

Article 24
SALARIES FOR FACULTY EMPLOYEES

- 24.1 Each full-time faculty employee, other than a full-time faculty employee employed in an Early Childhood Education Center, shall be paid in accordance with his or her placement on the Faculty Salary Schedule, Appendix A. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix A.
- 24.2 Each full-time faculty employee employed in an Early Childhood Education Center shall be paid in accordance with his or her placement on the Child Development Faculty Salary Schedule, Appendix B. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Child Development Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix B.
- 24.3 Each part-time faculty member as defined in Article 7 and each day-to-day substitute shall be paid in accordance with his or her placement on the Part-Time Faculty Salary Schedule, Appendix C; the Substitute Salary Schedules, Appendices D and D.1; the Part-Time Hourly Faculty Salary Schedule for Non-Teaching Assignments, Appendix G; or the Child Development Faculty Salary Schedule, Appendix B.1, as appropriate. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Part-Time Faculty Salary Schedules and Part-Time Hourly Faculty Salary Schedule for Non-Teaching Assignments shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendices B.1, C, D, D.1, and G.
- 24.4 Each part-time Non-credit (Adult) Education faculty member as defined in Article 33 shall be paid in accordance with his or her placement on the Part-Time Non-credit (Adult) Education Faculty Salary Schedule, Appendix E. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Part-Time Non-credit (Adult) Education Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix E.
- 24.5 Placement on and advancement within a salary schedule shall be governed by the criteria set forth in Appendices A, B, B.1, C, D, D.1, E, and G.
- 24.6 Effective July 1, 2007, all faculty salary schedules shall be adjusted for 2007-08 by increasing each step of the schedules by 5.53 percent as shown in Appendices A, B, B.1, C, D, D.1, E and G. An additional salary adjustment of 1 percent on all salary schedules shall be contingent upon 2 percent District growth in 2007-08. If funded growth is below this threshold, the additional salary adjustment shall be one-half of the funded growth percentage.
- 24.6.1 Effective July 1, 2000, a readjustment was made to all the full-time and part-time salary schedules, Appendices A, B, B.1, C, D, D.1, E and G, whereby 1) the 1999-2000 Step A on all the schedules was eliminated and the 1999-2000 Step B became the 2000-01 Step A (the first step); 2) the 1999-2000 Step C became the 2000-01 Step B, etc.; and 3) a new step was added to each of the salary schedules and became the new "top step." The new step was calculated on the basis of 3 percent of the current top step of each schedule except as otherwise specified (e.g., Appendix C is calculated at 70 percent of Appendix

- A). The number of steps on each salary schedule remained unchanged from 1999-2000: 13 steps on Schedule A, 8 steps on Schedule B, 6 steps on Schedules B.1, C, E, and G.
- 24.6.2 Effective March 1, 2006, a readjustment was made to all the full-time and part-time salary schedules, Appendices A, B, B.1, C, D, E and G, whereby 1) the 2004-05 Step A on all the schedules was eliminated and the 2004-05 Column I Step B became the 2005-06 Column I Step A (the first column and step); 2) the 2005-06 Column I Step A of each salary schedule became the “anchor” cell and was used to generate the dollar amount of all the other cells; 3) the incremental factors between columns and steps was re-set and regularized as agreed by the parties; 4) the number of steps on each salary schedule remained unchanged from 2004-05: 13 steps on Schedule A, 8 steps on Schedule B, 6 steps on schedules B.1, C, D, E, and G. The top step of each schedule was determined in accordance with the formula established for each schedule. The 2005-06 faculty salary schedules shall be used as the base for the 2006-07 adjustment.
- 24.7 The Part-Time Faculty Salary Schedule, Appendix C, shall be increased to 77.5 percent in accordance with the District parity definition for instructional faculty teaching assignments and the timeline described in Subsection 24.7.1.
- 24.7.1 The District shall use its allocation of Compensation Equity for Part-Time Faculty state funding to achieve parity within the next four-year period as follows:
- 24.7.1.1 In year one, 2006-07, the calculation of Appendix C shall increase from 70 percent of Appendix A to 72 percent of Appendix A. All remaining Equity funds shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.
- 24.7.1.2 In year two, 2007-08, the calculation of Appendix C shall increase from 72 percent of Appendix A to 74 percent of Appendix A. All remaining Equity funds, if any, shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.
- 24.7.1.3 In year three, 2008-09, the calculation of Appendix C shall increase from 74 percent of Appendix A to 76 percent of Appendix A. All remaining Equity funds, if any, shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.
- 24.7.1.4 In year four, 2009-2010, the calculation of Appendix C shall increase from 76 percent of Appendix A to 77.5 percent of Appendix A. All remaining Equity funds, if any, shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.
- 24.7.2 Continuation of the implementation of parity shall be dependent upon the continuation of funding as described in the Budget Act of 2001. If a change occurs in the state funding to the District for this program, FA and the District agree to re-open negotiations on parity funding.
- 24.7.3 Nothing in this provision shall preclude adjustments to Appendix C through other funding identified through the negotiations process.