

PROPOSAL COVER SHEET

EXHIBITS A

MAIN POINTS OF CONCERN

- Equitable Competitive Compensation in Salary Schedules.
 - SCCCD strives to attract and retain a qualified and professional workforce that is committed to providing an academic environment that is welcoming and inclusive and to empower faculty to provide exceptional programs and services to our diverse student population.
 - SCCCD Administration and Trustees publicly acknowledge that we are a top tier district as evidenced by the Key Performance Indicators that reflect a top tier evaluation of faculty.

PROPOSED MODIFICATIONS*

EXHIBIT		ACTION	REASONING	Fiscal* Impact
A1	Full-Time Salary Schedule	Modify: Update Salary scale to increase the rate at which step pay increase occur (i.e., reduce the # of steps where salary stays the same), resulting in increases in percentage of pay in a shorter amount of time.	The proposed single salary schedule is the basis for an Equitable Competitive Compensation Salary Schedule. ○ It addresses equitable compensation for equal work. ○ It competitively matches compensation for COS faculty to attract and retain a qualified and professional academic workforce. The Chancellor of SCCCD has a base salary of \$384,100. The top administrator of COS has a base salary of \$350,000. The proposed amendment will bring parity to SCCCD faculty compensation in line with COS faculty. DATA: SCCCD Administration and Trustees publicly acknowledge that we are a top tier district as evidenced by the Key Performance Indicators that reflect a top tier evaluation of faculty. <i>"We want the best and brightest for our students, and then we</i>	YES

			<i>want to retain them.” – former SCCCCD Trustee Bobby Kahn</i>	
A2	Overload Salary Schedule	Delete: Delete entire Salary Schedule due to single salary	Full-time Overload pay and Part-Time pay will follow one hourly instructional/special assignment rate and have new formulas to calculate total compensation.	YES
A3	PT Salary Schedule	Modify: Update Salary Schedule to include FT overload and PT Hourly Compensation (PT) to single salary	Full-time Overload pay and Part-Time pay will follow one hourly instructional/special assignment rate and have new formulas to calculate total compensation.	YES
		Modify: Change title “Non-Instructional” to “Special Assignment” in all sections	To ensure consistency in terms throughout the contract.	NO

*Attempts to include all modifications. All significant modifications will be listed. May not include minor formatting changes.

**Fiscal impact: Identifies proposals with an associated dollar amount that may financially impact the district.

SCHEDULE A Proposal Breakdown: In relation to COS, we first took the current salary schedule and added flat amounts to each class that came close to matching COSs salary schedule. Then we added 3% on top of that to achieve the proposal to reflect how SCCCCD is the best in valley and possibly in the state as demonstrated by enrollment numbers and other student success data. We also added STEP 31 with a 3% increase over STEP 30 as the last incentive.

Current Salary Schedule (On Following Pages)

2024-2025 FT SALARY SCHED: A (178 DUTY DAYS)

Blue with additions to each class then plus 3% (On Following Pages)

CALC: (I +4500, II +5000, III +5500, IV +7000, V +8000) *1.03

Yellow with plateaus of 2 or 3 years (In Proposal)

PROPOSAL: PLATEAUS CONDENSED TO 2 OR 3 YEARS

The following pages also include the comparisons we utilized.

2024-2025 FT SALARY SCHEDULES

SCCCD 178 DAYS						WEST HILLS 177 DAYS						COLLEGE OF THE SEQUOIAS 175 DAYS					
R	I	II	III	IV	V	R	I	II	III	IV	V	R	I	II	III	IV	V
1	\$ 71,054	\$ 75,938	\$ 80,183	\$ 84,432	\$ 88,669	1	\$ 68,201	\$ 73,642	\$ 79,096	\$ 84,533	\$ 89,986	1	\$ 75,285	\$ 80,596	\$ 85,716	\$ 90,993	\$ 96,303
2	\$ 74,716	\$ 79,613	\$ 83,852	\$ 88,094	\$ 92,341	2	\$ 70,924	\$ 76,371	\$ 81,814	\$ 87,256	\$ 92,705	2	\$ 78,537	\$ 83,301	\$ 88,612	\$ 94,244	\$ 99,361
3	\$ 78,385	\$ 83,271	\$ 87,516	\$ 91,760	\$ 96,005	3	\$ 73,642	\$ 79,096	\$ 84,533	\$ 89,986	\$ 95,427	3	\$ 80,917	\$ 86,391	\$ 91,862	\$ 97,495	\$ 102,771
4	\$ 82,050	\$ 86,945	\$ 91,191	\$ 95,427	\$ 99,669	4	\$ 76,371	\$ 81,814	\$ 87,256	\$ 92,705	\$ 98,148	4	\$ 84,169	\$ 89,482	\$ 95,273	\$ 100,747	\$ 106,184
5	\$ 85,717	\$ 90,610	\$ 94,856	\$ 99,094	\$ 103,336	5	\$ 79,096	\$ 84,533	\$ 89,986	\$ 95,427	\$ 100,870	5	\$ 86,905	\$ 92,893	\$ 98,525	\$ 103,804	\$ 109,758
6	\$ 89,391	\$ 94,280	\$ 98,524	\$ 102,772	\$ 106,970	6	\$ 81,814	\$ 87,256	\$ 92,705	\$ 98,148	\$ 103,590	6	\$ 90,157	\$ 95,628	\$ 101,423	\$ 107,377	\$ 113,009
7	\$ 93,053	\$ 97,945	\$ 102,184	\$ 106,433	\$ 110,679	7	\$ 84,533	\$ 89,986	\$ 95,427	\$ 100,870	\$ 106,313	7	\$ 92,893	\$ 98,684	\$ 104,672	\$ 110,143	\$ 115,938
8	\$ 96,735	\$ 101,615	\$ 105,857	\$ 110,102	\$ 114,345	8	\$ 87,256	\$ 92,705	\$ 98,148	\$ 103,590	\$ 109,036	8	\$ 95,628	\$ 101,582	\$ 107,570	\$ 113,395	\$ 119,511
9	\$ 100,394	\$ 105,284	\$ 109,523	\$ 113,766	\$ 118,016	9	\$ 89,986	\$ 95,427	\$ 100,870	\$ 106,313	\$ 111,761	9	\$ 98,684	\$ 104,672	\$ 110,306	\$ 117,127	\$ 122,922
10	\$ 104,056	\$ 108,941	\$ 113,195	\$ 117,442	\$ 121,680	10	\$ 92,705	\$ 98,148	\$ 103,590	\$ 109,036	\$ 114,479	10	\$ 101,582	\$ 107,925	\$ 113,558	\$ 119,833	\$ 125,658
11	\$ 107,730	\$ 112,616	\$ 116,857	\$ 121,106	\$ 125,342	11	\$ 95,427	\$ 100,867	\$ 106,313	\$ 111,761	\$ 117,200	11	\$ 104,672	\$ 110,981	\$ 117,127	\$ 123,278	\$ 129,069
12	\$ 107,730	\$ 116,280	\$ 120,529	\$ 124,772	\$ 129,022	12	\$ 98,148	\$ 103,590	\$ 109,036	\$ 114,479	\$ 119,933	12	\$ 107,570	\$ 113,558	\$ 120,219	\$ 126,335	\$ 132,323
13	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	13	\$ 100,870	\$ 106,313	\$ 111,761	\$ 117,200	\$ 122,647	13	\$ 110,306	\$ 117,127	\$ 123,278	\$ 129,424	\$ 135,733
14	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	14	\$ 103,593	\$ 109,038	\$ 114,494	\$ 119,932	\$ 125,362	14	\$ 113,395	\$ 119,833	\$ 126,172	\$ 132,674	\$ 139,658
15	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	15	\$ 106,317	\$ 111,760	\$ 117,222	\$ 122,658	\$ 128,081	15	\$ 116,420	\$ 123,278	\$ 129,424	\$ 135,892	\$ 142,557
16	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	16	\$ 109,040	\$ 114,483	\$ 119,950	\$ 125,391	\$ 130,794	16	\$ 119,175	\$ 126,032	\$ 132,179	\$ 138,645	\$ 145,312
17	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	17			\$ 122,682	\$ 128,116	\$ 133,522	17	\$ 119,175	\$ 126,032	\$ 132,179	\$ 138,645	\$ 145,312
18	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	18			\$ 125,411	\$ 130,847	\$ 136,254	18	\$ 119,175	\$ 126,032	\$ 132,179	\$ 138,645	\$ 145,312
19	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	19			\$ 128,139	\$ 133,577	\$ 138,982	19	\$ 119,175	\$ 126,032	\$ 132,179	\$ 138,645	\$ 145,312
20	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	20			\$ 130,868	\$ 136,306	\$ 141,712	20	\$ 121,928	\$ 128,785	\$ 134,934	\$ 141,400	\$ 148,064
21	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	21			\$ 133,599	\$ 139,035	\$ 144,441	21	\$ 121,928	\$ 128,785	\$ 134,934	\$ 141,400	\$ 148,064
22	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	22			\$ 136,328	\$ 141,766	\$ 147,169	22	\$ 121,928	\$ 128,785	\$ 134,934	\$ 141,400	\$ 148,064
23	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	23					\$ 150,113	23	\$ 121,928	\$ 128,785	\$ 134,934	\$ 141,400	\$ 148,064
24	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	24					\$ 153,114	24	\$ 124,367	\$ 131,362	\$ 137,632	\$ 144,228	\$ 151,027
25	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685	25					\$ 156,177	25	\$ 124,367	\$ 131,362	\$ 137,632	\$ 144,228	\$ 151,027
26	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685							26	\$ 124,367	\$ 131,362	\$ 137,632	\$ 144,228	\$ 151,027
27	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685							27	\$ 124,367	\$ 131,362	\$ 137,632	\$ 144,228	\$ 151,027
28	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685							28	\$ 127,662	\$ 134,843	\$ 141,279	\$ 148,049	\$ 155,028
29	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685							29	\$ 127,662	\$ 134,843	\$ 141,279	\$ 148,049	\$ 155,028
30	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346							30	\$ 127,662	\$ 134,843	\$ 141,279	\$ 148,049	\$ 155,028
												31	\$ 127,662	\$ 134,843	\$ 141,279	\$ 148,049	\$ 155,028
												32	\$ 146,811	\$ 155,069	\$ 162,471	\$ 170,257	\$ 178,282

- Assuming no changes to the salary schedules, starting at Class V Step 20 and ending at Class V Step 30, West Hills FT faculty will earn \$111,419 more than SCCC FT faculty and COS FT faculty will earn \$99,257 more than SCCC FT faculty.
- Since STRS retirement is based on the highest salary, SCCC FT faculty will carryover the salary differences long into retirement.
- Where are you now on each salary schedule? And how many contracts do you have before you expect to retire?

2025-2028 SCFT Proposal

SCCCD 178 DAYS						SCFT PROPOSAL 178 DAYS					
R	I	II	III	IV	V	R	I	II	III	IV	V
1	\$ 71,054	\$ 75,938	\$ 80,183	\$ 84,432	\$ 88,669	1	\$ 77,821	\$ 83,366	\$ 88,253	\$ 94,175	\$ 99,569
2	\$ 74,716	\$ 79,613	\$ 83,852	\$ 88,094	\$ 92,341	2	\$ 81,592	\$ 87,151	\$ 92,033	\$ 97,947	\$ 103,351
3	\$ 78,385	\$ 83,271	\$ 87,516	\$ 91,760	\$ 96,005	3	\$ 85,372	\$ 90,919	\$ 95,806	\$ 101,723	\$ 107,125
4	\$ 82,050	\$ 86,945	\$ 91,191	\$ 95,427	\$ 99,669	4	\$ 89,147	\$ 94,703	\$ 99,592	\$ 105,500	\$ 110,899
5	\$ 85,717	\$ 90,610	\$ 94,856	\$ 99,094	\$ 103,336	5	\$ 92,924	\$ 98,478	\$ 103,367	\$ 109,277	\$ 114,676
6	\$ 89,391	\$ 94,280	\$ 98,524	\$ 102,772	\$ 106,970	6	\$ 96,708	\$ 102,258	\$ 107,145	\$ 113,065	\$ 118,419
7	\$ 93,053	\$ 97,945	\$ 102,184	\$ 106,433	\$ 110,679	7	\$ 100,480	\$ 106,033	\$ 110,915	\$ 116,836	\$ 122,239
8	\$ 96,735	\$ 101,615	\$ 105,857	\$ 110,102	\$ 114,345	8	\$ 100,480	\$ 106,033	\$ 110,915	\$ 116,836	\$ 122,239
9	\$ 100,394	\$ 105,284	\$ 109,523	\$ 113,766	\$ 118,016	9	\$ 108,041	\$ 113,593	\$ 118,474	\$ 124,389	\$ 129,796
10	\$ 104,056	\$ 108,941	\$ 113,195	\$ 117,442	\$ 121,680	10	\$ 108,041	\$ 113,593	\$ 118,474	\$ 124,389	\$ 129,796
11	\$ 107,730	\$ 112,616	\$ 116,857	\$ 121,106	\$ 125,342	11	\$ 111,813	\$ 121,144	\$ 126,028	\$ 131,949	\$ 137,342
12	\$ 107,730	\$ 116,280	\$ 120,529	\$ 124,772	\$ 129,022	12	\$ 111,813	\$ 121,144	\$ 126,028	\$ 131,949	\$ 137,342
13	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	13	\$ 115,597	\$ 124,918	\$ 133,588	\$ 139,503	\$ 144,900
14	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	14	\$ 115,597	\$ 124,918	\$ 133,588	\$ 139,503	\$ 144,900
15	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	15	\$ 115,597	\$ 124,918	\$ 133,588	\$ 139,503	\$ 144,900
16	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680	16	\$ 119,372	\$ 128,697	\$ 137,365	\$ 143,280	\$ 148,684
17	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	17	\$ 119,372	\$ 128,697	\$ 137,365	\$ 143,280	\$ 148,684
18	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	18	\$ 119,372	\$ 128,697	\$ 137,365	\$ 143,280	\$ 148,684
19	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	19	\$ 123,152	\$ 132,483	\$ 141,140	\$ 147,047	\$ 152,458
20	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353	20	\$ 123,152	\$ 132,483	\$ 141,140	\$ 147,047	\$ 152,458
21	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	21	\$ 123,152	\$ 132,483	\$ 141,140	\$ 147,047	\$ 152,458
22	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	22	\$ 126,927	\$ 136,254	\$ 144,922	\$ 150,838	\$ 156,236
23	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	23	\$ 126,927	\$ 136,254	\$ 144,922	\$ 150,838	\$ 156,236
24	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017	24	\$ 126,927	\$ 136,254	\$ 144,922	\$ 150,838	\$ 156,236
25	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685	25	\$ 130,704	\$ 140,025	\$ 148,694	\$ 154,612	\$ 160,006
26	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685	26	\$ 130,704	\$ 140,025	\$ 148,694	\$ 154,612	\$ 160,006
27	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685	27	\$ 130,704	\$ 140,025	\$ 148,694	\$ 154,612	\$ 160,006
28	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685	28	\$ 134,625	\$ 144,226	\$ 153,155	\$ 159,251	\$ 164,807
29	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685	29	\$ 134,625	\$ 144,226	\$ 153,155	\$ 159,251	\$ 164,807
30	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346	30	\$ 134,625	\$ 144,226	\$ 153,155	\$ 159,251	\$ 164,807
						31	\$ 142,703	\$ 152,880	\$ 162,344	\$ 168,806	\$ 174,695

- Additionally, each year of the contract increases by COLA +1% or amount equal to Chancellor's increase, whichever is greater.

SALARY COMPARISONS

CHANCELLOR VS MAX FT FACULTY (Source: SCCCD)					
	CHANCELLOR		MAX FT		CHANCELLOR - MAX FT
ACADEMIC YEAR	BASE SALARY	% INC	BASE SALARY	% INC	\$ DIFFERENCE
2016-2017	\$265,000.00	-	\$107,821.00	-	\$ 157,179.00
2017-2018	\$ 268,795.00	1.43%	\$ 107,821.00	0.00%	\$ 160,974.00
2018-2019	\$ 285,113.50	6.07%	\$ 115,404.00	7.03%	\$ 169,709.50
2019-2020	\$ 302,220.00	6.00%	\$ 118,866.00	3.00%	\$ 183,354.00
2020-2021	\$ 302,220.00	0.00%	\$ 119,757.00	0.75%	\$ 182,463.00
2021-2022	\$ 320,000.00	5.88%	\$ 125,829.00	5.07%	\$ 194,171.00
2022-2023	\$ 340,992.00	6.56%	\$ 134,713.00	7.06%	\$ 206,279.00
2023-2024	\$ 369,022.00	8.22%	\$ 145,786.00	8.22%	\$ 223,236.00
2024-2025	\$384,100.00	4.09%	\$147,346.00	1.07%	\$ 236,754.00
TOTAL	\$ 2,837,462.50		\$ 1,123,343.00		\$ 1,714,119.50
CHANGE 2016-2025	\$ 119,100.00	44.94%	\$ 39,525.00	36.66%	\$ 79,575.00
MAX FT = SCCCD FT FACULTY SCHED A CLASS V STEP 30					

- The gap between the Chancellor and the Faculty is significant and increasing.
- The Chancellor is currently paid \$236,754 more than the Max FT Faculty member.
- This gap has grown by \$79,575 since 2016-2017.
- The 2024-2025 base salary for the highest paid administrator at COS is \$350,000.
- The base salary of the SCCCD Chancellor is \$34,100 more than their COS counterpart.
- The SCCCD Chancellor has an \$800/mo transportation allowance.
- The SCCCD Chancellor has an \$800/mo expense allowance.
- The SCCCD Chancellor has a \$1500/mo retirement account.
- The SCCCD Chancellor has fully paid district health care.
- The SCCCD Chancellor has a district paid executive coach, \$10,000 per year.

SCCCD ADMINISTRATION

SCCCD ADMIN COUNT AND TOTAL SALARY (SOURCE: DATAMART)				
SCCCD	YEAR	TOTAL	AVG Salary	Total Salary
Admin	2023	128	\$325,019	\$41,602,432
Admin	2019	122	\$263,913	\$32,197,386
Admin	2016	102	\$233,261	\$23,792,622

- The amount spent on administration has nearly doubled since 2016.
- The number of administrators has increased by about 25%.
- The district office consumes about 20% of the budget. Over \$60 million.