Article 26: Salary Schedule Development

26.01 SALARY SCHEDULES

A. Contract Salary Schedule: Applies to all contract assignments. The contract salary schedule has four (4) classes labeled A, B, C, and D, and three (3) PGI steps after Step 16: PG-20, PG-24, and PG-28 (Article 27.01.B).

B. Hourly Schedules: All hourly schedules have four (4) classes and nine (9) steps (Article 27.01.B).
   1. Normal Base Hourly Schedule: Applies to all allied hourly assignments and to hourly reassigned-time assignments.
   2. Enhanced Lecture Hourly Schedule: Applies to hourly credit lecture assignments.
   3. Enhanced Laboratory Hourly Schedule: Applies to all hourly credit laboratory assignments. Hourly ADN assignments will be paid from this schedule for the ADN requirement portion of each ADN credit laboratory assignment.
   4. Laboratory Augmented I Hourly Schedule: Applies to hourly credit Laboratory Augmented I assignments.
   5. Laboratory Augmented II Hourly Schedule: Applies to hourly credit Laboratory Augmented II assignments.
   7. Enhanced Noncredit Hourly Schedule: Applies to hourly noncredit assignments except for CDCP assignments.

26.02 DEVELOPMENT OF CONTRACT SALARY SCHEDULE

A. AFA Salary Data Study: By January 1 of each year, AFA will compile the current contract salary schedule data in the highest non-doctorate class of salaries (equivalent to SRJC Class C) for each California community college district and construct rankings of all such districts (excepting "Basic Aid" districts and, effective 2015-16, the Ohlone District) by salary amount, for the minimum salary in that class, for the salary at the equivalent of Step 16 in that class, and for the maximum salary in that class.

B. Development of Class C: Steps 1, 16, and PGI 28 in Class C will be assigned the tenth ranks in the rankings defined in Article 26.02.A respectively. The steps between Step 1 and Step 16 in Class C will be determined by linear interpolation from the values at Step 1 and Step 16 in Class C. The Steps PGI 20 and PGI 24 in Class C will be determined by linear interpolation from the values at Step 16 and Step PGI 28 in Class C.

C. Development of Classes A, B, and D: Each step of Class B will be equal to 1/1.06 times the corresponding step of Class C. Each step of Class A will be equal to 1/1.06 times the corresponding step of Class B. Each step of Class D will be equal to 1.02 times the corresponding step of Class C.

D. COLA adjustment: If the State declares a statutory COLA greater than 0.5% for the academic year, then all steps and classes of that academic year's salary schedules will be increased by the State statutory COLA less 0.5%. Amounts at all steps and classes will be rounded to the nearest dollar.

E. Effective Date: This salary schedule becomes effective at the beginning of the subsequent academic year.

F. Salary Workgroup: The District and AFA will form a Salary Workgroup in Fall 2014 to study the long-term feasibility of Rank 10.
**Article 26: Salary Schedule Development**

**26.03 DEVELOPMENT OF HOURLY SCHEDULES**

A. **Classes and Steps:** All Hourly Assignment Schedules will have four (4) classes (see Article 27.01.B) and nine (9) steps.

B. **Base Hourly Schedule:** Each cell of the Base Hourly Schedule will be equal to 0.98/1416 of the corresponding cell of the contract salary schedule (based on the annual contract obligation of eight hours per day for 177 days and the 2 percent hourly salary reduction for funding the Adjunct Medical Benefits Account (AMBA) [Article 10: Benefits, section 10.04.D]). Allied hourly assignments and hourly reassigned time assignments will be paid on the Base Hourly Schedule.

C. **Instructional Hourly Salary Schedules:** Salary schedules for instructional hourly assignments will be determined by multiplying each cell of the Base Hourly Schedule by the appropriate pay factor given in Table 26.1 (26.03.D-E).

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Normal Pay Factor</th>
<th>Enhanced Pay Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecture</td>
<td>1.86000</td>
<td>2.02000</td>
</tr>
<tr>
<td>Laboratory</td>
<td>1.41670^1 / 1.4592</td>
<td>1.46500^1 / 1.5082</td>
</tr>
<tr>
<td>CDCP</td>
<td>1.50000</td>
<td>1.54200</td>
</tr>
<tr>
<td>Non-Credit</td>
<td>1.33000</td>
<td>1.38000</td>
</tr>
</tbody>
</table>

*Table 26.1*

D. **Enhanced and Normal Pay Factors:** Enhanced pay factors will be used in determining instructional hourly salary schedules in those academic years in which the State provides categorical funding for Adjunct Faculty Salary Enhancement. Enhanced pay factors will be modified based on this categorical funding. (See 26.03.E.)

E. **State Reductions in Categorical Funding:** As a result of the State’s reduction of categorical funding for Adjunct Faculty Salary Enhancement and for Adjunct Faculty Office Hours by 62 percent beginning Fall 2010, a 4.16 percent reduction will be applied to each hourly schedule by adjusting its enhanced pay factor. (See Table 26.2.)

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Adjusted Enhanced Pay Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecture</td>
<td>1.93597</td>
</tr>
<tr>
<td>Laboratory</td>
<td>1.40406^1 / 1.44565^2</td>
</tr>
<tr>
<td>CDCP</td>
<td>1.47785</td>
</tr>
<tr>
<td>Non-Credit</td>
<td>1.32259</td>
</tr>
</tbody>
</table>

*Table 26.2*

^1 Pay factor for Fall 2016.
^2 Pay factor effective Spring 2017.