

# 2019 – 2022 FACULTY CONTRACT

• Mt. San Antonio College

## APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME

Department chairs shall be placed on the Department Chair Salary Schedule. If departments instead choose to elect two (2) co-chairs the annual LHE will be distributed as per written agreement between the parties and the division dean. The co-chairs will be placed on the co-chair salary schedule.

Department chairs shall have reassigned time allocated on an annual basis as shown below. The base reassigned time can be used in primary terms as approved by the division administrator. Hours that would have been spent teaching will be required on campus per a schedule approved by the division administrator. The purpose of the reassigned time is to provide service to students, adjunct and full-time faculty, and other staff. In addition, Flex LHE shall be provided based on the number of full-time faculty, the number of probationary faculty, the number of part-time faculty, the number of courses, the number of sections offered in the fall semester, a bonus factor for all departments with 50% or greater vocational education curriculum, and a bonus factor for library faculty.

### Flex LHE:

- 1 LHE awarded for below 9 points on the department chair table
- 2 LHE awarded for between 9 – 11 points on the department chair table
- 3 LHE awarded for between 12 – 14 points on the department chair table
- 4 LHE awarded for between 15 – 17 points on the department chair table
- 5 LHE awarded for greater than 17 points on the department chair table

Flex LHE may be utilized during the fall, winter, or spring sessions, as determined by mutual consent of the division dean and the department chairs based on the needs of the department.

The amount of base reassigned time is calculated using a formula that is based solely on the number of full-time faculty, the number of probationary faculty, and the number of part-time faculty.

Department Chair Annual Base Reassigned Time in LHE formula:

$$\text{LHE} = 2.0 + 0.20(\#PT \text{ faculty}) + 0.17(\#FT \text{ faculty}) + 0.3(\# \text{ probationary faculty}) \text{ rounded down to the nearest LHE.}$$

The base LHE shall not be fewer than 6 nor greater than 24 LHE

### Department Chair Compensation for FY 2019-20 with Fall 2018 numbers

Division/Department	2019-20 Annual Base LHE	2019-20 Flex LHE
<b>Arts Division</b>		
Commercial & Entertainment Arts	10	5
Fine Arts	11	4
Music	10	3
Theater	6	1
<b>Business Division</b>		
Accounting & Management	8	4
Business Administration	7	4
Child Development and Education	7	3

<b>Division/Department</b>	<b>2019-20 Annual Base LHE</b>	<b>2019-20 Flex LHE</b>
<b>Business Division (cont.)</b>		
Computer Information Systems	7	4
Consumer Science & Design Technologies	10	5
<b>Humanities &amp; Social Sciences</b>		
American Language	6	1
Art History	6	1
Communications	9	2
English, Literature & Journalism	22	5
Geography, Political Science	6	2
History	7	2
Psychology	9	3
Sign Language	6	2
Sociology, Philosophy	11	3
World Languages	13	3
<b>Kinesiology &amp; Athletics</b>		
Dance	6	1
Kinesiology	16	5
<b>Library &amp; Learning Resources</b>		
Learning Assistance	7	1
Library	6	3
<b>Natural Sciences</b>		
Agricultural Sciences	7	4
Biological Sciences	18	5
Chemistry	12	4
Earth Sciences, Astronomy	6	2
Mathematics, Computer Science	21	5
Physics, Engineering	7	2
<b>Student Services</b>		
Counseling	20	4
Disabled Students Program & Services	6	1
<b>Technology &amp; Health</b>		
Aeronautics	6	1
Air Conditioning, Refrigeration, & Welding	6	3
Aircraft Maintenance	6	1
Architecture, Industrial Design, Engineering & Manufacturing	6	4
Electronics and Computer Technology	6	1
Public Safety	10	5
Mental Health Technology	6	3
Nursing	12	4
Radiologic Technology	6	1
Respiratory Therapy	6	1

For department chairs who exceed 175 days, the annual compensation shall be determined by subtracting \$8,854, calculating the daily rate for 175 days, multiplying by the number of contracted days and adding \$8,854.

**Department Chair Salary Schedule**

<u><b>Column 1A</b></u> (A.3.a.)		<u><b>Column 2A</b></u> (A.3.b.)		<u><b>Column 3A</b></u> (A.3.c.)	
<i>Minimum Qualifications</i>		<i>B.A and 60 Units, including M.A.</i>		<i>Earned Doctorate or B.A. and 80 Units, including M.A.</i>	
<b>Step</b>		<b>Step</b>		<b>Step</b>	
1	\$80,295	1	\$85,047	1	\$89,802
2	\$82,795	2	\$87,716	2	\$92,636
3	\$85,383	3	\$90,476	3	\$95,567
4	\$88,063	4	\$93,333	4	\$98,604
5	\$90,757	5	\$95,536	5	\$100,302
6	\$94,553	6	\$99,319	6	\$104,074
7	\$98,372	7	\$103,089	7	\$107,820
8	\$102,119	8	\$106,925	8	\$111,640
9	\$105,867	9	\$110,631	9	\$115,471
<u><b>Column 1B</b></u> (A.6.a.2.a.)		10	\$114,454	10	\$119,219
<i>Minimum Qualifications including P.G.I.</i>		11	\$118,248	11	\$123,015
<b>Step</b>	<i>Incentives</i>	<u><b>Column 2B</b></u> (A.6.a.2.b.)		12	\$126,786
1	\$84,117	<i>B.A and 60 Units, including M.A. and P.G.I. Incentives</i>		13	\$130,582
2	\$86,617	<b>Step</b>		<u><b>Column 3B</b></u> (A.6.a.2.c.)	
3	\$89,205	1	\$88,869	<i>Earned Doctorate or B.A. and 80 Units, including</i>	
4	\$91,885	2	\$91,538	<i>M.A. and P.G.I. Incentives</i>	
5	\$94,579	3	\$94,298	<b>Step</b>	
6	\$98,375	4	\$97,155	1	\$93,624
7	\$102,194	5	\$99,358	2	\$96,458
8	\$105,941	6	\$103,141	3	\$99,389
9	\$109,689	7	\$106,911	4	\$102,426
		8	\$110,747	5	\$104,124
		9	\$114,453	6	\$107,896
		10	\$118,276	7	\$111,642
		11	\$122,070	8	\$115,462
				9	\$119,293
				10	\$123,041
				11	\$126,837
				12	\$130,608
				13	\$134,404

**Department Co-Chair Salary Schedule**

<u><b>Column 1A</b></u> (A.3.a.)		<u><b>Column 2A</b></u> (A.3.b.)		<u><b>Column 3A</b></u> (A.3.c.)	
<b>Step</b>	<i>Minimum Qualifications</i>	<b>Step</b>	<i>B.A and 60 Units, including M.A.</i>	<b>Step</b>	<i>Earned Doctorate or B.A. and 80 Units, including M.A.</i>
1	\$75,868	1	\$80,620	1	\$85,375
2	\$78,368	2	\$83,289	2	\$88,209
3	\$80,956	3	\$86,049	3	\$91,140
4	\$83,636	4	\$88,906	4	\$94,177
5	\$86,330	5	\$91,109	5	\$95,875
6	\$90,126	6	\$94,892	6	\$99,647
7	\$93,945	7	\$98,662	7	\$103,393
8	\$97,692	8	\$102,498	8	\$107,213
9	\$101,440	9	\$106,204	9	\$111,044
<u><b>Column 1B</b></u> (A.6.a.2.a.)		10	\$110,027	10	\$114,792
<i>Minimum Qualifications including P.G.I.</i>		11	\$113,821	11	\$118,588
<b>Step</b>	<i>Incentives</i>	<u><b>Column 2B</b></u> (A.6.a.2.b.)		12	\$122,359
1	\$79,690	<i>B.A and 60 Units, including M.A. and P.G.I. Incentives</i>		13	\$126,155
2	\$82,190	<b>Step</b>		<u><b>Column 3B</b></u> (A.6.a.2.c.)	
3	\$84,778	1	\$84,442	<i>Earned Doctorate or B.A. and 80 Units, including</i>	
4	\$87,458	2	\$87,111	<i>M.A. and P.G.I. Incentives</i>	
5	\$90,152	3	\$89,871	<b>Step</b>	
6	\$93,948	4	\$92,728	1	\$89,197
7	\$97,767	5	\$94,931	2	\$92,031
8	\$101,514	6	\$98,714	3	\$94,962
9	\$105,262	7	\$102,484	4	\$97,999
		8	\$106,320	5	\$99,697
		9	\$110,026	6	\$103,469
		10	\$113,849	7	\$107,215
		11	\$117,643	8	\$111,035
				9	\$114,866
				10	\$118,614
				11	\$122,410
				12	\$126,181
				13	\$129,977

For co-chairs who exceed 175 days, the annual compensation shall be determined by subtracting \$4,427, calculating the daily rate for 175 days, by multiplying the number of contracted days and adding \$4,427.

Department Changes: Note - The parties agree that the listing of departments is intended for information purposes and that the bilateral negotiations of Appendix B was restricted to compensation, but the addition, deletion, or modification of departments and staffing of departments are not subject to the negotiations process. Should additional assignments be designated by the District during the term of this Agreement, the parties shall meet to determine the appropriate stipend.