

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT**

Salary Ranges for 11- Month Academic Employees

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

<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	49,982	54,981	57,730	60,616	63,647	66,829	68,500
2	51,282	56,410	59,231	62,192	65,302	68,567	70,281
3	52,615	57,877	60,771	63,809	67,000	70,350	72,108
4	53,983	59,382	62,351	65,468	68,742	72,179	73,983
5	55,387	60,926	63,972	67,170	70,529	74,055	75,907
6	56,827	62,510	65,635	68,917	72,363	75,981	77,880
7	58,304	64,135	67,342	70,709	74,244	77,956	79,905
8	59,820	65,802	69,092	72,547	76,174	79,983	81,983
9	61,376	67,513	70,889	74,433	78,155	82,063	84,114
10	62,971	69,269	72,732	76,369	80,187	84,196	86,301
11	64,609	71,070	74,623	78,354	82,272	86,385	88,545
12	66,289	72,917	76,563	80,391	84,411	88,632	90,847
13	68,012	74,813	78,554	82,482	86,606	90,936	93,209
14	69,780	76,758	80,596	84,626	88,857	93,300	95,633
15	71,595	78,754	82,692	86,826	91,168	95,726	98,119
16					91,655	96,238	98,644
17					92,146	96,753	99,172
18					92,639	97,271	99,702
19					93,134	97,791	100,236
20					93,633	98,314	100,772
21					94,134	98,840	101,311
22					94,637	99,369	101,853
23					95,144	99,901	102,398
24					95,653	100,435	102,946
25					96,164	100,972	103,497
26					96,679	101,513	104,051
27					97,196	102,056	104,607
28					97,716	102,602	105,167
29					98,239	103,151	105,729
30					98,764	103,703	106,295

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

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

<b><u>Title</u></b>	<b><u>Salary Level</u></b>
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:**

- 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.
- 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 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.
- 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).