

**TENTATIVE AGREEMENT**  
**ARTICLE 8: COMPENSATION**

**Section 8.1.** All Faculty Members shall be placed on the Faculty Salary Schedule in accordance with the educational and experience criteria contained in the Salary Schedule (**APPENDIX A and B**).

**Section 8.1.1** Each faculty member shall be granted one increment on the salary schedule for each year of service until the maximum number of increments is reached. Newly hired faculty must be employed prior to April 1<sup>st</sup> to be eligible for a step effective July 1<sup>st</sup> in any given year.

**Section 8.2.** Faculty will have the option of a ten (10), eleven (11), or twelve (12) month pay period as long as it is permissible by the payroll provider. The pay date for base contract salary shall be in accordance with California Education Code. [The District will make the payroll schedule available to unit member for each year by September 1.](#)

**Section 8.3.** Counselors and librarians shall be assigned to 192 duty days.

**Section 8.4.** Extended days for Faculty Members assigned to special projects shall be determined by mutual agreement between the District and the Faculty Member. Such extended days will be determined solely upon the need for the special service.

**Section 8.5.** The rates are as follows:

Overload, Summer and Intersession Rates:

Lecture Rate: \$72.00 per hour      Lab Rate: \$64.00 per hour

**Section 8.5.1.** Unit members will be compensated at the current lab rate for one hour per course per week for office hours during Summer and Winter intersessions.

**Section 8.6.** Years of service shall be calculated as the sum of all continuous (no break in service) years for which a unit member is employed (faculty, staff, classified, administrators, full-time or part-time et.al) by the District. Unit members shall be paid a longevity step in addition to their salary.

**Section 8.6.1.** Longevity Steps shall be added to Appendix A:

15-19 years of service	\$1,300 annually
20-24 years of service	\$1,700 annually
25-29 years of service	\$2,000 annually
30-34 years of service	\$2,250 annually
35 or more years of service	\$2,450 annually

**Section 8.6.2.** If a unit member achieves a longevity step prior to attaining Step 12 in ..the salary schedule (Appendix A), then the appropriate amount, as shown above, shall be in addition to the unit members current placement on the salary schedule.

**Section 8.7.** The District and the Faculty Association agree that the full-time salary schedule shall be increased by funded COLA as determined by the State Budget on July 1 of each year. Such increase shall be retroactive to July 1 from the date that the State Budget is signed into law.

**Section 8.8.** Unit members shall be provided a confirmation of current salary placement in writing by the Office of Human Resources each academic year. Procedures for salary advancement shall be those contained in **APPENDIX B, "FACULTY PROFESSIONAL ADVANCEMENT."**

**Section 8.9.** The District will provide a 403B Plan to eligible Faculty Members pursuant to the terms and conditions set forth herein. It is the parties' intent that the 403B Plan is designed to benefit long term employees by providing assistance in planning for retirement. The District will agree to pay all 403b fees relating to maintaining the plan. The District will ~~match~~ ~~resume~~ ~~matching~~ Faculty Member's contributions up to one thousand two hundred dollars (\$1,200) per fiscal year. The Association agrees to the vendor chosen by the District to administer the 403B Plan. The vendor has established other provisions of the plan which are not set forth herein, but are requirements of the plan. These additional provisions are set forth in the plan documents.

**Section 8.9.1** Matching funds shall be concurrent to the members' monthly contributions until maximum is attained. Maximum must be attained within the schedule 10 month payments. For example, if a member contributes 250 dollars each month, the district will match 250 dollars each month, until the maximum of \$1,200 dollars has been met.

To be eligible to participate in the 403B Plan during any fiscal year, a Faculty Member must be in paid status as of July 1 of the particular fiscal year (or in the case of new Faculty, the first day of the academic year) and meet one of the following criteria:

1. The member is employed in a tenure track position which is completely (100 percent) funded by regular District monies (unrestricted general fund or District restricted funds);  
or
2. The member is employed in a tenure track position which is funded by on-going State restricted funds; or
3. Regardless of sources of funding, the member has been a full-time Faculty Member continuously for three (3) years or more prior to July 1 of the fiscal year in which benefits are sought. In this situation only, the Faculty Member shall be immediately vested. Vesting means that the unit member will own the district contributions upon separation.

The Faculty Member becomes vested after three (3) years of participation in the plan or at age 55, whichever comes first, except in the instance cited in number 3 above.

**Section 8.10.** Mileage reimbursement can be claimed by faculty members assigned to more than one area in the District on the same day on a regular District contract assignment. Distance allowed will be for those miles between areas or other assigned locations other than the distance between home and College. The mileage rate will be such amount as allowed by IRS Regulations.

**Section 8.11.** Reimbursement for the Cost of Education Achieved by the Faculty Member

For coursework which began on or after January 1, 2019, faculty members who have achieved tenure are eligible for reimbursement by the District for up to a maximum eight (8) credit hours per fiscal year, with a lifetime maximum of forty-five (45) credit hours. The reimbursement rate is set at a maximum of \$500.00, effective July 1, 2020 per credit hour. Only credit hours from **regionally** accredited colleges or universities will be reimbursed. Coursework that was fully or partially subsidized or paid by the District is not eligible for the reimbursement. Unit members must submit proof of payment for the course and a grade sheet verifying satisfactory completion to the Office of Human Resources no later than six (6) weeks after the completion of the course. Requests for reimbursement will be paid in the order in which they are received, as evidenced by email timestamp of the submission of proof of payment and grade sheet. Unit members may apply earned units for professional advancement as outlined in APPENDIX B.

Each Academic year's budget for the Reimbursement for Cost of Education for unit members is \$30,000. If there is a remaining balance, it is not rolled over to the next year.

**FOR DCCD:**



---

Diana Galindo  
Vice President, Human Resources  
& Employee Relations  
Desert Community College District

**FOR CODFA:**

Oceana Collins

Oceana Collins (Oct 1, 2024 09:33 PDT)

---

Oceana Collins  
Chapter President  
College of the Desert Faculty Association

## ARTICLE 8: COMPENSATION

**Section 8.1.** All Faculty Members shall be placed on the Faculty Salary Schedule in accordance with the educational and experience criteria contained in the Salary Schedule (APPENDIX A and B).

**Section 8.1.1** Each faculty member shall be granted one increment on the salary schedule for each year of service until the maximum number of increments is reached. Newly hired faculty must be employed prior to April 1<sup>st</sup> to be eligible for a step effective July 1<sup>st</sup> in any given year.

**Section 8.2.** Faculty will have the option of a ten (10), eleven (11), or twelve (12) month pay period as long as it is permissible by the payroll provider. The pay date for base contract salary shall be in accordance with California Education Code. The District will make the payroll schedule available to unit member for each year by September 1.

**Section 8.3.** Counselors and librarians shall be assigned to 192 duty days.

**Section 8.4.** Extended days for Faculty Members assigned to special projects shall be determined by mutual agreement between the District and the Faculty Member. Such extended days will be determined solely upon the need for the special service.

**Section 8.5.** The rates are as follows:

Overload, Summer and Intersession Rates:

Lecture Rate: \$72.00 per hour      Lab Rate: \$64.00 per hour

**Section 8.5.1.** Unit members will be compensated at the current lab rate for one hour per course per week for office hours during Summer and Winter intersessions.

**Section 8.6.** Years of service shall be calculated as the sum of all continuous (no break in service) years for which a unit member is employed (faculty, staff, classified, administrators, full-time or part-time et.al) by the District. Unit members shall be paid a longevity step in addition to their salary.

**Section 8.6.1.** Longevity Steps shall be added to Appendix A:

15-19 years of service	\$1,300 annually
20-24 years of service	\$1,700 annually
25-29 years of service	\$2,000 annually
30-34 years of service	\$2,250 annually
35 or more years of service	\$2,450 annually

**Section 8.6.2.** If a unit member achieves a longevity step prior to attaining Step 12 in the salary schedule (Appendix A), then the appropriate amount, as shown above, shall be in addition to the unit members current placement on the salary schedule.

**Section 8.7.** The District and the Faculty Association agree that the full-time salary schedule shall be increased by funded COLA as determined by the State Budget on July 1 of each year. Such increase shall be retroactive to July 1 from the date that the State Budget is signed into law.

**Section 8.8.** Unit members shall be provided a confirmation of current salary placement in writing by the Office of Human Resources each academic year. Procedures for salary advancement shall be those contained in **APPENDIX B, "FACULTY PROFESSIONAL ADVANCEMENT."**

**Section 8.9.** The District will provide a 403B Plan to eligible Faculty Members pursuant to the terms and conditions set forth herein. It is the parties' intent that the 403B Plan is designed to benefit long term employees by providing assistance in planning for retirement. The District will agree to pay all 403b fees relating to maintaining the plan. The District will match Faculty Member's contributions up to one thousand two hundred dollars (\$1,200) per fiscal year. The Association agrees to the vendor chosen by the District to administer the 403B Plan. The vendor has established other provisions of the plan which are not set forth herein, but are requirements of the plan. These additional provisions are set forth in the plan documents.

**Section 8.9.1** Matching funds shall be concurrent to the members' monthly contributions until maximum is attained. Maximum must be attained within the schedule 10 month payments. For example, if a member contributes 250 dollars each month, the district will match 250 dollars each month, until the maximum of \$1,200 dollars has been met.

To be eligible to participate in the 403B Plan during any fiscal year, a Faculty Member must be in paid status as of July 1 of the particular fiscal year (or in the case of new Faculty, the first day of the academic year) and meet one of the following criteria:

1. The member is employed in a tenure track position which is completely (100 percent) funded by regular District monies (unrestricted general fund or District restricted funds);  
or
2. The member is employed in a tenure track position which is funded by on-going State restricted funds; or
3. Regardless of sources of funding, the member has been a full-time Faculty Member continuously for three (3) years or more prior to July 1 of the fiscal year in which benefits are sought. In this situation only, the Faculty Member shall be immediately vested. Vesting means that the unit member will own the district contributions upon separation.

The Faculty Member becomes vested after three (3) years of participation in the plan or at age 55, whichever comes first, except in the instance cited in number 3 above.

**Section 8.10.** Mileage reimbursement can be claimed by faculty members assigned to more than one area in the District on the same day on a regular District contract assignment. Distance allowed will be for those miles between areas or other assigned locations other than the distance between home and College. The mileage rate will be such amount as allowed by IRS Regulations.

**Section 8.11. Reimbursement for the Cost of Education Achieved by the Faculty Member**

For coursework which began on or after January 1, 2019, faculty members who have achieved tenure are eligible for reimbursement by the District for up to a maximum eight (8) credit hours per fiscal year, with a lifetime maximum of forty-five (45) credit hours. The reimbursement rate is set at a maximum of \$500.00, effective July 1, 2020 per credit hour. Only credit hours from accredited colleges or universities will be reimbursed. Coursework that was fully or partially subsidized or paid by the District is not eligible for the reimbursement. Unit members must submit proof of payment for the course and a grade sheet verifying satisfactory completion to the Office of Human Resources no later than six (6) weeks after the completion of the course. Requests for reimbursement will be paid in the order in which they are received, as evidenced by email timestamp of the submission of proof of payment and grade sheet. Unit members may apply earned units for professional advancement as outlined in APPENDIX B.

Each Academic year's budget for the Reimbursement for Cost of Education for unit members is \$30,000. If there is a remaining balance, it is not rolled over to the next year.