

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 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:**

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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.

**Section-19A.3. SALARY CLASSIFICATIONS:**

For Salary Classifications refer to Exhibit C.

**Section-19A.4. COACHING AND OTHER FACULTY STIPENDS:**

For Stipends refer to Exhibit B.

**Section-19A.5. MFA DEGREE:**

SALARY SCHEDULE A will include the statement: A Master of Fine Arts (MFA) degree will be compensated with a stipend equal to doctoral degree.

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

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

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) years. In no case will a unit member be credited with more than thirty (30) lecture hour/1,260 hour equivalent, or one (1) FTE, in one academic year. No newly employed full-time faculty member will be placed beyond the sixth (6th) step of the appropriate class.

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

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

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

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

B. Primary campus is defined as the campus where the majority of the contract load is scheduled or, in the case of non-majority, the campus where the contract unit member was hired.

[Addressed in Art. 16.A.16.]

**19A.7 PAYMENT OF COMPENSATION**

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

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

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

**Section-19A.78. DIRECT DEPOSIT:**

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

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

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

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

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

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

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

P = Annual salary figure shown for Salary Schedule "A" placement.

D = Per diem rate of pay for Salary Schedule "A" placement.

N = Number of duty days assigned beyond the number of duty days in the academic year.

T = Total extended contract salary.

**[Subject to modification and interpretation by CalSTRS.]**

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

- A. Training/Orientation – Faculty attending orientation or training on **non-duty-off-contract** days will be paid **per Exhibit B-1 twenty-six dollars and seventy-five cents (\$26.75) per hour.**
- B. Special Projects – Faculty performing extra duties on **non-duty-off-contract** days, excluding those who receive a stipend for their work (e.g. athletic coaches) or completing a special project (mutually agreed upon by the unit member and management) will be paid at the unit member's Schedule B3 non-instructional rate per hour worked and submitted on the appropriate timesheet.
- C. In the course of facilitating the completion of program review reports, 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, after completion of the report and submission to the Dean, be paid up to ten (10) hours at the unit member's Schedule **B3** non-instructional rate.

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

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

A. EFFECTIVE DATE

**1.** The guidelines established in this document will apply to all new unit members who do not meet the minimum qualifications outline 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.

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

- 1. Faculty Mentors must meet all legal requirements to teach the course or render the service that the Faculty Intern will be providing.
- 2. Faculty Mentors must be full-time<sup>3</sup> tenured or part-time formerly-tenured (retired) faculty members. Full-time faculty can serve as a Faculty Mentor for an intern at any District location. Upon approval by the Vice President of Instruction, if a tenured faculty in the discipline, or a formerly-tenure (retired) faculty member who is a current part-time faculty, is not available to serve as the Faculty Mentor, a non-tenured, full-time faculty member may serve as a Faculty Mentor.

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

**[Per MOU dated 4/7/2024].**

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

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219 **DC. ASSIGNMENT ~~1.~~ Faculty Mentors**  
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- 221 a) No qualified faculty member will be required to serve as a Faculty Mentor.  
222  
223 b) The appropriate Dean, in consultation with the faculty member willing to serve as  
224 Faculty Mentor, must approve the mentor-intern assignment.  
225  
226 c) Faculty Mentors will have no more than one (1) intern during a mentor- intern  
227 assignment.  
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229 d) Faculty Mentors will be compensated as specified in Exhibit B.  
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231 e) In the event an intern is assigned to a site different than the Faculty Mentor's site, the  
232 Faculty Mentor may choose to not accept the assignment. If the Faculty Mentor  
233 chooses to accept the assignment, he/she will be compensated for mileage as per  
234 Section 7 of this Article.  
235

236 **ED. DUTIES AND RESPONSIBILITIES ~~1.~~ Faculty Mentors**  
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- 238 a) Participate in the Part-Time Faculty Orientation or other appropriate college orientation  
239 as directed by the Dean.  
240  
241 b) Provide recommendations for professional development opportunities for the *Faculty*  
242 Intern.  
243  
244 c) Conduct no fewer than three (3) one (1) hour classroom visitations or non- instructional  
245 observations to observe *Faculty* Intern in the teaching or non- instructional environment  
246 and provide constructive feedback and positive learning suggestions.  
247  
248 d) **Faculty mentor and intern will agree on a consultation schedule and maintain**  
249 **contact throughout the semester** ~~Maintain contact with the Faculty Intern as~~  
250 ~~agreed upon in the consultation schedule~~ (typically once per week, though  
251 meeting frequency may be agreed upon based on the appropriateness to the  
252 discipline and the faculty intern's assignment).  
253  
254 e) The topics to cover will include, but not be limited to:  
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256 1) curriculum planning,  
257 2) teaching pedagogy, strategies and methodologies,  
258 3) assessment of student work, and  
259 4) review of course materials.  
260  
261 f) Attend meetings and events as required by the appropriate Dean.  
262  
263 g) **Submit a report at the end of the semester summarizing and reflecting upon**  
264 **the consultations, progress and challenges of the semester. Complete the**  
265 **Weekly Consultation Report and provide a summary report of observations of**  
266 **the Faculty Intern at the end of each semester.**  
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268 **19A.12 PARKING PERMITS**  
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270 **The District will provide Annual Staff parking permits to all full-time faculty for no expense.**  
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ARTICLE 19B (PART-TIME)  
COMPENSATION  
(ONLY APPLICABLE TO PART-TIME FACULTY)  
[Orig. PT-16]

**Section-19B.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. Salary compensation for members of the part-time faculty bargaining unit will include, but not be limited to:

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

- 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~~

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%.~~
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%.~~
3. ~~For 2027-2028, all part-time faculty salary schedules will be increased by 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%.~~

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

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

1. ~~For 2022-2023, all part-time faculty non-instructional salary schedules will be increased by COLA + 3%.~~
2. ~~For 2023-2024, all part-time faculty non-instructional salary schedules will be increased by COLA + 2%.~~
3. ~~For 2024-2025, all part-time faculty non-instructional salary schedules will be increased by COLA + 2%.~~

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

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

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

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

- 1A.** Definition of part-time parity at seventy-five percent (75%) of full-time instructional salary – Duties and responsibilities that are currently required of part-time unit members, which do not include office hours or committee/departamental meetings, will be based on a fifteen (15) LHE 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<sup>6</sup>:

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.

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

**Section-19B.3. SALARY CLASSIFICATIONS:**

For Salary Classifications refer to Exhibit B.

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

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

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

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~~19B.5 PAYMENT OF COMPENSATION~~

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

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

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

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

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

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

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

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

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

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

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

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

Provided **Cal**STRS approves and there is no penalty or costs assessed against the District associated with the application of this provision.

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

See Exhibit **B**.

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

See Exhibit **B**.

**Section 10. COMPENSATION FOR CANCELLED COURSES**

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

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

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

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



556  
557 **B. EFFECTIVE DATE**  
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559 The guidelines established in this document will apply to all new faculty who do not meet the  
560 minimum qualifications outlined in the Minimum Qualifications for Faculty and Administrators  
561 in California Community Colleges handbook, yet do meet the qualifications articulated in Title  
562 5 sections 53500 – 53502.  
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564 **C. INTERN CLASSIFICATIONS**  
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- 566 1. Intern In-Training: Graduate students and/or individuals who meet minimum qualifications  
567 will be required to complete 1-semester of training and mentorship by a tenured  
568 faculty. Since the graduate student is training and not the official instructor of record,  
569 this semester does not officially begin the two year participation limit.  
570
- 571 2. Faculty Intern: Graduate students and/or individuals who meet minimum qualifications,  
572 who complete a semester as an Intern In-Training will be eligible to become a Faculty  
573 Intern and will therefore be eligible to be the instructor of record for the subsequent  
574 semester.  
575
- 576 3. Faculty Intern-High Demand (HD): For disciplines with a high demand for instructors,  
577 graduate students and/or individuals who meet minimum qualifications may have the  
578 In-Training semester waived and begin their Faculty Intern position immediately due to  
579 high demand for instructional support. Therefore individuals who qualify under a high  
580 demand discipline will be eligible to be the instructor of record during their 1<sup>st</sup>  
581 semester.  
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583 **BD. ASSIGNMENT OF FACULTY INTERNS**  
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- 585 1. **Faculty interns will not earn “comparable assignment” workload or rehire**  
586 **preference rights**, **until hired officially as a Part-Time Faculty member. Interns**  
587 **will follow regulations applicable to all As** temporary (part-time) faculty, interns  
588 will be assigned normally no more than 20% of an instructional or non-instructional  
589 full-time faculty assignment during the first semester and sixty-seven percent (67%)  
590 of a full-time faculty assignment for subsequent semesters. Exceptions may be  
591 made by the appropriate Vice President.  
592
- 593 2. A Faculty Intern will be limited to two (2) years of participation in the program.  
594
- 595 3. ~~**As temporary**~~ Faculty interns will be compensated along the terms specified in the  
596 Agreement Between The State Center Community College District And The Part-  
597 Time Faculty Bargaining Unit State Center Federation Of Teachers.  
598
- 599 4. Faculty Interns may only intern under one (1) mentor and at only one (1) college in the  
600 District in any one (1) semester. In rare instances, it is acceptable for a Faculty Intern  
601 to teach at two (2) locations in which case mileage will be compensated as per Section  
602 4 of this article.  
603

604 **BE. DUTIES AND RESPONSIBILITIES**  
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- 606 1. Develop a consultation schedule with the Faculty Mentor, with additional input from the  
607 appropriate division Dean.  
608
- 609 2. Participate in the “Part-Time Faculty Orientation” or other appropriate college  
610 orientation as directed by the Dean.  
611
- 612 3. Maintain contact with the Faculty Mentor as agreed upon in the consultation schedule  
613 (typically once per week, though meeting frequency may be agreed upon based on the  
614 appropriateness to the discipline and the Faculty Intern’s teaching assignment).  
615
- 616 4. Teach courses as assigned or be responsible for non-instructional assigned duties.  
617
- 618 5. Attend meetings and events as required by the appropriate Dean.  
619
- 620 6. Observe mentor/other faculty in teaching or non-instructional environment as  
621 established in consultation schedule.  
622
- 623 7. Complete materials as requested regarding the program and professional development  
624 activities.  
625

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

**GF.** APPLICATION AND SELECTION PROCESS

1. For those disciplines in which a master's degree is required: ~~1.~~ Individuals applying for faculty internship positions will:
- a1)** Complete an official SCCCD Application for Academic Employment,
  - b2)** Provide transcripts verifying the units completed in their master's or doctoral program (at the University of California, the California State University, or any other accredited institution of higher education), and
  - c3)** Include a statement specifying the courses that the applicant is planning to take to complete their degree.
- D2.** For those disciplines for which a master's degree is not expected or required: ~~a)~~ Individuals applying for faculty internship positions will:
- a4)** Complete an official SCCCD Application for Academic Employment,
  - b2)** Provide a detailed resume with job history and job references,
  - c3)** Provide photocopies of any and all appropriate certificates or licenses which would be required to perform work in the area in which they would be teaching,
  - d4)** Provide transcripts verifying either:
    - 1i)** Completion of an associate degree, or
    - 2ii)** Progress toward the completion of an associate degree, along with a statement specifying the courses which the applicant plans to take to complete their degree.
  - e5)** Provide verification of experience
- 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.
- 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.

[Per MOU dated 4/7/2024].

- 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.

[Per MOU dated 4/7/2024].

**19A.12** **PARKING PERMITS**

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

[.....]

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

**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.*

*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.*

MEDICAL INSURANCE:

- A. The District will provide District-sponsored group medical insurance plan coverage, for eligible unit members and their eligible dependents, conditioned upon the provisions of this Article and applicable law. The District's contribution to the premium is set forth in Section (1)(B) of this Article.
- B. District-sponsored group medical plan insurance coverage will remain in effect during approved leaves, except as otherwise provided in the respective leave provisions, providing unit members pay, in accordance with insurance carrier requirements, District and unit member premium contributions. Failure to pay required premium will result in termination of coverage.

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 (\$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 \$1,293. The unit member will pay the difference between the District contribution and the cost of any premium in excess of the District contribution for any selected medical plan. If the premium is below the District's contribution, the District contribution will be the actual premium amount.

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

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.

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

- C. Any District-sponsored group medical insurance plan(s) offered to unit members will first be mutually agreed to by the District and the Federation.
- D. Unit members and their eligible dependents will become eligible for medical insurance benefits on the first day of the month following date of hire, upon prior completion of enrollment requirements.
- E. Eligible unit members are required to enroll in a District-sponsored group medical insurance plan according to EdCare Joint Powers Agreement and insurance carrier requirements. If an eligible member fails to submit enrollment forms to the District Benefits Office within thirty-one (31) calendar days from the date of hire, which includes the date of hire, the District will automatically enroll the unit member into the lowest cost plan option for the District. The unit member will be responsible for any portion of the premium in excess of the District's contribution for the medical plan.

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

- A. The District will provide a District-sponsored group dental insurance coverage for eligible unit members and their eligible dependents.
- B. The District will contribute a premium amount equivalent to the premium cost of the dental plan.
- C. District-sponsored group dental insurance coverage will remain in effect during approved leaves, except as otherwise provided in the respective leave provisions, providing unit members pay, in accordance with insurance carrier requirements, District and unit member premium contributions. Failure to pay required premium will result in termination of coverage.

- D. Unit members and their eligible dependents will become eligible for District-sponsored group dental insurance benefits on the first day of the month following date of hire, upon prior completion of enrollment requirements.
- E. Eligible unit members are required to enroll in District-sponsored group dental insurance coverage according to ~~EdCare Joint Powers Agreement and~~ insurance carrier requirements. If an eligible unit member fails to submit enrollment forms to the District Human Resources Office within thirty-one (31) calendar days from the date of hire, which includes the date of hire, the District will automatically enroll the unit member into the dental plan option.

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

- A. The District will provide District-sponsored group vision insurance coverage for eligible unit members and their eligible dependents.
- B. The District will contribute a premium amount equivalent to the premium cost of the vision plan.
- C. District-sponsored group vision insurance coverage will remain in effect during approved unpaid leaves, except as otherwise provided in the respective leave provisions, providing unit members pay, in accordance with insurance carrier requirements, District and unit member premium contributions. Failure to pay required premium will result in termination of coverage.
- D. Unit members and their eligible dependents will become eligible for District-sponsored group vision insurance coverage on the first day of the month following date of hire, upon prior completion of enrollment requirements.
- E. Eligible unit members are required to enroll in District-sponsored group vision insurance coverage according to ~~EdCare Joint Powers Agreement and~~ insurance carrier requirements. If an eligible unit member fails to submit enrollment forms to the District Human Resources Office within thirty-one (31) calendar days from the date of hire, which includes the date of hire, the District will automatically enroll the unit member into the vision plan option.

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

- A. The District will provide long-term disability insurance coverage options for eligible unit members.
- B. Eligible unit members have the following long-term disability insurance coverage options depending on their date of hire:
  - 1. Option 1 (Unit members hired on or before August 31, 2013): For eligible unit members hired into full-time benefited positions on or before August 31, 2013, the District will provide, at the District's expense, long-term disability insurance coverage. If the unit member separates employment from the full-time benefited position, the LTD benefit under this section will be lost. If the unit member is rehired into a full-time benefited position at a later date, they will be eligible to purchase a voluntary long-term disability plan as noted in Option 2. For unit members with a base salary of \$100,000 or more, additional supplemental voluntary long-term disability insurance coverage will be available to purchase at the unit member's expense during open enrollment, per the requirements of the carrier.
  - 2. Option 2 (Unit members hired on or after September 1, 2013): For eligible unit members hired into full-time benefited positions on or after September 1, 2013, the District will provide, at the unit member's expense, voluntary, long-term disability insurance coverage.  
  
Unit members will become<sup>12</sup> eligible for voluntary, long-term disability insurance coverage on the first day of the month following date of hire, upon prior completion of enrollment requirements.
- C. Long-term disability insurance coverage will remain in effect during approved unpaid leaves, providing unit members pay, in accordance with insurance carrier requirements, District and unit member premium contributions except as otherwise provided. Failure to pay required premium will result in termination of coverage.
- D. Unit members may refer to the plan document for their applicable policy to determine coverage as provided by the carrier.
- E. Should an eligible enrolled unit member be deemed disabled and approved for LTD benefits by the insurance carrier, the unit member may receive up to sixty percent (60%) of their

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

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

- A. The District will provide a District-sponsored group term life insurance coverage for eligible unit members and their eligible dependents. The amount will be fifty thousand dollars (\$50,000.00) level term for the unit member plus five thousand dollars (\$5,000.00) for eligible dependent coverage. The eligible dependent must be enrolled on the unit member’s medical insurance plan.
- B. District-sponsored group term life insurance coverage will remain in effect during approved unpaid leaves, except as otherwise provided in the respective leave provisions, providing unit members pay, in accordance with insurance carrier requirements, District and unit member premium contributions. Failure to pay required premium will result in termination of coverage.
- C. Unit members and their eligible dependents will become eligible for District-sponsored group term life insurance benefits on the first of the month following date of hire, upon prior completion of enrollment requirements.

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

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

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

- A. The retiree medical insurance benefits will be effective for eligible unit members who retire from the District during the term of this Agreement.
- B. The retiree medical insurance program covers the medical insurance plan only. Benefits will not be offered nor provided in cash or cash equivalent in lieu of insurance. The dental, vision, and life insurance plans will terminate upon retirement. The dental and vision plans may be continued at the unit member’s expense with the insurance carrier(s) under the Consolidated Omnibus Budget Reconciliation Act (COBRA). The life insurance plan may be continued at the unit member’s expense directly with the insurance carrier(s) within thirty-one (31) days from the date the insurance terminates. The long-term disability plan ends upon retirement and is not portable. Should the unit member have voluntary insurance plans/deductions, they may be eligible to continue the insurance plans on an individual basis directly with the insurance carrier, subject to law and applicable plan documents.
- C. Eligible spouse/registered domestic partner and eligible dependents may be covered under the retiree medical insurance plan if enrolled on the medical plan at the time of retirement and if they remain continuously on the retiree medical insurance plan with no lapse in coverage. Upon death of retiree, the retiree medical insurance option, which includes enrollment on the District’s group medical insurance plan, and the District contribution, will be terminated for both the surviving spouse/registered domestic partner and surviving dependents on the first day of the month following the retiree’s death; unless the retiree medical insurance option chosen had a surviving spouse/registered domestic partner benefit in which case surviving dependents can only remain on the plan if the surviving spouse/registered domestic partner is still enrolled on the plan with no lapse in coverage.
- D. If a retiree or eligible surviving spouse/registered domestic partner drops the retiree medical insurance for any reason, or is terminated due to non-payment of premiums, they are not eligible to re-enroll or be reinstated in the District’s retiree medical insurance program.
- E. The retiree and eligible surviving spouse/registered domestic partner enrolled on the retiree medical plan must enroll in Medicare Part A and Part B when first qualified.
- F. Unit members who retire from the District and elect a retiree medical option under this Article, and later return to work at the District in a capacity that makes them eligible for active employee medical insurance will no longer continue to receive retiree medical insurance benefits.
- G. To be eligible for the retiree medical insurance program, the unit member must have an effective retirement date with CalSTRS (or CalPERS, if applicable) no later than thirty (30) days after the unit member’s last date in paid status with the District. Upon retirement from the District, eligible unit members will have the option to either opt out or make an election of one (1) of the following retiree medical insurance plan options: (also see following tables):



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917
1. Unit Members hired on or before June 30, 2013:
    - a) Option 1.1 A
    - b) Option 1.1 B
    - c) Option 2
  2. Unit members hired on or after July 1, 2013:
    - a) Option 1.2 A
    - b) Option 1.2 B
    - c) Option 2

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

919

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

922

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

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

- 931
- 932 1. The unit member has attained their fifty-fifth (55th) birthday;
  - 933
  - 934 2. The unit member will have served the District in a full-time, benefited position  
935 for a minimum of ten (10) consecutive years immediately preceding retirement.
  - 936
  - 937 3. The retiree is receiving their regular retirement allowance from **CalSTRS** or  
938 **CalPERS**;
  - 939
  - 940 4. This benefit option terminates on the first day of the month in which the retiree  
941 reaches age of Medicare eligibility.
  - 942
  - 943 5. Upon death of retiree, the eligible surviving spouse/registered domestic partner  
944 will not be eligible for the district contribution under this option until the first day  
945 of the month in which they reach age sixty (60). Prior to age sixty (60), the  
946 surviving spouse/registered domestic partner may continue coverage on the  
947 District's retiree medical insurance plan at their own cost. An eligible surviving  
948 spouse/registered domestic partner is the spouse/registered domestic partner  
949 enrolled on the retiree's medical insurance plan at the time of retirement and  
950 who remains continuously on the plan with no lapses in coverage. If the  
951 spouse/registered domestic partner is not enrolled in the medical insurance  
952 plan at the time of retirement, or if there is a lapse in coverage, the  
953 spouse/registered domestic partner is not eligible to receive the benefits of this  
954 option.
  - 955
  - 956 6. The eligible surviving spouse's/registered domestic partner's benefit under this  
957 option terminates on the first day of the month the eligible surviving  
958 spouse/registered domestic partner reaches age of Medicare eligibility.
  - 959
  - 960 7. The eligible surviving spouse/registered domestic partner benefit under this  
961 option will terminate should the spouse/registered domestic partner re-marry or  
962 enter into a new registered domestic partnership.
  - 963

964 **B. Option 1.1b:** For bargaining unit members who retire and have served the District in a  
965 full-time, benefited position for <sup>14</sup>minimum of fifteen (15) consecutive years  
966 immediately prior to retiring, the District will contribute two thousand, seven hundred  
967 seventy-one dollars and thirty-four cents (\$2,771.34) per year toward the District-  
968 offered medical insurance program supplement to Medicare, or the actual cost of the  
969 District-offered retiree medical insurance program supplement to Medicare, whichever  
970 is less, for the life of the unit member and their eligible spouse/registered domestic  
971 partner, as conditioned below. The District contribution amount in effect on July 1,  
972 2017 will be increased annually by two percent (2%), effective October 1, 2017, and on  
973 the plan anniversary date each year thereafter. The unit member will be eligible to  
974 receive said District contributions toward the District-offered retiree medical insurance  
975 program supplement plan, conditioned upon the following:

- 976
- 977 1. The unit member will have attained their age of Medicare eligibility;
  - 978

- 979 2. The retiree is receiving their regular retirement allowance from CalSTRS or  
980 CalPERS;  
981  
982 3. The benefit option and District contribution toward the District-offered retiree  
983 medical insurance plan will continue for life of retiree or eligible surviving  
984 spouse/registered domestic partner. The eligible surviving spouse/registered  
985 domestic partner will be the spouse/registered domestic partner enrolled on the  
986 retiree's medical insurance plan at the time of retirement and who remains  
987 continuously on the plan with no lapses in coverage. If the spouse/registered  
988 domestic partner is not enrolled in the medical insurance plan at the time of  
989 retirement, or if there is a lapse in coverage, the spouse/registered domestic  
990 partner is not eligible to receive the benefits of this option;  
991  
992 4. This benefit option, including the District contribution will terminate should the  
993 eligible spouse/registered domestic partner re- marry or enter into a new  
994 registered domestic partnership.  
995

996 2. OPTION 1.2 (Unit members hired on or after July 1, 2013)  
997

998 A.a) Option 1.2a: For unit members retiring early (prior to age of Medicare eligibility), and  
999 who wish to continue coverage under the District-offered retiree medical insurance  
1000 program, the District will contribute two thousand, four hundred dollars (\$2,400.00) per  
1001 year (\$200/month) conditioned upon the following:  
1002

- 1003 1. The unit member has attained their fifty-fifth (55<sup>th</sup>) birthday;  
1004  
1005 2. The unit member will have served the District in a full-time benefited position for  
1006 a minimum of ten (10) consecutive years immediately preceding retirement;  
1007  
1008 3. The retiree is receiving their regular retirement allowance from CalSTRS or  
1009 CalPERS;  
1010  
1011 4. This benefit terminates on the first day of the month in which the retiree reaches  
1012 age of Medicare eligibility;  
1013  
1014 5. Upon death of retiree, the eligible surviving spouse/registered domestic  
1015 partner will not be eligible for any benefit under this option. The benefit  
1016 option terminates on the first day of the month following the retiree's death.  
1017  
1018 6. The spouse/registered domestic partner is the spouse/registered domestic  
1019 partner enrolled on the retiree medical insurance plan at the time of retirement  
1020 and who remains continuously on the plan with no lapses in coverage.  
1021

1022 B.b) Option 1.2b: For bargaining unit members who retire and have served the District in a  
1023 full-time, benefited position for a minimum of fifteen (15) consecutive years  
1024 immediately prior to retiring, the District will contribute two thousand five hundred ten  
1025 dollars and nine cents (\$2,510.09) per year toward the District-offered retiree medical  
1026 insurance program supplement to Medicare, or the actual cost of the District-offered  
1027 retiree medical insurance program supplement to Medicare, whichever is less, until  
1028 age seventy (70), as conditioned upon the following:  
1029

- 1030 1. The unit member will have attained their age of Medicare eligibility;  
1031  
1032 2. The retiree is receiving their regular retirement allowance from CalSTRS or  
1033 CalPERS;  
1034  
1035 3. The District benefit option terminates on the first day of the month in which the  
1036 retiree reaches seventy (70) years of age;  
1037  
1038 4. Upon death of retiree, the eligible surviving spouse/registered domestic  
1039 partner will not be eligible for any benefits under this option. The benefit  
1040 option terminates on the first day of the month following the retiree' death.  
1041  
1042 5. The spouse/registered domestic partner is the spouse/registered domestic  
1043 partner enrolled on the retiree medical insurance plan at the time of retirement  
1044 and who remains continuously on the plan with no lapses in coverage.  
1045

1046 C.e) If a retiree or eligible, covered spouse/registered domestic partner drops the District-  
1047 offered retiree medical insurance plan for any reason, or is terminated due to non-  
1048 payment of premiums, they are not eligible for re-enrollment. The spouse/registered  
1049 domestic partner must be the spouse/registered domestic partner enrolled on the  
1050 retiree medical insurance plan at the time of retirement.

1051  
1052 **3.** **OPTION 2** (All unit members regardless of hire date):  
1053

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 (55<sup>th</sup>) 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 reach 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.e)** 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

1102 An Internal Revenue Code (IRC) section 125 Plan will be implemented in accordance with  
1103 Governmental rules and regulations for full-time faculty for premium conversion, medical  
1104 reimbursement, and dependent care made available by the College District. The Federation agrees to  
1105 defend, indemnify, and hold harmless the District, its officers, agents, and employees from any claims,  
1106 demands, damages, or other liability, including costs and attorney's fees arising out of this section or  
1107 the administration or implementation thereof. Upon valid service of a summons and complaint or of a  
1108 claim under the Government Tort Claims Act, the District agrees to notify the Federation thereof and  
1109 to cooperate as reasonably necessary for the defense or settlement of such action.  
1110

1111 **Section 21A.9.** Consolidated Omnibus Budget Reconciliation Act (COBRA):  
1112

1113 Upon separation from the District, or change from full-time to part-time status, unit members, **and**  
1114 **their eligible enrolled dependents**, may have the option to continue their District-sponsored  
1115 medical, dental, and vision insurance plan at their own expense as afforded under COBRA  
1116 legislation. All COBRA plans are administered directly through the District's third party administrator.  
1117

1118 [.....]

**ARTICLE 21B (PART-TIME)  
INSURANCE PROGRAMS  
(ONLY APPLICABLE TO PART-TIME FACULTY)  
[Orig. PT-18]**

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

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

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

**A. LOOK BACK MEASUREMENT METHOD**

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

**B. HOURS OF SERVICE CALCULATION**

- 1.** The District will calculate all non-hourly employee’s hours of service from records of hours, and hours for which payment is made or due.
- 2.** For unit members, the District will calculate the hours of service by crediting one (1) hour of service for each hour teaching (lecture and laboratory classes), plus an additional 1.25 hours of service, for each hour teaching (lecture and laboratory classes), to account for preparation and grading.
- 3.** For employees receiving stipends, the District will include the total actual hours worked for the assignment added to the other hours of service calculation.
- 4.** The District will operate the Look Back Method as set forth in 26 CFT. Section 54.4980H-1 through 54.4980H-6 (“regulations”) and pursuant to the following:

**a)C. ONGOING EMPLOYEES**

- 1.** Standard Measurement Period: August 1 to July 31 (starting August 1, 2014 and continuing each year thereafter)
- 2.** Administrative Period: August 1 through September 30 (starting August 1, 2015 and continuing each year thereafter)
- 3.** Stability Period: October 1 through September 30 (starting October 1, 2015 and continuing each year thereafter).
- 4.** The District will follow the regulations to determine eligibility for coverage of ongoing employees.

**b)D. NEW EMPLOYEES**

- 1.** If, at the new employee’s start date, the District reasonably expects that the employee will average at least one hundred thirty (130) hours of service per month, the District will offer the employee medical coverage effective the first<sup>17</sup> of the month following the employee’s date of hire.
- 2.** If the District cannot determine whether an employee is reasonably expected to work an average of at least one hundred thirty (130) hours of service per month, the District will measure the hours of service using an Initial Measurement Period.
- 3.** The District will use a twelve-month Initial Measurement Period beginning on the first of the month following the employee’s start date unless the employee starts on the first day of the month, in which case it begins on the start date. A one-month Initial Administrative Period will follow the end of the Initial Measurement Period and a twelve-month Initial Stability Period will follow the end of the Initial Administrative Period, subject to the regulations.

**CE.** DISTRICT OFFER OF MEDICAL COVERAGE AND FINANCIAL CONTRIBUTION

~~Effective October 1, 2015, the District will offer medical coverage to an eligible employee who the District determines is full-time as defined by the ACA rules and pursuant to the rate-of-pay Safe Harbor. The District contribution toward the medical insurance plan premium offered will be an amount equivalent to one-hundred percent (100%) of the highest premium not to exceed a monthly maximum contribution of one-thousand one-hundred thirty-five one thousand two-hundred-sixty-three dollars and fifty cents (\$1,135,263.50) per month per eligible employee. Effective October 1, 2025, the District contribution to the medical insurance premiums is \$1,293.00. The unit member will pay the difference between the District contribution and the cost of any premium in excess of the District contribution for any selected medical plan. If the premium is below the District's contribution, the District contribution will be the actual premium amount.~~  
[Contribution amount per MOU signed 12/20/2023.]

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



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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> |

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

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

**SCCDD HUMAN RESOURCES**  
**FACULTY SALARY SCHEDULE: A - (YEARLY AMOUNTS BASED ON 178 DUTY DAYS)**  
**(Lecture/Lab/Non-Instructional)**  
**Effective July 1, 20242025**  
**[UPDATE PER NEGOTIATED INCREASE.]**

| 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 |

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

1234  
1235  
1236  
1237  
1238

**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> |

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

**Full-time Faculty Salary Schedule: B – (Overload and Intersession Hourly Amounts)**

**Effective Date: July 1, 2022**

**Full-time Faculty Salary Schedule B1 – LECTURE**

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

**Full-time Faculty Salary Schedule B2 – LAB**

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

**Full-time Faculty Salary Schedule B3 – NONINSTRUCTIONAL**

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



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%

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

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

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

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

**EXHIBIT A3**

**SCCCD HUMAN RESOURCES**

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

**Effective Date: July 1, 20242025**

**[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 x 2.33) x 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)**

**SCCCD HUMAN RESOURCES**

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

**Effective Date: July 1, 2024**

**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> | <u>68.98</u>   | <u>77.01</u>    | <u>80.70</u>     | <u>84.58</u>    | <u>89.27</u>   | <u>93.67</u>     |
| <u>Step 2C</u> | <u>69.64</u>   | <u>77.78</u>    | <u>81.84</u>     | <u>85.86</u>    | <u>90.13</u>   | <u>94.55</u>     |
| <u>Step 3C</u> | <u>70.30</u>   | <u>78.51</u>    | <u>82.61</u>     | <u>86.66</u>    | <u>91.00</u>   | <u>95.41</u>     |
| <u>Step 4C</u> | <u>71.02</u>   | <u>79.31</u>    | <u>83.45</u>     | <u>87.52</u>    | <u>91.91</u>   | <u>96.32</u>     |
| <u>Step 5C</u> | <u>71.75</u>   | <u>80.08</u>    | <u>84.27</u>     | <u>88.40</u>    | <u>92.81</u>   | <u>97.23</u>     |
| <u>Step 6C</u> | <u>72.48</u>   | <u>80.88</u>    | <u>85.11</u>     | <u>89.29</u>    | <u>93.76</u>   | <u>98.17</u>     |
| <u>Step 7C</u> | <u>73.20</u>   | <u>81.70</u>    | <u>85.96</u>     | <u>90.19</u>    | <u>94.67</u>   | <u>99.09</u>     |

**\*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> |
|----------------|----------------|-----------------|------------------|-----------------|----------------|------------------|
| <u>Step 1B</u> | <u>58.62</u>   | <u>65.47</u>    | <u>68.98</u>     | <u>72.29</u>    | <u>75.97</u>   | <u>79.68</u>     |
| <u>Step 2B</u> | <u>59.14</u>   | <u>66.09</u>    | <u>69.64</u>     | <u>73.02</u>    | <u>76.66</u>   | <u>80.39</u>     |
| <u>Step 3B</u> | <u>59.74</u>   | <u>66.68</u>    | <u>70.30</u>     | <u>73.69</u>    | <u>77.38</u>   | <u>81.10</u>     |
| <u>Step 4B</u> | <u>60.35</u>   | <u>67.38</u>    | <u>71.02</u>     | <u>74.43</u>    | <u>78.13</u>   | <u>81.86</u>     |
| <u>Step 5B</u> | <u>60.96</u>   | <u>68.05</u>    | <u>71.75</u>     | <u>75.19</u>    | <u>78.93</u>   | <u>82.65</u>     |
| <u>Step 6B</u> | <u>61.56</u>   | <u>68.71</u>    | <u>72.48</u>     | <u>75.94</u>    | <u>79.72</u>   | <u>83.45</u>     |
| <u>Step 7B</u> | <u>62.19</u>   | <u>69.41</u>    | <u>73.20</u>     | <u>76.68</u>    | <u>80.52</u>   | <u>84.24</u>     |

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

**\*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**



EXHIBIT B1

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 CCAA 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 management.
- E. Definitions and the maximum number of assistant and off-season coaches are set forth in Exhibit B3.

Other Faculty Stipends

|   |   |
|---|---|
| Orientation/Training -  | <del>\$26.75</del> <b>\$30.00/hour</b><br><b>After the first year**</b><br><b>Class I, Step 1 (Hourly Rate)</b>                 |
| 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 <b>B3</b> 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 <b>B3</b> 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 <b>C</b> non-instructional rate. |
| Earned Doctorate or Master of Fine Arts Degree  | <del>\$2,419 per year**</del><br><del>Will receive a stipend equivalent to 4% of their salary up to \$4000 per year.</del>  |
| <b><u>Graduate Student Intern Mentor Training</u></b>   | <b><u>\$600 stipend for completion</u></b>  |
| 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   | <del>\$2250 per year</del><br><del>\$2,018</del>  |
| Credit by Examination   | <del>\$10/student who takes such an exam for the first unit of a course plus \$5 for each additional unit.</del><br><del>A minimum of 3 hours per test implemented on Class 1, Step 1 (hourly rate).</del>  |
| <b><u>Upper Division Lecture Unit Instruction (UDLUI)</u></b>   | <b><u>\$750/unit for the upper division lecture courses that are part of an approved bachelor's degree program.</u></b>   |
| <b><u>**Stipends will be increased each year by the same as the salary schedule increase</u></b>  |   |

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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. ~~s~~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.

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## Other Faculty Stipends

|   |  |
|---|--|
| <u>Office Hours – Unit members approved for office hours. (See Article 11-B, <del>Section</del> 6).</u>   | <u>\$35.00/hour **</u><br><u><del>[Single Salary would include compensation for office hours]</del></u>  |
| Orientation/Training  | <u>\$30.00</u><br><u>After the first year**</u><br><u><del>\$26.75/hour</del></u><br><u><del>Class I, Step 1 (Hourly Rate)</del></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 <b>C3</b> 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 <b>C3</b> 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 <b>C</b> non-instructional rate. |
| <u><b>Intern In-Training</b></u>  | <b>\$1500 for initial training semester</b>  |
| <u><b>Graduate Student Faculty</b></u> Intern   | 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><del>\$316450</del>400**</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><br><u><del>A minimum of 3 hours per test implemented on Class 1, Step 1 (hourly rate).</del></u>  |
| <u><b>**Stipends or pay rates will be increased each year by the same as the salary schedule increase</b></u>   |  |

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EXHIBIT B3  
STATE CENTER COMMUNITY COLLEGE DISTRICT  
Athletic Coach Positions, Availability, Off-Season

**1. Definitions:**

**a. Assistant Coaches**

**Assistant coaches are expected to support head coaches and associate head coaches with:**

- **Assisting with practices and games;**
- **Recruiting efforts;**
- **Monitoring player performance;**
- **Performing administrative tasks related to the team;**
- **Analyzing performance data;**
- **Fostering a positive and inclusive team atmosphere and acting as a mentor and positive role model;**
- **Ensuring compliance with CCCAA rules and regulations;**
- **Contributing to student-athlete academic and athletic success.**
- **Responsibility in determining game-day coaching and strategy;**
- **Assist with player development and practice planning and execution;**
- **Collaborate and/or lead the recruitment of top prospective student-athletes;**
- **Collaborate with the Head Coach to develop short and long-range planning for the overall student success initiative, including student academic progress, matriculation, and degree completion and transfer; and for the success of the athletic program at the local and state levels;**
- **Establish and maintain an environment conducive to the welfare and academic success of the student-athlete that fosters collaboration with students, faculty, staff, administrators, alumni, and the public;**
- **Assist in nomination of all Scholar Athlete Awards at local and State level;**
- **Assist with responsibilities such as running summer camps and fundraising;**
- **Ensuring compliance with CCCAA rules and regulations; and**
- **Ensuring players are eligible to participate on the team.**
- **and**
- **Attending coaching meetings.**

**b. Off-Season Coaches**

**Coaches performing duties during the off-season, in collaboration with the head coach and in accordance with established rules and regulations, coordinates recruitment of athletes by being visible at the district high school campuses and develop and coordinate plans and activities to keep athletes academically and athletically 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><b>Assistant Coaches</b></u> |                   | <u><b>Off-Season</b></u> |
|-----------------------------------|---------------------------------|-------------------|--------------------------|
|                                   | <u><b>\$4,500</b></u>           |                   | <u><b>\$1,500</b></u>    |
| <b>Fall</b>                       |                                 |                   |                          |
| <b><u>Cross-Country</u></b>       | <u><b>2</b></u>                 | <u><b>3*</b></u>  | <u><b>2</b></u>          |
| <b><u>Football</u></b>            | <u><b>9</b></u>                 | <u><b>10*</b></u> | <u><b>2</b></u>          |
| <b><u>Women's Golf</u></b>        | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
| <b><u>Women's Soccer</u></b>      | <u><b>3</b></u>                 | <u><b>4*</b></u>  | <u><b>2</b></u>          |
| <b><u>Men's Soccer</u></b>        | <u><b>3</b></u>                 | <u><b>4*</b></u>  | <u><b>2</b></u>          |
| <b><u>Volleyball</u></b>          | <u><b>3</b></u>                 | <u><b>4*</b></u>  | <u><b>2</b></u>          |
| <b><u>Water Polo</u></b>          | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
| <b><u>Wrestling</u></b>           | <u><b>2</b></u>                 | <u><b>3*</b></u>  | <u><b>2</b></u>          |
| <b><u>Cheer</u></b>               | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
|                                   |                                 |                   |                          |
| <b>Winter</b>                     |                                 |                   |                          |
| <b><u>Men's Basketball</u></b>    | <u><b>3</b></u>                 | <u><b>4*</b></u>  | <u><b>2</b></u>          |
| <b><u>Women's Basketball</u></b>  | <u><b>3</b></u>                 | <u><b>4*</b></u>  | <u><b>2</b></u>          |
|                                   |                                 |                   |                          |
| <b>Spring</b>                     |                                 |                   |                          |
| <b><u>Badminton</u></b>           | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
| <b><u>Baseball</u></b>            | <u><b>4</b></u>                 | <u><b>5*</b></u>  | <u><b>2</b></u>          |
| <b><u>Men's Golf</u></b>          | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
| <b><u>Softball</u></b>            | <u><b>4</b></u>                 | <u><b>5*</b></u>  | <u><b>2</b></u>          |
| <b><u>Swim &amp; Dive</u></b>     | <u><b>2</b></u>                 | <u><b>3*</b></u>  | <u><b>2</b></u>          |
| <b><u>Men's Tennis</u></b>        | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
| <b><u>Women's Tennis</u></b>      | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
| <b><u>Track and Field</u></b>     | <u><b>3</b></u>                 | <u><b>4*</b></u>  | <u><b>2</b></u>          |
| <b><u>Equestrian</u></b>          | <u><b>1</b></u>                 | <u><b>2*</b></u>  | <u><b>2</b></u>          |
| <b><u>Beach Volleyball</u></b>    | <u><b>2</b></u>                 | <u><b>3*</b></u>  | <u><b>2</b></u>          |
| <b><u>Wrestling - Women's</u></b> | <u><b>2</b></u>                 | <u><b>3*</b></u>  | <u><b>2</b></u>          |

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EXHIBIT C1:

**INITIAL SALARY PLACEMENT GUIDELINES**

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

**Initial Class Placement**

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

- A. Each newly employed faculty member will be placed on the highest range on Salary Schedule "A" and "B" for which their academic background, occupational background and credentials, if any, qualifies them based on the faculty member's primary assignment/discipline as defined by the Minimum Qualifications for Faculty and Administrators in California Community Colleges handbook. *On Exhibit C2: Class Placement Criteria, disciplines that require: 1. Disciplines that require aA master's degree follow Track A on Exhibit C –Salary Classifications. 2. Disciplines that require aA specific Requiring a Specific Bachelor's or Associate Degree and Professional Experience follow Track B on Exhibit C. 3. Disciplines that Disciplines Requiring aAny Degree and Professional Experience follow Track C on Exhibit C.*
- B. All units and degrees must be earned from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. This does not include institutions "approved" by the California Department of Education or by the California Council for Private Postsecondary and Vocational Education (Title 5, Section 53406). The accreditation must be valid at the time the units and degrees were earned and must be verified by official transcript. Degrees acquired outside the United States must be accompanied by an evaluation service assessment (foreign transcript evaluation, not a translation). All units refer to semester units. Quarter units will be converted into semester units on a 2/3 basis by multiplying semester units by 1.5.
- C. All units earned subsequent to a bachelor's or master's degree must be upper division or graduate courses to qualify for initial salary class placement. Units earned in lower division courses or prior to the qualifying degree conferral do not apply to the initial salary class placement.

**Step Placement**

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

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

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 (6<sup>th</sup>) ten (10<sup>th</sup>) twelfth (12<sup>th</sup>)~~ step of the appropriate class.**
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.

B. ~~For Disciplines Requiring: a) 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

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

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

**EXHIBIT C2: CLASS PLACEMENT CRITERIA**

| TRACK                               |  | <u>CLASS</u>                            |                 |  |  |  |
|-------------------------------------|--|---|-----------------|--|--|--|
| <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<br>+ <del>20</del> <u>30</u> units subsequent to Master's Degree   | Master's Degree<br>+ <del>35</del> <u>45</u> units subsequent to Master's Degree   | Master's Degree<br>+ <del>50</del> <u>60</u> units subsequent to Master's Degree   |
|                                     |  |   |                 | Master's Degree<br>+ <del>45</del> <u>60</u> units subsequent to Bachelor's Degree | Master's Degree<br>+ <del>60</del> <u>75</u> units subsequent to Bachelor's Degree | Master's Degree<br>+ <del>75</del> <u>90</u> units subsequent to Bachelor's Degree |
|                                     |  |   |                 |  |  | Doctorate/ Master of Fine Arts/<br>Juris Doctorate                                 |

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

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1644 **Professional experience conversion: 1 year of professional experience = 15 units of**1645 **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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FOR SCFT

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