TEMPORARY PART-TIME AND/OR SUBSTITUTE
HOURLY FACULTY SALARY SCHEDULE
(Effective: August 13, 2007; Board Approved: June 18, 2008)

HOURLY AND/OR SUBSTITUTE PAY

INSTRUCTORS

For temporary part-time and/or substitute hourly instructors, the hourly rate shall be as follows for all teaching assignments:

First two semesters $48.83
Third and Fourth Semesters $51.71
Fifth and Sixth Semesters $54.60
Seventh and Eighth Semesters $57.46
Nine or more Semesters $60.33

1. Only full fall or spring semesters taught can be applied to salary advancement on the part-time schedule. For the purpose of crediting semesters of service for salary step advancement, a minimum of 36 hours of service in a semester is required to be counted as a semester.

2. The semester count for this schedule will begin September 1971.

3. Advancement on the salary schedule will be granted only at the beginning of employment in any one academic year.

COUNSELORS

For temporary part-time and/or substitute hourly counselors, the hourly rate shall be as follows:

First Four Semesters $40.23
Five Semesters or more $43.10

1. Only full fall or spring semesters taught at Cerritos College can be applied to salary advancement on the part-time schedule.

2. The semester count for this schedule will begin September 1972.

3. Advancement on the salary schedule will be granted only at the beginning of employment in any one academic year.
LIBRARIANS

For temporary part-time and/or substitute hourly librarians, the hourly rate shall be as follows:

- First four semesters $40.23
- Five semesters or more $43.10

1. Only full fall or spring semesters taught at Cerritos College can be applied to salary advancement on the part-time schedule.

2. The semester count for this schedule will begin September 1972.

3. Advancement on the salary schedule will be granted only at the beginning of employment in any one academic year.

FORMER FULL-TIME ACADEMIC EMPLOYEES HIRED FOR TEMPORARY AND/OR SUBSTITUTE HOURLY FACULTY EMPLOYMENT

(This policy was approved by the Board of Trustees on July 7, 1992.)

All temporary part-time and/or substitute hourly faculty employees who have been employed by the District as full-time academic employees at an hourly rate equal to or higher than the maximum rates on the above schedules at the time of termination of such employment shall be paid on the basis of the maximum step of the appropriate part-time hourly faculty salary schedule for any temporary part-time and/or substitute hourly employment.

All temporary part-time and/or substitute hourly faculty employees who have been employed by the District as full-time academic employees at an hourly rate less than the maximum rates on the above schedules at the time of termination of such employment shall be placed on the appropriate step of the applicable part-time hourly faculty salary schedule based upon previous District service and paid on the basis of such step placement for any temporary part-time and/or substitute hourly employment. Subsequent advancement on the part-time schedule shall be in accordance with the provisions for advancement as stipulated in the salary schedule policy.

This policy is effective August 17, 1992, and applies to all former full-time academic employees who were previously compensated on the basis of a “frozen” former overload hourly rate at the time of termination from full-time academic employment, and also to all future full-time academic employees who terminate from employment with the District.