GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
Salary Ranges for 11- Month Academic Employees
2005-2006

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1	45,669	50,236	52,747	55,385	58,154	61,062	62,588
2	46,856	51,542	54,119	56,825	59,666	62,649	64,215
3	48,074	52,882	55,526	58,302	61,217	64,278	65,885
4	49,324	54,257	56,970	59,818	62,809	65,949	67,598
5	50,607	55,667	58,451	61,373	64,442	67,664	69,356
6	51,922	57,115	59,970	62,969	66,117	69,423	71,159
7	53,272	58,600	61,530	64,606	67,836	71,228	73,009
8	54,658	60,123	63,129	66,286	69,600	73,080	74,907
9	56,079	61,687	64,771	68,009	71,410	74,980	76,855
10	57,537	63,290	66,455	69,778	73,267	76,930	78,853
11	59,033	64,936	68,183	71,592	75,171	78,930	80,903
12	60,567	66,624	69,955	73,453	77,126	80,982	83,007
13	62,142	68,356	71,774	75,363	79,131	83,088	85,165
14	63,758	70,134	73,640	77,322	81,189	85,248	87,379
15	65,416	71,957	75,555	79,333	83,299	87,464	89,651
16					83,745	87,932	90,131
17					84,193	88,403	90,613
18					84,644	88,876	91,098
19					85,096	89,351	91,585
20					85,552	89,829	92,075
21					86,009	90,310	92,568
22					86,470	90,793	93,063
23					86,932	91,279	93,561
24					87,397	91,767	94,061
25					87,865	92,258	94,565
26					88,335	92,752	95,070
27					88,808	93,248	95,579
28					89,238	93,747	96,090
29					89,760	94,248	96,605
30					90,241	94,753	97,121

All units considered for placement on the salary schedule must be from an accredited institution.

SALARY LEVELS FOR ALL
11-MONTH CONTRACT POSITIONS

Title	Salary Level
Alternate Media/High Tech Center Access Specialist	Variable
AmeriCorps-America Reads Program Specialist	Variable
Care/EOPS Program Specialist	Variable
Child Development Resource/Referral CalWORKS Specialist	Variable
Community Service Learning Program Specialist	Variable
Counselor	Variable
Disabled Student Program and Services Specialist	Variable
Foster Care Education Program Specialist	Variable
Industry/Education Counselor - Vocational Program	Variable
Librarian	Variable
Vocational Evaluator	Variable

The District reserves the right to increase the salaries of these employees covered by this salary schedule during this school year or any subsequent school year in which this salary schedule may be in effect. This salary schedule will remain in effect until amended or repealed by the Governing Board.

Effective: 1/16/2007
Board Approved: 1/16/2007

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**EXPLANATION OF CLASS AND STEP PLACEMENT FOR THE
11-MONTH ACADEMIC EMPLOYEES**

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The Board of Governors, in conjunction with the Academic Senate for California Community Colleges, has adopted two lists entitled "Disciplines Requiring the Master's Degree" and "Disciplines in which the Master's Degree is not Generally Expected or Available". Full-time academic hires are placed on the salary schedule as follows:

EXPLANATION OF CLASSES FOR EMPLOYMENT IN DISCIPLINES REQUIRING THE MASTER'S DEGREE:

Class I	Members of academic staff not eligible for higher class placement.
Class II	Bachelor's Degree plus 30 semester units* including Master's Degree.
Class III	Bachelor's Degree plus 45 semester units* including Master's Degree.
Class IV	Bachelor's Degree plus 60 semester units* including Master's Degree.
Class V	Bachelor's Degree plus 75 semester units* including Master's Degree.
Class VI	Bachelor's Degree plus 90 semester units* including Master's Degree.
Class VII	Earned Doctorate.

EXPLANATION OF CLASSES FOR EMPLOYMENT IN "DISCIPLINES IN WHICH THE MASTER'S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE":

Class I	Vocational employees not qualified for higher class placement.
Class II	Associate Degree
Class III	Bachelor's Degree plus 15 semester units*
Class IV	Bachelor's Degree plus 45 semester units*
Class V	Bachelor's Degree plus 45 semester units* including Master's Degree
	Bachelor's Degree plus 75 semester units*
Class VI	Bachelor's Degree plus 60 semester units* including Master's Degree
	Bachelor's Degree plus 90 semester units*
Class VII	Earned Doctorate

Employees hired in disciplines in which a Master's Degree is not generally expected may also use any continuing education credit hours which have been completed. One unit credit will be given for every 15 hours of credit instruction for courses which indicate a significant contribution to the discipline for which hired.

*May include all upper division and graduate semester units and those lower division semester units which make a definite contribution to teaching competence, provided they are earned subsequent to the Bachelor's Degree.

REGULATIONS GOVERNING INITIAL PLACEMENT ON SALARY SCHEDULE:

Regulations for Step Placement:

1. Credit for previous teaching shall be limited to nine (9) years. Each year of full-time teaching or its equivalent allowed shall count for one step on the schedule. Credit will not be given for hourly, part-time, practice, or cadet teaching.
   a. "Full-time teaching" shall mean employment for at least one (1) academic year of full-time teaching as defined by the former employing educational institution(s). Full-time teaching assignments (equivalent full-time educational experience) with a single employer of 75% or more of an academic year will be counted as one year of teaching experience. Such experience must be that which usually requires certification under California law.
   b. "Equivalent" shall mean other full-time educational experience as defined by the former employing educational institution(s), e.g., administration, counseling, librarians. Full-time teaching assignments (equivalent full-time educational experience) with a single employer of 75% or more of an academic year will be counted as one year of teaching experience. Such experience must be that which usually requires certification under California law.
2. Normally, one step is allowed for each one year of work experience directly related to the subjects to be taught by an instructor, only one step may be allowed for each two years of experience if the experience is only indirectly related to the teaching responsibilities of the individual. Full-time work experience with a single employer of nine months or more will be counted as one year of work experience.
3. Credit for military service in any branch of the U.S. Armed Forces is limited to a maximum of two steps, at the rate of one step for every two years of service. That portion of military service experience directly or indirectly related to the subjects to be taught shall be treated in the same manner as mentioned in item No. 2 above of this schedule.
4. Maximum initial placement shall be on the tenth step. New hires employed as contract faculty members less than 75% of the school year will not receive credit for movement on the salary schedule for that year.

Regulations for determining two-thirds requirement for Class Placement:

1. To be eligible for Class II, III, IV, V, and VI placement in disciplines requiring a Master's Degree, an individual must have completed in his/her teaching fields subsequent to the bachelor's degree at least 20 semester units for Class II, 30 semester units for Class III, 40 semester units for Class IV, 50 semester units for Class V, and 60 semester units for Class VI.   Course work for professional growth in the depth area (contract discipline) shall be at the upper division or graduate level.
2. Credit received for practice teaching in an individual's teaching field(s) and for education methods courses in his/her teaching field(s) may apply to this requirement.
3. The computation of this two-thirds requirement also shall include those semester units earned before the Bachelor's Degree in an individual's teaching field(s) which are in addition to 36 semester units for a major and 20 semester units for a minor, because it is evident that these excess units contribute to the objective of the two-thirds rule, namely, depth of preparation in the subject matter of the teaching field(s).