

**COMPTON COMMUNITY COLLEGE DISTRICT
AND THE COMPTON COMMUNITY COLLEGE FEDERATION OF EMPLOYEES
(Certificated Unit)**

TENTATIVE AGREEMENT

(subject to ratification by the Federation and approval by the District's Board of Trustees)

February __, 2026

The Compton Community College District ("District") and the Compton Community College Federation of Employees (Certificated Unit) ("Federation") (collectively "the Parties") have been engaged in collective bargaining to replace the Collective Bargaining Agreement ("CBA") between the Parties which expired June 30, 2022. After meeting and negotiating, the Parties have completed negotiations for the 2022-2023 through 2024-2025 years and have reached this Tentative Agreement which sets forth the full and final agreement of the Parties, the terms of which are set forth below, subject to ratification by the Federation and the District's Board of Trustees.

The Tentative Agreement of the Parties is as follows:

1. The CBA is hereby amended, effective upon ratification by both Parties, as set forth in the attached Exhibit "A." Text to be added to the CBA is underlined. Text to be removed from the CBA is ~~struck-out~~. The following text has been relocated (only changes to the original text of those Articles are underlined or ~~struck-out~~): (1) Appendix F has been moved to Article 11.10; (2) Appendix G has been moved to Articles 6.2.f and 6.2.g; (3) Appendix K has been moved to Article 14.5.c; and (4) Articles 22 and 23 have been switched (and shall be correspondingly renumbered). Nonsubstantive corrections to numbering and lettering shall be made by the Parties jointly prior to publication of the final CBA.
2. Compensation authorized under this Tentative Agreement shall be paid to eligible current employees in the Federation bargaining unit as of July 1, 2025, including adjuncts who have worked or are assigned to work at any time during the 2025-2026 academic year, as well as adjuncts who are on the current seniority list and worked at any time during the 2024-2025 academic year. The District shall submit payment details to LACOE for processing within five (5) working days following ratification of this Tentative Agreement by the Board of Trustees. Payment will be issued by LACOE, and the ultimate payment date shall be determined by LACOE.
3. Negotiations on Article 9, Appendix B, and Appendix H will continue in February 2026, and the Parties agree to negotiate towards an agreement on those points which can be implemented during the Spring 2026 term.
4. The Parties agree to sunshine initial proposals for a successor agreement (for the period commencing July 1, 2025) by or before the June 15, 2026 meeting of the Board of Trustees.
5. The election process for the newly-established Division Chair shall begin no later than March 31, 2026. The initial term of the newly-established Division Chair shall run through June 30, 2028, to coincide with the term of existing Division Chairs.

- 6. With the exception of the foregoing, all other terms and conditions set forth in the CBA shall remain status quo.

THIS AGREEMENT CONCLUDES NEGOTIATIONS FOR THE PERIOD July 1, 2022 through June 30, 2025.

For the District:

COMPTON COMMUNITY COLLEGE
DISTRICT

X _____

Dr. Keith Curry, President/CEO

Dated: 2/23/2026

For the Federation:

COMPTON COMMUNITY COLLEGE
FEDERATION OF EMPLOYEES
(CERTIFICATED UNIT)

X  _____

Name/Title: Dr. David Chávez

Dated: 2/18/2026

X _____

Name/Title: _____

Dated: _____

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[EXHIBIT “A” TO TENTATIVE AGREEMENT]

Compton Community College District’s Proposal in Negotiations on the Full CBA between the District and the Faculty for the Period July 1, 2022 Through June 30, 2025

Proposal Date: January 5, 2026

This document memorializes agreed-upon changes to the CBA, subject to ratification by both sides, as explained in the Tentative Agreement. This document should be read as follows:

1. Added text is underlined
2. Removed text is ~~struck-out~~;
3. **Green highlighting** is used to emphasize agreed-to changes (note that some non-substantive changes in spacing, numbering and/or lettering are not highlighted)
4. **Teal highlighting** (with text ~~struck-out~~) is explanatory (e.g. text is being moved from an Appendix into the main body of the CBA), but the text highlighted in teal is not intended to be added to the CBA.
5. The new salary schedules (which are part of the proposal) are not underlined/highlighted.

ARTICLE VI: DIVISIONS AND DIVISION CHAIRS

6.1 DIVISION STRUCTURE

Effective July 1, ~~2019~~ **2023**, there shall be ~~five~~ **six** Division Chairs. The District shall determine the structure of the Divisions.

6.2 SELECTION, TERM AND REMOVAL OF DIVISION CHAIRS

- a. Division Chairs shall be elected from among the tenured and probationary faculty of the Division for a term of three years commencing on the first day of July next following the election. To qualify as a candidate for Division Chair a faculty member must have served as a tenured or probationary faculty member in the District for at least two years. In addition, each candidate for Division Chair, even

if running unopposed, shall complete a statement of candidacy on a form prescribed by the District and submit the statement to the President/Chief Executive Officer or his or her designee so that it can be made available to the faculty of the Division at the time of the election.

- b. A Division Chair may be removed from his or her assignment as Chair:
 - 1) following a successful recall election in which two-thirds of the tenured and probationary division faculty present and voting voted to support the recall; or
 - i. by the President/Chief Executive Officer for: failure or refusal to perform the normal and reasonable duties of Division Chair, or for any of the formal causes for discipline specified in the Education Code, provided the Chair has been given notice of the allegations supporting the removal and an opportunity to respond; or
 - ii. unsatisfactory service as Division Chair as reflected in two evaluations of the Chair's performance in that capacity.
- c. A Division Chair who has been removed from his or her assignment as Chair shall remain ineligible to serve as Division Chair for a period of three years following the end of the academic year during which the removal became effective.
- d. The Federation President may agree upon the terms governing the conduct of Division Chair elections (including recall elections) and the manner in which they will be supervised. Absent such an agreement, Division Chair elections shall be conducted and supervised under the procedures set forth in [Appendix G.2\(f\)](#).
- e. In the event a Division Chair does not complete his or her term, [or the position of Chair is otherwise vacant](#), a new Chair shall be elected and appointed within eighteen working days in accordance with the Division Chair elections procedures adopted pursuant to Section 6.2.d. The replacement Chair shall serve for the remainder of the unexpired term. If the Division is unwilling or unable to recommend a replacement Chair by conducting a vote within fifteen working days, the President/Chief Executive Officer may appoint a replacement Division Chair [from among the tenured and probationary faculty of the Division](#). Pending the appointment of a new Chair, the administrator assigned the supervisory responsibility for the Division shall assume the Division Chair's responsibilities.
- f. ~~RELOCATED FROM APPENDIX G~~ Division Chairs shall be elected by the Division and appointed by the President/Chief Executive Officer as follows:
 - 1) Regular Division Chair elections shall be held no later than April 15. Special elections (for example, to fill a vacancy) shall be held as needed.
 - 2) [To initiate when](#) a Division Chair election [is required](#), the Dean and the President of the Federation shall each designate a [single](#) representative to jointly supervise the election (hereinafter referred to as the "Election

Supervisors”). Election Supervisors will be chosen from full-time faculty outside the Division where the voting occurs.

- 3) The Election Supervisors may conduct the election at any regular or special Division meeting, provided the faculty has been given notice of the meeting, and its purpose, at least five working days in advance of the meeting date. Unless otherwise agreed, elections shall be conducted in-person using paper ballots. The Election Supervisors may, as an alternative, agree that the election shall be conducted electronically, at the same time as the Division meeting, using one of the following electronic voting platforms: www.electionbuddy.com; www.electionrunner.com. Election Supervisors are required to attend the meeting at which the election is held (whether in-person or electronically) throughout the voting process.
- 4) The Election Supervisors may, as another alternative, allow faculty who did not attend the Division meeting during which the vote was held (or all faculty if no vote was held at the Division meeting) to vote in person during an extended in-person voting period not to exceed 2 work days. This extended in-person voting process can be offered to all Division faculty eligible to vote, provided that no faculty member has more than one opportunity to vote and no votes are tabulated until all faculty have had the opportunity to vote. Faculty voting during the extended in-person voting period shall use paper ballots and a sealed ballot box located in the office of the appropriate Area Vice President. The Election Supervisors shall inform the Vice President of the names of all eligible voters, and shall provide a copy of the ballot. The Vice President shall record the names of all faculty who cast a vote, and shall confirm that each faculty casts only a single ballot).
- 5) Every tenured or probationary faculty member whose principal assignment is in the Division Faculty shall be eligible to vote in the Division in which he or she has the higher or highest percentage of assignments. When the percentage of assignment in any two or more divisions is equal, the faculty member shall choose to be a member of the electorate of any one of those divisions. This choice shall not be rescinded until his or her percentages of assignment have changed. Those division members absent or on leave, shall have the right to vote if they are available at the time of the election and attend the meeting at which the election is held.
- 56) Voting shall be by secret ballot. The ballot shall list as a candidate every faculty member who has been nominated for the position (either by himself or herself, or by another faculty member in the division) provided he or she meets the qualifications set forth in Article VI, ~~Section 6.2.a~~ and has submitted a statement of candidacy on the form prescribed by the District.
- 67) To be elected, a candidate must receive a majority of the votes cast (excluding abstentions). Only affirmative votes for a candidate will be counted;

abstentions, "none of the above," or "no" votes will not be counted. ~~If no one receives a majority on the first ballot, the candidate (or, in the case of a tie, candidates) receiving the fewest votes shall be eliminated and voting shall continue until one candidate receives a majority of the votes. If in the next to last round of voting, one candidate has a plurality of the votes (but not a majority) and two or more candidates are tied for second place, then an election shall be held among the persons tied for second place to determine who will appear on the ballot along with the leading vote getter in the final round.~~ After each round of voting, ~~The~~ candidate, or, in the case of a tie, candidates, receiving the fewest votes shall be eliminated and voting shall continue until one candidate receives a majority of the votes. Provided, however, that ~~if~~ ~~if~~ there is a tie between persons receiving the fewest number of votes and no candidate has received a majority of the votes cast, then an election shall be held between the persons tied for the fewest votes to determine who shall appear on the final ballot against the leading vote getter(s). If the two final candidates tie, and the tie is not broken after an added round of voting to break the tie, the tie shall be broken by lot.

- 78) The Election Supervisors shall tally the votes, record the results of the election and transmit them to the Dean who, in turn, shall submit the name of the candidate elected by the Division to the President/Chief Executive Officer for his or her consideration.
- 89) If the President/Chief Executive Officer declines to appoint the candidate whose name is submitted by the Election Supervisors, the President/Chief Executive Officer shall meet with the faculty of the Division and the President of Federation to discuss the matter. If, following the meeting, the President/Chief Executive Officer still declines to appoint the candidate whose name was submitted, the Election Supervisors shall conduct a new election with the previously elected candidate omitted from the ballot.
- 910) This process will ~~take place repeatedly~~ until such time as a candidate is elected and, on the basis of that election, appointed by the President/Chief Executive Officer.
- 1011) The District shall appoint the Division Chair for those Divisions having no full-time teaching faculty.

g. Recall of Division Chairs

- 1) Subject to the limitations specified in the following section, the faculty of a Division may initiate the recall procedure by submitting a recall petition to the Dean.
- 2) A recall petition may not be circulated until the Division Chair has served in that capacity for at least one semester. Furthermore, to be valid the petition

must be signed by a majority of the tenured and probationary faculty members of the Division.

- 3) Upon receipt of a timely and valid recall petition, the Dean and the President of the Federation shall each designate a representative to serve as Election Supervisors of a recall election. Election Supervisors will be chosen from outside the Division where the voting occurs. The Election Supervisors shall conduct the recall election at a special Division meeting called for that purpose at least five working days in advance of the recall election meeting date.
- 4) Every tenured or probationary faculty member of the Division eligible to vote in the Division at the time of the meeting shall be eligible to vote in the recall election.
- 5) Voting shall be by secret ballot. The ballot shall address the single issue of whether or not the Division Chair should be recalled.
- 6) If two-thirds of the votes cast (excluding abstentions) favor recall, the recall shall be successful and the Division Chair shall be removed from the position immediately.
- 7) The Election Supervisors shall tally the votes, record the results of the election and transmit them to the Dean who, in turn, shall submit the results to the President/Chief Executive Officer. If the Division Chair was recalled a special election to elect a new Division Chair shall be held within fifteen working days after the results of the election were received by the Dean.
- 8) A recalled Division Chair shall not be eligible for the position of Division Chair for a period of three years following the end of the academic year during which the recall became effective.

6.3 REASSIGNED TIME AND STIPENDS FOR DIVISION CHAIRS

- a. The District shall give each Division Chair 50% reassigned time based on the following chart of FTEF per Division. FTEF for each Division is determined by counting the number of contract faculty (can be fractional) in that Division; adding all counseling/teaching ~~units~~ hours taught on overload (converted to FTEF); and adding all counseling/teaching ~~units~~ hours taught conducted by adjunct employees (converted to FTEF). The calculation shall be made annually as of the first day of fall semester classes. The fall semester FTEF calculation in a given year will determine the reassigned time for the following academic year; thus, the Fall 2023 FTEF determines the 2024-2025 reassigned time, Fall 2024 FTEF determines the 2025-2026 reassigned time, etc.

| FTEF | Reassigned Time for Division Chair | Equivalent Hours per Week |
|--------------|------------------------------------|---------------------------|
| Below 26 | 50% | 16 hrs 55 min |
| 26-32.99 | 60% | 20 hrs 15 min |
| More than 33 | 70% | 23 hrs 40 min |

- b. The District shall pay each Division Chair their hourly rate for up to 30 hours per month of Division Chair work performed on campus during each of the months of January, June, July, and August in each year, and their schedule shall be reviewed and approved by the Dean (or other appropriate academic administrator who, for purpose of this Article, will be referred to as a Dean). If additional hours are requested by the Division Chairs for the months of January, June, July, and August, the request shall be reviewed and approved by the Dean and subject to approval by the CEO or designee.
- c. Division Chairs may be assigned an overload assignment of up to two courses not to exceed 6 hours by the Dean or an overload assignment equivalent to 6 lecture hours scheduled online, weekends or evenings.

~~d. The District shall pay each Division Chair a stipend of \$500 per month for each of the months of September, October, November, December, February, March, April, May. The stipend in Section 6-3-d, will expire on May 31, 2021.~~

~~ed.~~ Each Division Chair shall be paid, one time, their hourly rate, not to exceed 20 hours, to complete the POCR @ONE training for Distance Education. The Division Chair will enroll in the POCR training course by the end of the first semester as the Division Chair given the @ONE course availability.

6.4

DIVISION CHAIR DUTIES

- a. Every Division Chair shall report to a Dean. Any action taken by the Division Chair in his or her capacity as Chair is subject to the approval of the Dean to whom the chair reports.
- b. Each Division Chair's duties and responsibilities shall include the following:
 - 1) Coordinating and participating in the evaluation of academic and classified personnel within the Division.

- 2) In consultation with the Dean, recommending scheduling and assigning and/or canceling classes ~~or recommending scheduling of counseling faculty~~ after faculty consultation in conformance with Compton College standards and practices.
- 3) Recommending adjustment of class size to comply with applicable Compton College class size limits.
- ~~4) Recommending curriculum development, modification and deletions, and supervising the selection and development of course materials in accordance with student learning outcomes, program level outcomes, and other objectives approved by Compton College's curriculum committee.~~
- ~~5) Consulting with faculty in the various disciplines, appropriate experts, Compton College officials and others to coordinate curriculum development or service improvement efforts within their assigned Division and with other Divisions.~~
- 64) In consultation with the Dean, recruiting and interviewing staff in conformance with applicable hiring procedures, and making hiring recommendations in consultation with faculty members having expertise in the affected discipline and consistent with relevant Compton College standards and practices.
- 75) In consultation with the appropriate Dean, the Division Chair will schedule and conduct meetings at least once per month.
- 86) Managing day-to-day operations and first-level problem solving; maintaining health and safety standards and handling informal grievances; submitting requests for supplies, equipment, repairs and maintenance.
- 97) Providing orientation of new personnel within the Division in conjunction with faculty members with expertise in the affected discipline to help to ensure that new faculty and staff in the Division understand their obligation to adhere to required work hours and schedules, and to the system for reporting absences or other attendance matters.
- 108) Advising, assisting and counseling faculty and staff within the Division.
- 119) Serving on, or recommending appropriate faculty to serve on, Division-related and college-wide committees.
- 1210) Communicating and consulting with other Divisions, and serving as a reliable intermediary between the Division and other segments of Compton College.
- 1311) Supporting student recruitment and retention efforts, including but not limited to the following:

- i. Acting as a resource for students by becoming experts in the coursework and broader pathway requirements for certificates and degrees in their assigned Division.
- ii. Referring students to Guided Pathways Counselor or Division counselor for comprehensive educational planning and other applicable resources on campus to facilitate student success.
- iii. Assisting in identifying intervention strategies for Student Equity and disproportionately impacted groups in their assigned Division.
- iv. Assisting in identifying outreach strategies for the Division.
- v. Assist in coordinating activities related to supporting students, such as offering Division-specific workshops, student orientations, or major fairs.

1412) Being regularly available to students who enroll in the Division's courses or programs, or make use of the Division services, to facilitate their success, respond to their inquiries and concerns, explore their suggestions and monitor their complaints.

1513) Supporting course program assessment (SAOs, SLOs and PLOs) program review, unit planning efforts and assisting the Division faculty in the development of appropriate assessment tools.

16) ~~In conjunction with the Division SLO facilitator, organizing and coordinating division faculty meetings on Student Learning Outcomes, program development and program review.~~

1714) Promote participation in professional development opportunities to Division faculty.

1815) Supporting the Division's off-campus classes by:

- i. Consulting with the District-designated administrator on classes offered and consulting with other campus departments, divisions, and external agencies, including but not limited to high school, adult school, and other designated off-campus sites.

- ii. Recommending staff and faculty development/in-service training including but not limited to orientations.

- ~~iii. Providing course outlines and requirements to any off-campus faculty.~~

- ~~iv. Receiving, reviewing, and filing of syllabi and other pertinent Division documents for all off-campus Division members.~~

1916) Helping to ensure that faculty and staff in the Division understand their obligation to adhere to required work hours and schedules and the system for reporting absences or other attendance matters.

2017) Facilitating strong collegial relationships and teamwork among the Division's faculty and staff, and facilitating adherence to applicable professional standards.

2118) Actively participate in ~~Farter~~ Success Team meetings within their divisions.

2219) Performing other duties as assigned by the Dean.

2320) Duties and responsibilities for instructional and counseling division chairs are as follows:

A. Division Chairs of Instructional Programs

1) Recommending curriculum development, modification and deletions, and supervising the selection and development of course materials in accordance with student learning outcomes, program level outcomes, and other objectives approved by Compton College's curriculum committee

2) Consulting with faculty in the various disciplines, appropriate experts, Compton College officials and others to coordinate curriculum development or service improvement efforts within their assigned Division and with other Divisions

3) In conjunction with the Division SLO facilitator, organizing and coordinating division faculty meetings on Student Learning Outcomes, program development and program review

4) Supporting the Division's off-campus classes by:

i. Providing course outlines and requirements to any off campus faculty

ii. Receiving, reviewing, and filing of syllabi and other pertinent Division documents for all off-campus Division members

B. Division Chair of Counseling

1) Coordinate the selection and evaluation of division materials. Participate in the evaluation of necessary software and equipment. This may involve evaluation, justification, request for proposals and requests for bid preparation, and board presentations.

2) Facilitate and monitor the development of the Division's informational brochures, applications, websites, and relevant components of the catalog.

3) Assist the Dean with collection of data required for regional and/or external accreditation reports.

- c. The Division Chair shall coordinate with faculty members and their Guided Pathways Counselor to develop **ment**, approve, and review as needed, the academic program maps.
- d. The Division Chair shall have the authority to carry out the responsibilities enumerated in sections 6.4.b and 6.4.c, subject to approval of the Dean to whom the chair reports.
- e) The District shall provide in a timely manner, all documents necessary to the Division Chair's fulfilling his or her enumerated responsibilities. Each Division Chair shall, in a timely manner, submit to the appropriate administrator all documents and reports related to his or her enumerated responsibilities. Failure to do so may result in the Chair's removal pursuant to Section 6.2.b.
- f) It is the responsibility of the Division Chair to consult regularly with the Division Dean before making decisions or taking actions that affect the Division and its members; therefore, any decision made by a Division Chair without consultation with the Dean may be rescinded by the appropriate administrator.
- g) Each Division Chair shall, in consultation with the appropriate Dean, establish a regular work schedule that will ensure his or her availability on campus for required meetings, consultations, and other activities or events where the Chair's presence is important including being available in the evening for the first two weeks of the semester. This schedule will minimize conflicts between the Chair's teaching or other duties and his or her performance of the duties of Division Chair. Furthermore, each Division Chair shall limit his or her acceptance of additional assignments or other commitments to the extent necessary to ensure that he or she will remain fully accountable for the quality, completeness, and timeliness of his or her performance of the duties of Division Chair.
- h) At the beginning of each academic year, each Division Chair shall, in consultation with his or her Divisional colleagues and the appropriate Dean, establish annual goals for the Division. Any evaluation of a Division Chair shall review both the Chair's fulfillment of the responsibilities of the Division Chair assignment, and his or her contribution towards the attainment of or progress toward, achieving those goals.

ARTICLE VII:

INSTRUCTOR RIGHTS, DUTIES AND RESPONSIBILITIES

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7.5 No later than the second week of each class, each instructor shall furnish a syllabus to students in each class for each course the instructor is assigned to teach. In addition an electronic copy of the syllabus shall be submitted to the Dean and the Office of Academic Affairs.

a. The following information shall be included in the District syllabus:

- i. Objectives of the course
- ii. Course student learning outcomes as approved in the official course outline of record
- iii. Course content
- iv. Major topics, concepts and skills to be taught
- v. Anticipated dates for the presentation of each content area
- vi. Method and frequency of evaluating student performance in the course (grading policies)
- vii. Required and recommended texts.
- viii. Class attendance policy
- ix. As appropriate to the discipline and course, the syllabus must include current topics and information in addition to historical information.

b. The following other information may be included in the District syllabus:

- i. State/federal law compliance notifications as mandated by law
- ii. Anticipated date and time of all instructional activities
- iii. Other pertinent information related to student services and course content

7.6 FACULTY ACCOUNTABILITY

The faculty member is accountable to the District for the following obligations:

- a. submission of permanent roll sheets, grades, positive

attendance hours, student learning outcomes data, and all attendance and accounting forms, no later than ~~sight business~~ seven calendar days after the last exam class date;

- b. submission of the District Check-Out form, when required;
- c. submission of the syllabi within the first two weeks of instruction;
- d. submission of teaching/office hour schedule ~~cards~~;
- e. submission of schedule ~~card~~—containing classroom schedule, office hours, committee memberships, student club sponsorships, and other college business and other ongoing professional activities as part of the required 33.75-hour work week by the end of the second week of instruction.

f. ~~identification and submission of textbook requests within three weeks of being assigned the course. Provided, however, that where classes are unstaffed one month prior to the start of the term, the Division Chair in consultation with discipline faculty will select a textbook for that class in that term. Once textbooks have been selected and ordered, subsequent changes require approval of the Division Chair in consultation with the Dean prior to the first day of instruction; and~~

- g. development of instructional material that shall follow ADA Compliance.

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11.8 PAID PARENTAL LEAVE FOR CHILD BONDING/CHILDCARE

- a. As provided by Education Code section 87780.1, unit members shall be entitled to paid parental leave as set forth in this section.
- b. For purposes of this section, “parental leave” shall be defined as leave for the reason of the birth of the unit member’s child, or the placement of a child with the unit member for adoption or foster care within twelve (12) months of the birth or placement.
- c. Unit members shall be entitled to use all current and accumulated sick leave for parental leave, for a period of up to twelve (12) workweeks.
- d. When a unit member has exhausted all current and accumulated sick leave and continues to be absent on account of parental (child-bonding) leave under the California Family Rights Act (CFRA; Government Code section 12945.2), he/she shall be entitled to 50% pay or difference pay, whichever is greater, for any of the remaining twelve (12) workweek period. In order to use 50% pay/difference pay, the unit member must be eligible for leave under the California Family Rights Act, except that he/she is not required to have worked 1,250 hours in the twelve (12) months immediately preceding the leave.
- e. Any leave taken under this section shall count against any entitlement to child- bonding leave under the California Family Rights Act. The aggregate amount of leave taken under this section and CFRA shall not exceed twelve (12) workweeks in any twelve (12) month period.
- f. A unit member shall not be entitled to more than one (1) twelve (12) workweeks period for parental leave in any twelve (12) month period. If both parents work for the District, each is entitled to twelve (12) workweeks of leave for the birth or placement for adoption or foster care of a child.
- g. Leave under this section shall be in addition to any leave taken for pregnancy or childbirth-related disability.
- h. A unit member shall give at least thirty (30) calendar days’ notice of the birth of a child and intent to take parental leave under this section. Leave shall be taken in increments of at least two (2) weeks’ duration except on two (2) occasions provided that the District may, upon request by the faculty member, authorize the faculty member to take such leave in increments of less than two (2) weeks on more than two (2) occasions. Leave under this section must be completed within twelve (12) months of the birth of the child or placement for adoption or foster care.

11.10 OTHER LEAVES OF ABSENCE

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~~RELOCATED FROM APPENDIX F1~~

The Compton Community College District and the Compton Community College District Federation of Employees (Certificated Unit) agree that a bargaining unit member may take a one- semester paid leave of absence without loss of benefits, previously accrued sick leave, or seniority for the purpose of urgent care of an immediate family member (parent, spouse, ~~registered domestic partner~~ or child).

Urgent care shall be defined as the ongoing attendance upon a critically or terminally ill immediate family member. It is also mutually understood that the bargaining unit member is the sole provider of this care, such as a single parent or only child.

Each semester the unit member shall provide the District with documentation from the medical providers of the patient's medical status and need for continued care. The one-semester paid leave of absence for such purpose may be renewed for ~~an one~~ additional semester.

This leave shall operate as released time, and upon the bargaining unit member's return to full- time teaching the unit member shall complete a mutually agreed upon special assignment ~~such as provided for in Article IX, section 9.2, Voluntary Reassignment~~. ~~The agreed-upon special assignment will be memorialized in writing by the District and unit member, including identifying the completion date, prior to the leave being granted. However, if the parties are not able to finalize an agreement by the time the need for leave commences, the unit member will be afforded 60 calendar days or 20 working days (during the Fall or Spring term including working days on which the unit member is absent on leave), whichever is longer, to reach agreement. During this 60 (or 20)-day period, the unit member may utilize other available forms of paid or unpaid leave; and any paid or unpaid leave utilized for this purpose will be reinstated provided an agreement is reached within the 60 (or 20) day period. After agreement is reached, any changes to the special assignment may be authorized by mutual agreement.~~

~~The unit member shall complete the special assignment in accordance with the agreed-to due date. Such special assignments may be as follows:~~

- ~~1) Curriculum development~~
- ~~2) Program review~~
- ~~3) Marketing/recruitment~~

- 4) Off-site supervision
- 5) Fund development
- 6) Tutoring
- 7) Student Learning Outcomes

ARTICLE XIII:

GRIEVANCE PROCEDURE

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13.5 PROCESSING OF GRIEVANCE

- a. It is mutually agreed that grievances should be processed as rapidly as possible. The number of days indicated at each procedural level shall be considered maximums. The limits specified may be altered by the mutual written consent of the grievant and the appropriate District-designated administrator, and the Federation shall be notified of such alteration. Failure by the District to respond to a grievance within the timelines specified herein shall result in the grievance moving to the next level.
- b. If a grievance is not initiated or pursued by the grievant in accordance with the time limits set forth in the grievance steps of this Article, the grievance is deemed resolved on the basis of the last decision rendered by the District.
- c. A grievant shall have the right to represent himself/herself. If the grievant chooses not to be represented by the Federation, the Federation shall be informed of the decision and shall have the right to present its views to the District in writing.
- d. Any record(s) pertaining to a grievance shall be kept in a file separate from the grievant's official District personnel file.
- e. Grievances of a similar or like nature may be joined as a single grievance by mutual agreement of the District and the Federation.
- f. The terms "District-designated administrator," and "President/Chief Executive Officer" shall also mean their designees. ~~The term "Board of Trustees" shall mean the Special Trustee or his or her designees.~~
- g. The grievant and the appropriate District-designated administrator are encouraged to meet informally prior to the filing of a formal grievance for the purpose of resolving the alleged grievance.

13.6 GRIEVANCE PROCEDURE

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c. Step 3 Board of Trustees

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- 2) Within 10 days of receipt of the appeal the Board of Trustees shall determine whether to hear the appeal, or delegate the hearing to a hearing officer. If the ~~Special Board of Trustees~~ determines to conduct the hearing ~~himself or herself~~, ~~the or she~~ shall hold the hearing on the grievance in a closed session within 30 days of receipt of the appeal. In the alternative, the ~~Special Board of Trustees~~ may delegate the hearing function to a hearing officer who shall prepare a proposed decision. The grievant shall have the opportunity to present his appeal at the hearing. The District shall retain the right to support its decision at this session. A hearing before a hearing officer will be set at the earliest date available on the hearing officer's calendar. The District shall provide 15 days notice of a hearing before a hearing officer.

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- 5) Ten days in advance of the hearing before either the Board of Trustees or the hearing officer both the grievant and/or the Federation, and the District shall exchange a list of witnesses and a list of exhibits that the party intends to introduce in its case-in- chief. Failure to identify a witness or an exhibit may result in its exclusion at the hearing in the discretion of the ~~Special Board of Trustees~~ or hearing officer.

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13.7 FSA GRIEVANCE PROCEDURE

If an individual is denied an additional FSA, the person may request a hearing to challenge the denial as provided for in Education Code Section 87743.3: "any dispute arising from an allegation that a faculty member has been improperly denied an FSA shall be classified and procedurally addressed as a grievance."

An FSA is not deemed denied until the applicant has exhausted ~~both~~ the equivalency ~~process through Administrative Regulation 7211 and competency procedures as set forth in the C o m p t o n Community College District's AB 1725.~~

Minimum Qualifications Guidelines. Only when these procedures have been exhausted and the Human Resources Office has notified the applicant of denial of the FSA may the grievance process be initiated.

Faculty Service Areas

- A. A faculty member will be considered "competent" in an FSA if, for that discipline, the faculty member satisfies the state minimum qualifications for hire, including the equivalency through Administrative Regulation 7211 or holds the appropriate credential.
- B. A current employee may petition for recognition of competence in an FSA by filing a petition for such recognition with an Equivalency Committee as described in Administrative Regulation 7211.
- C. The last day to apply for recognition of an FSA for use in any academic year is February 15th of that academic year.

ARTICLE XIV:

WORKLOAD

14.1 STANDARD WORK YEAR

The standard work year for full-time contract, regular faculty members, and non-teaching faculty shall be as it appears in the academic work calendar, subject to the approval of the ~~Special~~ ~~Trustee~~ Board of Trustees.

14.2 STANDARD WORK WEEK

- a. During the course of a standard work week, each full-time contract or regular ~~teacher or~~ faculty member shall be on campus or on institutional business a minimum of 33.75 hours per week. Each full-time contract or regular faculty member shall have a minimum of five office hours per week and shall be on campus a minimum of three days per week. Full-time faculty members will be required to fulfill 10 hours per week with professional obligations required under Section ~~15.6a~~ ~~4.7~~ of the Agreement.

After consultation with the Division Chairs, the District shall schedule classes at its discretion. Faculty members may select their course assignments in consultation with Division Chairs subject to approval of the Dean.

- b. ~~Non-teaching~~ ~~Full-time contract or regular~~ Counseling faculty shall be required to have a workweek of 33.75 hours. 31.25 hours of ~~full-time contract or regular~~ ~~Non-Teaching~~ Counseling faculty hours shall be considered scheduled hours which include, but are not limited to, student appointments, Human Development courses, matriculation workshops, classroom presentations, division meetings, recruitment, ~~early alerts~~, and professional development activities that are approved by the Dean of the area.
 - 1) 2.5 hours of ~~full-time contract or regular~~ ~~Non-Teaching~~ Counseling faculty hours shall be considered Counseling Preparation Time.
 - 2) Each ~~non-teaching~~ ~~full-time contract or regular~~ counseling faculty member shall be provided with 30 minutes preparation time prior to the first student appointment of the day, except during official registration periods. Counseling preparation time may include, but is not limited to, counseling, student, and faculty follow-up activities.
 - 3) Any ~~full-time contract or regular~~ ~~counseling faculty member or~~ teaching a course as part of ~~their~~ load shall be given preparation time equivalent to that of any other teaching faculty member ~~(in accordance with APPENDIX [C] TEACHING LOAD PERCENTAGES of the Agreement).~~

The District and the Federation shall establish procedures and reporting requirements to assure unit member compliance with this Article of the Agreement.

14.3 CLASS SIZE

- a. For the purpose of this section, "restricted classes" shall be defined as ~~language classes, English 1A, 1B, and 1C, basic skills building classes, C1000, C1001, C1002 (currently 102), laboratory classes,~~ and classes conducted in classrooms with capacities of fewer than ~~30-32~~ students. Writing Workshop classes shall be limited to a maximum of ~~12~~ students in each section. "Non-restricted" classes for the purpose of this section shall be defined as all other classes. Additional students may be enrolled in a restricted class only with written consent of the instructor. The maximum class size for restricted classes shall be ~~40~~ students, unless there are fewer than ~~30-32~~ work stations available in a classroom; in such cases, the maximum class size shall be determined by the number of work stations available. The maximum class size for non-restricted classes shall be 67 students.
- b. Work Experience faculty workload shall be distributed as follows:
 - 1 lecture hour credit for 1-10 students/class
 - 2 lecture hours credit for 11-20 students/class
 - 3 lecture hours credit for 21 or more students/class
- c. ~~Faculty opting to teach an Independent Study class shall be compensated at their hourly rate for five (5) hours per student not to exceed two (2) students per semester.~~
- d. ~~Full-time contract and regular instructors' classes not cancelled prior to the first day of a semester shall remain open for enrollment until the fourth day following the first meeting of a semester, until the second class meeting of evening classes, or until the third day following the first class meeting of summer school, or until the second day of winter classes.~~ In reaching a decision regarding the cancellation of a class, the District should consider whether the course is required for a major, to complete a sequence, or to complete graduation or transfer requirements.
- e. Maximum class size may be increased by the District-

designated administrator in the best interest of the educational program and with the written consent of the instructor involved. Instructors having classes which have not reached maximum class size limits shall accept students whose classes have been cancelled for enrollment through the second week of instruction. It shall be the goal of each department to maintain at least 30 students per class.

- f. Minimum class size for restricted classes, except for writing workshops, shall be 18 students and minimum class size for unrestricted classes shall be 27 students, except when the Dean of Academic Affairs after consultation with the instructor

and the appropriate division chair, determines, for academic consideration or because only one section of a core course is offered during the day or evening, that a lower number is in the best interest of the educational program.

- g. The parties recognize the District's responsibility to offer, periodically, experimental courses, as well as courses necessary for students to complete majors and sequences, and shall meet these responsibilities on an as-needed basis. It is understood that classes in such courses would be offered with fewer than the minimum required. Class sizes shall be limited in accordance with the terms and conditions of this Agreement, District policies, and health, safety, and fire regulations.

14.4 SCHEDULING: FULL-TIME, OVERLOAD AND **SUMMER INTERSESSIONS**

- a. All full-time contract or regular **instructors-faculty** shall have their full-time contract load schedules set before part-time **instructors-faculty** are employed. After all full-time contract load schedules have been set, full time contract or regular **instructors-faculty** may be assigned an overload assignment of one course not to exceed six hours by the Division Chair subject to the approval of the administrator to whom the Chair reports. Thereafter, remaining courses may be assigned to faculty at the District's discretion and additional hours may be authorized by the administrator. Where there is only one faculty member teaching in a discipline, the District shall have the discretion, after consultation with the

Division Chair, to make all overload assignments to less senior faculty members or part-time faculty members rather than to the regular faculty member. This discretionary action shall not preclude the faculty member from having an overload assignment. The District retains the discretion to not re-employ a temporary employee as provided in Education Code Sections 87665 and 87742.

- b. The part-time faculty shall be scheduled in accordance with procedures in Article 14.9 of the Agreement after all full-time load schedules have been set; the District may employ a part-time faculty member up to 67% of a full-time load assignment.
- c. A faculty member who wishes to teach in an area other than his-her primary FSA may be assigned classes at the discretion of the District.
- d. Non-teaching faculty teaching an overload shall be assigned to classes on the basis of discipline seniority unless otherwise determined by the District-designated administrator.
- e. If an-instructora faculty member's overload class is cancelled due to low enrollment, the full-time faculty memberinstructor cannot bump a part-time instructor to maintain an overload assignment.
- f. The District may assign a faculty member to special assignment in lieu of a regular assignment as set forth in Article 9.2c. In the event that a faculty member's classes are cancelled and a full load is not met, the District may assign the faculty member to a special assignment or to load balancing. Special assignments may include, but are not limited to:
 - 1) Curriculum development
 - 2) Program review
 - 3) Marketing/recruitment
 - 4) Off-site supervision
 - 5) Fund development

- 6) Tutoring
- 7) Student Learning Outcomes

14.5 ~~SUMMER INTER~~SESSIONS, EXTRA PAY TEACHING ASSIGNMENTS

- a. Each academic year, ~~prior to January 30,~~ the District-designated administrator shall prepare and submit to the Division Chairs and the instructional areas a tentative list of courses to be taught during the following ~~winter and summer~~ ~~inte~~ session. Faculty members who desire to teach during the ~~summer inte~~ session shall ~~prior to February 28,~~ submit their request for ~~summer~~ ~~inter~~ session teaching assignments in writing to the appropriate division chair. Full time contract and regular ~~instructors faculty~~ shall be given first choice to select ~~summer school~~ teaching assignments not to exceed six hours unless prior approval for additional hours has been given by the District-designated administrator after consultation with the Division Chair. For each of the remaining courses, first consideration shall be given to the ~~instructors faculty member~~ with the most teaching experience for that course within the past three years in which the course was offered at Compton College. The District retains the discretion to not re-employ a temporary employee as provided in Education Code Sections 87665 and 87742.
- b. Non-teaching faculty teaching summer sessions shall be assigned to classes on the basis of discipline seniority.
- c. ~~RELOCATED FROM APPENDIX K1~~ Selection process for intersession counseling hours: By November 1 of each academic year, the Vice President of Student Services or designee shall prepare a list of counseling hours to be offered to full-time and part-time counselors for the winter, spring break and the summer intersessions. The District will determine the total number of counseling hours to be offered for each intersession, and the maximum number of counseling hours that will be offered to each individual counselor for each intersession. Full-time and part-time counselors will be given an opportunity to select counseling hours, according to the following procedures ~~of this Memorandum of Understanding~~:

1. Selection of intersession hours by full-time counselors shall proceed in one round according to District seniority as defined in Article 19.1 ~~of the Agreement~~, with the most senior full-time counselor being afforded the first opportunity to select. ~~For general counseling, each~~ ~~Each~~ full-time counselor will be given an opportunity to select ~~general~~-counseling hours up to the maximum number of hours to be offered per intersession according to District Seniority. Once a full-time counselor has finished their selection, the remaining ~~general~~-counseling hours shall be available for selection by the next full-time counselor, in order of District Seniority. The process will continue until all full-time counselors have been afforded an opportunity to select general counseling hours.

2. Full-time counselors who work in a specially funded program (Adult Education, CalWORKs, EOPS/CARE, First Year Experience Program, Guided Pathways, Strong Workforce, etc.), will only be offered hours to work in general counseling if their program does not offer full-time counselors the maximum number of hours during the intersession. If a full-time counselor assigned to a specially funded program is not offered the maximum number of hours, they will be offered the balance of general counseling hours to reach the maximum number of hours per individual counselor allowed for the intersession, as determined by the District ~~as stated in Section 1 of this Memorandum of Understanding~~.

3. After all full-time counselors have been offered intersession hours, the remaining ~~general~~-counseling hours will be offered to part-time counselors according to the factors to be considered for assignment and retention of part-time faculty as identified in Article 14.9.2, including, but not limited to, seniority as described in Article 14.9.1.

4. After ~~general~~-counseling hours have been offered to full-time counselors according to District Seniority and to part-time counselors according to Article 14.9.2, if there are hours remaining, the District will determine the new maximum number of ~~general~~ counseling hours. The remaining hours will be offered to counselors following the process stated in sections 1, 2, and 3 ~~in this Memorandum of Understanding~~.

5. Selection of hours ~~should~~ will be completed by November 15 for winter intersession, on March 15 for spring break, and by April 1 for summer sessions.

6. General counseling daily hours offered during the intersession shall be determined by the District and shall be equal in length of time (i.e. the boxes of hours on the intersession schedule). The maximum number of hours a counselor can work per day during intersession is 6 hours.

14.6 LOAD BALANCING

If a full-time contract or regular ~~instructor~~ faculty member is assigned a load greater or less than that considered a full load for a given semester because of special needs of the District, the instructor's load will be adjusted during subsequent semesters so that over a four-semester period (two semesters in the case of a first-year teacher,) the average load will be 15 lecture hours or the equivalent per semester. ~~For faculty who are under-loaded, they may elect to complete their load in the winter or summer terms with advanced approval of the Division Dean.~~ The load will be calculated by the percentage method as stated in the formula:

| | | |
|----------------|--------------------|-------------------|
| <u>Lecture</u> | <u>Lecture/lab</u> | <u>Laboratory</u> |
| <u>C</u> | <u>B</u> | <u>A</u> |

| | | |
|----------------|--------------------|-------------------|
| <u>Lecture</u> | <u>Lecture/lab</u> | <u>Laboratory</u> |
| <u>45</u> | <u>48</u> | <u>20</u> |

| | | |
|----------------|-------------------|------------------|
| <u>Lecture</u> | <u>Laboratory</u> | <u>Noncredit</u> |
| <u>C</u> | <u>A</u> | <u>D</u> |
| <u>15</u> | <u>20</u> | <u>25</u> |

The course designations of A, ~~B~~, and ~~C~~, and D used in the formula immediately above are those currently in use at Compton College, and the designation for these courses shall remain operative for the duration of the Agreement.

14.7 PROFESSIONAL OBLIGATIONS

- a. It is mutually understood that the total workload of all contract and regular instructors/teaching faculty shall include these professional obligations:
- 1) classroom instruction
 - 2) preparation time
 - 3) office hours
 - 4) committee assignments (which may include accreditation)
 - 5) student club sponsorship
 - 6) student learning outcomes
 - 7) evaluation committees
 - 8) program review
 - 9) faculty advisement during registration
 - 10) recruitment
 - 11) curriculum review and development
- b. Non-teaching faculty professional obligations shall include the following:

- 1) committee assignments which may include accreditation
- 2) student club sponsorship,
- 3) student learning outcomes
- 4) evaluation committees
- 5) recruitment
- 6) program review

...

14.9 PART-TIME EMPLOYMENT

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14.9.2 ASSIGNMENT AND RETENTION: Among the factors considered in determining retention and all assignments, including additional assignments that become available, are seniority, as described in 14.9.1., relative experience/expertise and program needs.

...

14.9.2.g A part-time faculty member whose assignment is reduced (e.g. class canceled due to financial exigency or low enrollment) within one week prior to the beginning of that assignment may not claim seniority as a reason to be reassigned in place of a less senior part-time faculty member provided that the less senior part-time faculty member had already been given an assignment prior to the one week one-week period. However, seniority remains a factor to be considered whenever new or unstaffed assignments become available. A part-time faculty member whose assignment is reduced under this section shall not lose seniority or accumulated sick leave.

ARTICLE XV: CALENDAR

- 15.1 Full-time contract or regular faculty members shall serve a maximum of 175 instructional days, plus two non-instructional days for each academic year of this Agreement. The two non-instructional days shall be orientation and commencement. There will also be one non-teaching day during which no instruction or District/faculty activities shall be scheduled, which shall take place on Cesar Chavez Day.
- 15.2 If an unforeseen natural disaster or emergency occurs which results in school not being held, faculty members shall make up the lost number of instructional days to meet the 175-day calendar at no additional remuneration. If such missed days are forgiven by the County and/or state governments, faculty members are not required to provide any additional days without remuneration.
- 15.3 Instructional calendars shall be negotiated, and such negotiations shall take place no later than 30 calendar days before submission to the Board of Trustees.
- a. The Academic Calendar shall include a new faculty Orientation day for both full-time and part-time faculty. The Federation shall have 30 minutes to present to full-time faculty and part-time faculty. During this presentation, the Federation shall be allowed to present written materials, including a membership authorization form. The Federation presentation shall be included on the District's orientation agenda. No representatives from management or staff shall be present during the Federation's presentation.
- 15.4 Each full-time faculty member is responsible for 24 hours of professional development each academic year. Hours may not be carried over from year-to-year. A total of 12 hours shall be identified for Mandatory Flex (faculty development) in the academic calendar of which one (1) day shall be offered the week prior to the start of during-the fall term and one (1) day shall be offered the week prior to the start of during-the spring term. Furthermore, a total of 12 hours shall be identified as variable Flex (faculty development) to be completed at a time determined by the faculty member.
- a. Each full-time faculty member shall be required to attend six (6) hours of scheduled Flex activity each semester at the College. Failure to comply shall result in the unit member's salary being docked the number of hours out of compliance with this section. Any request for excuse shall be submitted at least three (3) working days in advance, except in the case of illness or unanticipated emergency. This shall apply only to mandatory Flex activities. Part-time faculty attendance and participation in Flex day activities are voluntary.
- b. Faculty members attending the scheduled two-hour afternoon sessions for division meeting and division activities on Mandatory Flex Day shall receive Flex credit for the time of attendance.

~~b.c.~~ Part-time faculty may complete up to 3 hours of professional development per primary term, compensated at their hourly rate at the end of that term after submission of Flex credit receipts through the professional development reporting platform.

~~e.d.~~ All District and Academic Senate approved workshops and faculty development programs given during Flex days shall constitute appropriate Flex credit.

~~e.e.~~ Faculty members shall receive Flex credit during the academic year for participation in District and Academic Senate approved workshops and for attendance at District and Academic Senate approved conferences. Discrepancies in the reported hours shall be rectified through submission of Flex credit receipts in the professional development reporting platform.

~~e.f.~~ As a matter of professionalism, all full-time faculty members are expected to complete the required 24 hours and submit any Flex credit receipts acquired during the year to the professional development reporting platform.

ARTICLE XVII:

COMPENSATION

17.1 FULL-TIME SALARY

For the ~~2019-2020~~2022-2023 fiscal year, the faculty salary schedule shall be increased by ~~1.56%~~%, effective July 1, ~~2019~~2022.

For the ~~2019-2020~~2023-2024 fiscal year, ~~the District shall provide a one-time off-schedule increase of 1.50% to full-time faculty members (excluding winter and summer overload assignments)~~the faculty salary schedule shall be increased by 3%, effective July 1, 2023.

For the ~~2020-2021~~2024-2025 fiscal year, ~~the District shall provide a one-time off-schedule increase of 1.50% to full-time faculty members (excluding winter and summer overload assignments)~~the faculty salary schedule shall be increased by 2%, effective July 1, 2024.

Beginning July 1, 2023, all full-time faculty who possess a doctoral degree will receive a stipend of \$1000 annually from the District.

~~For the 2021-2022 fiscal year, the District shall provide a one-time off-schedule increase of 1.00% to full-time faculty members (excluding winter and summer overload assignments).~~

17.2 YEARLY STIPENDS:

- Band Director \$1500
- Forensics Coach \$1500
- Drama Coach \$1500
- Choir Director \$1500
- ~~Football Coach~~ ~~\$8000 (\$2500 Out of Season*)~~
- ~~Football Associate Head~~ Associate Head Football Coach (2) \$5000 (\$1250 Out of Season*)
- Men's Basketball \$5000 (\$1250 Out of Season*)
- Women's Basketball \$5000 (\$1250 Out of Season*)
- Baseball \$5000 (\$1250 Out of Season*)
- Men's Soccer \$5000 (\$1250 Out of Season*)
- Women's Soccer \$5000 (\$1250 Out of Season*)
- Badminton \$5000 (\$1250 Out of Season*)
- Track & Field \$5000 (\$1250 Out of Season*)
- Cross Country \$5000 (\$1250 Out of Season*)
- Volleyball \$5000 (\$1250 Out of Season*)
- eSports \$5000 (\$1250 Out of Season*)

* Out of Season stipend is for new student recruitment and matriculation.

- In the event an athletic sport is cancelled before the start of the season due to lack of student participation, the affected athletic coach shall not receive the in-season stipend. This will not affect out-of-season stipends.
- In the event a new athletic sport is added to the roster during the life of this Agreement, the respective coach will receive a \$5000 stipend during the season and \$1250 Out of Season.
- The Band Director, Forensic Coach, Drama Coach, and Choir Director are required to fulfill the duties and responsibilities outlined in their job description to receive their yearly stipend.
- Because the boards governing Registered and Licensed Vocational Nursing programs require significant additions to the standard work year, nursing faculty shall receive a pro-rata stipend of their regular salary for the additional weeks required for their programs. Full-time nurses shall receive an annual \$5,000 stipend to help defray the costs of their uniforms, malpractice insurance, travel to hospital sites and license renewal.

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17.5 PART-TIME/OVERLOAD SALARY SCHEDULE

~~\$180,000 shall be applied to increase the part-time/overload salary schedule effective July 1, 2019.~~

For the ~~2019-2020~~2022-2023 fiscal year, the ~~District shall provide a one-time off-schedule increase of 1% to part-time faculty members (including winter and summer overload assignments);~~ part-time faculty salary scheduled shall be increased 6%, effective July 1, ~~2022~~.

For the ~~2020-2021~~2023-2024 fiscal year, ~~the District shall provide a one-time off-schedule increase of 1% to part-time faculty members (including winter and summer overload assignments);~~ the part-time faculty salary schedule shall be increased 3%, effective July 1, ~~2023~~.

For the ~~2021-2022~~2024-2025 fiscal year, ~~the District shall provide a one-time off-schedule increase of 1% to part-time faculty members (including winter and summer overload assignments);~~ the part-time faculty salary schedule shall be increased 5% effective July 1, ~~2024~~.

Beginning July 1, 2024, all adjunct faculty who possess a doctoral degree will qualify to receive a doctoral stipend at the end of the Fall and Spring semesters, in the amount of

~~\$500 multiplied by their load percentage (not to exceed 100%) for that semester (e.g. an adjunct faculty teaching 6 units, equating to 40%, would receive a \$200 stipend).~~

17.6 SALARY REGULATIONS

- a. Beginning ~~in the 2006-2007~~ July 1, 2025 fiscal year, the maximum initial salary placement for District full-time faculty shall be Step 11 of the new salary schedule ~~except that -P initial~~ placement on steps 12 ~~and through 13-15~~ shall be authorized based on verified teaching ~~counseling, or library~~ experience as applicable (referred to collectively for purposes of Article 17.6 as "experience").
- b. Rules pertaining to class and step placement on the Academic Faculty Salary Schedule:
 - 1) To count towards class placement, a unit member's educational degree must be directly related to the discipline in which the faculty member is assigned to teach. However, a faculty member's additional semester units may count towards class placement, even if they are not directly related to the discipline in which the faculty member is assigned to teach, provided that at least two thirds of the unit member's additional semester units are directly related to the discipline in which the faculty member is assigned to teach.
 - 2) To receive credit for salary schedule class placement for a given academic year, unit members must provide the District with all required information and documentation in a manner acceptable to the District. By no later than July 1, an unofficial transcript must be submitted, and by August 15, the official transcript must be submitted. Otherwise, the increase will be delayed until the following semester.
 - 3) To count towards salary schedule placement, degrees, semester units and teaching experience must be from a duly accredited college or university ~~accredited by the WASC Senior College and University Commission ("WASC"), the Accrediting Commission for Community and Junior Colleges ("ACCJC"), or by another accrediting body recognized by the U.S. Department of Education or the Counsel of Regional Accrediting Commissions. In California, an accredited institution means an institution accredited by the Western Association of Schools and Colleges ("WASC"). For degrees, semester units, and teaching experience outside of California, an accredited institution means an institution accredited by an association which is accepted in the California academic community as reasonably equivalent to WASC.~~
 - 4) The District shall have the discretion to accept units for the salary increase based on criteria in 1, 2 and 3.
 - 5) The District's determination of whether the units and the degree are directly

related is final and binding based on criteria in 1, 2, and 3.

- 6) All courses must be upper division to count, unless prior approval is obtained.
- c. The following rules shall apply to determine whether ~~teaching~~-experience counts towards salary schedule placement:
- 1) One year of experience shall be granted for each year of ~~teaching~~ experience which meets one of the following criteria:
 - 2) Nursing faculty may use clinical experience in lieu of ~~teaching~~ experience for placement on the salary schedule.
 - a) The experience was full-time teaching experience for a period of at least 75% of the days the institution was in regular session.
 - b) The experience was on a part-time or hourly basis, in which case one year of teaching experience shall be granted for each 30 semester units of college- level teaching or 1,080 hours of college level academic non-teaching work performed or f(4) below.
 - c) No more than one year of experience shall be granted for assignments which occur in a single college year.
 - 3) Summer sessions, continuing education, adult education, military and practice teaching, regardless of the nature or amount, will not be counted as ~~teaching~~-experience for purposes of placement on the salary schedule.
 - 4) Verification of prior employment must be submitted to the Office of Human Resources no later than ten (10) days after the commencement of service.
 - a) Vocational areas: refer to “Minimum Qualifications for Faculty and Administrators Handbook” published by the California Community Colleges Chancellor’s Office.
 - b) The following regulations apply to placement on the Academic and Vocational Faculty Salary Schedules:
 - 1) Schedule placement shall be made once per year. Placement on appropriate schedule shall be determined by a majority of the ~~teaching~~-assignment.
 - 2) Units or degrees must be verified by an official transcript.
 - 3) August 15 is the deadline for acceptance of official transcripts and qualifications for movement on the salary schedule.

- 4) Full time ~~faculty teachers~~ with previous part-time ~~teaching~~ experience shall be placed on the salary schedule in accordance with their STRS credit, PERS credit, or credit from an equivalent pension system in another state, with a maximum placement on Step ~~12~~. ~~Non-teaching STRS, PERS, or equivalent credit will not be considered for placement.~~

CERTIFICATED SALARY

The following information is to be printed on the back of the Academic Faculty Salary Schedule.

The following regulations apply to the “Academic Faculty Salary Schedule”:

Academic Placement

| | |
|-----------|--|
| Class I | Bachelor's Degree |
| Class II | Master's Degree |
| Class III | Master's Degree with a total of 48 units above the Bachelor's Degree |
| Class IV | Master's Degree with a total of 66 units above the Bachelor's Degree |
| Class V | Master's Degree with a total of 84 units above the Bachelor's Degree |
| Class VI | Master's Degree with a total of 102 units above the Bachelor's Degree or earned Doctorate. |

- a. Initial placement at Step 11 at the appropriate column. Maximum initial placement at Step ~~13~~. Placement on Steps 12 ~~and through 13~~ are based on actual years of full time ~~teaching faculty experience.~~
- b. At the District’s discretion, eminence related to the ~~teaching faculty~~ assignment may be granted for salary placement up to the maximum placement level allowed by this Agreement.
- c. Step advancements are awarded only after service for a complete academic year, i.e., service for the entire period between August 1 and the end of the academic year.
- d. Salary credit shall not be granted for units or degrees unless they are earned at a college or university accredited by any of the six nationally recognized accreditation commissions.
- e. Class advancements are limited to one per year.
- f. Units beyond the BA/S shall not count for salary schedule placement credit until the MA is attained.

The following regulations apply to the Vocational Faculty Salary Schedule

Vocational Placement

MQ- Minimum Qualifications

Class I AA + 6 years work experience in the area being taught or BA/S + 2 years work experience in the area being taught

Class II MQ + 30 units

Class III MQ + 45 units

Class IV MQ + 60 units

Class V MQ + 75 units

Class VI MQ + 90 units

Class I AA/S + 6 years work experience in the area being taught (AA/S MQ)

Class II AA MQ + 30 units

Class III AA/S MQ + 45 units

Class IV AA/S MQ + 60 units or BA/S + 2 years work experience in area taught (BA/S MQ)

Class V AA/S MQ + 75 units or BA/S MQ + 15 units

Class VI AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree

- a. Initial placement at Step 11 at the appropriate column. Maximum initial placement at Step 1315. Placement on Steps 12 and through 1315 are based upon actual years of full time faculty teaching or work experience.
- b. Step advancement is awarded only after service for a complete academic year, i.e., service for the entire period between August 1 and the end of the academic year.
- c. Salary credit shall not be granted for units or degrees unless they are earned at a college or university accredited by any of the six nationally recognized accreditation commissions, and in the case of Real Estate, accredited by the State Department of Education. For other vocational areas requiring licenses or certification by the appropriate agency, salary credit will be granted upon verification of current certification.
- d. At the District's discretion, experience related to the teaching assignment may be granted for salary placement up to the maximum placement level allowed by this

Agreement.

- e. Class advancements are limited to one per year.

17.7 DISTRICT HEALTH & WELFARE COVERAGE AND PAYMENT

- a. The District shall increase the annual health benefit contribution to ~~\$12,000~~ ~~5,000~~ (effective July 1, 2022) and to \$17,000 (effective July 1, 2024) for full-time eligible unit members for District medical, dental, and vision insurance. Any excess costs in each contract year shall be paid by the unit member. In the event a unit member selects less than a full benefit package (medical, dental and vision, and waives the health package) the difference shall be applied by the District towards a tax shelter annuity or similar use, the total amount of which shall not exceed \$7000. To be eligible to waive health insurance the employee must, at the time he or she first enrolls in the benefit program or during a subsequent open enrollment period, provide proof that he or she is covered by health insurance that is substantially the same as, or better than, the coverage available through the District.
 - 1) No unit member shall be entitled to utilize any portion of the District contribution for tax-sheltered annuities or for any purpose during each contract year other than for payment for health insurance coverage, unless the unit member first provides proof of coverage equal to the coverage available through the District. Such coverage shall remain in force and shall include the effective dates of such coverage and the nature and extent of coverage. The unit member shall immediately notify the District if the health insurance coverage is cancelled or lapses.
 - 2) The District shall have the right to substitute health care providers or insurance during the term of Agreement, provided that such coverage is substantially similar to the current provider's coverage. Such changes shall occur prior to the sign-up periods. The Health ~~and Welfare~~ Benefits Committee shall make recommendations to the District ~~who~~ shall give serious consideration to these recommendations from the Health ~~& Welfare~~ Benefits Committee prior to making a decision to change existing coverage. The District shall notify the members of the Health ~~& Welfare~~ Benefits Committee and the Federation 90 days prior to making a change in health care providers.
 - 3) The District shall offer to each full-time member the opportunity to participate in any or all of the following health and welfare programs as recommended by the Insurance Committee:
 - a) Group medical insurance (b) Income protection plan (c) Group life insurance
 - b) Dental insurance

- c) Group accident insurance
- d) Group vision care
- e) Tax sheltered annuities
- f) IRC Section 125 Flexible Benefits Plan

- 4) The District shall provide an IRC Section 125 Flexible Benefits Plan for all employees of the District and shall ensure that all payments into the plan are made prior to taxes and are made within the required time limits of the plan. The District shall remit all faculty authorized payments to the administrator of the plan.
- 5) The District shall provide a long-term disability plan for full-time faculty in lieu of a sick leave bank.
- 6) The District shall provide each full-time member of the bargaining unit a \$50,000 term life insurance policy with amounts limited by age as determined by the insurance carrier. Any employee who retires from the District with 20 or more years of service to the District may elect to continue this policy in effect by paying the full premiums directly to the District at the same rate as the District pays for active employees, subject to the approval of the life insurance provider. The section shall not be applicable to unit members hired by the District on or after June 30, 2014.

Any tax liability resulting from the issuance or maintenance of this policy to a qualified employee shall be the responsibility of that employee and the union shall hold the District harmless in this manner.

The policy shall take effect on each fiscal year, subject to approval of the carrier selected by the District.

- 7) The District shall provide to each full-time faculty member a long term care policy, with premiums to be paid by the District. The policy will take effect each fiscal year subject to approval of the carrier by the District.
- 8) Should the administrative staff or any other bargaining unit receive a dollar increase in the cafeteria fringe benefit package during the term of the Agreement, the full-time faculty shall receive the same dollar increase, effective immediately.

PART TIME FACULTY

- a. The District shall offer to part-time faculty one of the following options:
 - 1) Membership in STRS
 - 2) Social Security

- b. The District shall contribute a total aggregate amount of \$50,000 annually towards the cost of medical insurance, exclusive of vision and dental insurance, for eligible part-time faculty members not insured for medical coverage through a spouse or other employment. The excess costs for a medical benefit package selected by an eligible part-time faculty member shall be paid by the unit member through payroll deduction.
 - 1) In accordance with Education Code sections 87860 et. seq., the part-time faculty member must be working at least 40% of a full-time load for two consecutive semesters, assigned at least 40% of a full-time load for a third consecutive semester, and have been evaluated and received a satisfactory evaluation. However, the District's failure to evaluate a part-time faculty member shall not preclude the member's eligibility for medical insurance.
 - 2) The employee must commit to the health care coverage for a period of one year, and must sign up during the regular fringe benefits sign-up period.
 - 3) The District shall notify the Chancellor's Office of eligible employees in accordance with current statutes, and shall apply for the allowable reimbursement of 50% of the cost of the health care coverage from the state at the end of the sign-up period.
 - 4) If the employee leaves the District during the year, the employee shall reimburse the District for 50% of the balance of the coverage for the period of time that the employee is not employed by the District.
 - 5) An eligible employee whose class is cancelled and thereby falls below the 40% FTE shall remain eligible for health care coverage.
 - 6) This benefit will be provided to eligible part-time faculty members only in a given year in which State reimbursement for a portion of such health care costs is provided.
 - 7) The part-time faculty member may purchase dental and/or vision coverage for himself/herself through the plans offered by the District.

17.8 PART-TIME OFFICE HOURS

Each part-time faculty member assigned to teaching duties shall maintain 30 minutes of office hours per class per week and be compensated at their hourly rate. Office hours shall be held in the same modality as the class and at times/locations convenient to the students in the class. The faculty member shall inform their students of the time and place of the office hours by including the schedule in the syllabus for each class that is part of their assignment.

17.817.9 PART-TIME AND OVERLOAD INSTRUCTORS FACULTY

Effective 07/01/2016

- a. Initial placement of part-time unit members will be based upon ~~teaching~~-faculty experience.

| | | |
|-----------|--|--------|
| 0-1 | Years of teaching -faculty experience | Step 1 |
| 2 | Years of teaching -faculty experience | Step 2 |
| 3 | Years of teaching -faculty experience | Step 3 |
| 4 or more | Years of teaching -faculty experience | Step 4 |

- b. The District shall pay part-time unit members in accordance with the part-time faculty salary schedule.
- c. The District shall pay full-time bargaining unit members for overload, ~~and~~ summer ~~and winter~~ assignments in accordance with the part-time/overload schedule.

17.917.10 RETIREES' COVERAGE

- a. Members of the bargaining unit who retire during the term of the Agreement and who have a combination of at least 20 years of full and part-time service at the Compton Community College District shall be permitted to continue with the District's health plan with premiums to be paid by the District, in an amount not to exceed the maximum District contribution for full-time ~~teachers~~-faculty in each fiscal year of the Agreement. Each retiree must apply for Medicare and/or MediCal when he/she becomes eligible for such coverage and such coverage shall be the primary insurance. This section shall not be applicable to unit members hired on or after June 30, 2014.
- b. Members of the bargaining unit who retire during the term of the Agreement and who have at least five years of full-time service at the Compton Community College District shall be permitted to continue with the District's health plan with premiums to be paid by the retiree.
- c. Upon application for retirement, all faculty members eligible for continued health benefits shall certify annually, on a District-provided form, the status of their

Medicare and MediCal eligibility.

- d. District-paid medical insurance for retirees shall become effective on the first of the month following the month of retirement. Employees are not eligible for District-paid medical insurance until the first month after the faculty member's 55th birthday.
- e. Members of the bargaining unit who retire during the term of this Agreement and who have a combination of at least 20 years of full and part-time service at the Compton Community College District shall be permitted to include coverage of a spouse or domestic partner provided that coverage is available from the District's providers. A domestic partner of a retiree qualifies for a District-provided health plan coverage if he/she established a domestic partnership with the retiree pursuant to Division 2.5 of the Family Code and provides a copy of the Declaration of Domestic Partnership to the District.

~~17.10~~ 17.11 EMPLOYEE ASSISTANCE PROGRAM

The District shall continue to participate in the current Employee Assistance Program for the duration of the Agreement, so long as such a program is available and cost effective. An employee's use of this program shall remain confidential.

~~17.11~~ 17.12 FACULTY EMERITI

Faculty who have retired from the District with 20 or more years of combined full and part-time experience shall be designated Emeriti.

- a. Those Emeriti faculty who serve as adjunct faculty shall receive an identification card denoting their Emeritus status and business cards upon request.
- b. Those Emeriti faculty who serve as adjunct faculty shall receive shared office space.
- c. The District will provide access to computers, telephones and email to conduct college business for those Emeriti who serve as adjunct faculty.
- d. The District shall provide a campus parking permit to the Emeriti who serve as adjunct faculty.
- e. Each Emeritus faculty member shall be granted library privileges.
- f. Retirees shall be eligible to attend campus committee meetings as non-voting members if they are currently serving as adjunct professors.

ARTICLE XXII ~~Switch and Renumber Articles 22 and 23~~: **GENERAL PROVISIONS**

22.1 The term of this Agreement shall be from July 1, 20~~19~~, through June 30, 20~~20~~.

22.2 This Agreement shall constitute the full and complete commitment between the parties and shall supersede and cancel all previous agreements both written and oral.

22.3 This Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties by a written and signed amendment to this Agreement.

22.4 A basic tenet upon which this Agreement rests is that the parties agree to abide by State laws and that the specific provisions of this Agreement shall prevail over District practices and procedures and over state laws to the extent permitted by state law.

22.5 During the term of this Agreement, the District and the Federation expressly waive and relinquish the right to meet and negotiate on any subject or matter whether or not referred to or covered in this Agreement, except by mutual consent or except as expressly provided elsewhere in this Agreement.

22.6 The parties agree that past practices, standards, obligations and commitments of the District to its employees relating to this Agreement are rejected mutually as a condition of entering into this Agreement, except as they are expressly stated herein.

~~**22.7**—The Federation and the District may each reopen two (2) non-economic issues of their choosing for the 2020-21 fiscal year. For the 2021-2022 fiscal year, the Federation and the District may each reopen two non-economic issues of their choosing.~~

ARTICLE XXII: DISTANCE LEARNING AND ~~ON-LINE~~ ONLINE COURSES

23.1 Definitions:

For the purpose of this Article, according to Title 5, Section 55200 of the California Code of Regulations~~3—Educational—Code~~, “~~Distance—distance Education~~education” means education that uses one or more of the technologies listed below to deliver instruction to students who are separated from the instructor(s) and to support regular and substantive interaction between the students and instructor(s) either synchronously or asynchronously~~transmission of instruction to students at a location separate from the institution~~. Additionally, ~~Distance—distance Education—education~~is an approach to learning where instruction takes place outside of the traditional classroom setting. Instead of teaching face-to-face, instructors use ~~a blend of face-to-face and~~—electronic delivery methods to develop and furnish content for instruction and regular, substantive and effective interaction with students. Within ~~Distance—distance Education—education~~ there are three standard types of courses known as online, hybrid (this includes, but is not limited to, scheduling an online class with in-person proctored exams) and emergency fully online by mutual agreement (EFOMA)~~online with in-person proctored exams~~. Web ~~Enhanced enhanced~~ Courses~~courses~~, Flipped~~flipped~~ ~~E~~classrooms, and ~~E~~correspondence ~~E~~courses do not fall under the ~~Distance—distance Education—education~~ classification.

23.2 Purpose:

Distance education provides educational access to students for whom traditional on-site education is inaccessible or limited. The same standards of course quality shall be applied to distance education courses. Responsibility for instructional quality and control shall rest with the faculty and shall be verified through the evaluation process by students, faculty peers, academic administrators, and self-evaluation, in accordance with the Faculty Evaluation Article contained in this Agreement. All courses offered through distance education~~a~~ shall receive both department and curriculum committee approval.

The number of students assigned to any one distance education course shall be consistent with the class size maximum (See Article 14.3) set for regular course sections (including restricted classes) in that discipline or 37 students (35 for Spring 2026; 36 for Fall 2026; 37 starting Spring 2027), whichever is less, except where Article 23.2.A (Large Distance Education Stipends) applies. ~~For purposes of delivering and maintaining online and hybrid course quality, online and hybrid courses shall be considered as a “restricted class” and shall follow the maximum student enrollment as defined in Article 14.3.a. in this Agreement.~~ Per state laws, enrolled students shall have reasonable and adequate access to the range of services appropriate to support their learning in distance education courses.

A. Large Class Distance Education Stipends

- I. Faculty may elect in writing and subject to approval by the Division Dean to teach one (1) distance education course above the class size limit per semester/term (fall, winter, spring, summer) (calculated at census and then adjusted for no-show drops), for which the instructor shall receive a large class stipend, as follows:

- a) If the large class has an enrollment of 50 to 59 at census (or the appropriate apportionment date), the instructor will receive a Large Class Stipend of \$250 per Standard Hour for that semester or academic term.
 - b) If the large class has an enrollment of 60 to 69 at census (or the appropriate apportionment date), the instructor will receive a Large Class Stipend of \$500 per Standard Hour for that semester or academic term.
 - c) If the large class has an enrollment of 70 to 80 at census (or the appropriate apportionment date), the instructor will receive a Large Class Stipend of \$750 per Standard Hour for that semester or academic term.
2. Any large class still counts as one class for purposes for calculating load and the 67% limit for adjunct faculty.
 3. A Standard Hour is calculated by taking the total hours of lecture, activity, and lab and dividing by 18. For example, a 54-hour class is 3 Standard Hours.
- 1.4. Before a large course is approved within a discipline, it will be assured that full-time faculty have made their full load and each DE certified faculty member on the seniority list is offered an assignment.

23.3 ~~On-Line~~Online Instruction and Support

A. Developing Course Materials for Online Readiness

1. The Distance Education Department will provide online and hybrid faculty with template resources listed in the Distance Education Handbook as approved by the Academic Senate, reviewed by the President/CEO and reviewed and approved by the Board of Trustees in accordance with the MOU between the District and Federation dated December 10, 2020, signed December 16 & 17, 2020, and approved by the Board of Trustees on January 19, 2021 (hereafter "Distance Education Handbook") to standardize the resources given to students by faculty.
2. Materials developed on the faculty member's own time.
 - a) All regular full-time and part-time members of the faculty may propose ~~on-line~~online courses.
 - b) Instructional materials developed by faculty members on their own time without use of college materials or facilities are the property of the individual faculty member. No restriction on their use will be set by the District with the understanding that faculty members will profit on sales at Compton College only in cases where the instructional materials are approved by the department and curriculum committee and not be in violation of AR 3715 Intellectual Property.
 - c) The individual faculty member is responsible for obtaining copyright of the materials developed.
3. Materials developed on a released-time basis.

- a) A faculty member approved by the Dean to develop an online course shall receive 20% reassigned time for one semester to develop the course. Upon approval, the reassigned time shall be listed in the faculty member's contract for the applicable semester.
 - b) Any materials developed during this reassigned time assignment shall remain the property of the District.
4. In order to protect against the use of obsolete materials, the faculty member shall have the right to review and/or update material of which Compton College has internal free use. The institution may agree to use the updated material.
5. Materials developed as a primary or sole purpose of employment by non-divisional staff, such as consultants.
 - a) When a District employee is hired or assigned specifically to develop instructional or course materials, then all the rights to such materials belong exclusively to Compton College, including the right to copyright and/or sell the materials for profit.
6. The District shall have the right to come to agreements with employees concerning the rights belonging exclusively to them only in consultation with the Division Chair and a Federation representative.
7. The necessity for regular and part-time faculty to review, update, and change an online course remains consistent with the duties of faculty in all areas of the curriculum.

B. Teaching and Training Requirements for Online Courses

1. Training for Online Courses

- a) The training requirements for online, hybrid, ~~and on-ground teaching~~ ~~EFOMA~~ through the Learning Management System (LMS) are contained in the Distance Education Handbook.
- b) Faculty are expected to complete the specified training, turn in all proof of completion to the Distance Education Department and the Vice President of Academic Affairs or designee and complete the required demonstrations of competency before being approved to teach each online or hybrid in accordance with the Distance Education Handbook.
- c) Faculty are required to provide a student authentication statement in the first 48 hours of an online class to prevent financial aid fraud in adherence with BP 5500, AR5520 and the ACCJC.
- d) Faculty who have completed the ~~Faculty Course Review Committee process and meet the Distance Education rubric criteria~~ ~~distance education certification process outlined in the Distance Education Handbook (including, to the extent set forth in the Distance Education Handbook, completion of processes through the Faculty Course Review Committee)~~ shall be eligible to teach, ~~per course~~, online or hybrid courses. The Distance Education Faculty Coordinator will notify the appropriate Dean and Division Chair.
- e) Faculty members who have been approved will follow the guidelines ~~set by the Faculty Course Review Committee regarding the renewal certification process as~~ found in the Distance Education Handbook.
- f) Faculty are required to maintain all standards regarding ~~Regular and Effective Contact~~ ~~regular and substantive interaction between faculty and students~~ set forth by the ACCJC, ~~and California Ed Code~~ ~~Title 5 of the California Code of Regulations~~, and the Distance Education Handbook.
- g) Faculty are required to maintain all standards regarding accessible course content set forth by the ACCJC, ~~California Ed Code Title 5 of the California Code of Regulations~~, ~~and~~ Federal laws, and the Distance Education Handbook.

1) Verification of the accessibility of publishers' materials shall be completed through the ~~appropriate committee, if required, and be~~

~~in compliance with 504/508 Technology Subcommittee for compliance with all ACCJC.~~ California Ed Code and Federal laws.

2. Teaching Online Courses

- a) Online courses shall be considered as regular load because of the expected additional monitoring, supervising, grading, and communicating required to be aware of student progress in the class.
- b) Teaching of online courses shall be voluntary by the instructor as a part of load and shall not be imposed by the District or the division.
- c) Division Chairs shall be granted observer access for the purpose of content review of online courses to complete the evaluation process. Evaluation of faculty in online courses shall be in accordance with the evaluation guidelines set forth in Article IX.
- d) Division Chairs and Deans may have observer access for the purpose of state and regulatory compliance review, which shall not be associated with the evaluation guidelines set forth in Article IX.

~~e) All class-size limits, including those for restricted classes, set forth in Article 14.3 shall be maintained.~~

~~f)e) No faculty member, full or part-time shall be displaced because of online courses.~~

~~g)f) No more than two online courses and one hybrid course shall be taught by a faculty member at any time, except with prior written approval of the faculty member's dean.~~

~~h)g) Faculty members may meet their Distance-distance Education education class office hour obligation in part or whole by virtual office hours.~~

~~i)h) To assure that both Distance-distance Education-education proficiency and adjunct seniority requirements are met, faculty Distance-distance Education-education proficiency shall be noted on all full-time and part-time seniority lists as referenced in Article 14.9 and verified by the Division Chair and Dean, in consultation with the Office of Human Resources-Department. Only instructors-faculty with such notation shall-may be offered Distance-distance Education education classes. If the faculty member so designated declines the DE assignment, that decline is counted as a refusal for the purposes of calculating seniority consistent with Article 14.9.1.c. Should a faculty member no longer desire to teach Distance-distance Education-education classes, he/she may request in writing that such notation be removed from the seniority list. The request to change one's Distance-distance Education-education designation will be~~

effective the next term. The ~~Distance-distance Education-education~~ designation can be reinstated by written request of the faculty member, effective the next term.

3. Support for online courses:

- a) The District shall pay the cost of home Internet service to those instructors teaching an online course if the individual teachers do not have a computer in their individual offices for their specific use in teaching these courses. District payment of Internet connection

fees shall be only for the semester in which an online course is being taught. The cost of such service shall not exceed \$30.00 per month.

- b) The District shall provide an online teacher with 20% reassigned time per course the first semester that such a course is taught at the institution. ~~Upon approval, the reassigned time shall be listed in the faculty member's contract for the applicable semester.~~

- c) The District shall ~~enroll each online course requiring essays and research papers in www.turnitin.com and shall pay all costs of the program~~ provide faculty access to anti-plagiarism software such as Turnitin at District expense.

- d) The District shall provide each instructor teaching an online/hybrid course with access to a laptop that has a video conferencing camera, printer, e-mail and fax for that instructor's office and shall ~~insure~~ ensure that such facilities are available to any part-time faculty member who teaches an online/hybrid course.

- e) The District, as it determines necessary, will provide ongoing training ~~and technical~~ and instructional design support including technological assistance regarding the college's LMS, services and equipment to assure successful delivery of the course in the college's ~~Distance-distance Education-education~~ mode. When faculty are required to undertake additional Distance Education training in the teaching and learning of a new Distance Education platform in order to receive an assignment, the District, as it determines necessary, will provide such training as professional development (Flex) opportunities.

- f) Technical support will be provided for faculty in all distance education courses, to free teachers to teach.

4. Faculty Protections:

- a) No regular on-campus course will be cancelled for the purpose or with the effect of transferring or directing students into a distance learning class.

- b) Distance education courses will be used to supplement rather than to replace courses taught on-campus.
- c) Distance learning courses will not be used to eliminate or reduce faculty positions or to reduce the number of courses, which the District provides on campus.
- d) Distance learning courses shall not displace faculty bargaining unit members.

APPENDIX [C]

1. TEACHING LOAD PERCENTAGES (Hours)

| Lab Classes | Lecture/Lab Classes | Lecture Classes |
|-------------|---------------------|-----------------|
| 1A—5% | 1B—5 5/9% | 1C—6 2/3% |
| 2A—10% | 2B—11 1/9% | 2C—13 1/3% |
| 3A—15% | 3B—16 2/3% | 3C—20% |
| 4A—20% | 4B—22 2/9% | 4C—26 2/3% |
| 5A—25% | 5B—27 7/9% | 5C—33 1/3% |
| 6A—30% | 6B—33 1/3% | 6C—40% |
| 7A—35% | 7B—38 8/9% | 7C—46 2/3% |
| 8A—40% | 8B—44 4/9% | 8C—53 1/3% |
| 9A—45% | 9B—50% | 9C—60% |
| 10A—50% | 10B—55 5/9% | 10C—66 2/3% |
| 11A—55% | 11B—61 1/9% | 11C—73 1/3% |
| 12A—60% | 12B—66 2/3% | 12C—80% |
| 13A—65% | 13B—72 2/9% | 13C—86 2/3% |
| 14A—70% | 14B—77 7/9% | 14C—93 1/3% |
| 15A—75% | 15B—83 1/3% | 15C—100% |
| 16A—80% | 16B—88 8/9% | |
| 17A—85% | 17B—94 4/9% | |
| 18A—90% | 18B—100% | |
| 19A—95% | | |
| 20A—100% | | |

| Hours (Hrs based on 18-weeks) | Noncredit Load | Lab Load | Lecture Load | Released/Reassigned/Non- Instructional Assignment Load per Week* |
|-------------------------------------|----------------|----------|--------------|--|
| 1 | 4% | 5% | 6.67% | 5% = 1 hr 40 min |
| 2 | 8% | 10% | 13.33% | 10% = 3 hrs 20 min |
| 3 | 12% | 15% | 20% | 15% = 5 hrs 5 min |
| 4 | 16% | 20% | 26.67% | 20% = 6 hrs 45 min |
| 5 | 20% | 25% | 33.33% | 25% = 8 hrs 25 min |
| 6 | 24% | 30% | 40% | 30% = 10 hrs 10 min |
| 7 | 28% | 35% | 46.67% | 35% = 11 hrs 50 min |
| 8 | 32% | 40% | 53.33% | 40% = 13 hrs 30 min |
| 9 | 36% | 45% | 60% | 45% = 15 hrs 10 min |
| 10 | 40% | 50% | 66.67% | 50% = 16 hrs 55 min |
| 11 | 44% | 55% | 73.33% | 55% = 18 hrs 35 min |

| | | | | |
|----|------|------|--------|----------------------|
| 12 | 48% | 60% | 80% | 60% = 20 hrs 15 min |
| 13 | 52% | 65% | 86.67% | 65% = 21 hrs 55 min |
| 14 | 56% | 70% | 93.33% | 70% = 23 hrs 40 min |
| 15 | 60% | 75% | 100% | 75% = 25 hrs 20 min |
| 16 | 64% | 80% | | 80% = 27 hrs |
| 17 | 68% | 85% | | 85% = 28 hrs 40 min |
| 18 | 72% | 90% | | 90% = 30 hrs 25 min |
| 19 | 76% | 95% | | 95% = 32 hrs 5 min |
| 20 | 80% | 100% | | 100% = 33 hrs 45 min |
| 21 | 84% | | | |
| 22 | 88% | | | |
| 23 | 92% | | | |
| 24 | 96% | | | |
| 25 | 100% | | | |

*Rounded to the nearest 5 minutes.

Note: The **Division Dean of Academic Affairs** will determine combinations of courses falling within the range of 15 plus or minus one lecture hour, or equivalent (93.33% to 106.67% inclusive). Such loads will be considered normal, and no balancing or overtime pay will be required.

| Lecture | Lecture/Lab | Laboratory |
|---------|-------------|------------|
| C | B | A |
| 15 | 18 | 20 |

| Lecture | Laboratory | Noncredit |
|---------|------------|-----------|
| C | A | D |
| 15 | 20 | 25 |

APPENDIX [D]

FACULTY SALARY SCHEDULE (Effective ~~7/1/2019~~ 7/1/2022)

**Compton Community College District
Full-Time Certificated Salary Schedule
Effective July 1, 2022**

| | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V | CLASS VI |
|-------------------|----------------|--------------------|-------------------|----------------------------------|--------------------------------------|--|
| Academic | BA | MA | MA+48 | MA+66 | MA+84 | MA+102 |
| Vocational | AA/S MQ | AA/S MQ +30 | AA/S MQ+45 | AA/S MQ+60 or BA/S MQ | AA/S MQ+75 or BA/S MQ +15 | AA/S MQ+90 or BA/S MQ +30 or MA/S |
| STEP 11 | \$5900.91 | \$6405.69 | \$6946.29 | \$7538.08 | \$8177.58 | \$8873.05 |
| STEP 12 | \$6210.22 | \$6734.92 | \$7310.08 | \$7929.97 | \$8602.96 | \$9334.89 |
| STEP 13 | \$6316.33 | \$6852.48 | \$7436.01 | \$8065.65 | \$8752.74 | \$9494.31 |
| STEP 14 | \$6422.86 | \$6968.55 | \$7561.93 | \$8204.29 | \$8901.14 | \$9658.08 |
| STEP 15 | \$6530.66 | \$7087.48 | \$7689.24 | \$8339.87 | \$9050.70 | \$9818.99 |
| STEP 16 | \$6599.14 | \$7160.41 | \$7767.68 | \$8427.42 | \$9144.41 | \$9921.07 |
| STEP 17 | \$6666.23 | \$7233.02 | \$7848.66 | \$8516.15 | \$9238.22 | \$10023.25 |
| STEP 18 | \$6733.54 | \$7307.32 | \$7928.48 | \$8601.58 | \$9332.03 | \$10125.44 |
| STEP 19 | \$6802.02 | \$7381.42 | \$8008.19 | \$8688.29 | \$9425.84 | \$10229.00 |
| STEP 20 | \$6872.09 | \$7455.51 | \$8088.12 | \$8775.10 | \$9522.30 | \$10331.08 |
| STEP 21 | \$6942.05 | \$7532.47 | \$8170.48 | \$8866.05 | \$9620.35 | \$10437.50 |
| STEP 22 | \$7013.28 | \$7609.53 | \$8255.81 | \$8957.11 | \$9719.56 | \$10545.30 |
| STEP 23 | \$7086.10 | \$7686.48 | \$8338.49 | \$9047.95 | \$9817.61 | \$10652.89 |
| STEP 24 | \$7156.06 | \$7764.71 | \$8425.20 | \$9140.27 | \$9916.94 | \$10759.32 |
| STEP 25 | \$7227.40 | \$7841.67 | \$8507.88 | \$9232.71 | \$10016.26 | \$10865.74 |
| STEP 26 | \$7298.84 | \$7920.11 | \$8593.21 | \$9322.17 | \$10114.31 | \$10973.33 |
| STEP 27 | \$7371.66 | \$7997.06 | \$8677.16 | \$9414.71 | \$10213.52 | \$11082.51 |
| STEP 28 | \$7441.41 | \$8075.40 | \$8761.11 | \$9505.55 | \$10312.85 | \$11188.94 |
| STEP 29 | \$7512.96 | \$8152.46 | \$8845.06 | \$9593.64 | \$10412.27 | \$11296.63 |
| STEP 30 | \$7603.91 | \$8248.92 | \$8951.28 | \$9709.92 | \$10535.34 | \$11432.42 |
| STEP 31 | \$7682.24 | \$8335.63 | \$9043.81 | \$9811.89 | \$10644.41 | \$11551.24 |
| STEP 32 | \$7761.96 | \$8420.96 | \$9137.52 | \$9912.70 | \$10755.18 | \$11670.18 |
| STEP 33 | \$7840.40 | \$8507.88 | \$9229.74 | \$10014.77 | \$10864.26 | \$11789.32 |
| STEP 34 | \$7918.62 | \$8593.21 | \$9323.55 | \$10115.69 | \$10973.33 | \$11908.25 |
| STEP 35 | \$7998.55 | \$8679.92 | \$9415.98 | \$10217.76 | \$11083.89 | \$12027.18 |

*MQ = Minimum Qualifications

Academic Placement

| | |
|-----------|---|
| Class I | Bachelor's Degree |
| Class II | Master's Degree |
| Class III | Master's Degree with a total of 48 units above the Bachelor's degree |
| Class IV | Master's Degree with a total of 66 units above the Bachelor's degree |
| Class V | Master's Degree with a total of 84 units above the Bachelor's degree |
| Class VI | Master's Degree with a total of 102 units above the Bachelor's degree, or earned a Doctorate. |

Vocational Placement

| | |
|-----------|---|
| Class I | AA/S + 6 years work experience in the area being taught (AA/S MQ) |
| Class II | AA/S MQ + 30 units |
| Class III | AA/S MQ + 45 units or |
| Class IV | AA/S MQ + 60 units or BA/S + 2 years work experience in area taught (BA/S MQ) |
| Class V | AA/S MQ + 75 units or BA/S MQ + 15 units |
| Class VI | AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree |

FACULTY SALARY SCHEDULE (Effective 7/1/2023)

**Compton Community College District
Full-Time Certificated Salary Schedule
Effective July 1, 2023**

| | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V | CLASS VI |
|-------------------|----------------|--------------------|-------------------|----------------------------------|--------------------------------------|--|
| Academic | BA | MA | MA+48 | MA+66 | MA+84 | MA+102 |
| Vocational | AA/S MQ | AA/S MQ +30 | AA/S MQ+45 | AA/S MQ+60 or BA/S MQ | AA/S MQ+75 or BA/S MQ +15 | AA/S MQ+90 or BA/S MQ +30 or MA/S |
| STEP 11 | \$6077.94 | \$6597.86 | \$7154.67 | \$7764.23 | \$8422.91 | \$9139.24 |
| STEP 12 | \$6396.53 | \$6936.97 | \$7529.38 | \$8167.86 | \$8861.05 | \$9614.94 |
| STEP 13 | \$6505.82 | \$7058.05 | \$7659.09 | \$8307.62 | \$9015.32 | \$9779.14 |
| STEP 14 | \$6615.54 | \$7177.60 | \$7788.79 | \$8450.42 | \$9168.17 | \$9947.83 |
| STEP 15 | \$6726.58 | \$7300.10 | \$7919.92 | \$8590.06 | \$9322.23 | \$10113.56 |
| STEP 16 | \$6797.11 | \$7375.22 | \$8000.71 | \$8680.25 | \$9418.74 | \$10218.70 |
| STEP 17 | \$6866.22 | \$7450.01 | \$8084.12 | \$8771.63 | \$9515.36 | \$10323.95 |
| STEP 18 | \$6935.55 | \$7526.54 | \$8166.34 | \$8859.63 | \$9611.99 | \$10429.20 |
| STEP 19 | \$7006.08 | \$7602.86 | \$8248.44 | \$8948.94 | \$9708.61 | \$10535.87 |
| STEP 20 | \$7078.25 | \$7679.18 | \$8330.76 | \$9038.36 | \$9807.97 | \$10641.01 |
| STEP 21 | \$7150.31 | \$7758.44 | \$8415.59 | \$9132.03 | \$9908.96 | \$10750.63 |
| STEP 22 | \$7223.68 | \$7837.81 | \$8503.48 | \$9225.82 | \$10011.15 | \$10861.66 |
| STEP 23 | \$7298.68 | \$7917.08 | \$8588.64 | \$9319.39 | \$10112.14 | \$10972.48 |
| STEP 24 | \$7370.74 | \$7997.65 | \$8677.95 | \$9414.48 | \$10214.44 | \$11082.10 |
| STEP 25 | \$7444.22 | \$8076.92 | \$8763.11 | \$9509.69 | \$10316.75 | \$11191.71 |
| STEP 26 | \$7517.81 | \$8157.71 | \$8851.00 | \$9601.84 | \$10417.74 | \$11302.53 |
| STEP 27 | \$7592.81 | \$8236.98 | \$8937.47 | \$9697.15 | \$10519.93 | \$11414.99 |
| STEP 28 | \$7664.65 | \$8317.66 | \$9023.95 | \$9790.72 | \$10622.23 | \$11524.60 |
| STEP 29 | \$7738.35 | \$8397.03 | \$9110.42 | \$9881.45 | \$10724.64 | \$11635.53 |
| STEP 30 | \$7832.03 | \$8496.39 | \$9219.81 | \$10001.22 | \$10851.40 | \$11775.39 |
| STEP 31 | \$7912.71 | \$8585.70 | \$9315.13 | \$10106.25 | \$10963.75 | \$11897.78 |
| STEP 32 | \$7994.81 | \$8673.59 | \$9411.64 | \$10210.08 | \$11077.84 | \$12020.28 |
| STEP 33 | \$8075.61 | \$8763.11 | \$9506.63 | \$10315.22 | \$11190.19 | \$12143.00 |
| STEP 34 | \$8156.18 | \$8851.00 | \$9603.25 | \$10419.16 | \$11302.53 | \$12265.50 |
| STEP 35 | \$8238.50 | \$8940.31 | \$9698.46 | \$10524.30 | \$11416.41 | \$12388.00 |

*MQ = Minimum Qualifications

Academic Placement

| | |
|-----------|---|
| Class I | Bachelor's Degree |
| Class II | Master's Degree |
| Class III | Master's Degree with a total of 48 units above the Bachelor's degree |
| Class IV | Master's Degree with a total of 66 units above the Bachelor's degree |
| Class V | Master's Degree with a total of 84 units above the Bachelor's degree |
| Class VI | Master's Degree with a total of 102 units above the Bachelor's degree, or earned a Doctorate. |

Vocational Placement

| | |
|-----------|---|
| Class I | AA/S + 6 years work experience in the area being taught (AA/S MQ) |
| Class II | AA/S MQ + 30 units |
| Class III | AA/S MQ + 45 units or |
| Class IV | AA/S MQ + 60 units or BA/S + 2 years work experience in area taught (BA/S MQ) |
| Class V | AA/S MQ + 75 units or BA/S MQ + 15 units |
| Class VI | AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree |

FACULTY SALARY SCHEDULE (Effective 7/1/2024)

**Compton Community College District
Full-Time Certificated Salary Schedule
Effective July 1, 2024**

| | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V | CLASS VI |
|-------------------|----------------|--------------------|-------------------|----------------------------------|--------------------------------------|--|
| Academic | BA | MA | MA+48 | MA+66 | MA+84 | MA+102 |
| Vocational | AA/S MQ | AA/S MQ +30 | AA/S MQ+45 | AA/S MQ+60 or BA/S MQ | AA/S MQ+75 or BA/S MQ +15 | AA/S MQ+90 or BA/S MQ +30 or MA/S |
| STEP 11 | \$6,199.50 | \$6,729.81 | \$7,297.77 | \$7,919.51 | \$8,591.37 | \$9,322.02 |
| STEP 12 | \$6,524.46 | \$7,075.71 | \$7,679.97 | \$8,331.22 | \$9,038.27 | \$9,807.24 |
| STEP 13 | \$6,635.93 | \$7,199.21 | \$7,812.27 | \$8,473.77 | \$9,195.63 | \$9,974.73 |
| STEP 14 | \$6,747.85 | \$7,321.15 | \$7,944.57 | \$8,619.43 | \$9,351.54 | \$10,146.78 |
| STEP 15 | \$6,861.11 | \$7,446.10 | \$8,078.32 | \$8,761.87 | \$9,508.67 | \$10,315.83 |
| STEP 16 | \$6,933.05 | \$7,522.72 | \$8,160.72 | \$8,853.85 | \$9,607.12 | \$10,423.08 |
| STEP 17 | \$7,003.55 | \$7,599.01 | \$8,245.81 | \$8,947.06 | \$9,705.67 | \$10,530.43 |
| STEP 18 | \$7,074.26 | \$7,677.07 | \$8,329.66 | \$9,036.82 | \$9,804.23 | \$10,637.79 |
| STEP 19 | \$7,146.20 | \$7,754.92 | \$8,413.41 | \$9,127.92 | \$9,902.79 | \$10,746.59 |
| STEP 20 | \$7,219.81 | \$7,832.76 | \$8,497.38 | \$9,219.12 | \$10,004.13 | \$10,853.83 |
| STEP 21 | \$7,293.31 | \$7,913.61 | \$8,583.91 | \$9,314.67 | \$10,107.14 | \$10,965.64 |
| STEP 22 | \$7,368.15 | \$7,994.57 | \$8,673.55 | \$9,410.34 | \$10,211.37 | \$11,078.90 |
| STEP 23 | \$7,444.66 | \$8,075.42 | \$8,760.42 | \$9,505.77 | \$10,314.39 | \$11,191.93 |
| STEP 24 | \$7,518.16 | \$8,157.61 | \$8,851.51 | \$9,602.77 | \$10,418.73 | \$11,303.74 |
| STEP 25 | \$7,593.10 | \$8,238.46 | \$8,938.38 | \$9,699.88 | \$10,523.08 | \$11,415.55 |
| STEP 26 | \$7,668.16 | \$8,320.87 | \$9,028.02 | \$9,793.87 | \$10,626.09 | \$11,528.58 |
| STEP 27 | \$7,744.67 | \$8,401.72 | \$9,116.22 | \$9,891.09 | \$10,730.33 | \$11,643.29 |
| STEP 28 | \$7,817.95 | \$8,484.01 | \$9,204.42 | \$9,986.53 | \$10,834.68 | \$11,755.10 |
| STEP 29 | \$7,893.12 | \$8,564.97 | \$9,292.62 | \$10,079.07 | \$10,939.14 | \$11,868.24 |
| STEP 30 | \$7,988.67 | \$8,666.32 | \$9,404.21 | \$10,201.24 | \$11,068.43 | \$12,010.90 |
| STEP 31 | \$8,070.97 | \$8,757.41 | \$9,501.43 | \$10,308.37 | \$11,183.02 | \$12,135.74 |
| STEP 32 | \$8,154.71 | \$8,847.06 | \$9,599.88 | \$10,414.28 | \$11,299.40 | \$12,260.69 |
| STEP 33 | \$8,237.12 | \$8,938.38 | \$9,696.76 | \$10,521.52 | \$11,413.99 | \$12,385.86 |
| STEP 34 | \$8,319.31 | \$9,028.02 | \$9,795.32 | \$10,627.54 | \$11,528.58 | \$12,510.81 |
| STEP 35 | \$8,403.27 | \$9,119.12 | \$9,892.43 | \$10,734.78 | \$11,644.73 | \$12,635.76 |

*MQ = Minimum Qualifications

Academic Placement

| | |
|-----------|---|
| Class I | Bachelor's Degree |
| Class II | Master's Degree |
| Class III | Master's Degree with a total of 48 units above the Bachelor's degree |
| Class IV | Master's Degree with a total of 66 units above the Bachelor's degree |
| Class V | Master's Degree with a total of 84 units above the Bachelor's degree |
| Class VI | Master's Degree with a total of 102 units above the Bachelor's degree, or earned a Doctorate. |

Vocational Placement

| | |
|-----------|---|
| Class I | AA/S + 6 years work experience in the area being taught (AA/S MQ) |
| Class II | AA/S MQ + 30 units |
| Class III | AA/S MQ + 45 units or |
| Class IV | AA/S MQ + 60 units or BA/S + 2 years work experience in area taught (BA/S MQ) |
| Class V | AA/S MQ + 75 units or BA/S MQ + 15 units |
| Class VI | AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree |

APPENDIX [E]

FACULTY SALARY SCHEDULE (Effective 7/1/~~2019~~ 2022)

Compton Community College District
Hourly and Adjunct Salary Schedule
Effective July 1, 2022

| CLASS: | RANGE 1 | RANGE 2 | RANGE 3 | RANGE 4 | RANGE 5 | RANGE 6 |
|---------------|---------|-------------|------------|--------------------------|------------------------------|---|
| Academic | BA | MA | MA+48 | MA+66 | MA+84 | MA+102 |
| Vocational | AA/S MQ | AA/S MQ +30 | AA/S MQ+45 | AA/S MQ+60 or BA/S MQ | AA/S MQ+75 or BA/S MQ +15 | AA/S MQ+90 or BA/S MQ +30 or MA/S |
| STEP 1 | \$43.76 | \$47.48 | \$51.51 | \$55.89 | \$60.63 | \$65.79 |
| STEP 2 | \$46.00 | \$49.94 | \$54.20 | \$58.80 | \$63.79 | \$69.23 |
| STEP 3 | \$48.43 | \$52.53 | \$57.02 | \$61.85 | \$67.12 | \$72.80 |
| STEP 4 | \$50.92 | \$55.27 | \$59.96 | \$65.05 | \$70.59 | \$76.61 |

*MQ = Minimum Qualifications

Academic Placement

- Class I Bachelor's Degree
- Class II Master's Degree
- Class III Master's Degree with a total of 48 units above the Bachelor's degree
- Class IV Master's Degree with a total of 66 units above the Bachelor's degree
- Class V Master's Degree with a total of 84 units above the Bachelor's degree
- Class VI Master's Degree with a total of 102 units above the Bachelor's degree, or earned a Doctorate.

Vocational Placement

- Class I AA/S + 6 years work experience in the area being taught (AA/S MQ)
- Class II AA/S MQ + 30 units
- Class III AA/S MQ + 45 units or
- Class IV AA/S MQ + 60 units or BA/S + 2 years work experience in area taught (BA/S MQ)
- Class V AA/S MQ + 75 units or BA/S MQ + 15 units
- Class VI AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree

FACULTY SALARY SCHEDULE (Effective 7/1/2023)

**Compton Community College District Hourly
and Adjunct Salary Schedule
Effective July 1, 2023**

| CLASS: | RANGE 1 | RANGE 2 | RANGE 3 | RANGE 4 | RANGE 5 | RANGE 6 |
|---------------|---------|-------------|------------|--------------------------|------------------------------|---|
| Academic | BA | MA | MA+48 | MA+66 | MA+84 | MA+102 |
| Vocational | AA/S MQ | AA/S MQ +30 | AA/S MQ+45 | AA/S MQ+60 or BA/S MQ | AA/S MQ+75 or BA/S MQ +15 | AA/S MQ+90 or BA/S MQ +30 or MA/S |
| STEP 1 | \$45.07 | \$48.90 | \$53.05 | \$57.57 | \$62.45 | \$67.77 |
| STEP 2 | \$47.38 | \$51.43 | \$55.82 | \$60.56 | \$65.70 | \$71.31 |
| STEP 3 | \$49.88 | \$54.11 | \$58.73 | \$63.71 | \$69.13 | \$74.98 |
| STEP 4 | \$52.45 | \$56.93 | \$61.76 | \$67.00 | \$72.70 | \$78.90 |

*MQ = Minimum Qualifications

Academic Placement

- Class I Bachelor's Degree
- Class II Master's Degree
- Class III Master's Degree with a total of 48 units above the Bachelor's degree
- Class IV Master's Degree with a total of 66 units above the Bachelor's degree
- Class V Master's Degree with a total of 84 units above the Bachelor's degree
- Class VI Master's Degree with a total of 102 units above the Bachelor's degree, or earned a Doctorate.

Vocational Placement

- Class I AA/S + 6 years work experience in the area being taught (AA/S MQ)
- Class II AA/S MQ + 30 units
- Class III AA/S MQ + 45 units or
- Class IV AA/S MQ + 60 units or BA/S + 2 years work experience in area taught (BA/S MQ)
- Class V AA/S MQ + 75 units or BA/S MQ + 15 units
- Class VI AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree

FACULTY SALARY SCHEDULE (Effective 7/1/2024)

Compton Community College District
Hourly and Adjunct Salary Schedule
Effective July 1, 2024

| CLASS: | RANGE 1 | RANGE 2 | RANGE 3 | RANGE 4 | RANGE 5 | RANGE 6 |
|---------------|---------|-------------|------------|--------------------------|-------------------------------|---|
| Academic | BA | MA | MA+48 | MA+66 | MA+84 | MA+102 |
| Vocational | AA/S MQ | AA/S MQ +30 | AA/S MQ+45 | AA/S MQ+60 or BA/S MQ | AA/S MQ +75 or BA/S MQ +15 | AA/S MQ+90 or BA/S MQ +30 or MA/S |
| STEP 1 | \$47.36 | \$51.38 | \$55.74 | \$60.48 | \$65.61 | \$71.19 |
| STEP 2 | \$49.78 | \$54.04 | \$58.66 | \$63.62 | \$69.02 | \$74.92 |
| STEP 3 | \$52.41 | \$56.85 | \$61.71 | \$66.93 | \$72.63 | \$78.77 |
| STEP 4 | \$55.11 | \$59.81 | \$64.89 | \$70.39 | \$76.38 | \$82.90 |

*MQ = Minimum Qualifications

Academic Placement

- Class I Bachelor's Degree
- Class II Master's Degree
- Class III Master's Degree with a total of 48 units above the Bachelor's degree
- Class IV Master's Degree with a total of 66 units above the Bachelor's degree
- Class V Master's Degree with a total of 84 units above the Bachelor's degree
- Class VI Master's Degree with a total of 102 units above the Bachelor's degree, or earned a Doctorate.

Vocational Placement

- Class I AA/S + 6 years work experience in the area being taught (AA/S MQ)
- Class II AA/S MQ + 30 units
- Class III AA/S MQ + 45 units or
- Class IV AA/S MQ + 60 units or BA/S + 2 years work experience in area taught (BA/S MQ)
- Class V AA/S MQ + 75 units or BA/S MQ + 15 units
- Class VI AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree

| | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 |
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Vocational Placement

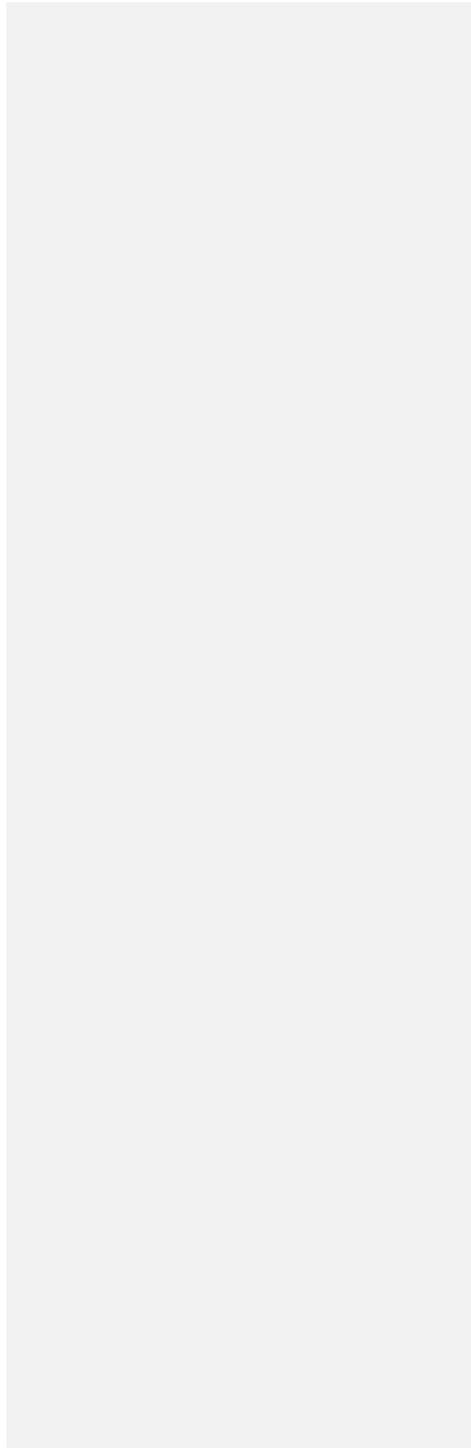
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Academic Placement

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| | CLASS | RANGE-1 | RANGE-2 | RANGE-3 | RANGE-4 | RANGE-5 | RANGE-6 |
|--------|------------|----------|----------|----------|----------|----------|----------|
| | Academic | BA | MA | MA+48 | MA+60 | MA+84 | MA+102 |
| | Vocational | MQ | MQ+30 | MQ+45 | MQ+60 | MQ+75 | MQ+90 |
| STEP 1 | Years 1-2 | \$ 41.28 | \$ 44.70 | \$ 48.50 | \$ 52.73 | \$ 57.20 | \$ 62.07 |
| STEP 2 | Years 3-4 | \$ 43.40 | \$ 47.14 | \$ 51.13 | \$ 55.47 | \$ 60.18 | \$ 65.34 |
| STEP 3 | Years 5-8 | \$ 45.60 | \$ 49.56 | \$ 53.70 | \$ 58.35 | \$ 63.33 | \$ 68.68 |
| STEP 4 | Years 10+ | \$ 48.04 | \$ 52.14 | \$ 56.57 | \$ 61.37 | \$ 66.59 | \$ 72.27 |
| | | | | | | | |

Vocational Placement

MQ

Minimum Qualifications

Class I

AA + 6 years' work experience in the area being taught or

BA + 2 years' work experience in the area being taught

Class II

MQ + 30 units

Class III

MQ + 45 units

Class IV

MQ + 60 units

Class V

MQ + 75 units

Class VI

MQ + 90 units

MQ – Minimum Qualifications

Class I—AA/S + 6 years' work experience in the area being taught (AA/S MQ)

Class II—AA/S MQ + 30 units

Class III—AA/S MQ + 45 units or

Class IV—AA/S MQ + 60 units or BA/S + 2 years' work experience in area taught (BA/S MQ)

Class V—AA/S MQ + 75 units or BA/S MQ + 15 units

Class VI—AA/S MQ + 90 units or BA/S MQ + 30 units or MA/S degree

Academic Placement

Class I – Class II – Class III – Class IV – Class V – Class VI

Bachelor's Degree

Master's Degree

Work experience—\$75.00 per month + \$5.00 per student

with a total of 48 units above the Bachelor's Degree

with a total of 66 units above the Bachelor's Degree

Master's Degree with a total of 84 units above the Bachelor's Degree

Master's Degree with a total of 102 units above the Bachelor's Degree or

earned Doctorate

~~APPENDIX [F]~~

~~Memorandum of~~

~~Understanding~~

~~(Compassion Leave)~~

~~Between~~

~~B. COMPTON COMMUNITY COLLEGE
DISTRICT~~

~~And~~

~~C. COMPTON COMMUNITY COLLEGE FEDERATION
OF EMPLOYEES (CERTIFICATED UNIT)~~

~~I. Compassion Leave
Article XIV, 14.9 (Other Leaves of Absence)~~

~~[RENUMBER AS ARTICLE 11.10]~~

~~The Compton Community College District and the Compton Community College District Federation of Employees (Certificated Unit) agree that a bargaining unit member may take a one-semester paid leave of absence without loss of benefits, previously accrued sick leave, or seniority for the purpose of urgent care of an immediate family member (parent, spouse, or child).~~

~~Urgent care shall be defined as the ongoing attendance upon a critically or terminally ill immediate family member. It is also mutually understood that the bargaining unit member is the sole provider of this care, such as a single parent or only child.~~

~~Each semester the unit member shall provide the District with documentation from the medical providers of the patient's medical status and need for continued care. The one-semester paid leave of absence for such purpose may be renewed for an one additional semester.~~

~~This leave shall operate as released time, and upon the bargaining unit member's return to full-time teaching the unit member shall complete~~

~~a mutually agreed upon special assignment such as provided for in Article 14.4(f). The special assignment will be agreed upon prior to the leave being granted. IX, section 9.2, Voluntary Reassignment.~~

APPENDIX [G]

~~DIVISION CHAIR ELECTION AND APPOINTMENT PROCEDURES~~

~~I. Division Chairs shall be elected by the Division and appointed by the President/Chief Executive Officer as follows:~~

~~A. Regular Division Chair elections shall be held no later than April 15. Special elections (for example, to fill a vacancy) shall be held as needed.~~

~~B. To initiate a Division Chair election, the Dean and the President of the Federation shall each designate a representative to jointly supervise the election (hereinafter referred to as the "Election Supervisors"). The Election Supervisors may conduct the election at any regular or special Division meeting, provided the faculty has been given notice of the meeting, and its purpose, at least five working days in advance of the meeting date.~~

~~C. Every tenured or probationary faculty member whose principal assignment is in the Division Faculty shall be eligible to vote at the meeting. Any faculty member assigned to two or more divisions shall be eligible to vote in the Division in which he or she has the higher or highest percentage of assignments. When the percentage of assignment in any two or more divisions is equal, the faculty member shall choose to be a member of the electorate of any one of those divisions. This choice shall not be rescinded until his or her percentages of assignment have changed. Those division members absent or on leave of absence, shall have the right to vote if they are available at the time of the election and attend the meeting at which the election is held.~~

~~D. Voting shall be by secret ballot. The ballot shall list as a candidate every faculty member who has been nominated for the position (either by himself or herself, or by another faculty member in the division) provided he or she meets the qualifications set forth in Article VI, Section 6.2.a and has submitted a statement of candidacy on the form prescribed by the District.~~

~~E. To be elected, a candidate must receive a majority of the votes cast (excluding abstentions). If no one receives a majority on the first ballot, the candidate (or, in the case of a tie, candidates) receiving the fewest votes shall be eliminated and voting shall continue until one candidate receives a majority of the votes. If in the next to the last round of voting, one candidate has a plurality of the votes (but not a majority) and two or more candidates are tied for second place, then an election shall be held among the persons tied for second place to determine who will appear on the ballot along with the leading vote-getter in the final round. If the two final candidates tie, and the tie is not broken after an added round of voting to break the tie, the tie shall be broken by lot.~~

F. The Election Supervisors shall tally the votes, record the results of the election and transmit them to the Dean who, in turn, shall submit the name of the candidate elected by the Division to the President/Chief Executive Officer for his or her consideration.

G. If the President/Chief Executive Officer declines to appoint the candidate whose name is submitted by the Election Supervisors, the President/Chief Executive Officer shall meet with the faculty of the Division and the President of the Federation to discuss the matter. If, following the meeting, the President/Chief Executive Officer still declines to appoint the candidate whose name was submitted, the Election Supervisors shall conduct a new election with the previously elected candidate omitted from the ballot.

H. This process will take place until such time as a candidate is elected and, on the basis of that election, appointed by the President/Chief Executive Officer.

I. The District shall appoint the Division Chair for those Divisions having no full-time teaching faculty.

II. Recall of Division Chairs

A. Subject to the limitations specified in the following section, the faculty of a Division may initiate the recall procedure by submitting a recall petition to the Dean.

B. A recall petition may not be circulated until the Division Chair has served in that capacity for at least one semester. Furthermore, to be valid the petition must be signed by a majority of the tenured and probationary faculty members of the Division.

C. Upon receipt of a timely and valid recall petition, the Dean and the President of the Federation shall each designate a representative to serve as Election Supervisors of a recall election. The Election Supervisors shall conduct the recall election at special Division meeting called for that purpose at least five working days in advance of the recall election meeting date.

D. Every tenured or probationary faculty member of the Division eligible to vote in the Division at the time of the meeting shall be eligible to vote in the recall election.

E. Voting shall be by secret ballot. The ballot shall address the single issue of whether or not the Division Chair should be recalled.

F. If two-thirds of the votes cast (excluding abstentions) favor recall, the recall shall be successful and the Division Chair shall be removed from the position immediately.

~~G. The Election Supervisors shall tally the votes, record the results of the election and transmit them to the Dean who, in turn, shall submit the results to the President/Chief Executive Officer. If the Division Chair was recalled a special election to elect a new Division Chair shall be held within fifteen working days after the results of the election were received by the Dean.~~

~~H. A recalled Division Chair shall not be eligible for the position of Division Chair for a period of three years following the end of the academic year during which the recall became effective.~~

APPENDIX [K]

MEMORANDUM OF UNDERSTANDING

Between

Compton Community College District

And

Compton Community College Federation of Employees

Regarding

The Selection Process of Intersession Counseling Hours

The Compton Community College District ("District" or "Compton CCD") and the Compton Community College Federation of Employees (Certificated Unit) ("CCCFE") enter into this Memorandum of Understanding and agree as follows:

By November 1 of each academic year, the Vice President of Student Services or designee shall prepare a list of counseling hours to be offered to full-time and part-time counselors for the winter, spring break and the summer intersessions. The District will determine the total number of counseling hours to be offered for each intersession, and the maximum number of counseling hours that will be offered to each individual counselor for each intersession. Full-time and part-time counselors will be given an opportunity to select counseling hours, according to the following procedures of this Memorandum of Understanding:

1. Selection of intersession hours by full-time counselors shall proceed in one round according to District seniority as defined in Article 19.1, with the most senior full-time counselor being afforded the first opportunity to select. For general counseling, each full-time counselor will be given an opportunity to select general counseling hours up to the maximum number of hours to be offered per intersession according to District Seniority. Once a full-time counselor has finished their selection, the remaining general counseling hours shall be available for selection by the next full-time counselor, in order of District Seniority. The process will continue until all full-time counselors have been afforded an opportunity to select general counseling hours.

2. Full-time counselors who work in a specially-funded program (Adult Education, CalWORKs, EOPS/CARE, First Year Experience Program, Guided Pathways, Strong Workforce, etc.), will only be offered hours to work in general counseling if their program does not offer full-time counselors the maximum number of hours during the intersession. If a full-time counselor assigned to a specially-funded program is not offered the maximum number of hours, they will be offered the balance of general counseling hours to reach the maximum number of hours per individual counselor allowed for the intersession, as determined by the District, as stated in Section 1 of this Memorandum of Understanding.

3. After all full-time counselors have been offered intersession hours, the remaining general counseling hours will be offered to part-time counselors according to the factors to be considered for assignment and retention of part-time faculty as identified in Article

~~14.9.2, including, but not limited to, seniority as described in Article 14.9.1, 159
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~~4. After general counseling hours have been offered to full-time counselors according to District Seniority and to part-time counselors according to Article 14.9.2, if there are hours remaining, the District will determine the new maximum number of general counseling hours. The remaining hours will be offered to counselors following the process stated in sections 1, 2, and 3 in this Memorandum of Understanding.~~

~~5. Selection of hours should be completed by November 15 for winter intersession, on March 15 for spring break, and by April 1 for summer sessions.~~

~~6. General counseling daily hours offered during the intersession shall be determined by the District and shall be equal in length of time (i.e. the boxes of hours on the intersession schedule). The maximum number of hours a counselor can work per day during intersession is 6 hours.~~

~~7. This MOU shall take effect October 16, 2019. The term of this MOU shall be coextensive with the term of the successor agreement to the "Agreement Between the Compton Community College District and the Compton Community College Federation of Employees (Certificated Unit) for the period July 1, 2014—June 30, 2017," and shall be made an Appendix to that successor agreement.~~

~~8. This memorandum of understanding is subject to approval of the Governing Board.~~

Dated:

~~_____ [signed for Compton Community College District]~~

Dated:

~~_____ [signed for Compton Community College Federation of Employees]~~

SIGNATURE PAGE

AGREEMENT

This agreement between the Compton Community College District and the Compton Community College Federation of Employees, Certificated Unit, Local 3486 covers the period July 1, ~~2019-2021~~ through June 30, ~~2022-2025~~, and becomes effective immediately upon ratification by the parties.

FOR THE DISTRICT:

FOR THE FEDERATION:

DATED: 2/23/2026

DATED: 2/19/2026

BY: _____

BY: 

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