

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

Salary Ranges for 10- Month Academic Employees

2007-2008 with 3% COLA effective July 2007, and an additional 0.8% Ranking effective January 2008

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1	45,439	49,982	52,482	55,106	57,861	60,754	62,273
2	46,620	51,282	53,846	56,538	59,365	62,334	63,892
3	47,832	52,615	55,246	58,008	60,909	63,954	65,553
4	49,076	53,983	56,682	59,517	62,492	65,617	67,257
5	50,352	55,387	58,156	61,064	64,117	67,323	69,006
6	51,661	56,827	59,668	62,652	65,784	69,073	70,800
7	53,004	58,304	61,220	64,281	67,495	70,869	72,641
8	54,382	59,820	62,811	65,952	69,250	72,712	74,530
9	55,796	61,376	64,444	67,667	71,050	74,603	76,468
10	57,247	62,971	66,120	69,426	72,897	76,542	78,456
11	58,735	64,609	67,839	71,231	74,793	78,532	80,496
12	60,262	66,289	69,603	73,083	76,737	80,574	82,588
13	61,829	68,012	71,413	74,983	78,732	82,669	84,736
14	63,437	69,780	73,269	76,933	80,779	84,818	86,939
15	65,086	71,595	75,174	78,933	82,880	87,024	89,199
16					83,323	87,489	89,677
17					83,769	87,957	90,156
18					84,217	88,428	90,639
19					84,668	88,901	91,124
20					85,121	89,377	91,611
21					85,576	89,855	92,101
22					86,034	90,336	92,594
23					86,494	90,819	93,089
24					86,957	91,305	93,587
25					87,422	91,793	94,088
26					87,890	92,284	94,591
27					88,360	92,778	95,097
28					88,833	93,274	95,606
29					89,308	93,773	96,118
30					89,786	94,275	96,632

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.

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 This salary schedule will remain in effect until amended or repealed by the Governing Board.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 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. GCCCD has adopted an additional list "For Which Professional Certification is Mandated to Maintain License." These lists are 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

EXPLANATION OF CLASSES FOR EMPLOYMENT IN ALLIED HEALTH "DISCIPLINES IN WHICH THE MASTER'S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE", BUT FOR WHICH PROFESSIONAL CERTIFICATION IS MANDATED TO MAINTAIN LICENSE:**

Class I	Vocational employees not qualified for higher class placement.
Class II	Associate Degree
Class III	Associate Degree plus 15 semester units
Class IV	Associate Degree plus 30 semester units
Class V	Associate Degree plus 45 semester units
Class VI	Associate Degree plus 60 semester units OR Bachelor's Degree
Class VII	Earned Doctorate

**Note: This new placement criteria is only for Allied Health faculty positions and will be reviewed for its appropriateness after June 30, 2009

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).