

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT**  
 Salary Ranges for 10- Month Academic Employees  
 Effective January 1, 2015

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>	<b>CLASS V</b>	<b>CLASS VI</b>	<b>CLASS VII</b>
1	45,703	50,273	52,787	55,426	58,198	61,108	62,635
2	46,891	51,580	54,159	56,867	59,711	62,696	64,264
3	48,110	52,921	55,568	58,346	61,263	64,326	65,935
4	49,361	54,297	57,012	59,863	62,856	65,999	67,649
5	50,645	55,709	58,495	61,419	64,490	67,715	69,408
6	51,961	57,158	60,016	63,016	66,167	69,475	71,212
7	53,312	58,644	61,576	64,655	67,887	71,282	73,064
8	54,699	60,168	63,177	66,336	69,653	73,135	74,964
9	56,121	61,733	64,819	68,060	71,463	75,037	76,913
10	57,580	63,338	66,505	69,830	73,322	76,988	78,912
11	59,077	64,985	68,234	71,646	75,228	78,989	80,964
12	60,613	66,674	70,008	73,508	77,184	81,043	83,069
13	62,189	68,408	71,828	75,420	79,191	83,150	85,229
14	63,806	70,186	73,696	77,381	81,250	85,312	87,445
15	65,465	72,011	75,612	79,392	83,362	87,530	89,718
16					85,029	89,281	91,512
17					85,484	89,759	92,002
18					85,941	90,239	92,494
19					86,401	90,722	92,989
20					86,863	91,207	93,486
21					87,328	91,695	93,986
22					87,795	92,186	94,489
23					88,265	92,679	94,995
24					88,737	93,175	95,503
25					89,212	93,673	96,014
26					89,689	94,174	96,527
27					90,169	94,678	97,044
28					90,651	95,185	97,563
29					91,136	95,694	98,085
30					91,624	96,206	98,610

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.

**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:

**2015 SET: .34%**

**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).