

January 26, 2015

AFT Proposal (corrected)

ARTICLE 20.A COMPENSATION/SALARIES and 20.B Initial Salary Step and Column Placement; 20.G Coaches and Athletic Directors Compensation

(New Section) 2015-16, 2016-17, 2017-18 Academic Years

1. Restoration to 2007-08 salary levels

District shall increase all faculty salaries by 3.7024% effective July 1, 2015, to restore salaries to 2007-2008 levels.

2. Restoration of frozen salary step of 2009-2010

Effective July 1, 2015, District shall :

- a) advance by one step all full-time faculty who would have advanced but for the 2009-2010 step freeze, and
- b) advance the semester count of all part-time faculty by one for each semester that they would have advanced during the 2009-2010 academic year but for the step freeze.

3. State Cost of Living Adjustments (COLA)

District shall confer the State COLA to all unit members in each year of the agreement.

4. Additional across-the-board increases

Impart across-the-board increases of 4% in each year of the agreement to all unit members.

5. Initial step placement for new full-time faculty

Effective Fall 2015, provide salary step placement credit for previous experience as part-time faculty and for related part-time experience.

6. Initial column placement for new full-time faculty

Effective Fall 2015, eliminate provision limiting faculty hired under equivalencies to columns E or F, which was superseded by moving to the BA+ model for counting units for column placement. (Articles 20.B.1.2 and 20.B.2.1.8)

7. Initial salary placement for part-time faculty

Replace current 20.B.3.1 with:

Part-time faculty will be placed at the appropriate step and column on the appropriate pro rata mirror scale. Effective Fall, 2015, the District shall grant step placement credit for new part-time faculty in the same manner as for full-time faculty under Section B.3.3. Part-time faculty shall be deemed to be at the beginning semester of the step at which they are initially placed for step advancement purposes under Section B.2.1.2.

8. P.E. Coaches compensation

Per prior agreement between AFT and the District, the parties shall include in Article 20.A the agreed upon provisions governing additional compensation and release time for Athletic Directors and coaches as follows:

Article G. Coaching Assignments:

Compensation for assignment in coaching shall be as follows:

Athletic Directors (AD's)

1. Shall receive 7.5 units of release time, and a
2. Stipend of 110 instructionally-related (IR) in the semester served.

Head Coaches (except basketball)

1. Shall receive 7.5 units of teaching load credit, and a
2. Stipend of 185 hours in the semester served.

Assistant Coaches (except basketball)

1. Shall receive 4.5 units of teaching load credit, and a
2. Stipend of 125 IR hours if full time and 62 IR hours if part-time in the semester served.
3. The assistant football coach/offensive coordinator shall receive a stipend of 165 IR hours in the semester served.

Basketball Coaches

1. The basketball class is a short term course that meets before the start of the basketball season beginning October 1 and ends in mid-March at the end of basketball season.
2. The Head Basketball Coach shall receive 6 units of teaching load credit in the Fall and Spring semesters;
3. The Head Basketball Coach shall receive a stipend of 185 instructionally-related (IR) hours paid over Fall and Spring semesters;
4. The Assistant Basketball Coach shall receive 3 units of teaching load credit in the Fall and Spring semesters;.
5. The Assistant Basketball Coach shall receive a stipend of 125 instructionally-related (IR) hours paid over Fall and Spring semesters.

Playoffs

All coaches, full-time and part-time, involved in post-season playoffs, finals, tournaments, or State playoffs shall be paid 15 instructionally-related per week of playoffs up to a maximum of 4 weeks or 60 hours.