

**Full-Time Faculty Salary Schedule**

FY 2019 - 2020

Effective November 1, 2019

**2.75% COLA**

Doctoral Stipend Included in TRACK V

	<b>Step</b>	<b>Track I</b>	<b>Track II</b>	<b>Track III</b>	<b>Track IV</b>	<b>Track V</b>
	<b>1</b>	60,171.4230	64,109.3809	68,393.6668	72,331.6248	75,845.3696
	<b>2</b>	62,725.1760	66,697.4348	70,994.9984	74,953.9796	78,467.7244
	<b>3</b>	65,286.6744	69,276.6369	73,604.0755	77,581.8666	81,095.6115
	<b>4</b>	67,851.4922	71,853.6259	76,205.4071	80,192.0500	83,705.7949
	<b>5</b>	70,411.8841	74,441.6799	78,812.2711	82,823.2567	86,337.0016
	<b>6</b>	72,976.7019	77,013.1365	81,419.1351	85,446.7179	88,960.4628
	<b>7</b>	75,529.3485	79,597.8710	84,012.7214	88,063.5402	91,577.2851
	<b>8</b>	78,091.9535	82,180.3925	86,618.4789	90,693.6403	94,207.3851
	<b>9</b>	80,660.0907	84,760.7011	89,222.0235	93,311.5691	96,825.3140
	<b>10</b>	83,226.0151	87,346.5420	91,826.6746	95,929.4979	99,443.2428
	<b>11</b>	85,784.1939	89,923.5311	94,429.1127	98,549.6397	102,063.3845
	<b>12</b>		92,504.9460	97,020.4860	101,176.4203	104,690.1652
	<b>13</b>			99,631.7760	103,795.4556	107,309.2004
	<b>14</b>				106,420.0234	109,933.7682
Steps 15 - 19	<b>15</b>				109,041.2715	112,555.0164
Are Career	<b>16</b>				111,662.5199	115,176.2647
Increments	<b>17</b>				114,289.3005	117,803.0453
	<b>18</b>				116,906.1227	120,419.8676
	<b>19</b>				119,526.2646	123,040.0094
	<b>20</b>					
	<b>21</b>					
Step 22 is a Longevity Increment	<b>22</b>		95,163.8146	102,311.6676	122,211.6886	125,725.4323

Initial placement above step 6 requires administrative approval. Doctorate stipend of \$3,513.74 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 Faculty Professional Learning 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 Faculty Professional Learning 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 Faculty Professional Learning 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 Academic Affairs office by June 7 of that year.
11. Effective November 1, 2017, initial placement on the salary schedule will be based upon the Master's degree. If the discipline does not have a Master's Degree available, a lower degree may be used.

## **TRACK I**

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.
5. Other unsecured teaching credential valid for the Community College.

## **TRACK II**

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.
4. Master's degree\*.
5. 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 Track II.
- B. MA + fifteen (15) units

## **TRACK IV**

- A. Requirements for Track III, plus fifteen (15) additional units earned subsequent to meeting requirements for Track III
- B. 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 2019-2020

Effective November 1, 2019

**2.75% COLA**

**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 Terms	\$66.6625	\$1,155.9278	\$70.9435	\$1,230.1603	\$75.6017	\$1,310.9335	\$79.8834	\$1,385.1782	\$83.6457	\$1,450.4164
2	5-6 Terms	\$69.4370	\$1,204.0376	\$73.7575	\$1,278.9551	\$78.4298	\$1,359.9727	\$82.7345	\$1,434.6162	\$86.4994	\$1,499.8996
3	7-8 Terms	\$72.2242	\$1,252.3676	\$76.5608	\$1,327.5643	\$81.2668	\$1,409.1663	\$85.5913	\$1,484.1531	\$89.3549	\$1,549.4140
4	9-10 Terms	\$75.0127	\$1,300.7202	\$79.3646	\$1,376.1822	\$84.0963	\$1,458.2298	\$88.4309	\$1,533.3918	\$92.1938	\$1,598.6405
5	11-12 Terms	\$77.7961	\$1,348.9844	\$82.1787	\$1,424.9787	\$86.9288	\$1,507.3454	\$91.2903	\$1,582.9738	\$95.0538	\$1,648.2329
6	13-14 Terms	\$80.5733	\$1,397.1410	\$85.1128	\$1,475.8560	\$90.0325	\$1,561.1636	\$94.5490	\$1,639.4797	\$98.4472	\$1,707.0744
7	15-16 Terms	\$83.2321	\$1,443.2446	\$87.9214	\$1,524.5571	\$93.0036	\$1,612.6824	\$97.6692	\$1,693.5839	\$101.6960	\$1,763.4086
8	17+ Terms	\$85.9788	\$1,490.8724	\$90.8229	\$1,574.8691	\$96.0727	\$1,665.9006	\$100.8923	\$1,749.4725	\$105.0520	\$1,821.6017

Note: Numbers based on annual basis may vary a few cents due to rounding.

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

Meeting Rate = \$42.01/hr. or a stipend.

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

Lecture Overload: Full-time Faculty Overload Lecture Instruction = Highest Step of Credit Part-time Salary Schedule-Lecture

Notes: Part-time faculty fingerprint costs will be paid 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 workload. For example, ancillary duties and stipends are not included under the "60% Rule" covered by California Education Code 87482.5

**LECTURE**  
**30 Unit Lecture Load Per Year**  
**Pay Per One (1) Credit Semester Lecture Unit**

**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 Faculty Professional Learning 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 Academic Affairs' office by June 7 of that year.
11. Effective November 1, 2017, initial placement on the salary schedule will be based upon the Master's Degree. If the discipline does not have a Master's Degree available, a lower degree may be used.

### **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 Faculty Professional Learning 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**

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
5. Other unsecured teaching credentials valid for the Community College.

#### **TRACK II**

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.
4. Master’s degree\*.
5. Other life teaching credentials valid for the Community College

#### **TRACK III**

- A. Requirements for Track II, plus fifteen (15) units earned subsequent to meeting requirements for Track II
- B. MA = fifteen (15) units

**TRACK IV**

- A. Requirements for Track III, plus fifteen (15) additional units earned subsequent to meeting requirements for Track III.
- B. 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 2019-2020

Effective November 1, 2019

**2.75% COLA**

**LAB**

<b>Step</b>	<b>STEP PLACEMENT INTERVALS</b>	<b>Hourly Rate</b>	<b>Semester Rate</b>
<b>1</b>	0-4 Terms	\$58.2076	\$1,009.3198
<b>2</b>	5-10 Terms	\$62.4969	\$1,083.6962
<b>3</b>	11-12 Terms	\$66.9272	\$1,160.5176
<b>4</b>	13-14 Terms	\$69.3164	\$1,201.9464
<b>5</b>	15-16 Terms	\$71.6038	\$1,241.6099
<b>6</b>	17+ Terms	\$73.9667	\$1,282.5826

Note: Numbers based on annual basis may vary a few cents due to rounding

Meeting Rate= \$42.01/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 = Highest Step of Credit Part-Time Salary Schedule -Lab

Full-Time Faculty Counselors/Nurse/Librarian= Highest Step 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.

Notes:

Part-Time faculty fingerprint costs will be paid 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.



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  $\frac{1}{2}$  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 faculty teaching an overload for extra pay shall be placed on at the highest step.
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 2019-2020

Effective November 1, 2019

**2.75% COLA**

Step	Step Placement Intervals		
		BA (OR AA)	MA (OR Ph.D)
1	0-4 Terms	\$44.5026	\$48.5302
2	5-10 Terms	\$48.5302	\$52.5689
3	11-12 Terms	\$52.5689	\$56.5963
4	13-14 Terms	\$54.4388	\$58.6212
5	15-16 Terms	\$56.2352	\$60.5557
6	17+ Terms	\$58.0910	\$62.5540

Note: Numbers based on annual basis may vary a few cents due to rounding.

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.

Notes:

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

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.

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.
  6. Counselors (Credit/NonCredit) shall be paid at the Credit Rate