

ARTICLE 9: SALARY SCHEDULES

1 Publication of Salary Schedules

2 The salary schedules shall be published on the website.

3 Full-Time Faculty

4 Salary Schedule (effective January 1, 2017)

	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	\$ 43,772.44	\$ 45,961.06	\$ 48,259.11	\$ 50,672.07
2	\$ 45,961.06	\$ 48,259.11	\$ 50,672.07	\$ 53,205.67
3	\$ 48,259.11	\$ 50,672.07	\$ 53,205.67	\$ 55,865.95
4	\$ 50,672.07	\$ 53,205.67	\$ 55,865.95	\$ 58,659.25
5	\$ 53,205.67	\$ 55,865.95	\$ 58,659.25	\$ 61,592.21
6	\$ 55,865.95	\$ 58,659.25	\$ 61,592.21	\$ 64,672.82
7	\$ 58,659.25	\$ 61,592.21	\$ 64,671.82	\$ 67,905.41
8	\$ 61,592.21	\$ 64,671.82	\$ 67,905.41	\$ 71,300.68
9	\$ 64,671.82	\$ 67,905.41	\$ 71,300.68	\$ 74,865.71
10	\$ 67,905.41	\$ 71,300.68	\$ 74,865.71	\$ 78,609.00
11	\$ 71,300.68	\$ 74,865.71	\$ 78,609.00	\$ 82,539.45
12		\$ 78,609.00	\$ 82,539.45	\$ 86,666.42
13			\$ 86,666.42	\$ 90,999.74
14			\$ 90,999.74	\$ 95,549.73

5 Faculty with earned Doctorates from regional institutional accrediting organizations shall be placed in the
6 E column of the Salary Schedule provided that the Doctorate is *relevant to the curriculum* they are
7 employed to teach. Once placed in the E Column, regardless of future assignments, the faculty member
8 will remain.

9 Should a faculty member be denied placement and challenge the determination by the Human Resources
10 Department, an appeal can be submitted in writing to the Chief Human Resources Officer (CHRO).

11 Appeals must be filed within 20 days of notification of denial. The appeal must be made in writing and

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1 include the reason for the challenge and appropriate documentation to support the challenge claim. The
2 CHRO will convene an Ad Hoc committee comprised of the CHRO, the SCFA President, and a full-time
3 faculty member appointed by SCFA who is teaching in the curriculum area. If no full-time faculty member
4 is assigned to the area, the CHRO and SCFA President will mutually agree upon the appointment of a third
5 faculty. The committee will utilize the consensus model to reach a decision regarding the placement, and
6 their decision shall be the final authority with regard to this matter.

7 **Longevity – Salary Adjustments**

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

10 An employee commencing his/her 10th year of service with the District: 4% above base pay.

11 An employee commencing his/her 15th year of service with the District: 8.16% above base pay.

12 An employee commencing his/her 20th year of service with the District: 12.49% above base pay.

13 An employee commencing his/her 24th year of service with the District: 16.99% above base pay.

14 **Emeritus Faculty**

15 Retired full-time faculty members who are re-employed by the District as instructional or special services
16 faculty in accordance with the provision of Education Code Section 23919 referring to earnings
17 limitations, shall start at their placement on the part-time faculty salary schedule at the time of
18 retirement. Subsequent movement on the salary schedule shall follow the part-time process.

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1 Part-Time Faculty and Full-Time Faculty Overload

2 Salary Schedule (effective January 1, 2017)

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

5 Lecture Rate

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Track I				
Track II	A Master's Degree	A Master's Degree plus 20 semester units	A Master's Degree plus 40 semester units	
Units Experience	B	C	D	E
0 to < 30	\$59.61	\$62.59	\$65.72	\$69.01
30 to < 60	\$60.20	\$63.21	\$66.37	\$69.69
60 to < 90	\$60.80	\$63.84	\$67.03	\$70.38
90 to < 120	\$61.40	\$64.47	\$67.69	\$71.07
120 to < 150	\$62.03	\$65.13	\$68.39	\$71.81
150 to < 180	\$63.26	\$66.42	\$69.74	\$73.23
180 to < 210	\$64.53	\$67.76	\$71.15	\$74.71
210 to < 240	\$65.82	\$69.11	\$72.57	\$76.20
240 to < 270	\$67.13	\$70.49	\$74.01	\$77.71
270 to < 300	\$69.59	\$73.07	\$76.72	\$80.56
300 to < 330	\$73.07	\$76.72	\$80.56	\$84.59
330 to < 360	xx	\$80.56	\$84.59	\$88.82
360 to < 390	xx	xx	\$88.82	\$93.26
390 or more	xx	xx	\$93.26	\$97.92

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1 **Lab Rate**

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Track I				
Track II	A Master's Degree	A Master's Degree plus 20 semester units	A Master's Degree plus 40 semester units	
Units Experience	B	C	D	E
0 to < 30	\$41.73	\$43.81	\$46.00	\$48.31
30 to < 60	\$42.14	\$44.25	\$46.46	\$48.78
60 to < 90	\$42.56	\$44.69	\$46.92	\$49.27
90 to < 120	\$42.98	\$45.13	\$47.38	\$49.75
120 to < 150	\$43.42	\$45.59	\$47.87	\$50.27
150 to < 180	\$44.28	\$46.49	\$48.82	\$51.26
180 to < 210	\$45.17	\$47.43	\$49.81	\$52.30
210 to < 240	\$46.07	\$48.38	\$50.80	\$53.34
240 to < 270	\$46.99	\$49.34	\$51.81	\$54.40
270 to < 300	\$48.72	\$51.15	\$53.70	\$56.39
300 to < 330	\$51.15	\$53.70	\$56.39	\$59.21
330 to < 360	xx	\$56.39	\$59.21	\$62.17
360 to < 390	xx	xx	\$62.17	\$65.28
390 or more	xx	xx	\$65.28	\$68.54

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

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41 will remain.

42 Should a faculty member be denied placement and challenge the determination by the Human Resources
43 Department, an appeal can be submitted in writing to the CHRO. Appeals must be filed within 20 days of
44 notification of denial. The appeal must be made in writing and include the reason for the challenge and
45 appropriate documentation to support the challenge claim. The CHRO will convene an Ad Hoc committee
46 comprised of the CHRO, the SCFA President, and a full-time faculty member appointed by SCFA who is

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1 teaching in the curriculum area. If no full-time faculty member is assigned to the area, the CHRO and
2 SCFA President will mutually agree upon the appointment of a third faculty member. The committee will
3 utilize the consensus model to reach a decision regarding the placement, and their decision shall be the
4 final authority with regard to this matter.

5 **Adult Non-Credit Courses**

6 (Sierra Emeritus College)

7 The rate of pay for faculty teaching adult non-credit courses shall be fixed at a multiplier of .5 of the part-
8 time hourly rate based upon Track II, Class C, 240 to <270 units as described in the part-time faculty
9 lecture rate salary schedule in the Collective Bargaining Agreement. This step and column remains
10 constant for all adult non-credit instruction with modification only by negotiated adjustments to the Part-
11 Time Faculty Salary Schedule.

12 It is further agreed that the hourly rate is based upon the Carnegie Unit of a 50 minute hour, consistent
13 with the hourly rate calculation prescribed for regular academic faculty.

14 **Non-Credit Career Development & College Preparation Courses (CDCP)**

15 The rate of pay for faculty teaching a non-credit CDCP course that has been approved by the Curriculum
16 Committee, District and Chancellors Office as eligible for enhanced funding will be the same as that for
17 credit courses.

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