SALARY AND BENEFIT
AGREEMENTS 1987
THROUGH 1989 CALENDAR
YEARS

Board Approved
December 11, 1986

ENCL. 1
ITEM 2.2-C
12/11/86
The Compensation Package recommended for SBCC Certificated Managers

1. A 9 percent salary increase. (7 percent from General Funds and 2 percent from lottery income. The cost of the 2 percent for all District employees is approximately $335,000.)

2. The compensation package for 1988 and 1989 will be equal to the District’s cost-of-living adjustment (COLA)* (as provided for by the State for the 1987-88 and 1988-89 school years respectively) as applied to the group’s salary and benefits categories in the General Fund.

3. The COLA adjustment in 1988 and 1989 can be distributed between the salary schedule and other purposes as agreed to with the Certificated Management.

4. To meet condition No. 2, the District’s funding base (ADA or FTE) cannot decline by more than 1 percent from the previous year, nor can a fundamental change occur in the funding mechanism which results in a reduction to the base budget. If either condition prevails, this agreement will be reopened for discussion.

5. If an agreement on the benefits portion of the 1988 or 1989 compensation package can be reached prior to July 10 of the year in question, the benefit portion could be implemented as early as October 1. (For example, for the 1988 year, if an agreement on benefits is reached in July 1987, the fringe benefit package will be implemented effective October 1, 1987.)

6. If the salary and benefit agreement reached with the Certificated contract faculty for 1987, 1988, or 1989 is greater than the cost-of-living adjustment provided for in this agreement, that increase will be applied.

In addition, it is agreed that the District will, at a minimum, retain the existing medical benefits for retirees and the fifteen holidays for group members.

* Excludes increases for categorical programs, growth, and equity funding.

Martin Bobgan
John Romo
Jane Craven
The Compensation Package recommended for SBCC Management/Supervisory/
Confidential Salary Group

1. A 9 percent salary increase. (7 percent from General Funds and 2 percent from lottery income. The cost of the 2 percent for all District employees is approximately $335,000.)

2. The compensation package for 1988 and 1989 will be equal to the District’s cost-of-living adjustment (COLA)* (as provided for by the State for the 1987-88 and 1988-89 school years respectively) as applied to the group’s salary and benefits categories in the General Fund.

3. The COLA adjustment in 1988 and 1989 can be distributed between the salary schedule and other purposes as agreed to with the M/S/C group.

4. To meet condition No. 2, the District’s funding base (ADA or FTE) cannot decline by more than 1 percent from the previous year, nor can a fundamental change occur in the funding mechanism which results in a reduction to the base budget. If either condition prevails, this agreement will be reopened for discussion.

5. If an agreement on the benefits portion of the 1988 or 1989 compensation package can be reached prior to July 10 of the year in question, the benefit portion could be implemented as early as October 1. (For example, for the 1988 year, if an agreement on benefits is reached in July 1987, the fringe benefit package will be implemented effective October 1, 1987.)

6. If the salary and benefit agreement reached with the Certificated contract faculty for 1987, 1988, or 1989 is greater than the cost-of-living adjustment provided for in this agreement, that increase will be applied.

In addition, it is agreed that the District will, at a minimum, retain the existing medical benefits for retirees and the fifteen holidays for group members.

* Excludes increases for categorical programs, growth, and equity funding.

Mary Griffith

Marian Rapp

David Pickering

November 13, 1986
The Compensation Package recommended for SBCC Non-Credit Hourly Instructors

The agreement will be for the 1987, 1988, and 1989 calendar years.

1. A 9 percent salary increase (7 percent from General Funds and 2 percent from lottery income. The cost of the 2 percent for all district employees is approximately $335,000.) Effective January 1, 1987.

2. The compensation package for 1988 and 1989 will be equal to the District’s cost-of-living adjustment (COLA)* (as provided for by the State for the 1987-88 and 1988-89 school years respectively) as applied to the group’s salary and benefits categories in the General Fund.

3. To meet condition No. 2, the District’s funding base (ADA or FTE) cannot decline by more than 1 percent from the previous year, nor can a fundamental change occur in the funding mechanism which results in a reduction to the base budget. If either condition prevails, this agreement will be reopened for discussion.

4. If the salary and benefit agreement reached with the Certificated contract faculty for 1987, 1988, or 1989 is greater than the cost-of-living adjustment provided for in this agreement, that increase will be applied.

* Excludes increases for categorical programs, growth, and equity funding.

[Signatures]

President, Continuing Education Instructors Association

Member, Continuing Education Instructors Association Salary Committee

Member, Continuing Education Instructors Association Salary Committee
SALARY AND BENEFIT
SCHEDULES AND POLICIES
1987 CALENDAR YEAR
I. **CERTIFICATED ADMINISTRATIVE PERSONNEL**  
(Effective January 1, 1987 - December 31, 1987)

**SALARY SCHEDULE**

For the 1987 calendar year certificated administrators will be paid according to the salary schedule contained in attachment A.  

Note: Vice-President-Step 5 is benchmark.  
Step increments are approximately 5 percent from the benchmark.  
Dean is approximately 90 percent of Vice-President.  
Assistant Dean is approximately 80 percent of Dean.

**EARNED DOCTORATE**

Certificated administrators with an earned doctorate received from a fully accredited institution receive an additional $1,200 annually. A fully accredited institution is an institution of higher education accredited by a United States recognized regional accrediting association.

**SERVICE INCREMENTS**

A service increment of $300 per year is paid during the 18th, 19th and 20th years of service. The increment is increased to $600 per year during the 21st, 22nd and 23rd years of service, and to $900 per year during the 24th, 25th and 26th years 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.

**Health and Welfare Benefits**

Each full-time administrator will receive $2,500 per year for Health and Welfare benefits, such amount to be prorated for members who work less than full-time, but half-time or more.
EARLY RETIREMENT INCENTIVE PROGRAM

1. Eligibility
   a. A person must have rendered 15 years of service with the SBCCCD and be at least age 55. Five years of that service requirement shall be immediately preceding retirement.
   b. A "retired" employee shall be defined as one who has retired from the District and is receiving a retirement allowance from STRS or PERS. "Regular" service with the District is defined as service in paid status and shall exclude all hourly casual employment.

2. Medical
   a. The District will contribute the specified premium amount for the retiree's District group medical plan up to a maximum of $1,600 annually.
   b. This sum shall be prorated for those normally assigned less than full-time at the time of retirement, in accordance with District policy.
   c. District contributions shall continue until the retiree reaches age 65 or the date of the retiree's death, whichever is earlier.

3. Employment with the District

As part of the District's Early Retirement Incentive Program, the District may employ certificated retirees on a part-time basis in accordance with the provisions and limitations of Section 23919 of the Education Code.
SANTA BARBARA COMMUNITY COLLEGE DISTRICT
(Effective January 1, 1987 - December 31, 1987)

II. CLASSIFIED MANAGEMENT/SUPERVISORY/CONFIDENTIAL PERSONNEL

SALARY SCHEDULE

For the 1987 calendar year classified management/supervisory/confidential personnel will be paid according to the salary schedule contained in attachment B.

EARLY RETIREMENT INCENTIVE PROGRAM

1. Eligibility
   a. A person must have rendered 15 years of service with the SBCCD and be at least age 55. Five years of that service requirement shall be immediately preceding retirement.
   b. A "retired" employee shall be defined as one who has retired from the District and is receiving a retirement allowance from STRS or PERS. "Regular" service with the District is defined as service in paid status and shall exclude all hourly casual employment.

2. Medical
   a. The District will contribute the specified premium amount for the retiree's District group medical plan up to a maximum of $1,600 annually.
   b. This sum shall be prorated for those normally assigned less than full-time at the time of retirement, in accordance with District policy.
   c. District contributions shall continue until the retiree reaches age 65 or the date of the retiree's death, whichever is earlier.

3. Employment with the District

As part of the District's Early Retirement Incentive Program, the District may employ classified M/S/C retirees on a part-time basis in accordance with the provisions and limitations of Section 21150 of the Government Code.

Health and Welfare Benefits

Each full-time M/S/C employee will receive $2,500 per year for Health and Welfare benefits, such amount to be prorated for members who work less than full-time, but half-time or more.
III Hourly Classified Personnel

For the 1987 calendar year hourly classified personnel will be paid according to the salary schedule contained in attachment C.

7:salary:ms
IV Non-Credit Hourly (Non-Contract) Instructors

1. For the 1987 calendar year non-credit hourly (non-contract) instructors will be paid according to the salary schedule contained in attachment D.

2. Salary placement on this salary schedule shall be determined by the District according to the following criteria:

   a. Regular contract instructors 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.

   b. New instructors, other than those referred to in Section 2a, are placed on Step 1. A one-step advance is permitted after completion of each 210 clock hours of non-credit hourly teaching assignments in the District. New totals are computed once each year on the basis of hours taught from August to July 31. Advancement to the next higher step, when earned, will become effective at the beginning of the next regular school term.

   c. Compensation for 3-hour, non-credit lab classes is computed at 2 hours of laboratory rate and 1 hour of lecture rate. Compensation for 2-1/2 hour, non-credit lab classes is computed at 2 hours of laboratory rate and 1/2 hour of lecture rate. Compensation for 2-hour, non-credit laboratory classes is computed at 1-1/2 hours of laboratory rate and 1/2 hour at lecture rate.

   d. Full-time contract and substitute instructors 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 Vice President for Instruction.

7:salary:DO/ms
**SALARY SCHEDULE MATRIX**

**SBCC DAN OROZ**

**CERT. ADMINISTRATIVE SALARY**

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**BEGINNING STEP: 1**

**MAXIMUM STEP: 5**

**STEP INCREMENT: 0.0000**

**RANGE INCREMENT: 0.0000**

**VALUES ARE YEARLY ADV. TYPE: NO ADVANCE**

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*Attachment A*
## SALARY SCHEDULE MATRIX

### 28 BASIC MANAGEMENT SUPERVISORY C

#### ADDITIONAL PAY FOR MASTERS:

- **0.00**

#### FOR DOCTORATE:

- **1,200.00**

#### MISCELLANEOUS BONUS:

- **0.00**

#### TENURE BONUS:

- **0.00**

#### LONGEVITY BONUSES(3)%/YEARS:

- **1.00**
- **2,500.00**
- **10.00**
- **3,500.00**
- **5.000.00**
- **15.000.00**

#### BEGINNING STEP:

- **1**

#### MAXIMUM STEP:

- **5**

#### STEP INCREMENT:

- **0.6000**

#### RANGE INCREMENT:

- **0.0000**

#### VALUES ARE MONTHLY ADV.

#### TYPE:

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### Salary Schedule Matrix

**22 Hourly Non-Classified Salary**

### Additional Pay for Masters: 0.00
### For Doctorate: 0.00
### Miscellaneous Bonus: 0.00
### Tenure Bonus: 0.00

### Longevity Bonuses ($/Years):

**Beginning Step:** 1  
**Maximum Step:** 1  
**Step Increment:** 0.0000  
**Range Increment:** 0.0000  
**Values are Hourly Adv. Type:** No Advance

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Attachment C