

**Tentative Agreement
Between
Part-Time Faculty United, AFT Local 6262
and the
Santa Clarita Community College District**

6/30/23

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. Total compensation shall be increased as follows:

1. ~~2022-23~~ 6.56% (effective 7/1/22), plus a 5% market adjustment to be applied to all adjunct salary schedules.

1-2. ~~2023-24~~ ~~State Funded COLA~~ 8.22% (effective 7/1/23), plus a 5% market adjustment to be applied to all adjunct salary schedules.

B-C. Salary Placement

1. Adjunct faculty will be placed on appropriate salary schedule based on type of course, Credit and Enhanced Noncredit, Non-enhanced Noncredit, Noncredit TLC (The Learning Center), or Academic & Associate Credit. ~~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 movement between Ranges (A-D) and Steps (1-20) will occur according to the terms included on the applicable schedule. (All salary schedules are located in Appendix A, Adjunct Salary Schedule Section A).~~
2. Newly hired adjunct instructors are initially placed on the appropriate Range based on degree or skilled teacher training, Step 1 of the appropriate Adjunct Salary Schedule regardless of prior service with any other college.

C-D. A non-instructional rate of pay is implemented in accordance with the Adjunct Salary Schedule (*Appendix A, Adjunct Salary Schedule – Section D and Section E*). A non-instructional rate of pay of 65% of a unit member's current rate of pay shall apply towards pre-approved (District requested and administrator approved) non-instructional activities effective February 1, 2014. 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.E. Scheduled office hours will be compensated at 65% of the Instructional Rate \$40 per scheduled office hour. Payment of scheduled office hours for full semester-length fall and spring classes will be made in 5 equal payments during the fall and spring semesters after the Dean has verified that office hours have been performed and posted appropriately. Office hours associated with compressed courses will be paid during their normally scheduled pay periods. Unit members will not be compensated for unscheduled office hours. However, if the District receives State reimbursement for office hours in excess of the amount paid for scheduled office hours, the District will distribute the surplus to compensate unit members for unscheduled office hours.

E.F. The District will make payments for Supplementary Services for Adjunct STRS members upon both Board approval and completion of the services. Adjunct PERS members must submit Supplementary Services forms to Payroll Services monthly, even if the assignment is not yet completed.

F.G. It is the responsibility of the Unit Members to notify the Office of Human Resources as soon as they discover any error in placement on the salary schedule. Errors discovered either by the Unit Member or by the District will, in every case, be recovered to the extent allowed by law either by the District or by the Unit Member.

A. Health Benefits

~~AFT and the District will continue to work together to find a health benefit plan that would provide part-time faculty access at no cost to the District. If and when a plan is in place, the District will reimburse adjunct faculty members for that percentage that the District is actually reimbursed by the State of California.~~

G.H. The District and AFT agree that parity is important to maintain high quality instructors, thus ensuring student success. The District agrees that when it receives State funds designated for the achievement of parity, the District will contact AFT within 7 calendar days and will work with AFT to ensure that the funds are equitably distributed to the adjunct instructors.

B.I. Human Resources will add hyperlink to Human Resources website where unit members can find information about loan forgiveness programs.

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

Diane M. Fiero

For the District: Diane M. Fiero

S. Warren Heaton Jr.

[S. Warren Heaton Jr. \(Jul 2, 2023 17:14 PDT\)](#)

For AFT: Warren Heaton, Esq.

Jul 2, 2023

Date

Jul 2, 2023

Date

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SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 6
 2022-23

Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

Step	Range			
	A	B	C	D
01	51.04	53.08	56.15	58.19
02	51.55	53.61	56.70	58.78
03	52.08	54.15	57.28	59.35
04	52.59	54.69	57.86	59.95
05	53.11	55.24	58.42	60.55
06	53.65	55.79	59.01	61.15
07	54.18	56.35	59.60	61.76
08	54.72	56.91	60.20	62.38
09	55.27	57.48	60.80	63.01
10	55.81	58.07	61.42	63.65
11	56.38	58.63	62.02	64.28
12	56.96	59.23	62.64	64.91
13	57.51	59.81	63.27	65.57
14	58.10	60.42	63.90	66.22
15	58.67	61.02	64.54	66.89
16	59.26	61.64	65.19	67.55
17	59.85	62.24	65.84	68.23
18	60.45	62.87	66.50	68.90
19	61.05	63.49	67.16	69.59
20	61.67	64.13	67.84	70.30

*	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.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 7
 2022-23

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

Step	Range			
	A	B	C	D
01	54.69	56.88	60.16	62.36
02	55.25	57.46	60.77	62.98
03	55.79	58.03	61.37	63.60
04	56.36	58.61	61.99	64.25
05	56.91	59.20	62.61	64.89
06	57.49	59.79	63.24	65.53
07	58.07	60.38	63.87	66.19
08	58.64	60.98	64.51	66.85
09	59.23	61.59	65.16	67.52
10	59.82	62.22	65.80	68.19
11	60.42	62.84	66.46	68.88
12	61.03	63.47	67.13	69.57
13	61.64	64.10	67.80	70.26
14	62.25	64.74	68.47	70.97
15	62.87	65.39	69.16	71.68
16	63.50	66.04	69.85	72.39
17	64.13	66.70	70.55	73.12
18	64.78	67.37	71.26	73.84
19	65.42	68.04	71.97	74.58
20	66.08	68.73	72.69	75.33

*	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 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. Completion of the Professional Development program with a bachelor's degree per Article 19 will be place on Range B. Salary scales are rounded to the nearest cent per standard rounding methods.
- *** 3. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range C of the Noncredit TLC Adjunct Salary Schedule.
- **** 4. Completion of the Professional Development program with a master's degree per Article 19 will be place on Range D. Salary scales are rounded to the nearest cent per standard rounding methods.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 8
 2022-23

Compensation for Noncredit Adjunct (Hourly) Faculty

Step	Range			
	A	B	C	D
01	48.86	50.81	53.74	55.69
02	49.35	51.32	54.28	56.26
03	49.83	51.83	54.83	56.81
04	50.33	52.35	55.37	57.38
05	50.84	52.87	55.92	57.96
06	51.34	53.41	56.48	58.53
07	51.86	53.94	57.05	59.12
08	52.37	54.47	57.62	59.71
09	52.91	55.02	58.20	60.31
10	53.43	55.57	58.78	60.92
11	53.97	56.12	59.36	61.53
12	54.50	56.69	59.95	62.14
13	55.05	57.26	60.56	62.76
14	55.60	57.82	61.16	63.39
15	56.16	58.41	61.77	64.02
16	56.72	58.99	62.39	64.66
17	57.29	59.57	63.01	65.31
18	57.86	60.17	63.65	65.96
19	58.44	60.77	64.28	66.62
20	59.02	61.38	64.92	67.29

*	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 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. Completion of the Professional Development program with a bachelor's degree per Article 19 will be place on Range B. Salary scales are rounded to the nearest cent per standard rounding methods.
- *** 3. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range C of the Noncredit Adjunct Salary Schedule.
- **** 4. Completion of the Professional Development program with a master's degree per Article 19 will be place on Range D. Salary scales are rounded to the nearest cent per standard rounding methods.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 9
 2022-23

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

Step	Range			
	A	B	C	D
01	78.52	81.66	86.38	89.52
02	79.31	82.48	87.24	90.42
03	80.11	83.30	88.12	91.31
04	80.91	84.14	89.00	92.24
05	81.72	84.98	89.88	93.16
06	82.53	85.83	90.78	94.09
07	83.36	86.69	91.69	95.03
08	84.19	87.55	92.61	95.97
09	85.04	88.43	93.53	96.94
10	85.88	89.32	94.48	97.90
11	86.74	90.22	95.42	98.88
12	87.61	91.12	96.37	99.88
13	88.49	92.02	97.34	100.88
14	89.37	92.95	98.30	101.89
15	90.26	93.88	99.29	102.90
16	91.17	94.81	100.28	103.93
17	92.08	95.76	101.29	104.97
18	93.00	96.72	102.30	106.01
19	93.93	97.68	103.32	107.08
20	94.86	98.66	104.35	108.16

*	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.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 6
 2023-24

Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

Step	Range			
	A	B	C	D
01	57.40	59.69	63.15	65.44
02	57.97	60.29	63.76	66.10
03	58.57	60.90	64.42	66.75
04	59.14	61.50	65.07	67.42
05	59.73	62.12	65.70	68.09
06	60.33	62.74	66.36	68.77
07	60.93	63.37	67.03	69.46
08	61.54	64.00	67.70	70.15
09	62.16	64.64	68.38	70.86
10	62.76	65.31	69.07	71.58
11	63.40	65.94	69.75	72.29
12	64.06	66.61	70.44	73.00
13	64.68	67.26	71.15	73.74
14	65.34	67.95	71.86	74.47
15	65.98	68.62	72.58	75.22
16	66.64	69.32	73.31	75.97
17	67.31	70.00	74.04	76.73
18	67.98	70.70	74.79	77.48
19	68.66	71.40	75.53	78.26
20	69.35	72.12	76.29	79.06

*	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.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 7
 2023-24

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

Step	Range			
	A	B	C	D
01	61.50	63.97	67.66	70.13
02	62.13	64.62	68.34	70.83
03	62.74	65.26	69.02	71.52
04	63.38	65.91	69.71	72.26
05	64.00	66.58	70.41	72.98
06	64.65	67.24	71.12	73.70
07	65.31	67.90	71.83	74.44
08	65.95	68.58	72.55	75.18
09	66.61	69.26	73.28	75.93
10	67.27	69.97	74.00	76.69
11	67.95	70.67	74.74	77.46
12	68.63	71.38	75.49	78.24
13	69.32	72.09	76.25	79.01
14	70.01	72.81	77.00	79.81
15	70.70	73.54	77.78	80.61
16	71.41	74.27	78.55	81.41
17	72.12	75.01	79.34	82.23
18	72.85	75.76	80.14	83.04
19	73.57	76.52	80.94	83.87
20	74.31	77.29	81.75	84.72

*	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 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. Completion of the Professional Development program with a bachelor's degree per Article 19 will be place on Range B. Salary scales are rounded to the nearest cent per standard rounding methods.
- *** 3. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range C of the Noncredit TLC Adjunct Salary Schedule.
- **** 4. Completion of the Professional Development program with a master's degree per Article 19 will be place on Range D. Salary scales are rounded to the nearest cent per standard rounding methods.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 8
 2023-24

Compensation for Noncredit Adjunct (Hourly) Faculty

Step	Range			
	A	B	C	D
01	54.95	57.14	60.44	62.63
02	55.50	57.71	61.04	63.27
03	56.04	58.29	61.66	63.89
04	56.60	58.87	62.27	64.53
05	57.17	59.46	62.89	65.18
06	57.74	60.06	63.52	65.82
07	58.32	60.66	64.16	66.49
08	58.90	61.26	64.80	67.15
09	59.50	61.88	65.45	67.82
10	60.09	62.49	66.10	68.51
11	60.69	63.11	66.76	69.20
12	61.29	63.75	67.42	69.88
13	61.91	64.39	68.11	70.58
14	62.53	65.02	68.78	71.29
15	63.16	65.69	69.47	72.00
16	63.79	66.34	70.16	72.72
17	64.43	66.99	70.86	73.45
18	65.07	67.67	71.58	74.18
19	65.72	68.34	72.29	74.92
20	66.37	69.03	73.01	75.67

*	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 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. Completion of the Professional Development program with a bachelor's degree per Article 19 will be place on Range B. Salary scales are rounded to the nearest cent per standard rounding methods.
- *** 3. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range C of the Noncredit Adjunct Salary Schedule.
- **** 4. Completion of the Professional Development program with a master's degree per Article 19 will be place on Range D. Salary scales are rounded to the nearest cent per standard rounding methods.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
 COLLEGE OF THE CANYONS
 ADJUNCT SALARY SCHEDULE 9
 2023-24

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

Step	Range			
	A	B	C	D
01	88.30	91.83	97.14	100.67
02	89.19	92.76	98.11	101.69
03	90.09	93.68	99.10	102.69
04	90.99	94.62	100.09	103.73
05	91.90	95.57	101.08	104.77
06	92.81	96.52	102.09	105.81
07	93.75	97.49	103.11	106.87
08	94.68	98.46	104.15	107.93
09	95.64	99.45	105.18	109.02
10	96.58	100.45	106.25	110.10
11	97.55	101.46	107.31	111.20
12	98.53	102.47	108.38	112.33
13	99.52	103.49	109.47	113.45
14	100.51	104.53	110.55	114.59
15	101.51	105.58	111.66	115.72
16	102.53	106.62	112.77	116.88
17	103.55	107.69	113.91	118.05
18	104.59	108.77	115.05	119.22
19	105.63	109.85	116.19	120.42
20	106.68	110.95	117.35	121.64

*	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.