

2019-2022 FACULTY CONTRACT

Mt. San Antonio College APPENDIX C: FACULTY OVERLOAD AND OTHER THAN CONTRACT SALARY RATES

The following hourly rates will be effective beginning July 1st subject to change per Article 7.A. The columns correspond to the columns in Appendix A (A.3.a, b, and c). For column definitions, see Appendix A.

<i>Professors Teaching Credit Courses</i>				
Step		Column 1	Column 2	Column 3
1	(0 – 29.9 LHE)	\$82.49	\$85.35	\$88.37
2	(30 – 59.9 LHE)	\$85.35	\$88.37	\$91.43
3	(60 – 89.9 LHE)	\$88.37	\$91.43	\$94.65
4	(90+ LHE)	\$91.43	\$94.65	\$97.98

<i>Counselors, Librarians, Instructional Specialists (credit and noncredit)</i>				
Step		Column 1	Column 2	Column 3
1	(0 – 29.9 LHE)	\$53.62	\$55.48	\$57.44
2	(30 – 59.9 LHE)	\$55.48	\$57.44	\$59.43
3	(60 – 89.9 LHE)	\$57.44	\$59.43	\$61.52
4	(90+ LHE)	\$59.43	\$61.52	\$63.69

<i>Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit)</i>				
Step		Column 1	Column 2	Column 3
1	(0 – 29.9 LHE)	\$49.49	\$51.21	\$53.02
2	(30 – 59.9 LHE)	\$51.21	\$53.02	\$54.86
3	(60 – 89.9 LHE)	\$53.02	\$54.86	\$56.79
4	(90+ LHE)	\$54.86	\$56.79	\$58.79

Placement:

- Initial placement for all full-time faculty will be step 1 of the column in which they are placed.
- Initial placement for all adjunct faculty will be step 1, column 1.

Compensation:

- The base rate is defined as Step 1, Column 1 on the Professors Teaching Credit Courses table, and all other rates of compensation, (e.g. librarian, counselor, and so forth) are derived from this basic rate.
- The compensation factor for laboratory courses is 0.750, effective beginning with the academic year 2007-08.

Advancements:

- Accrual of credit LHE for step advancement began on July 1, 2006.
- All credit LHE beyond contract and all adjunct teaching applies to step advancement.
- Column advancement for full-time faculty will be consistent with guidelines in Appendix A.
- Column advancement for adjunct faculty will be consistent with guidelines in Appendix A, except that all approved petitions for advancement credit will be held by adjunct faculty until ready for submission to effect column advancement. Collected, approved petitions must be submitted to Human Resources before the start of fall semester of the academic year to implement column advancement for that year.
- Column changes are effective at the beginning of fall semester for adjunct faculty.
- Cumulative credit LHE loads for adjunct and overload assignments shall be assessed at the end of each primary term for step increases to be implemented in the following primary term.

Teaching Assignments:

The hourly rates of compensation shown above are for teaching assignments. The hourly rates are paid as Lecture Hour Equivalents (LHE) and one LHE equals 18 X the hourly rate.

Non-Teaching Assignments:

Non-teaching assignments are compensated using the following factors applied directly to the hourly rate for teaching:

- Counselors, librarians, and Instructional Specialists (DSPS): 65%
- Other non-teaching faculty assignment: 60%

Adjunct faculty who have been appointed to official governance committees or elected to the Academic Senate shall be paid for hours of participation at regularly scheduled meetings. Such payment shall be at the non-teaching rate that corresponds to their correct step and column placement.

<i>Continuing Education Professors</i>				
Step		Column 1	Column 2	Column 3
1	(0 – 29.9 LHE)	\$58.20	\$60.25	\$62.36
2	(30 – 59.9 LHE)	\$60.25	\$62.36	\$64.53
3	(60 – 89.9 + LHE)	\$62.36	\$64.53	\$66.80
4	(90 + LHE)	\$64.53	\$66.80	\$69.13

Placement:

- Initial placement for all Continuing Education professors will be step 1, column 1.
 - Continuing Education professors who leave employment at Mt. San Antonio College may later return at the same step held prior to leaving service.

Advancement:

- Accrual of non-credit LHE for step advancement began Fall 2008.
- All non-credit LHE beyond contract and all non-credit adjunct teaching applies to step advancement.
 - Column advancement changes for accrual of non-credit LHE are effective at the beginning of the Fall 2009 semester. Collected, approved petitions for column crossover are effective at the beginning of the fall semester.
 - Collected, approved petitions must be submitted to Human Resources before the start of the fall semester for column advancement.
 - Cumulative LHE loads shall be assessed at the end of each primary term for step increases to be implemented in the following primary term.

Column Definitions:

Column 1: California Credential or minimum qualifications

Column 2: Baccalaureate and either California Credential or minimum qualifications in lieu of credential and 30 units of acceptable graduate semester units, or Master's Degree

Column 3: Baccalaureate and either California Credential or minimum qualifications in lieu of credential and 60 units of acceptable graduate semester units including a Master's Degree

Assignments:

The hourly rates are paid as Lecture Hour Equivalent (LHE) and one LHE is equivalent to the ratio of 15 LHE per 36 weekly assigned hours (whereas one credit LHE is equivalent to the ratio of 15 LHE per 15 weekly assigned lecture hours).

Non-Teaching Assignments:

Continuing Education professors who have been appointed to official governance committees or elected to the Academic Senate shall be paid for hours of participation at regularly scheduled meetings. Such payment shall be at the non-teaching rate that corresponds to their correct step and column placement.

Adjunct faculty who have been appointed to official governance committees or elected to the Academic Senate shall be paid for hours of participation at regularly scheduled meetings. Such payment shall be at the non-teaching rate that corresponds to their correct step and column placement.