

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
 Salary Ranges for 11- Month Academic Employees
 Effective January 1, 2016

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1	51,279	56,407	59,227	62,188	65,298	68,563	70,277
2	52,612	57,873	60,767	63,805	66,995	70,345	72,104
3	53,980	59,378	62,347	65,464	68,737	72,174	73,978
4	55,383	60,922	63,968	67,166	70,524	74,051	75,902
5	56,823	62,506	65,631	68,912	72,358	75,976	77,875
6	58,301	64,131	67,337	70,704	74,239	77,951	79,900
7	59,817	65,798	69,088	72,542	76,170	79,978	81,978
8	61,372	67,509	70,884	74,429	78,150	82,058	84,109
9	62,967	69,264	72,727	76,364	80,182	84,191	86,296
10	64,605	71,065	74,618	78,349	82,267	86,380	88,539
11	66,284	72,913	76,558	80,386	84,406	88,626	90,842
12	68,008	74,808	78,549	82,476	86,600	90,930	93,203
13	69,776	76,753	80,591	84,621	88,852	93,294	95,627
14	71,590	78,749	82,687	86,821	91,162	95,720	98,113
15	73,451	80,797	84,836	89,078	93,532	98,209	100,664
16					95,964	100,762	103,281
17					97,307	102,173	104,727
18					97,828	102,719	105,287
19					98,351	103,269	105,851
20					98,878	103,821	106,417
21					99,407	104,377	106,986
22					99,938	104,935	107,559
23					100,473	105,497	108,134
24					101,011	106,061	108,713
25					101,551	106,629	109,294
26					102,094	107,199	109,879
27					102,641	107,773	110,467
28					103,190	108,349	111,058
29					103,742	108,929	111,652
30					104,297	109,512	112,249

2016: 2% All units considered for placement on the salary schedule must be from an accredited institution.

SALARY LEVELS FOR ALL 11-MONTH CONTRACT POSITIONS

Title	Salary Level
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

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).