

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. Salary Equity Taskforce (SET) recommendation approved by Governing Board on 3/18/2014. **Apply .24% SET, effective 1/1/2014.**

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1	45,548	50,103	52,608	55,238	58,000	60,900	62,423
2	46,732	51,405	53,976	56,675	59,508	62,484	64,046
3	47,947	52,742	55,379	58,148	61,055	64,108	65,711
4	49,194	54,113	56,819	59,660	62,643	65,775	67,419
5	50,473	55,520	58,296	61,211	64,272	67,485	69,172
6	51,785	56,964	59,812	62,803	65,943	69,240	70,971
7	53,132	58,445	61,367	64,435	67,657	71,040	72,816
8	54,513	59,964	62,963	66,111	69,416	72,887	74,709
9	55,930	61,523	64,600	67,830	71,221	74,782	76,652
10	57,385	63,123	66,279	69,593	73,073	76,727	78,645
11	58,877	64,764	68,003	71,403	74,973	78,721	80,689
12	60,407	66,448	69,771	73,259	76,922	80,768	82,787
13	61,978	68,176	71,585	75,164	78,922	82,868	84,940
14	63,589	69,948	73,446	77,118	80,974	85,023	87,148
15	65,243	71,767	75,355	79,123	83,079	87,233	89,414
16					83,524	87,700	89,892
17					83,971	88,169	90,373
18					84,420	88,641	90,857
19					84,872	89,115	91,343
20					85,326	89,592	91,832
21					85,782	90,071	92,323
22					86,241	90,553	92,817
23					86,702	91,038	93,313
24					87,166	91,525	93,813
25					87,633	92,014	94,315
26					88,101	92,507	94,819
27					88,573	93,001	95,326
28					89,047	93,499	95,836
29					89,523	93,999	96,349
30					90,002	94,502	96,865

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 This salary schedule will remain in effect until amended or repealed by the Governing Board.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

1. 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.
 - a. "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.
 - b. "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.
2. 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.
 - a. Allied Health Instructors shall receive two steps for each year of full time clinical work experience, not to exceed Step 10.
3. 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.
4. 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:

1. 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.
2. 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.
3. 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).