

VICTOR VALLEY COMMUNITY FACULTY ASSOCIATION
TO THE
VICTOR VALLEY COLLEGE DISTRICT
December 2, 2025

The collective bargaining proposals herein by Victor Valley College Faculty Association, CTA/NEA Chapter 1169, to the Victor Valley Community College District are made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 8
COMPENSATION**

A. The salary schedule for full-time faculty is set forth in Appendix C.

1. Effective July 1, ~~2022~~2025, each cell of the full-time salary schedule shall be increased by the state funded COLA for fiscal year 2025 ~~2022-2023~~ plus ~~6%~~~~4~~~~7.2.0~~%.
2. ~~For 2026-2027, the parties agree to a reopener on Article 8— Compensation.~~ Effective July 1, ~~2023~~2026, each cell of the ~~2022-2023~~ full-time salary schedule shall be increased by ~~7.0~~the state funded COLA for fiscal year plus 5%.
3. ~~For 2027-2028, the parties agree to a reopener on Article 8— Compensation, effective July 1, 2024~~2027, each cell of the ~~2023-2024~~ full-time salary schedule shall be increased by the state funded COLA for fiscal year plus ~~4~~3%.

All retroactive salary increases will be paid within 45 calendar days of ratification by VVCFA and approval by the Governing Board.

B. Hourly Compensation:

~~For all full-time faculty, the hourly compensation rate for Credit and Enhanced Non-Credit shall be:~~

<u>Class</u>	<u>Hourly Pay</u>	<u>Unit of Pay</u>
<u>Class I, II and III</u>	<u>\$62</u>	<u>\$1116</u>
<u>Class IV</u>	<u>\$64</u>	<u>\$1152</u>
<u>Class V</u>	<u>\$67</u>	<u>\$1206</u>

Table moved to Appendix C.

~~Non-Credit Hourly Compensation Rate~~

~~Hourly Rate — \$59~~
~~Units of Pay — \$1,062~~

Table also moved to Appendix C.

Enhanced noncredit refers to courses classified as noncredit Career Development and College Preparation (CDCP) that prepare students for employment or to be successful

in college-level credit coursework. (5 C.C.R. § 55151.)

1. For ~~2022-2023~~**2025-2026**, the hourly compensation rate shall be increased by the same percentage as Article 8.2.1.
2. For ~~2023-2024~~**2026-2027**, the hourly compensation rate shall be increased by the same percentage as Article 8.2.2.
3. For ~~2024-2025~~**2027-2028**, the hourly compensation rate shall be increased by the same percentage as Article 8.2.3.

C. Placement and Advancement

1. Placement of New Full-Time Faculty on the Salary Schedule

The Disciplines List by the Academic Senate for California Community Colleges will be the document used to determine academic/professional placement.

ACADEMIC	VOCATIONAL/PROFESSIONAL*
CLASS I MA	Minimum qualifications**
CLASS II MA + 15 or BA + 60***	AA with 6 years of professional experience**
CLASS III MA + 30 or BA + 75***	BA with 2 years of professional experience**
CLASS IV MA + 45 or BA + 90***	MA with 2 years of professional experience**
Class V MA + 60 or BA + 105*** or PhD	MA + 15 or BA + 60*** or PhD with 2 years of professional experience**
* Those disciplines for which a Masters Degree is not generally expected or available. ** Required professional experience cannot be used for vertical progression on schedule. *** Including Masters Degree <i>Note: Initial step placement not to exceed step 8.</i> <i>Note: Nursing faculty will be placed on the vocational/professional track.</i>	

a. Academic Track

- 1) Class placement - Placement shall be made on the basis of academic education.
- 2) Step placement - For new faculty entering the District, a maximum of seven (7) years of teaching experience will be allowed for placement on the eighth (8th) step.

b. Vocational/Professional Track

- 1) Class placement - Placement shall be made for vocational/professional faculty on the basis of experience and academic education.
- 2) Step placement - Vocational /Professional faculty will be placed on a step by using the ratio of three years of paid, full-time employment in the subject area they are teaching as equivalent to one step, excluding professional

experience used for class placement. A maximum of twenty-one (21) years will be allowed for placement on the eighth (8th) step.

2. Advancement on the Salary Schedule

Full-time faculty members shall be entitled to the annual step increase, if any, on the anniversary date of the unit members' first date of paid service as a probationary employee. The purpose of this provision is to provide one step increase for each full year of paid service.

- a. Class - Advancement shall be made based on earned degrees and units earned subsequent to the completion of all requirements for the degree involved. All degrees and units must be germane to the full-time faculty member's assignment, constitute an improvement of instructional skills or be germane to an alternate assignment of value to the District. All units, to be considered for lateral movement on the salary schedule, must be approved by the District in writing prior to taking the course. Application for approval shall be submitted to the Chair of the Academic Development Committee, c/o Vice President of Human Resources, on Appendix D-1 or D-2, for review and recommendation to the Superintendent for approval. If time constraints preclude prior recommendation by the Academic Development Committee to the Superintendent, the decision shall be made by the Superintendent or designee. Beginning with the 2025-2026 academic year, faculty that are below Class V move over one Class every two years once they have reached step 20 in their respective class.

All degrees and units must be completed by and reported to the Vice President of Human Resources or designee prior to November 1st of the contract year for movement on the salary schedule that year.

- b. Step - Advancement shall be made on the basis of years of service to the College. One complete year of service is required for step advancement.

D. Acceptable Degrees and Units for Placement or Lateral Movement on Salary Schedule

1. Only degrees and units from colleges accredited by the following Regional Accreditation Associations are accepted:

- a. Higher Learning Commission - HLC
- b. Middle State Association of College & Secondary Schools (MSA)
- c. New England Association of College & Secondary Schools (NE)
- d. North Central Association of College & Secondary Schools (NC)
- e. Northwest Commission on Colleges and Universities (formerly Northwest Association of Secondary & Higher Schools) (NW)
- f. Southern Association of College and Schools (SA)
- g. Western Association of Schools and Colleges (WASC)

2. All units must be upper division or graduate level with the following exceptions:

- a. Vocational/Professional faculty placed on Columns I or II.
- b. Demonstrated benefit to the college such as, a retraining goal approved by the Superintendent/President.

3. Foreign Transcripts

All foreign transcripts must be evaluated to U.S. standards through a foreign

educational credential evaluation service. A current list of approved agencies providing this service is available in Human Resources.

E. Summer and Winter Session Instructional Compensation

Faculty shall be compensated the greater of ~~at~~ their applicable hourly rate (Appendix C) or the following percentage of their annual salary as follows:

Faculty may teach a maximum of 0.4 annual load (0.8 semester load) in the summer session or winter session at the summer/winter session rate of 0.66 or 66% compensation rate. The 0.4 annual load at 0.66 or 66% may be split between the winter and summer sessions or taught in its entirety in winter or summer.

Examples:

66% pay = 0.66 x annual load x salary

66% pay = 0.66 x 0.4 x 125,000=33,000

66% pay= 0.66 x 0.2 x 125,000= 16,500

F. Non-Instructional Extra-Duty Days

Non-instructional full-time faculty shall be paid on a daily ~~at the applicable hourly rate~~ calculated as follows for summer and extra-duty assignments (Appendix C):

1. Summer Session (any time prior to July 1): Prior year annual salary divided by 175 days.

2. Other Extra Duty: Current year annual salary divided by 175 days.

G. Bargaining Unit Release Time

Release time equivalent to 1.4 FTEF (full-time equivalent faculty) shall be granted annually to the Association for the accomplishment of Association business, to include negotiations. The release time shall be given to the Association as a block of time to be distributed by the Association.

H. Payroll Timelines

1. Full-time faculty will be paid their regular salary on a 10-month salary schedule, 10 equal payments, beginning September 1 of each year.

2. When full-time faculty teach classes for unit pay, the following pay guidelines will be used:

a. Full-term classes will be paid in four equal installments, provided assignments have been board-approved and contracts have been signed. For example:

1) Fall pay schedule:

October 1, November 1, December 1, and January 1 (equal installments)

2) Spring pay schedule:

March 1, April 1, May 1, June 1 (equal installments)

b. Eight-week classes will be paid in two equal installments, provided assignments have been board-approved and contracts have been signed. For example:

1) Fall pay schedule:

First 8 weeks: October 1 and November 1 (equal installments) Second 8 weeks: December 1 and January 1 (equal installments)

2) Spring pay schedule:

First 8 weeks: March 1 and April 1 (equal installments) Second 8 weeks: May 1 and June 1 (equal installments)

I. Overpayment of Wages

An overpayment is a wage payment that has occurred as a result of cancelled classes or natural or unforeseen events that alter the continuation of a class or activity where wages have been paid and the work has not been completed. A wage payment can refer to any hourly, unit, contract, release time, stipend, reassigned, grant, lump sum, special/categorical, or other wages paid.

Overpayment of wages shall be reimbursed by the unit member through a mutually agreed arrangement between the District and the unit member. If no written agreement for repayment is reached, the District reserves the right to take any action necessary to collect any overpayment amounts as permitted by law.

J. Compensation for Credit by Exam

1a. Proctoring and/or grading Credit by Exam tests is voluntary and may be assigned by mutual agreement between ~~at the discretion of~~ the faculty **and appropriate administrator.**

2b. Approved fFaculty shall receive their current hourly rate for proctoring, or grading, or proctoring and grading each Credit by Exam test, not to exceed four hours per exam.

K. **Work Experience**

1. Faculty assigned to supervise Work Experience Education students in a Work Experience section shall be compensated at their hourly instructional rate for three (3) hours per enrolled student per section. To be paid through a special assignment.

2. This compensation applies to all credit and non-credit Work Experience Education sections offered under the District's approved Work Experience Plan and in alignment with Title 5 regulations (§55250–55257).

3. Faculty are responsible for fulfilling all duties related to WEE instruction, including but not limited to census, grades, student orientation, employer site visits, coordination with worksite supervisors, and the evaluation of student learning outcomes. Compensation shall be issued upon verification of active student enrollment after the timely completion of the census.

4. This MOU shall not impact or alter existing contractual provisions related to semester load or overload limitations.

L. Academic Senate Release Time

Release time equivalent to the size 1.4 FTEF (full-time equivalent faculty) shall be granted annually to the officers of the Senate for the accomplishment of senate business. The release time shall be given to the Senate as a block of time and distributed among the officers by the officers.

ML. Nursing Process and Mandatory Clinical Orientation Meetings Stipend Compensation

Each unit member assigned to Nursing as a process lead, assigned clinical instruction, or skills laboratory will be compensated no more than 18 hours ~~10.333 semester load~~ per semester ~~at their hourly rate as part of contractual load~~ for nursing process meetings **and no more than 10 hours per semester for mandatory clinical orientation.** The process meetings are for the purpose of:

- Review instructional objectives
- Review students' progress in clinical (site & skills) and theory settings (e.g. passing tests)
- Discuss Remediation (if needed), and professional behavior of students

Time and sign-in sheets shall be required. Meeting minutes are required (to be determined by the department).

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~~ML. Nursing Clinical Site Mandatory Orientation Training~~Nursing instructors are required to undergo mandatory clinical site orientation training to teach clinical sections in the nursing department and to take nursing students to the clinical sites. Nursing instructors will be paid at the hourly rate for each orientation training that they participate in.

NM. Training Compensation for Full-Time Faculty Outside of Academic Calendar

Any District meetings or training that fall outside of the academic calendar, including, but not limited to, Summer and/or Winter sessions, related to unit members' contractual obligations shall be compensated at the unit member's current hourly rate if they attend with prior approval by the appropriate administrator.

APPENDIX C

SALARY SCHEDULE

(See Article 8)

VICTOR VALLEY COMMUNITY
COLLEGE 2024-25 FACULTY SALARY

Effective 07/01/24 cells of the salary schedule were increased
by 3%

Note: Initial step placement not to exceed step 8; nursing faculty will be placed on the vocational/professional track

Base \$67,886; Class increment \$4339 approx.; Step increment \$3011 approx.

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	STEP
1	\$67,886.00	\$72,223.00	\$76,563.00	\$80,904.00	\$85,243.00	1
2	\$70,895.00	\$75,233.00	\$79,574.00	\$83,914.00	\$88,250.00	2
3	\$73,906.00	\$78,243.00	\$82,582.00	\$86,923.00	\$91,261.00	3
4	\$76,914.00	\$81,254.00	\$85,593.00	\$89,933.00	\$94,271.00	4
5	\$79,924.00	\$84,263.00	\$88,603.00	\$92,942.00	\$97,281.00	5
6	\$82,934.00	\$87,272.00	\$91,613.00	\$95,952.00	\$100,290.00	6
7	\$85,943.00	\$90,282.00	\$94,621.00	\$98,962.00	\$103,301.00	7
8	\$88,953.00	\$93,291.00	\$97,631.00	\$101,971.00	\$106,308.00	8
9	\$91,963.00	\$96,302.00	\$100,640.00	\$104,981.00	\$109,319.00	9
10	\$94,972.00	\$99,311.00	\$103,650.00	\$107,990.00	\$112,329.00	10
11	\$97,982.00	\$102,321.00	\$106,661.00	\$111,000.00	\$115,339.00	11
12	\$100,990.00	\$105,329.00	\$109,670.00	\$114,010.00	\$118,349.00	12
13	\$104,001.00	\$108,340.00	\$112,680.00	\$117,020.00	\$121,357.00	13
14	\$107,010.00	\$111,348.00	\$115,689.00	\$120,029.00	\$124,367.00	14
15	\$110,020.00	\$114,360.00	\$118,699.00	\$123,039.00	\$127,376.00	15
16	\$113,030.00	\$117,369.00	\$121,708.00	\$126,048.00	\$130,388.00	16
17	\$116,040.00	\$120,379.00	\$124,720.00	\$129,057.00	\$133,396.00	17
18	\$119,048.00	\$123,387.00	\$127,728.00	\$132,068.00	\$136,407.00	18
19	\$122,059.00	\$126,397.00	\$130,737.00	\$135,075.00	\$139,415.00	19
20	\$125,069.00	\$129,406.00	\$133,747.00	\$138,087.00	\$142,425.00	20

	ACADEMIC	VOCATIONAL/PROFESSIONAL *
CLASS I	MA	Minimum qualifications**
CLASS II	MA +15 or BA +60***	AA with 6 years of professional experience**
CLASS III	MA +30 or BA +75***	BA with 2 years of professional experience**
CLASS IV	MA +45 or BA +90***	MA with 2 years of professional experience**
CLASS V	MA +60 or BA +105*** OR PhD	MA +15 or BA +60*** or PhD with 2 years of professional experience**

- * Those disciplines for which a masters degree is not generally expected or available.
- ** Required professional experience cannot be used for vertical progression on schedule.
- *** Including masters degree

HOURLY COMPENSATION EFFECTIVE 07/01/2024

	Hourly		Unit of Pay
Class I, II and III	\$76		\$1,368
Class IV	\$78		\$1,404
Class V	\$81		\$1,458

1 unit of pay = 16-18 hrs

