

APPENDIX A

FACULTY SALARY SCHEDULES

FULL TIME FACULTY SALARY SCHEDULE					
FY 2013-14					
Effective July 1, 2013					
Doctoral Stipend Included in TRACK V					
Step	Track I	Track II	Track III	Track IV	Track V
1	52,270	55,690	59,412	62,832	65,839
2	54,487	57,938	61,672	65,111	68,118
3	56,713	60,178	63,938	67,393	70,400
4	58,941	62,418	66,198	69,661	72,668
5	61,165	64,666	68,462	71,946	74,953
6	63,393	66,899	70,726	74,225	77,232
7	65,611	69,144	72,979	76,498	79,505
8	67,836	71,388	75,243	78,783	81,790
9	70,068	73,629	77,505	81,057	84,064
10	72,296	75,875	79,768	83,331	86,338
11	74,519	78,114	82,028	85,608	88,615
12		80,357	84,279	87,889	90,896
13		0	86,547	90,165	93,172
14		0	0	92,444	95,451
Steps 15 - 19 Are Career Increments	15	0	0	94,722	97,729
	16	0	0	96,998	100,005
	17	0	0	99,280	102,287
	18	0	0	101,553	104,560
	19	0	0	103,829	106,836
	20	0	0	0	0
	21	0	0	0	0
Step 22 is a Longevity Increment	22	82,666	88,875	106,162	109,169
Initial placement above step 6 requires administrative approval. Doctorate stipend of \$3,007 added to each cell in Track IV to determine corresponding cell in Track V.					

GAVILAN COLLEGE CONTRACT AND REGULAR ACADEMIC SALARY SCHEDULE

TRACK AND STEP PLACEMENT

1. The first six (6) years of education and work experience in the instructional field, or a combination thereof, shall be used to determine the proper column of the salary schedule for vocational instructors.
2. After the proper column has been determined for vocational instructors, all remaining years of experience not used for credentialing shall be used to determine the proper step on the salary schedule. For all instructors as appropriate, each year of teaching in an accredited institution shall be counted as one (1) step and each two (2) years of the kind of work that qualifies for the credential shall be counted as one (1) step. However, five (5) steps are the maximum number normally granted for teaching and work experience, with entry no higher than the sixth (6th) step. The Superintendent/President is authorized to negotiate for initial employment beyond the sixth (6th) step in cases of unusual circumstances. The Staff Development Committee must submit a recommendation to the Superintendent/President and he/she will present it along with his/her own recommendation for final placement in such cases.
3. All units listed in Track III B and Track IV B below must be taken subsequent to the degree.
4. Subtract \$550.00 for less than minimum qualifications in Track I.
5. All college credits and degrees must be supported by official transcripts from accredited colleges and universities.
6. Any kind of work experience used for placement on the salary schedule must be verified by letters showing inclusive dates from former employers.
7. Advancement through Step 14 will be dependent on satisfactory completion of thirty-eight (38) hours of co-curricular activities (see Appendix B) as determined by Staff Development Committee.
8. Full-time Unit Members shall be employed by the District at least 60% of the teaching days in the academic year before qualifying for the next step on the salary schedule.
9. All courses used for advancement on the salary schedule shall have the approval of the Staff Development Committee. Prior approval is recommended.
10. No change in salary track classification through summer session units will be obtained unless such notice of intention to change salary classifications has been filed in the Vice President of Instructional Services' office by June 7 of that year.
11. The requirements for salary placement/advancements on this academic salary schedule were modified by the 1980-81 Collective Bargaining Agreement. For those employees employed prior to the effective date of that agreement, the following language dictates their salary placement/advancement:

Initial salary placements made prior to the ratification of this agreement are not affected by, nor subject to the qualifications of the 1980-81 salary schedule.

However, any individual placed initially on Track I under the terms of any pre-existing salary schedule, and remaining on Track I at the time of this Agreement shall be allowed to advance to Track II upon the successful completion of fifteen (15) units of approved course work taken subsequent to the effective date of this Agreement. Track I employees who have initiated approved course work for the purpose of track

advancement and who received authorization for such course work shall also be allowed to advance to Track II upon the successful completion of such work.

TRACK I

- A. Community College Instructor/partial fulfillment
 - 1. No degree – six (6) years related work experience or
 - 2. AA* degree and four (4) years related work experience or
 - 3. BA* and two (2) years related work experience or
 - 4. Granted on the basis of enrollment in a Master's degree
- B. Other unsecured teaching credential valid for the Community College.

TRACK II

- A. Community College Instructor Credential – Life
 - 1. No degree – six (6) years related work experience – twelve (12) semester units professional education course work and six (6) semester units' electives.
 - 2. AA* degree and four (4) years related work experience – twelve (12) semester units professional education course work and six (6) semester units electives.
 - 3. BA* degree and two (2) years related work experience (major or minor in subject matter area related to the work experience) and six (6) semester units of appropriate professional education course work if required for life credential.
 - 4. Master's degree*.
- B. Other life teaching credential valid for the Community College.

TRACK III

- A. Requirements for Track II, plus fifteen (15) units earned subsequent to meeting requirements for the life credential.
- B. AA + seventy-five (75) units including MA or MA + fifteen (15) units.

TRACK IV

- A. Requirements for Track III, plus fifteen (15) additional units earned subsequent to meeting requirements for the life credential.
- B. AA + ninety (90) units including MA or MA + thirty (30) units.

TRACK V

Placement requires an earned Doctorate degree.

Note: *All degrees must be earned from a regionally accredited post-secondary education institution recognized by the Council on Post-Secondary Accreditation.

CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2013-14

Effective July 1, 2013

LECTURE

30 Unit Lecture Load Per Year

Pay Per One (1) Credit Semester Lecture Unit

Step	Step Placement Intervals	Track I		Track II		Track III		Track IV		Track V	
		Hrly	Sem.	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.
1	1 - 4	57.33	994.19	61.01	1,058.03	65.02	1,127.50	68.70	1,191.35	71.94	1,247.47
2	5 - 6	59.72	1,035.56	63.43	1,100.00	67.45	1,169.68	71.16	1,233.88	74.39	1,290.02
3	7 - 8	62.12	1,077.13	65.85	1,141.80	69.89	1,211.99	73.61	1,276.48	76.85	1,332.61
4	9 - 10	64.51	1,118.71	68.26	1,183.61	72.33	1,254.18	76.05	1,318.83	79.29	1,374.95
5	11 +	66.91	1,160.22	70.68	1,225.59	74.76	1,296.43	78.51	1,361.47	81.75	1,417.60

A prorated Doctorate Stipend has been added to each cell in Track IV to determine the corresponding cell in Track V

Meeting Rate = \$38.14/hr. or a stipend

Additional Duty Rate, Counselors, College Nurse and Librarian will be compensated at the credit part-time lab rate

Lecture Overload: Full - Time Faculty Overload Lecture Instruction = Step 5 of Credit Part-Time Salary Schedule - Lecture

Notes:

Part-Time faculty fingerprint costs will be paid for by the district.

The hourly rates are calculated by dividing the semester course rates by 17.34.

The workload per unit includes part-time faculty office hours and "flex day(s)" (prorated). Ancillary duties and stipends given to part-time faculty are not included in the calculations of work load. For example, ancillary duties and stipends are not included under the "60% Rule" covered by California Education Code 87482.5.

PART-TIME FACULTY SALARY PLACEMENT - CREDIT INSTRUCTION**TRACK AND STEP PLACEMENT**

1. Education and work experience in the instructional field, or a combination thereof, shall be used to determine the proper column of the salary schedule.
2. After the proper column has been determined for vocational instructors, all remaining years of experience not used for credentialing shall be used to determine the proper salary placement. For all instructors as appropriate, each year (based on two (2) terms per year) of teaching in an accredited community college institution shall be counted and each two (2) years (based on two (2) terms per year) of the kind of work that qualifies for the credential shall be counted.
3. Maximum beginning placement: New instructors may be given placement credit up through a maximum of Step 3 of prior teaching and/or professional experience. Such experience must be comparable and/or directly related to the teaching assignment.
4. "Term" means a semester or equivalent earned during a regular academic term (i.e., Fall and Spring semesters only).
5. After initial placement faculty cannot move more than one (1) step per year from the date of hire and terms required must be earned during the Fall and Spring semesters only with all terms being taught for the Gavilan Joint Community College District.
6. All units listed in Track III, Track IV, and Track V below must be taken subsequent to the degree.
7. All college credits and degrees must be supported by official transcripts from accredited colleges and universities. Proof of all information used in Track and Step placement must be provided at least 60 days after the date of hire or placement will be effective the following semester.
8. Any kind of work experience used for placement on the salary schedule must be verified by letters showing inclusive dates from former employers.
9. For movement across tracks, after initial placement, units must be approved by the Staff Development Committee and verified by supporting documents.
10. No change in salary track classification through summer session units will be obtained unless such notice of intention to change salary classifications has been filed in the Vice President of Instructional Services' office by June 7 of that year.

Track and Step Placement for Existing (FY 06/07) Lecture Part-Time Faculty
--

"Existing" part-time faculty are those part-time faculty that taught in either the Fall 06 semester and or the Spring 07 semester and who will also be teaching in the Fall 07 semester.

Existing part-time faculty will have a "recalculated initial placement" that will be effective for the Fall 07 semester. The recalculated initial placement will be completed by the Vice President, area Dean, Athletic Director, or Associate Dean, will be based on current practice for number of terms, and will not need to be approved by the Staff Development Committee.

Once the recalculated initial placement is verified the current contract articles concerning track and step placement will apply.

Verified supporting documents for the recalculated initial placement must be provided no later than October 1, 2007. After that date the current articles concerning track and step placement will apply.

TRACK I

- A. Community College Instructor/partial fulfillment
 1. No degree – six (6) years related work experience or
 2. AA* degree and four (4) years related work experience or
 3. BA* and two (2) years related work experience or
 4. Granted on the basis of enrollment in a Master's degree
- B. Other unsecured teaching credential valid for the Community College.

TRACK II

- A. Community College Instructor Credential – Life
 1. No degree – six (6) years related work experience – twelve (12) semester units professional education course work and six (6) semester units' electives.
 2. AA* degree and four (4) years related work experience – twelve (12) semester units professional education course work and six (6) semester units electives.
 3. BA* degree and two (2) years related work experience (major or minor in subject matter area related to the work experience) and six (6) semester units of appropriate professional education course work if required for life credential.
 4. Master's degree*.
- B. Other life teaching credential valid for the Community College.

TRACK III

- A. Requirements for Track II, plus fifteen (15) units earned subsequent to meeting requirements for the life credential.
- B. AA + seventy-five (75) units including MA or MA + fifteen (15) units.

TRACK IV

- A. Requirements for Track III, plus fifteen (15) additional units earned subsequent to meeting requirements for the life credential.
- B. AA + ninety (90) units including MA or MA + thirty (30) units.

TRACK V

Placement requires an earned Doctorate degree.

Note: *All degrees must be earned from a regionally accredited post-secondary education institution recognized by the Council on Post-Secondary Accreditation.

CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2013-14
Effective July 1, 2013

LAB

Step	Step Placement Intervals	Hourly Rate	Semester Rate
1	0-4 Terms	50.06	868.08
2	5-10 Terms	53.75	932.06
3	11+ Terms	57.56	998.13
Meeting Rate = \$38.14/hr. or a stipend			
Additional Duty Rate, Counselors, College Nurse and Librarian will be compensated at the credit part-time lab rate			
Lab Overload: Full - Time Faculty Overload Lab Instruction = Step 3 of Credit Part-Time Salary Schedule – Lab Full-Time Faculty Counselors/Nurse/Librarian = Step 3 of Credit Part-Time Salary Schedule – Lab			
Maximum beginning placement: New instructors may be given placement credit up through a maximum of five (5) years or 10 terms of prior teaching and/or professional experience. Such experience must be comparable and/or directly related to the teaching assignment.			
<p><u>Notes:</u> Part-Time faculty fingerprint costs will be paid for by the district.</p> <p>The hourly rates are calculated by dividing the semester course rates by 17.34.</p> <p>The workload per unit includes part-time faculty office hours and “flex day(s)” (prorated). Ancillary duties and stipends given to part-time faculty are not included in the calculations of work load. For example, ancillary duties and stipends are not included under the “60% Rule” covered by California Education Code 87482.5.</p>			

1. Pay is calculated using three variables:
 - A. The type of instruction, i.e., lab or lecture. The lecture and/or laboratory designation for each course is established by the curriculum committee and listed in the approved course outline.
 - B. The total number of semester course hours scheduled. (Combined sections are normally compensated as a single course.)
 - C. The pay level of the individual instructor.
2. Gross pay for a course is based upon a flat rate of pay per semester course hour, multiplied by the number of assigned semester course hours as established by the curriculum committee and listed in the approved course outline.

Note: A semester course hour is equal to meeting a class one hour per week for each week of the semester.

Example A. A typical 3 unit lecture class, meeting 3 hours per week, for a full semester, will earn 3 semester course hours of gross pay.

Example B. A typical 3 unit lecture class, meeting 6 hours weekly, for ½ semester, will earn 3 semester course hours of gross pay.

3. Courses with a combination of lecture and laboratory designated hours will be paid according to the proportional split of those hours scheduled.
4. Full-time non-credit faculty teaching an overload for extra pay shall be placed on Step 3.
5. All instructors must meet minimum qualifications for the discipline, or have established equivalency verification, or hold appropriate certification.

NON-CREDIT PART-TIME FACULTY SALARY SCHEDULE FY 2012-13 Effective July 1, 2013			
Step	Step Placement Intervals	Hourly Rate	
		BA (or AA)	MA (or Ph.D)
1	0-4 Terms	\$38.27	\$41.74
2	5-10 Terms	\$41.74	\$45.21
3	11+ Terms	\$45.21	\$48.68
<p>Maximum beginning placement: New instructors may be given placement credit up through a maximum of five (5) years or 10 terms of prior teaching and/or professional experience. Such experience must be comparable and/or directly related to the teaching assignment.</p> <p><u>Notes:</u> Part-Time faculty fingerprint costs will be paid for by the district.</p> <p>The workload per unit includes part-time faculty office hours and "flex day(s)" (prorated). Ancillary duties and stipends given to part-time faculty are not included in the calculations of work load. For example, ancillary duties and stipends are not included under the "60% Rule" covered by California Education Code 87482.5.</p>			

1. Pay is calculated using three variables:
 - A. The type of instruction, i.e., lab or lecture. The lecture and/or laboratory designation for each course is established by the curriculum committee and listed in the approved course outline.
 - B. The total number of semester course hours scheduled. (Combined sections are normally compensated as a single course.)
 - C. The pay level of the individual instructor.

 2. Gross pay for a course is based upon a flat rate of pay per semester course hour, multiplied by the number of assigned semester course hours as established by the curriculum committee and listed in the approved course outline.
- Note: A semester course hour is equal to meeting a class one hour per week for each week of the semester.
- Example A. A typical 3 unit lecture class, meeting 3 hours per week, for a full semester, will earn 3 semester course hours of gross pay.
- Example B. A typical 3 unit lecture class, meeting 6 hours weekly, for ½ semester, will earn 3 semester course hours of gross pay.
3. Courses with a combination of lecture and laboratory designated hours will be paid according to the proportional split of those hours scheduled.
 4. Full-time non-credit faculty teaching an overload for extra pay shall be placed on Step 3.

5. All instructors must meet minimum qualifications for the discipline, or have established equivalency verification, or hold appropriate certification.