

SIDE LETTER OF AGREEMENT

The Association and the District agree to modify Section 9.2, **Emeritus Faculty**, lines 9-12 to read as follows:

“Retired full-time faculty members who are re-employed by the District as instructional or special services faculty in accordance with the provisions of Education Code Section 23919 referring to earnings limitations, shall be paid at the appropriate Part-time lecture or laboratory rate consistent with the Part-time Salary Schedule.”

It is agreed:

Date: December 14, 2006

FOR THE DISTRICT

FOR THE ASSOCIATION

Ron Martinez
Ron Martinez, Chief Negotiator

Patt McDermid
Patt McDermid, Chief Negotiator

ARTICLE 9: SALARY SCHEDULES

Publication of Salary Schedules

The salary schedules shall be published on the website and distributed to all faculty when any salary adjustments are approved by the Board of Trustees.

Full-Time Faculty

Salary Schedule

	Class B CCC Credential OR Minimum Qualifications as listed on the Disciplines List OR Bachelor's Degree plus 40 units	Class C A Bachelor's Degree plus 60 semester units OR A CCC Instructor Credential AND a Bachelor's Degree plus 20 semester units	Class D A Bachelor's Degree plus 80 semester units	Class E Earned Doctorate PhD, EdD, JD
Track I				
Track II	A Master's Degree	A Master's Degree plus 20 semester units	A Master's Degree plus 40 semester units	
1	\$ 39,853	\$ 41,846	\$ 43,937	\$ 46,134
2	\$ 41,846	\$ 43,937	\$ 46,134	\$ 48,442
3	\$ 43,937	\$ 46,134	\$ 48,442	\$ 50,862
4	\$ 46,134	\$ 48,442	\$ 50,862	\$ 53,405
5	\$ 48,442	\$ 50,862	\$ 53,405	\$ 56,077
6	\$ 50,862	\$ 53,405	\$ 56,077	\$ 58,879
7	\$ 53,405	\$ 56,077	\$ 58,879	\$ 61,825
8	\$ 56,077	\$ 58,879	\$ 61,825	\$ 64,916
9	\$ 58,879	\$ 61,825	\$ 64,916	\$ 68,161
10	\$ 61,825	\$ 64,916	\$ 68,161	\$ 71,569
11	\$ 64,916	\$ 68,161	\$ 71,569	\$ 75,148
12		\$ 71,569	\$ 75,148	\$ 78,904
13			\$ 78,904	\$ 82,851
14			\$ 82,851	\$ 86,993

Longevity – Salary Adjustments

A full-time faculty member will be granted longevity pay for all years of full-time service whether they are consecutive or non-consecutive on the following basis:

An employee commencing his/her 10th year of service with the District – 3% above base pay.

An employee commencing his/her 15th year of service with the District – 2% additional pay increase.

An employee commencing his/her 20th year of service with the District – 3% additional pay increase.

An employee commencing his/her 24th year of service with the District – 7% additional pay increase.

Emeritus Faculty

Retired full-time faculty members who are re-employed by the District as instructional or special services faculty in accordance with the provisions of Education Code Section 23919 referring to earnings limitations, shall be paid at the appropriate part-time lecture or laboratory rate consistent with the Part-time Salary Schedule.

Part-time Faculty

Salary Schedule

Class C & D are assigned subsequent to the awarding of an MA. Class E is assigned subsequent to the awarding of an earned doctorate.

Step	Accumulated Load Taught*	Years of Experience	Lecture Rate			
			Class B MA or Less	Class C MA+20	Class D MA+40	Class E Earned Doctorate PhD, EdD, JD
1	0 to 5	0 to 10	\$ 51.50	\$ 54.08	\$ 56.78	\$ 59.62
2	5+ to 10	10+ to 14 (max)	\$ 54.08	\$ 56.78	\$ 59.62	\$ 62.60
3	10+ to 15		\$ 56.78	\$ 59.62	\$ 62.60	\$ 65.73
4	15+ to 20		\$ 59.62	\$ 62.60	\$ 65.73	\$ 69.02
5	20+		\$ 62.60	\$ 65.73	\$ 69.02	\$ 72.47

*Full-time equivalent years of experience based on accumulated load.

Step	Accumulated Load Taught*	Years of Experience	Lab Rate			
			Class B MA or Less	Class C MA+20	Class D MA+40	Class E Earned Doctorate PhD, EdD, JD
1	0 to 5	0 to 10	\$ 36.04	\$ 37.84	\$ 39.73	\$ 41.72
2	5+ to 10	10+ to 14 (max)	\$ 37.84	\$ 39.73	\$ 41.72	\$ 43.81
3	10+ to 15		\$ 39.73	\$ 41.72	\$ 43.81	\$ 46.00
4	15+ to 20		\$ 41.72	\$ 43.81	\$ 46.00	\$ 48.30
5	20+		\$ 43.81	\$ 46.00	\$ 48.30	\$ 50.72

*Full-time equivalent years of experience based on accumulated load.

Adult Non-Credit Courses

(Sierra Emeritus College)

The rate of pay for faculty teaching Adult Non-Credit Courses shall be \$25.00 per hour.