

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE
 SPECIAL CATEGORICAL 12-MONTH PROGRAM
 ACADEMIC SALARY SCHEDULE
 2001-2002

	A B.A.	B M.A.	C B.A. + 45 units and M.A.	D B.A. + 60 units and M.A.	E B.A. + 80 units and M.A.	F Doctorate
14	46,788	48,349	49,912	51,176	53,032	54,956
13	45,229	46,788	48,349	49,912	51,176	53,032
12	43,667	45,229	46,788	48,349	49,912	51,176
11	42,107	43,667	45,229	46,788	48,349	49,912
10	40,540	42,107	43,667	45,229	46,788	48,349
9	38,980	40,540	42,107	43,667	45,229	46,788
8	37,426	38,980	40,540	42,107	43,667	45,229
7	35,879	37,426	38,980	40,540	42,107	43,667
6	34,304	35,879	37,426	38,980	40,540	42,107
5	32,741	34,304	35,879	37,426	38,980	40,540
4	31,177	32,741	34,304	35,879	37,426	38,980
3	29,613	31,177	32,741	34,304	35,879	37,426
2	28,060	29,613	31,177	32,741	34,304	35,879
1	26,495	28,060	29,613	31,177	32,741	34,304

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(5/24/01)

(Includes 1% Salary Adjustment for 2000-2001)

Board of Trustees Approval: June 6, 2001

- RANGE A: 1. B.A., or
2. Completed full-time Vocational/Community College Credential secured through vocational experience, or
3. A.A., at least 6 years experience in discipline and any certificate/license required to work in discipline.
- RANGE B: 1. M.A., or
2. Completed full-time Vocational/Community College Credential secured through vocational experience and B.A., or
3. B.A., at least 2 years experience in discipline and any certificate/license required to work in discipline.
- RANGE C: 1. B.A. + 45 units and M.A., or
2. Completed full-time Vocational/Community College Credential secured through vocational experience and B.A. + 15 units, or
3. B.A., at least 2 years experience in discipline, any certificate/license required to work in discipline and 15 units.
- RANGE D: 1. B.A. + 60 units and M.A., or
2. Completed full-time Vocational/Community College Credential secured through vocational experience and B.A. + 30 units, or
3. B.A., at least 2 years experience in discipline, any certificate/license required to work in discipline and 30 units.
- RANGE E: 1. B.A. + 80 units and M.A., or
2. Completed full-time Vocational/Community College Credential secured through vocational experience + B.A. + 50 units and M.A., or
3. B.A., at least 2 years experience in discipline, any certificate/license required to work in discipline and 50 units and M.A.

(Credit placement for a full-time Vocational Credential secured through vocational experience or for meeting minimum qualifications with vocational experience and a certificate/license, shall be granted to faculty who teach exclusively only in vocational education areas.)

A. SALARY SCHEDULE INFORMATION

1. Initial placement of all newly employed faculty shall be based on Item C, Salary Placement Procedures - Regular and Temporary Faculty, which are included in this salary schedule.
2. The salary figures in the full-time faculty schedule are total payments for 10 months' service.
3. The salary figures in the temporary (part-time) lecture/laboratory schedules for each range/step are for one laboratory or one lecture hour per semester.
4. Each degree must be earned from an accredited institution.

If courses of study are to be used for salary schedule placement upon their completion, prior approval of the courses must be obtained from the Vice President/Assistant Superintendent, Instructional Services. He/she must be notified no later than June 1 of intent to change schedule placement and the course work must be completed and reported to his/her office by September 1 in order to be included that school year.

5. Placement on the salary schedule shall be based on:
 - a. Earned degrees.
 - b. Acceptable graduate semester units.*
 - c. Prior teaching and/or trade or professional experience. (Teaching, professional or trade experience is granted on a two-years-to-one step ratio.)
 - d. Proper certification.
 - e. Other semester units or course work subject to administrative approval.**

* Acceptable graduate semester units shall be those which are acceptable by a university or college for credit toward a Master's or Doctor's degree and/or credit toward certification, or graduate units of work which lead to professional improvement and/or increased proficiency in major or minor fields. Graduate units taken prior to the completion of the requirements for a Bachelor's degree will be accepted only if they were a requirement in completing the work for the Master's or Doctor's degree. No units shall be counted for both a Bachelor's degree and a higher degree.

** Semester units taken after the Bachelor's degree has been earned which are not of graduate level are acceptable at the discretion of the Superintendent-President upon demonstration that such courses contribute to the professional growth of the instructor or are within his/her major or minor area. Course work taken after the Bachelor's degree which is not of graduate level but was acceptable for schedule placement at former school districts will be subject to review.

6. Salary amounts for temporary (part-time) [evening, day, Saturday, and summer session] faculty shall be computed from their individual range and step placement on the temporary (part-time) lecture and/or laboratory faculty salary schedules, included in this salary schedule.
7. The hourly rate for substitute teaching shall be based on Step/Range A-4 of the temporary (part-time) Lab Hour Faculty Salary Schedule per compensated classroom hour of instruction. The hourly rate for long-term substitute assignments shall depend upon placement on the temporary (part-time) lecture and/or lab salary schedule.
8. Credit for years of service for full-time faculty shall be established on an annual basis by July 1 of each school year. Temporary (part-time) faculty shall not advance a step on the salary schedule until after completion of four semesters and/or summer sessions of teaching and a minimum of 15 semester units of teaching during that interval.
9. The burden of proof for identifying the date of the completion of the requirements for all degrees, graduate units, a credential, acceptable work, and correct schedule placement shall be with the employee.

B. SALARY PLACEMENT PROCEDURES - REGULAR AND TEMPORARY FACULTY

Placement on the faculty salary schedule for newly employed faculty shall be the responsibility of the Superintendent-President, who shall submit the recommended placement of range and step to the Board of Trustees for final approval. Salary schedule placement for newly employed faculty shall be in accordance with the salary schedule currently in effect at the time of the individual's beginning full-time employment and subject to the following criteria:

1. Range placement shall be established by the individual's certified and acceptable faculty work completed in accredited institutions or by the appropriate vocational experience upon which issuance of the person's fulltime credential was based.
2. Step placement for an individual not having previous full-time faculty experience or related occupational experience not exceeding credential requirements shall be at the first step.
3. Step placement for an individual having previous full-time faculty experience or related occupational experience exceeding credential requirements shall be determined by the following guideline (a or b) which grants the greater step credit:
 - a. The step determined by allowing one step of credit for each two full years of related experience, with maximum placement at the fifth step.
 - b. The step representing the amount next greater than the individual's last annual basic ten month faculty or occupational salary.
4. Placements in exception to these requirements may be made by the Superintendent-President, within the following limitations, provided that such proposed exceptions are submitted to the Board of Trustees for final approval. Such exceptions may be made when:
 - a. a lack of available qualified personnel makes it mandatory to waive some requirements;
 - b. the position to be filled requires supervisory or administrative duties and responsibilities;
 - c. compelling reasons require employment of a particular candidate not otherwise available to the college.