

SIDE LETTER OF AGREEMENT

The Association and the District agree to modify the current Part-time/Overload Hourly Compensation rates as attached (Article 9.2 Salary Schedule). This change in compensation rate results in parallel placement and tracking based upon educational and experience qualifications for all faculty.

It is agreed:

Date: 12-14-06

FOR THE DISTRICT

FOR THE ASSOCIATION

Ron Martinez
Ron Martinez, Chief Negotiator

Patt McDermid
Patt McDermid, Chief Negotiator

Lecture Rates

Units Experience	Range	Column			
		B	C	D	E
0 to <30	1	\$51.50	\$54.08	\$56.78	\$59.62
30 to <60	2	\$51.50	\$54.08	\$56.78	\$59.62
60 to <90	3	\$51.50	\$54.08	\$56.78	\$59.62
90 to <120	4	\$51.50	\$54.08	\$56.78	\$59.62
120 to <150	5	\$51.50	\$54.08	\$56.78	\$59.62
150 to <180	6	\$54.08	\$56.78	\$59.62	\$62.60
180 to <210	7	\$54.08	\$56.78	\$59.62	\$62.60
210 to <240	8	\$54.54	\$57.27	\$60.13	\$63.14
240 to <270	9	\$57.27	\$60.13	\$63.14	\$66.29
270 to <300	10	\$60.13	\$63.14	\$66.29	\$69.61
300 to <330	11	\$63.14	\$66.29	\$69.61	\$73.09
330 to <360	12	xx	\$69.61	\$73.09	\$76.74
360 to <390	13	xx	xx	\$76.74	\$80.58
390 or more	14	xx	xx	\$80.58	\$84.61

Lab Rates

Units Experience	Range	Column			
		B	C	D	E
0 to <30	1	\$36.05	\$37.86	\$39.75	\$41.73
30 to <60	2	\$36.05	\$37.86	\$39.75	\$41.73
60 to <90	3	\$36.05	\$37.86	\$39.75	\$41.73
90 to <120	4	\$36.05	\$37.86	\$39.75	\$41.73
120 to <150	5	\$36.05	\$37.86	\$39.75	\$41.73
150 to <180	6	\$37.86	\$39.75	\$41.73	\$43.82
180 to <210	7	\$37.86	\$39.75	\$41.73	\$43.82
210 to <240	8	\$38.18	\$40.09	\$42.09	\$44.20
240 to <270	9	\$40.09	\$42.09	\$44.20	\$46.40
270 to <300	10	\$42.09	\$44.20	\$46.40	\$48.73
300 to <330	11	\$44.20	\$46.40	\$48.73	\$51.16
330 to <360	12	xx	\$48.73	\$51.16	\$53.72
360 to <390	13	xx	xx	\$53.72	\$56.41
390 or more	14	xx	xx	\$56.41	\$59.23

Maximum pay rate for Column B is Range 11 and
 (xx) Note: maximum pay rate for Column C is Range 12.

**SIERRA COMMUNITY COLLEGE DISTRICT – PART TIME/OVERLOAD FACULTY HOURLY
SCHEDULE SPRING 2007**

- A. **Track Placement at Date of Hire:**
A faculty member will be placed in the track that gives maximum credit for the degrees held and subsequent units earned subject to the limitations as described in Appendix C (Methods for Gaining Salary Credit).
- B. **Class Placement at Date of Hire:**
1. A faculty member holding a valid California Community College Credential OR possesses the appropriate minimum qualifications on the Disciplines List OR has a Bachelor's degree plus 40 semester units will be placed on Class B.
 2. Placement in Class C or D will be based on degree(s) held, and/or units completed subsequent to degree(s) subject to the limitations as described in Appendix C (Methods of Gaining Salary Credit).
 3. Class E is assigned subsequent to the awarding of an earned Doctorate.
- C. **Step Placement at Date of Hire:**
1. **Full-Time Teaching Experience Credit**
A faculty member will receive year-for-year credit for full-time teaching experience, subject to limitation in C4.
 2. **Part-Time Teaching Experience Credit**
A faculty member will receive credit for all part-time teaching experience as the percentage of a load relates to a full-time assignment as described in C1.
 3. **Work Experience Credit**
A faculty member will receive one year of teaching experience credit for every two years of related full-time work experience subject to limitation in C4.
 4. **Maximum Step Placement**
No more than seven (7) steps will be granted at time of original hire without special action by the Sierra College Board of Trustees.
Advancement from one step to the next occurs with every completed fiscal year of full-time employment equivalent.

CLASS B	CLASS C*	CLASS D*	CLASS E
TRACK I CCC Credential OR Minimum Qualifications as listed on the Disciplines List OR Bachelor's Degree plus 40 units	A Bachelor's Degree plus 60 semester units OR a CCC Instructor Credential AND a Bachelor's Degree plus 20 semester units	A Bachelor's Degree plus 80 semester units	Earned Doctorate PhD, EdD, JD
TRACK II A Master's Degree	A Master's Degree plus 20 semester units	A Master's Degree plus 40 semester units	

Step	Lecture	Lab	Lecture	Lab	Lecture	Lab	Lecture	Lab
1	\$51.50	\$36.05	\$54.08	\$37.86	\$56.78	\$39.75	\$59.62	\$41.73
2	\$51.50	\$36.05	\$54.08	\$37.86	\$56.78	\$39.75	\$59.62	\$41.73
3	\$51.50	\$36.05	\$54.08	\$37.86	\$56.78	\$39.75	\$59.62	\$41.73
4	\$51.50	\$36.05	\$54.08	\$37.86	\$56.78	\$39.75	\$59.62	\$41.73
5	\$51.50	\$36.05	\$54.08	\$37.86	\$56.78	\$39.75	\$59.62	\$41.73
6	\$54.08	\$37.86	\$56.78	\$39.75	\$59.62	\$41.73	\$62.60	\$43.82
7	\$54.08	\$37.86	\$56.78	\$39.75	\$59.62	\$41.73	\$62.60	\$43.82
8	\$54.54	\$38.18	\$57.27	\$40.09	\$60.13	\$42.09	\$63.14	\$44.20
9	\$57.27	\$40.09	\$60.13	\$42.09	\$63.14	\$44.20	\$66.29	\$46.40
10	\$60.13	\$42.09	\$63.14	\$44.20	\$66.29	\$46.40	\$69.61	\$48.73
11	\$63.14	\$44.20	\$66.29	\$46.40	\$69.61	\$48.73	\$73.09	\$51.16
12	-	-	\$69.61	\$48.73	\$73.09	\$51.16	\$76.74	\$53.72
13	-	-	-	-	\$76.74	\$53.72	\$80.58	\$56.41
14	-	-	--	-	\$80.58	\$56.41	\$84.61	\$59.23

Note: Hourly schedule matrix in this format began January 2, 2007.
Class E (earned doctorate column) added August 2006.