

SAN FRANCISCO COMMUNITY COLLEGE
DISTRICT POLICY MANUAL

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| Title: SALARY | Number: BP 3.14 |
| Legal Authority: California Education Code Sections 70902, 87801 et seq., and 87832 California Military and Veterans’ Code Sections 395 et seq. | Related to CCLC BP 7130 |

Establishing Services

The Board of Trustees has the power to fix, alter and approve all salaries and compensations of academic persons employed by the San Francisco Community College District in accordance with applicable law.

Adoption of Salary Schedule

A salary schedule adopted by the Board of Trustees is in effect only for the year for which it was adopted. The adoption of a salary schedule repeals all former policies and regulations in conflict with the provisions of the newly adopted schedule.

Additional Compensation - Military Training and Active Military Duty

Any payment of salary or compensation to an employee during military leave for training or active military duty shall be as provided for in the Military and Veterans Code and the Education Code. Upon cessation of the required payment of salary or compensation as provided by law, an employee who is a member of a reserve component of the Armed Forces of the United States or a member of the National Guard, upon application to the District may be eligible to receive additional periodic compensation from the District. This additional periodic compensation shall be an amount which, when added to the periodic compensation they are receiving from the military, shall approximately equal the basic contractual periodic salary payment the District would be obligated to pay the employee if they were actually rendering required service to the District during the employee’s regular work calendar, but excluding additional compensation such as stipends, extra pay assignments or overtime assignments.

The employee is eligible for this additional compensation only during their active military duty and only during such periods where such active military duty is involuntary and only where such active military duty occurs during the required days of service of the employee. The District shall not pay any such additional compensation unless the employee applies in a timely manner to the District and provides satisfactory documentation in a timely manner as to their military salary and other information for the time period as required by the District. To the extent

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| Recommended by Participatory Governance Council: October 6, 2022 | Page 1 of 2 |
| Approved by Board of Trustees: December 8, 2022 | |

permitted by law, the District also shall not pay any such additional compensation unless and until the employee has satisfied their obligations to the District in a timely manner, including but not limited to the timely repayment of any overpayments of salary to the District.

It is the intent of the District not to confer any other benefit by this policy other than a benefit of additional compensation beyond the thirty days as required by the Military and Veterans' Code and the Education Code; and the District shall determine, in its sole discretion, applicable rules and regulations to implement this policy which may include the voiding of the benefit if this intent is not met.