

**MONTEREY PENINSULA COMMUNITY COLLEGE DISTRICT**  
**Proposal to MONTEREY PENINSULA COLLEGE TEACHERS ASSOCIATION**  
**Regarding Article 17 – Extra Duty and Extended Year Pay**

**November 18, 2016**

The Monterey Peninsula Community College District (“MPC”) proposes the following revisions to Article 17 (Extra Duty and Extended Year Pay) of the collective bargaining agreement (“CBA”) between MPC and Monterey Peninsula College Teachers Association (“MPCTA”), to clarify its prior October 28th proposal on this Article:

**Article 17 – Extra Duty and Extended Year Pay**

**17.1 Summer Session, Intersession, and Substitute Assignments**

Employees shall be paid on the appropriate Hourly Certificated Schedule for Summer Session, Intersession, and substitute assignments.

**17.2 Non-Teaching, Extra Duty Assignments**

Except as otherwise provided in section 23.5 of this Agreement, employees performing authorized extra duty assignments (e.g., research, surveys, developmental projects not as part of the load balancing formula of Article 15) shall be paid on the appropriate Hourly Certificated Schedule.

**17.3 Evaluation Pay**

Regular unit members may be required to participate in classroom evaluations as peer evaluators for up to four (4) times per year as part of their normal duties. ~~Each evening and off-campus evaluation shall count as two (2) of the four (4) evaluations. Additional evaluations shall be paid at the rate of one (1) hour for on-campus day evaluations and two (2) hours for off-campus and evening evaluations on the appropriate Hourly Certificated Schedule. Travel pay for off-campus evaluations shall be paid at the rate established in Article 21. If additional classroom evaluations are required, the evaluator shall be paid one hour at the non-instructional rate per evaluation.~~

**17.4 Extended Work Year**

Additional assigned weeks for unit members employed on a contractual basis with extended work year duties are listed in Exhibit D. The District shall notify the Association of any additional or adjustments approved.

**17.4.1 Rate of Compensation for Extended Work Year**

The rate of compensation of each week of full-time assigned extended work shall be computed at 2.5% of the salary column and step at which the unit member is placed.

**17.5 Extra Responsibility Pay ~~Stipends~~**

Extra responsibility pay ~~and Director's pay stipends shall be awarded~~ as shown in Exhibit D ~~shall be awarded \$1,743 in 2006-07 and shall be adjusted annually by the same percent as any increase that may be applied to Schedule A. generated by the salary schedule adjustment in 16.8.~~

**17.6 Release Time**

Positions with authorized release time to perform duties as specified are shown in Exhibit D.

**17.7 Coaching Pay**

Coaching pay shall be in accordance with the coaching pay schedule shown in Exhibit A, Schedule D. The coaching schedule shall be adjusted on the same percentage basis as regular cost of living adjustments would apply to basic salary schedules.

**17.8 ~~ESL Placement and Math Assessment~~**

~~Compensation up to an annual maximum of \$1500 shall be awarded to the ESL Test Coordinator for ESL placement test coordination. Compensation up to an annual maximum of \$1000 shall be awarded to the Math Department Chair or designee for math test assessment activities. Compensation shall be paid at the hourly rate on Schedule C1.~~

**Exhibit D-1 Salary Schedule for Extended Work Year  
SALARY SCHEDULE FOR EXTENDED WORK YEAR\***

Unit members who are assigned services beyond the academic work year shall be compensated in accordance with Article 17 for the following positions:

Counselors	2 Weeks' Pay
<del>Dental Assisting Coordinator</del>	<del>1 Week's Pay</del>
<del>Division Chairs</del>	<del>1 Week's Pay</del>
Faculty Senate President	1 Week's Pay
Director, International Student Programs	10 Weeks' Pay
International Student Advisor	10 Weeks' Pay
<del>Library Director or Designate</del>	<del>6 Weeks' Pay (20/35 of Normal Week)</del>
	<del>1 Weeks' Pay (35/35 of Normal Week)</del>
Medical Assisting Coordinator	1 Week's Pay
Athletic Director	6 Weeks' Pay
<u>Head Coaches</u>	<u>3 Weeks' Pay</u>

**EXTRA RESPONSIBILITY PAY-STIPEND**

In accordance with Article 17, a stipend (to be increased by the same percentage as any increase that may be applied to Schedule A) extra responsibility pay/Director's pay in the amount of \$1743 for 2006-07 shall be provided to unit members assigned awarded to the following positions, per semester:

	Position	Stipend
1.	Division Chair	\$5,000*
2.	Athletic Director	\$5,000
3.	Department Chair / Program Lead	\$2,500
4.	Gentrain Coordinator	\$3,500
5.	English & Study Skills Center Director**	\$903

*\* Note that Division Chair responsibilities would be reduced under the District's proposed Article 23.*

*\*\* This stipend will expire upon vacancy by the current incumbent.*

~~Athletic Director~~

~~Library Director~~

~~Women's Center Director~~

~~English & Study Skills Center Director~~

~~Director, International Student Programs~~

## **Exhibit D-2 Annual Reassigned Time**

### **ANNUAL REASSIGNED TIME\***

Employees assigned to perform duties associated with the following positions shall be granted the following Teaching Load Units or reassigned time per year unless otherwise indicated:

<u>POSITION</u>	<u>TLU REASSIGNED PER YEAR</u>
Association Designees as determined by the Association	12.0**
Athletic Director	12.0
<del>Dental Assisting Coordinator</del>	<del>-4.0</del>

	[Program lead]
<del>English Department Chairperson</del>	<del>-6.0</del>
Faculty Senate President	12.0**
Other (to be reassigned by Senate President with approval of Vice President of Academic Affairs or Vice President of Student Services.	6.0**
<del>College Council Chairperson</del> <u>President's Advisory Group - Tri-Chair</u>	<del>6.0</del> <u>2.0</u>
<del>International Student Advisor</del>	<del>15.0</del>
<del>Gentrain Coordinator</del>	<del>-3.25</del>
Head Coach for Football, Basketball (Fall), Baseball, Swimming, Track, Softball	<del>-6.8</del> <u>See Schedule A-7</u>
Head Coach for All Other Sports	<del>-4.5</del> <u>See Schedule A-7</u>
"Grandfather" Provision for Assistant Coach Basketball (Spring)	<del>-1.5</del> <u>See Schedule A-7</u>
<del>Learning Center Coordinator</del>	<del>-6.0</del>
<del>Medical Assisting Coordinator</del>	<del>-4.0</del>
<del>SRO Theater Coordinator</del>	<del>-2.0</del>

ADJUNCT FACULTY GOVERNANCE ASSIGNMENTS

As assigned and determined solely by the Academic Senate President (or designee), stipends may be paid to adjunct faculty for service on shared governance committees. Pay is by stipend and will not exceed

the total allocation indicated. Allocation determinations are not Subject to the grievance process.

\$2,240 total allocation per year

\* Extended duty and/or annual reassigned time may be adjusted or authorized for other positions by the Vice President based upon program need. The Association shall be notified of any such adjustment.

\*\* If an adjunct faculty member is chosen by the Academic Senate or the Association to fill a position for which a full-time faculty member would have received reassigned time, the reassigned TLUs shall be converted to work hours using the conversion factor 1 TLU = 2 work hours per week, which shall be paid to the adjunct faculty member from Schedule C2. This conversion factor is intended for the sole use of converting TLUs specifically assigned to and allocated by the Academic Senate and the Association in Exhibit D, and shall be used for no other purpose unless expressly so stated elsewhere in the contract.

**Exhibit A-7 Coaching Pay Schedule**

**Monterey Peninsula Community College District**

**COACHING PAY SCHEDULE**

	<u>Full Time Head Coach for all sports</u>	<u>Part Time Head Coach for all sports</u>	<u>Assistant Coach for all sports</u>
<u>Teaching Load Credit or Stipend</u>	<u>7.5 TLU</u>	<u>\$7,500</u>	<u>\$5,500</u>

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

<b>Experience Steps</b>				
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