

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
 Salary Ranges for 11- Month Academic Employees
2007-2008 with 3% COLA

<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	49,586	54,544	57,272	60,135	63,142	66,299	67,956
2	50,875	55,962	58,761	61,699	64,784	68,023	69,723
3	52,198	57,417	60,288	63,303	66,468	69,791	71,536
4	53,555	58,910	61,856	64,949	68,196	71,606	73,396
5	54,947	60,442	63,464	66,637	69,969	73,468	75,304
6	56,376	62,014	65,114	68,370	71,788	75,378	77,262
7	57,842	63,626	66,807	70,148	73,655	77,338	79,271
8	59,346	65,280	68,544	71,971	75,570	79,348	81,332
9	60,889	66,977	70,326	73,843	77,535	81,411	83,447
10	62,472	68,719	72,155	75,763	79,551	83,528	85,616
11	64,096	70,506	74,031	77,732	81,619	85,700	87,842
12	65,762	72,339	75,956	79,753	83,741	87,928	90,126
13	67,472	74,219	77,930	81,827	85,918	90,214	92,470
14	69,227	76,149	79,957	83,954	88,152	92,560	94,874
15	71,026	78,129	82,035	86,137	90,444	94,966	97,340
16					90,928	95,474	97,861
17					91,414	95,985	98,385
18					91,904	96,499	98,911
19					92,395	97,015	99,440
20					92,890	97,534	99,972
21					93,387	98,056	100,507
22					93,886	98,580	101,045
23					94,388	99,108	101,586
24					94,893	99,638	102,129
25					95,401	100,171	102,675
26					95,911	100,707	103,225
27					96,425	101,246	103,777
28					96,940	101,787	104,332
29					97,459	102,332	104,890
30					97,980	102,880	105,452

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 This salary schedule will remain in effect until amended or repealed by the Governing Board.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

- 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).