

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 CUESTA COLLEGE  
**B-1 175 DAY FACULTY SALARY SCHEDULE 2023 - 2024**  
 Effective date: January 1, 2024

Steps	<u>COLUMN A -</u> B.A.	<u>COLUMN B -</u> M.A.	<u>COLUMN C -</u> B.A. + 45 Units & M.A.	<u>COLUMN D -</u> B.A. + 60 Units & M.A.	<u>COLUMN E -</u> B.A. + 75 Units & M.A.	<u>COLUMN F -</u> B.A. + 90 Units & M.A.	<u>COLUMN G -</u> Doctorate
3	64,582	67,799	71,017	74,232	77,472	80,661	83,853
4	67,799	71,017	74,232	77,472	80,661	83,853	87,066
5	71,017	74,232	77,472	80,661	83,853	87,066	90,287
6	74,232	77,472	80,661	83,853	87,066	90,287	93,498
7	77,472	80,661	83,853	87,066	90,287	93,498	96,715
8	80,661	83,853	87,066	90,287	93,498	96,715	99,924
9	83,853	87,066	90,287	93,498	96,715	99,924	103,134
10	87,066	90,287	93,498	96,715	99,924	103,134	106,356
11	90,287	93,498	96,715	99,924	103,134	106,356	109,574
12	93,498	96,715	99,924	103,134	106,356	109,574	112,776
13	96,715	99,924	103,134	106,356	109,574	112,776	116,071
14	99,924	103,134	106,356	109,574	112,776	116,071	119,460
15	99,924	103,134	106,356	109,574	112,776	116,071	119,460
16	99,924	103,134	106,356	109,574	112,776	116,071	119,460
<b><u>Step Increase</u></b>							
17	104,739	108,109	111,492	114,869	118,233	121,691	125,251
18	104,739	108,109	111,492	114,869	118,233	121,691	125,251
19	104,739	108,109	111,492	114,869	118,233	121,691	125,251
<b><u>Step Increase</u></b>							
20	109,794	113,333	116,884	120,431	123,963	127,593	131,331
21	109,794	113,333	116,884	120,431	123,963	127,593	131,331
22	109,794	113,333	116,884	120,431	123,963	127,593	131,331
<b><u>Step Increase</u></b>							
23	115,101	118,816	122,545	126,269	129,978	133,790	137,715

As of October 30, 2018, steps 15-23 are renumbered

**\*\*NOTE: For purposes of the salary schedule the amounts are rounded.**

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule

*Salary schedules are Board of Trustees approved at the start of each fiscal year. Individual job descriptions and their salary ranges are board approved throughout the year, and the salary schedules are updated to reflect each approved change when necessary.*

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 CUESTA COLLEGE  
**B-1b 197 DAY FACULTY SALARY SCHEDULE 2023 - 2024**  
 Effective date: January 1, 2024

Steps	<u>COLUMN A -</u> B.A.	<u>COLUMN B -</u> M.A.	<u>COLUMN C -</u> B.A. + 45 Units & M.A.	<u>COLUMN D -</u> B.A. + 60 Units & M.A.	<u>COLUMN E -</u> B.A. + 75 Units & M.A.	<u>COLUMN F -</u> B.A. + 90 Units & M.A.	<u>COLUMN G -</u> Doctorate
3	70,676	74,214	77,753	81,290	84,854	88,361	91,874
4	74,214	77,753	81,290	84,854	88,361	91,874	95,408
5	77,753	81,290	84,854	88,361	91,874	95,408	98,952
6	81,290	84,854	88,361	91,874	95,408	98,952	102,483
7	84,854	88,361	91,874	95,408	98,952	102,483	106,021
8	88,361	91,874	95,408	98,952	102,483	106,021	109,550
9	91,874	95,408	98,952	102,483	106,021	109,550	113,082
10	95,408	98,952	102,483	106,021	109,550	113,082	116,612
11	98,952	102,483	106,021	109,550	113,082	116,612	120,167
12	102,483	106,021	109,550	113,082	116,612	120,167	123,689
13	106,021	109,550	113,082	116,612	120,167	123,689	127,313
14	109,550	113,082	116,612	120,167	123,689	127,313	131,041
15	109,550	113,082	116,612	120,167	123,689	127,313	131,041
16	109,550	113,082	116,612	120,167	123,689	127,313	131,041
<b><u>Step Increase</u></b>							
17	114,847	118,554	122,277	125,977	129,692	133,495	137,411
18	114,847	118,554	122,277	125,977	129,692	133,495	137,411
19	114,847	118,554	122,277	125,977	129,692	133,495	137,411
<b><u>Step Increase</u></b>							
20	120,407	124,299	128,208	132,109	135,994	139,988	144,099
21	120,407	124,299	128,208	132,109	135,994	139,988	144,099
22	120,407	124,299	128,208	132,109	135,994	139,988	144,099
<b><u>Step Increase</u></b>							
23	126,245	130,334	134,434	138,531	142,610	146,805	151,122

As of October 30, 2018, steps 15-23 are renumbered

**\*\*NOTE: For purposes of the salary schedule the amounts are rounded.**

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule

Faculty placed on salary schedule B-1b are contracted for 197 days over the fiscal year. Each cell is equal to 1.10 times the equivalent B-1 cell.

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SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 CUESTA COLLEGE  
**TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LECTURE/HOURLY  
 FACULTY SALARY SCHEDULE**  
 Effective date: January 1, 2024

	<u>COLUMN A -</u>		<u>COLUMN B -</u>		<u>COLUMN C -</u>		<u>COLUMN D -</u>		<u>COLUMN E -</u>		<u>COLUMN F -</u>		<u>COLUMN G -</u>	
	B.A.		M.A.		B.A. + 45 Units & M.A.		B.A. + 60 Units & M.A.		B.A. + 75 Units & M.A.		B.A. + 90 Units & M.A.		Doctorate	
Step	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly
3	1,335	74.14	1,401	77.85	1,468	81.53	1,534	85.23	1,601	88.96	1,667	92.62	1,733	96.26
4	1,401	77.85	1,468	81.53	1,534	85.23	1,601	88.96	1,667	92.62	1,733	96.26	1,799	99.97
5	1,468	81.53	1,534	85.23	1,601	88.96	1,667	92.62	1,733	96.26	1,799	99.97	1,866	103.67
6	1,534	85.23	1,601	88.96	1,667	92.62	1,733	96.26	1,799	99.97	1,866	103.67	1,933	107.37
7	1,601	88.96	1,667	92.62	1,733	96.26	1,799	99.97	1,866	103.67	1,933	107.37	1,999	111.05
8	1,667	92.62	1,733	96.26	1,799	99.97	1,866	103.67	1,933	107.37	1,999	111.05	2,065	114.75
9	1,733	96.26	1,799	99.97	1,866	103.67	1,933	107.37	1,999	111.05	2,065	114.75	2,132	118.42
10	1,799	99.97	1,866	103.67	1,933	107.37	1,999	111.05	2,065	114.75	2,132	118.42	2,198	122.12
11	1,866	103.67	1,933	107.37	1,999	111.05	2,065	114.75	2,132	118.42	2,198	122.12	2,265	125.81
12	1,933	107.37	1,999	111.05	2,065	114.75	2,132	118.42	2,198	122.12	2,265	125.81	2,331	129.49
13	1,999	111.05	2,065	114.75	2,132	118.42	2,198	122.12	2,265	125.81	2,331	129.49	2,399	133.27
14	2,065	114.75	2,132	118.42	2,198	122.12	2,265	125.81	2,331	129.49	2,399	133.27	2,469	137.17

\*Note: Amount is computed for one semester hour, for the 18 week semester, and includes flex activities and finals week.

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SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 CUESTA COLLEGE  
**TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LABORATORY/HOURLY  
 FACULTY SALARY SCHEDULE**  
 Effective date: January 1, 2024

	<u>COLUMN A -</u>		<u>COLUMN B -</u>		<u>COLUMN C -</u>		<u>COLUMN D -</u>		<u>COLUMN E -</u>		<u>COLUMN F -</u>		<u>COLUMN G -</u>	
	B.A.		M.A.		B.A. + 45 Units & M.A.		B.A. + 60 Units & M.A.		B.A. + 75 Units & M.A.		B.A. + 90 Units & M.A.		Doctorate	
Step	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly
3	1,112	61.78	1,168	64.87	1,223	67.94	1,278	71.02	1,334	74.13	1,389	77.16	1,444	80.23
4	1,168	64.87	1,223	67.94	1,278	71.02	1,334	74.13	1,389	77.16	1,444	80.23	1,500	83.31
5	1,223	67.94	1,278	71.02	1,334	74.13	1,389	77.16	1,444	80.23	1,500	83.31	1,555	86.38
6	1,278	71.02	1,334	74.13	1,389	77.16	1,444	80.23	1,500	83.31	1,555	86.38	1,610	89.45
7	1,334	74.13	1,389	77.16	1,444	80.23	1,500	83.31	1,555	86.38	1,610	89.45	1,666	92.55
8	1,389	77.16	1,444	80.23	1,500	83.31	1,555	86.38	1,610	89.45	1,666	92.55	1,721	95.60
9	1,444	80.23	1,500	83.31	1,555	86.38	1,610	89.45	1,666	92.55	1,721	95.60	1,776	98.67
10	1,500	83.31	1,555	86.38	1,610	89.45	1,666	92.55	1,721	95.60	1,776	98.67	1,832	101.75
11	1,555	86.38	1,610	89.45	1,666	92.55	1,721	95.60	1,776	98.67	1,832	101.75	1,887	104.83
12	1,610	89.45	1,666	92.55	1,721	95.60	1,776	98.67	1,832	101.75	1,887	104.83	1,942	107.90
13	1,666	92.55	1,721	95.60	1,776	98.67	1,832	101.75	1,887	104.83	1,942	107.90	1,999	111.04
14	1,721	95.60	1,776	98.67	1,832	101.75	1,887	104.83	1,942	107.90	1,999	111.04	2,057	114.28

\*Note: Amount is computed for one semester hour, for the 18 week semester, and includes flex activities and finals week.

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SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 CUESTA COLLEGE  
**TEMPORARY, PART-TIME & FULL-TIME OVERLOAD TWO-THIRDS LABORATORY/HOURLY  
 FACULTY SALARY SCHEDULE**  
 Effective date: January 1, 2024

	<u>COLUMN A -</u> B.A.	<u>COLUMN B -</u> M.A.	<u>COLUMN C -</u> B.A. + 45 Units & M.A.	<u>COLUMN D -</u> B.A. + 60 Units & M.A.	<u>COLUMN E -</u> B.A. + 75 Units & M.A.	<u>COLUMN F -</u> B.A. + 90 Units & M.A.	<u>COLUMN G -</u> Doctorate
<b>Step</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>
<b>3</b>	41.19	43.24	45.31	47.35	49.41	51.45	53.50
<b>4</b>	43.24	45.31	47.35	49.41	51.45	53.50	55.53
<b>5</b>	45.31	47.35	49.41	51.45	53.50	55.53	57.59
<b>6</b>	47.35	49.41	51.45	53.50	55.53	57.59	59.64
<b>7</b>	49.41	51.45	53.50	55.53	57.59	59.64	61.70
<b>8</b>	51.45	53.50	55.53	57.59	59.64	61.70	63.72
<b>9</b>	53.50	55.53	57.59	59.64	61.70	63.72	65.78
<b>10</b>	55.53	57.59	59.64	61.70	63.72	65.78	67.84
<b>11</b>	57.59	59.64	61.70	63.72	65.78	67.84	69.89
<b>12</b>	59.64	61.70	63.72	65.78	67.84	69.89	71.92
<b>13</b>	61.70	63.72	65.78	67.84	69.89	71.92	74.02
<b>14</b>	63.72	65.78	67.84	69.89	71.92	74.02	76.20

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## PLACEMENT PROCEDURES - FACULTY APPENDIX B-9

### **COLUMN A:**

- B.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience, or
- A.A., at least 6 years experience in discipline and any certificate/license required to teach in the discipline.

### **COLUMN B:**

- M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline.

### **COLUMN C:**

- B.A. + 45 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 15 units, or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 15 units.

### **COLUMN D:**

- B.A. + 60 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 30 units, or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 30 units.

### **COLUMN E:**

- B.A. + 75 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 45 units + M.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 45 units and M.A.

### **COLUMN F:**

- B.A. + 90 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience, B.A.+60 units+M.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 60 units and M.A.

### **COLUMN G:**

- Completion of a Ph.D., Ed.D., or JD.

(Credit placement for a full-time Vocational Credential secured through vocational experience or for meeting minimum qualifications with vocational experience and a certificate/license, shall be granted to faculty who teach exclusively in vocational education areas.)

### **Salary Placement Criteria - Regular and Temporary Faculty**

#### **A.** Placement on the salary schedule shall be based on:

Earned Degrees.

Acceptable graduate semester units (each graduate unit earned on a quarter basis shall be calculated as two-thirds [2/3] of a semester unit).\*

Prior teaching and/or trade or professional experience.

Proper certification.

Other semester units or continuing education work subject to administrative approval.\*\*

\*Acceptable graduate units shall be those which are acceptable by a university or college for credit toward a Master's or

Doctor's degree and/or credit toward certification, or graduate units of work which lead to professional improvement and/or increased proficiency in major or minor fields. Graduate units taken prior to the completion of the requirements for a Bachelor's degree will be accepted only if they were a requirement in completing the work for the Master's or Doctor's degree. No units shall be counted for both a Bachelor's degree and a higher degree.

\*\*Units taken after the Bachelor's degree has been earned which are not of graduate level are acceptable at the discretion of the Superintendent/President upon demonstration that such courses contribute to the professional growth of the instructor or are within his/her major or minor area. Continuing education work taken after the Bachelor's degree which is not of graduate level but was acceptable for schedule placement at former school districts will be subject to review.

#### **Salary Placement Procedures - Regular and Temporary Faculty**

**B.** A newly employed faculty member shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule in effect at the commencement of the individual's employment pursuant to the following provisions:

1. Column placement shall be established by the individual's certified and acceptable graduate work completed in accredited institutions or by the appropriate vocational experience upon which issuance of the credential was based, or based upon hours completed in workshops/training that leads to certification in the discipline.
2. For regular faculty and, effective July 1, 2000, for full-time temporary faculty, initial step placement on the full-time salary schedule for an individual who has prior full-time faculty experience at another educational facility or related occupational experience that exceeds credential requirements shall be determined by the following guideline (a or b) which grants the greater step credit:
  - a. Beginning Fall 2019, the step determined by allowing one step for each two full years of related experience and/or one step for completion of four semesters and a minimum of 10 semester units (or equivalent for service faculty) during that interval as a temporary faculty member. Maximum placement shall be at the eighth step.
  - b. The step representing the amount next greater than the individual's last annual basic ten month faculty or occupational salary.
3. Initial step placement for an individual who is hired into a temporary faculty position and who has prior full-time faculty experience or related occupational experience that exceeds credential requirements on the temporary lab/lecture salary schedules, as appropriate, shall be determined by the following guidelines (a or b) which grants the greater step credit:
  - a. The step determined by allowing one step for two complete years of academic experience or the step determined by allowing one step for each two full years of related experience, whichever yields the higher placement. Maximum placement shall be at the eighth step.
  - b. The step representing the amount next greater than the individual's last annual basic ten month faculty or occupational salary, prorated to the level of the current assignment.
4. Placements in exception to these requirements may be made by the Superintendent/President, within the following limitations, provided that such proposed exceptions are submitted to the Board of Trustees for final approval. Such exceptions may be made when:
  - a. A lack of available qualified personnel makes it mandatory to waive some requirements;
  - b. The position to be filled requires supervisory or administrative duties and responsibilities;
  - c. Compelling reasons require employment of a particular candidate not otherwise available to the college.

#### **Salary Step Advancement and Column Changes:**

**C.** Step advancement for regular faculty shall be implemented at the beginning of each fiscal year. Step advancement for temporary faculty shall be based upon the completion of a minimum of four semesters and/or summer sessions of teaching/service experience and a minimum of 15 semester units of teaching (or equivalent for service faculty) with the District and shall become effective the next semester or summer session.

1. Salary column changes will be awarded according to the following provisions:

Graduate courses completed at accredited colleges or universities, including those in education or educational leadership:

- Send official transcript(s) or official documentation directly to Human Resources from the granting institution.

Undergraduate courses, credits from non-accredited institutions, and non-academic (work) experience:

- Request approval from the appropriate vice president prior to course or work experience completion. Requesting and receiving approval prior to the start date is highly recommended.
- Upon approval, supply official transcript(s) or official documentation sent directly to Human Resources from the granting institution.

2. Submissions received by May 31 will be effective July 1 (regular and temporary faculty) and those received by December 31 will qualify for January payroll (temporary faculty only)

**Division Chairs:**

D. Division Chairs will be paid beginning the 2017-2018 academic year using the Instructional Division Chair Salary Schedule or the Service Faculty Chair Schedule

**North County Campus Division Coordinators:**

E. North County Campus Cluster Coordinators will be paid beginning with the 2017-2018 using the North County Coordinator Salary Schedule.

**Salary Adjustments for Absences:**

G. Salary adjustments shall be made for regular academic faculty who work fewer days than their specified contract period pursuant to Education Code sections 87780 and 87815.

1. Any salary adjustment shall be determined by deducting the day or days not worked in the contract year on a per diem basis.
2. Per diem salary shall be computed by dividing the annual total salary by the total number of days in that contract year (total salary includes responsibility and time factors and extra duty remuneration but excludes extra remuneration for overload teaching or counseling). The per diem calculation for temporary faculty shall be based on the number of days in the applicable semester.



**EXTRA DUTY COMPENSATION -- APPENDIX B-10**

**A.** The stipend of extra duty compensation for faculty who are assigned as performing arts instructors, coaches, and project journalism instructors shall be as listed below in 1, 2 and 3. Stipends for regular faculty shall be paid over 5 or 10 months by employee request. Stipends for temporary faculty shall be paid over 5 months.

Program Stipend

Coach Stipends - baseball, cross country, softball, swimming & diving, track & field, water polo, women's soccer, women's tennis, women's volleyball, wrestling	\$7,680
Coach Stipends - women's and men's basketball	\$8,600
Personal Development Studies/Career Planning (PEDS)	\$6,000
Cooperative Work Experience	\$6,000
Agriculture Plant Science	\$6,000
Journalism	\$6,000
Choreography & Performance	\$3,350
Drama	\$3,350
Instructional Music	\$3,350
Project Journalism (newspaper)	\$3,350
Vocal Music	\$3,350
Addiction Studies	Level 1, 2 or 3
Agricultural Mechanics	Level 1, 2 or 3
Architectural Technology	Level 1, 2 or 3
Auto Body Technology	Level 1, 2 or 3
Aviation Maintenance	Level 1, 2 or 3
College Success Studies	Level 1, 2 or 3
CMC Faculty Program Coordinator*	Level 3 only
Criminal Justice	Level 1, 2 or 3
Cooperative Work Experience	Level 1, 2 or 3
Construction Technology	Level 1, 2 or 3
Culinary Arts	Level 1, 2 or 3
Education	Level 1, 2 or 3
Geography	Level 1, 2 or 3
Global Studies	Level 1, 2 or 3
Hospitality	Level 1, 2 or 3
Emergency Medical Technology	Level 1, 2 or 3
Legal Studies	Level 1, 2 or 3
Medical Assistant	Level 1, 2 or 3
Paralegal	Level 1, 2 or 3
Phlebotomy Director	Level 1, 2 or 3
Personal Development Studies	Level 1, 2 or 3
Theater Tech	Level 1, 2 or 3
WEDCP Work Experience Level	Level 1, 2 or 3

\*A lead faculty coordinator will be assigned to California Men's Colony (CMC) for the purposes of coordinating faculty orientation and trainings and act as liaison between faculty, the CMC Program Coordinator, and the Academic Senate Council.

**B.** Extra-duty stipends require pre-approval from the appropriate dean. Approval of an extra-duty stipend does not set a precedence for an individual faculty member or program to receive a stipend in the future. The stipend of extra-duty compensation shall be as follows:

Supplemental Duty Type:

Level 1 – Programs with one to two (1-2) courses and CPPR. The district will provide a stipend of \$250 total for a PT faculty member for completion of an annual or biennial program review document (APPW or CTER), and \$500 total for the comprehensive program review document (CPPR). The stipend may be split between up to 3 part-time faculty who agree to collaborate on program review documents.

Level 2 – Programs with 3 or more courses will receive an additional \$100 per course assigned for completion of each program review document (APPW, CTER or CPPR) not to exceed the stipend amount of Level 3.

Level 3 – Programs with faculty responsible for textbook ordering, writing course materials/lab manuals, management of other faculty schedules, organization of course materials, paid at \$2880 per semester;

Or

Multiple courses with ancillary duties: to include such examples as advisory board representation, community outreach requirements for internship/externship, management of teaching assistants, paid at \$2880 per semester.

A statement of work (SOW) is required for all stipends for Level 2 or Level 3.

**C.** A faculty member who is assigned by the District to perform work in addition to regular assigned duties shall be compensated at 2/3 of the faculty member's laboratory rate for all authorized hours.

**D.** The hourly rate for substitute teaching shall be based on Step/Column A-4 of the temporary (part-time) laboratory hourly faculty salary schedule per compensated classroom hour of instruction.

**D.1** Regular and part-time faculty will be deemed long-term substitutes when they are required to provide instruction for ten percent (10%) or more of the hours of the same class and section in any given academic semester; paid on either the Temporary, part-time/Full-time Overload lecture or Lab Hourly faculty Salary Schedule (Appendix B-3) as determined by the designation of the class the faculty member is a substitute.

**E.** A lead faculty coordinator will be assigned to California Men's Colony (CMC) for the purposes of coordinating faculty orientation and trainings and act as liaison between faculty, the CMC Program Coordinator, and the Academic Senate Council. The compensation for this assignment will be the same as that of a faculty lead, \$2880 stipend per semester.