

Adopted: October 2, 2018
Effective: October 1, 2018
5% on schedule (Salary Enhancement)

Human Resources Department
WEST VALLEY – MISSION COMMUNITY COLLEGE DISTRICT
14000 Fruitvale Avenue, Saratoga, CA 95070

COMMUNITY EDUCATION CLASSES

2018 – 2019 INSTRUCTIONAL SALARY SCHEDULE

COMMUNITY SERVICE CLASSES

Education Code 78300 authorizes districts to offer community service classes and to charge a fee for such classes. To set appropriate fees for maintaining such classes, a variable percentage-based salary schedule for instructors shall be used such that the cost represented by instructor's salary shall not exceed 70% of the revenues from the fees collected for the class.

OTHER FEE SUPPORTED NON-FTES GENERATING CLASSES

Class A – Bachelor's degree or equivalent	\$31.19 / hour
Class B – Bachelor's plus 6 years experience or Master's	\$34.39 / hour

Incentive Pay:

An additional incentive pay will be made to faculty whose classes exceed the minimum enrollment. The amount of this pay will be equivalent to 20% of the net fees collected from students enrolling after the minimum class size has been achieved. The minimum class sizes and net fees will be determined by the Community Education Office. Net fees will be defined as the fees collected from individual students, excluding any actual out-of-pocket costs per student such as expenses for consumable materials, lodging, meals, and transportation.

The actual dollar amount to be paid each faculty member per additional enrollees will be stipulated in each faculty member's contract prior to the implementation of the class to be taught.

NON-CREDIT, FTES-GENERATING AND STATE-SUPPORTED CLASSES

Step	1	2	3	4	5	6	7	8
B.A.	\$38.11	\$39.96	\$41.74	\$43.61	\$45.36	\$47.24	\$49.00	\$50.76
M.A.	\$39.96	\$41.74	\$43.61	\$45.36	\$47.24	\$49.00	\$50.76	\$52.64

Placement will be based upon previous community college experience and education. No current faculty who may have been placed previously at a higher hourly rate will undergo salary reductions.

The base salary stated in these schedules may be adjusted to meet current market rates in order to secure the services of qualified individuals to meet the needs of a particular class or program. Such modifications shall require the prior approval of the College Vice President of Instruction and the District Associate Vice Chancellor of Human Resources.