



AFT 6262 2018-2021 COMPENSATION TOWN HALL

OCTOBER 10, 2020 3:00 PM

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Dan Portillo, President

October 8, 2020 Total Compensation Proposal

- 2018-2019- 3.71% One-Time Retro
- 2019-2020- 3.71% One-Time Retro + 2% One-Time Retro
- 2020-2021- 5.71% Total Compensation Increase
 - 2020-2021 One-Time Retro as of July 1, 2020
- Salary Schedule Reform
 - From 5 Steps/4 Columns to 20 Steps/4 Columns
- District payment for Adjunct Senators

October 8, 2020 Total Compensation Proposals

- District Original Offer
 - 2018-2019 3.71% On-Going salary, \$532,000 Total
- AFT Fact Finding Proposal (August 2020)
 - 6.91% 2018-2019 One-Time Retro
 - 6.91% 2019-2020 One-Time Retro
 - 6.91% 2020-2021 Ongoing
 - \$1,375,410 Not in District Original Offer, \$2,973,510 Total
- District Offer 10/8/2020
 - \$1,352,570 One-Time Retro
 - \$819,870 On-Going
 - \$1,640,400 above District Original Offer, \$2,172,440 Total

Proposed 2020-2021 Credit and Noncredit Enhanced Adjunct Salary Schedule

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE CANYONS
PROPOSED ADJUNCT SALARY SCHEDULE 9
2020-21

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and Enhanced Noncredit (Hourly).

Step	Range			
	A	B	C	D
01	67.25	69.84	73.97	76.86
02	67.92	70.63	74.71	77.43
03	68.60	71.34	75.46	78.20
04	69.28	72.05	76.21	78.98
05	69.98	72.78	76.97	79.77
06	70.68	73.50	77.74	80.57
07	71.38	74.24	78.52	81.38
08	72.10	74.98	79.31	82.19
09	72.82	75.73	80.10	83.01
10	73.55	76.49	80.90	83.84
11	74.28	77.25	81.71	84.68
12	75.02	78.02	82.53	85.53
13	75.77	78.81	83.35	86.38
14	76.53	79.59	84.18	87.25
15	77.30	80.39	85.03	88.12
16	78.07	81.19	85.88	89.00
17	78.85	82.00	86.74	89.89
18	79.64	82.82	87.60	90.79
19	80.44	83.65	88.48	91.70
20	81.24	84.49	89.36	92.61

*	Range 1	Credit & Enhanced Noncredit Adjunct (Base Pay)
**	Range 2	Credit & Enhanced Noncredit Adjunct + CFT
***	Range 3	Credit & Enhanced Noncredit Adjunct with Doctorate
****	Range 4	Credit & Enhanced Noncredit Adjunct with Doctorate + CFT

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- * 1. All adjunct (hourly) instructors are initially placed on Step 1 of the Adjunct (Hourly) Salary Schedule. Advancement to each subsequent Step after initial placement on the salary schedule requires that an adjunct (hourly) instructor complete two (2) semesters of service (excluding summer and intersessions).
- ** 2. Placement on Range B of the Adjunct (Hourly) Salary Schedule requires the completion of a skilled teacher program (CFT) specified in Article 19 A.
- *** 3. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution will be placed on Range C of the Adjunct (Hourly) Salary Schedule.
- **** 4. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution and the completion of a skilled teacher program (CFT) specified in Article 19 A will be placed on Range D of the Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2020
Board Approved: 10/14/20

Proposed 2020-2021 Noncredit Adjunct TLC Salary Schedule

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE CANYONS
PROPOSED ADJUNCT SALARY SCHEDULE 8
2020-21

Compensation for Noncredit Adjunct (Hourly) Faculty

Step	Range			
	A	B	C	D
01	41.84	43.51	46.02	47.69
02	42.26	43.95	46.48	48.17
03	42.68	44.39	46.95	48.65
04	43.10	44.83	47.42	49.14
05	43.54	45.28	47.89	49.63
06	43.97	45.73	48.37	50.13
07	44.41	46.19	48.85	50.63
08	44.86	46.65	49.34	51.13
09	45.30	47.12	49.83	51.65
10	45.76	47.59	50.33	52.16
11	46.21	48.06	50.84	52.68
12	46.68	48.54	51.34	53.21
13	47.14	49.03	51.86	53.74
14	47.61	49.52	52.38	54.28
15	48.09	50.01	52.90	54.82
16	48.57	50.51	53.43	55.37
17	49.06	51.02	53.96	55.93
18	49.55	51.53	54.50	56.48
19	50.04	52.05	55.05	57.05
20	50.54	52.57	55.60	57.62

*	Range 1	Noncredit Adjunct (Base Pay w/Bachelor's Degree)
**	Range 3	Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19
***	Range 2	Noncredit Adjunct (Base Pay w/Master's Degree)
****	Range 4	Noncredit Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- * 1. All adjunct (hourly) instructors are initially placed on Step 1. Advancement to each
- ** 2. Completion of the Professional Development program with a bachelor's degree per
- *** 3. Academic Adjunct instructors with an earned master's degree in a relevant field from
- **** 4. Completion of the Professional Development program with a master's degree per

Salary Schedule effective: 07/01/2020
Board Approved: 10/14/20

Proposed 2020-2021 TLC Salary Schedule

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE CANYONS
PROPOSED ADJUNCT SALARY SCHEDULE 7
2020-21

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

Step	Range			
	A	B	C	D
01	46.84	48.71	51.52	53.40
02	47.31	49.20	52.04	53.93
03	47.78	49.69	52.56	54.47
04	48.26	50.19	53.08	55.01
05	48.74	50.69	53.62	55.56
06	49.23	51.20	54.15	56.12
07	49.72	51.71	54.69	56.68
08	50.22	52.23	55.24	57.25
09	50.72	52.75	55.79	57.82
10	51.23	53.28	56.35	58.40
11	51.74	53.81	56.91	58.98
12	52.26	54.35	57.48	59.57
13	52.78	54.89	58.06	60.17
14	53.31	55.44	58.64	60.77
15	53.84	55.99	59.22	61.38
16	54.38	56.55	59.82	61.99
17	54.92	57.12	60.41	62.61
18	55.47	57.69	61.02	63.24
19	56.03	58.27	61.63	63.87
20	56.59	58.85	62.25	64.51

*	Range 1	Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)
**	Range 3	Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19
***	Range 2	Noncredit TLC Adjunct (Base Pay w/Master's Degree)
****	Range 4	Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- * 1. All adjunct (hourly) instructors are initially placed on Step 1. Advancement to each
- ** 2. Completion of the Professional Development program with a bachelor's degree per
- *** 3. Academic Adjunct instructors with an earned master's degree in a relevant field from
- **** 4. Completion of the Professional Development program with a master's degree per

Salary Schedule effective: 07/01/2020
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Proposed 2020-2021 Article 10 (Compensation)

ARTICLE 10: TOTAL COMPENSATION

The Santa Clarita Community College District employs a Total Compensation Model with regard to employee salary and benefits.

- A. Unit members shall be paid for teaching assignments on a per course basis using the contact hours associated with the assignment.
- B. Adjunct faculty salaries for teaching credit courses, and enhanced noncredit courses, and providing counseling and librarian services are implemented in accordance with the Adjunct Salary Schedule and all the terms included on the schedule. (*Appendix A, Adjunct Salary Schedule Section A*).
 - 1. For 2018-2019 adjustments to the Adjunct Salary Schedules 7, 8, and 9 will be 3.71% effective July 1, 2018.
 - 2. For 2019-2020 adjustments to the Adjunct Salary Schedules 7, 8, and 9 will be 2.00% effective July 1, 2019.
 - 3. Effective July 1, 2020 new salary schedules 10, 11, and 12 will be implemented.
 - 4. All adjunct faculty are initially placed on Step 1 of the applicable Adjunct Salary Schedule based on their educational achievement in accordance with Appendix A. Advancement to Step 2, and any step thereafter, of the Adjunct Salary Schedule requires that a unit member completes 2 semesters of service (excluding summer and intersessions). Each step increase is 1%. Salary scales are rounded to the nearest cent per standard rounding methods. Advancement will apply to the next fall or spring semester of employment. Service credit on the credit adjunct scale does not affect placement on the non-credit, non-enhanced salary schedule. Service credit is earned independently on each salary schedule.
 - 5. For column advancement, unit members must provide official transcripts to Human Resources. Once verified, the advancement will apply to the next fall or spring semester

Proposed 2020-2021 Article 10 (Compensation)

of employment.

6. An adjunct faculty rate of pay for teaching credit courses, and enhanced noncredit courses, and providing counseling and librarian services is implemented in accordance with the Adjunct Salary Schedule (*Appendix 10, Adjunct Salary Schedule – Section A, and Table A.*).
 7. A noncredit adjunct faculty rate of pay for teaching non-enhanced, non-credit courses is implemented in accordance with the Adjunct Salary Schedule (*Appendix 11, Adjunct Salary Schedule – Section B, and Table B*). The hourly rate of pay applies to noncredit faculty as defined in Article 21: Noncredit Faculty.
 8. A noncredit TLC (The Learning Center) adjunct faculty rate of pay is implemented in accordance with the Adjunct Salary Schedule (*Appendix 12 – Adjunct Salary Schedule Section C, and Table C*).
- C. A non-instructional rate of pay of 65% of a unit member's current rate of pay shall apply towards District requested and administrator approved non-instructional activities. Approved non-instructional activities include but are not limited to: curriculum development, required attendance at conferences/workshops/training sessions as a participant or presenter, proctoring and grading assessments beyond what is required for assigned classes, and requested service on specific committees.
- D. Additionally, elected adjunct senators serving on the Academic Senate will receive the non-instructional rate of pay for attending Academic Senate meetings.

Proposed 2020-2021 Article 10 (Compensation)

- J. Human Resources will add a hyperlink to the District's Human Resources website where unit members can find information about loan forgiveness programs.
- K. Step increases will occur once per year and will become effective once the District has received notification of the final amount of the annual COLA increase. If the annual COLA increase for a given year is not sufficient to cover the total amount of the annual step increases for that year, then the step advancements will not occur for that year.
- L. If upon initial placement on the new salary scale a member would receive less than their current rate of pay, that member will be placed on a step that will ensure at least a 1% pay increase.

The above is agreed to by both the District and AFT.