

Article 26: Salary Schedule Development

26.01 SALARY SCHEDULE DESCRIPTIONS: All salary schedules have four (4) classes (see [Article 27: Salary Placement](#), paragraph 27.01.B for definitions). The number of steps in different salary schedules varies as described below. (See current salary schedules in [Appendix 2.](#))

- A. **Schedule I: Normal Annual Contract:** For all regular, temporary, and probationary faculty, effective July 1, 2000:
 - 1. Classes A, B, C, and D have sixteen (16) annual progression steps.
 - 2. Class A has one (1) Professional Growth Increment (PGI) step after Step 16: PG-20.
 - 3. Class B has two (2) PGI steps after Step 16: PG-20 and PG-24.
 - 4. Classes C and D have three (3) PGI steps after Step 16: PG-20, PG-24, and PG-28.
- B. **Schedule II: Normal Base Hourly Assignment:** The Normal Base Hourly Assignment Schedule applies to all counselors, librarians, and Work Experience faculty for adjunct, overload, and summer school assignments. All classes have nine (9) steps.
- C. **Schedule III: Lecture Hourly Assignment:** The Lecture Hourly Assignment Schedule applies to all adjunct, overload, and summer school assignments defined as credit lecture. All classes have nine (9) steps.
- D. **Schedule IV: Laboratory Hourly Assignment:** The Laboratory Hourly Assignment Schedule applies to all adjunct, overload, and summer school assignments defined as credit laboratory. All classes have nine (9) steps. (Note: Adjunct, overload, and summer school ADN faculty will be paid from this schedule for the ADN requirement portion of each ADN credit laboratory assignment.)
- E. **Schedule V: Noncredit Hourly Assignment:** The Noncredit Hourly Assignment Schedule applies to all adjunct, overload, and summer school assignments defined as noncredit. All classes have nine (9) steps.
- F. **Schedule VI: CDCP Hourly Assignment:** The CDCP Hourly Assignment Schedule applies to all adjunct, overload, and summer school assignments approved by the Chancellor's Office as Career Development and College Preparation Courses. All classes have nine (9) steps.

26.02 DEVELOPMENT OF SCHEDULE I: NORMAL ANNUAL CONTRACT

- A. **Classes:** The Normal Annual Contract Schedule has four (4) classes: A, B, C, and D. See [Article 27: Salary Placement](#) for definition of class placement requirements.
- B. **Steps:** Steps in each class are as described in paragraph 26.01.A above.
- C. **Annual Adjustment 1 – Rank 10:**
 - 1. AFA Salary Data Study: By December 15 of each year, AFA will collect the most current salary data for all California community college districts, except those relying on "Basic Aid" for revenue, and organize the data for the highest nondoctorate salaries (SRJC Class C) according to rank on each of the salary steps. The ranked data will be used for structuring the SRJC salary schedules.

- 26.02 C.**
2. Schedule 1: Normal Annual Contract will be adjusted each year to maintain Rank 10 status among all non-Basic-Aid California community college districts at the following points of the salary schedule: Class C (highest nondoctorate) at Steps 1, 16, and highest (SRJC Step 28).
 3. Any adjustments needed to maintain Rank 10 at Class C Steps 1, 16, and highest nondoctorate (SRJC Step 28) will be applied to the salary schedule by July 1 of the year after the data is collected, prior to applying the next year's automatic annual COLA adjustment.
 4. The Rank 10 adjustment becomes effective at the beginning of the fall semester following the July 1 adjustment.
 5. For 2011-12 and beyond, the District and AFA will negotiate changes to the salary schedule using the Rank 10 methodology outlined in this article as a starting point, using salary restoration triggers outlined in paragraph 26.02.F.
 6. For 2011-12, AFA and the District agree to a continuance of the 2010-11 salary schedules, which are based on those from 2009-10 and include reductions of 1.13 percent (for the two-day furlough) and 2.12 percent (as a general salary reduction). In reaching this agreement, AFA and the District also agree that the 2010-11 contingencies referred to in paragraph 26.02.E in the 2010-11 Contract and the MOU dated January 21, 2011 have been satisfied.
 7. Changes to the described Rank 10 methodology may be introduced in future negotiations.

D. Annual Adjustment 2 – Automatic Annual COLA Adjustment

1. On July 1 of each year, or when the state budget for California community colleges is approved for that fiscal year, whichever is later, the state COLA, less 0.5 percent, will be applied to the salary schedule to create the salary schedule for that fiscal year.
2. The reduction of COLA by 0.5 percent will not occur in years when the COLA does not exceed 0.5 percent.
3. The automatic annual COLA adjustment becomes effective at the beginning of the fall semester of the fiscal year.

E. Trigger Language for Future Salary Reductions in 2011-12

1. If, as a result of State budget-cuts in 2011-12, the District experiences a reduction in apportionment revenue that exceeds Ten Million Five Hundred Thousand Dollars (\$10.5 million), AFA and the District agree to additional salary schedule reductions at the rate of 0.67 percent per One Million Dollars (\$1 million) of the reduction of apportionment revenue in excess of Ten Million Five Hundred Thousand Dollars (\$10.5 million), up to a maximum of 1.33 percent at Twelve Million Five Hundred Thousand Dollars (\$12.5 million). The amount of District revenue loss above Ten Million Five Hundred Thousand Dollars (\$10.5 million) will be rounded to the nearest Ten Thousand Dollars (\$10,000) for the purposes of calculating any additional salary schedule reductions.
2. AFA and the District agree that any aforementioned percentage reduction would be a "fiscal-year percentage" meaning that, if and when additional salary reductions are put in place, the effect of the actual, applied, additional salary schedule reductions/ adjustments will result in a total monetary savings equal to the amount of savings that would have been achieved if the reductions were in place as of July 1, 2011.

- 26.02 E.** 3. AFA and the District agree that the determination date by which additional salary schedule reductions/adjustments, resulting from actual or anticipated State budget cuts, will be made will be no later than October 15, 2011, in time for implementation for the November, 2011 payroll.
4. AFA and the District agree that at the end of fiscal year 2011-12, AFA and the District will review and analyze the Undesignated, Unrestricted General Fund Balance (UUGFB), and agree to distribute to AFA a proportional share of one half (1/2) of the amount of the UUGFB that exceeds 6 percent. AFA's proportional share is defined as the total of AFA's salaries and benefits as compared to the total of all salaries and benefits. Such a calculated amount will be distributed to AFA in a mutually agreeable form of compensation that does not result in retroactive payroll payments.

F. Trigger Language for Salary Restoration

1. The District considers any salary freeze or pay reduction by the faculty to be a temporary, short-term concession to help the District manage a severe financial constraint; furthermore, if the pass-through of categorical adjunct pay, currently known as the "Enhancement," is funded fully or in part by the State, the mechanism outlined in paragraph 26.08.E will apply (see below).
2. After the 2010-11 fiscal year, the District will restore faculty salaries toward Rank 10 when fiscal conditions allow. Restoration of faculty salaries will begin to occur using the following methodology:
 - a. As state funding provides positive COLA, property tax backfill, growth funding, or other newly created monies, and if the State does not offset that funding by deficit funding or other apportionment reductions, 50 percent of money that would normally revert to the Unrestricted General Fund would be allocated to restore the salaries of all employee groups — AFA, SEIU, and management.
 - b. At the start of each fiscal year, AFA and the District will determine the proportion of the previous year's budget that was allocated to each employee group's salaries. Based on that proportion, all employee groups will receive a dollar amount for the purposes of negotiation, and hypothetically, AFA will receive approximately 51 percent of the aforementioned allocation.
 - c. When the District's undesignated reserves reach 8 percent of General Fund expenditures, money over and above that 8 percent will be proportionately allocated among the employee groups using an agreed upon formula which takes into consideration such things as deferred maintenance, increases to insurance and utilities, and increases in ongoing costs as agreed upon by the bargaining units; in the case of AFA, that money will be directed to meeting identified salary goals, including the Rank 10 salary schedule methodology and the Workload Task Force recommendations. (See [Article 32: Workload](#), section 32.09.) (The 8 percent represents a reserve amount above that designated for vacation-liability and other restricted or designated reserve accounts. These funds are not the District's money to use for other than their designated purpose.)
 - d. When faculty salaries are restored to Rank 10, the District and AFA will begin salary negotiations each year from that point.

26.02 G. Annual Contract Salary Schedule Construction

1. Rank 10 adjustment:
 - a. July 1 of any year: Establish Rank 10 salaries of Class C (highest nondoctorate) at Steps 1, 16, and highest (SRJC Step 28) from the current AFA Salary Data Study.
 - b. Equally divide the difference between Step 1 and 16 into equal increments, creating equal differences between Steps 1 – 16 of Class C.
 - c. Equally divide the difference between Step 16 and highest (SRJC Step 28) into three (3) equal increments, creating equal differences between Steps 16, 20, 24, and 28 of Class C. Note: Steps 20, 24, and 28 are the PGI steps and each requires a residency of a minimum of four (4) years and completion of PGI credit prior to movement.
 - d. Class B will be equal to the value of 1/1.06 of Class C for those steps that exist in Class B.
 - e. Class A will be equal to the value of 1/1.06 of Class B for those steps that exist in Class A.
 - f. Class D will be equal to the value of 1.02 of Class C for all steps.
2. COLA adjustment: Each step on the Normal Annual Contract Salary Schedule will be adjusted by the amount of the automatic annual COLA adjustment as determined in paragraph 26.02.D above.

- H. **Mandatory Furloughs.** For the 2011-12 academic year, AFA and the District agree to furlough the legal maximum of two (2) days for a cost savings of 1.13 percent of annual faculty payroll across all salary schedules. The two days will be taken as follows: District-Designated Activities Day (August 18, 2011); one-half (1/2) day of non-instructional college service following the one-half (1/2) day Flex Day (March 23, 2012); and one-half (1/2) day of non-instructional college service following the one-half (1/2) day Mandatory Professional Development Day Commencement Day (May 26, 2012).

26.03 DEVELOPMENT OF SCHEDULE II: NORMAL BASE HOURLY ASSIGNMENT

- A. **Classes:** The Normal Base Hourly Assignment Schedule has four (4) classes defined in the same way as Schedule I: Annual Contract.
- B. **Steps:** The Normal Base Hourly Assignment Schedule has nine (9) steps in each class.
- C. **Basis of Pay**
 1. The number of hours in the academic year for which a regular faculty member is paid is one thousand four hundred sixteen (1,416): (One hundred seventy-seven [177] days x eight [8] hours per day). One (1) hour of the contract year is 1/1416.
 2. Steps 1 – 9 will be equal to a rate of 1/1416 of each of Steps 1 – 9 of the Normal Annual Contract Schedule.
 3. For each hour of a normal base or normal allied hourly assignment, a faculty member will be paid for one (1) hour from the Normal Base Hourly Assignment Schedule, based on the faculty member's class and step placement.

- 26.03 C.** 4. In the absence of sufficient state funding for the Adjunct Medical Benefits Program (AMBP), AFA and the District agree that, beginning in Summer 2010, the Normal Base Hourly Assignment Schedule will be reduced by an additional 2.00 percent that is separate of, and additional to, any other reductions made to the hourly salary schedules. Should AFA and the District agree to terminate the AMBP, the aforementioned 2.00 percent in salary reductions will be restored to the hourly salary schedules. (See [Article 10: Benefits](#), paragraphs 10.04.B.6.a – f.)

26.04 DEVELOPMENT OF SCHEDULE III: LECTURE HOURLY ASSIGNMENT

- A. **Classes:** The Lecture Hourly Assignment Schedule has four (4) classes defined in the same way as Salary Schedule I: Normal Annual Contract.
- B. **Steps:** The Lecture Hourly Assignment Schedule has nine (9) steps in each class.
- C. **Basis of Pay**
1. For each hour of a scheduled lecture hourly assignment, a faculty member will be paid for one (1) hour from the Normal or Enhanced Lecture Hourly Assignment Schedule currently in effect at the time, based on the faculty member's class and step placement.
 2. The normal lecture hourly pay factor is 1.86000.
 - a. Steps 1 – 9 of the Normal Lecture Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times a 1.86000 pay factor.
 - b. The normal rate per hour of scheduled lecture instruction includes payment for class sessions, class preparation, student assessment, and a required ten (10) minutes of student consultation time.
 3. The enhanced lecture hourly pay factors are outlined in section 26.08.
 - a. Steps 1 – 9 of the Enhanced Lecture Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times the enhanced lecture pay factor currently in effect at the time. (See section 26.08.)
 - b. The enhanced rate per hour of scheduled lecture instruction includes payment for class sessions, class preparation, student assessment, and a required twenty (20) minutes of student consultation time.
- D. **Student Consultation Time:** Faculty members are expected to schedule student consultation time at a time accessible to students enrolled in scheduled lecture hourly assignments. All faculty members performing lecture hourly assignments will provide a schedule of their student consultation time including day, time, and location, to their students and their department chair. (See [Article 32: Workload](#), paragraphs 32.02.D and E.)

26.05 DEVELOPMENT OF SCHEDULE IV: LABORATORY HOURLY ASSIGNMENT

- A. **Classes:** The Laboratory Hourly Assignments Schedule has four (4) classes defined in the same way as Salary Schedule I: Normal Annual Contract.
- B. **Steps:** The Laboratory Hourly Assignment Schedule has nine (9) steps in each class.

26.05 C. Basis of Pay

1. For each hour of a scheduled laboratory hourly assignment, a faculty member will be paid for one (1) hour from the Normal or Enhanced Laboratory Hourly Assignment Schedule currently in effect at the time, based on the faculty member's class and step placement.
 2. The normal laboratory hourly pay factor is 1.41670.
 - a. Steps 1 – 9 of the Normal Laboratory Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times a 1.41670 pay factor.
 - b. The normal rate per hour of scheduled laboratory instruction includes payment for class sessions, class preparation, student assessment, and a required five (5) minutes of student consultation time.
 3. The enhanced laboratory hourly pay factors are outlined in section 26.08.
 - a. Steps 1 – 9 of the Enhanced Laboratory Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times the enhanced laboratory pay factor currently in effect at the time. (See section 26.08.)
 - b. The enhanced rate per hour of scheduled laboratory instruction includes payment for class sessions, class preparation, student assessment, and a required eight (8) minutes of student consultation time.
- D. **Student Consultation Time:** Faculty members are expected to schedule student consultation time at a time accessible to students enrolled in scheduled laboratory hourly assignments. All faculty members performing laboratory hourly assignments will provide a schedule of their student consultation time, including day, time and location, to their students and their department chair. (See [Article 32: Workload](#), paragraphs 32.02.D and E.)

26.06 DEVELOPMENT OF SCHEDULE V: NONCREDIT HOURLY ASSIGNMENT

- A. **Classes:** The Noncredit Hourly Assignment Schedule has four (4) classes defined in the same way as Salary Schedule I: Annual Contract.
- B. **Steps:** The Noncredit Hourly Assignment Schedule has nine (9) steps in each class.
- C. **Basis of Pay**
 1. For each hour of a scheduled noncredit hourly assignment, a faculty member will be paid for one (1) hour from the Normal or Enhanced Noncredit Hourly Assignment Schedule currently in effect at the time, based on the faculty member's class and step placement.
 2. The normal noncredit hourly pay factor is 1.33330.
 - a. Steps 1 – 9 of the Normal Noncredit Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times a 1.33330 pay factor.
 - b. The normal rate per hour of scheduled noncredit instruction includes payment for class sessions, class preparation, student assessment, and a required five (5) minutes of student consultation time.

- 26.06 C. 3.** The enhanced noncredit hourly pay factors are outlined in section 26.08.
- a. Steps 1 – 9 of the Enhanced Noncredit Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times the enhanced noncredit pay factor currently in effect at the time. (See section 26.08.)
 - b. The enhanced rate per hour of scheduled noncredit instruction includes payment for class sessions, class preparation, student assessment, and a required eight (8) minutes of student consultation time.
- D. **Student Consultation Time:** Faculty members are expected to schedule student consultation time at a time accessible to noncredit hourly assignment students. All faculty members performing noncredit hourly assignments will provide a schedule of their student consultation time, including the day, time, and location, to their students and their department chair. (See [Article 32: Workload](#), paragraphs 32.02.D and E.)

26.07 DEVELOPMENT OF SCHEDULE VI: CDCP HOURLY ASSIGNMENT

- A. **Classes:** The CDCP Hourly Assignment Schedule has four (4) classes defined in the same way as Salary Schedule I: Annual Contract.
- B. **Steps:** The CDCP Hourly Assignment pay schedule has nine (9) steps in each class.
- C. **Basis of Pay**
1. For each hour of a scheduled CDCP hourly assignment, a faculty member will be paid for one (1) hour from the Normal or Enhanced CDCP Hourly Assignment Schedule currently in effect at the time, based on the faculty member's class and step placement.
 2. The normal CDCP hourly pay factor is 1.50000.
 - a. Steps 1 – 9 of the Normal CDCP Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times a 1.50000 pay factor.
 - b. The normal rate per hour of scheduled CDCP instruction includes payment for class sessions, class preparation, student assessment, and a required five (5) minutes of student consultation time.
 3. The enhanced CDCP hourly pay factors are outlined in section 26.08.
 - a. Steps 1 – 9 of the Enhanced CDCP Hourly Assignment Schedule will be equal to each of Steps 1 – 9 of the Normal Base Hourly Assignment Schedule times the enhanced CDCP pay factor currently in effect at the time. (See section 26.08.)
 - b. The enhanced rate per hour of scheduled CDCP instruction includes payment for class sessions, class preparation, student assessment, and a required seven and a half (7.50) minutes of student consultation time.
 4. If the CDCP funding level from the State is increased, reduced, or eliminated, the CDCP salary schedule will be modified to equate to the available funds.
- D. **Student Consultation Time:** Faculty members are expected to schedule student consultation time at a time accessible to CDCP hourly assignment students. All faculty members performing CDCP hourly assignments will provide a schedule of their student consultation time, including the day, time, and location, to their students and their department chair. (See [Article 32: Workload](#), paragraphs 32.02.D and E.)

26.08 DEVELOPMENT OF "ENHANCED" HOURLY ASSIGNMENT SALARY SCHEDULES: CHANGE OF PAY FACTORS FOR HOURLY SALARY SCHEDULES NOT AT 87.50 PERCENT PRO RATA

- A. **"Enhanced" Hourly Assignment Salary Schedules** will be constructed each year there are "Adjunct Faculty Salary Enhancement Funds" from the State. (See hourly salary schedules in the appendices.)
1. The Normal hourly salary schedules will be constructed each year following procedures established in paragraphs 26.03 through 26.07.
 2. The negotiated pay factor change will be applied to each hourly salary schedule as described below to create the yearly "Enhanced" schedules.
- B. **Effective 2001-02:** The District and AFA agree to change the pay factors to the following hourly salary schedules to pay for additional preparation, assessment, and student consultation time as follows:
1. Lecture Hourly Pay Factor From 1.86000 to 2.02000
(Pay for an additional ten [10] minutes.)
 2. Laboratory Hourly Pay Factor From 1.41670 to 1.46500
(Pay for an additional three [3] minutes.)
 3. Noncredit Hourly Pay Factor From 1.33000 to 1.38000
(Pay for an additional three [3] minutes.)
- C. **Effective 2008-09:** The District and AFA agree to change the pay factor to the Career Development College Preparation (CDCP) hourly salary schedule to pay for additional preparation, assessment, and student consultation time as follows:
- CDCP Hourly Pay Factor From 1.50000 to 1.54200
(Pay for an additional 2.5 minutes.)
- D. **Effective Fall 2010:** The District and AFA agree that:
1. Beginning with Fall 2010, a separate 4.16 percent reduction from the 2008-09 enhanced hourly salary schedules will be applied to the enhanced hourly salary schedules for the ongoing portion of the categorical program reduction made in 2009-10 that carries forward into future years.
 2. These aforementioned hourly salary schedule reductions are separate from any hourly salary schedule reductions made for the Adjunct Medical Benefits Program (AMBP). (See paragraph 26.03.C.4 and [Article 10: Benefits](#), paragraphs 10.04.B.6.a – f.)
 3. Furthermore, these aforementioned hourly salary schedule reductions are separate from any additional changes made in response to any future state changes to the categorical enhancement programs. Such changes will be made in accordance with paragraph 26.08.E.3.
- E. **Future Years**
1. In each year that "Adjunct Faculty Salary Enhancement Funds" are available from the State, they will be supplemented with Seventy-five Thousand Dollars (\$75,000) from the Adjunct Faculty District Activities Fund (AFDAF) and an adjustment will be made to the pay factor for each instructional hourly salary schedule to create the yearly "Enhanced" Hourly Salary Schedules.

- 26.08 E.** 1. a. To the extent that funds are available, first to be adjusted will be a factor to equal full payment for the student consultation portion of student contact activities. As a result, the obligation to consult with students outside of scheduled instruction will change. See [Article 32: Workload](#), paragraphs 32.02.D and E.
- b. To the extent that funds are available, second to be adjusted will be the factor to equal full payment for the preparation and assessment portion of student contact activities.
2. "Enhanced" Hourly Salary Schedules will be constructed each year to reflect the changed pay factor. The definition of the pay factor will include a description of required student consultation.
3. Stability of "Adjunct Faculty Salary Enhancement Funds": The District and AFA agree that, should the Legislature of the State of California increase, reduce, or eliminate the Adjunct Faculty Salary Enhancement Funds, the "Enhanced" portion of the hourly assignment salary schedules will be modified to equate to the available funds. In addition, should the funds become permanent or get folded into the base funding as a noncategorical item, the salary enhancement will become a permanent part of the hourly assignment salary schedules.