

ARTICLE 8: COMPENSATION

8.1 Salary Schedules

All bargaining unit members employed by the District shall be paid according to the approved salary schedules. The District reserves the right to increase the salaries of the bargaining unit members covered by these salary schedules during the current fiscal year or any subsequent fiscal year in which the salary schedules may be in effect. The latest updates to the Salary Schedules and list of administrator positions can be found on the Faculty and Staff/Human Resources/Salary Schedules webpage.

8.1.1 The following provisions apply for academic years 2023-2024, 2024-2025, and 2025-2026 and are non-precedent setting:

- 8.1.1.1 An increase of 4% shall be applied to the SCCDAA Administrators' Salary Schedule retroactive to January 1, 2024. This provision applies to individuals who are employed during the 2023-2024 academic year, except for involuntary separations.
- 8.1.1.2 An increase of 4% minus any remaining deficit factor applied by the State of California to the 8.22% state funded COLA of 2023-2024, as reported on or before the Spring 2025 "recalculation" (expected to occur by February 2025), shall be applied to the SCCDAA Administrators' Salary Schedule retroactive to July 1, 2024. If there is a percentage deficit factor remaining after the Spring 2025 recalculation, as soon as any portion of it is realized by the District, it shall automatically be applied to the SCCDAA Administrators' Salary Schedule, retroactive to July 1, 2024. This provision applies to individuals who are employed as of the increase effective date(s), except for involuntary separations.
- 8.1.1.3 Realized State funded COLA for 2024-2025 shall automatically be applied to the SCCDAA Administrators' Salary Schedule, retroactive to July 1, 2024. This provision applies to individuals who are employed as of the increase effective date, except for involuntary separations.
- 8.1.1.4 An increase of 1% shall be applied to the SCCDAA Administrators' Salary Schedule, effective July 1, 2025. This provision applies to individuals who are employed as of the increase effective date, except for any involuntary separations.
- 8.1.1.5 State funded COLA for 2025-2026 shall be applied to the newly increased (see Article 8.1.1.4) SCCDAA Administrators' Salary Schedule, effective July 1, 2025. If there is no state funded COLA (i.e. 0%), then salary negotiations shall remain closed for 2025.

8.2 Anniversary Date

A unit member's anniversary date is defined as the administrator's date of hire.

8.2.1 Milestone Anniversary Stipend

Effective July 2021, a milestone anniversary stipend of one thousand dollars (\$1,000) shall be paid to unit members who have completed ten (10) years of paid service as administrators. An additional anniversary stipend of one thousand, two hundred fifty dollars (\$1,250) shall be paid to unit members who have completed fifteen (15) years of paid service as administrators. An additional anniversary stipend of one thousand, five hundred dollars (\$1,500) shall be paid to unit members who have completed twenty (20) years of paid service as administrators. An additional anniversary stipend of one thousand, seven hundred fifty dollars (\$1,750) shall be paid to unit members who have completed twenty-five (25) years of paid service as administrators. An additional anniversary stipend of two thousand dollars (\$2,000) shall be paid to unit members who have completed thirty (30) years of paid service as administrators. Any unit member reaching a milestone anniversary of more than 30 years of service in an administrator role will receive a two-thousand-dollar (\$2,000) stipend at the completion of each milestone anniversary year (i.e., 35, 40, 45, etc.). The milestone anniversary stipend shall be paid the month following the completion of the member's milestone anniversary (e.g. for a 10-year milestone anniversary, which is achieved in January, payment would be made in the February paycheck).

8.3 New Administrators – Initial Placement

Initial placement of an administrator on the salary schedule will take into consideration education and previous administrative experience.

8.4 Incremental Salary Increases

The annual incremental salary increase consists of an additional step on the salary schedule, effective each fiscal year (July 1 – June 30) until the employee reaches the maximum step. In order to be eligible for the incremental step increase, the employee must be employed fifty percent (50%) or more of the work year assigned. Granting of any incremental increases in salary is contingent upon the employee receiving a satisfactory evaluation.

8.5 New Positions or Classes of Positions

All newly-created positions or classes of positions shall be designated by the District. Both parties will negotiate whether the designated positions fall within the Administrators Association or not. The District will negotiate with SCCDAA the salary placement of the positions that fall under the purview of SCCDAA.

8.6 Salary Placement Upon Reclassification

The District will negotiate with SCCDAA salary placement for reclassified positions resulting from a reorganization/realignment/restructure or from a review/update of job descriptions.

8.6.1 Present Salary within Reallocated Range

If a position is reallocated to a lower range and the bargaining unit member's base salary is within the range to which their classification is reallocated, the bargaining unit member shall be placed at the step which is closest, but not less than, their present base salary.

If a position is reallocated to a higher range and the bargaining unit member's base salary is within the range to which their classification is reallocated the bargaining unit member shall be placed at the lowest step within the designated salary range which provides a minimum of a ten (10) percent increase.

8.6.2 Present Salary Exceeds Maximum of Reallocated Range

A bargaining unit member whose salary (Range/Step) exceeds the range to which their classification is reallocated shall not have their salary reduced. Their salary shall remain fixed and shall not be eligible for any additional compensation (excluding longevity) until the current position is increased to a level that exceeds the range and step of the previous salary placement.

8.7 Longevity Increments

Once an administrator, classified or academic, has served the District for ten (10) years, the administrator will qualify for a 3.5% longevity increment on the salary schedule. Thereafter, two (2) more longevity increments can be earned every three (3) years for a maximum of three (3) longevity increments. The salary increment will be awarded on the first of the month following completion of the eligibility requirement.

8.8 Salary Deductions

8.8.1 Classified Administrators – In the case where classified bargaining unit members are absent without pay for any reason, the number of hours absent will be used to adjust their monthly salary.

8.8.2 Academic Administrators – In the case where academic certificated bargaining unit members are absent without pay for any reason, the number of workdays in the fiscal year will be used to adjust their annual salary.

8.9 Acting, Interim, and Additional Duties/Assignments

Refer to Article V, Sections 5.8, 5.9 and 5.10 for compensation of Acting, Interim and Additional Duties/Assignments.

8.10 Salary Differentials

Classified Administrators whose normal assignment requires them to work until 7:00 PM or later for at least 75% of their work year will be entitled to one additional range on the salary schedule for the entire year.

8.11 Doctoral Stipend

Unit members possessing a doctorate degree from an accredited institution shall receive a stipend of \$2,200 annually.

8.12 Early Retirement/Resignation Notice Stipend

Effective July 1, 2023, unit members who submit an official notice of resignation/retirement at least 6 months prior to the separation date, shall receive a \$1,000 early retirement/resignation notice stipend. The overall cost of this stipend shall not exceed \$10,000 per year and will be made available in the order in which resignation/retirement notices are received in writing in Human Resources. Such resignation/retirements shall be deemed irrevocable. Unit members will not be eligible for this stipend during times when a unit member would also be accessing an Early Retirement Incentive or SERP offered by the District.

8.13 Me Too Clause

Effective July 1, 2023, if the SCEA bargaining unit receives a greater percentage compensation increase on the Full Time Salary Schedules, SCCDAA unit members will receive the same increase.