

**2022-2025 SMCFA-SMCCD Contract**  
All Negotiated Articles - Strike-out Versions

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**ARTICLE 1**

- 1.1 The articles and provisions contained herein constitute a bilateral and binding agreement (hereinafter referred to as "Agreement") by and between the Board of Trustees of the Santa Monica Community College District (hereinafter referred to as "District") and the Santa Monica College Faculty Association (hereinafter referred to as "Association"). "Parties" shall refer to the District and the Association. "Tenured" shall refer to full-time tenured faculty.
- 1.2 This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549.3 of the Government Code of the State of California (hereinafter referred to as "Act").
- 1.3 This Agreement shall remain in full force and in effect from August 230, 202219 - August 252, 20252. Except as specifically provided for in this Agreement, there shall be no reopeners during the term of this Agreement.
- 1.4 If no successor Agreement is reached by August 252, 20252, the District and the Faculty Association shall utilize the services of a private mediator/facilitator upon the request of either party should such party in good faith believe that the parties will be unable on their own to complete negotiations for a successor to this Agreement. Facilitation shall continue until such time as a new Agreement is reached or until both parties invoke the statutory impasse proceedings. This provision shall not preclude the utilization of a facilitator at any other time during negotiations for a successor contract. A written Agreement stating the amount to be paid for such facilitation shall be signed by the facilitator, the District, and the Association prior to any facilitation services being rendered. Mandated cost recovery reimbursement provisions shall be utilized to the fullest extent possible. The District and the Association shall prepare a written Agreement stating the allocation of any costs denied.

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**ARTICLE 6.3.4**

~~6.3.4 Full-Time Child Care Faculty: Each Child Care teacher's assignment shall be 185 days as related to the days students attend college classes, as arranged by the Child Care Teacher's immediate supervisor and the appropriate academic administrator.~~

[Also delete Appendix A-2 and A-3, Children's Center Head Teacher and Teacher salary schedules.]

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## ARTICLE 6.6

### 6.6 Associate Faculty:

6.6.2 Eligibility: After five consecutive semesters of employment with the District, with an assignment of at least 5 LHE per week within a discipline for each of the five consecutive semesters, a part-time faculty member shall be designated as "Associate Faculty" provided that the part-time faculty member has not received less than a satisfactory evaluation during the qualifying five semesters. No more than 60% of the part-time faculty in a discipline within a department shall have Associate Faculty status. (For the purposes of this provision, discipline shall be defined as listed in the Board of Governors Minimum Qualifications for Faculty and Administrators in California Community Colleges.) In the event that the number of part-time faculty who qualify for associate faculty status within a discipline exceeds 60%, the Vice President of Academic Affairs or Student Affairs, a Faculty Association representative, and the department chair/leader will meet and confer to determine the associate faculty list for that discipline.

The appropriate Vice President, at his/her sole discretion, may waive the 5-LHE-per-week requirement and/or the 60% limit. In the event that the 60% limit is waived, the appropriate Vice-President, a Faculty Association representative, and the department chair/leader will meet and confer to determine the associate faculty list for that discipline. The District shall notify the part-time faculty member when ~~he/she~~ they achieves Associate Faculty status (Appendix L-3). Notification of achievement of Associate Faculty Status shall occur by the ~~12th~~ 4th week of the spring semester of each year.

The following additional language shall apply from the date of ratification of this Agreement until on August 22, 2025, at which time it will expire unless extended by mutual agreement: Those part-time faculty members who have earned eligibility for Associate Faculty status but who are waiting to be added to the Associate Faculty list shall retain eligibility for Associate Faculty status unless the faculty member has no assignment for two consecutive academic years or they receive an Unsatisfactory overall peer evaluation rating or two consecutive Needs Improvement while waiting to be awarded Associate Faculty status.

6.6.3: Associate Faculty List: Once a part-time faculty member is designated as Associate Faculty, ~~he/she~~ they will be placed on the Associate Faculty list in an order to be determined by the date of first assignment in the department, provided that the part-time faculty member has not had a break in service. If there has been a break, the placement on the Associate Faculty list shall be determined by the faculty member's first semester of employment as a part-time faculty member in that discipline following the most recent break. For the purposes of this article, a break in service shall be defined as not having completed or not having been offered an assignment for two or more Fall/Spring cycles. If a tie exists, total teaching/non-teaching hours in the discipline shall be used to break the tie. The Associate Faculty list shall be updated for each department

by the Academic Affairs Office ~~by the 10<sup>th</sup> week of the spring semester each year over winter intersession and~~ The updated list will be transmitted to the Faculty Association office and to each department chair no later than the 3<sup>rd</sup> week of the spring semester.

Each winter when the Associate Faculty list is updated, faculty members who are eligible for Associate Faculty status and who are in disciplines for which the Associate Faculty list is closed due to the 60% rule, shall be placed on an “Eligible But Not Awarded” (EBNA) list with seniority based upon the semester in which eligibility for Associate Faculty status was earned.

- 6.6.4 Reemployment Right: Once the Associate Faculty list has been updated during the ~~spring semester~~ winter intersession of each year, a part-time faculty member designated as Associate Faculty on that list shall be re-employed for the following Fall and Spring Semesters, with the total number of assigned teaching or non-teaching hours for the two consecutive semesters no less than the total number of assigned teaching or non-teaching hours in the fourth and fifth qualifying semesters (“Base Assignment”) as long as the need for the assignments for which the associate faculty member is qualified continues as determined within the sole discretion of the department chair and the Vice President of Academic Affairs or Student Affairs. For the purpose of this article only, “qualified” means (1) possessing the appropriate minimum qualifications to render service in the assignment, and (2) having adequate preparation for the specific course or assignment through appropriate education or successful recent experience. The department chair shall be the judge of whether or not a part-time faculty member has adequate preparation for the specific course or assignment, but, in making the judgment, the department chair shall apply assignment standards that are substantially the same as those used in assigning full-time faculty within the department.

Associate Faculty status may be renewed at an assignment level less than the “Base Assignment” if the number of assigned teaching or non-teaching hours for which the Associate Faculty member is qualified is less than ~~their his/her~~ “Base Assignment”. Nothing in this section prevents an Associate Faculty member from receiving an assignment greater than the “Base Assignment”.

The “Base Assignment” shall be adjusted to a lower number if the number of assigned hours is lower than the “Base Assignment” for two consecutive academic years.

The “Base Assignment” shall be adjusted to a higher number if the number of assigned hours is greater than the “Base Assignment” for two consecutive academic years.

The academic years used to update the Base Assignment shall be the two academic years prior to the winter intersession in which the Associate Faculty list is updated.

- 6.6.7 Associate Faculty status non-renewal: If there is no assignment available for which the Associate Faculty member is qualified, the Associate Faculty status will not be renewed. In such cases, the affected faculty member’s name shall be placed on an “inactive” list

for consideration of Associate Faculty status renewal in the next cycle. If Associate Faculty status is not renewed in the next cycle, Associate Faculty status shall be terminated in accordance with 6.6.8 below. On or before the ~~12<sup>th</sup>~~ 4<sup>th</sup> week of the spring semester of each year, an Associate Faculty member shall be notified by the District in writing if his/her status is not to be renewed for the following academic year.

- 6.6.8. Associate Faculty status termination: An associate faculty member shall retain his/her associate faculty status unless, notwithstanding notification per 6.6.2 or 6.6.7, it is terminated pursuant to the following conditions:
- (a) The associate faculty member receives an evaluation that is less than satisfactory. The following additional language shall apply from the date of ratification of this Agreement until on August 22, 2025, at which time it will expire unless extended by mutual agreement: In the case of a Needs Improvement evaluation, associate faculty status shall be terminated at the end of the following semester for which the associate faculty member has an assignment unless the associate faculty member receives a satisfactory evaluation in such semester. In the event that an evaluation is not timely completed in such semester through no fault of the associate faculty member, it shall be completed as soon as possible in a subsequent semester and associate faculty status shall remain in effect until the evaluation is completed.
  - (b) The associate faculty member fails to perform the normal and reasonable duties of his/her assignment or is otherwise guilty of misconduct as defined by Education Code 87732.
  - (c) The associate faculty member declines all of their assignment in the discipline within the timeframe requested.
  - (d) Associate Faculty status has not been renewed for two Fall/Spring cycles.
  - (e) In the event that an Associate Faculty member is terminating their ~~his or her~~ part-time employment with the District, an Associate Faculty member can request the termination of his or her status as long as this request is in writing to the Vice-President of Academic Affairs. This request must include an effective date.

Before termination of Associate Faculty status, the associate faculty member shall be given written notice by the District of the reason for such termination.

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### ARTICLE 6.13

6.13 Added Responsibility Increments: Faculty members who are assigned tasks or leadership responsibilities that require the organization and oversight of other faculty members or students in activities that are beyond the usual and customary duties

delineated in Article 6.1, shall receive an added responsibility increment as set forth in Appendix E-1. The specific program leadership for which the Added Responsibility Increment shall be awarded are listed below and other tasks or responsibilities may be added to this section upon agreement of the District and the Association. Additional compensation is also addressed in Appendix R.

Step 1 None

Step 2 Adelante Center, Black Collegians, Career Services Center, Debate Team, Health Sciences, International Students Center, Scholars Program, Veterans' Success Center

Step 3 *Corsair* Advisor

**ARTICLE 6.16**

<b>ASSISTANT COACHING STIPEND</b>	
<p>Assistant Coach I : <del>\$4,900</del> <u>\$9,800</u> per assistant (counted as 1.0 in the below chart)</p> <p>Assistant Coach II : <del>\$2,450</del> <u>\$4,900</u> per assistant (counted as .5 in the below chart; Assistant Coach II are not required to attend nor will they be compensated for in-season practice days not occurring during the semester)</p> <p><u>In addition, each varsity team sport section shall be eligible for team teaching compensation as defined in Article 24.</u></p>	
<b>FUNDING FOR ASSISTANT COACHES</b>	
<b>Sport</b>	<b>Assistant Coaches</b>
Men's Basketball	2
Men's Soccer	2
Men's Football	9
Men's Track & Field	3
Men's Cross Country	1
Men's Swim & Dive	2
Men's Water Polo	1
Men's Volleyball	1
Women's Track & Field	3
Women's Cross Country	1

Softball	2
Women's Swim & Dive	2
Women's Water Polo	1
Women's Basketball	2
Women's Soccer	2
Women's Volleyball	1
Women's Beach Volleyball	1
Women's Tennis	1

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## ARTICLE 6.22

6.22 Academic Senate President: The Academic Senate President shall receive 15 LHE of reassigned time in each Fall and Spring semester and a step shift of 6 during the period of their tenure as president. Additionally, a total of 6.0 LHE shall be awarded to the Academic Senate President for Senate duties to be used in intercession as determined by the Academic Senate President.

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## ARTICLE 8.1

### 8.1 Salary Schedules

For the academic year ~~2019-2020~~ 2022-2023, all salary schedules shall be increased by ~~2.5%~~ 7.00%.

For the academic year ~~2020-2021~~ 2023-2024, all salary schedules shall be increased by ~~1.5%~~ 75% of the received state COLA. ~~Either party may reopen this Article by giving written notice on or before December 31, 2020. In the event the District elects to reopen prior to August 31, 2020, the 1.5% shall not be implemented.~~

For the academic year ~~2021-22~~ 2024-2025, all salary schedules shall be increased by ~~1.5%~~ 75% of the received state COLA. ~~Either party may reopen this Article by giving written notice on or before December 31, 2021. In the event the District elects to reopen prior to August 31, 2021, the 1.5% shall not be implemented.~~

~~The District and FA agree to continue discussions about whether a formula can be arrived at to determine future salary increases. The District's Fiscal Services Department and Faculty Association shall schedule meetings, beginning in Fall 2023, with the intent to develop budget-based salary formulas for potential negotiated inclusion in the 2025-2028 contract.~~

## ARTICLE 8.2

8.2 Initial group and step placement on the appropriate salary schedule shall be based on professional experience and training as determined in accordance with Appendix C.

8.2.1 No tenured or probationary faculty member shall be placed at less than Step 5 on the applicable salary schedule in Appendix A.

8.2.2 Beginning Fall 2023, the District agrees to allow initial placement on salary schedule B-1, “Part-time Faculty Salary Schedule”, as follows:

For 2023-2024 contract year, up to Step 6 with verified experience

For 2024-2025 contract year, up to Step 7 with verified experience

Initial placement means the first time the PT faculty is placed on B1.

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## ARTICLE 8.3

8.3 Step and group movement shall be determined in accordance with Appendix D.

8.3.1 Effective Fall 2022, the District agrees to move all faculty from “Group 0” to “Group I”

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## ARTICLE 8.9

8.9 Service Longevity

Upon attaining 16 years, 21 years, and 26 years of service to Santa Monica College, all faculty members shall receive longevity compensation, categorized as “remuneration paid in addition to salary” under California Code of Regulations, Title 5, Division 3, Chapter 2, Article 3, Section §27401 (a)(6)(B)(ii).

a. Part-time Faculty:

- i. For the purpose of this provision only, one year of college service for all part-time faculty shall be defined as 20 LHE completed at SMC, counting only Fall and Spring assignments. Therefore:
  1. 16 years of college service = 16 \* 20 LHE = 320 LHE
  2. 21 years of college service = 21 \* 20 LHE = 420 LHE
  3. 26 years of college service = 26 \* 20 LHE = 520 LHE
- ii. Longevity compensation payment shall begin in the semester or intersession following the attainment of the threshold LHE amounts in (i) above.

- b. Full-time Faculty:
  - i. Each year employed in paid full-time status at Santa Monica College shall count as one year of “college service” for longevity.
  - ii. With part-time service to SMC prior to being hired full-time at SMC, the years of “college service” shall be the sum of the years of service to SMC as a part-time faculty member and the full-time years of service.
  - iii. Attainment of longevity compensation shall occur at the beginning of the academic year following attaining 16, 21 and 26 years of service to SMC.
  
- c. Implementation: The longevity compensation shall be phased in with the rules above and shall be ongoing after its introduction, as follows:
  - i. 2022-2023:
    - 1. 16 years or more of college service: 1.00 %, or;
    - 2. 21 years or more of college service: 2.00 %, or;
    - 3. 26 years or more of college service: 3.00 %
  
  - ii. 2023-2024:
    - 1. 16 years or more of college service: 2.50 %, or;
    - 2. 21 years or more of college service: 5.00 %, or;
    - 3. 26 years or more of college service: 7.50 %
  
  - iii. 2024-2025 and after: If the 2023-24 college ending fund balance is LESS than or equal to 5%:
    - 1. 16 years or more of college service: 4.00 %, or;
    - 2. 21 years or more of college service: 8.00 %, or;
    - 3. 26 years or more of college service: 12.0 %
  
  - iv. 2024-2025 and after: If the 2023-24 college ending fund balance is GREATER than 5%:
    - 1. 16 years or more of college service: 5.00 %, or;
    - 2. 21 years or more of college service: 10.0 %, or;
    - 3. 26 years or more of college service: 15.0 %

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**ARTICLE 11.1**

11.1 The District and the Association shall meet annually to negotiate academic calendars for at least the next two fiscal years. If agreement on a calendar cannot be reached, a calendar as close in structure as possible to the most recently approved calendar will be set by the District.

Calendars shall comply with all requirements of AB 1725 and Title 5.

The ~~20219-202320~~ calendar will consist of the following:



Summer Session June ~~2017~~ - August ~~129~~  
Fall Semester August ~~296~~ - December ~~2017~~  
Winter Session January ~~36~~ - February ~~913~~  
Spring Semester February ~~138~~ - June ~~136~~

The ~~20230-241~~ calendar will consist of the following:

Summer Session June ~~202~~ - August ~~114~~  
Fall Semester August ~~2831~~ - December ~~1922~~  
Winter Session January ~~24~~ - February ~~811~~  
Spring Semester February ~~126~~ - June ~~115~~

The ~~20241-20252~~ calendar will consist of the following (pending Board approval):

Summer Session June ~~1721~~ - August ~~913~~  
Fall Semester August ~~2630~~ - December ~~1721~~  
Winter Session January ~~64~~ - February ~~130~~  
Spring Semester February ~~184~~ - June ~~174~~

A flex calendar will be established using nine (9) days for flex. All faculty, classroom and non-classroom, will participate in flex days. For hourly faculty, the number of flex days will be prorated. Hourly faculty will be encouraged but not required to fulfill their flex days through the institutional and departmental days rather than individual days.

The nine (9) flex days will include two (2) institutional days, three (3) departmental days, and four (4) individual days. Full-time faculty may complete their individual flex days any time starting from the first day of Summer intersession until the end of the following Spring semester. The content of flex days is not subject to grievance. Full-time faculty on 100% banked leave have no flex obligation during the semester of their banked leave.

Full-time faculty on 100% banked leave are not required to participate in any flex activities while on banked leave. Full-time faculty on partial banked leave need to complete a prorated amount of flex time during the semester of their partial leave. For example, a faculty member who is on 50% banked leave needs to complete 50% of the flex requirement scheduled during the semester of their partial leave.

Monitoring content of individual flex days shall be the responsibility of the department chairs. Appeal of a decision by a chair will be to the appropriate academic administrator.

Monitoring content of institutional and departmental flex days shall be the responsibility of the Professional Development Committee of the Academic Senate.

The calendar will be compressed so that the normal load will be 156 days of teaching in addition to the nine flex days. In order to meet the STRS requirement of 175 days per work year for all

faculty, five (5) Saturdays in each semester shall be designated as workdays for faculty on the compressed calendar.

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## ARTICLE 15

- 15.1 The District shall provide the following amounts during the term of the contract for professional development of faculty: (a) ~~\$6075,000~~ in the academic year ~~202219-20230~~; (b) ~~\$6075,000~~ in the academic year ~~20230-20241~~; (c) ~~\$6075,000~~ in the academic year ~~20241-20252~~. Disbursement of the professional development funds requires approval by the Academic Senate Professional Development Committee. Any funds left unused in any academic year shall roll over for use in the following academic year.
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## ARTICLE 17.3

### Article 17.3: Pandemic Sick Leave

17.3.1 During each academic year, faculty members will be entitled to additional sick time as set forth in this section during the period of a pandemic declared by the Los Angeles County Department of Public Health. Any additional sick leave provided under this section shall expire at the end of the academic year and does not carry forward to the next academic year.

17.3.2 Full-time faculty shall be entitled to five days of additional leave and part-time faculty shall be entitled to 20 hours of additional sick leave.

17.3.3 The additional sick leave may be used if the employee is unable to work or telework due to any of the following reasons:

1. If the covered employee is subject to a quarantine or isolation period related to the pandemic as defined by an order or guidance of the Los Angeles County Department of Public Health.
2. The covered employee has been advised by a health care provider to isolate or quarantine due to the declared pandemic.
3. The covered employee is attending an appointment for themselves or a family member to receive a vaccine or a vaccine booster for protection against the declared pandemic.
4. The covered employee is experiencing symptoms, or caring for a family member experiencing symptoms, related to a vaccine or vaccine booster that prevent the employee from being able to work or telework.

5. The covered employee or an immediate family member is experiencing pandemic-related symptoms and is seeking a medical diagnosis.
6. The covered employee is caring for a family member who is subject to an order or guidance of the Los Angeles County Department of Public Health.
7. The covered employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to the pandemic.

The District may require reasonable confirmation concerning the existence of a qualifying event (e.g., note from medical provider, proof of vaccination, proof of school closure).

17.3.4 In the event pandemic-related sick leave is mandated by any federal, state, or other governmental authority, the additional sick leave provided by this section shall be concurrent with any such mandate.

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## ARTICLE 22

**Effective June 17, 2020**

General provisions: Department chairs ~~and faculty chairs~~ are selected in accordance with administrative regulations. Duties and responsibilities for department chairs ~~and duties and responsibilities of the faculty chairs~~ are included in Appendix Q of this contract.

Other leaders of student service departments are called Coordinators. 100% of their assignment involves student service department leadership and coordination.

The effective dates of various provisions of this article are as noted in the appropriate section.

22.1 Department Chairs: Department chair compensation will include two components: 1) Reassigned time during the regular semesters; 2) Higher compensation based on the department in which a chair serves and a 40 week calendar of responsibilities.

22.1.1 Reassigned time: Department chairs shall receive reassigned time (~~as defined in 6.18~~) as shown in Table 1 below, based on the ~~size~~ size and complexity of the department ~~as determined by Table 1 below~~. ~~The formula in Appendix N has been used as a reference to calculate the reassigned time in Table 1.~~ Additional reassigned time may be granted at the discretion of the appropriate vice president and with immediate written notice to the Faculty Association.

The allowed reassigned time may be taken over a single year with unequal amounts taken in fall and spring semesters. All allowed reassigned time must be used.

With the permission of the appropriate Vice President, department chairs may request additional

reassigned time in lieu of direct compensation. Such reassigned time may only be taken in discrete 3.0 LHE amounts and results in a corresponding reduction of one step placement on the Department Chair Salary Schedule for every 3.0 LHE approved.

All chairs of instructional departments may exercise the option of transferring up to 3 LHE of reassigned time to another tenured or probationary faculty member (with the approval of the appropriate vice president) in the department for assistance with departmental duties. The reassigned time granted to the Design Technology department includes 3 LHE for the assistant to the chair and shall only be used for that purpose. The reassigned time granted to the English department and the Mathematics department includes 6 LHE for an assistant to the chair and shall only be used for that purpose. This 6 LHE may be used for either two assistants with 3 LHE each or one assistant with 6 LHE. The chairs of the Mathematics Department and the English Department have the option of transferring more than 6 LHE to one or more assistant(s) to the chair. The reassigned time granted to the ESL Department includes 3 LHE for assistant to the chair and shall be used for that purpose including the non-credit ESL program. The reassigned time granted to the Health Sciences Department includes 3 LHE for an assistant to the chair who shall teach in a discipline different to that of the chair. Duties of assistants to the chair shall be assigned by the department chair as needed to assist the chair with the duties listed in Appendix Q.

Each department chair will be awarded an additional 3 LHE of reassigned time ~~for one semester~~ to coordinate the preparation of the department's program review self-study. This reassigned time may be taken ~~either one or~~ at any time up to two semesters prior to the department's scheduled program review date ~~and may be transferred to another tenured or probationary faculty member (with the approval of the appropriate vice president) in the department if the chair chooses. The chair will notify the Vice President of Academic Affairs whether this time will be taken in the fall or spring semester at the time that semester's schedule of classes is under development.~~ With the approval of the Vice President of Academic Affairs, the department chair may choose to transfer the reassigned time to one or more faculty members in their department. The chair shall notify the appropriate Vice President of their reassigned time usage plan in a timely manner. This additional reassigned time may not be deferred to be used for other purposes. For the purposes of this article "reassigned time" is understood to include any kind of task assignment as described in Article 6.18.

Chairs with departments which will be moved to a newly constructed building shall receive an additional 3.0 LHE reassigned time, which may be taken in either the semester prior to the building opening for classes or the first semester that the building is open.

Incoming chairs, elected and appointed as per Administrative Regulations, shall receive 3.0 LHE reassigned time in the Spring semester prior to becoming chair to enable them to shadow the current chair and to prepare for their role as chair.

~~This article may be reopened at the request of either party for the purpose of discussing the awarding of additional reassigned time to chairs with oversight of programs split between multiple campuses or with oversight of programs that are either housed in or will be relocated into newly constructed or majorly~~

renovated buildings.

Because of reassigned time requirements, department chairs may not be assigned to hourly rate overload classes which start prior to 3:00 pm, except with the permission of the Vice President, Academic Affairs.

Effective Fall 2022, reassigned time to each department will be granted as follows:

**Table 1**

<b>Department</b>	<b>Reassigned Time</b>	<b><u>Reassigned Time</u></b>
Art	9.0 LHE	<u>9.0 LHE</u>
Business	9.0 LHE	<u>10.5 LHE</u>
CSIS	7.5 LHE	<u>7.5 LHE</u>
Communication and Media Studies	9.0 LHE	<u>9.0 LHE</u>
Counseling	9.0 LHE	<u>10.5 LHE</u>
Cosmetology	4.5 LHE	<u>6.0 LHE</u>
Dance	4.5 LHE	<u>6.0 LHE</u>
Design Technology	9.0 LHE	<u>9.0 LHE</u>
Earth Science	6.0 LHE	<u>6.0 LHE</u>
Education	4.5 LHE	<u>6.0 LHE</u>
English	18.0 LHE	<u>18.0 LHE</u>
ESL	9.0 LHE	<u>9.0 LHE</u>
<u>Health Sciences</u>		<u>9.0 LHE</u>
History	6.0 LHE	<u>6.0 LHE</u>
Kinesiology & Athletics	7.5 LHE	<u>7.5 LHE</u>
<u>Library</u>		<u>7.5 LHE</u>
Life Sciences	9.0 LHE	<u>9.0 LHE</u>
Mathematics	18.0 LHE	<u>18.0 LHE</u>
Modern Languages	7.5 LHE	<u>7.5 LHE</u>
Music	7.5 LHE	<u>7.5 LHE</u>

Philosophy & Social Sciences	9.0 LHE	<u>9.0 LHE</u>
Photo & Fashion	6.0 LHE	<u>6.0 LHE</u>
Physical Sciences	9.0 LHE	<u>9.0 LHE</u>
Psychology	6.0 LHE	<u>6.0 LHE</u>
Theatre Arts	6.0 LHE	<u>6.0 LHE</u>

22.1.2 Department Chair Calendar and Compensation: Department chairs will have a 205 day assignment (175 days in the semester calendar, plus 6 weeks, at 30 hours per week, between semesters), for which they shall be paid 115% of the standard salary schedule. Only department chair duties will be required during the intersession. Six additional weeks (30 hours per week) may also be scheduled, compensated at an additional 15% of base pay.

In addition, teaching assignments may be scheduled during intersessions, with the approval of the appropriate administrator. Teaching assignments will be at the hourly rate of pay, unless the department chair chooses to forgo the optional six additional weeks of assignment as department chair. In that case, up to 0.5 of an intersession FTE for the teaching assignment will be paid at the contract rate (per provisions of Article 9.4.3). Any additional teaching assignment will be paid at the hourly rate. If a department chair chooses not to perform the duties of the chair for the optional six weeks, another faculty member will serve in that position. The faculty member who performs the duties shall receive ~~10~~15% of their base pay and schedule ~~30~~20 hours per week for 6 weeks. Compensation for the faculty member acting as chair will be in compliance with Article 9; no additional stipend will be paid.

22.1.3 Department Chair Salary Schedule Placement:

Placement on the Department Chair Salary Schedule (Appendix A-4) shall be determined as follows:

- (i) Group placement shall be the same as the chair's Group placement on the Probationary and Tenured Faculty Salary Schedule (Appendix A-1).
- (ii) Step placement shall be calculated as follows:

$$\text{Appendix A-4 Chair Step} = [2 * (\text{Appendix A-1 Faculty Step}) - 1] + \text{Department Chair Step Shift}$$

where the Department Chair Step Shift is found in Table 2 below.

**Table 2**

Department	Step-Shift	Step Shift
ECE	5	
Cosmetology, Dance, <u>ECE</u> , Photo & Fashion	6	6
Earth Science, ESL, <u>Health Sciences</u> , History, Kinesiology, Psychology,	7	7

Theatre Arts		
Art, <del>Comm &amp; Media</del> , CSIS, <del>Counseling</del> , Design Tech, <del>Library</del> , Modern Language, Music, Philosophy & SS	8	8
Life Sciences, Physical Sciences	9	9
<del>Business</del> <u>Comm &amp; Media</u>	<del>10</del>	10
<del>Business</del> , <u>Counseling</u> , Mathematics	<del>11</del>	11
None	<del>12</del>	12
English	<del>13</del>	13

For example: Professor X would have been on Step 15 of Appendix A-1 as a regular tenured faculty member, but is appointed as chair of the Music Department (Step Shift = 8). On the Department Chair Salary Schedule they will be placed on:

$$\text{Appendix A-4 Chair Step} = [2 * 15 - 1] + 8 = \text{Step 37}$$

Step placement in successive years shall be determined by first determining the faculty member's placement on the Probationary and Tenured Salary Schedule (Appendix A-1), then using the rule above.

Chairs shall have the option to receive 3.0 LHE of reassigned time in lieu of one step shift.

~~22.2 — Faculty Chairs: A faculty chair appointed per Administrative Regulation 3211.3 may exist in lieu of a department chair in the following departments only: Library and Health Sciences. Faculty chairs will assume duties and responsibilities appropriate to their department as outlined in Appendix Q, represent their departments' interests at departmental leadership committees, such as the Department Chairs committee and the Program Review committee, and shall receive reassigned time and compensation as outlined in this article.~~

~~Faculty chairs are paid on the Probationary and Tenured Salary Schedule (Appendix A-1) but shall be placed at a step that is three (3) steps greater than their usual placement.~~

~~Faculty chairs will receive reassigned time in the fall and spring semesters equal to a 20% assignment and intersession task assignments equivalent to 20% of an intersession load. Each faculty chair will be awarded an additional 1.5 LHE of reassigned time for one semester to coordinate the preparation of the department's program review self-study. This reassigned time may be taken either one or two semesters prior to the department's scheduled program review date. The faculty chair will notify the Vice President of Academic Affairs whether this time will be taken in the fall or spring semester at the time of that semester's schedule of classes is under development. This additional reassigned time may not be deferred to be used for other purposes.~~

~~22.23~~ 100% Coordinators: Effective Fall 2022~~0~~, Coordinators of Psychological Services and Disabled Student Services will receive the following compensation, in addition to their regular pay, and are subject

to the following:

22.2.1(a) A 205 day calendar for full time responsibilities between semesters (175 days in regular semesters and 30 days between semesters), for an increased salary amount of 15% over regular faculty base pay. ~~Additional optional 6 weeks at hourly pay~~ [See Coordinator salary schedule, Appendix A-5.] An optional 6 weeks (20 hours per week) in winter performing coordinator duties shall be paid at 10% of base pay. If a coordinator chooses to perform the duties of coordinator for less than the full six weeks, they shall receive an appropriate pro-rata share of the winter compensation. Another faculty member will serve in the position of coordinator for the remainder of the intersession, receiving the appropriate pro-rata share of 10% of their base pay. Compensation for the faculty member acting as coordinator will be in compliance with Article 9; no additional stipend will be paid.

22.2.2(b) Placement on the Coordinator Salary Schedule (Appendix A-5) at a step that is ~~two (2)~~ three (3) steps greater than where they would have been placed on the Probationary and Tenured Faculty Salary Schedule (Appendix A-1).

22.4 3 This Article will be reopened if the District requests the removal of a Department ~~or Faculty~~ Chair position from the Unit, or a new Department ~~or Faculty~~ Chair position is added to the unit, or there are unusual changes in the size of a department (i.e. number of WTH).

22.5 4 The Faculty Association agrees that Administrative Regulation 3122 may be amended to add Department Chairs to the list of “responsible employees” who have responsibility for reporting allegations of sexual misconduct to the District’s Title IX Coordinator. The District shall provide training to department chairs on their responsibilities under Title IX.

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#### APPENDIX R: STIPENDS AND ADDITIONAL COMPENSATION

Independent Study	
88A or 88B (by discipline)	<del>\$100</del> <u>\$150</u> /student/semester, <del>\$300</del> <u>\$450</u> maximum
Theatre Arts 18A/B/C	<del>\$100</del> <u>\$150</u> /student/semester, no maximum
Music 92	<del>\$1350</del> <u>\$1755</u> /student/semester, no maximum

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