

disclose all College records pertaining to such unit member. Upon confirmation of the courses and years previously taught, the member's salary shall be calculated accordingly. Except for salary purposes, this article shall not alter individual college's seniority lists and seniority is not transferred from one community college to another. This provision does not apply to a DCE faculty member with more than a two (2) year break in service in the Community College system.

Per Credit Salary Chart

	9/1/18 Increase 1.0%	1/15/19 Increase 1.5%	1/15/20 Increase 2.0%	8/31/20 Increase 0.5%
Step 1	\$1,088	\$1,104	\$1,126	\$1,132
Step 2	\$1,164	\$1,181	\$1,205	\$1,211
Step 3	\$1,251	\$1,270	\$1,295	\$1,301
Step 4	\$1,314	\$1,334	\$1,360	\$1,367

- 14.06** In the event a College wishes to run a course that is by its definition under enrolled, the College may offer the faculty member reduced compensation to teach that course, which the faculty member may accept or decline. If the faculty member declines the College may appoint another faculty member to teach the course. The reduced compensation shall be computed on a per capita basis.
- 14.07** Course enrollment shall be determined after the second class meeting or after the second week in which that class meets, whichever is later.
- 14.08** It is understood and recognized by the parties that there are special or technical courses in certain disciplines where the College does not or cannot employ in DCE a qualified individual at the salaries outlined above, therefore, the parties agree that the President of the College, or designee thereof, shall have sole discretion to determine when to exercise this option. It is further agreed that these instances shall be the exception rather than the rule.
- 14.09** Courses that are offered through a contract with an entity outside the College shall not be subject to this article; provided, however, that if a unit member is not compensated according to the salary schedule the unit member shall not accrue seniority for that course.
- 14.10** The parties to this contract understand that HRCMS is incorporating unit members into its statewide payroll system effective with academic year 2009-2010.
- 14.11** The provisions of this article shall not apply to unit members teaching one student in a directed/independent study; unit members shall receive full student tuition as