Certificated personnel with the earned doctorate receive an additional $645 annually.

A service increment of $300 per year is paid to contract teachers, counselors, librarians, and nurses during the 18th, 19th, and 20th years of service. The increment is increased to $600 per year during the 21st, 22nd, and 23rd year of service, and to $900 per year during the 24th, 25th, and 26th year of service, and will increase according to this pattern for further years of service beyond the 26th year.

Service as a teaching faculty member of the institution presently known as Santa Barbara City College occurring prior to July 1, 1965 shall be considered as service to the Santa Barbara Community College District.

*Summer Session Salaries are effective through the entire 1977 Summer Session.
1.00 POSITIONS COMPENSATED ON CONTRACT TEACHERS' SALARY SCHEDULE

Contract Teachers' Salary Schedule rates apply to regular contract teachers, librarians, counselors, and nurses.

2.00 DEFINITION OF CLASSES

CLASS I. (a) Bachelor's Degree  
(b) Partial fulfillment of requirements for Standard Designated Subjects, Special Secondary Class A, or Community College Instructor Credentials (for instruction in vocational subject areas).  
(c) For non-credit classes, Adult Education Credential.

CLASS II. (a) Master's Degree  
(b) Standard Designated Subjects, Special Secondary Class A, or Community College Instructor Credentials (all issued for life to instruct in vocational subject areas).  
(c) Partial fulfillment of above vocational credential requirements with Bachelor's Degree.  
(d) For non-credit instruction, Bachelor's Degree (or equivalent) plus 30 additional units (or equivalent).*

CLASS III. (a) Master's Degree with 45 units beyond Bachelor's Degree  
(b) Master's Degree with 15 units beyond Master's degree  
(c) Standard Designated Subject, Special Secondary Class A, or Community College Instructor Credentials (all issued for life to instruct in vocational subject areas) with Bachelor's Degree.  
(d) For non-credit instruction, Bachelor's Degree (or equivalent) plus 45 units (or equivalent), or with Master's Degree plus 15 units (or equivalent).*

CLASS IV. (a) Master's Degree with 60 units beyond Bachelor's Degree  
(b) Master's Degree with 30 units beyond Master's Degree  
(c) Standard Designated Subjects, Special Secondary Class A, or Community College Instructor Credentials (all issued for life to instruct in vocational subject areas) with Bachelor's Degree with 15 units.  
(d) Partial fulfillment of above-vocational credential requirements with Master's Degree.  
(e) For non-credit instruction, Bachelor's Degree plus 60 units (45 may be equivalent), or with Master's Degree plus 30 units (or equivalent).*

CLASS V. (a) Master's Degree with 75 units beyond Bachelor's Degree  
(b) Master's Degree with 45 units beyond Master's Degree  
(c) Standard Designated Subjects, Special Secondary Class A, or Community College Instructor Credentials (all issued for life to instruct in vocational subject areas) with Master's Degree.  
(d) For non-credit instruction, Bachelor's Degree plus 75 units (45 may be equivalent), or with Master's Degree plus 45 units (or equivalent).*
*NOTE: Equivalencies for non-credit instruction:

1) The equivalent of eight (8) full years of directly-related work experience is equal to a Bachelor's Degree.

2) Each extra full year of directly-related work experience is equal to 5 units - maximum allowed is nine (9) years, or 45 units.

3) Teaching is directly-related experience.

3.00 INITIAL PLACEMENT ON CONTRACT TEACHERS' SALARY SCHEDULE

For initial placement of certificated personnel on the contract Teachers' Salary Schedule, the following criteria are used:

3.01 The maximum credit granted for out-of-district experience is seven (7) years. The maximum entering step is number 8.

3.02 Teaching experience is granted full credit up to the maximum allowable.

3.03 Teaching as a full-time Teaching Assistant (15-20 hours weekly teaching load) is granted half credit to a maximum of two (2) full years credit. One step credit is granted for each two (2) years of full-time teaching as a Teaching Assistant.

3.04 Experience in an occupational industrial field other than teaching, but in a field relevant to the teaching assignment, may be granted half credit; one step credit for each two (2) years of experience.

3.05 Relevancy of the experience to the teaching assignment is determined by the Department Chairperson in consultation with the hiring officer.

4.00 UNDERPAYMENTS OR OVERPAYMENTS

Proper salary class and step placement is a joint responsibility of the employee and the District. Each teacher is encouraged to keep up-to-date records of college courses completed and other work accomplished which apply toward salary class advancement. Should a teacher suspect that he or she is placed incorrectly on the salary schedule, that information should be brought to the attention of the District immediately.

In the event that an incorrect salary placement results in an underpayment, the District will issue a supplementary warrant for the amount due the teacher. Should the incorrect salary placement result in an overpayment, the District is required to recover the full amount of such overpayment.
5.00 GUIDELINES FOR ADMINISTRATION OF THE CONTRACT TEACHERS' SALARY SCHEDULE

5.01 As required by Education Code Section 13520, a divisor will be used in calculating salaries for contract teachers serving less than a full school year. For 1976-77, this divisor is 180 for 10-month assignments and 250 for 12-month assignments.

5.02 A teacher shall be granted one increment for each year of teaching service (75 percent or more of the days in the contract college year) until the maximum salary for the class is reached. Service increments are computed on the basis of the school term only, i.e., September through June. Only one increment is allowed per year.

5.03 Transfer from one class to the next, after initial placement, is based upon plans of transfer developed by the Professional Standards and Leave Committee. Salary Class Transfers are made only once each academic year, in September.

a. Applications for Salary Class Transfer are made available in the Personnel Office and the Office of the Dean of Instruction.

b. Applications for Salary Class Transfer must be completed and submitted to the Professional Standards and Leave Committee on or before April 15 for any plan which is to be completed and recognized by the following September.

c. A transcript or grade cards must be presented to verify each course used for Salary Class Transfer.

d. Verification must be filed with the Personnel Office on or before September 1 for a Salary Class Transfer to be effective during that college year.

e. Verification of the doctorate to qualify for the doctoral bonus must be filed with the Personnel Office on or before September 1 for the doctoral bonus to be effective during that college year.

5.04 A certificated employee who is granted a military, exchange, or sabbatical leave shall be granted the same service increments as if in regular certificated service. Personal leave, without pay, does not count toward service increments.

5.05 The amounts shown on the Contract Teachers' Salary Schedule are annual salaries for the contract school year. Amounts for extra contractual assignments, such as 11-month assignments, are added to the annual contract.
5.06 In accordance with Section 13519 of the Education Code, an amount equal to 16 2/3% of each monthly payment shall be withheld* and the total amount so deducted shall be paid in two equal installments, one installment to be paid not later than the 5th day of August next succeeding, and one installment to be paid not later than the 5th day of September next succeeding. Except for the month of December, pay dates shall be the last working day of each month.

6.00 DEPARTMENTAL LEADERSHIP COMPENSATION

6.01 COMPUTATION OF COMPENSATION

For the 1976-77 college year, compensation for departmental leadership is assigned on the basis of $140 per FTE faculty plus $20 per teacher assigned to the department as of the Fall semester.

Compensation for departmental leadership may be used in any of the following ways:

-- to provide hourly release time for the chairperson

-- to provide a stipend for the chairperson

-- to be distributed among department faculty for leadership or support services provided

-- to provide for student worker assistance

6.02 PAYMENT OF STIPENDS

In those cases where stipends are paid, they are paid in two installments, one each semester on a supplementary payroll.**

* This is optional for each teacher.

** Payment is made by "B" warrant.
### 7.00 Part-Time and Substitute (Non-Contract) Teachers' Salary Schedule

#### 7.01 Hourly Salary Schedule

<table>
<thead>
<tr>
<th>Hours/Step</th>
<th>Class I</th>
<th>Class II</th>
<th>Class III</th>
<th>Class IV</th>
<th>Class V</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Lec</td>
<td>11.12</td>
<td>12.27</td>
<td>12.84</td>
<td>13.42</td>
</tr>
<tr>
<td></td>
<td>Lab</td>
<td>8.34</td>
<td>9.20</td>
<td>9.63</td>
<td>10.07</td>
</tr>
<tr>
<td>315</td>
<td>Lec</td>
<td>11.71</td>
<td>12.82</td>
<td>13.41</td>
<td>13.99</td>
</tr>
<tr>
<td></td>
<td>Lab</td>
<td>8.78</td>
<td>9.62</td>
<td>10.06</td>
<td>10.49</td>
</tr>
<tr>
<td>630</td>
<td>Lec</td>
<td>12.30</td>
<td>13.37</td>
<td>13.97</td>
<td>14.56</td>
</tr>
<tr>
<td></td>
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<td>10.03</td>
<td>10.48</td>
<td>10.92</td>
</tr>
<tr>
<td>945</td>
<td>Lec</td>
<td>12.89</td>
<td>13.92</td>
<td>14.53</td>
<td>15.13</td>
</tr>
<tr>
<td></td>
<td>Lab</td>
<td>9.67</td>
<td>10.44</td>
<td>10.90</td>
<td>11.35</td>
</tr>
<tr>
<td>1260</td>
<td>Lec</td>
<td>13.49</td>
<td>14.47</td>
<td>15.09</td>
<td>15.70</td>
</tr>
<tr>
<td></td>
<td>Lab</td>
<td>10.12</td>
<td>10.85</td>
<td>11.32</td>
<td>11.78</td>
</tr>
</tbody>
</table>

The part-time and substitute salary schedule is computed at 1/1100 of the annual salary per hour for lecture classes and, for 1976-77, at 3/4 of the lecture rate per hour for laboratory courses in accordance with the placement of the teacher on the Contract Salary Schedule but not to exceed Step 5 in any class. (The laboratory rate for part-time and substitute teachers employed in 1976-77, who were employed in 1975-76, shall be not less than the laboratory rate they received in 1975-76.)

#### 7.02 Definition of Classes

Teachers are rated in on Classes I through V of the Part-Time and Substitute Teachers' Salary Schedule in accordance with the same criteria as are applied for rating-in on Classes I through V of the Contract Teachers' Salary Schedule. (See Section 2.00.)

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-6-
7.03  STEP PLACEMENT AND STEP ADVANCEMENT

7.031 Initial placement (or subsequent advancement) for part-
time and substitute instruction shall be limited to Step 5
of the Part-Time and Substitute Salary Schedule in any
class.

7.032 Regular contract teachers with the Santa Barbara Community
College District shall be granted one step for each complete
year of teaching experience (75 percent or more of the days
in the contract college year) in the Santa Barbara Community
College District.

7.033 Part-time and substitute teachers employed by the Santa
Barbara Community College District prior to July 1, 1975
shall be placed on the step on which they would have placed
for 1975-76 on the Hourly and Substitute Salary Schedule
until requirements have been met for advancement to the
next step.

7.034 Teachers, other than those referred to in Sections 7.032 and
7.033 are placed on Step 1. A one-step advance is permitted
after completion of each 315 clock hours of hourly teaching
in hourly assignments in the District. New totals are com-
puted once each year on the basis of hours taught from
September 1 to August 30. Advancement to the next higher
step, when earned, will become effective at the beginning of
the next regular school term in September. Only a one-step
advancement may be made in a given fiscal year.

7.04 Assignment of part-time teachers in the credit program will include
one laboratory hour in addition to each six hours of lecture or in
addition to each eight hours of laboratory teaching for: Student
advisement and co-curricular activities, professional responsibilitites
related to planning and curriculum development, and participation in
faculty meetings and college committees as required.

7.05 Assignment of part-time teachers in the Continuing Education Program
may include one laboratory hour in addition to six hours of lecture
or in addition to eight hours of laboratory teaching, if, in the
opinion of the Administrative Dean, Continuing Education, student
advisement and co-curricular activities, professional responsibilities
related to planning and curriculum development, and participation in
faculty meetings and college committees are required.

7.06 Compensation for 3-hour, non-credit classes is computed at 2 hours
of laboratory rate and 1 hour of lecture rate.
7.07 Salaries for hourly, substitute, and hourly sabbatical leave replacement non-teaching certificated personnel are computed on the basis of the regular hourly laboratory rate. Placement is not to exceed Step 5 in any class and such hourly assignments within a semester are not to exceed an average of 6 hours per week at this rate. For hours worked beyond 6 hours per week, salaries for hourly, substitute, and hourly sabbatical replacement non-teaching certificated personnel are computed on the basis of their hourly laboratory rate \( \times 22.5 \div 35 \times \text{hours worked} \).

7.08 Full-time contract and substitute teachers are limited to the equivalent of 6 teacher load units (TLU's) overload (extra hourly) per week except in extremely unusual circumstances approved by the Administrative Dean of Instruction.

7.09 Part-time payrolls, Evening College and Continuing Education payrolls are prepared on the basis of hours worked per pay period.

8.00 SUMMER SESSION SALARY SCHEDULE

<table>
<thead>
<tr>
<th>STEP</th>
<th>CLASS I</th>
<th>CLASS II</th>
<th>CLASS III</th>
<th>CLASS IV</th>
<th>CLASS V</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$ 285.48</td>
<td>$ 314.95</td>
<td>$ 329.75</td>
<td>$ 344.54</td>
<td>$ 359.33</td>
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<td>2</td>
<td>300.65</td>
<td>329.12</td>
<td>344.14</td>
<td>359.15</td>
<td>374.13</td>
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<td>3</td>
<td>315.84</td>
<td>343.28</td>
<td>358.56</td>
<td>373.75</td>
<td>388.92</td>
</tr>
<tr>
<td>4</td>
<td>331.03</td>
<td>357.44</td>
<td>372.96</td>
<td>388.38</td>
<td>403.71</td>
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<td>5</td>
<td>346.20</td>
<td>371.61</td>
<td>387.38</td>
<td>400.66</td>
<td>418.51</td>
</tr>
<tr>
<td>6</td>
<td>361.39</td>
<td>385.77</td>
<td>401.78</td>
<td>417.62</td>
<td>433.30</td>
</tr>
<tr>
<td>7</td>
<td>376.58</td>
<td>399.93</td>
<td>416.20</td>
<td>432.23</td>
<td>448.09</td>
</tr>
<tr>
<td>8</td>
<td>391.74</td>
<td>414.10</td>
<td>430.59</td>
<td>446.83</td>
<td>462.87</td>
</tr>
<tr>
<td>9</td>
<td>406.93</td>
<td>428.26</td>
<td>445.01</td>
<td>461.46</td>
<td>477.68</td>
</tr>
<tr>
<td>10</td>
<td>422.10</td>
<td>442.42</td>
<td>459.41</td>
<td>476.07</td>
<td>492.47</td>
</tr>
</tbody>
</table>

The Summer Session Salary is computed on the basis of TLU's and the rate is 70 percent of the annual rate per TLU but not to exceed Step 10 in any class.
## 9.00 Children's Center Contract Teachers' Salary Schedule

### Salary Schedule for 10 Months

<table>
<thead>
<tr>
<th>Step</th>
<th>Class I (Annual)</th>
<th>Class II (Annual)</th>
<th>Class III (Annual)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$7,322</td>
<td>$7,753</td>
<td>$8,182</td>
</tr>
<tr>
<td>2</td>
<td>7,689</td>
<td>8,118</td>
<td>8,548</td>
</tr>
<tr>
<td>3</td>
<td>8,055</td>
<td>8,485</td>
<td>8,918</td>
</tr>
<tr>
<td>4</td>
<td>8,421</td>
<td>8,850</td>
<td>9,280</td>
</tr>
<tr>
<td>5</td>
<td>8,788</td>
<td>9,216</td>
<td>9,645</td>
</tr>
<tr>
<td>6</td>
<td>9,155</td>
<td>9,583</td>
<td>10,011</td>
</tr>
<tr>
<td>7</td>
<td>9,520</td>
<td>9,927</td>
<td>10,378</td>
</tr>
<tr>
<td>8</td>
<td>9,885</td>
<td>10,315</td>
<td>10,745</td>
</tr>
<tr>
<td>9</td>
<td>10,253</td>
<td>10,680</td>
<td>11,106</td>
</tr>
<tr>
<td>10</td>
<td>10,617</td>
<td>11,048</td>
<td>11,471</td>
</tr>
</tbody>
</table>

The Director and Head Teachers assigned full-time receive an additional $59 per month in addition to the scheduled salary.

### 9.01 Definition of Classes

**Class I:** Teachers with provisional instructional permits. Teachers with regular Children's Centers' permits, but with less than a Bachelor's Degree.

**Class II:** Teachers with Bachelor's Degrees. Teachers with instructional permits issued on a postponement of requirements basis.

**Class III:** Teachers with regular Kindergarten-Primary or General Elementary credentials or Standard Teaching Credentials with Specialization in Elementary Teaching issued by the California State Board of Education. Teachers with regular instructional permits or Type A or Type B supervision permits issued for service in Children's Centers.
9.02 INITIAL PLACEMENT AND STEP ADVANCEMENT

For initial placement of certificated personnel on the salary schedule, the following criteria are used for the evaluation of previous experience:

a. The maximum credit granted for out-of-district experience is six (6) years. The maximum entering step is number 7.

b. Teaching experience is granted full credit up to the maximum allowable.

c. Each year of experience advances the candidate one step on the schedule.

9.03 PART-TIME AND SUBSTITUTE CHILDREN'S CENTER TEACHERS' SALARY SCHEDULE

9.031 Hourly Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>Class I (Hourly)</th>
<th>Class II (Hourly)</th>
<th>Class III (Hourly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$4.31</td>
<td>$4.56</td>
<td>$4.81</td>
</tr>
<tr>
<td>2</td>
<td>4.52</td>
<td>4.78</td>
<td>5.03</td>
</tr>
<tr>
<td>3</td>
<td>4.74</td>
<td>4.99</td>
<td>5.25</td>
</tr>
<tr>
<td>4</td>
<td>4.95</td>
<td>5.21</td>
<td>5.46</td>
</tr>
<tr>
<td>5</td>
<td>5.17</td>
<td>5.42</td>
<td>5.67</td>
</tr>
<tr>
<td>6</td>
<td>5.39</td>
<td>5.64</td>
<td>5.89</td>
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<tr>
<td>7</td>
<td>5.60</td>
<td>5.84</td>
<td>6.10</td>
</tr>
<tr>
<td>8</td>
<td>5.81</td>
<td>6.07</td>
<td>6.32</td>
</tr>
<tr>
<td>9</td>
<td>6.03</td>
<td>6.28</td>
<td>6.54</td>
</tr>
<tr>
<td>10</td>
<td>6.25</td>
<td>6.50</td>
<td>6.75</td>
</tr>
</tbody>
</table>

The Part-Time and Substitute Children's Center Teachers' Salary Schedule is computed at 1/1700 of the annual salary per hour.

9.032 DEFINITION OF CLASSES

Teachers are rated-in on Classes I through III of the Part-Time and Substitute Children's Center Teachers' Salary Schedule in accordance with the same criteria as are applied for rating-in on Classes I through III of the Contract Children's Center Teachers' Salary Schedule. (See Section 9.00.)

0.033 STEP PLACEMENT AND ADVANCEMENT

Part-time and substitute teachers are placed on Step 1. A one-step advance is permitted for each complete year of teaching experience (75 percent or more of the days in the contract college year) in the Santa Barbara Community College District.
### Administrative Salary Schedule 1976-77

(Effective September 1, 1976 - June 30, 1977)

<table>
<thead>
<tr>
<th></th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Dean or Assistant Superintendent</td>
<td>$29,455</td>
<td>$30,928</td>
<td>$32,474</td>
<td>$34,098</td>
<td>$35,803</td>
</tr>
<tr>
<td>Assistant Dean</td>
<td>$26,510</td>
<td>$27,835</td>
<td>$29,227</td>
<td>$30,688</td>
<td>$32,223</td>
</tr>
<tr>
<td>Coordinator</td>
<td>$23,564</td>
<td>$24,742</td>
<td>$25,980</td>
<td>$27,278</td>
<td>$28,643</td>
</tr>
</tbody>
</table>

The standard doctoral bonus ($645) as applied to Certificated Salary Schedule is added where the degree is held.

NOTE: Administrative Dean - Step 5 is the benchmark. Step increments are 5 percent from the benchmark. Assistant Dean is 90 percent of Administrative Dean. Coordinator is 80 percent of Administrative Dean.