

MONTEREY PENINSULA COLLEGE
OFFICE OF HUMAN RESOURCES

Salary Schedules

In Effect 2009-2010

Administrators (2007 - 2008)

Classified (2009 - 2010)

Confidential (2007 - 2008)

Faculty (Schedule A) (2007 - 2008)

Faculty (Schedules B & C) (2007 - 2008)

Faculty (Coaching) (2007 - 2008)

Flat Rate (1999-2000)

Hourly, Temporary Non-Classified (2007 - 2008)

Older Adult Program (2007 - 2008)

Management/Supervisory (2007 - 2008)

Student (2002 - 2003)

Benefit Costs (2009-2010)

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE
 2009-2010
 Effective July 1, 2009

Monterey Peninsula Community College District
ADMINISTRATIVE SALARY SCHEDULE
 2007-2008
 Effective July 1, 2007

Title	Track	Step 1	Step 2	Step 3	Step 4*	Step 5*
Assistant Dean	I	7,613	7,933	8,246	8,584	8,919
Associate Dean	II	8,959	9,285	9,607	9,943	10,280
Dean	III	9,464	9,784	10,107	10,445	10,783
Administrative Dean	IV	9,971	10,325	10,689	11,028	11,364
Vice President	V	10,548	10,902	11,265	11,601	11,942

The 2006-2007 salary schedule was increased by 2.45%, effective 7/1/07.

* 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, 2007
 Board Approval: April 22, 2008

Monterey Peninsula Community College District

CLASSIFIED SALARY SCHEDULE

2009-2010

Effective July 1, 2009

	A	B	C	D	E	F
Academic Curriculum Scheduling & Catalog Technician	\$3,161	\$3,321	\$3,487	\$3,662	\$3,846	\$4,040
	\$18.24	\$19.16	\$20.12	\$21.13	\$22.19	\$23.31
Accommodations Specialist	\$2,741	\$2,879	\$3,023	\$3,175	\$3,333	\$3,502
	\$15.81	\$16.61	\$17.44	\$18.32	\$19.23	\$20.20
Accounting Specialist	\$2,714	\$2,850	\$2,992	\$3,143	\$3,300	\$3,466
	\$15.66	\$16.44	\$17.26	\$18.13	\$19.04	\$20.00
Administrative Assistant I	\$2,417	\$2,539	\$2,668	\$2,802	\$2,945	\$3,094
	\$13.95	\$14.65	\$15.39	\$16.17	\$16.99	\$17.85
Administrative Assistant II	\$2,668	\$2,802	\$2,945	\$3,094	\$3,251	\$3,415
	\$15.39	\$16.17	\$16.99	\$17.85	\$18.76	\$19.70
Administrative Assistant II- CDC	\$2,769	\$2,908	\$3,053	\$3,207	\$3,367	\$3,537
	\$15.98	\$16.78	\$17.61	\$18.50	\$19.43	\$20.41
Administrative Assistant III	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
Administrative Assistant IV- Vice President of Academic Affairs	\$3,417	\$3,589	\$3,768	\$3,958	\$4,158	\$4,367
	\$19.71	\$20.71	\$21.74	\$22.84	\$23.99	\$25.19
Administrative Assistant IV- Vice President of Student Services	\$3,417	\$3,589	\$3,768	\$3,958	\$4,158	\$4,367
	\$19.71	\$20.71	\$21.74	\$22.84	\$23.99	\$25.19
Admissions & Records Specialist	\$2,511	\$2,637	\$2,770	\$2,909	\$3,055	\$3,209
	\$14.49	\$15.21	\$15.98	\$16.78	\$17.63	\$18.51
Art Gallery Specialist	\$2,798	\$2,938	\$3,084	\$3,241	\$3,402	\$3,576
	\$16.14	\$16.95	\$17.79	\$18.70	\$19.63	\$20.63
Art Studio Specialist	\$2,874	\$3,019	\$3,172	\$3,331	\$3,500	\$3,678
	\$16.58	\$17.42	\$18.30	\$19.22	\$20.19	\$21.22

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE

2009-2010
 Effective July 1, 2009

	A	B	C	D	E	F
Assessment Specialist	\$2,741	\$2,879	\$3,023	\$3,175	\$3,333	\$3,502
	\$15.81	\$16.61	\$17.44	\$18.32	\$19.23	\$20.20
Athletic Trainer	\$3,640	\$3,824	\$4,015	\$4,217	\$4,430	\$4,653
	\$21.00	\$22.06	\$23.16	\$24.33	\$25.56	\$26.84
Athletics & PE Equipment Specialist	\$2,341	\$2,459	\$2,582	\$2,712	\$2,850	\$2,992
	\$13.51	\$14.19	\$14.90	\$15.65	\$16.44	\$17.26
Attendance Accounting Specialist	\$3,097	\$3,254	\$3,416	\$3,588	\$3,768	\$3,958
	\$17.87	\$18.77	\$19.71	\$20.70	\$21.74	\$22.84
Campus Security Officer	\$2,365	\$2,484	\$2,608	\$2,740	\$2,878	\$3,022
	\$13.64	\$14.33	\$15.05	\$15.81	\$16.60	\$17.43
Career/Transfer Resource Coordinator	\$2,979	\$3,131	\$3,287	\$3,452	\$3,626	\$3,808
	\$17.19	\$18.06	\$18.96	\$19.92	\$20.92	\$21.97
Ceramics Studio Specialist	\$2,134	\$2,243	\$2,356	\$2,473	\$2,598	\$2,730
	\$12.31	\$12.94	\$13.59	\$14.27	\$14.99	\$15.75
Child Development Specialist	\$2,979	\$3,131	\$3,287	\$3,452	\$3,626	\$3,808
	\$17.19	\$18.06	\$18.96	\$19.92	\$20.92	\$21.97
Child Development Specialist, Senior	\$3,129	\$3,287	\$3,451	\$3,625	\$3,806	\$3,998
	\$18.05	\$18.96	\$19.91	\$20.91	\$21.96	\$23.07
College Receptionist/Dispatcher	\$2,417	\$2,539	\$2,668	\$2,802	\$2,945	\$3,094
	\$13.94	\$14.65	\$15.39	\$16.17	\$16.99	\$17.85
Coordinator-Instructional Contracts	\$2,979	\$3,131	\$3,287	\$3,452	\$3,626	\$3,808
	\$17.19	\$18.06	\$18.96	\$19.92	\$20.92	\$21.97
Custodian	\$2,341	\$2,459	\$2,582	\$2,712	\$2,850	\$2,992
	\$13.51	\$14.19	\$14.90	\$15.65	\$16.44	\$17.26
Custodian/Pool Operator	\$2,461	\$2,585	\$2,715	\$2,851	\$2,994	\$3,145
	\$14.20	\$14.91	\$15.66	\$16.45	\$17.27	\$18.14

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE
2009-2010
Effective July 1, 2009

	A	B	C	D	E	F
Custodian-Lead	\$2,461	\$2,585	\$2,715	\$2,851	\$2,994	\$3,145
	\$14.20	\$14.91	\$15.66	\$16.45	\$17.27	\$18.14
Division Office Manager	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
Fire Academy Assistant	\$2,668	\$2,802	\$2,945	\$3,094	\$3,251	\$3,415
	\$15.39	\$16.17	\$16.99	\$17.85	\$18.76	\$19.70
Food Preparer	\$2,418	\$2,539	\$2,668	\$2,803	\$2,945	\$3,094
	\$13.95	\$14.65	\$15.39	\$16.17	\$16.99	\$17.85
Groundskeeper	\$2,461	\$2,585	\$2,715	\$2,851	\$2,994	\$3,145
	\$14.20	\$14.91	\$15.66	\$16.45	\$17.27	\$18.14
Health Services Specialist	\$2,873	\$3,018	\$3,171	\$3,331	\$3,500	\$3,677
	\$16.58	\$17.41	\$18.29	\$19.22	\$20.19	\$21.21
Information Systems Specialist	\$3,383	\$3,553	\$3,731	\$3,919	\$4,116	\$4,323
	\$19.52	\$20.50	\$21.53	\$22.61	\$23.75	\$24.94
Information Technology Support Technician	\$3,549	\$3,727	\$3,914	\$4,111	\$4,317	\$4,535
	\$20.48	\$21.50	\$22.58	\$23.72	\$24.91	\$26.16
Instructional Specialist-Theater-Master Carpenter	\$3,074	\$3,231	\$3,392	\$3,562	\$3,742	\$3,930
	\$17.73	\$18.64	\$19.57	\$20.55	\$21.59	\$22.67
Instructional Specialist-Theater-Master Electrician	\$3,074	\$3,231	\$3,392	\$3,562	\$3,742	\$3,930
	\$17.73	\$18.64	\$19.57	\$20.55	\$21.59	\$22.67
Instructional Specialist (Formerly Instructional Asst. II)	\$2,621	\$2,751	\$2,889	\$3,035	\$3,186	\$3,347
	\$15.12	\$15.87	\$16.67	\$17.51	\$18.38	\$19.31
Instructional Specialist	\$2,873	\$3,018	\$3,171	\$3,331	\$3,500	\$3,677
	\$16.58	\$17.42	\$18.30	\$19.22	\$20.19	\$21.22
Instructional Technology Specialist	\$3,417	\$3,589	\$3,768	\$3,958	\$4,158	\$4,367
	\$19.72	\$20.70	\$21.74	\$22.84	\$23.99	\$25.20

**Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE**

2009-2010
Effective July 1, 2009

	A	B	C	D	E	F
Job Center Coordinator	\$2,873	\$3,018	\$3,171	\$3,331	\$3,500	\$3,677
	\$16.58	\$17.41	\$18.29	\$19.22	\$20.19	\$21.21
Job Placement Specialist	\$3,141	\$3,301	\$3,466	\$3,640	\$3,824	\$4,016
	\$18.12	\$19.04	\$20.00	\$21.00	\$22.06	\$23.17
Lab Specialist I	\$2,874	\$3,019	\$3,172	\$3,331	\$3,500	\$3,678
	\$16.58	\$17.42	\$18.30	\$19.22	\$20.19	\$21.22
Lab Specialist II	\$2,979	\$3,131	\$3,287	\$3,452	\$3,626	\$3,808
	\$17.19	\$18.06	\$18.96	\$19.92	\$20.92	\$21.97
Library Circulation Desk Coordinator	\$2,769	\$2,908	\$3,053	\$3,207	\$3,367	\$3,537
	\$15.98	\$16.78	\$17.61	\$18.50	\$19.43	\$20.41
Library Operations Coordinator	\$3,286	\$3,454	\$3,627	\$3,809	\$4,001	\$4,202
	\$18.96	\$19.93	\$20.93	\$21.98	\$23.08	\$24.24
Library Specialist-Circulation Desk	\$2,603	\$2,604	\$2,605	\$2,606	\$2,607	\$2,608
	\$15.01	\$15.77	\$16.58	\$17.42	\$18.30	\$19.22
Library Specialist-Interlibrary Loans, Periodicals & Circulation Desk	\$2,603	\$2,735	\$2,873	\$3,018	\$3,171	\$3,331
	\$15.01	\$16.01	\$17.01	\$18.01	\$19.01	\$20.01
Library Specialist-Tech Services	\$2,858	\$3,001	\$3,151	\$3,310	\$3,475	\$3,650
	\$16.49	\$17.31	\$18.18	\$19.10	\$20.05	\$21.06
Library Systems Technology Coordinator	\$3,562	\$3,742	\$3,929	\$4,127	\$4,334	\$4,553
	\$20.55	\$21.59	\$22.67	\$23.81	\$25.00	\$26.27
Maintenance Specialist	\$3,161	\$3,321	\$3,487	\$3,662	\$3,846	\$4,040
	\$18.24	\$19.16	\$20.12	\$21.13	\$22.19	\$23.31
Matriculation Services Specialist	\$2,486	\$2,611	\$2,742	\$2,880	\$3,024	\$3,177
	\$14.34	\$15.06	\$15.82	\$16.62	\$17.45	\$18.33
Matriculation Services Specialist, Senior	\$2,668	\$2,802	\$2,945	\$3,094	\$3,251	\$3,415
	\$15.39	\$16.17	\$16.99	\$17.85	\$18.76	\$19.70

**Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE**

2009-2010
Effective July 1, 2009

	A	B	C	D	E	F
Matriculation/Articulation Technician	\$3,681	\$3,867	\$4,060	\$4,265	\$4,480	\$4,705
	\$21.24	\$22.31	\$23.42	\$24.61	\$25.85	\$27.14
Media Technician-Audio/Visual	\$2,873	\$3,018	\$3,171	\$3,331	\$3,500	\$3,677
	\$16.58	\$17.42	\$18.30	\$19.22	\$20.19	\$21.22
Network Engineer	\$4,387	\$4,607	\$4,839	\$5,082	\$5,337	\$5,606
	\$25.31	\$26.58	\$27.92	\$29.32	\$30.79	\$32.34
Payroll Analyst	\$3,097	\$3,254	\$3,416	\$3,588	\$3,768	\$3,958
	\$17.87	\$18.77	\$19.71	\$20.70	\$21.74	\$22.84
Police Academy Assistant	\$2,668	\$2,802	\$2,945	\$3,094	\$3,251	\$3,415
	\$15.39	\$16.17	\$16.99	\$17.85	\$18.76	\$19.70
Program Coordinator-Business Skills Center	\$3,141	\$3,301	\$3,466	\$3,640	\$3,824	\$4,016
	\$18.12	\$19.04	\$20.00	\$21.00	\$22.06	\$23.17
Program Coordinator-Int'l Student Program	\$3,020	\$3,172	\$3,330	\$3,499	\$3,673	\$3,859
	\$17.42	\$18.30	\$19.21	\$20.19	\$21.19	\$22.26
Program Coordinator-Older Adult	\$3,331	\$3,500	\$3,677	\$3,863	\$4,059	\$4,265
	\$19.22	\$20.19	\$21.21	\$22.29	\$23.42	\$24.61
Program Coordinator-Reading Center	\$3,406	\$3,579	\$3,758	\$3,947	\$4,146	\$4,354
	\$19.65	\$20.65	\$21.68	\$22.77	\$23.92	\$25.12
Programmer Analyst	\$4,256	\$4,469	\$4,694	\$4,930	\$5,177	\$5,438
	\$24.55	\$25.78	\$27.08	\$28.44	\$29.87	\$31.37
Programs Specialist- College Readiness	\$2,769	\$2,908	\$3,053	\$3,207	\$3,367	\$3,537
	\$15.98	\$16.78	\$17.61	\$18.50	\$19.43	\$20.41
Programs Specialist- Math Science/Upward Bound	\$2,769	\$2,908	\$3,053	\$3,207	\$3,367	\$3,537
	\$15.98	\$16.78	\$17.61	\$18.50	\$19.43	\$20.41
Programs Specialist- Upward Bound	\$2,873	\$3,018	\$3,171	\$3,331	\$3,500	\$3,677
	\$16.58	\$17.41	\$18.29	\$19.22	\$20.19	\$21.21

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE

2009-2010

Effective July 1, 2009

	A	B	C	D	E	F
Public Relations/ Publications Production Specialist	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
Purchasing Agent	\$3,331	\$3,500	\$3,677	\$3,863	\$4,059	\$4,265
	\$19.22	\$20.19	\$21.21	\$22.29	\$23.42	\$24.61
Records Evaluator	\$2,798	\$2,939	\$3,085	\$3,241	\$3,403	\$3,574
	\$16.14	\$16.96	\$17.80	\$18.70	\$19.63	\$20.62
Re-Entry & Multicultural Resource Center Coordinator	\$3,141	\$3,301	\$3,466	\$3,640	\$3,824	\$4,016
	\$18.12	\$19.04	\$20.00	\$21.00	\$22.06	\$23.17
Re-Entry Counseling Services Specialist	\$2,636	\$2,769	\$2,907	\$3,054	\$3,208	\$3,368
	\$17.19	\$18.06	\$18.96	\$19.92	\$20.92	\$21.97
Reprographics Technician	\$2,668	\$2,802	\$2,945	\$3,094	\$3,251	\$3,415
	\$15.39	\$16.17	\$16.99	\$17.85	\$18.76	\$19.70
Research Specialist	\$2,920	\$3,067	\$3,220	\$3,383	\$3,551	\$3,731
	\$16.85	\$17.69	\$18.58	\$19.52	\$20.49	\$21.53
Science Lab Manager (Formerly: Lab. Spec., Sci I)	\$3,176	\$3,339	\$3,505	\$3,681	\$3,866	\$4,061
	\$18.32	\$19.26	\$20.22	\$21.24	\$22.30	\$23.43
Science Lab Manager (Formerly: Lab. Spec., Sci II)	\$3,452	\$3,626	\$3,807	\$3,999	\$4,200	\$4,412
	\$19.92	\$20.92	\$21.97	\$23.07	\$24.23	\$25.46
Shipping/Receiving Specialist	\$2,461	\$2,585	\$2,715	\$2,851	\$2,994	\$3,145
	\$14.20	\$14.91	\$15.66	\$16.45	\$17.27	\$18.14
Student Activities Coordinator	\$3,066	\$3,222	\$3,382	\$3,552	\$3,730	\$3,918
	\$17.69	\$18.59	\$19.51	\$20.49	\$21.52	\$22.60
Student Financial Services Advisor	\$3,074	\$3,231	\$3,392	\$3,562	\$3,742	\$3,930
	\$17.73	\$18.64	\$19.57	\$20.55	\$21.59	\$22.67
Student Financial Services Coordinator	\$3,141	\$3,301	\$3,466	\$3,640	\$3,824	\$4,016
	\$18.13	\$19.04	\$20.00	\$21.01	\$22.06	\$23.17

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE

2009-2010
 Effective July 1, 2009

	A	B	C	D	E	F
Student Financial Services Outreach Advisor	\$2,858	\$3,001	\$3,151	\$3,310	\$3,475	\$3,650
	\$16.49	\$17.31	\$18.18	\$19.10	\$20.05	\$21.06
Student Financial Services Outreach Coordinator	\$3,141	\$3,301	\$3,466	\$3,640	\$3,824	\$4,016
	\$18.12	\$19.04	\$20.00	\$21.00	\$22.06	\$23.17
Technology Resource Specialist	\$3,417	\$3,589	\$3,768	\$3,958	\$4,158	\$4,367
	\$19.71	\$20.71	\$21.74	\$22.84	\$23.99	\$25.19
Theater Management Specialist	\$2,873	\$3,018	\$3,171	\$3,331	\$3,500	\$3,677
	\$16.58	\$17.41	\$18.29	\$19.22	\$20.19	\$21.21
Theater Manager (overtime exempt)	\$3,698	\$3,883	\$4,079	\$4,284	\$4,499	\$4,726
	\$21.34	\$22.40	\$23.53	\$24.72	\$25.96	\$27.27
Tram Driver/Coordinator	\$2,461	\$2,585	\$2,715	\$2,851	\$2,994	\$3,145
	\$14.20	\$14.91	\$15.66	\$16.45	\$17.27	\$18.14
Unit Office Manager, Admissions & Records	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
Unit Office Manager, EOPS / CARES	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
Unit Office Manager, Facilities	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
Unit Office Manager, Library	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
Unit Office Manager, Marina Education Center	\$3,010	\$3,163	\$3,321	\$3,487	\$3,663	\$3,847
	\$17.37	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
World Languages Laboratory Coordinator	\$3,042	\$3,197	\$3,356	\$3,525	\$3,702	\$3,888
	\$17.55	\$18.43	\$19.36	\$20.34	\$21.36	\$22.43

Monterey Peninsula Community College District
CLASSIFIED SALARY SCHEDULE

2009-2010

Effective July 1, 2009

Notes:

1. 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>

2. 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.
3. Retroactive Pay. Retroactive pay is not paid to hourly, temporary staff.

Effective Date: July 1, 2009
Board Approval: May 26, 2009

Monterey Peninsula Community College District

CONFIDENTIAL SALARY SCHEDULE

2007-2008
Effective July 1, 2007

	STEP A		STEP B		STEP C		STEP D		STEP E		STEP F		
4	2,700	15.58	2,835	16.35	2,975	17.15	3,125	18.03	3,279	18.92	3,444	19.89	4
5	2,902	16.75	3,051	17.59	3,202	18.47	3,361	19.40	3,530	20.36	3,706	21.38	5
6	3,048	17.58	3,202	18.47	3,360	19.39	3,528	20.36	3,704	21.37	3,890	22.45	6
7	3,361	19.40	3,530	20.36	3,705	21.38	3,891	22.45	4,086	23.57	4,291	24.76	7
8	3,523	20.33	3,698	21.33	3,884	22.40	4,078	23.53	4,281	24.69	4,496	25.94	8
9	4,250	24.52	4,461	25.74	4,685	27.03	4,919	28.38	5,165	29.79	5,424	31.29	9

The Confidential Salary Schedule for 2006-2007 was increased by 2.45%.

Positions

Service Category

Secretary (b)	4
Human Resources Benefits & Retirement Coordinator (b)	5
Human Resources Specialist (b), when assigned (a)	5
Human Resources Analyst (b), when assigned (a)	7
Administrative Assistant to the Vice President (b)	7
Budget and Operations Analyst (b)	8
Executive Assistant to the President (b,c)	8

Notes:

- a) 5% per Month Stipend - Member District Negotiating Team
 - b) 5% per Month Stipend - Confidential Employee
 - c) 10% per Month Board Stipend - Executive Assistant to Superintendent/President and the Governing Board
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 \$240.00 per month. Board Approved: 7/26/2005.

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

Effective Date: July 1, 2007
Board Approval: April 22, 2008

Monterey Peninsula Community College District

SCHEDULE A – CONTRACT FACULTY

2007-2008
Effective July 1, 2007

STEP	I	II	III	IV	V	STEP
1	44,611	48,292	51,971	55,650	59,334	1
2	46,837	50,515	54,194	57,880	61,558	2
3	49,072	52,748	56,430	60,109	63,793	3
4	51,298	54,977	58,658	62,338	66,020	4
5	53,526	57,209	60,884	64,566	68,251	5
6		59,436	63,119	66,806	70,474	6
7		61,682	65,348	69,031	72,717	7
8		63,900	67,584	71,259	74,945	8
9			69,820	73,495	77,178	9
10			72,031	75,720	79,407	10
11			74,261	77,955	81,510	11
12				80,180	83,868	12
13				82,411	86,092	13
18				84,640	88,322	18
21					90,560	21
24					92,789	24
27					95,014	27

Effective July 1, 2007 – The 2006-2007 salary schedule was increased by 2.45%, effective 7/1/07.
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, 2007
Board Approval: April 22, 2008

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**

2007 - 2008

Effective July 1, 2007

Hourly Academic – Teaching (With Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	35.89	39.14	42.53	45.76	49.02	51.90	1
2	37.91	41.16	44.54	47.78	51.06	53.92	2
3	39.87	43.15	46.45	49.77	53.09	55.89	3
4	41.83	45.28	48.49	51.70	55.06	57.88	4
5	43.89	47.17	50.41	53.69	57.06	59.89	5
6	45.89	49.10	52.43	55.75	59.02	61.87	6
7	47.89	51.14	54.45	57.77	61.03	63.85	7
8			56.44	59.71	63.01	65.84	8
9			58.56	61.77	65.04	67.85	9
10			60.43	63.75	66.99	69.86	10
11			62.48	65.79	68.99	71.86	11

SCHEDULE B2

2007 - 2008

Effective July 1, 2007

Hourly Academic – Teaching (Without Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	39.88	43.53	47.17	50.82	54.49	57.60	1
2	42.06	45.71	49.32	52.99	56.65	59.82	2
3	44.32	47.98	51.61	55.23	58.87	62.05	3
4	46.50	50.15	53.78	57.47	61.10	64.23	4
5	48.64	52.34	56.02	59.64	63.26	66.46	5
6	50.89	54.61	58.28	61.93	65.56	68.63	6
7	53.13	56.78	60.44	64.10	67.75	70.94	7
8			62.64	66.31	69.99	73.15	8
9			64.89	68.57	72.16	75.37	9
10			67.10	70.77	74.33	77.55	10
11			69.32	72.98	76.48	79.75	11

The 2006-2007 salary schedule was increased by 2.45%, effective 7/1/07.

Effective Date: July 1, 2007

Board Approval: April 22, 2008

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

2007-2008

Effective July 1, 2007

Hourly Academic – Non-Teaching (With Benefits)

STEP	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	STEP
	I	II	III	IV	V	VI	
1	30.74	33.56	36.43	39.27	42.06	44.27	1
2	32.50	35.30	38.08	40.98	43.78	46.05	2
3	34.17	37.00	39.80	42.63	45.48	47.72	3
4	35.89	38.72	41.50	44.35	47.17	49.46	4
5	37.61	40.45	43.25	46.08	48.90	51.15	5
6	39.33	42.14	44.98	47.78	50.60	52.83	6
7	41.01	43.88	46.68	49.50	52.31	54.55	7
8			48.41	51.18	54.01	56.32	8
9			50.09	52.88	55.75	58.00	9
10			51.78	54.61	57.47	59.66	10
11			53.49	56.32	59.20	61.33	11

SCHEDULE C2

2007-2008

Effective July 1, 2007

Hourly Academic – Non-Teaching (Without Benefits)

STEP	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	COLUMN	STEP
	I	II	III	IV	V	VI	
1	34.17	37.25	40.45	43.58	46.69	48.95	1
2	36.05	39.21	42.28	45.46	48.66	50.85	2
3	37.99	41.08	44.22	47.37	50.51	52.74	3
4	39.88	43.03	46.11	49.27	52.36	54.61	4
5	41.74	44.89	48.03	51.15	54.29	56.51	5
6	43.62	46.81	49.92	53.08	56.16	58.38	6
7	45.51	48.67	51.81	54.93	58.08	60.23	7
8			53.75	56.85	59.95	62.19	8
9			55.61	58.72	61.92	64.06	9
10			57.44	60.56	63.79	65.87	10
11			58.97	62.37	65.27	67.65	11

The 2006-2007 salary schedule was increased by 2.45%, effective 7/1/07.

Effective Date: July 1, 2007

Board Approval: April 22, 2008

**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

2007-2008
Effective July 1, 2007

	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	3,480	3,129	2,780	2,436
Second year at MPC	3,820	3,480	3,129	2,780
Third year at MPC	4,169	3,820	3,480	3,129
Fourth year at MPC	4,527	4,169	3,820	3,480
Fifth year at MPC	4,881	4,527	4,169	3,820
Sixth year at MPC	5,319	4,881	4,527	4,169

Notes:

The 2006-2007 Salary Schedule was increased by 2.45% to arrive at the 2007-2008 rates.

* 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, 2007
Board Approval: April 22, 2008

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

MONTEREY PENINSULA COMMUNITY COLLEGE DISTRICT
PAY RATES FOR HOURLY/TEMPORARY/NON-CLASSIFIED

2007-2008
Effective April 16, 2008

<u>Title</u>	<u>Hourly Rates</u>
Adult Reader	\$8.12
Cashier I	\$8.12
Cashier II	\$8.58
Cashier III	\$9.09
Clerk I	\$8.12
Clerk II	\$8.58
Clerk III	\$9.09
Costumer	\$11.38
Dance Accompanist	\$14.10
Foreign Language Reader	\$9.09
Life Model	\$17.93
Reading Center Tutor I	\$18.68
Reading Center Tutor II	\$24.92
Music Accompanist	\$13.35
Personal Computer Services Technician	\$14.76
Reading Tutor	\$10.17
Student Advisor – Special Programs	\$16.67
Utility Person	\$8.12

Salary Schedule adjusted 2.45% effective April 16, 2008.

Effective Date: April 16, 2008
Board Approval: April 22, 2008

Monterey Peninsula Community College District

OLDER ADULT INSTRUCTORS

2007 - 2008
Effective April 16, 2008

Hourly Rate: \$32.93

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.

Effective Date: April 16, 2008
Board Approval: April 22, 2008

Monterey Peninsula Community College District
MANAGEMENT-SUPERVISORY SALARY SCHEDULE

2007-2008
 Effective July 1, 2007

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, 2007
 Board Approval: April 22, 2008

Monterey Peninsula Community College District
MANAGEMENT-SUPERVISORY SALARY SCHEDULE

2007-2008
 Effective July 1, 2007

Range	Step A	Step B	Step C	Step D	Step E	Range
30	3,014	3,165	3,322	3,488	3,665	30
31	3,094	3,248	3,410	3,581	3,760	31
32	3,169	3,326	3,494	3,668	3,851	32
33	3,244	3,405	3,577	3,755	3,943	33
34	3,327	3,495	3,669	3,853	4,045	34
35	3,412	3,585	3,763	3,951	4,148	35
36	3,488	3,665	3,848	4,039	4,241	36
37	3,578	3,759	3,945	4,143	4,350	37
38	3,656	3,840	4,084	4,232	4,444	38
39	3,755	3,943	4,142	4,349	4,566	39
40	3,847	4,039	4,241	4,452	4,675	40
41	3,943	4,142	4,348	4,565	4,794	41
42	4,039	4,241	4,452	4,676	4,910	42
43	4,145	4,352	4,571	4,799	5,037	43
44	4,241	4,452	4,675	4,910	5,155	44
45	4,348	4,563	4,793	5,031	5,282	45
46	4,458	4,681	4,914	5,160	5,419	46
47	4,554	4,780	5,021	5,272	5,534	47
48	4,670	4,904	5,149	5,406	5,676	48
49	4,791	5,030	5,281	5,546	5,823	49
50	4,914	5,160	5,419	5,689	5,975	50
51	5,030	5,280	5,545	5,821	6,114	51
52	5,152	5,408	5,678	5,965	6,262	52
53	5,282	5,547	5,825	6,116	6,422	53
54	5,412	5,683	5,966	6,264	6,577	54
55	5,546	5,823	6,115	6,421	6,741	55
56	5,684	5,969	6,265	6,579	6,908	56
57	5,821	6,114	6,418	6,740	7,075	57
58	5,971	6,268	6,581	6,910	7,257	58
59	6,119	6,427	6,748	7,084	7,439	59
60	6,268	6,581	6,910	7,257	7,618	60
61	6,431	6,754	7,089	7,444	7,817	61
62	6,589	6,919	7,265	7,627	8,011	62
63	6,751	7,087	7,442	7,815	8,205	63
64	6,919	7,265	7,628	8,011	8,410	64
65	7,093	7,448	7,820	8,211	8,622	65

The 2006-2007 Salary Schedule was increased by 2.45% to arrive at salary rates for 2007-2008

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 learning 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.

Monterey Peninsula Community College District

BENEFIT COSTS

2009-2010

Benefit	Full-Time Faculty (STRS)	Full-Time Classified (PERS)
Medical (\$1,213.83/mo.)	\$15,360	\$15,360
Medical Retiree (\$450.08/mo.)	\$5,733	\$5,733
Dental (\$95.32/mo.)	\$1,144	\$1,144
Vision (\$10.92/mo.)	\$131	\$131
Life - \$.17 per \$1,000 ins.		
Life (\$7.32/mo.)	\$88	\$88
LTD (\$.20 per \$100 of covered salary/mo.)	<u>\$89</u>	<u>\$89</u>
TOTAL	\$22,544	\$22,544
Retirement	8.250%	16.709%
Medicare - 1.45%	1.450%	1.450%
FICA - 6.2%	0.000%	6.200%
Unemployment - .3%	0.300%	0.300%
Workers Comp - 3.00%	3.000%	<u>3.000%</u>
TOTAL	13.000%	27.659%