



Monterey Peninsula Community College
Office of Human Resources

Salary Schedules
In Effect: 2011-2012

Administrators (2011-2012)
Classified (2011-2012)
Confidential (2011-2012)
Faculty (Schedule A) (2011-2012)
Faculty (Schedules B&C) (2011-2012)
Faculty (Coaching) (2011-2012)
Flat Rate (1999-2000)
Short-Term, Non-Continuing (Non- Classified) (2011)
Older Adult Program (2011-2012)
Management/ Supervisory (2011-2012)
Student (2002-2003)

Benefit Costs (2010-2011)

Updated 9/27/2011

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Designed for double sided printing)

Monterey Peninsula Community College District

ADMINISTRATIVE SALARY SCHEDULE

2011-2012
Effective July 1, 2011

Title	Step 1	Step 2	Step 3	Step 4*	Step 5*
Assistant Dean	7,459	7,773	8,079	8,411	8,739
Associate Dean	8,778	9,097	9,413	9,742	10,072
Dean	9,273	9,586	9,903	10,234	10,565
Administrative Dean	9,770	10,116	10,473	10,805	11,134
Vice President	10,335	10,682	11,037	11,367	11,701

The 2007-2008 salary schedule was decreased by 2.02%, effective 7/1/11.
The Superintendent/President's salary shall also be reduced by 2.02%

* Advancement to Steps 4 and 5 requires three years full time service at the previous step.

Notes:

1. The above are twelve month contracts.
2. Twenty-two working days of vacation are authorized each year, with an accrual maximum of 44 days.
3. An additional ten working days are authorized beyond the normal vacation for study, travel and general professional improvement for Vice Presidents.
4. A monthly bonus of \$237 will be awarded for an earned doctorate from an accredited institution.
5. An additional 5% stipend will be earned by an administrator on one or more District negotiating team(s).
6. The Superintendent/President and the Vice Presidents are on individual contracts.

Effective Date: July 1, 2011

Board Approval: September 27, 2011

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Monterey Peninsula Community College District

CLASSIFIED SALARY SCHEDULE

2011-2012

Effective September 1, 2011

	A	B	C	D	E	F
Academic Curriculum, Scheduling & Catalog Technician	\$3,200	\$3,363	\$3,533	\$3,711	\$3,898	\$4,096
	\$18.46	\$19.40	\$20.38	\$21.41	\$22.49	\$23.63
Accommodations Specialist	\$2,719	\$2,857	\$3,001	\$3,153	\$3,312	\$3,479
	\$15.69	\$16.48	\$17.31	\$18.19	\$19.11	\$20.07
Accounting Specialist	\$2,666	\$2,801	\$2,941	\$3,091	\$3,246	\$3,410
	\$15.38	\$16.16	\$16.97	\$17.83	\$18.73	\$19.68
Administrative Assistant I	\$2,363	\$2,482	\$2,608	\$2,739	\$2,879	\$3,024
	\$13.64	\$14.32	\$15.04	\$15.81	\$16.61	\$17.45
Administrative Assistant II	\$2,608	\$2,739	\$2,879	\$3,024	\$3,178	\$3,338
	\$15.04	\$15.81	\$16.61	\$17.45	\$18.34	\$19.26
Administrative Assistant II- CDC	\$2,774	\$2,914	\$3,062	\$3,216	\$3,378	\$3,548
	\$16.00	\$16.81	\$17.66	\$18.55	\$19.49	\$20.47
Administrative Assistant III	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Administrative Assistant III/ Instructional Contract Coordinator	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Administrative Assistant IV- VP Academic Affairs	\$3,394	\$3,566	\$3,745	\$3,934	\$4,134	\$4,343
	\$19.58	\$20.57	\$21.61	\$22.70	\$23.85	\$25.06
Administrative Assistant IV- VP Student Services	\$3,394	\$3,566	\$3,745	\$3,934	\$4,134	\$4,343
	\$19.58	\$20.57	\$21.61	\$22.70	\$23.85	\$25.06
Admissions & Records Specialist	\$2,514	\$2,641	\$2,775	\$2,915	\$3,062	\$3,216
	\$14.50	\$15.24	\$16.01	\$16.82	\$17.66	\$18.55
Art Gallery Specialist	\$2,831	\$2,973	\$3,124	\$3,282	\$3,446	\$3,622
	\$16.33	\$17.16	\$18.03	\$18.93	\$19.88	\$20.90

Monterey Peninsula Community College District

CLASSIFIED SALARY SCHEDULE

2011-2012

Effective September 1, 2011

	A	B	C	D	E	F
Art Studio Specialist	\$2,809	\$2,951	\$3,101	\$3,256	\$3,421	\$3,594
	\$16.21	\$17.03	\$17.89	\$18.79	\$19.74	\$20.73
Assessment Specialist	\$2,772	\$2,912	\$3,059	\$3,214	\$3,376	\$3,546
	\$15.99	\$16.80	\$17.65	\$18.54	\$19.48	\$20.46
Assistant Coordinator, Academic Support Center	\$2,903	\$3,050	\$3,204	\$3,367	\$3,537	\$3,715
	\$16.75	\$17.60	\$18.49	\$19.42	\$20.40	\$21.44
Athletic Trainer	\$3,831	\$4,025	\$4,229	\$4,442	\$4,667	\$4,902
	\$22.10	\$23.22	\$24.40	\$25.63	\$26.92	\$28.28
Athletics & PE Equipment Specialist	\$2,339	\$2,457	\$2,582	\$2,713	\$2,850	\$2,994
	\$13.50	\$14.18	\$14.89	\$15.65	\$16.44	\$17.27
Attendance Accounting Specialist	\$3,075	\$3,231	\$3,394	\$3,565	\$3,745	\$3,934
	\$17.74	\$18.64	\$19.58	\$20.57	\$21.61	\$22.70
Campus Security Officer	\$2,346	\$2,464	\$2,588	\$2,718	\$2,857	\$3,001
	\$13.53	\$14.22	\$14.93	\$15.68	\$16.48	\$17.31
Career/Transfer Resource Coordinator	\$2,987	\$3,139	\$3,296	\$3,463	\$3,638	\$3,821
	\$17.23	\$18.11	\$19.02	\$19.98	\$20.99	\$22.04
Categorical Services Coordinator	\$2,945	\$3,094	\$3,250	\$3,414	\$3,586	\$3,767
	\$16.99	\$17.85	\$18.75	\$19.70	\$20.69	\$21.73
Ceramics Studio Specialist	\$2,569	\$2,699	\$2,835	\$2,977	\$3,128	\$3,285
	\$14.82	\$15.57	\$16.35	\$17.17	\$18.04	\$18.95
Child Development Specialist	\$2,987	\$3,139	\$3,296	\$3,463	\$3,638	\$3,821
	\$17.23	\$18.11	\$19.01	\$19.98	\$20.99	\$22.05
Child Development Specialist, Senior	\$3,138	\$3,296	\$3,462	\$3,638	\$3,821	\$4,015
	\$18.10	\$19.02	\$19.98	\$20.99	\$22.04	\$23.16
College Receptionist/Dispatcher	\$2,363	\$2,482	\$2,608	\$2,739	\$2,879	\$3,024
	\$13.63	\$14.32	\$15.05	\$15.80	\$16.61	\$17.45

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE

2011-2012

Effective September 1, 2011

	A	B	C	D	E	F
CurricUNET Specialist	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Custodian	\$2,299	\$2,415	\$2,537	\$2,666	\$2,801	\$2,941
	\$13.26	\$13.94	\$14.63	\$15.38	\$16.16	\$16.97
Custodian/Pool Operator	\$2,416	\$2,538	\$2,667	\$2,802	\$2,942	\$3,091
	\$13.94	\$14.64	\$15.38	\$16.16	\$16.97	\$17.83
Custodian-Lead	\$2,416	\$2,538	\$2,667	\$2,802	\$2,942	\$3,091
	\$13.94	\$14.64	\$15.38	\$16.16	\$16.97	\$17.83
Division Office Manager	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Fire Academy Assistant	\$2,608	\$2,739	\$2,879	\$3,024	\$3,178	\$3,338
	\$15.05	\$15.80	\$16.61	\$17.45	\$18.33	\$19.26
Food Preparer	\$2,364	\$2,482	\$2,608	\$2,740	\$2,879	\$3,024
	\$13.64	\$14.32	\$15.04	\$15.81	\$16.61	\$17.45
Groundskeeper	\$2,416	\$2,538	\$2,667	\$2,802	\$2,942	\$3,091
	\$13.94	\$14.64	\$15.38	\$16.16	\$16.97	\$17.83
Health Services Specialist	\$2,808	\$2,950	\$3,100	\$3,256	\$3,421	\$3,594
	\$16.20	\$17.02	\$17.88	\$18.79	\$19.74	\$20.74
Information Systems Specialist	\$3,327	\$3,496	\$3,672	\$3,857	\$4,053	\$4,257
	\$19.20	\$20.17	\$21.19	\$22.25	\$23.38	\$24.56
Information Technology Support Technician	\$3,495	\$3,671	\$3,856	\$4,051	\$4,255	\$4,471
	\$20.16	\$21.18	\$22.25	\$23.37	\$24.55	\$25.80
Inst Specialist-Theater-Master Carpenter	\$3,172	\$3,333	\$3,501	\$3,678	\$3,864	\$4,060
	\$18.30	\$19.23	\$20.20	\$21.22	\$22.29	\$23.42
Inst Specialist-Theater-Master Electrician	\$3,172	\$3,333	\$3,501	\$3,678	\$3,864	\$4,060
	\$18.30	\$19.23	\$20.20	\$21.22	\$22.29	\$23.42

Monterey Peninsula Community College District

CLASSIFIED SALARY SCHEDULE

2011-2012

Effective September 1, 2011

	A	B	C	D	E	F
Instructional Specialist (Formerly Instructional Asst. II)	\$2,726	\$2,863	\$3,009	\$3,160	\$3,319	\$3,487
	\$15.73	\$16.52	\$17.36	\$18.23	\$19.15	\$20.12
Instructional Specialist	\$2,809	\$2,951	\$3,101	\$3,256	\$3,421	\$3,594
	\$16.21	\$17.03	\$17.89	\$18.79	\$19.74	\$20.73
Instructional Technology Specialist	\$3,394	\$3,566	\$3,745	\$3,934	\$4,134	\$4,343
	\$19.58	\$20.57	\$21.61	\$22.71	\$23.85	\$25.05
Job Center Coordinator	\$2,808	\$2,950	\$3,100	\$3,256	\$3,421	\$3,594
	\$16.20	\$17.02	\$17.88	\$18.79	\$19.74	\$20.74
Job Developer- Workability	\$2,987	\$3,140	\$3,295	\$3,463	\$3,638	\$3,822
	\$17.23	\$18.11	\$19.01	\$19.98	\$20.99	\$22.05
Lab Specialist I	\$2,809	\$2,951	\$3,101	\$3,256	\$3,421	\$3,594
	\$16.21	\$17.03	\$17.89	\$18.79	\$19.74	\$20.73
Lab Specialist II	\$2,987	\$3,139	\$3,296	\$3,463	\$3,638	\$3,821
	\$17.23	\$18.11	\$19.02	\$19.98	\$20.99	\$22.04
Library Circulation Desk Coordinator	\$2,881	\$3,026	\$3,179	\$3,339	\$3,508	\$3,685
	\$16.62	\$17.46	\$18.34	\$19.26	\$20.24	\$21.26
Library Operations Coordinator	\$3,588	\$3,770	\$3,961	\$4,161	\$4,371	\$4,592
	\$20.70	\$21.75	\$22.85	\$24.01	\$25.22	\$26.49
Library Specialist-Circulation Desk	\$3,371	\$3,509	\$3,648	\$3,787	\$3,101	\$3,926
	\$14.67	\$15.42	\$16.21	\$17.03	\$17.89	\$18.79
Library Specialist- Circulation Desk /Instructional Specialist	\$2,809	\$2,951	\$3,101	\$3,256	\$3,421	\$3,594
	\$16.21	\$17.03	\$17.89	\$18.79	\$19.74	\$20.73
Library Specialist-Interlibrary Loans, Periodicals & Circulation Desk	\$2,629	\$2,763	\$2,903	\$3,050	\$3,204	\$3,367
	\$28.36	\$29.33	\$30.31	\$31.29	\$32.27	\$33.24
Library Specialist-Technical Services	\$2,947	\$3,097	\$3,252	\$3,416	\$3,589	\$3,770
	\$17.00	\$17.87	\$18.76	\$19.71	\$20.71	\$21.75

Monterey Peninsula Community College District

CLASSIFIED SALARY SCHEDULE

2011-2012

Effective September 1, 2011

	A	B	C	D	E	F
Library Systems Technology Coordinator	\$3,678	\$3,864	\$4,060	\$4,265	\$4,480	\$4,707
	\$21.22	\$22.29	\$23.42	\$24.61	\$25.85	\$27.15
Maintenance Specialist	\$3,200	\$3,363	\$3,533	\$3,711	\$3,898	\$4,096
	\$18.46	\$19.40	\$20.38	\$21.41	\$22.49	\$23.63
Matriculation Services Specialist	\$2,464	\$2,589	\$2,719	\$2,857	\$3,002	\$3,153
	\$14.22	\$14.94	\$15.69	\$16.48	\$17.32	\$18.19
Matriculation Services Specialist, Senior	\$2,695	\$2,832	\$2,976	\$3,127	\$3,284	\$3,451
	\$15.55	\$16.34	\$17.17	\$18.04	\$18.95	\$19.91
Matriculation/Articulation Technician	\$3,911	\$4,109	\$4,316	\$4,535	\$4,763	\$5,004
	\$22.56	\$23.71	\$24.90	\$26.16	\$27.48	\$28.87
Media Technician-Audio/Visual	\$2,808	\$2,950	\$3,100	\$3,256	\$3,421	\$3,594
	\$16.21	\$17.03	\$17.89	\$18.79	\$19.74	\$20.73
Network Engineer	\$4,422	\$4,645	\$4,881	\$5,127	\$5,386	\$5,658
	\$25.51	\$26.80	\$28.16	\$29.58	\$31.07	\$32.64
Payroll Analyst	\$3,075	\$3,231	\$3,394	\$3,565	\$3,745	\$3,934
	\$17.74	\$18.64	\$19.58	\$20.57	\$21.61	\$22.70
Police Academy Assistant	\$2,608	\$2,739	\$2,879	\$3,024	\$3,178	\$3,338
	\$15.05	\$15.80	\$16.61	\$17.45	\$18.33	\$19.26
Program Coordinator-Business Skills Center	\$3,304	\$3,472	\$3,647	\$3,831	\$4,025	\$4,229
	\$19.06	\$20.03	\$21.04	\$22.10	\$23.22	\$24.40
Program Coordinator-International Student Program	\$3,265	\$3,430	\$3,602	\$3,785	\$3,976	\$4,178
	\$18.84	\$19.79	\$20.78	\$21.84	\$22.94	\$24.10
Program Coordinator-Older Adult/Administrative Assistant III	\$3,256	\$3,421	\$3,594	\$3,776	\$3,968	\$4,169
	\$18.79	\$19.74	\$20.74	\$21.79	\$22.89	\$24.05
Program Coordinator-Reading Center	\$3,821	\$4,015	\$4,218	\$4,430	\$4,655	\$4,889
	\$22.04	\$23.16	\$24.33	\$25.56	\$26.86	\$28.21

Monterey Peninsula Community College District

CLASSIFIED SALARY SCHEDULE

2011-2012

Effective September 1, 2011

	A	B	C	D	E	F
Programmer Analyst	\$4,166	\$4,376	\$4,597	\$4,830	\$5,073	\$5,329
	\$24.04	\$25.25	\$26.52	\$27.86	\$29.27	\$30.75
Public Relations/Publication Production Specialist	\$3,008	\$3,159	\$3,319	\$3,487	\$3,662	\$3,847
	\$17.35	\$18.23	\$19.15	\$20.12	\$21.13	\$22.20
Public Information/ Graphics and Publications Production Specialist	\$3,272	\$3,437	\$3,611	\$3,794	\$3,985	\$4,187
	\$18.88	\$19.83	\$20.83	\$21.89	\$22.99	\$24.15
Purchasing Coordinator	\$3,423	\$3,597	\$3,779	\$3,971	\$4,171	\$4,383
	\$19.75	\$20.75	\$21.80	\$22.91	\$24.06	\$25.29
Records Evaluator	\$2,831	\$2,974	\$3,124	\$3,281	\$3,447	\$3,622
	\$16.33	\$17.16	\$18.02	\$18.93	\$19.88	\$20.89
Re-Entry & Multicultural Resource Center Coordinator	\$3,304	\$3,472	\$3,647	\$3,831	\$4,025	\$4,229
	\$19.06	\$20.03	\$21.04	\$22.10	\$23.22	\$24.40
Re-Entry Counseling Services Specialist	\$2,875	\$3,020	\$3,173	\$3,333	\$3,502	\$3,678
	\$17.23	\$18.11	\$19.01	\$19.98	\$20.99	\$22.05
Reprographics Technician	\$2,608	\$2,739	\$2,879	\$3,024	\$3,178	\$3,338
	\$15.05	\$15.80	\$16.61	\$17.45	\$18.33	\$19.26
Research Specialist	\$3,070	\$3,225	\$3,387	\$3,559	\$3,738	\$3,928
	\$17.71	\$18.60	\$19.54	\$20.53	\$21.57	\$22.66
Science Lab Manager (Formerly: Lab. Spec., Science I)	\$3,373	\$3,544	\$3,722	\$3,911	\$4,108	\$4,317
	\$19.46	\$20.45	\$21.48	\$22.56	\$23.70	\$24.90
Science Lab Manager (Formerly: Lab. Spec., Science II)	\$3,463	\$3,638	\$3,821	\$4,015	\$4,217	\$4,431
	\$19.98	\$20.99	\$22.05	\$23.17	\$24.33	\$25.56
Shipping/Receiving Specialist	\$2,416	\$2,538	\$2,667	\$2,802	\$2,942	\$3,091
	\$13.94	\$14.64	\$15.38	\$16.16	\$16.97	\$17.83
Student Activities Coordinator	\$3,016	\$3,168	\$3,327	\$3,496	\$3,672	\$3,857
	\$17.40	\$18.28	\$19.20	\$20.17	\$21.19	\$22.25

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE

2011-2012

Effective September 1, 2011

	A	B	C	D	E	F
Student Financial Services Advisor	\$3,172	\$3,333	\$3,501	\$3,678	\$3,864	\$4,060
	\$18.30	\$19.23	\$20.20	\$21.22	\$22.29	\$23.42
Student Financial Services Coordinator	\$3,304	\$3,472	\$3,647	\$3,831	\$4,025	\$4,229
	\$19.06	\$20.03	\$21.05	\$22.11	\$23.23	\$24.40
Student Financial Services Outreach Advisor	\$2,947	\$3,097	\$3,252	\$3,416	\$3,589	\$3,770
	\$17.00	\$17.87	\$18.76	\$19.71	\$20.71	\$21.75
Student Financial Services Outreach Coordinator	\$3,304	\$3,472	\$3,647	\$3,831	\$4,025	\$4,229
	\$19.06	\$20.03	\$21.04	\$22.10	\$23.22	\$24.40
Technology Resource Specialist	\$3,394	\$3,566	\$3,745	\$3,934	\$4,134	\$4,343
	\$19.58	\$20.57	\$21.61	\$22.70	\$23.85	\$25.06
Theater Management Specialist	\$2,808	\$2,950	\$3,100	\$3,256	\$3,421	\$3,594
	\$16.20	\$17.02	\$17.88	\$18.79	\$19.74	\$20.74
Theater Manager (overtime exempt)	\$3,786	\$3,976	\$4,178	\$4,389	\$4,610	\$4,844
	\$21.84	\$22.94	\$24.10	\$25.32	\$26.60	\$27.94
Tutorial Site Coordinator-TRIO/Upward Bound	\$2,808	\$2,950	\$3,100	\$3,256	\$3,421	\$3,594
	\$16.20	\$17.02	\$17.88	\$18.79	\$19.74	\$20.74
Unit Office Manager, Admissions & Records	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Unit Office Manager, EOPS / CARES	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Unit Office Manager, Facilities	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Unit Office Manager, Library	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49
Unit Office Manager, Marina Education Center	\$3,047	\$3,201	\$3,363	\$3,533	\$3,711	\$3,898
	\$17.58	\$18.47	\$19.40	\$20.38	\$21.41	\$22.49

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE

2011-2012
 Effective September 1, 2011

	A	B	C	D	E	F
Workability Program Coordinator	\$3,304	\$3,472	\$3,647	\$3,831	\$4,025	\$4,229
	\$19.06	\$20.03	\$21.04	\$22.10	\$23.22	\$24.40

The 2011-2012 salary schedule was decreased by 2.25%, effective 9/1/11.

Notes:

- Each employee shall be granted a non-cumulative longevity stipend per month as described below beginning in the first month of the employee's eighth (8th) year of continuous employment, and at the beginning of each subsequent fifth (5th) year thereafter up to the maximum. Stipends are pro-rated for part-time employees. A maximum of four (4) longevity stipends will be granted at the beginning of years 8, 13, 18 and 23 of continuous employment. The amounts listed below are the total amounts paid at the designated service period; they are not added together. The maximum longevity stipend, at the beginning of 23 years of service, will be \$360.00 per month. Board Approved: 2/26/2008.

<i>Beginning Year:</i>	<i>Total Monthly Increment</i>
<i>Eight (8)</i>	<i>\$60</i>
<i>Thirteen (13)</i>	<i>\$140</i>
<i>Eighteen (18)</i>	<i>\$240</i>
<i>Twenty-three (23)</i>	<i>\$360</i>

- Qualified employees in designated positions who are required to orally translate in Spanish to English and/or English to Spanish shall receive a monthly stipend of \$50.00. Qualified employees are determined by a district selected and administered examination.
- An employee who is assigned to work four (4) or more hours in at least one shift during swing hours shall be paid a shift differential of \$65.00 per month, pro-rated for part-time employees. Swing is defined as hours between 5:01PM and midnight (12:00AM).
- An employee who is assigned to work four (4) or more hours in at least one shift during graveyard shift hours shall be paid a shift differential of \$85.00 per month, pro-rated for part-time employees. Graveyard is defined as hours between 12:01AM and 7:59AM.
- An off-schedule payment of 2.45% will be paid on gross salary paid from July 1, 2007 to March 31, 2008 for all classified employees employed on April 1, 2008.
- Retroactive Pay. Retroactive pay is not paid to hourly, temporary staff.

Effective Date: September 1, 2011
 Board Approval: September 27, 2011

Monterey Peninsula Community College District

CONFIDENTIAL SALARY SCHEDULE

2011-2012
Effective July 1, 2011

Title	A	B	C	D	E	F
Administrative Assistant IV to the Vice President for Administrative Services	3,429	3,603	3,785	3,977	4,179	4,390
	19.78	20.78	21.84	22.95	24.11	25.33
Budget and Operations Analyst	4,179	4,390	4,612	4,846	5,091	5,349
	24.11	25.33	26.61	27.96	29.37	30.85
Executive Assistant to the President	3,880	4,077	4,283	4,500	4,728	4,968
	22.39	23.52	24.71	25.96	27.28	28.66
Human Resources Administrative Assistant II	2,745	2,886	3,032	3,185	3,346	3,516
	15.84	16.65	17.49	18.38	19.30	20.28
Human Resources Analyst	4,179	4,390	4,612	4,846	5,091	5,349
	24.11	25.33	26.61	27.96	29.37	30.85
Human Resources Benefits and Retirement Coordinator	3,264	3,429	3,603	3,785	3,977	4,179
	18.83	19.78	20.78	21.84	22.95	24.11
Human Resources Specialist	3,185	3,346	3,516	3,694	3,880	4,077
	18.38	19.30	20.28	21.31	22.39	23.52

The 2007-2008 salary schedule was decreased by 2.02%, effective 7/1/11.

Confidential Stipend of 5% is paid to all confidential employees in addition to the above salary amounts.

Notes:

1. Retroactive Pay. Retroactive pay is not paid to hourly, temporary staff.
2. Each employee shall be granted a non-cumulative longevity stipend per month as described below beginning in the first month of the employee's eighth (8th) year of continuous employment, and at the beginning of each subsequent fifth (5th) year thereafter up to the maximum. Stipends are pro-rated for part-time employees. A maximum of four (4) longevity stipends will be granted at the beginning of years 8, 13, 18 and 23 of continuous employment. The amounts listed below are the total amounts paid at the designated service period; they are not added together. The maximum longevity stipend, at the beginning of 23 years of service, will be \$360.00 per month.

<i>Beginning Year:</i>	<i>Total Monthly Increment</i>
<i>Eight (8)</i>	<i>\$60</i>
<i>Thirteen (13)</i>	<i>\$140</i>
<i>Eighteen (18)</i>	<i>\$240</i>
<i>Twenty-three (23)</i>	<i>\$360</i>

Effective Date: July 1, 2011
Board Approval: September 27, 2011

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Monterey Peninsula Community College District

SCHEDULE A – CONTRACT FACULTY

2011-2012

Effective July 1, 2011

Step	I	II	III	IV	V	Step
1	43,710	47,317	50,921	54,526	58,135	1
2	45,891	49,495	53,099	56,711	60,315	2
3	48,081	51,682	55,290	58,895	62,504	3
4	50,262	53,866	57,473	61,079	64,686	4
5	52,445	56,053	59,654	63,262	66,872	5
6		58,235	61,844	65,457	69,050	6
7		60,436	64,028	67,637	71,248	7
8		62,609	66,219	69,820	73,431	8
9			68,410	72,010	75,619	9
10			70,576	74,190	77,803	10
11			72,761	76,380	79,863	11
12				78,560	82,174	12
13				80,746	84,353	13
18				82,930	86,538	18
21					88,731	21
24					90,915	24
27					93,095	27

Effective July 1, 2011 – The 2007-2008 salary schedule was decreased by 2.02%.

Effective July 1, 2007 – Longevity step 15 is eliminated.

Notes:

1. Unless approved by the Superintendent/President, and ratified by the Governing Board, the maximum salary at which a new person may be hired is Step 6 in the appropriate column of the schedule.
2. An annual bonus of \$2850 will be awarded for an earned doctorate from an accredited institution.
3. An annual bonus of \$2021 will be awarded for multiple master's degrees. Unit members receiving a stipend for an earned doctorate will not be eligible for a multiple master's degrees stipend.
4. Directors with extra responsibility pay will earn an annual stipend of \$1786.
5. Instructors will earn a work experience stipend of \$75.00 per student unless the student is part of an instructor's load.
6. Per section 16.34.4.3 of the MPCCD/MPCTA agreement, a unit member who has reached the top of any truncated column shall not receive step credit on the next higher column for the years during which he/she was frozen at his/her step on the lower column.

Effective Date: July 1, 2011

Board Approval: September 27, 2011

SCHEDULE A
SALARY SCHEDULE
FACULTY QUALIFIED BY STATE MINIMUM STANDARDS

I	II	III	IV	V
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA
Disciplines NOT Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Units in Education OR Master's Degree + 4 Years Occupational Experience or Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education

**Monterey Peninsula Community College District
SCHEDULE B1**

2011-2012

Effective July 1, 2011

Hourly Academic – Teaching (With Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	35.17	38.35	41.67	44.84	48.03	50.85	1
2	37.14	40.33	43.64	46.81	50.03	52.83	2
3	39.06	42.28	45.51	48.76	52.02	54.76	3
4	40.99	44.37	47.51	50.66	53.95	56.71	4
5	43.00	46.22	49.39	52.61	55.91	58.68	5
6	44.96	48.11	51.37	54.62	57.83	60.62	6
7	46.92	50.11	53.35	56.60	59.80	62.56	7
8			55.30	58.50	61.74	64.51	8
9			57.38	60.52	63.73	66.48	9
10			59.21	62.46	65.64	68.45	10
11			61.22	64.46	67.60	70.41	11

SCHEDULE B2

2011-2012

Effective July 1, 2011

Hourly Academic – Teaching (Without Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	39.07	42.65	46.22	49.79	53.39	56.44	1
2	41.21	44.79	48.32	51.92	55.51	58.61	2
3	43.42	47.01	50.57	54.11	57.68	60.80	3
4	45.56	49.14	52.69	56.31	59.87	62.93	4
5	47.66	51.28	54.89	58.44	61.98	65.12	5
6	49.86	53.51	57.10	60.68	64.24	67.24	6
7	52.06	55.63	59.22	62.81	66.38	69.51	7
8			61.37	64.97	68.58	71.67	8
9			63.58	67.18	70.70	73.85	9
10			65.74	69.34	72.83	75.98	10
11			67.92	71.51	74.94	78.14	11

The 2007-2008 salary schedule was decreased by 2.02%, effective 7/1/11.

Effective Date: July 1, 2011

Board Approval: September 27, 2011

**SCHEDULES B AND C
SALARY SCHEDULE
FACULTY QUALIFIED BY STATE MINIMUM STANDARDS**

I	II	III	IV	V	VI
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA	Earned Doctorate from an accredited institution
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA	Earned Doctorate from an accredited institution
Disciplines NOT Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 4 Years Occupational Experience or Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education	

Monterey Peninsula Community College District

SCHEDULE C1

2011-2012

Effective July 1, 2011

Hourly Academic – Non-Teaching (With Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	30.22	32.99	35.81	38.61	41.35	43.52	1
2	31.95	34.70	37.44	40.29	43.04	45.27	2
3	33.59	36.37	39.13	41.91	44.71	46.91	3
4	35.28	38.07	40.80	43.60	46.37	48.62	4
5	36.97	39.77	42.52	45.30	48.07	50.29	5
6	38.67	41.43	44.22	46.97	49.74	51.94	6
7	40.32	43.14	45.89	48.66	51.43	53.63	7
8			47.59	50.32	53.10	55.37	8
9			49.24	51.99	54.81	57.02	9
10			50.90	53.69	56.50	58.65	10
11			52.59	55.37	58.20	60.29	11

SCHEDULE C2

2011-2012

Effective July 1, 2011

Hourly Academic – Non-Teaching (Without Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	33.48	36.50	39.63	42.70	45.75	47.96	1
2	35.32	38.42	41.43	44.54	47.68	49.82	2
3	37.22	40.25	43.33	46.41	49.49	51.67	3
4	39.07	42.16	45.18	48.27	51.30	53.51	4
5	40.90	43.98	47.06	50.12	53.19	55.37	5
6	42.74	45.86	48.91	52.01	55.03	57.20	6
7	44.59	47.69	50.76	53.82	56.91	59.01	7
8			52.66	55.70	58.74	60.93	8
9			54.49	57.53	60.67	62.77	9
10			56.28	59.34	62.50	64.54	10
11			57.78	61.11	63.95	66.28	11

The 2007-2008 salary schedule was decreased by 2.02%, effective 7/1/11.

Effective Date: July 1, 2011

Board Approval: September 27, 2011

**SCHEDULES B AND C
SALARY SCHEDULE
FACULTY QUALIFIED BY STATE MINIMUM STANDARDS**

I	II	III	IV	V	VI
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA	Ph.D.
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA	Ph.D.
Disciplines NOT Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 4 Years Occupational Experience or Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education	

Monterey Peninsula Community College District

COACHING PAY SCHEDULE

2011-2012
Effective July 1, 2011

	Head coach for Football, Track, Basketball, Swimming, Soccer, Baseball, Softball	Head Coach for all other sports	Assistant Coach for Football, Track, Basketball, Swimming, Soccer, Baseball, Softball	Assistant coach for all other sports
Teaching Load Credit*	6.8 TLU	4.5 TLU	No TLU	No TLU
Experience Steps				
First year at MPC	3,410	3,066	2,724	2,387
Second year at MPC	3,743	3,410	3,066	2,724
Third year at MPC	4,085	3,743	3,410	3,066
Fourth year at MPC	4,436	4,085	3,743	3,410
Fifth year at MPC	4,782	4,436	4,085	3,743
Sixth year at MPC	5,212	4,782	4,436	4,085

The 2007-2008 salary schedule was decreased by 2.02 %, effective 7/1/11.

Notes:

* Non-contract coaches who do not receive teaching load credit will receive the following amount in addition to the flat fee:

Step 1 in appropriate column of Schedule A for Contract Faculty x 50% x TLU% x 67%
(e. g. \$51971 x 50% x (6.8/15) x 67% = \$7,893)

Head coaches with previous experience as assistant coaches will receive placement on the head coach schedule that provides the same salary rate as previous placement on the assistant coach's schedule.

Effective Date: July 1, 2011
Board Approval: September 27, 2011

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MONTEREY PENINSULA COMMUNITY COLLEGE

FLAT RATE SCHEDULE

2001-2002
Effective April 28, 1999

The criteria for establishing ranges for positions are based upon the following:

1. Experience;
2. Skills involved (example: how much training);
3. Difficulty of the task (example: painting flat walls vs. drops/murals);
4. Complexity of the production (example: small cast, one-set show vs. large cast, multi-set musical);
5. Whether employee-owned equipment is being used (example: sound amplification equipment, musical instruments, special painting brushes, etc.).

Job Title	Range	Time Frame	Notes
Director	\$1,000 - 3,000	10 - 12 wks	
Set Designer	\$1,000 - 3,000	4 - 6 wks	one-set drama to multi-set musical
Light Designer	\$500 - 2,000	4 - 6 wks	one-set/multi-set
Costume Designer	\$500 - 2,000	4 - 8 wks	# of characters in play & style of play
Musical/Choral Director	\$500 - 2,000	8 - 10 wks	
Stage Manager	\$250 - 1,500	8 - 10 wks	size of cast; experience
Assistant Stage Manager	\$150 - 600	8 - 10 wks	size of cast
Choreographer	\$500 - 4,000	6 - 8 wks	experience
Assistant Choreographer	\$400 - 1,000	6 - 8 wks	experience
Dance Captain	\$300 - 500	6 - 8 wks	experience & training
Rehearsal Pianist	\$500 - 750	6 - 8 wks	
Master Electrician	\$400 - 1,000	4 - 6 wks	experience
Sound Designer	\$500 - 1,750	6 wks	small effects production vs. large musical
Properties Master	\$350 - 750	6 - 8 wks	artisan
Properties Assistant	\$200 - 300	6 - 8 wks	
Photographer	\$300 - 350	20 - 25 hrs	own equipment; publicity/production
Carpenter	\$800 - 3,000	8 - 10 wks	experience & training
Costume Assistant	\$800 - 1,500	8 - 10 wks	
Seamstress	\$300 - 750	5 - 6 wks	type of production/style
Wardrobe Assistant	\$200 - 350	4 wks	
Make-Up Technician	\$100 - 500	4 wks	
Box-Office Technician	\$450 - 750	5 wks	
Box-Office Assistant	\$200 - 500	5 wks	
Flyman	\$400 - 750	6 wks	difficulty of task
Shift Crew Head	\$400 - 1,000	4 - 6 wks	experience, training & safety considerations
Musician	\$400 - 1,000	4 - 6 wks	experience
Guest Artist	\$500 - 1,500	4 - 6 wks	musician, dancer, performer; experience & training
Scenic Artist	\$500 - 1,500	4 - 6 wks	experience
Script Adaptation	\$500 - 2,000	6 - 8 wks	experience
Follow-Spot Operator	\$150 - 300	4 - 6 wks	experience
Drama Assistant	\$350-600	4 wks	experience

Effective Date: April 28, 1999
Board Approval: April 27, 1999

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MONTEREY PENINSULA COLLEGE

SHORT-TERM, NON-CONTINUING EMPLOYEES (non-classified) SCHEDULE

Maximum days per fiscal year: 180

Effective September 1, 2011

The 2010 Salary Schedule was reduced 2.02% effective September 1, 2011

Position Title	Working Titles	Description of Level of Duties	Hourly Pay Rate
College Assistant I	<ul style="list-style-type: none"> • Cashier • Reader-English Language • Utility Person • Children's Center Aide 	Entry level - no specific skills or experience required. Supervisor will train. Completes basic tasks and duties under supervision.	8.33
College Assistant II	<ul style="list-style-type: none"> • Reader – Foreign Language • General Tutor 	Possesses some training or skills. Completes general duties under supervision.	9.31
College Assistant III	<ul style="list-style-type: none"> • Tutor in a specific subject • Clerical Assistant 	Basic skill or proficiency level; assists students or provides support to an office or department.	9.80
College Assistant IV	<ul style="list-style-type: none"> • Costumer • Model (draped) 	Has specialized skills, but not specialized training.	11.76
College Assistant V	<ul style="list-style-type: none"> • Security Guard • Clerical Assistant • Tram Driver • Custodial Assistant • Music Accompanist • Library Assistant 	General help but has at least one specific well developed skill or expertise. May work independently and have responsibility for an assigned function.	13.23
College Assistant VI	<ul style="list-style-type: none"> • A & R Clerk (registration only) • Grounds Assistant • Dance Accompanist • Instructional Assistant I 	Has specialized skills, training or experience in a specific area.	13.72
College Assistant VII	<ul style="list-style-type: none"> • Computer Services Technician 	Has specialized skills, training or experience in a specific area of high responsibility; applies skills to projects.	14.70
College Assistant VIII	<ul style="list-style-type: none"> • Fiscal Services Assistant • Program Specialist 	Has specialized skills, training or experience in a specific area of higher responsibility. Assignment has high degree of accountability.	15.19
College Assistant IX	<ul style="list-style-type: none"> • Student Advisor, Special Programs • Financial Aid Assistant • Media Assistant • Instructional Assistant II 	Has specialized skills, training or experience in a specific area of highest responsibility. Assignment has high degree of autonomy; may work with the public and students.	16.17
College Assistant X	<ul style="list-style-type: none"> • Children's Center Assistant • Laboratory Aide 	Advanced specialized skills, training and/or certification; high level of responsibility, autonomy and accountability.	16.66
College Assistant XI	<ul style="list-style-type: none"> • Maintenance Assistant • Payroll Assistant 	More advanced specialized skills or training; high responsibility, autonomy and accountability level.	17.15
College Assistant XII	<ul style="list-style-type: none"> • Life Model (undraped) 	Professional work level.	17.64
College Assistant XIII	<ul style="list-style-type: none"> • IT Assistant I 	Professional work requiring high level of skills in the profession; high responsibility.	18.62
College Assistant XIV	<ul style="list-style-type: none"> • Reading Center (Children's Program) Tutor • IT Assistant II 	Highly professional work requiring certification or skills at the highest level of the profession, and/or serving as lead worker to others.	24.50

Substitutes are compensated at Step A of the appropriate classified position. Substitutes may only be hired for 60 days while a recruitment effort for a permanent employee takes place, or for the duration of a permanent employee's absence and no more than 180 days during a fiscal year.

Short-term, non-continuing employees must be approved by the Board of Trustees prior to beginning work, with specified starting and ending dates, per Education Code 88003. All salary designations must be approved by Human Resources. Human Resources may assign additional classifications to this Salary Schedule as deemed appropriate.

Board Approved 9/27/2011

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Monterey Peninsula Community College District

OLDER ADULT INSTRUCTORS

2011-2012
Effective August 1, 2011

Hourly Rate: \$32.26

Notes:

1. Older Adult Instructors are not part of the MPCTA bargaining unit.
2. Sick Leave is earned at the rate of one hour for every 18 hours worked.
3. Minimum teaching qualifications are established by the State of California.

The 2007-2008 salary schedule was decreased by 2.02%, effective 8/1/11.

Effective Date: August 1, 2011

Board Approval: September 27, 2011

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Monterey Peninsula Community College District

MANAGEMENT-SUPERVISORY SALARY SCHEDULE

2011-2012
Effective July 1, 2011

Classification	Range
Assistant to the Superintendent/ President (Public Information Officer/Audio-Visual Supervisor/ Marketing)	57
Assistant to the Superintendent/President	57
Controller	52
Curriculum & Industry Standards Development Manager, MATE	48
Director, Children's Center	44
Director, Development and Institutional Advancement	60
Director, Facilities Planning and Management	65
Director, Information Systems	65
Director, Institutional Research	57
Director, Student Financial Services	52
Evening Campus Supervisor	34
Program Coordinator, Fire Academy *	37
Registrar	54
Supervisor, Custodians	34
Supervisor, Grounds *	34
Supervisor, Maintenance	39
Systems and Programming Manager	57
Theater Technical Director	39

Notes:

*Overtime eligible (all others are overtime exempt)

1. Effective April 1, 2000, the career longevity increment will be changed from a percentage rate to a non-cumulative flat rate of \$55.00 per month in pay beginning the first month of the employee's eighth (8th) year of full-time employment in the District, and at the beginning of each subsequent fifth (5th) year thereafter. A maximum of four (4) longevity steps will be granted at the beginning of year 8, 13, 18 and 22 beyond the date of hire for continuous employment. The maximum longevity increment, at 22 years of service, will be \$220.00 per month. Board Approved 3/28/00.

Effective Date: July 1, 2011

Board Approval: September 27, 2011

Monterey Peninsula Community College District

MANAGEMENT-SUPERVISORY SALARY SCHEDULE

2011-2012
Effective July 1, 2011

Range	Step A	Step B	Step C	Step D	Step E	Range
30	2,953	3,101	3,255	3,418	3,591	30
31	3,032	3,182	3,341	3,509	3,684	31
32	3,105	3,259	3,423	3,594	3,773	32
33	3,178	3,336	3,505	3,679	3,863	33
34	3,260	3,424	3,595	3,775	3,963	34
35	3,343	3,513	3,687	3,871	4,064	35
36	3,418	3,591	3,770	3,957	4,155	36
37	3,506	3,683	3,865	4,059	4,262	37
38	3,582	3,762	4,002	4,147	4,354	38
39	3,679	3,863	4,058	4,261	4,474	39
40	3,769	3,957	4,155	4,362	4,581	40
41	3,863	4,058	4,260	4,473	4,697	41
42	3,957	4,155	4,362	4,582	4,811	42
43	4,061	4,264	4,479	4,702	4,935	43
44	4,155	4,362	4,581	4,811	5,051	44
45	4,260	4,471	4,696	4,929	5,175	45
46	4,368	4,586	4,815	5,056	5,310	46
47	4,462	4,683	4,920	5,166	5,422	47
48	4,576	4,805	5,045	5,297	5,561	48
49	4,694	4,928	5,174	5,434	5,705	49
50	4,815	5,056	5,310	5,574	5,854	50
51	4,928	5,173	5,433	5,703	5,990	51
52	5,048	5,299	5,563	5,845	6,136	52
53	5,175	5,435	5,707	5,992	6,292	53
54	5,303	5,568	5,845	6,137	6,444	54
55	5,434	5,705	5,991	6,291	6,605	55
56	5,569	5,848	6,138	6,446	6,768	56
57	5,703	5,990	6,288	6,604	6,932	57
58	5,850	6,141	6,448	6,770	7,110	58
59	5,995	6,297	6,612	6,941	7,289	59
60	6,141	6,448	6,770	7,110	7,464	60
61	6,301	6,618	6,946	7,294	7,659	61
62	6,456	6,779	7,118	7,473	7,849	62
63	6,615	6,944	7,292	7,657	8,039	63
64	6,779	7,118	7,474	7,849	8,240	64
65	6,950	7,298	7,662	8,045	8,448	65

The 2007-2008 salary schedule was decreased by 2.02%, effective 7/1/11.

Monterey Peninsula Community College District

HOURLY STUDENT PAY RATES

2002-2003
Effective January 1, 2003

CLASS I	Assistant/Clerk	\$7.50 - \$8.00
CLASS II	Technician/Intern	\$8.00 - \$8.50
CLASS III	Coordinator/Manager	\$8.50 - \$9.00
CLASS IV	Tutors	\$9.00 - \$9.50

CLASSIFICATION CATEGORIES

Student pay rate is based on knowledge, experience and responsibilities. The pay rate is determined by the supervisor using the guidelines developed below.

Assistant & Clerk

The student under this category does manual labor or general clerical work. Typically, the student has little or no previous work experience and is leaning basic job skills. The student in this category usually requires supervision much of the time.

Maintenance Assistant	Bookstore Assistant
File Clerk	Print Shop Assistant
Security Clerk	Audio Visual Assistant
Groundskeeper Assistant	Registration Clerk
Child Care Aide	Library Assistant

Technician & Intern

The student under this category has some degree of specialized knowledge. The student works under general supervision much of the time and has the responsibility for carrying out projects independently.

Lab Technician	Drama Technician
Readers & Graders	Costume Technician
Typist (40 wpm)	Researchers
Data Entry	Child Care Intern
Counseling Intern	Library Technician
Information & Referral	Financial Aid Technician

Coordinator & Manager

The student under this category works independently much of the time and often assumes management and/or administrative responsibilities. Typically, the student has previous experience in a specialized area or coordinates the activities of other student employees. (The supervisor or a designated staff member must be present when the student is working under the Federal Work Study Program.)

Student Office Manager	Typist (60 wpm)
College Center Night Manager	Programmers
Poll Watcher	Outreach Coordinator
Learning Center Tutor	Short Period Worker (2-3 days of work only)

Tutor

The student under this category works independently and has specialized knowledge in a subject area. The student provides direct tutoring services to other students; one on one or in small groups and has specialized training.

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Monterey Peninsula Community College District

BENEFIT COSTS

2011-2012

Benefit	Full-Time Faculty (STRS)	Full-Time Classified (PERS)
Medical (\$1,533.27/mo.)	\$18,916	\$18,916
Medical Retiree (\$250.00/mo.)	\$3,000	\$3,000
Dental (\$95.32/mo.)	\$1,281	\$1,281
Vision (\$10.92/mo.)	\$114	\$114
Life	\$119	\$149
LTD (\$.20 per \$100 of covered salary/mo.)	<u>\$108</u>	<u>\$108</u>
TOTAL	\$23,538	\$23,568
Retirement	8.250%	17.923%
Medicare	1.450%	1.450%
FICA	0.000%	6.200%
Unemployment	1.610%	1.610%
Workers Comp	<u>3.000%</u>	<u>3.000%</u>
TOTAL	14.310%	30.183%