

ARTICLE 12: ADDITIONAL COMPENSATION

1 **Head and Assistant Coaches**

2 Head coaching duties include pre-season practice, vacation practice, scouting/recruiting, evening and
 3 weekend competition, travel, supporting student-athlete academic success, administrative duties and
 4 other related coaching duties outside of a faculty assignment. Evaluation of head coaches will follow the
 5 evaluation process as outlined in Article 18.

6 Assistant coach duties include pre-season practice, vacation practice, scouting/recruiting, evening and
 7 weekend competition, travel, supporting student-athlete academic success, and other related coaching
 8 duties. Evaluation of assistant coaches (including assistant coaches employed as faculty and those who
 9 are not employed as faculty) will follow the evaluation process outlined in Article 18.

10 All Head and Assistant Coaches are eligible to receive a single stipend according to the chart below. Each
 11 head and assistant coach shall receive only one (1) stipend per sport coached. Stipends are non-
 12 transferrable.

Sport	Head Coach Maximum Total # and \$ Amount of Stipends	Assistant Coaches Maximum Total Asst. Coaches/Sport	Level A Assistant Coaches Maximum Level A Asst. Coaches and \$ Amount of Stipends	Level B Assistant Coaches Maximum Level B Asst. Coaches and \$ Amount of Stipends
TIER 1 SPORTS				
Baseball	1 @ \$7500	3	1 @ \$6500	2 @ \$3500 each
Basketball (men's)	1 @ \$7500	2	1 @ \$6500	1 @ \$3500
Basketball (women's)	1 @ \$7500	2	1 @ \$6500	1 @ \$3500
Football	1 @ \$7500	6	4 @ \$6500 each	2 @ \$3500 each
Soccer (women's)	1 @ \$7500	2	1 @ \$6500	1 @ \$3500
Softball	1 @ \$7500	3	1 @ \$6500	2 @ \$3500 each
TIER 2 SPORTS				
Diving	N/A	1	1 @ \$5500	N/A
Swimming (men's)	1 @ \$6500	1	1 @ \$5500	N/A
Swimming (women's)	1 @ \$6500	1	1 @ \$5500	N/A
Volleyball (women's)	1 @ \$6500	1	1 @ \$5500	N/A
Water Polo (men's)	1 @ \$6500	1	1 @ \$5500	N/A
Water Polo (women's)	1 @ \$6500	1	1 @ \$5500	N/A
Wrestling	1 @ \$6500	1	1 @ \$5500	N/A
TIER 3 SPORTS				
Cross Country (women's)	1 @ \$5500	1	1 @ \$1000	N/A
Track & Field (women's)	1 @ \$5500	1	1 @ \$1000	N/A
Golf (men's)	1 @ \$5500	0	N/A	N/A
Golf (women's)	1 @ \$5500	0	N/A	N/A
Sand Volleyball (women's)	1 @ \$5500	1	1 @ \$1000	N/A
Tennis (women's)	1 @ \$5500	1	1 @ \$1000	N/A

13 The three tiers are determined by the number of student-athletes, the length of the competitive season,
 14 and number of evenings and weekends required.

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2 The AEA, in consultation with the head coach, has the discretion to determine placement of assistant
3 coaches in either Level A or B. Placement of assistant coaches in Level A or B shall not be subject to
4 Article 19: Dispute Resolution and Grievances.

5 Coaching stipends do not count toward the limitation of part-time faculty employment (65%) as described
6 in Article 16, nor is the assignment creditable for step movement on the part-time hourly schedule.

7 **SCCP Facilitation**

8 Full-time faculty who are appointed to facilitate up to three (3) collaborative processes for the District in
9 an academic year shall receive a stipend of 5% of Class B, Step 2 on the full-time Faculty Salary Schedule.
10 This stipend is provided to those faculty members who have been jointly nominated by the Association
11 and the District. The number of appointments for the academic year will be made jointly by the
12 Association and the District on or about the start of the Fall Semester.

13 Consideration to be appointed as a facilitator includes observable experience as an apprentice facilitator
14 and experience as a trainer/facilitator in an off-campus training session on the collaborative process.

15 Stipends will be paid at the end of each school year subject to verification of participation in the above.

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ARTICLE 12: ADDITIONAL COMPENSATION

1 **Internship/Career Supervision Program**

2 Full-time and part-time faculty (faculty) members participating in the Internship/Career Supervision
3 Program will be paid four (4) hours at the laboratory rate of each student.

4 Faculty will be allowed up to a maximum of twenty (20) students per semester enrolled in the
5 Internship/Career Supervision Program.

6 The faculty member will be required to make two (2) student worksite visits to observe the student. The
7 first hour will be a meeting with the student to discuss the requirements of the work experience. The last
8 visit at the worksite will be for the purpose of contacting the supervisor for an evaluation of the students.
9 Faculty members will be provided with a District vehicle subject to availability. In the event a District
10 vehicle is not available, the faculty member will be eligible for mileage reimbursement to and from the
11 students' worksite.

12 Faculty members participating in the program will adhere to all the conditions set forth for the
13 Internship/Career Supervision Program.

14 Loading units for faculty member participating in the Internship/Career Supervision Program are based on
15 the following formula:

16 Each student enrolled as of the class' census date= $0.03 \text{ loading units}/15=0.002 \text{ FTE}$ (0.20% of a load).

17 Payment of the Internship Program stipend is provided as follows:

18 50% payment if the student received a "W"

19 100% payment if the student receives a grade "A, B, C, D, F or incomplete.

20 **INDEPENDENT STUDY**

21 **Independent Study: Full-Time Faculty**

22 All independent study courses are considered overload and will not be counted towards a full-time
23 faculty's regular teaching assignment(s).

24 Full-time faculty members who enroll students in independent study courses will be paid a total of one (1)
25 hour at the appropriate laboratory rate for each student per unit of credit enrolled per semester. The
26 maximum number of students enrolled by a faculty member in any given semester shall not exceed ten
27 (10).

28 Approval for each independent study project must be obtained from the appropriate educational
29 administrator prior to student registration in an independent study course. Faculty members enrolling
30 students in independent study courses will adhere to all other conditions set for the approval,
31 registration, and grading processes.

32 Payment of the independent study stipend is provided as follows:

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1 50% payment if the student receives a “W”

2 100% payment if the student receives a grade “A, B, C, D, F, or incomplete”

3 **Independent Study: Part-Time Faculty**

4 Part-time faculty members who enroll students in independent study courses will be paid a total of one
5 (1) hour at the appropriate laboratory rate for each student for each unit of credit enrolled per semester.
6 The maximum number of students in any given semester will be five (5).

7 Approval for each independent study project must be obtained from the appropriate educational
8 administrator prior to student registration in an independent study course. Approval will be subject to
9 the loading status of each part-time faculty member. Part-time faculty loading is affected based on the
10 following calculations and example:

# Students (e.g.)	X Total Units of Credit	X .7/270 - % of a Semester Load
2	X2	x.7/270 – 1%
3	X3	x.7/270 – 2%
4	X3	x.7/270 – 3%
5	X2	x.7/270 – 2.5%

11 Faculty members enrolling student in independent study courses will adhere to all other conditions set for
12 the approval, registration, and grading processes.

13 Payment of the independent study stipend is provided as follows:

14 50% payment if the student receives a “W”

15 100% payment if the student receives a grade of “A, B, C, D, F, or incomplete”

16 **Evaluation Stipend: Full-Time Faculty**

17 Faculty members are required to participate in one performance appraisal or evaluation of a full-time
18 faculty member per year, if requested, as part of their professional responsibility under the provisions of
19 Article 18. Any faculty member who participates as a peer evaluator beyond the required minimum of
20 one evaluation per year shall receive a stipend of \$100 per evaluation.

21 **Evaluation Stipend: Distance Learning Modality Experts**

22 Faculty members who are appointed to an evaluation committee for the specific purpose of providing
23 instructional modality expertise (see Article 18, page 18.16) will receive a stipend of \$100 per evaluation.

24 **Distance Learning Course Development Review Stipend**

25 Faculty members who are appointed to a review committee as part of the online or hybrid development
26 review and approval process (see Article 22, page 22.2) will receive a stipend of \$50 per course reviewed.

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ARTICLE 12: ADDITIONAL COMPENSATION

1 **Math ILP Program Coordination Stipend**

2 Full time faculty members who are designated as lead faculty for Individualized Learning Programs (ILP) in
3 Algebra or Statistics are credited with one (1) loading unit of reassigned time per semester. The purpose
4 of this reassigned time is to allow for effective program coordination including: scheduling, Classified
5 supervision, and oversight of recordkeeping.

6 **Mileage Reimbursement**

7 When a full-time faculty member is assigned (excluding overload) to a location other than his/her primary
8 work site, the faculty member will be paid at the standard District reimbursement rate for those miles in
9 excess of the mileage normally incurred in his/her commute to his/her primary work site.

10 A full-time employee at Vacation Level II will receive 136 hours of vacation per year. Vacation shall accrue
11 at the rate of 11.33 hours per month. An employee shall receive this level at the beginning of the fifth
12 (5th) year of service with the District and maintain this level until he/she has completed nine (9) years of
13 service with the District from date of hire.

14 **Travel Time**

15 When a full-time faculty member is assigned (excluding overload) to a location other than his/her primary
16 work site, the faculty member will be entitled to that amount of travel time that is in excess of the time
17 normally incurred in his/her commute to his/her primary work site. Travel time will be calculated as
18 assigned time and will be substituted for office hours under the assigned time provision of Article 16. If
19 travel time exceeds six (6) hours per week, the faculty member will be compensated at the lab rate as
20 provided in Article 9. Travel time will be calculated in increments of 30 minutes.

21 **Parking Fee**

22 The District agrees to pay the parking fee for one vehicle for a full-time faculty member.

23 The District agrees to pay the parking fee for one vehicle for a newly hired part-time faculty members for
24 the first semester of employment. Continuing part-time faculty (2nd semester or more) shall be issued
25 annual parking permits.

26 The faculty member shall pay for the replacement cost of a parking decal if stolen or lost.

27 **Part-Time Instructional Faculty Office Hours Program**

28 Part-Time Instructional Faculty Office Hours Program is a voluntary program which will provide
29 compensation for one part-time instructional faculty office hour per week of scheduled instruction as long
30 as a minimum 40% FTE assignment is maintained for the Fall or Spring sessions. For full-term semester
31 length courses, the maximum office hours payable to faculty members maintaining a minimum 40% FTE
32 assignment is seventeen (17) hours. This program is established in compliance with the provisions of
33 Education Code Section 87880 to 87855 (AB 301, Chapter 933 Statues of 1997) and other terms as further
34 defined in the section.

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1 Part-time instructional faculty members who wish to participate in the Office Hours program for either
2 the Fall or Spring semester, may apply by completing the designated form and submitting the form to the
3 appropriate educational administrator no later than the last day of the add/drop period for the semester.

4 Forms will be available from the area Deans. Individuals who do not submit the form by the above date
5 are not eligible to participate in the Part-Time Instructional Faculty Office Hour Program. All other
6 conditions/provisions of the tentative class schedules apply.

7 For full semester classes, the FTE assignment will be confirmed immediately after the end of the first
8 week of the semester. For short-term classes, FTE confirmation will occur immediately after the first
9 week the classes are held. In order to receive compensation for an office hour worked during the term
10 the classes are held, a 40% FTE work load must be maintained.

11 Sick leave and other paid leaves may not be applied toward office hours as scheduled. The faculty
12 member may not reschedule any missed office hours during the instructional time period.

13 Compensation provided for services rendered in the Fall and Spring semesters are as a “stipend” at a rate
14 of \$25.00 per hour. Payment for office hours worked for full term courses will be scheduled for
15 distribution on the February 10th payroll for the Fall term and June 10th payroll for the Spring term. Office
16 hour payments for short-term classes will generally be scheduled for distribution 30-days after the classes
17 are completed, on the tenth of the month payroll cycle. A maximum of one paid office hour per week of
18 instruction conducted by a faculty member will be paid as long as the 40% load is maintained.

19 Part-time instructional faculty office hours do not count toward the 67% FTE limit (E.C. 87882 and
20 87482.5), nor is the compensation creditable for step movement on the part-time hourly schedule.

21 **Academic Senate Reassigned Time**

22 Each semester the District shall provide the Academic Senate with 1.4 FTE of reassigned time to be used
23 for Senate officers and committee chairs, vice-chairs, etc. The Senate president shall designate faculty
24 members to these positions. It is the responsibility of the Academic Senate to provide the District with a
25 list of those faculty members receiving reassigned time or compensation prior to the end of the academic
26 year for the next academic year.

27 Ordinarily, faculty serving reassigned time appointments may either be paid or reassigned from regular
28 duties. At no time shall a faculty member be given the option of reassignment from regular duties if such
29 a reassignment jeopardized the integrity of the program.

30 **Compensation for Assignments in Addition to Those Covered in this Article**

31 This does not preclude both parties to such contracts from mutually agreeing on the appropriate
32 remuneration for services rendered.

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