

ARTICLE 13

Compensation

13.1 Salary Schedule

- a. Members shall be paid in accordance with the Full-Time Academic Salary Schedule (See Appendix xx).
- b. The District shall increase the Full-Time Academic Salary Schedule as follows:

2005-2006:

4% retroactive to July 1, 2005

2006-2007:

5% retroactive to July 1, 2006

A dollar amount, equal to the cost of increasing full-time and associate faculty salaries by an additional .92% (excluding mandatory benefits), shall be retained by the District in a "Faculty Health Insurance Reserve Account" to be used as described in ~~section~~ **Article** 14.1. In all subsequent years, until negotiated otherwise, this same dollar amount shall continue to be set aside by the District and shall be retained in the same Faculty Health Insurance Reserve Account.

2007-2008:

100% of the State COLA less .7%; However, a dollar amount, equal to the cost of increasing full-time and associate faculty salaries by .7% (excluding mandatory benefits) shall be retained by the District in the Faculty Health Insurance Reserve Account to be used as described in ~~section~~ **Article** 14.1. In all subsequent years, until negotiated otherwise, this same dollar amount shall continue to be set aside by the District and shall be retained in the same Faculty Health Insurance Reserve Account.

Effective July 1, 2006, additional PGD Steps will be added to each column of the Full-Time Faculty Salary Schedule as follows:

Column A, Steps 18 and 21

Column B, Steps 18 and 21

Column C, Steps 18, 21, 24, and 27

Column D, Steps 18, 21, 24, and 27

Column E, Steps 18, 21, 24, 27, 30, 33, and 36

Column F, Steps 18, 21, 24, 27, 30, 33, and 36

13.2 Overload/Summer/Wintersession Compensation

Members electing to take overload or summer contracts may either choose (1) to be compensated on the Associate Salary Schedule or (2) to bank the load (See Article 38, Banked Load and Banked Load Leave.)

Members electing to teach in a 2007 or 2008 Wintersession may either choose (1) to be compensated on the Associate Salary Schedule or (2) to bank the load (see Article 38, Banked Load and Banked Load Leave). The compensation for any future wintersessions, beginning after the 2008 Wintersession, shall be negotiated.

- a. Instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on the Associate **Faculty** Salary Schedule A or may choose to bank the overload (See Article 38).
- b. Non-instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on an hourly basis on the Associate **Faculty Hourly** Salary Schedule **C D** or may choose to bank the overload (See Article 38).
- c. Other duties performed by members outside of **Articles** 13.2.1 and 13.2.2 shall be paid hourly on the Associate **Faculty Hourly** Salary Schedule **C D (Column F)**. The member may not bank this overload.

13.3 Flex Day Activities

Flex day activities are part of the member's base salary and are reflected in the member's base pay.

13.4 Coaching Stipends

Effective upon ratification, head coaches shall be paid an additional \$125 per day for work done outside the Academic Year (as defined in **Article** 16.1), said days subject to written approval signed by the Division Chair and the Vice-President of Instruction.

13.5 Compensation for 11 and 12 month Assignments

Regular or contract members assigned to 11-month or 12-month positions shall receive assignments in accordance with the provisions of Articles 18.2 and 19.9. ~~12~~ and shall be compensated with a monthly salary equal to 1/10th the annual salary in the Full-Time Academic Salary Schedule.

13.6 Other Compensation

Special projects, television course rights and contract education shall be remunerated on a separately negotiated contract unless negotiated otherwise.

13.7 Method of Payment

A member's annual salary shall be paid at the rate of 1/10 of their annual salary from the Full-Time Academic Salary Schedule for each month of contractual

assignment. Pay dates for all regular/contract and overload assignments shall be the last working day of each month. This section shall re-open April 1, 2007.

New members have the option to be paid in 12 months providing the decision is made no later than August 1 in writing to the Human Resources Department in the academic year the 12 payments shall begin. The 12-month pay cycle is August through July. Continuing faculty shall contact the Payroll Department in writing to select the 12-month option by August 1. (See Attachment xx for an example of the 12-month pay calculation.)

Any member who fails to receive a paycheck should immediately report it to their Department Chair or to Human Resources for investigation of the cause. If an error occurs on a paycheck, resulting in overpayment, the Associate Vice-Chancellor of Human Resources and the Vice-Chancellor of Administrative Services shall work with the member to arrange repayment.

13.8 **Tax Sheltered Plans**

The District shall process individual member's tax sheltered plans through automatic payroll deductions. Each member is responsible for compliance with current Internal Revenue service rules and regulations.

13.9 **Compensation for Substitute Service**

There are times when, during the first week of the absence of a member due to an illness or an emergency, it is necessary to provide coverage for a class or service. For absences of one week or less, two alternative methods are available:

A. The absent member may arrange with another full-time member or associate member to cover the class(es) for compensation. The substituting member shall be paid at the appropriate rate on the Associate **Faculty Hourly** Salary Schedule C and the absent member shall have the appropriate amount of sick leave deducted from his/her accumulated sick leave. Absence and substitution forms must be submitted together to the Division Chair or supervising administrator.

Or

B. The absent member may arrange with another full-time member or associate member to cover the class(es) in exchange for future reciprocal substitution. This agreement is between the individual faculty members. The absent member shall not have sick leave deducted; the substituting member shall not receive compensation. The District has no liability for payment of this debt nor any obligation to enforce an agreement between faculty members. No absence or substitution forms are required; however, the absent faculty member shall notify his/her department chair or supervising administrator in writing (and when possible, in advance) of the effective date(s) of absence and substitution arrangements.

For any absences exceeding one week, arrangements for substitution shall be made through the office of the Vice-President of Instruction.

13.10 Members shall not be paid for mileage for travel between campuses. This provision does not, however, supersede the requirements of Ed Code (Sec 87032 Travel Expense Payment).