

## Article 24

### SALARIES FOR FACULTY EMPLOYEES

#### Salary Schedule Placement

- 24.1 Placement on and advancement within a salary schedule shall be governed by the criteria set forth in Appendices A, B, B.1, C, C.1, D, D.1, E, and G.

#### Faculty Salary Schedules

- 24.2 The faculty salary schedules shall note the college year in which the most recent adjustment or modification was made to the schedule.
- 24.2.1 Effective July 1, 2025, all faculty salary schedules shall be restructured as follows: Appendix A shall have step 1 (A) eliminated, and steps 2 (B) through 13 (M) of the 2024-25 schedule shall become steps 1 (A) through 12 (L), respectively, of the 2025-26 schedule. A new step 13 (M) shall be created using the diagonal nature of the schedule, and creating column V step 13 using the same percent increase from the prior step. Steps 14 through 26 shall be added to Appendix A to reflect compensation previously earned as Professional Achievement Awards (PAAs). Appendices B shall also have step 1 eliminated with steps 2 through 8 of 2024-25 becoming steps 1 through 7 of 2025-26, and the addition of a new step 8. Appendix B shall also include the addition of steps 9 through 21 to reflect prior PAA earnings. Schedules C, C.1, D, D.1, E, and G shall be derived from Schedule A using the standard formulas that tie these schedules to Schedule A.
- 24.2.2 Effective July 1, 2024, all faculty salary schedules shall be adjusted for 2024-25 by increasing each step of the 2023-24 salary schedules by the state COLA of 1.07% as shown in Appendices A, B, B.1, C, C.1, D, D.1, E, and G.
- 24.2.3 Effective July 1, 2023, all faculty salary schedules shall be adjusted for 2023-24 by increasing each step of the 2022-23 salary schedules by the state COLA of 7.22% as shown in Appendices A, B, B.1, C, C.1, D, D.1, E, and G.
- 24.2.4 Effective July 1, 2022, all faculty salary schedules shall be adjusted for 2022-23 by increasing each step of the 2021-22 salary schedules by the state COLA less one percent as shown in Appendices A, B, B.1, C, C.1, D, D.1, E, and G. That is, if the State COLA is 6.56%, all salary schedules shall increase by 5.56%.
- 24.2.5 Effective July 1, 2021, the 6% adjustment described in 24.2.4 shall be ongoing and pensionable. In addition, all faculty salary schedules shall be adjusted for 2021-22 by increasing each step of the 2019-20 salary schedules by 5.07% as shown in Appendices A, B, B.1, C, C.1, D, D.1, E, and G.
- 24.2.6 Effective July 1, 2020, all faculty salary schedules shall be increased by 0.0% because the state COLA for 2020-21 is 0.0%.

24.2.7 Effective July 1, 2019, all faculty salary schedules shall be adjusted for 2019-20 by increasing each step of the 2017-18 salary schedules by 6.00% as shown in Appendices A, B, B.1, C, C.1, D, D.1, E, and G.

### **Prior Salary Schedule**

- 24.3 Each full-time faculty employee, other than a full-time faculty employee employed in an Early Childhood Education Center, shall be paid in accordance with their placement on the Faculty Salary Schedule, Appendix A. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.8 and in addition, the 2005-06 Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix A.
- 24.4 Each full-time faculty employee employed in an Early Childhood Education Center shall be paid in accordance with their placement on the Child Development Faculty Salary Schedule, Appendix B. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.8 and in addition, the 2005-06 Child Development Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix B.
- 24.5 Each part-time faculty member as defined in Article 7 and each day-to-day substitute shall be paid in accordance with their placement on the Part-Time Faculty Salary Schedule, Appendix C and C.1; the Substitute Salary Schedules, Appendices D and D.1; the Part-Time Hourly Faculty Salary Schedule for Non-Teaching Assignments, Appendix G; or the Child Development Faculty Salary Schedule, Appendix B.1, as appropriate. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.8 and in addition, the 2005-06 Part-Time Faculty Salary Schedules and Part-Time Hourly Faculty Salary Schedule for Non-Teaching Assignments shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendices B.1, C, D, D.1, and G.
- 24.6 Each part-time Non-credit Education and Supplemental Instruction faculty member as defined in Article 33 shall be paid in accordance with their placement on either the Part-Time Faculty Salary Schedules, Appendix C or C.1, or the Supplemental Instruction Faculty Salary Schedule, Appendix E. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.8 and in addition, the 2005-06 Part-Time Non-credit (Adult) Education Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix E.

### **Salary Schedule Modifications**

- 24.7 Effective July 1, 2025, all faculty salary schedules were restructured by eliminating step 1 of the prior year's salary schedule, with step 2 becoming the new step 1, step 3 becoming the new step 2, etc. In addition, the full-time salary schedules added steps 14 through 26 to reflect compensation earned from prior Professional Achievement Awards. And, all part-time salary schedules B.1, C, C.1, D, E, and G shall have the number of steps increased from eight (8) to ten (10).

- 24.8 Effective July 1, 2019, part-time salary schedules B.1, C, C.1, D, E, and G shall have the number of steps increased from seven (7) to eight (8). In addition, the longevity step requirement shall be eliminated from these appendices.
- 24.9 Effective July 1, 2015, Appendix C shall be divided into two salary schedules: Appendix C and Appendix C.1. Appendix C shall reflect compensation at 83.5% of Appendix A and apply to part-time faculty employees. The new Appendix C.1 shall have compensation at 77.5% of Appendix A and apply to full-time overload assignments and Article 37 Contract Education. Effective July 1, 2015, part-time salary schedules B.1, C, C.1 (new), D, E, and G, shall have the number of steps increased from six (6) to a total of seven (7).
- 24.10 Effective July 1, 2000, a readjustment was made to all the full-time and part-time salary schedules, Appendices A, B, B.1, C, D, D.1, E and G, whereby 1) the 1999-2000 Step A on all the schedules was eliminated and the 1999-2000 Step B became the 2000-01 Step A (the first step); 2) the 1999-2000 Step C became the 2000-01 Step B, etc.; and 3) a new step was added to each of the salary schedules and became the new “top step.” The new step was calculated on the basis of 3 percent of the current top step of each schedule except as otherwise specified (e.g., Appendix C is calculated at 70 percent of Appendix A). The number of steps on each salary schedule remained unchanged from 1999-2000: 13 steps on Schedule A, 8 steps on Schedule B, 6 steps on Schedules B.1, C, E, and G.
- 24.11 Effective March 1, 2006, a readjustment was made to all the full-time and part-time salary schedules, Appendices A, B, B.1, C, D, E and G, whereby 1) the 2004-05 Step A on all the schedules was eliminated and the 2004-05 Column I Step B became the 2005-06 Column I Step A (the first column and step); 2) the 2005-06 Column I Step A of each salary schedule became the “anchor” cell and was used to generate the dollar amount of all the other cells; 3) the incremental factors between columns and steps was re-set and regularized as agreed by the parties; 4) the number of steps on each salary schedule remained unchanged from 2004-05: 13 steps on Schedule A, 8 steps on Schedule B, 6 steps on schedules B.1, C, D, E, and G. The top step of each schedule was determined in accordance with the formula established for each schedule. The 2005-06 faculty salary schedules shall be used as the base for the 2006-07 adjustment.

### **Part-Time Faculty Salary Parity**

- 24.12 Effective Fall quarter, 2021, the Part-Time Faculty Salary Schedule, Appendix C, shall be increased to 85 percent of Appendix A, steps 1 through 8, in accordance with the goals set forth in the District parity definition for instructional faculty teaching assignments (Memorandum of Understanding dated February 27, 2008).
- 24.12.1 Effective Fall quarter, 2015, the Part-Time Faculty Salary Schedule, Appendix C, shall be increased to 83.5 percent of Appendix A, Steps 1 through 7, in accordance with the goals set forth in the District parity definition for instructional faculty teaching assignments (Memorandum of Understanding dated February 27, 2008) as superseded by the 2014-2015 compensation agreement (Memorandum of Understanding dated February 27, 2015).
- 24.12.2 Continuation of the implementation of parity shall be dependent upon the continuation of funding as described in the Budget Act of 2001. If

a change occurs in the state funding to the District for this program, FA and the District agree to re-open negotiations on parity funding.

24.12.3 Nothing in this provision shall preclude adjustments to Appendix C through other funding identified through the negotiations process.

24.12.4 Effective Fall quarter, 2010, the Part-Time Faculty Salary Schedule, Appendix C, shall be increased to 77.5 percent of Appendix A, Steps 1 through 6, in accordance with the District parity definition for instructional faculty teaching assignments (Memorandum of Understanding dated February 27, 2008).