

ADDENDUM TO THE 2016-2019 CONTRACTUAL BARGAINING AGREEMENT

between the

SANTA MONICA COLLEGE FACULTY ASSOCIATION

and the

SANTA MONICA COMMUNITY COLLEGE DISTRICT

This addendum to the 2016-2019 Contractual Bargaining Agreement ("contract") between the Santa Monica College Faculty Association ("SMCFA") and the Santa Monica Community College District ("SMCCD") is agreed to:

WHEREAS, Article 8, Section 8.1 of the contract states that "[t]his section shall be re-opened in March of 2018 to negotiate salary schedule increases for the 2018-2019 academic year; and

WHEREAS, such negotiations were successfully completed; and

WHEREAS, the SMCFA ran a ratification vote which successfully approved the proposed salary increase; and

WHEREAS, the SMCCD Board of Trustees voted unanimously to agree to the proposed salary increase; and

NOW, THEREFORE, in consideration of the covenants and agreements herein contained, the parties agree as follows:

1. A 2.0% increase to all salary schedules shall take place, for all faculty work from January 1, 2019.
2. No retroactive salary adjustments shall occur for work carried out prior to January 1, 2019.
3. The following Appendices, which are attached hereto and effective January 1, 2019, shall be applicable to all work performed beginning January 1, 2019: Appendix A-1, A-2, A-3, A-4, A-5, A-6, B-2, B-3, B-4, E-1, E-2, and E-3.

IN WITNESS WHEREOF, the parties have hereunto set their hand by their respective representatives as of the date first set forth above.

THE DISTRICT

FA

Sherry Lee Lewis 12/14/18

Paul Ad... 12/14/18

APPENDIX A-1: PROBATIONARY AND TENURED FACULTY SALARY SCHEDULE

Effective January 1, 2019

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	52,813	55,998	59,183	62,367	65,553	68,739	72,070
2	55,211	58,395	61,584	64,768	67,950	71,138	74,469
3	57,610	60,795	63,978	67,167	70,351	73,538	76,868
4	60,008	63,193	66,380	69,564	72,749	75,937	79,266
5	62,407	65,593	68,780	71,963	75,150	78,335	81,664
6	64,806	67,993	71,177	74,363	77,549	80,733	84,064
7	67,206	70,391	73,575	76,761	79,948	83,132	86,465
8	77,186	80,370	83,555	86,742	89,926	93,111	96,443
9	79,583	82,770	85,956	89,140	92,324	95,513	98,843
10	81,983	85,167	88,353	91,539	94,726	97,910	101,243
11	84,381	87,569	90,752	93,937	97,123	100,308	103,640
12	86,778	89,966	93,152	96,337	99,521	102,707	106,040
13	89,179	92,363	95,547	98,736	101,920	105,106	108,434
14	91,579	94,764	97,949	101,133	104,321	107,504	110,835
15	93,976	97,163	100,350	103,532	106,718	109,903	113,237
16	96,375	99,561	102,746	105,934	109,117	112,302	115,632
17	98,776	101,961	105,145	108,328	111,517	114,701	118,032
18	101,175	104,360	107,547	110,728	113,912	117,099	120,430
19	103,574	106,761	109,947	113,129	116,313	119,496	122,827
20	105,976	109,160	112,345	115,527	118,714	121,897	125,231
21	108,376	111,559	114,745	117,923	121,115	124,297	127,632
22	110,776	113,960	117,144	120,319	123,515	126,697	130,032

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:

September 15 if employed for fall
 February 28 if employed for spring
 June 30 if employed for summer
 January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule.

APPENDIX A-2: CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER HEAD TEACHER
Effective January 1, 2019

Step	Group I	Group II	Group III	Group IV
1	35,154	37,396	39,649	41,899
2	36,831	39,082	41,331	43,583
3	38,515	40,764	43,016	45,265
4	40,193	42,447	44,695	46,948
5	41,878	44,127	46,378	48,631
6	43,558	45,809	48,060	50,312
7	45,242	47,493	49,741	51,988
8	46,925	49,175	51,424	53,672
9	48,601	50,855	53,104	55,355
10	50,285	52,534	54,787	57,035
11	51,969	54,217	56,468	58,718
12	53,652	55,902	58,152	60,401
13	55,336	57,584	59,835	62,085

Substitute Rate: Based on Group 1, Step 1.

1. The children's center head teacher assignment is based on eight hours per day for 195 days. The 195 days relate to the days students attend college classes, as arranged by the children's center head teacher's immediate supervisor and the appropriate personnel administrator.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary/permanent basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-3: CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER TEACHER
Effective January 1, 2019

Step	Group I	Group II	Group III	Group IV
1	31,027	33,013	34,992	36,981
2	32,510	34,494	36,480	38,467
3	33,996	35,979	37,964	39,948
4	35,483	37,465	39,452	41,432
5	36,966	38,950	40,929	42,913
6	38,448	40,432	42,413	44,401
7	39,934	41,917	43,900	45,887
8	41,417	43,400	45,385	47,372
9	42,902	44,888	46,871	48,854
10	44,385	46,371	48,354	50,337
11	51,969	54,217	56,468	58,718
12	53,652	55,902	58,152	60,401
13	55,336	57,584	59,835	62,085

Substitute Rate: Based on Group I, Step 1.

1. The children's center teacher assignment is based on eight hours per day for 185 days. The 185 days relate to the days students attend college classes, as arranged by the children's center head teacher, his or her immediate supervisor and the appropriate personnel administrator. Additional days to conform with calendar needs may be arranged if required.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary or tenured basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-4: TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE

Effective January 1, 2019

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	59,415	62,998	66,581	70,163	73,747	77,331	81,079
2	62,112	65,694	69,282	72,864	76,444	80,030	83,778
3	64,811	68,394	71,975	75,563	79,145	82,730	86,477
4	67,509	71,092	74,678	78,260	81,843	85,429	89,174
5	70,208	73,792	77,378	80,958	84,544	88,127	91,872
6	72,907	76,492	80,074	83,658	87,243	90,825	94,572
7	75,607	79,190	82,772	86,356	89,942	93,524	97,273
8	86,834	90,416	93,999	97,585	101,167	104,750	108,498
9	89,531	93,116	96,701	100,283	103,865	107,452	111,198
10	92,231	95,813	99,397	102,981	106,567	110,149	113,898
11	94,929	98,515	102,096	105,679	109,263	112,847	116,595
12	97,625	101,212	104,796	108,379	111,961	115,545	119,295
13	100,326	103,908	107,490	111,078	114,660	118,244	121,988
14	103,026	106,610	110,193	113,775	117,361	120,942	124,689
15	105,723	109,308	112,894	116,474	120,058	123,641	127,392
16	108,422	112,006	115,589	119,176	122,757	126,340	130,086
17	111,123	114,706	118,288	121,869	125,457	129,039	132,786
18	113,822	117,405	120,990	124,569	128,151	131,736	135,484
19	116,521	120,106	123,690	127,270	130,852	134,433	138,180
20	119,223	122,805	126,388	129,968	133,553	137,134	140,885
21	121,923	125,504	129,088	132,663	136,254	139,834	143,586
22	124,623	128,205	131,787	135,359	138,954	142,534	146,286

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule.

APPENDIX A-5: TENURED FACULTY : COORDINATORS SALARY SCHEDULE

Effective January 1, 2019

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	60,735	64,398	68,060	71,722	75,386	79,050	82,881
2	63,493	67,154	70,822	74,483	78,143	81,809	85,639
3	66,252	69,914	73,575	77,242	80,904	84,569	88,398
4	69,009	72,672	76,337	79,999	83,661	87,328	91,156
5	71,768	75,432	79,097	82,757	86,423	90,085	93,914
6	74,527	78,192	81,854	85,517	89,181	92,843	96,674
7	77,287	80,950	84,611	88,275	91,940	95,602	99,435
8	88,764	92,426	96,088	99,753	103,415	107,078	110,909
9	91,520	95,186	98,849	102,511	106,173	109,840	113,669
10	94,280	97,942	101,606	105,270	108,935	112,597	116,429
11	97,038	100,704	104,365	108,028	111,691	115,354	119,186
12	99,795	103,461	107,125	110,788	114,449	118,113	121,946
13	102,556	106,217	109,879	113,546	117,208	120,872	124,699
14	105,316	108,979	112,641	116,303	119,969	123,630	127,460
15	108,072	111,737	115,403	119,062	122,726	126,388	130,223
16	110,831	114,495	118,158	121,824	125,485	129,147	132,977
17	113,592	117,255	120,917	124,577	128,245	131,906	135,737
18	116,351	120,014	123,679	127,337	130,999	134,664	138,495
19	119,110	122,775	126,439	130,098	133,760	137,420	141,251
20	121,872	125,534	129,197	132,856	136,521	140,182	144,016
21	124,632	128,293	131,957	135,611	139,282	142,942	146,777
22	127,392	131,054	134,716	138,367	142,042	145,702	149,537

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule.

**APPENDIX A-6: HOURLY SALARY SCHEDULES FOR REGULAR AND CONTRACT FACULTY
(FULL-TIME FACULTY)
Effective January 1, 2019**

<i>Group I</i>	<i>Group II</i>	<i>Group III</i>	<i>Group IV</i>
Minimum: Training less than required for Group II or Group III.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

**GRADED
FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS**

Step	Group I	Group II	Group III	Group IV
1	64.83	66.80	68.74	69.97
2	66.18	68.10	69.97	71.26
3	67.38	69.33	71.26	72.55

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

**GRADED - INTERSESSION
FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS**

Step	Group I	Group II	Group III	Group IV
1	66.86	68.89	70.89	72.15
2	68.25	70.23	72.15	73.48
3	69.48	71.49	73.48	74.82

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

**UNGRADED
FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS**

Step	Group I	Group II	Group III	Group IV
1	63.30	64.39	65.47	66.60
2	63.79	64.92	66.02	67.10
3	64.39	65.47	66.60	67.70

Steps on the Ungraded Hourly Faculty Schedule are defined in Appendix B-4.

**APPENDIX B-2: GRADED PART-TIME FACULTY SALARY SCHEDULE FOR FALL/SPRING
LOAD FACTOR = 1.0 SALARY SCHEDULE**

Effective January 1, 2019

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,496	1,587	1,677	1,767	1,857	1,948	2,042
2	1,564	1,655	1,745	1,835	1,925	2,016	2,110
3	1,632	1,723	1,813	1,903	1,993	2,084	2,178
4	1,700	1,790	1,881	1,971	2,061	2,152	2,246
5	1,768	1,858	1,949	2,039	2,129	2,219	2,314
6	1,836	1,926	2,017	2,107	2,197	2,287	2,382
7	1,904	1,994	2,085	2,175	2,265	2,355	2,450
8	2,187	2,277	2,367	2,458	2,548	2,638	2,733
9	2,255	2,345	2,435	2,526	2,616	2,706	2,801
10	2,323	2,413	2,503	2,594	2,684	2,774	2,869
11	2,391	2,481	2,571	2,662	2,752	2,842	2,936
12	2,459	2,549	2,639	2,730	2,820	2,910	3,004
13	2,527	2,617	2,707	2,798	2,888	2,978	3,072
14	2,595	2,685	2,775	2,865	2,956	3,046	3,140
15	2,663	2,753	2,843	2,933	3,024	3,114	3,208
16	2,731	2,821	2,911	3,001	3,092	3,182	3,276
17	2,799	2,889	2,979	3,069	3,160	3,250	3,344
18	2,867	2,957	3,047	3,137	3,228	3,318	3,412
19	2,935	3,025	3,115	3,205	3,296	3,386	3,480
20	3,003	3,093	3,183	3,273	3,364	3,454	3,548
21	3,071	3,161	3,251	3,341	3,432	3,522	3,616
22	3,139	3,229	3,319	3,409	3,500	3,590	3,684

1. Group placement will be as described in Appendix C-1 or C-2, whichever is applicable.
2. Initial placement on the schedule is at Step 1, plus 1 step for each 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0. In the event that there is a change in load factor for a class previously taught at Santa Monica College on the Graded Part-Time Faculty Salary Schedule, initial placement on this salary schedule shall result in no decrease in hourly rate pay; placement will be made within the appropriate Group, at the lowest step that would result in equal or greater pay than the instructor made previously when teaching the same class.
3. Step advancement is based upon the completion of 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0 in fall or spring semester. Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
 5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
 6. The amounts on this schedule represent 84.375% of 1/30 of a full-time instructor's salary (Appendix A-1). To compare these amounts to part-time teaching rates in Appendix B-3, divide by 18.
 7. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Load Factor = 1.0 Schedule, but shall be placed on the Hourly Overload Schedule.
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**APPENDIX B-2: GRADED PART-TIME FACULTY SALARY SCHEDULE FOR INTERSESSION
LOAD FACTOR = 1.0 SALARY SCHEDULE
Effective Winter/Summer 2019**

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,362	1,444	1,526	1,608	1,690	1,772	1,858
2	1,423	1,506	1,588	1,670	1,752	1,834	1,920
3	1,485	1,567	1,649	1,732	1,814	1,896	1,982
4	1,547	1,629	1,711	1,793	1,876	1,958	2,044
5	1,609	1,691	1,773	1,855	1,937	2,020	2,105
6	1,671	1,753	1,835	1,917	1,999	2,081	2,167
7	1,733	1,815	1,897	1,979	2,061	2,143	2,229
8	1,990	2,072	2,154	2,236	2,318	2,401	2,486
9	2,052	2,134	2,216	2,298	2,380	2,462	2,548
10	2,114	2,196	2,278	2,360	2,442	2,524	2,610
11	2,175	2,258	2,340	2,422	2,504	2,586	2,672
12	2,237	2,319	2,402	2,484	2,566	2,648	2,734
13	2,299	2,381	2,463	2,546	2,628	2,710	2,796
14	2,361	2,443	2,525	2,607	2,690	2,772	2,857
15	2,423	2,505	2,587	2,669	2,751	2,833	2,919
16	2,485	2,567	2,649	2,731	2,813	2,895	2,981
17	2,547	2,629	2,711	2,793	2,875	2,957	3,043
18	2,608	2,691	2,773	2,855	2,937	3,019	3,105
19	2,670	2,752	2,835	2,917	2,999	3,081	3,167
20	2,732	2,814	2,896	2,978	3,061	3,143	3,229
21	2,794	2,876	2,958	3,040	3,123	3,205	3,291
22	2,856	2,938	3,020	3,102	3,184	3,266	3,352

1. Group placement will be as described in Appendix C-1 or C-2, whichever is applicable.
2. Initial placement on the schedule is at Step 1, plus 1 step for each 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0. In the event that there is a change in load factor for a class previously taught at Santa Monica College on the Graded Part-Time Faculty Salary Schedule, initial placement on this salary schedule shall result in no decrease in hourly rate pay; placement will be made within the appropriate Group, at the lowest step that would result in equal or greater pay than the instructor made previously when teaching the same class.
3. Step advancement is based upon the completion of 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0 in fall or spring semester. Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
 5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
 6. The amounts on this schedule represent 77.344% of 1/30 of a full-time instructor's salary (Appendix A-1). To compare these amounts to part-time teaching rates in Appendix B-3, divide by 18.
 7. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Load Factor = 1.0 Schedule, but shall be placed on the Hourly Overload Schedule.
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APPENDIX B-3: GRADED HOURLY FACULTY SALARY SCHEDULES

(for assignments other than Load Factor = 1.0)

Effective January 1, 2019

<i>Group I</i>	<i>Group II</i>	<i>Group III</i>	<i>Group IV</i>
Minimum: Training less than required for Group II or Group III.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

FOR PART-TIME FACULTY

Non-Teaching

Step	Group I	Group II	Group III	Group IV
1	67.79	69.78	71.71	73.05
2	69.05	71.06	73.05	74.34
3	70.40	72.37	74.34	75.64
4	71.68	73.64	75.69	76.92
5	73.06	74.98	76.98	78.21
6	74.41	76.33	78.32	83.44

Teaching Intersession (no office hours)

Step	Group I	Group II	Group III	Group IV
1	72.87	75.01	77.1	78.53
2	74.23	76.40	78.53	79.94
3	75.68	77.80	79.94	81.31
4	77.06	79.18	81.37	82.70
5	78.55	80.59	82.75	84.07
6	80.00	82.04	84.2	89.66

Teaching LF = 0.75 Intersession 2019

Step	Group I	Group II	Group III	Group IV
1	74.58	76.77	78.91	80.37
2	75.97	78.19	80.37	81.81
3	77.45	79.62	81.81	83.22
4	78.87	81.04	83.28	84.64
5	80.39	82.48	84.69	86.04
6	81.88	83.96	86.17	91.76

Teaching 0.75 < LF < 1.0 Intersession 2019

Step	Group I	Group II	Group III	Group IV
1	74.88	77.08	79.23	80.70
2	76.28	78.51	80.70	82.14
3	77.77	79.94	82.14	83.55
4	79.18	81.36	83.61	84.98
5	80.72	82.81	85.03	86.39
6	82.21	84.30	86.52	92.13

Teaching LF = 0.75 Fall/Spring

Step	Group I	Group II	Group III	Group IV
1	76.51	78.76	80.96	82.46
2	77.94	80.22	82.46	83.94
3	79.46	81.69	83.94	85.38
4	80.91	83.14	85.44	86.84
5	82.48	84.62	86.89	88.27
6	84.00	86.14	88.41	94.14

Teaching 0.75 < LF < 1.0 Fall/Spring

Step	Group I	Group II	Group III	Group IV
1	85.62	88.14	90.59	92.27
2	87.22	89.77	92.27	93.93
3	88.92	91.42	93.93	95.54
4	90.55	93.04	95.61	97.17
5	92.30	94.69	97.23	98.78
6	94.00	96.40	98.94	105.35

1. Steps on the Graded Part-Time Faculty Schedule for classes are defined as follows:
 - Step 1. Less than 432 total teaching hours or less than 864 total non-teaching hours of previous experience at Santa Monica College.
 - Step 2. 432 - 863 total teaching hours or 864 - 1,727 total non-teaching hours of previous experience at Santa Monica College.
 - Step 3. 864 - 1,295 total teaching hours or 1,728 - 2,591 total non-teaching hours of previous experience at Santa Monica College.
 - Step 4. 1,296 - 1,727 total teaching hours or 2,592 - 3,455 total non-teaching hours of previous experience at Santa Monica College.
 - Step 5. 1,728 - 2,159 total teaching hours or 3,456 - 4,319 total non-teaching hours of previous experience at Santa Monica College.
 - Step 6. 2,160 or more total teaching hours or 4,320 total non-teaching hours of previous experience at Santa Monica College.

"Total teaching hours" are the cumulative number of hours of paid experience teaching a graded class during the fall or spring semesters at Santa Monica College. "Total non-teaching hours" are the cumulative number of hours of paid experience in academic non-teaching assignments during the fall or spring semesters at Santa Monica College. Non-teaching assignments include, but are not limited to, service as a counselor, librarian, nurse, learning center specialist, or a coordinator of a program or a service. Teaching and non-teaching hours may not include hours in a short-term substitute status.

Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed

2. Faculty members may combine teaching and academic non-teaching experience at Santa Monica College for initial placement by the same rule which applies to step advancement. See Appendix D.
3. Initial placement on this schedule is determined by previous experience at Santa Monica College.
4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.

5. Educational verification shall be recognized for group placement on the salary schedule only if presented in acceptable documentary form to the Human Resources Office no later than the following dates or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. Vocational faculty are placed, at the time of hire, on the salary schedule based on the highest degree held in the related subject area for which they are hired.
7. Graded part-time hourly faculty members who taught graded classes during the spring and/or summer sessions of 1977 shall be placed no lower than Group III, Step 2 on the Graded Part-Time Faculty Salary Schedule, and shall be entitled to step advancement when the necessary total teaching hours have been accumulated.
8. Provisions for initial group placement are in Appendices C. Provisions for Step and group advancement are in Appendix D.
9. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Part-Time Faculty Salary Schedule but shall be placed on the Hourly Overload Schedule.

Substitutes for Graded Part-Time Faculty: Appropriate place on the salary schedule.

APPENDIX B-4: UNGRADED HOURLY FACULTY AND EMERITUS COLLEGE SALARY SCHEDULES

Effective January 1, 2019

<i>Group I</i>	<i>Group II</i>	<i>Group III</i>	<i>Group IV</i>
Minimum: Training less than required for Group II.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

FOR PART-TIME FACULTY NON-CREDIT ASSIGNMENTS

Teaching LF = 0.60

Step	Group I	Group II	Group III	Group IV
1	70.87	72.07	73.28	74.53
2	71.46	72.7	73.88	75.12
3	72.07	73.28	74.53	75.72
4	72.71	73.95	75.13	76.37
5	73.31	74.56	75.74	77.02

Teaching LF = 0.75

Step	Group I	Group II	Group III	Group IV
1	85.02	87.52	89.95	91.62
2	86.60	89.13	91.62	93.26
3	88.30	90.76	93.26	94.87
4	89.90	92.38	94.93	96.48
5	91.65	94.02	96.54	98.08
6	93.33	95.72	98.24	104.60

FOR EMERITUS FACULTY

Step	Group I	Group II	Group III	Group IV
1	66.66			

1. Steps on the Ungraded Part-Time Faculty Salary Schedule are defined as follows:
 - Step 1. Less than 684 total teaching or hours of experience at Santa Monica College.
 - Step 2. 684 - 1,367 total teaching or hours of experience at Santa Monica College.
 - Step 3. 1,368 - 2,051 total teaching or hours of experience at Santa Monica College.
 - Step 4. 2,052 - 2,699 total teaching or hours of experience at Santa Monica College.
 - Step 5. 2,700 or more total teaching or hours of experience at Santa Monica College.

“Total teaching hours” are the cumulative number of hours paid experience teaching a graded or ungraded class during the fall or spring semesters at Santa Monica College. Hours in a short-term substitute status may not be included in total teaching hours.

Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

2. Initial placement on this schedule is at Step 1.
3. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
4. Educational verification shall be recognized for group placement on the salary schedule only if presented in acceptable documentary form to the Human Resources Office no later than the following dates or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
5. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Part-Time Faculty Schedule but shall be placed on the Hourly Overload Schedule.

Substitutes will be placed at the appropriate place on the salary schedule.

APPENDIX E-1: ADDED RESPONSIBILITY SCHEDULE FOR SPECIAL PROGRAMS AND SERVICES

*Special Programs and Services
Effective January 1, 2019*

Step	Ratio/Year	Amount	
		Fall or Spring	Annual
1	.018	918	1,835
2	.036	1835	3,671
3	.054	2753	5,506

APPENDIX E-2 : ADDED RESPONSIBILITY SCHEDULE FOR ATHLETICS

*Athletics
Effective January 1, 2019*

Step	Ratio/Season	Amount
		Fall or Spring Season
1	0.065	6,627
2	0.070	7,137
3	0.076	7,749

The ratio for each step on Schedules E-1 and E-2 relate to Group 2, Step 17 of the Probationary and Tenured Faculty Salary Schedule, Appendix A-1 (\$101,961).

APPENDIX E-3: STIPEND FOR DEPARTMENT CHAIRS

Effective January 1, 2019

Stipend Tier	Amount
Tier 1	2,719.26
Tier 2	3,237.93
Tier 3	3,755.52
Tier 4	4,272.05
Tier 5	4,791.79
Tier 6	5,308.31
Tier 7	5,826.97
Tier 8	6,344.57
Tier 9	6,861.10
Tier 10	7,379.77
Tier 11	7,897.36
Tier 12	8,416.03
