

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT**  
**Salary Ranges for 10- Month Academic Employees**  
**2005-2006**

<b><u>STEP</u></b>	<b><u>CLASS I</u></b>	<b><u>CLASS II</u></b>	<b><u>CLASS III</u></b>	<b><u>CLASS IV</u></b>	<b><u>CLASS V</u></b>	<b><u>CLASS VI</u></b>	<b><u>CLASS VII</u></b>
1	41,517	45,669	47,952	50,350	52,867	55,511	56,898
2	42,596	46,856	49,199	51,659	54,242	56,954	58,378
3	43,704	48,074	50,478	53,002	55,652	58,435	59,896
4	44,840	49,324	51,790	54,380	57,099	59,954	61,453
5	46,006	50,607	53,137	55,794	58,584	61,513	63,051
6	47,202	51,922	54,519	57,245	60,107	63,112	64,690
7	48,430	53,272	55,936	58,733	61,670	64,753	66,372
8	49,689	54,658	57,390	60,260	63,273	66,437	68,098
9	50,981	56,079	58,883	61,827	64,918	68,164	69,868
10	52,306	57,537	60,414	63,434	66,606	69,936	71,685
11	53,666	59,033	61,984	65,083	68,338	71,755	73,548
12	55,061	60,567	63,596	66,776	70,114	73,620	75,461
13	56,493	62,142	65,249	68,512	71,937	75,534	77,423
14	57,962	63,758	66,946	70,293	73,808	77,498	79,436
15	59,469	65,416	68,686	72,121	75,727	79,513	81,501
16					76,132	79,939	81,937
17					76,539	80,366	82,375
18					76,949	80,796	82,816
19					77,360	81,228	83,259
20					77,774	81,663	83,705
21					78,190	82,100	84,152
22					78,609	82,539	84,603
23					79,029	82,981	85,055
24					79,452	83,425	85,510
25					79,877	83,871	85,968
26					80,304	84,320	86,428
27					80,734	84,771	86,890
28					81,166	85,224	87,355
29					81,600	85,680	87,822
30					82,037	86,139	88,292

Academic employees assigned to two extra months of service will be paid at the academic salary schedule, plus 2/10.  
All units considered for placement on the schedule must be from an accredited institution.

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

TitleSalary Level

Instructor

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 This salary schedule will remain in effect until amended or repealed by the Governing Board.

Revised 1/07

Effective: 1/16/07  
Board Approval: 1/16/07

**EXPLANATION OF CLASS AND STEP PLACEMENT FOR THE  
10-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 which the 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.

**REGULATIONS GOVERNING INITIAL PLACEMENT ON SALARY SCHEDULE:****Regulations for Step Placement:**

- 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.
  - "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.
  - "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.
- 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.
  - Allied Health Instructors shall receive two steps for each year of full time clinical work experience, not to exceed Step 10.
- 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.
- 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:**

- To be eligible for Class II, III, IV, V, and VI placement in disciplines requiring the 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.
- 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.
- 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).