



AGENDA

FOR THE SPECIAL MEETING OF THE IMPERIAL COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES

Tuesday, November 24, 2009 – 5:30 P.M.

Location
Administration Building – Board Room
380 East Aten Road
Imperial, CA 92251

I. CALL TO ORDER

1. Roll Call by Secretary:

Carlos R. Acuña	Romualdo Medina
Rudy Cardenas, Jr.	Rebecca L. Ramirez
Norma Sierra Galindo	Louis Wong
Jerry D. Hart	

Student Representative – Steven Sciaky
Academic Senate Representative – Dr. Bruce Seivertson
College Council Representative – Dr. Michael Heumann

2. Pledge of Allegiance

II. PUBLIC COMMENT

Because this is a special board meeting with a limited agenda, public comment shall be limited to only those subjects described in the agenda. Board Policy 2350 shall apply to public comment. Board Policy 2350 states:

Each speaker will be allowed a maximum of five minutes per topic. Thirty minutes shall be the maximum time allotment for public speakers on any one subject regardless of the number of speakers at any one Board meeting. At the discretion of a majority of the Board, these time limits may be extended.

If you wish to be heard, please stand and identify yourself to the Board President.

III. WRITTEN COMMUNICATIONS

1. Revised District Negotiation Proposal for 2010-2011 to IVC CCA/CTA/NEA
2. Revised District Negotiation Proposal for 2010-2011 to CSEA Chapter 472

IV. CLOSED SESSION

1. NEGOTIATIONS UNDER THE EDUCATIONAL EMPLOYMENT RELATIONS ACT
Conference with District Negotiators: John Lau and Travis Gregory
Employee Organization: CSEA Chapter 472
RE: Negotiations
2. NEGOTIATIONS UNDER THE EDUCATIONAL EMPLOYMENT RELATIONS ACT
Conference with District Negotiators: John Lau and Travis Gregory
Employee Organization: IVC Chapter of CCA/CTA/NEA
RE: Negotiations
3. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

V. ADJOURNMENT

The next regular meeting of the Imperial Community College District Board of Trustees is scheduled for **WEDNESDAY, DECEMBER 16, 2009, AT 6:00 P.M.** in the Administration Building Board Room.



IMPERIAL VALLEY COLLEGE

Serving Imperial County

PO Box 158, Imperial, CA 92251-0158 760.355.6219

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Imperial Community College District Board of Trustees

Carlos R. Acuña
Rudy Cardenas, Jr.
Norma Sierra Galindo
Jerry D. Hart
Romualdo J. Medina
Rebecca Ramirez
Louis Wong

Superintendent/President

Ed Gould, Ed.D.
ed.gould@imperial.edu

November 24, 2009

Suzanne Gretz, President
IVCC CCA/CTA/NEA
Hand Delivered

RE: Opening District Negotiating Proposal for 2010-2011

The Imperial Community College District opens negotiations for the 2010-2011 school year and gives notice of its intention to commence negotiations with association representatives. Included herewith is the opening proposal.

ARTICLE 2 ASSOCIATION RIGHTS

- a. Rewrite Section 2.7 Distribution of Agreement to read as follows:

District shall make the current contract available for review and copying on its website.

ARTICLE 7 SAFETY

- a. Add the following paragraph to Section 7.2 Emergency Procedures:

All faculty shall conform to established emergency procedures. Willful failure to follow such procedures or direction during an emergency or a scheduled practice emergency shall be grounds for discipline against the faculty member.

ARTICLE 11 TENURE REVIEW

- a. Rewrite the tenure review process to achieve more timely and immediate review and feedback.

ARTICLE 13 PROFESSIONAL RESPONSIBILITIES AND DISCIPLINE

- a. Delete the second sentence of the second sub-paragraph in Section 13.2.3.1.

b. Delete the last two sentences of the third sub-paragraph in Section 13.2.3.1 and substitute the following:

The history, summary, plan of correction and report shall be in the unit member's personnel file in the Human Resources office. These documents shall remain in said file for a period of four academic years.

b. ARTICLE 14 CONTRACT YEAR, CALENDAR AND PAY WARRANTS

a. Include one flex day for all faculty in January and consequently adjust subparagraph 14.2.1 to read as follows:

All unit members formerly working on ten month or 177 day contracts who are scheduled to work the additional flex day provided in this contract shall receive a contract pay warrant for 1/11th of their contract amount on the last working day of the month, in the months of August, September, October, November, January, February, March, April, May and June. Unit members will receive a pay warrant in December on the last working day before the commencement of winter recess.

b. 14.3 Calendar:

Amend the second paragraph to read as follows:

The calendar in use in the District for the duration of this agreement shall be of the plan known as a sixteen (16) week compressed calendar, which shall consist of a sixteen (16) week fall semester commencing in August, a sixteen (16) week Spring semester commencing in January, and, optional twenty-three (23) day summer sessions commencing in May, June, or July.

ARTICLE 15 WORKLOAD

a. Rewrite the language in Section 15.3.3 to reflect proposed reorganizations.

c. Rewrite the second sentence of Section 15.6 to read as follows:

Unit members must submit all grades by 5:00 p.m. on the fourth workday, excluding weekends and holidays, following the last day of the semester or session, unless the member has been granted an extension by the Vice President of Academic Services or the grade submission deadline is extended by the Vice President of Academic Services. Failure to comply with this deadline unless excused as stated above shall result in disciplinary action.

d. Delete sub-paragraph 1. of Section 15.9.

e. Amend the third sentence of the second sub-paragraph Section 15.12 to read as follows:

The maximum number of overload lecture units or the equivalent that a unit member can teach in one academic semester is six (6). By written request and with the discretionary approval of the Vice President for Academic Services a unit member may teach up to 12 overload units in any given semester.

g. Amend the first and second sentences of the second sub-paragraph of Section 15.16 to read as follows:

The minimum class size quota shall be twenty-five (25) students per class except in cases where student safety or government regulations require a smaller class size. The maximum class size quota shall be sixty (60) students per class.

- h. Amend the first sentence of the third sub-paragraph of Section 15.16 to read as follows:

In order to avoid the cancellation of a class during a given semester or session, a class must achieve an enrollment equal to at least 80% of class size quota or 18 students, whichever is less.

- i. Delete the last sentence of the last sub-paragraph in Section 15.16.

ARTICLE 17 COMPENSATION

a. Amending Section 17.1 of the existing contract so that the new base wage provisions for 177 and 199 day contract employees are frozen at an annual base compensation equal to that amount resulting from annualizing the unit member's' base compensation for June, 2010 or to some lesser percentage thereof depending on the agreements reached in negotiations.

- b. Amend Section 17.2 SALARY REGULATIONS and add the following:

For the purposes of step and column placement in this agreement please consult the revised salary schedules attached hereto as Exhibits B 1 and B 2.

- c. Delete Section 17.2.2.1 Step Advancement.

- d. Delete existing provisions of Section 17.3 and substitute the following:

Unit members teaching lecture or laboratory units or in non-teaching assignments during the winter intersession (if any) or summer session shall be compensated for such service at the hourly overload rate.

- e. Delete existing provisions of Section 17.4 and substitute the following:

Unit members teaching non-credit courses as overload during the fall or spring semesters or during the winter intersession (if any) or summer session shall be compensated for such service at the hourly overload rate.

- f. Delete section 17.5 and add the following:

Unit members teaching credit courses as overload shall be paid the standard overload rate of \$55.00 per hour.

- g. Delete section 17.13 in its entirety and substitute proposal to be determined.
- h. Delete section 17.14 in its entirety and substitute a proposal to be determined..
- i. Delete section 17.16 in its entirety and substitute a proposal to be determined.
- j. Sub paragraphs in Section 17.17 defining the Division Chairs to be subject to re-organization..

ARTICLE 18 HEALTH AND WELFARE BENEFITS

- a. Delete Section 18.1 in its entirety and substitute the following:

District shall limit its maximum contribution for premiums for medical, dental, prescription card and optical insurance for employees and their dependents to \$1,008.33 per calendar month.

ARTICLE 21 MISCELLANEOUS

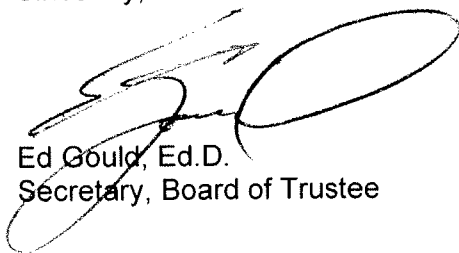
- a. Delete Section 21.3.2 Non-Tenure Track Seniority List in its entirety.
- b. Delete Section 21.4 Office Assignment in its entirety.
- c. Delete the second sub-paragraph of Section 21.5 Parking in its entirety.

ARTICLE 22 EFFECT AND TERMS OF AGREEMENT

Delete sub-paragraph 2 of Article 22 in its entirety.

All other provisions of the existing agreement not in conflict with these proposals to remain the same.

Sincerely,



Ed Gould, Ed.D.
Secretary, Board of Trustee

**Imperial Community College District
Salary Schedule for 177-day Faculty
Proposed 2010 - 2011**

	A	B	C	D	E
	Less than a Master's	Bachelor's + 30 units Master's	Master's + 15 units	Master's + 30 Units	Master's + 45 units
STEP					
1	44,306	46,964	49,313	51,779	54,367
2	45,635	48,374	50,792	53,332	55,998
3	47,004	49,825	52,316	54,932	57,678
4	48,415	51,320	53,886	56,580	59,408
5	49,867	52,859	55,502	58,278	61,191
6	51,363	54,445	57,167	60,025	63,027
7	52,904	56,078	58,882	61,827	64,917
8	54,491	57,760	60,649	63,681	66,865
9	56,126	59,494	62,468	65,591	68,871
10	57,809	61,278	64,343	67,559	70,937
11	59,544	63,116	66,273	69,586	73,065
12	61,330	65,010	68,260	71,673	75,257
13	63,170	66,960	70,308	73,824	77,515
14	65,065	68,969	72,417	76,039	79,840
15	67,018	71,038	74,590	78,320	82,235
16	69,027	73,169	76,828	80,669	84,703
17	71,098	75,364	79,132	83,089	87,244
18	73,232	77,625	81,507	85,582	89,861
19	75,428	79,954	83,952	88,149	92,557
20	77,692	82,353	86,470	90,794	95,334

1. For rules and regulations regarding initial placement upon the salary schedule refer to section 17.2.1 of Article 17 of the Agreement.
2. All unit members will be frozen at the salary step then in effect for that unit member as of June 2010.
3. For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

**Imperial Community College District
Salary Schedule for 199-day Faculty
Proposed 2010 - 2011**

STEP	A Less than a Master's	B Bachelor's + 30 units Master's	C Master's + 15 units	D Master's + 30 Units	E Master's + 45 units
1	49,820	52,810	55,451	58,222	61,134
2	51,316	54,394	57,114	59,969	62,968
3	52,855	56,025	58,827	61,768	64,857
4	54,441	57,707	60,592	63,622	66,802
5	56,074	59,437	62,410	65,531	68,807
6	57,756	61,220	64,282	67,496	70,871
7	59,488	63,058	66,210	69,521	72,997
8	61,273	64,950	68,197	71,607	75,187
9	63,111	66,898	70,242	73,755	77,442
10	65,004	68,904	72,350	75,967	79,766
11	66,954	70,971	74,520	78,246	82,159
12	68,963	73,101	76,756	80,594	84,624
13	71,032	75,294	79,059	83,012	87,163
14	73,163	77,553	81,431	85,502	89,777
15	75,358	79,880	83,873	88,067	92,471
16	77,618	82,276	86,389	90,709	95,244
17	79,947	84,744	88,981	93,430	98,102
18	82,346	87,287	91,651	96,233	101,044
19	84,816	89,905	94,401	99,120	104,076
20	87,360	92,602	97,233	102,094	107,199

1. For rules and regulations regarding initial placement upon the salary schedule refer to section 17.2.1 of Article 17 of the Agreement.
2. All unit members will be frozen at the salary step then in effect for that unit member as of June 2010.
3. For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.



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Superintendent/President

Ed Gould, Ed.D.
ed.gould@imperial.edu

November 24, 2009

John Abarca, President
Chapter 472, IVC, California School Employees Association
Hand Delivered

SUBJECT: Opening District Negotiating Proposal for 2010-2011

The Imperial Community College District opens negotiations for the 2010-2011 school year and gives notice of its intention to commence negotiations with association representatives. Included herewith is the opening proposal.

ARTICLE 3 ASSOCIATION RIGHTS

a. Section 3.10 to be amended to include a more specific definition of time and activities for which release time is to be granted.

ARTICLE 8. SALARY

a. Section 8.1 to be amended to read as follows:

Position classifications are contained in Exhibit B. Annual salaries for each current employee reemployed during the term of this agreement shall be fixed at 90% of an amount equal to annualizing the employee's June 2010 monthly salary. No implementation of step increases shall be granted during the term hereof or during any extensions of this agreement.

b. Section 8.4 to be deleted.

ARTICLE 9 RECLASSIFICATION OF POSITION AND CLASSIFICATION OF NEW POSITIONS.

a. Section 9.2 to add a sub-paragraph (5) to read as follows:

(5) Salary recommendations for position reclassifications and new positions shall be taken from the salary ranges provided in Exhibit C to this Agreement.

ARTICLE 10 INSURANCE

- a. Section 10.1 to be amended as follows:

District shall limit its maximum contribution for medical, dental, prescription card and optical insurance for employees and their dependents to \$1,008.33 per month.

ARTICLE 11 LEAVES

- a. Section 11.1 to be amended as follows:

A full-time employee shall earn paid sick leave for illness or injury at the rate of one (1) day per month for each month of service per school year. After employees have completed twelve (12) years of service, they shall earn paid sick leave at the rate of one and one-half (1½) days for each month of service.

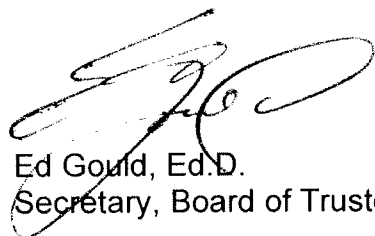
a. Section 11.1.2 to be amended to require the employee to contact *his/her immediate supervisor* no later than the Employee's scheduled start time on the day an illness commences unless medical emergency makes such communication impossible.

ARTICLE 19 DISCIPLINARY PROCEDURE

a. Section 19.3.3 (2) (c) by deleting the last sentence of the existing paragraph and adding the following:

The cost for the services shall be shared equally between the district and the union.

Sincerely,



Ed Gould, Ed.D.
Secretary, Board of Trustees

IMPERIAL VALLEY COLLEGE
CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
2009-2010

Bargaining unit members designated as Regular Classified
Salary Schedule #3

REGULAR CLASSIFIED

	<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
1)	35	Grant Program Specialist
2)	35	Webmaster
3)	32	Computer Data Analyst
4)	32	Senior Computer Programmer/Data Analyst
5)	30	Water Systems Treatment Specialist
6)	28	Foster & Kinship Care and Independent Living Program Coordinator (Vacant/Inactive) <i>** Eliminated 11/18/09</i>
7)	27	Sign Language Interpreter III <i>** Eliminated 11/18/09</i>
8)	26	Counseling Specialist (Vacant/Inactive) <i>** Eliminated 11/18/09</i>
9)	25	Athletic Trainer (Reclass 9/07)
10)	24	Accountant
11)	24	College Nurse (Vacant/Inactive) <i>** Eliminated 11/18/09</i>
12)	24	Maintenance Worker III/HVAC
13)	24	Math Lab Instructional Specialist
14)	23	Communications Systems Specialist (Reclass 5/08)
15)	23	Microcomputer Technician (Reclass 9/07)
16)	22	Automotive Technology Student Employment Specialist
17)	22	Sign Language Interpreter II
18)	22	Work Ability III – Career Development Specialist

IMPERIAL VALLEY COLLEGE
 CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
 2009-2010

Bargaining unit members designated as Regular Classified
 Salary Schedule #3

REGULAR CLASSIFIED

	<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
19)	21	Graphic Arts/Reprographics Coordinator (Reclass 3/08)
20)	21	Microcomputer Media Technician
21)	21	Technology Center Technician
22)	20	Financial Aid Officer
23)	20	Student Services Coordinator (Admissions & Records) <i>** Eliminated 11/18/09</i>
24)	19	Accounting Coordinator
25)	19	Adult Development Specialist – <i>Approved 11/18/09</i>
26)	19	Coordinator of Academic Support Services (Reclass 7/07)
27)	19	Grounds Maintenance Supervisor
28)	19	Maintenance Worker II/Locksmith
29)	19	Purchasing & Receiving Coordinator (Reclass 7/07)
30)	19	Student Services Specialist – Evaluator
31)	19	Vehicle and Equipment Mechanic
32)	18	Administrative Secretary
33)	18	Assessment Center Specialist (vacant/inactive)
34)	18	Custodial Supervisor
35)	18	Instructional Assistant/Curriculum Specialist
36)	18	Maintenance Worker II
37)	18	Parking Control Officer

IMPERIAL VALLEY COLLEGE
CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
2009-2010

Bargaining unit members designated as Regular Classified
Salary Schedule #3

REGULAR CLASSIFIED

	<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
38)	18	Reprographics Center Specialist (Reclass 7/08)
39)	18	Small Business Secretary
40)	18	Student Services Specialist (Admissions and Records)
41)	17	Language Lab Coordinator (Reclass 7/07)
42)	17	Learning Support Services Coordinator (Reclass 7/08)
43)	17	Reading/Writing Lab Coordinator
44)	17	Sign Language Interpreter I <i>** Eliminated 11/18/09</i>
45)	17	Student Services Specialist (Student Affairs)
46)	16	Science Lab Technician
47)	16	Staff Secretary III
48)	15	Accounting Technician (Reclass 9/07)
49)	15	Audiovisual Media Technician
50)	15	Learning Services Technician (R/W Lab)
51)	15	Microcomputer Lab Technician
52)	14	Admissions and Records Technician (Reclass 7/08)
53)	14	Assessment Center Technician
54)	14	Budget Technician
55)	14	Financial Aid Technician

IMPERIAL VALLEY COLLEGE
 CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
 2009-2010

Bargaining unit members designated as Regular Classified
 Salary Schedule #3

REGULAR CLASSIFIED

	<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
56)	14	Instructional Support Technician
57)	14	Library Technician III (Circulation)
58)	14	Library Technician III (Serials)
59)	14	Nursing Simulations & Computer Lab Technician (Reclass 7/08)
60)	14	Purchasing Technician (Reclass 7/07)
61)	14	Tool Room/Auto Shop Technician
62)	13	Preschool/Infant/Toddler Teacher
63)	13	Student Services Technician -Counseling Services
64)	13	Student Services Technician -Extended Campus
65)	13	Student Services Technician - Parking (Reclass 7/08)
66)	12	Instructional Support Assistant (Reclass 2/08)
67)	12	Library Technician II
68)	12	Microcomputer Lab Assistant
69)	12	Staff Secretary II
70)	11	Financial Aid Assistant/Receptionist
71)	11	Grounds Maintenance Worker
72)	11	Lead Custodian
73)	11	Student Services Representative – Extended Campus
		1. Student Representative (Brawley Ext. Campus/ Full Time <i>** Eliminated 11/18/09)</i>
		2. Student Services Representative (Brawley Ext. Campus/Part Time) <i>** Eliminated 11/18/09</i>

IMPERIAL VALLEY COLLEGE
 CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
 2009-2010

Bargaining unit members designated as Regular Classified
 Salary Schedule #3

REGULAR CLASSIFIED

	<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
74)	11	Transportation Operator (Vacant/Inactive) ** Eliminated 11/18/09
75)	10	Instructional Lab Assistant
76)	10	Lab Assistant (Electronics Technology Lab)- <i>Approved 11/18/09</i>
77)	10	Language Lab Assistant
78)	10	Math Lab Assistant (Reclass 6/07)
79)	10	Staff Secretary I
80)	10	Student Services Assistant – Parking (Reclass 7/08)
81)	09	Office Assistant III
82)	09	Office Assistant III (Upward Bound)
83)	09	Office Assistant III (Student Support Services)
84)	09	Office Assistant III/CalWORKS (<i>Reclass 2009/Eliminated</i>)
85)	08	Audiovisual Assistant I
86)	08	Library Technician I
87)	08	Custodian
88)	08	Mail Room/Office Assistant
89)	08	Office Assistant II
90)	06	Office Assistant I (Vacant/Inactive) ** Eliminated 11/18/09

8/09 (86) Regular Classified Bargain Unit Classifications

NOTE: Document revised by Human Resources on November 19, 2009. It reflects omitted positions from 08-09 list, includes new positions, and deletes recently eliminated positions.

IMPERIAL VALLEY COLLEGE
CLASSIFIED SALARY SCHEDULE 3
Proposed 2010 - 2011

EXHIBIT C

Range 1		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,616	1,697	1,782	1,871	1,965	2,063	2,166	2,275	2,389	2,508	2,633	2,765	2,903	3,048	3,200	
DA	19,397	20,369	21,384	22,453	23,576	24,754	25,996	27,302	28,663	30,100	31,601	33,178	34,841	36,580	38,405	
HR	74.35	78.08	81.97	86.07	90.38	94.89	99.65	104.66	109.88	115.38	121.14	127.18	133.56	140.22	147.22	
HR	9.29	9.76	10.25	10.76	11.30	11.86	12.46	13.08	13.73	14.42	15.14	15.90	16.69	17.53	18.40	

Range 2		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,665	1,749	1,837	1,927	2,023	2,126	2,231	2,344	2,460	2,583	2,713	2,848	2,990	3,140	3,297	
DA	19,980	20,984	22,043	23,123	24,278	25,510	26,773	28,123	29,516	30,996	32,551	34,171	35,878	37,681	39,560	
HR	76.59	80.44	84.50	88.64	93.07	97.79	102.63	107.81	113.15	118.82	124.78	130.99	137.53	144.44	151.65	
HR	9.57	10.06	10.56	11.08	11.63	12.22	12.83	13.48	14.14	14.85	15.60	16.37	17.19	18.06	18.96	

Range 3		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,715	1,802	1,890	1,985	2,085	2,189	2,299	2,413	2,534	2,660	2,794	2,933	3,080	3,234	3,395	
DA	20,585	21,622	22,680	23,825	25,024	26,266	27,583	28,955	30,402	31,925	33,523	35,197	36,958	38,804	40,738	
HR	78.91	82.88	86.94	91.33	95.92	100.68	105.74	110.99	116.54	122.38	128.51	134.92	141.67	148.75	156.16	
HR	9.86	10.36	10.87	11.42	11.99	12.59	13.22	13.87	14.57	15.30	16.06	16.87	17.71	18.59	19.52	

Range 4		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,767	1,856	1,948	2,044	2,147	2,255	2,367	2,487	2,610	2,741	2,877	3,022	3,173	3,331	3,497	
DA	21,200	22,270	23,371	24,527	25,769	27,065	28,404	29,840	31,320	32,886	34,528	36,266	38,070	39,971	41,969	
HR	81.27	85.37	89.59	94.02	98.78	103.75	108.88	114.39	120.06	126.06	132.36	139.02	145.94	153.22	160.88	
HR	10.16	10.67	11.20	11.75	12.35	12.97	13.61	14.30	15.01	15.76	16.54	17.38	18.24	19.15	20.11	

IMPERIAL VALLEY COLLEGE
 CLASSIFIED SALARY SCHEDULE 3
 Proposed 2010 - 2011

Range 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,820	1,910	2,005	2,107	2,212	2,322	2,438	2,561	2,687	2,822	2,964	3,112	3,268	3,431	3,602	
DA	21,838	22,918	24,062	25,283	26,546	27,864	29,257	30,726	32,249	33,869	35,564	37,346	39,215	41,170	43,222	
HR	83.71	87.85	92.24	96.92	101.76	106.81	112.15	117.78	123.62	129.83	136.33	143.16	150.32	157.82	165.68	
HR	10.46	10.98	11.53	12.11	12.72	13.35	14.02	14.72	15.45	16.23	17.04	17.90	18.79	19.73	20.71	

Range 6		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,875	1,967	2,067	2,169	2,278	2,392	2,512	2,638	2,769	2,908	3,053	3,205	3,365	3,534	3,711	
DA	22,496	23,609	24,808	26,028	27,335	28,706	30,143	31,655	33,232	34,895	36,634	38,459	40,381	42,412	44,528	
HR	86.24	90.50	95.10	99.77	104.78	110.04	115.55	121.34	127.39	133.76	140.43	147.43	154.79	162.58	170.69	
HR	10.78	11.31	11.89	12.47	13.10	13.76	14.44	15.17	15.92	16.72	17.55	18.43	19.35	20.32	21.34	

Range 7		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,930	2,027	2,129	2,235	2,346	2,462	2,587	2,716	2,852	2,993	3,145	3,302	3,467	3,640	3,822	
DA	23,155	24,322	25,542	26,816	28,156	29,549	31,039	32,594	34,225	35,921	37,735	39,625	41,602	43,675	45,868	
HR	88.76	93.23	97.91	102.80	107.93	113.27	118.98	124.95	131.20	137.70	144.65	151.90	159.47	167.42	175.83	
HR	11.10	11.65	12.24	12.85	13.49	14.16	14.87	15.62	16.40	17.21	18.08	18.99	19.93	20.93	21.98	

Range 8		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	1,989	2,088	2,192	2,301	2,417	2,537	2,664	2,797	2,937	3,084	3,238	3,401	3,571	3,749	3,937	
DA	23,868	25,056	26,298	27,616	28,998	30,445	31,968	33,566	35,240	37,012	38,858	40,813	42,854	44,982	47,239	
HR	91.49	96.05	100.81	105.86	111.16	116.71	122.54	128.67	135.09	141.88	148.96	156.45	164.28	172.43	181.08	
HR	11.44	12.01	12.60	13.23	13.89	14.59	15.32	16.08	16.89	17.73	18.62	19.56	20.53	21.55	22.64	

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Range 9		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,048	2,150	2,258	2,372	2,489	2,614	2,744	2,882	3,026	3,177	3,335	3,502	3,677	3,862	4,055	
DA	24,570	26,801	27,097	28,458	29,873	31,363	32,929	34,582	36,310	38,124	40,025	42,023	44,129	46,343	48,654	
HR	94,119	98,900	103,870	109,009	114,510	120,230	126,230	132,556	139,190	146,140	153,430	161,090	169,160	177,650	186,510	
HR	11,777	12,366	12,998	13,664	14,310	15,030	15,780	16,570	17,400	18,270	19,180	20,140	21,150	22,210	23,310	

Range 10		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,110	2,215	2,325	2,441	2,564	2,693	2,827	2,968	3,117	3,272	3,436	3,608	3,787	3,977	4,175	
DA	25,315	26,579	27,896	29,290	30,769	32,314	33,923	35,618	37,400	39,269	41,234	43,297	45,446	47,725	50,101	
HR	97,004	101,890	106,940	112,280	117,950	123,870	130,040	136,540	143,370	150,530	158,070	165,970	174,210	182,950	192,050	
HR	12,130	12,740	13,370	14,030	14,740	15,480	16,250	17,070	17,920	18,820	19,760	20,750	21,780	22,870	24,010	

Range 11		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,173	2,282	2,396	2,515	2,642	2,773	2,912	3,057	3,210	3,370	3,540	3,716	3,902	4,097	4,301	
DA	26,071	27,378	28,750	30,175	31,698	33,275	34,938	36,688	38,524	40,435	42,476	44,593	46,818	49,162	51,613	
HR	99,940	104,950	110,210	115,670	121,510	127,550	133,930	140,640	147,670	155,000	162,830	170,940	179,470	188,450	197,850	
HR	12,490	13,120	13,780	14,460	15,190	15,940	16,740	17,580	18,460	19,380	20,350	21,370	22,430	23,560	24,730	

Range 12		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,238	2,351	2,468	2,590	2,720	2,856	3,000	3,150	3,307	3,471	3,645	3,828	4,019	4,220	4,431	
DA	26,860	28,210	29,614	31,082	32,638	34,268	35,996	37,800	39,679	41,656	43,740	45,932	48,222	50,641	53,168	
HR	102,960	108,140	113,520	119,150	125,110	131,360	137,990	144,900	152,100	159,680	167,670	176,070	184,850	194,120	203,810	
HR	12,870	13,520	14,190	14,890	15,640	16,420	17,250	18,110	19,010	19,960	20,960	22,010	23,110	24,270	25,480	

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Range 13															
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,305	2,420	2,542	2,668	2,802	2,942	3,088	3,243	3,406	3,576	3,754	3,942	4,140	4,346	4,563
DA	27,659	29,041	30,499	32,011	33,620	35,306	37,055	38,912	40,867	42,908	45,047	47,304	49,680	52,153	54,756
HR	106.03	111.32	116.91	122.71	128.88	135.34	142.04	149.16	156.66	164.48	172.68	181.33	190.44	199.92	209.90
HR	13.25	13.92	14.61	15.34	16.11	16.92	17.76	18.65	19.58	20.56	21.58	22.67	23.81	24.99	26.24

Range 14															
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,374	2,493	2,618	2,749	2,886	3,030	3,182	3,341	3,507	3,684	3,866	4,060	4,263	4,477	4,700
DA	28,490	29,916	31,417	32,983	34,636	36,364	38,178	40,090	42,088	44,204	46,397	48,719	51,160	53,719	56,398
HR	109.21	114.68	120.43	126.44	132.77	139.39	146.35	153.68	161.34	169.45	177.85	186.76	196.11	205.92	216.19
HR	13.65	14.33	15.05	15.80	16.60	17.42	18.29	19.21	20.17	21.18	22.23	23.34	24.51	25.74	27.02

Range 15															
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,445	2,568	2,696	2,831	2,972	3,120	3,277	3,441	3,613	3,793	3,983	4,182	4,392	4,611	4,840
DA	29,344	30,812	32,357	33,966	35,662	37,444	39,323	41,288	43,351	45,511	47,790	50,188	52,704	55,328	58,082
HR	112.48	118.11	124.03	130.20	136.70	143.53	150.74	158.27	166.18	174.46	183.20	192.39	202.03	212.09	222.65
HR	14.06	14.76	15.50	16.28	17.09	17.94	18.84	19.78	20.77	21.81	22.90	24.05	25.25	26.51	27.83

Range 16															
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,518	2,645	2,777	2,915	3,062	3,215	3,375	3,544	3,722	3,907	4,103	4,307	4,523	4,750	4,987
DA	30,218	31,741	33,329	34,981	36,742	38,578	40,500	42,530	44,658	46,883	49,237	51,689	54,281	57,002	59,843
HR	115.84	121.67	127.76	134.09	140.84	147.88	155.25	163.03	171.19	179.72	188.74	198.14	208.08	218.51	229.40
HR	14.48	15.21	15.97	16.76	17.61	18.49	19.41	20.38	21.40	22.46	23.59	24.77	26.01	27.31	28.67

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Range 17

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,594	2,723	2,859	3,003	3,154	3,312	3,477	3,650	3,832	4,025	4,226	4,436	4,659	4,892	5,136
DA	31,126	32,681	34,312	36,040	37,843	39,744	41,720	43,805	45,986	48,298	50,766	53,233	55,912	58,698	61,636
HR	119,31	125,28	131,53	138,15	145,07	152,35	159,93	167,92	176,28	185,14	194,37	204,06	214,33	225,01	236,27
	14,91	15,66	16,44	17,27	18,13	19,04	19,99	20,99	22,04	23,14	24,30	25,51	26,79	28,13	29,53

Range 18

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,671	2,805	2,946	3,093	3,248	3,410	3,581	3,760	3,947	4,145	4,353	4,569	4,799	5,039	5,291
DA	32,054	33,664	35,348	37,120	38,977	40,921	42,973	45,122	47,369	49,745	52,240	54,832	57,586	60,469	63,493
HR	122,88	129,04	135,50	142,29	149,41	156,86	164,73	172,97	181,58	190,69	200,25	210,19	220,74	231,80	243,39
	15,36	16,13	16,94	17,79	18,68	19,61	20,59	21,62	22,70	23,84	25,03	26,27	27,59	28,97	30,42

Range 19

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,753	2,890	3,034	3,186	3,345	3,513	3,688	3,873	4,067	4,269	4,484	4,706	4,943	5,190	5,450
DA	33,037	34,679	36,407	38,232	40,144	42,152	44,256	46,472	48,805	51,224	53,806	56,473	59,314	62,284	65,394
HR	126,64	132,94	139,56	146,56	153,88	161,58	169,66	178,14	187,09	196,36	206,25	216,48	227,37	238,75	250,68
	15,83	16,62	17,44	18,32	19,24	20,20	21,21	22,27	23,39	24,55	25,78	27,06	28,42	29,84	31,33

Range 20

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,834	2,975	3,125	3,281	3,446	3,618	3,800	3,989	4,188	4,397	4,618	4,848	5,091	5,345	5,612
DA	34,009	35,705	37,498	39,377	41,353	43,416	45,598	47,866	50,252	52,769	55,415	58,180	61,096	64,141	67,349
HR	130,37	136,87	143,74	150,94	158,52	166,43	174,79	183,48	192,63	202,28	212,42	223,02	234,20	245,87	258,17
	16,30	17,11	17,97	18,87	19,82	20,80	21,85	22,94	24,08	25,29	26,55	27,88	29,27	30,73	32,27

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Range 21

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	2,920	3,065	3,218	3,380	3,550	3,727	3,913	4,109	4,314	4,530	4,757	4,993	5,243	5,505	5,781
DA	35,035	36,785	38,621	40,565	42,595	44,723	46,958	49,302	51,764	54,356	57,078	59,918	62,921	66,064	69,368
HR	134,30	141,01	148,05	155,50	163,28	171,44	180,01	188,99	198,43	208,37	218,80	229,69	241,20	253,24	265,91
	16,79	17,63	18,51	19,44	20,41	21,43	22,50	23,62	24,80	26,05	27,35	28,71	30,15	31,66	33,24

Range 22

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,008	3,158	3,316	3,481	3,655	3,839	4,030	4,232	4,443	4,666	4,899	5,144	5,402	5,671	5,954
DA	36,094	37,897	39,787	41,774	43,859	46,062	48,362	50,782	53,320	55,987	58,784	61,722	64,822	68,051	71,453
HR	138,36	145,27	152,52	160,14	168,13	176,57	185,39	194,66	204,39	214,62	225,34	236,60	248,48	260,86	273,90
	17,29	18,16	19,06	20,02	21,02	22,07	23,17	24,33	25,55	26,83	28,17	29,58	31,06	32,61	34,24

Range 23

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,098	3,253	3,415	3,586	3,765	3,954	4,151	4,359	4,577	4,806	5,045	5,297	5,563	5,841	6,133
DA	37,174	39,031	40,975	43,027	45,176	47,444	49,810	52,304	54,918	57,672	60,545	63,569	66,755	70,092	73,591
HR	142,50	149,62	157,07	164,94	173,18	181,87	190,94	200,50	210,52	221,08	232,09	243,68	255,89	268,69	282,10
	17,81	18,70	19,63	20,62	21,65	22,73	23,87	25,06	26,31	27,63	29,01	30,46	31,99	33,59	35,26

Range 24

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,191	3,350	3,517	3,694	3,878	4,073	4,276	4,490	4,714	4,949	5,197	5,457	5,729	6,016	6,316
DA	38,286	40,198	42,206	44,323	46,537	48,870	51,311	53,881	56,570	59,389	62,359	65,480	68,753	72,187	75,794
HR	146,76	154,09	161,79	169,91	178,39	187,34	196,69	206,54	216,85	227,66	239,04	251,01	263,55	276,72	290,55
	18,35	19,26	20,22	21,24	22,30	23,42	24,59	25,82	27,11	28,46	29,88	31,38	32,94	34,59	36,32

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Range 25

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,287	3,451	3,623	3,804	3,994	4,193	4,404	4,624	4,855	5,098	5,352	5,621	5,901	6,197	6,507
DA	39,442	41,407	43,470	45,652	47,930	50,317	52,844	55,490	58,255	61,171	64,228	67,446	70,816	74,369	78,084
HR	151.19	158.73	166.64	175.00	183.73	192.88	202.57	212.71	223.31	234.49	246.21	258.54	271.46	285.08	299.32
HR	18.90	19.84	20.83	21.87	22.97	24.11	25.32	26.59	27.91	29.31	30.78	32.32	33.93	35.64	37.42

Range 26

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,385	3,555	3,731	3,918	4,114	4,320	4,536	4,763	5,001	5,251	5,513	5,789	6,079	6,382	6,701
DA	40,619	42,660	44,777	47,012	49,367	51,840	54,432	57,154	60,016	63,007	66,161	69,466	72,943	76,583	80,406
HR	155.71	163.53	171.64	180.21	189.24	198.72	208.66	219.09	230.06	241.53	253.62	266.28	279.62	293.57	308.22
HR	19.46	20.44	21.46	22.53	23.65	24.84	26.08	27.39	28.76	30.19	31.70	33.29	34.95	36.70	38.53

Range 27

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,486	3,660	3,844	4,036	4,238	4,450	4,673	4,906	5,152	5,409	5,679	5,963	6,261	6,575	6,904
DA	41,828	43,924	46,127	48,427	50,857	53,395	56,074	58,871	61,819	64,908	68,148	71,550	75,136	78,894	82,847
HR	160.34	168.37	176.82	185.64	194.95	204.68	214.95	225.67	236.97	248.81	261.23	274.28	288.02	302.43	317.58
HR	20.04	21.05	22.10	23.20	24.37	25.59	26.87	28.21	29.62	31.10	32.65	34.28	36.00	37.80	39.70

Range 28

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,591	3,770	3,959	4,156	4,365	4,583	4,812	5,054	5,306	5,571	5,849	6,142	6,449	6,772	7,110
DA	43,092	45,241	47,509	49,874	52,380	54,994	57,748	60,642	63,666	66,852	70,189	73,699	77,382	81,259	85,320
HR	165.19	173.42	182.12	191.19	200.79	210.81	221.37	232.46	244.05	256.27	269.06	282.51	296.63	311.49	327.06
HR	20.65	21.68	22.76	23.90	25.10	26.35	27.67	29.06	30.51	32.03	33.63	35.31	37.08	38.94	40.88

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Range 29

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,700	3,884	4,078	4,281	4,496	4,721	4,957	5,205	5,465	5,738	6,025	6,325	6,642	6,974	7,323
DA	44,399	46,602	48,935	51,376	53,946	56,646	59,486	62,456	65,578	68,861	72,295	75,902	79,704	83,689	87,880
HR	170.20	178.64	187.58	196.94	206.79	217.14	228.03	239.42	251.38	263.97	277.13	290.96	305.53	320.81	336.87
	21.27	22.33	23.45	24.62	25.85	27.14	28.50	29.93	31.42	33.00	34.64	36.37	38.19	40.10	42.11

Range 30

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,810	4,000	4,201	4,410	4,631	4,862	5,105	5,360	5,629	5,910	6,206	6,515	6,842	7,184	7,543
DA	45,716	47,995	50,414	52,920	55,566	58,342	61,258	64,325	67,543	70,924	74,466	78,181	82,102	86,206	90,515
HR	175.25	183.98	193.26	202.86	213.00	223.64	234.82	246.58	258.92	271.87	285.45	299.69	314.72	330.45	346.97
	21.91	23.00	24.16	25.36	26.63	27.96	29.35	30.82	32.36	33.98	35.68	37.46	39.34	41.31	43.37

Range 31

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	3,923	4,120	4,325	4,542	4,770	5,009	5,258	5,521	5,798	6,088	6,392	6,711	7,047	7,400	7,769
DA	47,077	49,442	51,905	54,508	57,240	60,102	63,094	66,247	69,574	73,051	76,702	80,536	84,564	88,798	93,226
HR	180.46	189.53	198.97	208.95	219.42	230.39	241.86	253.95	266.70	280.03	294.02	308.72	324.16	340.39	357.36
	22.56	23.69	24.87	26.12	27.43	28.80	30.23	31.74	33.34	35.00	36.75	38.59	40.52	42.55	44.67

Range 32

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	4,041	4,244	4,455	4,679	4,912	5,159	5,417	5,687	5,972	6,270	6,584	6,913	7,258	7,621	8,003
DA	48,492	50,922	53,460	56,149	58,946	61,906	65,005	68,245	71,658	75,244	79,002	82,955	87,091	91,454	96,034
HR	185.89	195.20	204.93	215.24	225.96	237.30	249.19	261.61	274.69	288.43	302.84	317.99	333.85	350.58	368.13
	23.24	24.40	25.62	26.90	28.25	29.66	31.15	32.70	34.34	36.05	37.86	39.75	41.73	43.82	46.02

IMPERIAL VALLEY COLLEGE
CLASSIFIED SALARY SCHEDULE 3
Proposed 2010 - 2011

Range 33

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	4,163	4,371	4,561	4,819	5,060	5,313	5,579	5,858	6,151	6,458	6,781	7,119	7,476	7,851	8,243
DA	49,950	52,456	54,734	57,823	60,718	63,752	66,949	70,297	73,807	77,490	81,367	85,428	89,716	94,208	98,917
HR	191.48	201.08	209.82	221.66	232.75	244.38	256.64	269.47	282.93	297.05	311.91	327.47	343.91	361.13	379.18
	23.93	25.13	26.23	27.71	29.09	30.55	32.08	33.68	35.37	37.13	38.99	40.93	42.99	45.14	47.40

Range 34

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	4,288	4,503	4,727	4,964	5,212	5,473	5,746	6,033	6,335	6,652	6,984	7,333	7,700	8,086	8,490
DA	51,451	54,032	56,722	59,562	62,543	65,675	68,947	72,392	76,021	79,823	83,808	87,998	92,405	97,027	101,876
HR	197.23	207.12	217.43	228.32	239.75	251.75	264.30	277.50	291.41	305.99	321.26	337.33	354.22	371.94	390.53
	24.65	25.89	27.18	28.54	29.97	31.47	33.04	34.69	36.43	38.25	40.16	42.17	44.28	46.49	48.82

Range 35

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
YR	4,416	4,638	4,870	5,113	5,368	5,636	5,918	6,215	6,525	6,851	7,194	7,554	7,932	8,328	8,745
DA	52,996	55,652	58,439	61,355	64,411	67,630	71,021	74,585	78,300	82,210	86,324	90,644	95,180	99,932	104,944
HR	203.15	213.33	224.02	235.19	246.91	259.25	272.25	285.91	300.15	315.14	330.91	347.47	364.86	383.07	402.28
	25.39	26.67	28.00	29.40	30.86	32.41	34.03	35.74	37.52	39.39	41.36	43.43	45.61	47.88	50.29



Imperial Valley College CCA/CTA/NEA

Advocating for Community College Faculty

Imperial Valley College

P.O. Box 158
Imperial, CA 92251
760-352-8320

February 16, 2010

Board of Trustees Imperial Community College District
Dr. Ed Gould, Superintendent/President
P.O. Box 158
Imperial, CA 92251

Dear Trustees and Dr. Gould:

Please accept this letter as our official intent to open contract negotiations for the 2010-11 Fiscal Year. We intend, as previously agreed, to open negotiations as soon as legally possible following the Board of Trustees meeting in February 2010. We will be negotiating the entire contract between the District and the Association.

In addition, as previously discussed, during the Spring 2010 semester we will be seeking to add the part-time faculty members to the unit in accordance with all PERB regulations and procedures. We hope to complete the process no later than April 30, 2010, and if successful, open negotiations on behalf of the part-time faculty no later than May 1, 2010. With this in mind, negotiations are anticipated to include, but not be limited to, specific discussions on the following topics:

Article 1: Recognition

Addition of part-time teaching and non-teaching faculty members to the unit designation

Article 2: Association Rights

Addition of language to ensure the representation of part-time faculty members

2.7 Distribution of Agreement

Discuss the distribution of the agreement primarily in electronic format, with limited printed copies to be made available to appropriate personnel

Article 3: Unit Members' Rights

Addition of language to ensure the representation of part-time faculty members
No additional changes anticipated

Article 6: Leaves

Addition of language to ensure the representation of part-time faculty members, specifically the addition of leave policies for part-time faculty in the following areas: 6.1 Sick Leave; 6.3 Bereavement Leave; 6.5 Personal Necessity/Personal Leave; 6.6 Jury Duty or Witness Leave; 6.8 Industrial Accident and Illness Leave; 6.9 Family and Medical Leave; 6.11 District Authorized Leave.

Article 7: Safety

Addition of language to ensure the representation of part-time faculty members
Language clarification and explanations with regard to faculty non-compliance to safety policies

Article 9: Faculty Service Areas and Competency

Expansion of this section to include definitions, procedures and designation of authority for granting of minimum qualifications and definition and creation of faculty service areas

Addition of language to ensure the representation of part-time faculty members

Article 10: Evaluation Procedure

Addition of language to ensure the representation of part-time faculty members
No other changes anticipated

Article 11: Tenure Review

Changes to timing and frequency of observations and evaluation cycle based on 16-week semester calendar and anticipated administrative organizational changes

Article 12: Grievance Procedure

Addition of language to ensure the representation of part-time faculty members
Add procedure for binding arbitration for all grievances

Article 13: Professional Responsibilities and Discipline

Addition of language to ensure the representation of part-time faculty members
No additional changes proposed

Article 14: Contract Year, Calendar and Pay Warrants

Addition of language to ensure the representation of part-time faculty members

14.2 Pay Warrants

Adjustment to the timing of pay warrants for the fall semester to bring payments into compliance with Education and Labor code sections regarding the appropriate date of payments.

14.3 Calendar

Discuss alternative calendar configurations only for the purposes of meeting the immediate and temporary budgetary crisis of the District in the face of state income deficits

Article 15: Workload

Addition of language to ensure the representation of part-time faculty members

Incorporation of MOU regarding Student Learning Outcomes as appropriate

Discussion of contract language throughout as appropriate, but specifically:

15.3.3 Contract Load for Division Chairs

Negotiate issues of load with regard to anticipated administrative organizational changes

15.4 Office and Appointment Hours

Incorporate elimination of appointment hours as per previous MOU

15.5 Committee Assignments

Discuss changes to the committees and other assignments that will fulfill the faculty professional duty assignment, including recognition for service on hiring committees or other non-standing committees as fulfillment of this contract provision.

15.6 Final Grades

Discuss changes to due date of final grade submission.

15.9 Location of Assignment

Discuss changes to assignment at off-campus locations.

15.11 Distance Education

Discuss changes to distance education contract load, online office hours, class sizes, and other issues as pertinent

15.12 Overload

Discuss changes to overload maximums

15.16 Class Size

No changes to existing section

Article 17: Compensation

17.1 Salary Schedules

Increase all schedules commensurate with the District's ability to pay.

17.2 Salary Regulations

No changes to this section; all faculty members who are so entitled shall advance one step and/or column on the salary schedule as per these regulations during the 2010-11 fiscal year

17.3 Summer Session and Winter Intersession

No changes to existing section

17.4 Non-credit Instruction

No changes to existing section

17.5 Overload Assignments

Increase overload compensation commensurate with the District's ability to pay.

17.7 Administering Examination for Credit

Increase compensation to \$150 per student

17.13 Lecture Reassigned Time

Negotiate issues of reassigned time with regard to anticipated administrative organizational changes

17.14 Stipends

Negotiate issues of stipends with regard to anticipated administrative organizational changes

17.16 Extra Duty Contracts

Negotiate issues of extra duty contracts with regard to anticipated administrative organizational changes

17.17 Selection of Faculty for Additional Duties

Negotiate issues of additional duty selection with regard to anticipated administrative organizational changes

Article 18: Health and Welfare Benefits

No changes to existing section

Article 21: Miscellaneous

21.3 Seniority Lists

Negotiate rehire rights and other issues for non-tenure track unit members.

21.4 Office Assignment

No changes to existing section

21.5 Parking

No changes to existing section

Article 22: Affect and Terms of Agreement

No changes to paragraph 2. Length of agreement to be determined by the parties.

The chief negotiator for the Association will be Ed Scheuerell. The other negotiators will be Lisa Solomon and Mary Lofgren. Please contact Mr. Scheuerell to schedule all the negotiation sessions. We are looking forward to productive negotiations this year.

Thank you,

Gaylla A. Finnell
IVC CCA/CTA/NEA President