**ARTICLE 19 — SALARY SCHEDULES TA 2/17/15**

**Section 1. Annually Contracted Salary Schedule (175 days) — Annual Rate**

|  |  |  |  |
| --- | --- | --- | --- |
| **Step** | **Fall ‘12 Annual Salary** | **Step** | **Fall ‘12 Annual Salary** |
| **1** | **$44,730** | **9** | **$57,419** |
| **2** | **$46,067** | **10** | **$59,421** |
| **3** | **$47,403** | **11** | **$61,424** |
| **4** | **$48,739** | **12** | **$63,426** |
| **5** | **$50,075** | **13** | **$65,429** |
| **6** | **$51,412** | **14** | **$67,431** |
| **7** | **$53,414** | **15** | **$69,433** |
| **8** | **$55,417** |  | |

**NOTES TO ANNUALLY CONTRACTED SALARY SCHEDULE:**

**Advancement**

**1.** Fall 1997 increments are granted prior to any other movement according to Article 19 (Salary Schedules) and Article 20 (Salary Schedule Placement and Movement) of the current Master Contract as amended.

**2.** ~~Faculty~~Academic employees starting prior to Fall 1997 will advance from step 4 to step 7 with one (1) increment, thereby skipping steps 5 and 6.

**3.** All step advancements shall be consistent with Washington state law in accordance with Articles 22 (Savings), 23 (Scope) and 26 (Corrections) of this agreement.

**Section 2. Summer School Pay Rate**

**a.** Annually contracted academic employees with state-supported assignments for the summer quarter will be paid at 25% of their current step, up to the maximum identified by the following schedule, for a full load. All work less than a full load will be paid at a pro-rata fraction of the full load on a normal quarterly basis.

• Summer ~~‘08~~ ’15 and thereafter = 25% of current step, up to maximum of Step ~~6~~  9

**b.** Part-time academic assignments including overloads will be paid from the adjunct ~~faculty~~ academic employee salary schedule or the appropriate hourly salary schedule.

**c.** During summer quarter, any programs offered as “for credit/self-support” will be allocated to the workload category appropriate to that program as listed in Appendix H of the Master Contract and all other relevant sections of the Master Contract, will apply to these assignments.

**Section 3. Adjunct and Hourly Salary Schedules**

(See Article 25)

**Section 4. Stipends for Department Chairs**

(See Article 14)

**Section 5. Stipends for Advisors of Student Clubs and Organizations**

**a.** The stipend for advisors of student clubs and organizations is as follows and, beginning with fiscal year ~~2009-10~~ TBD per college’s ASB fee process, shall be adjusted annually based upon the agreement of the parties per Article 27(2).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Category | A | B | C | D | E | F | G |
| Number of approved activities | 1-2 | 3 | 4 | 5 | 6 | 7 | 8-up |
| Normal Stipend Effective ~~Fall ’09~~ TBD | ~~$160.50~~ | ~~$321.00~~ | ~~$481.50~~ | ~~$642.00~~ | ~~$802.50~~ | ~~$963.00~~ | ~~$1,123.50~~ |
| An annual base stipend of $300 | $200 | $400 | $600 | $800 | $1,000 | $1,200 | $1,400 |

**b.**

1. Annual base stipend is provided in compensation for basic, non-activity club functions (e.g., organizing, recruiting, maintaining ASG status)
2. An activity may accumulate up to a maximum of two (2) special factors, assuming qualifications are met. The special factors will be chosen from the following list:

* College-approved competition,
* Service to the college~~/IEL~~ or community, and
* Advisor service after the first year.

Each special factor has a stipend of $~~160.50~~ $200

1. A longevity stipend of $~~160.50~~ $200 shall be granted at the end of the academic year in which earned for each ~~five~~ three years of advising the same specific club.

**c.** The following general guidelines and definitions apply.

**1.** The club advisor stipend is for time spent with students outside the workload defined in Article 4.

**2.** Individuals receiving stipends for activity advising shall meet periodically with the Vice President of Student Services or her/his designee.

**3.** An activity is an approved special event which allows for college-wide or district-wide participation.

**4.** A special factor must be approved by the college president ~~or IEL CEO~~ or her/his designee.

**5.** The director of student activities will approve the schedule of activities for the appropriate category of remuneration.

**6.** Category placement is determined in the spring for the current year and is determined by a club’s current year’s activities and its planned activity calendar for the remainder of the year.

**7.** The director of student activities shall evaluate the advisor’s club and organization activities at the end of each school year and send the results to the Human Resources Office. The applicable stipend amount will be determined and shall be paid at the end of the academic year.

**d.** Advisor positions are voluntary and are not considered part of the academic employee’s assigned professional responsibilities as defined in Article 4(4).

**e.** The appropriate administrator (as defined in the CCS Governance Model for Services and Activities Fees) is responsible for the selection of advisors to student clubs and organizations. On or before October 1st of each academic year, the appropriate administrator will identify advisor vacancies. Advisor positions are offered first to interested academic employees. Notice of known vacancies will be provided to the appropriate AHE vice president who will be responsible for seeking and submitting a list of interested academic employees to the appropriate administrator within ten (10) working days of the request. If no list is provided within ten (10) working days, the offer will be extended to non-academic employees. If the offer is given to a non-academic employee, it shall be treated as a vacancy the ensuing year and reoffered first to academic employees.

1. **Mid-year vacancies –** In the event an advisor vacancy occurs during the academic year, the appropriate administrator will send a notice of vacancy to the appropriate AHE vice president who will have ten (10) working days from the date of notification of the vacancy to submit a list of interested academic employees to fill the vacancy. If no response is provided, the offer will be extended to non-academic employees consistent with e. above.
2. **Student complaints —** Student complaints regarding an advisor shall be processed by the student complaint process (Article 11) with the exception that complaints should be processed through the appropriate administrator of student funded programs. Complaints not resolved at this level should be forwarded to the appropriate chief student services officer.
3. **Advisor removal –** An advisor may be removed from the position subject to standards established in Article 3(10).

**Section 6. Stipends for Coaches and Assistants**

|  |  |  |
| --- | --- | --- |
| Positions: Group 1— Head Coaches | Men/Women Teams | Annual Stipend Effective Fall ’15 ~~09~~ |
| Basketball | M,W | $8,000 |
| Baseball | M | $8,000 |
| Track | M,W | $8,000 |
| Soccer | M,W | $8,000 |
| Volleyball | W | $8,000 |
| Softball | W | $8,000 |
| Strength/Conditioning | M,W | $8,000 |
| Positions: Group 2— Head Coaches | Men/Women Teams | Annual Stipend Effective Fall ’15 ~~09~~ |
| Cross Country | M,W | $5,000 |
| Tennis | M,W | $5,000 |
| Golf | M,W | $5,000 |
| Positions: Group 3— Assistant Coaches | Men/Women Teams | Annual Stipend Effective Fall ’15 ~~09~~ |
| Volleyball | W | $3,500 |
| Baseball | M | $3,500 |
| Soccer | M,W | $3,500 |
| Track | M,W | $3,500 |
| Softball | W | $3,500 |
| Basketball | M,W | $3,500 |
| Strength/Conditioning | M,W | $3,500 |
| Positions: Group 4— Assistant Coaches | Men/Women Teams | Annual Stipend Effective Fall ’15 ~~09~~ |
| Cross Country | W | $2,750 |
| Golf | M,W | $2,750 |
| Tennis | M,W | $2,750 |
| Positions: Group 5— Head Coaches | Men/Women Teams | Annual Stipend Effective Fall ’15 ~~09~~ |
| Natural Resources | M,W | $2,523 |
| Rodeo | M,W | $2,523 |
| Positions: Group 6 — Assistant Coaches | Men/Women Teams | Annual Stipend Effective Fall ’15 ~~09~~ |
| Natural Resources | M,W | $1,638 |
| Rodeo | M,W | $1,638 |

The above amounts shall be reviewed annually, beginning in fiscal year 2009-10, based upon the general salary agreement of the parties per Article 27(2).

**Coaching Incentives**

1. To encourage stability in coaching, coaches will receive the base stipend plus an additional $1,000/year incentive for head coaches in group one (1) upon the completion of every three years holding the same head coaching position and a commitment to three additional years coaching. Head coaches in group two (2) will be paid the base stipend plus an additional $750/year incentive for every three years of holding the same position and a commitment to three additional years coaching. Total incentive will not exceed $7,000/year (group 1) or $5,250/year (group 2). Longevity in position will begin with ratification of the 2008-11 contract. Any break in service not approved by the District Athletic Director or not considered an approved leave of absence will terminate the incentive stipend. Breaks include transfer to another sport or activity.
2. Coaching positions can be terminated by either party for mutually agreed upon circumstances, and unilaterally by management for just cause using due process. ~~Faculty~~ Academic employee may cease coaching during the three year commitment of the position in question only upon extenuating circumstances or mutual agreement. Coaches will make all efforts to otherwise terminate their coaching positions with one year’s advance notice. If, at the end of the three year commitment, a coach feels he or she would be unable to complete the next successive three year commitment, the coach may, upon mutual agreement, continue to coach and receive the base stipend plus the previous incentive amount attained.

|  |  |  |
| --- | --- | --- |
| Coach | Compensation | Incentive |
| Year 1 | Base Stipend | Make three year commitment |
| Year 2 | Base Stipend |  |
| Year 3 | Base Stipend |  |
| Year 4 | Base Stipend | Plus $1,000 (group 1) or $750 (group 2) for fulfillment of a 3 year commitment and committing to an additional three years |
| Year 5 | Base Stipend | Plus $1,000 (group 1) or $750 (group 2) |
| Year 6 | Base Stipend | Plus $1,000 (group 1) or $750 (group 2) |
| Year 7 | Base Stipend | Plus $2,000 (group 1) or $1,500 (group 2) fulfillment of a 3 year commitment and committing to an additional three years |
| Year 8 | Base Stipend | Plus $2,000 (group 1) or $1,500 (group 2) |
| Year 9 | Base Stipend | Plus $2,000 (group 1) or $1,500 (group 2) |

**Section 7. Stipends for Allied Health Program Directors**

An annual stipend of $~~2,000~~  $3500 will be paid to academic employees in accredited allied health ~~or applied allied health~~ programs who have been designated program directors in recognition of the program accreditation responsibilities which require activities beyond the thirty-five (35)-hour work week.

**Section 8. Stipends for Allied Health Clinical Education Director**

A minimum of 10% quarterly workload or a minimum of $700 quarterly stipend will be assigned to academic employees in an accredited allied health program that requires a Clinical Education Director. This is in recognition of the program accreditation responsibilities required, such as but not limited to: schedule students into clinical sites, coordinate with clinical sites managers, assist in setting up preceptors, maintain and develop clinical agreement/contracts, conduct student orientations to site with appropriate paperwork and clinical documentation, make provisions for computer documentation or other paperwork (currently EPIC and MEDITECH), maintain appropriate numbers and sites with a trained preceptor, work with the program director on accreditation reports, submit clinical syllabi, re-scheduling, and handle on-site issues that are contract related.

These duties are in addition to any duties the academic employee has as instructor in these program and program classes.

**Section 9 ~~8~~. Stipends for Program Lead Instructor**

(See Article 14)

**Section 10 ~~9~~. Study Abroad Program and Compensation for Related Duties**

Study abroad programs include any number of arrangements by which students complete part of their educational program outside of the United States. Program guidelines, including compensation for associated duties, are as outlined by Administrative Procedure #4.70.01-A.

**Section 11 ~~10~~. Special Project Stipend**

A project stipend may be provided for extraordinary and other special circumstances beyond the expected regular ~~faculty~~ academic employee workload. A special project must have a definable beginning and end. This section is inappropriate for on-going assignments. An academic employee may make application for a special project to the appropriate administrator, who shall consider and approve the project as appropriate for this section, or the appropriate administrator may authorize the stipend as a part of any assigned project. An academic employee may not be awarded stipend(s) that total more than ~~$6,000~~ $12,000 per fiscal year.

**Section 12. Compensation for Prior Learning Assessment**

Duties related to the evaluation of prior learning credit, including portfolio evaluation and challenge testing (including test creation, administration and scoring) will be compensated at $25 per credit attempted by the student. This rate applies without regard to the number of credits ultimately awarded. Validation of cross-walks will be paid separately via special project stipend (Section 11).

**Section 13. Compensation for College in the High School**

CCS academic employees will be compensated for the development and mentorship of the course(s) taught in the K-12 semester course for College in the High School credit. CCS academic employees mentors will be reimbursed for vicinity travel/sustenance and paid at the non-instructional mode per hour (per Article 25(6c)) for travel to rural sites that occurs outside of the academic employee’s total weekly responsibilities.

**Section 14. Compensation for Independent Study**

Independent study shall not be included in workload computations. Approved independent study contracts shall be paid on the basis of ~~twenty dollars ($20.00~~) (fifty dollars ($50) per credit), per student participant, per quarter.