

Long Beach Community College District

Schedule 6

FACULTY

Long-Term Temporary Employees
(Substitute)**

	<u>SCALE A</u> Less Than Master's Degree	<u>SCALE B</u> Master's Degree	<u>SCALE C</u> PhD or Equivalent
Instructional (177 days)	\$64,190.20	\$67,162.40	\$78,573.70
Non-Instructional (197 days)	\$71,440.82	\$74,751.49	\$87,451.98

****Includes district paid medical benefits for employee only at the lowest cost HMO plan**

Education Code Section 87481 and 87482 provides for the use of a temporary position identified by Long Beach Community College District as a long-term substitute (LTS). An LTS is an instructor who fills in for a regular faculty member who is on an extended leave of absence.

1. A long-term substitute with a 100 percent assignment may teach an hourly overload of up to (9) hours per week. The area dean must approve overload assignments in excess of nine (9) hours per week. The CHI unit member will be paid from Schedule 4 or 5 of the part-time salary schedules.
2. A long-term substitute receives five days sick leave per semester. An LTS is also entitled to bereavement leave in the event that there is a death in the immediate family.
3. Long-term substitute employees will receive district paid medical benefits for themselves only, at the lowest cost HMO plan and in receiving said benefits agrees to pay the employee contribution portion of the benefit plan.
4. An instructor may only be employed as a long-term substitute for two (2) semesters within any period of three (3) consecutive years. An instructor who has been a long term substitute may be used as an hourly substitute within the three-year period, or for part-time assignments that do not exceed 67 percent of the full-time workload.
5. A long-term substitute will be paid monthly in accordance with Schedule 6.
6. A long-term substitute must join the State Teachers Retirement System after the hundredth day of service.
7. A long-term substitute will be required to participate in flex day activities and professional preparation in addition to their teaching load.
8. A long-term substitute will not be required to perform college service.

Any person employed for one complete school year as a long-term substitute shall, if hired for the following school year in a vacant contract faculty position, be classified by the governing board as a contract employee and the previous year's employment as a long-term substitute shall be credited with one year of service as a contract employee for purposes of acquiring permanent status in accordance with Education Code Section 87481.