

## Side Letter of Agreement 2022-23.8

### Cabrillo Community College District (District) and the Cabrillo College Federation of Teachers (CCFT)

#### Salary Agreement Effective with the 2023-24 Academic Year

The District and CCFT agree to the changes below effective with the 2023-24 academic year:

Article 13 Salary: The following changes will be made for the 2023-24 academic year.  
(Appendices F.1-F.4 will be updated to reflect the salary changes.)

- 1) One-time payment for Full-time Faculty: The District will make a one-time gross payment of \$1,500.00 (less required withholding for payroll taxes) for each member of the CCFT bargaining unit currently employed as full-time faculty at the time the payment is made, which is expected to be August or September 2023.
- 2) Pro rata for the Associate Overload Faculty Salary Schedule will be increased by 1.75% (from 68.00% to 69.75%).

The estimated ongoing cost to the District for this change in pro rata is \$217,663.50, plus an additional \$49,789.50 estimated for the increase in benefits.

- 3) An ongoing salary increase for CCFT of 7.22% will be applied for 2023-24 to all schedules (see attached 2023-24 schedules).
  - a) The 2022-23 Contract Regular Faculty Salary Schedule (175 Day) will be the basis for the 2023-24 Contract Regular Faculty Salary Schedule (175 Day) and the other schedules that depend upon it.
    - i. 2023-24 Contract Regular Faculty Salary Schedule (175 Day):**  
Each cell in the 2022-23 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by the sum of 1 + the percent increase above. The resulting value will then be rounded to the nearest whole dollar. The percent increase will also be applied to doctoral stipend and coaching stipend. The resulting values will then be rounded to the nearest whole dollar.
    - ii. 2023-24 Contract Regular Faculty Salary Schedule (185 Day):**  
Each corresponding cell (except the doctoral and coaching stipends) in the 2022-23 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by 185/175 and the sum of 1 + the percent increase above. The resulting value will then be rounded to the nearest whole dollar. The doctoral stipend and coaching stipend will be the same as those in the 2022-23 Contract Regular Faculty Salary Schedule (175 Day).
    - iii. 2023-24 Associate Overload Faculty Salary Schedule:**  
Each corresponding cell (including the doctoral stipend) in the 2022-23 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by 0.697500 (pro rata) and the sum of 1 + the percent increase above, and divided by 30 (per TU). The resulting value will then be rounded to the nearest whole dollar.

**iv. 2023-24 Associate Overload Academic Specialist Salary Schedule:**

Each corresponding cell (including the doctoral stipend) in the 2022-23 Contract Regular Faculty Salary Schedule (175 Day) will be multiplied by 1.7500 (pro rata) and the sum of 1 + the percent increase above, and divided by 30 (per TU). The resulting value will then be rounded to the nearest whole dollar.

b) The 2022-23 Children’s Center Teacher Salary Schedule will be the basis for the 2023-24 Children’s Center Teacher Salary Schedule.

**i. Children’s Center Teacher Salary Schedule:**

Each corresponding cell in the 2022-23 Children’s Center Teacher Salary Schedule will be multiplied by the sum of 1 + the percent increase above. The resulting value will then be rounded to the nearest whole dollar.

The estimated ongoing cost to the District for the above changes to the salary schedules is \$2,626,224.46

4) The total ongoing cost to the District for the changes in Sections 2 and 3 above is estimated to be \$2,893,677.46

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Date

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Date

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For Cabrillo Community College  
District

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For Cabrillo College Federation of  
Teachers (CCFT)

## Contract Regular Faculty Salary Schedule (175 Days)

**2023-2024 Schedule with a 7.22% Increase**

		<b>Classes</b>					
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
		<b>BA, or specific minimum qualifications in a discipline where minimum qualifications do not include a Master's degree</b>	<b>MA/MS or a Bachelor's plus 30 units</b>	<b>MA/MS plus 15 units or a Bachelor's plus 45 units</b>	<b>MA/MS plus 30 units or a Bachelor's plus 60 units</b>	<b>MA/MS plus 45 units or a Bachelor's plus 75 units</b>	<b>Doctorate Degree or MA/MS plus 60 units or a Bachelor's plus 90 units</b>
<b>Steps</b>	<b>1</b>	68768	70995	73221	75446	77672	79897
	<b>2</b>	71391	73593	75795	77996	80198	82400
	<b>3</b>	74700	76901	79104	81305	83507	85708
	<b>4</b>	78009	80210	82413	84613	86815	89016
	<b>5</b>	81317	83518	85720	87921	90124	92325
	<b>6</b>	84626	86827	89029	91230	93433	95634
	<b>7</b>	87934	90136	92338	94539	96740	98943
	<b>8</b>	91243	93444	95647	97847	100048	102250
	<b>9</b>	94551	96752	98954	101156	103357	105559
	<b>10</b>	97860	100061	102263	104464	106666	108868
	<b>11</b>	101169	103370	105572	107773	109974	112177
	<b>12</b>	103192	105437	107683	108976	111508	114041
	<b>13</b>	104223	106490	108760	110179	113042	115906
	<b>14</b>	104223	106490	108760	111382	114575	117770
	<b>15</b>	104223	106490	108760	112585	116111	119635
	<b>16</b>				114838	117645	121500
	<b>17</b>				115987	118907	122824
	<b>18</b>					120171	124147
	<b>19</b>					121434	125470
	<b>20</b>					122697	126794
	<b>21</b>					125151	128117
	<b>22</b>					126403	129440
	<b>23</b>						130764
	<b>24</b>						132088
	<b>25</b>						133411
	<b>26</b>						136079
	<b>27</b>						137440
Doctorate Stipend:		4591					
Head Coach Stipend:		1625					

# Contract Regular Faculty Salary Schedule (185 Days)

**2023-2024 Schedule with a 7.22% Increase**

		<b>Classes</b>					
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
		<b>BA, or specific minimum qualifications in a discipline where minimum qualifications do not include a Master's degree</b>	<b>MA/MS or a Bachelor's plus 30 units</b>	<b>MA/MS plus 15 units or a Bachelor's plus 45 units</b>	<b>MA/MS plus 30 units or a Bachelor's plus 60 units</b>	<b>MA/MS plus 45 units or a Bachelor's plus 75 units</b>	<b>Doctorate Degree or MA/MS plus 60 units or a Bachelor's plus 90 units</b>
<b>Steps</b>	<b>1</b>	72697	75051	77405	79758	82111	84463
	<b>2</b>	75471	77798	80126	82453	84781	87108
	<b>3</b>	78969	81296	83624	85951	88279	90606
	<b>4</b>	82467	84794	87122	89448	91776	94103
	<b>5</b>	85963	88290	90619	92946	95274	97601
	<b>6</b>	89461	91788	94116	96443	98772	101099
	<b>7</b>	92959	95286	97614	99941	102268	104596
	<b>8</b>	96457	98784	101112	103438	105765	108093
	<b>9</b>	99954	102281	104609	106936	109263	111591
	<b>10</b>	103452	105779	108107	110434	112761	115089
	<b>11</b>	106950	109277	111605	113932	116259	118587
	<b>12</b>	109088	111462	113837	115203	117880	120558
	<b>13</b>	110179	112575	114975	116475	119502	122529
	<b>14</b>	110179	112575	114975	117747	121122	124500
	<b>15</b>	110179	112575	114975	119019	122746	126471
	<b>16</b>				121400	124368	128442
	<b>17</b>				122615	125702	129842
	<b>18</b>					127038	131241
	<b>19</b>					128373	132640
	<b>20</b>					129708	134039
	<b>21</b>					132303	135438
	<b>22</b>					133626	136837
	<b>23</b>						138237
	<b>24</b>						139635
	<b>25</b>						141034
	<b>26</b>						143855
	<b>27</b>						145294
Doctorate Stipend:		4591					
Head Coach Stipend:		1625					

## Associate Overload Faculty Salary Schedule

**2023-2024 Schedule with a 7.22% Increase  
and a 69.75% Pro Rata**

		<b>Classes</b>					
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
		BA, or specific minimum qualifications in a discipline where minimum qualifications do not include a Master's degree	MA/MS or a Bachelor's plus 30 units	MA/MS plus 15 units or a Bachelor's plus 45 units	MA/MS plus 30 units or a Bachelor's plus 60 units	MA/MS plus 45 units or a Bachelor's plus 75 units	Doctorate Degree or MA/MS plus 60 units or a Bachelor's plus 90 units
<b>Steps</b>	<b>1</b>	1599	1651	1702	1754	1806	1858
	<b>2</b>	1660	1711	1762	1813	1865	1916
	<b>3</b>	1737	1788	1839	1890	1942	1993
	<b>4</b>	1814	1865	1916	1967	2018	2070
	<b>5</b>	1891	1942	1993	2044	2095	2147
	<b>6</b>	1968	2019	2070	2121	2172	2223
	<b>7</b>	2044	2096	2147	2198	2249	2300
	<b>8</b>	2121	2173	2224	2275	2326	2377
	<b>9</b>	2198	2249	2301	2352	2403	2454
	<b>10</b>	2275	2326	2378	2429	2480	2531
	<b>11</b>	2352	2403	2455	2506	2557	2608
	<b>12</b>	2399	2451	2504	2534	2593	2651
	<b>13</b>	2423	2476	2529	2562	2628	2695
Doctorate Stipend:		107					

# Associate Overload Academic Specialist Salary Schedule

**2023-2024 Schedule with a 7.22% Increase  
and a 80.00% Pro Rata**

		<b>Classes</b>					
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
		BA, or specific minimum qualifications in a discipline where minimum qualifications do not include a Master's degree	MA/MS or a Bachelor's plus 30 units	MA/MS plus 15 units or a Bachelor's plus 45 units	MA/MS plus 30 units or a Bachelor's plus 60 units	MA/MS plus 45 units or a Bachelor's plus 75 units	Doctorate Degree or MA/MS plus 60 units or a Bachelor's plus 90 units
<b>Steps</b>	<b>1</b>	1834	1893	1953	2012	2071	2131
	<b>2</b>	1904	1962	2021	2080	2139	2197
	<b>3</b>	1992	2051	2109	2168	2227	2286
	<b>4</b>	2080	2139	2198	2256	2315	2374
	<b>5</b>	2168	2227	2286	2345	2403	2462
	<b>6</b>	2257	2315	2374	2433	2492	2550
	<b>7</b>	2345	2404	2462	2521	2580	2638
	<b>8</b>	2433	2492	2551	2609	2668	2727
	<b>9</b>	2521	2580	2639	2697	2756	2815
	<b>10</b>	2610	2668	2727	2786	2844	2903
	<b>11</b>	2698	2757	2815	2874	2933	2991
	<b>12</b>	2752	2812	2872	2906	2974	3041
	<b>13</b>	2779	2840	2900	2938	3014	3091
Doctorate Stipend:		122					

# Children's Center Teacher Salary Schedule

2023-2024 Schedule with a **7.22%** Increase

		<b>Classes</b>			
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
		<b>At least 60 units to include a CCDT Permit</b>	<b>At least 75 units to include a CCDT Permit</b>	<b>At least 90 units to include a CCDT Permit</b>	<b>At least a BA to include a CCDT Permit</b>
<b>Steps</b>	<b>1</b>	36571	39515	46153	48137
	<b>2</b>	38026	41064	47997	49967
	<b>3</b>	39515	42707	49913	52275
	<b>4</b>	41096	44414	51914	54588
	<b>5</b>	41509	46191	53982	56895
	<b>6</b>		46655	56146	59207
	<b>7</b>			58392	61521
	<b>8</b>			58977	63828
	<b>9</b>				66141
	<b>10</b>				68450
	<b>11</b>				69139
	<b>12</b>				69139
	<b>13</b>				69139
	<b>14</b>				69139
	<b>15</b>				71472
	<b>16</b>				71472