

56
 57 **Section 15.4.** Full-time or Part-time Faculty Members shall be compensated at the then current
 58 hourly rate established for Part-time Faculty when such Full-time or Part-time
 59 Faculty Members are required or assigned to serve on District hiring committees
 60 or other District committees, when such committees must meet on days which
 61 are not assigned for Full-time Faculty, or outside of a Part-time Faculty
 62 Members' assigned courses or counseling duties. In order to be eligible for pay
 63 for such services the Full-time or Part-time Faculty Member must first obtain prior
 64 approval from the Supervising Administrator. For purposes of this clause the
 65 phrase "days which are not assigned" or "unassigned days" refers to and is
 66 limited to non-teaching days which are scheduled outside the Academic Work
 67 Year.

68
 69 **Section 15.5. Part-Time Faculty:**

70
 71 **a.** Effective July 1, 2021 the part-time salary schedule will be increased by two
 72 and three-quarters percent (2.75%). Retroactive payment will be paid at the
 73 first payroll after ratification of this agreement.

74
 75 Effective July 1, 2021, the part-time salary schedule is:

	BA	MA	PhD
Lecture	\$53.47	\$55.66	\$57.94
Lab	\$43.70	\$44.85	\$46.67

76
 77
 78 Effective July 1, 2021, all **non-credit** instructional **lab courses-classes** will
 79 be paid at the lecture rate. **Open entry/open exit courses are paid at the**
 80 **lab rate and are not subject to the lecture rate under this section.**

81
 82 All actively employed part-time faculty members will receive a one-time
 83 bonus of four percent (4%) for all salary earned in fiscal year 2020-2021 to
 84 be paid at the first payroll after the ratification of this agreement.

85
 86 **b.** Effective July 1, 2022, the part-time salary schedule will be increased by
 87 one and three-quarters percent (1.75%)

	BA	MA	PhD
Lecture	\$54.41	\$56.63	\$58.95
Lab	\$43.83	\$45.62	\$47.49

88
 89
 90 **c.** **Effective July 1, 2023, the part-time salary schedule will be increased**
 91 **by twenty-one percent (21%).**

	BA	MA	PhD
Lecture	<u>\$65.84</u>	<u>\$68.52</u>	<u>\$71.33</u>
Lab	<u>\$53.03</u>	<u>\$55.20</u>	<u>\$57.46</u>

92
 93
 94 **There will be a reopener on salary for 2023-2024.**

95
 96 **Section 15.6.** In any academic year that the District receives parity money (Part-time Faculty
 97 compensation funding) from the state such monies shall be distributed based on
 98 total hours worked. Parity money shall be distributed exclusively to Part-time
 99 Faculty and shall not be distributed for Full- time Faculty overload.

102 Definition of Parity: Effective July 1, 2005, the District and CMCFE agree that
103 parity for Part-time Faculty salaries, based on workload, is as described by the
104 California Post-Secondary Education Commission (CPEC) study and equals
105 70% of the Full-time Faculty workload.
106

107 **Section 15.7.** Full-time and Part-time Faculty Members shall be compensated for independent
108 study courses at the rate of \$500.00 per student, not to exceed two students per
109 course. All independent study courses must go through the established process
110 before being approved. Faculty shall be compensated as long as the student is
111 enrolled through census.
112

113 **Section 15.8.** Part-time Faculty shall be paid equal to the number of hours of the first class
114 meeting when a course of scheduled instruction is cancelled less than two weeks
115 before the beginning of a semester.
116

117 **Section 15.9.** Full-time Faculty shall be compensated for administering more than 3 credit-by-
118 examination(s) during a single semester at the rate of \$50.00 per student. Part-
119 time Faculty shall be compensated for administering credit-by-examination(s) at
120 the rate of \$50.00 per student. Full-time Faculty Members who administer credit-
121 by-examination(s) during days not assigned shall be compensated at the rate of
122 \$50 per student. All credit-by-examination(s) must go through the established
123 process before being approved.
124

125 **Section 15.10.** Faculty shall be compensated for MUSD credit by exam paper grading at
126 the following tiered rate:

- 127 • \$250 (1-15 exams)
- 128 • \$500 (16-30 exams)
- 129 • \$750 (31-45 exams)
- 130 • \$1000 (46-60 exams)
- 131 • \$1250 (61-75 exams)
- 132 • \$1500 (76-90 exams)
- 133 • \$1750 (91+ exams)

134
135 Faculty claiming payment for paper grading shall share a copy of the exam
136 instrument with the Dean of Instruction to substantiate the claim.
137

138 Faculty who solely utilize a multiple choice exam for the program shall be
139 compensated a flat rate of \$250 regardless of the number of exams.
140

141 **Section 15.11.** Faculty teaching the Work Experience course shall be compensated at the
142 rate of \$200 per student.
143

144 **Section 15.12.** Full-time non-teaching Faculty Coordinators listed below whose
145 responsibilities include supervision of a program shall receive additional
146 compensation of \$2400 per year.
147

148 ACCESS Coordinator, CalWORKs Coordinator, EOPS Coordinator, Adult
149 Education Program Coordinator, Coordinator for Library Services, Learning
150 Resource Center Coordinator, Articulation Officer, and Transfer Center
151 Coordinator.
152

153 **Beginning July 1, 2023, the following shall replace Article 15.12 in its**
154 **entirety:**
155

156 Full-time Counseling Program Coordinators (as defined in Article 9.5.d)
157 who meet the minimum qualifications for Counseling as outlined in the
158 “Minimum Qualifications for Faculty and Administrators in California
159 Community Colleges” and whose responsibilities include the
160 coordination of a program shall receive additional compensation of \$4500
161 per year. Prior to being assigned an additional program, the District and
162 CMCFA will meet and negotiate the scope of the additional work and its
163 impact on the workload of the Coordinator.
164

165 15.12.1 Effective July 1, 2023, the non-counseling coordinators listed below
166 will no longer receive \$2400 per year for completion of this work and
167 will complete their Coordinator work during their normal 40 hour
168 work week.
169

170 Adult Education Program Coordinator
171 Tutoring & Academic Support Center Coordinator
172 Coordinator of Library Services
173

174 15.12.2 Effective July 1, 2023, the workload and compensation of the
175 Articulation Officer and Transfer Center Coordinator will be
176 addressed through an MOU between the District and Association to
177 the extent that these duties extend beyond their contracted load.
178

179 **Section 15.13.** Part-Time Ancillary Activities: Part-time faculty who work as student club advisors
180 shall receive additional compensation of \$500 per club per semester. Per
181 Education Code 87482.5, this time does not count against the 67% maximum.
182

183 **Section 15.14.** Effective July 1, 2021 in the event a course of scheduled instruction offered
184 outside the regular semester is cancelled with two (2) weeks of the first class
185 meeting, Faculty assigned to teach these courses shall be paid for the number
186 of hours of the first class meeting.
187

188 **Section 15.15.** Mileage Reimbursement: In the event a full-time or part-time faculty member is
189 scheduled at two or more different locations on the same day, the member will
190 be paid round-trip mileage between the locations at the current IRS mileage rate
191 within thirty calendar of submitting a mileage form. **Faculty assigned to teach**
192 **outside of District boundaries shall be eligible for mileage reimbursement**
193 **even if the site is the only worksite for the day.**
194
195

196 **ARTICLE 28XXVIII:**
197 **Health and Welfare Benefits**
198

199 **Section 28.1.** The District shall provide medical, dental, and vision insurance for Full-time
200 Faculty Members.
201

202 After the monthly premiums reach:

204	Single:	\$820.00 per month
205	2 Party:	\$1,320.00 per month
206	Family:	\$1,770.00 per month

207

208 For employees electing the HMO medical, the employee shall contribute the
209 difference up to:

210
211 Single: \$75.00 per month
212 2 Party: \$150.00 per month
213 Family: \$200.00 per month
214

215 The monthly premiums above are based on 12 calendar months. Faculty members
216 who are paid on a 10 or 11-month schedule will have the total cost prorated over
217 their 10 or 11 pay warrants.
218

219 In the event the District offers a Bronze Plan, all Part-time faculty will be eligible
220 to opt into the Bronze Plan at their cost. Enrollment in the Bronze Plan will be
221 available within 30 days of hire and during open enrollment.
222

223 **Section 28.2.** The Association shall have the right to appoint two Full-time or Part-time
224 members to the District's Health and Welfare Benefits Committee. The
225 Committee shall convene under the ~~HR Manager~~**Chief Human Resources**
226 **Officer (CHRO)** no later than six (6) weeks after the fall semester begins to
227 research benefits and carrier options and alternatives.
228


229 **Section 28.3.** The District shall fully contribute the premium for a \$20,000 life insurance policy,
230 subject to reduction beginning at age 65 pursuant to the District's life insurance
231 policy, for Full-time Faculty members (includes Accidental Death and
232 Dismemberment).
233

234 **Section 28.4.** The District shall pay the district portion of enrollment costs and fees for Full-
235 Time and Part- Time Faculty Members to take community education courses at
236 CMCD during any semester in which the Faculty Member is working and the
237 semester immediately following. Ed2Go courses are exempt from this section.
238

239 Signed and entered into this 1st day of August, 2023.

240
241 FOR THE DISTRICT

240
241 FOR CMCF

242 
243 Randy Erickson (Aug 1, 2023 09:56 PDT)

242 
243 _____

244 Jenn Baker

245 _____
246 _____
247 _____
248 _____
249 _____

245 _____
246 _____
247 _____
248 _____
249 _____










08-TA-Art-15-Comp-28-Benes-2023-07-27

Final Audit Report

2023-08-01

Created:	2023-08-01
By:	Randy Erickson (rerickson@mcdougallawfirm.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAK7E3H6qVBBDwTE08URSCLGRcw3Cbx1Dk

"08-TA-Art-15-Comp-28-Benes-2023-07-27" History

-  Document created by Randy Erickson (rerickson@mcdougallawfirm.com)
2023-08-01 - 4:53:45 PM GMT
-  Document e-signed by Randy Erickson (rerickson@mcdougallawfirm.com)
Signature Date: 2023-08-01 - 4:56:07 PM GMT - Time Source: server
-  Document emailed to jeffrey haig (jhaig@cmccd.edu) for signature
2023-08-01 - 4:56:08 PM GMT
-  Email viewed by jeffrey haig (jhaig@cmccd.edu)
2023-08-01 - 4:58:51 PM GMT
-  Document e-signed by jeffrey haig (jhaig@cmccd.edu)
Signature Date: 2023-08-01 - 5:00:17 PM GMT - Time Source: server
-  Document emailed to Jenn Baker (jbaker@cmccd.edu) for signature
2023-08-01 - 5:00:19 PM GMT
-  Email viewed by Jenn Baker (jbaker@cmccd.edu)
2023-08-01 - 5:23:50 PM GMT
-  Document e-signed by Jenn Baker (jbaker@cmccd.edu)
Signature Date: 2023-08-01 - 5:24:08 PM GMT - Time Source: server
-  Agreement completed.
2023-08-01 - 5:24:08 PM GMT