

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

<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	50,103	55,113	57,869	60,762	63,800	66,990	68,665
2	51,405	56,546	59,373	62,342	65,459	68,732	70,450
3	52,742	58,016	60,917	63,963	67,161	70,519	72,282
4	54,113	59,525	62,501	65,626	68,907	72,353	74,161
5	55,520	61,072	64,126	67,332	70,699	74,234	76,090
6	56,964	62,660	65,793	69,083	72,537	76,164	78,068
7	58,445	64,289	67,504	70,879	74,423	78,144	80,098
8	59,964	65,961	69,259	72,722	76,358	80,176	82,180
9	61,523	67,676	71,060	74,613	78,343	82,260	84,317
10	63,123	69,435	72,907	76,553	80,380	84,399	86,509
11	64,764	71,241	74,803	78,543	82,470	86,594	88,758
12	66,448	73,093	76,748	80,585	84,614	88,845	91,066
13	68,176	74,993	78,743	82,680	86,814	91,155	93,434
14	69,948	76,943	80,790	84,830	89,071	93,525	95,863
15	71,767	78,944	82,891	87,035	91,387	95,957	98,356
16					91,876	96,470	98,882
17					92,368	96,986	99,411
18					92,862	97,505	99,943
19					93,359	98,027	100,477
20					93,858	98,551	101,015
21					94,360	99,078	101,555
22					94,865	99,608	102,099
23					95,373	100,141	102,645
24					95,883	100,677	103,194
25					96,396	101,216	103,746
26					96,912	101,757	104,301
27					97,430	102,302	104,859
28					97,951	102,849	105,420
29					98,475	103,399	105,984
30					99,002	103,952	106,551

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).