

2011-12
PART-TIME SALARY SCHEDULE

Adopted: May 15, 2009
(Includes 5% Increase)
Effective: Fall Semester 2008

CREDIT COURSES

**SUMMER SESSION
CREDIT COURSES**

| | LECTURE | **OTHER | LECTURE | **OTHER |
|------------|----------------|----------------|----------------|----------------|
| COLUMN I | \$ 49.85 | \$ 46.70 | \$ 54.63 | \$ 51.48 |
| COLUMN II | \$ 52.34 | \$ 49.19 | \$ 57.36 | \$ 54.21 |
| COLUMN III | \$ 54.97 | \$ 51.82 | \$ 60.24 | \$ 57.09 |
| COLUMN IV | \$ 57.71 | \$ 54.56 | \$ 63.24 | \$ 60.09 |
| COLUMN V | \$ 60.60 | \$ 57.45 | \$ 66.41 | \$ 63.26 |

**Other than lecture classes in accordance with the Load Book.

Credit Courses-Part-time hourly rate for regular session is established from Step 5 of the Academic Salary Schedule by taking the first four digits of the salary appropriate for each column.

Part-time hourly rate for summer session is established from Step 8 of the Academic Salary schedule by taking the first four digits of the salary appropriate for each column.

Part-time rates are based on a class of 15 students as of the fourth week of a full semester class, or 20 percent of the way through the course. If the number of students is fewer than 15, that number divided by 15, multiplied by the appropriate hourly rate would be the salary.

Adult Education (Non-Credit) - \$ 30.31 per hour

PLACEMENT FOR FULL- AND PART-TIME FACULTY FOR 2011-12 SALARY SCHEDULES

Placement for new faculty is determined by years of job-related experience (steps on the schedule) and education (columns on the schedule). New academic employees may receive credit for no more than 5 years of job-related experience which is credited on the basis of 1 year of full-time equivalent experience for 1 step on the salary schedule. (Example: Crediting a faculty member with 5 years of job-related experience would place them on Step 6 of the Faculty Salary Schedule.) All prior teaching and/or counseling experience at an accredited institution shall be credited on a pro rata basis. The number of units taught must be equivalent to a full-time load to receive a full year's credit for service.

Initial column placement will be determined by educational background as follows:

| | |
|-------------------|--|
| <u>Column I</u> | Minimum qualifications or the equivalent. (Equivalencies are established by the Equivalency Committee. Minimum qualifications include a valid California Community College teaching credential in the subject area.) |
| <u>Column II</u> | Masters Degree in an assigned academic discipline. |
| <u>Column III</u> | Masters Degree plus 20 semester units* completed subsequent to the BA. |
| <u>Column IV</u> | Masters Degree plus 40 semester units*. Twenty (20) of these units must have been completed subsequent to completion of the MA. |
| <u>Column V</u> | Masters Degrees plus 60 semester units. Forty (40) of these units must have been completed subsequent to completion of the MA. |

Column Movement/Anniversary Increment criteria are contained in the **Procedure Manual**. Units used for column movement and anniversary increment credit must be pre-approved.

Includes: Addition of Anniversary Increment Steps, Increase to Doctoral Stipend effective 7/1/08.