



Ventura County Community College District

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DR. GREG GILLESPIE
CHANCELLOR

Negotiations Summary AFT/VCCCD – Friday, October 18, 2019

The Ventura County Community College District negotiating team consisting of Draza “Merv” Mrvichin, Cathy Bojorquez, Howard Davis, Jim Dembowski, and Damien Peña gathered at the Camarillo Airport Fire Academy Building on Friday, October 18, 2019, prepared to negotiate with members of the AFT bargaining team. (Due to scheduling conflicts, the VCCCD and AFT teams had previously agreed to come together at 11:30 a.m.) Members of AFT’s bargaining team included Dr. Steve Hall, Mary-Pat Huxley, Keith Johnson, Marnie Melendez, Leo Orange, Michael Sheetz, Angela Wilkins, and Rich Williams.

At approximately 11:48 a.m., VCCCD presented a proposal for Article 3 *Salary* to AFT. The proposal was offered as part of the District's plan to obtain medical plans through CALPERS and provided for increases of 2%, 6% and 2% over the next three years. Additionally, at 11:53 a.m. VCCCD presented Appendix A-1 to AFT, which depicts salary schedules tables. Mr. Mrvichin explained that by creating Appendix A-1, future changes can be made without changing contract language contained in Article 3. The teams broke for lunch at approximately 11:57 a.m. At approximately 1:15 p.m., Dr. Hall and Mr. Sheetz asked Mr. Mrvichin and Mr. Dembowski clarifying questions and requested a financial analysis of VCCCD’s proposal for Article 3 *Salary*.

At 2:57 p.m., VCCCD and AFT reconvened and VCCCD presented the financial analysis of the Article 3 *Salary* proposal. At approximately 3:02 p.m., after a few brief questions, AFT requested a caucus. At approximately 3:52 p.m., Dr. Hall informed the VCCCD team that AFT needed more time to review the information provided by VCCCD. Dr. Hall indicated AFT would be prepared with a counterproposal to the District’s Article 3 *Salary* at the next scheduled meeting.

The next scheduled meeting is Friday, October 25, 2019 at the District Administrative Center. Negotiations concluded at 3:52 p.m.

**Summary was composed by members of the VCCCD negotiating team.*

VCCCD District Salary Proposal – Overview, Impact, Contingency
10/18/2019

to AFT
from
VCCCD
11:47 AM
10/18/19

Overview

On schedule salary increase:

2% effective first payday after approval of this agreement

6% effective 7/1/2020

2% effective 7/1/2021

Impact

Average full-time faculty salary \$91,235*

Value of salary increase during term of agreement \$17,335*

Salary improvement over term of agreement \$9,124*

Annual increase in retirement benefit based on 30 years of service \$5,474*

*Approximation

Contingency

Salary proposal is contingent upon agreement on the District's proposal to purchase medical coverage through CALPERS. Contract language provided 10/1/2019.

APPENDIX A-1

Reflects 3.02%
Over 2015 - 2016
(effective 7/1/15)

to AFT
from
VCCCD
1148 AM
10/18/19

FULL-TIME ACADEMIC SALARY SCHEDULE (EFFECTIVE JULY 1, 2018)

STEP	CLASS I Appropriate credential or MA	CLASS II BA + 45 Units With MA	CLASS III BA + 60 Units With MA	CLASS IV BA + 75 Units With MA	CLASS V Earned Doctorate
1	48,751	53,627	58,499	63,376	68,249
2	51,189	56,062	60,939	65,810	70,686
3	53,627	58,499	63,376	68,249	73,124
4	56,062	60,939	65,810	70,686	75,561
5	58,499	63,376	68,249	73,124	77,997
6	60,939	65,810	70,686	75,561	80,440
7	63,376	68,249	73,124	77,997	82,874
8	65,810	70,686	75,561	80,440	85,311
9	68,249	73,124	77,997	82,874	87,748
10	70,686	75,561	80,440	85,311	90,185
11	73,124	77,997	82,874	87,748	92,621
12	75,561	80,440	85,311	90,185	95,059
13	77,997	82,874	87,748	92,621	97,496
14	80,440	85,311	90,185	95,059	99,933
15	82,874	87,748	92,621	97,496	102,372

Years	Reflects base salary at Step 15 plus longevity increment				
16-20 6% of CL1,ST1	85,798.92	90,672.92	95,545.92	100,420.92	105,296.92
21-25 9% of CL1,ST1	87,261.37	92,135.37	97,008.37	101,883.37	106,759.37
26-30 12% of CL1,ST1	88,723.83	93,597.83	98,470.83	103,345.83	108,221.83
31+ 15% of CL1,ST1	90,186.29	95,060.29	99,933.29	104,808.29	109,684.29

ABOVE SALARIES BASED ON TEN MONTH YEAR FOR INSTRUCTORS

Maximum of seven (7) years' credit for prior experience.

The maximum monthly rate for long-term substitutes/temporary non-tenure track assignments is \$6,581.00 (1/10 of Class I, Step 8) -
Exceptions subject to Board approval.

APPENDIX A-1

Reflects .75% increase
Over 2018-2019
(effective 7/1/18)

NON-CONTRACT (PART-TIME & OVERLOAD) SALARY SCHEDULE (EFFECTIVE JULY 1, 2018)

FACULTY CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2018			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,589	1,906	2,224
2	1,667	1,987	2,302
3	1,746	2,063	2,383
4	1,828	2,144	2,460
5	1,906	2,224	2,540
6	1,987	2,302	2,620
7	2,063	2,383	2,700

FACULTY NON-CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2018			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,119	2,540	2,963
2	2,224	2,647	3,070
3	2,328	2,752	3,177
4	2,435	2,857	3,281
5	2,540	2,963	3,387
6	2,647	3,070	3,494
7	2,752	3,177	3,599

Reflects .75% increase
2018-2019

FACULTY HOURLY SALARY SCHEDULE EFFECTIVE FALL 2018			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	55.76	60.32	70.18
2	58.54	65.27	75.09
3	60.97	70.18	80.03
4	65.25	74.62	84.95
5	76.32	86.17	95.94
6	76.32	86.17	95.94
7	76.32	86.17	95.94

APPENDIX A-2

Reflects 2%

FULL-TIME ACADEMIC SALARY SCHEDULE (EFFECTIVE FIRST PAYDAY AFTER AGREEMENT)

STEP	CLASS I Appropriate credential or MA	CLASS II BA + 45 Units With MA	CLASS III BA + 60 Units With MA	CLASS IV BA + 75 Units With MA	CLASS V Earned Doctorate
1	49,727	54,700	59,669	64,644	69,614
2	52,213	57,184	62,158	67,127	72,100
3	54,700	59,669	64,644	69,614	74,587
4	57,184	62,158	67,127	72,100	77,073
5	59,669	64,644	69,614	74,587	79,557
6	62,158	67,127	72,100	77,073	82,049
7	64,644	69,614	74,587	79,557	84,532
8	67,127	72,100	77,073	82,049	87,018
9	69,614	74,587	79,557	84,532	89,503
10	72,100	77,073	82,049	87,018	91,989
11	74,587	79,557	84,532	89,503	94,474
12	77,073	82,049	87,018	91,989	96,961
13	79,557	84,532	89,503	94,474	99,446
14	82,049	87,018	91,989	96,961	101,932
15	84,532	89,503	94,474	99,446	104,420

Years	Reflects base salary at Step 15 plus longevity increment				
16-20 6% of CL1,ST1	87,515.41	92,486.41	97,457.41	102,429.41	107,403.41
21-25 9% of CL1,ST1	89,007.12	93,978.12	98,949.12	103,921.12	108,895.12
26-30 12% of CL1,ST1	90,498.83	95,469.83	100,440.83	105,412.83	110,386.83
31+ 15% of CL1,ST1	91,990.54	96,961.54	101,932.54	106,904.54	111,878.54

ABOVE SALARIES BASED ON TEN MONTH YEAR FOR INSTRUCTORS

Maximum of seven (7) years' credit for prior experience.

The maximum monthly rate for long-term substitutes/temporary non-tenure track assignments is \$6,712.70 (1/10 of Class I, Step 8) - Exceptions subject to Board approval.

APPENDIX A-2

Reflects 2%

NON-CONTRACT (PART-TIME ACADEMIC & OVERLOAD) SALARY SCHEDULE (EFFECTIVE FIRST PAYDAY AFTER AGREEMENT)

FACULTY CLASSROOM SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,621	1,944	2,268
2	1,700	2,027	2,348
3	1,781	2,104	2,431
4	1,865	2,187	2,509
5	1,944	2,268	2,591
6	2,027	2,348	2,672
7	2,104	2,431	2,754

FACULTY NON-CLASSROOM SALARY			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,161	2,591	3,022
2	2,268	2,700	3,131
3	2,375	2,807	3,241
4	2,484	2,914	3,347
5	2,591	3,022	3,455
6	2,700	3,131	3,564
7	2,807	3,241	3,671

FACULTY HOURLY SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	56.88	61.53	71.58
2	59.71	66.58	76.59
3	62.19	71.58	81.63
4	66.56	76.11	86.65
5	77.85	87.89	97.86
6	77.85	87.89	97.86
7	77.85	87.89	97.86

APPENDIX A-3

Reflects 6%

FULL-TIME ACADEMIC SALARY SCHEDULE (EFFECTIVE July 1, 2020)

STEP	CLASS I Appropriate credential or MA	CLASS II BA + 45 Units With MA	CLASS III BA + 60 Units With MA	CLASS IV BA + 75 Units With MA	CLASS V Earned Doctorate
1	52,711	57,982	63,250	68,523	73,791
2	55,346	60,616	65,888	71,155	76,426
3	57,982	63,250	68,523	73,791	79,063
4	60,616	65,888	71,155	76,426	81,698
5	63,250	68,523	73,791	79,063	84,331
6	65,888	71,155	76,426	81,698	86,972
7	68,523	73,791	79,063	84,331	89,604
8	71,155	76,426	81,698	86,972	92,240
9	73,791	79,063	84,331	89,604	94,874
10	76,426	81,698	86,972	92,240	97,509
11	79,063	84,331	89,604	94,874	100,143
12	81,698	86,972	92,240	97,509	102,779
13	84,331	89,604	94,874	100,143	105,413
14	86,972	92,240	97,509	102,779	108,048
15	89,604	94,874	100,143	105,413	110,686

Years	Reflects base salary at Step 15 plus longevity increment				
16-20 6% of CL1,ST1	92,766.42	98,036.42	103,305.42	108,575.42	113,848.42
21-25 9% of CL1,ST1	94,347.63	99,617.63	104,886.63	110,156.63	115,429.63
26-30 12% of CL1,ST1	95,928.84	101,198.84	106,467.84	111,737.84	117,010.84
31+ 15% of CL1,ST1	97,510.05	102,780.05	108,049.05	113,319.05	118,592.05

ABOVE SALARIES BASED ON TEN MONTH YEAR FOR INSTRUCTORS

Maximum of seven (7) years' credit for prior experience.

The maximum monthly rate for long-term substitutes/temporary non-tenure track assignments is \$7,115.50 (1/10 of Class I, Step 8) - Exceptions subject to Board approval.

APPENDIX A-3

Reflects 6%

NON-CONTRACT (PART-TIME ACADEMIC & OVERLOAD) SALARY SCHEDULE (EFFECTIVE July 1, 2020)

FACULTY CLASSROOM SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,718	2,061	2,404
2	1,802	2,149	2,489
3	1,888	2,230	2,577
4	1,977	2,318	2,660
5	2,061	2,404	2,746
6	2,149	2,489	2,832
7	2,230	2,577	2,919

FACULTY NON-CLASSROOM SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,291	2,746	3,203
2	2,404	2,862	3,319
3	2,517	2,975	3,435
4	2,633	3,089	3,548
5	2,746	3,203	3,662
6	2,862	3,319	3,778
7	2,975	3,435	3,891

FACULTY HOURLY SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	60.29	65.22	75.87
2	63.29	70.57	81.19
3	65.92	75.87	86.53
4	70.55	80.68	91.85
5	82.52	93.16	103.73
6	82.52	93.16	103.73
7	82.52	93.16	103.73

APPENDIX A-4

Reflects 2%

FULL-TIME ACADEMIC SALARY SCHEDULE (EFFECTIVE July 1, 2021)

STEP	CLASS I Appropriate credential or MA	CLASS II BA + 45 Units With MA	CLASS III BA + 60 Units With MA	CLASS IV BA + 75 Units With MA	CLASS V Earned Doctorate
1	53,766	59,142	64,515	69,894	75,267
2	56,453	61,829	67,206	72,579	77,955
3	59,142	64,515	69,894	75,267	80,645
4	61,829	67,206	72,579	77,955	83,332
5	64,515	69,894	75,267	80,645	86,018
6	67,206	72,579	77,955	83,332	88,712
7	69,894	75,267	80,645	86,018	91,397
8	72,579	77,955	83,332	88,712	94,085
9	75,267	80,645	86,018	91,397	96,772
10	77,955	83,332	88,712	94,085	99,460
11	80,645	86,018	91,397	96,772	102,146
12	83,332	88,712	94,085	99,460	104,835
13	86,018	91,397	96,772	102,146	107,522
14	88,712	94,085	99,460	104,835	110,209
15	91,397	96,772	102,146	107,522	112,900

Years	Reflects base salary at Step 15 plus longevity increment				
16-20 6% of CL1,ST1	94,622.67	99,997.67	105,371.67	110,747.67	116,125.67
21-25 9% of CL1,ST1	96,235.50	101,610.50	106,984.50	112,360.50	117,738.50
26-30 12% of CL1,ST1	97,848.34	103,223.34	108,597.34	113,973.34	119,351.34
31+ 15% of CL1,ST1	99,461.17	104,836.17	110,210.17	115,586.17	120,964.17

ABOVE SALARIES BASED ON TEN MONTH YEAR FOR INSTRUCTORS

Maximum of seven (7) years' credit for prior experience.

The maximum monthly rate for long-term substitutes/temporary non-tenure track assignments is \$7,257.90 (1/10 of Class I, Step 8) - Exceptions subject to Board approval.

APPENDIX A-4

Reflects 2%

NON-CONTRACT (PART-TIME ACADEMIC & OVERLOAD) SALARY SCHEDULE (EFFECTIVE July 1, 2021)

FACULTY CLASSROOM SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,752	2,102	2,452
2	1,838	2,192	2,539
3	1,926	2,275	2,629
4	2,017	2,364	2,713
5	2,102	2,452	2,801
6	2,192	2,539	2,889
7	2,275	2,629	2,977

FACULTY NON-CLASSROOM SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,337	2,801	3,267
2	2,452	2,919	3,385
3	2,567	3,034	3,504
4	2,686	3,151	3,619
5	2,801	3,267	3,735
6	2,919	3,385	3,854
7	3,034	3,504	3,969

FACULTY HOURLY SALARY SCHEDULE			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	61.50	66.52	77.39
2	64.56	71.98	82.81
3	67.24	77.39	88.26
4	71.96	82.29	93.69
5	84.17	95.02	105.80
6	84.17	95.02	105.80
7	84.17	95.02	105.80

Proposal on Salary – VCCCD to AFT – October 18, 2019

The following proposal is offered as part of an overall proposal, inextricably tied to/with the District proposal to purchase medical coverage through CALPERS. This is also offered in the understanding that the parties will engage in a good faith effort to proof and if needed modify, delete, and/or add language to effectively implement the intent of the offer.

3.1 Effective the first payday after approval of this Agreement, the rates of pay set forth in each table set forth in Appendix A-1 and the pay of each individual paid at a rate noted therein, shall be increased by that same 2%. The resulting rates of pay due to this 2% increase are set forth in tables found in Appendix A-2.

Effective July 1, 2020, the rates of pay on each table set forth in Appendix A-2 shall be increased by an additional 6% and the pay of each individual then paid at a rate noted therein shall also be increased by that same 6%. The resulting rates of pay due to this 6% increase are set forth in tables found in Appendix A-3.

Effective July 1, 2021, the rates of pay on each table set forth in Appendix A-3 shall be increased by an additional 2% and the pay of each individual then paid at a rate noted therein shall also be increased by that same 2%. The resulting rates of pay due to this 2% increase are set forth in tables found in Appendix A-4.

~~Increase non-contract faculty salary schedule by 1% effective July 1, 2017, and 0.75% effective July 1, 2018.~~

3.1.A. ~~All contract faculty members shall be compensated on the basis of the following schedule, effective July 1, 2016:~~

**FULL-TIME ACADEMIC SALARY SCHEDULE
EFFECTIVE JULY 1, 2016**

STEP	CLASS-I Appropriate credential or MA	CLASS-II BA + 45 Units With MA	CLASS-III BA + 60 Units With MA	CLASS-IV BA + 75 Units With	CLASS-V Earned Doctorate
1	48,751	53,627	58,499	63,376	68,249
2	51,189	56,062	60,939	65,810	70,686
3	53,627	58,499	63,376	68,249	73,124
4	56,062	60,939	65,810	70,686	75,561
5	58,499	63,376	68,249	73,124	77,997
6	60,939	65,810	70,686	75,561	80,440
7	63,376	68,249	73,124	77,997	82,874
8	65,810	70,686	75,561	80,440	85,311
9	68,249	73,124	77,997	82,874	87,748
10	70,686	75,561	80,440	85,311	90,185
11	73,124	77,997	82,874	87,748	92,621
12	75,561	80,440	85,311	90,185	95,059
13	77,997	82,874	87,748	92,621	97,496
14	80,440	85,311	90,185	95,059	99,933
15	82,874	87,748	92,621	97,496	102,372

YEARS	Reflects base salary at Step 15 plus longevity increment				
16-20 6% of CL1, ST1	85,798.92	90,672.92	95,545.92	100,420.92	105,296.92
21-25 9% of CL1, ST1	87,261.37	92,135.37	97,008.37	101,883.37	106,759.37

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The following proposal is offered as part of an overall proposal, inextricably tied to/with the District proposal to purchase medical coverage through CALPERS. This is also offered in the understanding that the parties will engage in a good faith effort to proof and if needed modify, delete, and/or add language to effectively implement the intent of the offer.

26-30 12% of CL1, ST1	88,723.83	93,597.83	98,470.83	103,345.83	108,221.83
31+ 15% of CL1, ST1	90,186.29	95,060.29	99,933.29	104,808.29	109,684.29

ABOVE SALARIES BASED ON TEN-MONTH YEAR FOR INSTRUCTORS

Maximum of seven (7) years' credit for prior experience:

The maximum monthly rate for long-term substitutes/temporary non-tenure track assignments is \$6,581.00 (1/10 of Class I, Step 8) — Exceptions subject to Board approval.

3.1.A.B Distribution of Pro-Rata Funds

The goal of the parties is to implement a pro-rata pay process that, over time, equalizes non-contract classroom faculty salaries to 75% of contract classroom faculty salaries and non-contract non-classroom faculty salaries to 100% of contract non-classroom faculty salaries.

Effective July 1, 2008, non-contract faculty will be paid based upon load and a salary schedule of 3 columns and seven steps. Non-contract classroom assignments and non-contract non-classroom assignments will be paid from separate salary schedules. The goal of pro-rata is to move the non-contract salary schedules toward a pro-ratio of Columns I, III, V and steps 1 through 7 of the contract faculty salary schedule.

3.1.B.G-Salary is also subject to the following conditions:

- (1) The maximum monthly rate for long-term substitutes is 1/10 of Class I, Step 8, with credit for prior full-time teaching experience and (for those disciplines that require it) full-time professional experience directly related to the discipline of the assignment and pro-rata credit for all part-time teaching experience, and (for those disciplines that require it) professional experience directly related to the discipline of the assignment for the purpose of salary step placement, subject to such exceptions as the Governing Board may determine in individual cases.
- (2) At the option of the contract employee, the annual salary may be paid in ten or twelve equal monthly payments.

3.2 Initial Placement on Full-Time Instructor Salary Schedule

Initial placement in the salary classification set forth in Section 3.1 the date-applicable, full-time academic tables found in Appendix "A", shall be determined by the District according to the following criteria, after receipt by the VCCCD Human Resources Department of appropriate verification of training and experience. All professional training shall be evaluated in terms of semester units (e.g., one-quarter unit equals 2/3 semester unit). New hires are encouraged to submit in person to VCCCD Human Resources all substantiating documentation in support of initial placement and to request a date-stamped copy of their submission. If substantiating documentation in support of initial placement is submitted electronically by a new hire, the VCCCD Human Resources Department shall communicate via email within five (5) working days of receipt of the substantiating documentation in support of the new hire's initial placement. The VCCCD Human Resources Department shall communicate via email to the new hire within ten (10) days the disposition of their initial placement, provided there are no additional questions.

Movement from one class to another on the basis of vocational credentials and experience requires that the employee be teaching in a vocational subject matter area.

3.2.A. Qualifications for Class I are:

- (1) Possession of a Bachelor's degree from an accredited college or university;
or
- (2) Possession of an appropriate credential or Minimum Qualifications in a vocational subject matter, based on occupational experience.

- (3) One additional step in Class I shall be granted for 15 semester units appropriate to a Master's degree; or, in the case of instructors teaching under vocational credentials or Minimum Qualifications, to a Bachelor's degree and in excess of those units required for the vocational credential or Minimum Qualifications.
- (4) A second additional step in Class I shall be granted for 30 semester units appropriate to a Master's degree; or, in the case of instructors teaching under vocational credentials or Minimum Qualifications, to a Bachelor's degree and in excess of those units required for the vocational credential or Minimum Qualifications.
- (5) One such added step shall be deducted when transferring to Class II; two such added steps shall be deducted when transferring to Class III or a subsequent salary class.

3.2.B. Qualifications for Class II are:

- (1) Possession of a Bachelor's degree from an accredited college or university, plus 45 semester units of appropriate study completed after the receipt of the Bachelor's degree and possession of a Master's degree from an accredited college or university; or
- (2) Possession of an appropriate vocational credential or Minimum Qualifications possession of a Bachelor's degree from an accredited college or university, 15 additional appropriate semester units as approved by management beyond the Bachelor's degree, four years of full-time paid occupational experience directly related to the major instructional assignment in excess of those years of full-time occupational experience required to qualify for the vocational credential or Minimum Qualifications; or
- (3) Possession of an appropriate vocational credential or Minimum Qualifications, based on occupational experience, 15 semester units in addition to those required for such credential or Minimum Qualifications and appropriate to instruction in such vocational area, four years of full-time paid occupational experience directly related to the major instructional assignment in excess of those years of full-time occupational experience required to qualify for the vocational credential or Minimum Qualifications.
- (4) Upon the completion of one additional year at Step 15 in Class I, an instructor may move horizontally to Class II, to the same ratio relationship occupied in Class I, and then be granted the additional year of experience. Section 3.2.A.(5) will be applied where appropriate.

3.2.C. Qualifications for Class III are:

- (1) Possession of a Bachelor's degree from an accredited college or university, plus 60 semester units of appropriate study completed after the receipt of the Bachelor's degree and possession of a Master's degree from an accredited college or university; or
- (2) Possession of an appropriate vocational credential or Minimum Qualifications, possession of a Bachelor's degree from an accredited college or university, 30 additional appropriate semester units as approved by management beyond the Bachelor's degree, four years of

full-time paid occupational experience directly related to the major instructional assignment in excess of those years of full-time occupational experience required to qualify for the vocational credential or Minimum Qualifications; or

- (3) Possession of an appropriate vocational credential or Minimum Qualifications, issued on the basis of occupational experience, 30 semester units in addition to those required for such credential or Minimum Qualifications and appropriate to instruction in such vocational area, four years of full-time paid occupational experience directly related to the major instructional assignment in excess of those years of full-time occupational experience required to qualify for the vocational credential or Minimum Qualifications.

3.2.D. Qualifications for Class IV are:

- (1) Possession of a Bachelor's degree from an accredited college or university, plus 75 semester units of appropriate study completed after the receipt of the Bachelor's degree and possession of a Master's degree from an accredited college or university; or
- (2) Possession of an appropriate vocational credential or Minimum Qualifications, possession of a Bachelor's degree from an accredited college or university, 45 additional appropriate semester units as approved by management beyond the Bachelor's degree, four years of full-time paid occupational experience directly related to the major instructional assignment in excess of those years of full-time occupational experience required to qualify for the vocational credential or Minimum Qualifications; or
- (3) Possession of an appropriate vocational credential or Minimum Qualifications, issued on the basis of occupational experience, 45 semester units in addition to those required for such credential or Minimum Qualifications and appropriate to instruction in such vocational area, four years of full-time paid occupational experience directly related to the major instructional assignment in excess of those years of full-time occupational experience required to qualify for the vocational credential or Minimum Qualifications.

3.2.E. Qualifications for Class V are:

- (1) Possession of an earned Doctorate degree granted by an institution accredited for graduate or professional study.

3.3 Administration of the Full-Time Faculty Salary Schedule

3.3.A. Initial placement on the full-time faculty salary schedules found in Appendix "A" shall be subject to the following conditions:

- (1) Professional preparation as defined in Sections 3.3.A(2), 3.3.A(3), and 3.3.A(4).
- (2) New contract employees shall receive a maximum of seven years credit for any combination of all prior full-time teaching and (for those disciplines that require it) full-time professional experience directly related to the discipline of the assignment and pro-rata credit for all part-time teaching experience and (for those disciplines that require it)

part-time professional experience directly related to the discipline of the assignment for the purpose of salary-step placement. At the new hire orientation, VCCCD Human Resources will request from all new hires any substantiating documentation of non-District teaching and professional experience. New employees must provide written documentation of non-District teaching and professional experience not later than thirty (30) days following hire.

- (3) Credit for closely related non-classroom experience at the rate of one year of credit (not to exceed seven years total) for each two years of experience, where such activity occurs beyond years of required experience that are used by a state agency in awarding a credential or Minimum Qualifications. All such experience shall be subject to evaluation and approval by the District in the same timely fashion as stipulated in Section 3.2. Experience and additional educational degrees that were afforded the applicant in securing the position during the interview process shall be considered in the initial placement of the new hire on the salary schedule.
- (4) The Governing Board reserves the right to make those exceptions in salary placement it may deem essential to student, patron, or District welfare when in the Governing Board's judgment such action is required.

3.3.B. Advancement on the full-time salary schedules found in Appendix "A" will be subject to all of the following conditions:

- (1) Evaluation of course credit shall be made by the District upon the recommendation of the College President or his/her designee. VCCCD HR shall inform the faculty member of the receipt of the individual's request for course credit advancement by email within five (5) working days, and shall respond to the faculty member's request within 30 working days, assuming no additional questions. Course credit shall be submitted on Form N.
- (2) Notice of intent to complete academic units necessary to qualify for higher salary classification must be filed in the District's Human Resources Office not later than June 1 of the year preceding the academic year in which salary advancement will be sought. Confirmation of units completed must be provided to the District Human Resources Office prior to the beginning date of assignment in the academic year in which advancement is sought. Verification (by official transcript) of completed units must be provided to the District Human Resources Office not later than November 1 of the year in which advancement is made.
- (3) Unit credit(s) shall not be counted toward advancement on the salary schedule unless all of the following conditions are met:
 - a. Unit credit(s) shall be completed in an institution accredited by a Regional Accrediting Commission which is recognized by the Federation of Regional Accrediting Commissions of Higher Education.
 - b. The unit credit(s) completed are related to the faculty member's assignment; or are obtained pursuant to a plan of study that has received prior approval by the Chancellor or his/her designee; or

are unrelated to the faculty member's assignment, but have received prior approval by the Chancellor or his/her designee.

c. The unit credit(s) completed is upper division or graduate level except as follows:

- 1) lower division units completed by a vocational instructor who does not possess a bachelor's degree when such units are directly related to the major area of assignment;
- 2) a maximum of ten (10) lower division units completed in foreign language;
- 3) a maximum of six (6) lower division units completed to provide computer literacy;
- 4) a maximum of six (6) lower division units completed to provide sensitivity to, and understanding of the diverse academic, social, economic, cultural, disability, and ethnic backgrounds of community college students. Introductory, general survey courses, such as Introduction to Sociology, Economics, Anthropology, or Psychology, etc., are excluded from this category.

d. Units completed in correspondence or home study institutes are not eligible for consideration for placement or advancement on the salary schedule.

e. To be counted for advancement beyond Column I, all units must be completed subsequent to the receipt of a Bachelor's degree from a regionally accredited institution. For instructors whose discipline requires professional experience directly related to the discipline of the assignment, as stipulated in the current "Minimum Qualifications for Faculty and Administrators in California Community Colleges" handbook, units achieved prior to a Bachelor's degree but subsequent to initial salary placement on hire shall result in movement from one step to a higher step in the same column, at the rate of one step per fifteen (15) semester units to a maximum of thirty (30) semester units (or two steps).

(4) A faculty member holding more than 67% of a full-time contract, and employed for more than 50% of the contract days specified in this Agreement (or who is on a paid leave or is otherwise eligible for salary advancement pursuant to Article 8 of the Agreement) shall receive yearly salary advancement of one step, subject to the provisions of this Agreement.

3.3.C. The evaluation of professional training or credits and/or degrees from foreign institutions not on the accredited list of the California State Department of Education may be submitted by the District for evaluation and comparability to such accredited institutions by any of the admissions offices of the University of California. The District shall respond within sixty (60) working days to the faculty member seeking evaluation of said professional training or credits.

3.4 **Rates for Non-Contract (Part-time Academic and Overload) Assignments**

3.4.A. All daily substitute faculty and all other faculty paid on hourly basis, including Summer Intersession faculty, shall be paid at the rates specified below on the date-applicable table found in Appendix "A", provided that:

- (1) The service performed by a contract faculty member who is performing such service is in addition to any requirements prescribed as a part of such faculty member's regular contract employment.
- (2) Non-contract faculty who are not otherwise employed by the District will be compensated at one-half their hourly rate of pay, up to five (5) hours per semester, for:
 - attendance at division meetings held on non-flex days
 - attendance at department meetings held on non-flex days.

The hold harmless salary schedule is "locked-in" as published for fiscal year 2007-2008 and will not be increased by any future increases applied to the classroom or non-classroom salary schedule. Individual faculty salaries will be compared to the hold harmless schedule at the column and step each were paid in fiscal year 2007-2008. Those faculty who were paid in 2007-2008 from the hourly faculty salary schedule will be held harmless to that rate. Faculty who were employed prior to 2007-2008, have a PAL and longevity (i.e., they worked in at least one of the last 8 semesters), but did not work in 2007-2008 will be "held harmless" to the rate they made when they last worked. They will be given a hold harmless pay schedule rate closest to, but not less than, the rate they were last paid. Their appropriate current "load" rate will be compared to their hold harmless rate and they will be paid at the higher of the two. (Hold harmless rates for these faculty will be assigned only through 2010-2011. After that time, all faculty will either have a hold harmless rate or if not will be placed on the load schedule rate appropriate for their assignment.)

3.4.B. ~~Effective July 1, 2016, compensation for non-contract services, including summer intersession, shall be based upon the following schedules:~~

~~SALARY SCHEDULES FOR PART-TIME ACADEMIC~~

FACULTY CLASSROOM SALARY SCHEDULE			
PER .1 LOAD			
EFFECTIVE FALL 2016			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,561	1,873	2,185
2	1,639	1,952	2,262
3	1,716	2,028	2,342
4	1,796	2,107	2,418
5	1,873	2,185	2,496
6	1,952	2,262	2,574
7	2,028	2,342	2,653

FACULTY CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2017			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,577	1,892	2,207
2	1,655	1,972	2,285
3	1,733	2,048	2,365
4	1,814	2,128	2,442
5	1,892	2,207	2,521
6	1,972	2,285	2,600
7	2,048	2,365	2,680

FACULTY CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2018			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,589	1,906	2,224
2	1,667	1,987	2,302
3	1,746	2,063	2,383
4	1,828	2,144	2,460
5	1,906	2,224	2,540
6	1,987	2,302	2,620
7	2,063	2,383	2,700

FACULTY NON-CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2016			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,082	2,496	2,912
2	2,185	2,601	3,017
3	2,288	2,705	3,122
4	2,393	2,808	3,255
5	2,496	2,912	3,329
6	2,601	3,017	3,434
7	2,705	3,122	3,537

FACULTY NON-CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2017			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,103	2,521	2,941
2	2,207	2,627	3,047
3	2,311	2,732	3,153
4	2,417	2,836	3,257
5	2,521	2,941	3,362
6	2,627	3,047	3,468
7	2,732	3,153	3,572

FACULTY NON-CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2018			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,119	2,540	2,963
2	2,224	2,647	3,070
3	2,328	2,752	3,177
4	2,435	2,857	3,281
5	2,540	2,963	3,387
6	2,647	3,070	3,494
7	2,752	3,177	3,599

The hourly salary schedule shown below (Table 3.4.B.(1)) in the date-applicable, non-contract (part-time academic and overload) table found in Appendix "A" will be used to pay for the following assignments:

- o Stipends
- o Facilitators
- o Work experience
- o Non-contract faculty office hours
- o Department Chair evaluation pay (Section 13.1.F.(3))
- o Pay for non-contract faculty attendance at Division and Department meetings (Section 3.4.A.(2)).

Timesheets will be required for all positions listed above and for substitutes, counselors with "up to hours," cancellations of class after the beginning of the class, and a few classes with varying hours such as private lessons. Although these will require timesheets, they will be calculated and paid based on load or "hold harmless" if applicable.

Full term classes will be paid in five equal payments. Short term classes will be paid in equal payments. For short term classes that begin on or before the 15th of the month, the first payment will occur at the end of the month in which the class begins and end the month the class ends. For short-term classes that begin after the 15th of the month, payments will begin following the month the class begins and ending the month the class ends.

Extra-large class stipends will be calculated on census date and will be paid in the months following the census calculation. The extra-large class stipend will not require an offer. Census information will be transferred to the payroll system and verified solely by payroll records.

3.4.B.(1)

FACULTY HOURLY SALARY SCHEDULE EFFECTIVE FALL 2016			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	54.79	59.28	68.97
2	57.52	64.14	73.79
3	59.92	68.97	78.64
4	64.12	73.33	83.49
5	75.00	84.68	94.29
6	75.00	84.68	94.29
7	75.00	84.68	94.29

FACULTY HOURLY SALARY SCHEDULE EFFECTIVE FALL 2017			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	55.34	59.87	69.66
2	58.10	64.78	74.53
3	60.52	69.66	79.43
4	64.76	74.06	84.32
5	75.75	85.53	95.23
6	75.75	85.53	95.23
7	75.75	85.53	95.23

FACULTY HOURLY SALARY SCHEDULE EFFECTIVE FALL 2018			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	55.76	60.32	70.18
2	58.54	65.27	75.09
3	60.97	70.18	80.03
4	65.25	74.62	84.95
5	76.32	86.17	95.94
6	76.32	86.17	95.94
7	76.32	86.17	95.94

3.4.C. With regard to initial placement on the part-time faculty salary schedule, new non-contract employees shall receive a maximum of three years credit for any combination of prior full-time teaching experience, pro-rata part-time teaching experience, and (for disciplines which require it) professional non-teaching experience directly related to the discipline of the assignment for the purpose of salary-step placement. New non-contract employees must provide written documentation of non-District teaching experience not later than thirty (30) days following hire.

3.4.D.

- (1) Movement from the "Credential" column to the "Master's Degree" column of the non-contract salary schedule requires possession of a Master's degree; or, for vocationally credentialed instructors only, at least four semesters of service at the 7th step of the "Credential" column.
- (2) Payment for services for regularly-scheduled semester-long assignments shall be made in five equal monthly installments during a semester.
- (3) Deductions for faculty services not rendered, and otherwise not compensable under the terms of this Agreement for regularly-scheduled semester-long assignments shall be made at the appropriate rate specified in ~~Section 3.4.B~~ the date-applicable, non-contract (part-time academic and overload) table found in Appendix "A" for each hour for which services are not rendered.
- (4) When a faculty member completes only a portion of a regularly- scheduled semester-long assignment, compensation shall be made for that portion at the appropriate rate specified in ~~Section 3.4.B~~ the date-applicable non-contract (part-time academic and overload) table found in Appendix "A" for hours of service actually rendered.
- (5) With the implementation of the new non-contract faculty salary schedule, effective July 1, 2008, based on load, no current faculty member shall have his/her salary reduced from the comparable rate (s)he is currently being paid for an equivalent load/assignment. A faculty member currently earning at a rate higher than in the new schedule will not receive increase until his/her rate in the new salary schedule is greater than his/her current rate.

3.4.E. Years of service for the purpose of establishing pay advancement under the non-contract salary schedule shall be calculated by the District on the basis of faculty members' academic service in the District. Faculty will advance on the 7-step part-time schedule in the following manner and subject to the following conditions:

- (1) Advancement from one step to the next will occur beginning the semester after the faculty member completes four semesters of creditable service. Creditable service is the maximum of three semesters of service within one academic year at Ventura County Community College District beginning with the fall semester. Salary advancements will be made only in the fall and spring semesters.
- (2) If a faculty member receives credit for full-time or part-time teaching experience or (for disciplines which require it) professional non-teaching experience directly related to the discipline of the assignment upon initial placement on the salary schedule pursuant to Section 3.3.A.(2) of the Agreement, this service will be counted as "creditable service" for advancement purposes.
- (3) The maximum credit for salary advancement under this section shall be two semesters in any one academic year beginning with the fall semester and ending with the summer intersession.
- (4) One semester of service shall require the teaching of at least one semester course of one unit or more or its equivalent.
- (5) One full season of coaching shall be considered equal to one semester.

- (6) One summer intersession of service shall equal one semester. No more than one semester of creditable service may be accrued by any faculty member in any summer regardless of how many summer intersessions he or she may teach.
- (7) For non-classroom faculty, 100 hours or more of academic non- classroom service in a single semester shall equal one semester.

3.5 Stipend Agreement

- 3.5.A. The following faculty who regularly perform the following designated assignments which necessarily extend beyond the normal college day shall be compensated for such according to the following stipend formula based upon the current hourly rate:

(1) Coaching (per season)		
a.	Baseball	110 hours + 20 hours for Head Coach
b.	Basketball	110 hours + 20 hours for Head Coach
c.	Cross Country	80 hours + 20 hours for Head Coach
d.	Football	110 hours + 20 hours for Head Coach
e.	Golf	80 hours + 20 hours for Head Coach
f.	Soccer	80 hours + 20 hours for Head Coach
g.	Softball	110 hours + 20 hours for Head Coach
h.	Swimming	80 hours + 20 hours for Head Coach
i.	Tennis	80 hours + 20 hours for Head Coach
j.	Track	80 hours + 20 hours for Head Coach
k.	Volleyball	80 hours + 20 hours for Head Coach
l.	Water Polo	80 hours + 20 hours for Head Coach
m.	Wrestling	80 hours + 20 hours for Head Coach
(2) Directing, Producing, and Other Institutional Support/Service		
a.	Art Gallery	50 hours per gallery
b.	Automotive Technology (e.g., T-TEN Program, NATEF, ASE, etc.)	45 hours per academic year
c.	Dance	80 hours per major production
d.	Diesel Technology	45 hours per academic year
e.	Drama/Theater	1) 50 hours per major production for director 2) 50 hours per major production for producer
f.	Forensics	90 hours + 20 hours for Head Coach per semester
g.	Journalism	80 hours per semester
h.	Literary Magazine	50 hours per major issue
i.	Model United Nations	45 hours per academic year
j.	Music Groups	100 hours per major production (e.g., operas, musicals, etc.)
k.	Telecommunications	50 hours per major production

- 3.5.B. The amounts set forth as compensation for extra assignments under Section 3.5 of the Agreement shall be interpreted as lump-sum dollar stipends for the performance of various types of extra responsibilities, and shall be payable in pro-rata shares during a semester or season, whichever is applicable, to members of the Unit performing such assignments, irrespective of the actual

number of hours expended in the performance of such duties. For the purpose of calculating the stipends payable under this section, the rates specified in Section 3.4 shall be utilized. Stipends listed in ~~Section 3.5.A~~ the date-applicable, non-contract (part-time academic and overload) table found in Appendix "A" shall not be considered in determining whether a faculty member is working .67 FTE load under Education Code section 87482.5.

- 3.5.C. College management retains the right to determine the number and scope of sports, teams, groups, productions; or issues eligible for stipends under Section 3.5 that exceed the requirement for a course or activity as defined in the college catalog.
- 3.5.D. Head coaches of combined men's and women's teams shall receive an additional 20 hours per semester. If there is only one coach who has no assistant coach and she/he assumes responsibility for both a men's and women's team, the single coach will receive an additional 20 hours per semester.

3.6.A Extra Contract Assignments

Extra days for extended contracts shall be comparable to those in academic year 1997-1998, unless the affected faculty member agrees to a different schedule of such extra days, or their Department Chair compensation in accordance with Article 13 modifies their extra day assignment.

Non-classroom faculty may include days between the end of the Fall semester and the beginning of the Spring semester, as well as spring break, as contract days with the approval of the Dean.

Designated positions shall receive contracts in excess of ten (10) months for assignments indicated (any faculty position that has Coordinator, Coordinator/Instructor or Counselor/Coordinator in the official job title shall be an eleven (11) month assignment):

Official Job Title	Time Subject to Assignment in School Months
Instructor/Department Chair	10¼, 10½, or 10¾
Assessment/Retention Specialist	11 months
Athletic Director	11 months
Coordinator	11 months
Coordinator/Instructor	11 months
Counselor	11 months
Counselor/Coordinator	11 months
Nursing Director	11 months
Student Personnel Worker	11 months

No faculty will be harmed in making modifications to the above list of titles of the June 30, 2016, CBA. Any faculty member with a designated focus (e.g., EAC Counselor) shall not be changed as a result of the above modifications.

Extra days of assignments for extended contract for coaching positions shall be determined by the dean in consultation with the Athletic Director and coaches prior to the start of the academic year.

Extra days shall be calculated by the number of non-contractual days, excluding weekends, that fall during the sport's entire season, from when practice begins through the end of playoffs. (The Commission on Athletics Constitution shall be used to determine the dates of the start of practice and the end of playoffs for all sports.)

The amount of the extra contract shall be determined by dividing the number of non-contractual days (as outlined above) by 175. Example: Softball season practice begins Jan. 9 and playoffs end May 13. During this season there are eight non-contractual days (three holidays and five break days). Eight divided by 175 is .0457. The extended contract for the Head Coach for softball would be .0457 of a year.

Faculty who are in a coaching position on July 1, 2001 will not have their extra days of assignment reduced because of the implementation of this agreement.

3.7 Monthly Rates on Instructor Salary Schedule

The basic monthly rate for a contract faculty member shall be one tenth of the yearly salary for the class and step in which such faculty member has been placed pursuant to the criteria and salary schedule set forth in this Article.

3.8 Contract Faculty Service Increments

Service increments based on years of service to the Ventura County Community College District, including continuous service to the Ventura Union High School District prior to July 1, 1962, shall be added to the base salaries as follows: reflected on the date-applicable table found in Appendix "A".

YEARS	Reflects base salary at Step 15 plus longevity increment				
16-20 6% of CL1, ST1	85,798.92	90,672.92	95,545.92	100,420.92	105,296.92
21-25 9% of CL1, ST1	87,261.37	92,135.37	97,008.37	101,883.37	106,759.37
26-30 12% of CL1, ST1	88,723.83	93,597.83	98,470.83	103,345.83	108,221.83
31+ 15% of CL1, ST1	90,186.29	95,060.29	99,933.29	104,808.29	109,684.29

3.9 Non-Contract Faculty Service Increments

A \$500 annual service increment based on years of service to the District shall be added to the basic salary of a non-contract faculty member after every 30 semesters of service for those academic years in which such faculty member is employed by the District. This provision applies only to non-contract faculty.

3.10 State Certification Salary Credit

A \$250 per semester salary credit will be added to Classes I through IV for contract faculty and a pro-rata salary credit commensurate with the semester load shall be added for non-contract members who are admitted to practice before the California Bar, are Certified Public Accountants, or who hold registration, certification, or licensure from the State of California for Engineer, Architect, Landscape Architect, Radiological

Technician, EMT/Paramedics, Automotive Technician, Registered Nurse, or Dental Hygienist, if and only if such faculty member is teaching a course that is specifically and directly related to the holding of such State certification as determined by which discipline the course is assigned to on the Course Outline of Record in conjunction with the current "Minimum Qualifications for Faculty and Administrators in California Community Colleges" handbook. Faculty shall not be eligible for more than one salary credit per semester.

3.11 Temporary Faculty

Temporary faculty (substitutes) shall be paid on a monthly basis, from the first day of assignment, limited to a maximum salary equal to Step 8 in Class I when such assignment occurs under one of the following conditions:

3.11.A. To replace a contract or regular faculty member who is on leave of absence for one semester or longer, when such replacement requires the temporary faculty member to work more than 67% of a full-time assignment; or

3.11.B. When such temporary faculty member replaces the same contract or regular faculty member for a period of more than 20 consecutive working days at more than 67% of a full-time assignment; or

3.11.C. To meet a temporary increase in enrollment which, in the judgment of the District will not warrant creation of a permanent position, but which requires that the temporary faculty member work more than 67% percent of a full-time assignment.

- 3.12 Compensation of faculty members for independent research and development activities in excess of those normally considered part of a faculty member's workload, shall continue to be provided in those instances where District or College determines its needs warrant research and development proposals that indicate that such compensation for any research and development project, whether proposed by a faculty member or requested by the District, shall be established by the District on the basis of available budget funds, the probable value of the completed research and development to the District educational programs, and the anticipated amount of work needed to complete such research and development.

3.13 Voluntary Deductions

The District will provide to all faculty access to voluntary deductions for approved vendor accounts, which may include, but are not limited to, Roth 403(b) and 403(b) IRAs. Prior to any changes being made

to approved vendors, the District shall notify all faculty of said changes.

Financial Analysis of VCCCD Proposal to AFT 10/18/2019

from VCCCD
to AFT
2:58 PM
10/18/19

		Year 1	Year 2	Year 3	Total
1% =	890,700	890,700	7,232,484	9,051,650	17,174,834
	H/W savings		(5,879,205)	(5,879,205)	(11,758,410)
		<u>890,700</u>	<u>1,353,279</u>	<u>3,172,445</u>	<u>5,416,424</u>