APPENDIX B
CHILD DEVELOPMENT SALARY SCHEDULE
2004-2005
Foothill-De Anza Community College District

<table>
<thead>
<tr>
<th>Column (Bracket)</th>
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COLUMN (BRACKET) PLACEMENT

Column I
60 semester units and Child Development Teacher Permit or AA Degree and Child Development Teacher Permit.

Column II
90 semester units and Child Development Teacher Permit or AA Degree plus 24 semester units and Child Development Teacher Permit.

Column III
Bachelor's Degree and Child Development Teacher Permit.

Column IV
Master's Degree and Child Development Teacher Permit; or Bachelor's Degree plus 24 semester units and Child Development Teacher Permit.

Column V
Earned Doctorate and Child Development Teacher Permit; or Master's Degree and 24 semester units subsequent to date of Master's and Child Development Teacher Permit.
INITIAL PLACEMENT ON THE SALARY SCHEDULE

Initial Column Placement Guidelines

1. Units used for initial column placement not included in the degree may be lower division, upper division, or graduate level course work from an accredited institution.

Initial Step Placement Guidelines

1. Entering faculty may be placed as high as the eighth step of the salary schedule.

2. Credit for previous full-time teaching in a licensed Child Development Center or Early Childhood Program or in a licensed and/or an accredited public or private elementary school will be year for year.

3. Credit for additional appropriate work experience, as required on the job announcement but not included in 2, will be on the basis of one step for each two years of work experience.

4. If additional work experience not included under numbers 2 and 3 above is considered by the search committee to be directly related to the primary assignment and significantly increases the qualifications of the candidate, the selection committee may recommend to the President that additional step(s) be granted. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.

5. Part-time faculty experience will be equated to a full-time year using the following standards:

   Child Development: One year, full-time is 1050 hours (175 academic days times 6 contact hours per day).

   K-12: One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.

   Adult Education: One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36 week academic year.

   College: 45 quarter units OR 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load will be equated to the current loads for like positions at Foothill-De Anza Community College District.

Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.
PROFESSIONAL GROWTH ACTIVITIES

Professional growth activities are acknowledged throughout the faculty member's employment through salary changes including step advancement, column advancement and the Professional Achievement Award.

1. The professional growth activity (PGA) shall consist of nine (9) quarter units (or six semester units) or their equivalent within the preceding four years in one or more of the following:

1.1 Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.

1.2 Participation in or attendance at conference, workshops or non-credit courses approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit.

1.3 Professional activities and projects approved by the Division Dean or appropriate administrator as having direct relevance to the faculty member's assignment. Faculty are advised to consult with the Dean or appropriate administrator prior to commencing these activities.

Unit equivalents are determined by the PGA Committee at Foothill or the Dean of Academic Services at De Anza in accord with past practice on the campus. Normally, the maximum in this category for the four-year PGA/PAA cycle is 6 quarter units. However, 9 quarter units can be awarded if at least 3 units are earned through Tenure Review Committee service. See Article 6A.6.5 and Appendix O.3 for further information.

2. No professional growth activities may be repeated without the approval of the appropriate administrator or his or her designee.

3. All professional growth activities shall be reported on the appropriate Recording Form for Professional Growth Activities (Appendix O) and submitted to the campus Personnel office. Faculty may submit the Recording Form at any time but no later than June 1 of the fourth year of the four-year cycle (defined below under Step Advancement).

ADVANCEMENT ON THE SALARY SCHEDULE:

Step Advancement:

1. Step advancement for regular and contract faculty operates on a four-year cycle. This means that step advancement begins with the commencement of probationary employment and occurs automatically for the next three years; by the end of the fourth year, in order to continue advancement on the salary schedule, the faculty employee shall have completed nine (9) quarter units of professional growth activity (PGA). At the end of the fourth year, if the faculty employee has not met the nine unit PGA requirement met, no additional step advancement shall occur. In order to resume advancement, the faculty employee
shall meet the nine unit PGA requirement within the immediately preceding four-
year period. Once this requirement is met, the faculty employee shall be
advanced to the next step at the beginning of the subsequent academic year, and a
new four-year cycle shall begin; the process shall continue until the faculty
employee reaches the top step of the salary schedule. In addition, the criteria
listed below shall apply.

2. A faculty member shall be advanced one step on the salary schedule each year on
July 1 provided the following criteria have been met:
   a. At least two full quarters of employment have been completed, and
   b. Satisfactory professional growth as outlined above has been completed with
      appropriate signatures and submitted to the campus personnel office no later
      than June 1, and
   c. Evaluations completed in accordance with Articles 6 and 6A reflect
      satisfactory professional performance.

3. Units earned for professional growth activity can also be applied to column
   (bracket) advancement.

Column (Bracket) Advancement:

1. Faculty shall advance to the next column by accumulating the required number of
   units as listed on the salary schedule for bracket placement. All course work shall
   be from an accredited institution. Courses under Professional Growth Activities
   Section 1.1 shall normally be upper division. Lower division course work must
   be approved by the Division Dean or appropriate administrator. Any and all
   lower division course work completed after July 1, 1992 shall count toward
   column change provided it has received such approval. The use of lower division
   units completed prior to July 1, 1992 shall follow the guidelines in practice at that
   time. Only twelve semester units (18 quarter units) of Professional Growth
   Activities described in 1.2 and 1.3 above may be used per column advancement.
   For professional growth activities filed under Article 38, the same limitation shall
   apply to 38.4.2 and 38.4.3.

2. No change will be made in column classification unless intention to change is filed
   with the appropriate administrator prior to June 30th and evidence of completion of
   the required work for such change is submitted prior to September 15th. Faculty
   employees covered under Article 10.11 with annual assignments which begin
   before the regular academic year are eligible for the new column classification at
   the next pay period following the completion and documentation of the required
   coursework. In all cases, no changes will be made after September 15. It is the
   responsibility of the individual faculty member to file for any changes in column
   classification. If he or she fails to do so prior to the dates indicated above, change
   of column cannot be made until the following academic year.

   Note: Any education and experience used to meet equivalency cannot also be used
   for column advancement.

Professional Achievement Award:
See Article 38.