

District Counterproposal 2 8/5/22
APPENDIX F- EXTRA DUTY STIPEND SALARY SCHEDULE (Faculty Positions)

Items in strikeout are only being proposed to be stricken if the District accepts our proposal to add them to Article 12. We are not proposing getting rid of these positions, only where they are delineated.

Effective Fall 2022 Effective Spring 2023

Extra Duty Position	Release Percentage (per fall & spring semesters unless otherwise noted)	Stipend Amount (per fall & spring semesters unless otherwise noted) (paid at the Grade C, Step 20 non-instructional rate unless otherwise noted*)	Summer Stipend (paid at the Grade C, Step 20 non-instructional rate unless otherwise noted*)
AODS Program Coordinator	20%		
AB 705 Faculty Coordinators (Math, ESL, English)	80% total		
Accreditation Faculty Tri-Chair † Steering Committee	40% for 5/7 years in cycle. 60% for 2/7 years in cycle (when working on ISER) (available to Faculty Senate for re-direction when co-chair not assigned)		
Archaeology Program Coordinator	20%		
Articulation Officer †	100% (11-month permanent)		10 hrs/wk for four (4) weeks @ Instructor's non-instructional hourly wage rate
Artist in Residence- President's Association	40%		
ASL Lab Coordinator	20%		
Assistant Chair, Nursing Department (2)	20%		
Cabinet and Furniture Technology Coordinator	20%		
CALM Coordinator	40%-20%		

Career Center Coordinator	50%		
CFT Lab Coordinator	20%		
Counseling Faculty Positions (positions may include: Umoja Coordinator, Puente Coordinator, Faculty Resource Coordinator, Starfish, Dual Enrollment/Pathways, Degree Planner, etc.)	Up to 4.0 FTE		
Credit for Prior Learning Coordinator	40%		
Dance Production Coordinator		\$4002.99 48.5 hours*	
Dental Assisting Coordinator		\$103 per month Spring Only (Jan – May) (grossed up for taxes) for 24/7 availability (does not increase with COLA) -	
EME Program Faculty Director _____ Lead Paramedic Instructor _____	60% _____	\$103 per month (grossed up for taxes) for 24/7 availability (does not increase with COLA)	EME 210, 211, 212, 215: \$103 per month (grossed up for taxes) for 24/7 availability (does not increase with COLA)
EOPS/CARE/CalWORKs/FYRST Coordinator	40%		
ESL Computer Lab Coordinator	27%		\$1441.00-18 hours*
ESL Program Coordinators		Six (6) program coordinators will each be paid a single stipend of 3 hours per week at the Instructor's non-instructional hourly wage rate	4 hrs/wk for six (6) weeks @ Instructor's non-instructional hourly wage rate
ESL Program Coordinators		Two (2) program coordinators, responsible for two (2) separate programs, will each be paid a single stipend of 5 hours per week at the Instructor's non-instructional hourly wage rate	6 hrs/wk for six(6) weeks @ Instructor's non-instructional hourly wage rate

ESL Tutor Coordinator†	60%		\$1441.00 18 hours*
Equivalency Committee Chairperson	20%		Up to 10 hours*
Faculty Senate Council (Divided by Senate)	1.4 FTE		* 30 hours \$2482.10 (to be distributed by Senate for summer work by Council members)
Faculty Senate reassigned time appointed for any of the following positions: Distance Education Coordinator, Curriculum Co-Chair, EEDCC Chairs, Curriculum tech review, etc. Accreditation Self-Study Co-Chair (two-year assignment every 6 years) Learning Outcomes, NCHEA Coordinator	2.06 FTE (No position shall receive less than 20% reassigned time; reassigned time is a joint appointment between the Senate and the Superintendent/President)		* \$2,805.97 34 hours (to be distributed by Senate for summer work among these positions)
Forensics Coordinators (4)	Either 15% each or stipend	\$2,837.88 34.5 hours* each per year	
Honors Program Coordinator	20%		
Lead Instructors for Paramedic Training		\$1198.21 14.5 hours* for the full 10 month course	
Lead Instructors for EMT Training		\$299.56 4 hours* for the full course	
Learning Outcomes Coordinators (2)	40% each		
Liaison to the ECE Lab School	20%		3 hours/week for ten (10) weeks at instructor's non-instructional hourly wage
Math Center Coordinator†	60%		\$1441.00 17.5 hours*
Assistant Math Center Coordinator†	40%		
MUS 220 Applied Music	Either 20% or stipend	\$2286.11 27.25 hours*	
MUS 148 Palomar Chorale		\$731.94/fall	

		\$738.17/spring 9 hours*	
MUS 172 Repertory Jazz Ensemble		\$731.94/fall \$738.17/spring 9 hours*	
MUS 151 Concert Band		\$731.94/fall \$738.17/spring 9 hours*	
MUS 198 Palomar Symphony Orchestra (two stipends)		\$731.94/fall \$738.17/spring 9 hours*	
MUS 184 Electronic Ensemble		\$731.94/fall \$738.17/spring 9 hours*	
Nursing Department Evening/Weekend Orientation/Mentoring\$		\$3076.71 up to 37.25 hours* per orientation/mentoring assignment per full- time faculty member as accounted for in a Time and Effort Report	
Palomar LGBTQ Pride Center Director Coordinator	20%		
Phi Theta Kappa Advisor	20%		
Planetarium Coordinator and Assistant Coordinator	60% (total of 60% reassigned time to be shared by Coordinator and Asst. Coordinator)		
Professional Development (PD) Coordinator	80% (an additional 20% is provided for the 2 year NCEA Coordinator position when it is Palomar's turn once every 6 years)		10 hrs/wk from July 1 through plenary @ instructor's non- instructional hourly wage rate
Puente English Faculty Co- Coordinator	27%		
Puente Counselor/Co-Coordinator Faculty	52%		
Sabbatical Leave Committee Chair		\$3585.27 43.5 hours*	

Service Learning Program Coordinator	20%		
STEM Faculty Positions- grant-funded** (positions may include those outlined in any received STEM grants) STEM I Coordinator, STEM I CPI Coordinator, STEM I Supplemental Instruction Coordinator, STEM II Basic Skills Curriculum Coordinator, STEM II Outreach & Support Coordinator, STEM II Math Curriculum Specialist, NSF STEP Learning Assistant Coordinator)	3.26 FTE		
Tenure and Evaluations (TERB) Coordinator††	80%		12 hrs/wk for six (6) weeks @ instructor's non-instructional hourly wage rate
Theatre Technical Coordinator and Scenic Designer		\$1500 per production as needed	
Transfer Center Coordinator	60%		
Umoja Coordinator	50%		
Umoja Counselor	Up to 100% (as outlined in UMOJA MOU)		
Umoja Faculty		10 hours* (ancillary duties if assigned to PT faculty)	
Water Technology Coordinator	20%		
Women's Studies Program Coordinator	20%		
World Languages Computer Lab Coordinator	33%		
Writing Center Coordinator	60%		\$1441.00 17.5 hours*

Notes:

In compliance with Article 4.1.12, a faculty member's work load (inclusive of teaching and grant activities) shall not exceed the equivalent of 140%. If a stipend is elected, this shall apply towards faculty load. Release time is release/reassignment as measured from a 40 hour work week as referenced in Article 4.

Faculty members filling extra duty positions are expected to follow program guidelines/goals as determined by the appropriate Dean with input from the Department Chair prior to the beginning of the term.

Any position with release time in Counseling that is under restricted funding will be removed from Appendix F and the total FTE will be adjusted accordingly if the restricted/designated funds are discontinued.

* Each 20% (.2) of FTE will be compensated with a stipend using the wage from Grade C, Step 20 in Academic Overload Salary Schedule- Non-Instructional Assignments multiplied by fifty-four (54) hours per semester. Stipends will be paid at the rate of \$3,705.89 per 20% reassigned time for a faculty member who requests this option of compensation. Roles or activities requiring less than 20% reassigned time will be paid at the faculty member's non-instructional rate.

† The continuation of any/all grant and/or categorically funded assignment is dependent upon the funding of the grant and/or categorical program.

‡ The AO Articulation Officer will be able to apply for committees/any shared governance position requiring divisional representation as a representative of the division in which they hold MQs, whether or not they teach in that division. This is not applicable to the Faculty Senate, which has its own Constitution and election guidelines.

§ One-time stipend Hourly compensation for full-time day faculty for initial orientation and mentoring of evening/weekend faculty during each respective semester of the nursing education curriculum sequence (i.e. 1st semester day faculty orient/mentor 1st semester weekend/evening faculty).

** All full-time (permanent faculty) assignments for District approved grants will be compensated through reassigned time, a stipend, or a combination of reassigned time and a stipend.

†† The TERB Coordinator can distribute the reassigned time as needed across the fall and spring semesters; for example, take 80% in fall and 80% in spring, or 100% in fall, 60% in spring, reflective of workload that fluctuates throughout the evaluation cycle.

1. Stipends will be paid at the rate of \$3,705.89 per 20% reassigned time for a faculty member who requests this option of compensation. Roles or activities requiring less than 20% reassigned time will be paid at the faculty member's non-instructional rate.

2. In compliance with Article 4.1.12, a faculty member's work load (inclusive of teaching and grant activities) shall not exceed the equivalent of 140%. If a stipend is elected, this shall apply towards faculty load. Release time is release/reassignment as measured from a 40-hour work week as referenced in Article 4.

3. Faculty members filling extra duty positions are expected to follow program guidelines/goals as determined by the appropriate Dean with input from the Department Chair prior to the beginning of the term.

4. Any position with release time in Counseling that is under restricted funding will be removed from Appendix F and the total FTE will be adjusted accordingly if the restricted/designated funds are discontinued.












AppendixF (FINAL)


Final Audit Report

2022-08-11


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Status:	Signed
Transaction ID:	CBJCHBCAABAAUPKyA6C6xm0BjyQIBfr_WjffHJv4WDe77

"AppendixF (FINAL)" History


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