

Initial Proposal from CODAA to COD
October 8, 2025
COD to CODAA November 26, 2025
CODAA to COD December 3, 2025
COD to CODAA January 14, 2026
CODAA to COD January 14, 2026
COD to CODAA January 29, 2026
CODAA to COD February 19, 2026
District to CODAA March 5, 2026
CODAA TO COD March 17, 2026
COD to CODAA March 19, 2026
CODAA to COD March 18, 2026
COD to CODAA April 9, 2026
CODAA to COD April 28, 2026

ARTICLE 7: COMPENSATION AND RETIREMENT

Section 1. Unit Members shall be paid on a semester contract basis. A Unit Member shall receive full compensation for teaching a full-term length course as specified in the schedule at the Unit member's appropriate placement on the salary schedule. (For example, a Unit Member who teaches a three-unit course that meets fewer days due to holiday(s) will receive full salary for teaching the full three-unit course.

Section 2. Unit Members will be paid for up to twelve hours per semester for participation at FLEX ACTIVITIES at the lab rate. Any mandatory training that exceeds a unit member's maximum compensated FLEX hours per semester shall be paid at the lab rate.

Section 3. The District will compensate Unit Members at the professional assistance rate for assigned professional assistance activities related to any program. Assigned professional assistance activities must be approved by the supervising administrator and the respective Vice President in writing and must require the attendance of the Unit member. Examples of approved professional assistance activities include but are not limited to, lab preparation, assisting with safety facilitating peace officer POST training or fire academy training and/or other instructional or non-instructional assistance where a different instructor is the instructor of record. For any work that is not explicitly listed above or elsewhere in this Agreement as being paid at the professional assistance rate, a description of the proposed work will be sent to the CODAA President prior to the commencement of the work.

For example, in the Public Safety Academy, an Instructor of Record shall be defined

as an instructor whose name appears on a Public Safety Academy schedule, specifically BPOT 001, BPOT 002, Fire 063A and Fire 063B, and their instructional responsibilities are identical and interchangeable. These responsibilities include, but are not limited to, instruction, assessment, and correction of student performance in the technical aspects of the training and testing.

Professional Assistance Activity Assignment - Any instructor whose name appears on a Public Safety Academy schedule, specifically BPOT 001, BPOT 002, Fire 063A and Fire 063B, and on said schedule is designated for Professional Assistance Activity, not to exceed one instructor per class session. For example, during an eight-hour class, one instructor may be designated for the Professional Assistance Activities pay rate from 0800-1200 hours and a different instructor designated from 1300-1700 hours.

Section 4. Unit Members who have assignments at two or more sites on the same day will be paid mileage from site to site according to IRS regulations. Unit Members are responsible for submitting the appropriate forms for reimbursement within fifteen (15) calendar days after the end of the semester or term.

Section 5. The District and CODAA agree that Unit Members, when working as an instructor that assigns grades (including pass/fail and credit/no credit), will be paid at their lab rate for office hours to be scheduled at one half hour per week for 0.5-2.99 SIUs, one hour per week for 3-5.99 SIU's, two hours per week for 6-8.99 SIUs and three hours per week for 9 or more SIU's per week.

(a) Teaching faculty will include the location, time and day of the week of the office hour(s) in the class syllabus and on their Load sheet.

(b) Load sheet is to be signed by the appropriate Dean and Unit Member prior to starting work.

(c) If the load drops below 3 SIU's (but greater than zero) during the semester, the Unit Member will continue to have one (1) office hour of eligibility.

(d) The Unit Member who holds an office hour at the regular designated time will be compensated for such service even if no students are seen during this time.

(e) Instructional faculty will decide where this office hour will be held at District sites in order to best serve the students, and in recognition of the limitations of office space. Virtual office hours are permitted with Dean approval. Virtual office hours will be held on electronic platforms controlled

by the District.

(f) Unit Members may request shared offices with full-time faculty on mutually agreed upon, or scheduled dates and times.

Section 6. Additional Assignments

(a) The District will compensate Unit Members at the lab/non-instructional rate for participation at committee meetings as the assigned representative where the committee has been created by the President and where representative adjunct faculty participation is required and assigned.

(b) The District will compensate Unit Members at the lab/non-instructional rate for participation at participatory governance committee meetings as the approved representative and for reporting information from these committees back to faculty at regularly scheduled faculty meetings.

(c) If a Unit Member is requested in writing by a Dean or supervising administrator to develop new curriculum and/or provide special program planning expertise, said unit member shall be compensated at their current lab/non-instructional rate. The request will include the number of hours it is estimated for completion of the project and shall be modified, as needed, by the Dean or supervising administrator in consultation with the unit member.

(d) The product which is produced as a result of the assignment described in Section 6(c) shall follow the provisions under Article 6, Section 9.

(e) Unit Members will receive a flat payment of \$1,000.00 upon completion for the online training certification/recertification for teaching distance education with prior written approval of the School Dean.

(f) Whenever a Unit Member completes an assessment of learning outcomes, said member shall be compensated at their current lab/non-instructional rate.

(g) All additional assignments, and corresponding compensation, must be approved by the appropriate Dean or Vice President. An agreement must be completed and approved with the appropriate signatures before the work commences.

(h) Club Advisor: The District will compensate unit members for service as club advisors for hours of actual service, up to four (4) hours per month,

at the lab/non-instructional rate.

(i) Overlay Classes

1. Overlay class assignments are defined as those assignments in which 2 or more different, scheduled courses of similar subject matter are taught in the same location, at the same designated class time, by the same faculty member.
2. Overlay assignments occur because low enrollment of one or both of the courses makes offering them separately inefficient.
3. Overlay assignments are for the benefit of students and the district.
4. An overlay class assignment requires separate preparations, separate syllabi, and may even require different minimum qualifications.
 - a. An overlay class requires both more than one preparation for each class day and more than one syllabus for each class included in the overlay, therefore the unit member shall be compensated for a total of 6 additional hours per section at the lecture rate.
5. The additional hours are to be coded “overlay” and listed on the fully-executed load sheet. The additional hours are not SIU’s and do not affect the 67% load limit.

Section 7. Salary Schedule

There shall be four rates on the salary schedule:

Lecture

Lab

Non-instructional

Professional Assistance

(a) Effective the first day of Fall Flex 2025, the 2024-2025 salary schedule will be equalized to a 5.25% increase between each step and column. That equalized schedule is the baseline for the 2025-2026 salary schedule. Additionally, the 2025-2026 salary schedule will be increased with a 2.3% cost of living adjustment (COLA).

(b) Effective the first day of Fall Flex 2025, the lecture rates on the salary schedule described in (a) above will be increased by 10% and the lab rate will be increased by 1.43%.

In July 2026, all unit members will receive a one-time payment equal to 5% of their

total earnings during the 2025-2026 fiscal year.

(c) This article will reopen for negotiations in 2026-2027.

(d) New Unit Members will be placed on the Salary Schedule at Bachelor's Column Step 1 until a review of original transcripts is completed. It is the Unit Member's responsibility to provide official transcripts to the Office of Human Resources. All placements will be made according to **Appendix B**. Original transcripts received after six (6) weeks of the beginning of the semester will result in a column advancement the next semester assigned.

(e) All step increases will be evaluated and processed annually for advancement effective in the Fall Semester.

(f) Unit members must submit their transcripts by the end of the sixth week of the beginning of the fall semester for column advancement to be effective at the beginning of the fall semester. All documentation received after the sixth week of the fall semester will be evaluated and processed for the following fall semester.

(g) Summer hours and January intersession hours will be included in the number of SIU's for placement purposes, with a maximum movement on the salary schedule of one step per year.

Section 8. Definition of Parity and Parity Compensation.

Parity is defined as equal pay for equal work. In order to achieve Parity and maintain it thereafter, CODAA salary schedule continues to be negotiable during agreed upon reopeners and successor agreements.

(a) the District and CODAA acknowledge that there is a Parity gap between full-time compensation and adjunct compensation;

(b) the District and CODAA agree on a specific comparison between the full-time and part-time faculty salary schedules that quantifies the gap;

1. Full-time salary schedule Column 3 (MA) step 1 converted to an hourly rate by dividing the daily rate by eight hours.
2. Lecture assignments encompass approximately one hour of lecture and one hour of preparation and grading.
3. Lab assignments encompass approximately three hours of lab and one hour of preparation and grading.
4. These amounts will be compared to the part-time instructional lecture and lab rates schedule at Column 2 (MA) step 1.

Section 9. Nursing Clinical Lab Stipend

It is recognized by the District and Association that Nursing Clinical Lab Settings are unique in their design and implementation. The training necessary to care

for patients safely, coupled with the rigor and time duration in an uncontrolled environment make these Clinical Lab Settings unique. A defining characteristic of these labs is the requirement of patient safety, health, and life unlike any other lab setting. This uniqueness and the critical connection with safeguarding the well-being of individuals is done in a real-time clinical setting. Nursing unit members, who are assigned a clinical section, shall be paid a stipend of \$154.35 multiplied by the weekly calculation of clinical hours. For example, if a unit member is assigned to a clinical section for 13.5 hours per week, the unit member shall be compensated 13.5 hours times \$154.35 for a total of \$2,083.73 for that semester.

Section 10. Large Class Stipends***

Stipends will be paid for lecture hour SIU's as determined at first census for that course.

	1 SIU	2SIU	3SIU	4SIU	5 SIU or more
35-39 students	\$150	\$250	\$350	\$450	\$550
40-44 students	\$200	\$300	\$400	\$500	\$600
45-49 students	\$250	\$350	\$450	\$550	\$650
50-54 students	\$300	\$400	\$500	\$600	\$700
55 – 59 students	\$350	\$450	\$550	\$650	\$750
60 or more students	\$400	\$500	\$600	\$700	\$800

Stipends are based on enrollments above the course maximum listed in the approved Course Outline of Record, and are determined at first census. Stipend cannot exceed 10 students above the course maximum as listed in the approved Course Outline of Record.

*** A classroom may not exceed safety standards.

Section 11. Course Cancellation Fees

Unit members will be paid a \$250 stipend whenever a course they have agreed to teach is cancelled on or before the scheduled first day of class.

If the class is cancelled after the first scheduled day of class, unit members will be paid for the percentage of the course that was taught prior to the cancellation.

Section 12. Attendance at Department and/or School Meetings

Unit Members are encouraged to attend School or Departmental Meetings. With the exception of School /or Departmental meetings conducted during a scheduled FLEX week, Unit Members will be compensated at their professional assistance rate for each meeting attended. Unit Members must sign -in on the attendance forms provided by the meeting chair. Claims for compensation shall be submitted on the form used for Unit Member Additional Assignments (Appendix I.) Request for compensation must be submitted within the same pay period as the hours were worked. (**See Appendix I**) Additional Assignment forms are to be submitted to the Dean.

Section 13: Retirement System

(a) Unit Members may elect the STRS Defined Benefit (DB) or Social Security at the time of employment with the District. Once a Unit Member elects the DB plan with the District, the election is irrevocable.

Section 14: The District will provide the opportunity to open a 403B Plan to all unit members.

Section 15: Compensation for Credit and Non-Credit Adjunct Instructional Faculty Members regarding lecture, lab, out of class preparation and other outside related instructional duties. This section does not pertain to the compensation of Adjunct Counselors, Librarians, and other non-instructional faculty members.

a. Effective Fall 2026, the compensation as delineated in the Adjunct Salary Schedule, Appendix A for Credit and Non-Credit Instructional Faculty Members is paid for the academic instructional assignment including lecture, lab, out of class preparation and other duties outside of the classroom for Credit and Non-Credit Adjunct Instructional Faculty Members.

b. Out of class preparation and other outside related duties include course and instructional material preparation, lecture preparation, lab preparation, , exam preparation, grading, regular and substantive interaction with students, classroom syllabi preparation, selecting course texts and other instructional materials, interaction with the learning management system, and usual communication with District employees and external partners in alignment with the unit member's job with the District.

c. Instructional Faculty Members are not permitted to work in excess of the assigned course units or non-credit hours. Prior written approval from the appropriate Dean is required before performing any additional work. If

280 additional work is authorized, it is agreed and understood the compensation for the
281 additional work will be paid at the Support Rate. Dean approval will not be
282 unreasonably denied.
283

284 d. Acknowledgment/Certification - Adjunct Instructional Faculty
285 Members will sign an acknowledgment as part of their load plan that their
286 professional rate of pay includes lecture, lab, out of class preparation, and other
287 outside related instructional duties as delineated in Section 15(b) and information
288 about requesting additional pay per Section 15(c).
289

290 e. This section does not change the Adjunct Instructional Credit
291 and Non-Credit Instructional Faculty Members reporting of time or attendance
292 processes. No additional compensation shall be paid without prior written approval
293 by the appropriate Dean.
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295 f. This section applies to all course units and/or non-credit hours
296 assigned during any regular semester or intersession.
297

298 g. Additional compensation for specified activities and office
299 hours is provided in Sections 2 through 5 of Article VII.