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2012 Salary Study  
All Faculty Association  
Santa Rosa Junior College

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The *2012 AFA Salary Study* is a compilation of California Community College faculty salary schedules as published by each district on 12/15/11. The study summary is available at <http://www.santarosa.edu/afa> .

Comments and corrections should be addressed to [wruud@santarosa.edu](mailto:wruud@santarosa.edu) .

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## I [Study Summary](#)

List of Highest Non-Doctorate (HND) Class salaries for each district.

## II District Salary Schedules

For each district, the current regular faculty salary schedule, schedules of faculty hourly rates, and supporting text from the faculty contract are compiled. (On the regular schedule, the HND class is [boxed](#) and the maximum initial salary for new hires is [highlighted](#).)

### Districts A-La

[Allan Hancock](#)  
[Antelope Valley](#)  
[Barstow](#) ·  
[Butte](#)  
[Cabrillo](#)  
[Cerritos](#)  
[Chabot-Las Positas](#)  
[Chaffey](#)  
[Citrus](#)  
[Coast](#)  
[Contra Costa](#)  
[Copper Mountain](#)  
[Desert](#)  
[El Camino](#)  
[Feather River](#)  
[Foothill-DeAnza](#)  
[Gavilan](#)  
[Glendale](#)  
[Grossmont](#)  
[Hartnell](#)  
[Imperial](#)  
[Kern](#)  
[Lake Tahoe](#)  
[Lassen](#)

### Districts Lo-SanF

[Long Beach](#)  
[Los Angeles](#)  
[Los Rios](#)  
[Marin](#)  
[Mendocino-Lake](#)  
[Merced](#)  
[Mira Costa](#)  
[Monterey](#)  
[Mt San Antonio](#)  
[Mt San Jacinto](#)  
[Napa](#)  
[North Orange](#)  
[Ohlone](#)  
[Palo Verde](#)  
[Palomar](#)  
[Pasadena](#)  
[Peralta](#)  
[Rancho Santiago](#)  
[Redwoods](#)  
[Rio Hondo](#)  
[Riverside](#)  
[San Bernardino](#)  
[San Diego](#)  
[San Francisco](#)

### Districts SanJ-Y

[San Joaquin Delta](#)  
[San Jose-Evergreen](#)  
[San Luis Obispo](#)  
[San Mateo](#)  
[Santa Barbara](#)  
[Santa Clarita](#)  
[Santa Monica](#)  
[Sequoias](#)  
[Shasta](#)  
[Sierra](#)  
[Siskiyou](#)  
[Solano](#)  
[Sonoma](#)  
[South Orange](#)  
[Southwestern](#)  
[State Center](#)  
[Ventura](#)  
[Victor Valley](#)  
[West Hills](#)  
[West Kern](#)  
[West Valley-Mission](#)  
[Yosemite](#)  
[Yuba](#)

## III [CCCCO Fall, 2010 Data](#)

Data from CCCCCO website on Fall, 2010 California Community College faculty salaries and rates.

|      | Allan Hancock          | Antelope Valley | Barstow     | Butte-Glenn | Cabrillo | Cerritos | Chabot-Las Positas | Chaffey   | Citrus    | Coast     | Contra Costa | Copper Mountain | Desert   | El Camino  | Feather River | Foothill-De Anza |           |
|------|------------------------|-----------------|-------------|-------------|----------|----------|--------------------|-----------|-----------|-----------|--------------|-----------------|----------|------------|---------------|------------------|-----------|
| STEP | 1                      | 55278 58        | 59268.41 38 | 58315 44    | 58431 43 | 58157 47 | 60824 27           | 59671 32  | 61240 26  | 59441 34  | 64679 13     | 64524 14        | 54126 62 | 64500.1 15 | 66131 7       | 58831 41         | 63912 16  |
|      | 2                      | 57157 59        | 61568.73 37 | 60391 43    | 60903 41 | 59975 48 | 63408 26           | 62354 31  | 64000 21  | 59441 51  | 66984 13     | 64524 20        | 56365 63 | 67175.3 12 | 68557 7       | 61256 39         | 66730 15  |
|      | 3                      | 59100 59        | 63867.5 35  | 62468 44    | 63369 39 | 62380 46 | 65990 22           | 65036 28  | 66760 20  | 59441 57  | 69283 16     | 64524 33        | 58699 61 | 69965 13   | 70987 9       | 63614 38         | 69547 15  |
|      | 4                      | 61109 60        | 66167.94 35 | 64544 47    | 65837 38 | 64782 44 | 68572 22           | 67720 27  | 69521 18  | 62076 56  | 71590 16     | 67044 32        | 61130 59 | 72872.3 13 | 73426 10      | 65976 37         | 72365 15  |
|      | 5                      | 63186 60        | 68468.93 35 | 66621 49    | 68308 38 | 67184 45 | 71157 22           | 70401 24  | 72280 17  | 64715 55  | 73888 16     | 69564 31        | 63666 58 | 75903.8 11 | 75846 12      | 68403 37         | 75183 15  |
|      | 6                      | 65336 60        | 70769.26 37 | 68697 50    | 70774 36 | 69590 42 | 73743 21           | 73084 24  | 75041 17  | 67349 53  | 76191 16     | 72132 30        | 66310 57 | 79063.4 4  | 78275 13      | 70767 38         | 78001 15  |
|      | 7                      | 67557 61        | 73069.69 38 | 70774 50    | 73238 36 | 71993 42 | 76326 19           | 75766 23  | 77800 17  | 69985 52  | 78490 16     | 74580 28        | 69064 56 | 82357.7 4  | 80705 15      | 73121 37         | 80819 13  |
|      | 8                      | 69854 60        | 75370.68 40 | 72850 49    | 75713 35 | 74395 43 | 78910 21           | 78450 22  | 80561 17  | 72621 51  | 80796 16     | 77064 29        | 71937 55 | 85792.1 3  | 83132 14      | 75551 38         | 83636 9   |
|      | 9                      | 72229 60        | 77671.34 39 | 74926 51    | 78181 36 | 76801 43 | 81494 21           | 81131 23  | 83321 15  | 75256 49  | 83094 16     | 79608 28        | 74932 50 | 89372.7 3  | 85569 13      | 77923 37         | 86454 7   |
|      | 10                     | 74685 61        | 79969.78 39 | 77003 54    | 80650 35 | 79202 45 | 84073 19           | 83814 21  | 84927 17  | 77891 49  | 85392 16     | 82128 28        | 78055 48 | 93104.9 2  | 87991 13      | 80284 38         | 89272 6   |
|      | 11                     | 77224 60        | 82270.55 39 | 79079 55    | 83210 33 | 80555 48 | 86662 18           | 86496 20  | 86533 19  | 80528 49  | 87698 16     | 84540 26        | 81309 46 | 96996.2 2  | 90421 12      | 82707 36         | 92090 6   |
|      | 12                     | 79851 60        | 84569.88 40 | 81156 55    | 85587 29 | 81908 52 | 89243 18           | 89177 19  | 88139 22  | 83165 47  | 89994 16     | 87060 25        | 84703 39 | 101053 2   | 90421 14      | 85062 35         | 94907 6   |
|      | 13                     | 79851 62        | 86871.87 37 | 83232 54    | 88054 30 | 83263 53 | 89243 25           | 91861 16  | 89745 21  | 85798 42  | 92299 15     | 89616 23        | 88239 29 | 101053 3   | 90421 18      | 85321 47         | 97725 6   |
|      | 14                     | 82404 60        | 86871.87 48 | 85309 52    | 88054 42 | 84615 54 | 89243 33           | 94544 15  | 91351 22  | 88434 40  | 92299 18     | 89616 31        | 91928 20 | 101053 4   | 90421 26      | 85585 51         | 99725 5   |
|      | 15                     | 82404 63        | 89172.19 42 | 87385 50    | 88054 48 | 85973 53 | 89243 41           | 97227 12  | 92957 24  | 88434 45  | 95793 14     | 89616 39        | 91928 29 | 101053 5   | 90421 36      | 85844 54         | 99725 8   |
|      | 16                     | 85042 61        | 91472.96 37 | 89462 47    | 91587 36 | 86935 54 | 91826 35           | 97227 12  | 94564 20  | 88434 50  | 95793 16     | 92028 33        | 91928 34 | 101053 6   | 90421 43      | 86108 57         | 99725 8   |
|      | 17                     | 85042 64        | 91472.96 41 | 91538 40    | 91587 38 | 87896 54 | 91826 37           | 97227 18  | 96169 22  | 88434 51  | 99286 13     | 92028 35        | 91928 36 | 101053 6   | 92661 33      | 86367 56         | 99725 11  |
|      | 18                     | 87765 58        | 91472.96 44 | 93615 32    | 91587 43 | 88858 53 | 91826 42           | 97227 23  | 97776 20  | 91069 45  | 99286 15     | 92028 39        | 91928 41 | 101053 7   | 92661 36      | 86627 60         | 102725 5  |
|      | 19                     | 87765 61        | 93773.84 36 | 95691 29    | 91587 46 | 89818 55 | 91826 44           | 97227 25  | 98436 21  | 91069 48  | 99286 20     | 94596 33        | 91928 43 | 101053 11  | 92661 39      | 86627 64         | 102725 6  |
|      | 20                     | 90573 56        | 93773.84 43 | 97768 27    | 95120 33 | 90783 54 | 94410 40           | 99908 20  | 99095 24  | 91069 51  | 102776 8     | 94596 38        | 91928 49 | 101053 15  | 92661 47      | 86627 64         | 102725 9  |
|      | 21                     | 90573 57        | 93773.84 44 | 97768 29    | 95120 36 | 91742 52 | 94410 43           | 99908 24  | 99755 26  | 91069 55  | 102776 10    | 94596 42        | 91928 51 | 101053 18  | 94905 37      | 86627 67         | 102725 11 |
|      | 22                     | 93471 51        | 93773.84 48 | 97768 31    | 95120 37 | 92705 54 | 94410 45           | 99908 25  | 100415 23 | 93705 49  | 102776 15    | 97128 32        | 91928 58 | 101053 21  | 94905 39      | 86627 67         | 106475 5  |
|      | 23                     | 93471 53        | 96072.61 36 | 97768 31    | 95120 41 | 93667 51 | 94410 49           | 99908 26  | 101076 21 | 96340 35  | 106269 6     | 97128 32        | 91928 58 | 101053 22  | 94905 43      | 86627 68         | 106475 5  |
|      | 24                     | 96461 39        | 96072.61 41 | 97768 33    | 98653 30 | 94627 52 | 96993 37           | 99908 27  | 101736 20 | 96340 40  | 106269 6     | 97128 35        | 91928 59 | 101053 22  | 94905 47      | 86627 68         | 106475 5  |
|      | 25                     | 96461 43        | 96072.61 45 | 97768 34    | 98653 33 | 95587 48 | 96993 40           | 102592 20 | 102395 21 | 96340 44  | 106269 6     | 97128 38        | 91928 61 | 101053 24  | 97147 37      | 86627 69         | 106475 5  |
|      | 26                     | 96461 47        | 98372.61 35 | 97768 36    | 98653 34 | 97413 37 | 96993 43           | 102592 23 | 103055 19 | 98975 33  | 109761 6     | 97128 41        | 91928 63 | 101053 25  | 97147 40      | 86627 70         | 110225 5  |
|      | 27                     | 96461 48        | 98372.61 36 | 97768 39    | 98653 35 | 97413 40 | 96993 45           | 102592 23 | 103715 18 | 98975 34  | 109761 6     | 97128 43        | 91928 64 | 101053 25  | 99391 33      | 86627 70         | 110225 5  |
|      | 28                     | 96461 49        | 98372.61 40 | 97768 43    | 98653 39 | 97413 44 | 99574 34           | 102592 23 | 104375 16 | 98975 38  | 109761 6     | 97128 45        | 91928 64 | 101053 25  | 99391 36      | 86627 70         | 110225 5  |
|      | 29                     | 96461 49        | 98372.61 40 | 97768 43    | 98653 39 | 97413 44 | 99574 35           | 102592 23 | 105035 13 | 101611 24 | 109761 6     | 97128 45        | 91928 65 | 101053 26  | 99391 37      | 86627 70         | 110225 5  |
|      | 30                     | 96461 51        | 98372.61 42 | 97768 45    | 98653 40 | 97413 46 | 99574 36           | 102592 23 | 105694 12 | 101611 25 | 109761 6     | 97128 47        | 91928 65 | 101053 27  | 99391 38      | 86627 70         | 110225 5  |
|      | Max HND Salary         | 96461 52        | 98372.61 44 | 97768 47    | 98653 43 | 97413 48 | 99574 39           | 102592 27 | 107012 13 | 106882 14 | 109761 9     | 97128 49        | 91928 65 | 101053 29  | 99391 41      | 86627 70         | 110225 8  |
|      | Max Initial HND Salary | 72229 48        | 70769.26 54 | 81156 15    | 70774 53 | 76801 31 | 78910 24           | 75766 36  | 83321 11  | 67349 62  | 78490 25     | 89616 4         | 78055 30 | 82357.7 13 | 78275 28      | 75551 37         | 86454 7   |
|      | Previous Schedule      | 2007-08         | 2008-09     | 2008-09     | 2010-11  | 2010-11  | 2007-08            | 2007-08   | 2009-10   | 2011      | 2010-11      | 2009-10         | 2008     | 2007-08    | 2008          | 2010-11          | 2009-10   |
|      | Latest Schedule        | 2007-08         | 2008-09     | 2008-09     | 2010-11  | 2010-11  | 2007-08            | 2007-08   | 2011-12   | 2011      | 2011-12      | 2011-12         | 2008     | 2007-08    | 2011          | 2011-12          | 2009-10   |
|      | % Increase Min HND     |                 |             |             |          |          |                    |           | 0.00%     |           | 0.00%        | 0.00%           |          |            | 0.00%         | 0.94%            |           |
|      | % Increase 16th HND    |                 |             |             |          |          |                    |           | 0.00%     |           | 0.00%        | 0.00%           |          |            | 0.00%         | 0.94%            |           |
|      | % Increase Max HND     |                 |             |             |          |          |                    |           | 1.25%     |           | 0.00%        | 0.00%           |          |            | 0.00%         | 0.94%            |           |

| STEP                   | Gavilan   | Glendale  | Grossmont-Cuyamaca | Hartnell | Imperial | Kern       | Lake Tahoe | Lassen     | Long Beach | Los Angeles | Los Rios   | Marin (BA Dist) | Mendocino-Lake | Merced    | Mira Costa (BA Dist) | Monterey |          |
|------------------------|-----------|-----------|--------------------|----------|----------|------------|------------|------------|------------|-------------|------------|-----------------|----------------|-----------|----------------------|----------|----------|
|                        | 1         | 60365 31  | 58315 44           | 60754 28 | 55027 59 | 53823 64   | 58230.6 46 | 47981 69   | 42448 71   | 57698.4 50  | 57860 49   | 52554 67        | 55279.5 57     | 54275 61  | 57191 51             | 77801 1  | 58135 48 |
|                        | 2         | 62599 30  | 60530 42           | 62334 32 | 57495 58 | 55438 65   | 60268.6 45 | 49032 70   | 44456 71   | 60075.7 47  | 59940 49   | 54656 67        | 57620 56       | 56408 61  | 59485 50             | 81483 1  | 60315 44 |
|                        | 3         | 64836 29  | 62796 42           | 63954 34 | 59957 56 | 57101 65   | 62378.4 47 | 50773 70   | 46564 71   | 62446 45    | 62100 48   | 56842 68        | 59965 55       | 58540 62  | 61769 50             | 85165 1  | 62504 43 |
|                        | 4         | 67060 31  | 65171 42           | 65617 39 | 62422 54 | 58814 67   | 64561.5 46 | 52515 70   | 48777 71   | 64816.3 43  | 64330 48   | 59116 66        | 62306 55       | 60672 62  | 64065 50             | 88849 1  | 64686 45 |
|                        | 5         | 69300 32  | 67645 40           | 67323 42 | 64890 54 | 60579 68   | 66821.5 47 | 54852 70   | 51102 71   | 67193.6 44  | 66650 48   | 61481 66        | 64648 56       | 62805 62  | 66361 50             | 92530 1  | 66872 46 |
|                        | 6         | 71534 32  | 70215 41           | 69073 46 | 67354 52 | 62397 68   | 69160 45   | 56217 70   | 53544 71   | 69563.9 43  | 69050 47   | 63940 66        | 66990 56       | 64937 62  | 68746 49             | 96215 1  | 69050 47 |
|                        | 7         | 73763 32  | 72889 40           | 70869 49 | 69816 53 | 64268 68   | 71579.3 44 | 57740 70   | 56107 71   | 71938.7 43  | 71540 45   | 66498 65        | 69334 55       | 67069 62  | 71135 48             | 99892 1  | 71248 47 |
|                        | 8         | 76003 34  | 75663 37           | 72712 50 | 72281 53 | 66196 68   | 74085.9 46 | 59259 70   | 58798 71   | 74310.8 44  | 74110 45   | 69157 64        | 71675 56       | 69203 63  | 73544 47             | 103579 1 | 73431 48 |
|                        | 9         | 78232 35  | 78552 34           | 74603 54 | 74751 53 | 68182 68   | 76678.6 46 | 61203 71   | 61623 70   | 76681.2 45  | 76780 44   | 71924 61        | 74018 56       | 71335 64  | 75948 47             | 107261 1 | 75619 48 |
|                        | 10        | 80462 36  | 81559 29           | 76542 55 | 77218 51 | 70228 69   | 79362.5 44 | 63149 71   | 64589 70   | 79054 46    | 79540 43   | 74801 60        | 76359 56       | 73467 64  | 78353 47             | 110942 1 | 77803 50 |
|                        | 11        | 82694 37  | 81559 44           | 78532 57 | 79688 52 | 72334 69   | 82140.1 40 | 65195 71   | 67704 70   | 81426.4 45  | 82410 38   | 77793 59        | 78700 56       | 75600 63  | 80775 47             | 114627 1 | 79863 51 |
|                        | 12        | 84834 38  | 81559 54           | 80574 58 | 82147 51 | 74504 69   | 85014 36   | 66231 71   | 70971 70   | 83799.2 42  | 85370 33   | 80904 57        | 81047 56       | 77732 63  | 83193 46             | 118309 1 | 82174 50 |
|                        | 13        | 87162 36  | 83903 51           | 82669 56 | 84603 48 | 76740 68   | 87989.3 31 | 67265 70   | 74408 69   | 86171.5 40  | 88450 27   | 84141 50        | 83386 52       | 79864 61  | 85634 44             | 121990 1 | 84353 49 |
|                        | 14        | 89396 32  | 83903 56           | 84818 53 | 87081 47 | 79042 69   | 91070 24   | 68214 71   | 74408 70   | 88544.3 38  | 88450 39   | 87506 46        | 85729 50       | 81997 61  | 88078 41             | 125672 1 | 84353 55 |
|                        | 15        | 91629 30  | 83903 60           | 87024 51 | 89460 40 | 81413 66   | 91070 32   | 69448 71   | 74408 70   | 90848.8 34  | 88450 44   | 91006 33        | 88070 47       | 84130 59  | 88078 46             | 129349 1 | 84353 57 |
|                        | 16        | 93861 27  | 86318 55           | 87489 53 | 90505 42 | 83856 67   | 91070 38   | 70706 71   | 74408 70   | 90848.8 40  | 90561.3 41 | 91006 39        | 90415 44       | 86262 56  | 88078 51             | 130078 1 | 84353 64 |
|                        | 17        | 96098 23  | 86318 58           | 87957 53 | 91551 39 | 86372 55   | 91070 42   | 73547.1 71 | 74408 70   | 90848.8 44  | 90561.3 45 | 91006 43        | 92692 32       | 86262 59  | 88078 52             | 130809 1 | 84353 66 |
|                        | 18        | 98326 18  | 86318 63           | 88428 56 | 92596 37 | 88962 52   | 94894.1 28 | 74981.2 70 | 74408 71   | 90848.8 49  | 90561.3 50 | 91006 47        | 95028 27       | 86262 64  | 90531 51             | 131539 1 | 86538 61 |
|                        | 19        | 100558 15 | 88805 58           | 88901 57 | 92596 40 | 91631 45   | 94894.1 31 | 75921.7 70 | 74408 71   | 90848.8 52  | 92723 38   | 91006 50        | 97423 23       | 86262 66  | 90531 53             | 132270 1 | 86538 65 |
|                        | 20        | 100558 18 | 88805 60           | 89377 59 | 93641 44 | 94381 41   | 94894.1 34 | 76863.1 70 | 74408 71   | 93219.1 45  | 92723 46   | 94647 37        | 99878 21       | 86262 66  | 90531 57             | 133001 1 | 86538 65 |
|                        | 21        | 100558 22 | 88805 62           | 89855 61 | 93641 45 | 95334 34   | 94894.1 38 | 80091.9 70 | 74408 71   | 93219.1 46  | 92723 47   | 94647 41        | 100877 20      | 87762 65  | 90531 59             | 133731 1 | 90560 58 |
|                        | 22        | 102845 13 | 91366 60           | 90336 62 | 93641 50 | 95334 35   | 94894.1 40 | 81061.1 70 | 74408 71   | 93219.1 52  | 94936.3 38 | 94647 44        | 100877 22      | 87762 66  | 93155 53             | 134461 1 | 90560 61 |
|                        | 23        | 102845 17 | 91366 60           | 90819 61 | 93641 52 | 95334 39   | 94894.1 44 | 82029.2 70 | 74408 71   | 93219.1 54  | 94936.3 42 | 94647 48        | 100877 23      | 87762 66  | 93155 55             | 135192 1 | 90560 62 |
|                        | 24        | 102845 17 | 91366 60           | 91305 62 | 93641 54 | 95334 43   | 94894.1 48 | 82998.3 70 | 74408 71   | 93219.1 55  | 94936.3 45 | 94647 51        | 100877 24      | 87762 66  | 93155 56             | 135923 1 | 90915 63 |
|                        | 25        | 102845 18 | 94004 55           | 91793 62 | 93641 56 | 95334 49   | 99640.3 32 | 85965.6 70 | 74408 71   | 95589.2 47  | 97202.4 36 | 94647 54        | 100877 26      | 87762 66  | 93155 58             | 136653 1 | 90915 65 |
|                        | 26        | 102845 20 | 94004 56           | 92284 61 | 93641 57 | 95334 51   | 99640.3 32 | 86957.8 69 | 74408 71   | 95589.2 50  | 97202.4 39 | 94647 55        | 100877 27      | 89262 67  | 95853 48             | 137383 1 | 90915 65 |
|                        | 27        | 102845 20 | 94004 56           | 92778 61 | 93641 57 | 95334 52   | 99640.3 32 | 88741.3 68 | 74408 71   | 95589.2 51  | 97202.4 42 | 94647 55        | 100877 27      | 89262 67  | 95853 49             | 138114 1 | 93095 59 |
|                        | 28        | 102845 20 | 96723 47           | 93274 60 | 93641 59 | 95334 53   | 99640.3 33 | 90680.6 66 | 74408 71   | 95589.2 52  | 99522.6 35 | 94647 57        | 100877 27      | 89262 68  | 95853 50             | 138845 1 | 93095 61 |
|                        | 29        | 102845 20 | 96723 47           | 93773 59 | 93641 60 | 95334 53   | 99640.3 34 | 90680.6 67 | 74408 71   | 95589.2 52  | 99522.6 36 | 94647 57        | 100877 28      | 89262 68  | 95853 50             | 139575 1 | 93095 61 |
|                        | 30        | 102845 20 | 96723 49           | 94275 59 | 93641 60 | 95334 53   | 99640.3 35 | 90680.6 67 | 74408 71   | 97893.8 44  | 99522.6 37 | 94647 58        | 100877 29      | 89262 68  | 98632 41             | 140305 1 | 93095 61 |
| Max HND Salary         | 102845 24 | 96723 51  | 94275 59           | 93641 60 | 95334 54 | 99640.3 38 | 90680.6 67 | 74408 71   | 97893.8 46 | 99522.6 40  | 94647 58   | 100877 32       | 89262 68       | 104454 21 | 140305 1             | 93095 61 |          |
| Max Initial HND Salary | 71534 52  | 67645 60  | 76542 33           | 67354 61 | 62397 67 | 71579.3 50 | 66231 64   | 51102 71   | 74310.8 41 | 74110 43    | 69157 56   | 85729 9         | 67069 63       | 68746 58  | 110942 1             | 69050 57 |          |
| Previous Schedule      | 2010-11   | 2010-11   | 2008               | 2007-08  | 2009-10  | 2008-09    | 2008-09    | 2006-07    | 2008-09    | 2009-10     | 2010-11    | 2006-07r        | 2010-11        | 2010-11   | 2009-11              | 2007-08  |          |
| Latest Schedule        | 2010-11   | 2011-12   | 2008               | 2011-12  | 2011-12  | 2008-09    | 2008-09    | 2010-11    | 2008-09    | 2011-12     | 2011-12    | 2011-12         | 2010-11        | 2011-12   | 2009-11              | 2011-12  |          |
| % Increase Min HND     |           | -5.64%    |                    | 0.00%    | -1.00%   |            |            | 2.50%      |            | 0.00%       | 0.00%      | 1.50%           |                | 0.00%     |                      | -2.02%   |          |
| % Increase 16th HND    |           | -5.64%    |                    | 0.00%    | -1.00%   |            |            | 2.50%      |            | 0.00%       | 0.00%      | 1.50%           |                | 0.00%     |                      | -2.02%   |          |
| % Increase Max HND     |           | -5.64%    |                    | 0.00%    | 0.00%    |            |            | 2.50%      |            | 0.00%       | 0.00%      | 2.52%           |                | 0.00%     |                      | -2.02%   |          |

| STEP                   | Mt San Antonio | Mt San Jacinto | Napa      | North Orange | Ohlone    | Palo Verde | Palomar   | Pasadena   | Peralta   | Rancho Santiago | Redwoods  | Rio Hondo | Riverside | San Bernardino | San Diego  | San Francisco |          |
|------------------------|----------------|----------------|-----------|--------------|-----------|------------|-----------|------------|-----------|-----------------|-----------|-----------|-----------|----------------|------------|---------------|----------|
|                        | 1              | 63312 19       | 67878 3   | 46920 70     | 62876 20  | 66969 5    | 55896 55  | 64960.2 11 | 65769 10  | 61504 23        | 66379 6   | 53483 66  | 59325 36  | 67435 4        | 56213.4 53 | 58610 42      | 58883 40 |
|                        | 2              | 66525 16       | 69915 4   | 49511 69     | 62876 28  | 69378 5    | 57573 57  | 67617.7 10 | 68332 9   | 63682 22        | 66778 14  | 55623 64  | 62039 35  | 70035 3        | 58143.4 55 | 60220 46      | 61343 38 |
|                        | 3              | 69636 14       | 72012 4   | 52101 69     | 62876 41  | 71797 5    | 59301 58  | 70278.3 11 | 70894 10  | 65849 23        | 71184 7   | 57848 64  | 64738 32  | 72630 3        | 60064.6 54 | 61880 49      | 63807 37 |
|                        | 4              | 72726 14       | 74173 5   | 54700 69     | 65377 40  | 74217 4    | 61080 61  | 72934.2 11 | 73457 9   | 68091 23        | 73591 7   | 60162 64  | 67449 29  | 75221 3        | 61996.8 57 | 63580 51      | 66268 34 |
|                        | 5              | 75929 10       | 76398 5   | 57289 69     | 67875 39  | 76634 4    | 62912 61  | 75591.5 14 | 76019 8   | 70274 25        | 76001 9   | 62568 63  | 70164 26  | 77811 3        | 63924.6 57 | 65330 52      | 68732 34 |
|                        | 6              | 79061 5        | 78690 8   | 59881 69     | 70375 40  | 79045 6    | 64799 63  | 78249 14   | 78581 9   | 72454 26        | 78404 11  | 65071 61  | 72876 25  | 80413 3        | 65842.5 59 | 67130 55      | 71194 33 |
|                        | 7              | 82172 5        | 81050 10  | 62473 69     | 72874 41  | 81473 6    | 66743 64  | 80906.3 12 | 81144 8   | 74664 27        | 80804 14  | 67674 60  | 75589 24  | 83004 3        | 67773.6 59 | 68970 57      | 73657 34 |
|                        | 8              | 85344 5        | 83482 12  | 65065 69     | 75373 39  | 83888 7    | 68746 65  | 83562.2 11 | 81144 15  | 76875 30        | 83209 13  | 70380 59  | 78287 23  | 85602 4        | 69697 61   | 70870 57      | 76119 33 |
|                        | 9              | 88526 4        | 85986 11  | 67657 69     | 77869 38  | 86305 9    | 70808 65  | 86222.8 10 | 81144 22  | 79085 29        | 85615 12  | 73196 57  | 81000 24  | 88195 5        | 71627 63   | 72820 59      | 78581 33 |
|                        | 10             | 91637 4        | 88566 11  | 70251 68     | 80370 37  | 88723 10   | 72932 65  | 88880.1 9  | 83706 23  | 81297 30        | 88019 12  | 76123 57  | 83715 22  | 90784 5        | 73550.4 63 | 74820 59      | 81046 33 |
|                        | 11             | 94789 4        | 91223 9   | 72842 67     | 82869 35  | 91136 10   | 74537 65  | 91537.7 8  | 83706 28  | 83506 29        | 90426 11  | 79168 54  | 86415 21  | 93383 5        | 75433.2 64 | 76880 61      | 83504 30 |
|                        | 12             | 97920 3        | 93960 9   | 75435 66     | 85367 34  | 93557 10   | 76177 65  | 94193.5 8  | 83706 44  | 85725 28        | 92834 12  | 82335 49  | 89124 20  | 95973 5        | 77365.4 64 | 78990 62      | 85971 27 |
|                        | 13             | 101072 2       | 96778 9   | 78029 64     | 87865 33  | 95973 10   | 77852 65  | 96850.9 8  | 86269 39  | 87945 32        | 95237 11  | 85629 45  | 91861 16  | 98562 5        | 79347 63   | 81160 60      | 88430 28 |
|                        | 14             | 101072 3       | 99682 6   | 80617 65     | 87865 44  | 98390 8    | 79565 67  | 97516.4 10 | 86269 49  | 90164 27        | 97641 9   | 89054 35  | 94552 14  | 98562 7        | 81378 64   | 83400 58      | 90892 25 |
|                        | 15             | 101072 4       | 102672 3  | 83211 62     | 87865 49  | 100813 6   | 81316 67  | 98180.4 9  | 86269 52  | 92383 26        | 97641 11  | 92616 25  | 94552 16  | 99797 7        | 83460.6 61 | 85690 55      | 93354 20 |
|                        | 16             | 101072 5       | 102672 4  | 85958 59     | 90367 45  | 103005 3   | 83105 68  | 98844.1 9  | 88831 49  | 94602 18        | 97641 11  | 94468 23  | 94552 21  | 101029 7       | 84877.9 63 | 88050 52      | 94586 19 |
|                        | 17             | 101072 5       | 102672 4  | 85958 61     | 90367 47  | 105210 3   | 84933 65  | 99509.9 12 | 88831 50  | 96821 19        | 100043 9  | 96358 21  | 97267 17  | 101029 7       | 86319.3 57 | 90470 46      | 95817 24 |
|                        | 18             | 104252 4       | 102672 6  | 85958 66     | 91044 46  | 107405 3   | 86801 59  | 100175 12  | 88831 54  | 99041 16        | 100043 13 | 98285 19  | 97266 22  | 101029 8       | 87784.9 57 | 92950 35      | 95817 26 |
|                        | 19             | 104252 4       | 102672 7  | 85958 67     | 91044 49  | 109603 3   | 88711 59  | 100842 13  | 91394 47  | 101260 10       | 100043 17 | 100250 16 | 97266 24  | 103494 5       | 89272.5 56 | 95510 30      | 95817 28 |
|                        | 20             | 104252 6       | 102672 10 | 85958 67     | 95362 32  | 111596 3   | 90663 55  | 101506 13  | 91394 50  | 101260 14       | 102451 11 | 102255 12 | 97266 28  | 103494 7       | 90788.6 53 | 98140 25      | 95817 31 |
|                        | 21             | 107432 4       | 102672 12 | 88030 64     | 95362 33  | 113807 3   | 92657 48  | 102170 16  | 91394 54  | 101260 17       | 102451 14 | 104301 7  | 99981 23  | 103494 8       | 92327.8 49 | 100840 21     | 95817 32 |
|                        | 22             | 107432 4       | 102672 16 | 88030 65     | 97863 30  | 113807 3   | 92657 55  | 102836 14  | 93956 46  | 101260 20       | 102451 18 | 104301 9  | 99981 24  | 105958 6       | 93893.3 47 | 101840 19     | 95817 34 |
|                        | 23             | 107432 4       | 102672 18 | 88030 65     | 97863 30  | 113807 3   | 92657 56  | 103500 14  | 93956 50  | 101260 20       | 104857 8  | 104301 11 | 99981 25  | 105958 7       | 95487.3 38 | 103880 13     | 95817 37 |
|                        | 24             | 107432 4       | 102672 18 | 91309 61     | 97863 32  | 113807 3   | 92657 57  | 104165 13  | 93956 53  | 101260 21       | 104857 9  | 104301 12 | 99981 26  | 105958 7       | 97107.7 36 | 104920 8      | 95817 42 |
|                        | 25             | 107432 4       | 102672 19 | 91309 64     | 100362 28 | 116083 3   | 92657 59  | 104831 13  | 96519 41  | 101260 23       | 104857 12 | 104301 16 | 99981 29  | 105958 7       | 97107.7 39 | 104920 11     | 95817 46 |
|                        | 26             | 110612 4       | 102672 22 | 91309 64     | 100362 29 | 116083 3   | 92657 59  | 105251 10  | 96519 45  | 101260 24       | 104857 13 | 104301 16 | 102696 21 | 105958 7       | 97107.7 42 | 104920 12     | 95817 49 |
|                        | 27             | 110612 4       | 102672 22 | 91309 65     | 100362 29 | 116083 3   | 92657 62  | 105669 8   | 96519 47  | 101260 24       | 104857 13 | 104301 16 | 102696 21 | 105958 7       | 97107.7 44 | 104920 12     | 95817 50 |
|                        | 28             | 110612 4       | 102672 22 | 91309 65     | 100362 29 | 116083 3   | 92657 62  | 106089 8   | 99081 37  | 101260 24       | 104857 13 | 104301 17 | 102696 21 | 105958 9       | 97107.7 46 | 104920 12     | 95817 51 |
|                        | 29             | 110612 4       | 102672 22 | 91309 66     | 100362 30 | 116083 3   | 92657 63  | 106509 8   | 99081 38  | 101260 25       | 104857 15 | 104301 18 | 102696 21 | 105958 9       | 97107.7 46 | 104920 14     | 95817 51 |
|                        | 30             | 110612 4       | 102672 22 | 91309 66     | 100362 31 | 116083 3   | 92657 63  | 106928 9   | 99081 39  | 101260 26       | 104857 15 | 104301 18 | 102696 21 | 105958 11      | 97107.7 48 | 104920 14     | 95817 52 |
| Max HND Salary         | 116972 3       | 102672 26      | 91309 66  | 100362 34    | 116083 4  | 92657 63   | 111123 7  | 99081 42   | 101260 28 | 104857 18       | 104301 22 | 102696 25 | 105958 15 | 97107.7 50     | 104920 17  | 95817 53      |          |
| Max Initial HND Salary | 88526 5        | 76398 34       | 59881 70  | 80370 22     | 86305 8   | 68746 58   | 94193.5 3 | 81144 16   | 72454 46  | 80804 20        | 76123 35  | 78287 26  | 80413 21  | 69697 55       | 61880 68   | 81046 18      |          |
| Previous Schedule      | 2009-10        | 2006-07        | 2010-11   | 2007-08      | 2010-11   | 2009-10    | 2010-11   | 2007-08    | 2007-08r  | 2008-09         | 2009-10   | 2007-08   | 2009-10   | 2008           | 2010       | 2007-08       |          |
| Latest Schedule        | 2011-12        | 2008-09        | 2011-12   | 2007-08      | 2010-11   | 2009-10    | 2011-12   | 2007-08    | 2007-08r  | 2011-12         | 2009-10   | 2007-08   | 2009-10   | 2008           | 2010       | 2007-08       |          |
| % Increase Min HND     | 2.00%          | 3.51%          | 0.00%     |              |           |            | 0.98%     |            |           | 1.05%           |           |           |           |                |            |               |          |
| % Increase 16th HND    | 2.00%          | 3.51%          | 0.00%     |              |           |            | 0.98%     |            |           | 1.05%           |           |           |           |                |            |               |          |
| % Increase Max HND     | 1.99%          | 3.51%          | 0.00%     |              |           |            | 0.98%     |            |           | 1.05%           |           |           |           |                |            |               |          |

| STEP                   | San Joaquin Delta | San Jose-Evergreen | San Luis Obispo | San Mateo | Santa Barbara | Santa Clarita | Santa Monica | Sequoias   | Shasta-Tehama-Trinity | Sierra     | Siskiyou   | Solano     | Sonoma     | South Orange (BA Dist) | South-western | State Center |           |
|------------------------|-------------------|--------------------|-----------------|-----------|---------------|---------------|--------------|------------|-----------------------|------------|------------|------------|------------|------------------------|---------------|--------------|-----------|
|                        | 1                 | 59381 35           | 65974 9         | 56085 54  | 60410 30      | 61668 22      | 59620 33     | 59001 39   | 63461.6 18            | 52080 68   | 55564.4 56 | 53628 65   | 54590.7 60 | 60605 29               | 72754 2       | 61288 25     | 64882 12  |
|                        | 2                 | 62253 33           | 68492 8         | 58410 53  | 63206 27      | 63668 23      | 62170 34     | 61062 40   | 65411.3 18            | 54550 68   | 58342.6 54 | 55290 66   | 56473.8 60 | 62713 29               | 74958 2       | 63493 25     | 67570 11  |
|                        | 3                 | 65078 27           | 71011 8         | 60749 52  | 65992 21      | 65668 26      | 64740 31     | 63121 40   | 67586.5 17            | 57023 66   | 61259.7 51 | 57004 67   | 58356.9 63 | 64822 30               | 77163 2       | 65697 25     | 70252 12  |
|                        | 4                 | 67765 26           | 73526 8         | 63096 52  | 68786 21      | 67668 28      | 67290 30     | 65180 41   | 69762.8 17            | 59492 65   | 64322.7 49 | 58772 68   | 60240 63   | 66930 33               | 79368 2       | 67904 25     | 72933 12  |
|                        | 5                 | 70636 23           | 76050 7         | 65434 51  | 71580 20      | 69668 30      | 69850 29     | 67239 43   | 72041.7 18            | 61965 65   | 67538.8 41 | 60593 67   | 62123.1 64 | 69039 33               | 81572 2       | 70106 28     | 75617 13  |
|                        | 6                 | 73413 22           | 78557 10        | 67776 51  | 74377 18      | 71668 31      | 72390 27     | 69298 44   | 74115.6 19            | 64434 64   | 70915.8 35 | 62474 67   | 64006.2 65 | 71147 34               | 83777 2       | 72312 29     | 78276 12  |
|                        | 7                 | 76192 20           | 81085 9         | 70113 51  | 77163 18      | 73668 33      | 74960 26     | 71356 46   | 75983.3 22            | 66906 63   | 74461.6 31 | 64409 67   | 65889.3 66 | 73256 35               | 85982 2       | 74516 30     | 80987 11  |
|                        | 8                 | 78973 20           | 83604 10        | 72451 52  | 79956 18      | 75668 36      | 77510 27     | 79922 19   | 78262.1 24            | 69376 62   | 78184.6 26 | 66407 67   | 67772.4 66 | 75364 41               | 88186 2       | 76722 32     | 83672 8   |
|                        | 9                 | 81750 20           | 85277 14        | 74797 52  | 82753 17      | 77668 40      | 80070 27     | 81982 19   | 80437.3 26            | 71847 62   | 82093.9 18 | 68464 67   | 69655.5 66 | 77473 42               | 90391 2       | 78926 32     | 86359 8   |
|                        | 10                | 84527 18           | 87165 14        | 77140 53  | 82753 24      | 79668 41      | 82640 26     | 84041 20   | 82182 27              | 74319 62   | 86198.6 15 | 70586 67   | 71538.6 66 | 79581 42               | 92596 3       | 81131 31     | 89039 8   |
|                        | 11                | 87307 17           | 89094 15        | 79473 53  | 85545 23      | 81668 43      | 85170 24     | 86099 22   | 84357.1 27            | 76790 62   | 89646.5 14 | 72776 68   | 73421.7 66 | 81689 42               | 94800 3       | 83337 31     | 91720 7   |
|                        | 12                | 90129 15           | 93137 11        | 81871 53  | 85545 30      | 83668 45      | 87740 23     | 88158 21   | 86432.2 26            | 79261 61   | 89646.5 17 | 75033 68   | 75304.8 67 | 83798 43               | 97005 4       | 85541 31     | 94410 7   |
|                        | 13                | 92952 14           | 93137 12        | 81871 58  | 85545 46      | 85668 43      | 90310 19     | 90218 20   | 88607.3 26            | 81732 59   | 89646.5 22 | 77358 66   | 77187.9 67 | 85906 41               | 99210 4       | 87747 34     | 97087 7   |
|                        | 14                | 95776 12           | 95326 13        | 81871 62  | 89150 34      | 87668 45      | 92860 17     | 92276 19   | 91110.5 23            | 81732 63   | 89646.5 30 | 79756 66   | 79071 68   | 88015 43               | 101414 2      | 89950 28     | 97087 11  |
|                        | 15                | 98170 10           | 95326 15        | 81871 64  | 89150 43      | 89668 38      | 93290 21     | 94335 18   | 92958.9 23            | 81732 65   | 93232.4 22 | 79756 69   | 80954.1 68 | 90123 37               | 103619 2      | 92156 27     | 97087 13  |
|                        | 16                | 98170 10           | 95326 17        | 85964 58  | 89150 48      | 89668 46      | 93730 28     | 96395 14   | 92958.9 30            | 84184 65   | 93232.4 29 | 79756 69   | 83976.7 68 | 92232 32               | 105824 2      | 94360 24     | 97087 13  |
|                        | 17                | 100565 8           | 97566 16        | 85964 60  | 89150 49      | 89668 48      | 95410 25     | 98453 14   | 92958.9 31            | 84184 67   | 93232.4 30 | 82228 69   | 83976.7 68 | 92232 34               | 108028 2      | 94360 28     | 99775 10  |
|                        | 18                | 100565 9           | 97566 21        | 85964 65  | 91971 40      | 90921 48      | 95840 25     | 100512 10  | 92958.9 34            | 84184 67   | 93232.4 33 | 82228 69   | 83976.7 68 | 92232 38               | 110233 2      | 94360 30     | 99775 14  |
|                        | 19                | 100565 14          | 99859 18        | 90263 54  | 91971 42      | 90921 51      | 96280 27     | 102570 9   | 94715.6 32            | 86710 63   | 93232.4 37 | 82228 69   | 83976.7 68 | 92232 41               | 112438 2      | 96565 26     | 99775 19  |
|                        | 20                | 100565 17          | 99859 22        | 90263 58  | 91971 48      | 90921 52      | 97970 26     | 104630 5   | 94715.6 36            | 86710 63   | 96961.6 29 | 84778 69   | 85476.7 68 | 94785 35               | 114642 2      | 96565 30     | 99775 23  |
|                        | 21                | 102959 9           | 99859 25        | 90263 60  | 91971 50      | 90921 56      | 98400 27     | 104630 6   | 94715.6 40            | 86710 66   | 96961.6 30 | 84778 69   | 85476.7 68 | 94785 39               | 116847 2      | 96565 31     | 102457 13 |
|                        | 22                | 102959 12          | 99859 26        | 94776 42  | 91971 57      | 92173 56      | 98830 27     | 104630 8   | 94715.6 43            | 89311 64   | 96961.6 33 | 84778 69   | 85476.7 68 | 94785 41               | 119052 2      | 98770 28     | 102457 17 |
|                        | 23                | 102959 16          | 99859 27        | 94776 47  | 94782 46      | 92173 57      | 100540 24    | 104630 10  | 96471.2 34            | 89311 64   | 96961.6 33 | 87405 67   | 85476.7 69 | 94785 45               | 121256 2      | 98770 28     | 102457 19 |
|                        | 24                | 102959 16          | 99859 28        | 94776 50  | 94782 49      | 92173 58      | 100980 23    | 104630 11  | 96471.2 38            | 89311 65   | 100840 25  | 87405 67   | 85476.7 69 | 97339 34               | 121256 2      | 98770 29     | 102457 19 |
|                        | 25                | 105354 8           | 99859 30        | 94776 53  | 94782 52      | 93426 57      | 101390 22    | 104630 15  | 96471.2 42            | 91990 60   | 100840 27  | 87405 67   | 86976.7 68 | 97339 35               | 121256 2      | 100973 25    | 105141 10 |
|                        | 26                | 105354 8           | 99859 30        | 94776 54  | 94782 53      | 93426 58      | 103090 18    | 104630 15  | 96471.2 46            | 91990 62   | 100840 28  | 90115 66   | 86976.7 68 | 97339 38               | 123461 2      | 100973 26    | 105141 11 |
|                        | 27                | 105354 9           | 99859 30        | 94776 54  | 94782 53      | 93426 58      | 103540 19    | 104630 15  | 98360.6 37            | 91990 63   | 100840 28  | 90115 66   | 86976.7 69 | 97339 41               | 123461 2      | 100973 26    | 105141 11 |
|                        | 28                | 105354 10          | 99859 31        | 94776 55  | 94782 54      | 94678 56      | 103970 19    | 104630 15  | 98360.6 41            | 91990 63   | 100840 28  | 90115 67   | 86976.7 69 | 99893 30               | 123461 2      | 100973 26    | 105141 11 |
|                        | 29                | 105354 11          | 99859 32        | 94776 55  | 94782 54      | 94678 56      | 105650 10    | 104630 17  | 98360.6 41            | 91990 64   | 100840 29  | 92908 62   | 86976.7 69 | 99893 31               | 123461 2      | 100973 27    | 105141 12 |
|                        | 30                | 105354 13          | 99859 33        | 94776 56  | 94782 55      | 94678 57      | 106090 10    | 104630 17  | 98360.6 43            | 91990 64   | 100840 30  | 92908 62   | 88476.7 69 | 99893 32               | 123461 2      | 100973 28    | 107821 7  |
| Max HND Salary         | 105354 16         | 99859 36           | 94776 57        | 94782 56  | 100941 31     | 112640 6      | 104630 20    | 115742 5   | 91990 64              | 100840 33  | 92908 62   | 88476.7 69 | 99893 35   | 123461 2               | 100973 30     | 107821 11    |           |
| Max Initial HND Salary | 87307 6           | 73526 45           | 60749 69        | 71580 49  | 81668 14      | 82640 12      | 104630 2     | 74115.6 42 | 76790 32              | 64322.7 65 | 62474 66   | 71538.6 51 | 75364 39   | 83777 10               | 72312 47      | 78276 27     |           |
| Previous Schedule      | 2008-09           | 2009-10            | 2007-08         | 2007-08   | 2008-09       | 2007-08       | 2009-10      | 2010-11    | 2010-11               | 2009-10    | 2009-10    | 2009-10    | 2010-11    | 2009-10                | 2007-08       | 2008-09      |           |
| Latest Schedule        | 2008-09           | 2011-12            | 2007-08         | 2007-08   | 2008-09       | 2007-08       | 2009-10      | 2010-11    | 2011-12               | 2010-11    | 2009-10    | 2009-10    | 2011-12    | 2011-12                | 2007-08       | 2008-09      |           |
| % Increase Min HND     |                   | 0.00%              |                 |           |               |               |              |            | 1.00%                 | 0.00%      |            |            | 0.000%     | 6.45%                  |               |              |           |
| % Increase 16th HND    |                   | 0.00%              |                 |           |               |               |              |            | 1.00%                 | 0.00%      |            |            | 0.000%     | 4.26%                  |               |              |           |
| % Increase Max HND     |                   | 0.00%              |                 |           |               |               |              |            | 1.00%                 | 0.00%      |            |            | 0.000%     | 1.82%                  |               |              |           |

| STEP                   | Ventura    | Victor Valley | West Hills | West Kern | West Valley Mission | Yosemite  | Yuba      |           |
|------------------------|------------|---------------|------------|-----------|---------------------|-----------|-----------|-----------|
|                        | 1          | 59293 37      | 62736 21   | 63671 17  | 66077 8             | 56649 52  | 53984 63  | 61369 24  |
|                        | 2          | 61570 36      | 64951 19   | 65594 17  | 68640 6             | 58631 52  | 56374 62  | 63564 24  |
|                        | 3          | 63852 36      | 67166 19   | 67521 18  | 71205 6             | 60683 53  | 58764 60  | 65760 24  |
|                        | 4          | 66132 36      | 69381 20   | 69445 19  | 73769 6             | 62807 53  | 61153 58  | 67957 24  |
|                        | 5          | 68413 36      | 71596 19   | 71372 21  | 76333 6             | 65006 53  | 63545 59  | 70150 27  |
|                        | 6          | 70692 39      | 73811 20   | 73297 23  | 78898 7             | 67281 54  | 65935 58  | 72346 28  |
|                        | 7          | 72972 39      | 76026 21   | 75224 25  | 81462 7             | 69636 54  | 68326 58  | 74542 29  |
|                        | 8          | 75257 42      | 78241 25   | 77149 28  | 84026 6             | 72073 54  | 70715 58  | 76734 31  |
|                        | 9          | 77535 41      | 80456 25   | 79079 30  | 86591 6             | 74596 55  | 73107 58  | 78930 31  |
|                        | 10         | 79815 40      | 82671 25   | 81002 34  | 89155 7             | 77206 52  | 75496 58  | 81126 32  |
|                        | 11         | 82095 41      | 84886 25   | 82927 34  | 89859 13            | 79909 50  | 77887 58  | 83320 32  |
|                        | 12         | 84375 41      | 87101 24   | 84860 37  | 92321 13            | 82705 48  | 80276 59  | 85515 32  |
|                        | 13         | 86654 71      | 89316 24   | 86781 38  | 93039 13            | 82705 55  | 82668 57  | 87712 35  |
|                        | 14         | 88935 36      | 91531 21   | 88703 37  | 93758 16            | 82705 59  | 83413 57  | 89905 29  |
|                        | 15         | 91215 31      | 93746 19   | 90625 35  | 94476 17            | 85600 56  | 84156 58  | 92100 28  |
|                        | 16         | 93951.5 26    | 95961 15   | 92546 31  | 94476 22            | 85600 60  | 84902 62  | 94296 25  |
|                        | 17         | 93951.5 29    | 98176 15   | 94477 26  | 94476 27            | 85600 63  | 85646 62  | 96490 20  |
|                        | 18         | 93951.5 31    | 100391 11  | 96408 24  | 94476 29            | 88596 55  | 86391 62  | 98685 17  |
|                        | 19         | 93951.5 35    | 102606 8   | 98339 22  | 94476 34            | 88596 60  | 87134 62  | 100879 12 |
|                        | 20         | 93951.5 42    | 104821 4   | 100270 19 | 94476 39            | 88596 61  | 87880 62  | 100879 16 |
|                        | 21         | 95319.8 35    | 104821 5   | 102201 15 | 98063 28            | 91696 53  | 88624 63  | 100879 19 |
|                        | 22         | 95319.8 36    | 104821 7   | 104133 10 | 98063 29            | 91696 59  | 89369 63  | 103074 11 |
|                        | 23         | 95319.8 40    | 104821 9   | 104133 12 | 98063 29            | 91696 59  | 90113 63  | 103074 15 |
|                        | 24         | 95319.8 44    | 104821 10  | 104133 14 | 98063 31            | 94906 46  | 90858 64  | 103074 15 |
|                        | 25         | 95319.8 50    | 104821 14  | 104133 17 | 99719 31            | 94906 51  | 91602 63  | 105269 9  |
|                        | 26         | 96688.1 44    | 104821 14  | 104133 17 | 99719 31            | 94906 52  | 92348 60  | 105269 9  |
|                        | 27         | 96688.1 46    | 104821 14  | 104133 17 | 99719 31            | 98227 38  | 93092 60  | 105269 10 |
|                        | 28         | 96688.1 48    | 104821 14  | 104133 18 | 99719 32            | 98227 42  | 93837 58  | 107464 7  |
|                        | 29         | 96688.1 48    | 104821 16  | 104133 19 | 99719 33            | 98227 42  | 94581 58  | 107464 7  |
|                        | 30         | 96688.1 50    | 104821 16  | 104133 19 | 99719 34            | 101665 24 | 95326 54  | 107464 8  |
| Max HND Salary         | 98056.4 45 | 104821 19     | 104133 23  | 99719 37  | 108907 10           | 95326 55  | 107464 12 |           |
| Max Initial HND Salary | 79815 23   | 78241 29      | 81002 19   | 73769 44  | 74596 40            | 75496 38  | 81126 17  |           |
| Previous Schedule      | 2008-09    | 2009-10       | 2008-09    | 2008-09   | 2009-10             | 2009-10   | 2009-10   |           |
| Latest Schedule        | 2008-09    | 2009-10       | 2008-09    | 2008-09   | 2011-12             | 2009-10   | 2009-10   |           |
| % Increase Min HND     |            |               |            |           | 0.00%               |           |           |           |
| % Increase 16th HND    |            |               |            |           | 0.00%               |           |           |           |
| % Increase Max HND     |            |               |            |           | 0.00%               |           |           |           |

**HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY**  
 Salary by step (with statewide rank) in highest salary class not requiring a PhD or equivalent degree from the district's most current 10-month contract salary schedule.

**MAX HND SALARY**  
 Maximum salary (with statewide rank) in HND class from the district's current 10-month contract salary schedule.

**MAX INIT HND SALARY**  
 Maximum salary (with statewide rank) for initial salary placement of new hires in HND class from the district's current 10-month contract salary schedule.

**PREVIOUS SCHEDULE**  
 Academic year of salary schedule published by the district used in previous *AFA Salary Study*.

**LATEST SCHEDULE**  
 Academic year of latest salary schedule published by the district.

**% INCREASE**  
 Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's previous schedule used in 2010/2011 salary study. For some districts, this increase reflects more than one negotiated increase.

The *AFA Salary Study* is compiled each year by the All Faculty Association of Santa Rosa Junior College, as defined in Contract Article 26.02-C-1. The study is used by AFA in annual negotiations of regular faculty salaries and hourly faculty rates. AFA also makes this study available as a service to faculty associations and human resources departments statewide.

Send comments and corrections to [wruud@santarosa.edu](mailto:wruud@santarosa.edu).

AFA website:  
[www.santarosa.edu/afa](http://www.santarosa.edu/afa)

ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT

FACULTY CONTRACT SALARY SCHEDULE

JULY 1, 2007

4.53% COLA ONLY  
 6.5% between columns  
 3.4% between steps up to 12  
 3.2% between steps 12 and after

| <u>STEP</u>            | <u>COLUMN I</u> | <u>COLUMN II</u> | <u>COLUMN III</u> | <u>COLUMN IV</u> |
|------------------------|-----------------|------------------|-------------------|------------------|
| 1                      | 45,761          | 48,736           | 51,904            | 55,278           |
| 2                      | 47,317          | 50,393           | 53,669            | 57,157           |
| 3                      | 48,926          | 52,106           | 55,493            | 59,100           |
| 4                      | 50,589          | 53,877           | 57,379            | 61,109           |
| 5                      | 52,309          | 55,709           | 59,330            | 63,186           |
| 6                      | 54,088          | 57,604           | 61,348            | 65,336           |
| 7                      | 55,927          | 59,562           | 63,434            | 67,557           |
| 8                      | 57,829          | 61,588           | 65,591            | 69,854           |
| 9                      | 59,795          | 63,682           | 67,821            | 72,229           |
| 10                     | 61,828          | 65,847           | 70,127            | 74,685           |
| 11                     | 63,930          | 68,085           | 72,511            | 77,224           |
| 12                     | 66,104          | 70,401           | 74,977            | 79,851           |
| ANNIVERSARY INCREMENTS |                 |                  |                   |                  |
| 14                     | 68,219          | 72,653           | 77,375            | 82,404           |
| 16                     | 70,402          | 74,978           | 79,852            | 85,042           |
| 18                     | 72,655          | 77,378           | 82,408            | 87,765           |
| 20                     | 74,980          | 79,854           | 85,045            | 90,573           |
| 22                     | 77,379          | 82,409           | 87,766            | 93,471           |
| 24                     | 79,855          | 85,046           | 90,574            | 96,461           |

SS-10  
 6/30/2008

The salary quoted on this salary schedule is for a full-time regular contract year assignment of 175 days.

COLUMN DEFINITIONS FOR SALARY PLACEMENT

COLUMN IV (A) Master's degree plus 36 semester units after issuance of master's degree from an accredited institution.

INITIAL SALARY PLACEMENT

6. Step and column placement shall be based on Allan Hancock College part-time faculty services and for out-of-district faculty experience at an accredited education institution or applicable work experience directly related to the academic assignment at the time of initial employment. Such experience shall not exceed seven years; therefore the highest placement on the salary schedule shall be step 8. However, consideration of initial placement at step 9 will be given to a candidate who has received tenure at another accredited college or university.

<http://www.hancockcollege.edu/default.asp?Page=1325>

PART-TIME FACULTY ASSOCIATION SALARY SCHEDULE S (Credit)  
 ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT  
 Effective Fall 2007

| Schedule A                  |          |           |            |           |          |           |            |
|-----------------------------|----------|-----------|------------|-----------|----------|-----------|------------|
| Lecture Rates - 4.834% COLA |          |           |            |           |          |           |            |
| FALL 2007 TERM              |          |           |            |           |          |           |            |
| STEP                        | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V | COLUMN VI | COLUMN VII |
| 1                           | 38.32    | 41.26     | 42.51      | 44.63     | 46.86    | 49.21     | 52.17      |
| 2                           | 40.19    | 43.16     | 44.47      | 46.66     | 49.01    | 51.45     | 54.55      |
| 3                           | 42.06    | 45.02     | 46.36      | 48.68     | 51.11    | 53.65     | 56.89      |
| 4                           | 43.88    | 46.85     | 48.27      | 50.66     | 53.20    | 55.88     | 58.67      |
| 5                           | 45.83    | 48.75     | 50.22      | 52.72     | 55.38    | 58.12     | 61.63      |
| 6                           | 47.68    | 50.63     | 52.17      | 54.75     | 57.53    | 60.41     | 64.01      |
| 7                           | 49.41    | 52.44     | 54.02      | 56.72     | 59.56    | 62.53     | 66.30      |

ss24

| Schedule B              |          |           |            |           |          |           |            |
|-------------------------|----------|-----------|------------|-----------|----------|-----------|------------|
| Lab Rates - 4.834% COLA |          |           |            |           |          |           |            |
| FALL 2007 TERM          |          |           |            |           |          |           |            |
| STEP                    | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V | COLUMN VI | COLUMN VII |
| 1                       | 35.45    | 38.18     | 39.32      | 41.3      | 43.35    | 45.51     | 48.27      |
| 2                       | 37.17    | 39.93     | 41.12      | 43.17     | 45.34    | 47.59     | 50.46      |
| 3                       | 38.91    | 41.64     | 42.9       | 45.03     | 47.27    | 49.64     | 52.63      |
| 4                       | 40.6     | 43.34     | 44.66      | 46.87     | 49.21    | 51.67     | 54.27      |
| 5                       | 42.41    | 45.11     | 46.44      | 48.77     | 51.21    | 53.78     | 57.01      |
| 6                       | 44.08    | 46.85     | 48.27      | 50.99     | 53.21    | 55.86     | 59.21      |
| 7                       | 45.69    | 48.52     | 49.97      | 52.46     | 55.08    | 57.86     | 61.33      |

ss25

| Schedule C                                   |          |           |            |           |          |           |            |
|--|----------|-----------|------------|-----------|----------|-----------|------------|
| Activity & Non-Classroom Rates - 4.834% COLA |          |           |            |           |          |           |            |
| FALL 2007 TERM                               |          |           |            |           |          |           |            |
| STEP   | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V | COLUMN VI | COLUMN VII |
| 1  | 26.19    | 28.50     | 28.50      | 29.05     | 31.16    | 34.00     | 36.84      |
| 2  | 27.46    | 29.80     | 29.80      | 30.37     | 32.46    | 35.33     | 38.18      |
| 3  | 28.75    | 31.10     | 31.10      | 31.68     | 33.79    | 36.67     | 39.56      |
| 4  | 29.99    | 32.38     | 32.38      | 32.98     | 35.09    | 38.00     | 40.89      |
| 5  | 31.33    | 33.69     | 33.69      | 34.33     | 36.41    | 39.35     | 42.26      |
| 6  | 32.59    | 34.98     | 34.98      | 35.64     | 37.73    | 40.68     | 43.61      |
| 7  | 33.76    | 36.24     | 36.24      | 36.93     | 39.08    | 42.15     | 45.16      |

ss26

## ANTELOPE VALLEY COLLEGE FACULTY SALARY SCHEDULE

### A (10-Months paid over 11 months)

Effective 7-1-2009

| Range/<br>Column |                                   |                       | Column III | Column IV | Column V  | Column VI |                                   |
|------------------|-----------------------------------|-----------------------|------------|-----------|-----------|-----------|-----------------------------------|
| Step             | Column I<br>Bachelor+2<br>or AA+6 | Column II<br>Master's |            |           |           |           | Column VII<br>Earned<br>Doctorate |
| 001              | 49,263.96                         | 51,266.43             | 53,266.23  | 55,266.25 | 57,268.38 | 59,268.41 | 61,268.54                         |
| 002              | 51,564.51                         | 53,566.87             | 55,566.67  | 57,566.80 | 59,566.82 | 61,568.73 | 63,568.98                         |
| 003              | 53,865.50                         | 55,867.41             | 57,867.43  | 59,867.79 | 61,867.37 | 63,867.50 | 65,869.63                         |
| 004              | 56,166.27                         | 58,165.63             | 60,168.09  | 62,168.12 | 64,164.81 | 66,167.94 | 68,170.18                         |
| 005              | 58,466.49                         | 60,466.62             | 62,466.42  | 64,468.77 | 66,468.80 | 68,468.93 | 70,468.73                         |
| 006              | 60,767.37                         | 62,767.17             | 64,767.41  | 66,769.54 | 68,769.34 | 70,769.26 | 72,769.50                         |
| 007              | 63,066.03                         | 65,067.71             | 67,068.07  | 69,067.87 | 71,070.00 | 73,069.69 | 75,070.05                         |
| 008              | 65,366.35                         | 67,368.71             | 69,368.51  | 71,368.64 | 73,370.44 | 75,370.68 | 77,370.60                         |
| 009              | 67,667.23                         | 69,669.37             | 71,669.17  | 73,669.08 | 75,669.10 | 77,671.34 | 79,806.80                         |
| 010              | 67,667.23                         | 71,969.91             | 73,969.71  | 75,970.07 | 77,969.65 | 79,969.78 | 81,971.80                         |
| 011              | 67,667.23                         | 71,969.91             | 76,270.48  | 78,270.62 | 80,270.53 | 82,270.55 | 84,272.24                         |
| 012              | 67,667.23                         | 71,969.91             | 76,270.48  | 80,570.72 | 82,571.08 | 84,569.88 | 86,570.90                         |
| 013              | 67,667.23                         | 71,969.91             | 76,270.48  | 80,570.72 | 84,871.73 | 86,871.87 | 88,871.89                         |
| 014              | 67,667.23                         | 71,969.91             | 76,270.48  | 80,570.72 | 84,871.73 | 86,871.87 | 88,871.89                         |
| 015              | 67,667.23                         | 71,969.91             | 78,569.03  | 82,871.71 | 87,172.50 | 89,172.19 | 91,172.33                         |
| 016              | 67,667.23                         | 71,969.91             | 80,870.02  | 85,170.04 | 89,471.05 | 91,472.96 | 93,472.87                         |
| 017              | 67,667.23                         | 71,969.91             | 80,870.02  | 85,170.04 | 89,471.05 | 91,472.96 | 93,472.87                         |
| 018              | 67,667.23                         | 71,969.91             | 80,870.02  | 85,170.04 | 89,471.05 | 91,472.96 | 93,472.87                         |
| 019              | 67,667.23                         | 71,969.91             | 83,170.46  | 87,470.92 | 91,771.93 | 93,773.84 | 95,778.64                         |
| 020              | 67,667.23                         | 71,969.91             | 83,170.46  | 87,470.92 | 91,771.93 | 93,773.84 | 95,778.64                         |
| 021              | 67,667.23                         | 71,969.91             | 83,170.46  | 87,470.92 | 91,771.93 | 93,773.84 | 95,778.64                         |
| 022              | 67,667.23                         | 71,969.91             | 83,170.46  | 87,470.92 | 91,771.93 | 93,773.84 | 95,778.64                         |
| 023              | 67,667.23                         | 71,969.91             | 85,469.34  | 89,783.47 | 94,070.59 | 96,072.61 | 98,077.41                         |
| 024              | 67,667.23                         | 71,969.91             | 85,469.34  | 89,783.47 | 94,070.59 | 96,072.61 | 98,077.41                         |
| 026              | 67,667.23                         | 71,969.91             | 87,780.00  | 92,083.24 | 96,371.03 | 98,372.61 | 101,554.51                        |

4.1 n. A maximum of 5 years credit for teaching experience, work experience, or combination thereof.

4.2 c. Placement on column III-VII is for units or degree (15, 30, 45, 60, 75, 90, Ph.D./Ed.D.)

## ANTELOPE VALLEY COLLEGE

### Adjunct/Overload Lecture/Lecture Lab Combination Rate of Pay - Effective Fall 2010 Schedule E

| Step | COLUMN I<br>Less than<br>Masters Rate of<br>Pay | COLUMN II<br>With Masters | COUMN III<br>With Earned<br>Doctorate |                                   | 2% Academy                                      |                           |
|------|---|---------------------------|---------------------------------------|-----------------------------------|---|---------------------------|
|      |   |                           |                                       |                                   | COLUMN I<br>Less than<br>Masters Rate of<br>Pay | COLUMN II<br>With Masters |
| 1    | 1083.75   | 1127.78                   | 1171.81                               | Per LHE                           | 1105.51   | 1150.39                   |
|      | 63.75   | 66.34                     | 68.93                                 | (For Retirement<br>Purposes Only) | 65.03   | 67.67                     |
| 2    | 1134.41   | 1178.44                   | 1222.47                               | Per LHE                           | 1157.19   | 1202.07                   |
|      | 66.73   | 69.32                     | 71.91                                 | (For Retirement<br>Purposes Only) | 68.07   | 70.71                     |
| 3    | 1185.07   | 1229.10                   | 1273.13                               | Per LHE                           | 1208.70   | 1253.58                   |
|      | 69.71   | 72.30                     | 74.89                                 | (For Retirement<br>Purposes Only) | 71.10   | 73.74                     |
| 4    | 1235.73   | 1279.59                   | 1323.62                               | Per LHE                           | 1260.38   | 1305.26                   |
|      | 72.69   | 75.27                     | 77.86                                 | (For Retirement<br>Purposes Only) | 74.14   | 76.78                     |

#### **Regular Semester = Fall and Spring**

|    |   |
|----|---|
| A. | Compensation is calculated by multiplying the LHE's per class by the appropriate adjunct/overload salary schedule amount.   |
| B. | For those classes scheduled to meet less than a full semester, compensation shall be paid insofar as possible on a monthly basis.   |
| C. | <b>Step 2</b> for faculty who have taught for 2 ½ years (5 semesters) or thirty (30) Lecture Hour Equivalent ( <b>LHE</b> ) at Antelope Valley College during the <u>regular</u> academic year. |
| D. | <b>Step 3</b> for faculty who have taught for five (5) years (10 semesters) or (60) LHE at Antelope Valley College during the <u>regular</u> academic year.                                     |
| E. | <b>Step 4</b> for faculty who have taught for seven and one-half (7.5) years (15 semesters) or (90) LHE at Antelope Valley College during the <u>regular</u> academic year.                     |

**APPENDIX B**  
**BARSTOW COMMUNITY COLLEGE DISTRICT**  
**CERTIFICATED SALARY SCHEDULE**  
**2008-2009**  
**Effective July 1, 2008**

| Column                     | "A"       | "B"       | I       | II                        | III                       | IV                        | V                         |
|----------------------------|-----------|-----------|---------|---------------------------|---------------------------|---------------------------|---------------------------|
| Full Time Faculty Overload |           |           | 1       |                           | 2                         |                           | 3                         |
| Hourly Rate *              |           |           | \$34.00 |                           | \$36.00                   |                           | \$38.00                   |
|                            | AA/AS + 6 | BA/BS + 2 | M.A.    | M.A. with<br>B.A. Plus 45 | M.A. with<br>B.A. Plus 60 | M.A. with<br>B.A. Plus 75 | M.A. with<br>B.A. Plus 90 |
| STEP                       | Yrs. Exp. | Yrs. Exp  | M.A.    | Sem. Units                | Sem. Units                | Sem. Units                | Sem. Units                |
| 1                          | 45,106    | 47,182    | 49,259  | 51,335                    | 53,412                    | 55,488                    | 57,565                    |
| 2                          | 47,182    | 49,259    | 51,335  | 53,412                    | 55,488                    | 57,565                    | 59,641                    |
| *3                         | 49,259    | 51,335    | 53,412  | 55,488                    | 57,565                    | 59,641                    | 61,718                    |
| 4                          | 51,335    | 53,412    | 55,488  | 57,565                    | 59,641                    | 61,718                    | 63,794                    |
| 5                          | 53,412    | 55,488    | 57,565  | 59,641                    | 61,718                    | 63,794                    | 65,871                    |
| 6                          | 55,488    | 57,565    | 59,641  | 61,718                    | 63,794                    | 65,871                    | 67,947                    |
| 7                          | 57,565    | 59,641    | 61,718  | 63,794                    | 65,871                    | 67,947                    | 70,024                    |
| 8                          | 59,641    | 61,718    | 63,794  | 65,871                    | 67,947                    | 70,024                    | 72,100                    |
| 9                          |           | 63,794    | 65,871  | 67,947                    | 70,024                    | 72,100                    | 74,176                    |
| 10                         |           | 65,871    | 67,947  | 70,024                    | 72,100                    | 74,176                    | 76,253                    |
| 11                         |           |           | 70,024  | 72,100                    | 74,176                    | 76,253                    | 78,329                    |
| **12                       |           |           | 72,100  | 74,176                    | 76,253                    | 78,329                    | 80,406                    |
| 13                         |           |           | 74,176  | 76,253                    | 78,329                    | 80,406                    | 82,482                    |
| 14                         |           |           | 76,253  | 78,329                    | 80,406                    | 82,482                    | 84,559                    |
| 15                         |           |           | 78,329  | 80,406                    | 82,482                    | 84,559                    | 86,635                    |
| 16                         |           |           | 80,406  | 82,482                    | 84,559                    | 86,635                    | 88,712                    |
| 17                         |           |           | 82,482  | 84,559                    | 86,635                    | 88,712                    | 90,788                    |
| 18                         |           |           | 84,559  | 86,635                    | 88,712                    | 90,788                    | 92,865                    |
| 19                         |           |           |         |                           | 90,788                    | 92,865                    | 94,941                    |
| 20                         |           |           |         |                           |                           |                           | 97,018                    |

An additional \$750 will be paid for a second Master's degree in an area and/or subject which differs from the area and/or subject of the first Master's degree.

OR

An additional \$2,000 will be paid for an earned Doctor's degree.

Adjunct faculty hourly rates: Class 1- \$42/hour; Class 2- \$44/hour; Class 3- \$46/hour  
 Effective fall 2008 semester

\* Teachers with provisional Credentials shall not proceed beyond Step 3.

\*\* Maximum starting salary.

Board approved: 12/13/07

**BUTTE-GLENN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2010-11**  
**10-month, 177-day Schedule**  
**4.918% COLA Granted 07/01/2010**

| <b>STEPS</b> | <b>CLASS I</b> | <b>CLASS II</b> | <b>CLASS III</b> | <b>CLASS IV</b> |
|--------------|----------------|-----------------|------------------|-----------------|
| 1            | 46,088.40      | 50,200.07       | 54,316.67        | 58,430.82       |
| 2            | 48,553.93      | 52,671.75       | 56,782.19        | 60,902.50       |
| 3            | 51,023.16      | 55,139.74       | 59,257.56        | 63,369.24       |
| 4            | 53,491.13      | 57,607.75       | 61,721.87        | 65,837.23       |
| 5            | 55,962.81      | 60,073.26       | 64,193.55        | 68,307.68       |
| 6            | 58,429.57      | 62,538.79       | 66,657.84        | 70,774.44       |
| 7            | 60,893.89      | 65,011.71       | 69,122.15        | 73,237.52       |
| 8            | 63,365.55      | 67,480.92       | 71,593.83        | 75,712.88       |
| 9            | 65,829.87      | 69,946.46       | 74,065.51        | 78,180.88       |
| 10           | 68,306.45      | 72,418.13       | 76,532.27        | 80,650.09       |
| 11           | 68,306.45      | 74,886.12       | 79,003.95        | 83,210.21       |
| 12           | 68,306.45      | 74,886.12       | 79,003.95        | 85,587.30       |
| 13           | 68,306.45      | 74,886.12       | 79,003.95        | 88,054.06       |
| 14           | 68,306.45      | 74,886.12       | 79,003.95        | 88,054.06       |
| 15           | 68,306.45      | 74,886.12       | 79,003.95        | 88,054.06       |

**LONGEVITY (LONGEVITY STEPS ARE 16, 20 AND 24)**

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 16 | 71,047.17 | 77,890.84 | 82,173.89 | 91,587.13 |
| 17 | 71,047.17 | 77,890.84 | 82,173.89 | 91,587.13 |
| 18 | 71,047.17 | 77,890.84 | 82,173.89 | 91,587.13 |
| 19 | 71,047.17 | 77,890.84 | 82,173.89 | 91,587.13 |
| 20 | 73,787.89 | 80,895.56 | 85,343.84 | 95,120.20 |
| 21 | 73,787.89 | 80,895.56 | 85,343.84 | 95,120.20 |
| 22 | 73,787.89 | 80,895.56 | 85,343.84 | 95,120.20 |
| 23 | 73,787.89 | 80,895.56 | 85,343.84 | 95,120.20 |
| 24 | 76,528.61 | 83,900.28 | 88,513.78 | 98,653.27 |

**BUTTE COMMUNITY COLLEGE DISTRICT**  
**HOURLY RATE SALARY SCHEDULE FOR ASSOCIATE FACULTY**  
**4.918% COLA Granted 07/01/2010**  
**EQUITY ENHANCEMENT EFFECTIVE FALL 2010**

|             |                              | <b>CLASS I</b> | <b>CLASS II</b> | <b>CLASS III</b> |
|-------------|------------------------------|----------------|-----------------|------------------|
| <b>STEP</b> | <b>I</b>                     | <b>48.71</b>   | <b>51.15</b>    | <b>53.71</b>     |
| <b>STEP</b> | <b>II</b>                    | <b>51.15</b>   | <b>53.71</b>    | <b>56.39</b>     |
| <b>STEP</b> | <b>III</b>                   | <b>53.71</b>   | <b>56.39</b>    | <b>59.21</b>     |
| <b>STEP</b> | <b>IV</b>                    | <b>56.39</b>   | <b>59.21</b>    | <b>62.17</b>     |
| <b>STEP</b> | <b>V *(Part-time Equity)</b> | <b>59.21</b>   | <b>62.17</b>    | <b>65.28</b>     |

**Cabrillo College**  
**Contract Regular Faculty Salary Schedule**  
**2010-2011**  
**(Annual Rate)**  
**Effective August 23, 2010**  
**175 Days**

| Class >  | 1   | 2      | 3                                    | 4                                    | 5                                    | 6                                     |
|--|---|--------|--------------------------------------|--------------------------------------|--------------------------------------|---------------------------------------|
| Step   | BA or Specific<br>Minimum<br>Requirements | MA/MS  | MA/MS<br>+15 Units<br>(BA +45 Units) | MA/MS<br>+30 Units<br>(BA +60 Units) | MA/MS<br>+45 Units<br>(BA +75 Units) | MA/MS<br>+60 Units<br>(BA + 90 Units) |
| 1  | 50,068                                    | 51,683 | 53,301                               | 54,921                               | 56,538                               | 58,157                                |
| 2  | 51,975                                    | 53,575 | 55,174                               | 56,775                               | 58,377                               | 59,975                                |
| 3  | 54,377                                    | 55,978 | 57,579                               | 59,177                               | 60,780                               | 62,380                                |
| 4  | 56,781                                    | 58,380 | 59,982                               | 61,582                               | 63,183                               | 64,782                                |
| 5  | 59,184                                    | 60,784 | 62,386                               | 63,989                               | 65,588                               | 67,184                                |
| 6  | 61,586                                    | 63,188 | 64,790                               | 66,393                               | 67,990                               | 69,590                                |
| 7  | 63,993                                    | 65,593 | 67,190                               | 68,794                               | 70,392                               | 71,993                                |
| 8  | 66,393                                    | 67,994 | 69,597                               | 71,195                               | 72,800                               | 74,395                                |
| 9  | 68,797                                    | 70,395 | 71,999                               | 73,599                               | 75,204                               | 76,801                                |
| 10   | 71,198                                    | 72,802 | 74,400                               | 76,000                               | 77,604                               | 79,202                                |
| 11   | 71,198                                    | 72,802 | 74,400                               | 76,874                               | 78,717                               | 80,555                                |
| 12   | 71,198                                    | 72,802 | 74,400                               | 77,748                               | 79,832                               | 81,908                                |
| 13   | 71,198                                    | 72,802 | 74,400                               | 78,621                               | 80,949                               | 83,263                                |
| 14   | 71,198                                    | 72,802 | 74,400                               | 79,495                               | 82,063                               | 84,615                                |
| 15   |   |        |                                      | 80,372                               | 83,200                               | 85,973                                |
| 16   |   |        |                                      | 81,969                               | 83,896                               | 86,935                                |
| 17   |   |        |                                      |                                      | 84,617                               | 87,896                                |
| 18   |   |        |                                      |                                      | 85,338                               | 88,858                                |
| 19   |   |        |                                      |                                      | 86,058                               | 89,818                                |
| 20   |   |        |                                      |                                      | 86,778                               | 90,783                                |
| 21   |   |        |                                      |                                      | 88,486                               | 91,742                                |
| 22   |   |        |                                      |                                      |                                      | 92,705                                |
| 23   |   |        |                                      |                                      |                                      | 93,667                                |
| 24   |   |        |                                      |                                      |                                      | 94,627                                |
| 25   |   |        |                                      |                                      |                                      | 95,587                                |
| 26   |   |        |                                      |                                      |                                      | 97,413                                |
| <b>Doctorate Stipend:</b>  |   |        |                                      |                                      |                                      | <b>\$3,343</b>                        |
| <b>Note: Step 9 is the maximum initial salary placement for academic year.</b> |   |        |                                      |                                      |                                      |                                       |

Last update: July 1, 2010 (effective dates only)  
Last salary update effective: 8/27/07

<http://www.cabrillo.edu/services/hr/compensation.html>

**Cabrillo College**  
**Adjunct and Overload Faculty Salary Schedule**  
2010-2011  
(Rate Per Unit)  
Effective August 23, 2010

| Class >   | 1   | 2     | 3                                    | 4                                    | 5                                    | 6                                     |
|---|---|-------|--------------------------------------|--------------------------------------|--------------------------------------|---------------------------------------|
| Step  | BA or Specific<br>Minimum<br>Requirements | MA/MS | MA/MS<br>+15 Units<br>(BA +45 Units) | MA/MS<br>+30 Units<br>(BA +60 Units) | MA/MS<br>+45 Units<br>(BA +75 Units) | MA/MS<br>+60 Units<br>(BA + 90 Units) |
| 1   | 1,051                                     | 1,085 | 1,119                                | 1,153                                | 1,187                                | 1,221                                 |
| 2   | 1,091                                     | 1,125 | 1,159                                | 1,192                                | 1,226                                | 1,259                                 |
| 3   | 1,142                                     | 1,176 | 1,209                                | 1,243                                | 1,276                                | 1,310                                 |
| 4   | 1,192                                     | 1,226 | 1,260                                | 1,293                                | 1,327                                | 1,360                                 |
| 5   | 1,243                                     | 1,276 | 1,310                                | 1,344                                | 1,377                                | 1,411                                 |
| 6   | 1,293                                     | 1,327 | 1,361                                | 1,394                                | 1,428                                | 1,461                                 |
| 7   | 1,344                                     | 1,377 | 1,411                                | 1,445                                | 1,478                                | 1,512                                 |
| 8   | 1,394                                     | 1,428 | 1,462                                | 1,495                                | 1,529                                | 1,562                                 |
| 9   | 1,445                                     | 1,478 | 1,512                                | 1,546                                | 1,579                                | 1,613                                 |
| 10  | 1,495                                     | 1,529 | 1,562                                | 1,596                                | 1,630                                | 1,663                                 |
| 11  | 1,495                                     | 1,529 | 1,562                                | 1,614                                | 1,653                                | 1,692                                 |
| 12  | 1,495                                     | 1,529 | 1,562                                | 1,633                                | 1,676                                | 1,720                                 |
| Doctorate Stipend: \$70 per unit  |   |       |                                      |                                      |                                      |                                       |
| Note: Step 9 is the maximum initial salary placement for academic year. |   |       |                                      |                                      |                                      |                                       |

Last update: July 1, 2010 (effective dates only)  
Last salary update effective: 8/27/07

**Cerritos Community College District  
Faculty Salary Schedule  
(Effective 8/13/2007)**

| Step | A                 | B                          | C   | D   | E   | F                |
|------|-------------------|----------------------------|---|---|---|------------------|
|      | Bachelor's Degree | Master's Degree            | Bachelor's Degree + 50 units including Master's | Bachelor's Degree + 70 units including Master's | Bachelor's Degree + 90 units including Master's | Doctorate Degree |
| 1    |                   |                            |   |   |   |                  |
| 2    |                   |                            |   |   |   |                  |
| 3    | 50,489            | 53,072                     | 55,656  | 58,239  | 60,824  | 63,408           |
| 4    | 53,072            | 55,656                     | 58,239  | 60,824  | 63,408  | 65,990           |
| 5    | 55,656            | 58,239                     | 60,824  | 63,408  | 65,990  | 68,572           |
| 6    | 58,239            | 60,824                     | 63,408  | 65,990  | 68,572  | 71,157           |
| 7    | 60,824            | 63,408                     | 65,990  | 68,572  | 71,157  | 73,743           |
| 8    | 63,408            | 65,990                     | 68,572  | 71,157  | 73,743  | 76,326           |
| 9    | 65,990            | 68,572                     | 71,157  | 73,743  | 76,326  | 78,910           |
| * 10 |                   | 71,157                     | 73,743  | 76,326  | 78,910  | 81,494           |
| 11   |                   |                            | 76,326  | 78,910  | 81,494  | 84,073           |
| 12   |                   |                            |   | 81,494  | 84,073  | 86,662           |
| 13   |                   |                            |   |   | 86,662  | 89,244           |
| 14   |                   |                            |   |   | 89,244  | 91,826           |
| 18X  |                   | <i>Longevity Increment</i> |   |   | 91,826  | 94,410           |
| 22X  |                   | <i>Longevity Increment</i> |   |   | 94,410  | 96,993           |
| 26X  |                   | <i>Longevity Increment</i> |   |   | 96,993  | 99,574           |
| 30X  |                   | <i>Longevity Increment</i> |   |   | 99,574  | 102,160          |

\*Maximum Beginning Step

For temporary part-time and/or substitute hourly instructors, the hourly rate shall be as follows for all teaching assignments:

|                              |         |
|------------------------------|---------|
| First two semesters          | \$48.83 |
| Third and Fourth Semesters   | \$51.71 |
| Fifth and Sixth Semesters    | \$54.60 |
| Seventh and Eighth Semesters | \$57.46 |
| Nine or more Semesters       | \$60.33 |

<http://cms.cerritos.edu/hr/salary-schedule.htm>

CHABOT-LAS POSITAS FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY AND PART-TIME (ADJUNCT) FY 2007-2008 — Effective July 1, 2007 \*

PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY (ACADEMIC YEAR 20 07-2008)

| STEP  | C O L U M N |        |         |         |
|-------|-------------|--------|---------|---------|
|       | II          | III    | IV      | V       |
| 1     | 52,242      | 56,202 | 59,671  | 64,256  |
| 2     | 54,922      | 58,882 | 62,354  | 66,937  |
| 3     | 57,606      | 61,566 | 65,036  | 69,618  |
| 4     | 60,290      | 64,249 | 67,720  | 72,302  |
| 5     | 62,970      | 66,931 | 70,401  | 74,985  |
| 6     | 65,653      | 69,613 | 73,084  | 77,668  |
| 7     | 68,337      | 72,297 | 75,766  | 80,348  |
| 8     | 71,018      | 74,979 | 78,450  | 83,032  |
| 9     | 73,700      | 77,659 | 81,131  | 85,714  |
| 10    | 76,383      | 80,343 | 83,814  | 88,397  |
| 11    | 79,066      | 83,025 | 86,496  | 91,079  |
| 12    | 81,749      | 85,709 | 89,177  | 93,762  |
| 13    | 84,432      | 88,391 | 91,861  | 96,445  |
| 14    | 87,112      | 91,073 | 94,544  | 99,127  |
| 15-19 | 89,795      | 93,755 | 97,227  | 101,809 |
| 20-24 | 92,479      | 96,439 | 99,908  | 104,491 |
| 25    | 95,160      | 99,120 | 102,592 | 107,175 |

Reference: Salary Adjustment Procedures: 21B.  
Payment of Salaries: 21F.

- 21D. Placement on Salary Schedule For New Contract or Temporary Faculty
- Entering faculty may be placed as high as step seven (7) on the salary schedule.

CHABOT-LAS POSITAS FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY AND PART-TIME (ADJUNCT) FY 2007-2008 — Effective July 1, 2007 \*

PART B: SCHEDULE OF PART-TIME (ADJUNCT) SERVICE RATES, Effective July 1, 2007\*

- Unit members performing hourly service (part-time adjunct or overload) during the academic year will be paid as indicated below.

| STEP | HOURLY LECTURE RATE<br>(Faculty Hour A, C)<br>70% pro-rata scale | HOURLY LABORATORY RATE<br>(Faculty Hour B)<br>70% pro-rata scale | HOURLY COUNSELOR/<br>LIBRARIAN RATE<br>(Faculty Hour D, E)<br>92% pro-rata scale |
|------|--|--|--|
|      | 1  | 74.94  | 56.20  |
| 2    | 78.51  | 58.88  | 51.59  |
| 3    | 82.09  | 61.57  | 53.94  |
| 4    | 85.67  | 64.25  | 56.29  |
| 5    | 89.24  | 66.93  | 58.64  |
| 6    | 92.82  | 69.61  | 60.99  |
| 7    | 96.40  | 72.30  | 63.35  |
| 8    | 99.97  | 74.98  | 65.70  |

**ARTICLE 22  
SALARY SCHEDULE PLACEMENT AND ADVANCEMENT**

The District and the Association agree to reopen negotiations on Contract/Regular Faculty Salary Schedule and Hourly Rates for 2012/13 and 2013/14.

**Contract/Regular Schedule, Fall 2011**

| Step | Minimum Qualifications | + 45     | MA+BA+60<br>OR BA+75 | Earned Doctorate |
|------|------------------------|----------|----------------------|------------------|
|      | Column 1               | Column 2 | Column 3             | Column 4         |
| 1    | 55,458                 | 57,829   | 61,240               | 68,246           |
| 2    | 57,941                 | 60,401   | 64,000               | 70,536           |
| 3    | 60,424                 | 62,974   | 66,760               | 72,827           |
| 4    | 62,907                 | 65,546   | 69,521               | 75,117           |
| 5    | 65,390                 | 68,119   | 72,280               | 77,407           |
| 6    | 67,872                 | 70,691   | 75,041               | 79,698           |
| 7    | 70,355                 | 73,263   | 77,800               | 81,988           |
| 8    | 72,838                 | 75,836   | 80,561               | 84,278           |
| 9    | 75,321                 | 78,408   | 83,321               | 86,568           |
| 10   | 76,288                 | 79,688   | 84,927               | 88,859           |
| 11   | 77,255                 | 80,969   | 86,533               | 91,149           |
| 12   | 78,222                 | 82,249   | 88,139               | 93,439           |
| 13   | 79,189                 | 83,529   | 89,745               | 95,730           |
| 14   | 80,156                 | 84,808   | 91,351               | 98,020           |
| 15   | 81,123                 | 86,088   | 92,957               | 98,766           |
| 16   | 82,090                 | 87,368   | 94,564               | 99,512           |
| 17   | 82,847                 | 88,649   | 96,169               | 100,259          |
| 18   | 83,604                 | 89,929   | 97,776               | 101,005          |
| 19   | 84,361                 | 90,173   | 98,436               | 101,751          |
| 20   | 85,038                 | 90,417   | 99,095               | 102,497          |
| 21   | 85,715                 | 90,662   | 99,755               | 103,243          |
| 22   | 86,393                 | 90,906   | 100,415              | 103,989          |
| 23   | 87,070                 | 91,923   | 101,076              | 104,736          |
| 24   | 87,747                 | 91,974   | 101,736              | 105,482          |
| 25   | 87,798                 | 92,025   | 102,395              | 106,228          |
| 26   | 87,849                 | 92,076   | 103,055              | 106,974          |
| 27   | 87,900                 | 92,127   | 103,715              | 107,720          |
| 28   | 87,951                 | 92,178   | 104,375              | 108,466          |
| 29   | 88,002                 | 92,229   | 105,035              | 109,213          |
| 30   | 88,053                 | 92,280   | 105,694              | 109,959          |
| 31   | 88,104                 | 92,331   | 106,353              | 110,705          |
| 32   | 88,155                 | 92,382   | 107,012              | 111,451          |

**A**

The following Part-Time Salary Compensation Rates will be in effect the first day of fall term 2011:

|        | Column A | Column B |
|--------|----------|----------|
| Step 1 | 64.00    | 66.00    |
| Step 2 | 66.00    | 68.00    |
| Step 3 | 69.00    | 71.00    |

**CITRUS COMMUNITY COLLEGE DISTRICT  
FULL-TIME FACULTY SALARY SCHEDULE  
Effective January 1, 2011\*\***

|            | LIFE Credential<br>OR Minimum<br>Qualifications as<br>defined by<br>Education Code<br>Section 87355 and<br>87356 | Master's Degree<br>Including 40<br>Graduate<br>Semester Units<br>Beyond<br>Bachelor's<br>Degree | Master's Degree<br>Including 60<br>Graduate<br>Semester Units<br>Beyond<br>Bachelor's<br>Degree | Master's Degree<br>Including 80<br>Graduate<br>Semester Units<br>Beyond<br>Bachelor's<br>Degree | Doctorate      |
|------------|--|---|---|---|----------------|
|            | <b>CLASS 1</b>   | <b>CLASS 2</b>  | <b>CLASS 3</b>  | <b>CLASS 4</b>  | <b>CLASS 5</b> |
| <b>1-3</b> | \$50,718   | \$53,626  | \$56,534  | \$59,441  | \$62,687       |
| <b>4</b>   | \$53,352   | \$56,262  | \$59,171  | \$62,076  | \$65,322       |
| <b>5</b>   | \$55,987   | \$58,896  | \$61,804  | \$64,715  | \$67,961       |
| <b>6</b>   | \$58,625   | \$61,532  | \$64,441  | \$67,349  | \$70,595       |
| <b>7</b>   | \$61,263   | \$64,170  | \$67,075  | \$69,985  | \$73,231       |
| <b>8</b>   | \$63,896   | \$66,804  | \$69,712  | \$72,621  | \$75,867       |
| <b>9</b>   | \$66,529   | \$69,439  | \$72,346  | \$75,256  | \$78,502       |
| <b>10</b>  | \$69,166   | \$72,073  | \$74,981  | \$77,891  | \$81,137       |
| <b>11</b>  | \$71,803   | \$74,711  | \$77,617  | \$80,528  | \$83,774       |
| <b>12</b>  | \$74,440   | \$77,345  | \$80,253  | \$83,165  | \$86,411       |
| <b>13</b>  | \$77,077   | \$79,982  | \$82,888  | \$85,798  | \$89,044       |
| <b>14</b>  |  | \$82,619  | \$85,525  | \$88,434  | \$91,680       |
| <b>18</b>  |  |   | \$88,162  | \$91,069  | \$94,315       |
| <b>22</b>  |  |   | \$90,739**  | \$93,705  | \$96,951       |
| <b>23</b>  |  |   |   | \$96,340  | \$99,586       |
| <b>26</b>  |  |   |   | \$98,975  | \$102,221      |
| <b>29</b>  |  |   |   | \$101,611   | \$104,856      |
| <b>32</b>  |  |   |   | \$104,246   | \$107,492      |
| <b>35</b>  |  |   |   | \$106,882   | \$110,128      |

When regular faculty reach Class 4 and 5 - Step 14, they become eligible, subject to the recommendation of the Superintendent/President, to receive the appropriate anniversary increment for professional growth, as shown in this salary schedule.

No more than five (5) years of full-time teaching experience and/or related work experience credit shall be allowed for initial placement on the salary schedule. When related work experience is required to meet the minimum qualifications for a discipline identified as one where a Master's Degree is not normally expected or available by statute, credit for full-time related work experience must be beyond that requirement. One (1) additional step for experience credit will be granted upon completion of a Bachelor's Degree (from an accredited institution) for those instructors initially employed with an Associate's Degree.

The Doctorate shall be earned at an institution accredited by one of the regional associations (The Western Association of Schools and Colleges).

The structure of the 1989-1990 faculty salary schedule will be maintained for those current vocational instructors who have been moving on the "vocational track" until such time as they can be transferred to this salary schedule, as a result of increased education, without decreasing their annual salary.

<http://www.citruscollege.edu/hr/Documents/Forms/AllItems.aspx?RootFolder=http%3a%2f%2fwww%2ecitruscollege%2edu%2fhr%2fDocuments%2fSalary%20Schedules&FolderCTID=0x012000CAC9F9F00170FC4EA8076FDBA2F49BA9>



**ADJUNCT FACULTY SALARY SCHEDULE (including intersession)  
2011**

|             | <b>LIFE Credential OR<br/>Minimum<br/>Qualifications as<br/>defined by<br/>Education Code<br/>Sections 87355 and<br/>87356</b> | <b>Master's Degree<br/>Including 40<br/>Graduate Semester<br/>Units Beyond<br/>Bachelor's Degree</b> | <b>Master's Degree<br/>Including 60<br/>Graduate Semester<br/>Units Beyond<br/>Bachelor's Degree</b> | <b>Master's Degree<br/>Including 80<br/>Graduate Semester<br/>Units Beyond<br/>Bachelor's Degree</b> |
|-------------|--|--|--|--|
| <b>STEP</b> | <b>CLASS I<br/>LECTURE*</b>  | <b>CLASS 2<br/>LECTURE*</b>  | <b>CLASS 3<br/>LECTURE*</b>  | <b>CLASS 4<br/>LECTURE*</b>  |
| 1           | \$1,025  | \$1,077  | \$1,129  | \$1,183  |
| 2           | \$1,025  | \$1,077  | \$1,129  | \$1,183  |
| 3           | \$1,025  | \$1,077  | \$1,129  | \$1,183  |
| 4           | \$1,025  | \$1,077  | \$1,129  | \$1,183  |
| 5           | \$1,072  | \$1,120  | \$1,178  | \$1,234  |
| 6           | \$1,119  | \$1,174  | \$1,230  | \$1,281  |

Hourly Salary for Adjunct Counselors, Librarians, Nurse, and Substitutes \$44.90

\*Lecture Hour Equivalent

These rates of pay apply to semester length courses that are designated as lecture or lab sections.

No more than two years of part-time teaching experience credit will be allowed for initial placement on this salary schedule.

One step increase per year shall be granted for each two-semester periods completed (including intersession). No more than two (2) semesters shall be counted towards a step increase in any one year. Class advancements shall be effective at the beginning of the month following verification of additional units.

Effective 6/23/2008  
Revised 02/16/10  
BOT 5/27/08

Faculty - 175 Days (AA Salary Schedule)

| Step | I                 | II          | III         | IV          | V            | Step | Effective Date: 07/01/11<br>Units: Annual |
|------|-------------------|-------------|-------------|-------------|--------------|------|---|
| 1    | \$46,037.00       | \$52,249.00 | \$56,375.00 | \$60,490.00 | \$64,679.00  | 1    |   |
| 2    | \$48,335.00       | \$54,556.00 | \$58,674.00 | \$62,793.00 | \$66,984.00  | 2    |   |
| 3    | \$50,640.00       | \$56,854.00 | \$60,977.00 | \$65,092.00 | \$69,283.00  | 3    |   |
| 4    | \$52,940.00       | \$59,160.00 | \$63,283.00 | \$67,392.00 | \$71,590.00  | 4    |   |
| 5    | \$55,240.00       | \$61,454.00 | \$65,581.00 | \$69,692.00 | \$73,888.00  | 5    |   |
| 6    | \$57,543.00       | \$63,759.00 | \$67,883.00 | \$71,995.00 | \$76,191.00  | 6    |   |
| 7    | \$59,841.00       | \$66,061.00 | \$70,178.00 | \$74,293.00 | \$78,490.00  | 7    |   |
| 8    | \$62,143.00       | \$68,361.00 | \$72,487.00 | \$76,599.00 | \$80,796.00  | 8    |   |
| 9    | \$64,448.00       | \$70,665.00 | \$74,784.00 | \$78,894.00 | \$83,094.00  | 9    |   |
| 10   | \$66,745.00       | \$72,962.00 | \$77,086.00 | \$81,201.00 | \$85,392.00  | 10   |   |
| 11   |                   | \$75,260.00 | \$79,385.00 | \$83,501.00 | \$87,698.00  | 11   |   |
| 12   |                   | \$77,564.00 | \$81,687.00 | \$85,800.00 | \$89,994.00  | 12   |   |
| 13   |                   |             | \$83,987.00 | \$88,103.00 | \$92,299.00  | 13   |   |
| 14   |                   |             |             | \$88,103.00 | \$92,299.00  | 14   |   |
| 15   |                   |             |             | \$91,596.00 | \$95,793.00  | 15   |   |
| 16   |                   |             |             | \$91,596.00 | \$95,793.00  | 16   |   |
| 17   |                   |             |             | \$95,087.00 | \$99,286.00  | 17   |   |
| 18   |                   |             |             | \$95,087.00 | \$99,286.00  | 18   |   |
| 19   |                   |             |             | \$95,087.00 | \$99,286.00  | 19   |   |
| 20   |                   |             |             | \$98,581.00 | \$102,776.00 | 20   |   |
| 21   |                   |             |             |             | \$102,776.00 | 21   |   |
| 22   |                   |             |             |             | \$102,776.00 | 22   |   |
| 23   |                   |             |             |             | \$106,269.00 | 23   |   |
| 24   |                   |             |             |             | \$106,269.00 | 24   |   |
| 25   |                   |             |             |             | \$106,269.00 | 25   |   |
| 26   |                   |             |             |             | \$109,761.00 | 26   |   |
|      | Doctoral Stipend: | \$2781.00   |             |             |              |      |   |

Effective Date: 07/01/11  
Units: LHE and Hourly

Part-Time Instructor (BB Salary Schedule)

| COL | STEP | PER LHE    |
|-----|------|------------|
| IV  | 1    | \$956.00   |
| IV  | 2    | \$1,034.00 |
| IV  | 3    | \$1,114.00 |
| IV  | 4    | \$1,180.00 |
| IV  | 5    | \$1,254.00 |
| IV  | 6    | \$1,331.00 |

Appendix B-1

**Contra Costa Community College District  
2010 - 2011 SALARY SCHEDULE  
FACULTY**

|             | <b>Class 1</b> | <b>Class 2</b> | <b>Class 3</b>      | <b>Class 4</b>         | <b>Class 5</b>         | <b>Class 6</b>         | <b>Class 7</b>         |
|-------------|----------------|----------------|---------------------|------------------------|------------------------|------------------------|------------------------|
|             | <b>BA</b>      | <b>BA+15</b>   | <b>BA+30<br/>MA</b> | <b>BA+45<br/>MA+15</b> | <b>BA+60<br/>MA+30</b> | <b>BA+75<br/>MA+45</b> | <b>BA+90<br/>MA+60</b> |
| <b>STEP</b> |                |                |                     |                        |                        |                        | <b>DOCTORATE</b>       |
| 1           | \$49,560       | \$52,008       | \$54,576            | \$57,024               | \$59,544               | \$61,992               | \$64,524               |
| 2           | \$49,560       | \$52,008       | \$54,576            | \$57,024               | \$59,544               | \$61,992               | \$64,524               |
| 3           | \$49,560       | \$52,008       | \$54,576            | \$57,024               | \$59,544               | \$61,992               | \$64,524               |
| 4           | \$52,008       | \$54,576       | \$57,024            | \$59,544               | \$61,992               | \$64,524               | \$67,044               |
| 5           | \$54,576       | \$57,024       | \$59,544            | \$61,992               | \$64,524               | \$67,044               | \$69,564               |
| 6           | \$57,024       | \$59,544       | \$61,992            | \$64,524               | \$67,044               | \$69,564               | \$72,132               |
| 7           | \$59,544       | \$61,992       | \$64,524            | \$67,044               | \$69,564               | \$72,132               | \$74,580               |
| 8           | \$61,992       | \$64,524       | \$67,044            | \$69,564               | \$72,132               | \$74,580               | \$77,064               |
| 9           | \$64,524       | \$67,044       | \$69,564            | \$72,132               | \$74,580               | \$77,064               | \$79,608               |
| 10          | \$0            | \$69,564       | \$72,132            | \$74,580               | \$77,064               | \$79,608               | \$82,128               |
| 11          | \$0            | \$0            | \$74,580            | \$77,064               | \$79,608               | \$82,128               | \$84,540               |
| 12          | \$0            | \$0            | \$0                 | \$79,608               | \$82,128               | \$84,540               | \$87,060               |
| 13          | \$0            | \$0            | \$0                 | \$0                    | \$84,540               | \$87,060               | \$89,616               |
| 14          | \$0            | \$0            | \$0                 | \$0                    | \$84,540               | \$87,060               | \$89,616               |
| 15          | \$0            | \$0            | \$0                 | \$0                    | \$84,540               | \$87,060               | \$89,616               |
| 16          | \$0            | \$0            | \$0                 | \$0                    | \$87,060               | \$89,616               | \$92,028               |
| 17          | \$0            | \$0            | \$0                 | \$0                    | \$87,060               | \$89,616               | \$92,028               |
| 18          | \$0            | \$0            | \$0                 | \$0                    | \$87,060               | \$89,616               | \$92,028               |
| 19          | \$0            | \$0            | \$0                 | \$0                    | \$89,616               | \$92,028               | \$94,596               |
| 20          | \$0            | \$0            | \$0                 | \$0                    | \$89,616               | \$92,028               | \$94,596               |
| 21          | \$0            | \$0            | \$0                 | \$0                    | \$89,616               | \$92,028               | \$94,596               |
| 22          | \$0            | \$0            | \$0                 | \$0                    | \$92,028               | \$94,596               | \$97,128               |

[http://www.4cd.net/gb/policies\\_procedures/HR/](http://www.4cd.net/gb/policies_procedures/HR/)

Appendix B-2

**Contra Costa Community College District  
2011 - 2012 SALARY SCHEDULE  
TEACHING FOR EXTENDED DAY PROGRAMS,  
TEMPORARY (PART-TIME) DAY FACULTY AND SUMMER SESSION**

|             | <b>Class 1</b> | <b>Class 2</b> | <b>Class 3</b>      | <b>Class 4</b>         | <b>Class 5</b>         | <b>Class 6</b>         | <b>Class 7</b>                       |
|-------------|----------------|----------------|---------------------|------------------------|------------------------|------------------------|--------------------------------------|
| <b>STEP</b> | <b>BA</b>      | <b>BA+15</b>   | <b>BA+30<br/>MA</b> | <b>BA+45<br/>MA+15</b> | <b>BA+60<br/>MA+30</b> | <b>BA+75<br/>MA+45</b> | <b>BA+90<br/>MA+60<br/>DOCTORATE</b> |
| <b>1</b>    | \$53.59        | \$55.79        | \$57.96             | \$60.15                | \$62.32                | \$64.49                | \$66.67                              |
| <b>2</b>    | \$53.59        | \$55.79        | \$57.96             | \$60.15                | \$62.32                | \$64.49                | \$66.67                              |
| <b>3</b>    | \$53.59        | \$55.79        | \$57.96             | \$60.15                | \$62.32                | \$64.49                | \$66.67                              |
| <b>4</b>    | \$55.79        | \$57.96        | \$60.15             | \$62.32                | \$64.49                | \$66.67                | \$68.82                              |
| <b>5</b>    | \$57.96        | \$60.15        | \$62.32             | \$64.49                | \$66.67                | \$68.82                | \$71.01                              |
| <b>6</b>    | \$60.15        | \$62.32        | \$64.49             | \$66.67                | \$68.82                | \$71.01                | \$73.19                              |
| <b>7</b>    | \$62.32        | \$64.49        | \$66.67             | \$68.82                | \$71.01                | \$73.19                | \$75.38                              |
| <b>8</b>    | \$64.49        | \$66.67        | \$68.82             | \$71.01                | \$73.19                | \$75.38                | \$77.52                              |
| <b>9</b>    | \$66.67        | \$68.82        | \$71.01             | \$73.19                | \$75.38                | \$77.52                | \$79.71                              |
| <b>10</b>   |                | \$71.0         | \$73.19             | \$75.38                | \$77.52                | \$79.71                | \$81.90                              |
| <b>11</b>   |                |                | \$75.38             | \$77.52                | \$79.71                | \$81.90                | \$84.09                              |
| <b>12</b>   | \$0.00         | \$0.00         | \$0.00              | \$79.71                | \$81.90                | \$84.09                | \$86.22                              |
| <b>13</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$84.09                | \$86.22                | \$88.40                              |
| <b>14</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$84.09                | \$86.22                | \$88.40                              |
| <b>15</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$84.09                | \$86.22                | \$88.40                              |
| <b>16</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$86.22                | \$88.40                | \$90.59                              |
| <b>17</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$86.22                | \$88.40                | \$90.59                              |
| <b>18</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$86.22                | \$88.40                | \$90.59                              |
| <b>19</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$88.40                | \$90.59                | \$92.77                              |
| <b>20</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$88.40                | \$90.59                | \$92.77                              |
| <b>21</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$88.40                | \$90.59                | \$92.77                              |
| <b>22</b>   | \$0.00         | \$0.00         | \$0.00              | \$0.00                 | \$90.59                | \$92.77                | \$94.91                              |

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

COPPER MOUNTAIN COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE A-2

Effective Fall Semester JULY 1, 2008

177 DAY FACULTY CONTRACT

|    | I     | II    | III   | IV    | V     | VI    | VII   |
|----|-------|-------|-------|-------|-------|-------|-------|
| 1  | 44233 | 46051 | 47946 | 49921 | 51980 | 54126 | 56365 |
| 2  | 46051 | 47946 | 49921 | 51980 | 54126 | 56365 | 58699 |
| 3  | 47946 | 49921 | 51980 | 54126 | 56365 | 58699 | 61130 |
| 4  | 49921 | 51980 | 54126 | 56365 | 58699 | 61130 | 63666 |
| 5  | 51980 | 54126 | 56365 | 58699 | 61130 | 63666 | 66310 |
| 6  | 54126 | 56365 | 58699 | 61130 | 63666 | 66310 | 69064 |
| 7  | 56365 | 58699 | 61130 | 63666 | 66310 | 69064 | 71937 |
| 8  | 58699 | 61130 | 63666 | 66310 | 69064 | 71937 | 74932 |
| 9  | 61130 | 63666 | 66310 | 69064 | 71937 | 74932 | 78055 |
| 10 | 63666 | 66310 | 69064 | 71937 | 74932 | 78055 | 81309 |
| 11 | 66310 | 69064 | 71937 | 74932 | 78055 | 81309 | 84703 |
| 12 | 69064 | 71937 | 74932 | 78055 | 81309 | 84703 | 88239 |
| 13 | 71937 | 74932 | 78055 | 81309 | 84703 | 88239 | 91928 |
| 14 | 74932 | 78055 | 81309 | 84703 | 88239 | 91928 | 95762 |

**ARTICLE XI: Section 6. C.** A finding of eminence by the Board of Trustees shall entitle the newly hired full-time faculty Member experience credit to the level recommended by the Superintendent/President but in no case shall more than nine (9) years of credit be granted.

ADJUNCT SALARY SCHEDULE

Effective January 14,2008 Spring Semester 2008

|     | BA    | MA    | PhD   |
|-----|-------|-------|-------|
| LEC | 47.81 | 49.77 | 51.81 |
| LAB | 38.52 | 40.10 | 41.74 |

<http://www.cmccd.edu/Faculty-Association>

**COLLEGE OF THE DESERT**  
**CERTIFICATED SALARY SCHEDULE 2007-08**  
 With COLA at 6.03%

| Row       | I       | II      | III     | IV      | V       | VI      | VII     |
|-----------|---------|---------|---------|---------|---------|---------|---------|
| <b>1</b>  | 52,674  | 54,846  | 57,111  | 59,472  | 61,934  | 64,500  | 67,175  |
|           | 300.992 | 313.407 | 326.348 | 339.841 | 353.910 | 368.572 | 383.859 |
| <b>2</b>  | 54,846  | 57,111  | 59,472  | 61,934  | 64,500  | 67,175  | 69,965  |
|           | 313.407 | 326.348 | 339.841 | 353.910 | 368.572 | 383.859 | 399.800 |
| <b>3</b>  | 57,111  | 59,472  | 61,934  | 64,500  | 67,175  | 69,965  | 72,872  |
|           | 326.348 | 339.841 | 353.910 | 368.572 | 383.859 | 399.800 | 416.413 |
| <b>4</b>  | 59,472  | 61,934  | 64,500  | 67,175  | 69,965  | 72,872  | 75,904  |
|           | 339.841 | 353.910 | 368.572 | 383.859 | 399.800 | 416.413 | 433.736 |
| <b>5</b>  | 61,934  | 64,500  | 67,175  | 69,965  | 72,872  | 75,904  | 79,063  |
|           | 353.910 | 368.572 | 383.859 | 399.800 | 416.413 | 433.736 | 451.791 |
| <b>6</b>  | 64,500  | 67,175  | 69,965  | 72,872  | 75,904  | 79,063  | 82,358  |
|           | 368.572 | 383.859 | 399.800 | 416.413 | 433.736 | 451.791 | 470.616 |
| <b>7</b>  | 67,175  | 69,965  | 72,872  | 75,904  | 79,063  | 82,358  | 85,792  |
|           | 383.859 | 399.800 | 416.413 | 433.736 | 451.791 | 470.616 | 490.240 |
| <b>8</b>  | 69,965  | 72,872  | 75,904  | 79,063  | 82,358  | 85,792  | 89,373  |
|           | 399.800 | 416.413 | 433.736 | 451.791 | 470.616 | 490.240 | 510.701 |
| <b>9</b>  | 72,872  | 75,904  | 79,063  | 82,358  | 85,792  | 89,373  | 93,105  |
|           | 416.413 | 433.736 | 451.791 | 470.616 | 490.240 | 510.701 | 532.028 |
| <b>10</b> | 75,904  | 79,063  | 82,358  | 85,792  | 89,373  | 93,105  | 96,996  |
|           | 433.736 | 451.791 | 470.616 | 490.240 | 510.701 | 532.028 | 554.264 |
| <b>11</b> | 79,063  | 82,358  | 85,792  | 89,373  | 93,105  | 96,996  | 101,053 |
|           | 451.791 | 470.616 | 490.240 | 510.701 | 532.028 | 554.264 | 577.445 |
| <b>12</b> | 82,358  | 85,792  | 89,373  | 93,105  | 96,996  | 101,053 | 105,281 |
|           | 470.616 | 490.240 | 510.701 | 532.028 | 554.264 | 577.445 | 601.608 |

**July 1, 2008 through June 30, 2009**

**DISTRIBUTION**

| <b>Degree</b>      | <b>Bachelor</b>  | <b>Masters</b> | <b>Doctorate</b> |
|--------------------|------------------|----------------|------------------|
| <b>Step Number</b> |                  |                |                  |
|                    | <b>SIU Units</b> |                |                  |
| <b>Step 1</b>      | <b>0-17</b>      |                |                  |
|                    | Lecture          | 45.19          | 47.56            |
|                    | Lab              | 36.43          | 38.34            |
| <b>Step 2</b>      | <b>18-35</b>     |                |                  |
|                    | Lecture          | 47.56          | 50.06            |
|                    | Lab              | 38.34          | 40.36            |
| <b>Step 3</b>      | <b>36-53</b>     |                |                  |
|                    | Lecture          | 50.06          | 52.69            |
|                    | Lab              | 40.36          | 42.47            |
| <b>Step 4</b>      | <b>54-71</b>     |                |                  |
|                    | Lecture          | 52.69          | 55.45            |
|                    | Lab              | 42.47          | 44.70            |
| <b>Step 5</b>      | <b>72+</b>       |                |                  |
|                    | Lecture          | 55.45          | 58.37            |
|                    | Lab              | 44.70          | 47.05            |

**EL CAMINO COMMUNITY COLLEGE DISTRICT  
SALARY SCHEDULE FOR FACULTY MEMBERS  
EMPLOYED ON ACADEMIC YEAR BASIS**

Effective January 1, 2011

| STEP  | CLASS I<br>BACHELOR<br>DEGREE | CLASS II<br>MASTERS<br>DEGREE | CLASS III<br>MASTERS<br>24 UNITS | CLASS IV<br>MASTERS<br>48 UNITS | CLASS V<br>DOCTORATE |
|---|-------------------------------|-------------------------------|----------------------------------|---------------------------------|----------------------|
| 1   |                               |                               |                                  |                                 |                      |
| 2   |                               |                               |                                  |                                 |                      |
| 3   |                               |                               |                                  |                                 |                      |
| 4   | 56,077                        | 59,426                        | 62,782                           | 66,131                          | 69,481               |
| 5   | 58,508                        | 61,858                        | 65,206                           | 68,557                          | 71,907               |
| 6   | 60,941                        | 64,286                        | 67,637                           | 70,987                          | 74,343               |
| 7   | 63,364                        | 66,718                        | 70,066                           | 73,426                          | 76,768               |
| 8   | 65,795                        | 69,141                        | 72,498                           | 75,846                          | 79,194               |
| 9   | 68,223                        | 71,576                        | 74,923                           | 78,275                          | 81,624               |
| 10  | 70,655                        | 74,003                        | 77,352                           | 80,705                          | 84,056               |
| 11  |                               | 76,433                        | 79,783                           | 83,132                          | 86,480               |
| 12  |                               | 78,862                        | 82,212                           | 85,569                          | 88,904               |
| 13  |                               |                               |                                  | 87,991                          | 91,343               |
| 14  |                               |                               |                                  | 90,421                          | 93,771               |
| 20  | 72,894                        | 81,102                        | 84,453                           | 92,661                          | 96,015               |
| 24  | 75,135                        | 83,341                        | 86,695                           | 94,905                          | 98,255               |
| 28  | 77,379                        | 85,584                        | 88,936                           | 97,147                          | 100,498              |
| ** Anniversary increment as provided by Article X, Section 18 |                               |                               |                                  |                                 |                      |
| 30**  | 79,622                        | 87,826                        | 91,183                           | 99,391                          | 102,739              |

Board Approved: December 17, 2007, effective January 1, 2008

<http://www.elcamino.edu/administration/hr/salaries.asp>

EL CAMINO COMMUNITY COLLEGE DISTRICT  
PART-TIME FACULTY SALARY SCHEDULE

Effective January 1, 2011

| <u>LECTURE</u><br>Step | <u>Class I – BA</u> |        | <u>Class II - MA</u> |        |
|------------------------|---------------------|--------|----------------------|--------|
|                        | Stipend             | Hourly | Stipend              | Hourly |
| 1                      | 1327                | 73.73  | 1406                 | 78.13  |
| 2                      | 1385                | 76.93  | 1464                 | 81.33  |
| 3                      | 1442                | 80.13  | 1521                 | 84.53  |
| 4                      | 1500                | 83.31  | 1579                 | 87.72  |
| 5                      | 1557                | 86.51  | 1636                 | 90.91  |
| 6                      | 1615                | 89.70  | 1694                 | 94.11  |

| <u>LAB</u><br>Step | <u>Class I – BA</u> |        | <u>Class II - MA</u> |        |
|--------------------|---------------------|--------|----------------------|--------|
|                    | Stipend             | Hourly | Stipend              | Hourly |
| 1                  | 1006                | 55.87  | 1066                 | 59.20  |
| 2                  | 1049                | 58.29  | 1109                 | 61.63  |
| 3                  | 1093                | 60.71  | 1153                 | 64.05  |
| 4                  | 1136                | 63.13  | 1196                 | 66.47  |
| 5                  | 1180                | 65.50  | 1240                 | 68.88  |
| 6                  | 1223                | 67.97  | 1284                 | 71.31  |

| <u>ACTIVITY</u><br>Step | <u>Class I – BA</u> |        | <u>Class II - MA</u> |        |
|-------------------------|---------------------|--------|----------------------|--------|
|                         | Stipend             | Hourly | Stipend              | Hourly |
| 1                       | 956                 | 53.10  | 1013                 | 56.28  |
| 2                       | 997                 | 55.41  | 1054                 | 58.58  |
| 3                       | 1039                | 57.71  | 1096                 | 60.88  |
| 4                       | 1080                | 60.00  | 1137                 | 63.18  |
| 5                       | 1122                | 62.31  | 1179                 | 65.47  |
| 6                       | 1163                | 64.61  | 1220                 | 67.78  |

| <u>NON-INSTRUCTIONAL</u><br>Step | <u>Class I – BA</u> |        | <u>Class II - MA</u> |        |
|----------------------------------|---------------------|--------|----------------------|--------|
|                                  |                     | Hourly |                      | Hourly |
| 1                                |                     | 41.72  |                      | 44.22  |
| 2                                |                     | 43.53  |                      | 46.03  |
| 3                                |                     | 45.34  |                      | 47.83  |
| 4                                |                     | 47.15  |                      | 49.64  |
| 5                                |                     | 48.96  |                      | 51.44  |
| 6                                |                     | 50.76  |                      | 53.26  |

**FEATHER RIVER COMMUNITY COLLEGE DISTRICT**

**ACADEMIC SALARY SCHEDULE**

ACADEMIC YEAR SALARIES  
JULY 1, 2011 - JUNE 30, 2012

| <b>RANGE<br/>NUMBER</b> | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|-------------------------|----------|----------|----------|----------|----------|
| 1                       | 46,776   | 49,643   | 52,717   | 55,726   | 58,831   |
| 2                       | 49,221   | 52,084   | 55,152   | 58,315   | 61,256   |
| 3                       | 51,668   | 54,514   | 57,646   | 60,630   | 63,614   |
| 4                       | 54,168   | 57,012   | 60,011   | 62,994   | 65,976   |
| 5                       | 56,614   | 59,389   | 62,374   | 65,358   | 68,403   |
| 6                       | 59,024   | 61,764   | 64,793   | 67,778   | 70,767   |
| 7                       | 61,460   | 64,252   | 67,155   | 70,151   | 73,121   |
| 8                       | 63,828   | 66,539   | 69,522   | 72,515   | 75,551   |
| 9                       | 66,243   | 68,963   | 71,861   | 74,937   | 77,923   |
| 10                      | 68,650   | 71,366   | 74,209   | 77,301   | 80,284   |
| 11                      |          |          | 76,564   | 79,668   | 82,707   |
| 12                      |          |          | 76,796   | 82,032   | 85,062   |
| 13                      |          |          | 77,025   | 82,279   | 85,321   |
| 14                      |          |          |          | 82,525   | 85,585   |
| 15                      |          |          |          | 82,771   | 85,844   |
| 16                      |          |          |          | 83,018   | 86,108   |
| 17                      |          |          |          |          | 86,367   |
| 18                      |          |          |          |          | 86,627   |

**Feather River College  
Associate Faculty  
Adjusted Parity Payscale  
7/01/11 - 6/30/12**

| <b>RANGE<br/>NUMBER</b> | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|-------------------------|----------|----------|----------|----------|----------|
| 1                       | 39.53    | 42.34    | 45.20    | 48.07    | 50.96    |
| 2                       | 41.77    | 44.60    | 47.52    | 50.42    | 53.26    |
| 3                       | 44.12    | 46.90    | 49.80    | 52.62    | 55.49    |
| 4                       | 46.42    | 49.23    | 52.07    | 54.97    | 57.74    |
| 5                       | 47.19    | 49.96    | 52.80    | 55.70    | 58.50    |
| 6                       | 47.93    | 50.70    | 53.57    | 56.44    | 59.22    |
| 7                       | 48.68    | 51.46    | 54.29    | 57.20    | 59.95    |
| 8                       | 49.42    | 52.18    | 55.03    | 57.93    | 60.71    |
| 9                       | 50.18    | 52.92    | 55.75    | 58.68    | 61.45    |
| 10                      | 50.92    | 54.87    | 56.47    | 59.41    | 62.19    |
| 11                      |          |          | 57.21    | 60.14    | 62.93    |
| 12                      |          |          | 57.28    | 60.87    | 63.67    |
| 13                      |          |          | 57.35    | 60.95    | 63.74    |
| 14                      |          |          |          | 61.02    | 63.82    |
| 15                      |          |          |          | 61.11    | 63.91    |
| 16                      |          |          |          | 61.18    | 63.98    |
| 17                      |          |          |          |          | 64.07    |
| 18                      |          |          |          |          | 64.14    |

Includes 0.94% increase for 2011/12.

APPENDIX A  
 FACULTY SALARY SCHEDULE 2009-2010  
 Foothill-De Anza Community College District

|         | I       | II      | III     | IV      | V       |
|---------|---------|---------|---------|---------|---------|
| A (1)   | 5264.08 | 5545.86 | 5827.63 | 6109.41 | 6391.18 |
| B (2)   | 5545.86 | 5827.63 | 6109.41 | 6391.18 | 6672.96 |
| C (3)   | 5827.63 | 6109.41 | 6391.18 | 6672.96 | 6954.74 |
| D (4)   | 6109.41 | 6391.18 | 6672.96 | 6954.74 | 7236.52 |
| E (5)   | 6391.18 | 6672.96 | 6954.74 | 7236.52 | 7518.29 |
| F (6)   | 6672.96 | 6954.74 | 7236.52 | 7518.29 | 7800.06 |
| G (7)   | 6954.74 | 7236.52 | 7518.29 | 7800.06 | 8081.85 |
| H (8)   | 7236.52 | 7518.29 | 7800.06 | 8081.85 | 8363.62 |
| I (9)   | 7518.29 | 7800.06 | 8081.85 | 8363.62 | 8645.40 |
| J (10)  | 7800.06 | 8081.85 | 8363.62 | 8645.40 | 8927.17 |
| K (11)  | 8081.85 | 8363.62 | 8645.40 | 8927.17 | 9208.95 |
| L (12)  | 8363.62 | 8645.40 | 8927.17 | 9208.95 | 9490.73 |
| *M (13) | 8645.40 | 8927.17 | 9208.95 | 9490.73 | 9772.51 |

COLUMN (BRACKET) PLACEMENT

- Column V
1. Earned Doctorate, or
  2. Master's and 72 semester units subsequent to date of Master's, or
  3. Master's and 108 semester units subsequent to date of Bachelor's

Initial Step Placement Guidelines:

Entering faculty may be placed as high as the ninth step of the salary schedule.

Professional Achievement Awards

- 38.2 Each continuing regular, grant-funded, or categorically-funded faculty employee who has served at least one full year at the top step of the appropriate salary schedule and has completed at least four years of service within the District shall be eligible to apply for a Professional Achievement Award.
- 38.6 Professional Achievement Awards shall entitle continuing regular, grant-funded, or categorically-funded faculty employees to additional salary as follows:
- 38.6.1 A first Professional Achievement Award shall entitle a faculty employee to receive \$2,000. After the first award has been received for four years, the faculty employee shall be eligible to apply for a second award.
  - 38.6.2 The second Professional Achievement Award shall entitle the faculty employee to receive an additional \$3,000 (i.e., a total of \$5,000). After the second award has been received for four years, the faculty employee shall be eligible to apply for a third award.
  - 38.6.3 The third Professional Achievement Award shall entitle the faculty employee to receive an additional \$3,750 per year (i.e., a total with the third award of \$8,750). After the third award has been received for four years, the faculty employee shall be eligible to apply for a fourth award.
  - 38.6.4 The fourth Professional Achievement Award shall entitle the faculty employee to receive an additional \$3,750 per year (i.e., a total with the fourth award of \$12,500). After the fourth award has been received for four years, the faculty employee shall continue to receive the awards earned in the PAA program as long as he or she remains an eligible **faculty employee but shall not be eligible for additional awards.**

**APPENDIX C  
PART-TIME FACULTY SALARY SCHEDULE  
2009-2010**

|        |          |          |          |          |          |
|--------|----------|----------|----------|----------|----------|
| A (1)  | 40007.03 | 42148.53 | 44289.96 | 46431.53 | 48572.97 |
| B (2)  | 42148.53 | 44289.96 | 46431.53 | 48572.97 | 50714.50 |
| C (3)  | 44289.96 | 46431.53 | 48572.97 | 50714.50 | 52856.04 |
| D (4)  | 46431.53 | 48572.97 | 50714.50 | 52856.04 | 54997.54 |
| E (5)  | 48572.97 | 50714.50 | 52856.04 | 54997.54 | 57139.04 |
| *S (6) | 50714.50 | 52856.04 | 54997.54 | 57139.04 | 59280.47 |

**APPENDIX E  
PART-TIME FACULTY HOURLY SALARY SCHEDULE  
(For Non-Credit (Adult) Education)  
2009-2010**

|        |       |       |       |       |       |
|--------|-------|-------|-------|-------|-------|
| A (1)  | 41.02 | 43.21 | 45.41 | 47.61 | 49.80 |
| B (2)  | 43.21 | 45.41 | 47.61 | 49.80 | 52.00 |
| C (3)  | 45.41 | 47.61 | 49.80 | 52.00 | 54.19 |
| D (4)  | 47.61 | 49.80 | 52.00 | 54.19 | 56.39 |
| E (5)  | 49.80 | 52.00 | 54.19 | 56.39 | 58.58 |
| *S (6) | 52.00 | 54.19 | 56.39 | 58.58 | 60.78 |

**APPENDIX G  
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT  
(For Non-Teaching Assignments)  
2008-2009**

|        |       |       |       |       |       |
|--------|-------|-------|-------|-------|-------|
| A (1)  | 41.78 | 44.01 | 46.25 | 48.49 | 50.72 |
| B (2)  | 44.01 | 46.25 | 48.49 | 50.72 | 52.96 |
| C (3)  | 46.25 | 48.49 | 50.72 | 52.96 | 55.20 |
| D (4)  | 48.49 | 50.72 | 52.96 | 55.20 | 57.43 |
| E (5)  | 50.72 | 52.96 | 55.20 | 57.43 | 59.67 |
| *S (6) | 52.96 | 55.20 | 57.43 | 59.67 | 61.91 |

\*Step S - Longevity Step



# GAVILAN COLLEGE

## Full-Time Faculty Salary Schedule *Fiscal Year 2010-2011*

Includes 0% COLA over FY 09-10  
Effective July 1, 2010

| Step  | Track 1 | Track 2 | Track 3 | Track 4 | Track 5 |
|-------|---------|---------|---------|---------|---------|
| 1     | 50,010  | 53,363  | 57,012  | 60,365  | 63,372  |
| 2     | 52,183  | 55,567  | 59,227  | 62,599  | 65,606  |
| 3     | 54,366  | 57,763  | 61,449  | 64,836  | 67,843  |
| 4     | 56,550  | 59,959  | 63,665  | 67,060  | 70,067  |
| 5     | 58,730  | 62,163  | 65,884  | 69,300  | 72,307  |
| 6     | 60,915  | 64,352  | 68,104  | 71,534  | 74,541  |
| 7     | 63,089  | 66,553  | 70,313  | 73,763  | 76,770  |
| 8     | 65,271  | 68,753  | 72,532  | 76,003  | 79,010  |
| 9     | 67,459  | 70,950  | 74,750  | 78,232  | 81,239  |
| 10    | 69,643  | 73,152  | 76,969  | 80,462  | 83,469  |
| 11    | 71,823  | 75,347  | 79,184  | 82,694  | 85,701  |
| 12    |         | 77,546  | 81,391  | 84,930  | 87,937  |
| 13    |         |         | 83,615  | 87,162  | 90,169  |
| 14    |         |         |         | 89,396  | 92,403  |
| 15 *  |         |         |         | 91,629  | 94,636  |
| 16 *  |         |         |         | 93,861  | 96,868  |
| 17 *  |         |         |         | 96,098  | 99,105  |
| 18 *  |         |         |         | 98,326  | 101,333 |
| 19 *  |         |         |         | 100,558 | 103,565 |
| 20    |         |         |         |         |         |
| 21    |         |         |         |         |         |
| 22 ** |         | 79,810  | 85,897  | 102,845 | 105,852 |

\* Steps 15 - 19 are Career Increments

\*\* Step 22 is Longevity Increment

Initial placement above step 6 requires administrative approval.

Doctorate stipend of \$3006.96 added to each cell in Track IV to determine corresponding cell in Track V.

<http://www.gavilan.edu/jobs/>

# Adjunct Faculty Salary Schedule

*Fiscal Year 2010-2011*

## Credit Part-Time Faculty Salary Schedule

*Based on 56% of Full Time Faculty Salary Schedule  
Includes 0% COLA over FY 09-10*

### LECTURE

30 Unit Lecture Load Per Year  
Pay Per One (1) Credit Semester Lecture Unit

| Step | Step Placement Intervals | Track 1 |         | Track 2 |         | Track 3 |         | Track 4 |         | Track 5 |         |
|------|--------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|      |                          | Hourly  | Sem.    | Hourly  | Sem.    | Hourly  | Sem.    | Hourly  | Sem.    | Hourly  | Sem.    |
| 1    | 1-5 terms                | 53.84   | 933.52  | 57.45   | 996.11  | 61.37   | 1064.22 | 64.98   | 1126.81 | 68.22   | 1182.94 |
| 2    | 6-7 terms                | 56.18   | 974.08  | 59.82   | 1037.25 | 63.76   | 1105.57 | 67.39   | 1168.51 | 70.63   | 1224.65 |
| 3    | 8-9 terms                | 58.53   | 1014.83 | 62.18   | 1078.24 | 66.15   | 1147.05 | 69.80   | 1210.27 | 73.03   | 1266.40 |
| 4    | 10-11 terms              | 60.88   | 1055.60 | 64.55   | 1119.23 | 68.54   | 1188.41 | 72.19   | 1251.79 | 75.43   | 1307.92 |
| 5    | 12+ terms                | 63.22   | 1096.29 | 66.92   | 1160.38 | 70.92   | 1229.83 | 74.60   | 1293.60 | 77.84   | 1349.73 |

## Credit Part-Time Faculty Salary Schedule

*Includes 0% COLA over FY 09-10*

### LAB

| Step | Step Placement Intervals | Hourly Rate | Semester Rate |
|------|--------------------------|-------------|---------------|
| 1    | 0-5 Terms                | 46.71       | 809.88        |
| 2    | 6-11 Terms               | 50.32       | 872.49        |
| 3    | 12+ Terms                | 54.06       | 937.40        |

## Non-Credit Part-Time Faculty Salary Schedule

| Step | Step Placement Intervals | Hourly Rate |             |
|------|--------------------------|-------------|-------------|
|      |                          | BA (or AA)  | MA (or PhD) |
| 1    | 0-5 Terms                | \$36.33     | \$39.74     |
| 2    | 6-11 Terms               | \$39.74     | \$43.14     |
| 3    | 12+ Terms                | \$43.14     | \$46.54     |

APPENDIX "A"

GLENDALE COMMUNITY COLLEGE  
 INSTRUCTORS ANNUAL SALARY SCHEDULE  
 Effective DECEMBER 1, 2011

| STEP | CLASS I | CLASS II            | CLASS III           | CLASS IV            | CLASS V             |
|------|---------|---------------------|---------------------|---------------------|---------------------|
|      | Bach.   | Bach. +<br>42 Units | Bach. +<br>56 Units | Bach. +<br>70 Units | Bach. +<br>84 Units |
|      |         | or<br>Master        | +MA                 | +MA                 | +MA or<br>Doctorate |
| 4    | 48,861  | 51,056              | 53,367              | 55,782              | 58,315              |
| 5    | 50,680  | 52,967              | 55,364              | 57,876              | 60,530              |
| 6    | 52,565  | 54,943              | 57,441              | 60,055              | 62,796              |
| 7    | 54,527  | 57,006              | 59,587              | 62,317              | 65,171              |
| 8    | 56,575  | 59,149              | 61,844              | 64,677              | 67,645              |
| 9    | 58,702  | 61,381              | 64,186              | 67,128              | 70,215              |
| 10   | 60,915  | 63,697              | 66,615              | 69,675              | 72,889              |
| 11   | 63,214  | 66,106              | 69,142              | 72,320              | 75,663              |
| 12   | 65,602  | 68,617              | 71,771              | 75,079              | 78,552              |
| 13   | 68,091  | 71,229              | 74,506              | 77,949              | 81,559              |
| 14   |         | 71,229              | 74,506              | 77,949              | 81,559              |
| 15   |         | 71,229              | 74,506              | 77,949              | 81,559              |
| *16  |         | 73,262              | 76,639              | 80,184              | 83,903              |
| *17  |         |                     | 76,639              | 80,184              | 83,903              |
| *18  |         |                     | 76,639              | 80,184              | 83,903              |
| *19  |         |                     | 78,837              | 82,489              | 86,318              |
| *20  |         |                     |                     | 82,489              | 86,318              |
| *21  |         |                     |                     | 82,489              | 86,318              |
| *22  |         |                     |                     | 84,861              | 88,805              |
| *23  |         |                     |                     |                     | 88,805              |
| *24  |         |                     |                     |                     | 88,805              |
| *25  |         |                     |                     |                     | 91,366              |
| *26  |         |                     |                     |                     | 91,366              |
| *27  |         |                     |                     |                     | 91,366              |
| *28  |         |                     |                     |                     | 94,004              |
| *29  |         |                     |                     |                     | 94,004              |
| *30  |         |                     |                     |                     | 94,004              |
| *31  |         |                     |                     |                     | 96,723              |

Doctorate Stipend 1,878.00

Revised: December 1, 2011

APPENDIX "B"  
 FULL- TIME HOURLY OVERLOAD SALARY SCHEDULE  
 Effective DECEMBER 1, 2011

| STEP | CLASS I | CLASS II | CLASS III |
|------|---------|----------|-----------|
| 1    | 45.07   | 47.03    | 49.09     |
| 2    | 47.03   | 49.09    | 51.17     |
| 3    | 49.09   | 51.17    | 53.36     |
| 4    | 51.17   | 53.36    | 55.64     |

APPENDIX "B1"  
 ADJUNCT HOURLY SALARY SCH (With Parity)  
 Effective DECEMBER 1, 2011

| STEP | CLASS I | CLASS II | CLASS III | CLASS IV |
|------|---------|----------|-----------|----------|
| 1    | 50.84   | 53.05    | 55.38     | 57.72    |
| 2    | 53.05   | 55.38    | 57.72     | 60.19    |
| 3    | 55.39   | 57.72    | 60.19     | 62.77    |
| 4    | 57.72   | 60.19    | 62.77     | 65.43    |
| 6    | 60.19   | 62.77    | 65.43     | 68.21    |

APPENDIX "B2"  
 ADJUNCT HOURLY SALARY SCH (WITH OUT PARITY)  
 Effective DECEMBER 1, 2011

| STEP | CLASS I | CLASS II | CLASS III | CLASS IV |
|------|---------|----------|-----------|----------|
| 1    | 47.98   | 50.06    | 52.27     | 54.48    |
| 2    | 50.06   | 52.27    | 54.48     | 56.80    |
| 3    | 52.27   | 54.48    | 56.80     | 58.24    |
| 4    | 54.48   | 56.80    | 59.24     | 61.75    |
| 6    | 56.33   | 58.74    | 61.25     | 63.85    |

APPENDIX "B3"  
 NON-INSTRUCTIONAL HOURLY SALARY SCHEDULE  
 Effective DECEMBER 1, 2011

| STEP | CLASS I | CLASS II | CLASS III |
|------|---------|----------|-----------|
| 1    | 40.84   | 42.63    | 44.50     |
| 2    | 42.63   | 44.50    | 46.38     |
| 3    | 44.50   | 46.38    | 48.36     |
| 4    | 46.38   | 48.36    | 50.44     |

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT  
Salary Ranges for 10- Month Academic Employees

2007-2008 with 3% COLA effective July 2007, and an additional 0.8% Ranking effective January 2008

| <u>STEP</u> | <u>CLASS I</u> | <u>CLASS II</u> | <u>CLASS III</u> | <u>CLASS IV</u> | <u>CLASS V</u> | <u>CLASS VI</u> | <u>CLASS VII</u> |
|-------------|----------------|-----------------|------------------|-----------------|----------------|-----------------|------------------|
| 1           | 45,439         | 49,982          | 52,482           | 55,106          | 57,861         | 60,754          | 62,273           |
| 2           | 46,620         | 51,282          | 53,846           | 56,538          | 59,365         | 62,334          | 63,892           |
| 3           | 47,832         | 52,615          | 55,246           | 58,008          | 60,909         | 63,954          | 65,553           |
| 4           | 49,076         | 53,983          | 56,682           | 59,517          | 62,492         | 65,617          | 67,257           |
| 5           | 50,352         | 55,387          | 58,156           | 61,064          | 64,117         | 67,323          | 69,006           |
| 6           | 51,661         | 56,827          | 59,668           | 62,652          | 65,784         | 69,073          | 70,800           |
| 7           | 53,004         | 58,304          | 61,220           | 64,281          | 67,495         | 70,869          | 72,641           |
| 8           | 54,382         | 59,820          | 62,811           | 65,952          | 69,250         | 72,712          | 74,530           |
| 9           | 55,796         | 61,376          | 64,444           | 67,667          | 71,050         | 74,603          | 76,468           |
| 10          | 57,247         | 62,971          | 66,120           | 69,426          | 72,897         | 76,542          | 78,456           |
| 11          | 58,735         | 64,609          | 67,839           | 71,231          | 74,793         | 78,532          | 80,496           |
| 12          | 60,262         | 66,289          | 69,603           | 73,083          | 76,737         | 80,574          | 82,588           |
| 13          | 61,829         | 68,012          | 71,413           | 74,983          | 78,732         | 82,669          | 84,736           |
| 14          | 63,437         | 69,780          | 73,269           | 76,933          | 80,779         | 84,818          | 86,939           |
| 15          | 65,086         | 71,595          | 75,174           | 78,933          | 82,880         | 87,024          | 89,199           |
| 16          |                |                 |                  |                 | 83,323         | 87,489          | 89,677           |
| 17          |                |                 |                  |                 | 83,769         | 87,957          | 90,156           |
| 18          |                |                 |                  |                 | 84,217         | 88,428          | 90,639           |
| 19          |                |                 |                  |                 | 84,668         | 88,901          | 91,124           |
| 20          |                |                 |                  |                 | 85,121         | 89,377          | 91,611           |
| 21          |                |                 |                  |                 | 85,576         | 89,855          | 92,101           |
| 22          |                |                 |                  |                 | 86,034         | 90,336          | 92,594           |
| 23          |                |                 |                  |                 | 86,494         | 90,819          | 93,089           |
| 24          |                |                 |                  |                 | 86,957         | 91,305          | 93,587           |
| 25          |                |                 |                  |                 | 87,422         | 91,793          | 94,088           |
| 26          |                |                 |                  |                 | 87,890         | 92,284          | 94,591           |
| 27          |                |                 |                  |                 | 88,360         | 92,778          | 95,097           |
| 28          |                |                 |                  |                 | 88,833         | 93,274          | 95,606           |
| 29          |                |                 |                  |                 | 89,308         | 93,773          | 96,118           |
| 30          |                |                 |                  |                 | 89,786         | 94,275          | 96,632           |

## Appendix A-2

REGULATIONS GOVERNING INITIAL PLACEMENT ON SALARY SCHEDULE:Regulations for Step Placement:

- Maximum initial placement shall be on the tenth step. New hires employed as contract faculty members less than 75% of the school year will not receive credit for movement on the salary schedule for that year.

<http://www.gcccd.edu/human-resources/salary-schedules.html>

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT  
PART-TIME INSTRUCTOR SALARY SCHEDULE  
2007 – 2008 effective January 1, 2008

| <u>STEP</u> | <u>CLASS I</u><br>\$/per .01 LED value | <u>CLASS II</u><br>\$/per .01 LED value |
|-------------|--|---|
| 1           | 129.92                                 | 142.91                                  |
| 2           | 133.30                                 | 146.63                                  |
| 3           | 136.76                                 | 150.44                                  |
| 4           | 140.32                                 | 154.35                                  |
| 5           | 143.97                                 | 158.36                                  |
| 6           | 147.71                                 | 162.48                                  |
| 7           | 151.55                                 | 166.71                                  |
| 8           | 155.49                                 | 171.04                                  |
| 9           | 159.53                                 | 175.49                                  |
| 10          | 163.68                                 | 180.05                                  |
| 11          | 167.94                                 | 184.73                                  |
| 12          | 172.30                                 | 189.53                                  |
| 13          | 176.78                                 | 194.46                                  |
| 14          | 181.38                                 | 199.52                                  |
| 15          | 186.10                                 | 204.71                                  |

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT  
NON-CLASSROOM ACTIVITIES PERFORMED BY PART-TIME STAFF  
2007-2008 effective January 1, 2008

| Step | Per Hour Rate |
|------|---------------|
| 1    | 38.68         |
| 2    | 39.68         |
| 3    | 40.72         |
| 4    | 41.77         |
| 5    | 42.86         |
| 6    | 43.97         |
| 7    | 45.12         |
| 8    | 46.29         |
| 9    | 47.49         |
| 10   | 48.73         |
| 11   | 50.00         |
| 12   | 51.30         |
| 13   | 52.63         |
| 14   | 54.00         |
| 15   | 55.40         |

**HARTNELL COMMUNITY COLLEGE DISTRICT  
FACULTY SALARY SCHEDULE  
2011/12**

176 days per academic year

| Step | Column A                             | Column B                          | Column C  | Column D  | Column E         |
|------|--------------------------------------|-----------------------------------|---|---|------------------|
|      | <i>Less than<br/>Master's degree</i> | <i>Master's<br/>or Equivalent</i> | <i>Master's +30 or<br/>Bachelor's +60<br/>with Master's</i> | <i>Master's +60<br/>or<br/>Bachelor's +90<br/>with Master's</i> | <i>Doctorate</i> |
| 1    | \$40,765                             | \$49,365                          | \$52,154  | \$55,027  | \$57,792         |
| 2    | 42,969                               | 51,831                            | 54,624  | 57,495  | 60,268           |
| 3    | 45,185                               | 54,303                            | 57,096  | 59,957  | 62,722           |
| 4    | 47,396                               | 56,761                            | 59,566  | 62,422  | 65,184           |
| 5    | 49,606                               | 59,223                            | 62,028  | 64,890  | 67,658           |
| 6    | 51,814                               | 61,696                            | 64,492  | 67,354  | 70,124           |
| 7    | 54,022                               | 64,158                            | 66,961  | 69,816  | 72,582           |
| 8    | 56,233                               | 66,618                            | 69,428  | 72,281  | 75,048           |
| 9    | 58,441                               | 69,087                            | 71,882  | 74,751  | 77,511           |
| 10   | 60,647                               | 71,551                            | 74,360  | 77,218  | 79,988           |
| 11   | 62,871                               | 74,020                            | 76,816  | 79,688  | 82,444           |
| 12   | 65,249                               | 76,479                            | 79,279  | 82,147  | 84,906           |
| 13   | 65,249                               | 78,860                            | 81,749  | 84,603  | 87,380           |
| 14   | 65,249                               | 79,905                            | 84,125  | 87,081  | 89,842           |
| 15   | 66,294                               | 80,950                            | 84,125  | 89,460  | 92,224           |
| 16   |                                      |                                   | 85,170  | 90,505  | 93,269           |
| 17   |                                      |                                   | 86,215  | 91,551  | 94,314           |
| 18   |                                      |                                   | 87,261  | 92,596  | 95,360           |
| 19   |                                      |                                   | 87,261  | 92,596  | 95,360           |
| 20   | 67,339                               | 81,995                            | 88,306  | 93,641  | 96,405           |

| Not-in-contract (NIC) / Overload rates: |         |
|---|---------|
| Lecture                                 | \$64.21 |
| Laboratory                              | \$59.07 |
| Counseling/Library                      | \$59.07 |

| Part-Time (adjunct) rate* | ADJUNCT I<br>0 - 30 units<br>taught<br>at Hartnell | ADJUNCT II<br>30+ units<br>taught<br>at Hartnell |
|---------------------------|--|--|
| Lecture                   | \$57.75  | \$60.07  |
| Laboratory                | \$47.86  | \$49.78  |
| Counseling/Library        | \$47.86  | \$49.78  |

*\*Adjunct rates include the additional \$3.99 2001 Budget Act Appropriation for Part-time Faculty Compensation*

5-3. The faculty member will be given credit for a maximum of five (5) years of appropriate teaching experience and appropriate trade experience for those who hold credentials.

<http://www.hartnell.edu/hr/forms.html>

Imperial Community College District  
177 Day Faculty Salary Schedule  
Academic Year 2011-2012

| 177-Day Teaching Faculty |                                      |               |                                    |               |                         |               |                         |               |                         |               |
|--------------------------|--------------------------------------|---------------|------------------------------------|---------------|-------------------------|---------------|-------------------------|---------------|-------------------------|---------------|
| Step                     | A                                    |               | B                                  |               | C                       |               | D                       |               | E                       |               |
|                          | Less than a Master's<br>1% reduction |               | BA +30<br>Master's<br>1% reduction |               | MA + 15<br>1% reduction |               | MA + 30<br>1% reduction |               | MA + 45<br>1% reduction |               |
| <b>1</b>                 | 44,306                               | <b>43,863</b> | 46,964                             | <b>46,494</b> | 49,313                  | <b>48,820</b> | 51,779                  | <b>51,261</b> | 54,367                  | <b>53,823</b> |
| <b>2</b>                 | 45,635                               | <b>45,179</b> | 48,374                             | <b>47,890</b> | 50,792                  | <b>50,284</b> | 53,332                  | <b>52,799</b> | 55,998                  | <b>55,438</b> |
| <b>3</b>                 | 47,004                               | <b>46,534</b> | 49,825                             | <b>49,327</b> | 52,316                  | <b>51,793</b> | 54,932                  | <b>54,383</b> | 57,678                  | <b>57,101</b> |
| <b>4</b>                 | 48,415                               | <b>47,931</b> | 51,320                             | <b>50,807</b> | 53,886                  | <b>53,347</b> | 56,580                  | <b>56,014</b> | 59,408                  | <b>58,814</b> |
| <b>5</b>                 | 49,867                               | <b>49,368</b> | 52,859                             | <b>52,330</b> | 55,502                  | <b>54,947</b> | 58,278                  | <b>57,695</b> | 61,191                  | <b>60,579</b> |
| <b>6</b>                 | 51,363                               | <b>50,849</b> | 54,445                             | <b>53,901</b> | 57,167                  | <b>56,595</b> | 60,025                  | <b>59,425</b> | 63,027                  | <b>62,397</b> |
| <b>7</b>                 | 52,904                               | <b>52,375</b> | 56,078                             | <b>55,517</b> | 58,882                  | <b>58,293</b> | 61,827                  | <b>61,209</b> | 64,917                  | <b>64,268</b> |
| <b>8</b>                 | 54,491                               | <b>53,946</b> | 57,760                             | <b>57,182</b> | 60,649                  | <b>60,043</b> | 63,681                  | <b>63,044</b> | 66,865                  | <b>66,196</b> |
| <b>9</b>                 | 56,126                               | <b>55,565</b> | 59,494                             | <b>58,899</b> | 62,468                  | <b>61,843</b> | 65,591                  | <b>64,935</b> | 68,871                  | <b>68,182</b> |
| <b>10</b>                | 57,809                               | <b>57,231</b> | 61,278                             | <b>60,665</b> | 64,343                  | <b>63,700</b> | 67,559                  | <b>66,883</b> | 70,937                  | <b>70,228</b> |
| <b>11</b>                | 59,544                               | <b>58,949</b> | 63,116                             | <b>62,485</b> | 66,273                  | <b>65,610</b> | 69,586                  | <b>68,890</b> | 73,065                  | <b>72,334</b> |
| <b>12</b>                | 61,330                               | <b>60,717</b> | 65,010                             | <b>64,360</b> | 68,260                  | <b>67,577</b> | 71,673                  | <b>70,956</b> | 75,257                  | <b>74,504</b> |
| <b>13</b>                | 63,170                               | <b>62,538</b> | 66,960                             | <b>66,290</b> | 70,308                  | <b>69,605</b> | 73,824                  | <b>73,086</b> | 77,515                  | <b>76,740</b> |
| <b>14</b>                | 65,065                               | <b>64,414</b> | 68,969                             | <b>68,279</b> | 72,417                  | <b>71,693</b> | 76,039                  | <b>75,279</b> | 79,840                  | <b>79,042</b> |
| <b>15</b>                | 67,018                               | <b>66,348</b> | 71,038                             | <b>70,328</b> | 74,590                  | <b>73,844</b> | 78,320                  | <b>77,537</b> | 82,235                  | <b>81,413</b> |
| <b>16</b>                | 69,027                               | <b>68,337</b> | 73,169                             | <b>72,437</b> | 76,828                  | <b>76,060</b> | 80,669                  | <b>79,862</b> | 84,703                  | <b>83,856</b> |
| <b>17</b>                | 71,099                               | <b>70,388</b> | 75,364                             | <b>74,610</b> | 79,132                  | <b>78,341</b> | 83,089                  | <b>82,258</b> | 87,244                  | <b>86,372</b> |
| <b>18</b>                | 73,232                               | <b>72,500</b> | 77,625                             | <b>76,849</b> | 81,507                  | <b>80,692</b> | 85,582                  | <b>84,726</b> | 89,861                  | <b>88,962</b> |
| <b>19</b>                | 75,428                               | <b>74,674</b> | 79,954                             | <b>79,154</b> | 83,952                  | <b>83,112</b> | 88,149                  | <b>87,268</b> | 92,557                  | <b>91,631</b> |
| <b>20</b>                | 77,692                               | <b>76,915</b> | 82,353                             | <b>81,529</b> | 86,470                  | <b>85,605</b> | 90,794                  | <b>89,886</b> | 95,334                  | <b>94,381</b> |
| <b>99</b>                | 77,692                               | <b>77,692</b> | 82,353                             | <b>82,353</b> | 86,470                  | <b>86,470</b> | 90,794                  | <b>90,794</b> | 95,334                  | <b>95,334</b> |

1. For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.
2. For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.
3. Unit members with an earned Doctorate will receive a stipend of \$5,000 per year.
4. For 2011-2012 only, unit members who receive scheduled step increases will have a 1% takeback.

<http://www.imperial.edu/index.php?pid=170>

**Credit Part-Time Instructors (Salary: \$55.00/hour)**

KERN COMMUNITY COLLEGE DISTRICT  
 BASIC FACULTY SALARY SCHEDULE  
 Effective July 1, 2008  
 175 DAYS

|                     | STEP      | CLASS I   | CLASS II  | CLASS III | CLASS IV   | CLASS V    |                     |
|---------------------|-----------|-----------|-----------|-----------|------------|------------|---------------------|
| INSTRUCTOR          | 1         | 47,484.95 | 50,860.96 | 54,420.59 | 58,230.63  | 62,306.50  |                     |
|                     | 2         | 49,146.63 | 52,640.77 | 56,324.97 | 60,268.57  | 64,486.97  |                     |
|                     | 3         | 50,867.37 | 54,483.52 | 58,297.41 | 62,378.41  | 66,744.49  |                     |
|                     | 4         | 52,647.19 | 56,390.47 | 60,337.91 | 64,561.45  | 69,081.62  |                     |
|                     | 5         | 54,489.94 | 58,364.19 | 62,449.04 | 66,821.54  | 71,498.38  |                     |
| ASSISTANT PROFESSOR | 6         | 56,396.88 | 60,407.25 | 64,635.93 | 69,159.95  | 74,001.17  | ASSOCIATE PROFESSOR |
|                     | 7         | 58,370.61 | 62,520.95 | 66,897.30 | 71,579.28  | 76,591.27  |                     |
|                     | 8         | 60,413.68 | 64,709.12 | 69,239.57 | 74,085.92  | 79,271.27  |                     |
|                     | 9         | 62,528.65 | 66,973.06 | 71,661.46 | 76,678.60  | 82,045.02  | PROFESSOR           |
|                     | 10        | 64,718.11 | 69,317.91 | 74,170.67 | 79,362.45  | 84,917.64  |                     |
|                     | 11        | 66,983.34 | 71,743.64 | 76,767.20 | 82,140.05  | 87,890.43  |                     |
|                     | 12        | 69,325.61 | 74,255.43 | 79,453.63 | 85,013.95  | 90,964.66  |                     |
|                     | 13        | 71,753.92 | 76,854.53 | 82,235.07 | 87,989.31  | 94,149.33  |                     |
|                     | 14        | -         | -         | 85,111.55 | 91,069.96  | 97,444.44  |                     |
|                     | 18        | 74,766.51 | 80,081.57 | 88,685.32 | 94,894.13  | 101,536.99 |                     |
| 25                  | 78,504.65 | 84,085.52 | 93,122.02 | 99,640.32 | 106,614.48 |            |                     |

STEP REQUIREMENTS

Maximum credit for all experience (teaching, occupational, or military) for new teachers entering the District is six (6) years (step 7 on the salary schedule)

Part-time (Adjunct) Faculty Salary Schedule Summary

|                   |  |
|-------------------|--|
| \$18.00 per hour  | <ul style="list-style-type: none"> <li>Proctors</li> </ul>   |
| \$30.00 per hour  | <ul style="list-style-type: none"> <li>Other instructionally related services</li> <li>Hourly substitutes</li> </ul>   |
| \$27.50 per hour  | <ul style="list-style-type: none"> <li>Porterville Developmental Center</li> </ul>   |
| \$55.00 per hour  | <ul style="list-style-type: none"> <li>Counselors and Librarians</li> <li>Hourly Substitutes (for more than two (2) consecutive weeks during a semester or for more than one (1) week during summer session, retroactively)</li> <li>Classroom instruction for other than semester length courses</li> </ul> |
| \$962.50 per WFCH | <ul style="list-style-type: none"> <li>Classroom instruction for semester length courses</li> </ul>  |

LAKE TAHOE COMMUNITY COLLEGE DISTRICT

**SCHEDULE B**  
 FULL - TIME CREDIT FACULTY SALARIES  
 178 DAY EMPLOYEES  
 (2.5% COLA)

\*\*\*\*\*

2008 - 2009

STEP

|    |        |  |
|----|--------|--|
| 1  | 46,935 | no master only   |
| 2  | 47,981 |  |
| 3  | 49,032 |  |
| 4  | 50,773 |  |
| 5  | 52,515 |  |
| 6  | 54,852 |  |
| 7  | 56,217 |  |
| 8  | 57,740 |  |
| 9  | 59,259 |  |
| 10 | 61,203 |  |
| 11 | 63,149 |  |
| 12 | 65,195 |  |
| 13 | 66,231 |  |
| 14 | 67,265 |  |
| 15 | 68,214 |  |
| 16 | 69,448 |  |
| 17 | 70,706 |  |
| 18 | 72,105 |  |
| 19 | 73,511 |  |
| 20 | 74,433 |  |
| 21 | 75,356 |  |
| 22 | 76,278 |  |
| 23 | 77,201 |  |
| 24 | 78,123 |  |
| 25 | 79,046 |  |
| 26 | 79,968 |  |
| 27 | 80,891 | *Employees who possess a<br>recognized doctorate (see 6.2.1.2.3)       |
| 28 | 82,550 | and who have been at Step 28 for at<br>least one year move to Step 29. |
| 29 | 84,354 |  |

Doctoral Step\*

-----  
 If an academic employee has completed a certain number of years at Lake Tahoe Community College,  
 a longevity step will be added to the current salary schedule as shown below:

| <u>Years at LTCC</u> | <u>Increase</u> |
|----------------------|-----------------|
| 17                   | 2.0%            |
| 21                   | 5.0%            |
| 25                   | 7.5%            |

**Part-Time Teaching Faculty Lecture Rates  
 Credit Program**

| Quarters Worked At LTCC | Adjunct Faculty | Associate Faculty |
|-------------------------|-----------------|-------------------|
| 0 – 9                   | \$476.00/unit   | \$524.00/unit     |
|                         | \$42.01/hour    | \$46.25/hour      |
| 10 – 15                 | \$498.00/unit   | \$549.00/unit     |
|                         | \$43.95/hour    | \$48.46/hour      |
| Over 15                 | \$524.00/unit   | \$576.00/unit     |
|                         | \$46.25/hour    | \$50.84/hour      |

Effective 7/1/2008

<http://www.ltcc.edu/about.asp?scatID=25>

# LASSEN COMMUNITY COLLEGE

## Faculty Salary Schedule

### Effective July 1, 2006

| STEP | Salary   |
|------|----------|
| 1    | \$41,413 |
| 2    | \$43,372 |
| 3    | \$45,428 |
| 4    | \$47,587 |
| 5    | \$49,856 |
| 6    | \$52,238 |
| 7    | \$54,739 |
| 8    | \$57,364 |
| 9    | \$60,120 |
| 10   | \$63,014 |
| 11   | \$66,053 |
| 12   | \$69,240 |
| 13   | \$72,593 |

■ Initial placement on salary schedule is based upon criteria in Board Policy.

\*Schedule increase of 4.26% (COLA 2.26 + 2%) effective July 1, 1998

■ Additional \$540.00 added to base salaries per Governing Board Approval 07/13/99

MOU dated 06/02/99.2 (LCFT/LCCD) - elimination of pharmacological fund.

Includes 1.41% (COLA) effective July 1, 1999

■ ADDITIONAL 10% (LCFT 1/29/01) Effective July 1, 2000

■ ADDITIONAL 10% (LCFT 1/29/01) Effective July 1, 2001

#### Overload Formula--Credit Courses Hourly Rate Effective July 1, 2003

|   |           |
|---|-----------|
| Step 11 \$66,053 divided by 2 semesters | \$ 33,027 |
| \$33,027 divided by 5 courses           | \$ 6,605  |
| Result times 26% (prorata)              | \$ 1,717  |
| Result divided by 51                    | \$ 33.674 |
| Hourly rate:                            | 33.67     |

Full Time Academic  
177 days/10 Months

|      | COLUMN 1<br>Scale A          | COLUMN 2<br>Scale B | COLUMN 3<br>Scale BB                   | COLUMN 4<br>Scale C                    | COLUMN 5<br>Scale CC                    | COLUMN 6<br>Scale D                      | COLUMN 7<br>Scale E |
|------|------------------------------|---------------------|--|--|---|--|---------------------|
|      | Less Than<br>Master's Degree | Master's Degree     | BA + 42 Units & MA or<br>MA + 14 Units | BA + 56 Units & MA or<br>MA + 28 Units | BA + 70 Units & MA or<br>MA + 42 Units* | BA + 84 Units & MA or<br>MA + 56 Units * | PhD or Equivalent   |
| STEP |                              |                     |  |  |   |  |                     |
| 1    | \$47,580.50                  | \$50,554.60         | \$52,182.10                            | \$53,803.00                            | \$55,751.90                             | \$57,698.40                              | \$61,967.70         |
| 2    | \$49,949.90                  | \$52,927.10         | \$54,555.20                            | \$56,177.60                            | \$58,126.90                             | \$60,075.70                              | \$64,338.00         |
| 3    | \$52,325.00                  | \$55,299.50         | \$56,924.90                            | \$58,550.60                            | \$60,499.20                             | \$62,446.00                              | \$66,712.60         |
| 4    | \$54,697.80                  | \$57,669.80         | \$59,297.50                            | \$60,920.40                            | \$62,869.60                             | \$64,816.30                              | \$69,085.20         |
| 5    | \$57,070.30                  | \$60,047.40         | \$61,672.40                            | \$63,295.80                            | \$65,244.50                             | \$67,193.60                              | \$71,455.70         |
| 6    | \$59,440.40                  | \$62,419.60         | \$64,042.70                            | \$65,665.90                            | \$67,614.80                             | \$69,563.90                              | \$73,830.70         |
| 7    | \$61,815.60                  | \$64,792.20         | \$66,417.80                            | \$68,038.30                            | \$69,989.90                             | \$71,938.70                              | \$76,200.90         |
| 8**  | \$64,190.20                  | \$67,162.40         | \$68,787.90                            | \$70,413.40                            | \$72,364.80                             | \$74,310.80                              | \$78,573.70         |
| 9    | \$66,558.50                  | \$69,537.50         | \$71,160.50                            | \$72,783.30                            | \$74,735.00                             | \$76,681.20                              | \$80,947.90         |
| 10   | \$68,928.50                  | \$71,910.00         | \$73,532.80                            | \$75,153.50                            | \$77,105.30                             | \$79,054.00                              | \$83,318.60         |
| 11   | \$71,303.30                  | \$74,280.20         | \$75,905.70                            | \$77,528.80                            | \$79,479.90                             | \$81,426.40                              | \$85,690.80         |
| 12   |                              | \$76,652.90         | \$78,275.80                            | \$79,903.70                            | \$81,852.60                             | \$83,799.20                              | \$88,063.50         |
| 13   |                              |                     |  | \$82,276.20                            | \$84,225.30                             | \$86,171.50                              | \$90,436.20         |
| 14   |                              |                     |  |  |   | \$88,544.30                              | \$92,811.10         |
| 15   | \$73,608.10                  | \$78,957.20         | \$80,580.50                            | \$84,580.60                            | \$86,529.80                             | \$90,848.80                              | \$95,115.50         |
| 20   | \$75,982.60                  | \$81,330.50         | \$84,140.30                            | \$86,953.40                            | \$90,087.30                             | \$93,219.10                              | \$97,488.20         |
| 25   | \$78,352.80                  | \$83,701.70         | \$86,510.50                            | \$89,323.10                            | \$92,457.50                             | \$95,589.20                              | \$99,858.60         |
| 30   | \$80,657.40                  | \$86,001.80         | \$88,814.90                            | \$91,627.50                            | \$94,762.00                             | \$97,893.80                              | \$102,162.90        |

\*\* Step 8 is maximum entry level

Effective: 7/1/08  
Adopted: 5/13/08

2007-2008 Long Beach Community College District

Schedule 5

Temporary Faculty Hourly Pay

| STEP | COLUMN A<br>Less Than<br>Master's | COLUMN B<br>Master's | COLUMN C<br>Bachelor's + 54 & MA<br>or Master's + 24 |
|------|-----------------------------------|----------------------|--|
| 1    | 47.43                             | 50.74                | 54.31  |
| 2    | 50.74                             | 54.31                | 58.13  |
| 3    | 54.31                             | 58.12                | 62.16  |

Note: Initial placement for faculty is at Step 1, with advancement occurring every two (2) semesters of part-time employment.

Effective: 7/1/2010  
Adopted: 5/25/10

**ABBREVIATED FACULTY  
SALARY ELEMENTS FOR 2010-11, Effective July 1, 2010, to continue until 6-30-2011.**

(Changed 12-06-10: Recalculated Equity 1 Differential beginning 9/1/10.  
Reformatted career increments, differentials & coaching stipend table.)

**Preparation Salary Schedule:** rates per month for all steps and increments.

| Row/Col | A    | B    | C    | D    | E    |
|---------|------|------|------|------|------|
| 1       | 4760 | 4998 | 5248 | 5510 | 5786 |
| 2       | 4931 | 5178 | 5437 | 5709 | 5994 |
| 3       | 5109 | 5364 | 5633 | 5914 | 6210 |
| 4       | 5293 | 5557 | 5835 | 6127 | 6433 |
| 5       | 5483 | 5758 | 6045 | 6348 | 6665 |
| 6       | 5681 | 5965 | 6263 | 6576 | 6905 |
| 7       | 5885 | 6180 | 6488 | 6813 | 7154 |
| 8       | 6097 | 6402 | 6722 | 7058 | 7411 |
| 9       | 6317 | 6632 | 6964 | 7312 | 7678 |
| 10      | 6544 | 6871 | 7215 | 7576 | 7954 |
| 11      |      |      | 7475 | 7848 | 8241 |
| 12      |      |      |      | 8131 | 8537 |
| 13      |      |      |      |      | 8845 |

(schedule is fully aligned, 5% between columns and 3.6% between rows)

**Career Increments (CI) & Doctoral Differential (per month):**

|  |  |                            |
|--|--|----------------------------|
| CI #1 after 3 years (16-18) at E13:    | 211 additional (2.387% of E13);                                    | Total monthly amount: 9056 |
| CI #2 after 6 years (19-21) at E13:    | 216 additional (2.387% of CI#1);                                   | Total monthly amount: 9272 |
| CI #3 after 9 years (22-24) at E13:    | 221 additional (2.387% of CI#2);                                   | Total monthly amount: 9493 |
| CI #4 after 12 years (25-27) at E13:   | 227 additional (2.387% of CI#3);                                   | Total monthly amount: 9720 |
| CI #5 after 15 years (28 +) at E13:    | 232 additional (2.387% of CI#4);                                   | Total monthly amount: 9952 |
| Doctoral differential: 300 additional; | Maximum total monthly salary for doctoral differential plus CI#5 = | 10252                      |

| Row\Col | DESK <sup>d</sup><br>[per payroll hour] --Credit Teaching-- |                     |                    | EESK <sup>d</sup><br>--Nonclassroom--<br>or sub |       | GESK<br>--Sub cred teaching-- |       | FESK <sup>d</sup><br>--Noncredit Teaching--<br>or sub |       |
|---------|---|---------------------|--------------------|---|-------|-------------------------------|-------|---|-------|
|         | K   | L                   | M                  | K   | L/M   | K                             | L/M   | K   | L/M   |
| 1       | 55.50 <sup>*ef</sup>  | 69.19 <sup>*e</sup> | 69.19 <sup>e</sup> | 52.39   | 63.29 | 60.12                         | 72.63 | 50.60   | 61.13 |
| 2       | 57.28 <sup>*ef</sup>  |                     |                    | 54.07   |       | 62.04                         |       | 52.22   |       |
| 3       | 59.11 <sup>*ef</sup>  |                     |                    | 55.80   |       | 64.03                         |       | 53.89   |       |
| 4       | 61.00 <sup>*ef</sup>  |                     |                    | 57.58   |       | 66.08                         |       | 55.61   |       |
| 5       | 62.95 <sup>*ef</sup>  |                     |                    | 59.42   |       | 68.19                         |       | 57.39   |       |
| 6       | 64.97 <sup>*ef</sup>  |                     |                    | 61.33   |       | 70.37                         |       | 59.23   |       |
| 7       | 67.05 <sup>*ef</sup>  |                     |                    | 63.29   |       | 72.63                         |       | 61.13   |       |
| 8       | 69.19 <sup>*ef</sup>  |                     |                    |   |       | 74.96                         |       | 63.08   |       |
| 9       | 71.41 <sup>*ef</sup>  |                     |                    |   |       |                               |       |   |       |

<sup>d</sup>For posted doctoral degree add 1.76 for DESK, 0.88 for EESK, and 1.06 for FESK.

<sup>\*</sup>Plus \$12.98 office hour differential

<sup>e</sup>plus \$2.00 (from 7/1/10 to 8/31/10), \$2.89 (from 9/1/10 to 6/30/11) equity differential for loads 12 – 18.

<sup>f</sup>plus \$2.97 equity differential for loads 12 – 15.

**The total salary per term for one standard hour of credit or noncredit teaching, using the pay by course method, is 20 times the rate shown in the (DESK or FESK) schedule above.** For all schedules, column K has 3.2% between steps. DESK is for credit teaching in Fall, Winter, Spring and Summer. For credit teaching in Col. K, the office hour differential per standard hour is 20 times the rate shown above. Regular classified with adjunct credit are on Col. L. The \$2.89 hourly equity allocation from the State will, if continued, result in continued payment of an equity payment to credit adjunct teachers in disciplines with fulltime Standard Teaching Hours from 12 to 18 inclusive, as shown in Table A of Article 13, in Fall, Winter, Spring and Summer. The method for this equity payment distribution has been agreed to be a differential on the adjunct credit teaching schedule DESK, contingent upon funding.

[http://www.aft1521.org/index.cfm?zone=/unionactive/view\\_article.cfm&HomeID=196486&page=Contract](http://www.aft1521.org/index.cfm?zone=/unionactive/view_article.cfm&HomeID=196486&page=Contract)

Los Rios Community College District  
 2011-12 Interim  
 Faculty Salary Schedule "A-164"  
 (Tenure-Track and Long-Term Temporary Faculty Working a 164-Day Schedule)

| Step       | Class I | Class II | Class III | Class I V | Class V |
|------------|---------|----------|-----------|-----------|---------|
| 1          | 39,416  | 43,797   | 48,168    | 52,554    | 55,178  |
| 2          | 40,993  | 45,549   | 50,095    | 54,656    | 57,385  |
| 3          | 42,633  | 47,371   | 52,099    | 56,842    | 59,681  |
| 4          | 44,338  | 49,266   | 54,183    | 59,116    | 62,068  |
| 5          | 46,112  | 51,236   | 56,350    | 61,481    | 64,551  |
| 6          | 47,956  | 53,286   | 58,604    | 63,940    | 67,133  |
| 7          | 49,874  | 55,417   | 60,948    | 66,498    | 69,818  |
| 8          | 51,869  | 57,634   | 63,386    | 69,157    | 72,611  |
| 9          | 53,944  | 59,939   | 65,922    | 71,924    | 75,515  |
| 10         | 56,102  | 62,337   | 68,558    | 74,801    | 78,536  |
| 11         | 58,346  | 64,830   | 71,301    | 77,793    | 81,677  |
| 12         | 60,680  | 67,423   | 74,153    | 80,904    | 84,944  |
| 13         | 63,107  | 70,120   | 77,119    | 84,141    | 88,342  |
| 14         |         |          | 80,204    | 87,506    | 91,876  |
| 15         |         |          |           | 91,006    | 95,551  |
| Longevity* | 65,631  | 72,925   | 83,412    | 94,647    | 99,373  |

\*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

This salary schedule may be retroactively increased for services rendered in the academic/contract year, contingent upon designated revenues realized in 2010-11. Estimated distribution date is July/August 2011

[http://wserver.losrios.edu/hr/sal\\_schd.htm](http://wserver.losrios.edu/hr/sal_schd.htm)

Subject to audit, and, if necessary, correction to meet intent of negotiations.  
 Effective: July 1, 2010 -- Approved August 2010

**Los Rios Community College District  
2011-12 Interim**

**Faculty Salary Schedule "B-1"  
(Adjunct Faculty / Overload Assignments)  
Lecture and Laboratory Hourly Rates/164 Days B-1**

|         | <b>Step</b> | <b>Class I</b> | <b>Class II</b> | <b>Class III</b> | <b>Class IV</b> | <b>Class V</b> |
|---------|-------------|----------------|-----------------|------------------|-----------------|----------------|
| Lecture | <b>1</b>    | <b>54.74</b>   | <b>60.83</b>    | <b>66.90</b>     | <b>72.99</b>    | <b>76.63</b>   |
| Lab     |             | 41.05          | 45.63           | 50.17            | 54.74           | 57.47          |
| Lecture | <b>2</b>    | <b>56.94</b>   | <b>63.27</b>    | <b>69.57</b>     | <b>75.91</b>    | <b>79.71</b>   |
| Lab     |             | 42.70          | 47.45           | 52.18            | 56.93           | 59.78          |
| Lecture | <b>3</b>    | <b>59.21</b>   | <b>65.79</b>    | <b>72.36</b>     | <b>78.95</b>    | <b>82.89</b>   |
| Lab     |             | 44.41          | 49.34           | 54.27            | 59.21           | 62.17          |
| Lecture | <b>4</b>    | <b>61.59</b>   | <b>68.43</b>    | <b>75.25</b>     | <b>82.10</b>    | <b>86.21</b>   |
| Lab     |             | 46.19          | 51.32           | 56.44            | 61.58           | 64.66          |
| Lecture | <b>5</b>    | <b>64.04</b>   | <b>71.16</b>    | <b>78.26</b>     | <b>85.39</b>    | <b>89.66</b>   |
| Lab     |             | 48.03          | 53.37           | 58.70            | 64.04           | 67.25          |
| Lecture | <b>6</b>    | <b>66.61</b>   | <b>74.00</b>    | <b>81.39</b>     | <b>88.80</b>    | <b>93.24</b>   |
| Lab     |             | 49.96          | 55.50           | 61.05            | 66.60           | 69.93          |
| Lecture | <b>7</b>    | <b>69.27</b>   | <b>76.96</b>    | <b>84.66</b>     | <b>92.35</b>    | <b>96.97</b>   |
| Lab     |             | 51.95          | 57.72           | 63.49            | 69.26           | 72.73          |
| Lecture | <b>8</b>    | <b>72.04</b>   | <b>80.05</b>    | <b>88.03</b>     | <b>96.06</b>    | <b>100.84</b>  |
| Lab     |             | 54.03          | 60.04           | 66.02            | 72.04           | 75.63          |
| Lecture | <b>9</b>    | <b>74.92</b>   | <b>83.25</b>    | <b>91.55</b>     | <b>99.90</b>    | <b>104.87</b>  |
| Lab     |             | 56.19          | 62.44           | 68.66            | 74.92           | 78.65          |
| Lecture | <b>10</b>   | <b>77.92</b>   | <b>86.58</b>    | <b>95.23</b>     | <b>103.90</b>   | <b>109.08</b>  |
| Lab     |             | 58.44          | 64.93           | 71.42            | 77.92           | 81.81          |
| Lecture | <b>11</b>   | <b>81.03</b>   | <b>90.05</b>    | <b>99.03</b>     | <b>108.05</b>   | <b>113.43</b>  |
| Lab     |             | 60.77          | 67.54           | 74.27            | 81.04           | 85.07          |
| Lecture | <b>12</b>   | <b>84.27</b>   | <b>93.65</b>    | <b>102.99</b>    | <b>112.37</b>   | <b>117.98</b>  |
| Lab     |             | 63.20          | 70.24           | 77.25            | 84.27           | 88.49          |
| Lecture | <b>13</b>   | <b>87.64</b>   | <b>97.40</b>    | <b>107.11</b>    | <b>116.86</b>   | <b>122.70</b>  |
| Lab     |             | 65.73          | 73.05           | 80.34            | 87.65           | 92.03          |
| Lecture | <b>14</b>   | -              | -               | <b>111.40</b>    | <b>121.53</b>   | <b>127.61</b>  |
| Lab     |             | -              | -               | 83.55            | 91.15           | 95.71          |
| Lecture | <b>15</b>   | -              | -               | -                | <b>126.40</b>   | <b>132.71</b>  |
| Lab     |             | -              | -               | -                | 94.80           | 99.54          |

Subject to audit, and, if necessary, correction to meet intent of negotiations.

This salary schedule may be retroactively increased for services rendered in the academic/contract year, contingent upon designated revenues realized in 2011-12. Estimated distribution date is July/August 2012.

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Lab hours equate to 3/4 of a lecture hour.

Effective: July 1, 2011

Approved: August 2011

MARIN COMMUNITY COLLEGE DISTRICT  
 UPM/AFT SALARY SCHEDULE  
 Effective 7/1/2011 (w/ .5% increase)  
 Ratified by Board 3/28/2011

CREDIT

|             | Column 1 | Column 2 | Column 3 | Column 4 | Column 5 |
|-------------|----------|----------|----------|----------|----------|
| <b>Step</b> |          |          |          |          |          |
| <b>1</b>    | 45,527   | 50,334   | 52,780   | 55,280   | 57,759   |
| <b>2</b>    | 47,392   | 52,514   | 55,068   | 57,620   | 60,004   |
| <b>3</b>    | 49,255   | 54,692   | 57,356   | 59,965   | 62,249   |
| <b>4</b>    | 51,120   | 56,874   | 59,645   | 62,306   | 64,496   |
| <b>5</b>    | 52,984   | 59,055   | 61,935   | 64,648   | 66,740   |
| <b>6</b>    | 54,847   | 61,233   | 64,224   | 66,990   | 68,982   |
| <b>7</b>    | 56,710   | 63,414   | 66,510   | 69,334   | 71,227   |
| <b>8</b>    | 58,575   | 65,593   | 68,799   | 71,675   | 73,471   |
| <b>9</b>    | 60,440   | 67,772   | 71,089   | 74,018   | 75,717   |
| <b>10</b>   | 62,305   | 69,953   | 73,378   | 76,359   | 77,960   |
| <b>11</b>   | 64,167   | 72,132   | 75,665   | 78,700   | 80,208   |
| <b>12</b>   | 66,031   | 74,312   | 77,954   | 81,047   | 82,454   |
| <b>13</b>   | 67,896   | 76,492   | 80,246   | 83,386   | 84,699   |
| <b>14</b>   | 69,759   | 78,672   | 82,533   | 85,729   | 86,941   |
| <b>15</b>   | 71,625   | 80,854   | 84,820   | 88,070   | 89,185   |
| <b>16</b>   | 73,489   | 83,032   | 87,111   | 90,415   | 91,433   |
| <b>17</b>   | 75,341   | 85,124   | 89,304   | 92,692   | 93,737   |
| <b>18</b>   | 77,238   | 87,270   | 91,558   | 95,028   | 96,097   |
| <b>19</b>   | 79,186   | 89,469   | 93,863   | 97,423   | 98,520   |
| <b>20</b>   | 81,182   | 91,722   | 96,228   | 99,878   | 101,007  |
| <b>21</b>   | 81,993   | 92,639   | 97,190   | 100,877  | 102,017  |

Horizontal Placement/Movement Article 3.9.7

Column 1 - Bachelor's degree or partial fulfillment of a Life Instructor's Credential in a vocational related discipline.

Column 2 - Master's degree or clear Life Instructor's Credential in a vocational related discipline with a Bachelor's degree.

Column 3 - Master's degree plus 30 semester units subsequent to the date of the Master's degree, or Bachelor's degree plus 60 semester units with Master's degree, or clear Life Instructor's Credential in a vocational related discipline with a Bachelor's degree and 60 semester units subsequent to the date of the clear Life Instructor's Credential in a vocational related discipline.

Effective 7/1/2006 6% Increase on June 30, 2006 Base Salary.  
 Approved by Board November 15, 2005  
 Replaces Salary Schedule Eff. July 1, 2005(2) 7.8%

**Contract Payment Calculations**

**1. TEMPORARY PART-TIME CREDIT INSTRUCTOR PAYMENT FORMULA:**

\* Annual salary x # of units divided by 30 units x 95% = Semester payment divided by 5 = Monthly salary.

**2. a. OVERLOAD CREDIT INSTRUCTOR PAYMENT FORMULA:**

\* Annual salary x # of units divided by 30 units x 95% = Semester payment divided by 5 = Monthly salary.

**b. OVERLOAD ASSIGNMENTS AND PART-TIME TEMPORARY CREDIT ASSIGNMENTS FOR LIBRARIANS, COUNSELORS AND SCHOOL NURSES PAYMENT FORMULA:**

Hours per semester ÷ 599 (eff. Fall 1994) rounded to 4 decimal places x 15 units = units. Then Temporary Part-Time Credit Instructor Payment Formula as above.

**3. a. INTERSESSION/SUMMER SESSION CREDIT INSTRUCTOR PAYMENT FORMULA:**

\* Annual salary x  $\frac{\text{\# of units}}{30}$  x 95% = Total payment.

**b. INTERSESSION PERMANENT CREDIT COUNSELOR PAYMENT FORMULA:**

Hours per intersession ÷ 581 (eff. Fall 1994) rounded to 4 decimal places x 15 units = units. Then Temporary Part-Time Credit Instructor Payment Formula as above.

**6. NON-CREDIT INSTRUCTOR HOURLY SCHEDULE:**  
 (Step Placement and Movement as provided for in Article 3.9.6.4.)

|        |  | <u>Laboratory or<br/>Lecture Lab</u> | <u>Lecture<br/>Class</u> |
|--------|--|--------------------------------------|--------------------------|
| Step 1 | 0-3 quarters teaching with MCCD        | \$40.91                              | \$45.35                  |
| Step 2 | 4-9 quarters teaching with MCCD        | \$42.02                              | \$46.46                  |
| Step 3 | 10-18 quarters teaching with MCCD      | \$43.09                              | \$47.62                  |
| Step 4 | 19 or more quarters teaching with MCCD | \$44.19                              | \$48.70                  |

(Effective 1/1/86, all quarters are counted. Prior to that date, summer quarters were excluded.)

**7. STIPEND \$61.03 per hour**

Salary Schedule: Faculty, Full-time 2010-11

MENDOCINO-LAKE COMMUNITY COLLEGE DISTRICT

Full-Time Faculty Salary Schedule

2010-11

| STEP | COLUMN 1 | COLUMN 2 | COLUMN 3 | COLUMN 4 |
|------|----------|----------|----------|----------|
| 1    | \$46,748 | \$49,303 | \$51,774 | \$54,275 |
| 2    | \$48,830 | \$51,405 | \$53,891 | \$56,408 |
| 3    | \$50,913 | \$53,507 | \$56,008 | \$58,540 |
| 4    | \$52,995 | \$55,609 | \$58,126 | \$60,672 |
| 5    | \$55,077 | \$57,711 | \$60,243 | \$62,805 |
| 6    | \$57,159 | \$59,814 | \$62,361 | \$64,937 |
| 7    | \$59,242 | \$61,916 | \$64,477 | \$67,069 |
| 8    | \$61,324 | \$64,019 | \$66,595 | \$69,203 |
| 9    | \$63,406 | \$66,121 | \$68,713 | \$71,335 |
| 10   | \$65,488 | \$68,223 | \$70,830 | \$73,467 |
| 11   | \$67,571 | \$70,326 | \$72,948 | \$75,600 |
| 12   | \$69,653 | \$72,428 | \$75,065 | \$77,732 |
| 13   | \$71,735 | \$74,530 | \$77,182 | \$79,864 |
| 14   |          |          | \$79,300 | \$81,997 |
| 15   |          |          |          | \$84,130 |
| 16   |          |          |          | \$86,262 |

Instructors will receive year-for-year credit on the salary schedule for teaching experience and one-year credit for two years of related work experience. **Maximum initial placement on the salary schedule shall be Step 7 of the appropriate class.**

Doctoral Stipend: An additional \$2095 for an earned doctorate from an accredited institution.

Longevity Stipend: An additional \$1500 after being at the top step of a column for five years.

An additional \$1500 after being at the top step of a column for ten years.

EFFECTIVE: JANUARY 1, 2010

2008-09  
MENDOCINO COLLEGE  
PART-TIME FACULTY SALARY SCHEDULE

|    | A       | B       | C       | D       | E       | F       |
|----|---------|---------|---------|---------|---------|---------|
| 1. | \$44.52 | \$46.75 | \$49.09 | \$51.55 | \$54.12 | \$56.83 |
| 2. | \$46.75 | \$49.09 | \$51.55 | \$54.12 | \$56.83 | \$59.67 |
| 3. | \$49.09 | \$51.55 | \$54.12 | \$56.83 | \$59.67 | \$62.65 |

Merced Community College District  
 Faculty Salary Schedule 2011-2012  
 (Effective 7/1/07)

|      | B.A. or Partial<br>CCI Cred.<br>Based on<br>Occp. Exp.<br>w/o B.A. | M.A. or Partial<br>CCI Cred.<br>Based on<br>Occup. Exp.<br>incl. B.A. or<br>Full CCI Cred.<br>based on<br>Occup. Exp. | B. A. +45 units<br>incl. M.A. or<br>M.A. +15 or<br>Full CCI Cred<br>based on<br>Occup. Exp.<br>incl. B.A. | B.A. +60 units<br>incl. M.A. or<br>M.A. + 30 or<br>Full CCI Cred.<br>based on<br>Occup. Exp.<br>incl. B.A. +15 | B.A. +75 units<br>incl. M.A. or<br>M.A. + 45 or<br>Class IV plus<br>15 w/ M.A.<br>included |
|------|--|---|---|--|--|
| STEP | CLASS I  | CLASS II  | CLASS III   | CLASS IV   | CLASS V  |
| 1    | 45,757   | 50,339  | 52,626  | 54,911   | 57,191   |
| 2    | 48,039   | 52,626  | 54,911  | 57,191   | 59,485   |
| 3    | 50,339   | 54,911  | 57,191  | 59,485   | 61,769   |
| 4    | 52,626   | 57,191  | 59,485  | 61,769   | 64,065   |
| 5    | 54,911   | 59,485  | 61,769  | 64,065   | 66,361   |
| 6    | 57,191   | 61,769  | 64,065  | 66,361   | 68,746   |
| 7    | 59,485   | 64,065  | 66,361  | 68,746   | 71,135   |
| 8    | 61,769   | 66,361  | 68,746  | 71,135   | 73,544   |
| 9    | 64,065   | 68,746  | 71,135  | 73,544   | 75,948   |
| 10   | 66,361   | 71,135  | 73,544  | 75,948   | 78,353   |
| 11   |  | 73,544  | 75,948  | 78,353   | 80,775   |
| 12   |  |   | 78,353  | 80,775   | 83,193   |
| 13   |  |   |   | 83,193   | 85,634   |
| 14   |  |   |   |  | 88,078   |
| 18   |  |   |   |  | 90,531   |
| 22   |  |   |   |  | 93,155   |
| 26   |  |   |   |  | 95,853   |
| 30   |  |   |   |  | 98,632   |
| 34   |  |   |   |  | 101,495  |
| 38   |  |   |   |  | 104,454  |

A faculty member having an earned doctorate shall be advanced two (2) additional steps on the salary schedule. Faculty members having an earned doctorate who have advanced to Step 13 or beyond in Class V will receive a stipend of \$4,885 which is equal to the difference between Step 12 & 14 in Class V.

Initial Step Placement.

Faculty shall be given credit on a year-for-year basis up to and including 5 years at the time of initial placement on the salary schedule for previous relevant full-time work or

Merced Community College District  
 Part-Time/Overload Salary Schedule 2011-12  
 (Effective 1/1/11)

|             |  |  |  |   |   |
|-------------|--|--|--|---|---|
|             | B.A. or Partial CCI Cred. Based on Occp. Exp. w/o B.A. | M.A. or Partial CCI Cred. Based on Occp. Exp. incl. B.A. or Full CCI Cred. based on Occp. Exp. | B. A. +45 units incl. M.A. or M.A. +15 or Full CCI Cred based on Occp. Exp. incl. B.A. | B.A. +60 units incl. M.A. or M.A. + 30 or Full CCI Cred. based on Occp. Exp. incl. B.A. +15 | B.A. +75 units incl. M.A. or M.A. + 45 or Class IV plus 15 w/ M.A. included |
| <b>STEP</b> | <b>CLASS I</b>   | <b>CLASS II</b>  | <b>CLASS III</b>   | <b>CLASS IV</b>   | <b>CLASS V</b>  |

LECTURE/DISCUSSION MODE

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| 1 | 44.06 | 45.85 | 47.59 | 49.35 | 51.13 |
| 2 | 45.85 | 47.59 | 49.35 | 51.13 | 52.88 |
| 3 | 47.59 | 49.35 | 51.13 | 52.88 | 54.69 |

LAB/SHOP/CLINIC MODE

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| 1 | 41.44 | 43.21 | 44.97 | 46.69 | 48.47 |
| 2 | 43.21 | 44.97 | 46.69 | 48.47 | 50.23 |
| 3 | 44.97 | 46.69 | 48.47 | 50.23 | 52.05 |

COUNSELING & OTHER MODES

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| 1 | 36.15 | 37.07 | 37.92 | 38.79 | 40.55 |
| 2 | 37.92 | 38.79 | 39.70 | 40.55 | 42.31 |
| 3 | 39.70 | 40.55 | 41.44 | 42.31 | 44.15 |

NON-CREDIT MODE

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| 1 | 40.55 | 42.31 | 44.06 | 45.85 | 47.59 |
| 2 | 42.31 | 44.06 | 45.85 | 47.59 | 49.35 |
| 3 | 44.06 | 45.85 | 47.59 | 49.35 | 51.13 |

Vertical advancement to occur after completing instruction of 30 units or 6 semesters, whichever comes first.

[http://www.mccd.edu/hr/salary\\_schedules.htm](http://www.mccd.edu/hr/salary_schedules.htm)

Mira Costa College  
ACADEMIC SALARY SCHEDULE  
2011-2013

(Effective July 1, 2011)

COLA 1%

| STEP | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V | DOC     |
|------|---------|----------|-----------|----------|---------|---------|
| 1    | 67,770  | 70,274   | 72,783    | 75,292   | 77,801  | 80,311  |
| 2    | 71,451  | 73,961   | 76,468    | 78,974   | 81,483  | 83,992  |
| 3    | 75,134  | 77,642   | 80,149    | 82,657   | 85,165  | 87,675  |
| 4    | 78,815  | 81,325   | 83,833    | 86,340   | 88,849  | 91,359  |
| 5    | 82,499  | 85,007   | 87,515    | 90,022   | 92,530  | 95,040  |
| 6    | 86,180  | 88,688   | 91,196    | 93,705   | 96,215  | 98,724  |
| 7    | 89,863  | 92,372   | 94,878    | 97,386   | 99,892  | 102,402 |
| 8    | 93,545  | 96,055   | 98,563    | 101,072  | 103,579 | 106,088 |
| 9    | 97,229  | 99,736   | 102,242   | 104,751  | 107,261 | 109,771 |
| 10   | 100,910 | 103,419  | 105,926   | 108,435  | 110,942 | 113,452 |
| 11   |         | 107,100  | 109,610   | 112,118  | 114,627 | 117,137 |
| 12   |         | 110,783  | 113,291   | 115,799  | 118,309 | 120,819 |
| 13   |         | 114,465  | 116,974   | 119,483  | 121,990 | 124,500 |
| 14   |         | 118,148  | 120,654   | 123,163  | 125,672 | 128,182 |
| 15   |         | 121,817  | 124,324   | 126,839  | 129,349 | 131,858 |
| 16   |         | 122,548  | 125,054   | 127,569  | 130,078 | 132,588 |
| 17   |         | 123,279  | 125,785   | 128,300  | 130,809 | 133,319 |
| 18   |         | 124,009  | 126,516   | 129,031  | 131,539 | 134,049 |
| 19   |         | 124,739  | 127,246   | 129,761  | 132,270 | 134,779 |
| 20   |         | 125,470  | 127,977   | 130,492  | 133,001 | 135,510 |
| 21   |         | 126,201  | 128,707   | 131,222  | 133,731 | 136,241 |
| 22   |         | 126,931  | 129,438   | 131,952  | 134,461 | 136,971 |
| 23   |         | 127,662  | 130,168   | 132,683  | 135,192 | 137,701 |
| 24   |         | 128,392  | 130,899   | 133,414  | 135,923 | 138,433 |
| 25   |         | 129,122  | 131,629   | 134,144  | 136,653 | 139,163 |
| 26   |         | 129,854  | 132,359   | 134,874  | 137,383 | 139,893 |
| 27   |         | 130,584  | 133,091   | 135,606  | 138,114 | 140,623 |
| 28   |         | 131,314  | 133,821   | 136,336  | 138,845 | 141,355 |
| 29   |         | 132,044  | 134,551   | 137,066  | 139,575 | 142,085 |
| 30   |         | 132,776  | 135,281   | 137,797  | 140,305 | 142,815 |

MIRA COSTA COLLEGE  
ASSOCIATE FACULTY SALARY SCHEDULE  
2009-2011

COLA 1%

Effective July 1, 2009

|         | CLASS I  | CLASS II | CLASS III | CLASS IV | CLASS V  | DOCTORATE |
|---------|----------|----------|-----------|----------|----------|-----------|
| Step 1  | \$67.72  | \$70.22  | \$72.72   | \$75.23  | \$77.74  | \$80.02   |
| Step 2  | \$71.39  | \$73.90  | \$76.41   | \$78.91  | \$81.41  | \$83.69   |
| Step 3  | \$75.07  | \$77.57  | \$80.08   | \$82.59  | \$85.10  | \$87.39   |
| Step 4  | \$78.75  | \$81.26  | \$83.76   | \$86.26  | \$88.78  | \$91.06   |
| Step 5  | \$82.44  | \$84.93  | \$87.45   | \$89.95  | \$92.46  | \$94.74   |
| Step 6  | \$86.10  | \$88.62  | \$91.12   | \$93.63  | \$96.13  | \$98.41   |
| Step 7  | \$89.80  | \$92.30  | \$94.81   | \$97.30  | \$99.81  | \$102.09  |
| Step 8  | \$93.48  | \$95.99  | \$98.48   | \$101.01 | \$103.49 | \$105.78  |
| Step 9  | \$97.16  | \$99.66  | \$102.17  | \$104.68 | \$107.17 | \$109.45  |
| Step 10 | \$100.84 | \$103.34 | \$105.85  | \$108.36 | \$110.85 | \$113.13  |

NON CREDIT ASSOCIATE FACULTY SALARY SCHEDULE  
2009-2011  
Effective July 1, 2009

COLA 1%

|         |        |
|---------|--------|
| Step 1  | 76.60  |
| Step 2  | 80.49  |
| Step 3  | 84.37  |
| Step 4  | 88.24  |
| Step 5  | 92.12  |
| Step 6  | 95.99  |
| Step 7  | 99.87  |
| Step 8  | 103.75 |
| Step 9  | 107.63 |
| Step 10 | 111.49 |

# Monterey Peninsula Community College District

## SCHEDULE A – CONTRACT FACULTY

2011-2012

Effective July 1, 2011

| Step | I      | II     | III    | IV     | V      | Step |
|------|--------|--------|--------|--------|--------|------|
| 1    | 43,710 | 47,317 | 50,921 | 54,526 | 58,135 | 1    |
| 2    | 45,891 | 49,495 | 53,099 | 56,711 | 60,315 | 2    |
| 3    | 48,081 | 51,682 | 55,290 | 58,895 | 62,504 | 3    |
| 4    | 50,262 | 53,866 | 57,473 | 61,079 | 64,686 | 4    |
| 5    | 52,445 | 56,053 | 59,654 | 63,262 | 66,872 | 5    |
| 6    |        | 58,235 | 61,844 | 65,457 | 69,050 | 6    |
| 7    |        | 60,436 | 64,028 | 67,637 | 71,248 | 7    |
| 8    |        | 62,609 | 66,219 | 69,820 | 73,431 | 8    |
| 9    |        |        | 68,410 | 72,010 | 75,619 | 9    |
| 10   |        |        | 70,576 | 74,190 | 77,803 | 10   |
| 11   |        |        | 72,761 | 76,380 | 79,863 | 11   |
| 12   |        |        |        | 78,560 | 82,174 | 12   |
| 13   |        |        |        | 80,746 | 84,353 | 13   |
| 18   |        |        |        | 82,930 | 86,538 | 18   |
| 21   |        |        |        |        | 88,731 | 21   |
| 24   |        |        |        |        | 90,915 | 24   |
| 27   |        |        |        |        | 93,095 | 27   |

Effective July 1, 2011 – The 2007-2008 salary schedule was decreased by 2.02%.

Effective July 1, 2007 – Longevity step 15 is eliminated.

### Notes:

1. Unless approved by the Superintendent/President, and ratified by the Governing Board, the maximum salary at which a new person may be hired is Step 6 in the appropriate column of the schedule.
2. An annual bonus of \$2850 will be awarded for an earned doctorate from an accredited institution.
3. An annual bonus of \$2021 will be awarded for multiple master's degrees. Unit members receiving a stipend for an earned doctorate will not be eligible for a multiple master's degrees stipend.
4. Directors with extra responsibility pay will earn an annual stipend of \$1786.
5. Instructors will earn a work experience stipend of \$75.00 per student unless the student is part of an instructor's load.
6. Per section 16.34.4.3 of the MPCCD/MPCTA agreement, a unit member who has reached the top of any truncated column shall not receive step credit on the next higher column for the years during which he/she was frozen at his/her step on the lower column.

Effective Date: July 1, 2011

Board Approval: September 27, 2011

<http://www.mpc.edu/employment/Pages/default.aspx>

# Monterey Peninsula Community College District

## SCHEDULE B2

2011-2012

Effective July 1, 2011

Hourly Academic – Teaching

| <b>STEP</b> | <b>COLUMN I</b> | <b>COLUMN II</b> | <b>COLUMN III</b> | <b>COLUMN IV</b> | <b>COLUMN V</b> | <b>COLUMN VI</b> | <b>STEP</b> |
|-------------|-----------------|------------------|-------------------|------------------|-----------------|------------------|-------------|
| <b>1</b>    | 39.07           | 42.65            | 46.22             | 49.79            | 53.39           | 56.44            | <b>1</b>    |
| <b>2</b>    | 41.21           | 44.79            | 48.32             | 51.92            | 55.51           | 58.61            | <b>2</b>    |
| <b>3</b>    | 43.42           | 47.01            | 50.57             | 54.11            | 57.68           | 60.80            | <b>3</b>    |
| <b>4</b>    | 45.56           | 49.14            | 52.69             | 56.31            | 59.87           | 62.93            | <b>4</b>    |
| <b>5</b>    | 47.66           | 51.28            | 54.89             | 58.44            | 61.98           | 65.12            | <b>5</b>    |
| <b>6</b>    | 49.86           | 53.51            | 57.10             | 60.68            | 64.24           | 67.24            | <b>6</b>    |
| <b>7</b>    | 52.06           | 55.63            | 59.22             | 62.81            | 66.38           | 69.51            | <b>7</b>    |
| <b>8</b>    |                 |                  | 61.37             | 64.97            | 68.58           | 71.67            | <b>8</b>    |
| <b>9</b>    |                 |                  | 63.58             | 67.18            | 70.70           | 73.85            | <b>9</b>    |
| <b>10</b>   |                 |                  | 65.74             | 69.34            | 72.83           | 75.98            | <b>10</b>   |
| <b>11</b>   |                 |                  | 67.92             | 71.51            | 74.94           | 78.14            | <b>11</b>   |

The 2007-2008 salary schedule was decreased by 2.02%, effective 7/1/11.

Effective Date: July 1, 2011

Board Approval: September 27, 2011

<http://www.mpc.edu/employment/Pages/default.aspx>

• Mt. San Antonio College • APPENDIX A: SALARY SCHEDULE FOR UNIT MEMBERS ON CONTRACT

A.1. Effective Dates: This schedule shall be effective July 1, 2011 – June 30, 2014 subject to change per article 7.A.

A.2. Annual Rates for Salary Schedule:

| <u>Column 1</u><br>(A.3.a.) |                               | <u>Column 2</u><br>(A.3.b.) |  | <u>Column 3</u><br>(A.3.c.)<br>Earned Doctorate or B.A.<br>and 80 Units,<br>including M.A. |           |
|-----------------------------|-------------------------------|-----------------------------|--|--|-----------|
| <i>Step</i>                 | <i>Minimum Qualifications</i> | <i>Step</i>                 | <i>B.A. and 60 Units, including M.A.</i> | <i>Step</i>  |           |
| 1                           | \$55,417                      | 1                           | \$59,364                                 | 1  | \$63,312  |
| 2                           | \$58,569                      | 2                           | \$62,537                                 | 2  | \$66,525  |
| 3                           | \$61,741                      | 3                           | \$65,709                                 | 3  | \$69,636  |
| 4                           | \$64,883                      | 4                           | \$68,799                                 | 4  | \$72,726  |
| 5                           | \$68,004                      | 5                           | \$71,972                                 | 5  | \$75,929  |
| 6                           | \$71,156                      | 6                           | \$75,113                                 | 6  | \$79,061  |
| 7                           | \$74,328                      | 7                           | \$78,245                                 | 7  | \$82,172  |
| 8                           | \$77,439                      | 8                           | \$81,427                                 | 8  | \$85,344  |
| 9                           | \$80,550                      | 9                           | \$84,507                                 | 9  | \$88,526  |
|                             |                               | 10                          | \$87,680                                 | 10   | \$91,637  |
|                             |                               | 11                          | \$90,831                                 | 11   | \$94,789  |
|                             |                               |                             |  | 12   | \$97,920  |
|                             |                               |                             |  | 13   | \$101,072 |

A.5. Service Increments:

A.5.a. Rates:

Service Increment: \$318 per month

25-Year Service Increment: \$318 per month

30-Year Service Increment: \$318 per month

35-Year Service Increment: \$318 per month

Service Increments:

|  | 5+ years | 25 years | 30 years | 35 years |
|--|----------|----------|----------|----------|
| Serving 5+ years at maximum step of any column | ✓        | ✓        | ✓        | ✓        |
| Completion of 25 years under contract          |          | ✓        | ✓        | ✓        |
| Completion of 30 years under contract          |          |          | ✓        | ✓        |
| Completion of 35 years under contract          |          |          |          | ✓        |

A.6.1. Qualifications: Professional Growth Increment may be attained at the top of Column 3 after serving three or more years at the initial Service Increment and after completing six semester units of college work or equivalent workshops/seminars, as approved by the Salary and Leaves Committee. The six semesters of college work or equivalent workshops/seminars may be earned after reaching Step 13 of Column 3.

A.6.2. Rates: Professional Growth Increment: \$318 per month

▪ Mt. San Antonio College ▪ APPENDIX C: FACULTY OVERLOAD AND OTHER THAN CONTRACT SALARY RATES

The following hourly rates will be effective beginning Fall 2009 subject to change per Article 7.A. The columns correspond to the columns in Appendix A (A.3.a, b, and c). For column definitions, see Appendix A.

| <i>Professors Teaching Credit Courses</i> |                 |          |          |          |
|---|-----------------|----------|----------|----------|
| Step                                      |                 | Column 1 | Column 2 | Column 3 |
| 1   | (0 – 29.9 LHE)  | \$68.48  | \$70.88  | \$73.36  |
| 2   | (30 – 59.9 LHE) | \$70.88  | \$73.36  | \$75.93  |
| 3   | (60 – 89.9 LHE) | \$73.36  | \$75.93  | \$78.59  |
| 4   | (90+ LHE)       | \$75.93  | \$78.59  | \$81.35  |

| <i>Counselors, Librarians, Instructional Specialists<br/>(credit and noncredit)</i> |                 |          |          |          |
|---|-----------------|----------|----------|----------|
| Step  |                 | Column 1 | Column 2 | Column 3 |
| 1   | (0 – 29.9 LHE)  | \$44.51  | \$46.07  | \$47.69  |
| 2   | (30 – 59.9 LHE) | \$46.07  | \$47.69  | \$49.36  |
| 3   | (60 – 89.9 LHE) | \$47.69  | \$49.36  | \$51.08  |
| 4   | (90+ LHE)       | \$49.36  | \$51.08  | \$52.87  |

| <i>Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists<br/>(credit and noncredit)</i> |                 |          |          |          |
|---|-----------------|----------|----------|----------|
| Step  |                 | Column 1 | Column 2 | Column 3 |
| 1   | (0 – 29.9 LHE)  | \$41.09  | \$42.52  | \$44.01  |
| 2   | (30 – 59.9 LHE) | \$42.52  | \$44.01  | \$45.55  |
| 3   | (60 – 89.9 LHE) | \$44.01  | \$45.55  | \$47.14  |
| 4   | (90+ LHE)       | \$45.55  | \$47.14  | \$48.80  |

Placement:

- Initial placement for all full-time faculty will be step 1 of the column in which they are placed.
- Initial placement for all adjunct faculty will be step 1, column 1.

Compensation:

- The base rate is defined as Step 1, Column 1 on the Professors Teaching Credit Courses table, and all other rates of compensation, (e.g. librarian, counselor, and so forth) are derived from this basic rate.
- The compensation factor for laboratory courses is 0.750, effective beginning with the academic year 2007-08.

Advancements:

- Accrual of credit LHE for step advancement began on July 1, 2006.
- All credit LHE beyond contract and all adjunct teaching applies to step advancement.
- Column advancement for full-time faculty will be consistent with guidelines in Appendix A.
- Column advancement for adjunct faculty will be consistent with guidelines in Appendix A, except that all approved petitions for advancement credit will be held by adjunct faculty until ready for submission to effect column

# MT. SAN JACINTO COMMUNITY COLLEGE

FULL-TIME TEACHING FACULTY 176 SERVICE DAYS  
EFFECTIVE: JULY 1, 2008

| Row     | BACHELORS<br>LEVEL 9 | MASTERS<br>LEVEL 10 | MASTERS +<br>12 LEVEL 11 | MASTERS +<br>24 LEVEL 12 | MASTERS +<br>36 LEVEL 13 | MASTERS +<br>48 LEVEL 14 | DOCTORATE<br>LEVEL 15 |
|---------|----------------------|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------|
| STEP 1  | 43352                | 48169               | 51463                    | 57181                    | 61091                    | 67878                    | 75420                 |
| STEP 2  | 44653                | 49614               | 53007                    | 58896                    | 62923                    | 69915                    | 77683                 |
| STEP 3  | 45992                | 51103               | 54597                    | 60663                    | 64811                    | 72012                    | 80013                 |
| STEP 4  | 47372                | 52636               | 56235                    | 62483                    | 66755                    | 74173                    | 82414                 |
| STEP 5  | 48793                | 54215               | 57922                    | 64357                    | 68758                    | 76398                    | 84886                 |
| STEP 6  | 50257                | 55841               | 59659                    | 66288                    | 70821                    | 78690                    | 87433                 |
| STEP 7  | 51765                | 57516               | 61449                    | 68277                    | 72945                    | 81050                    | 90056                 |
| STEP 8  | 53318                | 59242               | 63293                    | 70325                    | 75134                    | 83482                    | 92758                 |
| STEP 9  | 54917                | 61019               | 65191                    | 72435                    | 77388                    | 85986                    | 95540                 |
| STEP 10 | 56565                | 62850               | 67147                    | 74608                    | 79709                    | 88566                    | 98407                 |
| STEP 11 | 58262                | 64735               | 69162                    | 76846                    | 82101                    | 91223                    | 101359                |
| STEP 12 | 60010                | 66677               | 71236                    | 79152                    | 84564                    | 93960                    | 104400                |
| STEP 13 | 61810                | 68678               | 73373                    | 81526                    | 87100                    | 96778                    | 107531                |
| STEP 14 | 63664                | 70738               | 75575                    | 83972                    | 89714                    | 99682                    | 110757                |
| STEP 15 | 65574                | 72860               | 77842                    | 86491                    | 92405                    | 102672                   | 114080                |

VII.B.1 Initial Salary Placement. New hires and rehires may be placed on the steps one (1) through five (5) based on experience directly related to the position being filled.

ASSOCIATE FACULTY  
HOURLY SALARY SCHEDULE  
EFFECTIVE: JANUARY 22, 2007

LECTURE HOURLY RATES - SCHEDULE 112

| LEVEL | STEP 1   | STEP 2   | STEP 3   | STEP 4   | STEP 5   |
|-------|----------|----------|----------|----------|----------|
| 1     | \$43.159 | \$45.492 | \$47.825 | \$50.158 | \$52.492 |

1 - 6 semesters                      Step 3  
7 - 12 semesters                    Step 4  
13+ semesters                        Step 5

LAB/NON-TEACHING HOURLY RATES - SCHEDULE 113

| LEVEL | STEP 1   | STEP 2   | STEP 3   |
|-------|----------|----------|----------|
| 1     | \$41.902 | \$44.167 | \$46.432 |

1 - 6 semesters                      Step 1  
7 - 12 semesters                    Step 2  
13+ semesters                        Step 3

**NAPA VALLEY COMMUNITY COLLEGE DISTRICT  
CONTRACT/REGULAR FACULTY  
ACADEMIC SALARY SCHEDULE**

| <u>STEP</u>                  | <u>2011-2012*</u> |
|------------------------------|-------------------|
| 1.....                       | \$46,920          |
| 2.....                       | 49,511            |
| 3.....                       | 52,101            |
| 4.....                       | 54,700            |
| 5.....                       | 57,289            |
| 6.....                       | 59,881            |
| 7.....                       | 62,473            |
| 8.....                       | 65,065            |
| 9.....                       | 67,657            |
| 10.....                      | 70,251            |
| 11.....                      | 72,842            |
| 12.....                      | 75,435            |
| 13.....                      | 78,029            |
| 14.....                      | 80,617            |
| 15.....                      | 83,211            |
| 16.....                      | 85,958            |
|                              |                   |
| Longevity Increment I .....  | \$2,072           |
| Longevity Increment II ..... | \$3,279           |

**SCHEDULE 1**  
(Instructional/Counseling Hours)

| <u>STEP</u> | <u>HOURLY RATE</u> |
|-------------|--------------------|
| 1           | \$ 50.08           |
| 2           | 52.08              |
| 3           | 54.16              |
| 4           | 56.34              |
| 5           | 58.59              |
| 6           | 60.92              |
| 7           | 63.36              |

<http://www.napavalley.edu/HR/Pages/Welcome%20Page.aspx>

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
REGULAR AND CONTRACT FACULTY SALARY SCHEDULE**

Effective July 1, 2007

| <u>STEP</u> | <u>CLASS B</u> | <u>CLASS C</u> | <u>CLASS D</u> | <u>CLASS E</u> | <u>CLASS F</u> | <u>STEP</u> |
|-------------|----------------|----------------|----------------|----------------|----------------|-------------|
| 1           | 55,380         | 57,881         | 60,379         | 62,876         | 66,352         | 1           |
| 2           | 55,380         | 57,881         | 60,379         | 62,876         | 66,352         | 2           |
| 3           | 55,380         | 57,881         | 60,379         | 62,876         | 66,352         | 3           |
| 4           | 57,881         | 60,379         | 62,876         | 65,377         | 68,849         | 4           |
| 5           | 60,379         | 62,876         | 65,377         | 67,875         | 71,349         | 5           |
| 6           | 62,876         | 65,377         | 67,875         | 70,375         | 73,846         | 6           |
| 7           | 65,377         | 67,875         | 70,375         | 72,874         | 76,346         | 7           |
| 8           | 67,875         | 70,375         | 72,874         | 75,373         | 78,846         | 8           |
| 9           | 70,375         | 72,874         | 75,373         | 77,869         | 81,345         | 9           |
| 10          | 72,874         | 75,373         | 77,869         | 80,370         | 83,844         | 10          |
| 11          | 75,373         | 77,869         | 80,370         | 82,869         | 86,344         | 11          |
| 12          | 77,869         | 80,370         | 82,869         | 85,367         | 88,839         | 12          |
| 13          | 80,370         | 82,869         | 85,367         | 87,865         | 91,339         | 13          |
| 16          |                | 85,367         | 87,865         | 90,367         | 93,841         | 16          |
| 18          |                |                | 90,367         | 92,865         | 96,339         | 18          |
| 20          |                |                | 92,865         | 95,362         | 98,837         | 20          |
| 22          |                |                | 95,362         | 97,863         | 101,333        | 22          |
| 25          | 82,869         | 87,865         | 97,863         | 100,362        | 103,834        | 25          |

CLASS B Minimum Qualifications

CLASS C Minimum Qualifications plus 18 semester units

CLASS D Minimum Qualifications plus 36 semester units

CLASS E Minimum Qualifications plus 54 semester units

CLASS F Earned Doctorate

**INITIAL SALARY PLACEMENT**

Initial salary placement is established on the basis of the minimum qualifications for the discipline of initial assignment as a contract faculty member.

Initial CLASS placement is established using the candidate's highest academic degree specified in the minimum qualifications. Approved units beyond those used to satisfy the minimum qualifications may be used for advanced class placement; applicable coursework must be obtained from an accredited postsecondary institution.

Initial STEP placement is established on the basis of previous experience as an academic employee and related full-time occupational experience, exclusive of any years of experience used in meeting the minimum qualifications.

**A maximum of nine (9) years of step credit may be granted** for any combination of the following:

One year of step credit may be granted for each year of full-time contract academic employment with an accredited institution.

One year of step credit may be granted for each thirty (30) semester units of part-time academic employment with an accredited institution. A maximum of six (6) years of step credit may be granted for part-time academic employment. Substitute teaching, summer intersession teaching, and teaching compensated at part-time, extended-day or lecturer rates will be considered part-time academic experience. Service as a teaching assistant, teaching intern, instructional aide or similar employment may not be applied toward advanced step placement.

One year of step credit may be granted for each three (3) years of full-time occupational experience directly related to the discipline.

<http://www.nocccd.edu/Employment/SalarySchedules.htm>

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
 ADJUNCT FACULTY SALARY SCHEDULE

| SCHEDULE A - Effective July 1, 2009                             |                        |        |   |         |                  |         |
|---|------------------------|--------|---|---------|------------------|---------|
| CREDIT INSTRUCTION ASSIGNMENTS<br>(Rate per Instructional Unit) |                        |        |   |         |                  |         |
|   | COLUMN I               |        | COLUMN II   |         | COLUMN III       |         |
|   | Minimum Qualifications |        | Minimum Qualifications<br>plus<br>36 Semester Units |         | Earned Doctorate |         |
| CREDIT LECTURE  | STEP 0                 | 919.82 | STEP 0  | 963.63  | STEP 0           | 1009.39 |
|   | STEP 1                 | 956.61 | STEP 1  | 1002.16 | STEP 1           | 1049.76 |
|   | STEP 2                 | 994.87 | STEP 2  | 1042.26 | STEP 2           | 1091.75 |
| CREDIT LABORATORY   | STEP 0                 | 735.86 | STEP 0  | 770.91  | STEP 0           | 807.49  |
|   | STEP 1                 | 765.29 | STEP 1  | 801.73  | STEP 1           | 839.78  |
|   | STEP 2                 | 795.91 | STEP 2  | 833.80  | STEP 2           | 873.37  |

| SCHEDULE B - Effective July 1, 2009                     |                        |       |   |       |                  |       |
|---|------------------------|-------|---|-------|------------------|-------|
| COUNSELING AND LIBRARIAN ASSIGNMENTS<br>(Rate per Hour) |                        |       |   |       |                  |       |
|   | COLUMN I               |       | COLUMN II   |       | COLUMN III       |       |
|   | Minimum Qualifications |       | Minimum Qualifications<br>plus<br>36 Semester Units |       | Earned Doctorate |       |
| COUNSELOR / LIBRARIAN                                   | STEP 0                 | 42.04 | STEP 0  | 44.05 | STEP 0           | 46.14 |
|   | STEP 1                 | 43.73 | STEP 1  | 45.81 | STEP 1           | 47.98 |
|   | STEP 2                 | 45.48 | STEP 2  | 47.64 | STEP 2           | 49.90 |

| SCHEDULE C - Effective September 8, 2009 |                        |        |  |  |
|--|------------------------|--------|--|--|
| NONCREDIT INSTRUCTION<br>(Rate per Hour) |                        |        |  |  |
|  | COLUMN I               |        | COLUMN II  |  |
|  | Minimum Qualifications |        | Earned Master's Degree<br>or<br>Earned Doctorate |  |
| STEP 0                                   | 41.48                  | STEP 0 | 43.45  |  |
| STEP 1                                   | 43.14                  | STEP 1 | 45.19  |  |

APPENDIX A  
OHLONE COLLEGE  
FACULTY SALARY SCHEDULE (175 DAYS)

**Fall Semester, 2010**

| STEP | CLASS I<br>(Bachelors<br>Degree) | CLASS II<br>(Masters<br>Degree) | CLASS III<br>(MA + 30,<br>BA + 60<br>w/Masters) | CLASS IV<br>(MA + 45,<br>BA + 75<br>w/Masters) | CLASS V<br>(MA + 60,<br>BA + 90<br>w/Masters) | CLASS VI<br>(Doctorate) | STEP |
|------|----------------------------------|---------------------------------|---|--|---|-------------------------|------|
| 1    | 58,502                           | 62,129                          | 64,541  | 65,751   | 66,969  | 69,378                  | 1    |
| 2    | 60,919                           | 64,541                          | 66,969  | 68,168   | 69,378  | 71,797                  | 2    |
| 3    | 63,334                           | 66,969                          | 69,378  | 70,572   | 71,797  | 74,217                  | 3    |
| 4    | 65,751                           | 69,378                          | 71,797  | 73,014   | 74,217  | 76,634                  | 4    |
| 5    | 68,168                           | 71,797                          | 74,217  | 75,424   | 76,634  | 79,045                  | 5    |
| 6    | 70,588                           | 74,217                          | 76,634  | 77,841   | 79,045  | 81,473                  | 6    |
| 7    | 73,011                           | 76,634                          | 79,045  | 80,265   | 81,473  | 83,888                  | 7    |
| 8    | 75,424                           | 79,045                          | 81,473  | 82,618   | 83,888  | 86,305                  | 8    |
| 9    | 77,840                           | 81,473                          | 83,888  | 85,092   | 86,305  | 88,723                  | 9    |
| 10   | 80,041                           | 83,888                          | 86,305  | 87,512   | 88,723  | 91,136                  | 10   |
| 11   | 82,240                           | 86,305                          | 88,723  | 89,936   | 91,136  | 93,557                  | 11   |
| 12   | 84,436                           | 88,723                          | 91,136  | 92,346   | 93,557  | 95,973                  | 12   |
| 13   | 86,632                           | 90,924                          | 93,557  | 93,869   | 95,973  | 98,390                  | 13   |
| 14   | 88,163                           | 93,121                          | 95,749  | 97,182   | 98,390  | 100,813                 | 14   |
| 15   | 89,904                           | 95,318                          | 97,951  | 99,375   | 100,813                                       | 103,224                 | 15   |
| 16   | 89,904                           | 97,515                          | 100,061   | 101,577  | 103,005                                       | 105,417                 | 16   |
| 17   | 89,904                           | 99,265                          | 102,349   | 103,775  | 105,210                                       | 107,622                 | 17   |
| 18   | 89,904                           | 101,228                         | 104,195   | 105,972  | 107,405                                       | 109,815                 | 18   |
| 19   | 89,904                           | 101,228                         | 106,257   | 107,892  | 109,603                                       | 112,019                 | 19   |
| 20   | 89,904                           | 101,228                         | 106,257   | 110,027  | 111,596                                       | 114,061                 | 20   |
| 21   | 89,904                           | 101,228                         | 106,257   | 110,027  | 113,807                                       | 116,320                 | 21   |

An additional two percent (2%) 24-year longevity step increase at the completion of 24th year of full-time service will apply to this schedule.

APPENDIX C  
OHLONE COLLEGE  
ADJUNCT FACULTY

| STEP<br>(Experience<br>Year) | HOURLY<br>LECTURE<br>RATE | HOURLY<br>LABORATORY<br>RATE | STEP<br>(Experience<br>Year) |
|------------------------------|---------------------------|------------------------------|------------------------------|
| 1                            | 56.52                     | 49.29                        | 1                            |
| 2                            | 59.18                     | 51.60                        | 2                            |
| 3                            | 61.55                     | 53.68                        | 3                            |
| 4                            | 64.32                     | 56.09                        | 4                            |
| 5                            | 67.21                     | 58.63                        | 5                            |
| 6                            | 70.58                     | 61.57                        | 6                            |

<http://www.ohlone.edu/org/hr/salarieschedules.html>

8/26/2009

8/1/2010

# #101 - 177 Day/10 Month Faculty

DISTRICT 05 - PALO VERDE COMMUNITY COLLEGE

Schedule ID: 101 / Position Type: 1 / Effective Date: 07/01/2009

| Row | COLUMN I<br>AA+6E<br>BA+2E | COLUMN II<br>BA+30<br>MA | COLUMN III<br>BA+45<br>MA+15 | COLUMN IV<br>BA+60<br>MA+30 | COLUMN V<br>BA+75<br>MA+45 | COLUMN VI<br>BA+90 / MA+60<br>Double MA |
|-----|----------------------------|--------------------------|------------------------------|-----------------------------|----------------------------|---|
| 1   | 48,806                     | 50,148                   | 51,528                       | 52,945                      | 54,400                     | 55,896                                  |
| 2   | 50,270                     | 51,653                   | 53,073                       | 54,533                      | 56,032                     | 57,573                                  |
| 3   | 51,779                     | 53,202                   | 54,666                       | 56,169                      | 57,713                     | 59,301                                  |
| 4   | 53,332                     | 54,799                   | 56,305                       | 57,854                      | 59,445                     | 61,080                                  |
| 5   | 54,932                     | 56,442                   | 57,995                       | 59,590                      | 61,228                     | 62,912                                  |
| 6   | 56,580                     | 58,136                   | 59,734                       | 61,377                      | 63,065                     | 64,799                                  |
| 7   | 58,277                     | 59,880                   | 61,527                       | 63,219                      | 64,957                     | 66,743                                  |
| 8   | 60,026                     | 61,676                   | 63,372                       | 65,115                      | 66,906                     | 68,746                                  |
| 9   | 61,826                     | 63,527                   | 65,273                       | 67,069                      | 68,913                     | 70,808                                  |
| 10  | 63,681                     | 65,432                   | 67,232                       | 69,081                      | 70,980                     | 72,932                                  |
| 11  | 65,082                     | 66,872                   | 68,711                       | 70,600                      | 72,542                     | 74,537                                  |
| 12  | 66,514                     | 68,343                   | 70,222                       | 72,154                      | 74,138                     | 76,177                                  |
| 13  | 67,977                     | 69,847                   | 71,767                       | 73,741                      | 75,769                     | 77,852                                  |
| 14  | 69,473                     | 71,383                   | 73,346                       | 75,363                      | 77,436                     | 79,565                                  |
| 15  | 71,001                     | 72,954                   | 74,960                       | 77,021                      | 79,139                     | 81,316                                  |
| 16  | 72,563                     | 74,559                   | 76,609                       | 78,716                      | 80,880                     | 83,105                                  |
| 17  | 74,159                     | 76,199                   | 78,294                       | 80,447                      | 82,660                     | 84,933                                  |
| 18  | 75,791                     | 77,875                   | 80,017                       | 82,217                      | 84,478                     | 86,801                                  |
| 19  | 77,458                     | 79,589                   | 81,777                       | 84,026                      | 86,337                     | 88,711                                  |
| 20  | 79,162                     | 81,339                   | 83,576                       | 85,875                      | 88,236                     | 90,663                                  |
| 21  | 80,904                     | 83,129                   | 85,415                       | 87,764                      | 90,177                     | 92,657                                  |

Extra pay of \$2,000 Annually added to Column VI for Doctoral Stipend

## B. Experience Credit

(7) years experience. Seventy-five percent (75%) of all teaching days within each year must be taught before credit may be claimed. Credit will be granted only for college teaching, non-instructional service, or vocational experience in the field to be taught. The maximum of seven (7) years experience may be granted for any combination of the following:

### ADJUNCT HOURLY / CREDIT

DISTRICT 05 - PALO VERDE COMMUNITY COLLEGE

Schedule ID: 111 / Position Type: 1 / Effective Date: 07/01/2009

| Row | COL I<br>AA+6e<br>BA+2e | COL II<br>BA+30<br>MA | COL VII<br>DOCTORATE |                     |
|-----|-------------------------|-----------------------|----------------------|---------------------|
| 1   | 48.81                   | 50.15                 | 57.90                | 1st to 4th Semester |
| 2   | 51.78                   | 53.20                 | 61.30                | 5th Semester+       |

### ADJUNCT HOURLY / NON-CREDIT

DISTRICT 05 - PALO VERDE COMMUNITY COLLEGE

Schedule ID: 112 / Position Type: 1 / Effective Date: 07/01/2009

| Row | COL I<br>AA+6e<br>BA+2e | COL II<br>BA+30<br>MA | COL VII<br>DOCTORATE |                     |
|-----|-------------------------|-----------------------|----------------------|---------------------|
| 1   | 36.61                   | 37.61                 | 43.42                | 1st to 4th Semester |
| 2   | 38.83                   | 39.90                 | 45.98                | 5th Semester +      |

**Palomar College Academic Salary Schedule - Annual Rates**  
**10-Month Employees paid over 12 months**  
**Fiscal Year 2011-2012**

|                | <b>Grade B</b> | <b>Grade C</b> | <b>Grade D</b> | <b>Grade E</b> | <b>Grade F</b> | <b>Grade G</b> |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>Step 1</b>  | 53,413.02      | 55,855.82      | 58,295.67      | 60,735.49      | 63,173.68      | 64,960.23      |
| <b>Step 2</b>  | 55,855.82      | 58,295.67      | 60,735.49      | 63,173.68      | 65,613.19      | 67,617.73      |
| <b>Step 3</b>  | 58,295.67      | 60,735.49      | 63,173.68      | 65,613.19      | 68,053.04      | 70,278.32      |
| <b>Step 4</b>  | 60,735.49      | 63,173.68      | 65,613.19      | 68,053.04      | 70,495.97      | 72,934.18      |
| <b>Step 5</b>  | 63,173.68      | 65,613.19      | 68,053.04      | 70,495.97      | 72,934.18      | 75,591.50      |
| <b>Step 6</b>  | 65,613.19      | 68,053.04      | 70,495.97      | 72,934.18      | 75,591.50      | 78,248.98      |
| <b>Step 7</b>  | 68,053.04      | 70,495.97      | 72,934.18      | 75,591.50      | 78,248.98      | 80,906.31      |
| <b>Step 8</b>  | 70,495.97      | 72,934.18      | 75,591.50      | 78,248.98      | 80,906.31      | 83,562.16      |
| <b>Step 9</b>  | 72,934.18      | 75,591.50      | 78,248.98      | 80,906.31      | 83,562.16      | 86,222.77      |
| <b>Step 10</b> | 75,591.50      | 78,248.98      | 80,906.31      | 83,562.16      | 86,222.77      | 88,880.11      |
| <b>Step 11</b> | 78,248.98      | 80,906.31      | 83,562.16      | 86,222.77      | 88,880.11      | 91,537.74      |
| <b>Step 12</b> | 80,906.31      | 83,562.16      | 86,222.77      | 88,880.11      | 91,537.74      | 94,193.46      |
| <b>Step 13</b> | 83,562.16      | 86,222.77      | 88,880.11      | 91,537.74      | 94,193.46      | 96,850.91      |
| <b>Step 14</b> | 84,227.82      | 86,886.80      | 89,544.24      | 92,201.59      | 94,858.90      | 97,516.40      |
| <b>Step 15</b> | 84,893.30      | 87,552.11      | 90,208.26      | 92,865.60      | 95,524.55      | 98,180.39      |
| <b>Step 16</b> | 85,560.27      | 88,216.11      | 90,873.73      | 93,531.07      | 96,188.56      | 98,844.11      |
| <b>Step 17</b> | 86,224.25      | 88,881.89      | 91,539.24      | 94,196.55      | 96,852.40      | 99,509.87      |
| <b>Step 18</b> | 86,888.27      | 89,547.38      | 92,204.71      | 94,860.57      | 97,518.04      | 100,175.38     |
| <b>Step 19</b> | 87,553.90      | 90,209.74      | 92,868.57      | 95,526.19      | 98,183.52      | 100,842.46     |
| <b>Step 20</b> | 88,217.88      | 90,875.22      | 93,532.58      | 96,191.68      | 98,847.52      | 101,506.48     |
| <b>Step 21</b> | 88,883.38      | 91,540.70      | 94,198.33      | 96,854.03      | 99,513.00      | 102,170.32     |
| <b>Step 22</b> | 89,548.87      | 92,206.19      | 94,862.32      | 97,519.53      | 100,177.03     | 102,835.96     |
| <b>Step 23</b> | 90,214.34      | 92,870.35      | 95,527.69      | 98,185.02      | 100,844.14     | 103,499.95     |
| <b>Step 24</b> | 90,876.71      | 93,535.83      | 96,193.15      | 98,850.65      | 101,508.11     | 104,165.44     |
| <b>Step 25</b> | 91,542.18      | 94,199.85      | 96,858.64      | 99,514.64      | 102,173.61     | 104,831.10     |
| <b>Step 26</b> | 91,962.19      | 94,619.49      | 97,275.44      | 99,935.97      | 102,593.30     | 105,250.93     |
| <b>Step 27</b> | 92,381.75      | 95,039.38      | 97,695.20      | 100,354.18     | 103,013.13     | 105,668.99     |
| <b>Step 28</b> | 92,801.56      | 95,459.06      | 98,118.04      | 100,774.04     | 103,431.36     | 106,088.70     |
| <b>Step 29</b> | 93,221.27      | 95,878.76      | 98,536.25      | 101,193.57     | 103,850.90     | 106,508.52     |
| <b>Step 30</b> | 93,639.47      | 96,298.60      | 98,955.94      | 101,613.57     | 104,270.91     | 106,928.22     |
| <b>Step 31</b> | 94,059.20      | 96,718.29      | 99,373.99      | 102,033.12     | 104,690.46     | 107,348.09     |
| <b>Step 32</b> | 94,480.80      | 97,138.13      | 99,793.98      | 102,451.33     | 105,110.45     | 107,764.48     |
| <b>Step 33</b> | 94,900.64      | 97,557.69      | 100,213.53     | 102,871.16     | 105,528.50     | 108,184.21     |
| <b>Step 34</b> | 95,320.18      | 97,976.05      | 100,633.38     | 103,290.88     | 105,948.21     | 108,605.68     |
| <b>Step 35</b> | 95,738.42      | 98,395.73      | 101,053.08     | 103,710.56     | 106,368.05     | 109,025.38     |
| <b>Step 36</b> | 96,158.25      | 98,813.94      | 101,471.30     | 104,130.40     | 106,789.24     | 109,445.24     |
| <b>Step 37</b> | 96,577.81      | 99,233.79      | 101,891.13     | 104,548.46     | 107,209.07     | 109,863.45     |
| <b>Step 38</b> | 96,997.64      | 99,653.52      | 102,310.81     | 104,968.44     | 107,625.80     | 110,282.99     |
| <b>Step 39</b> | 97,415.70      | 100,073.06     | 102,730.52     | 105,389.49     | 108,045.35     | 110,702.98     |
| <b>Step 40</b> | 97,833.93      | 100,493.05     | 103,150.36     | 105,809.48     | 108,465.16     | 111,122.55     |

**Part Time Faculty - Instructional Assignments**  
**Fiscal Year 2011-2012**

|               | <b>Grade A</b> | <b>Grade B</b> | <b>Grade C</b> | <b>Grade D</b> |
|---------------|----------------|----------------|----------------|----------------|
| <b>Step 1</b> | 52.58          | 53.86          | 55.65          | 57.19          |
| <b>Step 2</b> | 55.65          | 57.19          | 58.74          | 60.28          |
| <b>Step 3</b> | 58.74          | 60.29          | 61.83          | 63.38          |
| <b>Step 4</b> | 61.83          | 63.38          | 64.92          | 66.47          |

<http://www.palomar.edu/hr/salaryinfo/default.htm>

# Pasadena Area Community College District

## Official Academic Salary Schedule

Effective July 1, 2007

### CONTRACT MONTHLY FACULTY

10-Month Contract Faculty – 10 payments per year

11-Month Contract Faculty – 11 payments per year

12-Month Contract Faculty – 12 payments per year

| STEP<br>Years of<br>Experience | 1<br>Class A<br>Minimum<br>Qualifications | 2<br>Class B<br>I. BA+54**<br>or<br>MA+18**<br>II. Life+18**<br>(incl. AA) or<br>Equivalent*** | 3<br>Class C<br>I. BA+72**<br>or<br>MA+36**<br>II. Life+36**<br>(incl. BA or BS) | 4<br>Class D<br>I. BA+90**<br>or<br>MA+54**<br>II. Life+54**<br>(incl. MA or MS) | 5<br>Class E<br>Doctorate<br>Degree |
|--------------------------------|---|--|--|--|-------------------------------------|
| 1 - 6                          | 5808.20                                   | 6064.44  | 6320.71  | 6576.94  | 7089.42                             |
| 7                              | 6064.44                                   | 6320.71  | 6576.94  | 6833.18  | 7345.66                             |
| 8                              | 6320.71                                   | 6576.94  | 6833.18  | 7089.42  | 7601.90                             |
| 9                              | 6576.94                                   | 6833.18  | 7089.42  | 7345.66  | 7858.14                             |
| 10                             | 6833.18                                   | 7089.42  | 7345.66  | 7601.90  | 8114.39                             |
| 11                             | 6833.18                                   | 7345.66  | 7601.90  | 7858.14  | 8370.64                             |
| 12                             | 6833.18                                   | 7345.66  | 7601.90  | 8114.39  | 8626.90                             |
| 13                             | 6833.18                                   | 7345.66  | 7601.90  | 8114.39  | 8626.90                             |
| *14                            | 6833.18                                   | 7345.66  | 7601.90  | 8114.39  | 8626.90                             |
| 15                             | 7089.42                                   | 7601.90  | 7858.14  | 8370.64  | 8883.14                             |
| 16                             | 7089.42                                   | 7601.90  | 7858.14  | 8370.64  | 8883.14                             |
| 17                             | 7089.42                                   | 7601.90  | 7858.14  | 8370.64  | 8883.14                             |
| 18                             | 7345.66                                   | 7858.14  | 8114.39  | 8626.90  | 9139.40                             |
| 19                             | 7345.66                                   | 7858.14  | 8114.39  | 8626.90  | 9139.40                             |
| 20                             | 7345.66                                   | 7858.14  | 8114.39  | 8626.90  | 9139.40                             |
| 21                             | 7601.90                                   | 8114.39  | 8370.64  | 8883.14  | 9395.62                             |
| 22                             | 7601.90                                   | 8114.39  | 8370.64  | 8883.14  | 9395.62                             |
| 23                             | 7601.90                                   | 8114.39  | 8370.64  | 8883.14  | 9395.62                             |
| 24                             | 7858.14                                   | 8370.64  | 8626.90  | 9139.40  | 9651.85                             |
| 25                             | 7858.14                                   | 8370.64  | 8626.90  | 9139.40  | 9651.85                             |
| 26                             | 7858.14                                   | 8370.64  | 8626.90  | 9139.40  | 9651.85                             |
| 27                             | 8114.39                                   | 8626.90  | 8883.14  | 9395.62  | 9908.06                             |
| 28                             | 8114.39                                   | 8626.90  | 8883.14  | 9395.62  | 9908.06                             |
| 29                             | 8114.39                                   | 8626.90  | 8883.14  | 9395.62  | 9908.06                             |
| 30                             | 8370.64                                   | 8883.14  | 9139.40  | 9651.85  | 10164.37                            |
| 31                             | 8370.64                                   | 8883.14  | 9139.40  | 9651.85  | 10164.37                            |
| 32                             | 8370.64                                   | 8883.14  | 9139.40  | 9651.85  | 10164.37                            |
| 33                             | 8626.90                                   | 9139.40  | 9395.62  | 9908.06  | 10420.58                            |

Classes B, C, D (Category I) Faculty in subject matter areas in which a bachelor's degree or higher is offered.

Classes B, C, D (Category II) Faculty in subject matter areas in which no bachelor's degree is offered (see reverse).

\* Initial placement of the schedule recognizes on a year-for-year basis up to 13 years of full-time suitable teaching experience and/or full-time vocational experience exceeding that required to meet minimum teaching qualifications. Double line indicates maximum limit for initial employment.

\*\* Upper division or graduate level semester units (convert quarter units to semester units by multiplying by 2/3). For full details see Article 12 of the PCC/CTA Contract.

\*\*\* 60 semester units.

<http://www.pasadena.edu/hr/compensation.cfm>

**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
 Effective July 1, 2007  
**ADJUNCT CREDIT SEMESTER FACULTY**

| STEP<br>Years of<br>Experience | 1<br>Class A<br>Minimum<br>Qualifications | 2<br>Class B<br>I. BA +54**<br>or<br>MA + 18**<br>II. Life + 18**<br>(incl. AA) or<br>Equivalent*** | 3<br>Class C<br>I. BA +72**<br>or<br>MA + 36**<br>II. Life +36**<br>(incl. BA or BS) | 4<br>Class D<br>I. BA + 90**<br>or<br>MA + 54**<br>II. Life + 54**<br>(incl. MA or MS) | 5<br>Class E<br>Doctorate<br>Degree |
|--------------------------------|---|---|--|--|-------------------------------------|
| 1                              | 49.56                                     | 50.73   | 51.95  | 53.18  | 55.59                               |
| 2                              | 50.73                                     | 51.95   | 53.18  | 54.37  | 56.78                               |
| 3                              | 51.95                                     | 53.18   | 54.37  | 55.59  | 57.98                               |
| 4                              | 53.18                                     | 54.37   | 55.59  | 56.78  | 59.21                               |
| 5                              | 54.37                                     | 55.59   | 56.78  | 57.98  | 60.39                               |
| 6                              | 55.59                                     | 56.78   | 57.98  | 59.21  | 61.65                               |
| *7                             | 56.78                                     | 57.98   | 59.21  | 60.39  | 62.84                               |
| 8                              | 57.98                                     | 59.21   | 60.39  | 61.65  | 64.03                               |
| 9                              | 59.21                                     | 60.39   | 61.65  | 62.84  | 65.25                               |
| 10                             | 60.39                                     | 61.65   | 62.84  | 64.03  | 66.49                               |
| 11                             | 61.65                                     | 62.84   | 64.03  | 65.25  | 67.66                               |
| 12                             | 62.84                                     | 64.03   | 65.25  | 66.49  | 68.88                               |
| 13                             | 64.03                                     | 65.25   | 66.49  | 67.66  | 70.12                               |
| 14                             | 65.25                                     | 66.49   | 67.66  | 68.88  | 71.26                               |
| 15                             | 66.49                                     | 67.66   | 68.88  | 70.12  | 72.49                               |
| 16                             | 67.66                                     | 68.88   | 70.12  | 71.26  | 73.73                               |
| 17                             | 68.88                                     | 70.12   | 71.26  | 72.49  | 74.9                                |
| 18                             | 70.12                                     | 71.26   | 72.49  | 73.73  | 76.1                                |
| 19                             | 71.26                                     | 72.49   | 73.73  | 74.9   | 77.33                               |
| 20                             | 72.49                                     | 73.73   | 74.9   | 76.1   | 78.54                               |
| 21                             | 73.73                                     | 74.9  | 76.1   | 77.33  | 79.74                               |
| 22                             | 74.9                                      | 76.1  | 77.33  | 78.54  | 80.98                               |
| 23                             | 76.1                                      | 77.33   | 78.54  | 79.74  | 82.15                               |
| 24                             | 77.33                                     | 78.54   | 79.74  | 80.98  | 83.36                               |
| 25                             | 78.54                                     | 79.74   | 80.98  | 82.15  | 84.58                               |

Classes B, C, D (Category I) Faculty in subject matter areas in which a bachelor's degree or higher is offered.

Classes B, C, D (Category II) Faculty in subject matter areas in which no bachelor's degree is offered (see reverse).

\* Initial step placement based on experience beyond that required for the credential. Double line indicates maximum limit for initial employment. Faculty must serve a minimum of 150 hours to qualify for the next step. After attaining qualifying hours, the effective date for movement is July 1. Teachers are placed on the schedule as new employees after a break of service exceeding 39 months. (Placement of employees with credential issued prior to January 1, 1971, will be evaluated on an individual basis.)

\*\* Upper division or graduate level semester units (convert quarter units to semester units by multiplying 2/3). For full details see Article 12 of the PCC/CTA Contract.

\*\*\* 60 semester units.

Peralta Community College District  
 PERALTA FEDERATION OF TEACHERS  
 REGULAR PAY SCALE  
 (Effective July 1, 2007)  
 Revised

|       |    | Columns |        |        |        |         |
|-------|----|---------|--------|--------|--------|---------|
|       |    | A       | B      | C      | D      | E       |
| STEPS | 1  |         |        |        |        |         |
|       | 2  |         |        |        |        |         |
|       | 3  |         |        |        |        |         |
|       | 4  |         |        |        |        |         |
|       | 5  |         |        |        |        |         |
|       | 6  |         |        |        |        |         |
|       | 7  | 50,414  | 53,193 | 55,946 | 58,695 | 61,504  |
|       | 8  | 52,624  | 55,378 | 58,174 | 60,924 | 63,683  |
|       | 9  | 54,856  | 57,600 | 60,351 | 63,114 | 65,850  |
|       | 10 | 57,031  | 59,784 | 62,533 | 65,291 | 68,090  |
|       | 11 | 59,250  | 62,004 | 64,727 | 67,526 | 70,274  |
|       | 12 | 61,470  | 64,223 | 66,936 | 69,703 | 72,454  |
|       | 13 | 63,689  | 66,442 | 69,147 | 71,862 | 74,665  |
|       | 14 | 65,908  | 68,661 | 71,366 | 74,126 | 76,875  |
|       | 15 | 68,127  | 70,881 | 73,585 | 76,337 | 79,085  |
|       | 16 | 70,347  | 73,100 | 75,804 | 78,545 | 81,297  |
|       | 17 | 72,566  | 75,319 | 78,024 | 80,765 | 83,506  |
|       | 18 | 74,785  | 77,538 | 80,243 | 82,984 | 85,725  |
|       | 19 | 77,004  | 79,758 | 82,462 | 85,203 | 87,945  |
|       | 20 | 79,223  | 81,977 | 84,681 | 87,422 | 90,164  |
|       | 21 | 81,443  | 84,196 | 86,900 | 89,641 | 92,383  |
|       | 22 | 83,662  | 86,415 | 89,120 | 91,861 | 94,602  |
|       | 23 | 85,881  | 88,634 | 91,339 | 94,080 | 96,821  |
|       | 24 | 88,100  | 90,854 | 93,558 | 96,299 | 99,041  |
|       | 25 | 90,320  | 93,073 | 95,777 | 98,518 | 101,260 |

Salary Ranges  
 Effective Fall 2008, all new faculty hires will be placed between Steps 7 through 10, wherever they qualify.

PERALTA COMMUNITY COLLEGE DISTRICT  
 PFT  
 HOURLY RATES 2007-08  
 ADJUNCT FACULTY and EXTRA SERVICE  
 75% Pro Rata

|       |   | COLUMNS |       |       |       |       |
|-------|---|---------|-------|-------|-------|-------|
|       |   | A       | B     | C     | D     | E     |
| STEPS | 1 | 52.63   | 56.68 | 60.72 | 64.84 | 68.88 |
|       | 2 | 55.83   | 59.88 | 64.01 | 68.03 | 72.09 |
|       | 3 | 59.12   | 63.16 | 67.20 | 71.17 | 75.26 |
|       | 4 | 62.33   | 66.36 | 70.41 | 74.58 | 78.44 |
|       | 5 | 65.53   | 69.57 | 73.70 | 77.63 | 81.55 |
|       | 6 | 68.81   | 72.86 | 76.82 | 80.74 | 84.67 |
|       | 7 | 72.02   | 75.99 | 79.92 | 83.85 | 87.86 |

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT**  
**2011/2012 INTERIM FARSCCD SALARY SCHEDULE**  
**175 Day Contract Faculty**  
 EFFECTIVE JULY 1, 2011

| STEP | CLASS I  | CLASS II | CLASS III | CLASS IV | CLASS V  | CLASS VI  | CLASS VII |
|------|----------|----------|-----------|----------|----------|-----------|-----------|
| 1    |          |          |           |          |          |           |           |
| 2    |          |          |           |          |          |           |           |
| 3    | \$51,661 | \$55,506 | \$58,052  | \$60,597 | \$63,142 | \$65,687  | \$68,341  |
| 4    | \$54,044 | \$57,888 | \$60,437  | \$62,978 | \$65,525 | \$68,059  | \$70,716  |
| 5    | \$56,418 | \$60,269 | \$62,813  | \$65,361 | \$67,893 | \$70,442  | \$73,098  |
| 6    | \$58,798 | \$62,648 | \$65,193  | \$67,734 | \$70,278 | \$72,824  | \$75,477  |
| 7    | \$61,175 | \$65,028 | \$67,576  | \$70,127 | \$72,662 | \$75,209  | \$77,856  |
| 8    | \$63,558 | \$67,404 | \$69,952  | \$72,493 | \$75,040 | \$77,587  | \$80,235  |
| 9    | \$65,939 | \$69,788 | \$72,339  | \$74,874 | \$77,423 | \$79,962  | \$82,613  |
| 10   | \$68,319 | \$72,171 | \$74,715  | \$77,253 | \$79,799 | \$82,342  | \$84,994  |
| 11   | \$70,699 | \$74,550 | \$77,088  | \$79,637 | \$82,181 | \$84,723  | \$87,376  |
| 12   | \$73,079 | \$76,931 | \$79,472  | \$82,014 | \$84,555 | \$87,102  | \$89,754  |
| 13   |          | \$79,309 | \$81,850  | \$84,397 | \$86,941 | \$89,484  | \$92,134  |
| 14   |          | \$81,689 | \$84,231  | \$86,777 | \$89,321 | \$91,867  | \$94,515  |
| 15   |          | \$84,069 | \$86,612  | \$89,159 | \$91,699 | \$94,245  | \$96,894  |
| 16   |          |          |           | \$91,540 | \$94,076 | \$96,624  | \$99,274  |
| A    |          |          |           |          |          | \$99,001  | \$101,653 |
| B    |          |          |           |          |          | \$101,383 | \$104,032 |
| C    |          |          |           |          |          | \$103,764 | \$106,411 |

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT**  
**2011/2012 INTERIM FARSCCD SALARY SCHEDULE "B"**  
**PART-TIME/BEYOND CONTRACT**  
 EFFECTIVE JULY 1, 2011

(Lecture Hour Equivalent [LHE] = 18 times the hourly rate)

| STEP | LESS THAN MASTER'S | MASTER'S | MASTER'S + 18 |
|------|--------------------|----------|---------------|
| 1    |                    |          |               |
| 2    |                    |          |               |
| 3    | \$51.73            | \$54.32  | \$57.03       |
| 4    | \$54.32            | \$57.03  | \$59.88       |

<http://www.farsccd.org/enter.html>

REDWOODS COMMUNITY COLLEGE DISTRICT  
 MASTER ANNUAL SALARY SCHEDULE  
 CRFO - Contract/Regular Employees

| CLASS  | 2009/10 |        |               |               |
|--------|---------|--------|---------------|---------------|
|        | I       | II     | III           | IV            |
|        | BA      | MA     | MA +<br>BA+50 | MA +<br>BA+70 |
| Step 1 | 44,906  | 47,600 | 50,456        | 53,483        |
| 2      | 46,702  | 49,504 | 52,474        | 55,623        |
| 3      | 48,570  | 51,484 | 54,573        | 57,848        |
| 4      | 50,513  | 53,544 | 56,756        | 60,162        |
| 5      | 52,533  | 55,685 | 59,026        | 62,568        |
| 6      | 54,635  | 57,913 | 61,387        | 65,071        |
| 7      | 56,820  | 60,229 | 63,843        | 67,674        |
| 8      | 59,093  | 62,638 | 66,397        | 70,380        |
| 9      | 61,456  | 65,144 | 69,053        | 73,196        |
| 10     | 63,915  | 67,750 | 71,815        | 76,123        |
| 11     | 66,471  | 70,460 | 74,687        | 79,168        |
| 12     | 69,130  | 73,278 | 77,675        | 82,335        |
| 13     | 71,895  | 76,209 | 80,782        | 85,629        |
| 14     | 74,771  | 79,257 | 84,013        | 89,054        |
| 15     | 77,762  | 82,428 | 87,373        | 92,616        |
| 16     |         |        | 89,121        | 94,468        |
| 17     |         |        | 90,903        | 96,358        |
| 18     |         |        | 92,721        | 98,285        |
| 19     |         |        |               | 100,250       |
| 20     |         |        |               | 102,255       |
| 21     |         |        |               | 104,301       |

3.11.5 For any initial placement, no matter the combination, maximum placement is Step 10

REDWOODS COMMUNITY COLLEGE DISTRICT      2009/10  
 MASTER ANNUAL SALARY SCHEDULE  
 CRFO - Part-time (Adjunct) Faculty

Regular Part-time TLU Rate

| CLASS | I   | I       | II  | III      | IV       |
|-------|-----|---------|-----|----------|----------|
| Step  | I   | BA+8Yrs | MA  | MA/BA+50 | MA/BA+70 |
| 1     | 599 | 659     | 698 | 740      | 784      |
| 2     | 623 | 685     | 726 | 770      | 816      |
| 3     | 648 | 712     | 755 | 800      | 848      |
| 4     | 674 | 741     | 785 | 832      | 882      |
| 5     | 700 | 770     | 817 | 866      | 918      |
| 6     |     | 801     | 849 | 900      | 954      |
| 7     |     | 833     | 883 | 936      | 993      |
| 8     |     | 867     | 919 | 974      | 1032     |
| 9     |     | 901     | 955 | 1013     | 1074     |
| 10    |     | 937     | 994 | 1053     | 1116     |

RIO HONDO COMMUNITY COLLEGE  
SALARY SCHEDULE 2006-2007

Schedule A  
Effective  
July 1, 2007

<http://www.riohondo.edu/hr/index.htm>

|    | B.A. + 30 | II<br>M.A. | III<br>B.A. + 60<br>Inc. M.A. | IV<br>B.A. + 80<br>Inc. M.A. |
|----|-----------|------------|-------------------------------|------------------------------|
| 1  | \$50,383  | \$53,370   | \$56,340                      | \$59,325                     |
| 2  | \$53,081  | \$56,068   | \$59,055                      | \$62,039                     |
| 3  | \$55,794  | \$58,780   | \$61,748                      | \$64,738                     |
| 4  | \$58,506  | \$61,494   | \$64,465                      | \$67,449                     |
| 5  | \$61,220  | \$64,193   | \$67,175                      | \$70,164                     |
| 6  | \$84,825  | \$66,904   | \$69,875                      | \$72,876                     |
| 7  | \$66,632  | \$69,619   | \$72,603                      | \$75,589                     |
| 8  | \$69,345  | \$72,331   | \$75,302                      | \$78,287                     |
| 9  | \$72,059  | \$75,043   | \$78,014                      | \$81,000                     |
| 10 | \$74,771  | \$77,758   | \$80,729                      | \$83,715                     |
| 11 | \$77,516  | \$80,455   | \$83,424                      | \$86,415                     |
| 12 |           | \$83,169   | \$86,141                      | \$89,124                     |
| 13 |           |            | \$88,853                      | \$91,861                     |
| 14 |           |            |                               | \$94,552                     |

Unit members may be placed no higher than Step 8 on the salary schedule.

**For less than a B.A. + units in an academic area. use Column 1 less \$1578.**

**Unit members with an earned Doctorate shall be placed on Column IV and shall receive an additional \$2978.**

**On Column II, an increment of \$2715 shall be granted after completion of 15 years of service credited by the District.**

**On Column III, an increment of \$2715 shall be granted after completion of 16 years of service credited by the District.**

**On Column IV, an increment of \$2715 shall be granted after completion of 17 years of service credited by the District.**

**On all columns, an increment of \$2715 shall be granted after completion of 20 years of service with the District.**

**On all columns, an increment of \$2715 shall be granted after completion of 25 years of service with the District.**

**RIVERSIDE COMMUNITY COLLEGE DISTRICT  
2009-2010 FACULTY SALARY SCHEDULE  
Effective June 22, 2009**

| Step | B      | C                         | D                            | E                            | F                            | G                            | H         |
|------|--------|---------------------------|------------------------------|------------------------------|------------------------------|------------------------------|-----------|
|      | AB     | MA or<br>BA+30<br>Incl MA | MA+15 or<br>BA+45<br>Incl MA | MA+30 or<br>BA+60<br>Incl MA | MA+45 or<br>BA+75 Incl<br>MA | MA+60 or<br>BA+90 Incl<br>MA | Doctorate |
| 1    | 51,044 | 54,327                    | 57,605                       | 60,877                       | 64,149                       | 67,435                       | 70,719    |
| 2    | 53,648 | 56,927                    | 60,210                       | 63,485                       | 66,758                       | 70,035                       | 73,313    |
| 3    | 56,249 | 59,520                    | 62,796                       | 66,068                       | 69,349                       | 72,630                       | 75,915    |
| 4    | 58,839 | 62,114                    | 65,394                       | 68,668                       | 71,940                       | 75,221                       | 78,506    |
| 5    | 61,429 | 64,699                    | 67,983                       | 71,266                       | 74,538                       | 77,811                       | 81,092    |
| 6    | 64,034 | 67,301                    | 70,575                       | 73,848                       | 77,128                       | 80,413                       | 83,703    |
| 7    | 66,619 | 69,894                    | 73,163                       | 76,453                       | 79,726                       | 83,004                       | 86,281    |
| 8    | 69,221 | 72,493                    | 75,768                       | 79,048                       | 82,321                       | 85,602                       | 88,877    |
| 9    | 71,801 | 75,085                    | 78,356                       | 81,628                       | 84,913                       | 88,195                       | 91,467    |
| 10   | 74,401 | 77,676                    | 80,953                       | 84,238                       | 87,502                       | 90,784                       | 94,057    |
| 11   | 74,401 | 80,277                    | 83,545                       | 86,833                       | 90,094                       | 93,383                       | 96,665    |
| 12   | 74,401 | 80,277                    | 83,545                       | 89,419                       | 92,702                       | 95,973                       | 99,242    |
| 13   | 74,401 | 80,277                    | 83,545                       | 89,419                       | 95,295                       | 98,562                       | 101,836   |
| 15   | 75,332 | 81,277                    | 84,590                       | 90,535                       | 96,483                       | 99,797                       | 103,109   |
| 16   | 76,264 | 82,275                    | 85,633                       | 91,651                       | 97,672                       | 101,029                      | 104,386   |
| 19   | 78,118 | 84,286                    | 87,715                       | 93,898                       | 100,054                      | 103,494                      | 106,937   |
| 22   | 79,983 | 86,288                    | 89,817                       | 96,132                       | 102,433                      | 105,958                      | 109,481   |

Approved March 18, 2008, by Board of Trustees Base Days - 176 Revised 06/09

**RIVERSIDE COMMUNITY COLLEGE DISTRICT  
2009-2010 FACULTY HOURLY SALARY SCHEDULE  
EFFECTIVE JUNE 22, 2009**

|               | GROUP 1 | GROUP 2 | GROUP 3 |
|---------------|---------|---------|---------|
| <b>STEP 1</b> | \$48.07 | \$52.95 | \$62.38 |
| <b>STEP 2</b> | \$52.95 | \$57.54 | \$67.28 |
| <b>STEP 3</b> | \$57.54 | \$62.38 | \$72.07 |

<http://www.rccd.edu/administration/humanresources/Documents/Forms/AllItems.aspx?View=%7b173FCA28%2d6BB4%2d4DC9%>

San Bernardino Community College District  
Faculty Salary Schedule  
Effective January 1, 2008

| Step | Column C<br>Minimum Requirements* | Column D<br>MA or BA+2yrs work exp.* | Column E<br>MA+15 or BA+15+2wk* | Column F<br>MA+30 or BA+30+2wk* | Column G<br>MA+45 or BA+45+2wk* | Column H<br>MA+60 or MA+2wk* | Column I<br>Doctorate |
|------|-----------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------|-----------------------|
| 1    | 44,243.77                         | 46,635.95                            | 49,033.61                       | 51,425.79                       | 53,820.16                       | 56,213.44                    | 58,613.30             |
| 2    | 46,167.17                         | 48,563.74                            | 50,957.02                       | 53,351.39                       | 55,747.96                       | 58,143.43                    | 60,533.41             |
| 3    | 48,094.97                         | 50,484.95                            | 52,887.01                       | 55,276.99                       | 57,676.85                       | 60,064.64                    | 62,463.40             |
| 4    | 50,019.47                         | 52,419.33                            | 54,809.31                       | 57,204.78                       | 59,599.16                       | 61,996.83                    | 64,386.81             |
| 5    | 51,946.16                         | 54,338.34                            | 56,736.01                       | 59,128.19                       | 61,524.76                       | 63,924.62                    | 66,316.80             |
| 6    | 53,871.76                         | 56,268.33                            | 58,658.32                       | 61,058.18                       | 63,452.55                       | 65,842.53                    | 68,245.69             |
| 7    | 55,798.46                         | 58,193.93                            | 60,586.11                       | 62,981.58                       | 65,375.96                       | 67,773.62                    | 70,165.80             |
| 8    | 57,724.06                         | 60,119.53                            | 62,513.90                       | 64,909.38                       | 67,304.85                       | 69,697.03                    | 72,093.60             |
| 9    | 59,649.66                         | 62,045.13                            | 64,437.31                       | 66,832.78                       | 69,229.35                       | 71,627.02                    | 74,019.19             |
| 10   | 61,575.26                         | 63,968.53                            | 66,367.30                       | 68,764.97                       | 71,152.75                       | 73,550.42                    | 75,944.79             |
| 11   | 63,500.86                         | 65,893.13                            | 68,297.30                       | 70,697.37                       | 72,974.06                       | 75,433.20                    | 77,890.15             |
| 12   | 64,767.76                         | 67,286.18                            | 69,807.91                       | 72,330.73                       | 74,841.47                       | 77,365.39                    | 79,883.82             |
| 13   | 66,428.78                         | 69,007.59                            | 71,594.08                       | 74,180.58                       | 76,757.19                       | 79,346.98                    | 81,930.18             |
| 14   | 68,133.71                         | 70,774.00                            | 73,426.36                       | 76,080.92                       | 78,721.21                       | 81,377.97                    | 84,025.94             |
| 15   | 69,875.97                         | 72,586.52                            | 75,306.95                       | 78,027.38                       | 80,736.83                       | 83,460.56                    | 86,177.69             |
| 16   | 71,063.83                         | 73,819.39                            | 76,583.73                       | 79,352.47                       | 82,106.93                       | 84,877.86                    | 87,641.11             |
| 17   | 72,268.15                         | 75,072.02                            | 77,883.57                       | 80,697.31                       | 83,500.08                       | 86,319.32                    | 89,127.57             |
| 18   | 73,496.63                         | 76,345.50                            | 79,205.36                       | 82,067.41                       | 84,916.28                       | 87,784.92                    | 90,639.29             |
| 19   | 74,741.57                         | 77,640.95                            | 80,548.01                       | 83,460.56                       | 86,356.64                       | 89,272.49                    | 92,176.25             |
| 20   | 76,012.86                         | 78,958.35                            | 81,913.71                       | 84,877.86                       | 87,821.15                       | 90,788.59                    | 93,740.67             |
| 21   | 77,300.62                         | 80,297.70                            | 83,305.76                       | 86,319.32                       | 89,312.01                       | 92,327.76                    | 95,331.43             |
| 22   | 78,612.53                         | 81,659.01                            | 84,719.77                       | 87,784.92                       | 90,827.02                       | 93,893.27                    | 96,950.73             |
| 23   | 79,945.30                         | 83,046.68                            | 86,155.74                       | 89,272.49                       | 92,368.38                       | 95,487.32                    | 98,596.38             |
| 24   | 81,302.22                         | 84,456.29                            | 87,616.95                       | 90,788.59                       | 93,936.08                       | 97,107.72                    | 100,269.48            |

\*See Reverse Page for Details. Highest initial placement is step 8.

\*\*Per diem rate based on 177 service days. Per diem rate x 200 or 221 service days reflect annual salary for staff authorized to work beyond 177 service days.

Compensation Schedule for Non-Instructional, Substitute  
and Non Pay-For-Course Work

Lecture Classes Per Hour: \$55.49

Lab Classes Per Hour: \$46.86

Clinical Classes Per Hour: \$46.86

Non-Instructional Work Per Hour: \$43.16

Effective: January, 2008

[http://www.sbccd.org/Human\\_Resources-Jobs/Salary\\_Schedules.aspx](http://www.sbccd.org/Human_Resources-Jobs/Salary_Schedules.aspx)

AFT GUILD, LOCAL 1931  
and  
SAN DIEGO COMMUNITY COLLEGE DISTRICT

**SCHEDULE A**  
CONTRACT FACULTY SALARY SCHEDULE

Effective January 1, 2009

| Step                 | <u>Class 1</u>  | <u>Class 2</u>  | <u>Class 3</u>  | <u>Class 4</u>  | <u>Class 5</u>  | <u>Class 6</u>   |
|----------------------|-----------------|---|---|---|---|--|
|                      | Master's Degree | 45 sem.<br>Units after date of BA w/MA  | 60 sem.<br>Units after date of BA w/MA  | 75 sem.<br>Units after date of BA w/MA  | 90 semester<br>Units after date of BA w/MA  | Ph.D, Ed.D, or 105 sem.<br>units after BA w/MA                                       |
| Vocational Education | Minimum Quals.  | Combination of units* and/or additional related work experience which totals 15 units | Combination of units* and/or additional related work experience which totals 30 units | Combination of units* and/or additional related work experience which totals 45 units | Combination of units* and/or additional related work experience which totals 60 units | BA and any comb.of units* and/or add'l related work experience which totals 75 units |
| A - 1                | 4,120           | 4,326   | 4,542   | 4,769   | 5,008   | 5,258  |
| B - 2                | 4,233           | 4,445   | 4,667   | 4,901   | 5,146   | 5,403  |
| C - 3                | 4,350           | 4,567   | 4,796   | 5,035   | 5,287   | 5,552  |
| D - 4                | 4,469           | 4,693   | 4,928   | 5,174   | 5,433   | 5,704  |
| E - 5                | 4,592           | 4,822   | 5,063   | 5,316   | 5,582   | 5,861  |
| F - 6                | 4,719           | 4,955   | 5,202   | 5,462   | 5,735   | 6,022  |
| G - 7                | 4,848           | 5,091   | 5,345   | 5,613   | 5,893   | 6,188  |
| H - 8                | 4,982           | 5,231   | 5,492   | 5,767   | 6,055   | 6,358  |
| I - 9                | 5,119           | 5,375   | 5,643   | 5,926   | 6,222   | 6,533  |
| J - 10               | 5,259           | 5,522   | 5,799   | 6,088   | 6,393   | 6,713  |
| K - 11               | 5,404           | 5,674   | 5,958   | 6,256   | 6,569   | 6,897  |
| L - 12               | 5,553           | 5,830   | 6,122   | 6,428   | 6,749   | 7,087  |
| M - 13               | 5,705           | 5,991   | 6,290   | 6,605   | 6,935   | 7,282  |
| N - 14               | 5,862           | 6,155   | 6,463   | 6,786   | 7,126   | 7,482  |
| O - 15               | 6,024           | 6,325   | 6,641   | 6,973   | 7,322   | 7,688  |
| P - 16               | 6,189           | 6,499   | 6,824   | 7,165   | 7,523   | 7,899  |
| Q - 17               | 6,359           | 6,677   | 7,011   | 7,362   | 7,730   | 8,116  |
| R - 18               | 6,534           | 6,861   | 7,204   | 7,564   | 7,942   | 8,340  |
| S - 19               |                 | 7,050   | 7,402   | 7,772   | 8,161   | 8,569  |
| T - 20               |                 | 7,243   | 7,606   | 7,986   | 8,385   | 8,805  |
| U - 21               |                 | 7,443   | 7,815   | 8,206   | 8,616   | 9,047  |
| V - 22               |                 |   | 8,030   | 8,431   | 8,853   | 9,295  |
| W - 23               |                 |   | 8,251   | 8,663   | 9,096   | 9,551  |
| X - 24               |                 |   | 8,477   | 8,901   | 9,346   | 9,814  |
| Y - 25               |                 |   |   |   | 9,603   | 10,084   |
| Z - 26               |                 |   |   |   | 9,699   | 10,184   |
| Z1 - 27              |                 |   |   |   | 9,893   | 10,388   |
| Z2- 28               |                 |   |   |   | 9,992   | 10,492   |

A3.4 Total Credit -- Total credit allowed for prior teaching and related experience in an academic environment shall not result in placement beyond Step G of the salary schedule.

<http://hr.sdccd.edu/er/salary.cfm>

Based on the market study survey, effective 1/1/07 all current unit members on steps A-C will be placed on Step D.  
All faculty hired on or after 1/1/08 will be placed on Step E or up to a maximum of Step G.  
Effective 1/1/2010, percentage between Z1 to Z2 increased from 1% to 2%.

AFT GUILD, LOCAL 1931  
and  
SAN DIEGO COMMUNITY COLLEGE DISTRICT

**SCHEDULE B**

ADJUNCT/OVERLOAD COLLEGE CLASSROOM SALARY SCHEDULE  
Effective January 1, 2008

|                        |                         | <u>Class 1</u>     | <u>Class 2</u>  | <u>Class 3</u>  | <u>Class 4</u>  | <u>Class 5</u>  | <u>Class 6</u>   |
|------------------------|-------------------------|--------------------|---|---|---|---|--|
| Arts<br>And<br>Science |                         | Master's<br>Degree | 45 sem.<br>Units after<br>date of<br>BA w/MA  | 60 sem.<br>Units after<br>date of<br>BA w/MA  | 75 sem.<br>Units after<br>date of<br>BA w/MA  | 90 semester<br>Units after<br>date of<br>BA w/MA  | Ph.D,Ed.D,<br>or 105 sem.<br>units<br>after BA<br>w/MA   |
|                        | Vocational<br>Education | Minimum<br>Quals.  | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>15 units | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>30 units | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>45 units | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>60 units | BA and any<br>comb.of units*<br>and/or add'l<br>related work<br>experience<br>which totals<br>75 units |
| Hours                  | Step                    |                    |   |   |   |   |  |
|                        | A                       | 55.80              | 58.58   | 61.51   | 64.59   | 67.82   | 71.21  |
| 450                    | B                       | 57.33              | 60.20   | 63.21   | 66.37   | 69.68   |  |
| 900                    | C                       | 58.91              | 61.85   | 64.94   | 68.19   |   |  |
| 1350                   | D                       | 60.53              | 63.55   | 66.73   |   |   |  |
| 1800                   | E                       | 62.19              | 65.30   |   |   |   |  |
| 2250                   | F                       | 63.90              |   |   |   |   |  |

**SCHEDULE C**

ADJUNCT/OVERLOAD COLLEGE NON-CLASSROOM SALARY SCHEDULE  
Effective January 1, 2008

|                        |                         | <u>Class 1</u>     | <u>Class 2</u>  | <u>Class 3</u>  | <u>Class 4</u>  | <u>Class 5</u>  | <u>Class 6</u>   |
|------------------------|-------------------------|--------------------|---|---|---|---|--|
| Arts<br>And<br>Science |                         | Master's<br>Degree | 45 sem.<br>Units after<br>date of<br>BA w/MA  | 60 sem.<br>Units after<br>date of<br>BA w/MA  | 75 sem.<br>Units after<br>date of<br>BA w/MA  | 90 semester<br>Units after<br>date of<br>BA w/MA  | Ph.D,Ed.D,<br>or 105 sem.<br>units<br>after BA<br>w/MA   |
|                        | Vocational<br>Education | Minimum<br>Quals.  | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>15 units | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>30 units | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>45 units | Combination of<br>units* and/or<br>additional<br>related work<br>experience<br>which totals<br>60 units | BA and any<br>comb.of units*<br>and/or add'l<br>related work<br>experience<br>which totals<br>75 units |
| Hours                  | Step                    |                    |   |   |   |   |  |
|                        | A                       | 41.85              | 43.94   | 46.14   | 48.44   | 50.86   | 53.41  |
| 450                    | B                       | 43.00              | 45.15   | 47.40   | 49.77   | 52.26   |  |
| 900                    | C                       | 44.18              | 46.39   | 48.71   | 51.14   |   |  |
| 1350                   | D                       | 45.39              | 47.66   | 50.05   |   |   |  |
| 1800                   | E                       | 46.64              | 48.97   |   |   |   |  |
| 2250                   | F                       | 47.93              |   |   |   |   |  |

\* Semester units or equivalent quarter units.

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT  
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY ANNUAL SALARY  
SCHEDULE**

Effective Date 8/01/07

(Retroactive rates in effect for 2006-2007 plus 3.5% across-the-board wage increase effective August 1, 2007)

| RATINGS   | E*  | F                                   | F plus 15                           | F plus 30                                   | F plus 45                                   | G   |
|---|---|-------------------------------------|-------------------------------------|---|---|---|
| Disciplines requiring a Masters Degree            |   | MA or Equivalent**                  | BA plus 45 units with MA            | BA plus 60 units with MA                    | BA plus 75 units with MA                    | Ph.D. or BA plus 90 units with MA           |
| Disciplines <u>not</u> requiring a Masters Degree | Minimum Qualification: AA plus 6 Years Experience or BA plus 2 Years Experience or Equivalent | Minimum Qualification plus 30 units | Minimum Qualification plus 45 units | Minimum Qualification plus 60 units with BA | Minimum Qualification plus 75 units with BA | Minimum Qualification plus 90 units with BA |
| STEPS   |   |                                     |                                     |   |   |   |
| 1   | 51,494  | 53,955                              | 55,189                              | 56,420                                      | 57,652                                      | 58,883                                      |
| 2   | 53,955  | 56,420                              | 57,652                              | 58,883                                      | 60,112                                      | 61,343                                      |
| 3   | 56,420  | 58,883                              | 60,112                              | 61,343                                      | 62,573                                      | 63,807                                      |
| 4   | 58,883  | 61,343                              | 62,573                              | 63,807                                      | 65,038                                      | 66,268                                      |
| 5   | 61,343  | 63,807                              | 65,038                              | 66,268                                      | 67,501                                      | 68,732                                      |
| 6   | 63,807  | 66,268                              | 67,501                              | 68,732                                      | 69,962                                      | 71,194                                      |
| 7   | 66,268  | 68,732                              | 69,962                              | 71,194                                      | 72,424                                      | 73,657                                      |
| 8   | 68,732  | 71,194                              | 72,424                              | 73,657                                      | 74,888                                      | 76,119                                      |
| 9   | 71,194  | 73,657                              | 74,888                              | 76,119                                      | 77,350                                      | 78,581                                      |
| 10  | 73,657  | 76,119                              | 77,350                              | 78,581                                      | 79,813                                      | 81,046                                      |
| 11  | 76,119  | 78,581                              | 79,813                              | 81,046                                      | 82,277                                      | 83,504                                      |
| 12  | 78,581  | 81,046                              | 82,277                              | 83,504                                      | 84,736                                      | 85,971                                      |
| 13  | 81,046  | 83,504                              | 84,736                              | 85,971                                      | 87,200                                      | 88,430                                      |
| 14  | 83,504  | 85,971                              | 87,200                              | 88,430                                      | 89,659                                      | 90,892                                      |
| 15  | 85,971  | 88,430                              | 89,659                              | 90,892                                      | 92,124                                      | 93,354                                      |
| 15.5  | 87,203  | 89,659                              | 90,892                              | 92,124                                      | 93,354                                      | 94,586                                      |
| 16***   | 88,430  | 90,892                              | 92,124                              | 93,354                                      | 94,586                                      | 95,817                                      |

\* Column A has been eliminated effective Academic Year 1990/91. Columns B, C, and D have been eliminated effective Academic Year 2004 -2005.

\*\* Reference to BA plus 60 has been eliminated effective Academic Year 2004-2005. (Ref. Article 20.A.4)

\*\*\*Step 15.5 becomes a full Step 16, effective Spring semester 2008 and Step 15.5 is eliminated.

No combination of creditable service shall exceed the maximum increments set forth in Sections 3.3 (five increments) and 3.3.1.2 (four increments) above.

<http://www.aft2121.org/html/contract.html>

# SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

## 86% CREDIT LECTURE INSTRUCTIONAL EFFECTIVE 01/10/08

| SEMESTERS | STEP | F      | F+15   | F+30   | F+45   | F+60/<br>Ph.D. |
|-----------|------|--------|--------|--------|--------|----------------|
| 1-4       | 1    | 88.38  | 90.40  | 92.42  | 94.44  | 96.46          |
| 5-8       | 2    | 92.42  | 94.44  | 96.46  | 98.47  | 100.49         |
| 9-12      | 3    | 96.46  | 98.47  | 100.49 | 102.50 | 104.52         |
| 13-16     | 4    | 100.49 | 102.50 | 104.52 | 106.54 | 108.55         |
| 17-20     | 5    | 104.52 | 106.54 | 108.55 | 110.57 | 112.59         |
| 21-24     | 6    | 108.55 | 110.57 | 112.59 | 114.60 | 116.62         |
| 25-28     | 7    | 112.59 | 114.50 | 116.62 | 118.64 | 120.66         |
| 29-32     | 8    | 116.52 | 118.64 | 120.66 | 122.67 | 124.69         |
| 33-36     | 9    | 120.66 | 122.67 | 124.69 | 126.71 | 128.72         |
| 37-40     | 10   | 124.69 | 126.71 | 128.72 | 130.74 | 132.76         |
| 41-44     | 11   | 128.72 | 130.74 | 132.76 | 134.78 | 136.79         |
| 45 & Over | 12   | 132.76 | 134.78 | 136.79 | 138.81 | 140.83         |

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 525 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

## 86% NONCREDIT INSTRUCTIONAL PRO RATA "MIRROR" SCALE EFFECTIVE 01/10/08

| SEMESTERS | STEP | F     | F+15  | F+30  | F+45  | F+60/<br>Ph.D. |
|-----------|------|-------|-------|-------|-------|----------------|
| 1-4       | 1    | 53.03 | 54.24 | 55.45 | 56.66 | 57.87          |
| 5-8       | 2    | 55.45 | 56.66 | 57.87 | 59.08 | 60.29          |
| 9-12      | 3    | 57.87 | 59.08 | 60.29 | 61.50 | 62.71          |
| 13-16     | 4    | 60.29 | 61.50 | 62.71 | 63.92 | 65.13          |
| 17-20     | 5    | 62.71 | 63.92 | 65.13 | 66.34 | 67.55          |
| 21-24     | 6    | 65.13 | 66.34 | 67.55 | 68.76 | 69.97          |
| 25-28     | 7    | 67.55 | 68.76 | 69.97 | 71.18 | 72.39          |
| 29-32     | 8    | 69.97 | 71.18 | 72.39 | 73.60 | 74.81          |
| 33-36     | 9    | 72.39 | 73.60 | 74.81 | 76.02 | 77.23          |
| 37-40     | 10   | 74.81 | 76.02 | 77.23 | 78.44 | 79.66          |
| 41-44     | 11   | 77.23 | 78.44 | 79.66 | 80.87 | 82.07          |
| 45 & Over | 12   | 79.66 | 80.87 | 82.07 | 83.28 | 84.50          |

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 875 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

## 100% COUNSELORS AND LIBRARIANS PRO RATA "MIRROR" SCALE EFFECTIVE 8/01/07

| SEMESTERS | STEP | F     | F+15  | F+30  | F+45  | F+60/<br>Ph.D. |
|-----------|------|-------|-------|-------|-------|----------------|
| 1-4       | 1    | 51.40 | 52.57 | 53.74 | 54.93 | 56.10          |
| 5-8       | 2    | 53.74 | 54.93 | 56.10 | 57.27 | 58.44          |
| 9-12      | 3    | 56.10 | 57.27 | 58.44 | 59.61 | 60.79          |
| 13-16     | 4    | 58.44 | 59.61 | 60.79 | 61.95 | 63.14          |
| 17-20     | 5    | 60.79 | 61.95 | 63.14 | 64.31 | 65.47          |
| 21-24     | 6    | 63.14 | 64.31 | 65.47 | 66.65 | 67.82          |
| 25-28     | 7    | 65.47 | 66.65 | 67.82 | 68.99 | 70.16          |
| 29-32     | 8    | 67.82 | 68.99 | 70.16 | 71.35 | 72.52          |
| 33-36     | 9    | 70.16 | 71.35 | 72.52 | 73.70 | 74.86          |
| 37-40     | 10   | 72.52 | 73.70 | 74.86 | 76.04 | 77.21          |
| 41-44     | 11   | 74.86 | 76.04 | 77.21 | 78.38 | 79.56          |
| 45 & Over | 12   | 77.21 | 78.38 | 79.56 | 80.72 | 81.89          |

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, F+60/Ph.D. ÷ 1050 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

San Joaquin Delta College  
2008-09  
REGULAR AND CONTRACT FACULTY SALARY SCHEDULE

|        | I                        | II                                    | III      | IV         | V          | VI         | VII                    |
|--------|--------------------------|---------------------------------------|----------|------------|------------|------------|------------------------|
| TYPE 2 | BA Or Equivalent Or Less | BA plus 30                            | MA       | MA with 45 | MA with 60 | MA with 84 | Earned Doctor's Degree |
| TYPE 3 | BA Or Equivalent Or Less |                                       |          |            |            |            |                        |
| 1      | \$47,773                 | \$49,787                              | \$52,471 | \$54,547   | \$56,982   | \$59,381   | \$61,509               |
| 2      | \$50,439                 | \$52,497                              | \$55,180 | \$57,288   | \$59,747   | \$62,253   | \$64,379               |
| 3      | \$53,121                 | \$55,194                              | \$57,884 | \$60,013   | \$62,502   | \$65,078   | \$67,205               |
| 4      | \$55,797                 | \$57,886                              | \$60,589 | \$62,747   | \$65,259   | \$67,765   | \$69,891               |
| 5      | \$58,466                 | \$60,588                              | \$63,293 | \$65,481   | \$68,023   | \$70,636   | \$72,763               |
| 6      | \$61,146                 | \$63,285                              | \$66,002 | \$68,209   | \$70,784   | \$73,413   | \$75,540               |
| 7      | \$63,809                 | \$65,982                              | \$68,705 | \$70,949   | \$73,544   | \$76,192   | \$78,318               |
| 8      | \$66,484                 | \$68,673                              | \$71,419 | \$73,678   | \$76,306   | \$78,973   | \$81,100               |
| 9      | \$69,164                 | \$71,368                              | \$74,115 | \$76,412   | \$79,061   | \$81,750   | \$83,877               |
| 10     |                          | \$74,071                              | \$76,817 | \$79,143   | \$81,820   | \$84,527   | \$86,654               |
| 11     |                          |                                       | \$79,527 | \$81,876   | \$84,577   | \$87,307   | \$89,434               |
| 12     |                          |                                       |          | \$84,614   | \$87,338   | \$90,129   | \$92,257               |
| 13     |                          |                                       |          |            | \$90,103   | \$92,952   | \$95,078               |
| 14     |                          |                                       |          |            |            | \$95,776   | \$97,903               |
|        |                          | <b>INCLUDING LONGEVITY INCREMENT:</b> |          |            |            |            |                        |
| 1      | \$70,893                 | \$75,923                              | \$81,515 | \$86,729   | \$92,356   | \$98,170   | \$100,351              |
| 2      | \$72,622                 | \$77,775                              | \$83,503 | \$88,845   | \$94,608   | \$100,565  | \$102,798              |
| 3      | \$74,351                 | \$79,626                              | \$85,492 | \$90,960   | \$96,861   | \$102,959  | \$105,246              |
| 4      | \$76,080                 | \$81,478                              | \$87,480 | \$93,075   | \$99,113   | \$105,354  | \$107,693              |

18.5.1 Contract faculty first employed on or after July 1, 1993 shall be given credit at the time of initial placement on the faculty salary schedule for previous teaching experience at the college level and/or relevant teaching experience at another level and/or relevant experience of up to 10 years. (Step 11 if available)

Effective July 1 of the thirteenth year of consecutive service as an employee of the San Joaquin Delta Community College District, a longevity increment of two and a half percent (2.5%) will be added to the employee's base salary.

Effective July 1 of the seventeenth year of consecutive service as an employee of the San Joaquin Delta Community College District, a longevity increment of five percent (5%) will be added to the employee's base salary.

Effective July 1 of the twenty-first year of consecutive service as an employee of the San Joaquin Delta Community College District, a longevity increment of seven and a half percent (7.5%) will be added to the employee's base salary.

Effective July 1 of the twenty-fifth year of consecutive service as an employee of the San Joaquin Delta Community College District, a longevity increment of ten percent (10%) will be added to the employee's base salary.

COLA 5.92% plus 0.50%

SAN JOAQUIN DELTA COMMUNITY COLLEGE DISTRICT  
200607  
ADJUNCT SALARY SCHEDULE

|        | I                        | II         | III     | IV         | V          | VI         | VII                    |
|--------|--------------------------|------------|---------|------------|------------|------------|------------------------|
| TYPE 2 | BA Or Equivalent Or Less | BA plus 30 | MA      | MA with 45 | MA with 60 | MA with 84 | Earned Doctor's Degree |
| TYPE 3 | BA Or Equivalent Or Less |            |         |            |            |            |                        |
| 1      | \$46.14                  | \$48.09    | \$50.68 | \$52.69    | \$55.04    | \$57.36    | \$59.41                |
| 2      | \$48.72                  | \$50.71    | \$53.30 | \$55.33    | \$57.71    | \$60.13    | \$62.18                |
| 3      | \$51.31                  | \$53.31    | \$55.91 | \$57.97    | \$60.37    | \$62.86    | \$64.91                |
| 4      | \$53.89                  | \$55.91    | \$58.52 | \$60.61    | \$63.03    | \$65.46    | \$67.51                |
| 5      | \$56.47                  | \$58.52    | \$61.14 | \$63.25    | \$65.70    | \$68.23    | \$70.28                |
| 6      | \$59.06                  | \$61.13    | \$63.75 | \$65.88    | \$68.37    | \$70.91    | \$72.96                |
| 7      | \$61.63                  | \$63.73    | \$66.36 | \$68.53    | \$71.04    | \$73.59    | \$75.65                |

8            \$25.00            Community Service Instructor

|   |        |
|---|--------|
| Teacher Experience                            |        |
| <u>Day College, Evening College or Summer</u> |        |
| 12 Semesters                                  | Step 1 |
| 34 Semesters                                  | Step 2 |
| 56 Semesters                                  | Step 3 |
| 78 Semesters                                  | Step 4 |
| 910 Semesters                                 | Step 5 |
| 1112 Semesters                                | Step 6 |
| All Over 12 Semesters                         | Step 7 |

|  |
|--|
| <p>EACH SUMMER SESSION COUNTS AS A SEMESTER'S EXPERIENCE<br/>NONCREDIT CLASSES ARE LIMITED TO CLASS 1<br/>IN NO EVENT WILL MORE THAN TWO (2) SEMESTERS EXPERIENCE BE<br/>GRANTED IN A SINGLE FISCAL YEAR</p> |
|--|

**SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT**  
**2011-12 ACADEMIC SALARY SCHEDULE**  
 10 Month

Effective 8/1/11  
 Board Approved: 10/11/11

|   | CLASS II             | CLASS III    | CLASS IV        | CLASS V   | CLASS VI |
|---|----------------------|--------------|-----------------|-----------|----------|
| <b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>     |                      |              |                 |           |          |
| Minimum Qualifications                            | BA + 45#             | BA + 60#     | BA + 81#        | Doctorate |          |
| Master's Degree                                   | w/MA                 | w/MA         | w/MA            |           |          |
| <b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b> |                      |              |                 |           |          |
| Minimum Qualifications                            | AA + 40 *            | AA + 80 *    | Master's Degree | Doctorate |          |
| AA + 6 Years                                      | or Bachelor's Degree | or BA + 20 * |                 |           |          |
| <b>STEP</b>                                       |                      |              |                 |           |          |
| 1   | 58,846               | 61,082       | 63,526          | 65,974    | 67,927   |
| 2   | 60,905               | 63,220       | 65,750          | 68,492    | 70,447   |
| 3   | 63,036               | 65,434       | 68,050          | 71,011    | 72,965   |
| 4 **  | 65,306               | 67,789       | 70,499          | 73,526    | 75,481   |
| 5   | 67,592               | 70,159       | 72,964          | 76,050    | 78,002   |
| 6   | 70,026               | 72,686       | 75,594          | 78,557    | 80,512   |
| 7   | 72,218               | 74,962       | 77,960          | 81,085    | 83,035   |
| 8   | 72,221               | 74,963       | 77,962          | 83,604    | 85,557   |
| 9   | 73,664               | 76,463       | 80,457          | 85,277    | 87,451   |
| 10  | 75,138               | 77,992       | 82,065          | 87,165    | 89,386   |
| 11  | 76,640               | 79,552       | 83,707          | 89,094    | 91,364   |
| 12  | 80,118               | 83,162       | 87,505          | 93,137    | 95,510   |
| 13  | 80,118               | 83,162       | 87,505          | 93,137    | 95,510   |
| 14 ***  |                      |              | 89,561          | 95,326    | 97,754   |
| 17 ***  |                      |              | 91,665          | 97,566    | 100,052  |
| 19 ***  |                      |              |                 | 99,859    | 102,403  |

<http://www.fa-aft6157.org/>

- # Disciplines requiring Master's Degree - placement: Graduate level semester units in assigned field.
- \* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.
- \*\* Maximum beginning Step placement for years of experience.
- \*\*\* Steps 14, 17, and 19 require Professional Recognition plan approved by Professional Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)

New hires with less than 6 years qualifying experience will be placed at Step 1.

**SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT  
2011-2012 ADJUNCT LECTURE SALARY SCHEDULE  
(PER SEMESTER)**

Effective Fall Semester 2011

Board Approved: 10/11/11

65% Pro-Rata of Full-Time Salary Schedule

|   | <b>CLASS II</b>                                 | <b>CLASS III</b>                      | <b>CLASS IV</b>              | <b>CLASS V</b>     | <b>CLASS VI</b> |
|---|---|---------------------------------------|------------------------------|--------------------|-----------------|
| <b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>     |   |                                       |                              |                    |                 |
|   | Minimum<br>Qualifications<br>Master's<br>Degree | BA + 45#<br>w/MA                      | BA + 60#<br>w/MA             | BA + 81#<br>w/MA   | Doctorate       |
| <b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b> |   |                                       |                              |                    |                 |
|   | Minimum<br>Qualifications<br>AA + 6 Years       | AA + 40<br>or<br>Bachelor's<br>Degree | AA + 80 *<br>or<br>BA + 20 * | Master's<br>Degree | Doctorate       |
| <b>STEP</b>                                       |   |                                       |                              |                    |                 |
| 1   | 19,125  | 19,851                                | 20,646                       | 21,441             | 22,076          |
| 2   | 19,794  | 20,546                                | 21,369                       | 22,260             | 22,895          |
| 3 **  | 20,487  | 21,266                                | 22,116                       | 23,079             | 23,714          |
| 4 ***   | 21,225  | 22,032                                | 22,912                       | 23,897             | 24,531          |
| 5   | 21,967  | 22,802                                | 23,713                       | 24,716             | 25,351          |
| 6   | 22,758  | 23,623                                | 24,568                       | 25,531             | 26,166          |
| 7   | 23,471  | 24,363                                | 25,337                       | 26,353             | 26,987          |
| 8   | 23,472  | 24,363                                | 25,337                       | 27,172             | 27,806          |
| <i>For possible future negotiations.</i>          |   |                                       |                              |                    |                 |
| 9   | 23,941  | 24,850                                | 26,149                       | 27,699             | 28,422          |
| 10  | 24,420  | 25,347                                | 26,671                       | 28,329             | 29,050          |
| 11  | 24,908  | 25,854                                | 27,205                       | 28,956             | 29,693          |
| 12  | 26,038  | 27,028                                | 28,439                       | 30,270             | 31,041          |
| 13  | 26,038  | 27,028                                | 28,439                       | 30,270             | 31,041          |
| 14  |   |                                       | 29,107                       | 30,981             | 31,770          |
| 17  |   |                                       | 29,791                       | 31,709             | 32,517          |
| 19  |   |                                       |                              | 32,454             | 33,281          |

# Disciplines requiring Master's Degree placement: Graduate level semester units see Article 9.4

\* Disciplines not requiring Master's Degree placement: Semester units in assigned field.

\*\* Maximum Initial Placement for teaching experience only

\*\*\* Maximum Initial Placement for related work experience or a combination of teaching and related work experience

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 CUESTA COLLEGE  
 FACULTY SALARY SCHEDULE - 2007-200 8  
 Effective January 1, 2008

| Steps   | <u>COLUMN A -</u><br>B.A. | <u>COLUMN B -</u><br>M.A. | <u>COLUMN C -</u><br>B.A. +<br>45 Units<br>& M.A. | <u>COLUMN D -</u><br>B.A. +<br>60 Units<br>& M.A. | <u>COLUMN E -</u><br>B.A. +<br>75 Units<br>& M.A. | <u>COLUMN F -</u><br>B.A. +<br>90 Units<br>& M.A. | <u>COLUMN G -</u><br>Doctorate |
|---|---------------------------|---------------------------|---|---|---|---|--------------------------------|
| 1   |                           |                           |   |   |   |   |                                |
| 2   |                           |                           |   |   |   |   |                                |
| 3   | 44,376                    | 46,718                    | 49,062  | 51,403  | 53,762  | 56,085  | 58,410                         |
| 4   | 46,718                    | 49,062                    | 51,403  | 53,762  | 56,085  | 58,410  | 60,749                         |
| 5   | 49,062                    | 51,403                    | 53,762  | 56,085  | 58,410  | 60,749  | 63,096                         |
| 6   | 51,403                    | 53,762                    | 56,085  | 58,410  | 60,749  | 63,096  | 65,434                         |
| 7   | 53,762                    | 56,085                    | 58,410  | 60,749  | 63,096  | 65,434  | 67,776                         |
| 8   | 56,085                    | 58,410                    | 60,749  | 63,096  | 65,434  | 67,776  | 70,113                         |
| 9   | 58,410                    | 60,749                    | 63,096  | 65,434  | 67,776  | 70,113  | 72,451                         |
| 10  | 60,749                    | 63,096                    | 65,434  | 67,776  | 70,113  | 72,451  | 74,797                         |
| 11  | 63,096                    | 65,434                    | 67,776  | 70,113  | 72,451  | 74,797  | 77,140                         |
| 12  | 65,434                    | 67,776                    | 70,113  | 72,451  | 74,797  | 77,140  | 79,473                         |
| 13  | 67,776                    | 70,113                    | 72,451  | 74,797  | 77,140  | 79,473  | 81,871                         |
| 14  | 70,113                    | 72,451                    | 74,797  | 77,140  | 79,473  | 81,871  | 84,340                         |
| <u>(16th consecutive year of service to Cuesta College)</u> |                           |                           |   |   |   |   |                                |
| Longevity I:  | 73,619                    | 76,073                    | 78,537  | 80,997  | 83,447  | 85,964  | 88,557                         |
| <u>(19th consecutive year of service to Cuesta College)</u> |                           |                           |   |   |   |   |                                |
| Longevity II:   | 77,300                    | 79,877                    | 82,464  | 85,047  | 87,619  | 90,263  | 92,985                         |
| <u>(22nd consecutive year of service to Cuesta College)</u> |                           |                           |   |   |   |   |                                |
| Longevity III:  | 81,165                    | 83,871                    | 86,587  | 89,299  | 92,000  | 94,776  | 97,635                         |

(Reference Longevity Steps, Section 4.6 - 4.10 of the District/CCFT Bargaining Agreement)

<http://academic.cuesta.edu/humres/salarieschedules.htm>

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule. Maximum placement shall be at the fifth step..

Board of Trustees Approval: July 29, 2008

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 CUESTA COLLEGE  
 TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LECTURE/HOURLY  
 FACULTY SALARY SCHEDULE  
 Effective January 1, 2008

| <u>COLUMN A -</u> | <u>COLUMN B -</u> | <u>COLUMN C -</u>            | <u>COLUMN D -</u>            | <u>COLUMN E -</u>            | <u>COLUMN F -</u>            | <u>COLUMN G -</u> |
|-------------------|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|-------------------|
| B.A.              | M.A.              | B.A. +<br>45 Units<br>& M.A. | B.A. +<br>60 Units<br>& M.A. | B.A. +<br>75 Units<br>& M.A. | B.A. +<br>90 Units<br>& M.A. | Doctorate         |

| Step | *     | Hourly | *     | Hourly | *     | Hourly | *     | Hourly | *     | Hourly | *     | Hourly | *     | Hourly |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
| 1    | 809   | 44.95  | 866   | 48.10  | 902   | 50.10  | 960   | 53.32  | 1,009 | 56.05  | 1,050 | 58.35  | 1,109 | 61.63  |
| 2    | 866   | 48.10  | 902   | 50.10  | 960   | 53.32  | 1,009 | 56.05  | 1,050 | 58.35  | 1,109 | 61.63  | 1,147 | 63.75  |
| 3    | 902   | 50.10  | 960   | 53.32  | 1,009 | 56.05  | 1,050 | 58.35  | 1,109 | 61.63  | 1,147 | 63.75  | 1,199 | 66.60  |
| 4    | 960   | 53.32  | 1,009 | 56.05  | 1,050 | 58.35  | 1,109 | 61.63  | 1,147 | 63.75  | 1,199 | 66.60  | 1,250 | 69.45  |
| 5    | 1,009 | 56.05  | 1,050 | 58.35  | 1,109 | 61.63  | 1,147 | 63.75  | 1,199 | 66.60  | 1,250 | 69.45  | 1,286 | 71.45  |
| 6    | 1,050 | 58.35  | 1,109 | 61.63  | 1,147 | 63.75  | 1,199 | 66.60  | 1,250 | 69.45  | 1,286 | 71.45  | 1,334 | 74.12  |
| 7    | 1,109 | 61.63  | 1,147 | 63.75  | 1,199 | 66.60  | 1,250 | 69.45  | 1,286 | 71.45  | 1,334 | 74.12  | 1,389 | 77.15  |
| 8    | 1,147 | 63.75  | 1,199 | 66.60  | 1,250 | 69.45  | 1,286 | 71.45  | 1,334 | 74.12  | 1,389 | 77.15  | 1,441 | 80.07  |
| 9    | 1,199 | 66.60  | 1,250 | 69.45  | 1,286 | 71.45  | 1,334 | 74.12  | 1,389 | 77.15  | 1,441 | 80.07  | 1,480 | 82.25  |
| 10   | 1,250 | 69.45  | 1,286 | 71.45  | 1,334 | 74.12  | 1,389 | 77.15  | 1,441 | 80.07  | 1,480 | 82.25  | 1,536 | 85.34  |
| 11   | 1,286 | 71.45  | 1,334 | 74.12  | 1,389 | 77.15  | 1,441 | 80.07  | 1,480 | 82.25  | 1,536 | 85.34  | 1,578 | 87.65  |
| 12   | 1,334 | 74.12  | 1,389 | 77.15  | 1,441 | 80.07  | 1,480 | 82.25  | 1,536 | 85.34  | 1,578 | 87.65  | 1,621 | 90.07  |
| 13   | 1,389 | 77.15  | 1,441 | 80.07  | 1,480 | 82.25  | 1,536 | 85.34  | 1,578 | 87.65  | 1,621 | 90.07  | 1,672 | 92.86  |
| 14   | 1,441 | 80.07  | 1,480 | 82.25  | 1,536 | 85.34  | 1,578 | 87.65  | 1,621 | 90.07  | 1,672 | 92.86  | 1,721 | 95.59  |

\*Note: amount is computed for one semester hour, for the 18 week semester, and includes flex activities and finals week.

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
 NON-CREDIT FACULTY

Non-Credit Salary Schedule:

| Rate/Step | Hourly Rate |
|-----------|-------------|
| 1         | 27.31       |
| 2         | 28.67       |
| 3         | 29.88       |
| 4         | 31.48       |
| 5         | 32.57       |
| 6         | 34.06       |
| 7         | 35.50       |

San Mateo County CC District  
 Regular Faculty Salary Schedule (80)  
**(Revised 8/30/07)**  
 Effective: 20-AUG-2007

| Grade | 1     | 2     | 3       | 4       | 5       |
|-------|-------|-------|---------|---------|---------|
|       |       |       | MA w/45 | MA w/60 | PhD/Edd |
| Step  | Base  | M.A.  | Units   | Units   | /J.D    |
| 1     | 54265 | 57045 | 58435   | 60410   | 65351   |
| 2     | 57033 | 59804 | 61201   | 63206   | 68124   |
| 3     | 59802 | 62571 | 63965   | 65992   | 70884   |
| 4     | 62567 | 65336 | 66733   | 68786   | 73640   |
| 5     | 65330 | 68107 | 69503   | 71580   | 76412   |
| 6     | 68094 | 70874 | 72265   | 74377   | 79180   |
| 7     | 70862 | 73633 | 75036   | 77163   | 81949   |
| 8     | 73628 | 76403 | 77799   | 79956   | 84709   |
| 9     | 76393 | 79171 | 80568   | 82753   | 87477   |
| 10    | 76393 | 79171 | 80568   | 82753   | 87477   |
| 11    | 79165 | 81932 | 83330   | 85545   | 90246   |
| 12    | 79165 | 81932 | 83330   | 85545   | 90246   |
| 13    | 79165 | 81932 | 83330   | 85545   | 90246   |
| 14    | 82681 | 85483 | 86890   | 89150   | 93872   |
| 15    | 82681 | 85483 | 86890   | 89150   | 93872   |
| 16    | 82681 | 85483 | 86890   | 89150   | 93872   |
| 17    | 82681 | 85483 | 86890   | 89150   | 93872   |
| 18    | 85479 | 88270 | 89679   | 91971   | 96655   |
| 19    | 85479 | 88270 | 89679   | 91971   | 96655   |
| 20    | 85479 | 88270 | 89679   | 91971   | 96655   |
| 21    | 85479 | 88270 | 89679   | 91971   | 96655   |
| 22    | 85479 | 88270 | 89679   | 91971   | 96655   |
| 23    | 88261 | 91054 | 92463   | 94782   | 99438   |

For a new contract employee with four (4) or more years of prior experience, such experience will be recognized, year for equivalent year, up to a total of seven (7) years for a maximum initial placement at Step 8.

San Mateo County CC District  
 Adjunct Faculty Salary Schedule Instructional (HI)  
**(Revised 8/30/07)**  
 Effective: 20-AUG-2007

| <u>Step</u> | <u>Lecture</u> | <u>Laboratory</u> | <u>Special</u> |
|-------------|----------------|-------------------|----------------|
| 1           | 53.15          | 45.55             | 32.94          |
| 2           | 56.37          | 48.43             | 34.99          |
| 3           | 59.67          | 51.58             | 37.13          |
| 4           | 63.01          | 54.71             | 39.36          |
| 5           | 66.38          | 57.51             | 41.57          |
| 6           | 69.53          | 60.28             | 43.77          |
| 7           | 73.06          | 63.10             | 45.69          |
| 8           | 76.26          | 66.11             | 47.65          |
| 9           | 79.49          | 69.14             | 49.55          |
| 10          | 82.75          | 71.96             | 51.57          |

Santa Barbara City College

3/19/2008

**Salary Table 10**  
**Credit Contract & Regular Certificated Faculty**  
**080101**

Sal510

| Step | Class I  | Class II | Class III | Class IV | Class V  |
|------|----------|----------|-----------|----------|----------|
| 1    | \$53,668 | \$55,668 | \$57,668  | \$59,668 | \$61,668 |
| 2    | \$55,668 | \$57,668 | \$59,668  | \$61,668 | \$63,668 |
| 3    | \$57,668 | \$59,668 | \$61,668  | \$63,668 | \$65,668 |
| 4    | \$59,668 | \$61,668 | \$63,668  | \$65,668 | \$67,668 |
| 5    | \$61,668 | \$63,668 | \$65,668  | \$67,668 | \$69,668 |
| 6    | \$63,668 | \$65,668 | \$67,668  | \$69,668 | \$71,668 |
| 7    | \$65,668 | \$67,668 | \$69,668  | \$71,668 | \$73,668 |
| 8    | \$67,668 | \$69,668 | \$71,668  | \$73,668 | \$75,668 |
| 9    | \$69,668 | \$71,668 | \$73,668  | \$75,668 | \$77,668 |
| 10   | \$71,668 | \$73,668 | \$75,668  | \$77,668 | \$79,668 |
| 11   | \$73,668 | \$75,668 | \$77,668  | \$79,668 | \$81,668 |
| 12   | \$75,668 | \$77,668 | \$79,668  | \$81,668 | \$83,668 |
| 13   |          | \$79,668 | \$81,668  | \$83,668 | \$85,668 |
| 14   |          |          | \$83,668  | \$85,668 | \$87,668 |
| 15   |          |          |           | \$87,668 | \$89,668 |

Doctoral Bonus based on 5% of Class I, Step 1 -\$2,683.00

CONTACT AND REGULAR FACULTY SALARY PLACEMENT CLASS V

- (a) Master's Degree with 75 units beyond Bachelor's Degree
- (b) Master's Degree with 45 units beyond Master's Degree

3/19/2008

**Salary Table 11**  
**Credit Adjunct Certificated Faculty**  
**090101**

Sal510

| Step | Lecture | Lab     | With Ph.D. |         |
|------|---------|---------|------------|---------|
|      |         |         | Lecture    | Lab     |
| 1    | \$71.57 | \$57.26 | \$75.02    | \$60.02 |
| 2    | \$74.14 | \$59.31 | \$77.59    | \$62.07 |
| 3    | \$76.71 | \$61.37 | \$80.16    | \$64.13 |
| 4    | \$79.29 | \$63.43 | \$82.74    | \$66.19 |
| 5    | \$81.86 | \$65.49 | \$85.31    | \$68.25 |
| 6    | \$84.43 | \$67.54 | \$87.88    | \$70.30 |
| 7    | \$87.00 | \$69.60 | \$90.45    | \$72.36 |
| 8    | \$89.57 | \$71.66 | \$93.02    | \$74.42 |
| 9    | \$92.14 | \$73.71 | \$95.59    | \$76.47 |

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
 COLLEGE OF THE CANYONS  
 ACADEMIC (SALARY SCHEDULE C)  
 2007-2008

| Steps | Class | A    | B    | C    | D    | E     | F     | G     | H     |
|-------|-------|------|------|------|------|-------|-------|-------|-------|
| 1     |       | 5292 | 5292 | 5292 | 5378 | 5575  | 5768  | 5962  | 6112  |
| 2     |       | 5292 | 5292 | 5441 | 5634 | 5829  | 6022  | 6217  | 6367  |
| 3     |       | 5352 | 5502 | 5697 | 5892 | 6084  | 6279  | 6474  | 6623  |
| 4     |       | 5608 | 5759 | 5952 | 6147 | 6340  | 6535  | 6729  | 6880  |
| 5     |       | 5865 | 6014 | 6208 | 6402 | 6596  | 6789  | 6985  | 7133  |
| 6     |       | 6119 | 6270 | 6464 | 6658 | 6852  | 7046  | 7239  | 7390  |
| 7     |       | 6375 | 6525 | 6719 | 6915 | 7108  | 7301  | 7496  | 7647  |
| 8     |       | 6629 | 6782 | 6975 | 7170 | 7364  | 7558  | 7751  | 7904  |
| 9     |       | 6886 | 7036 | 7230 | 7426 | 7620  | 7813  | 8007  | 8158  |
| 10    |       | 7144 | 7292 | 7486 | 7683 | 7875  | 8068  | 8264  | 8414  |
| 11    |       | 7399 | 7549 | 7743 | 7937 | 8131  | 8325  | 8517  | 8671  |
| 12    |       | 7655 | 7803 | 8000 | 8194 | 8385  | 8581  | 8774  | 8926  |
| 13    |       | 7910 | 8060 | 8255 | 8450 | 8643  | 8836  | 9031  | 9181  |
| 14    |       | 8167 | 8368 | 8511 | 8704 | 8900  | 9092  | 9286  | 9438  |
| 15    |       | 8210 | 8412 | 8554 | 8749 | 8943  | 9135  | 9329  | 9480  |
| 16    |       | 8253 | 8455 | 8599 | 8791 | 8985  | 9180  | 9373  | 9526  |
| 17    |       | 8423 | 8571 | 8768 | 8959 | 9154  | 9349  | 9541  | 9692  |
| 18    |       | 8466 | 8615 | 8811 | 9004 | 9199  | 9392  | 9584  | 9736  |
| 19    |       | 8510 | 8658 | 8854 | 9048 | 9241  | 9436  | 9628  | 9780  |
| 20    |       | 8677 | 8829 | 9021 | 9216 | 9411  | 9605  | 9797  | 9949  |
| 21    |       | 8721 | 8870 | 9066 | 9260 | 9455  | 9647  | 9840  | 9992  |
| 22    |       | 8765 | 8915 | 9109 | 9305 | 9498  | 9691  | 9883  | 10036 |
| 23    |       | 8933 | 9085 | 9278 | 9471 | 9666  | 9860  | 10054 | 10204 |
| 24    |       | 8977 | 9128 | 9322 | 9515 | 9709  | 9904  | 10098 | 10248 |
| 25    |       | 9020 | 9171 | 9365 | 9558 | 9753  | 9948  | 10139 | 10292 |
| 26    |       | 9188 | 9339 | 9533 | 9728 | 9923  | 10115 | 10309 | 10459 |
| 27    |       | 9234 | 9384 | 9577 | 9770 | 9966  | 10158 | 10354 | 10504 |
| 28    |       | 9277 | 9427 | 9620 | 9815 | 10009 | 10201 | 10397 | 10546 |
| 29    |       | 9444 | 9595 | 9789 | 9984 | 10179 | 10371 | 10565 | 10715 |
| 30    |       |      |      |      |      |       |       | 10609 | 10759 |
| 31    |       |      |      |      |      |       |       | 10653 | 10803 |
| 32    |       |      |      |      |      |       |       | 10696 | 10848 |
| 33    |       |      |      |      |      |       |       | 10739 | 10891 |
| 35    |       |      |      |      |      |       |       | 10827 | 10978 |
| 36    |       |      |      |      |      |       |       | 10870 | 11022 |
| 37    |       |      |      |      |      |       |       | 10915 | 11067 |
| 38    |       |      |      |      |      |       |       | 10959 | 11109 |
| 39    |       |      |      |      |      |       |       | 11002 | 11153 |
| 40    |       |      |      |      |      |       |       | 11046 | 11198 |
| 41    |       |      |      |      |      |       |       | 11089 | 11243 |
| 42    |       |      |      |      |      |       |       | 11135 | 11286 |
| 43    |       |      |      |      |      |       |       | 11178 | 11330 |
| 44    |       |      |      |      |      |       |       | 11222 | 11373 |
| 45    |       |      |      |      |      |       |       | 11264 | 11417 |

SALARY SCHEDULE (E) 2005-2006

Hourly Rate

1                    2  
 47.51                50.82

1. All hourly instructors are initially placed on Step I of the Academic Adjunct (Hourly) Salary Schedule.
2. Advancement to the next step of the Academic Adjunct (Hourly)Salary Schedule requires that an hourly instructor teach 4semesters.

(For Board Approval 09/26/07)

SANTA MONICA COMMUNITY COLLEGE DISTRICT

PROBATIONARY AND TENURED FACULTY  
SALARY SCHEDULE

Effective August 25, 2009

| Step | Group I | Group II | Group III | Group IV | Group V | Group VI | Group VII |
|------|---------|----------|-----------|----------|---------|----------|-----------|
| 1    | 45,331  | 48,065   | 50,800    | 53,533   | 56,268  | 59,001   | 61,862    |
| 2    | 47,390  | 50,123   | 52,860    | 55,593   | 58,326  | 61,062   | 63,920    |
| 3    | 49,449  | 52,184   | 54,917    | 57,652   | 60,386  | 63,121   | 65,980    |
| 4    | 51,508  | 54,242   | 56,977    | 59,711   | 62,445  | 65,180   | 68,039    |
| 5    | 53,566  | 56,301   | 59,036    | 61,769   | 64,504  | 67,239   | 70,098    |
| 6    | 55,625  | 58,361   | 61,094    | 63,829   | 66,563  | 69,298   | 72,156    |
| 7    | 57,686  | 60,420   | 63,154    | 65,887   | 68,623  | 71,356   | 74,217    |
| 8    | 66,253  | 68,986   | 71,720    | 74,455   | 77,188  | 79,922   | 82,782    |
| 9    | 68,310  | 71,045   | 73,780    | 76,513   | 79,247  | 81,982   | 84,841    |
| 10   | 70,369  | 73,104   | 75,837    | 78,572   | 81,308  | 84,041   | 86,902    |
| 11   | 72,428  | 75,164   | 77,897    | 80,632   | 83,365  | 86,099   | 88,959    |
| 12   | 74,487  | 77,222   | 79,957    | 82,690   | 85,425  | 88,158   | 91,019    |
| 13   | 76,546  | 79,281   | 82,014    | 84,750   | 87,483  | 90,218   | 93,076    |
| 14   | 78,605  | 81,340   | 84,074    | 86,803   | 89,542  | 92,276   | 95,136    |
| 15   | 80,665  | 83,399   | 86,134    | 88,867   | 91,601  | 94,335   | 97,196    |
| 16   | 82,724  | 85,459   | 88,192    | 90,927   | 93,660  | 96,395   | 99,253    |
| 17   | 84,783  | 87,518   | 90,252    | 92,984   | 95,720  | 98,453   | 101,313   |
| 18   | 86,843  | 89,578   | 92,312    | 95,044   | 97,777  | 100,512  | 103,371   |
| 19   | 88,903  | 91,638   | 94,372    | 97,104   | 99,837  | 102,570  | 105,430   |
| 20   | 90,963  | 93,698   | 96,432    | 99,161   | 101,897 | 104,630  | 107,490   |

A person possessing a doctorate shall be placed in Group VII.

FOR PART-TIME FACULTY

**Non-Teaching**

**Teaching**

| Step | Group I | Group II | Group III | Group IV | Step | Group I | Group II | Group III | Group IV |
|------|---------|----------|-----------|----------|------|---------|----------|-----------|----------|
| 1    | 58.19   | 59.90    | 61.56     | 62.71    | 1    | 62.55   | 64.39    | 66.18     | 67.41    |
| 2    | 59.27   | 60.99    | 62.71     | 63.81    | 2    | 63.71   | 65.58    | 67.41     | 68.60    |
| 3    | 60.42   | 62.11    | 63.81     | 64.93    | 3    | 64.96   | 66.78    | 68.60     | 69.80    |
| 4    | 61.53   | 63.22    | 64.97     | 66.02    | 4    | 66.14   | 67.96    | 69.84     | 70.98    |
| 5    | 62.72   | 64.36    | 66.07     | 67.13    | 5    | 67.43   | 69.18    | 71.03     | 72.16    |
| 6    | 63.87   | 65.52    | 67.22     | 71.61    | 6    | 68.66   | 70.42    | 72.27     | 76.97    |

College of the Sequoias

Academic Salary Schedule 2009-2010

Effective: August 1, 2009

| Step  | I         | II        | III        | IV         | V          |
|-------|-----------|-----------|------------|------------|------------|
| 1     | 48,011.41 | 51,398.33 | 54,663.48  | 58,028.70  | 61,415.64  |
| 2     | 50,085.28 | 53,123.74 | 56,510.68  | 60,102.57  | 63,365.31  |
| 3     | 51,603.31 | 55,093.94 | 58,583.35  | 62,175.24  | 65,540.46  |
| 4     | 53,677.18 | 57,065.32 | 60,758.49  | 64,249.11  | 67,716.83  |
| 5     | 55,421.89 | 59,240.47 | 62,832.36  | 66,198.79  | 69,995.68  |
| ----- |           |           |            |            |            |
| 6     | 57,495.76 | 60,985.18 | 64,680.77  | 68,477.65  | 72,069.55  |
| 7     | 59,240.47 | 62,933.66 | 66,752.23  | 70,241.65  | 73,937.25  |
| 8     | 60,985.18 | 64,782.05 | 68,600.64  | 72,315.52  | 76,216.08  |
| 9     | 62,933.66 | 66,752.23 | 70,345.33  | 74,695.65  | 78,391.26  |
| 10    | 64,782.05 | 68,827.31 | 72,419.20  | 76,421.07  | 80,135.95  |
| 11    | 66,752.23 | 70,775.78 | 74,695.65  | 78,617.93  | 82,311.10  |
| 12    | 68,600.64 | 72,419.20 | 76,667.05  | 80,567.61  | 84,386.18  |
| 13    | 70,345.33 | 74,695.65 | 78,617.93  | 82,537.77  | 86,561.34  |
| 14    | 72,315.52 | 76,421.07 | 80,463.92  | 84,610.45  | 89,064.46  |
| 15    | 74,244.69 | 78,617.93 | 82,537.77  | 86,662.62  | 90,912.86  |
| 16    |           |           |            |            |            |
| 17    |           |           |            |            |            |
| 18    |           |           |            |            |            |
| ----- |           |           |            |            |            |
| 19    | 76,001.47 | 80,374.68 | 84,294.54  | 88,418.17  | 92,669.62  |
| 20    |           |           |            |            |            |
| 21    |           |           |            |            |            |
| 22    |           |           |            |            |            |
| ----- |           |           |            |            |            |
| 23    | 77,757.02 | 82,130.24 | 86,051.31  | 90,174.94  | 94,425.18  |
| 24    |           |           |            |            |            |
| 25    |           |           |            |            |            |
| 26    |           |           |            |            |            |
| ----- |           |           |            |            |            |
| 27    | 79,312.42 | 83,773.68 | 87,771.91  | 91,978.72  | 96,314.56  |
| 28    |           |           |            |            |            |
| 29    |           |           |            |            |            |
| 30    |           |           |            |            |            |
| ----- |           |           |            |            |            |
| 31    | 81,414.04 | 85,993.43 | 90,097.78  | 94,415.55  | 98,865.93  |
| 32    |           |           |            |            |            |
| 33    |           |           |            |            |            |
| 34    |           |           |            |            |            |
| 35    | 93,626.14 | 98,892.44 | 103,612.45 | 108,577.88 | 113,695.82 |

Class V\* [a] MA + 75 semester units beyond BA, or Vocational Credential + MA or MVE or Doctorate.

Full time COS faculty members with earned doctorates or two (2) earned Masters will receive the following yearly stipend: 2,046 (This amount shall increase at same % as Academic Salary Schedule)

Newly hired faculty will be given full credit for past teaching experience for step

<http://www.cos.edu/About/HumanResources/Pages/Salary-Schedules.aspx>

# Adjunct Faculty Salary Schedule 2008-2009

## College of the Sequoias

Effective: August 2008  
5% across, 2.5% down

### Hourly Schedule

#### Lecture Classes

|      |   |   | A1    | B2    | C3    | Doctoral Stipend P4 |
|------|---|---|-------|-------|-------|---------------------|
| Year | 1 | 1 | 42.98 | 45.13 | 47.37 | 48.51               |
| Year | 2 | 2 | 44.05 | 46.25 | 48.57 | 49.69               |
| Year | 3 | 3 | 45.15 | 47.41 | 49.77 | 50.90               |
| Year | 4 | 4 | 46.27 | 48.60 | 51.03 | 52.15               |
| Year | 5 | 5 | 47.43 | 49.81 | 52.30 | 53.42               |

#### Laboratory and Activity Classes

#### Non-Classroom

|      |   |   | A1    | B2    | C3    | Doctoral Stipend P4 |
|------|---|---|-------|-------|-------|---------------------|
| Year | 1 | 1 | 40.37 | 42.40 | 44.51 | 45.64               |
| Year | 2 | 2 | 41.38 | 43.46 | 45.61 | 46.74               |
| Year | 3 | 3 | 42.42 | 44.53 | 46.76 | 47.88               |
| Year | 4 | 4 | 43.48 | 45.65 | 47.91 | 49.05               |
| Year | 5 | 5 | 44.56 | 46.78 | 49.13 | 50.25               |

|             |                  |
|-------------|------------------|
| Office Hour | \$25.00 per hour |
|-------------|------------------|

|   |  |
|---|--|
| A | less than Bachelor's Degree                            |
| B | BA or BS   |
| C | MA and above (MD, DDS, LLD)                            |
| P | Doctoral Stipend = Additional \$1 for each hour taught |

Adjunct faculty employees may petition for advancement on the Adjunct Faculty Salary Schedule based upon attainment of additional education degree(s).

- 1 - A written request for advancement must be submitted to Human Resource Services prior to issuance of any employment contract in order to have an approved advancement in effect for the current semester.
- 2 - It is the responsibility of the adjunct faculty employee to submit official transcripts and/or other acceptable supporting documents at the time a request is filed in Human Resource Services.
- 3 - If the request for salary advancement is denied by Human Resource Services, the affected employee may request a written explanation of the District's action.

Effective: August 2008

Board Approved:

SHASTA-TEHAMA-TRINITY JOINT COMMUNITY COLLEGE DISTRICT  
INSTRUCTIONAL FULL TIME SALARY SCHEDULE  
2011-2012

| STEP | CLASS I | CLASS II | CLASS III | CLASS IV* | CLASS V* |
|------|---------|----------|-----------|-----------|----------|
| 1    | 42,196  | 44,667   | 47,138    | 49,609    | 52,080   |
| 2    | 44,667  | 47,138   | 49,609    | 52,080    | 54,550   |
| 3    | 47,138  | 49,609   | 52,080    | 54,550    | 57,023   |
| 4    | 49,609  | 52,080   | 54,550    | 57,023    | 59,492   |
| 5    | 52,080  | 54,550   | 57,023    | 59,492    | 61,965   |
| 6    | 54,550  | 57,023   | 59,492    | 61,965    | 64,434   |
| 7    | 57,023  | 59,492   | 61,965    | 64,434    | 66,906   |
| 8    | 59,492  | 61,965   | 64,434    | 66,906    | 69,376   |
| 9    | 61,965  | 64,434   | 66,906    | 69,376    | 71,847   |
| 10   | 64,434  | 66,906   | 69,376    | 71,847    | 74,319   |
| 11   |         | 69,376   | 71,847    | 74,319    | 76,790   |
| 12   |         |          | 74,319    | 76,790    | 79,261   |
| 13   |         |          |           |           | 81,732   |
| 16   | 66,367  | 71,457   | 76,548    | 79,094    | 84,184   |
| 19   | 68,358  | 73,601   | 78,845    | 81,467    | 86,710   |
| 22   | 70,409  | 75,809   | 81,210    | 83,911    | 89,311   |
| 25   | 72,521  | 78,083   | 83,646    | 86,428    | 91,990   |

\*A doctorate differential of \$1,803 will be added to the salary

**Board Approved:12/20/10**

| SHASTA-TEHAMA-TRINITY COMMUNITY COLLEGE DISTRICT<br>PART-TIME INSTRUCTIONAL EMPLOYEES' HOURLY SALARY SCHEDULE<br>SCHEDULE #3 - LECTURE<br>2011-2012 |         |          |           |          |         |
|---|---------|----------|-----------|----------|---------|
| STEP  | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V |
| 1   | 46.46   | 47.51    | 48.55     | 49.63    | 50.68   |
| 2   | 47.51   | 48.55    | 49.63     | 50.68    | 51.71   |
| 3   | 48.55   | 49.63    | 50.68     | 51.71    | 52.78   |
| 4   | 49.63   | 50.68    | 51.71     | 52.78    | 53.82   |
| 5   | 50.68   | 51.71    | 52.78     | 53.82    | 54.87   |
| 6   | 51.71   | 52.78    | 53.82     | 54.87    | 55.92   |
| 7   | 52.78   | 53.82    | 54.87     | 55.92    | 56.98   |
| 8   | 53.82   | 54.87    | 55.92     | 56.98    | 58.07   |

Sierra College Full-Time Faculty  
Salary Schedule (effective July 1, 2010)

|          | Class B<br>CCC Credential<br>OR Minimum<br>Qualifications as<br>listed on the<br>Disciplines List<br>OR Bachelor's<br>Degree plus 40<br>units | Class C<br>A Bachelor's<br>Degree plus 60<br>semester units<br><br>OR<br>A CCC Instructor<br>Credential AND a<br>Bachelor's Degree<br>plus 20 semester<br>units | Class D<br>A Bachelor's<br>Degree plus 80<br>semester units | Class E<br>Earned Doctorate<br>PhD, EdD, JD |
|----------|---|---|---|---|
| Track I  |   |   |   |   |
| Track II | A Master's Degree   | A Master's Degree<br>plus 20 semester<br>units  | A Master's Degree<br>plus 40 semester<br>units              |   |
|          |   |   |   |   |
| 1        | \$ 41,462.96  | \$ 43,536.11  | \$ 45,712.92  | \$ 47,998.57                                |
| 2        | \$ 43,536.11  | \$ 45,712.92  | \$ 47,998.57  | \$ 50,398.50                                |
| 3        | \$ 45,712.92  | \$ 47,998.57  | \$ 50,398.50  | \$ 52,918.43                                |
| 4        | \$ 47,998.57  | \$ 50,398.50  | \$ 52,918.43  | \$ 55,564.35                                |
| 5        | \$ 50,398.50  | \$ 52,918.43  | \$ 55,564.35  | \$ 58,342.57                                |
| 6        | \$ 52,918.43  | \$ 55,564.35  | \$ 58,342.57  | \$ 61,259.70                                |
| 7        | \$ 55,564.35  | \$ 58,342.57  | \$ 61,259.70  | \$ 64,322.69                                |
| 8        | \$ 58,342.57  | \$ 61,259.70  | \$ 64,322.69  | \$ 67,538.82                                |
| 9        | \$ 61,259.70  | \$ 64,322.69  | \$ 67,538.82  | \$ 70,915.76                                |
| 10       | \$ 64,322.69  | \$ 67,538.82  | \$ 70,915.76  | \$ 74,461.55                                |
| 11       | \$ 67,538.82  | \$ 70,915.76  | \$ 74,461.55  | \$ 78,184.63                                |
| 12       |   | \$ 74,461.55  | \$ 78,184.63  | \$ 82,093.86                                |
| 13       |   |   | \$ 82,093.86  | \$ 86,198.55                                |
| 14       |   |   | \$ 86,198.55  | \$ 90,508.48                                |

Faculty with earned Doctorates from regional institutional accrediting organizations shall be placed in the E Column of the Salary Schedule provided that the Doctorate is relevant to the curriculum they are employed to teach. Once placed in the E Column, regardless of future assignments, the faculty member will remain.

### Longevity – Salary Adjustments

A full-time faculty member will be granted longevity pay for all years of full-time service whether they are consecutive or non-consecutive on the following basis:

An employee commencing his/her 10th year of service with the District: 4% above base pay.

An employee commencing his/her 15th year of service with the District: 4% additional pay increase.

An employee commencing his/her 20th year of service with the District: 4% additional pay increase.

An employee commencing his/her 24th year of service with the District: 4% additional pay increase.

Sierra College Part-Time Faculty  
Salary Schedule (effective August 31, 2010)

Lecture Rate

|                     | Class B<br>CCC Credential<br>OR Minimum<br>Qualifications as<br>listed on the<br>Disciplines List<br>OR Bachelor's<br>Degree plus 40<br>units | Class C<br>A Bachelor's<br>Degree plus 60<br>semester units<br><br>OR<br>A CCC Instructor<br>Credential AND a<br>Bachelor's Degree<br>plus 20 semester<br>units | Class D<br>A Bachelor's<br>Degree plus 80<br>semester units | Class E<br>Earned Doctorate<br>PhD, EdD, JD |
|---------------------|---|---|---|---|
| Track I             |   |   |   |   |
| Track II            | A Master's Degree   | A Master's Degree<br>plus 20 semester<br>units  | A Master's Degree<br>plus 40 semester<br>units              |   |
| Units<br>Experience | B   | C   | D   | E   |
| 0 to < 30           | \$53.58   | \$56.26   | \$59.07   | \$62.02                                     |
| 30 to < 60          | \$54.12   | \$56.82   | \$59.67   | \$62.64                                     |
| 60 to < 90          | \$54.66   | \$57.39   | \$60.26   | \$63.27                                     |
| 90 to < 120         | \$55.20   | \$57.96   | \$60.86   | \$63.90                                     |
| 120 to < 150        | \$55.76   | \$58.54   | \$61.47   | \$64.54                                     |
| 150 to < 180        | \$56.87   | \$59.72   | \$62.70   | \$65.83                                     |
| 180 to < 210        | \$58.01   | \$60.91   | \$63.96   | \$67.15                                     |
| 210 to < 240        | \$59.17   | \$62.13   | \$65.24   | \$68.49                                     |
| 240 to < 270        | \$60.35   | \$63.37   | \$66.54   | \$69.86                                     |
| 270 to < 300        | \$62.56   | \$65.70   | \$68.97   | \$72.41                                     |
| 300 to < 330        | \$65.69   | \$68.98   | \$72.43   | \$76.04                                     |
| 330 to < 360        | xx  | \$72.42   | \$76.05   | \$79.84                                     |
| 360 to < 390        | xx  | xx  | \$79.85   | \$83.84                                     |
| 390 or more         | xx  | xx  | \$83.83   | \$88.02                                     |

# COLLEGE OF THE SISKIYOU

2011-12

## Faculty Salary Schedule

(Based on 175 Days)

Doctoral Stipend \$1,800

| Step | Column I  | Column II | Column III | Column IV | Column V  |
|------|-----------|-----------|------------|-----------|-----------|
| 1    | \$ 44,122 | \$ 46,327 | \$ 48,642  | \$ 51,336 | \$ 53,628 |
| 2    | \$ 45,487 | \$ 47,761 | \$ 50,151  | \$ 52,659 | \$ 55,290 |
| 3    | \$ 46,899 | \$ 49,242 | \$ 51,704  | \$ 54,289 | \$ 57,004 |
| 4    | \$ 48,351 | \$ 50,769 | \$ 53,310  | \$ 55,973 | \$ 58,772 |
| 5    | \$ 49,852 | \$ 52,342 | \$ 54,962  | \$ 57,708 | \$ 60,593 |
| 6    | \$ 51,396 | \$ 53,965 | \$ 56,665  | \$ 59,497 | \$ 62,474 |
| 7    | \$ 52,990 | \$ 55,635 | \$ 58,421  | \$ 61,341 | \$ 64,409 |
| 8    | \$ 54,632 | \$ 57,364 | \$ 60,233  | \$ 63,244 | \$ 66,407 |
| 9    | \$ 56,326 | \$ 59,140 | \$ 62,101  | \$ 65,205 | \$ 68,464 |
| 10   | \$ 58,074 | \$ 60,975 | \$ 64,028  | \$ 67,227 | \$ 70,586 |
| 11   | \$ 59,871 | \$ 62,865 | \$ 66,011  | \$ 69,310 | \$ 72,776 |
| 12   |           |           | \$ 68,057  | \$ 71,460 | \$ 75,033 |
| 13   |           |           |            | \$ 73,673 | \$ 77,358 |
| 14   |           |           |            | \$ 75,960 | \$ 79,756 |
| 17   |           |           |            | \$ 78,313 | \$ 82,228 |
| 20   |           |           |            | \$ 80,742 | \$ 84,778 |
| 23   |           |           |            | \$ 83,245 | \$ 87,405 |
| 26   |           |           |            | \$ 85,826 | \$ 90,115 |
| 29   |           |           |            | \$ 88,486 | \$ 92,908 |

Placement for faculty is determined by years of job-related experience (steps on the schedule) and education (columns on the schedule). New academic employees may receive credit for no more than 5 years of job-related experience which is credited on the basis of 1 year of full-time equivalent experience for 1 step on the salary schedule. (Example: Crediting a faculty member with 5 years of job-related experience would place them on Step 6 of the Faculty Salary Schedule.) All Prior teaching and/or counseling experience at an accredited institution shall be credited on a pro rata basis. The number of units taught must be equivalent to a full-time load to receive a full year's credit for service.

Initial column placement will be determined by educational background as follows:

**Column I:** Minimum qualifications or the equivalent. (Equivalencies are established by the Equivalency Committee. Minimum qualifications include a valid California Community College teaching credential in the subject area.)

**Column II:** Master's Degree in assigned academic discipline.

**Column III:** Master's Degree plus 20 semester units\* completed subsequent to the BA.

**Column IV:** Master's Degree plus 40 semester units\*. Twenty (20) of these units must have been completed subsequent to completion of the MA.

**Column V:** Master's Degree plus 60 semester units\*. Forty (40) of these units must have been completed subsequent to completion of the MA.

**Column Movement/Anniversary Increment** criteria are contained in **Procedure Manual**. Units used for column movement and anniversary increment credit must be pre-approved.

**COLLEGE OF THE SISKIYOU  
APPENDIX C**

**2009-10**

**ADJUNCT SALARY SCHEDULE**

Adopted: May 15, 2009  
(Includes 5% Increase)  
Effective: Fall Semester 2008

|            | <b>CREDIT COURSES</b> |                | <b>SUMMER SESSION<br/>CREDIT COURSES</b> |                |
|------------|-----------------------|----------------|--|----------------|
|            | <b>LECTURE</b>        | <b>**OTHER</b> | <b>LECTURE</b>                           | <b>**OTHER</b> |
| COLUMN I   | \$ 49.85              | \$ 46.70       | \$ 54.63                                 | \$ 51.48       |
| COLUMN II  | \$ 52.34              | \$ 49.19       | \$ 57.36                                 | \$ 54.21       |
| COLUMN III | \$ 54.97              | \$ 51.82       | \$ 60.24                                 | \$ 57.09       |
| COLUMN IV  | \$ 57.71              | \$ 54.56       | \$ 63.24                                 | \$ 60.09       |
| COLUMN V   | \$ 60.60              | \$ 57.45       | \$ 66.41                                 | \$ 63.26       |

\*\*Other than lecture classes in accordance with the Load Book.

Adjunct rates are based on a class of 15 students as of the fourth week of a full semester class, or 20 percent of the way through the course. If the number of students is fewer than 15, that number divided by 15, multiplied by the appropriate hourly rate would be the salary.

Adult Education (Non-Credit) - \$30.31 per hour

# SOLANO COMMUNITY COLLEGE

## 2009-10 REGULAR FACULTY SALARY SCHEDULE - ACADEMIC TRACK

| For advancement on salary scale (Class to Class), See Article 20<br>Credit for lower division coursework requires prior approval<br>by Class Advancement Committee |                    |                          |                               |  |
|--|--------------------|--------------------------|-------------------------------|--|
| STEP   | INITIAL<br>CLASS 1 | BA + 24<br>MA<br>CLASS 2 | BA + 48<br>MA + 24<br>CLASS 3 | BA + 72<br>MA + 48<br>DOCTORATE<br>CLASS 4 |
| 1  | 43,316.51          | 47,074.56                | 50,832.61                     | 54,590.66                                  |
| 2  | 45,199.62          | 48,957.66                | 52,715.71                     | 56,473.76                                  |
| 3  | 47,082.72          | 50,840.77                | 54,598.82                     | 58,356.87                                  |
| 4  | 48,965.83          | 52,723.87                | 56,481.92                     | 60,239.97                                  |
| 5  | 50,848.93          | 54,606.98                | 58,365.03                     | 62,123.07                                  |
| 6  | 52,732.03          | 56,490.08                | 60,248.13                     | 64,006.18                                  |
| 7  | 54,615.14          | 58,373.19                | 62,131.24                     | 65,889.28                                  |
| 8  | 56,498.24          | 60,256.29                | 64,014.34                     | 67,772.39                                  |
| 9  | 58,381.35          | 62,139.40                | 65,897.44                     | 69,655.49                                  |
| 10   | 60,264.45          | 64,022.50                | 67,780.55                     | 71,538.60                                  |
| 11   | 62,147.56          | 65,905.61                | 69,663.65                     | 73,421.70                                  |
| 12   |                    | 67,788.71                | 71,546.76                     | 75,304.81                                  |
| 13   |                    |                          | 73,429.86                     | 77,187.91                                  |
| 14   |                    |                          |                               | 79,071.02                                  |
| 15   |                    |                          |                               | 80,954.12                                  |
| 16   |                    |                          |                               | 83,976.68                                  |

- \* Earned doctorate: \$2,400 annual stipend
- \* Longevity: \$1,500 at beginning of 20th year of service to SCC  
\$3,000 at beginning of 25th year of service to SCC  
\$4,000 at beginning of 30th year of service to SCC
- \* Maximum entry is Step 10 (9 years of creditable service)
- \* Salary is based on 175 workdays; additional workdays are paid on a daily basis.
- \* Salary placement and advancement information is readily available in Human Resources
- \* Work year: Instructors - 175 workdays; Counselors - 185 workdays;  
Disability Services Coordinator/Counselor - 190 workdays
- \* Step Differentials:
 

|             |    |          |
|-------------|----|----------|
| Steps 1-15  | \$ | 1,846.00 |
| Steps 15-16 | \$ | 2,963.00 |
- \* Class Differential: \$ 3,684.00

Board Approved: 5/20/2009  
Effective 7/1/09  
1.00%

[http://www.solano.edu/human\\_resources/salary\\_info.html](http://www.solano.edu/human_resources/salary_info.html)

SOLANO COMMUNITY COLLEGE DISTRICT  
 ADJUNCT FACULTY SALARY SCHEDULE  
 2009-10 ACADEMIC YEAR

| STEP | CATEGORIES | INITIAL | MA                 | MA + 24            | MA + 48            | EARNED               |
|------|------------|---------|--------------------|--------------------|--------------------|----------------------|
|      |            | CLASS 1 | BA + 24<br>CLASS 2 | BA + 48<br>CLASS 3 | BA + 72<br>CLASS 4 | DOCTORATE<br>CLASS 5 |
| 1    | Categ 1    | 49.56   | 53.85              | 58.14              | 62.45              | 65.24                |
|      | Categ 2    | 47.34   | 51.44              | 55.55              | 59.67              | 62.34                |
|      | Categ 3    | 45.13   | 49.05              | 52.96              | 56.87              | 59.42                |
| 2    | Categ 1    | 51.71   | 56.00              | 60.30              | 64.60              | 67.40                |
|      | Categ 2    | 49.40   | 53.50              | 57.62              | 61.72              | 64.39                |
|      | Categ 3    | 47.09   | 51.00              | 54.92              | 58.84              | 61.39                |
| 3    | Categ 1    | 53.86   | 58.15              | 62.45              | 66.76              | 69.55                |
|      | Categ 2    | 51.45   | 55.57              | 59.67              | 63.78              | 66.45                |
|      | Categ 3    | 49.06   | 52.96              | 56.88              | 60.80              | 63.35                |
| 4    | Categ 1    | 56.01   | 60.31              | 64.60              | 68.91              | 71.70                |
|      | Categ 2    | 53.51   | 57.62              | 61.73              | 65.83              | 68.51                |
|      | Categ 3    | 51.01   | 54.92              | 58.84              | 62.76              | 65.31                |
| 5    | Categ 1    | 58.17   | 62.46              | 66.76              | 71.06              | 73.86                |
|      | Categ 2    | 55.57   | 59.68              | 63.78              | 67.89              | 70.56                |
|      | Categ 3    | 52.97   | 56.89              | 60.80              | 64.72              | 67.26                |

**INITIAL PLACEMENT: See CCA/CTA Collective Bargaining Agreement (Article 20) for specific placement information**

- \* Class placement (academic or vocational) is determined at the time of initial employment.
- \* Academic placement is determined by the semester units noted above. Vocational placement is based on the reverse page of this document.
- \* Units are in terms of upper division/graduate semester units with a grade of "C" or better. Quarter units are multiplied by 2/3 to determine semester equivalent.
- \* Lower division courses closely related to the employee's teaching field may be approved for initial salary placement upon written request to the Vice President of Academic Affairs. Employees are responsible for pursuing this option.
- \* Please refer to Article 20, Experience Credit for Adjunct Faculty - Academic Track & Placement.
- \* Please refer to Article 20, Experience Credit for Adjunct Faculty - Vocational Track Placement.
- \* All transcripts and written verifications of experience must be submitted to Human Resources within three (3) months of date of hire for initial placement on the salary schedule.

**SALARY ADVANCEMENT: See CCA/CTA Collective Bargaining Agreement (Article 20) for specific advancement information.**

- \* Advancement to a higher class is available. Faculty members who file verifying transcripts in Human Resources no later than October 1 will advance on the salary schedule retroactive to the first day of employment in the current academic year. Coursework must have been completed by the start of the academic year in which the salary advancement becomes effective.
- \* Lower division courses taken after initial employment require prior approval by the Class Advancement Committee. Contact Human Resources for the appropriate forms.
- \* Concurrent service in the day and continuing education and summer session programs shall be counted as one period of service with a maximum of one year experience credit granted per academic year.
- \* A full year of service shall be the equivalent of two semesters or summer sessions with a minimum of the following:  
 INSTRUCTORS: two semesters of three (3) credit units or 48 hours for lab instruction per semester.  
 COUNSELORS: two semesters of six (6) hours per week per semester.  
 LIBRARIANS: two semesters of seven (7) hours per week per semester.

Board Adopted: 5/20/2009  
 Effective 7/1/2009  
 1.00 % Increase

## SRJC 2011-12 Salary Schedule

ANNUAL CONTRACT (FTEF)

| STEP | Class A | Class B | Class C | Class D |
|------|---------|---------|---------|---------|
| 1    | 53938   | 57175   | 60605   | 61817   |
| 2    | 55815   | 59164   | 62713   | 63968   |
| 3    | 57691   | 61153   | 64822   | 66118   |
| 4    | 59568   | 63142   | 66930   | 68269   |
| 5    | 61444   | 65131   | 69039   | 70419   |
| 6    | 63321   | 67120   | 71147   | 72570   |
| 7    | 65197   | 69109   | 73256   | 74721   |
| 8    | 67074   | 71098   | 75364   | 76871   |
| 9    | 68951   | 73088   | 77473   | 79022   |
| 10   | 70827   | 75077   | 79581   | 81173   |
| 11   | 72704   | 77066   | 81689   | 83323   |
| 12   | 74580   | 79055   | 83798   | 85474   |
| 13   | 76457   | 81044   | 85906   | 87625   |
| 14   | 78333   | 83033   | 88015   | 89775   |
| 15   | 80210   | 85022   | 90123   | 91926   |
| 16   | 82086   | 87011   | 92232   | 94076   |
| PG20 | 84359   | 89421   | 94785   | 96681   |
| PG24 |         | 91830   | 97339   | 99286   |
| PG28 |         |         | 99893   | 101891  |

BASE HOURLY

| STEP | Class A | Class B | Class C | Class D |
|------|---------|---------|---------|---------|
| 1    | 37.33   | 39.57   | 41.94   | 42.78   |
| 2    | 38.63   | 40.95   | 43.40   | 44.27   |
| 3    | 39.93   | 42.32   | 44.86   | 45.76   |
| 4    | 41.23   | 43.70   | 46.32   | 47.25   |
| 5    | 42.53   | 45.08   | 47.78   | 48.74   |
| 6    | 43.82   | 46.45   | 49.24   | 50.23   |
| 7    | 45.12   | 47.83   | 50.70   | 51.71   |
| 8    | 46.42   | 49.21   | 52.16   | 53.20   |
| 9    | 47.72   | 50.58   | 53.62   | 54.69   |

ENHANCED LECTURE HOURLY

| STEP | Class A | Class B | Class C | Class D |
|------|---------|---------|---------|---------|
| 1    | 72.21   | 76.54   | 81.13   | 82.75   |
| 2    | 74.72   | 79.20   | 83.95   | 85.63   |
| 3    | 77.23   | 81.86   | 86.78   | 88.51   |
| 4    | 79.74   | 84.53   | 89.60   | 91.39   |
| 5    | 82.25   | 87.19   | 92.42   | 94.27   |
| 6    | 84.77   | 89.85   | 95.24   | 97.15   |
| 7    | 87.28   | 92.52   | 98.07   | 100.03  |
| 8    | 89.79   | 95.18   | 100.89  | 102.91  |
| 9    | 92.30   | 97.84   | 103.71  | 105.78  |

ENHANCED NONCREDIT HOURLY

| STEP | Class A | Class B | Class C | Class D |
|------|---------|---------|---------|---------|
| 1    | 49.33   | 52.29   | 55.43   | 56.53   |
| 2    | 51.05   | 54.11   | 57.35   | 58.50   |
| 3    | 52.76   | 55.93   | 59.28   | 60.47   |
| 4    | 54.48   | 57.75   | 61.21   | 62.43   |
| 5    | 56.19   | 59.57   | 63.14   | 64.40   |
| 6    | 57.91   | 61.38   | 65.07   | 66.37   |
| 7    | 59.63   | 63.20   | 67.00   | 68.34   |
| 8    | 61.34   | 65.02   | 68.92   | 70.30   |
| 9    | 63.06   | 66.84   | 70.85   | 72.27   |

ENHANCED LAB HOURLY

| STEP | Class A | Class B | Class C | Class D |
|------|---------|---------|---------|---------|
| 1    | 52.37   | 55.51   | 58.84   | 60.02   |
| 2    | 54.19   | 57.44   | 60.89   | 62.10   |
| 3    | 56.01   | 59.37   | 62.93   | 64.19   |
| 4    | 57.83   | 61.30   | 64.98   | 66.28   |
| 5    | 59.65   | 63.23   | 67.03   | 68.37   |
| 6    | 61.48   | 65.17   | 69.07   | 70.46   |
| 7    | 63.30   | 67.10   | 71.12   | 72.54   |
| 8    | 65.12   | 69.03   | 73.17   | 74.63   |
| 9    | 66.94   | 70.96   | 75.22   | 76.72   |

ENHANCED CDCP HOURLY

| STEP | Class A | Class B | Class C | Class D |
|------|---------|---------|---------|---------|
| 1    | 55.12   | 58.43   | 61.93   | 63.17   |
| 2    | 57.04   | 60.46   | 64.09   | 65.37   |
| 3    | 58.95   | 62.49   | 66.24   | 67.57   |
| 4    | 60.87   | 64.52   | 68.40   | 69.76   |
| 5    | 62.79   | 66.56   | 70.55   | 71.96   |
| 6    | 64.71   | 68.59   | 72.71   | 74.16   |
| 7    | 66.63   | 70.62   | 74.86   | 76.36   |
| 8    | 68.54   | 72.66   | 77.01   | 78.55   |
| 9    | 70.46   | 74.69   | 79.17   | 80.75   |

Board approved 6/14/11

Effective 8/18/11

<http://www.santarosa.edu/afa/contract.shtml>

AFA 6/14/11

SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

ACADEMIC SALARY SCHEDULE - ANNUAL  
2011/2012

| RANGE | I      | II     | III    | IV      | V       |
|-------|--------|--------|--------|---------|---------|
| STEP  |        |        |        |         |         |
| 1     | 59,526 | 62,833 | 66,140 | 69,447  | 72,754  |
| 2     | 61,730 | 65,037 | 68,344 | 71,651  | 74,958  |
| 3     | 63,935 | 67,242 | 70,549 | 73,856  | 77,163  |
| 4     | 63,935 | 69,447 | 72,754 | 76,061  | 79,368  |
| 5     | 63,935 | 71,651 | 74,958 | 78,265  | 81,572  |
| 6     | 66,140 | 73,856 | 77,163 | 80,470  | 83,777  |
| 7     |        | 76,061 | 79,368 | 82,675  | 85,982  |
| 8     |        | 78,265 | 81,572 | 84,879  | 88,186  |
| 9     |        | 78,265 | 83,777 | 87,084  | 90,391  |
| 10    |        | 78,265 | 85,982 | 89,289  | 92,596  |
| 11    |        | 80,470 | 88,186 | 91,493  | 94,800  |
| 12    |        |        | 90,391 | 93,698  | 97,005  |
| 13    |        |        | 92,596 | 95,903  | 99,210  |
| 14    |        |        | 92,596 | 98,107  | 101,414 |
| 15    |        |        | 92,596 | 100,312 | 103,619 |
| 16    |        |        | 94,800 | 102,517 | 105,824 |
| 17    |        |        |        | 104,721 | 108,028 |
| 18    |        |        |        | 106,926 | 110,233 |
| 19    |        |        |        | 106,926 | 112,438 |
| 20    |        |        |        | 106,926 | 114,642 |
| 21    |        |        |        | 109,131 | 116,847 |
| 22    |        |        |        |         | 119,052 |
| 23    |        |        |        |         | 121,256 |
| 24    |        |        |        |         | 121,256 |
| 25    |        |        |        |         | 121,256 |
| 26    |        |        |        |         | 123,461 |

Doctorate stipend

\$3,334

SCHEDULE AC11

\*Based on 178 Days

Board Approved: 10/24/2011

REGULAR TERM HOURLY SCHEDULE - OSH  
ACADEMIC SALARY SCHEDULE  
2011/2012

| RANGE | I     |        | II    |        | III   |        | IV    |        | V     |        |
|-------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
|       | OSH   | HOUR   | OSH   | HOUR   | OSH   | HOUR   | OSH   | HOUR   | OSH   | HOUR   |
| STEP  |       |        |       |        |       |        |       |        |       |        |
| 1     | 952   | 57.379 | 1,024 | 61.677 | 1,095 | 65.975 | 1,143 | 68.840 | 1,143 | 68.840 |
| 2     | 1,000 | 60.244 | 1,071 | 64.543 | 1,143 | 68.840 |       |        |       |        |
| 3     | 1,048 | 63.109 | 1,119 | 67.408 |       |        |       |        |       |        |
| 4     | 1,095 | 65.975 | 1,143 | 68.840 |       |        |       |        |       |        |
| 5     | 1,143 | 68.840 |       |        |       |        |       |        |       |        |

SOUTHWESTERN COMMUNITY COLLEGE DISTRICT  
 10-MONTH ACADEMIC CONTRACT SALARY SCHEDULE  
 4.53 % Increase – Effective July 1, 2007

| Range | Class I | Class II | Class III | Class IV | Class V | Class VI |
|-------|---------|----------|-----------|----------|---------|----------|
| 1     | 48,058  | 52,469   | 54,673    | 56,876   | 59,083  | 61,288   |
| 2     | 50,264  | 54,673   | 56,876    | 59,083   | 61,288  | 63,493   |
| 3     | 52,469  | 56,876   | 59,083    | 61,288   | 63,493  | 65,697   |
| 4     | 54,673  | 59,083   | 61,288    | 63,493   | 65,697  | 67,904   |
| 5     | 56,876  | 61,288   | 63,493    | 65,697   | 67,904  | 70,106   |
| 6     | 59,083  | 63,493   | 65,697    | 67,904   | 70,106  | 72,312   |
| 7     | 61,288  | 65,697   | 67,904    | 70,106   | 72,312  | 74,516   |
| 8     | 63,493  | 67,904   | 70,106    | 72,312   | 74,516  | 76,722   |
| 9     | 65,697  | 70,106   | 72,312    | 74,516   | 76,722  | 78,926   |
| 10    | 67,904  | 72,312   | 74,516    | 76,722   | 78,926  | 81,131   |
| 11    | 70,106  | 74,516   | 76,722    | 78,926   | 81,131  | 83,337   |
| 12    | 72,312  | 76,722   | 78,926    | 81,131   | 83,337  | 85,541   |
| 13    | 74,516  | 78,926   | 81,131    | 83,337   | 85,541  | 87,747   |
| 14    | 76,722  | 81,131   | 83,337    | 85,541   | 87,747  | 89,950   |
| 15    | 78,926  | 83,337   | 85,541    | 87,747   | 89,950  | 92,156   |
| 16    | 81,131  | 85,541   | 87,747    | 89,950   | 92,156  | 94,360   |

ANNIVERSARY MERIT INCREMENT

|   |        |        |        |        |        |         |
|---|--------|--------|--------|--------|--------|---------|
| A | 85,541 | 87,747 | 89,950 | 92,156 | 94,360 | 96,565  |
| B | 87,747 | 89,950 | 92,156 | 94,360 | 96,565 | 98,770  |
| C | 89,950 | 92,156 | 94,360 | 96,565 | 98,770 | 100,973 |

Unit Members possessing a doctorate degree shall receive a stipend of \$2,000 annually.

SOUTHWESTERN COMMUNITY COLLEGE DISTRICT  
 SALARY SCHEDULE FOR ACADEMIC PART TIME EQUITY TEACHING ASSIGNMENTS  
 FALL/SPRING SEMESTERS ONLY  
 4.53% INCREASE EFFECTIVE JULY 1, 2007

|          |            | 1 Classification I & II** (30 Units Beyond Bachelor's) | 2 Classification III & IV** (Master Degree w/45 Units Beyond Bachelor's) | 3 Classification V & VI** (Master Degree w/75+ Units Beyond Bachelor's) |
|----------|------------|--|--|---|
| *CLASS A | LECTURE    | 65.74  | 52.60  | 68.67   |
|          | LABORATORY | 52.60  | 68.67  | 54.93   |
| *CLASS B | LECTURE    | 68.67  | 54.93  | 72.10   |
|          | LABORATORY | 54.93  | 72.10  | 57.69   |
| *CLASS C | LECTURE    | 72.10  | 57.69  | 74.53   |
|          | LABORATORY | 57.69  | 74.53  | 59.62   |
| *CLASS D | LECTURE    | 74.53  | 59.62  | 77.54   |
|          | LABORATORY | 59.62  | 77.54  | 62.04   |

**SCCCD PERSONNEL**  
**FACULTY SALARY SCHEDULE: A-- {YEARLY AMOUNTS}**  
**Effective July 1, 2008**

| Range | I         | II       | III       | IV         | V          |
|-------|-----------|----------|-----------|------------|------------|
| 1     | \$ 51,992 | \$55,569 | \$ 58,674 | \$ 61,783  | \$ 64,882  |
| 2     | \$ 54,673 | \$58,256 | \$ 61,359 | \$ 64,463  | \$ 67,570  |
| 3     | \$ 57,358 | \$60,933 | \$ 64,040 | \$ 67,146  | \$ 70,252  |
| 4     | \$ 60,039 | \$63,622 | \$ 66,728 | \$ 69,829  | \$ 72,933  |
| 5     | \$ 62,724 | \$66,303 | \$ 69,410 | \$ 72,512  | \$ 75,617  |
| 6     | \$ 65,413 | \$68,990 | \$ 72,095 | \$ 75,203  | \$ 78,276  |
| 7     | \$ 68,093 | \$71,672 | \$ 74,773 | \$ 77,881  | \$ 80,987  |
| 8     | \$ 70,785 | \$74,356 | \$ 77,461 | \$ 80,567  | \$ 83,672  |
| 9     | \$ 73,463 | \$77,041 | \$ 80,144 | \$ 83,249  | \$ 86,359  |
| 10    | \$ 76,141 | \$79,719 | \$ 82,830 | \$ 85,938  | \$ 89,039  |
| 11    | \$ 78,831 | \$82,407 | \$ 85,511 | \$ 88,619  | \$ 91,720  |
| 12    | \$ 78,831 | \$85,085 | \$ 88,196 | \$ 91,301  | \$ 94,410  |
| 13    | \$ 78,831 | \$85,085 | \$ 90,880 | \$ 93,984  | \$ 97,087  |
| 14    | \$ 78,831 | \$85,085 | \$ 90,880 | \$ 93,984  | \$ 97,087  |
| 15    | \$ 78,831 | \$85,085 | \$ 90,880 | \$ 93,984  | \$ 97,087  |
| 16    | \$ 78,831 | \$85,085 | \$ 90,880 | \$ 93,984  | \$ 97,087  |
| 17    | \$ 81,514 | \$87,773 | \$ 93,564 | \$ 96,669  | \$ 99,775  |
| 18    | \$ 81,514 | \$87,773 | \$ 93,564 | \$ 96,669  | \$ 99,775  |
| 19    | \$ 81,514 | \$87,773 | \$ 93,564 | \$ 96,669  | \$ 99,775  |
| 20    | \$ 81,514 | \$87,773 | \$ 93,564 | \$ 96,669  | \$ 99,775  |
| 21    | \$ 84,199 | \$90,462 | \$ 96,247 | \$ 99,347  | \$ 102,457 |
| 22    | \$ 84,199 | \$90,462 | \$ 96,247 | \$ 99,347  | \$ 102,457 |
| 23    | \$ 84,199 | \$90,462 | \$ 96,247 | \$ 99,347  | \$ 102,457 |
| 24    | \$ 84,199 | \$90,462 | \$ 96,247 | \$ 99,347  | \$ 102,457 |
| 25    | \$ 86,880 | \$93,139 | \$ 98,933 | \$ 102,038 | \$105,141  |
| 26    | \$ 86,880 | \$93,139 | \$ 98,933 | \$ 102,038 | \$105,141  |
| 27    | \$ 86,880 | \$93,139 | \$ 98,933 | \$ 102,038 | \$105,141  |
| 28    | \$ 86,880 | \$93,139 | \$ 98,933 | \$ 102,038 | \$105,141  |
| 29    | \$ 86,880 | \$93,139 | \$ 98,933 | \$ 102,038 | \$105,141  |
| 30    | \$ 89,563 | \$95,821 | \$101,613 | \$104,719  | \$ 107,821 |

Hourly Academic Schedule C – Lecture

| Step/Class | I     | II    | III   | IV    | V     |
|------------|-------|-------|-------|-------|-------|
| 1C         | 42.10 | 46.99 | 49.24 | 51.61 | 54.47 |
| 2C         | 42.49 | 47.47 | 49.94 | 52.39 | 54.99 |
| 3C         | 42.90 | 47.91 | 50.41 | 52.87 | 55.53 |
| 4C         | 43.34 | 48.39 | 50.92 | 53.41 | 56.08 |

xp

<http://forms.sccd.edu/hr/academic/schedules/schedule%20A.pdf>

Reflects 5.07% increase over  
2007-08

**VENTURA COUNTY COMMUNITY COLLEGE DISTRICT  
FULL-TIME ACADEMIC SALARY SCHEDULE  
EFFECTIVE JULY 1, 2010**

| STEP | CLASS I<br>Appropriate<br>credential or<br>MA | CLASS II<br>BA + 45 Units<br>With MA | CLASS III<br>BA + 60 Units<br>With MA | CLASS IV<br>BA + 75 Units<br>With MA | CLASS V<br>Earned<br>Doctorate |
|------|---|--------------------------------------|---------------------------------------|--------------------------------------|--------------------------------|
| 1    | 45,609  | 50,171                               | 54,730                                | 59,293                               | 63,852                         |
| 2    | 47,891  | 52,450                               | 57,013                                | 61,570                               | 66,132                         |
| 3    | 50,171  | 54,730                               | 59,293                                | 63,852                               | 68,413                         |
| 4    | 52,450  | 57,013                               | 61,570                                | 66,132                               | 70,692                         |
| 5    | 54,730  | 59,293                               | 63,852                                | 68,413                               | 72,972                         |
| 6    | 57,013  | 61,570                               | 66,132                                | 70,692                               | 75,257                         |
| 7    | 59,293  | 63,852                               | 68,413                                | 72,972                               | 77,535                         |
| 8    | 61,570  | 66,132                               | 70,692                                | 75,257                               | 79,815                         |
| 9    | 63,852  | 68,413                               | 72,972                                | 77,535                               | 82,095                         |
| 10   | 66,132  | 70,692                               | 75,257                                | 79,815                               | 84,375                         |
| 11   | 68,413  | 72,972                               | 77,535                                | 82,095                               | 86,654                         |
| 12   | 70,692  | 75,257                               | 79,815                                | 84,375                               | 88,935                         |
| 13   | 72,972  | 77,535                               | 82,095                                | 86,654                               | 91,215                         |
| 14   | 75,257  | 79,815                               | 84,375                                | 88,935                               | 93,495                         |
| 15   | 77,535  | 82,095                               | 86,654                                | 91,215                               | 95,778                         |

| YEARS                       | Reflects base salary at Step 15 plus longevity increment |           |           |           |            |
|-----------------------------|--|-----------|-----------|-----------|------------|
| 16-20<br>6% of<br>CL1,ST1   | 80,271.54  | 84,831.54 | 89,390.54 | 93,951.54 | 98,514.54  |
| 21-25<br>9% of<br>CL1,ST1   | 81,639.81  | 86,199.81 | 90,758.81 | 95,319.81 | 99,882.81  |
| 26-30<br>12% of<br>CL1, ST1 | 83,008.08  | 87,568.08 | 92,127.08 | 96,688.08 | 101,251.08 |
| 31+<br>15% of<br>CL1,ST1    | 84,376.35  | 88,936.35 | 93,495.35 | 98,056.35 | 102,619.35 |

ABOVE SALARIES BASED ON TEN MONTH YEAR FOR INSTRUCTORS

Maximum of seven (7) years' credit for prior experience.

The maximum monthly rate for long-term substitutes/temporary non-tenure track assignments is \$6,157.00 (1/10 of Class I, Step 8) – Exceptions subject to Board approval.

**VENTURA COLLEGE  
SALARY SCHEDULES FOR PART-TIME ACADEMIC**

| FACULTY HOURLY SALARY SCHEDULE<br>EFFECTIVE FALL 2008 |  |                                       |                                |
|---|--|---------------------------------------|--------------------------------|
| STEP  | CLASS I<br>Appropriate<br>Credential or MA | CLASS III<br>BA + 60 Units<br>With MA | CLASS V<br>Earned<br>Doctorate |
| 1   | 50.64                                      | 54.80                                 | 63.77                          |
| 2   | 53.17                                      | 59.30                                 | 68.21                          |
| 3   | 55.39                                      | 63.77                                 | 72.69                          |
| 4   | 59.28                                      | 67.79                                 | 77.18                          |
| 5   | 69.34                                      | 78.28                                 | 87.17                          |
| 6   | 69.34                                      | 78.28                                 | 87.17                          |
| 7   | 69.34                                      | 78.28                                 | 87.17                          |

## VICTOR VALLEY COLLEGE

Note: Initial step placement not to exceed step 8; nursing faculty will be placed on the vocational/professional track  
 Base \$49962; Class increment \$3193; Step increment \$2215

| STEP | CLASS I  | CLASS II | CLASS III | CLASS IV  | CLASS V   |
|------|----------|----------|-----------|-----------|-----------|
| 1    | \$49,962 | \$53,155 | \$56,349  | \$59,543  | \$62,736  |
| 2    | \$52,177 | \$55,370 | \$58,564  | \$61,758  | \$64,951  |
| 3    | \$54,392 | \$57,585 | \$60,779  | \$63,973  | \$67,166  |
| 4    | \$56,607 | \$59,800 | \$62,994  | \$66,188  | \$69,381  |
| 5    | \$58,822 | \$62,015 | \$65,209  | \$68,403  | \$71,596  |
| 6    | \$61,037 | \$64,230 | \$67,424  | \$70,618  | \$73,811  |
| 7    | \$63,252 | \$66,445 | \$69,639  | \$72,833  | \$76,026  |
| 8    | \$65,467 | \$68,660 | \$71,854  | \$75,048  | \$78,241  |
| 9    | \$67,682 | \$70,875 | \$74,069  | \$77,263  | \$80,456  |
| 10   | \$69,897 | \$73,090 | \$76,284  | \$79,478  | \$82,671  |
| 11   | \$72,112 | \$75,305 | \$78,499  | \$81,693  | \$84,886  |
| 12   | \$74,327 | \$77,520 | \$80,714  | \$83,908  | \$87,101  |
| 13   | \$76,542 | \$79,735 | \$82,929  | \$86,123  | \$89,316  |
| 14   | \$78,757 | \$81,950 | \$85,144  | \$88,338  | \$91,531  |
| 15   | \$80,972 | \$84,165 | \$87,359  | \$90,553  | \$93,746  |
| 16   | \$83,187 | \$86,380 | \$89,574  | \$92,768  | \$95,961  |
| 17   | \$85,402 | \$88,595 | \$91,789  | \$94,983  | \$98,176  |
| 18   | \$87,617 | \$90,810 | \$94,004  | \$97,198  | \$100,391 |
| 19   | \$89,832 | \$93,025 | \$96,219  | \$99,413  | \$102,606 |
| 20   | \$92,047 | \$95,240 | \$98,434  | \$101,628 | \$104,821 |

### ACADEMIC

CLASS V MA +60 or BA +105\*\*\* OR PhD

### VOCATIONAL/PROFESSIONAL\*

MA +15 or BA +60\*\*\* or PhD with 2 years of professional experience\*\*

Note: Initial step placement not to exceed step 8.

[http://www.vvc.edu/offices/human\\_resources/payroll-benefits/](http://www.vvc.edu/offices/human_resources/payroll-benefits/)

| HOURLY COMPENSATION:                            | <u>2007-2008</u> | <u>2008-2009</u>                             | <u>2009-2010</u>              |
|---|------------------|--|-------------------------------|
| Hourly Credit Pay                               | \$51             | \$54   | \$55 plus COLA <sup>1,2</sup> |
| Units of Pay                                    | \$918            | \$972  | \$990                         |
| <sup>1</sup> COLA rounded to the nearest dollar |                  | <sup>2</sup> Delete Article 12.A.7, Overload |                               |

**WHCCD 2009-2010 177 SALARY SCALE  
CLASS LEVELS**

| STEPS | I      | II     | III    | IV      | V       |    |
|-------|--------|--------|--------|---------|---------|----|
| 1     | 48,257 | 52,106 | 55,965 | 59,814  | 63,671  | 1  |
| 2     | 50,181 | 54,038 | 57,889 | 61,739  | 65,594  | 2  |
| 3     | 52,106 | 55,965 | 59,814 | 63,671  | 67,521  | 3  |
| 4     | 54,038 | 57,889 | 61,739 | 65,594  | 69,445  | 4  |
| 5     | 55,965 | 59,814 | 63,671 | 67,521  | 71,372  | 5  |
| 6     | 57,889 | 61,739 | 65,594 | 69,445  | 73,297  | 6  |
| 7     | 59,814 | 63,671 | 67,521 | 71,372  | 75,224  | 7  |
| 8     | 61,739 | 65,594 | 69,445 | 73,297  | 77,149  | 8  |
| 9     | 63,671 | 67,521 | 71,372 | 75,224  | 79,079  | 9  |
| 10    | 65,594 | 69,445 | 73,297 | 77,149  | 81,002  | 10 |
| 11    | 67,521 | 71,370 | 75,224 | 79,079  | 82,927  | 11 |
| 12    | 69,445 | 73,297 | 77,149 | 81,002  | 84,860  | 12 |
| 13    | 71,372 | 75,224 | 79,079 | 82,927  | 86,781  | 13 |
| 14    | 73,299 | 77,151 | 81,011 | 84,858  | 88,703  | 14 |
| 15    | 75,226 | 79,079 | 82,942 | 86,789  | 90,625  | 15 |
| 16    | 77,153 | 81,006 | 84,873 | 88,721  | 92,546  | 16 |
| 17    |        |        | 86,805 | 90,652  | 94,477  | 17 |
| 18    |        |        | 88,736 | 92,583  | 96,408  | 18 |
| 19    |        |        | 90,667 | 94,514  | 98,339  | 19 |
| 20    |        |        | 92,598 | 96,445  | 100,270 | 20 |
| 21    |        |        | 94,529 | 98,376  | 102,201 | 21 |
| 22    |        |        | 96,461 | 100,308 | 104,133 | 22 |

|                  |  |                      |
|------------------|--|----------------------|
| <b>CLASS I</b>   | <b>BA/BS</b>   | <b>OR EQUIVALENT</b> |
| <b>CLASS II</b>  | <b>BA/BS + 45 UNITS, OR MA</b>                                     | <b>OR EQUIVALENT</b> |
| <b>CLASS III</b> | <b>BA/BS + 60 UNITS, OR BA/BS + 45 UNITS WITH MA OR EQUIVALENT</b> |                      |
| <b>CLASS IV</b>  | <b>BA/BS + 75 UNITS, OR BA/BS + 60 UNITS WITH MA OR EQUIVALENT</b> |                      |
| <b>CLASS V</b>   | <b>BA/BS + 90 UNITS, OR BA/BS + 75 UNITS WITH MA OR EQUIVALENT</b> |                      |

1. Verified work experience of two (2) or more years' duration which is directly related to a teaching field may be credited on the Faculty Salary Schedule on the basis of two(2) years' experience for one (1) step on that schedule.

2. The holder of an earned doctorate, from a regionally and/or professionally accredited institution of higher learning, shall be granted an annual stipend of \$ **1,800.00.**

**WEST HILLS COMMUNITY COLLEGE DISTRICT**

**2010-2011**

|                  |                                  |
|------------------|----------------------------------|
| <b>CLASS III</b> | <b>\$ 59.00 PER CONTACT HOUR</b> |
| <b>CLASS IV</b>  | <b>\$ 60.00 PER CONTACT HOUR</b> |
| <b>CLASS V</b>   | <b>\$ 61.00 PER CONTACT HOUR</b> |

**WEST KERN COMMUNITY COLLEGE DISTRICT  
ACADEMIC SALARY SCHEDULE 2008-09  
(Including Addendum to 2008-11 Agreement)**

**10 Month Schedule (175-DAY)**

(1)

|    | Class I  | Class II<br>BA + 15 | Class III<br>BA + 30 | Class IV<br>BA + 45 | Class V<br>BA + 60<br>Incl MA | Class VI<br>BA + 75<br>Incl MA | Class VII<br>BA + 90<br>Incl MA |
|----|----------|---------------------|----------------------|---------------------|-------------------------------|--------------------------------|---------------------------------|
| 1  | \$44,727 | \$47,004            | \$49,280             | \$51,556            |                               |                                |                                 |
| 2  | \$47,292 | \$49,568            | \$51,843             | \$54,121            |                               |                                |                                 |
| 3  | \$49,856 | \$52,132            | \$54,408             | \$56,568            | \$58,960                      |                                |                                 |
| 4  | \$52,420 | \$54,697            | \$56,972             | \$59,248            | \$61,525                      | \$63,801                       | \$66,077                        |
| 5  | \$54,985 | \$57,261            | \$59,536             | \$61,813            | \$64,089                      | \$66,365                       | \$68,640                        |
| 6  | \$57,549 | \$59,825            | \$62,101             | \$64,377            | \$66,653                      | \$68,928                       | \$71,205                        |
| 7  | \$60,114 | \$62,389            | \$64,665             | \$66,941            | \$69,217                      | \$71,493                       | \$73,769                        |
| 8  | \$62,677 | \$64,953            | \$67,229             | \$69,506            | \$71,782                      | \$74,057                       | \$76,333                        |
| 9  | \$65,241 | \$67,517            | \$69,794             | \$72,070            | \$74,345                      | \$76,621                       | \$78,898                        |
| 10 | \$68,347 | \$70,082            | \$72,358             | \$74,633            | \$76,910                      | \$79,186                       | \$81,462                        |
| 11 |          | \$72,646            | \$74,921             | \$77,198            | \$79,474                      | \$81,750                       | \$84,026                        |
| 12 |          |                     | \$77,487             | \$79,762            | \$82,038                      | \$84,315                       | \$86,591                        |
| 13 |          |                     |                      | \$82,326            | \$84,603                      | \$86,879                       | \$89,155                        |
| 14 |          |                     |                      | \$83,032            | \$85,308                      | \$87,584                       | \$89,859                        |
| 15 |          |                     |                      | \$85,362            | \$87,681                      | \$90,001                       | \$92,321                        |
| 16 |          |                     |                      | \$86,082            | \$88,400                      | \$90,719                       | \$93,039                        |
| 17 |          |                     |                      | \$86,801            | \$89,117                      | \$91,438                       | \$93,758                        |
| 18 |          |                     |                      | \$87,521            | \$89,835                      | \$92,155                       | \$94,476                        |
| 24 |          |                     |                      | \$91,102            | \$93,421                      | \$95,743                       | \$98,063                        |
| 28 |          |                     |                      | \$92,651            | \$95,010                      | \$97,403                       | \$99,719                        |

**WEST KERN COMMUNITY COLLEGE DISTRICT  
ACADEMIC SALARY SCHEDULE 2008-09**

**EXTRA DUTY COMPENSATION**

**HOURLY RATE (EVENING, SUMMER AND OVERLOAD)\***

|        |         |
|--------|---------|
| Step 1 | \$50.74 |
| Step 2 | \$53.25 |
| Step 3 | \$55.78 |

Non-Baccalaureate Degree Instructors & Those Not Meeting Minimum Qualifications \$50.74

Adopted: June 21, 2007  
 Effective: July 1, 2007  
 3.83% on schedule (4.53% COLA -.7% HRA)  
 PG&D Steps Added

Human Resources Department  
 WEST VALLEY – MISSION COMMUNITY COLLEGE DISTRICT  
 14000 Fruitvale Avenue, Saratoga, CA 95070

**2011 –2012 ACADEMIC SALARY SCHEDULE**

| Step | Column A<br>AA + required<br>experience<br>(6 yrs.) | Column B<br>MA;<br>BA + 30;<br>AA + 90 | Column C<br>MA + 15;<br>BA + 45 | Column D<br>MA + 30;<br>BA + 60 | Column E<br>MA + 45;<br>BA + 75 | Column F<br>PhD |
|------|---|--|---------------------------------|---------------------------------|---------------------------------|-----------------|
| 1    | 48,891  | 50,725                                 | 52,627                          | 54,601                          | 56,649                          | 57,781          |
| 2    | 50,603  | 52,501                                 | 54,469                          | 56,512                          | 58,631                          | 59,804          |
| 3    | 52,374  | 54,338                                 | 56,376                          | 58,490                          | 60,683                          | 61,897          |
| 4    | 54,208  | 56,240                                 | 58,349                          | 60,537                          | 62,807                          | 64,063          |
| 5    | 56,105  | 58,208                                 | 60,392                          | 62,656                          | 65,006                          | 66,306          |
| 6    | 58,068  | 60,245                                 | 62,505                          | 64,849                          | 67,281                          | 68,626          |
| 7    | 60,101  | 62,354                                 | 64,692                          | 67,119                          | 69,636                          | 71,028          |
| 8    | 62,204  | 64,537                                 | 66,957                          | 69,467                          | 72,073                          | 73,514          |
| 9    | 64,381  | 66,796                                 | 69,300                          | 71,899                          | 74,596                          | 76,087          |
| 10   | 66,635  | 69,133                                 | 71,726                          | 74,416                          | 77,206                          | 78,750          |
| 11   | 68,967  | 71,553                                 | 74,236                          | 77,020                          | 79,909                          | 81,507          |
| 12   | 71,380  | 74,058                                 | 76,834                          | 79,715                          | 82,705                          | 84,359          |
| 15   | 73,879  | 76,649                                 | 79,523                          | 82,505                          | 85,600                          | 87,312          |
| 18   | 76,465  | 79,332                                 | 82,307                          | 85,394                          | 88,596                          | 90,367          |
| 21   | 79,141  | 82,109                                 | 85,187                          | 88,382                          | 91,696                          | 93,530          |
| 24   |   |  | 88,169                          | 91,475                          | 94,906                          | 96,804          |
| 27   |   |  | 91,255                          | 94,677                          | 98,227                          | 100,192         |
| 30   |   |  |                                 |                                 | 101,665                         | 103,699         |
| 33   |   |  |                                 |                                 | 105,224                         | 107,328         |
| 36   |   |  |                                 |                                 | 108,907                         | 111,085         |

1. Salary reflects traditional 10 month assignment.
2. Column A represents 3.5% greater than the previous step.
3. Columns B-E are 3.75% greater than the previous column; Column F is 2% greater than Column E.
4. Dollar (\$) amounts are rounded to the nearest dollar.

**SCHEDULE C**

Human Resources Department  
 WEST VALLEY – MISSION COMMUNITY COLLEGE DISTRICT  
 14000 Fruitvale Avenue, Saratoga, CA 95070

**2011 – 2012 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE**

*Non-instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on an hourly basis on this schedule or may choose to bank the overload. Members who perform duties outside their normal professional responsibilities or not encompassed in their job descriptions may be paid on this Schedule's Column F. The member may not bank this overload. Members substituting for an absent member for compensation shall be paid on this schedule.*

**HOURLY RATES**

| Step | Column A<br>Lecture 16.4 | Column B<br>Lecture <sup>1</sup> &<br>Lab 19.7 | Column C<br>Lab 21.9 | Column D<br>Lab 23 | Column E<br>Lab 26.3 | Column F<br>Non-<br>Instructional <sup>2</sup><br>32.8* |
|------|--------------------------|--|----------------------|--------------------|----------------------|---|
| 1    | \$69.16                  | \$57.57  | \$51.79              | \$49.31            | \$43.13              | \$34.58   |
| 2    | \$71.58                  | \$59.59  | \$53.60              | \$51.04            | \$44.64              | \$35.79   |
| 3    | \$74.09                  | \$61.68  | \$55.48              | \$52.83            | \$46.20              | \$37.04   |
| 4    | \$76.68                  | \$63.83  | \$57.42              | \$54.68            | \$47.81              | \$38.34   |
| 5    | \$79.36                  | \$66.07  | \$59.43              | \$56.59            | \$49.49              | \$39.68   |
| 6    | \$82.14                  | \$68.38  | \$61.51              | \$58.57            | \$51.22              | \$41.07   |
| 7    | \$85.02                  | \$70.77  | \$63.66              | \$60.62            | \$53.01              | \$42.51   |
| 8    | \$87.99                  | \$73.25  | \$65.89              | \$62.74            | \$54.87              | \$44.00   |
| 9    | \$91.07                  | \$75.82  | \$68.20              | \$64.94            | \$56.79              | \$45.54   |
| 10   | \$94.26                  | \$78.47  | \$70.59              | \$67.21            | \$58.78              | \$47.13   |
| 11   | \$97.56                  | \$81.21  | \$73.06              | \$69.56            | \$60.83              | \$48.78   |
| 12   | \$100.97                 | \$84.06  | \$75.61              | \$72.00            | \$62.96              | \$50.49   |
| 15*  | \$104.51                 | \$87.00  | \$78.26              | \$74.52            | \$65.17              | \$52.25   |
| 18*  | \$108.16                 | \$90.04  | \$81.00              | \$77.13            | \$67.45              | \$54.08   |
| 21*  | \$111.95                 | \$93.20  | \$83.83              | \$79.82            | \$69.81              | \$55.97   |

<sup>1</sup> Lecture includes old 19.7 hour lecture changed to 16.4 hours per Article 18. This provision sunsets on 12/31/08 and payment for 19.7 hours shall revert to Column B unless negotiated otherwise.

<sup>2</sup> For placement on these steps, refer to Appendix BB.

- Salary based on 1.0 load (one semester).
- Step 1 reflects Step 1 of Schedule A of the Part-Time salary schedule; Columns A - F equals Step 1 of Schedule A, divided by the lecture / lab load as noted above divided by 16.1 weeks.
- Each step is 3.5% greater than the previous step.
- Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
- Maximum entry: Step 6.

**YOSEMITE COMMUNITY COLLEGE DISTRICT  
CERTIFICATED SALARY SCHEDULE  
2008-2009 (1%)  
Effective February 1, 2009**

|   | <b>Column I</b>   | <b>Column II</b>   | <b>Column III</b>  | <b>Column IV</b>  | <b>Column V</b>  |
|---|---|--|--|---|--|
| <b>Academic Placement or Vocational Placement</b> | <b>MA<br/>BA+2 yrs. Exp.<br/>or<br/>AS+6 yrs. Exp.</b><br><br>88% of highest Non-Doctorate Column (Column IV) | <b>MA+12<br/>or<br/>BA+48</b><br><br>92% of highest Non-Doctorate Column (Column IV) | <b>MA+24<br/>or<br/>BA+60</b><br><br>96% of highest Non-Doctorate Column (Column IV) | <b>MA+36<br/>or<br/>BA+72</b><br><br>Highest Non-Doctorate Column | <b>DOCTORATE</b><br><br>Highest Non-Doctorate Column (Column IV) plus Doctoral Stipend |
| <b>Step No.</b>                                   |   |  |  |   |  |
| 1   | 47,506  | 49,665   | 51,824   | 53,984  | 56,201   |
| 2   | 49,609  | 51,864   | 54,119   | 56,374  | 58,591   |
| 3   | 51,713  | 54,063   | 56,414   | 58,764  | 60,981   |
| 4   | 53,815  | 56,261   | 58,707   | 61,153  | 63,371   |
| 5   | 55,920  | 58,461   | 61,004   | 63,545  | 65,762   |
| 6   | 58,023  | 60,660   | 63,298   | 65,935  | 68,152   |
| 7   | 60,127  | 62,860   | 65,593   | 68,326  | 70,543   |
| 8   | 62,229  | 65,058   | 67,887   | 70,715  | 72,932   |
| 9   | 64,333  | 67,258   | 70,182   | 73,107  | 75,324   |
| 10  | 66,436  | 69,457   | 72,476   | 75,496  | 77,713   |
| 11  | 68,541  | 71,656   | 74,772   | 77,887  | 80,104   |
| 12  | 70,644  | 73,854   | 77,066   | 80,276  | 82,493   |
| 13  |   |  | 79,360   | 82,668  | 84,885   |
| 14  |   |  | 80,076   | 83,413  | 85,630   |
| 15  |   |  | 80,790   | 84,156  | 86,373   |
| 16  |   |  | 81,505   | 84,902  | 87,119   |
| 17  |   |  | 82,220   | 85,646  | 87,863   |
| 18  |   |  | 82,936   | 86,391  | 88,608   |
| 19  |   |  | 83,649   | 87,134  | 89,352   |
| 20  |   |  | 84,365   | 87,880  | 90,097   |
| 21  |   |  | 85,079   | 88,624  | 90,841   |
| 22  |   |  | 85,795   | 89,369  | 91,587   |
| 23  |   |  | 86,508   | 90,113  | 92,330   |
| 24  |   |  | 87,224   | 90,858  | 93,075   |
| 25  |   |  | 87,938   | 91,602  | 93,819   |
| 26  |   |  | 88,654   | 92,348  | 94,565   |
| 27  |   |  | 89,368   | 93,092  | 95,309   |
| 28  |   |  | 90,084   | 93,837  | 96,055   |
| 29  |   |  | 90,798   | 94,581  | 96,798   |
| 30  |   |  | 91,513   | 95,326  | 97,543   |

1. There are constant step increases between Steps 1 - 13 and Steps 13 - 30.
2. A doctoral stipend is provided to recognize an earned doctorate as indicated in Column V. Its current value is \$2,217 per year.
3. Personnel new to the District are limited to a maximum 10th step placement based on previous experience.

**YOSEMITE COMMUNITY COLLEGE DISTRICT  
 CERTIFICATED ADJUNCT/OVERLOAD HOURLY SALARY SCHEDULE  
 2008-2009 (1%)  
 Effective February 1, 2009**

|  | <b>Column<br/>I</b>   | <b>Column<br/>II</b>   | <b>Column<br/>III</b>  | <b>Column<br/>IV</b>  | <b>Column<br/>V</b>  |
|--|---|--|--|---|--|
| <b>Academic Placement or Vocational Placement</b>                      | <b>MA<br/>BA+2 yrs. Exp.<br/>or<br/>AS+6 yrs. Exp.</b><br><br>88% of highest Non-Doctorate Column (Column IV) | <b>MA+12<br/>or<br/>BA+48</b><br><br>92% of highest Non-Doctorate Column (Column IV) | <b>MA+24<br/>or<br/>BA+60</b><br><br>96% of highest Non-Doctorate Column (Column IV) | <b>MA+36<br/>or<br/>BA+72</b><br><br>Highest Non-Doctorate Column | <b>DOCTORATE</b><br><br>Highest Non-Doctorate Column (Column IV) plus Doctoral Stipend |
| <b>Step No.</b>  |   |  |  |   |  |
| 1  | 45.03   | 47.08  | 49.12  | 51.17   | 53.27  |
| 2  | 47.02   | 49.16  | 51.30  | 53.44   | 55.54  |
| 3  | 49.02   | 51.24  | 53.47  | 55.70   | 57.80  |
| 4  | 51.01   | 53.33  | 55.65  | 57.97   | 60.07  |
| 5  | 53.00   | 55.41  | 57.82  | 60.23   | 62.33  |
| 6  | 55.00   | 57.50  | 60.00  | 62.50   | 64.60  |
| 7  | 56.99   | 59.58  | 62.17  | 64.76   | 66.87  |
| 8  | 58.99   | 61.67  | 64.35  | 67.03   | 69.13  |
| 9  | 60.98   | 63.75  | 66.52  | 69.30   | 71.40  |
| 10   | 62.97   | 65.84  | 68.70  | 71.56   | 73.66  |
| The following rates apply to summer school only:                       |   |  |  |   |  |
| 11   | 64.97   | 67.92  | 70.87  | 73.83   | 75.93  |
| 12   | 66.96   | 70.00  | 73.05  | 76.09   | 78.19  |
| 13   | 0.00  | 0.00   | 75.22  | 78.36   | 80.46  |
| Based on 1/1055 of the Revised 2008-2009 Certificated Salary Schedule. |   |  |  |   |  |

**YUBA COMMUNITY COLLEGE DISTRICT  
SALARY SCHEDULE FOR FULL-TIME FACULTY - 2009/2010**

|             | CLASS<br>I | CLASS<br>II | CLASS<br>III | CLASS<br>IV | CLASS<br>V | CLASS<br>VI |
|-------------|------------|-------------|--------------|-------------|------------|-------------|
| <b>STEP</b> |            |             |              |             |            |             |
| 1           | 50397      | 52592       | 54784        | 56981       | 59176      | 61369       |
| 2           | 52592      | 54784       | 56981        | 59176       | 61369      | 63564       |
| 3           | 54784      | 56981       | 59176        | 61369       | 63564      | 65760       |
| 4           | 56981      | 59176       | 61369        | 63564       | 65760      | 67957       |
| 5           | 59176      | 61369       | 63564        | 65760       | 67957      | 70150       |
| 6           | 61369      | 63564       | 65760        | 67957       | 70150      | 72346       |
| 7           | 63564      | 65760       | 67957        | 70150       | 72346      | 74542       |
| 8           | 65760      | 67957       | 70150        | 72346       | 74542      | 76734       |
| 9           | 67957      | 70150       | 72346        | 74542       | 76734      | 78930       |
| 10          | 70150      | 72346       | 74542        | 76734       | 78930      | 81126       |
| 11          | 72346      | 74542       | 76734        | 78930       | 81126      | 83320       |
| 12          | 74542      | 76734       | 78930        | 81126       | 83320      | 85515       |
| 13          | 76734      | 78930       | 81126        | 83320       | 85515      | 87712       |
| 14          |            | 81126       | 83320        | 85515       | 87712      | 89905       |
| 15          |            | 83320       | 85515        | 87712       | 89905      | 92100       |
| 16          |            |             | 87712        | 89905       | 92100      | 94296       |
| 17          |            |             | 89905        | 92100       | 94296      | 96490       |
| 18          |            |             | 92100        | 94296       | 96490      | 98685       |
| 19          |            |             |              | 96490       | 98685      | 100879      |

**Class I**            Less than BA + 30 units  
**Class II**            BA + 30 units or a MA  
**Class III**            BA + 45 units or a MA + 15 units  
**Class IV**            BA + 60 units or a MA + 30 units  
**Class V**             BA + 75 units or a MA + 45 units  
**Class VI**            BA + 90 units or a MA + 60 units

**Doctorate**            \$3,293  
 150% of standard step added to class/step placement

**First Longevity**        \$2,195  
 100% of standard step added to class/step placement  
 (granted after completion of 3 years service placed on step 19)

**Second Longevity**     \$2,195  
 100% of standard step added to class/step placement  
 (granted after completion of 3 years service placed on 1st longevity)

**Third Longevity**        \$2,195  
 100% of standard step added to class/step placement  
 (granted after completion of 4 years service placed on 2nd longevity)

Effective 7/1/09

# YUBA COMMUNITY COLLEGE DISTRICT

## YC-AFT Adjunct Academic Employees

### Salary Schedule - 2008/2009

| STEP | WITHOUT EDUCATIONAL INCREMENT |       | BA/BS + 75 MA |       | DOCTORATE |       |
|------|-------------------------------|-------|---------------|-------|-----------|-------|
|      | LEC                           | LAB   | LEC           | LAB   | LEC       | LAB   |
| 1    | 45.67                         | 30.60 | 47.17         | 31.60 | 48.70     | 32.63 |
| 2    | 50.19                         | 33.63 | 51.73         | 34.66 | 53.24     | 35.73 |
| 3    | 54.77                         | 36.70 | 56.29         | 37.71 | 57.81     | 38.73 |
| 4    | 59.34                         | 39.76 | 60.87         | 40.78 | 62.37     | 41.79 |
| 5    | 63.89                         | 42.81 | 65.43         | 43.84 | 66.92     | 44.84 |
| 6    | 68.46                         | 45.87 | 69.96         | 46.87 | 71.49     | 47.90 |
| 7    | 73.04                         | 48.94 | 74.54         | 49.94 | 76.09     | 50.98 |
| L    | 77.61                         | 52.00 | 79.20         | 53.06 | 80.85     | 54.17 |

#### EXTRA-PAY SALARY SCHEDULE - 2009/2010 Full-time Faculty

| STEP | CLASS I |       | CLASS II |       | CLASS III |       | CLASS IV |       | CLASS V |       | CLASS VI |       |
|------|---------|-------|----------|-------|-----------|-------|----------|-------|---------|-------|----------|-------|
|      | LEC     | LAB   | LEC      | LAB   | LEC       | LAB   | LEC      | LAB   | LEC     | LAB   | LEC      | LAB   |
| 1    | 46.66   | 31.26 | 48.70    | 32.63 | 50.73     | 33.99 | 52.76    | 35.35 | 54.79   | 36.71 | 56.82    | 38.07 |
| 2    | 48.70   | 32.63 | 50.73    | 33.99 | 52.76     | 35.35 | 54.79    | 36.71 | 56.82   | 38.07 | 58.86    | 39.44 |
| 3    | 50.73   | 33.99 | 52.76    | 35.35 | 54.79     | 36.71 | 56.82    | 38.07 | 58.86   | 39.44 | 60.89    | 40.80 |
| 4    | 52.76   | 35.35 | 54.79    | 36.71 | 56.82     | 38.07 | 58.86    | 39.44 | 60.89   | 40.80 | 62.92    | 42.16 |
| 5    | 54.79   | 36.71 | 56.82    | 38.07 | 58.86     | 39.44 | 60.89    | 40.80 | 62.92   | 42.16 | 64.95    | 43.52 |
| 6    | 56.82   | 38.07 | 58.86    | 39.44 | 60.89     | 40.80 | 62.92    | 42.16 | 64.95   | 43.52 | 66.99    | 44.88 |
| 7    | 58.86   | 39.44 | 60.89    | 40.80 | 62.92     | 42.16 | 64.95    | 43.52 | 66.99   | 44.88 | 69.02    | 46.24 |
| 8    | 60.89   | 40.80 | 62.92    | 42.16 | 64.95     | 43.52 | 66.99    | 44.88 | 69.02   | 46.24 | 71.05    | 47.60 |
| 9    | 62.92   | 42.16 | 64.95    | 43.52 | 66.99     | 44.88 | 69.02    | 46.24 | 71.05   | 47.60 | 73.08    | 48.96 |
| 10   | 64.95   | 43.52 | 66.99    | 44.88 | 69.02     | 46.24 | 71.05    | 47.60 | 73.08   | 48.96 | 75.12    | 50.33 |
| 11   | 66.99   | 44.88 | 69.02    | 46.24 | 71.05     | 47.60 | 73.08    | 48.96 | 75.12   | 50.33 | 77.15    | 51.69 |
| 12   | 69.02   | 46.24 | 71.05    | 47.60 | 73.08     | 48.96 | 75.12    | 50.33 | 77.15   | 51.69 | 79.18    | 53.05 |
| 13   | 71.05   | 47.60 | 73.08    | 48.96 | 75.12     | 50.33 | 77.15    | 51.69 | 79.18   | 53.05 | 81.21    | 54.41 |
| 14   |         |       | 75.12    | 50.33 | 77.15     | 51.69 | 79.18    | 53.05 | 81.21   | 54.41 | 83.25    | 55.78 |
| 15   |         |       | 77.15    | 51.69 | 79.18     | 53.05 | 81.21    | 54.41 | 83.25   | 55.78 | 85.28    | 57.14 |
| 16   |         |       |          |       | 81.21     | 54.41 | 83.25    | 55.78 | 85.28   | 57.14 | 87.31    | 58.50 |
| 17   |         |       |          |       | 83.25     | 55.78 | 85.28    | 57.14 | 87.31   | 58.50 | 89.34    | 59.86 |
| 18   |         |       |          |       | 85.28     | 57.14 | 87.31    | 58.50 | 89.34   | 59.86 | 91.38    | 61.22 |
| 19   |         |       |          |       |           |       | 89.34    | 59.86 | 91.38   | 61.22 | 93.41    | 62.58 |

EARNED DOCTORATE: ADD \$3.05 TO CLASS/STEP PLACEMENT

ATTAINED FIRST LONGEVITY STIPEND: ADD \$2.03 TO CLASS/STEP PLACEMENT

ATTAINED SECOND LONGEVITY STIPEND: ADD AN ADDITIONAL \$2.03 TO CLASS/STEP PLACEMENT

ATTAINED THIRD LONGEVITY STIPEND: ADD AN ADDITIONAL \$2.03 TO CLASS/STEP PLACEMENT

Effective: 7/1/09

| CCCCO 2010 Data<br>Average Adjunct Salary Rate per Hr |                            |                   | CCCCO 2010 Data<br>Average Contract Salary |                            |                   |
|---|----------------------------|-------------------|--|----------------------------|-------------------|
|   | College District           | Ave Hourly Salary |  | College District           | Ave Annual Salary |
| 1   | San Francisco              | 95.83             | 1  | North Orange               | 104,582           |
| 2   | Foothill-Deanza            | 93.08             | 2  | Ohlone                     | 98,901            |
| 3   | Santa Monica               | 90.32             | 3  | Santa Monica               | 97,999            |
| 4   | San Mateo                  | 88.09             | 4  | Coast                      | 96,690            |
| 5   | San Jose-Evergreen         | 86.43             | 5  | Palomar                    | 94,500            |
| 6   | El Camino                  | 85.65             | 6  | Mt. San Antonio            | 93,232            |
| 7   | Chabot-Las Positas         | 83.03             | 7  | Riverside                  | 92,508            |
| 8   | Los Angeles                | 80.90             | 8  | Redwoods                   | 92,471            |
| 9   | Santa Barbara              | 77.82             | 9  | State Center               | 92,422            |
| 10  | Ventura                    | 76.32             | 10   | Rancho Santiago            | 92,021            |
| 11  | Cabrillo                   | 75.93             | 11   | Victor Valley              | 91,636            |
| 12  | Peralta                    | 75.86             | 12   | Chaffey                    | 91,626            |
| 13  | Rio Hondo                  | 75.30             | 13   | West Hills                 | 91,142            |
| 14  | Sonoma                     | 73.97             | 14   | Santa Clarita              | 90,757            |
| 15  | Antelope Valley            | 72.64             | 15   | San Joaquin Delta          | 90,578            |
| 16  | Contra Costa               | 72.15             | 16   | Desert                     | 89,679            |
| 17  | Los Rios                   | 71.63             | 17   | Cerritos                   | 89,040            |
| 18  | Mt. San Antonio            | 69.20             | 18   | Chabot-Las Positas         | 88,843            |
| 19  | Coast                      | 68.94             | 19   | Yuba                       | 88,044            |
| 20  | Yuba                       | 68.39             | 20   | Rio Hondo                  | 87,896            |
| 21  | Redwoods                   | 68.00             | 21   | Long Beach                 | 87,587            |
| 22  | Riverside                  | 67.52             | 22   | Kern                       | 87,473            |
|   | <b>STATEWIDE AVE</b>       | <b>66.58</b>      | 23   | El Camino                  | 87,400            |
| 23  | San Joaquin Delta          | 66.34             | 24   | West Kern                  | 87,298            |
| 24  | Chaffey                    | 65.85             | 25   | Pasadena                   | 87,296            |
| 25  | Ohlone                     | 65.39             | 26   | San Jose-Evergreen         | 87,178            |
| 26  | Solano                     | 64.76             | 27   | Los Angeles ,              | 86,951            |
| 27  | San Luis Obispo            | 64.42             | 28   | Sequoias                   | 86,536            |
| 28  | West Valley-Mission        | 62.96             | 29   | Butte                      | 86,187            |
| 29  | Grossmont-Cuyamaca         | 62.27             | 30   | Contra Costa               | 86,111            |
| 30  | Glendale                   | 61.90             |  | <b>STATEWIDE</b>           | <b>85,897</b>     |
| 31  | Pasadena                   | 61.78             | 31   | Ventura                    | 85,790            |
| 32  | Yosemite                   | 61.53             | 32   | Citrus                     | 85,532            |
| 33  | San Diego                  | 61.20             | 33   | Gavilan                    | 85,092            |
| 34  | Southwestern               | 60.60             | 34   | Sonoma                     | 85,026            |
| 35  | Monterey                   | 60.52             | 35   | Glendale                   | 84,761            |
| 36  | Palomar                    | 60.19             | 36   | San Mateo                  | 84,321            |
| 37  | Kern                       | 60.00             | 37   | West Valley-Mission        | 84,028            |
| 38  | Citrus                     | 59.11             | 38   | Mt. San Jacinto            | 84,003            |
| 39  | Long Beach                 | 58.51             | 39   | Yosemite                   | 83,833            |
| 40  | Butte                      | 57.71             | 40   | San Francisco              | 83,710            |
| 41  | Santa Clarita              | 57.42             | 41   | Santa Barbara              | 82,803            |
| 42  | Gavilan                    | 57.11             | 42   | Monterey                   | 82,621            |
| 43  | Sierra                     | 57.07             | 43   | Merced                     | 82,469            |
| 44  | West Kern                  | 57.02             | 44   | Antelope Valley            | 82,198            |
| 45  | Cerritos                   | 56.93             | 45   | Hartnell                   | 81,997            |
| 46  | Hartnell                   | 56.71             | 46   | Compton                    | 81,924            |
| 47  | Napa Valley                | 55.46             | 47   | Cabrillo                   | 81,573            |
| 48  | Imperial                   | 55.00             | 48   | Barstow                    | 81,341            |
| 49  | Victor Valley              | 54.30             | 49   | Copper Mountain            | 81,089            |
| 50  | San Bernardino             | 53.53             | 50   | Shasta-Tehama-Trinity      | 80,777            |
| 51  | Shasta-Tehama-Trinity      | 52.88             | 51   | San Bernardino             | 80,665            |
| 52  | Mendocino-Lake             | 52.22             | 52   | Los Rios                   | 80,070            |
| 53  | Palo Verde                 | 51.67             | 53   | Peralta                    | 79,798            |
| 54  | Siskiyou                   | 50.47             | 54   | Mendocino-Lake             | 79,771            |
| 55  | Compton                    | 50.51             | 55   | Napa Valley                | 79,342            |
| 56  | Allan Hancock              | 50.20             | 56   | Grossmont-Cuyamaca         | 79,005            |
| 57  | Sequoias                   | 50.16             | 57   | Solano                     | 78,753            |
| 58  | West Hills                 | 49.46             | 58   | Feather River              | 78,530            |
| 59  | Rancho Santiago            | 49.41             | 59   | Imperial                   | 77,462            |
| 60  | Copper Mountain            | 48.74             | 60   | Palo Verde                 | 76,593            |
| 61  | North Orange               | 48.69             | 61   | San Luis Obispo            | 76,317            |
| 62  | State Center               | 48.34             | 62   | Foothill-Deanza            | 75,629            |
| 63  | Desert                     | 48.22             | 63   | Sierra                     | 75,219            |
| 64  | Mt. San Jacinto            | 47.45             | 64   | Siskiyou                   | 74,075            |
| 65  | Barstow                    | 45.26             | 65   | Allan Hancock              | 74,041            |
| 66  | Lake Tahoe                 | 44.72             | 66   | Lassen                     | 72,189            |
| 67  | Merced                     | 44.47             | 67   | Lake Tahoe                 | 71,955            |
| 68  | Feather River              | 42.65             | 68   | San Diego                  | 68,935            |
| 69  | Lassen                     | 34.50             | 69   | Southwestern               | 60,105            |
|   | <b>Basic Aid Districts</b> |                   |  | <b>Basic Aid Districts</b> |                   |
|   | Marin                      | 100.66            |  | Marin                      | 99,904            |
|   | Mira Costa                 | 100.05            |  | Mira Costa                 | 118,036           |
|   | South Orange               | 66.83             |  | South Orange               | 92,406            |

# Adjunct 2010 Pro Rata and % of Parity

| HND Initial Step Adjunct Lecture Salary Rate Pro Rata (w/o BA districts) |                            |              |             | HND SRJC 9th Step Equivalent Adjunct Lecture Salary Rate Pro Rata (w/o BA districts) |                            |              |             |
|--|----------------------------|--------------|-------------|--|----------------------------|--------------|-------------|
|  | College District           | Pro Rata     | % of Parity |  | College District           | Pro Rata     | % of Parity |
| 1  | San Francisco              | 0.860        | 98%         | 1  | San Francisco              | 0.860        | 98%         |
| 2  | Foothill-DeAnza            | 0.760        | 87%         | 2  | Los Rios                   | 0.729        | 83%         |
| 3  | Los Rios                   | 0.729        | 83%         | 3  | Sonoma                     | 0.725        | 83%         |
| 4  | Sonoma                     | 0.725        | 83%         | 4  | Redwoods                   | 0.686        | 78%         |
| 5  | Redwoods                   | 0.660        | 75%         | 5  | Foothill-DeAnza            | 0.686        | 78%         |
| 6  | Chabot-Las Positas         | 0.659        | 75%         | 6  | Chabot-Las Positas         | 0.647        | 74%         |
| 7  | San Jose-Evergreen         | 0.650        | 74%         | 7  | West Valley-Mission        | 0.641        | 73%         |
| 8  | Los Angeles                | 0.649        | 74%         | 8  | San Jose-Evergreen         | 0.637        | 73%         |
| 9  | West Valley-Mission        | 0.641        | 73%         | 9  | Cabrillo                   | 0.630        | 72%         |
| 10   | San Diego                  | 0.638        | 73%         | 10   | Santa Barbara              | 0.623        | 71%         |
| 11   | Cabrillo                   | 0.630        | 72%         | 11   | Rio Hondo                  | 0.600        | 69%         |
| 12   | El Camino                  | 0.620        | 71%         | 12   | Los Angeles                | 0.598        | 68%         |
| 13   | Southwestern               | 0.618        | 71%         | 13   | Peralta                    | 0.583        | 67%         |
| 14   | Santa Barbara              | 0.609        | 70%         | 14   | El Camino                  | 0.577        | 66%         |
| 15   | Mt San Antonio             | 0.608        | 70%         | 15   | San Luis Obispo            | 0.562        | 64%         |
| 16   | Solano                     | 0.601        | 69%         | 16   | Southwestern               | 0.538        | 61%         |
| 17   | Rio Hondo                  | 0.600        | 69%         | 17   | Solano                     | 0.536        | 61%         |
| 18   | Citrus                     | 0.597        | 68%         | 18   | Ventura                    | 0.530        | 61%         |
| 19   | Santa Monica               | 0.589        | 67%         | 19   | Yuba                       | 0.527        | 60%         |
| 20   | Peralta                    | 0.588        | 67%         | 20   | Contra Costa               | 0.526        | 60%         |
| 21   | Antelope Valley            | 0.580        | 66%         | 21   | San Mateo                  | 0.525        | 60%         |
| 22   | Chaffey                    | 0.566        | 65%         | 22   | San Diego                  | 0.513        | 59%         |
| 23   | Gavilan                    | 0.565        | 65%         | 23   | Citrus                     | 0.511        | 58%         |
| 24   | Napa                       | 0.560        | 64%         | 24   | Antelope Valley            | 0.505        | 58%         |
| 25   | Hartnell                   | 0.551        | 63%         | 25   | Gavilan                    | 0.501        | 57%         |
| 26   | San Luis Obispo            | 0.546        | 62%         | 26   | Monterey                   | 0.499        | 57%         |
| 27   | Contra Costa               | 0.542        | 62%         | 27   | Yosemite                   | 0.498        | 57%         |
| 28   | Sierra                     | 0.532        | 61%         | 28   | Napa                       | 0.492        | 56%         |
| 29   | Imperial                   | 0.536        | 61%         | 29   | Mt San Antonio             | 0.482        | 55%         |
|  | <b>STATEWIDE AVG</b>       | <b>0.525</b> | <b>60%</b>  | 30   | Allan Hancock              | 0.482        | 55%         |
| 30   | Mendocino-Lake             | 0.524        | 60%         |  | <b>STATEWIDE AVG</b>       | <b>0.477</b> | <b>55%</b>  |
| 31   | San Bernardino             | 0.518        | 59%         | 31   | San Joaquin Delta          | 0.473        | 54%         |
| 32   | San Joaquin Delta          | 0.507        | 58%         | 32   | Grossmont                  | 0.470        | 54%         |
| 33   | Glendale                   | 0.518        | 59%         | 34   | Siskiyou                   | 0.465        | 53%         |
| 34   | Yosemite                   | 0.498        | 57%         | 35   | Santa Monica               | 0.463        | 53%         |
| 35   | Kern                       | 0.496        | 57%         | 33   | Ohlone                     | 0.451        | 52%         |
| 36   | Allan Hancock              | 0.495        | 57%         | 36   | Chaffey                    | 0.447        | 51%         |
| 37   | Long Beach                 | 0.494        | 56%         | 37   | Mendocino-Lake             | 0.439        | 50%         |
| 38   | San Mateo                  | 0.490        | 56%         | 38   | Butte                      | 0.438        | 50%         |
| 39   | Siskiyou                   | 0.488        | 56%         | 39   | Feather River              | 0.432        | 49%         |
| 40   | Riverside                  | 0.486        | 56%         | 40   | Riverside                  | 0.429        | 49%         |
| 41   | Ventura                    | 0.485        | 55%         | 41   | Long Beach                 | 0.426        | 49%         |
| 42   | Shasta                     | 0.483        | 55%         | 42   | Imperial                   | 0.423        | 48%         |
| 43   | Copper Mountain            | 0.483        | 55%         | 43   | Hartnell                   | 0.422        | 48%         |
| 44   | Butte                      | 0.483        | 55%         | 44   | Coast                      | 0.408        | 47%         |
| 45   | Palo Verde                 | 0.471        | 54%         | 45   | San Bernardino             | 0.407        | 46%         |
| 46   | Grossmont                  | 0.470        | 54%         | 46   | Pasadena                   | 0.407        | 46%         |
| 47   | Merced                     | 0.469        | 54%         | 47   | Shasta                     | 0.406        | 46%         |
| 48   | Santa Clarita              | 0.469        | 54%         | 48   | Sierra                     | 0.405        | 46%         |
| 49   | Monterey                   | 0.469        | 54%         | 49   | Palomar                    | 0.401        | 46%         |
| 50   | North Orange               | 0.460        | 53%         | 50   | Lake Tahoe                 | 0.397        | 45%         |
| 51   | Lake Tahoe                 | 0.460        | 53%         | 51   | North Orange               | 0.395        | 45%         |
| 52   | Palomar                    | 0.458        | 52%         | 52   | Palo Verde                 | 0.394        | 45%         |
| 53   | Feather River              | 0.455        | 52%         | 53   | Cerritos                   | 0.389        | 44%         |
| 54   | Rancho Santiago            | 0.451        | 52%         | 54   | Santa Clarita              | 0.385        | 44%         |
| 55   | West Hills                 | 0.445        | 51%         | 55   | Merced                     | 0.378        | 43%         |
| 56   | Coast                      | 0.443        | 51%         | 56   | Kern                       | 0.377        | 43%         |
| 57   | Ohlone                     | 0.443        | 51%         | 58   | Glendale                   | 0.372        | 42%         |
| 58   | State Center               | 0.441        | 50%         | 57   | West Hills                 | 0.372        | 42%         |
| 59   | Lassen                     | 0.427        | 49%         | 60   | Rancho Santiago            | 0.367        | 42%         |
| 60   | Pasadena                   | 0.425        | 49%         | 59   | Victor Valley              | 0.359        | 41%         |
| 61   | Cerritos                   | 0.421        | 48%         | 61   | Copper Mountain            | 0.349        | 40%         |
| 62   | Yuba                       | 0.404        | 46%         | 62   | Desert                     | 0.343        | 39%         |
| 63   | West Kern                  | 0.403        | 46%         | 65   | State Center               | 0.341        | 39%         |
| 64   | Desert                     | 0.387        | 44%         | 63   | West Kern                  | 0.338        | 39%         |
| 65   | Sequoias                   | 0.380        | 43%         | 64   | Sequoias                   | 0.334        | 38%         |
| 66   | Barstow                    | 0.378        | 43%         | 66   | Barstow                    | 0.322        | 37%         |
| 67   | Victor Valley              | 0.335        | 38%         | 67   | Mt San Jacinto             | 0.320        | 37%         |
| 68   | Mt San Jacinto             | 0.334        | 38%         | 68   | Lassen                     | 0.294        | 34%         |
|  | <b>Basic Aid Districts</b> |              |             |  | <b>Basic Aid Districts</b> |              |             |
|  | Marin                      | 0.950        | 108.6%      |  | Marin                      | 0.950        | 108.6%      |
|  | Mira Costa                 | 0.525        | 60.0%       |  | Mira Costa                 | 0.543        | 62.0%       |
|  | South Orange               | 0.497        | 56.8%       |  | South Orange               | 0.400        | 45.7%       |

# California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

## Employee Category Salary Distribution by District

### Tenured/Tenure Track

|                    | Less than<br>25,000 | 25,000 to<br>40,000 | 40,001 to<br>50,000 | 50,001 to<br>60,000 | 60,001 to<br>70,000 | 70,001 to<br>80,000 | Greater<br>than<br>80,001 | Unknown | Headcount | Avg Salary |
|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------------|---------|-----------|------------|
| Allan Hancock      | 2.0%                | 2.6%                | 3.9%                | 11.2%               | 14.5%               | 25.7%               | 39.5%                     | .7%     | 152       | \$74,041   |
| Antelope Valley    |                     |                     | .5%                 | 2.2%                | 12.0%               | 33.9%               | 51.4%                     |         | 183       | \$82,198   |
| Barstow            |                     |                     |                     | 10.3%               | 10.3%               | 23.1%               | 56.4%                     |         | 39        | \$81,341   |
| Butte              |                     |                     | .6%                 | 2.9%                | 8.6%                | 20.0%               | 68.0%                     |         | 175       | \$86,187   |
| Cabrillo           |                     | .5%                 | 1.0%                | 6.3%                | 4.8%                | 31.7%               | 55.8%                     |         | 208       | \$81,573   |
| Cerritos           |                     | .4%                 | .4%                 | .4%                 | 2.5%                | 15.9%               | 79.8%                     | .7%     | 277       | \$89,040   |
| Chabot-Las Positas |                     |                     | .7%                 | 1.4%                | 6.3%                | 12.0%               | 79.6%                     |         | 284       | \$88,843   |
| Chaffey            |                     |                     |                     |                     | 1.5%                | 10.9%               | 87.6%                     |         | 202       | \$91,626   |
| Citrus             |                     |                     |                     | 6.0%                | 6.0%                | 19.6%               | 68.5%                     |         | 168       | \$85,532   |
| Coast              |                     |                     | .2%                 | .5%                 | 1.9%                | 8.8%                | 88.7%                     |         | 432       | \$96,690   |
| Compton            |                     |                     |                     | 2.4%                | 13.1%               | 16.7%               | 64.3%                     | 3.6%    | 84        | \$81,924   |
| Contra Costa       | .2%                 |                     | .7%                 | 3.6%                | 9.0%                | 15.1%               | 70.5%                     | .9%     | 444       | \$86,111   |
| Copper Mountain    |                     |                     |                     | 3.2%                | 19.4%               | 22.6%               | 54.8%                     |         | 31        | \$81,089   |
| Desert             |                     |                     |                     |                     | 6.5%                | 19.6%               | 72.9%                     | .9%     | 107       | \$89,679   |
| El Camino          |                     |                     | .9%                 | 1.8%                | 4.8%                | 17.3%               | 74.2%                     | .9%     | 330       | \$87,400   |
| Feather River      |                     |                     |                     | 4.0%                | 12.0%               | 32.0%               | 48.0%                     | 4.0%    | 25        | \$78,530   |
| Foothill-Deanza    | 15.4%               | .6%                 | 1.2%                | 1.8%                | 5.7%                | 7.5%                | 67.9%                     |         | 507       | \$75,629   |
| Gavilan            |                     |                     | 1.3%                | 1.3%                | 12.7%               | 22.8%               | 62.0%                     |         | 79        | \$85,092   |
| Glendale           |                     | 2.6%                | .4%                 | 2.6%                | 9.0%                | 19.7%               | 65.7%                     |         | 233       | \$84,761   |
| Grossmont-Cuyamaca | .7%                 | .7%                 | .7%                 | 6.9%                | 14.4%               | 24.2%               | 52.6%                     |         | 306       | \$79,005   |
| Hartnell           |                     |                     | 1.2%                | 2.3%                | 7.0%                | 29.1%               | 60.5%                     |         | 86        | \$81,997   |
| Imperial           | .7%                 |                     |                     | 11.4%               | 15.7%               | 22.9%               | 47.1%                     | 2.1%    | 140       | \$77,462   |
| Kern               |                     |                     | .5%                 | 1.6%                | 11.5%               | 15.0%               | 71.3%                     |         | 373       | \$87,473   |
| Lake Tahoe         |                     |                     |                     | 15.0%               | 17.5%               | 52.5%               | 15.0%                     |         | 40        | \$71,955   |
| Lassen             |                     | 2.5%                | 2.5%                | 12.5%               | 7.5%                | 50.0%               | 22.5%                     | 2.5%    | 40        | \$72,189   |
| Long Beach         |                     |                     |                     | .3%                 | 4.1%                | 15.8%               | 79.1%                     | .6%     | 316       | \$87,587   |
| Los Angeles        | .5%                 | 1.4%                | 3.7%                | 3.7%                | 8.7%                | 13.0%               | 69.0%                     |         | 1,257     | \$86,951   |
| Los Rios           | .3%                 | .2%                 | .9%                 | 7.5%                | 14.8%               | 21.5%               | 54.6%                     | .3%     | 1,019     | \$80,070   |
| Marin              |                     |                     |                     | 2.3%                | 1.1%                | 5.7%                | 90.9%                     |         | 88        | \$99,904   |
| Mendocino-Lake     |                     |                     |                     | 8.0%                | 32.0%               | 14.0%               | 42.0%                     | 4.0%    | 50        | \$79,771   |
| Merced             |                     |                     |                     | 2.9%                | 15.7%               | 22.7%               | 58.7%                     |         | 172       | \$82,469   |
| Mira Costa         |                     |                     |                     |                     | 1.2%                | 1.8%                | 97.0%                     |         | 166       | \$118,036  |
| Monterey           |                     |                     | .9%                 | .9%                 | 12.1%               | 18.1%               | 62.9%                     | 5.2%    | 116       | \$82,621   |
| Mt. San Antonio    |                     |                     | .3%                 |                     | 2.8%                | 16.1%               | 80.8%                     |         | 386       | \$93,232   |
| Mt. San Jacinto    |                     |                     | 2.0%                | 13.3%               | 14.0%               | 15.3%               | 55.3%                     |         | 150       | \$84,003   |
| Napa Valley        |                     |                     |                     | 4.3%                | 12.8%               | 33.0%               | 50.0%                     |         | 94        | \$79,342   |
| North Orange       | .2%                 |                     | .4%                 | .7%                 | 1.7%                | 3.0%                | 94.0%                     |         | 534       | \$104,582  |

Note: Any salary reported as 888888 or 0 is set to unknown. Unknown salary and headcount is excluded from the average annual salary calculation. Average Annual Salary = (Sum of annual salaries)/Total Headcount

All Districts Reporting

Data Source: CCCC MIS Database for the reporting period Fall Term 2010

Data Element Definitions: California Community Colleges Management Information System Data Element Dictionary

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March 30, 2011

## California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

### Employee Category Salary Distribution by District

**Tenured/Tenure Track**

|                         | Less than<br>25,000 | 25,000 to<br>40,000 | 40,001 to<br>50,000 | 50,001 to<br>60,000 | 60,001 to<br>70,000 | 70,001 to<br>80,000 | Greater<br>than<br>80,001 | Unknown      | Headcount     | Avg Salary      |
|-------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------------|--------------|---------------|-----------------|
| Ohlone                  |                     |                     |                     | .8%                 |                     | 1.6%                | 97.5%                     |              | 122           | \$98,901        |
| Palo Verde              |                     |                     |                     | 7.5%                | 25.0%               | 30.0%               | 37.5%                     |              | 40            | \$76,593        |
| Palomar                 |                     |                     |                     | .4%                 | 3.3%                | 4.8%                | 91.2%                     | .4%          | 273           | \$94,500        |
| Pasadena                |                     |                     |                     | .5%                 | 6.2%                | 19.9%               | 72.3%                     | 1.0%         | 386           | \$87,296        |
| Peralta                 | .7%                 | .7%                 | 2.0%                | 5.2%                | 16.0%               | 29.0%               | 46.6%                     |              | 307           | \$79,798        |
| Rancho Santiago         |                     | .3%                 |                     |                     | 5.8%                | 8.7%                | 85.2%                     |              | 310           | \$92,021        |
| Redwoods                |                     |                     |                     | 5.4%                | 14.0%               | 11.8%               | 65.6%                     | 3.2%         | 93            | \$92,471        |
| Rio Hondo               |                     |                     | .5%                 |                     | 2.2%                | 10.8%               | 86.6%                     |              | 186           | \$87,896        |
| Riverside               |                     |                     |                     | .3%                 | 3.0%                | 8.4%                | 86.6%                     | 1.6%         | 367           | \$92,508        |
| San Bernardino          | 1.8%                |                     |                     | 3.2%                | 16.2%               | 27.0%               | 51.8%                     |              | 222           | \$80,665        |
| San Diego               | .3%                 | 13.3%               | 3.2%                | 15.8%               | 20.2%               | 15.2%               | 31.2%                     | .6%          | 682           | \$68,935        |
| San Francisco           |                     |                     |                     | 2.3%                | 16.3%               | 15.9%               | 65.4%                     | .1%          | 793           | \$83,710        |
| San Joaquin Delta       |                     |                     |                     |                     | 5.1%                | 17.8%               | 77.1%                     |              | 214           | \$90,578        |
| San Jose-Evergreen      |                     |                     | 1.4%                |                     | 5.6%                | 14.8%               | 76.4%                     | 1.9%         | 216           | \$87,178        |
| San Luis Obispo         | .6%                 |                     | 1.3%                | 5.1%                | 15.4%               | 37.8%               | 39.1%                     | .6%          | 156           | \$76,317        |
| San Mateo               | .7%                 | 2.6%                |                     | .7%                 | 5.9%                | 14.0%               | 76.2%                     |              | 307           | \$84,321        |
| Santa Clarita           |                     |                     |                     | .5%                 | 3.8%                | 11.4%               | 84.2%                     |              | 184           | \$90,757        |
| Santa Monica            |                     |                     | .7%                 | .3%                 | 3.3%                | 5.2%                | 88.9%                     | 1.6%         | 307           | \$97,999        |
| Sequoias                |                     |                     |                     |                     | 6.4%                | 21.0%               | 71.3%                     | 1.3%         | 157           | \$86,536        |
| Shasta-Tehama-Trinity   | .8%                 |                     |                     | 4.1%                | 8.1%                | 23.6%               | 63.4%                     |              | 123           | \$80,777        |
| Sierra                  |                     | .5%                 |                     | 8.4%                | 21.4%               | 20.5%               | 49.3%                     |              | 215           | \$75,219        |
| Siskiyou                |                     |                     | 6.1%                | 16.3%               | 18.4%               | 26.5%               | 32.7%                     |              | 49            | \$74,075        |
| Solano                  |                     |                     | .6%                 | 2.6%                | 11.0%               | 41.3%               | 44.5%                     |              | 155           | \$78,753        |
| Sonoma                  |                     |                     | .7%                 | 1.4%                | 7.9%                | 17.9%               | 71.8%                     | .3%          | 291           | \$85,026        |
| South Orange            |                     |                     |                     | .6%                 | 10.9%               | 22.9%               | 65.7%                     |              | 350           | \$92,406        |
| Southwestern            | .4%                 | 7.6%                | 21.4%               | 20.5%               | 25.4%               | 10.7%               | 12.9%                     | .9%          | 224           | \$60,105        |
| State Center            |                     |                     |                     | 1.0%                | 3.7%                | 10.4%               | 84.8%                     | .2%          | 492           | \$92,422        |
| Ventura                 |                     | .3%                 |                     | 5.5%                | 8.2%                | 16.3%               | 69.7%                     |              | 380           | \$85,790        |
| Victor Valley           |                     | .8%                 |                     | .8%                 | 3.8%                | 6.9%                | 87.7%                     |              | 130           | \$91,636        |
| West Hills              |                     |                     |                     | 1.7%                | 5.1%                | 13.6%               | 76.3%                     | 3.4%         | 59            | \$91,142        |
| West Kern               |                     |                     |                     |                     | 10.0%               | 22.0%               | 68.0%                     |              | 50            | \$87,298        |
| West Valley-Mission     |                     |                     | 1.0%                | .3%                 | 5.9%                | 31.6%               | 61.2%                     |              | 304           | \$84,028        |
| Yosemite                |                     |                     |                     | 1.4%                | 6.0%                | 19.0%               | 65.8%                     | 7.7%         | 284           | \$83,833        |
| Yuba                    |                     |                     |                     | 1.5%                | 11.2%               | 21.6%               | 64.2%                     | 1.5%         | 134           | \$88,044        |
| <b>STATEWIDE TOTAL:</b> | <u>0.60%</u>        | <u>0.90%</u>        | <u>1.06%</u>        | <u>3.46%</u>        | <u>9.06%</u>        | <u>16.61%</u>       | <u>67.78%</u>             | <u>0.52%</u> | <u>17,855</u> | <u>\$85,897</u> |

Note: Any salary reported as 888888 or 0 is set to unknown. Unknown salary and headcount is excluded from the average annual salary calculation. Average Annual Salary = (Sum of annual salaries)/Total Headcount

All Districts Reporting

Data Source: CCCC MIS Database for the reporting period Fall Term 2010

Data Element Definitions: California Community Colleges Management Information System Data Element Dictionary

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March 30, 2011

**California Community Colleges Chancellor's Office**

*Report on Staffing for Fall 2010*

**Statewide Full-time Equivalency (FTE) Summary by Taxonomy of Programs (TOP) Code**

**Academic Temporary - Instruction, Credit & Non-Credit**

|                    | Less than \$39.99 | \$40.00 to \$44.99 | \$45.00 to \$49.99 | \$50.00 to \$54.99 | \$55.00 to \$59.99 | \$60.00 to \$64.99 | \$65.00 Plus | \$ Amount Unknown | Total FTE | Average Rate |
|--------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------|-------------------|-----------|--------------|
| Allan Hancock      |                   |                    | 3.0                | 29.8               | 46.4               | 34.9               | 33.8         |                   | 147.9     | \$50.20      |
| Antelope Valley    |                   |                    |                    |                    |                    |                    | 171.6        |                   | 171.6     | \$72.64      |
| Barstow            |                   | .3                 |                    | 12.7               | 38.4               |                    |              |                   | 51.3      | \$45.26      |
| Butte              | .0                |                    |                    |                    | 15.5               | 33.8               | 115.7        |                   | 165.1     | \$57.71      |
| Cabrillo           |                   |                    |                    |                    |                    | 1.4                | 132.2        | 3.5               | 137.1     | \$75.93      |
| Cerritos           |                   |                    | .7                 | .3                 | 22.8               | 35.2               | 108.9        | 4.0               | 171.7     | \$56.93      |
| Chabot-Las Positas |                   |                    |                    |                    |                    |                    | 227.0        | 1.0               | 227.9     | \$83.03      |
| Chaffey            |                   |                    |                    |                    |                    |                    | 212.8        |                   | 212.8     | \$65.85      |
| Citrus             |                   |                    |                    | 23.5               | .3                 | .5                 | 76.3         | 1.0               | 101.5     | \$59.11      |
| Coast              |                   |                    |                    | 4.0                | 6.1                | 6.6                | 407.5        | 4.3               | 428.4     | \$68.94      |
| Compton            |                   |                    | 5.1                | 34.3               | 8.7                | 7.3                | 23.6         | 1.3               | 80.4      | \$48.56      |
| Contra Costa       |                   | .4                 |                    |                    |                    |                    | 11.2         | 367.6             | 390.8     | \$72.15      |
| Copper Mountain    |                   |                    | 1.4                | .7                 | 25.2               | 2.9                |              | 6.3               | 36.6      | \$48.74      |
| Desert             |                   |                    | 12.6               | 30.3               | 34.2               | 30.3               | 25.8         | 4.0               | 137.3     | \$48.22      |
| El Camino          |                   |                    |                    | .2                 |                    |                    | 177.0        |                   | 177.2     | \$85.65      |
| Feather River      | 4.8               | 1.9                | 4.3                | 3.1                | 2.7                | 2.3                | 4.2          |                   | 23.4      | \$42.65      |
| Foothill-Deanza    |                   |                    |                    |                    |                    |                    |              | 395.9             | 395.9     |              |
| Gavilan            | 1.4               |                    | 2.4                | 2.3                | 1.6                | 7.0                | 27.7         | 2.0               | 44.3      | \$57.11      |
| Glendale           |                   |                    |                    |                    |                    | 3.6                | 210.6        |                   | 214.2     | \$61.90      |
| Grossmont-Cuyamaca | 1.4               | 5.0                | 1.3                | 13.7               | 31.1               | 27.9               | 220.3        |                   | 300.7     | \$62.27      |
| Hartnell           |                   |                    |                    |                    | 9.4                | 17.3               | 54.6         | 2.6               | 84.0      | \$56.71      |
| Imperial           |                   |                    |                    |                    |                    |                    | 1.9          | 92.0              | 93.9      | \$55.00      |
| Kern               |                   |                    |                    |                    |                    |                    | 193.0        | .2                | 193.2     | \$60.00      |
| Lake Tahoe         |                   |                    |                    | 24.4               | 17.3               | 4.2                |              |                   | 45.8      | \$44.72      |
| Lassen             |                   | 28.1               |                    |                    |                    |                    |              |                   | 28.1      | \$34.50      |
| Long Beach         |                   |                    |                    |                    | 2.1                | 43.1               | 168.1        | .5                | 213.8     | \$58.51      |
| Los Angeles        | 1.0               |                    | 4.1                | 2.1                | 4.0                | 28.8               | 1,193.4      | 8.6               | 1,241.9   | \$80.90      |
| Los Rios           |                   |                    |                    | 10.2               | 28.2               | 28.3               | 409.7        | 6.0               | 482.4     | \$71.63      |
| Marin              |                   |                    |                    | .8                 | .1                 | .4                 | 86.2         |                   | 87.5      | \$106.49     |
| Mendocino-Lake     |                   |                    |                    | 10.1               | 24.7               | 18.4               | 25.0         | .7                | 78.9      | \$52.22      |
| Merced             |                   | .3                 | 1.2                | 33.2               | 20.9               | 1.1                |              | .4                | 57.0      | \$44.47      |
| Mira Costa         |                   |                    | .9                 | 1.7                | 1.2                | 1.0                | 4.2          | 156.9             | 165.8     | \$52.83      |
| Monterey           |                   | .3                 |                    | 2.7                | 10.4               | 13.6               | 61.1         | .4                | 88.4      | \$60.52      |
| Mt. San Antonio    |                   |                    |                    | .1                 | 34.0               | 3.8                | 288.1        | 1.0               | 326.9     | \$69.20      |
| Mt. San Jacinto    |                   | 1.6                |                    | 1.4                | 168.7              | 64.4               |              | .0                | 236.0     | \$47.45      |
| Napa Valley        |                   |                    | 4.7                |                    |                    | 40.7               | 38.6         | 1.1               | 85.1      | \$55.46      |
| North Orange       | 25.4              | 6.6                | 9.3                | 79.0               | 84.1               | 88.9               | 126.5        | 5.0               | 424.6     | \$48.69      |
| Ohlone             |                   |                    |                    |                    | 1.8                | 9.9                | 105.2        | 3.9               | 120.8     | \$65.39      |
| Palo Verde         |                   |                    | .0                 | .0                 | .0                 | .2                 | .0           |                   | .3        | \$51.67      |

Note: Work assignments are reported by the district in data element (EJ01) Employee-Assignment-Type, (EJ03) Employee-Assignment-Account-Code and (EJ08) Employee-Assignment-FTE. All work assignments for each employee category are represented.

All Districts Reporting

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**California Community Colleges Chancellor's Office**

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|                         | Less than \$39.99 | \$40.00 to \$44.99 | \$45.00 to \$49.99 | \$50.00 to \$54.99 | \$55.00 to \$59.99 | \$60.00 to \$64.99 | \$65.00 Plus  | \$ Amount Unknown | Total FTE       | Average Rate   |
|-------------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------|-------------------|-----------------|----------------|
| Palomar                 |                   |                    |                    |                    |                    | 51.1               | 257.4         | 5.5               | 314.0           | \$60.19        |
| Pasadena                | 1.1               | 4.2                | 3.3                | 3.4                | 9.1                | 43.0               | 175.1         | 5.8               | 245.1           | \$61.78        |
| Peralta                 |                   |                    |                    | .3                 | 1.6                | 13.8               | 250.5         | 1.4               | 267.6           | \$75.86        |
| Rancho Santiago         |                   |                    |                    | 176.2              | 18.6               | 65.4               | 105.6         | .3                | 366.2           | \$49.41        |
| Redwoods                |                   |                    |                    |                    | .1                 | 9.3                | 85.5          | 3.4               | 98.4            | \$68.00        |
| Rio Hondo               | .2                | .3                 | 2.9                | 1.2                | 1.8                | 6.1                | 105.5         |                   | 118.0           | \$75.30        |
| Riverside               |                   |                    |                    |                    | 8.7                |                    | 326.4         | 5.5               | 340.6           | \$67.52        |
| San Bernardino          |                   |                    |                    |                    | 24.1               | 49.7               | 118.7         |                   | 192.5           | \$53.53        |
| San Diego               | 6.6               | 3.7                | 17.0               | 18.0               | 20.2               | 61.1               | 597.9         | 3.7               | 728.1           | \$61.20        |
| San Francisco           |                   |                    |                    |                    |                    | 4.0                | 371.2         |                   | 375.1           | \$95.83        |
| San Joaquin Delta       |                   |                    |                    |                    | 2.8                | 4.9                | 53.6          |                   | 61.2            | \$66.34        |
| San Jose-Evergreen      |                   |                    |                    |                    |                    |                    | 2.6           | 189.4             | 191.9           | \$152.90       |
| San Luis Obispo         | 4.3               | .2                 | 1.9                | 5.1                | 7.9                | 18.8               | 125.1         |                   | 163.3           | \$64.42        |
| San Mateo               | 5.7               | 3.4                | 3.2                | 2.3                | 2.8                | 6.1                | 192.8         |                   | 216.3           | \$88.09        |
| Santa Barbara           |                   | 2.0                | .0                 | 1.5                | 1.0                | 5.1                | 214.2         | 2.7               | 226.5           | \$77.82        |
| Santa Clarita           |                   | 3.1                |                    |                    |                    | 41.4               | 115.1         | 1.9               | 161.5           | \$57.42        |
| Santa Monica            |                   |                    |                    |                    |                    |                    | 326.6         | 25.3              | 351.9           | \$90.32        |
| Sequoias                |                   |                    |                    | 3.0                | 57.9               | 55.7               |               | 2.1               | 118.7           | \$50.16        |
| Shasta-Tehama-Trinity   |                   |                    |                    | 1.3                | 18.0               | 49.0               | 31.9          | 3.9               | 104.1           | \$52.88        |
| Sierra                  |                   | .5                 | 9.1                | 19.4               | 32.0               | 62.3               | 135.1         |                   | 258.4           | \$57.07        |
| Siskiyou                |                   | 1.0                |                    |                    | 27.3               | 14.9               | 5.1           |                   | 48.2            | \$50.47        |
| Solano                  | 1.0               |                    |                    |                    | .7                 | 6.9                | 112.6         | 2.0               | 123.1           | \$64.76        |
| Sonoma                  | 6.5               | 4.0                | 6.4                | 12.2               | 3.5                | 15.8               | 260.1         | .8                | 309.3           | \$73.97        |
| South Orange            |                   |                    |                    |                    |                    |                    | 318.4         |                   | 318.4           | \$67.01        |
| Southwestern            | .3                |                    |                    | 1.9                | 13.3               | 35.1               | 185.3         | 32.1              | 267.9           | \$60.60        |
| State Center            |                   |                    | 26.8               | 67.1               | 118.6              | 75.7               | 57.1          | 12.5              | 357.8           | \$48.34        |
| Ventura                 | 98.2              | 2.0                | 1.5                | 1.9                | 5.6                | 2.3                | 203.8         | 3.7               | 319.1           | \$76.32        |
| Victor Valley           |                   |                    |                    | 8.9                |                    |                    | 180.7         | 1.0               | 190.6           | \$54.30        |
| West Hills              | .5                |                    |                    |                    |                    |                    |               | 24.8              | 25.3            | \$5.40         |
| West Kern               |                   |                    |                    |                    |                    | 6.2                | 20.7          |                   | 26.9            | \$57.02        |
| West Valley-Mission     |                   |                    |                    |                    |                    |                    |               | 172.0             | 172.0           |                |
| Yosemite                |                   |                    |                    |                    | 17.0               | 23.3               | 138.0         | 3.3               | 181.7           | \$61.53        |
| Yuba                    |                   |                    |                    |                    | 3.5                | 9.3                | 68.6          | 5.4               | 86.8            | \$68.39        |
| <b>Statewide Total:</b> | <u>1.06%</u>      | <u>.46%</u>        | <u>.82%</u>        | <u>4.30%</u>       | <u>6.91%</u>       | <u>8.71%</u>       | <u>69.61%</u> | <u>8.15%</u>      | <u>14,997.6</u> | <u>\$66.58</u> |

Note: Work assignments are reported by the district in data element (EJ01) Employee-Assignment-Type, (EJ03) Employee-Assignment-Account-Code and (EJ08) Employee-Assignment-FTE. All work assignments for each employee category are represented.

All Districts Reporting

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