meeting frequency may be agreed upon based on the appropriateness to the
242 discipline and the faculty intern's assignment).
- 243 e) The topics to cover will include, but not be limited to:
244 1) curriculum planning,
2) teaching pedagogy, strategies and methodologies,
245 3) assessment of student work, and
246 4) review of course materials.
- 247 f) Attend meetings and events as required by the appropriate Dean.
- 248 g) **Submit a report at the end of the semester summarizing and reflecting upon**
249 **the consultations, progress and challenges of the semester. Complete the**
250 **Weekly Consultation Report and provide a summary report of observations of**
251 **the Faculty Intern at the end of each semester.**

252 **19A.12 PARKING PERMITS**

253 **The District will provide Annual Staff parking permits to all full-time faculty for no expense.**

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278 **ARTICLE 19B (PART-TIME)
 COMPENSATION
 (ONLY APPLICABLE TO PART-TIME FACULTY)
 [Orig. PT-16]**

279 **Section 19B.1. SALARY:**

280 A. **Cost of Living Adjustment (COLA) refers to increases in state allocation to general fund
 actually applicable to and received by the District.**

283 **19A.1.A.1 The District will apply "COLA" to all faculty compensation and increase all
 faculty salary/wage schedules by a percentage equal to the State-funded COLA
 actually allocated to the District. This would be in addition to any additional increases
 the District may offer for compensation.**

288 B. Salary compensation for members of the part-time faculty bargaining unit will include, but not
289 be limited to:

291 1. Salary as memorialized in the existing Agreement
292 2. Class advancement
293 3. Compensation-fringe impact
294 4. Additional costs as related to the implementation of the Agreement

296 C. For **All Part-Time Faculty Salary Schedules: will be calculated and based on the proposed
 Salary Schedule A (Full-time) hourly rate at the same class and step for each corresponding
 year of this contract. Calculations will be based on table and formula listed in Exhibit .**

300 1. **For 2025-2026, all part-time faculty salary schedules will be increased by a percentage
 equal to the State-funded COLA actually allocated to District plus one percent (+1%).
 For 2022-2023, all part-time faculty lecture and lab salary schedules will be increased by
 COLA + 7%.**

305 2. **For 2026-2027, all part-time faculty salary schedules will be increased by a percentage
 equal to the State-funded COLA actually allocated to District plus one percent (+1%).
 For 2023-2024, all part-time faculty lecture and lab salary schedules will be increased by
 COLA + 5%.**

310 3. **For 2027-2028, all part-time faculty salary schedules will be increased by a percentage
 equal to the State-funded COLA actually allocated to District plus one
 percent (+1%).
 For 2024-2025, all part-time faculty lecture and lab salary schedules will be increased by
 COLA + 5%.**

316 **(See Exhibit C for initial salary placement guidelines and salary classifications chart)**

318 C. **For Non-Instructional Salary Schedule:**

320 1. **For 2022-2023, all part-time faculty non-instructional salary schedules will be increased
 by COLA + 3%.**

323 2. **For 2023-2024, all part-time faculty non-instructional salary schedules will be increased
 by COLA + 2%.**

326 3. **For 2024-2025, all part-time faculty non-instructional salary schedules will be increased
 by COLA + 2%.**

329 D. **"COLA" means funded COLA.**

331 D. **Part-Time Faculty "Parity" Stipend**

332 5

333 If the District receives additional "parity" monies for the school years pursuant to the State Budget Act
334 appropriation stated specifically by the state legislature to make part-time faculty compensation more
335 comparable to full-time faculty compensation for similar work, the distribution of District revenue
336 pursuant to the State Budget Act will be made to part-time unit member on a one-time non-repetitive
337 (off schedule) basis for the applicable school year(s) covered by the term of this Agreement.

338 The District and the Federation agree to the following definition of "parity":

341 1A. Definition of part-time parity at seventy-five percent (75%) of full-time instructional salary –
342 Duties and responsibilities that are currently required of part-time unit members, which do not
343 include office hours or committee/departmental meetings, will be based on a fifteen (15) LHE
344 full-time load.

2B. Definition of parity at one hundred percent (100%) of full-time salary – All duties and responsibilities currently required of full-time unit members.

Compensation for each LHE of part-time unit members during the fall semester will be the calculation amount of one-half (1/2) of the District's total allocation for part-time unit members' compensation divided by the total number of LHE for the fall semester, less the total of all state and federal statutory costs (e.g., Medicare, unemployment insurance, workers' compensation, CalSTRS, etc.). Payment of this amount per LHE will be "off schedule" on a one- time, non-repetitive basis, conditioned upon receipt of state monies.

Compensation for each LHE of part-time unit members during the spring semester will be the calculation amount of one-half (1/2) of the District's total allocation for part-time unit members compensation divided by the total number of LHE for the spring semester, less the total of all state and federal statutory costs (i.e. Spring., Medicare, unemployment insurance, workers' compensation, CalSTRS, etc.). Payment of this amount per LHE will be "off schedule" on a one-time, non-repetitive basis, conditioned upon receipt of state monies.

Under no circumstances will the District be required to provide more money to part-time unit members in excess of the District's allocation actually received.

Section E. SALARY DISPUTE:

Any dispute pertaining to the salary provisions contained herein is subject to the Grievance Procedure of this Agreement. Members may dispute initial salary placement or class advancement within thirty (30) sixty (60) days of the effective date of the initial salary placement or class advancement. Only the Federation may bring a grievance concerning implementation of contract and implementation of the parity pay provisions and any such grievance must be filed within ten (10) days of notice from the District of any proposed implementation of these provisions. The District will notify the Federation concerning its calculations pursuant to the salary provisions contained herein. Such notification will be in writing. If the Federation disagrees with the calculations, it will notify the District within ten (10) days. Such notice of the disagreement will include calculations prepared by the Federation. The District may implement its proposed calculations, the proposed calculations from the Federation, or attempt to resolve the disagreement. If the matter cannot be satisfactorily implemented or resolved, by mutual agreement the parties may agree to reopen negotiations regarding salaries at which time these salary formula provisions will be of no force or effect.

Section 19B.2. SALARY STEP/CLASS ADVANCEMENT:

- A. Step advancement will occur at the beginning of the academic year conditioned upon the part-time unit member having taught and completed four (4) semesters of work on the same step. The semesters need not be consecutive.
- B. A unit member anticipating a change in class placement must file a "Letter of Intent" by the deadline established in the notice distributed by the District Human Resources Office at the beginning of each fall and spring semester.

As proof of completion, official transcripts or other written supporting evidence must be submitted to the District Human Resources Office by the stated deadline. In the event that the written supporting evidence is not available by the deadline, a notarized statement by the individual concerned on a form provided by the college may be submitted to, and accepted by, the District Human Resources Office on or before the deadline date. However, a subsequent downward adjustment will be made in the unit member's pay sufficient in amount to offset any prior overpayment if the unit member is not able to provide evidence substantiating their claim within sixty (60) days of the date on the notarized statement. A statement indicating the unit member's knowledge of this downward adjustment provision will be included on the notarized statement form.

C. Salary Advancement Unit Requirements:

The following regulations pertain to units to be used for class advancement on salary schedules C:

1. Units of credit for upper division and graduate courses from accredited institutions recognized by the U.S. Department of Education in the unit member's assignment may be submitted to the college evaluation committee for a class advancement without obtaining prior approval.
2. Semester units of credit for upper division and graduate courses from institutions recognized by the U.S. Department of Education outside of or not directly related to the unit member's assignment submitted for a class advancement must have the prior approval of the college evaluation committee.

417
418 3. Lower division semester units:

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420 a) Lower division semester units may be applied to class advancement only when
421 approval has been obtained prior to the onset of the course and the particular
422 semester units are one (1) of the following:
423
424 1) required for a degree fulfillment,
425 2) required in connection with preparation for a specific institutional
426 assignment,
427 3) part of an in-service training program, or
428 4) recognized by the college evaluation committee as contributing to the
429 unit member's effectiveness in their assignment.
430
431 b) In order to obtain prior approval for any lower division course work, each
432 applicant must submit to the college salary advancement committee a request
433 for review. Not more than twenty percent (20%) of the total semester units
434 required for advancement from one column to the next may be lower division
435 semester units in any case. See exception for faculty in disciplines not requiring
436 a master's degree in (6) below.
437
438 4. In addition to total semester unit requirements, over one-half (1/2) of the total number
439 of semester units required for placement on a particular salary schedule class must
440 be in the unit member's teaching field or appropriate to their professional assignment.
441
442 5. Even when they may not carry college credit, (i.e., continuing education units),
443 National Science Foundation, Industrial Institutes, factory training, and other
444 appropriate courses may be counted for credit for class advancement if, prior to the
445 onset of the course, approval by the campus evaluation committee has been obtained
446 and the committee has determined how much credit for salary advancement purposes
447 will be granted. Other than exceptional circumstances, approved in advance by the
448 Chancellor or their designee, not more than twenty percent (20%) of the total semester
449 units required for advancement from one column to the next may be semester units that
450 fit in this category. See exception for faculty in disciplines not requiring a master's
451 degree in (6) below.
452
453 a) Non-credit courses for which units are not granted will be assigned a value of 1
454 (one) semester unit for every 15 hours of coursework completed.
455
456 b) College/District sponsored training require pre-approval by the College
457 Evaluation Committee for class advancement. Courses paid for by the
458 College/District may not be eligible for application towards class advancement.
459
460 6. Faculty in disciplines not requiring a master's degree, as identified in the
461 Handbook on Minimum Qualifications for Faculty and Administrators, can use
462 lower division coursework and/or non-credit units completed after initial salary
463 placement for advancement provided this coursework is directly related to the
464 member's discipline. Not more than 30% of the total semester units required for
465 advancement from one (1) column to the next may be lower-division and/or
466 non-credit semester units in any case.

467 Section-19B.3. SALARY CLASSIFICATIONS:

469 For Salary Classifications refer to Exhibit B.

471 Section-19B.4. TRAVEL OFF CAMPUS/MILEAGE:

473 Part-time faculty members are expected to report to their teaching station at their own expense.
474 Exceptions to this requirement may be made at the discretion of the District. If, during assigned time,
475 the District requires additional travel related to District assigned duties, mileage compensation, upon
476 approval of the District, will be at the rate per mile as established by the Internal Revenue Service
477 (IRS) as the standard business deduction. The mileage rate will become effective upon notification by
478 the Chancellor or their designee. Computation of the amount of travel compensation will be based
479 upon the following formula:

481
482 A. Total round trip is defined as the total mileage from the unit member's home to the first
483 campus, from first campus to the second campus and from second campus to the unit
484 member's home.
485
486 B. Primary campus is defined as the campus where the majority of the load is scheduled or, in the
487 case of non-majority, the campus where the unit member was hired.

489 **19B.5 PAYMENT OF COMPENSATION**
490
491 ~~When faculty submit required documentation for hours worked, stipend or reimbursement~~
492 ~~requests as required to be paid on regular pay days, if they do not receive payment on the~~
493 ~~corresponding pay day:~~

494
495 **A.** ~~For any initial violation the penalty is one hundred dollars (\$100) for each failure to pay.~~
496 ~~This amount will be paid out by the District to the employee.~~
497 **B.** ~~For each subsequent violation or any willful or intentional violation the penalty is two~~
498 ~~hundred dollars (\$200) for each failure to pay. This amount will be paid out by the District~~
499 ~~to the employee. In addition, pending severity, an additional 25% of the amount of wages~~
500 ~~or reimbursement unlawfully withheld may be paid out from the District to the Employee.~~

501 **Section-19B.5. DIRECT DEPOSIT:**

502 Direct deposit is available to all unit members upon request. Upon request, the electronic transfer of
503 payroll shall be deposited directly into a financial institution of the unit member's choice and the unit
504 member can dis-enroll or make changes at any time. The District holds the right to not allow direct
505 deposit transactions to financial institutions known to have disreputable transactions.

506 **Section 19B.6. OVER-COMPENSATION**

507 In the event a unit member is overpaid for any reason, the District and the unit member will enter into
508 an agreement to deduct the overpayment from the unit member's paychecks. The ~~objective~~ will be for
509 the unit member to repay the entire amount by the end of the fiscal year if possible.

510 **Section-19B.67. TAX SHELTER ANNUITY PROGRAM (TSA):**

511 The District agrees to provide voluntary deductions for part-time unit members who participate in tax
512 sheltered annuity programs.

513 **Section-19B.78. CalSTRS CREDITABLE SERVICE HOURS REQUIREMENT:**

514 Pursuant to Education Code Section 22138.5(c)(5) each collective bargaining or employment
515 agreement entered into on or after January 1, 2003, that applies to a member subject to the minimum
516 standard specified in paragraph (5) of subdivision (c) of Section 22138.5, for part-time community
517 college instructors will specify the number of hours of creditable service that equal full-time for the
518 part-time position. The number of hours of creditable service that equal full-time for the part-time unit
519 members as follows:

Lecture	525
Lab	700
Counselors, Learning Disabilities Specialists, Coordinators, Tutors	1,400
Librarians, Nurses, Psychologists	1,239
Special Projects	700

520 Provided CalSTRS approves and there is no penalty or costs assessed against the District associated
521 with the application of this provision.

522 **Section-19B.89. COACHING STIPENDS:**

523 See Exhibit B.

524 **Section-19B.910. SPECIAL PAY RATES:**

525 See Exhibit B.

526 **Section 10. COMPENSATION FOR CANCELLED COURSES**

527 ~~Part-time faculty will be paid for the first week of an assignment when class is canceled less~~
528 ~~than two weeks before the beginning of a semester. If a class meets more than once per week,~~
529 ~~a part-time faculty member will be paid for all classes that were scheduled for that week.~~
530 ~~(Educ. Code 87482.8(b).)~~

531 ~~In addition to all other required compensation, if an assigned course is cancelled, starting~~
532 ~~within two (2) weeks prior to the beginning of the course start date up to the census date, the~~
533 ~~District will pay the part-time faculty member sixteen (16) nine (9) hours/unit of the member's~~
534 ~~Schedule C1 lecture rate for work/time rendered to prepare course.~~

535 **Section-19B.121. FACULTY INTERN PROGRAM:**

536 **A. PURPOSE:** ~~The purpose of employing Faculty Interns will be in alignment with Title 5~~
537 ~~sections 53500- 53502.~~

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B. EFFECTIVE DATE

The guidelines established in this document will apply to all new faculty who do not meet the minimum qualifications outlined in the Minimum Qualifications for Faculty and Administrators in California Community Colleges handbook, yet do meet the qualifications articulated in Title 5 sections 53500 – 53502.

C. INTERN CLASSIFICATIONS

1. Intern In-Training: Graduate students and/or individuals who meet minimum qualifications will be required to complete 1-semester of training and mentorship by a tenured faculty. Since the graduate student is training and not the official instructor of record, this semester does not officially begin the two year participation limit.
2. Faculty Intern: Graduate students and/or individuals who meet minimum qualifications, who complete a semester as an Intern In-Training will be eligible to become a Faculty Intern and will therefore be eligible to be the instructor of record for the subsequent semester.
3. Faculty Intern-High Demand (HD): For disciplines with a high demand for instructors, graduate students and/or individuals who meet minimum qualifications may have the In-Training semester waived and begin their Faculty Intern position immediately due to high demand for instructional support. Therefore individuals who qualify under a high demand discipline will be eligible to be the instructor of record during their 1st semester.

BD. ASSIGNMENT OF FACULTY INTERNS

1. **Faculty interns will not earn “comparable assignment” workload or rehire preference rights; until hired officially as a Part-Time Faculty member. Interns will follow regulations applicable to all As** temporary (part-time) faculty, interns will be assigned normally no more than 20% of an instructional or non-instructional full-time faculty assignment during the first semester and sixty-seven percent (67%) of a full-time faculty assignment for subsequent semesters. Exceptions may be made by the appropriate Vice President.
2. A Faculty Intern will be limited to two (2) years of participation in the program.
3. **As temporary f**Faculty interns will be compensated along the terms specified in the Agreement Between The State Center Community College District And The Part-Time Faculty Bargaining Unit State Center Federation Of Teachers.
4. Faculty Interns may only intern under one (1) mentor and at only one (1) college in the District in any one (1) semester. In rare instances, it is acceptable for a Faculty Intern to teach at two (2) locations in which case mileage will be compensated as per Section 4 of this article.

BE. DUTIES AND RESPONSIBILITIES

1. Develop a consultation schedule with the Faculty Mentor, with additional input from the appropriate division Dean.
2. Participate in the “Part-Time Faculty Orientation” or other appropriate college orientation as directed by the Dean.
3. Maintain contact with the Faculty Mentor as agreed upon in the consultation schedule (typically once per week, though meeting frequency may be agreed upon based on the appropriateness to the discipline and the Faculty Intern’s teaching assignment).
4. Teach courses as assigned or be responsible for non-instructional assigned duties.
5. Attend meetings and events as required by the appropriate Dean.
6. Observe mentor/other faculty in teaching or non-instructional environment as established in consultation schedule.
7. Complete materials as requested regarding the program and professional development activities.

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633 8. Complete initial and final status reports at the beginning and end of each semester of
the internship. The status reporting forms may be found on the District Human
Resources website.

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635 9. All Faculty Interns will be evaluated under the terms stipulated in Article 13 of this
636 Agreement.

637 **CF.** APPLICATION AND SELECTION PROCESS

638 1. For those disciplines in which a master's degree is required: Individuals applying for
639 faculty internship positions will:

640 **a1)** Complete an official SCCC Application for Academic Employment,
641
b2) Provide transcripts verifying the units completed in their master's or doctoral
642 program (at the University of California, the California State University, or any
643 other accredited institution of higher education), and
644
c3) Include a statement specifying the courses that the applicant is planning to take
645 to complete their degree.

646
647 **D2.** For those disciplines for which a master's degree is not expected or required: **a)**
648 Individuals applying for faculty internship positions will:

649
650 **a1)** Complete an official SCCC Application for Academic Employment,
651
b2) Provide a detailed resume with job history and job references,
652
c3) Provide photocopies of any and all appropriate certificates or licenses which
653 would be required to perform work in the area in which they would be teaching,
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d4) Provide transcripts verifying either:
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1i) Completion of an associate degree, or
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2ii) Progress toward the completion of an associate degree, along with a
657 statement specifying the courses which the applicant plans to take to
658 complete their degree.

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e5) Provide verification of experience

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3E. Acceptance into the faculty intern program is contingent upon verification of transcripts
(receipt of official transcripts). The District will be responsible for verifying the eligibility
of Faculty Interns.

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4. **The Faculty Intern program will be a two semester or longer program. In the**
first semester, interns will receive training and mentoring, but will not be given
a teaching or non-instructional faculty assignment. After completing the first
semester, Faculty Interns will receive a stipend per Exhibit B2.

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[Per MOU dated 4/7/2024].

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5. **Faculty Interns who successfully complete the first semester, and upon**
recommendation by their Mentor and the program Coordinator(s), may be
given a teaching or non-instructional faculty assignment in the second, and
subsequent, semesters, if a class or non- instructional assignment is
available. If given an assignment, the Faculty Intern will be compensated on
the appropriate part-time faculty salary schedule.

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[Per MOU dated 4/7/2024].

684 **19A.12 PARKING PERMITS**

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The District will provide Annual Staff parking permits to all full-time faculty for no expense.

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696 **ARTICLE 21A (FULL-TIME)
INSURANCE PROGRAMS
(ONLY APPICABLE TO FULL-TIME FACULTY)
[Orig. FT-19]**

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699 **Section 21A.1.A Cost of Living Adjustment (COLA) refers to increases in state allocation to
general fund actually applicable to and received by the District.**

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706 **21A.1.A.1 The District will apply "COLA" to all faculty compensation and increase all
faculty insurance premium contributions by a percentage equal to the State
funded COLA actually allocated to the District. This would be in addition to any
additional benefits the District may offer regarding insurance programming.**

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711 MEDICAL INSURANCE:

712 A. The District will provide District-sponsored group medical insurance plan coverage, for eligible
713 unit members and their eligible dependents, conditioned upon the provisions of this Article and
714 applicable law. The District's contribution to the premium is set forth in Section (1)(B) of this
715 Article.

716 B. District-sponsored group medical plan insurance coverage will remain in effect during
717 approved leaves, except as otherwise provided in the respective leave provisions, providing
718 unit members pay, in accordance with insurance carrier requirements, District and unit
719 member premium contributions. Failure to pay required premium will result in termination of
720 coverage.

721 The District contribution **to the medical insurance premium** will be **an amount not to
exceed a monthly maximum contribution of \$1,263.50 equivalent to one-hundred
percent (100%) of the highest premium** **one thousand, one-hundred thirty-five dollars**
722 **(\$1,135.00)** per month per eligible unit member **until September 30, 2025. Effective
October 1, 2025, the District contribution to the medical insurance premiums is**
723 **\$1,293.** The unit member will pay the difference between the District contribution and the
724 cost of any premium in excess of the District contribution for any selected medical plan. If
725 the premium is below the District's contribution, the District contribution will be the actual
726 premium amount.

727 [Contribution amount per MOU signed 12/20/2023.]

728 **Each October 1 thereafter, the District's contribution to the medical insurance premium
shall increase by the same percentage increase in the premium of the District's ASCIP
90/70 PPO Plan, but not to exceed the funded COLA for that year. If the premium is less
than the District contribution, the District contribution will be the actual premium
amount.**

729 [Increase on October 1 per MOU signed 12/20/2023; ASCIP replaced Modern Care per
730 MOU signed 4/29/2024.]

731 C. Any District-sponsored group medical insurance plan(s) offered to unit members will first be
732 mutually agreed to by the District and the Federation.

733 D. Unit members and their eligible dependents will become eligible for medical insurance benefits
734 on the first day of the month following date of hire, upon prior completion of enrollment
735 requirements.

736 E. Eligible unit members are required to enroll in a District-sponsored group medical insurance
737 plan according to **EdCare Joint Powers Agreement and** insurance carrier requirements. If
738 an eligible member fails to submit enrollment forms to the District Benefits Office within thirty-
739 one (31) calendar days from the date of hire, which includes the date of hire, the District will
740 automatically enroll the unit member into the lowest cost plan option for the District. The unit
741 member will be responsible for any portion of the premium in excess of the District's
742 contribution for the medical plan. 11

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750 **Section 21A.2. DENTAL INSURANCE:**

751 A. The District will provide a District-sponsored group dental insurance coverage for eligible unit
752 members and their eligible dependents.

753 B. The District will contribute a premium amount equivalent to the premium cost of the dental plan.

754 C. District-sponsored group dental insurance coverage will remain in effect during approved
755 leaves, except as otherwise provided in the respective leave provisions, providing unit
756 members pay, in accordance with insurance carrier requirements, District and unit member
757 premium contributions. Failure to pay required premium will result in termination of coverage.

763 D. Unit members and their eligible dependents will become eligible for District-sponsored group
764 dental insurance benefits on the first day of the month following date of hire, upon prior
765 completion of enrollment requirements.

766 E. Eligible unit members are required to enroll in District-sponsored group dental insurance
767 coverage according to EdCare Joint Powers Agreement and insurance carrier requirements.
768 If an eligible unit member fails to submit enrollment forms to the District Human Resources
769 Office within thirty-one (31) calendar days from the date of hire, which includes the date of
770 hire, the District will automatically enroll the unit member into the dental plan option.
771

772 **Section 21A.3. VISION INSURANCE:**

773 A. The District will provide District-sponsored group vision insurance coverage for eligible unit
774 members and their eligible dependents.

775 B. The District will contribute a premium amount equivalent to the premium cost of the vision plan.

776 C. District-sponsored group vision insurance coverage will remain in effect during approved
777 unpaid leaves, except as otherwise provided in the respective leave provisions, providing unit
778 members pay, in accordance with insurance carrier requirements, District and unit member
779 premium contributions. Failure to pay required premium will result in termination of coverage.
780

781 D. Unit members and their eligible dependents will become eligible for District-sponsored group
782 vision insurance coverage on the first day of the month following date of hire, upon prior
783 completion of enrollment requirements.

784 E. Eligible unit members are required to enroll in District-sponsored group vision insurance
785 coverage according to EdCare Joint Powers Agreement and insurance carrier
786 requirements. If an eligible unit member fails to submit enrollment forms to the District Human
787 Resources Office within thirty-one (31) calendar days from the date of hire, which includes the
788 date of hire, the District will automatically enroll the unit member into the vision plan option.
789

790 **Section 21A.4. LONG TERM DISABILITY INSURANCE (LTD):**

791 A. The District will provide long-term disability insurance coverage options for eligible unit
792 members.

793 B. Eligible unit members have the following long-term disability insurance coverage options
794 depending on their date of hire:

803 1. Option 1 (Unit members hired on or before August 31, 2013): For eligible unit
804 members hired into full-time benefited positions on or before August 31, 2013,
805 the District will provide, at the District's expense, long-term disability insurance
806 coverage. If the unit member separates employment from the full-time
807 benefited position, the LTD benefit under this section will be lost. If the unit
808 member is rehired into a full-time benefited position at a later date, they will be
809 eligible to purchase a voluntary long-term disability plan as noted in Option 2.
810 For unit members with a base salary of \$100,000 or more, additional
811 supplemental voluntary long-term disability insurance coverage will be
812 available to purchase at the unit member's expense during open enrollment,
813 per the requirements of the carrier.
814

815 2. Option 2 (Unit members hired on or after September 1, 2013): For eligible unit
816 members hired into full-time benefited positions on or after September 1, 2013,
817 the District will provide, at the unit member's expense, voluntary, long-term
818 disability insurance coverage.
819

820 Unit members will become ¹² eligible for voluntary, long-term disability insurance
821 coverage on the first day of the month following date of hire, upon prior
822 completion of enrollment requirements.
823

825 C. Long-term disability insurance coverage will remain in effect during approved unpaid leaves,
826 providing unit members pay, in accordance with insurance carrier requirements, District and
827 unit member premium contributions except as otherwise provided. Failure to pay required
828 premium will result in termination of coverage.

829 D. Unit members may refer to the plan document for their applicable policy to determine
830 coverage as provided by the carrier.

831 E. Should an eligible enrolled unit member be deemed disabled and approved for LTD benefits
832 by the insurance carrier, the unit member may receive up to sixty percent (60%) of their
833

835 current monthly salary with a maximum payout of five thousand dollars (\$5,000.00) per month.
836 Unit members who have elected the supplemental voluntary long-term disability insurance
837 coverage, known as the “buy-up” coverage, may receive up to sixty percent (60%) of their
838 current monthly salary with a maximum payout of seven thousand dollars (\$7,000) per month.
839

840 **Section 21A.5. LIFE INSURANCE:**

841 A. The District will provide a District-sponsored group term life insurance coverage for eligible
842 unit members and their eligible dependents. The amount will be fifty thousand dollars
843 (\$50,000.00) level term for the unit member plus five thousand dollars (\$5,000.00) for eligible
844 dependent coverage. The eligible dependent must be enrolled on the unit member’s medical
845 insurance plan.
846

847 B. District-sponsored group term life insurance coverage will remain in effect during approved
848 unpaid leaves, except as otherwise provided in the respective leave provisions, providing unit
849 members pay, in accordance with insurance carrier requirements, District and unit member
850 premium contributions. Failure to pay required premium will result in termination of coverage.
851

852 C. Unit members and their eligible dependents will become eligible for District-sponsored group
853 term life insurance benefits on the first of the month following date of hire, upon prior
854 completion of enrollment requirements.
855

856 **Section 21A.6. DISTRICT INSURANCE PREMIUMS CONTRIBUTIONS:**

857 The District will pay one hundred percent (100%) of the premium for coverage listed in Section 2
858 (Dental Insurance), 3 (Vision Insurance), 4, B1. (LTD for unit members hired before August 31, 2013),
859 and 5 (Life Insurance).

860 **Section 21A.7. RETIREE MEDICAL INSURANCE:**

861 A. The retiree medical insurance benefits will be effective for eligible unit members who retire from
862 the District during the term of this Agreement.
863

864 B. The retiree medical insurance program covers the medical insurance plan only. Benefits will
865 not be offered nor provided in cash or cash equivalent in lieu of insurance. The dental, vision,
866 and life insurance plans will terminate upon retirement. The dental and vision plans may be
867 continued at the unit member’s expense with the insurance carrier(s) under the Consolidated
868 Omnibus Budget Reconciliation Act (COBRA). The life insurance plan may be continued at the
869 unit member’s expense directly with the insurance carrier(s) within thirty-one (31) days from
870 the date the insurance terminates. The long-term disability plan ends upon retirement and is not
871 portable. Should the unit member have voluntary insurance plans/deductions, they may be
872 eligible to continue the insurance plans on an individual basis directly with the insurance
873 carrier, subject to law and applicable plan documents.
874

875 C. Eligible spouse/registered domestic partner and eligible dependents may be covered under the
876 retiree medical insurance plan if enrolled on the medical plan at the time of retirement and if
877 they remain continuously on the retiree medical insurance plan with no lapse in coverage.
878 Upon death of retiree, the retiree medical insurance option, which includes enrollment on the
879 District’s group medical insurance plan, and the District contribution, will be terminated for both
880 the surviving spouse/registered domestic partner and surviving dependents on the first day of
881 the month following the retiree’s death; unless the retiree medical insurance option chosen had
882 a surviving spouse/registered domestic partner benefit in which case surviving dependents can
883 only remain on the plan if the surviving spouse/registered domestic partner is still enrolled on
884 the plan with no lapse in coverage.
885

886 D. If a retiree or eligible surviving spouse/registered domestic partner drops the retiree medical
887 insurance for any reason, or is terminated due to non-payment of premiums, they are not
888 eligible to re-enroll or be reinstated in the District’s retiree medical insurance program.
889

890 E. The retiree and eligible surviving spouse/registered domestic partner enrolled on the retiree
891 medical plan must enroll in Medicare Part A and Part B when first qualified.
892

893 F. Unit members who retire from the District and elect a retiree medical option under this Article,
894 and later return to work at the District in a capacity that makes them eligible for active
895 employee medical insurance will no longer continue to receive retiree medical insurance
896 benefits.
897

898 G. To be eligible for the retiree medical insurance program, the unit member must have an
899 effective retirement date with CalSTRS (or CalPERS, if applicable) no later than thirty (30)
900 days after the unit member’s last date in paid status with the District. Upon retirement from the
901 District, eligible unit members will have the option to either opt out or make an election of one
902 (1) of the following retiree medical insurance plan options (also see following tables):
903

907
908 1. Unit Members hired on or before June 30, 2013:
909 a) Option 1.1 A
910 b) Option 1.1 B
911 c) Option 2
912
913 2. Unit members hired on or after July 1, 2013:
914 a) Option 1.2 A
915 b) Option 1.2 B
916 c) Option 2
917

918 **Section H. Option Descriptions 7a. RETIREE MEDICAL INSURANCE OPTIONS**

919
920 4. **OPTION 1.1 (Unit members hired on or before June 30, 2013):**

921 When a unit member retires, if they have not met the age requirement at retirement but meet
922 the years of service requirement at retirement, they can move from Option 1.1 **Aa** to 1.1 **Bb**
923 when they meet the age requirement.

924 **A. Option 1.1a:** For unit members retiring early (prior to age of Medicare eligibility), and
925 who wish to continue coverage under the District-offered retiree medical insurance
926 program, the District will contribute two thousand, four hundred dollars (\$2,400.00) per
927 year (\$200/month) conditioned upon the following:

928 1. The unit member has attained their fifty-fifth (55th) birthday;
929
930 2. The unit member will have served the District in a full-time, benefited position
931 for a minimum of ten (10) consecutive years immediately preceding retirement.
932
933 3. The retiree is receiving their regular retirement allowance from CalSTRS or
934 CalPERS;
935
936 4. This benefit option terminates on the first day of the month in which the retiree
937 reaches age of Medicare eligibility.
938
939 5. Upon death of retiree, the eligible surviving spouse/registered domestic partner
940 will not be eligible for the district contribution under this option until the first day
941 of the month in which they reach age sixty (60). Prior to age sixty (60), the
942 surviving spouse/registered domestic partner may continue coverage on the
943 District's retiree medical insurance plan at their own cost. An eligible surviving
944 spouse/registered domestic partner is the spouse/registered domestic partner
945 enrolled on the retiree's medical insurance plan at the time of retirement and
946 who remains continuously on the plan with no lapses in coverage. If the
947 spouse/registered domestic partner is not enrolled in the medical insurance
948 plan at the time of retirement, or if there is a lapse in coverage, the
949 spouse/registered domestic partner is not eligible to receive the benefits of this
950 option.
951
952 6. The eligible surviving spouse's/registered domestic partner's benefit under this
953 option terminates on the first day of the month the eligible surviving
954 spouse/registered domestic partner reaches age of Medicare eligibility.
955
956 7. The eligible surviving spouse/registered domestic partner benefit under this
957 option will terminate should the spouse/registered domestic partner re-marry or
958 enter into a new registered domestic partnership.
959

960 **B. Option 1.1b:** For bargaining unit members who retire and have served the District in a
961 full-time, benefited position for ¹⁴ a minimum of fifteen (15) consecutive years
962 immediately prior to retiring, the District will contribute two thousand, seven hundred
963 seventy-one dollars and thirty-four cents (\$2,771.34) per year toward the District-
964 offered medical insurance program supplement to Medicare, or the actual cost of the
965 District-offered retiree medical insurance program supplement to Medicare, whichever
966 is less, for the life of the unit member and their eligible spouse/registered domestic
967 partner, as conditioned below. The District contribution amount in effect on July 1,
968 2017 will be increased annually by two percent (2%), effective October 1, 2017, and on
969 the plan anniversary date each year thereafter. The unit member will be eligible to
970 receive said District contributions toward the District-offered retiree medical insurance
971 program supplement plan, conditioned upon the following:

972 1. The unit member will have attained their age of Medicare eligibility;
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2. The retiree is receiving their regular retirement allowance from CalSTRS or CalPERS;
3. The benefit option and District contribution toward the District-offered retiree medical insurance plan will continue for life of retiree or eligible surviving spouse/registered domestic partner. The eligible surviving spouse/registered domestic partner will be the spouse/registered domestic partner enrolled on the retiree's medical insurance plan at the time of retirement and who remains continuously on the plan with no lapses in coverage. If the spouse/registered domestic partner is not enrolled in the medical insurance plan at the time of retirement, or if there is a lapse in coverage, the spouse/registered domestic partner is not eligible to receive the benefits of this option;
4. This benefit option, including the District contribution will terminate should the eligible spouse/registered domestic partner re- marry or enter into a new registered domestic partnership.

2. OPTION 1.2 (Unit members hired on or after July 1, 2013)

A.a) Option 1.2a: For unit members retiring early (prior to age of Medicare eligibility), and who wish to continue coverage under the District-offered retiree medical insurance program, the District will contribute two thousand, four hundred dollars (\$2,400.00) per year (\$200/month) conditioned upon the following:

1. The unit member has attained their fifty-fifth (55th) birthday;
2. The unit member will have served the District in a full-time benefited position for a minimum of ten (10) consecutive years immediately preceding retirement;
3. The retiree is receiving their regular retirement allowance from CalSTRS or CalPERS;
4. This benefit terminates on the first day of the month in which the retiree reaches age of Medicare eligibility;
5. Upon death of retiree, the eligible surviving spouse/registered domestic partner will not be eligible for any benefit under this option. The benefit option terminates on the first day of the month following the retiree's death.
6. The spouse/registered domestic partner is the spouse/registered domestic partner enrolled on the retiree medical insurance plan at the time of retirement and who remains continuously on the plan with no lapses in coverage.

B.b) Option 1.2b: For bargaining unit members who retire and have served the District in a full-time, benefited position for a minimum of fifteen (15) consecutive years immediately prior to retiring, the District will contribute two thousand five hundred ten dollars and nine cents (\$2,510.09) per year toward the District-offered retiree medical insurance program supplement to Medicare, or the actual cost of the District-offered retiree medical insurance program supplement to Medicare, whichever is less, until age seventy (70), as conditioned upon the following:

1. The unit member will have attained their age of Medicare eligibility;
2. The retiree is receiving their regular retirement allowance from CalSTRS or CalPERS;
3. The District benefit option terminates on the first day of the month in which the retiree reaches seventy (70) years of age;
4. Upon death of retiree, the eligible surviving spouse/registered domestic partner will not be eligible for any benefits under this option. The benefit option terminates on the first day of the month following the retiree' death.
5. The spouse/registered domestic partner is the spouse/registered domestic partner enrolled on the retiree medical insurance plan at the time of retirement and who remains continuously on the plan with no lapses in coverage.

C.e) If a retiree or eligible, covered spouse/registered domestic partner drops the District-offered retiree medical insurance plan for any reason, or is terminated due to non-payment of premiums, they are not eligible for re-enrollment. The spouse/registered domestic partner must be the spouse/registered domestic partner enrolled on the retiree medical insurance plan at the time of retirement.

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1052 3. OPTION 2 (All unit members regardless of hire date):

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1054 **A.a) Option 2:** For unit members retiring early (prior to age of Medicare eligibility), and who
1055 wish to continue coverage under the District-offered retiree medical insurance program,
1056 the District will contribute seventy percent (70%) of the District's contribution to the
1057 active employee unit member's premium per month noted in section 1.B toward the
1058 retiree medical insurance, conditioned on the following:
1059

- 1060 1. The unit member has attained their fifty-fifth (55th) birthday;
1061
- 1062 2. The unit member will have served the District in a full-time, benefited position for
1063 a minimum of ten (10) consecutive years immediately preceding retirement;
1064
- 1065 3. The retiree is receiving their regular retirement allowance for CalSTRS or
1066 CalPERS;
1067
- 1068 4. This benefit option terminates on the first day of the month in which the unit
1069 member reaches age of Medicare eligibility;
1070
- 1071 5. Upon death of retiree, the eligible surviving spouse/registered domestic partner
1072 will not be eligible for benefit contribution toward the retiree medical insurance
1073 under this option until he/she reaches age sixty (60). If the eligible surviving
1074 spouse/registered domestic partner is under the age of sixty (60), they may
1075 continue on the District's plan at their own cost. An eligible surviving
1076 spouse/registered domestic partner must be the spouse/registered domestic
1077 partner enrolled on the retiree medical insurance plan with the unit member at the
1078 time of retirement and must remain continuously on the plan with no lapses in
1079 coverage. The surviving spouse/registered domestic partner will not be eligible for
1080 benefits under this option for unit members hired on or after July 1, 2013 and
1081 benefits under this option will terminate on the first day of the month following the
1082 retiree's death.
1083
- 1084 6. The eligible surviving spouse's/registered domestic partner's benefits under this
1085 option terminates on the first day of the month the surviving spouse/registered
1086 domestic partner reaches age of Medicare eligibility. The surviving
1087 spouse/registered domestic partner will not be eligible for benefit contributions for
1088 unit members hired on or after July 1, 2013.
1089

1090 **B.b)** Unit members who elect OPTION 2, which provides an enhanced pre-Medicare
1091 eligibility age District contribution toward medical coverage, will not be eligible for a
1092 (Option 1.1A, Option 1.1B, Option 1.2A and Option 1.2B).
1093

1094 **C.c)** If a retiree or eligible covered spouse/registered domestic partner drops the District's
1095 retiree medical insurance plan for any reason, or is terminated due to non-payment of
1096 premiums, they are not eligible for re-enrollment. The spouse/registered domestic
1097 partner must be the spouse/registered domestic partner enrolled on the retiree medical
1098 insurance plan at the time of retirement.
1099

1100 **Section 21A.8. IRC SECTION 125 PLAN:**

1101 An Internal Revenue Code (IRC) section 125 Plan will be implemented in accordance with
1102 Governmental rules and regulations for full-time faculty for premium conversion, medical
1103 reimbursement, and dependent care made available by the College District. The Federation agrees to
1104 defend, indemnify, and hold harmless the District, its officers, agents, and employees from any claims,
1105 demands, damages, or other liability, including costs and attorney's fees arising out of this section or
1106 the administration or implementation thereof. Upon valid service of a summons and complaint or of a
1107 claim under the Government Tort Claims Act, the District agrees to notify the Federation thereof and
1108 to cooperate as reasonably necessary for the defense or settlement of such action.
1109

1110 **Section 21A.9. Consolidated Omnibus Budget Reconciliation Act (COBRA):**

1111 Upon separation from the District, or change from full-time to part-time status, unit members, and
1112 their eligible enrolled dependents, may have the option to continue their District-sponsored
1113 medical, dental, and vision insurance plan at their own expense as afforded under COBRA
1114 legislation. All COBRA plans are administered directly through the District's third party administrator.
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1116 [.....]
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1124 **ARTICLE 21B (PART-TIME)
INSURANCE PROGRAMS
(ONLY APPICABLE TO PART-TIME FACULTY)
[Orig. PT-18]**

1125 **Section 21B.1. PATIENT PROTECTION AND AFFORDABLE CARE ACT:**

1126 The Board of Trustees may exercise, solely and exclusively, its express and implied legal powers,
1127 rights, duties, and responsibilities to determine, adopt, and enforce any policies, procedures,
1128 guidelines, and practices to comply with all sections of the Patient Protection and Affordable Care Act
1129 ("ACA") and to avoid federal penalties or consequences associated therewith.
1130

1131 District will offer unit members who qualify for coverage under the provisions of the ACA with medical
1132 coverage benefits, ***including similar HMO and PPO options in comparison to Full-time faculty.***
1133

1134 A. LOOK BACK MEASUREMENT METHOD

1135 The District will implement the ACA's Look Back Measurement Method ("Look Back Method") to
1136 identify employees' Hours of Service. Employees who are identified as "fulltime" according to
1137 the "rate-of-pay" safe harbor and defined as one-hundred thirty (130) hours or more per month
1138 over the 12-month measurement period under the Look Back Method will be eligible for
1139 medical coverage through the District as long as they remain employed by the District.
1140

1141 B. HOURS OF SERVICE CALCULATION
1142

1143 1. The District will calculate all non-hourly employee's hours of service from records of hours,
1144 and hours for which payment is made or due.
1145

1146 2. For unit members, the District will calculate the hours of service by crediting one (1)
1147 hour of service for each hour teaching (lecture and laboratory classes), plus an
1148 additional 1.25 hours of service, for each hour teaching (lecture and laboratory
1149 classes), to account for preparation and grading.
1150

1151 3. For employees receiving stipends, the District will include the total actual hours worked
1152 for the assignment added to the other hours of service calculation.
1153

1154 4. The District will operate the Look Back Method as set forth in 26 CFT. Section
1155 54.4980H-1 through 54.4980H-6 ("regulations") and pursuant to the following:
1156

1157 a) **ONGOING EMPLOYEES**
1158

1159 1. Standard Measurement Period: August 1 to July 31 (starting August 1,
1160 2014 and continuing each year thereafter)
1161

1162 2. Administrative Period: August 1 through September 30 (starting August
1163 1, 2015 and continuing each year thereafter)
1164

1165 3. Stability Period: October 1 through September 30 (starting October 1,
1166 2015 and continuing each year thereafter).
1167

1168 4. The District will follow the regulations to determine eligibility for
1169 coverage of ongoing employees.
1170

1171 b) **NEW EMPLOYEES**
1172

1173 1. If, at the new employee's start date, the District reasonably expects that
1174 the employee will average at least one hundred thirty (130) hours of
1175 service per month, the District will offer the employee medical coverage
1176 effective the first¹⁷ of the month following the employee's date of hire.
1177

1178 2. If the District cannot determine whether an employee is reasonably
1179 expected to work an average of at least one hundred thirty (130) hours
1180 of service per month, the District will measure the hours of service using
1181 an Initial Measurement Period.
1182

1183 3. The District will use a twelve-month Initial Measurement Period
1184 beginning on the first of the month following the employee's start date
1185 unless the employee starts on the first day of the month, in which case it
1186 begins on the start date. A one-month Initial Administrative Period will
1187 follow the end of the Initial Measurement Period and a twelve-month
1188 Initial Stability Period will follow the end of the Initial Administrative
1189 Period, subject to the regulations.
1190

1191
1192 CE. DISTRICT OFFER OF MEDICAL COVERAGE AND FINANCIAL CONTRIBUTION
1193

1194 Effective October 1, 2015, tThe District will offer medical coverage to an eligible employee
1195 who the District determines is full-time as defined by the ACA rules and pursuant to the rate-of-
1196 pay Safe Harbor. The District contribution to ward the medical insurance plan premium
1197 offered will be an amount equivalent to one-hundred percent (100%) of the highest
1198 premium not to exceed a monthly maximum contribution of one-thousand-one-hundred
1199 thirty-five-one thousand two-hundred-sixty-three dollars and fifty cents (\$1,1351,263,50)
1200 per month per eligible employee. Effective October 1, 2025, the District contribution to the
1201 medical insurance premiums is \$1,293.00. The unit member will pay the difference
1202 between the District contribution and the cost of any premium in excess of the District
1203 contribution for any selected medical plan. If the premium is below the District's
1204 contribution, the District contribution will be the actual premium amount.
1205 [Contribution amount per MOU signed 12/20/2023.]

1206
1207 Each October 1 thereafter, the District's contribution to the medical insurance premium
1208 shall increase by the same percentage increase in the premium of the District's ASCIP
1209 90/70 PPO Plan, but not to exceed the funded COLA for that year. If the premium is less
1210 than the District contribution, the District contribution will be the actual premium
1211 amount.

1212 [Increase on October 1 per MOU signed 12/20/2023; ASCIP replaced Modern Care per
1213 MOU signed 4/29/2024.]
1214

SCCCD HUMAN RESOURCES
FULL TIME FACULTY SALARY SCHEDULE: A -- (YEARLY AMOUNTS BASED ON 178 DUTY DAYS)
**(Lecture/Lab/Non-
Instructional) Effective July 1, 2022**

<u>Range</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
<u>1</u>	<u>\$64,962</u>	<u>\$69,427</u>	<u>\$73,308</u>	<u>\$77,193</u>	<u>\$81,066</u>
<u>2</u>	<u>\$68,310</u>	<u>\$72,787</u>	<u>\$76,662</u>	<u>\$80,541</u>	<u>\$84,423</u>
<u>3</u>	<u>\$71,664</u>	<u>\$76,131</u>	<u>\$80,012</u>	<u>\$83,893</u>	<u>\$87,774</u>
<u>4</u>	<u>\$75,015</u>	<u>\$79,491</u>	<u>\$83,373</u>	<u>\$87,245</u>	<u>\$91,124</u>
<u>5</u>	<u>\$78,368</u>	<u>\$82,841</u>	<u>\$86,723</u>	<u>\$90,598</u>	<u>\$94,476</u>
<u>6</u>	<u>\$81,727</u>	<u>\$86,197</u>	<u>\$90,077</u>	<u>\$93,960</u>	<u>\$97,799</u>
<u>7</u>	<u>\$85,075</u>	<u>\$89,547</u>	<u>\$93,423</u>	<u>\$97,307</u>	<u>\$101,189</u>
<u>8</u>	<u>\$88,441</u>	<u>\$92,902</u>	<u>\$96,781</u>	<u>\$100,662</u>	<u>\$104,541</u>
<u>9</u>	<u>\$91,786</u>	<u>\$96,257</u>	<u>\$100,133</u>	<u>\$104,012</u>	<u>\$107,898</u>
<u>10</u>	<u>\$95,134</u>	<u>\$99,601</u>	<u>\$103,490</u>	<u>\$107,373</u>	<u>\$111,247</u>
<u>11</u>	<u>\$98,493</u>	<u>\$102,961</u>	<u>\$106,838</u>	<u>\$110,723</u>	<u>\$114,595</u>
<u>12</u>	<u>\$98,493</u>	<u>\$106,310</u>	<u>\$110,195</u>	<u>\$114,074</u>	<u>\$117,960</u>
<u>13</u>	<u>\$98,493</u>	<u>\$106,310</u>	<u>\$113,548</u>	<u>\$117,427</u>	<u>\$121,304</u>
<u>14</u>	<u>\$98,493</u>	<u>\$106,310</u>	<u>\$113,548</u>	<u>\$117,427</u>	<u>\$121,304</u>
<u>15</u>	<u>\$98,493</u>	<u>\$106,310</u>	<u>\$113,548</u>	<u>\$117,427</u>	<u>\$121,304</u>
<u>16</u>	<u>\$98,493</u>	<u>\$106,310</u>	<u>\$113,548</u>	<u>\$117,427</u>	<u>\$121,304</u>
<u>17</u>	<u>\$101,844</u>	<u>\$109,665</u>	<u>\$116,901</u>	<u>\$120,780</u>	<u>\$124,662</u>
<u>18</u>	<u>\$101,844</u>	<u>\$109,665</u>	<u>\$116,901</u>	<u>\$120,780</u>	<u>\$124,662</u>
<u>19</u>	<u>\$101,844</u>	<u>\$109,665</u>	<u>\$116,901</u>	<u>\$120,780</u>	<u>\$124,662</u>
<u>20</u>	<u>\$101,844</u>	<u>\$109,665</u>	<u>\$116,901</u>	<u>\$120,780</u>	<u>\$124,662</u>
<u>21</u>	<u>\$105,200</u>	<u>\$113,024</u>	<u>\$120,252</u>	<u>\$124,124</u>	<u>\$128,012</u>
<u>22</u>	<u>\$105,200</u>	<u>\$113,024</u>	<u>\$120,252</u>	<u>\$124,124</u>	<u>\$128,012</u>
<u>23</u>	<u>\$105,200</u>	<u>\$113,024</u>	<u>\$120,252</u>	<u>\$124,124</u>	<u>\$128,012</u>
<u>24</u>	<u>\$105,200</u>	<u>\$113,024</u>	<u>\$120,252</u>	<u>\$124,124</u>	<u>\$128,012</u>
<u>25</u>	<u>\$108,550</u>	<u>\$116,371</u>	<u>\$123,609</u>	<u>\$127,489</u>	<u>\$131,366</u>
<u>26</u>	<u>\$108,550</u>	<u>\$116,371</u>	<u>\$123,609</u>	<u>\$127,489</u>	<u>\$131,366</u>
<u>27</u>	<u>\$108,550</u>	<u>\$116,371</u>	<u>\$123,609</u>	<u>\$127,489</u>	<u>\$131,366</u>
<u>28</u>	<u>\$108,550</u>	<u>\$116,371</u>	<u>\$123,609</u>	<u>\$127,489</u>	<u>\$131,366</u>
<u>29</u>	<u>\$108,550</u>	<u>\$116,371</u>	<u>\$123,609</u>	<u>\$127,489</u>	<u>\$131,366</u>
<u>30</u>	<u>\$111,903</u>	<u>\$119,720</u>	<u>\$126,957</u>	<u>\$130,839</u>	<u>\$134,713</u>

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SCCCD HUMAN RESOURCES
FACULTY SALARY SCHEDULE: A - (YEARLY AMOUNTS BASED ON 178 DUTY DAYS)
(Lecture/Lab/Non-Instructional)
Effective July 1, 2023

Range	I	II	III	IV	V
<u>1</u>	\$ 70,302	\$ 75,134	\$ 79,334	\$ 83,538	\$ 87,730
<u>2</u>	\$ 73,925	\$ 78,770	\$ 82,964	\$ 87,161	\$ 91,363
<u>3</u>	\$ 77,555	\$ 82,389	\$ 86,589	\$ 90,789	\$ 94,989
<u>4</u>	\$ 81,181	\$ 86,025	\$ 90,226	\$ 94,417	\$ 98,614
<u>5</u>	\$ 84,810	\$ 89,651	\$ 93,852	\$ 98,045	\$ 102,242
<u>6</u>	\$ 88,445	\$ 93,282	\$ 97,481	\$ 101,684	\$ 105,838
<u>7</u>	\$ 92,068	\$ 96,908	\$ 101,102	\$ 105,306	\$ 109,507
<u>8</u>	\$ 95,711	\$ 100,539	\$ 104,736	\$ 108,936	\$ 113,134
<u>9</u>	\$ 99,331	\$ 104,169	\$ 108,364	\$ 112,562	\$ 116,767
<u>10</u>	\$ 102,954	\$ 107,788	\$ 111,997	\$ 116,199	\$ 120,392
<u>11</u>	\$ 106,589	\$ 111,424	\$ 115,620	\$ 119,824	\$ 124,015
<u>12</u>	\$ 106,589	\$ 115,049	\$ 119,253	\$ 123,451	\$ 127,656
<u>13</u>	\$ 106,589	\$ 115,049	\$ 122,882	\$ 127,080	\$ 131,275
<u>14</u>	\$ 106,589	\$ 115,049	\$ 122,882	\$ 127,080	\$ 131,275
<u>15</u>	\$ 106,589	\$ 115,049	\$ 122,882	\$ 127,080	\$ 131,275
<u>16</u>	\$ 106,589	\$ 115,049	\$ 122,882	\$ 127,080	\$ 131,275
<u>17</u>	\$ 110,216	\$ 118,679	\$ 126,510	\$ 130,708	\$ 134,909
<u>18</u>	\$ 110,216	\$ 118,679	\$ 126,510	\$ 130,708	\$ 134,909
<u>19</u>	\$ 110,216	\$ 118,679	\$ 126,510	\$ 130,708	\$ 134,909
<u>20</u>	\$ 110,216	\$ 118,679	\$ 126,510	\$ 130,708	\$ 134,909
<u>21</u>	\$ 113,847	\$ 122,315	\$ 130,137	\$ 134,327	\$ 138,535
<u>22</u>	\$ 113,847	\$ 122,315	\$ 130,137	\$ 134,327	\$ 138,535
<u>23</u>	\$ 113,847	\$ 122,315	\$ 130,137	\$ 134,327	\$ 138,535
<u>24</u>	\$ 113,847	\$ 122,315	\$ 130,137	\$ 134,327	\$ 138,535
<u>25</u>	\$ 117,473	\$ 125,937	\$ 133,770	\$ 137,969	\$ 142,164
<u>26</u>	\$ 117,473	\$ 125,937	\$ 133,770	\$ 137,969	\$ 142,164
<u>27</u>	\$ 117,473	\$ 125,937	\$ 133,770	\$ 137,969	\$ 142,164
<u>28</u>	\$ 117,473	\$ 125,937	\$ 133,770	\$ 137,969	\$ 142,164
<u>29</u>	\$ 117,473	\$ 125,937	\$ 133,770	\$ 137,969	\$ 142,164
<u>30</u>	\$ 121,101	\$ 129,561	\$ 137,393	\$ 141,594	\$ 145,786

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SCCCD HUMAN RESOURCES
FACULTY SALARY SCHEDULE: A - (YEARLY AMOUNTS BASED ON 178 DUTY DAYS)
(Lecture/Lab/Non-Instructional)
Effective July 1, 2024
[UPDATE PER NEGOTIATED INCREASE.]

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Range	I	II	III	IV	V
1	\$ 71,054	\$ 75,938	\$ 80,183	\$ 84,432	\$ 88,669
2	\$ 74,716	\$ 79,613	\$ 83,852	\$ 88,094	\$ 92,341
3	\$ 78,385	\$ 83,271	\$ 87,516	\$ 91,760	\$ 96,005
4	\$ 82,050	\$ 86,945	\$ 91,191	\$ 95,427	\$ 99,669
5	\$ 85,717	\$ 90,610	\$ 94,856	\$ 99,094	\$ 103,336
6	\$ 89,391	\$ 94,280	\$ 98,524	\$ 102,772	\$ 106,970
7	\$ 93,053	\$ 97,945	\$ 102,184	\$ 106,433	\$ 110,679
8	\$ 96,735	\$ 101,615	\$ 105,857	\$ 110,102	\$ 114,345
9	\$ 100,394	\$ 105,284	\$ 109,523	\$ 113,766	\$ 118,016
10	\$ 104,056	\$ 108,941	\$ 113,195	\$ 117,442	\$ 121,680
11	\$ 107,730	\$ 112,616	\$ 116,857	\$ 121,106	\$ 125,342
12	\$ 107,730	\$ 116,280	\$ 120,529	\$ 124,772	\$ 129,022
13	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
14	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
15	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
16	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
17	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
18	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
19	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
20	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
21	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
22	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
23	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
24	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
25	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
26	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
27	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
28	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
29	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
30	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
31	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
32	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
33	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
34	\$ 126,063	\$ 134,613	\$ 142,509	\$ 146,775	\$ 151,012

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Effective 7/1/2024 the schedule was increased by COLA (1.07%)

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SCCCD HUMAN RESOURCES
FULL-TIME FACULTY SALARY SCHEDULE: A
(YEARLY AMOUNTS BASED ON 178 DUTY DAYS)

(Lecture/Lab/Non-Instructional Instructional and Special Assignment) Effective July 1, 2025

<u>Range</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
<u>1</u>	<u>\$ 77,821</u>	<u>\$ 83,366</u>	<u>\$ 88,253</u>	<u>\$ 94,175</u>	<u>\$ 99,569</u>
<u>2</u>	<u>\$ 81,592</u>	<u>\$ 87,151</u>	<u>\$ 92,033</u>	<u>\$ 97,947</u>	<u>\$ 103,351</u>
<u>3</u>	<u>\$ 85,372</u>	<u>\$ 90,919</u>	<u>\$ 95,806</u>	<u>\$ 101,723</u>	<u>\$ 107,125</u>
<u>4</u>	<u>\$ 89,147</u>	<u>\$ 94,703</u>	<u>\$ 99,592</u>	<u>\$ 105,500</u>	<u>\$ 110,899</u>
<u>5</u>	<u>\$ 92,924</u>	<u>\$ 98,478</u>	<u>\$ 103,367</u>	<u>\$ 109,277</u>	<u>\$ 114,676</u>
<u>6</u>	<u>\$ 96,708</u>	<u>\$ 102,258</u>	<u>\$ 107,145</u>	<u>\$ 113,065</u>	<u>\$ 118,419</u>
<u>7</u>	<u>\$ 100,480</u>	<u>\$ 106,033</u>	<u>\$ 110,915</u>	<u>\$ 116,836</u>	<u>\$ 122,239</u>
<u>8</u>	<u>\$ 100,480</u>	<u>\$ 106,033</u>	<u>\$ 110,915</u>	<u>\$ 116,836</u>	<u>\$ 122,239</u>
<u>9</u>	<u>\$ 108,041</u>	<u>\$ 113,593</u>	<u>\$ 118,474</u>	<u>\$ 124,389</u>	<u>\$ 129,796</u>
<u>10</u>	<u>\$ 108,041</u>	<u>\$ 113,593</u>	<u>\$ 118,474</u>	<u>\$ 124,389</u>	<u>\$ 129,796</u>
<u>11</u>	<u>\$ 111,813</u>	<u>\$ 121,144</u>	<u>\$ 126,028</u>	<u>\$ 131,949</u>	<u>\$ 137,342</u>
<u>12</u>	<u>\$ 111,813</u>	<u>\$ 121,144</u>	<u>\$ 126,028</u>	<u>\$ 131,949</u>	<u>\$ 137,342</u>
<u>13</u>	<u>\$ 115,597</u>	<u>\$ 124,918</u>	<u>\$ 133,588</u>	<u>\$ 139,503</u>	<u>\$ 144,900</u>
<u>14</u>	<u>\$ 115,597</u>	<u>\$ 124,918</u>	<u>\$ 133,588</u>	<u>\$ 139,503</u>	<u>\$ 144,900</u>
<u>15</u>	<u>\$ 115,597</u>	<u>\$ 124,918</u>	<u>\$ 133,588</u>	<u>\$ 139,503</u>	<u>\$ 144,900</u>
<u>16</u>	<u>\$ 119,372</u>	<u>\$ 128,697</u>	<u>\$ 137,365</u>	<u>\$ 143,280</u>	<u>\$ 148,684</u>
<u>17</u>	<u>\$ 119,372</u>	<u>\$ 128,697</u>	<u>\$ 137,365</u>	<u>\$ 143,280</u>	<u>\$ 148,684</u>
<u>18</u>	<u>\$ 119,372</u>	<u>\$ 128,697</u>	<u>\$ 137,365</u>	<u>\$ 143,280</u>	<u>\$ 148,684</u>
<u>19</u>	<u>\$ 123,152</u>	<u>\$ 132,483</u>	<u>\$ 141,140</u>	<u>\$ 147,047</u>	<u>\$ 152,458</u>
<u>20</u>	<u>\$ 123,152</u>	<u>\$ 132,483</u>	<u>\$ 141,140</u>	<u>\$ 147,047</u>	<u>\$ 152,458</u>
<u>21</u>	<u>\$ 123,152</u>	<u>\$ 132,483</u>	<u>\$ 141,140</u>	<u>\$ 147,047</u>	<u>\$ 152,458</u>
<u>22</u>	<u>\$ 126,927</u>	<u>\$ 136,254</u>	<u>\$ 144,922</u>	<u>\$ 150,838</u>	<u>\$ 156,236</u>
<u>23</u>	<u>\$ 126,927</u>	<u>\$ 136,254</u>	<u>\$ 144,922</u>	<u>\$ 150,838</u>	<u>\$ 156,236</u>
<u>24</u>	<u>\$ 126,927</u>	<u>\$ 136,254</u>	<u>\$ 144,922</u>	<u>\$ 150,838</u>	<u>\$ 156,236</u>
<u>25</u>	<u>\$ 130,704</u>	<u>\$ 140,025</u>	<u>\$ 148,694</u>	<u>\$ 154,612</u>	<u>\$ 160,006</u>
<u>26</u>	<u>\$ 130,704</u>	<u>\$ 140,025</u>	<u>\$ 148,694</u>	<u>\$ 154,612</u>	<u>\$ 160,006</u>
<u>27</u>	<u>\$ 130,704</u>	<u>\$ 140,025</u>	<u>\$ 148,694</u>	<u>\$ 154,612</u>	<u>\$ 160,006</u>
<u>28</u>	<u>\$ 134,625</u>	<u>\$ 144,226</u>	<u>\$ 153,155</u>	<u>\$ 159,251</u>	<u>\$ 164,807</u>
<u>29</u>	<u>\$ 134,625</u>	<u>\$ 144,226</u>	<u>\$ 153,155</u>	<u>\$ 159,251</u>	<u>\$ 164,807</u>
<u>30</u>	<u>\$ 134,625</u>	<u>\$ 144,226</u>	<u>\$ 153,155</u>	<u>\$ 159,251</u>	<u>\$ 164,807</u>
<u>31</u>	<u>\$ 142,703</u>	<u>\$ 152,880</u>	<u>\$ 162,344</u>	<u>\$ 168,806</u>	<u>\$ 174,695</u>

[All other Salary Schedules may be agreed to based on the single salary scale concept.]

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Full-time Faculty Salary Schedule: B – (Overload and Intersession Hourly Amounts)
Effective Date: July 1, 2022

Full-time Faculty Salary Schedule B1 – LECTURE

	Class I	Class II	Class III	Class IV	Class V
Step 1C	\$52.59	\$58.71	\$61.53	\$64.48	\$68.06
Step 2C	\$53.09	\$59.31	\$62.39	\$65.46	\$68.71
Step 3C	\$53.60	\$59.86	\$62.99	\$66.06	\$69.37
Step 4C	\$54.15	\$60.47	\$63.63	\$66.74	\$70.07
Step 5C	\$54.72	\$61.06	\$64.26	\$67.41	\$70.78
Step 6C	\$55.26	\$61.68	\$64.89	\$68.08	\$71.47
Step 7C	\$55.79	\$62.29	\$65.54	\$68.76	\$72.18

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Full-time Faculty Salary Schedule B2 – LAB

	Class I	Class II	Class III	Class IV	Class V
Step 1B	\$44.70	\$49.91	\$52.59	\$55.11	\$57.92
Step 2B	\$45.10	\$50.38	\$53.09	\$55.68	\$58.45
Step 3B	\$45.54	\$50.83	\$53.60	\$56.17	\$59.00
Step 4B	\$46.01	\$51.37	\$54.15	\$56.75	\$59.59
Step 5B	\$46.46	\$51.88	\$54.72	\$57.31	\$60.17
Step 6B	\$46.95	\$52.40	\$55.26	\$57.89	\$60.78
Step 7B	\$47.41	\$52.93	\$55.79	\$58.48	\$61.39

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Full-time Faculty Salary Schedule B3 – NONINSTRUCTIONAL

	Class I	Class II	Class III	Class IV	Class V
Step 1N	\$44.70	\$49.91	\$52.59	\$55.11	\$57.92
Step 2N	\$45.10	\$50.38	\$53.09	\$55.68	\$58.45
Step 3N	\$45.54	\$50.83	\$53.60	\$56.17	\$59.00
Step 4N	\$46.01	\$51.37	\$54.15	\$56.75	\$59.59
Step 5N	\$46.46	\$51.88	\$54.72	\$57.31	\$60.17
Step 6N	\$46.95	\$52.40	\$55.26	\$57.89	\$60.78
Step 7N	\$47.41	\$52.93	\$55.79	\$58.48	\$61.39

EXHIBIT A2

SCCCD HUMAN RESOURCES

Full-Time Faculty Salary Schedule: B - (Hourly Amounts) Effective Date:

July 1, 20242025

[UPDATE PER NEGOTIATED INCREASE.]

Full-Time Faculty Salary Schedule B1 - Overload and Intersession Lecture

	Class I	Class II	Class III	Class IV	Class V
Step 1C	57.52	64.22	67.30	70.53	74.44
Step 2C	58.06	64.88	68.24	71.60	75.16
Step 3C	58.63	65.47	68.90	72.25	75.87
Step 4C	59.23	66.14	69.60	73.00	76.64
Step 5C	59.85	66.79	70.28	73.73	77.42
Step 6C	60.44	67.46	70.97	74.47	78.17
Step 7C	61.03	68.13	71.69	75.21	78.95

Full-Time Faculty Salary Schedule B2 - Overload and Intersession Lab

	Class I	Class II	Class III	Class IV	Class V
Step 1B	48.89	54.59	57.52	60.28	63.35
Step 2B	49.33	55.10	58.06	60.90	63.93
Step 3B	49.81	55.60	58.63	61.44	64.53
Step 4B	50.32	56.18	59.23	62.07	65.18
Step 5B	50.82	56.74	59.85	62.68	65.82
Step 6B	51.35	57.32	60.44	63.32	66.48
Step 7B	51.86	57.89	61.03	63.97	67.15

Full-Time Faculty Salary Schedule B3 - Overload and Intersession Noninstructional

	Class I	Class II	Class III	Class IV	Class V
Step 1N	48.89	54.59	57.52	60.28	63.35
Step 2N	49.33	55.10	58.06	60.90	63.93
Step 3N	49.81	55.60	58.63	61.44	64.53
Step 4N	50.32	56.18	59.23	62.07	65.18
Step 5N	50.82	56.74	59.85	62.68	65.82
Step 6N	51.35	57.32	60.44	63.32	66.48
Step 7N	51.86	57.89	61.03	63.97	67.15

Effective 7/1/2024 the schedule was increased by COLA 1.07%

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EXHIBIT A3
SCCCD HUMAN RESOURCES
Part-time Faculty Salary Schedule: C - (Hourly Amounts)
Effective Date: July 1, 2022

Part-time Faculty Salary Schedule C1 - Lecture

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI*</u>
Step 1C	\$57.44	\$64.12	\$67.20	\$70.43	\$74.33	\$78.00
Step 2C	\$57.98	\$64.77	\$68.15	\$71.50	\$75.05	\$78.73
Step 3C	\$58.54	\$65.38	\$68.79	\$72.16	\$75.77	\$79.45
Step 4C	\$59.14	\$66.04	\$69.48	\$72.88	\$76.53	\$80.21
Step 5C	\$59.74	\$66.68	\$70.17	\$73.61	\$77.28	\$80.97
Step 6C	\$60.35	\$67.35	\$70.87	\$74.35	\$78.07	\$81.74
Step 7C	\$60.95	\$68.03	\$71.58	\$75.10	\$78.83	\$82.51

***Column VI reserved for individuals possessing a doctorate or an MFA**

Part-time Faculty Salary Schedule C2 - Lab

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI*</u>
Step 1B	\$48.82	\$54.51	\$57.44	\$60.19	\$63.26	\$66.35
Step 2B	\$49.25	\$55.03	\$57.98	\$60.80	\$63.83	\$66.94
Step 3B	\$49.74	\$55.52	\$58.54	\$61.36	\$64.43	\$67.53
Step 4B	\$50.26	\$56.10	\$59.14	\$61.98	\$65.06	\$68.17
Step 5B	\$50.76	\$56.67	\$59.74	\$62.61	\$65.72	\$68.82
Step 6B	\$51.26	\$57.22	\$60.35	\$63.23	\$66.38	\$69.48
Step 7B	\$51.78	\$57.80	\$60.95	\$63.85	\$67.05	\$70.15

***Column VI reserved for individuals possessing a doctorate or an MFA**

Part-time Faculty Salary Schedule C3 - Noninstructional

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI*</u>
Step 1N	\$45.74	\$51.08	\$53.82	\$56.40	\$59.27	\$62.18
Step 2N	\$46.16	\$51.56	\$54.33	\$56.98	\$59.82	\$62.72
Step 3N	\$46.61	\$52.02	\$54.86	\$57.49	\$60.38	\$63.28
Step 4N	\$47.09	\$52.57	\$55.42	\$58.08	\$60.98	\$63.87
Step 5N	\$47.55	\$53.09	\$56.00	\$58.65	\$61.57	\$64.49
Step 6N	\$48.04	\$53.62	\$56.55	\$59.24	\$62.20	\$65.11
Step 7N	\$48.51	\$54.17	\$57.09	\$59.84	\$62.82	\$65.74

***Column VI reserved for individuals possessing a doctorate or an MFA**

SCCCD HUMAN RESOURCES

Part-time Faculty Salary Schedule: C - (Hourly Amounts)

Effective Date: July 1, 2024

[UPDATE PER NEGOTIATED INCREASE.]

Part-time Faculty Salary Schedule C1 - Lecture

	Class I	Class II	Class III	Class IV	Class V	Class VI*
Step 1C	68.98	77.01	80.70	84.58	89.27	93.67
Step 2C	69.64	77.78	81.84	85.86	90.13	94.55
Step 3C	70.30	78.51	82.61	86.66	91.00	95.41
Step 4C	71.02	79.31	83.45	87.52	91.91	96.32
Step 5C	71.75	80.08	84.27	88.40	92.81	97.23
Step 6C	72.48	80.88	85.11	89.29	93.76	98.17
Step 7C	73.20	81.70	85.96	90.19	94.67	99.09

*Column VI reserved for individuals possessing a doctorate or an MFA

Part-time Faculty Salary Schedule C2 - Lab

	Class I	Class II	Class III	Class IV	Class V	Class VI*
Step 1B	58.62	65.47	68.98	72.29	75.97	79.68
Step 2B	59.14	66.09	69.64	73.02	76.66	80.39
Step 3B	59.74	66.68	70.30	73.69	77.38	81.10
Step 4B	60.35	67.38	71.02	74.43	78.13	81.86
Step 5B	60.96	68.05	71.75	75.19	78.93	82.65
Step 6B	61.56	68.71	72.48	75.94	79.72	83.45
Step 7B	62.19	69.41	73.20	76.68	80.52	84.24

*Column VI reserved for individuals possessing a doctorate or an MFA

Part-time Faculty Salary Schedule C3 - Noninstructional

	Class I	Class II	Class III	Class IV	Class V	Class VI*
Step 1N	51.96	58.03	61.14	64.07	67.34	70.63
Step 2N	52.44	58.57	61.72	64.73	67.95	71.25
Step 3N	52.95	59.10	62.33	65.32	68.59	71.89
Step 4N	53.49	59.72	62.96	65.99	69.27	72.56
Step 5N	54.02	60.32	63.61	66.62	69.94	73.26
Step 6N	54.58	60.91	64.24	67.29	70.66	73.96
Step 7N	55.11	61.54	64.85	67.99	71.37	74.68

*Column VI reserved for individuals possessing a doctorate or an MFA

Effective 7/1/2024 the schedule was increased by 6.07% for Lecture and Lab and 3.07% for Noninstructional

SCCCD HUMAN RESOURCES

Full-Time Overtime & Part-time Faculty Salary Schedule: C - (Hourly Compensation Amounts)

Effective Date: July 1, 2025

The following salary scale outlines the rate of pay for Full-Time Overload and Part-Time compensation. Full compensation will be determined by the designated formulas for Instructional and Special Assignment classifications. The chart represents Schedule A pay at an hourly rate (prorated at 173 instructional calendar days; including flex days).

~~Full-Time Overtime & Part-time Faculty Salary Schedule~~

<u>Range</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI*</u>
<u>1</u>	\$54.65	\$58.54	\$61.98	\$66.13	\$69.92	\$73.42
<u>2</u>	\$57.30	\$61.20	\$64.63	\$68.78	\$72.58	\$76.21
<u>3</u>	\$59.95	\$63.85	\$67.28	\$71.43	\$75.23	\$78.99
<u>4</u>	\$62.60	\$66.50	\$69.94	\$74.09	\$77.88	\$81.77
<u>5</u>	\$65.26	\$69.16	\$72.59	\$76.74	\$80.53	\$84.56
<u>6</u>	\$67.91	\$71.81	\$75.24	\$79.40	\$83.16	\$87.32
<u>7</u>	\$70.56	\$74.46	\$77.89	\$82.05	\$85.84	\$90.13
<u>8</u>	\$70.56	\$74.46	\$77.89	\$82.05	\$85.84	\$90.13
<u>9</u>	\$75.87	\$79.77	\$83.20	\$87.35	\$91.15	\$95.71
<u>10</u>	\$75.87	\$79.77	\$83.20	\$87.35	\$91.15	\$95.71
<u>11</u>	\$78.52	\$85.07	\$88.50	\$92.66	\$96.45	\$101.27

***Column VI Only applies to Part Time Faculty and is reserved for individuals possessing a doctorate or an MFA.**

~~INSTRUCTIONAL~~

- **“Instructional” includes Lecture and Lab instructional loads.**
- **All Overload and Part-Time instructional pay will be calculated by:**
 - **Converting LHE > to hours of instruction, then**
 - **Calculating Hours of instruction multiplied by 2.33 Workload Factor, multiplied by rate of pay**

Formula: (Hours of Instruction \times 2.33) \times Rate of Pay = Total Compensation

- **"Workload Factor": The factor takes into consideration the workload instructional faculty must do outside of the classroom including but not limited to: office hours, grading, preparation, and communication with students. In all previous contracts part-time instructional faculty only receive pay for hours in the classroom.**
- **Based on 35 hours/week and does not include service to district/college. Any additional service(s) provided by part-time faculty will require compensation.**

~~SERVICES~~

- All Overload and Part-Time faculty service assignment pay will be calculated by:
 - Assigned hours multiplied by rate of pay

Formula: Assigned Hours x Rate of Pay = Total Compensation

~~SCFT REVISED (9/4/2025)~~

1342 **SCCCD HUMAN RESOURCES**
1343 **Part-time Faculty Salary Schedule: C - (Hourly Amounts)**
1344 **Effective Date: July 1, 20242**
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Part-time Faculty Salary Schedule C1 - Lecture

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI*</u>
<u>Step 1C</u>	68.98	77.04	80.70	84.58	89.27	93.67
<u>Step 2C</u>	69.64	77.78	81.84	85.86	90.13	94.56
<u>Step 3C</u>	70.30	78.54	82.61	86.66	91.00	95.44
<u>Step 4C</u>	71.02	79.34	83.45	87.52	91.91	96.32
<u>Step 5C</u>	71.75	80.08	84.27	88.40	92.81	97.23
<u>Step 6C</u>	72.48	80.88	85.11	89.29	93.76	98.17
<u>Step 7C</u>	73.20	81.70	85.96	90.19	94.67	99.09

***Column VI reserved for individuals possessing a doctorate or an MFA**

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Part-time Faculty Salary Schedule C2 - Lab

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI*</u>
<u>Step 1B</u>	58.62	65.47	68.98	72.29	75.97	79.68
<u>Step 2B</u>	59.14	66.09	69.64	73.02	76.66	80.39
<u>Step 3B</u>	59.74	66.68	70.30	73.69	77.38	81.10
<u>Step 4B</u>	60.35	67.38	71.02	74.43	78.13	81.86
<u>Step 5B</u>	60.96	68.05	71.75	75.19	78.93	82.65
<u>Step 6B</u>	61.56	68.74	72.48	75.94	79.72	83.45
<u>Step 7B</u>	62.19	69.44	73.20	76.68	80.52	84.24

***Column VI reserved for individuals possessing a doctorate or an MFA**

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Part-time Faculty Salary Schedule C3 - Noninstructional

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI*</u>
<u>Step 1N</u>	51.96	58.03	61.14	64.07	67.34	70.63
<u>Step 2N</u>	52.44	58.57	61.72	64.73	67.95	71.25
<u>Step 3N</u>	52.95	59.10	62.33	65.32	68.59	71.89
<u>Step 4N</u>	53.49	59.72	62.96	65.99	69.27	72.56
<u>Step 5N</u>	54.02	60.32	63.61	66.62	69.94	73.26
<u>Step 6N</u>	54.58	60.91	64.24	67.29	70.66	73.96
<u>Step 7N</u>	55.11	61.54	64.85	67.99	71.37	74.68

***Column VI reserved for individuals possessing a doctorate or an MFA**

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Effective 7/1/2024 the schedule was increased by 6.07% for Lecture
and Lab and 3.07% for Noninstructional

STATE CENTER COMMUNITY COLLEGE DISTRICT
Full-Time 2022-2025-2028 Stipends

Athletic Coaches

- A. Athletic Coaches will receive a coaching stipend for fulfilling the duties and responsibilities as outlined in Article 13 **and in CCCAA rules and regulations.**
- B. **Head Coaches:** Full-time faculty head athletic coaches will receive a stipend of ten percent (10%) of annual salary. No additional duty days will be paid.
- C. Full-time faculty with an assistant athletic coaching assignment will receive a stipend of four thousand, five-hundred dollars (\$4,500.00).
Assistant Coaches: Full-time faculty assistant athletic coaches will receive a stipend of seven percent (7%) of annual salary. No additional duty days will be paid.

D. Stipends

1. Stipends may not be split among athletic coaches.
2. **Stipends for coaches not used for one sport may not be re-allocated to another sport.**
3. Stipends will be prorated for less than an entire athletic coaching assignment.
The number of assistant athletic coaches for each sport will be set by

E. Definitions and the maximum number of assistant and off-season coaches are set forthin Exhibit B3.

Other Faculty Stipends

Orientation/Training -	<u>\$26.75</u> <u>\$30.00/hour</u> <u>After the first year**</u> <u>Class I, Step 1 (Hourly Rate)</u>
Special Projects - Faculty performing extra duties during unassigned times or completing a special project (mutually agreed upon by the unit member and management)	Paid at the unit member's Schedule B3 non-instructional rate per hour worked and submitted on the appropriate timesheet.

Program Review - If the department contains a program that does not have a full-time faculty member, the chair will work with the appropriate Dean to identify a unit member (either full-time or part-time) to develop the report on behalf of the program. The identified unit member will receive payment after completion of the report and submission to the Dean.	The identified unit member will be paid up to ten (10) hours at the unit member's Schedule B3 non-Dean to identify a unit member (either full-time or part-time) to develop the report on behalf of the program. The identified unit member will discipline, will be paid up to fifteen (15) hours at the unit member's Schedule C non-instructional rate.
Earned Doctorate or Master of Fine Arts Degree	<u>\$2,419 per year**</u> Will receive a stipend equivalent to 4% of their salary up to \$4000 per year.
Graduate Student Intern Mentor Training	\$600 stipend for completion
Graduate Student Intern Mentor	\$4,169 per academic year
Music Instructors with full responsibility for student performing and competitive groups requiring travel and competition vs. other institutions.	\$2,121 per year** (Note: Stipend will only be authorized for assigned, not voluntary, assumption of responsibilities.)
Dental Hygiene Program Coordinator/Director	<u>\$2250 per year</u> <u>\$2,018</u>
Credit by Examination	<u>\$10/student who takes such an exam for the first unit of a course plus \$5 for each additional unit.</u> A minimum of 3 hours per test implemented on Class 1, Step 1 (hourly rate).
Upper Division Lecture Unit Instruction (UDLUI)	\$750/unit for the upper division lecture courses that are part of an approved bachelor's degree program.
<u>**Stipends will be increased each year by the same as the salary schedule increase</u>	

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STATE CENTER COMMUNITY COLLEGE DISTRICT
Part-Time 2022-2025-2028 Stipends

Athletic Coaches

Athletic Coaches

A. Athletic Coaches will receive a coaching stipend for fulfilling the duties and responsibilities as outlined in Article 13 and in CCCAA rules and regulations.

B. **Head Coaches:** Part-time faculty that are head athletic coaches will receive a stipend of fifteen percent (15%) ten percent (10%) of Salary Schedule A of the column I, step 1 annual salary on the full-time faculty salary scale, as follows:

- * Year 1 Column 1, Step 1
- * Year 3 Column 1, Step 2
- * Year 5+ Column 1, Step 3
- * Year 4 Column 1, Step 4
- * Year 8+ Column 1, Step 8

C. **Assistant Coaches:** Part-time faculty that are assistant athletic coaches will receive a stipend of four thousand five hundred dollars (\$4,500.00) ten percent (10%) of Salary Schedule A, as follows:

- * Year 1 Column 1, Step 1
- * Year 4 Column 1, Step 4
- * Year 8+ Column 1, Step 8

Unit members with an assistant coaching assignment will receive: a stipend of four thousand five hundred dollars (\$4,500.00) only and

D. **Stipends**

1. Stipends may not be split among athletic coaches.
2. Stipends for coaches not used for one sport may not be re-allocated to another sport.
3. Stipends will be prorated for less than an entire athletic coaching assignment.
4. For all assistant coaching assignments, No class assignment is guaranteed; however, classes may be assigned by the Dean. The number of assistant coaches for each sport will be set by management

D. **Definitions and the maximum number of assistant and off-season coaches are set forth in Exhibit B3.**

For all official postseason games, all part-time head and assistant coaches will be compensated for time worked with a six hundred dollar (\$600) stipend per day. To qualify as a day of work, 5+ hours must be completed.

Other Faculty Stipends

<u>Office Hours – Unit members approved for office hours. (See Article 11-B, Section 6).</u>	\$35.00/hour ** <i><u>[Single Salary would include compensation for office hours]</u></i>
Orientation/Training	\$30.00 <i><u>After the first year**</u></i> <u>\$26.75/hour</u> <i><u>Class I, Step 1 (Hourly Rate)</u></i>
Special Projects - Faculty performing extra duties during unassigned times or completing a special project (mutually agreed upon by the unit member and management)	Paid at the unit member's Schedule C3 non-instructional rate per hour worked and submitted on the appropriate timesheet.
Program Review – If asked by management to complete a program review report payment will occur after completion and submission of the report to the Dean.	The unit member will be paid up to ten (10) hours at the unit member's Schedule C3 non-instructional rate. Unit members completing a program review for the first time outside their discipline, will be paid up to fifteen (15) hours at the unit member's Schedule C non-instructional rate.
<u>Intern In-Training</u>	\$1500 for initial training semester
<u>Graduate Student Faculty Intern</u>	Paid at the Class 1, Step 1 rate for unit members.
Masters of Social Work Interns	\$1,000/semester
Post-Master's Psychological Services Intern	\$25,000/fiscal year
Post-Doc Psychological Services Interns	\$40,000/fiscal year
Supervising Dentist	<u>\$316450400**</u> /clinical session
Credit by Examination	<u>\$10/student who takes such an exam for the first unit of a course plus \$5 for each additional unit.</u> <i><u>A minimum of 3 hours per test implemented on Class 1, Step 1 (hourly rate).</u></i>
**Stipends or pay rates will be increased each year by the same as the salary schedule increase	

1457 EXHIBIT B3
1458 STATE CENTER COMMUNITY COLLEGE DISTRICT
1459 Athletic Coach Positions, Availability, Off-Season
1460

1461 1. Definitions:

1462 1463 a. Assistant Coaches

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1465 Assistant coaches are expected to support head coaches and
1466 associate head coaches with:

- 1467 • Assisting with practices and games;
- 1468 • Recruiting efforts;
- 1469 • Monitoring player performance;
- 1470 • Performing administrative tasks related to the team;
- 1471 • Analyzing performance data;
- 1472 • Fostering a positive and inclusive team atmosphere and acting
1473 as a mentor and positive role model;
- 1474 • Ensuring compliance with CCCAA rules and regulations;
- 1475 • Contributing to student-athlete academic and athletic
1476 success,
- 1477 • Responsibility in determining game-day coaching and
1478 strategy;
- 1479 • Assist with player development and practice planning and
1480 execution;
- 1481 • Collaborate and/or lead the recruitment of top prospective
1482 student-athletes;
- 1483 • Collaborate with the Head Coach to develop short and long-
1484 range planning for the overall student success initiative,
1485 including student academic progress, matriculation, and
1486 degree completion and transfer; and for the success of the
1487 athletic program at the local and state levels;
- 1488 • Establish and maintain an environment conducive to the
1489 welfare and academic success of the student-athlete that
1490 fosters collaboration with students, faculty, staff,
1491 administrators, alumni, and the public;
- 1492 • Assist in nomination of all Scholar Athlete Awards at local and
1493 State level;
- 1494 • Assist with responsibilities such as running summer camps
1495 and fundraising;
- 1496 • Ensuring compliance with CCCAA rules and regulations; and
- 1497 • Ensuring players are eligible to participate on the team.
1498 and
- 1499 • Attending coaching meetings.

1500 1501 b. Off-Season Coaches

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1503 Coaches performing duties during the off-season, in collaboration
1504 with the head coach and in accordance with established rules and
1505 regulations, coordinates recruitment of athletes by being visible at
1506 the district high school campuses and develop and coordinate
1507 plans and activities to keep athletes academically and athletically
1508 engaged and successful during the off season.

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Coaches performing duties during the off-season will be compensated an additional \$7000.

2. The selection of assistant coaches and off-season coaches must be approved by the Athletic Director.

3. The maximum number of assistant athletic coaches for each sport at each college will be as set forth below:

	<u>Assistant Coaches</u>	<u>Off-Season</u>
	\$4,500	\$1,500
Fall		
<u>Cross-Country</u>	<u>2</u>	<u>3*</u>
<u>Football</u>	<u>9</u>	<u>10*</u>
<u>Women's Golf</u>	<u>1</u>	<u>2*</u>
<u>Women's Soccer</u>	<u>3</u>	<u>4*</u>
<u>Men's Soccer</u>	<u>3</u>	<u>4*</u>
<u>Volleyball</u>	<u>3</u>	<u>4*</u>
<u>Water Polo</u>	<u>1</u>	<u>2*</u>
<u>Wrestling</u>	<u>2</u>	<u>3*</u>
<u>Cheer</u>	<u>1</u>	<u>2*</u>
Winter		
<u>Men's Basketball</u>	<u>3</u>	<u>4*</u>
<u>Women's Basketball</u>	<u>3</u>	<u>4*</u>
Spring		
<u>Badminton</u>	<u>1</u>	<u>2*</u>
<u>Baseball</u>	<u>4</u>	<u>5*</u>
<u>Men's Golf</u>	<u>1</u>	<u>2*</u>
<u>Softball</u>	<u>4</u>	<u>5*</u>
<u>Swim & Dive</u>	<u>2</u>	<u>3*</u>
<u>Men's Tennis</u>	<u>1</u>	<u>2*</u>
<u>Women's Tennis</u>	<u>1</u>	<u>2*</u>
<u>Track and Field</u>	<u>3</u>	<u>4*</u>
<u>Equestrian</u>	<u>1</u>	<u>2*</u>
<u>Beach Volleyball</u>	<u>2</u>	<u>3*</u>
<u>Wrestling - Women's</u>	<u>2</u>	<u>3*</u>

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1524 **EXHIBIT C1:**

1525
INITIAL SALARY PLACEMENT GUIDELINES

1526 New full-time faculty members will have thirty (30) days from the first date of
1527 employment to notify the District of any errors in their initial salary schedule placement.
1528 Disagreement with class or step placement made by human resources staff may be
1529 addressed to the Chief Human Resources Officer or designee, whose decision will be
1530 final. Should errors occur, the District will not be liable for retroactive adjustments beyond
1531 the current fiscal year.

1532
Initial Class Placement

1533 ~~Class placement is based on ... [Request: SCCC Please assist in defining.] (Refer~~
1534 ~~Exhibit C2: Class Placement Criteria and Salary Schedule to view Classes.)~~
1535 [The District believes this is answered in the highlighted language below.]

1536 A. Each newly employed faculty member will be placed on the highest range on
1537 Salary Schedule "A" and "B" for which their academic background, occupational
1538 background and credentials, if any, qualifies them based on the faculty member's
1539 primary assignment/discipline as defined by the Minimum Qualifications for
1540 Faculty and Administrators in California Community Colleges handbook. ~~On~~
1541 ~~Exhibit C2: Class Placement Criteria, disciplines that require: 1. Disciplines that~~
1542 ~~require aA master's degree follow Track A on Exhibit C –Salary Classifications.~~
1543 ~~2. Disciplines that require aA specific Requiring a Specific Bachelor's or~~
1544 ~~Associate Degree and Professional Experience follow Track B on Exhibit C.~~
1545 ~~3. Disciplines that Disciplines Requiring aAny Degree and Professional~~
1546 ~~Experience follow Track C on Exhibit C.~~

1547 B. All units and degrees must be earned from postsecondary institutions accredited
1548 by an accreditation agency recognized by either the U.S. Department of
1549 Education or the Council on Postsecondary Accreditation. This does not include
1550 institutions "approved" by the California Department of Education or by the
1551 California Council for Private Postsecondary and Vocational Education (Title 5,
1552 Section 53406). The accreditation must be valid at the time the units and degrees
1553 were earned and must be verified by official transcript. Degrees acquired outside
1554 the United States must be accompanied by an evaluation service assessment
1555 (foreign transcript evaluation, not a translation). All units refer to semester units.
1556 Quarter units will be converted into semester units on a 2/3 basis by multiplying
1557 semester units by 1.5.

1558 C. All units earned subsequent to a bachelor's or master's degree must be upper
1559 division or graduate courses to qualify for initial salary class placement. Units
1560 earned in lower division courses or prior to the qualifying degree conferral do not
1561 apply to the initial salary class placement.

1562
Step Placement

1563 ~~Step placement is based on ... [Request: SCCC Please assist in defining.] (Refer to~~
1564 ~~Salary Schedule to view Steps)~~
1565 [The District believes this is answered in the highlighted language below.]

1566 A. For Disciplines Requiring a Master's Degree:

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1. Advanced step placement will be determined by additional verified full-time equivalent experience beyond that required for minimum qualifications and class placement. For each accumulated amount of: **a)** thirty (30) lecture hours equivalents (LHE) **for instructional faculty, b)** **One thousand, two hundred and sixty (1,260) hours for non-instructional faculty**, or **c)** equivalent to one (1) year of FTE, one (1) year of placement will be credited on the initial placement of the salary schedule up to a maximum of **five (5) nine (9) eleven (11)** years. In no case will a unit member be credited with more than thirty (30) lecture hour equivalent **1,260 hours**, or one (1) FTE, in one academic year. No newly employed full-time faculty member will be placed beyond the **sixth (6th) ten (10th) twelfth (12th)** step of the appropriate class.

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2. Initial placement on the salary schedule will include full-time equivalent year-for-year credit in closely related academic assignments which may include librarians, counselors, coordinators, and college nurses.
3. All experience must be acquired at institutions accredited by the appropriate regional accreditation agency at the time the experience occurs and must be verified by official documentation. It will be the unit member's responsibility to provide all supporting documentation to Human Resources within thirty (30) days of receiving the onboarding documents.

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B. For Disciplines Requiring: a) A Specific Bachelor's Degree or Associate Degree and Professional Experience OR b) Any Bachelor's Degree or Associate Degree and Professional Experience

1. In addition to prior experience as outlined in Section 1 above, unit members in these disciplines may receive step credit for full-time equivalent professional experience. All professional experience used to meet minimum qualifications and for salary placement must be submitted by the faculty member and verified by Human Resources. Years of professional experience which were used to meet minimum qualifications will not also be used for step placement. Only full-time or the equivalent part-time professional experience may be used for salary placement. In no case will a unit member be credited with more than one-year full-time equivalent experience in a twelve (12) month period. Step credit for related occupational experience, when granted, will be based on one (1) step for each two (2) years of full-time or the equivalent part-time experience.
2. It will be the unit member's responsibility to provide all supporting documentation to Human Resources by any established deadlines.

C. Disciplines Requiring any Bachelor's Degree or Associate Degree and Professional Experience

1. *In addition to prior experience as outlined in Section 1 above, unit members in these disciplines may receive step credit for full-time equivalent professional experience. All professional experience used to meet minimum qualifications and for salary placement must be submitted by the faculty member and verified by Human Resources. Years of*

1629 professional experience which were used to meet minimum qualifications
1630 will not also be used for step placement. Only full- time or the equivalent
1631 part-time professional experience may be used for salary placement. In
1632 no case will a unit member be credited with more than one-year full-time
1633 equivalent experience in a twelve (12) month period. Step credit for
1634 related occupational experience, when granted, will be based on one (1)
1635 step for each two (2) years of full-time or the equivalent part-time
1636 experience.

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1638 2. It will be the unit member's responsibility to provide all supporting
1639 documentation to Human Resources by any established deadlines

[Content is exactly the same in both sections, therefore condensing & deleting.]

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EXHIBIT C2: CLASS PLACEMENT CRITERIA

TRACK	CLASS				
<u>Disciplines Requiring: Track</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
A	<u>Disciplines Requiring a Master's Degree</u>	No degree (Qualified under equivalency)	Master's Degree	Master's Degree + <u>20</u> 30 units subsequent to Master's Degree	Master's Degree + <u>35</u> 45 units subsequent to Master's Degree
				Master's Degree + <u>45</u> 60 units subsequent to Bachelor's Degree	Master's Degree + <u>60</u> 75 units subsequent to Bachelor's Degree
					Master's Degree + <u>75</u> 90 units subsequent to Bachelor's Degree
					Doctorate/ Master of Fine Arts/ Juris Doctorate

			Bachelor's Degree + 2 years of professional experience + <u>15</u> <u>30</u> units subsequent to Bachelor's Degree OR <u>Bachelor's Degree</u> <u>+ 3 years of professional experience</u>	Bachelor's Degree + 2 years of professional experience + <u>60</u> <u>30</u> units subsequent to Bachelor's Degree OR <u>Bachelor's Degree</u> <u>+ 3 years of professional experience</u>	Bachelor's Degree + 2 years of professional experience + <u>75</u> <u>45</u> units subsequent to Bachelor's Degree
B/C	OR <u>Bachelor's Degree or Associate Degree and Professional Experience (C)</u>	No degree (Qualified under equivalency)	OR Bachelor's Degree + 2 years of professional experience	<u>Pending CTE Salary Advancement Proposal</u>	Master's Degree + <u>1</u> <u>2</u> years of professional experience + <u>30</u> <u>45</u> units subsequent to Bachelor's Degree
			Associate Degree + 6 years of professional experience	Bachelor's Degree + 2 years of professional experience + <u>30</u> units subsequent to Bachelor's Degree	Master's Degree + <u>1</u> <u>2</u> years of professional experience + <u>60</u> units subsequent to Bachelor's Degree
				<u>Bachelor's Degree</u> <u>+ 2 years of professional experience</u> <u>+ 60 units subsequent to Bachelor's Degree</u>	<u>Bachelor's Degree</u> <u>+ 2 years of professional experience</u> <u>+ 75 units subsequent to Bachelor's Degree</u>
C	Disciplines Requiring Any Bachelor's Degree or Associate Degree and Professional Experience	No degree (Qualified under equivalency)	Associate Degree + 6 years of professional experience	<u>Bachelor's Degree</u> <u>+ 2 years of professional experience</u> <u>+ 30 units subsequent to Bachelor's Degree</u>	<u>Bachelor's Degree</u> <u>+ 2 years of professional experience</u> <u>+ 75 units subsequent to Bachelor's Degree</u>
				<u>Bachelor's Degree</u> <u>+ 2 years of professional experience</u>	<u>Bachelor's Degree</u> <u>+ 2 years of professional experience</u>
				<u>Master's Degree</u> <u>+ 2 years of professional experience</u> <u>+ 30 units subsequent to Bachelor's Degree</u>	<u>Master's Degree</u> <u>+ 2 years of professional experience</u> <u>+ 60 units subsequent to Bachelor's Degree</u>

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Professional experience conversion: 1 year of professional experience = 15 units of coursework.

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1647 **Class Advancement criteria is based on coursework completed after Bachelors.**

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1649 Signed and entered into this _____ day of _____, 2025.

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1651 FOR THE DISTRICT FOR SCFT

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