

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT**

**HUMAN RESOURCES DOCKET  
ADDENDUM TO MANAGEMENT/ACADEMIC  
August 14, 2017**

**FACULTY**

Final Salary Placement

Peraza, Daniel  
Assistant Professor/Counselor  
Counseling Division  
Santa Ana College

Effective: July 31, 2017  
Final Placement: III-6 \$76,749.32/Year  
(Requisition #AC17-0605)

Part-time New Hire/Rehire

Allen, Michelle E.  
Instructor, Nursing  
Science, Math & Health Sciences Division  
Santa Ana College

Effective: August 21, 2017  
Hourly Rate: II-3 \$58.29

Carrillo, Andres  
Instructor, Biology  
Science, Math & Health Sciences Division  
Santa Ana College

Effective: August 21, 2017  
Hourly Lecture/Lab Rates: IV-3 \$64.25/\$57.83

DiBernardo, Alessandra L.  
Instructor, Fire Technology/Wellness  
Human Services & Technology Division  
Santa Ana College

Effective: August 9, 2017  
Hourly Lecture/Lab Rates: I-3 \$55.51/\$49.96

Gainey, Mary J.  
Instructor, Fire Technology/Wellness  
Human Services & Technology Division  
Santa Ana College

Effective: August 9, 2017  
Hourly Lecture/Lab Rates: II-3 \$58.29/\$52.46

Higuera, Daniel  
Instructor, Fire Technology/Wellness  
Human Services & Technology Division  
Santa Ana College

Effective: August 9, 2017  
Hourly Lecture/Lab Rates: II-3 \$58.29/\$52.46

Kaiser, Carling V.  
Instructor, English  
Arts, Humanities & Social Sciences Division  
Santiago Canyon College

Effective: August 21, 2017  
Hourly Lecture/Lab Rates: II-3 \$58.29/\$52.46

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**FACULTY (CONT'D)**

*Part-time New Hire/Rehire (cont'd)*

Kelbley, Robert J.  
Instructor, Computer Science  
Business & Career Technical Education Division  
Santiago Canyon College

Effective: August 21, 2017  
Hourly Lecture/Lab Rates: III-3 \$61.20/\$55.08

Kelley, Heather L.  
Instructor, Communications  
Arts, Humanities & Social Sciences Division  
Santiago Canyon College

Effective: August 21, 2017  
Hourly Lecture Rate: II-3 \$58.29

Matikinyidze, Rufard E.  
Instructor, Older Adults  
Continuing Education Division (CEC)  
Santa Ana College

Effective: August 21, 2017  
Hourly Lecture Rate: II-3 \$49.91

McLeod, Kara D.  
Instructor, Fashion, Design & Merchandising  
Human Services & Technology Division  
Santa Ana College

Effective: August 21, 2017  
Hourly Lecture/Lab Rates: II-3 \$58.29/\$52.46

Romo, Vincent P.  
Instructor, History  
Humanities & Social Sciences Division  
Santa Ana College

Effective: August 28, 2017  
Hourly Lecture Rate: II-3 \$58.29

Sopo, Emily R.  
Instructor, Fire Technology/Wellness  
Human Services & Technology Division  
Santa Ana College

Effective: August 9, 2017  
Hourly Lecture/Lab Rates: II-3 \$58.29/\$52.46

Spargur, Jeffrey T.  
Instructor, Fire Technology  
Human Services & Technology Division  
Santa Ana College

Effective: August 21, 2017  
Hourly Lecture Rate: II-3 \$58.29

Velasco, Jose A.  
Instructor, Fire Technology (equivalency)  
Human Services & Technology Division  
Santa Ana College

Effective: August 7, 2017  
Hourly Lecture/Lab Rates: I-3 \$55.51/\$49.96

Villa, Beatriz  
Instructor, English  
Humanities & Social Sciences Division  
Santa Ana College

Effective: August 28, 2017  
Hourly Lecture Rate: II-3 \$58.29

**HUMAN RESOURCES MANAGEMENT/ACADEMIC DOCKET  
Addendum to August 14, 2017**

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**FACULTY (CONT'D)**

Part-time New Hire/Rehire (cont'd)

Washburn, Taylor  
Instructor, Fire Technology/Wellness  
Human Services & Technology Division  
Santa Ana College

Effective: August 9, 2017  
Hourly Lecture/Lab Rates: I-3 \$55.51/\$49.96

Non-paid Instructors of Record

Milward, Nicholas P.  
Instructor, Fire Technology (equivalency)  
California State Parks  
Human Services & Technology Division  
Santa Ana College

Effective: August 7, 2017

Senneff, Timothy S.  
Instructor, Fire Technology (equivalency)  
California State Parks  
Human Services & Technology Division  
Santa Ana College

Effective: August 7, 2017

Waterworth, Brent D.  
Instructor, Fire Technology (equivalency)  
Fountain Valley Fire  
Human Services & Technology Division  
Santa Ana College

Effective: August 7, 2017

Wolfe, Steven R.  
Instructor, Fire Technology (equivalency)  
California State Parks  
Human Services & Technology Division  
Santa Ana College

Effective: August 7, 2017

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT  
HUMAN RESOURCES DOCKET  
CLASSIFIED  
ADDENDUM  
AUGUST 14, 2017**

**TEMPORARY**

Broad, Megan Instructional Assistant-DSPS DSPS/ SCC	Effective: 08/21/17 – 06/01/18
De Leon Ayon, Guillermo Athletic/PE Equipment Assistant/ Kinesiology/ SAC	Effective: 08/15/17 – 06/29/18
Dearing, Alexander Instructional Center Specialist/ Humanities & Soc. Sci./ SAC	Effective: 08/15/17 – 06/02/18
Flores, Edgar Student Program Specialist/ Student Services/ SAC	Effective: 09/01/17 - 09/30/17
Gabriel, Adrian Cashier/ Auxiliary Services/ SAC	Effective: 08/15/17 – 03/02/18
Garcia, Theo Learning Facilitator/ Science & Math/ SAC	Effective: 08/28/17 – 06/01/18
Gaughan, Sydney Cashier/ Auxiliary Services/ SAC	Effective: 08/15/17 – 03/02/18
Hess, Jodi Cashier/ Auxiliary Services/ SAC	Effective: 08/15/17 – 03/02/18
Marin, Perla Student Program Specialist/ Student Services/ SAC	Effective: 09/01/17 – 09/30/17
Mejia, Jovannys Student Services Specialist/ Student Services/ SCC	Effective: 08/15/17 – 05/18/18
Ramirez, Vanessa Counseling Assistant/ Student Services/ SCC	Effective: 08/21/17 – 06/29/18

**TEMPORARY cont'd**

Ramirez, Xavier  
Instructional Assistant/ Counseling/ SAC

Effective: 08/28/17 – 06/01/18

Siy, James  
Athletic Trainer/ Therapist/ Kinesiology/ SCC

Effective: 08/15 17 – 06/01/18

Substitute Assignments

Cato, Rosalia  
Intermediate Clerk/ Counseling/ SAC

Effective: 08/15/17 – 12/31/17

Linares, Maria  
Instructional Assistant/ Continuing Ed./ CEC

Effective: 07/11/17 – 06/30/17  
Not to exceed 19 consecutive work days in  
any given period.

**MISCELLANEOUS POSITIONS**

Instructional Associates/Associate Assistants

**Criminal Justice**

Barbour, Jeffry

Effective: 08/15/17

**Community Colleges Salary Comparison**  
**Executive Management (08/09/2017)**

College	Contract Term	Salary Range	Benefits	403 (b)	Evaluation	Other Benefits	Buy out
RSCCD	3 years / auto 1 year extension / 6 month notice	\$176,577 - \$222,322	As other employees	\$6,756	Yes, at any time pursuant with BPs		18 months maximum
CCCCD	3 years / no auto renewal / 12 month notice	\$184,500 - \$229,642	As all Educational Administrators	No	Annual	Doctoral Stipend - \$3,000	12 months max
NOCCCD	3 years / 1 year auto renewal / 6 month notice	\$193,834 - \$250,234	As other employees (employee only)	No	Chancellor: At least once annually Pursant with District Policies	Fringe Benefits + 2% of annual salary	18 months maximum
SOCCCD	3 years / no auto renewal / 12 month notice	\$193,524 - \$272,316	As other employees	No	Annual		18 months maximum
Long Beach Comm. College	2 year / 1 year auto renewal / 6 month	\$193,529 - \$263,685	As other employees	No	Every two years	5% longevity increment increases at 10, 15, 20, 25, 30 year anniversary	12 month max
El Camino Comm. College	2 year / 1 year auto renewal / 6 month	\$161,018 - \$211,838	As other Management employees	No	Annually for first two years and then every three years after that	\$3600 annual auto allowance; Computer, printer and communications equipment	12 month max
Cerritos Comm. College	2 year / 1 year auto renewal / 6 month	\$185,736 - \$218,472	Same as all Management employees	No	Annual		12 month max
Mt. San Antonio Comm. College	3 years / auto 1 year extension / 6 month notice	\$200,532 - \$229,056	Same as other Management employees	No	Annual	Longevity - 3.5% at 10 yrs, 8.68 at 15 yrs, 12.48% at 20 yrs, 16.42 % at 25 yrs, 20.49% at 30 yrs, 24.71 % at 35 yrs	Not Known
Rio Hondo Comm. College	3 years / auto 1 year extension / 6 month notice	\$186,223 - \$226,372	Same as Administrative employees	No	Pursant with District Policies		12 month max

Community Colleges Salary and Contract Comparison

Addendum - 6.9

Administrators

College	Salary Range (bottom, middle and top)	# of grades / Steps	Contract Y/M			Benefits	Evaluation	# of Administrators	Other
			Academic Administrators	Classified Administrators	Classified Supervisory				
RSCCD	\$51,397 - \$68,856	18 / 7	3 years / auto 1 year extension / 6 month notice	No	Same as full time employees	Once per year in first 2 years, then every three years; special Evals allowed at any time	121	18 month buy out	
	\$76,813 - \$102,936								
	\$135,459 - \$171,394								
CCCD	\$58,210 - \$76,723	25 / 5	3 years / no auto renewal / 12 month notice	No	Same as full time employees	Classified managers: No less than once every two years Management employee evaluations pursuant to District policies	130	9-11 years - \$3,000; 12-14 years \$6,000; 15+ years \$9,000. 12 month buyout	
	\$88,063 - \$115,976								
	\$133,118 - 173,544								
NOCCCD	\$53,156 - \$67,259	39 / 7	1 year	No	Same as employees (employee only)	Annual firs and second year, then every 3 years	140	18 month buy out	
	\$101,042 - \$127,847								
	\$148,924 - 188,435								
SOCCCD	\$51,828 - \$72,948	28 / 8	3 years / no auto renewal / 12 month notice	No	Same as employees	Semi-annually during the first year and annually thereafter to be completed by June 20th	211	18 month buy out	
	\$102,636 - \$144,396								
	\$184,296 - \$259,344								
El Camino Comm. College	\$65,765 - \$76,498	22 / 6	2 year / 1 year auto renewal / 6 month	No Response	Same as employees	Annual evaluation for first two years and then after every two years	59		
	\$104,996 - \$121,728								
	\$156,500 - \$181,427								
Long Beach Comm. College	\$32,148 - \$39,072	24 / 5	2 year / 1 year auto renewal / 6 month	2 year / 1 year auto renewal / 6 month	Same as employees	Permanent: At least once every two years Probationary Classified Management: prior to end of the third, eighth and eleven month of initial service	92	5% increases at 10, 15, 20, 25, 30 year anniversary	
	\$72,396 - \$87,996								
	\$180,432 - \$218,532								
Cerritos Comm. College	\$74,772 - \$94,008	24 / 8	2 year / 1 year auto renewal / 6 month	No	Same as employees	First year, at the conclusion of 6 months. At least once a year thereafter	51		
	\$107,184 - \$134,784								
	\$158,544 - \$199,020								
Mt. San Antonio Comm. College	\$66,012 - \$77,616	27 / 6	2 year / 1 year auto renewal / 6 month	2 year / 1 year auto renewal / 6 month	\$9,210 annually towards benefits		118		
	\$132,000 - \$145,104								
	\$197,988 - \$217,488								
Rio Hondo Comm. College	\$43,375 - \$52,899	70 / 5	No	No	Same as employees		45		
	\$100,456 - \$122,383								
	\$181,223 - \$226,372								