

FACULTY SALARY SCHEDULES

December 2007

State of Washington



INTRODUCTION

The attached report has been prepared to satisfy requests for Washington State Community and Technical College faculty salary information. It is a compilation of the most current salary schedules.

The information was extracted from community and technical college contracts and bargaining agreements. The full faculty collective bargaining agreements for colleges are posted on the State Board's Web site at http://www.sbctc.ctc.edu/college/hr_faccollectivebargaining.aspx

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BATES TECHNICAL COLLEGE
 Faculty Salary Schedule
 Effective 7/1/2007

Percent Increase 3.7%

Salary Schedule A-1

214 Contract Days

Experience Step	Clock Hours		\$ 863							
	0	150	300	450	600	750	900	1050	1200	1350
6 Hour										
(1)	47,029	47,892	48,755	49,618	50,481	51,344	52,207	53,070	53,933	54,796
(2)	48,494	49,357	50,220	51,083	51,946	52,809	53,672	54,535	55,398	56,261
(3)	49,962	50,825	51,688	52,551	53,414	54,277	55,140	56,003	56,866	57,729
(4)	51,427	52,290	53,153	54,016	54,879	55,742	56,605	57,468	58,331	59,194
(5)	52,894	53,757	54,620	55,483	56,346	57,209	58,072	58,935	59,798	60,661
(6)	54,362	55,225	56,088	56,951	57,814	58,677	59,540	60,403	61,266	62,129
(7)	57,999	58,862	59,725	60,588	61,451	62,314	63,177	64,040	64,903	65,766
(8)	59,466	60,329	61,192	62,055	62,918	63,781	64,644	65,507	66,370	67,233
(9)	60,932	61,795	62,658	63,521	64,384	65,247	66,110	66,973	67,836	68,699
(10)	62,394	63,257	64,120	64,983	65,846	66,709	67,572	68,435	69,298	70,161
7 Hour										
(1)	52,908	53,771	54,634	55,497	56,360	57,223	58,086	58,949	59,812	60,675
(2)	54,556	55,419	56,282	57,145	58,008	58,871	59,734	60,597	61,460	62,323
(3)	56,207	57,070	57,933	58,796	59,659	60,522	61,385	62,248	63,111	63,974
(4)	57,855	58,718	59,581	60,444	61,307	62,170	63,033	63,896	64,759	65,622
(5)	59,506	60,369	61,232	62,095	62,958	63,821	64,684	65,547	66,410	67,273
(6)	61,157	62,020	62,883	63,746	64,609	65,472	66,335	67,198	68,061	68,924
(7)	65,249	66,112	66,975	67,838	68,701	69,564	70,427	71,290	72,153	73,016
(8)	66,899	67,762	68,625	69,488	70,351	71,214	72,077	72,940	73,803	74,666
(9)	68,549	69,412	70,275	71,138	72,001	72,864	73,727	74,590	75,453	76,316
(10)	70,193	71,056	71,919	72,782	73,645	74,508	75,371	76,234	77,097	77,960
8 Hour										
(1)	58,786	59,649	60,512	61,375	62,238	63,101	63,964	64,827	65,690	66,553
(2)	60,618	61,481	62,344	63,207	64,070	64,933	65,796	66,659	67,522	68,385
(3)	62,453	63,316	64,179	65,042	65,905	66,768	67,631	68,494	69,357	70,220
(4)	64,284	65,147	66,010	66,873	67,736	68,599	69,462	70,325	71,188	72,051
(5)	66,118	66,981	67,844	68,707	69,570	70,433	71,296	72,159	73,022	73,885
(6)	67,953	68,816	69,679	70,542	71,405	72,268	73,131	73,994	74,857	75,720
(7)	72,499	73,362	74,225	75,088	75,951	76,814	77,677	78,540	79,403	80,266
(8)	74,333	75,196	76,059	76,922	77,785	78,648	79,511	80,374	81,237	82,100
(9)	76,165	77,028	77,891	78,754	79,617	80,480	81,343	82,206	83,069	83,932
(10)	77,993	78,856	79,719	80,582	81,445	82,308	83,171	84,034	84,897	85,760

Notes to Salary Schedule A-1

Faculty will be placed on Step 8 after completion of 14 years of service on this salary schedule, if not precluded by the legislature.

Faculty will be placed on Step 9 after completion of 16 years of service on this salary schedule, if not precluded by the legislature.

Faculty will be placed on Step 10 after completion of 19 years of service on this salary schedule, if not precluded by the legislature.

\$863 will be added to the base salary for each 150 hours of approved training earned up to a maximum of 1350 hours, if not precluded by the legislature.

Part-time Academic, Assessment Center and Career Training Faculty shall initially be placed on Salary Schedule A-1, Step 1
 Exceptions may be made on minimum qualifications and experience required for the positions

Substitute Rates	Daily	Hourly
6 Hour Day	\$ 200.00	\$ 33.34
7 Hour Day	\$ 223.00	\$ 31.80
8 Hour Day	\$ 245.00	\$ 30.65

Class Coverage Stipend	
Less than 1 hour	\$ 29.38
1-3 Hours	\$ 58.77
3 Hours or more	\$ 88.10

BATES TECHNICAL COLLEGE
 Faculty Salary Schedule
 Business & Management, Library, Career Specialists, HS Counselors
 Effective 7/1/2007
 Percent Increase 3.7%

Salary Schedule A-2

225 Contract Days	Clock Hours	\$ 863								
& Hour	0	150	300	450	600	750	900	1050	1200	1350
(1)	54,096	54,959	55,822	56,685	57,548	58,411	59,274	60,137	61,000	61,863
(2)	56,023	56,886	57,749	58,612	59,475	60,338	61,201	62,064	62,927	63,790
(3)	57,955	58,818	59,681	60,544	61,407	62,270	63,133	63,996	64,859	65,722
(4)	59,879	60,742	61,605	62,468	63,331	64,194	65,057	65,920	66,783	67,646
(5)	61,808	62,671	63,534	64,397	65,260	66,123	66,986	67,849	68,712	69,575
(6)	63,734	64,597	65,460	66,323	67,186	68,049	68,912	69,775	70,638	71,501
(7)	65,664	66,527	67,390	68,253	69,116	69,979	70,842	71,705	72,568	73,431
(8)	67,589	68,452	69,315	70,178	71,041	71,904	72,767	73,630	74,493	75,356
(9)	69,517	70,380	71,243	72,106	72,969	73,832	74,695	75,558	76,421	77,284
(10)	71,445	72,308	73,171	74,034	74,897	75,760	76,623	77,486	78,349	79,212
(11)	76,228	77,091	77,954	78,817	79,680	80,543	81,406	82,269	83,132	83,995
(12)	78,154	79,017	79,880	80,743	81,606	82,469	83,332	84,195	85,058	85,921
(13)	80,080	80,943	81,806	82,669	83,532	84,395	85,258	86,121	86,984	87,847
(14)	82,002	82,865	83,728	84,591	85,454	86,317	87,180	88,043	88,906	89,769

Notes to Salary Schedule A-2

Faculty will be placed on Step 12 after completion of 14 years of service on this salary schedule, if not precluded by the legislature.

Faculty will be placed on Step 13 after completion of 16 years of service on this salary schedule, if not precluded by the legislature.

Faculty will be placed on Step 14 after completion of 19 years of service on this salary schedule, if not precluded by the legislature.

\$863 will be added to the base salary for each 150 hours of approved training earned up to a maximum of 1350 hours, if not precluded by the legislature.

Part-time BMTC, Career Specialist, and Library faculty shall be initially placed on Salary Schedule A-2, Step 1. Exceptions may be made based on minimum qualifications and experience required for the positions.

Bellevue Community College Salary Schedule
2007-2008

Article Twelve – Salaries and Benefits

SECTION I – FULL-TIME FACULTY SALARY

A. INCREMENTS, ADVANCEMENTS, AND PROMOTIONS

1. Increments

Effective September 1, each faculty member employed during the previous academic year who has not already been credited with that previous year's experience shall move one step (increment) vertically on the current salary schedule.

~~For the 2006-07 year, full-time faculty on Range A, Steps 1-12 and on Range B, Steps 3-11, employed at least two quarters during the 2005-06 academic year, will move one step vertically on the salary schedule in Section B below.~~

For the 2007-08 year, full-time faculty on Range A, Steps 1-12 and on Range B, Steps 3-11, employed at least two quarters during the 2006-07 academic year, will move one step vertically on the salary schedule in Section B below.

2. Promotions

Faculty members granted tenure during the 1989-90 and subsequent years shall be promoted consistent with Article Ten, Section III.

3. Grants

Faculty members who are awarded a grant (NEH, NSF, Fulbright, Guggenheim, etc.), from either a public or private agency, shall receive applicable increments provided that participation is pursuant to a formally approved leave of absence.

4. Turnover dollars shall be utilized as mutually agreed to by the parties.

Bellevue Community College Salary Schedule
2007-2008

B. FULL-TIME FACULTY SALARY SCHEDULE

Effective July 1, 2007

2006-07 Range & Step	2006-07 Salary Schedule	2007-08 Range & Step	2007-08 Salary Schedule
A1	37,596		
A2	39,344		
A3	41,091		
A4	42,840		
A5	44,587	I.1	45,447
A6	46,336	I.2	47,259
A7	48,084	I.3	49,072
A8	49,832	I.4	50,885
A9	51,580	I.5	52,698
A10	53,329	I.6	54,510
A11	55,076	I.7	56,324
A12	56,825	I.8	58,136
A13	58,572	I.9	59,950
A14	60,320	I.10	61,761
		I.11	63,574
B3	42,840		
B4	44,587		
B5	46,336	II.1	47,259
B6	48,084	II.2	49,072
B7	49,832	II.3	50,885
B8	51,580	II.4	52,698
B9	53,329	II.5	54,510
B10	55,076	II.6	56,324
B11	56,825	II.7	58,136
B12	58,572	II.8	59,950
B13	60,320	II.9	61,761
		II.10	63,574

Notes:

*New hires cannot be placed above Step I.3 unless extraordinary circumstances prevail.

C. LIBRARIAN EXTENDED CONTRACTS

Effective September 1, 1991, librarians will be compensated at their per diem rate for hours worked in excess of Article Eleven, Section III.F.8 exclusive of Summer Quarter.

Bellevue Community College Salary Schedule
2007-2008

SECTION II – PART-TIME FACULTY SALARY PROGRAMS

A. COURSE CATEGORY DETERMINATION

Each course shall be evaluated by the Organizational Unit Administrator as to appropriate Category A, B, or C. This evaluation shall be recommended to the Executive Dean and may be reviewed by the Instructional Cabinet. Final category determination shall be made by the Executive Dean. The evaluation shall be determined as follows:

Category A:	Courses of a clinical nature and non-instructional assignments such as developmental lab teaching assistants.
Category B:	Counseling and Library assignments and courses with little or no formal evaluation of the student.
Category C:	College credit courses and required high school completion courses. Effective 9/1/96, all ABE/GED/ESL lecture courses shall be in this category.

B. PART-TIME SALARY SCHEDULE

Effective July 1, 2007

	BASE RATE	SENIOR RATE Step 1*	SENIOR RATE Step 2**
Category A	\$23.38 \$24.25 per contact hour	\$26.05 \$27.64 Per contact hour	\$27.90 \$28.93 per contact hour
Category B	\$35.08 \$36.38 per contact hour	\$40.13 \$41.61 Per contact hour	\$42.09 \$43.65 per contact hour
Category C	Prorata (1)	Prorata (2)	Prorata (3)

Effective July 1, 2007:

Prorata (1): The number of CHEs times ~~0.633472~~ **0.62895093** of *Col. 1, Step 3 of the full-time salary schedule* divided by 45

Prorata (2): The number of CHEs times ~~0.600614~~ **0.59700991** of *Col. 1, Step 6 of the full-time salary schedule* divided by 45

Prorata (3): The number of CHEs times ~~0.539273~~ **0.53326954** of *Col. 1, Step 10 of the full-time salary schedule* divided by 45

*Full-time faculty members with more than four (4) years full-time or part-time service shall be promoted to the Senior Rate. All part-time faculty members who meet the Affiliated eligibility criteria in Article One, Section N.2.b.1 shall be promoted to the Senior rate. Faculty at the Senior rate will be available for increased consultation time.

** Any part-time or full-time faculty paid at the Senior Rate for at least two academic years and who has taught forty-five (45) credits or its equivalent since placement on Senior Rate will be eligible for an increment, provided funding for such an increment is provided by the State Board and/or the Legislature. (Part-time faculty on the Senior Rate Step One shall be moved to Senior Rate Step Two.) Faculty paid on a prorata basis will be moved to the next cell in Column I of the Full-time Salary Schedule.

BELLINGHAM TECHNICAL COLLEGE
BEA SALARY SCHEDULE
EFFECTIVE JULY 1, 2007

YEARS OF EXPERIENCE	BA + 45	BA + 45 + 3 PDU's* OR	BA + 45 + 12 PDU's OR	BA + 45 + 27 PDU's OR
		MA OR	MA + 12 PDU's OR	MA + 27 PDU's OR
		TEMPORARY OR 1YR CERTIFICATE	5-YEAR CERTIFICATE	5-YEAR CERTIFICATION + 27 PDU's TOTAL
0	32,575	34,537	-	
1	33,695	35,661	-	
2	34,818	37,058	-	
3	35,940	38,462	-	
4	37,341	39,863	40,425	
5	38,742	41,264	41,824	43,225
6	40,142	42,665	43,225	44,626
7	41,544	44,064	44,626	46,309
8	42,944	45,387	46,309	47,991
9	44,626	47,431	47,991	49,673
10	46,309	-	49,110	51,352
11	48,271	-	51,071	53,314
12	50,233	-	53,314	55,556
13	-	-	55,556	57,799
TOTAL TEACHER CONTRACT DAYS = 187.5				

**BELLINGHAM TECHNICAL COLLEGE
ADJUNCT SALARY SCHEDULE
EFFECTIVE JULY 1, 2007**

	Teaching/	
Restricted	Transition	Teaching
	\$13,363	\$14,390 \$14,722

Effective July 1, 2002, courses and assignments determine the pay rate. It is possible for an adjunct faculty member to be paid different rates for teaching multiple courses at the same time. Example: teaching First Aid ("Restricted" rate) and teaching Phlebotomy on the "Transition" or "Teaching" rate.

Definitions:

RESTRICTED: Examples of "Restricted" Courses: All First Aid, CPR, and HIV/Infectious Disease; All Childbirth Education; All Parenting Education; Others such as courses purely for personal interest; TIPS Alcohol Service Standards; Grooming Your Dog and Cat; First Step Toward Success: Your Personal Image; Sewing; and Fit for Life/Senior Wellness, CStop and refreshers, Driver Training/Pilot Escort, Forklift Driver, Flagging/Traffic and Refreshers.

TRANSITION: for adjunct faculty whose rate prior to this negotiated change was at the equivalent of the "Restricted" rate of \$12,886 but are not teaching Restricted courses, have been placed at this rate.

TEACHING: for teaching courses (same as "transition"), however, currently used only for adjunct faculty placed at this rate prior to the negotiated change.

Eff 7/01/07, w/3.7% COLA (1732)

Big Bend

Article VII: Provisions of the Salary Index Matrix (SIM)

A. Full-time academic employees who meet minimum position requirements shall be placed on the Salary Index Matrix (SIM). The initial salary placement of these academic employees shall be according to relevant experience and credentials. Initial placement may exceed that provided for in Paragraph B. 1, 2, 3 below upon recommendation of the appropriate Vice President or his/her designee and the concurrence of the President. Such placement is to be recommended only for those positions where a college assessment of the market value of such a position within the Community and Technical Colleges of Washington requires a higher entering salary to contract with the most appropriate candidate. This placement is subject to review as provided in Article VIII C.

B. Salary Index Matrix

This is a method of determining an academic employee's salary by multiplying the base salary by a decimal value (salary index number) as negotiated for full-time academic employees. The base salary shall be \$40,119 equaling an index of 1.0000. Placement shall be according to Placement Points. There are two components to Placement Points consisting of Experience Points and Credential Points. The sum of both subsets of points equals the placement points used to determine a starting salary.

Placement Points are awarded on formal verification of relevant experience, credentials and/or degrees from accredited institutions. New hires will provide verification of relevant experience, credentials and/or degrees from accredited institutions in the manner prescribed in the official BBCC Credential/Experience Verification form and all documentation will be maintained in the academic employee's personnel file in the H.R. Office. The Credential/Experience Verification form will be developed and/or revised jointly with the H. R. Director and the Faculty Association President. An initial placement will be made upon hire, and the new hire has six (6) months from the date of hire to provide completed Credential/Experience Verification forms for confirmation of credentials and potential upward adjustment of placement points.

1. Experience Points for initial placement are calculated first and are awarded for each full or pro-rated year of employment experience directly related to the position being filled, up to a maximum credit of 10 years. Experience points will identify an experience-only based salary. The index of that salary is then adjusted upward with the Credential Points as determined below. To identify the index for Experience Points, each year of relevant employment experience would increase the index value by 0.01, such that 10 years (maximum allowed) of relevant experience would increase the index value to 1.10. Pro-ration would lead to fractional points, e.g., one-half year of full-time relevant experience would equal one-half of an experience point that is equal to .005 on the SJM. Teaching experience is based on the academic year while industry work experience is based on the calendar year.

2. Credential Points are awarded as follows:

- a. Certifiable as per WAC 131-16-091 (Technical/Professional standards) OR relevant Baccalaureate Degree = 1.00
- b. Journeyman credentials from appropriate program of certification OR Certification of at least 5 years full-time relevant work experience for those trades that do not have formal journeyman criteria OR relevant Master's Degree = 1.06
- c. Qualified* Masters of Fine Arts (MFA) = 1.09
(*MFA will be placed at master's level if there were comparable credits in a master's program at that school. If the MFA program at that school required at least 30 more credits than a master's program, then placement can be at the MFA level)
- d. Certification of at least 10 years of full time related work experience with at least two of those years full time teaching in the field, OR a relevant Doctorate = 1.15

C. The same years of full-time work and/or teaching experience that qualify an employee for Credential points cannot also be counted as years of experience for Experience points.

Cascadia Community College

For Associate Faculty the per credit pay amounts for 07-08 are as follows:

Lecture per credit	\$ 702.50
Lab per Credit	\$1,170.72
Self-Paced Per Credit	\$ 957.86

Centralia College
5/23/2007

FINAL

Effective 7-1-07

	Rate/Hour
Hourly	23.72
Non-Traditional	0.00

Lecture Instruction Rates-per credit

Step 1	555.84
Step 2	571.86
Step 3	587.93
Step 4	604.02
Step 5	620.05
Step 6	636.12

Lab Instruction Rates-per credit

Step 1	807.24
Step 2	830.90
Step 3	854.55
Step 4	878.19
Step 5	901.83
Step 6	925.52

FINAL
5/23/2007

Centralia College
Full-Time Faculty Salary Schedule
For 2007-08 40230 BASE
7/1/2007

E	40,230	
F	41,926	
G	43,626	
H	45,319	
I	47,014	
J	48,711	
K	50,409	
L	52,106	
M	53,802	
SR I	56,631	
SR II	57,990	
SR III	59,711	
SR IV	60,791	
MR I	61,869	
MR II	62,948	
MR III	64,027	
		Full Professor
		Mentors
		51,409
		53,106
		54,802
		57,631
		58,990
		60,711
		61,791
		62,869
		63,948
		65,027

APPENDIX A

FULL-TIME FACULTY SALARY SCHEDULE

2007-2008 Academic Year Salary

RANGE	2007-08
A	\$42,080
B	\$44,656
C	\$47,437
D	\$50,395
E	\$53,500
F	\$56,854
G	\$60,399
H	\$64,192

Vocational Certificate \$250

Earned Doctorate \$900

Approved by the Board of Trustees October 22, 2007.

10/31/07

APPENDIX B

Salary Schedule
 Adjunct and Affiliate Faculty
 Effective Summer 2007
Adjunct Rate Schedule:

Category A – No Final	Appendix B.1
Category B – Final	Appendix B.2

Affiliate Rate Schedule:

Category A – No Final	Appendix B.3
Category B – Final	Appendix B.4

Part-Time Faculty Salary Rates (Includes Counselors and Librarians):

<i>Adjunct</i>	
Lecture	\$55.10
Lab	\$47.10
Final	\$106.00

<i>Affiliate</i>	
Lecture	\$61.50
Lab	\$53.50
Final	\$120.00

Counselors/Librarians

Adjunct	\$55.10
Affiliate	\$61.50

<i>Other Assignment</i>	\$30.00
-------------------------	---------

Lecture The traditional lecture class.

Lab The typical straight lab situation in which the faculty member has full responsibility for grades, course content, and organization.

Lecture/Lab

Rate A combination of rates depending on lecture and lab credits. The faculty member is paid at the lecture rate for the portion of the class that is lecture, and at the lab rate for the portion that is lab, as determined by the Office of Instruction 'Master Course File.'

Other

Assignments The Other Assignments rate is paid for non-teaching faculty assignments. Assignments in this category are not considered in determining teaching faculty load.

Affiliate

Faculty 1. Eligibility for affiliate status requires a minimum of 3.0 annualized FTEF (full-time equivalent faculty) accumulated during the 1993-94 academic year or since. Eligibility is evaluated once per year during Summer quarter for implementation each Fall quarter, counting academic service since 1993-94.

2. Affiliate faculty must attend one department or instructional unit meeting per quarter, for which no additional salary is earned.

3. The affiliate rate is paid only for lab and lecture credits, and does not apply to an individual who holds status as a contracted employee paid from the full-time faculty salary schedule, moonlight faculty, or those who hold other permanent status with the College.

4. A full-time faculty member who resigns or retires from the College and returns as an adjunct faculty member may become eligible for the affiliate pay rate under the criteria described in this Section.

5. Once an adjunct faculty member has qualified for affiliate status, he or she retains that status.

Effective Fall 2000, prior service time of adjunct faculty will be recalculated to include time under contract as a full-time temporary or special programs faculty member. No retroactive payment will be made to faculty who qualify for the affiliate rate as a result of this recalculation.

Approved Board of Trustees 10/22/07

Clover Park Technical College
2007-08 Faculty Salary Schedule
Effective 7/1/07

<u>Step No.</u>	<u>Salary</u>
1 or A	\$44,175
2 or B	47,488
3 or C	51,049
4 or D	54,878
5 or E	58,993
6 or F	63,418
7 or G	68,174

Annual amounts are based on a 7.5 hour day, 216 day work year and five (5) responsibility days for a total of a 221 day annual contract as defined in Article 20 of the Collective Bargaining Agreement.

Part Time Rate Part Time Faculty are paid \$533.43 per credit

NOTE: College is currently in negotiations with the faculty for a new contract. These figures are expected to change before June 20, 2008.

Columbia Basin

CBC no longer has a salary schedule for full-time faculty members. Starting salary is \$45,000 - \$48,000 for a 176 day contract based on the academic year. There is a \$3,000 increase at award of tenure and salary adjustments, besides COLA, thereafter is based upon submission of a portfolio in support of a promotion to Associate Professor or Professor.

EDMONDS COMMUNITY COLLEGE
 FACULTY SALARY SCHEDULE
 Effective July 1, 2007

A.1 Full-time Salary Schedule -- 172 Day Contract

	Step	Annual Rate	Doctorate Annual Rate
	1	\$41,463	\$42,775
	2	\$42,770	\$44,082
	3	\$44,077	\$45,389
	4	\$45,384	\$46,696
	5-	\$46,430	
	5	\$46,691	\$48,003
	6-	\$47,737	
	6	\$47,998	\$49,310
	7-	\$49,044	
	7	\$49,305	\$50,617
	8-	\$50,351	
	8	\$50,612	\$51,924
	9-	\$51,658	
	9	\$51,919	\$53,231
	10-	\$53,725	
	10	\$54,176	\$55,485
Longevity Steps			
15-19 yrs	11-	\$56,334	\$57,643
	11	\$56,873	\$58,182
20-24 yrs	12-	\$57,454	
	12	\$57,599	\$58,908
25-29 yrs	13-	\$58,180	
	13	\$58,325	\$59,634
30+ yrs	14-	\$58,906	
	14	\$59,051	\$60,360

A.2 Part-Time Faculty Quarterly Rate: 1.0 FTEF

Step A	\$10,095
Step B	\$10,600
Special Assignment Rate:	\$28.00/hour

5 SALARY

Everett Community College

5.10

The salary schedule for full-time academic employees shall be in Appendix A.

5.11

The salary rates for part-time academic employees, stipend activities, fourth quarter employment, and all other employment conditions shall be in Appendix B.

5.12

All years of contracted academic employee service shall mean District V service, including as described in Section 27.70.

INITIAL PLACEMENT

5.20

In addition to placements on the full-time salary schedule described in Sections 5.21 through 5.25 below, additional steps shall be added as described in Appendix A.3.

5.21

A newly hired full-time temporary academic employee shall be placed at the Base Step on the full-time salary schedule.

5.22

A newly hired full-time probationary academic employee shall be placed at the Base Step or at any step up to and including the step indicated in Appendix A.4 on the full-time salary schedule.

5.23

A tenured administrator returning to the bargaining unit shall be placed at the appropriate step in accordance with the employee's number of years of full-time contracted service to the District beginning with the first year of full-time academic employee service.

5.24

A previous full-time academic employee who has returned to the District as a full-time academic employee after resignation or other interruption of contracted service shall have all years of previous full-time contracted service included in calculations for step placement.

5.25

A full-time temporary academic employee who is hired into a probationary position shall be placed at a step based on the years of full-time contracted academic employee service up to and including the step indicated in Appendix A.4

STEP ADVANCEMENT (INCREMENTS)

5.30

A full-time academic employee shall qualify to advance one step on the salary schedule, except as indicated in Section 5.34, upon completion of an academic year of contracted service, excluding Summer Quarter unless it is in lieu of a quarter of the academic year.

5.31

All calculations for advancement shall be as of June 30 to be applied for advancement the following academic year, except for Summer Quarter in lieu of a quarter of the regular academic year.

5.32

For salary step advancement (increment) purposes only, an academic year shall be deemed to have been completed if the academic employee has worked one-half plus one of the total number of contracted days of the academic year

as of June 30 to be applied for advancement the following academic year. Only full-time contracted service shall be included, except as described in Section 27.70. Periods of paid leave shall be included. Periods of unpaid leave shall not.

5.33

If for any year, increments are not fully funded due to insufficient increment allocation, and/or turnover, each academic employee shall receive an equal dollar amount increase from the available funds toward the academic employee's minimum earned step on the salary schedule.

5.34

If for any year, increment allocation exceeds the amount necessary to fund owed increments, each academic employee shall receive an equal dollar amount increase from the available funds toward the next step(s) on the salary schedule.

5.35

The following priority order shall govern the distribution of increment allocations. Increment allocations shall be distributed before turnover.

Unpaid increment advancements from previous years per Section 5.33;

Current owed increment advancements.

Additional increment advancements per Section 5.34.

5.36

Whenever the excess increment allocation described in Section 5.34 results in increment advancement to the next full step, that step shall become the step upon which future advancement is based.

5.37

An academic employee who has been granted tenure shall advance the number of steps on the salary schedule indicated in Appendix A.2, effective the first contract day of the academic quarter following the conferral of tenure.

5.38

A full-time academic employee on a Special A contract shall have his/her increments paid by the funding source.

DISTRIBUTION OF SALARY ALLOCATIONS

5.40

All funds allocated by the SBCTC for general salary increases and COLA's shall be distributed in equal dollar amounts to all steps on the salary schedule. General salary increases and COLA's shall not be used to fund increments except in the conversion year of Fiscal Year 2005/2006.

5.41

A full-time academic employee on a Special A contract shall have his/her general salary increases (COLA's) paid by the funding source.

TURNOVER

5.50

Turnover is generated whenever a state-funded full-time position is vacated and is filled at a lower salary level. Maximum Possible Turnover is the total difference in dollars between the salary of each full-time position at the time it is vacated and replacement at the Base Step on that same salary schedule before any general salary increases are added.

5.51

Whenever a tenured or probationary academic employee position is vacated, except for reduction-in-force (RIF), the employer shall fill that position with a full-time replacement for at least one year. The replacement position may be in another academic discipline. However, the employer and the Federation may agree not to fill a position.

5.52

Maximum Possible Turnover shall be used for increment advancement to the extent that earned increments are owed as of July 1 in any given year.

5.53

If at any time the SBCTC prohibits or fails to authorize the use of turnover as increments, the District and the Federation shall, within 30 contract days of SBCTC notification to the District, set a time to reopen Section 5 and such other parts of the Agreement as may be affected by the bargaining due to this reopening.

APPENDIX A-2005
 FULL-TIME SALARY SCHEDULE
 Effective July 1, 2005

Step	Amount	Step	Amount	Step	Amount
Base	\$41,162	17	\$47,962	34	\$54,762
1	\$41,562	18	\$48,362	35	\$55,162
2	\$41,962	19	\$48,762	36	\$55,562
3	\$42,362	20	\$49,162	37	\$55,962
4	\$42,762	21	\$49,562	38	\$56,362
5	\$43,162	22	\$49,962	39	\$56,762
6	\$43,562	23	\$50,362	40	\$57,162
7	\$43,962	24	\$50,762	41	\$57,562
8	\$44,362	25	\$51,162	42	\$57,962
9	\$44,762	26	\$51,562	43	\$58,362
10	\$45,162	27	\$51,962	44	\$58,762
11	\$45,562	28	\$52,362	45	\$59,162
12	\$45,962	29	\$52,762	46	\$59,562
13	\$46,362	30	\$53,162	47	\$59,962
14	\$46,762	31	\$53,562	48	\$60,362
15	\$47,162	32	\$53,962		
16	\$47,562	33	\$54,362		

A.1 THE ANNUAL SALARY SCHEDULE (174 DAYS)

A.2 TENURE RAISE

The amount of the tenure advancement shall be five (5) salary steps.

A.3 DOCTORAL RAISE

An academic employee who holds an earned doctorate degree shall receive a doctoral advancement that shall equal no less than four percent (4%) of the Base Step on the salary schedule in A.1, rounded to the nearest whole dollar.

A.4 HIRING RANGE

The maximum initial placement for a newly hired full-time probationary academic employee shall be Step 7 plus A.3 advancement (if applicable).

APPENDIX A-2006 FULL-TIME SALARY SCHEDULE Effective July 1, 2006

Step	Amount	Step	Amount	Step	Amount
Base	\$42,284	17	\$49,084	34	\$55,884
1	\$42,684	18	\$49,484	35	\$56,284
2	\$43,084	19	\$49,884	36	\$56,684
3	\$43,484	20	\$50,284	37	\$57,084
4	\$43,884	21	\$50,684	38	\$57,484
5	\$44,284	22	\$51,084	39	\$57,884
6	\$44,684	23	\$51,484	40	\$58,284
7	\$45,084	24	\$51,884	41	\$58,684
8	\$45,484	25	\$52,284	42	\$59,084
9	\$45,884	26	\$52,684	43	\$59,484
10	\$46,284	27	\$53,084	44	\$59,884
11	\$46,684	28	\$53,484	45	\$60,284
12	\$47,084	29	\$53,884	46	\$60,684
13	\$47,484	30	\$54,284	47	\$61,084
14	\$47,884	31	\$54,684	48	\$61,484
15	\$48,284	32	\$55,084		
16	\$48,684	33	\$55,484		

A.1 THE ANNUAL SALARY SCHEDULE (172 DAYS)

A.2 TENURE RAISE

The amount of the tenure advancement shall be five (5) salary steps.

A.3 DOCTORAL RAISE

An academic employee who holds an earned doctorate degree shall receive a doctoral advancement that shall equal no less than four percent (4%) of the Base Step on the salary schedule in A.1, rounded to the nearest whole dollar.

A.4 HIRING RANGE

The maximum initial placement for a newly hired full-time probationary academic employee shall be Step 7 plus A.3 advancement (if applicable).

APPENDIX B
OTHER PAYMENT SCHEDULES

SPECIAL PROJECTS

B.1

The following compensation shall apply to special student projects:

Each portfolio evaluation for experiential learning shall be compensated on the thirty (30) hour mode for a maximum of four (4) hours per evaluator.

Each course challenge shall be compensated on the thirty (30) hour mode for a maximum of three (3) hours per challenge.

Each special projects (99, 199, 299) shall be compensated on the thirty (30) hour mode for a maximum of five (5) hours per student project.

PART-TIME SALARY

B.2

Part-time salary per quarter shall be:

\$9,855 times percent of load, effective July 1, 2005; and

\$10,380 times percent of load, effective July 1, 2006.

COMMUNITY SERVICE CLASSES

B.3

The community service class hourly rate shall be 0.25 percent of the quarterly part-time full-load rate in B.2.

Effective AY05-06, the rate shall be \$24.64 per hour. Effective AY06-07, the rate shall be \$25.95 per hour.

If the fees collected from student enrollment are inadequate for the class to be self-supported, the rate shall be 65% of the actual student fees collected instead of the normal hourly rate.

STIPENDS

B.4

Stipended activity consists of duties which are extra and separate from an academic employee's normal duties and which are exempt from tenure application.

Coaching duties: A head coach is responsible for managing the varsity sport and related activities. As assigned by the Athletics Manager, such activities shall include (but not be limited to) recruitment, scouting, fiscal accountability, travel and inventory. The annual stipend for the head coaches shall be 55.6% of the quarterly rate for part-time salary.

Northlight Gallery: The annual stipend (3 quarters) shall be thirty (30%) percent of the quarterly rate for part-time salary.

Children's Theatre: The stipend for each performance shall be two percent (2%) of the quarterly rate for part-time salary.

Senior Citizen Coordination: The annual stipend (4 quarters) shall be 46.6 percent of the quarterly rate for part-time salary.

English Evaluation Scoring: The annual stipend (4 quarters) shall be 0.0575 percent of the quarterly rate for part-time salary per evaluation.

Math Learning Center and Writing Center: The annual stipend (3 quarters) shall be 29.1 percent of the quarterly rate for part-time salary.

The Contract Administration Committee shall set the stipends and guidelines for all other stipended activities and shall approve changes to the above listed stipends. Nothing herein shall be construed to require the Employer to maintain such activities or assignments. It is understood that the stipends paid are full compensation for such activities and that no additional compensation shall be required in the event the activity (or any portion thereof) generates student credit.

FOURTH QUARTER

B.5

Full-time academic employees who are assigned to the Cosmetology or Aviation programs and assigned a 100 percent load pursuant to Section 27 and additional responsibility as outlined in Section 6 at a level similar to the other three quarters shall be paid 25 percent of step placement.

Full-time academic employees who are not covered by the paragraph above shall receive the amount specified in Appendix B.2 times percent of load. Assigned responsibilities beyond the basic teaching load may be contracted for in addition to the above payment. Office hours shall be compensated in accordance with Section B.9 of this Appendix.

Nothing herein shall be construed to require an academic employee to accept such an assignment or to require the District to conduct any level of activity.

COMPENSATION FOR PROFESSIONAL LEAVE

B.6

Compensation for no more than three one quarter sabbatical leaves per year shall be one-third (1/3) of ninety percent (90%) of salary placement. Compensation for all other professional leaves shall be one-third (1/3) of eighty-six percent (86%) of salary placement per quarter.

SHIFT DIFFERENTIAL

B.7

Full-time academic employees teaching class sections starting at or after 4:45 p.m. and/or assigned contact hours under Section 27.20.E and 27.20.F starting at 5:00 p.m. or later will be paid a shift differential of five percent (5%) of part-time quarterly rate in B.2 per quarter pro-rated according to the percent of load attached to the classes starting at or after 4:45 p.m. or the contact hours starting at 5:00 p.m. or later. For purposes of this section, weekend assignments are considered to be after 4:45 p.m.

FAMILY LIFE CLASSES

B.8

Family Life classes are paid by multiplying the quarterly salary for the instructor times the percentage of load for the class listed below:

CLASS LOAD FACTOR	
Family Life 46	.100
Family Life 47	.100
Family Life 50/150	.200
Family Life 60/61	.470
Family Life 80	.133
Family Life 82	.133
Family Life 140	.200
Family Life 142	.133
Family Life 160	.133

The load factor listed above is based on a ten week quarter. For those Family Life 50/150 and 60/61 courses which do not meet on the regular 10 week schedule, the following applies: Fall Quarter is generally 13 weeks, Winter Quarter 10 weeks, and Spring Quarter 7 weeks. The load factors for Fall Quarter shall be determined by multiplying the load factor for the class times 13/10ths. The load factors for Spring Quarter shall be determined by multiplying the load factor for the class times 7/10ths. Compensation for any new Family Life classes shall be established by CAC.

OFFICE HOUR RATE

B.9

If a part-time academic employee is assigned office hours by the Vice President of Instruction, he/she shall be compensated at the part-time rate for the thirty (30) hour mode.

NONSTATE-FUNDED CLASSES

B.10

Notwithstanding any other provision of this Appendix, compensation paid to academic employees not otherwise employed by the District in conjunction with agreements where the source of funding is not the SBCTC shall be in accordance with the terms of such agreements. Provided, however, nothing herein shall be construed to reduce the basis for compensation for any academic employee employed at the adoption of this Agreement.

CORRESPONDENCE COURSES

B.11

Correspondence courses will carry a separate compensation rate as is done with special projects.

Any correspondence course taught as part of a regular 1.0 load for a full-time academic employee will carry the same load, mode, class size, and related characteristics as its traditional counterpart and will not be subject to the separate pay rate described below.

Any correspondence course taught by a full-time academic employee as an overload (day or evening, during any quarter) or taught at any time by a part-time academic employee, shall be compensated at the rate of \$125.00 per student enrollment per course, regardless of the mode and load established for the traditional counterpart of the course. The rate of \$125.00 per student is based on a five-credit course; this amount shall be pro-rated for courses with a different number of credits.

Payment shall be based on tenth day enrollment and shall be made to the faculty member on the first appropriate pay date after the tenth day of the quarter.

Payment for development and preparation of correspondence courses is allowable up to 40 hours paid at the 30-hour mode. This amount of development is based on what is needed for a five-credit course and shall be pro-rated for courses with a different number of credits

Grays Harbor College
Professional Salary Schedule for 175 Day Contract
2007-08

June 19, 2007

Track	A	B	C	D	E	F	G	H	I	J	Track
1	BA	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	Doctorate	1
2	Industry Cert	AA or AAS	BA	BA+15	BA+30	BA+45 or MA	MA+15	MA+30	MA+45	Doctorate	2
3	Related Experience	Industry Cert	AAS or Journeyman	AAS/J+15	AAS/J+30	AAS/J +45 or BS	AAS/J +60 BS+15	AAS/J+75 or BS+30	AAS/J +90 MS or MA	Doctorate	3
Years of service											
1	33,888	34,451	36,982	37,826	38,669	39,513	40,357	41,200	42,044	42,888	1
2	34,873	35,435	38,247	39,091	39,935	40,778	41,622	42,466	43,310	44,153	2
3	35,857	36,419	39,513	40,357	41,200	42,044	42,888	43,731	44,575	45,419	3
4	36,841	37,404	40,778	41,622	42,466	43,310	44,153	44,997	45,841	46,684	4
5	37,826	38,388	42,044	42,888	43,731	44,575	45,419	46,262	47,106	47,950	5
6	38,810	39,372	43,310	44,153	44,997	45,841	46,684	47,528	48,372	49,215	6
7	39,794	40,357	44,575	45,419	46,262	47,106	47,950	48,794	49,637	50,481	7
8				46,684	47,528	48,372	49,215	50,059	50,903	51,746	8
9						49,637	50,481	51,325	52,168	53,012	9
10							51,746	52,590	53,434	54,278	10
11								53,856	54,699	55,543	11
12									55,965	56,809	12
13										58,074	13

Grays Harbor College
Professional Salary Schedule for 215 Day Contract
Stafford Creek Correctional Center
2007-08

June 19, 2007

Track	A	B	C	D	E	F	G	H	I	J	Track
1	BA	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	Doctorate	1
2	Industry Cert	AA or AAS	BA	BA+15	BA+30	BA+45 or MA	MA+15	MA+30	MA+45	Doctorate	2
3	Related Experience	Industry Cert	AAS or Journeyman	AAS/J+15	AAS/J+30	AAS/J +45 or BS	AAS/J +60 BS+15	AAS/J+75 or BS+30	AAS/J +90 MS or MA	Doctorate	3
Years of service											
1	43,890	44,452	46,983	47,827	48,671	49,514	50,358	51,202	52,045	52,889	1
2	44,874	45,436	48,249	49,092	49,936	50,780	51,624	52,467	53,311	54,155	2
3	45,858	46,421	49,514	50,358	51,202	52,045	52,889	53,733	54,576	55,420	3
4	46,843	47,405	50,780	51,624	52,467	53,311	54,155	54,998	55,842	56,686	4
5	47,827	48,389	52,045	52,889	53,733	54,576	55,420	56,264	57,108	57,951	5
6	48,811	49,374	53,311	54,155	54,998	55,842	56,686	57,529	58,373	59,217	6
7	49,796	50,358	54,576	55,420	56,264	57,108	57,951	58,795	59,639	60,482	7
8				56,686	57,529	58,373	59,217	60,060	60,904	61,748	8
9						59,639	60,482	61,326	62,170	63,013	9
10							61,748	62,592	63,435	64,279	10
11								63,857	64,701	65,544	11
12									65,966	66,810	12
13										68,076	13

APPENDIX A
 GREEN RIVER COMMUNITY COLLEGE
 ANNUAL SALARY SCHEDULE
 EFFECTIVE JULY 1, 2007

SECTION 1

<u>LEVEL</u>	225	240	255	270	285	300	315	330	345	360
Initial Placement										
A	38253	39262	40271	41280	42289	43298	44307	45316	46325	47334
B	40359	41368	42376	43385	44394	45403	46412	47421	48430	49439
C	42464	43473	44482	45491	46500	47509	48518	49527	50536	51545
Next Contract Period after GRCC Tenure Award										
D	44570	45579	46588	47597	48606	49615	50624	51633	52642	53651
Next Contract Period after completing 12 years past tenure at GRCC										
E	45950	46959	47968	48976	49986	50994	52004	53012	54022	55030

Three Year Vocational Certificate	1835 per contract year
Five Year Vocational Certificate	2657 per contract year
Master's Degree	2657 per contract year
Doctoral Degree	5131 per contract year

There shall be no pyramiding of the above premiums

Credits beyond 345 must be earned after July 13, 1994.

SECTION 2

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates in Section 1 above on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

SECTION 3

Increments will be applied consistent with State law when funds are available. To the extent provided by the State Board or legislature, any shortage in the funding of increments will be funded by turnover savings, only to the extent that turnover saving are available. Any increment earned but not funded shall not be paid retroactively, but shall be effective when funds are available.

Turnover savings are defined as: "the ongoing (permanent) difference between the compensation level of a faculty employee who is no longer employed and the compensation level of the faculty replacement." Because turnover savings are defined as permanent savings, they do not include temporary savings that may be realized from such situations as vacant positions, temporary savings from faculty on leave, reassignment or sabbatical, savings resulting from reduction in force, stipend pay or moonlight pay. "Turnover" does not occur until the full-time permanent tenure-track faculty member has been hired.

Any turnover savings applied to a shortage in increment funding shall be drawn from turnover savings realized during the previous year and if needed from any remaining turnover savings accrual.

Turnover savings not needed/used to cover unfunded increment will accrue and carry forward.

APPENDIX B
GREEN RIVER COMMUNITY COLLEGE
SALARY SCHEDULE
EFFECTIVE SUMMER QUARTER 2007

SECTION 1

LEVEL	LECTURE (per Credit)	LAB (per Credit)
Bachelor's Degree or Temporary Vocational Certificate:		
A	602.36	1,024.10
B	618.20	1,050.94
C	633.71	1,077.34
D	649.66	1,104.40
Step 10 Prior Contract	665.28	1,131.02
Master's Degree or Above in Teaching Field or Five-Year Vocational Certificate:		
A	632.28	1,074.92
B	648.23	1,101.98
C	664.07	1,128.82
D	679.58	1,155.22
Step 10 Prior Contract	695.53	1,182.50
Doctoral Degree:		
A	662.75	1,126.62
B	678.26	1,153.02
C	694.10	1,180.08
D	709.61	1,206.26
Step 10 Prior Contract	725.56	1,233.54

The rate of pay for independent study shall be \$46.15 per credit hour per student.

Start-up pay for classes cancelled within seven calendar days prior to the first class meeting is \$59.33

SECTION 2

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates in Section 1 on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

SECTION 3

Increments will be applied consistent with State law when funds are available. Any increment earned but not funded shall not be paid retroactively, but shall be effective when funds are available.

APPENDIX B
GREEN RIVER COMMUNITY COLLEGE
SALARY SCHEDULE
EFFECTIVE SUMMER QUARTER 2007

SECTION 1

LEVEL	LECTURE-TYPE CLASSES	LAB-TYPE CLASSES
Bachelor's Degree or Temporary Vocational Certificate:		
A	54.76	46.55
B	56.20	47.77
C	57.61	48.97
D	59.06	50.20
Step 10 Prior Contract	60.48	51.41
Master's Degree or Above in Teaching Field or Five-Year Vocational Certificate:		
A	57.48	48.86
B	58.93	50.09
C	60.37	51.31
D	61.78	52.51
Step 10 Prior Contract	63.23	53.75
Doctor's Degree:		
A	60.25	51.21
B	61.66	52.41
C	63.10	53.64
D	64.51	54.83
Step 10 Prior Contract	65.96	56.07

The rate of pay for independent study shall be \$46.15 per credit hour per student.

Start-up pay for classes cancelled within seven calendar days prior to the first class meeting is \$59.33.

SECTION 2

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates in Section 1 on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

SECTION 3

Increments will be applied consistent with State law when funds are available. Any increment earned but not funded shall not be paid retroactively, but shall be effective when funds are available.

APPENDIX C
GREEN RIVER COMMUNITY COLLEGE
EFFECTIVE SUMMER QUARTER 2007

	Premium Amount Per Contract Year
Division Chair Premium	
Division chairpersons shall receive four-ninths (4/9) released time or the premium of \$2,897.32 per ninth, as directed by the division (Art. III, Section G)	11,589.26
IC Chair Premium	
The IC chair shall receive 3/9 released time (one third per quarter) or the premium of \$2,897.32 per ninth	8,691.94
Coordinators Premium	
Program coordinators shall receive 3/9 released time (one third per quarter) or the premium of \$2,897.32 per ninth.	8,691.94
Division and IC Chair Annual Stipend	
Division chairpersons and the IC chair shall also receive an annual stipend of \$3,476.78 for additional work, including duties between quarter and during summer quarter.	3,476.78
<hr/>	
Student Programs Premiums	
Choir	5,138.00
Current	
Drama	
<hr/>	

It is agreed that the above extra-duty activities are separate from a faculty member's normal duties and therefore exempt from tenure application. It is further agreed that nothing in this schedule shall be construed to require the Employer to maintain such programs or assignments.

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates above on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

Salary Schedule 2007/ 2008 Highline College

Step	A	B	C	D	E
1	47,145				
2	48,157				
3	49,169				
4	50,181				
5	51,193				
6	52,205				
7	53,217				
8	54,229				
9	55,241				
10	56,253				
11	57,265				
12	58,277	59,289			
13		60,301			
14		61,313	62,325		
16			63,337		
16			64,349	65,361	
17				66,373	
18				67,385	
19				68,397	69,409
20					70,421
21					71,433
22					72,445

• Faculty are eligible to move from A once reached Step 11. • Faculty must be in Col B or Col C for two years before they are eligible to move. • Faculty must be in Col D for three years before they are eligible to move. • Movement is over a Column and down a step.

Lake Washington College

Appendix A Full-Time Faculty Salary Schedule

Annual Salary Rates

Salary Step

1	41,309
2	41,723
3	42,141
4	44,527
5	44,971
6	45,422
7	47,809
8	48,286
9	48,769
10	49,258
11	49,750
12	52,135
13	52,658
14	53,184
15	53,716
16	56,663
17	57,229
18	61,521

Effective July 01, 2007

Appendix A.1 Faculty Per Diem Rate Schedule

1. The following per diem schedule is derived from annual salaries listed above:

Faculty Per Diem Rate Schedule

Step	One Full Day	One Half Day	One Quarter Day	One Eighth Day
1	239	120	60	30
2	241	121	60	30
3	244	122	61	31
4	257	129	64	32
5	260	130	65	33
6	263	132	66	33
7	276	138	69	35
8	279	140	70	35
9	282	141	71	35
10	285	143	71	36
11	288	144	72	36
12	301	151	75	38
13	304	152	76	38
14	307	154	77	38

15	310	155	78	39
16	328	164	82	41
17	331	166	83	41
18	356	178	89	45

Effective July 01, 2007

Appendix B Part-Time Faculty Salary Schedule

Course Credit Salary Rates

Salary Step		Lecture	Lab	Clinical
1	412.83	825.66	1238.49	
2	416.90	833.80	1250.70	
3	421.08	842.16	1263.24	
4	444.95	889.90	1334.85	
5	449.35	898.70	1348.05	
6	453.86	907.72	1361.58	
7	477.73	955.46	1433.19	
8	482.57	965.14	1447.71	
9	487.30	974.60	1461.90	
10	492.25	984.50	1476.75	
11	497.20	994.40	1491.60	
12	520.96	1041.92	1562.88	
13	526.24	1052.48	1578.72	
14	531.41	1062.82	1594.23	
15	536.80	1073.60	1610.40	
16	566.28	1132.56	1698.84	
17	571.89	1143.78	1715.67	
18	614.79	1229.58	1844.37	

Effective July 1, 2007

[Note: Individual contract totals may vary by several cents due to rounding during division and multiplication processes by the Personnel Payroll Management System.]

Lower Columbia

Step	Salary
1	41,473.00
2	42,473.00
3	43,473.00
4	44,473.00
5	45,473.00
6	46,473.00
7	47,473.00
8	48,473.00
9	49,473.00
10	50,473.00
11	51,473.00
12	52,473.00
13	53,473.00
14	54,473.00
15	55,473.00
16	56,473.00
17	57,473.00
18	58,473.00
19	59,473.00
20	60,473.00
21	61,473.00
22	62,473.00
23	63,473.00

	Taught less than 45 credits at LCC	Taught more than 45 credits at LCC	Affiliate
Lecture	\$ 42.00	\$ 47.50	\$ 9,260.00
Lab	\$ 32.25	\$ 35.50	
ABE/ESL	\$ 37.75	\$ 38.75	

	Summer Full-time Faculty rate
Lecture	\$ 49.25
Lab	\$ 36.75

Olympic College

Changes to Agreement

Between Olympic College
And The Olympic College Association for Higher Education

October 23, 2007

Revised Part-Time Faculty Salary Schedule:

Appendix B-2

Section 2: Part-time

Effective July 1, 2007

Step 1: Quarterly Salary Faculty Rate: \$8,197 (pro-rated to % of load)
Professional Hourly Rate \$26.46

Step 2: Quarterly Salary Faculty Rate: \$8,486 (pro-rated to % of load)
Professional Hourly Rate \$27.40

BA + 105 MA + 60		BA + 125 MA + 80		BA + 145 MA + 100 PHD		BA + 165 MA + 120 PHD + 20		BA + 185 MA + 140 PHD + 40		BA + 205 MA + 160 PHD + 60		BA + 225 MA + 180 PHD + 80
6A	6B	7A	7B	8A	8B	9A	9B	10A	10B	11A	11B	12A
11	12	13	14	15	16	17	18	19	20	21	22	23
41,951	42,579	43,207	43,835	44,463	45,091	45,719	46,347	46,975	47,603	48,231	48,859	49,487
42,453	43,081	43,709	44,337	44,965	45,593	46,221	46,849	47,477	48,105	48,733	49,361	49,989
42,956	43,584	44,212	44,840	45,468	46,096	46,724	47,352	47,980	48,608	49,236	49,864	50,492
43,458	44,086	44,714	45,342	45,970	46,598	47,226	47,854	48,482	49,110	49,738	50,366	50,994
43,960	44,588	45,216	45,844	46,472	47,100	47,728	48,356	48,984	49,612	50,240	50,868	51,496
44,463	45,091	45,719	46,347	46,975	47,603	48,231	48,859	49,487	50,115	50,743	51,371	51,999
44,965	45,593	46,221	46,849	47,477	48,105	48,733	49,361	49,989	50,617	51,245	51,873	52,501
45,468	46,096	46,724	47,352	47,980	48,608	49,236	49,864	50,492	51,120	51,748	52,376	53,004
45,970	46,598	47,226	47,854	48,482	49,110	49,738	50,366	50,994	51,622	52,250	52,878	53,506
46,472	47,100	47,728	48,356	48,984	49,612	50,240	50,868	51,496	52,124	52,752	53,380	54,008
46,975	47,603	48,231	48,859	49,487	50,115	50,743	51,371	51,999	52,627	53,255	53,883	54,511
47,477	48,105	48,733	49,361	49,989	50,617	51,245	51,873	52,501	53,129	53,757	54,385	55,013
47,980	48,608	49,236	49,864	50,492	51,120	51,748	52,376	53,004	53,632	54,260	54,888	55,516
48,482	49,110	49,738	50,366	50,994	51,622	52,250	52,878	53,506	54,134	54,762	55,390	56,018
48,984	49,612	50,240	50,868	51,496	52,124	52,752	53,380	54,008	54,636	55,264	55,892	56,520
49,487	50,115	50,743	51,371	51,999	52,627	53,255	53,883	54,511	55,139	55,767	56,395	57,023
49,989	50,617	51,245	51,873	52,501	53,129	53,757	54,385	55,013	55,641	56,269	56,897	57,525
50,492	51,120	51,748	52,376	53,004	53,632	54,260	54,888	55,516	56,144	56,772	57,400	58,028
50,994	51,622	52,250	52,878	53,506	54,134	54,762	55,390	56,018	56,646	57,274	57,902	58,530
51,496	52,124	52,752	53,380	54,008	54,636	55,264	55,892	56,520	57,148	57,776	58,404	59,032
51,999	52,627	53,255	53,883	54,511	55,139	55,767	56,395	57,023	57,651	58,279	58,907	59,535
52,501	53,129	53,757	54,385	55,013	55,641	56,269	56,897	57,525	58,153	58,781	59,409	60,037
52,501	53,129	53,757	54,385	55,013	55,641	56,269	56,897	57,525	58,153	58,781	59,409	60,037
52,501	53,129	53,757	54,385	55,013	55,641	56,269	56,897	57,525	58,153	58,781	59,409	60,037
53,004	53,632	54,260	54,888	55,516	56,144	56,772	57,400	58,028	58,656	59,284	59,912	60,540
54,511	55,139	55,767	56,395	57,023	57,651	58,279	58,907	59,535	60,163	60,791	61,419	62,047

* QYE - Qualifying Years of Experience

Section 2:

Step 1: Quarterly Salary Faculty Rate: \$7,500 Prorated to % of load

Professional Hourly Rate: \$24.21

Step 2: Quarterly Salary Faculty Rate: \$7,765 (Prorated to % of load)

Professional Hourly Rate: \$25.07

Faculty Pay for professional services contracted hourly

Step B \$ 25.70

Peninsula College
 Part-time Instructor Salary Schedule
 (Use Adult Special Interest Instructor Salary Schedule for Special Interest Classes)
 Effective July 2007

CREDIT	11 WEEKS PER QTR.	
	HRS/WEEK	TOTAL
1	1	\$647.00
1	2	\$955.00
2	2	\$1,294.00
2	3	\$1,602.00
2	4	\$1,910.00
3	3	\$1,941.00
3	4	\$2,249.00
3	5	\$2,557.00
3	6	\$2,865.00
4	4	\$2,588.00
4	5	\$2,896.00
4	6	\$3,204.00
4	8	\$3,820.00
5	5	\$3,235.00
5	6	\$3,543.00
5	7	\$3,851.00

Calculation based on \$339.00 per credit plus \$28.00 per hour.

Contact time per quarter must equal 550 minutes per credit for courses classified as "lecture" and 1100 minutes per quarter for courses classified as "laboratory."

Adult Special Interest (non-credit) courses rate: \$311.00 per credit, and \$26.00 per hour.

Community Service rate: Negotiated

Peninsula College

2007-2008 Faculty Salary Schedule

July 2007

Base	37752
Increment	1322
MA	2089
PhD	7177

	Step	I (BA)	II (MA)	III (PhD)
*	A	37752	39841	44929
	B	39074	41163	46251
	C	40396	42485	47573
	D	41718	43807	48895
	E	43040	45129	50217
	F	44362	46451	51539
	G	45684	47773	52861
	H	47006	49095	54183
	I	48328	50417	55505
	J	49650	51739	56827
	K	50972	53061	58149
	L	52294	54383	59471

* Step A has been abandoned. New hires will be placed at Step B or above.

Pierce College

ARTICLE 10 -- FULL TIME FACULTY SALARY
AND PROFESSIONAL DEVELOPMENT

(salary amounts updated to 2007 rates – see sections 10.2, 10.6)

Section 10.1: FULL-TIME FACULTY SALARY SCHEDULE

Consistent with law, the District agrees to implement, in a timely manner and as mutually agreed by the parties, all Faculty salary increases authorized by the State Legislature at any time during the life of this agreement. The parties agree to follow guidelines prescribed by the legislature pertaining to salary increases and/or salary increment allocations for full- and part-time salaries. Implementation of any salary increase, including advancement in the salary schedule, is contingent upon mutual agreement of the parties.

Effective Fall Quarter 2005, the following Full-Time Faculty Salary Schedule applies:

<u>STEP</u>	<u>AMOUNT</u>
1	Below \$38,000
2	\$38,000-\$38,999.99
3	\$39,000-\$39,999.99
4	\$40,000-\$40,999.99
5	\$41,000-\$41,999.99
6	\$42,000-\$42,999.99
7	\$43,000-\$43,999.99
8	\$44,000-\$44,999.99
9	\$45,000-\$45,999.99
10	\$46,000-\$46,999.99
11	\$47,000-\$47,999.99
12	\$48,000-\$48,999.99
13	\$49,000-\$49,999.99
14	\$50,000-\$50,999.99
15	\$51,000-\$51,999.99
16	\$52,000-\$52,999.99
17	\$53,000-\$53,999.99
18	\$54,000-\$54,999.99
19	\$55,000-\$55,999.99
20	\$56,000-\$56,999.99
21	\$57,000-\$57,999.99
22	\$58,000-\$58,999.99
23	\$59,000-\$59,999.99
	\$60,000-\$60,999.99
	\$61,000 and up

(For 172 days of Instructional Services)

This schedule and the designated steps are intended for administrative purposes.

Faculty falling in a range can be identified within a "step". As a faculty receives salary increases, step designation may or may not change.

Effective September 2005, tenure-track faculty whose annual salary is less than step 1 after the SIP and COLA adjustments will be moved to \$38,000 (step 1). Tenure-track faculty, who have been granted tenure, whose annual

salary is less than step 1 after the SIP and COLA adjustments will be moved to \$38,000 (step 1) before the tenure raise is applied. The funding for the move to \$38,000 will come from "turnover savings" or increments. The tenure raise is considered a promotional increase.

On September 14, 2005, tenured faculty whose salary falls below \$39,000 after the SIP and COLA adjustments will have their salary adjusted to \$39,000 as a one-time salary schedule correction. These one-time increases will be funded from "turnover savings" or increments. This provision does not apply to faculty who receive an adjustment in accordance with the preceding paragraph.

If the legislature allocates additional money for increments for FY 2007 or FY 2008, we will negotiate moving faculty up to \$40,000 if they are tenured or \$39,000 if they are tenure track.

Section 10.2: INITIAL PLACEMENT

Newly hired full-time Faculty are placed upon the salary schedule based upon education/ training, experience and market conditions. Upon receiving a recommendation from the Screening Committee, the campus Vice President shall review the prospective Faculty member's applicant file to determine appropriate placement. In making this placement decision, the following will apply:

Related work experience gained outside of an academic environment will be considered the same as that gained within academia.

A Bachelor's degree and related Vocational certification and qualifications shall be considered equivalent to a Master's degree.

In evaluating the prospective Faculty member's experience and training, the Division Chair and campus Vice President will make every attempt to be consistent with the values assigned to those similar criteria/activities in this Article.

The Division Chair and the campus Vice President will evaluate the successful applicant's records to determine initial placement on the full-time Faculty Salary Schedule. The campus Vice President, after consulting with the District Executive for Instruction, will complete the initial placement form, which will become part of the successful applicant's personnel file. The instruction office will send a copy to the applicant.

In response to market forces, the District may offer a salary to the applicant which is up to two (2) placement levels higher than that supported by the candidate's education/training and experience. Relative to any such enhanced placement, the campus Vice President shall indicate on the initial placement form the substantive characteristics of the applicant, in relationship to the market, that justify the higher salary.

Such criteria may include salaries in the private sector for equivalent positions or average salaries in local community colleges.

Effective July 1, 2007, the six placement levels for initial hire of a tenure-track faculty are:

\$40,509
\$41,575
\$42,641
\$43,707
\$44,774
\$45,840

These placement levels will increase each year with the COLA.

Section 10.3: ADVANCEMENT ON THE FULL-TIME FACULTY SALARY SCHEDULE

The District and the Federation agree that individual professional development is extremely important to the continued professional growth of academic employees, the quality of educational programs and services, and the future of the District. To this end, academic employees are encouraged by management and the union to participate in activities that will promote professional growth, maintain the quality of educational offerings and enhance the individual's contribution to the general welfare of the District.

In keeping with high professional standing, each full-time Faculty member is required to develop and review individually with his or her immediate supervisor a personalized professional growth plan which (1) relates to his or her present or future instructional assignment and professional interests, and (2) supports District goals and objectives.

A. State Funded Full-Time Faculty

1. All steps of the salary schedule will be removed except those necessary for initial salary placement of new hires.

2. Full-time faculty will receive an annual COLA equal to that allocated by the state.

3. Newly tenured faculty members will receive a \$1000 salary increase (promotional step) starting in the first year of their tenure.

4. Beginning in 2005-2006, after 5 years of service as a tenure status faculty member, said member may participate in a master teacher program to be offered annually by the college (provided there is adequate participation). Upon satisfactory completion of the master teacher training, faculty will receive a \$2,500 salary promotional increase step to begin in the following academic year of their tenured service. The Master Teaching Program will be limited to 10 participants per year.

5. All faculty who qualify for advancement from the increment pool will receive an equal distribution of the funds available. The increment pool combines state-funded increments, turnover savings (if authorized by the State Board for Community and Technical Colleges).

For reference, the basic assignment in the job description usually includes: teaching assigned courses, advising students, maintaining office hours, providing course outlines, curriculum development and review, participating in college committees, attending department and division meetings and participating in the faculty evaluation process. Activities related to basic assignment also include attendance at All College Day, orientation days, in-service and RPD day activities.

6. A faculty member's SIP is reported in two stages, the initial plan for the year and the final SIP report. The initial plan explains which outcomes and assessments from the faculty member's post-tenure (or tenure-track) professional development plan will be completed during that year. The initial plan will be formulated by October 31 and submitted to the division chair. (During the first year of the plan, 2002-03, all Faculty will be approved for SIP completion without submitting a plan.) Upon mutual agreement between the faculty member and the division chair, the initial plan will be forwarded to the college Vice President for approval. In the event that the faculty member and the division chair cannot reach a mutual agreement the college Vice President in consultation with the Faculty President may facilitate a discussion of the issues with the parties. The College Vice President shall have final approval. The SIP is a working agreement, and through mutual agreement between the faculty member and the division chair may be altered during the year. Significant alterations must be approved by the college Vice President.

To complete the SIP, a faculty member must complete one year's activities in accordance with the faculty member's continuing post-tenure (or tenure-track) professional development plan. In the final report the faculty member will explain how the outcomes and assessments have been satisfied.

7. Each SIP increment advancement is based on that year's work only; activities will not carry forward to count toward the next year's SIP requirements.

8. All professional development activities must be completed by June 30 and the final SIP report submitted to the division chair by July 15. The chair will then forward his or her recommendations regarding successful completion of the SIP to the college Vice President.

B. Specially Funded Faculty – (Note: See Article 12, Section 12.3.C.)

Ψ Turnover savings is the ongoing (permanent) difference between the compensation level of a faculty employee who is no longer employed and the compensation level of the faculty replacement. Turnover savings occurs when the new instructor is hired, which does not have to be in the same year the instructor leaves. The new instructor does not have to be in the same discipline as the leaving instructor. Turnover can be generated when instructors or division chairs retire or permanently leave for other reasons, such as illness, another job, or the denial of tenure. (In the case of a retiring division chair, the turnover savings is the difference between the faculty salary that the chair would have received on going back to faculty and the salary of the newly hired faculty member). Turnover savings does have to be permanent. It does not include temporary savings from vacant positions, faculty on leave, reassignment, or sabbatical, RJFs, stipends, or moonlight pay.

Section 10.4: PAC TO SIP TRANSITION

[Note: Previous Section 10.4 Oversight and Review is deleted.]

A. For State Funded Full-time Faculty

1. All faculty qualified to make an increment move under the PAC system as of June 30, 2002 will be paid fully, using funds up to the total amount of turnover savings calculated as available.
2. All faculty not making a move will have until April 30, 2003 to turn in their PAC worksheets for the period through June 30, 2002.
3. The remaining PACs will be paid off over a 3-year period, partly with stipends and partly with salary increases as referred to below. **STIPENDS.** Longevity PACs and up to 5 banked PACs per faculty member will be bought out the first year (2002-03) with a \$100,000 stipend, to be divided equally per PAC.
4. **SALARY INCREASES** for 2003-04, 2004-05, and 2005-06. Two thirds of all available funds for increments (turnover plus state increment funding) will go to buying out PACs, while the remaining one third will go into the SIP system. Faculty with PAC balances after the stipend buyout will be paid from the funds available equal to their proportional share of the remaining PAC pool. The maximum payment will be 100% (\$2,000 per 40 PACs). Any excess funds will go into the SIP pool. The PAC buyout will end in three years regardless of the final size of the buyout.
5. For the PAC buyout, Faculty already at the top salary step will be eligible for the stipend money but not the salary increase. Faculty at the second highest step can qualify for a salary increase up to \$2,000.

B. For Specially Funded Full-time Faculty

PAC buyouts for specially funded faculty must be negotiated with contract agencies.

Section 10.5: DOCTORATE STIPEND

Faculty with an earned doctorate from an accredited institution shall receive a \$1000.00 annual stipend (Effective Fall Quarter, 1996).

Section 10.6: SUMMER QUARTER SALARY (Summer full-time rate)

Effective July 1, 2007

Summer full-time rate \$657.30 per credit
Note: 5 credits = \$3,286.50

Summer full-time rate \$43.82 per student

Summer assignments include one-quarter (.25) office hours per credit hour assigned.

Every effort will be made to provide Summer assignments at a Faculty member's base site. Full-time Faculty will have priority over part-time Faculty for Summer assignments at Puyallup and Steilacoom. It is understood that specially-funded sites and programs, self-support programs and Continuing Education are excluded from this privilege.

Section 10.7: INDEPENDENT STUDY, TV COURSES, ARRANGED COURSES, CORRESPONDENCE COURSES, INDEPENDENT STUDY CONTRACTS, EXPERIENTIAL LEARNING
[For Distance Learning and Caps, see Section 7.7, subsections G and F.2, respectively.]

The District agrees to pay the instructor responsible for teaching these types of courses at a rate of \$ * [see rate and current method of calculation below] per student for a five credit hour course up to a maximum of fifteen students. (\$ * [see rate and current method of calculation below] was arrived at by dividing the current part-time base rate for a 5 credit class by fifteen). If there are fifteen students or more in a class, compensation will be at the current part-time rate. The class size for these types of courses will be a maximum of twenty-five students. Faculty paid the per student rate agree to work with students at times other than those required in conjunction with their full-time teaching duties.

In the future, the College will increase the rate for these types of teaching assignments by the same percentage as any increase made to the general part-time Faculty teaching rate.

(Rates are effective July 1, 2002 [except for military sites].
Rates are effective Fall II term 2002 for military sites.)

The rate is calculated by dividing the current part-time base rate per credit by fifteen (15).

~~*Level 1 Per Student Rate: \$33.77~~
~~*Level 2 Per Student Rate: \$34.53~~
*Level 3 Per Student Rate: \$36.96
*Level 4 Per Student Rate: \$37.78

Section 10.8: COMPENSATION FOR EXCESS ADVISING

Full-time faculty shall be compensated each quarter for excess advising at the rate of \$7.50 per student in excess of 50 students.

This provision does not apply to full-time faculty with more than 50 advisees, who are in programs that are provided additional advising support, nor to faculty who serve as instructor of record but do not actually advise students coded to them.

Faculty shall not be assigned more than 50 students to advise unless permission is given by the faculty member. Faculty with fewer than 15 students assigned to them for advising may be assigned as advising support to areas with high advisee loads, and if so, may be provided training.

Section 10.9: THE PROGRAM AND DEPARTMENT REVIEW COMMITTEE

The Program and Department Review Committee is charged with the responsibility for reviewing program and department coordination descriptions, recommending program clusters, and reviewing the compensation method. The review of the descriptions is to confirm that the scope of work outlined in these descriptions is clear and reflects

program and department needs. Review of the compensation method is intended to confirm that the method and level of compensation relate to workload distribution and complexity, and that they are consistent with levels of responsibility for various coordination activities. These documents will be reviewed annually by the committee to ensure that they reflect the changing needs of programs and departments. Recommendations that result from this review will be forwarded to the campus Vice Presidents and the Executive Vice President for Extended Learning for consideration.

The Committee Members will be composed of the campus Vice Presidents or designees, the Division Chairs, and four faculty members, whose names are submitted by the PCFT President. Every effort will be made to ensure equal representation from both colleges. The faculty will include at least one representative each from academic, basic skills and professional technical departments or programs.

Section 10.10: FACULTY RESOURCE DEVELOPMENT

The District will annually place designated monies into two separate funds: a Full-Time Faculty Resource Development (FTFRDF) Fund and a Part-time Faculty Resource Development Fund (PTFRDF). These funds will be used to support curriculum development, instructional research and professional improvement and staff development activities. These accounts will close at the end of each fiscal biennium unless the State allows for fund carry-over with State agencies. Salary money for full-time or part-time Faculty will not be used to fund the FTFRDF or the PTFRDF. (See Article 6, Section 6.9 for information on Professional Leaves/Sabbaticals.)

A. Eligibility for Faculty Resource Development Funds

All Faculty are eligible to apply for funds from the appropriate fund. Applications must be submitted to the appropriate Division Chair.

B. Evaluation of Applications

Applications for funds will be considered by the appropriate Division Chair according to the value of the project or plan in relationship to the individual's contractual responsibilities. In evaluating competing requests for Faculty resource development funds, or any other use of limited resources, the Chair, after satisfying any other relevant selection criteria contained in this Negotiated Agreement, will give priority to those requests that best enhance the District's instructional and research programs.

C. Application Content

Application to the Division Chair shall include:

1. General information, including name, institutional/instructional assignment, dates of requested activity.
2. A detailed statement of plans for utilizing funds requested.
3. A statement regarding the value of the proposal in terms of benefit to the institution.

D. Application Approval

Division approval of any proposal may be subject to further authorization:

1. The campus Vice President must approve all awards under five hundred dollars (\$500) and in-state travel.
2. The campus Vice President and the District Chancellor must approve all awards of five hundred (\$500) dollars or more and travel outside the state.

E. Restrictions

Awards will not be granted for the purpose of working for an advanced degree or for production of personal objects or products; however, the possible acquisition of credit applicable toward an advanced degree as a result of formal study supported by the FTFRDF or the PTFRDF shall not prejudice the award of such funds to an otherwise qualified recipient.

F. Advanced Course Work

Each full-time or part-time Faculty member may apply to the appropriate Division Chair for funds to cover expenditures for advanced course work (limit: one course per academic year) so long as the total applications do not exceed the availability of the FTFRDF or PTFRDF allocated by the Division for this type of developmental activity.

G. Curriculum Development or Instructional Research Projects

The Division may determine the total dollars allocated for curriculum development or instructional research projects each year.

H. Faculty Development Projects

The Division may determine the total dollars allocated for general Faculty development projects.

I. Activity Report

Faculty availing themselves of FTFRDF or PTFRDF shall present a summary to the Division within sixty (60) calendar days of completion of the project or study.

Section 10.11: PROFESSIONAL WORKSHOPS, CONFERENCES, MEETINGS, CONTINUING EDUCATION

The Faculty encourages the participation of its members in continuing educational experiences including professional and education workshops, conferences, meetings, institutes, etc. The Faculty will be reimbursed according to state travel and subsistence regulations when involved or participating in appropriate functions, subject to prior agreement with the concerned Division Chair and the campus Vice President. As specified in Article 10 of this agreement, such functions may be used for salary advancement.

The District will set aside funds for Faculty professional development at a minimum of \$300 for each tenured or probationary faculty member. This money will be included in the Division budgets. Part time faculty can apply for available funds from their divisions.

Section 10.12: IN-SERVICE EDUCATION

The District supports in-service education. A committee consisting of one (1) Faculty member elected by each Division and the campus Vice President or designee shall be formed. The committee shall determine in-service education projects for Faculty.

A. Faculty members may submit proposals for activities to the committee. These proposals will include the rationale, number of meetings, number of participants, nature of the class or seminar cost, suggested starting and ending dates and suggested speakers. The in-service committee may also initiate activities.

B. The in-service committee shall evaluate, prioritize, and coordinate activities.

C. The initiators of proposals approved will receive notification and be responsible for organization and delivery of the activity.

D. The criteria for selecting activities shall include the potential of the course or seminar to:

1. Improve teaching or learning.

2. Enhance interpersonal relationships with students or staff.
3. Teach new instructional methodology.

Pierce College

ARTICLE 11 -- PART-TIME FACULTY

Section 11.1: PART-TIME FACULTY RESPONSIBILITIES

A part-time Faculty member may be employed by the District to teach up to thirty six (36) credit hours per academic year; ten credit hours in summer quarter. Exceptions to this limit may be granted by the campus Vice President. In addition to their teaching responsibilities, part-time Faculty are responsible for being available to students before and after class.

To facilitate continuing evaluation of part-time Faculty, the teaching competence of each part-time Faculty member will be reviewed periodically. Said review will be coordinated by the campus Vice President, or designee, and Division Chairs. [Note: Moved from Article 13, Post Tenure Evaluation.]

Section 11.2: PART-TIME FACULTY SALARY SCHEDULE

A. Updated July 1, 2005:

The following part-time Faculty Salary Schedule is effective July 1, 2004, except for part-time Faculty at military sites, where this rate is effective Fall Term II:

CREDIT HOURS TAUGHT	PAY PER CREDIT HOUR	
0—39	\$513.40	Level-1
40—79	\$524.90	Level-2
80—135	\$554.40	Level-3
136+	\$566.70	Level-4

Updated for 2007 - \$633.35/ credit
 Lab rate: \$48.10/hour

Negotiated allocation, if any authorized and received: On July 1, 2005 distribute equally to increase pay per credit hour to level 3 and 4. (Level 2 will be rolled over into level 3 on July 1, 2005).

Update: July 1, 2007

8. Restructure Part-time/Moonlight Salary Levels and Implement Promotional Opportunity

References to part-time faculty include moonlight faculty (full-time faculty teaching additional sections at the part-time rate) unless otherwise specified.

1. Completed 2003-2004

Part-time faculty with enough teaching credits to advance prior to the start of fall quarter 2003 will move to the next level on the 4 level part-time faculty salary schedule. Those affected will have their pay adjusted back to the start of the fall quarter 2003.

2. Completed 2004-2005

Level 1 is eliminated and part-time faculty at Level 1 are placed at Level 2. Levels 2 and 3 are frozen, i.e. there is no movement to next level. Any general salary increases, including equity money, will be distributed according to a negotiated allocation. No turnover savings will be calculated or distributed.

Effective fall quarter 2004 (Fall II term for military sites).

3. Current Year 2005-2006

Level 2 is eliminated and part-time faculty at level 2 are placed at Level 3. Level 3 is frozen, i.e. there is no movement to next level. Any general salary increases, including equity money, will be distributed according to a negotiated allocation. No turnover savings will be calculated or distributed.

Effective fall quarter 2005 (Fall II term for military sites).

4. Year 2006-2007

Level 3 is eliminated and part-time faculty at level 3 are placed at Level 4. Any general salary increases, including equity money will go into Level 4. No turnover savings will be calculated or distributed.

Effective fall quarter 2006 (Fall II term for military sites).

The "Level 4" designation will no longer be used since only one salary placement level will be used.

C. The parties agree that effective July 1, 2006, part-time faculty salaries will be adjusted by a 100% match of part-time faculty salary equalization dollars received in July 2005 minus the actual amount expended in the first year of the biennium on the elimination of the salary schedule level 2. These amounts will be adjusted for benefits expenses as required by State Board policy.

This adjustment is in addition to the general salary increase effective July 1, 2006.

5. Senior Faculty Promotional Opportunity**

After a part-time faculty has taught at Pierce College for 20 quarters/terms within the previous seven (7) years, the part-time faculty member may apply for a promotion to Senior Part-time Faculty. Consideration for the promotion for eligible Part-time faculty will include administrative needs of the department and division. Upon the approval of the promotion by the college Vice-President, the Senior Part-time Faculty will receive an additional salary of \$ 100 per quarter/term regardless of the number of credits during each quarter/term the person is teaching. Senior Part-time Faculty will participate in department meetings and will provide mentoring to other Part-time faculty when assigned by the department coordinator or the division chair. Senior Part-time Faculty who are unable to fulfill their additional duties may be returned to regular Part-time Faculty status upon the approval of the college Vice President.

**This promotional opportunity is not available to full-time faculty who teach moonlight classes.

Effective starting Winter Quarter 2003-2004.

Section 11.3: PLACEMENT UPON THE PART-TIME FACULTY SALARY SCHEDULE

Placement on the part-time Faculty Salary Schedule is based upon the accumulation of completed part-time and moonlight credit hours taught at Pierce College beginning Fall quarter, 1996.

Section 11.4: JOB DESCRIPTION

In the case of part-time Faculty members, the job description will be kept on file and made available upon request. The job description shall include any duties, such as administrative functions, coordinating work, advising, counseling, as well as the disciplines or programs in which new Faculty members will be expected to teach. Job descriptions will be updated to reflect the current negotiated agreement.

Section 11.5: OTHER PART-TIME FACULTY RATES

A. For arranged courses or when the Agreement allows, the per student rate is one-fifteenth of the part-time Faculty salary scheduled rate for that faculty, as indicated in Article 11.2, up to a maximum of fifteen students. [For military sites, effective Fall II.]

Rates effective July 1, 2002:

Updated for 2007

The lab rate paid to Dentists is \$63.35 per lab hour.

The Lab rate is increased to \$48.10 per lab hour.

B. Salary Schedule for Part-time Librarians (Faculty)

Based on clock hours worked.

Librarians:

Step 1	\$26.40	per clock hour
Step 2	\$27.45	per clock hour
Step 3	\$29.90	per clock hour
Step 4	\$31.00	per clock hour

Updated for 2007 \$34.65/clock hour

Updated for 2007 Librarians Summer F/T rate: \$38.30/clock hour

Movement on the Part-time Librarian Salary Schedule will occur when the employee has worked for 6 quarters and during each of those quarters has worked at least 120 clock hours per quarter or has worked 10 consecutive quarters (excluding summer) for at least seventy two (72) hours in each of those quarters.

As of July 1, 2001 part-time librarians will receive the same COLA as received by other Part-time Faculty, unless exempted below.

Any part-time librarian paid above the top step of the salary schedule will remain at current salary without further increases until movement is possible on the salary schedule.

Section 11.6: IMPLEMENTATION OF PART-TIME FACULTY INCREASES AND INCREMENTS

Implementation of any salary increase, including advancement in the part-time Faculty Salary Schedule, is contingent upon mutual agreement of the parties.

In the event that part-time increments cannot be funded in light of available funds or accumulated work hours, or that substantial additional funding for part-time salaries is made available by the legislature, the salary schedule will be subject to renegotiation at the request of either party.

Section 11.7: MULTI-TERM CONTRACTS FOR PART-TIME FACULTY (STATE-FUNDED)

Multi-term contracts are annual contracts of employment for 2 to 4 consecutive quarters on a part-time basis. In programs with stable class schedules and enrollments, the Division Chair(s) may recommend to the appropriate campus Vice President(s) for Learning and Student Success that some positions be offered to part-time Faculty as multi-term contracts. The campus Vice President will determine the number of multi-term contracts to be offered to part-time faculty usually by the end of winter quarter of the prior academic year. Classes assigned to part-time Faculty holding such contracts are not subject to bumping by full-time Faculty. When a class is cancelled, part-time Faculty may be reassigned or choose to reduce the annual contract.

Part-time Faculty who have satisfactorily taught a total of thirty (30) credits within the last three (3) years at Pierce College may apply for these positions. The campus Vice-President will recommend part-time Faculty for consideration to the campus President after considering factors such as the Division Chair's and Program Coordinator's recommendations, evaluations, length of service to the College, enrollment in classes taught by the Faculty member, and other considerations benefiting the instructional program.

(For multi term contracts for Part-time Faculty in Specially Funded Programs see Article 12, section 4.)

Section 11.8: COMPENSATION FOR DISTRICT CANCELLATION OF TEACHING ASSIGNMENT.

- A. Stipend for cancelled assignment. A part-time Faculty member who is bumped by a full-time Faculty member or whose class is cancelled within seven (7) calendar days before the first class session will be compensated. The stipend paid will be at the rate of \$15 per credit. For example, a five (5) credit class will generate a stipend of \$75.
- B. Show up pay. A part-time Faculty member who is assigned to show up at a scheduled class, that is thereafter cancelled, may receive "show up pay" at the pro rata rate of that person's step on the Part-Time Faculty Salary Schedule.
- C. Choice of Show up pay or Stipend. A part-time Faculty member may choose to receive the stipend described in paragraph A rather than "show up pay."

APPENDIX A

SECTION 2.

RENTON FEDERATION OF TEACHERS
PART-TIME EMPLOYEE
SALARY SCHEDULE

JULY 1, 2007 - JUNE 30, 2008

M.A. = 6% of Base = \$2.04 Doctorate = 12% of Base = \$4.08

Salary Level	Contact Time Required	Certificate Required	Salary Rate
Step A	0 - 404		\$33.95
Step B	405 - 809		\$35.50
Step C	810 - 1,214	30 hours	\$37.14
Step D	1,215 - 1,619	60 hours	\$38.61
Step E	1,620 +	90 hours	\$40.37

These part-time rates include the following:

An adjustment of twenty-five percent (25%) to take into account the seventh (7th) and eighth (8th) hours, which are to provide for preparatory activities.

An adjustment to cover health and welfare dollars provided by the State.

Current Step	2006-2007
1	\$40,266
2	\$41,073
3	\$41,881
4	\$42,687
5	\$43,495
6	\$44,301
7	\$45,109
8	\$45,915
9	\$46,722
10	\$47,530
11	\$48,336
12	\$49,143
13	\$49,949
14	\$50,757
15	\$51,563
16	\$52,371
17	\$53,178
18	\$53,984
19	\$54,792
20	\$55,598
21	\$56,406
22	\$57,212
23	\$58,019

Shoreline Community College

SECTION B. Associate Academic Employees

The quarterly base salary for associate academic employees is found on the grid below.

When funding and authorization is approved, newly hired Associate faculty shall be placed in the appropriate levels (Steps 1 – 3) as follows dependent upon degree attainment (only degrees earned at accredited institutions are recognized):

Level	Salary	Education/Degrees Earned	Experience in	
			Qtrs	Yrs
1	\$ 9,554	BA, Voc Certificate	0-3	0-1
2	\$ 10,002	BA, Voc Certificate	4-6	1-2
		MA, MS, MBA or equiv.	0-3	0-1
3	\$ 10,448	BA, Voc Certificate	7-9	2-3
		MA, MS, MBA or equiv.	4-6	1-2
		PhD or equiv.	0-3	0-1
4	\$ 10,896	BA, Voc Certificate	10-12	3-4
		MA, MS, MBA or equiv.	7-9	2-3
		PhD or equiv.	4-6	1-2
5	\$ 11,343	BA, Voc Certificate	13-15	4-5
		MA, MS, MBA or equiv.	10-12	3-4
		PhD or equiv.	7-9	2-3
6	\$ 11,791	BA, Voc Certificate	16-18	5-6
		MA, MS, MBA or equiv.	13-15	4-5
		PhD or equiv.	10-12	3-4
7	\$ 12,238	BA, Voc Certificate	19-21	6-7
		MA, MS, MBA or equiv.	16-18	5-6
		PhD or equiv.	13-15	4-5
8	\$ 12,685	BA, Voc Certificate	22-24	7-8
		MA, MS, MBA or equiv.	19-21	6-7
		PhD or equiv.	16-18	5-6
9	\$ 13,132	BA, Voc Certificate	25-27	8-9
		MA, MS, MBA or equiv.	22-24	7-8
		PhD or equiv.	19-21	6-7
10	\$ 13,580	BA, Voc Certificate	28-30	9-10
		MA, MS, MBA or equiv.	25-27	8-9
		PhD or equiv.	22-24	7-8
11	\$ 14,027	BA, Voc Certificate	31-33	10-11
		MA, MS, MBA or equiv.	28-30	9-10
		PhD or equiv.	25-27	8-9
12	\$ 14,475	BA, Voc Certificate	34-36	11-12
		MA, MS, MBA or equiv.	31-33	10-11
		PhD or equiv.	28-30	9-10

Salary Grid Movement: Advancement is contingent upon legislative funding and/or authorization. Consistent with other provisions of this Agreement, associate academic employees shall be eligible to advance one (1) level each Fall Quarter, from Level 1 to the highest level, upon completion of every three quarters of service to the College, regardless of load. If less than three quarters of service are completed in a single year, those quarters will be carried over and count as part of the three quarters for the next year. Only one step movement can be made each academic year. Completion of an associate faculty professional development report is required for advancement beyond Level 5.

SECTION B. Initial Placement (Full-Time Academic Employees)

1. Newly hired academic employees shall be placed at Level 1 through Level 8, as follows (only degrees earned at accredited institutions are recognized):

Hiring in Placement

Level	Salary	Education/Degrees Earned	Experience
1	\$40,957	BA, Voc Certificate	0-1
2	\$42,876	BA, Voc Certificate MA, MS, MBA or equiv.	2-3 0-3
3	\$44,793	MA, MS, MBA or equiv. PhD or equiv.	4-5 0-1
4	\$46,711	MA, MS, MBA or equiv. PhD or equiv.	6-7 2-3
5	\$48,630	MA, MS, MBA or equiv. PhD or equiv.	8-9 4-5
6	\$50,548	MA, MS, MBA or equiv. PhD or equiv.	10-11 6-7
7	\$52,466	MA, MS, MBA or equiv. PhD or equiv.	12-13 8-9
8	\$54,383	MA, MS, MBA or equiv. PhD or equiv.	more than 13 more than 10
9	\$56,302	--	--
10	\$58,218	--	--
11	\$60,137	--	--
12	\$62,054	--	--

2. Credit for past experience may be granted as follows:

- a. One (1) year will be awarded for each year of full-time college teaching experience.
- b. One (1) year will be awarded for each year of full-time non-college teaching experience which directly relates to the Shoreline Community College assignment.
- c. One (1) year will be awarded for each year (twelve [12] months) of full-time vocational work experience which directly relates to the Shoreline Community College assignment.
- d. In evaluating part-time college teaching experience, including teaching assistant experience, thirty-five (35) quarter credit hours shall be used as the basis for determining annual full-time teaching equivalency.

3. Any academic employee may be placed at a higher level between Level 2 and Level 8 in instances where the College President determines such exceptions to be in the best interests of the District.

4. At the time a recommended appointee is invited to appear for determination of salary placement, the Federation President shall be notified in recognition of the right to accompany appointees who desire such representation at the salary placement interview. With agreement of the recommended appointee, the Federation representative shall be given access to the transcript and application materials.

SECTION C. Advancement

1. Salary Grid Movement. All advancement is contingent upon the submission of a professional development report and legislative funding and/or authorization (see Section D below). Consistent with other provisions of this Agreement, full-time academic employees shall be eligible to advance one (1) level from Level 1 to Level 12, upon the completion of each full year of service.

2. Consistent with other provisions of this Agreement, full-time academic employees shall be eligible to advance one (1) additional level between Level 1 to Level 8 on the current salary schedule upon the completion of an additional Master's degree, a PhD degree and/or other professional degree, such as a law degree and EdD. Such

advancement shall take place the fall quarter following the awarding of such a degree and contingent upon legislative funding and/or authorization.

3. Promotion Upon Attaining Tenure. Effective the fall quarter following the award of tenure, such academic employees shall be raised one (1) level between Level 1 and Level 8 on the salary grid. Such movement shall be considered a promotion and costs thereof shall not be charged against any salary increase allocations.

SKAGIT VALLEY COLLEGE
 ARTICLE X - ECONOMIC PROVISIONS

Section 1. Full-time Faculty Compensation

a. Full-time schedule predicated upon one hundred seventy-two (172) contractual days.

It is agreed that the following provisions of Article X of the current agreement between the Board of Trustees and the Federation shall be changed, as indicated below, effective July 1, 2007.

Initial Placement

<u>Step 1</u>	<u>\$ 43,476</u>
<u>Step 2</u>	<u>\$ 48,233</u>
 <u>Exceptional Placement</u>	 <u>\$ 49,509</u>

Tenure Faculty Schedule

Senior Status

<u>Level 1</u>	<u>\$ 52,062</u>
<u>Level 2, 1 PHD</u>	<u>\$ 53,338</u>
<u>Level 3, 2-PHD</u>	<u>\$ 54,614</u>
<u>Level 4, 3-PHD</u>	<u>\$ 55,945</u>
<u>4-PHD</u>	<u>\$ 57,221</u>

\$ 62,220

Initial Placement

All new annually contracted faculty will be placed on the Initial Placement Schedule based on experience as described below. Annually contracted faculty are those who are issued an annual contract and are paid on the basis of the full-time faculty salary schedule.

Step 1

A combination of education and experience totaling less than 10 years.

Step 2

A combination of education and experience totaling 10 years or more

Exceptional Placement - To be determined by college administration to address recruitment issues.

Criteria for experience:

One year for each year of full-time equivalent college teaching experience.

One year for each year of full-time non-college teaching experience which directly relates to the Skagit Valley College assignment.

One year for each year (12 months) of full-time professional technical work experience which directly relates to the Skagit Valley College assignment.

One year for every two years of research or graduate teaching assistant experience or teaching or related experience in the industry such as seminars and workshops.

In evaluating part-time college teaching experience, forty-five (45) quarter credit hours shall be used as the basis for determining annual full-time teaching equivalency. No more than forty-five (45) credits will be counted in each academic year.

One year for each year of teaching or work experience as a librarian, counselor or equivalent.

After the greater of three years or nine academic quarters of temporary full-time employment, temporary full-time faculty will be placed on the full-time faculty schedule at level one (or level 1-PhD for those holding doctorates) in a non-tenure track position. Non-tenure track faculty on salary levels one to four (or 4-PHD) shall receive increments equivalent to those paid to tenured full-time faculty on the same level.

Probationary faculty who receive tenure will be placed at level 1 (or level 1-PhD for those holding doctorates) on the full-time faculty schedule. A promotion will be given following successful completion of the probationary period and the granting of tenure by the Board of Trustees. The promotion is based on increased responsibilities of committee assignments, advising loads, and other duties and shall be granted the quarter following the receiving of tenure (excluding summer quarter). Promotion shall be granted independent of any salary allocation process. Transition to the new schedule shall be in accordance with a control list initialed by the parties.

Increment movement from one level to the next is contingent on legislative funding and is therefore not guaranteed each year.

f. Senior Faculty Status

(1) Requirements for obtaining Senior Faculty Status

In applying for senior status, the faculty member must first meet the requirement for years of faculty service to Skagit Valley College. On or before January 15th of each year, the SVCFT and administration negotiating teams will meet to discuss the years of faculty service requirement for those who will be eligible to apply for Senior Status. Following the discussion the Office of the Executive Vice President for Instruction and Student Services will announce the years of faculty service requirement for the current year. Faculty on 4 or 4-PhD of the faculty salary schedule who meet the years of service requirement and demonstrate current contributions in the three categories below will be promoted to senior status. Tasks that overlap categories may only be used to qualify an instructor in one category. Example: Department chair may be used in the Leadership or Faculty Related Activities category but not in both.

a) Leadership

Examples of leadership may include but are not limited to:

*Serving on committees such as hiring, Tenure Review, Professional Development State or National committees
Club Advisor
SVCFT officers
Governance committees
Department Chair
Division Chair*

b) Faculty Related Activities

Examples may include but are not limited to:

*Projects that improve student learning
Development of on-line, distance education courses or on line services to students and staff
Community Service
Assessment projects
Student Advising
Advisory Board
Classroom Assessment
Exceptional Faculty Award
Institutional service – Greenhouse, SVC Art Gallery, CLT coordinator*

Mentoring of full or part-time faculty in areas such as improving teaching techniques, development of new curriculum, development of on-line curriculum, administering SGID's

c) *Professional Development*

Examples may include but are not limited to:

Application of new teaching strategies

Use of skills learned from a professional development activity

Ongoing professional development (degree attainment, upper level credits)

Sabbatical

Presenting at and/or attending seminars, workshops or conferences

(2) Timeline for senior status promotion

Note: Fall 2007 Senior Status Promotions were based on 20 Years of Faculty Service.

On or before the following dates of each year the administration and faculty must complete the following activities to administer the senior status promotion. If the date falls on a Saturday, then the due date will be the Friday before, and if the date falls on a Sunday, the due date will be the subsequent Monday.

April 1 – The faculty member must submit the completed Senior Status Application to the Executive Vice President for Instruction and Student Services.

April 15 – The Executive Vice President will notify all applicants in writing of the decision to approve or deny their Senior Status request.

April 25 – In a case where Senior Status has been denied, the faculty member must submit by April 25th, to the Senior Status Review Committee (SSRC), all documentation applicable to their Senior Status request including the Senior Status Request for Review Application. The SSRC may request supplementary materials or input from the faculty member.

The composition of the Senior Status Review Committee (SSRC) will be three (3) faculty elected by the SVCFT and two (2) administrators appointed by the President.

May 25 – The SSRC will review the materials and provide a written recommendation and appropriate documentation to the Executive Vice President for Instruction and Student Services.

June 5 – The Executive Vice President for Instruction and Student Services will review the SSRC recommendations, make a decision regarding the recommendations from the SSRC and will notify the faculty member of the final decision. There are no further appeals regarding the decision.

Salary adjustments to the Senior Status step will be effective at the beginning of Fall quarter following approval.

The dates of the timelines for senior status promotions in the year 2008 will be adjusted by mutual agreement between the administration and SVCFT.

- (i) An arbitrator shall not have the authority to remand an issue back to the parties for negotiations as a part of any award.
3. The fees and expenses of the arbitrator shall be borne equally by the parties. The decision of the arbitrator within the time limits herein prescribed shall be final and binding upon the Employer, the Federation and the members affected, consistent with the terms of this Agreement.

Upon petition by either party to a court of competent jurisdiction, any arbitration decision or award hereunder shall be vacated and/or corrected upon any of the following grounds:

- (a) That the arbitrator exceeded his/her jurisdiction or authority under this Agreement and/or under the Submission Agreement;
- (b) That the arbitrator's decision or award is not supported by substantial evidence; and
- (c) That the arbitrator's decision or award is based upon an error of law.

ARTICLE VII: FACULTY SALARY

Section 7.1 Full Time Faculty Placement:

A. Initial Placement. The President in conjunction with the Vice President for Human Resources will determine initial salary placement of new full time faculty. The minimum amount shall be at \$42,192. This amount will be adjusted by a percentage amount equal to the legislatively authorized Cost of Living Adjustments. A candidate's educational qualifications and prior teaching experience, prior business and industry-related experience, job market competition and equity with faculty in similar positions shall be considered when placing new faculty above the minimum amount.

Section 7.2 Full Time Faculty Salary Advancement:

Faculty will advance from their initial placement or current salary level in three ways; (A) legislatively authorized cost of living increases, (B) earning the award of tenure, and (C) through professional development

- A. Cost of Living Increases. When available, legislative authorized cost of living increases will be applied to individual base faculty salaries on an equal percentage basis.
- B. Award of Tenure. In the next contract year following the award of tenure, tenured faculty will receive a salary adjustment to \$46,000. This amount will be adjusted by a percentage amount equal to legislatively authorized Cost of Living Adjustments. This adjustment is in recognition of increased responsibilities and workload activities assumed by faculty following the award of tenure.
1. Post-Tenure Assignments. Upon being granted tenure and in return for and to comply with a non-legislative appropriated compensation increase, all full-time tenured faculty would assume post-tenure professional duties as specified in an individual annual plan developed between the professor and the respective dean. Duties shall include but not be limited to probationary review committees, post tenure review committees, college-wide committees and councils, adjunct faculty appraisal, ad hoc task forces, coordination of adjunct faculty or administrative duties related to the professor's program. In lieu of serving on these activities, councils or committees faculty may choose to teach one additional class or its equivalent annually as approved by the appropriate vice president.
 2. Annual Work Plan. The respective dean/supervising administrator and each professor will develop an annual work plan scheduling the above assignments for the following college year on or before June 30. If necessary in order to fully staff college committees, councils, and adjunct faculty evaluation processes, administration reserves the right to assign tenured faculty as part of their individual annual work plan. This plan will be forwarded to the appropriate vice president for review and final approval.
 3. Transition. All current tenured professors will assume the above additional responsibilities and workload assignments beginning with the 2005-2006 college year. All current tenured professors with an annual base salary rate below \$46,000 will be adjusted to that amount and those with an annual base salary rate in excess of \$46,000 will be increased by \$1000. The designated salary adjustment will be made to individual base salary rates effective July 1, 2005.
 4. Noncompliance. Professors who fail to comply with the post tenure assignments and the annual work plan will be considered in violation of their employment contract and will be subject to the discipline provisions of this agreement and under state law.
- C. Professional Development. The College and the Federation agree that individual professional development is extremely important to the continued professional growth of

full-time professors, the quality of educational programs and services, and the future of the College. To this end, individual full-time faculty professional development will be encouraged, recognized and compensated through the payment of increments from turnover savings and legislative appropriations. Faculty will develop a minimum of a three-year professional improvement plan that is updated annually with their respective dean.

Professors are encouraged by the administration and the union to participate in activities that will promote professional growth, maintain the quality of educational offerings and enhance the individual's contribution to the general welfare of the College.

Satisfaction of Professional-Technical Certification requirements shall constitute satisfaction of the annual professional improvement plan.

1. Professional Improvement Plan. In keeping with high professional standing, each full-time professor will develop and review individually with his or her respective dean/supervising administrator a personal Professional Improvement Plan which includes goals that (1) relate to his or her present or future instructional assignment and professional interests, (2) meets and maintains certification, accreditation, or professional standards of the college and the respective program assignment, (3) details the outcomes and identified needs from their probationary or post-tenure review assessment and, (4) supports college goals and objectives. The Professional Improvement Plan is to be completed by October 31 in the faculty members first probationary year, updated annually by June 30 thereafter, cover a minimum of three years and include a schedule of goals and activities to be completed for each of the three years. The plan is to be developed upon mutual agreement between the faculty member and the division dean/supervising administrator. In the event that the faculty member and the division dean/supervising administrator cannot reach a mutual agreement the respective college vice president shall have final approval. The Professional Improvement Plan is a working agreement and through mutual agreement between the faculty member and the division dean/supervising administrator may be altered during the year. Significant alterations to the Professional Improvement Plan must be approved by the respective college vice president.

2. Eligibility. Increment pool funds are the combination of state-funded increments and turnover savings (if authorized by the State Board for Community and Technical Colleges). Full-time tenured professors will be eligible to share in the increment pool funds only with the annual completion of their regular assigned duties and responsibilities and completion of the current year goals and activities (annual component) of the Professional Improvement Plan.

3. Qualification and Timeline. All professional development activities must be completed in accordance with his/her Professional Improvement Plan by June 30 and a report submitted to the division dean/supervising administrator by July 15. The final report shall include a comprehensive explanation of how the annual goals have been achieved and supporting documentation such as grade transcripts, registration verification, activity evaluations and reports, etc. The division dean/supervising administrator will then forward his or her recommendations regarding successful completion of the annual plan to the respective college Vice President.

4. Distribution. All full-time tenured professors who qualify for advancement from the increment pool will receive an equal distribution of whatever funds are available in a given year. In the event that such funds are not available in the year earned, the increment shall carry over into subsequent years. When funds do become available, such funds shall be distributed pro-rata to full-time tenured professors according to the number of increments they have accumulated. Such a distribution shall extinguish all such increments and individual balances shall revert to zero. Increments shall be extinguished and revert to zero upon separation of the professor from employment with the college.

5. Transition. The above procedures will be implemented beginning with the 2005-2006 college-year and used to distribute future increment pool funds. Since, by mutual agreement, the previous process for faculty to earn increment advancements was allowed to expire, no increments could be earned until the backlog of accumulated increments could be funded, and a transition to a new process developed. All increment pool funds for the 2004-2005 college year will be distributed in equal dollar amounts of \$835 plus fringe benefits, to all full time tenured faculty effective September 1, 2004.

For the 2005-2006 college year, \$58,900 of the 2005 legislative authorized increment amount (minus increment dollars used for adjunct professor's salary step increases, not to exceed \$8,000) plus turnover savings of \$3,118 will be distributed in equal amounts to all full-time tenured professors effective September 1, 2005.

Section 7.3 Adjunct Faculty Salary Schedule:

The method of calculating salaries for adjunct professors during regular one hundred seventy-seven (177) day instructional year is as follows:

A. Non-instructional faculty. Faculty such as counselors and librarians, when employed as adjunct faculty, shall be compensated at the appropriate step of the per-credit lecture rate divided by 16.5 for each hour of employment. Advancement shall be by the same methodology as other adjunct faculty; i.e., number of credits-credit equivalents contracted.

B. Instructional Faculty.

1. Adjunct professor(s) salaries are to be paid on a per credit basis. Salary is for achievement of course objectives through faculty meeting professional obligations such as student consultation, liaison with other faculty, course preparation and duties as assigned by the division dean consistent with the course assigned. When the respective dean/supervising administrator requires attendance, in writing prior to the meeting, at meetings other than those above, the adjunct professors member shall be compensated at the rate of the appropriate step of the per credit lecture rate divided by 16.5 for each hour of attendance.
2. The part-time salary schedule effective July 1, 2005 will be as follows:

<u>STEP</u>	<u>LECTURE/CR</u>	<u>LAB/CR</u>
Step I	\$569.01	\$758.63
Step II	\$589.29	\$785.74
Step III	\$609.32	\$812.39

3. Correspondence

Step I	\$17.99 per student/credit
Step II	\$18.64 per student/credit
Step III	\$19.62 per student/credit

4. Distance Education

Step I	\$569.01 per credit
Step II	\$589.29 per credit
Step III	\$609.32 per credit

For purposes of this section, distance education shall be defined as on-line an interactive two-way audio-visual courses.

5. Cooperative Work Experience

Step I	\$23.16 x 4 hours per student
Step II	\$23.98 x 4 hours per student
Step III	\$24.80 x 4 hours per student

6. Any course offered on campus before 8 A.M. or after 4 P.M. and any course offered at an off campus location at any time will be considered as other than day classes.

Section 7.4 Adjunct Faculty Salary Advancement:

Adjunct faculty may advance from their initial placement or current salary level in three ways; (1) legislatively authorized cost of living increases to the salary schedule base, (2) legislatively

authorized enhancement increases to the salary schedule base, and (3) advancement from the initial step to the next step on the salary schedule.

- A. Cost of Living Increases. When available, legislative authorized cost of living increases will be applied to the salary schedule on an equal percentage basis.
- B. Enhancement Increases. When available, legislative authorized enhancement increases will be applied to the salary schedule base. Effective July 1, 2005, the 2005 legislative authorized amount of \$66,900 plus an equal matching amount by the college will be applied to increasing the part-time faculty salary schedule and associated benefit costs.
- C. Step Advancements. When legislatively authorized increment funding is available, an adjunct faculty member shall receive a one (1) step advancement on the salary schedule at the beginning of the first quarter following completion of forty-five (45) credits/credit equivalents of part-time employment at the college. Only those contract credits/credit equivalents accumulated within the previous five (5) year may be counted for advancement. For the 2005-2006 college year, up to \$8,000 of the 2005 legislative authorized increment amount will be applied to step advancements effective September 1, 2005

Section 7.5 Method of Calculating Extended Contract Compensation For All Faculty:

A. Non-instructional Faculty. Counselors, librarians, and instructional faculty who are advising shall be paid pro rata from their individual full-time salary rate, using thirty-five (35) hours per week as the basis for full-time, for the time covered by the extended contract.

B. Instructional Faculty.

1. Instructional faculty shall be paid pro rata from their full-time salary rate, using thirty-five (35) hours per week as the basis for full-time, if part of an instructional program which is continuous through a period greater than three (3) academic quarters and the same level of effort by students and faculty is required during the period of the extended contract as during the regular year.
2. Instructional faculty not covered by the above, will be paid as adjunct professors.

Section 7.6 Compensation:

A. Full-time compensation pool. This shall mean all compensation budgeted for professors, excluding grant and contract activity, for the period indicated. Such compensation pool shall include full-time salaries, stipends, extended days and individual contracts providing for compensation based upon the faculty salary schedule and will also include O.A.S.I. and retirement contributions paid by the College related to such compensation. Such compensation pool shall exclude sick leave buy out and community service compensation.

B. Part-time compensation pool. This shall mean all compensation budgeted for adjunct professors, excluding grant and contract activity, for the period indicated. Such compensation pool shall include all budgeted part-time salaries based upon the adjunct professors salary schedule and will also include O.A.S.I., benefits, and applicable retirement contributions paid by the College related to such compensation. Such compensation pool shall exclude community service compensation.

Section 7.7 Contracts: Individual contracts with faculty members will not cover a time period in more than one (1) fiscal year.

The College continues to reserve the right to exceed the basis of calculation described herein where in its discretion such exception serves the best interest of the College.

Section 7.8 Moonlighting: Any adjunct professor who is otherwise contracted with the College as a professor shall receive fifteen dollars (\$15.00) per credit/credit equivalent beyond the part-time salary schedule rate to perform all non-classroom duties expected of professors. Correspondence and cooperative education modes of instruction are excluded from this paragraph.

Section 7.9 Reopener: This article may be reopened in the event that funds for such purposes are increased or reduced by the legislature and/or Governor of the State of Washington.

ARTICLE VIII: UNINTERRUPTED INSTRUCTIONAL ACTIVITIES

The Employer and the Federation agree that disputes which may arise between them shall be settled without resort to strike or lockout. The Employer agrees it will not lock out any or all of its members during the term of this Agreement and the Federation agrees on behalf of itself and its membership that there shall be no strike or slowdowns during the term of this Agreement.

Article IX: FACULTY EVALUATION

Section 9.1 Tenure/Non-Tenure Track Faculty:

The evaluation process will be conducted with all professors who are tenured or in a non-tenure track. After a faculty member is no longer in a probationary status, he/she will move into the professor evaluation cycle starting with the first year subsequent to being awarded tenure. If a professor is not in a tenure track, the evaluation cycle will begin with the first year of full-time employment. Full-time tenured professors who choose to teach additional courses as a moonlighting assignment shall have the assignment included as part of the post-tenure appraisal process.

Evaluations may include administrative, student, peer, and self-evaluations. In keeping with the mission of the College, the goal of the evaluation process is to improve the abilities and skills of instructors through immediate feedback, support and recommendation. To achieve this goal the

**ADDENDUM
to
MASTER CONTRACT**

The following represents agreement of the parties as approved by the Board of Trustees on November 20, 2007, to be effective for academic year 2007-08. This addendum to the Master Contract dated July 1, 2005, to June 30, 2008, supersedes Article XVIII and XXIV of that contract and any interceding addendum only. No other terms are effected.

**ARTICLE XVIII
SALARY SCHEDULES**

Section 1. Annually Contracted Salary Schedule (175 days) - Annual Rate

Step	Fall '05 Salary	Fall '06 Salary	Fall '07 Salary
A	n/a	\$40,080	\$41,565
B	\$40,190	\$41,315	\$42,845
C	\$41,390	\$42,550	\$44,125
D	\$42,590	\$43,785	\$45,405
E	\$43,790	\$45,020	\$46,685
F	\$44,990	\$46,255	\$47,965
G	\$46,190	\$47,490	\$49,245
H	\$47,990	\$49,340	\$51,163
I	\$49,790	\$51,190	\$53,081
J	\$51,590	\$53,040	\$54,999
K	\$53,390	\$54,890	\$56,917
L	\$55,190	\$56,740	\$58,835
M	\$56,990	\$58,590	\$60,753
N	\$58,790	\$60,440	\$62,671
O	\$60,590	\$62,290	\$64,589

**ARTICLE XXIV
ADJUNCT ACADEMIC EMPLOYEES**

Section 6. Salary Schedules

Adjunct Academic Salary Schedule

Adjunct Academic Salary Schedule

Workload Category	Weekly Contact Hours	100 Percent Load Quarterly Contact Hours	Load Rate Effective Fall 2007
A	15	165	\$9,280
B	18	198	\$9,280
C	20	220	\$9,280
D	22	242	\$9,280
E	23	253	\$9,280
F	25	275	\$9,280
G	28	308	\$9,280
H	35	385	\$10,529
I	30	330	\$9,280

Part-Time Hourly Salary Schedule

- AH-02 Hourly contracted counselor or librarian \$27.35
 - AH-03 Hourly contracted non-instructional academic assignments
(includes assessment advising, etc.) \$22.50
 - AH-04 Hourly substitute and non-mode based instruction \$27.35
- d. Community Service/Self-Support Salary Schedule

d. Community Service/Self-Support Salary Schedule

Category	Applicable to . . .	Rate per contract hour effective Fall '07
I	Academic equivalence, vocational and/or technical intent supplemental/preparation job related	\$26.25
II	Consumer/user related, resulting in personal skill development, usually non-vocational related	\$21.13
III	Social, personal interest, and/or social amenities requiring minimum course preparation (non-vocational, non-academic intent)	\$18.32
IV	Workshops (not to exceed four (4) meetings within a two (2) week period and not to exceed twenty (20) contact hours)	Variable *

*The variable rate for work shops can be the appropriate hourly rate from Category II, III, or a fixed percent of the total class fees collected based on a prior mutual agreement.

Section 8. Longevity Stipend

In recognition of long-standing service as an adjunct academic employee, those adjunct employees having completed 9 of the last 12 quarters of employment, excluding summer, in good standing and averaging quarterly load of 50% or more over that same period of time as an adjunct or temporary annualized employee shall receive a longevity salary stipend payment of \$500 quarterly, paid at the end of each academic quarter (excluding summer) employed during that academic year. Status will be determined and announced in Fall quarter. Longevity stipend ceases at the time an adjunct faculty member attains Associate status per Section 9 and the respective stipends are not cumulative.

This section does not apply to annually contracted faculty working supplemental contracts.

Employment in an adjunct position or combination of adjunct positions shall not constitute full-time employment with CCS. All parties understand that adjunct academic employee assignments are temporary, non-continuous, and less than full-time and shall not be considered a career path to annually contracted academic positions with CCS. As a result there is no expectancy or right to obtain any type of tenure in an adjunct position or combination of such positions.

Section 9. Associate Faculty

Associate: In recognition of long-standing exceptional service as an adjunct academic employee, those adjunct employees having completed 18 of the last 21 quarters of employment in good standing, excluding summer, and averaging quarterly load of 50% or more over that same period of time as an adjunct or temporary annualized employee shall be conferred Associate status starting Fall quarter of the academic year following attainment of this status, unless declined by the adjunct employee. This status shall be on going unless the appropriate dean determines that the faculty member is not meeting his/her professional responsibilities. Such decision is appealable to the appropriate vice president, whose decision shall be final and binding. Associate status may be retained, with administrative approval, for periods of non-employment of not more than six (6) quarters, excluding summer.

Employment in an Associate position or combination of Associate and adjunct positions shall not constitute full-time employment with CCS. All parties understand that Associate academic employee assignments are temporary, non continuous, and less than full-time and shall not be considered a career path to annually contracted academic positions with CCS.

A good faith conditional assurance of continuing quarterly contracts for that academic year, under similar terms and conditions of employment, will be issued to Associate faculty at the start of each academic year. Associate faculty will receive scheduling priority by course or academic specialty over other adjunct contracts within each quarter. Associate faculty shall receive a supplement salary payment of \$1,200 quarterly, paid at the end of each academic quarter (excluding summer) employed in Associate status during that academic year.

Associate Plus: Those associate adjunct employees having completed 27 of the last 30 quarters of employment in good standing, excluding summer, and averaging quarterly load of 50% or more over that same period of time as an adjunct or temporary annualized employee shall be conferred Associate Plus status and receive a supplement salary payment, in addition to the Associate stipend, of \$350 quarterly paid at the end of each academic quarter (excluding summer) employed in this status during that academic year. Associate Plus status will be conferred starting Fall quarter of the academic year following attainment of this status, unless declined by the adjunct employee. This status shall be on going unless the appropriate dean determines that the faculty member is not meeting his/her professional responsibilities. Such decision is appealable to the appropriate vice president, whose decision shall be final and binding. All other terms and rights conferred by Associate status shall also apply to Associate Plus status, except as modified by this section.

NOTE TO ADJUNCT LONGEVITY, ASSOCIATE AND ASSOCIATE PLUS STIPENDS

Any future growth in the number of stipends will be paid first from future appropriations, before applying those appropriations to base salary rates.

Tacoma Community College

4.10 Full-Time Academic Employee Compensation (Effective Academic Year 2007- 2008)

(a) New full-time academic employee's initial placement shall be as follows:

\$40,500 Full-time academic employees with zero experience and a bachelor's degree or less. (Effective January 1, 2008)

\$ 1,000 \$1,000 for each full year of experience, up to a combined maximum of seven (7) years, as described in section 4.21 (a) (b) and (c).

(b) Compensation for advanced degrees from an accredited institution shall be:

\$ 1,000 Masters
\$ 1,500 Doctorate

Compensation shall be given the quarter immediately following submission of documentation to the Human Resources office unless the compensation would cause the full-time academic employee to exceed the maximum as outlined in this section. The amount of the increase to be applied during the appointment period in which the salary adjustment occurs will be derived through a proration process.

(c) Compensation for achievement of tenure:

\$ 1,000 Tenure (Promotion from probationary to tenured full-time academic employee).

Compensation shall be included in the annual appointment for the next academic year.

(d) Compensation for continuing full-time academic employees, including specially funded academic employees and excluding temporary academic employees, shall be:

\$ 1,000 PAU's attained, as described in section 8.61.

The amount of compensation for general cost of living salary adjustments and salary increments for all continuing full-time academic employees shall be equal to and in accordance with Legislative funding. The amount of compensation for increments shall be in accordance with SBCTC authorization and will be based on the state allocation plus any available turnover dollars, not to exceed a maximum of \$1000 per eligible employee.

Full-time academic employee salaries shall not exceed a maximum base salary of \$76,228 effective July 1, 2007.

(e) It is the intent of the College and the union to comply with the limitations imposed by the Appropriations Act in effect when the salary adjustments are payable, and to pass through to the full-time academic employees the full salary adjustment and/or increment authorized and allocated by the state. No provision of this agreement shall be interpreted or applied so as to place the College out of compliance with the salary limitations imposed by state law.

4.81 Part-Time Academic Employee Salary Schedule (Effective July 1, 2007)

Number of Units/Hours	Credit/ABE Lecture Hour Quarterly Rate	Contact Hour	ABE Individualized Instruction Hour
		Quarterly Rate	Quarterly Rate
1	\$678.00	\$339.00	\$508.50
2	\$1356.00	\$678.00	\$1017.00
3	\$2034.00	\$1017.00	\$1525.50
4	\$2712.00	\$1356.00	\$2034.00

5	\$3390.00	\$1695.00	\$2542.50
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(a) For Formal Instructional Services – The above rates are based on a standard 11-week quarter for a 5-credit class, usually, but not necessarily, broken down into 55 instructional contact hours of 50 minutes each or the equivalent. The schedule also provides a rate of pay for each quarterly instructional contact hour beyond credit hours. For example, a 5 credit class that involves 6 contact hours per week would pay \$3390 (5 cr.) + \$339.00 (1 contact). Classes that involve contact hours but no credit hours, i.e., science labs, will be paid based upon the contact hour rates shown above. These rates include time for office hours, preparation, meetings and conferences.

(b) Quarterly Rates for Instructional Services – The above rates include a factor of + 1.00 for office hours, preparation time, incidental meetings and conference time. Part-time academic employees are expected to be available to confer with students a minimum of .25 hours per week for every credit hour or equivalent assigned. A schedule of these hours will be made available to students.

(c) Rate for Non-Supervisory Math-Lab Instruction – \$39.25 per hour of service. This rate shall apply to those part-time positions where the instructor is not in charge of the total lab operation at the site of employment and specifically applies to instructors working in the campus evening and Saturday program.

(d) Rate for Other Instructional Duties Not Otherwise Covered and Other Professional Services – \$31.20 per hour of service. For services for instructional duties not otherwise covered, and professional academic services other than formal instruction, compensation for the quarter is based directly on the hours of assigned service. Services included in this category are as follows: (1) Library, (2) Student Services, (3) Office Hours, (4) Curriculum development, (5) Course planning and preparation, (6) Laboratory supervision, (7) Seminar supervision, (8) Independent study supervision, (9) Program coordination, (10) certain clinical supervision, and (11) Advising responsibility equivalent in nature to the type of advising and educational planning expected of full-time academic employees.

(d) Rate for Independent Study Classes – Independent study classes shall be paid on the following basis – Number of Students multiplied by the number of credits multiplied by the professional services rate. Total payment for independent study classes shall not exceed the comparable credit/contact hour rate. Management may, at its discretion, choose to pay at the higher credit/contact hour basis for independent study class.

(f) Rate for Non-Credit Education – Instruction of non-credit courses shall be paid at a rate of no less than \$14.00 per instructional hour.

(g) Summer Quarter Non-Classroom Duties, – Any part-time academic employee hired to teach during the summer who is otherwise appointed by the College as a full-time academic employee, may be offered additional hours to perform non-classroom duties commonly expected of full-time academic employees. Management will make every effort to identify non-instructional activities which need to be accomplished during the summer, to determine the number of hours required for this work, and to offer additional hours to selected academic employees to accomplish this work. The rate of compensation for additional duties will be the professional services rate per hour.

(h) Rate for Distance Education Course Development – An online class is defined as a class in which more than 50% of the course is delivered online. A course delivered 50% or less through person to person contact in a classroom or other traditional setting, or means other than online, is considered to not be an online class. A course meeting this definition of an online class will be considered a distance education class. When a part-time academic employee accepts an assignment to develop a new online class, i.e., one that has not been taught online before, a part-time academic employee will be paid an amount equal to the applicable rate for teaching that same course according to the part-time salary schedule, unless the employee is being compensated for the course development from some other funding source (for example, Foundation Innovation Grants or other grant sources).

Article XII--Salary Schedule

Section 1. Full-time Salary Schedule. (effective 07/01/05-see addendum)

A. Base (1.0000) equals \$29,995 (effective 07/01/06-see addendum)

STEP	Lane 1 <MA <5 Yr VC	Lane 2 MA 5 Yr VC	Lane 3 MA or 5 Yr VC +15 PIU	Lane 4 MA or 5 Yr VC +30 PIU	Lane 5 MA or 5 Yr VC +45 PIU	Lane 6 MA or 5 Yr VC +60 PIU*	Lane 7 MA or 5 Yr VC +75 PIU*	Lane 8 MA or 5 Yr VC +90 PIU*	Lane 9 MA or 5 yr VC +105 PIU*
0	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000
1	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3109
2	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3077	1.3426
3	1.3000	1.3000	1.3000	1.3000	1.3000	1.3000	1.3045	1.3394	1.3743
4	1.3000	1.3000	1.3000	1.3000	1.3000	1.3013	1.3362	1.3711	1.4060
5	1.3000	1.3000	1.3000	1.3000	1.3000	1.3330	1.3679	1.4028	1.4377
6	1.3000	1.3000	1.3000	1.3000	1.3298	1.3647	1.3996	1.4345	1.4694
7	1.3000	1.3000	1.3000	1.3266	1.3615	1.3964	1.4313	1.4662	1.5011
8	1.3000	1.3000	1.3234	1.3583	1.3932	1.4281	1.4630	1.4979	1.5328
9	1.3000	1.3202	1.3551	1.3900	1.4249	1.4598	1.4947	1.5296	1.5645
10	1.3170	1.3519	1.3868	1.4217	1.4566	1.4915	1.5264	1.5613	1.5962
11	1.3487	1.3836	1.4185	1.4534	1.4883	1.5232	1.5581	1.5930	1.6279
12	1.3804	1.4153	1.4502	1.4851	1.5200	1.5549	1.5898	1.6247	1.6596
13	1.4121	1.4470	1.4819	1.5168	1.5517	1.5866	1.6215	1.6564	1.6913
14	□□□□	1.4787	1.5136	1.5485	1.5834	1.6183	1.6532	1.6881	1.7230
15	□□□□	1.5104	1.5453	1.5802	1.6151	1.6500	1.6849	1.7198	1.7547
16	□□□□	□□□□	1.5770	1.6119	1.6468	1.6817	1.7166	1.7515	1.7864
17	□□□□	□□□□	□□□□	□□□□	1.6785	1.7134	1.7483	1.7832	1.8181

*STIPEND FOR EARNED DOCTORATE .0349 OF BASE

Section 2. Placement of New Employees

New employees shall be placed on the appropriate lane and shall receive step credit on the basis of one-for-one teaching experience and two-for-one work experience. Part-time teaching experience at Walla Walla Community College and other accredited colleges and universities will be prorated for salary placement purposes. Military experience will be credited in the same manner as other experience when it is documented as being relevant to the employee's professional field. Any military service which interrupted a teaching career may be included up to a limit of four years. The Association will be informed of all new placements. In the event exceptional placements are required for competitive purposes, the Association will be consulted before a final placement decision is made.

Section 3. Advancement on the Salary Schedule

Advancement on the salary schedule is contingent upon receiving a satisfactory performance evaluation.

Section 4. Part-time, Moonlight/Overload Faculty Salary Schedule (effective 07/01/07-see addendum)

Mode of Instruction	Enrollment	
	Rate	Rate
1. Lecture.....	\$50.10	\$41.90
2. Lecture/Lab.....	45.05	36.65
3. Lab.....	39.40	32.80
4. Clinical.....	35.30	32.80
5. Other.....	23.00	

*While this compensation is based on the number of hours a class is scheduled to meet each quarter, this compensation also covers all related activities necessary to successfully offer this class, including but not limited to preparation time, grading, consultation with students, etc.

Classes without sufficient enrollment may be canceled. Classes with marginal enrollment will be considered optional and instructors will be given the option of teaching the class in question at a lower rate of pay. Optional classes in Mode I will be reclassified as Mode II and optional classes in Modes II and III will be reclassified as Mode IV. Sufficient enrollment will be determined by the College dependent upon College needs, state allocations, and other factors.

Section 5. Academic Division Chair Stipend \$3,750 per year (effective 07/01/05-see addendum)*

Wenatchee Valley College

APPENDIX A. FACULTY SALARY SCHEDULE

The District Human Resources Office shall keep the official placement records of actual and target salary placement.

Section A. Full-Time Salary Schedule
Effective: July 1, 2007

Step	Salary	Initial Placement				
1	\$37,040					
2	\$38,339	ATS				
3	\$39,637	ATS+1				
4	\$40,936	ATS+2	Journey	Bachelors		
5	\$42,234	ATS+3	J+1	BA+1		
6	\$43,533	ATS+4	J+2	BA+2	Masters	
7	\$44,831	ATS+5	J+3	BA+3	MA+1	
8	\$46,130	ATS+6	J+4	BA+4	MA+2	PhD
9	\$47,429	ATS+7	J+5	BA+5	MA+3	PhD+1
10	\$48,727	ATS+8	J+6	BA+6	MA+4	PhD+2
11	\$50,026					
12	\$51,324					
13	\$52,623					
14	\$53,921					
15	\$55,220					
16	\$56,519					
17	\$57,817					
18	\$59,116					

ATS = Associate or Technical Degree
Journey = Journey Level (has completed apprenticeship)

Section B. Initial Placement on Full-Time Salary Schedule

Placement: Subsequent to meeting the criteria at the top of the placement column, each year of full-time professional experience in the field for which being employed or directly related work experience shall be equal to one step on the salary schedule. Part-time experience shall be converted to the full-time equivalent. Documentation of work experience may be required. No more than one step shall be allowed for any twelve-month period.

Maximum: Normally, any combination of education and experience shall not exceed placement at Step 10. Exceptions may be made only with the approval of the Association President and the District President.

Section C. Advancement on Full-Time Salary Schedule

Advancement: Advancement on the schedule shall be to the fullest extent authorized and funded by the Legislature. Advancement is based upon years of experience in the District or as defined in Section B of this appendix.

Increments: All full-time faculty members with ten (10) years or greater seniority in the District who have not reached step 17 will be given a salary increment beginning Fall quarter 2003. This section will be reopened annually for the purpose of

determining increment distribution, when such funding is available from the State Board for Community and Technical Colleges.

Return from Administrative Position: A faculty member returning from an administrative position will be placed at his/her target salary or at the step he/she would be on had he/she remained faculty, whichever is higher.

Unfunded Advancement: If funds are not available to pay all advancements, the distribution shall be determined by the bargaining teams of the AHE and of the District. Unfunded advancement does not constitute any liability for the District.

Section D. Extended and Part-Time Salary Schedule

Extended Pay Rate: Unless specifically set out elsewhere in this agreement, faculty with extended contracts shall be paid for their time at the rate of one one-hundred and seventy-fifth (1/175th) of their individual base salary per day of extension.

Part-time Rate: Effective summer quarter 2007, part-time faculty assignments shall be paid in accordance with the following:

Lecture, Lecture/Lab \$9,907
Lab \$10,564

Credits	1	2	3	4	5	6	7	8		
9	10									
FTEF	.067	.133	.200	.267	.333	.400	.467	.533	.600	.667

This section will be reopened annually for the purpose of determining changes to part-time compensation, when such funding is available from the State Board for Community and Technical Colleges.

An hourly rate of pay may not be computed based on classroom contact hours from the above dollar amounts. Compensation is for the class and includes classroom contact, preparation, grading, student consultations, department meetings, etc.

Credit Classes: Part-time and overload assignments will be paid at a percent of the quarterly base salary based on the FTEF (Full Time Equivalent Faculty) of the class and the pay type. Salary for part-time faculty teaching only a portion of a class will be determined by computing the FTEF based on the portion of the class taught and the mode of instruction for the class.

Salary for noncredit classes paid from the part-time base will be computed on the credit equivalent of the class.

All full-time faculty will be paid at Level B.

Community Education/Professional Development/Senior Citizen Courses: The rate for these courses shall be a minimum of \$17 per contact hour. Deviations from the \$17.00 rate shall be reported to the Association President.

Auxiliary Rate: The auxiliary rate shall be \$21.00 per hour. This rate shall be used as specified in this Agreement: for part-time faculty performing non-teaching duties, and for full-time faculty performing additional non-teaching duties above and beyond the contracted workload.

Miscellaneous Provisions: Independent projects and directed studies shall conform to

the following:

When considered an overload, the faculty member shall be reimbursed at \$35.00 per student credit. The maximum reimbursement shall be \$875.00 per quarter.

When considered an overload, a faculty member shall be limited to five (5) students per quarter. Exception to this provision may be granted by the District Chief Academic Officer.

Substitute Rates: Having pay rates for a substitute does not obligate the District to provide a substitute in every instance of faculty absence.

Lecture	Lab		
½ Day	\$40.00	\$	60.00
Full Day	\$80.00	\$	120.00

Section E. Stipends

Effective July 1, 2004, extra activity stipends shall be paid as follows: (Annually means fall, winter, spring, summer)

Coaching: When a faculty member is a head or assistant coach, they will be paid no less than another head/assistant coach who is not a faculty member.

Division Chairs: \$1,000 per quarter, \$3,000 annual maximum

Program Directors: \$1,000 per quarter, \$3000 annual maximum

Section F. Legislative Contingency

All salary increases, including step advances, shall be contingent upon funding by the Legislature. Increases described herein contemplate funding and authorization by the Legislature and are subject to subsequent modification in the event anticipated salary increase funding is modified by the Legislature.

Section G. Early Retirement

The Board shall grant, upon request, incentives for early retirement as follows:

Tenure Purchase Program: The tenure purchase program is established for the express purpose of encouraging the retirement of tenured faculty members at a time earlier than the faculty member may otherwise retire where such early retirement will be of bona fide mutual benefit, economic or otherwise, to the District and the faculty member. Tenure purchase provides for the purchase of valuable tenure rights of faculty members in exchange for the faculty member's separation from service. A faculty member whose tenure is purchased shall retire and waive any and all tenure rights and shall receive payment in exchange for such retirement and waiver of tenure rights.

Eligibility: For those faculty hired on or before fall quarter 1980, the District shall purchase, at the rate of one-quarter (1/4) of the faculty member's base salary, the tenure of any tenured faculty member who has twenty (20) years of service with the District and who retires under any state approved retirement program, upon the faculty member's commitment to retire prior to or at the end of the academic year in which his/her sixty-second (62nd) birthday occurs. Notice of intent to retire must be given in writing to the District President at least one (1) year prior to the effective date of

retirement.

Payment Schedule:

The District and the faculty member may negotiate payment dates and conditions.

In the event that a faculty member who has executed a tenure purchase agreement dies before all payments have been made, all remaining payments shall be made to his/her estate (within legal guidelines).

<i>PT FACULTY SALARY SCALE</i>					
STEPS	35 HR WW	22 HR CW	20 HR CW	15 HR CW	12 HR CW
B	21.18	33.70	37.06	49.42	61.77
C	21.71	34.54	37.99	50.65	63.32
D	22.24	35.38	38.92	51.89	64.86
E	22.77	36.23	39.84	53.12	66.40
F	23.30	37.07	40.77	54.36	67.94
G	23.83	37.91	41.69	55.59	69.49
H	24.35	38.75	42.62	56.82	71.03
I	24.88	39.59	43.54	58.06	72.57
J	25.41	40.43	44.47	59.29	74.11
K	25.94	41.27	45.39	60.53	75.66

Section B. Compensation for Full-time Faculty.

1. Except as otherwise noted, effective Fall Quarter 2003 the following salary schedule shall apply to all full-time faculty at initial placement:

Step	Min. Points	Salary Min.	Entry Step for:
A	0	31,861	Bachelor's/Vocational Equivalent
B	15	33,312	
C	30	34,762	
D	45	36,212	Master's/Vocational Equivalent Level Begins
E	60	37,663	
F	75	39,113	
G	90	40,564	
H	105	42,014	
I	120	43,464	Doctorate Level Begins
J	135	44,915	
K	150	46,365	

2. Initial Placement

a. For initial placement up to ten (10) years of teaching or work experience related to the area will be counted. Full-time and/or part-time teaching and/or work experience will be counted, and it will be computed based upon the definition of full-time at the place from which the experience is being transferred. Past experience at Whatcom Community College will be computed on the basis of a full-time load as described in this Agreement.

b. For initial placement on the salary schedule points will be awarded as follows up to a maximum of 150 points (Step K).

- 1) Bachelor's Degree or Vocational Equivalent: 0 points
- 2) First Master's Degree or Vocational Equivalent: 45 points
- 3) Second Master's Degree: 40 points beyond the first Master's Degree
- 4) Subsequent Master's Degrees: 35 points per degree beyond the second Master's Degree
- 5) Doctorate Degree: 75 points or actual credits * beyond the first Master's Degree up to a maximum of 90 points, plus 8 points

* whichever is greater

c. Academic credits earned beyond a specific degree will be counted for purposes of initial placement. Vocationally certified faculty members may receive credits beyond the degree equivalency for specialized vocational training received after the vocational equivalent of a master's degree as certified by the vocational director.

d. For initial placement full-time faculty shall be awarded three (3) points per year for the first three (3) years of relevant professional experience and one (1) point per year for each subsequent year of service/experience. For Pro-rata Faculty, points for each academic year of experience will be calculated on the percentage of the assignment to a full-time contracted workload.

e. Initial placement shall be based on the total points from sections B.2.a. through 2.d. When the total falls between two steps on the schedule in section B.1., the initial salary shall be increased by (1/15 the value between the two steps) \$90 for each point beyond the lower of the two steps.

f. Full-time faculty at Whatcom Community College who earn advanced academic degrees and/or complete post-graduate programs of studies that are institutionally approved by the granting institution or preapproved by Whatcom Community College may apply to the Salary Placement Committee/President to receive a revised initial placement according to the above standards. However, in the case of a revised initial placement, the limitation to Step K shall not apply. Each point above 150 (Step K) shall be calculated at the same value as other points.

g. Full-time faculty shall have the right to challenge an initial placement within 30 days of the placement by letter of appeal to the Salary Placement Committee.

Section D. Compensation for Adjunct Faculty .

1. Effective Fall Quarter 2005, the following salary schedule shall apply to all Adjunct Faculty assignments:

Step	35 hr.WW	22 hr. CW	20 hr. CW	15 hr.CW	12 hr. CW
B	20.63	32.82	36.10	48.14	60.17
C	21.16	33.66	37.03	49.37	61.72
D	21.69	34.50	37.96	50.61	63.26
E	22.22	35.35	38.88	51.84	64.80
F	22.75	36.19	39.81	53.08	66.34
G	23.28	37.03	40.73	54.31	67.89
H	23.80	37.87	41.66	55.54	69.43
I	24.33	38.71	42.58	56.78	70.97
J	24.86	39.55	43.51	58.01	72.51
K	25.39	40.39	44.43	59.25	74.06

2. Initial Placement

a. New part-time faculty shall be initially placed at Step B.

Yakima Valley

FACULTY GRID 2007-08	
58,205	S1
58,005	S2
57,497	S3
57,390	S4
56,575	S5
56,548	S6
56,197	S7
56,138	S8
55,898	S9
55,331	S10
54,927	S11
54,897	S12
54,838	S13
54,599	S14
54,507	S15
54,086	S16
54,031	S17
53,538	S18
53,298	S19
53,038	S20
52,731	S21
51,998	S22

Part-Time Rate / IU
\$586