

**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
10-MONTH ACADEMIC CONTRACT SALARY SCHEDULE
6.56% Increase
Effective July 1, 2022**

Range	Class I	Class II	Class III	Class IV	Class V	Class VI
1	\$62,245	\$67,960	\$70,812	\$73,666	\$76,525	\$79,381
2	\$65,103	\$70,812	\$73,666	\$76,525	\$79,381	\$82,237
3	\$67,960	\$73,666	\$76,525	\$79,381	\$82,237	\$85,092
4	\$70,812	\$76,525	\$79,381	\$82,237	\$85,092	\$87,947
5	\$73,666	\$79,381	\$82,237	\$85,092	\$87,947	\$90,802
6	\$76,525	\$82,237	\$85,092	\$87,947	\$90,802	\$93,658
7	\$79,381	\$85,092	\$87,947	\$90,802	\$93,658	\$96,514
8	\$82,237	\$87,947	\$90,802	\$93,658	\$96,514	\$99,371
9	\$85,092	\$90,802	\$93,658	\$96,514	\$99,371	\$102,225
10	\$87,947	\$93,658	\$96,514	\$99,371	\$102,225	\$105,081
11	\$90,802	\$96,514	\$99,371	\$102,225	\$105,081	\$107,938
12	\$93,658	\$99,371	\$102,225	\$105,081	\$107,938	\$110,794
13	\$96,514	\$102,225	\$105,081	\$107,938	\$110,794	\$113,652
14	\$99,371	\$105,081	\$107,938	\$110,794	\$113,652	\$116,503
15	\$102,225	\$107,938	\$110,794	\$113,652	\$116,503	\$119,361
16	\$105,081	\$110,794	\$113,652	\$116,503	\$119,361	\$122,217

ANNIVERSARY MERIT INCREMENT

A	\$111,844	\$114,759	\$117,639	\$120,527	\$123,409	\$126,293
B	\$115,847	\$118,787	\$121,701	\$124,612	\$127,527	\$130,441
C	\$119,913	\$122,887	\$125,827	\$128,770	\$131,716	\$134,653
D	\$123,509	\$126,573	\$129,601	\$132,634	\$135,667	\$138,693

Unit Members possessing a doctorate degree shall receive a stipend of \$2,200 annually.

EXPLANATION OF CLASSES

CLASS I	Credential
CLASS II	Master's Degree or Bachelor's Degree, Plus 30 Semester Units subsequent to Bachelor's Degree
CLASS III	Master's Degree with 45 Semester Units subsequent to Bachelor's Degree
CLASS IV	Master's Degree with 60 Semester Units subsequent to Bachelor's Degree
CLASS V	Master's Degree with 75 Semester Units subsequent to Bachelor's Degree
CLASS VI	Master's Degree with 90 Semester Units subsequent to Bachelor's Degree

Approved by the Governing Board: February 13, 2023

**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
11-MONTH ACADEMIC CONTRACT SALARY SCHEDULE
6.56% Increase
Effective July 1, 2022**

Range	Class I	Class II	Class III	Class IV	Class V	Class VI
1	\$68,468	\$74,753	\$77,894	\$81,032	\$84,174	\$87,316
2	\$71,609	\$77,894	\$81,032	\$84,174	\$87,316	\$90,459
3	\$74,753	\$81,032	\$84,174	\$87,316	\$90,459	\$93,601
4	\$77,894	\$84,174	\$87,316	\$90,459	\$93,601	\$96,745
5	\$81,032	\$87,316	\$90,459	\$93,601	\$96,745	\$99,883
6	\$84,174	\$90,459	\$93,601	\$96,745	\$99,883	\$103,022
7	\$87,316	\$93,601	\$96,745	\$99,883	\$103,022	\$106,164
8	\$90,459	\$96,745	\$99,883	\$103,022	\$106,164	\$109,305
9	\$93,601	\$99,883	\$103,022	\$106,164	\$109,305	\$112,449
10	\$96,745	\$103,022	\$106,164	\$109,305	\$112,449	\$115,590
11	\$99,883	\$106,164	\$109,305	\$112,449	\$115,590	\$118,730
12	\$103,022	\$109,305	\$112,449	\$115,590	\$118,730	\$121,868
13	\$106,164	\$112,449	\$115,590	\$118,730	\$121,868	\$125,014
14	\$109,305	\$115,590	\$118,730	\$121,868	\$125,014	\$128,152
15	\$112,449	\$118,730	\$121,868	\$125,014	\$128,152	\$131,294
16	\$115,590	\$121,868	\$125,014	\$128,152	\$131,294	\$134,437

ANNIVERSARY MERIT INCREMENT

A	\$123,025	\$126,233	\$129,402	\$132,576	\$135,750	\$138,922
B	\$127,430	\$130,664	\$133,871	\$137,075	\$140,280	\$143,483
C	\$131,903	\$135,176	\$138,411	\$141,649	\$144,884	\$148,118
D	\$135,860	\$139,231	\$142,562	\$145,898	\$149,231	\$152,562

Unit Members possessing a doctorate degree shall receive a stipend of \$2,200 annually.

EXPLANATION OF CLASSES

CLASS I	Credential
CLASS II	Master's Degree or Bachelor's Degree, Plus 30 Semester Units subsequent to Bachelor's Degree
CLASS III	Master's Degree with 45 Semester Units subsequent to Bachelor's Degree
CLASS IV	Master's Degree with 60 Semester Units subsequent to Bachelor's Degree
CLASS V	Master's Degree with 75 Semester Units subsequent to Bachelor's Degree
CLASS VI	Master's Degree with 90 Semester Units subsequent to Bachelor's Degree

Approved by the Governing Board: February 13, 2023

**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR ACADEMIC
PART-TIME/OVERLOAD SERVICE
6.56% Increase
Effective July 1, 2022**

		1 Classification 1 & II** (30 Units Beyond <u>Bachelor's</u>)	2 Classification III & IV** (Master Degree w/45 Units Beyond <u>Bachelor's</u>)	3 Classification V & VI** (Master Degree w/75+ Units Beyond <u>Bachelor's</u>)
*CLASS A	LECTURE	\$77.71	\$81.18	\$85.25
	LABORATORY	\$64.52	\$67.37	\$70.76
*CLASS B	LECTURE	\$81.18	\$85.25	\$88.15
	LABORATORY	\$67.37	\$70.76	\$73.15
*CLASS C	LECTURE	\$85.25	\$88.15	\$91.68
	LABORATORY	\$70.76	\$73.15	\$76.11

Lab rate is 83% of the lecture rate as of July 1, 2017.

Part-time Unit Members who possess a doctorate degree from an accredited institution and who have submitted an application, in accordance with 7.2.4.2 requesting the stipend, shall be paid an additional \$525 stipend at the end of each semester (Fall/Spring) of satisfactory service.

***Vertical Experience Placement**

CLASS A	Academic Staff in their first six (6) semesters of employment.
CLASS B	Academic Staff in their seventh (7) through twelfth (12) semesters.
CLASS C	Academic Staff with thirteen (13) or more semesters of service.

****Horizontal Placement Criteria**

Horizontal placement criteria (Columns 1 through 3) are the same as that used to place contract staff on the Academic Contract Staff Schedule. Placement will be A-1 until transcripts are on file substantiating higher placement.

Non-teaching Assignments - All academic hourly staff employment for non-teaching duties such as Library, Counseling, reassigned time, union service, and curriculum development will be considered ancillary duties and shall be compensated at the appropriate LABORATORY RATE.

Teaching Assignments – Day, Evening, Extension, Saturday, Summer Session, Short Courses, Substitutes - All hourly teaching employment for day assignments, summer session, short courses, and substitution will be compensated at the appropriate LECTURE/LABORATORY RATE. During Final Examination week, three lecture hours will be recorded for lecture or lecture/laboratory classes and three laboratory hours for pure laboratory classes. Exception: Cooperative Work Experience classes are paid for one lecture hour for Final Examination Week.

Equal Payment Plan – Fall and Spring Semesters - Salary payment for full semester hourly instruction will be made in five equal monthly payments. Instructors who terminate prior to the end of the semester may have been overpaid prior to the time of termination and a salary adjustment may be necessary. The County normally releases warrants to the College on the fifth (5) of the month. When the fifth (5) falls on a weekend or a holiday, the warrants are released on the prior working day.

Approved by the Governing Board: February 13, 2023

**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR ACADEMIC PART TIME EQUITY
TEACHING ASSIGNMENTS FALL/SPRING SEMESTERS ONLY
7.00% Increase
Effective July 1, 2022**

		1 Classification 1 & II** (30 Units Beyond <u>Bachelor's</u>)	2 Classification III & IV** (Master Degree w/45 Units Beyond <u>Bachelor's</u>)	3 Classification V & VI** (Master Degree w/75+ Units Beyond <u>Bachelor's</u>)
*CLASS A	LECTURE	\$85.49	\$89.31	\$93.76
	LABORATORY	\$70.96	\$74.13	\$77.82
*CLASS B	LECTURE	\$89.31	\$93.76	\$96.92
	LABORATORY	\$74.13	\$77.82	\$80.45
*CLASS C	LECTURE	\$93.76	\$96.92	\$100.85
	LABORATORY	\$77.82	\$80.45	\$83.71
*CLASS D	LECTURE	\$96.92	\$100.85	\$105.14
	LABORATORY	\$80.45	\$83.71	\$87.27
*CLASS E	LECTURE	\$100.85	\$105.14	\$109.34
	LABORATORY	\$83.71	\$87.27	\$90.76

Lab rate is 83% of the lecture rate as of July 1, 2017.

Part-time Unit Members who possess a doctorate degree from an accredited institution and who have submitted an application, in accordance with 7.2.4.2 requesting the stipend, shall be paid an additional \$525 stipend at the end of each semester (Fall/Spring) of satisfactory service.

***Vertical Experience Placement**

CLASS A	Academic Staff in their first four (4) semesters of employment.
CLASS B	Academic Staff in their fifth (5) through eighth (8) semesters.
CLASS C	Academic Staff in their ninth (9) through twelfth (12) semesters.
CLASS D	Academic Staff with thirteen (13) through sixteen (16) semesters.
CLASS E	Academic Staff with seventeen (17) or more semesters of service.

****Horizontal Placement Criteria**

Horizontal placement criteria (Columns 1 through 3) are the same as that used to place contract staff on the Academic Contract Staff Schedule. Placement will be A-1 until transcripts are on file substantiating higher placement.

Teaching Assignments – Day, Evening, Extension, Saturday, Summer Session, Short Courses, Substitutes

All hourly teaching employment for day assignments, summer session, short courses, and substitution will be compensated at the appropriate LECTURE/LABORATORY RATE. During Final Examination week, three lecture hours will be recorded for lecture or lecture/laboratory classes and three laboratory hours for pure laboratory classes. Exception: Cooperative Work Experience classes are paid for one lecture hour for Final Examination Week.

Approved by the Governing Board: February 13, 2023

**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
EXTRA PAY ASSIGNMENTS**

2.91% INCREASE EFFECTIVE JULY 1, 2018

<u>ASSIGNMENTS</u>	<u>AMOUNT</u>
ANNUAL DRAMA/MUSICAL/DANCE PRODUCTION	\$5,226
ART GALLERY EXHIBITS	\$4,181
CHEERLEADING ADVISOR	\$836
DANCE PROGRAMS - PUBLIC PERFORMANCE	\$3,658
DRAMA PERFORMANCES	\$5,226
INSTRUMENTAL MUSIC - PUBLIC PERFORMANCE	\$3,658
VOCAL MUSIC - PUBLIC PERFORMANCE	\$3,658
CLUB ADVISOR	\$2,613