



Ventura County Community College District

761 EAST DAILY DRIVE, SUITE 200, CAMARILLO, CALIFORNIA 93010

PHONE (805) 652-5500 FAX (805) 652-7700

WWW.VCCCD.EDU

DR. GREG GILLESPIE
CHANCELLOR

Negotiations Summary AFT/VCCCD – Friday, October 25, 2019

The Ventura County Community College District negotiating team consisting of Draza “Merv” Mrvichin, Leah Alarcon, Laura Barroso, Cathy Bojorquez, Howard Davis, and Jim Dembowski gathered at the District Administrative Center on Friday, October 25, 2019, prepared to negotiate with members of the AFT bargaining team. Members of AFT’s bargaining team included Dr. Steve Hall, Mary-Pat Huxley, Marnie Melendez, Michael Sheetz, Angela Wilkins, and Rich Williams.

At approximately 9:52 a.m., AFT presented its first counterproposal for Article 3 *Salary* to AFT. AFT claimed this counterproposal was designed to place VCCCD faculty salaries in the Top 25 (75% percentile) with increases of 30% over the next three years; 10% each year. AFT’s counterproposal also included non-salary schedule increases related to faculty stipends in various roles. AFT specifically rejected the concept of joining of any salary increase with a change to the manner by which to provide medical insurance; the 10-10-10 salary demand stood on its own. The teams caucused at approximately 10:24 a.m.

At 12:01 p.m., VCCCD presented AFT with its third, enhanced salary & benefit proposal covering both Article 3 *Salary* and Article 4 *Health and Welfare Benefits*. VCCCD’s enhanced offer added \$2,410 as a one-time lump sum payment to all employees covered by the AFT contract, (full-time and part-time). It need be noted that the \$2,410/employee bonus will actually cost the District almost \$3,000/employee; on a unit-wide basis, those amounts respectively total approximately \$2,625,780 and \$3,681,000. Members of the VCCCD bargaining team reiterated to AFT that the VCCCD enhanced offer is tied to moving to CalPERS for health and welfare benefits. The District’s current enhanced offer included an expectation that on or before noon on November 1st, AFT’s negotiating committee and its Executive Board would officially inform the District’s Chief Negotiator as to whether or not a “tentative agreement” had been reached on those two Articles. The teams broke for lunch at approximately 12:08 p.m.

At approximately 1:40 p.m., VCCCD and AFT reconvened wherein AFT posed specific questions related to VCCCD’s recent proposal on Article 3 *Salary*. There was a discussion on AFT’s ability/feasibility to respond within the timeline provided. The District noted that given the subject matter, AFT could easily call for a special meeting of its Executive Board within the given week.

There are no additional meetings scheduled as the District stated it would await the expected response from AFT and then proceed as deemed appropriate. Negotiations concluded at 1:59 p.m.

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

- 3.1 ~~increase~~ All non-contract faculty members shall be compensated on the basis of the salary schedule established in Section 3.4.B below by 1% effective July 1, 2017, and 0.75% effective July 1, 2018 ~~19~~.

- 3.1.A. All contract faculty members shall be compensated on the basis of the following schedules, effective July 1, 2016 ~~19~~:

~~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	48,754	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.

from
AFT to
VCCCD
10/25/19
9:52 AM

3.1.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-ration of Columns I, III, V and steps 1 through 7 of the contract faculty salary schedule.

3.1.C. 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. 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 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~~ or 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 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.
- (3) Possession of an appropriate vocational credential or Minimum Qualifications, based on occupational experience, 15 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
- (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~~ or possession of a Master's degree from an accredited college or university; or completion of a Master's degree plus 15 units of appropriate study completed after the receipt of the Master's degree; 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 completion of a Master's degree plus 30 units of appropriate study completed after the receipt of the Master's

degree; 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

3.2.E. 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. **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 schedule 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 schedule 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 and begin employment without a Bachelor's or Master's degree, units achieved prior to a Bachelor's degree shall count towards column advancement, ~~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).~~

- 3.3.C. 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. 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.
- 3.3.D. All faculty hired in the Spring semester shall receive a 1 step increase on the salary schedule defined in Section 3.3.A in the subsequent Fall semester.

3.4. Rates for Non-Contract 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, 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.)

All faculty who are "locked-in" as published for fiscal year 2007-2008, to avoid harm, shall have reported as "final compensation" to STRS, the greater of the "hold harmless" and the load rate.

- 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	2,110	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)) 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)).
- o Service on hiring committees, participate in staff development or in-service training on non-contract days.

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.

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. District human resources will work in cooperation with new faculty members for placement and verification of previous employment. With regard to initial placement on the part-time faculty salary schedule, new non-contract employees shall receive a maximum of ~~three~~ seven (7) 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)~~ ninety (90) days following the District new employee orientation hire. Exceptions shall be granted to the 90-day requirement if the previous institutions/employers will not provide the requested documentation in a timely manner. If a previous institution/employer can't or will not release information to the faculty member, the district human resources staff shall contact the previous employer.

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 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 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~~ two (2) semesters of creditable service. Creditable service is the maximum of ~~three~~ four (4) 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 summer and winter session 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. 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.
- (6) For non-classroom faculty, ~~400~~ 20 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/ <u>Film/TV</u>	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 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.

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:

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~~ **\$1750** 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. Subsequently, an additional \$750 will be added for every 10 semesters of service for those academic years in which such faculty is employed with the district. This provision applies only to non-contract faculty.

3.10. State Certification Salary Credit

A ~~\$250~~ **\$500** 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, **Dentist** 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: 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.A. 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.B. 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.

3.14. Use of Professional Experts

3.14.A A Professional Expert may be used for the temporary employment of a person in conjunction with a specific, limited-term project (typically a grant or other specially-funded project) requiring professional knowledge, skills or technical expertise.

3.14.B All professional expert positions shall be first advertised to all faculty, and faculty shall be given first consideration for all professional expert positions in accordance with the procedures set forth in Article 5 (Workload and Assignment) of this Agreement.

3.14.C Employment of Professional Experts is appropriate under the following circumstances.

(1) The conditions of service are not appropriate to any other category of temporary employment (i.e., nonclassified, short-term employee, nonclassified substitute employee, student employee), and

(2) The conditions of service meet all of the following criteria:

1. Employment must be in conjunction with a specific, limited-term project. The project must have defined starting and ending dates.

2. The service to be performed must require a unique or specialized background not commonly found in the labor market as evidenced by professional knowledge, education, licensure or certification AND/OR specialized professional/occupational training, experience, skills or technical expertise. The Professional Expert must possess *bona fide* qualifications appropriate to the job assignment.

3. The service to be performed is NOT of a type designated as "academic" in Title 5 of the California Code of Administrative Regulations (i.e., service which requires state-mandated minimum qualifications). The following services are considered "academic" and are specifically excluded from the Professional Expert category:

3.1. Instruction in any course offered for credit or for which apportionment will be claimed;

4. Related academic student support services (e.g., counseling, EOPS and DSPS services);

5. Terms of Employment: Professional Experts are temporary employees. They are employed on an "as needed" basis, subject to termination at will by either the District or the employee.

5. Compensation: Professional Experts will be compensated at the appropriate hourly rate according to the Faculty Hourly Rate Schedule defined in Section 3.4.B(1) in effect at the time of employment.

ADDENDUM TO ARTICLE 3 – SALARY SCHEDULE

FULL-TIME ACADEMIC SALARY SCHEDULE					
EFFECTIVE JULY 1, 2019					
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	\$53,626.10	\$58,989.70	\$64,348.90	\$69,713.60	\$75,073.90
2	\$56,307.90	\$61,668.20	\$67,032.90	\$72,391.00	\$77,754.60
3	\$58,989.70	\$64,348.90	\$69,713.60	\$75,073.90	\$80,436.40
4	\$61,668.20	\$67,032.90	\$72,391.00	\$77,754.60	\$83,117.10
5	\$64,348.90	\$69,713.60	\$75,073.90	\$80,436.40	\$85,796.70
6	\$67,032.90	\$72,391.00	\$77,754.60	\$83,117.10	\$88,484.00
7	\$69,713.60	\$75,073.90	\$80,436.40	\$85,796.70	\$91,161.40
8	\$72,391.00	\$77,754.60	\$83,117.10	\$88,484.00	\$93,842.10
9	\$75,073.90	\$80,436.40	\$85,796.70	\$91,161.40	\$96,522.80
10	\$77,754.60	\$83,117.10	\$88,484.00	\$93,842.10	\$99,203.50
11	\$80,436.40	\$85,796.70	\$91,161.40	\$96,522.80	\$101,883.10
12	\$83,117.10	\$88,484.00	\$93,842.10	\$99,203.50	\$104,564.90
13	\$85,796.70	\$91,161.40	\$96,522.80	\$101,883.10	\$107,245.60
14	\$88,484.00	\$93,842.10	\$99,203.50	\$104,564.90	\$109,926.30
15	\$91,161.40	\$96,522.80	\$101,883.10	\$107,245.60	\$112,609.20
YEARS	Reflects Base Salary at Step 15 plus longevity increment				
16-20 6% of CL1, ST1	\$94,378.97	\$99,740.37	\$105,100.67	\$110,463.17	\$115,831.17
21-25 9% of CL1, ST1	\$95,987.75	\$101,349.15	\$106,709.45	\$112,071.95	\$117,439.95
26-30 12% of CL1, ST1	\$97,596.53	\$102,957.93	\$108,318.23	\$113,680.73	\$119,048.73
31+ 15% of CL1, ST1	\$99,205.32	\$104,566.72	\$109,927.02	\$115,289.52	\$120,657.52
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	\$58,988.71	\$64,888.67	\$70,783.79	\$76,684.96	\$82,581.29
2	\$61,938.69	\$67,835.02	\$73,736.19	\$79,630.10	\$85,530.06
3	\$64,888.67	\$70,783.79	\$76,684.96	\$82,581.29	\$88,480.04
4	\$67,835.02	\$73,736.19	\$79,630.10	\$85,530.06	\$91,428.81
5	\$70,783.79	\$76,684.96	\$82,581.29	\$88,480.04	\$94,376.37

6	\$73,736.19	\$79,630.10	\$85,530.06	\$91,428.81	\$97,332.40
7	\$76,684.96	\$82,581.29	\$88,480.04	\$94,376.37	\$100,277.54
8	\$79,630.10	\$85,530.06	\$91,428.81	\$97,332.40	\$103,226.31
9	\$82,581.29	\$88,480.04	\$94,376.37	\$100,277.54	\$106,175.08
10	\$85,530.06	\$91,428.81	\$97,332.40	\$103,226.31	\$109,123.85
11	\$88,480.04	\$94,376.37	\$100,277.54	\$106,175.08	\$112,071.41
12	\$91,428.81	\$97,332.40	\$103,226.31	\$109,123.85	\$115,021.39
13	\$94,376.37	\$100,277.54	\$106,175.08	\$112,071.41	\$117,970.16
14	\$97,332.40	\$103,226.31	\$109,123.85	\$115,021.39	\$120,918.93
15	\$100,277.54	\$106,175.08	\$112,071.41	\$117,970.16	\$123,870.12
YEARS	Reflects Base Salary at Step 15 plus longevity increment				
16-20 6% of CL1, ST1	\$103,816.86	\$109,714.40	\$115,610.73	\$121,509.48	\$127,414.28
21-25 9% of CL1, ST1	\$105,586.52	\$111,484.06	\$117,380.39	\$123,279.14	\$129,183.94
26-30 12% of CL1, ST1	\$107,356.19	\$113,253.73	\$119,150.06	\$125,048.81	\$130,953.61
31+ 15% of CL1, ST1	\$109,125.85	\$115,023.39	\$120,919.72	\$126,818.47	\$132,723.27
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	\$64,887.58	\$71,377.54	\$77,862.17	\$84,353.46	\$90,839.42
2	\$68,132.56	\$74,618.52	\$81,109.81	\$87,593.11	\$94,083.07
3	\$71,377.54	\$77,862.17	\$84,353.46	\$90,839.42	\$97,328.04
4	\$74,618.52	\$81,109.81	\$87,593.11	\$94,083.07	\$100,571.69
5	\$77,862.17	\$84,353.46	\$90,839.42	\$97,328.04	\$103,814.01
6	\$81,109.81	\$87,593.11	\$94,083.07	\$100,571.69	\$107,065.64
7	\$84,353.46	\$90,839.42	\$97,328.04	\$103,814.01	\$110,305.29
8	\$87,593.11	\$94,083.07	\$100,571.69	\$107,065.64	\$113,548.94
9	\$90,839.42	\$97,328.04	\$103,814.01	\$110,305.29	\$116,792.59
10	\$94,083.07	\$100,571.69	\$107,065.64	\$113,548.94	\$120,036.24
11	\$97,328.04	\$103,814.01	\$110,305.29	\$116,792.59	\$123,278.55
12	\$100,571.69	\$107,065.64	\$113,548.94	\$120,036.24	\$126,523.53
13	\$103,814.01	\$110,305.29	\$116,792.59	\$123,278.55	\$129,767.18
14	\$107,065.64	\$113,548.94	\$120,036.24	\$126,523.53	\$133,010.82

15	\$110,305.29	\$116,792.59	\$123,278.55	\$129,767.18	\$136,257.13
YEARS	Reflects Base Salary at Step 15 plus longevity increment				
16-20 6% of CL1, ST1	\$114,198.55	\$120,685.84	\$127,171.81	\$133,660.43	\$140,155.71
21-25 9% of CL1, ST1	\$116,145.18	\$122,632.47	\$129,118.43	\$135,607.06	\$142,102.34
26-30 12% of CL1, ST1	\$118,091.80	\$124,579.10	\$131,065.06	\$137,553.69	\$144,048.97
31+ 15% of CL1, ST1	\$120,038.43	\$126,525.73	\$133,011.69	\$139,500.31	\$145,995.59

NON-CONTRACT FACULTY CLASSROOM SALARY SCHEDULE			
PER .1 LOAD			
EFFECTIVE JULY 1, 2019			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	\$1,747.90	\$2,096.60	\$2,446.40
2	\$1,833.70	\$2,185.70	\$2,532.20
3	\$1,920.60	\$2,269.30	\$2,621.30
4	\$2,010.80	\$2,358.40	\$2,706.00
5	\$2,096.60	\$2,446.40	\$2,794.00
6	\$2,185.70	\$2,532.20	\$2,882.00
7	\$2,269.30	\$2,621.30	\$2,970.00
NON-CONTRACT FACULTY CLASSROOM SALARY SCHEDULE			
PER .1 LOAD			
EFFECTIVE JULY 1, 2020			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	\$1,922.69	\$2,306.26	\$2,691.04
2	\$2,017.07	\$2,404.27	\$2,785.42
3	\$2,112.66	\$2,496.23	\$2,883.43
4	\$2,211.88	\$2,594.24	\$2,976.60
5	\$2,306.26	\$2,691.04	\$3,073.40
6	\$2,404.27	\$2,785.42	\$3,170.20

<u>7</u>	<u>\$2,496.23</u>	<u>\$2,883.43</u>	<u>\$3,267.00</u>
<u>NON-CONTRACT FACULTY CLASSROOM SALARY SCHEDULE</u>			
<u>PER .1 LOAD</u>			
<u>EFFECTIVE JULY 1, 2021</u>			
<u>STEP</u>	<u>CLASS I Credential</u>	<u>CLASS II Masters</u>	<u>CLASS III Earned Doctorate</u>
<u>1</u>	<u>\$2,114.96</u>	<u>\$2,536.89</u>	<u>\$2,960.14</u>
<u>2</u>	<u>\$2,218.78</u>	<u>\$2,644.70</u>	<u>\$3,063.96</u>
<u>3</u>	<u>\$2,323.93</u>	<u>\$2,745.85</u>	<u>\$3,171.77</u>
<u>4</u>	<u>\$2,433.07</u>	<u>\$2,853.66</u>	<u>\$3,274.26</u>
<u>5</u>	<u>\$2,536.89</u>	<u>\$2,960.14</u>	<u>\$3,380.74</u>
<u>6</u>	<u>\$2,644.70</u>	<u>\$3,063.96</u>	<u>\$3,487.22</u>
<u>7</u>	<u>\$2,745.85</u>	<u>\$3,171.77</u>	<u>\$3,593.70</u>

<u>FACULTY NON-CLASSROOM SALARY SCHEDULE</u>			
<u>PER .1 LOAD</u>			
<u>EFFECTIVE JULY 1, 2019</u>			
<u>STEP</u>	<u>CLASS I Credential</u>	<u>CLASS II Masters</u>	<u>CLASS III Earned Doctorate</u>
<u>1</u>	<u>\$2,330.90</u>	<u>\$2,794.00</u>	<u>\$3,259.30</u>
<u>2</u>	<u>\$2,446.40</u>	<u>\$2,911.70</u>	<u>\$3,377.00</u>
<u>3</u>	<u>\$2,560.80</u>	<u>\$3,027.20</u>	<u>\$3,494.70</u>
<u>4</u>	<u>\$2,678.50</u>	<u>\$3,142.70</u>	<u>\$3,609.10</u>
<u>5</u>	<u>\$2,794.00</u>	<u>\$3,259.30</u>	<u>\$3,725.70</u>
<u>6</u>	<u>\$2,911.70</u>	<u>\$3,377.00</u>	<u>\$3,843.40</u>
<u>7</u>	<u>\$3,027.20</u>	<u>\$3,494.70</u>	<u>\$3,958.90</u>
<u>FACULTY NON-CLASSROOM SALARY SCHEDULE</u>			
<u>PER .1 LOAD</u>			
<u>EFFECTIVE JULY 1, 2020</u>			
<u>STEP</u>	<u>CLASS I Credential</u>	<u>CLASS II Masters</u>	<u>CLASS III Earned Doctorate</u>
<u>1</u>	<u>\$2,563.99</u>	<u>\$3,073.40</u>	<u>\$3,585.23</u>
<u>2</u>	<u>\$2,691.04</u>	<u>\$3,202.87</u>	<u>\$3,714.70</u>
<u>3</u>	<u>\$2,816.88</u>	<u>\$3,329.92</u>	<u>\$3,844.17</u>

<u>4</u>	<u>\$2,946.35</u>	<u>\$3,456.97</u>	<u>\$3,970.01</u>
<u>5</u>	<u>\$3,073.40</u>	<u>\$3,585.23</u>	<u>\$4,098.27</u>
<u>6</u>	<u>\$3,202.87</u>	<u>\$3,714.70</u>	<u>\$4,227.74</u>
<u>7</u>	<u>\$3,329.92</u>	<u>\$3,844.17</u>	<u>\$4,354.79</u>
<u>FACULTY NON-CLASSROOM SALARY SCHEDULE</u>			
<u>PER .1 LOAD</u>			
<u>EFFECTIVE JULY 1, 2021</u>			
<u>STEP</u>	<u>CLASS I Credential</u>	<u>CLASS II Masters</u>	<u>CLASS III Earned Doctorate</u>
<u>1</u>	<u>\$2,820.39</u>	<u>\$3,380.74</u>	<u>\$3,943.75</u>
<u>2</u>	<u>\$2,960.14</u>	<u>\$3,523.16</u>	<u>\$4,086.17</u>
<u>3</u>	<u>\$3,098.57</u>	<u>\$3,662.91</u>	<u>\$4,228.59</u>
<u>4</u>	<u>\$3,240.99</u>	<u>\$3,802.67</u>	<u>\$4,367.01</u>
<u>5</u>	<u>\$3,380.74</u>	<u>\$3,943.75</u>	<u>\$4,508.10</u>
<u>6</u>	<u>\$3,523.16</u>	<u>\$4,086.17</u>	<u>\$4,650.51</u>
<u>7</u>	<u>\$3,662.91</u>	<u>\$4,228.59</u>	<u>\$4,790.27</u>

<u>FACULTY HOURLY SALARY SCHEDULE</u>			
<u>EFFECTIVE JULY 1, 2019</u>			
<u>STEP</u>	<u>CLASS I Credential</u>	<u>CLASS II Masters</u>	<u>CLASS III Earned Doctorate</u>
<u>1</u>	<u>\$61.34</u>	<u>\$66.35</u>	<u>\$77.20</u>
<u>2</u>	<u>\$64.39</u>	<u>\$71.80</u>	<u>\$82.60</u>
<u>3</u>	<u>\$67.07</u>	<u>\$77.20</u>	<u>\$88.03</u>
<u>4</u>	<u>\$71.78</u>	<u>\$82.08</u>	<u>\$93.45</u>
<u>5</u>	<u>\$83.95</u>	<u>\$94.79</u>	<u>\$105.53</u>
<u>6</u>	<u>\$83.95</u>	<u>\$94.79</u>	<u>\$105.53</u>
<u>7</u>	<u>\$83.95</u>	<u>\$94.79</u>	<u>\$105.53</u>
<u>FACULTY HOURLY SALARY SCHEDULE</u>			
<u>EFFECTIVE JULY 1, 2020</u>			
<u>STEP</u>	<u>CLASS I Credential</u>	<u>CLASS II Masters</u>	<u>CLASS III Earned Doctorate</u>

1	\$67.47	\$72.99	\$84.92
2	\$70.83	\$78.98	\$90.86
3	\$73.77	\$84.92	\$96.84
4	\$78.95	\$90.29	\$102.79
5	\$92.35	\$104.27	\$116.09
6	\$92.35	\$104.27	\$116.09
7	\$92.35	\$104.27	\$116.09
FACULTY HOURLY SALARY SCHEDULE			
EFFECTIVE JULY 1, 2021			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	\$74.22	\$80.29	\$93.41
2	\$77.92	\$86.87	\$99.94
3	\$81.15	\$93.41	\$106.52
4	\$86.85	\$99.32	\$113.07
5	\$101.58	\$114.69	\$127.70
6	\$101.58	\$114.69	\$127.70
7	\$101.58	\$114.69	\$127.70

PROPOSAL TO: Ventura County Community College District
FROM: Ventura County Federation of College Teachers
RE: Article 3 Proposal No. 2
Date: October 25, 2019

from
AFT to
VCCCD
10/25/19
10:43
AM

This proposal by the Ventura County Federation of College Teachers reflects its commitment to raise the comparably low faculty salaries from its current position of 70th of 72 districts, to that of the statistical average salary among college districts.

This proposal provides a series of three annual percentage increases to the current salary schedule that would, in aggregate, raise the current faculty starting salary to the current statistical mean salary of at least \$60,665. The adjusted salary schedule attached hereto and included herein by reference reflects an increase of 10 percent, 10 percent, and 10 percent in the years 2019, 2020, and 2012 respectively.

from
VCCCD
to AFT
12:01 PM
10/25/19

**October 25, 2019
Comprehensive Proposal
By
VCCCD To AFT
Regarding Articles 3 & 4**

With only the following enhancement, the District reaffirms its previously provided, conjoined, "contract-language" proposal regarding Articles 3 and 4, the salient points of which were:

Salary: The following Increases will occur as reflected on the charts set forth in Appendix "A", and all AFT employees will receive the increased noted therein:

- 2% effective the first payday after Board of Trustee approval of the Agreement
- 6% effective July 1, 2020
- 2% effective July 1, 2021

Enhancement: The following is offered as a new second paragraph in Section 3.1.

On the payday after the provision of medical plan benefits through CALPERS (as described in 4.1 of this Agreement) first becomes effective, all bargaining unit employees who are employed in an active assignment on November 1, 2019, and who also maintain such active employment through the commencement date of this agreement, shall receive a one-time, off-schedule, lump-sum payment of \$2,410.

All other proposals by either party with respect to Articles 3 and/or 4 are to be withdrawn.

The foregoing is offered, and is to be received, as a comprehensive offer to completely resolve all outstanding issues with respect only to both Article 3 and Article 4. The District makes this offer with the expectation that the AFT bargaining team will promptly place this offer before the AFT Executive Committee. The District makes this offer with the further expectation that on or before noon on Friday, November 1, 2019, AFT will officially notify the District's Negotiator as to whether or not this enhanced proposal is "Tentatively Agreed Upon" by **both** the AFT negotiation team and the AFT Executive Committee. If the answer is in the affirmative, the parties will endeavor to continue to bargain so as to reach total agreement on the balance of other matters within the scope of negotiations.