

ACE Proposal—October 10, 2006

ARTICLE 101
Associate Member Compensation

101.1 Associate members shall be paid in accordance with the Associate Faculty Salary Schedules (See Appendix X). **The Associate Faculty Salary Schedule is currently based on column B (to include PGD steps 15, 18, and 21) of the Full-time Academic Salary Schedule and any parity adjustments negotiated between the District and ACE.**

~~Members may advance from step 8 to step 9 by accumulating a teaching/work load of 0.8 FTE. Such accumulation of load must be earned beginning in the Spring 1999 semester and thereafter. Classes taught before the Spring 1999 semester will not be counted towards advancement from step 8 to step 9.~~

- ~~1. **Advancement on Regular Steps—associate members shall advance on regular steps by accumulating a teaching/work load of 0.8 FTE.**~~
- ~~2. **Advancement on Professional Growth and Development Steps (PG&D Steps)—PG&D steps shall begin on the Associate Faculty Salary Schedule on the same step as they begin on the Full-Time Academic Salary Schedule. Associate members may advance on PG&D steps by accumulating a teaching/work load of 1.6 FTE effective July 1, 2006. The requirement for associate faculty to perform additional hours of activities to advance on PG&D steps is eliminated.**~~

~~See the Associate Salary Placement guidelines (Appendix BB) for placement of full-time members with overload.~~

101.2 Compensation for Substitute Service

~~There are times when, during the first week of the absence of a member due to an illness or an emergency, it is necessary to provide coverage for a class or service. For absences exceeding one week, arrangements for substitution should be made through the office of the Vice President of Instruction. For absences of one week or less, two alternative methods are available:~~

- ~~A. **The absent member may arrange with another full-time member or associate member to cover the class(es) for compensation. The substituting member will shall be paid at the appropriate rate on the Associate Salary Schedule C and the absent member will shall have the appropriate amount of sick leave deducted from his/her accumulated sick leave. Absence and substitution forms must be submitted together to the Division Chair or supervising administrator.**~~

~~Or~~

- ~~B. **The absent member may arrange with another full-time member or associate member to cover the class(es) in exchange for future**~~

reciprocal substitution. This agreement is between the individual faculty members. The absent member shall not have sick leave deducted; the substituting member shall not receive compensation. The District has no liability for payment of this debt nor any obligation to enforce an agreement between faculty members. No absence or substitution forms are required; however, the absent faculty member shall notify his/her department chair or supervising administrator in writing (and when possible, in advance) of the effective date(s) of absence and substitution arrangements.

For any absences exceeding one week, arrangements for substitution shall be made through the office of the Vice-President of Instruction.

101.2 Associate Faculty Parity

1. Definition of Parity

The total compensation of full-time faculty includes salaries (paid on the Full-Time Academic Salary Schedule) and health benefits. Parity in compensation for associate faculty members shall be defined as follows: 88% of Full-Time Academic Salary Schedule (*columns A-F*), ~~steps 1-24~~ PLUS 88% of the average composite health benefit premium of full-time faculty. The form which this compensation **shall** take, **shall** be the subject of negotiations.

2. Distribution of Parity Funds

Those funds identified as Associate Parity Funds in the 2004-2005 District Budget document shall be used to increase the current Associate Salary Schedule from 66% of Column B of the Full-Time Faculty Salary Schedule to 70% of Column B of the Full-Time Faculty Salary Schedule and shall be used to fund the corresponding increase in mandatory benefits, effective 7/1/04. The retroactive payment to members who provided service between July 1, 2004 and June 30, 2005 and were compensated on Associate Salary Schedules A, C, or D shall be distributed no later than December 31, 2005. Any 2004-2005 Associate Parity Funds unused after this distribution is made shall be carried forward to 2005-2006 to maintain these salary schedule adjustments.

Those funds identified as Associate Parity Funds in the 2005-2006 District Final Budget document and all future Associate Parity Funds in the same dollar amount plus any carry forward from the previous year shall be used to maintain these salary schedule adjustments. Any unused funds at the end of each year shall be carried forward to the next year.

At the end of each fiscal year, the District **shall** provide ACE with a reconciliation of any unused parity funds to be carried forward. This carry forward balance should also be separately identified in the District's budget documents.

If those funds identified as Associate parity Funds received in the future are increased by the State to an amount greater than the funds received in 2004-2005 and 2005-2006, ACE reserves the right to negotiate the use of those funds in achieving the parity goal.

These provisions of Article 101.3 shall be an automatic re-opener each year.

- ~~In conjunction with the provisions of Article 13, additional increases in parity other than those funded by Associate Parity Funds may be proposed for the duration of this contract.~~**

Parity:

2006-2007 — increase in parity from 70% to 71%.

2007-2008 — increases in parity from 71% to 72%.

As of June 30, 2006, ACE and the District concur that in complying with the provisions of Article 101.3, Item 2, all existing parity funds have been used and that the associate parity carryforward balance is zero.

District

ACE

Date

Date

APPENDIX BB

WEST VALLEY-MISSION COMMUNITY COLLEGE DISTRICT ASSOCIATE SALARY GUIDELINES

Associate members **and overload full-time members** shall be paid in accordance with the Associate **Faculty** Salary Schedules. **The Associate Faculty Salary Schedule is currently based on column B (to include PGD steps 15, 18, and 21) of the Full-time Academic Salary Schedule and any parity adjustments negotiated between the District and ACE.**

I. INITIAL SALARY PLACEMENT

A. **Initial** placement on the Associate Salary Schedule **shall** be as follows for Associate members:

Step 1—One year or less **of** full-time academic or equivalent experience.

Step 2—More than one (1) year but less than three (3) years of full-time academic or equivalent experience.

Step 3—Three (3) years or more but less than six (6) years of full-time academic or equivalent experience.

Step 4—Six (6) years or more but less than eight (8) years of full-time academic or equivalent experience.

Step 5—Eight (8) or more but less than ten (10) years of full-time academic or equivalent experience.

Step 6—Ten (10) years or more of full-time academic or equivalent experience, effective July 1, 2007.

1. Experience credit above Step 1 **shall** be determined as follows:

a. Teaching or work experience must have occurred within the past ~~eight (8)~~ **ten (10)** years.

b. Credit for full-time work experience **shall** only be granted if it is related to the assignment. Credit **shall** be granted at the rate of one (1) step for each two years (24 months) of full-time (40 hours/week) experience.

c. Credit for full-time experience at the high school level or above and associate experience at a post-secondary institution **shall** be granted at the rate of one step for each year of full-time experience. Credit for associate experience **shall** be calculated on the basis of the District's load system (one year equals 2.0).

d. Credit for full-time experience at grades K-8 level and associate experience at a post-secondary institution **shall** be granted at a rate of one (1) step for each two (2) complete years of experience.

2. An individual applying for credit for associate experience is responsible for presentation of official verification of associate experience which **shall** include the name of the institution and the units, hours, and subjects taught. To be considered, the required

information must be submitted to **the** Human Resources Department by the 6th 14th week of the semester in which the member was hired. **A request for an extension of this deadline must be made in writing and submitted to the Associate Vice-Chancellor of Human Resources prior to the 13th week of the semester.**

- B. Initial placement on the Associate Salary Schedule shall be as follows for overload full-time members:
Step placement equal to the member's initial placement on the Full-Time Academic Salary Schedule.**

II SALARY ADVANCEMENT AFTER INITIAL PLACEMENT

- A. Associate faculty may advance on the salary schedule after initial employment no more than once each twelve (12) months as follows:**
- 1. Advancement on Regular Steps (Steps 1 – 12)—associate members shall advance on regular steps by accumulating a teaching/work load of 0.80 FTE.**
 - 2. Advancement on Professional Growth and Development (PG&D) Steps (Steps 15, 18, and 21)—effective July 1, 2006, associate members shall advance on these PG&D steps by accumulating a teaching/workload of 2.2 ~~2.0~~ FTE.**
- B. Overload full-time faculty may advance on the salary schedule after initial employment as follows:**
- 1. Advancement on Regular Steps (Steps 1 – 12)—overload full-time members shall advance on regular steps when they make advancement to the next step on the Full-Time Academic Salary Schedule.**
 - 2. Advancement on Professional Growth and Development (PG&D) Steps (Steps 15, 18, and 21)—effective July 1, 2006, overload full-time members shall advance to these PG&D steps when they advance to the corresponding PGD steps on the Full-Time Academic Salary Schedule, but only if such step placement is available on the current Associate Faculty Salary Schedule.**
 - 3. For those overload full-time faculty whose current step placement on the Associate Faculty Salary Schedule differs from their placement on the Full-Time Academic Salary Schedule, effective July 1, 2006, one additional step shall be granted on the Associate Faculty Salary Schedule for each additional year of service performed by the member until the member's step placement is the same on both the Associate and Full-Time Faculty Salary Schedules, but only if such step placement is available on the current associate faculty salary schedule.**

District

ACE

Date

Date