

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

Salary Ranges for 11- Month Academic Employees

2006-2007 with 4% COLA and 1.36% Ranking

| <u>STEP</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>CLASS VII</u> |
|--------------------|-----------------------|------------------------|-------------------------|------------------------|-----------------------|------------------------|-------------------------|
| 1 | 48,141 | 52,956 | 55,603 | 58,384 | 61,303 | 64,368 | 65,977 |
| 2 | 49,393 | 54,332 | 57,049 | 59,902 | 62,897 | 66,041 | 67,693 |
| 3 | 50,677 | 55,745 | 58,532 | 61,459 | 64,532 | 67,759 | 69,453 |
| 4 | 51,995 | 57,195 | 60,054 | 63,057 | 66,210 | 69,520 | 71,258 |
| 5 | 53,347 | 58,682 | 61,616 | 64,696 | 67,931 | 71,328 | 73,111 |
| 6 | 54,734 | 60,207 | 63,218 | 66,379 | 69,697 | 73,182 | 75,012 |
| 7 | 56,157 | 61,773 | 64,861 | 68,104 | 71,510 | 75,085 | 76,962 |
| 8 | 57,617 | 63,379 | 66,548 | 69,875 | 73,369 | 77,037 | 78,963 |
| 9 | 59,115 | 65,027 | 68,278 | 71,692 | 75,276 | 79,040 | 81,016 |
| 10 | 60,652 | 66,717 | 70,053 | 73,556 | 77,234 | 81,095 | 83,123 |
| 11 | 62,229 | 68,452 | 71,875 | 75,468 | 79,242 | 83,204 | 85,284 |
| 12 | 63,847 | 70,232 | 73,743 | 77,430 | 81,302 | 85,367 | 87,501 |
| 13 | 65,507 | 72,058 | 75,661 | 79,444 | 83,416 | 87,587 | 89,776 |
| 14 | 67,210 | 73,931 | 77,628 | 81,509 | 85,585 | 89,864 | 92,110 |
| 15 | 68,958 | 75,853 | 79,646 | 83,628 | 87,810 | 92,200 | 94,505 |
| 16 | | | | | 88,280 | 92,694 | 95,011 |
| 17 | | | | | 88,752 | 93,190 | 95,519 |
| 18 | | | | | 89,227 | 93,688 | 96,030 |
| 19 | | | | | 89,704 | 94,189 | 96,544 |
| 20 | | | | | 90,184 | 94,693 | 97,061 |
| 21 | | | | | 90,667 | 95,200 | 97,580 |
| 22 | | | | | 91,152 | 95,709 | 98,102 |
| 23 | | | | | 91,639 | 96,221 | 98,627 |
| 24 | | | | | 92,130 | 96,736 | 99,154 |
| 25 | | | | | 92,622 | 97,254 | 99,685 |
| 26 | | | | | 93,118 | 97,774 | 100,218 |
| 27 | | | | | 93,616 | 98,297 | 100,754 |
| 28 | | | | | 94,117 | 98,823 | 101,293 |
| 29 | | | | | 94,620 | 99,352 | 101,835 |
| 30 | | | | | 95,127 | 99,883 | 102,380 |

All units considered for placement on the salary schedule must be from an accredited institution.

**SALARY LEVELS FOR ALL
11-MONTH CONTRACT POSITIONS**

| <u>Title</u> | <u>Salary Level</u> |
|--|----------------------------|
| Alternate Media/High Tech Center Access Specialist | Variable |
| AmeriCorps-America Reads Program Specialist | Variable |
| Care/EOPS Program Specialist | Variable |
| Child Development Resource/Referral | |
| CalWORKS Specialist | Variable |
| Community Service Learning Program Specialist | Variable |
| Counselor | Variable |
| Disabled Student Program and Services Specialist | Variable |
| Foster Care Education Program Specialist | Variable |
| Industry/Education Counselor - Vocational Program | Variable |
| Librarian | Variable |
| Vocational Evaluator | Variable |

The District reserves the right to increase the salaries of these employees covered by this salary schedule during this school year or any subsequent school year in which this salary schedule may be in effect. This salary schedule will remain in effect until amended or repealed by the Governing Board.

EXPLANATION OF CLASS AND STEP PLACEMENT FOR THE 11-MONTH ACADEMIC EMPLOYEES

The Board of Governors, in conjunction with the Academic Senate for California Community Colleges, has adopted two lists entitled "Disciplines Requiring the Master's Degree" and "Disciplines in which the Master's Degree is not Generally Expected or Available". Full-time academic hires are placed on the salary schedule as follows:

EXPLANATION OF CLASSES FOR EMPLOYMENT IN DISCIPLINES REQUIRING THE MASTER'S DEGREE:

| | |
|-----------|--|
| Class I | Members of academic staff not eligible for higher class placement. |
| Class II | Bachelor's Degree plus 30 semester units* including Master's Degree. |
| Class III | Bachelor's Degree plus 45 semester units* including Master's Degree. |
| Class IV | Bachelor's Degree plus 60 semester units* including Master's Degree. |
| Class V | Bachelor's Degree plus 75 semester units* including Master's Degree. |
| Class VI | Bachelor's Degree plus 90 semester units* including Master's Degree. |
| Class VII | Earned Doctorate. |

EXPLANATION OF CLASSES FOR EMPLOYMENT IN "DISCIPLINES IN WHICH THE MASTER'S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE":

| | |
|-----------|---|
| Class I | Vocational employees not qualified for higher class placement. |
| Class II | Associate Degree |
| Class III | Bachelor's Degree plus 15 semester units* |
| Class IV | Bachelor's Degree plus 45 semester units* |
| Class V | Bachelor's Degree plus 45 semester units* including Master's Degree |
| | Bachelor's Degree plus 75 semester units* |
| Class VI | Bachelor's Degree plus 60 semester units* including Master's Degree |
| | Bachelor's Degree plus 90 semester units* |
| Class VII | Earned Doctorate |

Employees hired in disciplines in which a Master's Degree is not generally expected may also use any continuing education credit hours which have been completed. One unit credit will be given for every 15 hours of credit instruction for courses which indicate a significant contribution to the discipline for which hired.

*May include all upper division and graduate semester units and those lower division semester units which make a definite contribution to teaching competence, provided they are earned subsequent to the Bachelor's Degree.

REGULATIONS GOVERNING INITIAL PLACEMENT ON SALARY SCHEDULE:

Regulations for Step Placement:

1. Credit for previous teaching shall be limited to nine (9) years. Each year of full-time teaching or its equivalent allowed shall count for one step on the schedule. Credit will not be given for hourly, part-time, practice, or cadet teaching.
 - a. "Full-time teaching" shall mean employment for at least one (1) academic year of full-time teaching as defined by the former employing educational institution(s). Full-time teaching assignments (equivalent full-time educational experience) with a single employer of 75% or more of an academic year will be counted as one year of teaching experience. Such experience must be that which usually requires certification under California law.
 - b. "Equivalent" shall mean other full-time educational experience as defined by the former employing educational institution(s), e.g., administration, counseling, librarians. Full-time teaching assignments (equivalent full-time educational experience) with a single employer of 75% or more of an academic year will be counted as one year of teaching experience. Such experience must be that which usually requires certification under California law.
2. Normally, one step is allowed for each one year of work experience directly related to the subjects to be taught by an instructor, only one step may be allowed for each two years of experience if the experience is only indirectly related to the teaching responsibilities of the individual. Full-time work experience with a single employer of nine months or more will be counted as one year of work experience.
3. Credit for military service in any branch of the U.S. Armed Forces is limited to a maximum of two steps, at the rate of one step for every two years of service. That portion of military service experience directly or indirectly related to the subjects to be taught shall be treated in the same manner as mentioned in item No. 2 above of this schedule.
4. Maximum initial placement shall be on the tenth step. New hires employed as contract faculty members less than 75% of the school year will not receive credit for movement on the salary schedule for that year.

Regulations for determining two-thirds requirement for Class Placement:

1. To be eligible for Class II, III, IV, V, and VI placement in disciplines requiring a Master's Degree, an individual must have completed in his/her teaching fields subsequent to the bachelor's degree at least 20 semester units for Class II, 30 semester units for Class III, 40 semester units for Class IV, 50 semester units for Class V, and 60 semester units for Class VI. Course work for professional growth in the depth area (contract discipline) shall be at the upper division or graduate level.
2. Credit received for practice teaching in an individual's teaching field(s) and for education methods courses in his/her teaching field(s) may apply to this requirement.
3. The computation of this two-thirds requirement also shall include those semester units earned before the Bachelor's Degree in an individual's teaching field(s) which are in addition to 36 semester units for a major and 20 semester units for a minor, because it is evident that these excess units contribute to the objective of the two-thirds rule, namely, depth of preparation in the subject matter of the teaching field(s).