

MARIN COMMUNITY COLLEGE DISTRICT
UPM/AFT SALARY SCHEDULE
Effective 1-1-16 Board Approved 9-15-15

CREDIT

Step	<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>	<u>Column 5</u>
1	53,121	59,064	61,938	64,756	67,131
2	55,017	61,248	64,226	67,148	69,523
3	56,913	63,432	66,514	69,540	71,915
4	58,809	65,616	68,802	71,932	74,307
5	60,705	67,800	71,090	74,324	76,699
6	62,601	69,984	73,378	76,716	79,091
7	64,497	72,168	75,666	79,108	81,483
8	66,393	74,352	77,954	81,500	83,875
9	68,288	76,536	80,242	83,892	86,267
10	70,184	78,720	82,530	86,284	88,659
11	72,080	80,904	84,818	88,676	91,051
12	73,976	83,088	87,106	91,068	93,443
13	75,872	85,272	89,394	93,460	95,835
14	77,768	87,456	91,682	95,852	98,227
15	79,664	89,640	93,970	98,244	100,619
16	81,560	91,824	96,258	100,636	103,011
17	83,456	94,008	98,546	103,028	105,403
18	85,352	96,192	100,834	105,420	107,795
19	87,248	98,376	103,122	107,812	110,187
20	89,144	100,560	105,410	110,204	112,579
21	91,040	102,744	107,698	112,596	114,971
22	92,935	104,928	109,986	114,988	117,363
23	94,831	107,112	112,274	117,380	119,755
24	96,727	109,296	114,562	119,772	122,147

Horizontal Placement/Movement Article 3.9.7

Column 1 - Bachelor's degree or partial fulfillment of a Life Instructor's Credential in a vocational related discipline.

Column 2 - Master's degree or clear Life Instructor's Credential in a vocational related discipline with a Bachelor's degree.

Column 3 - Master's degree plus 30 semester units subsequent to the date of the Master's degree, or Bachelor's degree plus 60 semester units with Master's degree, or clear Life Instructor's Credential in a vocational related discipline with a Bachelor's degree and 60 semester units subsequent to the date of the clear Life Instructor's Credential in a vocational related discipline.

UPM/AFT Salary Schedule (Continued)

Column 4 - Master's degree plus 60 semester units subsequent to the date of the Master's degree or Bachelor's degree plus 90 semester units with Master's degree.

Column 5 - Earned Doctorate.

Vertical Placement/Movement

1. Step 14 is the highest entering step for permanent teachers new to the District as provided for in Article 3.9.1.1.
2. Step 7 is the highest entering step for temporary noncredit ESL unit members and all other temporary non-credit unit members working the semester program on-campus as provided for in Article 3.3 (a)
3. Step 7 is the highest entering step for temporary credit unit members as provided for in Article 3.5 and 3.9.6.3.
4. All temporary instructors placed on the salary schedule may not advance beyond Step 14 as provided for in Article 3.9.6.3.

Doctorate Bonus

1. A \$1,000 bonus is paid once for receiving earned Doctorate from an accredited institution while employed by the District. Any regular contract employee receiving such an award must agree to remain under contract to the District for two years after the award is granted.

Contract Payment Calculations

1. TEMPORARY PART-TIME CREDIT INSTRUCTOR PAYMENT FORMULA:

* Annual salary x # of units divided by 30 units x 95% = Semester payment divided by 5 = Monthly salary.

2. a. OVERLOAD CREDIT INSTRUCTOR PAYMENT FORMULA:

* Annual salary x # of units divided by 30 units x 95% = Semester payment divided by 5 = Monthly salary.

b. OVERLOAD ASSIGNMENTS AND PART-TIME TEMPORARY CREDIT ASSIGNMENTS FOR LIBRARIANS, COUNSELORS AND SCHOOL NURSES PAYMENT FORMULA:

Hours per semester: 599 (eff. Fall 1994) rounded to 4 decimal places x 15 units = units. Then Temporary Part-Time Credit Instructor Payment Formula as above.

3. a. INTERSESSION/SUMMER SESSION CREDIT INSTRUCTOR PAYMENT FORMULA:

* Annual salary x $\frac{\text{\# of units}}{30}$ x 95% = Total payment.

b. INTERSESSION PERMANENT CREDIT COUNSELOR PAYMENT FORMULA:

Hours per intersession: 581 (eff. Fall 1994) rounded to 4 decimal places x 15 units = units. Then Temporary Part-Time Credit Instructor Payment Formula as above.

*Placement on UPM/AFT Salary Schedule

UPM/AFT Salary Schedule (Continued)

4. TEMPORARY NON-CREDIT ESL UNIT MEMBERS AND ALL OTHER TEMPORARY NON-CREDIT UNIT MEMBERS WORKING THE SEMESTER PROGRAM ON-CAMPUS:

Lab: First determine credit salary step and column. Then hours per semester divided by 510 rounded to 4 decimal places x 15 units = units. Then Annual Salary x # of units divided by 30 units x 80% = Semester Payment divided by 5 = Monthly Salary.

Lecture: First determine credit salary step and column. Then hours per semester divided by 350 rounded to 4 decimal places x 15 units = units. Then Annual Salary x # of units divided by 30 units x 80% = Semester Payment divided by 5 = Monthly Salary.

5. SUBSTITUTE INSTRUCTOR SALARY SCHEDULE for:

- (a) Credit Faculty and
- (b) Non-Credit Faculty referenced in number 4. Above:

The current Substitute Instructor Salary Schedule is the Stipend Rate of \$63.61.

6. NON-CREDIT INSTRUCTOR HOURLY SCHEDULE:
(Step Placement and Movement as provided for in Article 3.9.6.4.)

		<u>Laboratory or Lecture Lab</u>	<u>Lecture Class</u>
Step 1	0-3 quarters teaching with MCCD	\$42.63	\$47.27
Step 2	4-9 quarters teaching with MCCD	\$43.78	\$48.42
Step 3	10-18 quarters teaching with MCCD	\$44.89	\$49.63
Step 4	19 or more quarters teaching with MCCD	\$46.04	\$50.75

(Effective 1/1/86, all quarters are counted. Prior to that date, summer quarters were excluded.)

7. STIPEND \$63.61 per hour