

APPENDIX A-2: Compensation Schedule for All Hourly Work

Effective July 1, 2022

PT Hourly and FT Overload Rates*			
Assignment	Rate		
FT/PT Non-Teaching Agreements PT Professional Development	\$52		
Non-Instructional Faculty (Counselors, Librarians, Health Center Nurses, and nonteaching overload for Coordinators and Faculty Leads)	Group 1	Group 2	Group 3
Based on Requirements on Placement Guidelines**	C	D-H	I
Step 1	\$55	\$57	\$59
Step 2	\$57	\$59	\$61
Step 3	\$59	\$61	\$63
Step 4	\$61	\$63	\$65
Instructional Faculty (Lab/Lecture/Clinical/Non-Credit)			
Based on Requirements on Placement Guidelines**	C	D-H	I
Step 1	\$69	\$71	\$73
Step 2	\$71	\$73	\$75
Step 3	\$73	\$75	\$77
Step 4	\$75	\$77	\$79

Faculty in all groups shall be required to work (in any faculty capacity) for 2 consecutive semesters. If there is no break in service, the following shall be applied:

- STEP 1: Semesters 1 and 2
- STEP 2: Semesters 3 and 4
- STEP 3: Semesters 5 and 6
- STEP 4: Semesters 7 and beyond

If there is a break in service for adjunct (part-time) faculty of no more than two (2) consecutive semesters, the unit member shall maintain their Step but will start with semester 1. (This aligns with the seniority list).

If class is cancelled, the part-time bargaining unit members shall be paid a maximum of four (4) hours or for the first class meeting, whichever is less. If the lecture and lab occur on the same day, bargaining unit members shall be paid a maximum of four (4) hours for the lecture and a maximum of four (4) hours for the lab or for the first class meeting of each, whichever is less. Short-term and/or intensive classes will be pro-rated according to the schedule below:

<u>Total Semester Hours</u>	<u>Hours of Compensation</u>
16 or less	1
17 – 32	2
33 – 48	3
49 or more	4

*Faculty shall be placed on their appropriate Step and Column based on education and existing length of service at SBCCD

**Columns C through I guidelines are found in Article 13.J. (Salary Schedule Placement Guidelines).