

Side Letter of Agreement 2021-22.9

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

Section 13.2- Initial Salary Placement

The District and CCFT agree to the changes in Section 13.2 [Initial Salary Placement] effective beginning upon ratification of this Side Letter and for a period of two years thereafter. The District and CCFT agree to renegotiate and/or incorporate these changes into the contract at the conclusion of the two-year period.

13.2 Initial Salary Placement

13.2.1 Effective beginning for the Fall 2018 semester, step placement shall be based on teaching and occupational work experience. experience in district teaching service rendered and credit for out-of-district teaching experience granted at the time of initial employment and applicable work experience directly related to the teaching assignment granted at the time of initial employment.

13.2.2 Occupational experience directly related to the unit member's teaching assignment in the District will be credited as follows: for each two (2) years of previous related occupational experience, one (1) step advancement for each two (2) years of previous related occupational experience will be granted to the maximum credit as defined within Section 13.2.3. The experience must be beyond the occupational experience needed to satisfy the minimum qualifications.

13.2.2.1 Unit members may submit verification of their self-employed status for salary placement purposes. Copies of IRS tax records must be provided for each year. If tax records are not available, other documentation will be evaluated on its merit.

13.2.3 Unit members hired as a Contract/Regular employee shall receive one (1) step advancement for each year of teaching experience or other educational services such as a counselor, or librarian, provided each year of experience teaching was on a full-time basis for seventy-five percent (75%) or more of an academic year. The maximum credit a unit member may initially receive is eight (8) years, placed at Step 9. Effective 2007-08, if a contract employee has taught the previous year at Cabrillo College with a seventy-five percent (75%) or more temporary contract at the maximum initial step on the salary schedule, the unit member will receive one (1) additional step advancement beyond the initial maximum salary placement.

~~13.2.3~~ 13.2.4 Adjunct unit members shall receive one (1) step advancement on the adjunct salary schedule for each two (2) semesters of teaching experience to a maximum of eight (8) years to be placed at ~~the ninth (9)-s~~ Step 9.

~~13.2.4~~ 13.2.5 Credit for active, full-time military service will be granted on the basis of one step for twelve (12) to twenty-three (23) months duty time and two (2) steps for twenty-four (24) or more month's duty time, towards the maximum credit as defined within Section 13.2.3.

~~13.2.5~~ 13.2.6 Unit members with no previous experience will be placed at Step 1.

~~13.2.6~~ 13.2.7 All new contract, regular and adjunct unit members will be