

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008/2009 FARSCCD SALARY SCHEDULE
175 Day Contract Faculty
EFFECTIVE JULY 1, 2007

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$51,661	\$55,506	\$58,052	\$60,597	\$63,142	\$65,687	\$68,341
4	\$54,044	\$57,888	\$60,437	\$62,978	\$65,525	\$68,059	\$70,716
5	\$56,418	\$60,269	\$62,813	\$65,361	\$67,893	\$70,442	\$73,098
6	\$58,798	\$62,648	\$65,193	\$67,734	\$70,278	\$72,824	\$75,477
7	\$61,175	\$65,028	\$67,576	\$70,127	\$72,662	\$75,209	\$77,856
8	\$63,558	\$67,404	\$69,952	\$72,493	\$75,040	\$77,587	\$80,235
9	\$65,939	\$69,788	\$72,339	\$74,874	\$77,423	\$79,962	\$82,613
10	\$68,319	\$72,171	\$74,715	\$77,253	\$79,799	\$82,342	\$84,994
11	\$70,699	\$74,550	\$77,088	\$79,637	\$82,181	\$84,723	\$87,376
12	\$73,079	\$76,931	\$79,472	\$82,014	\$84,555	\$87,102	\$89,754
13		\$79,309	\$81,850	\$84,397	\$86,941	\$89,484	\$92,134
14		\$81,689	\$84,231	\$86,777	\$89,321	\$91,867	\$94,515
15		\$84,069	\$86,612	\$89,159	\$91,699	\$94,245	\$96,894
16				\$91,540	\$94,076	\$96,624	\$99,274
A						\$99,001	\$101,653
B						\$101,383	\$104,032
C						\$103,764	\$106,411

CLASS PLACEMENT REQUIREMENTS FOR INITIAL PLACEMENT AND/OR CLASS CHANGES

- CLASS I**
- a) Bachelor's degree
 - b) Vocational placement - appropriate minimum qualifications
- CLASS II**
- a) Master's degree
 - b) Bachelor's degree plus 45 approved semester units earned after award of the degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 1. Associate degree or 65 approved semester units plus six years approved work experience credit
 2. Bachelor's degree plus three years approved work experience credit
- CLASS III**
- a) Master's degree plus 15 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 49 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 1. Associate degree plus 30 approved semester units or 95 approved semester units plus nine years approved work experience credit
 2. Bachelor's degree plus six years approved work experience credit
 3. Completion of 15 approved semester units after initial placement on Class II

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008/2009 FARSCCD SALARY SCHEDULE
175 Day Contract Faculty
EFFECTIVE JULY 1, 2007

- CLASS IV**
- a) Master's degree plus 30 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 64 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Bachelor's degree plus nine years approved work experience credit
 - 2. Completion of 15 approved semester units after initial placement on Class III

- CLASS V**
- a) Master's degree plus 45 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 79 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Bachelor's degree plus 45 approved semester units plus nine years approved work experience credit
 - 2. Master's degree plus nine years approved work experience credit
 - 3. Completion of 15 approved semester units after initial placement on Class IV

- CLASS VI**
- a) Master's degree plus 60 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 94 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Master's degree plus 15 approved semester units plus nine years
 - 2. Completion of 15 approved semester units or nine years approved work experience credit after placement on Class V

- CLASS VII**
- a) Doctorate degree

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008/2009 FARSCCD SALARY SCHEDULE
192 Day Contract Faculty
EFFECTIVE JULY 1, 2007

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$56,680	\$60,899	\$63,692	\$66,484	\$69,276	\$72,067	\$74,980
4	\$59,293	\$63,512	\$66,307	\$69,095	\$71,891	\$74,671	\$77,585
5	\$61,899	\$66,123	\$68,915	\$71,710	\$74,488	\$77,286	\$80,198
6	\$64,510	\$68,734	\$71,526	\$74,314	\$77,105	\$79,899	\$82,810
7	\$67,117	\$71,345	\$74,141	\$76,940	\$79,720	\$82,516	\$85,419
8	\$69,732	\$73,953	\$76,748	\$79,536	\$82,330	\$85,123	\$88,030
9	\$72,344	\$76,568	\$79,367	\$82,147	\$84,945	\$87,731	\$90,637
10	\$74,955	\$79,183	\$81,972	\$84,758	\$87,550	\$90,342	\$93,251
11	\$77,566	\$81,792	\$84,576	\$87,373	\$90,165	\$92,953	\$95,864
12	\$80,177	\$84,405	\$87,193	\$89,981	\$92,769	\$95,564	\$98,473
13		\$87,012	\$89,800	\$92,596	\$95,388	\$98,177	\$101,084
14		\$89,624	\$92,413	\$95,207	\$97,999	\$100,790	\$103,697
15		\$92,235	\$95,027	\$97,820	\$100,606	\$103,400	\$106,307
16				\$100,433	\$103,215	\$106,011	\$108,918
A						\$108,618	\$111,527
B						\$111,231	\$114,138
C						\$113,844	\$116,748

CLASS PLACEMENT REQUIREMENTS FOR INITIAL PLACEMENT AND/OR CLASS CHANGES

- CLASS I**
- a) Bachelor's degree
 - b) Vocational placement - appropriate minimum qualifications
- CLASS II**
- a) Master's degree
 - b) Bachelor's degree plus 45 approved semester units earned after award of the degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Associate degree or 65 approved semester units plus six years approved work experience credit
 - 2. Bachelor's degree plus three years approved work experience credit
- CLASS III**
- a) Master's degree plus 15 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 49 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Associate degree plus 30 approved semester units, or 95 approved semester units plus nine years approved work experience credit
 - 2. Bachelor's degree plus six years approved work experience credit
 - 3. Completion of 15 approved semester units after initial placement on Class II

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008/2009 FARSCCD SALARY SCHEDULE
192 Day Contract Faculty
EFFECTIVE JULY 1, 2007

CLASS IV a) Master's degree plus 30 approved semester units earned after award of the degree
b) Bachelor's degree plus 64 approved semester units including a master's degree
c) Vocational placement - appropriate minimum qualifications plus one of the following:
1. Bachelor's degree plus nine years approved work experience credit
2. Completion of 15 approved semester units after initial placement on Class III

CLASS V a) Master's degree plus 45 approved semester units earned after award of the degree
b) Bachelor's degree plus 79 approved semester units including a master's degree
c) Vocational placement - appropriate minimum qualifications plus one of the following:
1. Bachelor's degree plus 45 approved semester units plus nine years approved work experience credit
2. Master's degree plus nine years approved work experience credit
3. Completion of 15 approved semester units after initial placement on Class IV

CLASS VI a) Master's degree plus 60 approved semester units earned after award of the degree
b) Bachelor's degree plus 94 approved semester units including a master's degree
c) Vocational placement - appropriate minimum qualifications plus one of the following:
1. Master's degree plus 15 approved semester units plus nine years
2. Completion of 15 approved semester units or nine years approved work experience credit after placement on Class V

CLASS VII a) Doctorate degree

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008/2009 FARSCCD SALARY SCHEDULE
225 Day Contract Faculty
 EFFECTIVE JULY 1, 2007

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$66,422	\$71,366	\$74,639	\$77,911	\$81,182	\$84,454	\$87,867
4	\$69,485	\$74,428	\$77,704	\$80,971	\$84,247	\$87,505	\$90,920
5	\$72,538	\$77,488	\$80,759	\$84,035	\$87,291	\$90,569	\$93,983
6	\$75,598	\$80,548	\$83,819	\$87,086	\$90,358	\$93,632	\$97,043
7	\$78,653	\$83,608	\$86,884	\$90,164	\$93,422	\$96,698	\$100,100
8	\$81,718	\$86,663	\$89,939	\$93,206	\$96,480	\$99,755	\$103,160
9	\$84,778	\$89,728	\$93,008	\$96,266	\$99,545	\$102,809	\$106,216
10	\$87,838	\$92,792	\$96,062	\$99,326	\$102,598	\$105,869	\$109,278
11	\$90,898	\$95,850	\$99,113	\$102,391	\$105,662	\$108,929	\$112,340
12	\$93,958	\$98,912	\$102,179	\$105,446	\$108,713	\$111,989	\$115,398
13		\$101,968	\$105,235	\$108,511	\$111,782	\$115,052	\$118,458
14		\$105,028	\$108,297	\$111,571	\$114,842	\$118,114	\$121,520
15		\$108,088	\$111,359	\$114,633	\$117,898	\$121,172	\$124,578
16				\$117,695	\$120,956	\$124,232	\$127,638
A						\$127,287	\$130,696
B						\$130,349	\$133,756
C						\$133,412	\$136,814

CLASS PLACEMENT REQUIREMENTS FOR INITIAL PLACEMENT AND/OR CLASS CHANGES

- CLASS I**
- a) Bachelor's degree
 - b) Vocational placement - appropriate minimum qualifications

- CLASS II**
- a) Master's degree
 - b) Bachelor's degree plus 45 approved semester units earned after award of the degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Associate degree or 65 approved semester units plus six years approved work experience credit
 - 2. Bachelor's degree plus three years approved work experience credit

- CLASS III**
- a) Master's degree plus 15 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 49 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Associate degree plus 30 approved semester units, or 95 approved semester units plus nine years approved work experience credit
 - 2. Bachelor's degree plus six years approved work experience credit
 - 3. Completion of 15 approved semester units after initial placement on Class II

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008/2009 FARSCCD SALARY SCHEDULE
225 Day Contract Faculty
EFFECTIVE JULY 1 , 2007

- CLASS IV**
- a) Master's degree plus 30 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 64 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Bachelor's degree plus nine years approved work experience credit
 - 2. Completion of 15 approved semester units after initial placement on Class III

- CLASS V**
- a) Master's degree plus 45 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 79 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Bachelor's degree plus 45 approved semester units plus nine years approved work experience credit
 - 2. Master's degree plus nine years approved work experience credit
 - 3. Completion of 15 approved semester units after initial placement on Class IV

- CLASS VI**
- a) Master's degree plus 60 approved semester units earned after award of the degree
 - b) Bachelor's degree plus 94 approved semester units including a master's degree
 - c) Vocational placement - appropriate minimum qualifications plus one of the following:
 - 1. Master's degree plus 15 approved semester units plus nine years
 - 2. Completion of 15 approved semester units or nine years approved work experience credit after placement on Class V

- CLASS VII**
- a) Doctorate degree

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008 FARSCCD SUMMER SALARY SCHEDULE "A"
 EFFECTIVE JUNE 4, 2007

TEACHING

(Multiply by 18 for LHE rate.)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$71.75	\$77.09	\$80.63	\$84.16	\$87.70	\$91.23	\$94.92
4	\$75.06	\$80.40	\$83.94	\$87.47	\$91.01	\$94.53	\$98.22
5	\$78.36	\$83.71	\$87.24	\$90.78	\$94.30	\$97.84	\$101.53

LAB/COUNSELOR/LIBRARIAN/NURSING

(equivalent to 0.85 of a lecture hour)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$60.99	\$65.53	\$68.54	\$71.54	\$74.55	\$77.55	\$80.68
4	\$63.80	\$68.34	\$71.35	\$74.35	\$77.36	\$80.35	\$83.49
5	\$66.61	\$71.15	\$74.15	\$77.16	\$80.16	\$83.16	\$86.30

NON-TEACHING

(equivalent to 0.5 of a lecture hour)

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$35.88	\$38.55	\$40.32	\$42.08	\$43.85	\$45.62	\$47.46
4	\$37.53	\$40.20	\$41.97	\$43.74	\$45.51	\$47.27	\$49.11
5	\$39.18	\$41.86	\$43.62	\$45.39	\$47.15	\$48.92	\$50.77

Schedule A applies to all academic college credit employees who were employed on contract during the preceding academic year. Compensation for health services faculty, counselors, librarians, and laboratory assignments will be computed at 0.85 of a lecture hour.

Placement on Schedule A is according to class and step placement as of the spring semester immediately preceding summer school.

A maximum assignment of 1.5 LHE per week will be allowed for all instructors, up to a maximum of 12 LHE for the summer program. This is a weekly assigned maximum, not an average or aggregate of total weeks taught during a summer session.

A maximum of twenty seven (27) hours per week will be allowed for all counselors. Combined counseling and instructional assignments shall be subject to the 27 hour limit. Assignments during the summer session shall be 100% student contact unless modified by mutual agreement with the appropriate administrator.

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008/2009 FARSCCD SALARY SCHEDULE "B"
PART-TIME/BEYOND CONTRACT
 EFFECTIVE JULY 1, 2007

TEACHING	Column I	Column II	Column III
	(Lecture Hour Equivalent [LHE] = 18 times the hourly rate)		
STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S + 15
1			
2	\$51.73	\$54.32	\$57.03
3	\$54.32	\$57.03	\$59.88
4			

LAB/COUNSELING/LIBRARIAN/NURSING	Column I	Column II	Column III
	(equivalent to 0.85 of a lecture hour)		
STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S + 15
1			
2	\$43.97	\$46.17	48.48
3	\$46.17	\$48.48	50.90
4			

NON-TEACHING	Column I	Column II	Column III
	(equivalent to 0.5 of a lecture hour)		
STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S + 15
1			
2	\$25.87	\$27.16	\$28.52
3	\$27.16	\$28.52	\$29.94
4			

Schedule B applies to all non-contract college credit academic employees. Extra pay assignments beyond the regular contract load during the fall and spring semesters shall be paid at the established lecture hour equivalent (LHE) or fraction thereof. Part-time assignments in library, health services, and counseling shall be paid at 0.85 of the LHE rate shown.

The hourly pay rate for part-time psychologists who are college counselors assigned specifically to provide psychological services through the Health Centers will be \$70.00.

Initial placement for faculty is at step 3, with advancement occurring every two (2) semesters of part-time/beyond contract work.

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2008 FARSCCD SUMMER SALARY SCHEDULE "C"
 NON-CREDIT CONTINUING EDUCATION PROGRAM FACULTY
 EFFECTIVE JUNE 4, 2007

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$80.72	\$86.73	\$90.71	\$94.68	\$98.66	\$102.64	\$106.78
4	\$84.44	\$90.45	\$94.43	\$98.40	\$102.38	\$106.34	\$110.49
5	\$88.15	\$94.17	\$98.15	\$102.13	\$106.08	\$110.07	\$114.22

Schedule C applies to all college non-credit full-time employees who were employed on contract during the preceding academic year and are continuing on contract for the ensuing academic year.

Placement on Schedule C is according to class and step placement as of the spring semester immediately preceding summer school.

Full-time instructors assigned to teach the course, Learning Disabilities Laboratory, shall be paid at 0.85 of the appropriate rate on this schedule.

A summer session assignment shall not exceed a total of 170 hours.

CREDIT PROGRAM	
Department Chair Assignments	LHE/Semester

Group 1

Economic/Geography	1
Ethnic Studies	1
History	1
Management/Marketing	1
Medical Assistant	1
Philosophy	1
Political Science	1
Women's Studies	1

Group 2

Exercise Science/Fitness	1.5
Exercise Science/Health & Athletics	1.5
Psychology	1.5

Group 3

Business Administration	2
Legal Assistant	2
Library Technology	2
Reading	2
Speech-Language Pathology	2

Group 4

Auto/Diesel	3
Business Applications	3
Chemistry	3
Computer Science	3
Criminal Justice	3
Dance	3
Engineering	3
Family & Consumer Studies	3
Human Development	3
Journalism	3
Library	3
Manufacturing Technology	3

**Rancho Santiago Community College District
Santa Ana College**

CREDIT PROGRAM (cont'd)	
Department Chair Assignments	LHE/Semester

<i>Group 4 (cont'd)</i>	
Music	3
Nursing	3
Pharmacy Technology	3
Physical Science	3
Student Services	3
Speech	3
Theatre Arts	3
TV/Video Production	3

<i>Group 5</i>	
Anthropology/Sociology	4
Art	4
Life Science	4
Modern Languages	4

<i>Group 6</i>	
Counseling	6

<i>Group 7</i>	
English	9
ESL	9

<i>Group 8</i>	
Mathematics	14

NON-CREDIT PROGRAM	
Department Chair Assignments	Stipend/Semester

Adult Basic Education	\$1,513
Business Skills	\$1,513
Disabled Students Programs & Svcs	\$648
ESL	\$2,594
High School Subjects	\$1,513

Rancho Santiago Community College
Santiago Canyon College

CREDIT PROGRAM
Department Chair Assignments LHE/Semester

Group 1

Disabled Students Programs & Svcs	1.5
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Group 2

ESL	2
Human Development	2
Humanities	2
Reading	2
Speech	2

Group 3

Exercise Science	3
Library	3
Life Science	3
Modern Languages	3

Group 4

Fine and Performing Arts	4
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Group 5

Earth and Space Science	5
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Group 6

Business	6
Counseling	6
Occ. Technology	6
Social Science	6

Group 7

English	9
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Group 8

Mathematics	12
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Rancho Santiago Community College
Santiago Canyon College

NON-CREDIT PROGRAM	
Department Chair Assignments	Stipend/Semester

Adult Basic Education (representative)	\$0
Business Skills	\$1,513
ESL	\$2,594
High School Subjects	\$1,513
Older Adults	\$2,594

**FACULTY ASSOCIATION
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
STATEMENT OF GRIEVANCE FORM**

EMPLOYEE NAME:	SITE:	DEPARTMENT:
DATE OF ALLEGED GRIEVANCE:	DATE OF INFORMAL/ORAL DISCUSSION:	DATE OF ORAL RESPONSE:
DATE OF FILING WRITTEN STATEMENT:	SPECIFIC ARTICLES AND SECTIONS ALLEGED TO HAVE BEEN VIOLATED:	
EMPLOYEE'S STATEMENT OF ALLEGED VIOLATION AND GRIEVANCE. WHAT IS THE FACTUAL CONTENTION? WHAT HAS OCCURRED? PROVIDE FULL FACTS NECESSARY TO SUPPORT YOUR POSITION.		
STATE FULL RELIEF/REMEDY/ACTION YOU BELIEVE IS REQUIRED TO RESOLVE THIS ALLEGED GRIEVANCE.		
GRIEVANT SIGNATURE:		

LEVEL ONE- SUPERVISING ADMINISTRATOR

IMMEDIATE SUPERVISOR

DECISION ON ALLEGED GRIEVANCE:

DATE OF RESPONSE:

/ /

SIGNATURE: _____

LEVEL TWO - COLLEGE PRESIDENT/DESIGNEE

GRIEVANT RESPONSE:

DATE OF RECEIPT:

/ /

DATE OF RESPONSE:

/ /

DECISION ON ALLEGED GRIEVANCE:

DATE OF RECEIPT:

/ /

DATE OF RESPONSE:

/ /

SIGNATURE: _____

LEVEL THREE - CHANCELLOR

GRIEVANT RESPONSE:

DATE OF RECEIPT:

/ /

DATE OF RESPONSE:

/ /

DECISION ON ALLEGED GRIEVANCE:

DATE OF RECEIPT:

/ /

DATE OF RESPONSE:

/ /

SIGNATURE: _____

LEVEL FOUR - REQUEST FOR ARBITRATION

ASSOCIATION RESPONSE:

DATE OF RECEIPT:

/ /

DATE OF RESPONSE:

/ /

SIGNATURE: _____

LEVEL FIVE - CHANCELLOR

GRIEVANT RESPONSE:	DATE OF RECEIPT: / /
	DATE OF RESPONSE: / /
DECISION ON ALLEGED GRIEVANCE:	DATE OF RECEIPT: / /
	DATE OF RESPONSE: / /
SIGNATURE: _____	GRIEVANCE RESOLVED:
	GRIEVANCE DENIED:

Counseling Assignment Grid: Academic Year Teaching LHE as Part of Load

Table A

	Teaching 0 LHE		Teaching 1 LHE		Teaching 2 LHE		Teaching 3 LHE		Teaching 4 LHE		Teaching 5 LHE		Teaching 6 LHE		Teaching 7 LHE		Teaching 8 LHE		
	25	10	5	25	10	5	25	10	5	25	10	5	25	10	5	25	10	5	
Weeks 1 thru 16																			
Classroom Hours				1		2		3	4			5		6		7		8	
Prep and Grades				1		1	1	2	2	2		2	3	2	4	3	4	3	5
Office Hours				1		1		1	2		2		2		3		3		
Hours Remaining																			
Student Contact	25			22		21		20	17			16		15		12		11	
Counseling Support		10			10		9	8	8			7		6		6		5	
Institutional Service			5		5		5	5				5		5		5		5	

Table B

	0 LHE		1 LHE		2 LHE		3 LHE		4 LHE		5 LHE		6 LHE		7 LHE		8 LHE		
	25	10	5	23	22	21	20	19	18	17	16	15	14	13	12	11	10	9	
Adjusted 17th Week																			
Student Contact	25			23		22		21		19		18		17		15		14	
Counseling Support		10			9		8		8		7		6		6		5		
Institutional Service			5		5		5		5		5		5		5		5		5

Additional office hour time is not required in the 16-wk conversion, so office hours are not included in Table B.