
2013 Salary Study
All Faculty Association
Santa Rosa Junior College

The 2013 AFA Salary Study is a compilation of California Community College faculty salary schedules as published by each district on 12/15/12. The study summary is available at <http://www.santarosa.edu/afa> .

Comments and corrections should be addressed to 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, 2011 Data](#)

Data from CCCCCO website on Fall, 2011 California Community College faculty salaries and rates.

		Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain	Desert	El Camino	Feather River	Foothill- De Anza
STEP	1	55278 62	59268.4 38	58315 47	58431 46	58157 49	63865 18	59075 39	61240 31	60630 33	64679 14	66131 8	64524 15	54126 66	64500.1 16	66131 8	58831 41	63912 17
	2	57157 63	61568.7 38	60391 46	60903 42	59975 51	66578 17	61731 36	64000 26	60630 43	66984 14	68557 7	64524 22	56365 66	67175.3 13	68557 7	61256 39	66730 16
	3	59100 63	63867.5 37	62468 46	63369 40	62380 49	69290 17	64386 34	66760 24	60630 57	69283 18	70987 9	64524 33	58699 66	69965 14	70987 9	63614 39	69547 16
	4	61109 64	66167.9 35	64544 47	65837 38	64782 45	72001 17	67043 33	69521 22	63318 55	71590 18	73426 10	67044 32	61130 63	72872.3 14	73426 10	65976 37	72365 16
	5	63186 66	68468.9 35	66621 50	68308 38	67184 45	74715 17	69697 31	72280 21	66009 54	73888 18	75846 12	69564 33	63666 62	75903.8 11	75846 12	68403 37	75183 16
	6	65336 66	70769.3 37	68697 51	70774 36	69590 42	77430 17	72354 30	75041 21	68696 52	76191 18	78275 13	72132 32	66310 61	79063.4 5	78275 13	70767 38	78001 16
	7	67557 66	73069.7 38	70774 53	73238 36	71993 42	80142 17	75009 28	77800 21	71385 47	78490 20	80705 15	74580 31	69064 60	82357.7 5	80705 15	73121 37	80819 13
	8	69854 64	75370.7 39	72850 53	75713 35	74395 44	82856 16	77666 28	80561 21	74073 47	80796 20	83132 14	77064 32	71937 59	85792.1 3	83132 14	75551 37	83636 9
	9	72229 64	77671.3 38	74926 55	78181 35	76801 44	85569 13	80320 28	83321 19	76761 46	83094 21	85569 13	79608 31	74932 54	89372.7 3	85569 13	77923 36	86454 7
	10	74685 65	79969.8 39	77003 59	80650 35	79202 47	88277 12	82976 26	84927 21	79449 46	85392 20	87991 14	82128 30	78055 51	93104.9 2	87991 14	80284 38	89272 7
	11	77224 64	82270.5 40	79079 59	83210 34	80555 50	90995 12	85632 25	86533 21	82139 41	87698 19	90421 14	84540 28	81309 47	96996.2 2	90421 14	82707 37	92090 6
	12	79851 64	84569.9 41	81156 58	85587 32	81908 55	93705 11	88286 21	88139 23	84828 39	89994 18	90421 16	87060 27	84703 40	101053 2	90421 16	85062 37	94907 6
	13	79851 65	86871.9 40	83232 57	88054 33	83263 56	93705 14	90943 18	89745 23	87514 37	92299 16	90421 19	89616 25	88239 32	101053 3	90421 19	85321 49	97725 6
	14	82404 63	86871.9 51	85309 56	88054 44	84615 58	93705 16	93599 17	91351 24	90203 31	92299 19	90421 28	89616 35	91928 21	101053 4	90421 28	85585 54	99725 5
	15	82404 66	89172.2 46	87385 54	88054 51	85973 57	93705 21	96255 13	92957 26	90203 40	95793 15	90421 38	89616 44	91928 29	101053 6	90421 38	85844 58	99725 9
	16	85042 64	91473 39	89462 53	91587 37	86935 58	96417 13	96255 15	94564 23	90203 50	95793 19	90421 46	92028 35	91928 36	101053 7	90421 46	86108 60	99725 9
	17	85042 67	91473 44	91538 42	91587 40	87896 58	96417 22	96255 23	96169 25	90203 52	99286 13	92661 35	92028 38	91928 39	101053 7	92661 35	86367 61	99725 11
	18	87765 62	91473 48	93615 33	91587 46	88858 57	96417 23	96255 25	97776 20	92890 39	99286 17	92661 40	92028 44	91928 45	101053 8	92661 40	86627 64	102725 6
	19	87765 64	93773.8 38	95691 30	91587 51	89818 59	96417 25	96255 27	98436 21	92890 42	99286 20	92661 44	94596 35	91928 49	101053 14	92661 44	86627 67	102725 7
	20	90573 60	93773.8 44	97768 28	95120 36	90783 58	99131 23	98909 25	99095 24	92890 49	102776 10	92661 51	94596 41	91928 53	101053 17	92661 51	86627 68	102725 11
	21	90573 61	93773.8 47	97768 30	95120 37	91742 56	99131 27	98909 28	99755 26	92890 51	102776 10	94905 39	94596 45	91928 55	101053 19	94905 39	86627 70	102725 11
	22	93471 55	93773.8 53	97768 31	95120 40	92705 59	99131 27	98909 28	100415 23	95579 36	102776 15	94905 43	97128 32	91928 62	101053 21	94905 43	86627 70	106475 6
	23	93471 56	96072.6 38	97768 32	95120 44	93667 54	99131 28	98909 29	101076 21	98267 30	106269 7	94905 47	97128 34	91928 62	101053 22	94905 47	86627 70	106475 6
	24	96461 41	96072.6 42	97768 34	98653 31	94627 54	101843 20	98909 30	101736 21	98267 32	106269 7	94905 50	97128 37	91928 63	101053 23	94905 50	86627 70	106475 6
	25	96461 46	96072.6 47	97768 36	98653 34	95587 51	101843 21	101567 22	102395 20	98267 35	106269 7	97147 40	97128 42	91928 64	101053 26	97147 40	86627 70	106475 6
	26	96461 49	98372.6 36	97768 37	98653 35	97413 39	101843 23	101567 24	103055 20	100955 28	109761 6	97147 42	97128 44	91928 66	101053 27	97147 42	86627 71	110225 5
	27	96461 50	98372.6 38	97768 41	98653 37	97413 43	101843 23	101567 24	103715 19	100955 28	109761 6	99391 35	97128 46	91928 67	101053 27	99391 35	86627 71	110225 5
	28	96461 50	98372.6 41	97768 44	98653 40	97413 46	104553 18	101567 25	104375 19	100955 29	109761 6	99391 37	97128 47	91928 67	101053 28	99391 37	86627 71	110225 5
	29	96461 50	98372.6 41	97768 44	98653 40	97413 46	104553 20	101567 26	105035 15	103643 22	109761 6	99391 37	97128 47	91928 67	101053 29	99391 37	86627 71	110225 5
	30	96461 52	98372.6 43	97768 46	98653 41	97413 48	104553 20	101567 27	105694 15	103643 22	109761 6	99391 38	97128 49	91928 67	101053 30	99391 38	86627 71	110225 5
Max HND Salary	96461 53	98372.6 45	97768 48	98653 44	97413 50	104553 23	101567 29	107012 15	109020 11	109761 9	99391 41	97128 51	91928 67	101053 32	99391 41	86627 71	110225 8	
Max Initial HND Salary	72229 52	70769.3 56	81156 16	70774 55	76801 33	82856 13	75009 41	83321 12	68696 62	78490 25	78275 28	89616 6	78055 31	93104.9 4	78275 28	75551 37	86454 8	
Previous Schedule	2007-08	2008-09	2008-09	2010-11	2010-11	2007-08	2007-08	2011-12	2011	2011-12	2011	2011-12	2008-09	2007-08	2011	2011-12	2009-10	
Latest Schedule	2007-08	2009-10	2008-09	2010-11	2011-12	2012-13	2012-13	2011-12	2012-13	2012-13	2012	2011-12	2008-09	2008-09	2012	2011-12	2009-10	
% Increase Min HND		0.00%			0.00%	5.00%	-1.00%		2.00%	0.00%	0.00%				0.00%			
% Increase 16th HND		0.00%			0.00%	5.00%	-1.00%		2.00%	0.00%	0.00%				0.00%			
% Increase Max HND		0.00%			0.00%	5.00%	-1.00%		2.00%	0.00%	0.00%				0.00%			
	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain	Desert	El Camino	Feather River	Foothill-De Anza	

	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	Mt San Antonio	
STEP	1	61572 27	61801 24	60754 32	55027 63	54367 64	58486.9 45	47981 71	52650 68	57698.4 52	57860 51	52554 69	55279.5 61	58797 42	57191 54	77801 1	58135 50	63312 21
	2	63851 27	64148 25	62334 33	57495 62	55998 67	60533.8 45	49032 72	55159 68	60075.7 50	59940 52	54656 69	57620 60	61108 40	59485 54	81483 1	60315 48	66525 18
	3	66133 26	66549 25	63954 36	59957 61	57678 68	62652.9 43	50773 72	57795 67	62446 47	62100 50	56842 70	59965 60	64028 35	61769 53	85165 1	62504 44	69636 15
	4	68401 26	69066 25	65617 40	62422 58	59408 69	64845.5 43	52515 72	60562 67	64816.3 44	64330 51	59116 70	62306 59	65728 39	64065 53	88849 1	64686 46	72726 15
	5	70686 26	71688 23	67323 42	64890 58	61191 70	67115.6 46	54852 72	63467 65	67193.6 44	66650 49	61481 69	64648 59	68039 39	66361 53	92530 1	66872 47	75929 10
	6	72965 26	74412 22	69073 47	67354 56	63027 70	69464.3 44	56217 72	66516 60	69563.9 43	69050 48	63940 69	66990 59	70349 41	68746 50	96215 1	69050 48	79061 6
	7	75238 26	77246 22	70869 51	69816 56	64917 70	71894.2 44	57740 72	69717 57	71938.7 43	71540 46	66498 69	69334 59	72659 41	71135 50	99892 1	71248 49	82172 6
	8	77523 29	80185 22	72712 55	72281 57	66865 70	74411.9 43	59259 72	73080 51	74310.8 45	74110 46	69157 68	71675 60	74969 42	73544 49	103579 1	73431 50	85344 6
	9	79797 30	83247 20	74603 58	74751 57	68871 70	77016 43	61203 72	76606 48	76681.2 47	76780 45	71924 65	74018 61	77279 42	75948 50	107261 1	75619 51	88526 4
	10	82071 31	86434 18	76542 60	77218 55	70937 70	79711.7 41	63149 72	80319 37	79054 48	79540 45	74801 64	76359 61	79589 43	78353 50	110942 1	77803 52	91637 4
	11	84348 30	86434 22	78532 61	79688 56	73065 70	82501.5 38	65195 72	80319 52	81426.4 46	82410 39	77793 63	78700 60	81900 43	80775 49	114627 1	79863 54	94789 4
	12	86629 28	86434 29	80574 61	82147 54	75257 71	85388 34	66231 72	80319 62	83799.2 44	85370 35	80904 60	81047 59	84210 43	83193 50	118309 1	82174 53	97920 3
	13	88905 28	88918 27	82669 59	84603 51	77515 70	88376.5 31	67265 71	80319 64	86171.5 44	88450 30	84141 53	83386 54	86520 42	85634 48	121990 1	84353 52	101072 2
	14	91184 25	88918 37	84818 57	87081 50	79840 70	91470.7 23	68214 72	80319 69	88544.3 40	88450 41	87506 48	85729 53	88831 38	88078 43	125672 1	84353 59	101072 3
	15	93462 22	88918 47	87024 55	89460 45	82235 67	91470.7 30	69448 72	80319 71	90848.8 35	88450 48	91006 33	88070 50	91140 32	88078 49	129349 1	84353 61	101072 5
	16	95738 20	91477 38	87489 57	90505 45	84703 67	91470.7 40	70706 72	80319 71	90848.8 43	90561 44	91006 41	90415 48	93450 28	88078 55	130078 1	84353 68	101072 6
	17	98020 16	91477 43	87957 57	91551 41	87244 59	91470.7 45	73547.1 72	80319 71	90848.8 48	90561 49	91006 46	92692 34	93450 30	88078 56	130809 1	84353 69	101072 6
	18	100293 12	91477 47	88428 60	92596 42	89861 55	95311.7 29	74981.2 72	80319 71	90848.8 52	90561 53	91006 50	95028 30	93450 34	90531 54	131539 1	86538 66	104252 4
	19	102569 11	94113 36	88901 61	92596 46	92557 47	95311.7 32	75921.7 72	80319 71	90848.8 56	92722.7 43	91006 54	97423 23	93450 39	90531 57	132270 1	86538 69	104252 5
	20	102569 13	94113 42	89377 63	93641 45	95334 34	95311.7 35	76863.1 72	80319 71	93219.1 47	92722.7 50	94647 40	99878 20	93450 46	90531 61	133001 1	86538 69	104252 7
	21	102569 13	94113 46	89855 65	93641 48	95334 34	95311.7 36	80091.9 72	80319 71	93219.1 49	92722.7 52	94647 44	100877 21	94950 38	90531 63	133731 1	90560 62	107432 4
	22	104902 9	96827 34	90336 65	93641 54	95334 37	95311.7 39	81061.1 71	80319 72	93219.1 56	94936 42	94647 49	100877 22	94950 41	93155 57	134461 1	90560 64	107432 4
	23	104902 10	96827 36	90819 64	93641 55	95334 41	95311.7 43	82029.2 71	80319 72	93219.1 57	94936 46	94647 51	100877 23	94950 45	93155 58	135192 1	90560 65	107432 4
	24	104902 11	96827 39	91305 65	93641 57	95334 44	95311.7 46	82998.3 71	80319 72	93219.1 58	94936 48	94647 53	100877 25	94950 47	93155 59	135923 1	90915 66	107432 4
	25	104902 13	99623 33	91793 65	93641 58	95334 52	100079 30	85965.6 71	80319 72	95589.2 50	97202.1 39	94647 57	100877 27	94950 54	93155 60	136653 1	90915 68	107432 5
	26	104902 14	99623 34	92284 64	93641 59	95334 55	100079 32	86957.8 70	80319 72	95589.2 54	97202.1 41	94647 58	100877 29	96450 50	95853 52	137383 1	90915 68	110612 4
	27	104902 14	99623 34	92778 64	93641 59	95334 56	100079 32	88741.3 70	80319 72	95589.2 55	97202.1 45	94647 58	100877 29	96450 51	95853 53	138114 1	93095 61	110612 4
	28	104902 14	102504 24	93274 62	93641 61	95334 56	100079 33	90680.6 69	80319 72	95589.2 55	99522 36	94647 59	100877 30	96450 51	95853 53	138845 1	93095 63	110612 4
	29	104902 16	102504 25	93773 61	93641 62	95334 56	100079 33	90680.6 69	80319 72	95589.2 55	99522 36	94647 59	100877 30	96450 51	95853 53	139575 1	93095 63	110612 4
	30	104902 16	102504 25	94275 61	93641 62	95334 56	100079 34	90680.6 70	80319 72	97893.8 45	99522 37	94647 60	100877 31	96450 53	98632 42	140305 1	93095 63	110612 4
Max HND Salary	104902 19	102504 28	94275 61	93641 62	95334 57	100079 37	90680.6 70	80319 72	97893.8 47	99522 40	94647 60	100877 34	96450 54	104454 24	140305 1	93095 63	116972 3	
Max Initial HND Salary	72965 49	71688 54	76542 35	67354 65	63027 68	71894.2 53	66231 66	60562 71	74310.8 43	74110 45	69157 58	85729 10	72659 50	68746 60	110942 1	69050 59	88526 7	
Previous 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	2011-12	
Latest Schedule	2011-12	2012-13	2008	2011-12	2012-13	2011-12	2008-09	2012-13	2008-09	2011-12	2012-13	2011-12	2011-12	2012-13	2009-11	2011-12	2011-12	
% Increase Min HND	2.00%	5.98%			1.01%	0.44%		24.03%			0.00%		8.33%	0.00%				
% Increase 16th HND	2.00%	5.98%			1.01%	0.44%		7.94%			0.00%		8.33%	0.00%				
% Increase Max HND	2.00%	5.98%			0.00%	0.44%		7.94%			0.00%		8.05%	0.00%				
	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	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	San Joaquin Delta	San Jose-Evergreen
STEP	1	67878 3	46920 72	62876 22	66969 6	55896 59	64960.2 12	65769 11	61504 28	66379 7	54286 65	59325 36	67435 4	56213.4 57	58610 44	57204.8 53	61453 29	65974 10
	2	69915 4	49511 71	62876 31	69378 6	57573 61	67617.7 11	68332 10	63682 28	66778 15	56457 64	62039 35	70035 3	58143.4 59	60220 49	59594.7 53	64426 24	68492 9
	3	72012 5	52101 71	62876 42	71797 6	59301 62	70278.3 12	70894 11	65849 27	71184 7	58715 65	64738 32	72630 3	60064.6 59	61880 52	61988.5 51	67349 21	71011 8
	4	74173 6	54700 71	65377 41	74217 5	61080 65	72934.2 12	73457 9	68091 27	73591 7	61064 66	67449 30	75221 3	61996.8 61	63580 54	64379.4 50	70130 20	73526 8
	5	76398 6	57289 71	67875 40	76634 5	62912 67	75591.5 15	76019 8	70274 27	76001 9	63506 64	70164 28	77811 3	63924.6 61	65330 56	66773.1 48	73101 19	76050 7
	6	78690 8	59881 71	70375 40	79045 7	64799 67	78249 15	78581 9	72454 28	78404 11	66047 62	72876 27	80413 3	65842.5 65	67130 58	69165 46	75975 19	78557 10
	7	81050 10	62473 71	72874 40	81473 7	66743 68	80906.3 12	81144 8	74664 30	80804 14	68689 62	75589 25	83004 3	67773.6 65	68970 61	71557.8 45	78851 18	81085 9
	8	83482 12	65065 71	75373 38	83888 7	68746 69	83562.2 11	81144 19	76875 33	83209 13	71436 61	78287 24	85602 4	69697 66	70870 62	73949.6 48	81729 17	83604 10
	9	85986 11	67657 71	77869 37	86305 9	70808 69	86222.8 10	81144 24	79085 32	85615 12	74294 60	81000 25	88195 5	71627 68	72820 63	76341.4 49	84603 17	85277 16
	10	88566 11	70251 71	80370 36	88723 10	72932 69	88880.1 9	83706 25	81297 32	88019 13	77265 54	83715 24	90784 5	73550.4 68	74820 63	78736.2 49	87477 16	87165 17
	11	91223 10	72842 71	82869 36	91136 11	74537 69	91537.7 8	83706 31	83506 32	90426 13	80356 51	86415 23	93383 5	75433.2 68	76880 65	81124.1 48	90354 16	89094 18
	12	93960 10	75435 70	85367 36	93557 12	76177 69	94193.5 8	83706 46	85725 31	92834 15	83570 48	89124 20	95973 5	77365.4 68	78990 66	83520.8 49	93274 13	93137 14
	13	96778 9	78029 68	87865 35	95973 11	77852 69	96850.9 8	86269 43	87945 34	95237 12	86913 39	91861 17	98562 5	79347 67	81160 63	85909.7 45	96196 10	93137 15
	14	99682 6	80617 68	87865 46	98390 9	79565 71	97516.4 11	86269 52	90164 32	97641 10	90390 30	94552 15	98562 8	81378 67	83400 61	88301.6 42	99119 7	95326 14
	15	102672 3	83211 65	87865 52	100813 7	81316 70	98180.4 10	86269 56	92383 27	97641 11	94005 19	94552 17	99797 8	83460.6 63	85690 59	90693.4 36	101596 4	95326 16
	16	102672 4	85958 62	90367 49	103005 3	83105 70	98844.1 10	88831 54	94602 22	97641 11	95885 18	94552 24	101029 8	84877.9 66	88050 56	93086.2 30	101596 5	95326 21
	17	102672 5	85958 64	90367 51	105210 3	84933 68	99509.9 12	88831 55	96821 20	100043 9	97803 17	97267 19	101029 8	86319.3 62	90470 50	93086.2 32	104075 4	97566 18
	18	102672 7	85958 69	91044 49	107405 3	86801 63	100175 13	88831 58	99041 18	100043 14	99759 16	97266 22	101029 9	87784.9 61	92950 38	93086.2 36	104075 5	97566 21
	19	102672 8	85958 70	91044 53	109603 3	88711 62	100842 16	91394 52	101260 13	100043 17	101754 12	97266 24	103494 6	89272.5 60	95510 31	93086.2 41	106552 4	99859 18
	20	102672 12	85958 70	95362 33	111596 3	90663 59	101506 15	91394 55	101260 16	102451 14	103789 8	97266 29	103494 9	90788.6 57	98140 26	93086.2 48	106552 4	99859 21
	21	102672 12	88030 68	95362 33	113807 3	92657 53	102170 17	91394 59	101260 18	102451 15	105865 6	99981 23	103494 9	92327.8 54	100840 22	93086.2 50	106552 5	99859 24
	22	102672 16	88030 69	97863 30	113807 3	92657 60	102836 14	93956 50	101260 20	102451 18	105865 8	99981 24	105958 7	93893.3 51	101840 19	93086.2 58	106552 5	99859 25
	23	102672 18	88030 69	97863 31	113807 3	92657 60	103500 16	93956 52	101260 20	104857 11	105865 9	99981 25	105958 8	95487.3 40	103880 15	93086.2 59	106552 5	99859 26
	24	102672 18	91309 64	97863 33	113807 3	92657 61	104165 15	93956 55	101260 22	104857 12	105865 10	99981 27	105958 9	97107.7 38	105960 8	93086.2 60	106552 5	99859 28
	25	102672 19	91309 67	100362 29	116083 3	92657 62	104831 15	96519 44	101260 25	104857 14	105865 10	99981 31	105958 9	97107.7 43	105960 8	93086.2 61	109031 4	99859 32
	26	102672 22	91309 67	100362 31	116083 3	92657 62	105251 12	96519 47	101260 26	104857 15	105865 10	102696 21	105958 9	97107.7 45	105960 8	93086.2 61	109031 7	99859 33
	27	102672 22	91309 68	100362 31	116083 3	92657 65	105669 11	96519 49	101260 26	104857 15	105865 10	102696 21	105958 9	97107.7 47	105960 8	93086.2 63	109031 7	99859 33
	28	102672 23	91309 68	100362 32	116083 3	92657 65	106089 9	99081 39	101260 27	104857 15	105865 12	102696 22	105958 11	97107.7 48	105960 10	93086.2 64	109031 7	99859 35
	29	102672 24	91309 68	100362 32	116083 3	92657 65	106509 9	99081 39	101260 28	104857 17	105865 12	102696 23	105958 11	97107.7 48	105960 10	93086.2 64	109031 7	99859 35
	30	102672 24	91309 68	100362 33	116083 3	92657 65	106928 10	99081 40	101260 29	104857 17	105865 14	102696 23	105958 13	97107.7 50	105960 12	93086.2 64	109031 7	99859 36
Max HND Salary	102672 27	91309 68	100362 36	116083 4	92657 65	111123 7	99081 43	101260 31	104857 20	105865 18	102696 26	105958 17	97107.7 52	105960 16	93086.2 64	109031 10	99859 39	
Max Initial HND Salary	76398 36	59881 72	80370 22	86305 9	68746 60	94193.5 3	81144 17	72454 51	80804 20	77265 32	78287 26	80413 21	69697 57	61880 69	78736.2 24	90354 5	73526 47	
Previous Schedule	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	2008-09	2011-12	
Latest Schedule	2008-09	2012-13	2007-08	2012-13	2009-10	2011-12	2007-08	2007-08r	2011-12	2012-13	2007-08	2009-10	2008	2011	2012-13	2012-13	2011-12	
% Increase Min HND		0.00%		0.00%						1.50%				0.00%	-2.85%	3.49%		
% Increase 16th HND		0.00%		0.00%						1.50%				0.00%	-2.85%	3.49%		
% Increase Max HND		0.00%		0.00%						1.50%				0.99%	-2.85%	3.49%		
	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	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	Ventura	Victor Valley	West Hills
STEP	1	56085 58	61620 26	61668 25	59620 35	59001 40	63461.6 20	52080 70	55564.4 60	58772 43	56271 56	60605 34	72754 2	58224 48	64882 13	59293 37	62736 23	63671 19
	2	58410 56	64476 23	63668 29	62170 34	61062 41	65411.3 20	54550 70	58342.6 57	60593 44	58211 58	62713 32	74958 2	60318 47	67570 12	61570 37	64951 21	65594 19
	3	60749 55	67308 22	65668 29	64740 31	63121 41	67586.5 19	57023 69	61259.7 54	62474 45	60151 58	64822 30	77163 2	62412 48	70252 13	63852 38	67166 23	67521 20
	4	63096 56	70164 19	67668 29	67290 31	65180 42	69762.8 21	59492 68	64322.7 52	64409 49	62091 60	66930 34	79368 2	64509 48	72933 13	66132 36	69381 24	69445 23
	5	65434 55	73008 20	69668 32	69850 30	67239 43	72041.7 22	61965 68	67538.8 41	66407 52	64031 60	69039 34	81572 2	66601 51	75617 14	68413 36	71596 24	71372 25
	6	67776 55	75864 20	71668 33	72390 29	69298 45	74115.6 23	64434 68	70915.8 35	68464 54	65971 63	71147 34	83777 2	68696 52	78276 12	70692 39	73811 24	73297 25
	7	70113 55	78708 19	73668 34	74960 29	71356 48	75983.3 24	66906 67	74461.6 33	70586 54	67911 64	73256 35	85982 2	70790 52	80987 11	72972 39	76026 23	75224 27
	8	72451 56	81552 18	75668 36	77510 30	79922 23	78262.1 25	69376 67	78184.6 27	72776 54	69851 65	75364 40	88186 2	72886 52	83672 8	75257 41	78241 26	77149 31
	9	74797 56	84408 18	77668 39	80070 29	81982 23	80437.3 27	71847 66	82093.9 22	75033 52	71791 67	77473 41	90391 2	74980 53	86359 8	77535 40	80456 26	79079 33
	10	77140 57	84408 22	79668 42	82640 28	84041 23	82182 29	74319 66	86198.6 19	77358 53	73731 67	79581 44	92596 3	77074 58	89039 8	79815 40	82671 27	81002 34
	11	79473 57	87252 20	81668 45	85170 26	86099 24	84357.1 29	76790 66	89646.5 17	79756 55	75671 67	81689 44	94800 3	79170 58	91720 7	82095 42	84886 27	82927 35
	12	81871 56	87252 25	83668 47	87740 24	88158 22	86432.2 30	79261 65	89646.5 19	82228 52	77611 67	83798 45	97005 4	81264 57	94410 7	84375 42	87101 26	84860 38
	13	81871 61	87252 38	85668 47	90310 21	90218 22	88607.3 29	81732 62	89646.5 24	84778 50	79551 66	85906 46	99210 4	83360 55	97087 7	66654 72	89316 26	86781 41
	14	81871 64	90936 27	87668 47	92860 18	92276 20	91110.5 26	81732 65	89646.5 34	87405 49	81491 66	88015 45	101414 2	85453 55	97087 12	88935 36	91531 22	88703 39
	15	81871 68	90936 34	89668 43	93290 23	94335 18	92958.9 25	81732 69	93232.4 24	90115 42	83431 64	90123 41	103619 2	87548 53	97087 12	91215 31	93746 20	90625 37
	16	85964 61	90936 42	89668 51	93730 27	96395 14	92958.9 31	84184 69	93232.4 29	92908 32	86547 59	92232 34	105824 2	89642 52	97087 12	93951.5 26	95961 17	92546 33
	17	85964 63	90936 47	89668 53	95410 27	98453 14	92958.9 33	84184 70	93232.4 31	95695 26	86547 60	92232 37	108028 2	89642 54	99775 10	93951.5 29	98176 15	94477 28
	18	85964 68	94752 31	90921 51	95840 27	100512 10	92958.9 37	84184 70	93232.4 35	95695 28	86547 65	92232 43	110233 2	89642 56	99775 15	93951.5 32	100391 11	96408 24
	19	90263 58	94752 33	90921 55	96280 26	102570 10	94715.6 34	86710 66	93232.4 40	95695 29	86547 68	92232 48	112438 2	91737 50	99775 19	93951.5 37	102606 9	98339 22
	20	90263 62	94752 38	90921 56	97970 27	104630 6	94715.6 39	86710 67	96961.6 30	95695 32	88047 65	94785 37	114642 2	91737 54	99775 22	93951.5 43	104821 5	100270 19
	21	90263 64	94752 42	90921 60	98400 29	104630 8	94715.6 43	86710 69	96961.6 31	95695 32	88047 67	94785 41	116847 2	91737 57	102457 14	95319.8 35	104821 7	102201 16
	22	94776 46	94752 47	92173 61	98830 29	104630 11	94715.6 48	89311 67	96961.6 33	95695 35	88047 68	94785 45	119052 2	93832 52	102457 17	95319.8 38	104821 10	104133 12
	23	94776 50	97644 33	92173 61	100540 24	104630 13	96471.2 37	89311 67	96961.6 35	95695 39	88047 68	94785 49	121256 2	93832 53	102457 19	95319.8 42	104821 12	104133 14
	24	94776 52	97644 35	92173 62	100980 24	104630 14	96471.2 40	89311 68	100840 26	95695 43	88047 69	97339 36	121256 2	93832 56	102457 19	95319.8 45	104821 13	104133 16
	25	94776 56	97644 37	93426 59	101390 24	104630 17	96471.2 45	91990 63	100840 28	95695 49	89547 69	97339 38	121256 2	95924 48	105141 12	95319.8 53	104821 16	104133 18
	26	94776 57	97644 38	93426 60	103090 19	104630 17	96471.2 48	91990 65	100840 30	95695 53	89547 69	97339 40	123461 2	95924 51	105141 13	96688.1 46	104821 16	104133 18
	27	94776 57	97644 42	93426 60	103540 20	104630 17	98360.6 39	91990 66	100840 30	95695 54	89547 69	97339 44	123461 2	95924 52	105141 13	96688.1 48	104821 16	104133 18
	28	94776 57	97644 45	94678 58	103970 21	104630 17	98360.6 42	91990 66	100840 31	95695 54	89547 70	99893 34	123461 2	95924 52	105141 13	96688.1 49	104821 16	104133 20
	29	94776 57	97644 45	94678 58	105650 13	104630 19	98360.6 42	91990 66	100840 31	95695 54	89547 70	99893 34	123461 2	95924 52	105141 14	96688.1 49	104821 18	104133 21
	30	94776 58	97644 47	94678 59	106090 11	104630 19	98360.6 44	91990 66	100840 32	95695 55	91047 69	99893 35	123461 2	95924 54	107821 8	96688.1 51	104821 18	104133 21
Max HND Salary	94776 59	97644 49	100941 33	112640 6	104630 22	115742 5	91990 66	100840 35	95695 56	91047 69	99893 38	123461 2	95924 55	107821 13	98056.4 46	104821 21	104133 25	
Max Initial HND Salary	60749 70	73008 48	81668 15	82640 14	104630 2	74115.6 44	76790 34	64322.7 67	68464 64	73731 46	75364 39	83777 11	68696 62	78276 27	79815 23	78241 30	81002 19	
Previous Schedule	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	2008-09	2009-10	2008-09	
Latest Schedule	2007-08	20127-13	2008-09	2012-13	2012-13	2012-13	2012-13	2010-11	2012-13	2012-14	2012-13	2011-12	2012-13	2008-09	2008-09	2009-10	2008-09	
% Increase Min HND		2.00%		0.00%	0.00%	0.00%	0.00%		9.59%	3.08%	0.00%		-5.00%					
% Increase 16th HND		2.00%		0.00%	0.00%	0.00%	0.00%		16.38%	3.06%	0.00%		-5.00%					
% Increase Max HND		3.02%		0.00%	0.00%	0.00%	0.00%		3.00%	2.91%	0.00%		-5.00%					
	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	Ventura	Victor Valley	West Hills	

STEP	West Kern		West Valley Mission		Yosemite		Yuba		
	1	67266 5	56649 55	53984 67	61369 30	HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY			
	2	69876 5	58631 55	56374 65	63564 30	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.			
	3	72487 4	60683 56	58764 64	65760 28				
	4	75097 4	62807 57	61153 62	67957 28				
	5	77707 4	65006 57	63545 63	70150 29	MAX HND SALARY			
	6	80318 4	67281 57	65935 64	72346 31	Maximum salary (with statewide rank) in HND class from the district's current 10-month contract salary schedule.			
	7	82928 4	69636 58	68326 63	74542 32	MAX INIT HND SALARY			
	8	85538 5	72073 58	70715 63	76734 34	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.			
	9	88150 6	74596 59	73107 62	78930 34				
	10	90760 6	77206 56	75496 62	81126 33				
	11	91476 9	79909 53	77887 62	83320 33	PREVIOUS SCHEDULE			
	12	93983 9	82705 51	80276 63	85515 33	Academic year of salary schedule published by the district used in previous <i>AFA Salary Study</i> .			
	13	94714 13	82705 58	82668 60	87712 36	LATEST SCHEDULE			
	14	95446 13	82705 62	83413 60	89905 33	Academic year of latest salary schedule published by the district.			
	15	96177 14	85600 60	84156 62	92100 28				
	16	96177 16	85600 63	84902 65	94296 25	% INCREASE			
	17	96177 24	85600 66	85646 65	96490 21	Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's schedule used in the previous <i>AFA Salary Study</i> . For some districts, this increase reflects more than one negotiated increase.			
	18	96177 26	88596 59	86391 67	98685 19				
	19	96177 28	88596 63	87134 65	100879 15				
	20	96177 31	88596 64	87880 66	100879 18				
	21	99828 25	91696 58	88624 66	100879 20	The <i>AFA Salary Study</i> 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.			
	22	99828 26	91696 63	89369 66	103074 13				
	23	99828 27	91696 63	90113 66	103074 17				
	24	99828 29	94906 49	90858 67	103074 17				
	25	101514 23	94906 55	91602 66	105269 11				
	26	101514 25	94906 56	92348 63	105269 11	Send comments and corrections to wruud@santarosa.edu .			
	27	101514 25	98227 40	93092 62	105269 12				
	28	101514 26	98227 43	93837 60	107464 8	AFA website: www.santarosa.edu/afa			
	29	101514 27	98227 43	94581 60	107464 8				
	30	101514 28	101665 26	95326 57	107464 9				
Max HND Salary		101514 30	108907 12	95326 58	107464 14				
Max Initial HND Salary		75097 40	74596 42	75496 38	81126 18				
Previous Schedule		2008-09	2011-12	2009-10	2009-10				
Latest Schedule		2012-13	2011-12	2009-10	2009-10				
% Increase Min HND		1.80%							
% Increase 16th HND		1.80%							
% Increase Max HND		1.80%							
		West Kern	West Valley Mission	Yosemite	Yuba				

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

- 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://new.hancockcollege.edu/human_resources/salary-schedules.php

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/ Column			Column III	Column IV	Column V	Column VI	
Step	Column I Bachelor+2 or AA+6	Column II Master's					Column VII Earned 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.)

<http://www.avc.edu/administration/hr/salary.html>

ANTELOPE VALLEY COLLEGE

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

	COLUMN I	COLUMN II	COUMN III		2% Academy	
					COLUMN I	COLUMN II
Step	Less than Masters Rate of Pay	With Masters	With Earned Doctorate		Less than Masters Rate of Pay	With Masters
1	1083.75	1127.78	1171.81	Per LHE	1105.51	1150.39
	63.75	66.34	68.93	(For Retirement 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 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 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 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.	Step 2 for faculty who have taught for 2 ½ years (5 semesters) or thirty (30) Lecture Hour Equivalent (LHE) at Antelope Valley College during the <u>regular</u> academic year.
D.	Step 3 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.	Step 4 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 B.A. Plus 45	M.A. with B.A. Plus 60	M.A. with B.A. Plus 75	M.A. with 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

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV
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

APPENDIX B – Page 2

Maximum initial placement on the salary schedule shall be **Step 6** of the appropriate class.

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

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

Cabrillo College
Contract Regular Faculty Salary Schedule
2011-2012
(Annual Rate)
Effective August 23, 2011
175 Days

Class >	1	2	3	4	5	6
Step	BA or Specific Minimum Requirements	MA/MS	MA/MS +15 Units (BA +45 Units)	MA/MS +30 Units (BA +60 Units)	MA/MS +45 Units (BA +75 Units)	MA/MS +60 Units (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
Doctorate Stipend:						
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

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

Cabrillo College
Adjunct and Overload Faculty Salary Schedule
2011-2012
(Rate Per Unit)

Effective August 22, 2011

Class >	1	2	3	4	5	6
Step	BA or Specific Minimum Requirements	MA/MS	MA/MS +15 Units (BA +45 Units)	MA/MS +30 Units (BA +60 Units)	MA/MS +45 Units (BA +75 Units)	MA/MS +60 Units (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: January 19, 2012 (effective dates only)
Last salary update effective: 8/27/07

Cerritos Community College District
Faculty Salary Schedule

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	53,013	55,726	58,439	61,151	63,865	66,578
4	55,726	58,439	61,151	63,865	66,578	69,290
5	58,439	61,151	63,865	66,578	69,290	72,001
6	61,151	63,865	66,578	69,290	72,001	74,715
7	63,865	66,578	69,290	72,001	74,715	77,430
8	66,578	69,290	72,001	74,715	77,430	80,142
9	69,290	72,001	74,715	77,430	80,142	82,856
* 10		74,715	77,430	80,142	82,856	85,569
11			80,142	82,856	85,569	88,277
12				85,569	88,277	90,995
13					90,995	93,706
14					93,706	96,417
18X	Longevity Increment				96,417	99,131
22X	Longevity Increment				99,131	101,843
26X	Longevity Increment				101,843	104,553
30X	Longevity Increment				104,553	107,268

*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>

Approved by the Board of Trustees: 11/28/2012

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

**PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY
Deficit Rates Effective Academic Years 2011-2012 and 2012-13**

STEP	C O L U M N			
	II	III	IV	V
1	51,720	55,640	59,075	63,614
2	54,373	58,294	61,731	66,268
3	57,030	60,951	64,386	68,922
4	59,688	63,607	67,043	71,579
5	62,341	66,262	69,697	74,236
6	64,997	68,917	72,354	76,892
7	67,654	71,575	75,009	79,545
8	70,308	74,230	77,666	82,202
9	72,963	76,883	80,320	84,857
10	75,620	79,540	82,976	87,514
11	78,276	82,195	85,632	90,169
12	80,932	84,852	88,286	92,825
13	83,588	87,508	90,943	95,481
14	86,241	90,163	93,599	98,136
15-19	88,898	92,818	96,255	100,791
20-24	91,555	95,475	98,909	103,447
25	94,209	98,129	101,567	106,104

NOTE: Deficit coefficient of 0.9899 applies to payments made January through June, 2012. See page 1.

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

Continued on the next page.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

SCHEDULE OF PART-TIME (ADJUNCT) SERVICE RATES

Deficit Rates Effective July 1, 2012 through June 30, 2013 *

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

STEP	INSTRUCTIONAL COMPENSATION PER CAH (Faculty Hour A, B & C*) 70% pro-rata scale	HOURLY LECTURE RATE (Faculty Hour A, C) 70% pro-rata scale	HOURLY LABORATORY RATE ** (Faculty Hour B.1) 70% pro-rata scale	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E) 92% pro-rata scale
1	1,299	74.19	55.64	48.75
2	1,361	77.73	58.29	51.08
3	1,423	81.27	60.95	53.40
4	1,485	84.81	63.61	55.73
5	1,547	88.35	66.26	58.06
6	1,609	91.89	68.92	60.38
7	1,671	95.43	71.58	62.71
8	1,733	98.97	74.23	65.04

All rates above are based on Part A: Annual Salary for Contract, Regular and Temporary Faculty, Column III, Steps 1 through 8, as follows:

Instructional CAH Rate = 70% of Annual Salary divided by 30

Hourly Lecture Rate = 70% of Annual Salary divided by 525 hours.

Hourly Laboratory Rate = 70% of Annual Salary divided by 700 hours.

Hourly Counselor Rate = 92% of Annual Salary divided by 1050 hours.

* For application of CAH rate to Faculty Hour C.1 or C.2, see Article 21F.4c.

** Hourly Laboratory Rates shown are for Faculty Hour B.1 (Load factor 0.75) only.
For assignments involving Faculty Hour B.2, B.3 or B.NC, the CAH rate applies.

2. Placement on the Schedule.

In accordance with Section 21H in the District/Faculty Collective Bargaining Agreement.

3. Advancement on the Schedule.

In accordance with Section 21I in the District/Faculty Collective Bargaining Agreement.

Reference: Definition of Hourly Rates: 21G.1.
Payment of Salaries, and Pay by the Course: 21F.4.
Provision for Regular, Contract and Temporary Unit Members Teaching Overload: 21D.4.

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		MA+BA+60 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



FULL-TIME FACULTY SALARY SCHEDULE

Effective April 1, 2012 to March 31, 2013

	LIFE Credential OR Minimum Qualifications as defined by Education Code Section 87355 and 87356	Master's Degree Including 40 Graduate Semester Units Beyond Bachelor's Degree	Master's Degree Including 60 Graduate Semester Units Beyond Bachelor's Degree	Master's Degree Including 80 Graduate Semester Units Beyond Bachelor's Degree	Doctorate
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
1-3	\$51,732	\$54,699	\$57,665	\$60,630	\$63,941
4	\$54,419	\$57,387	\$60,354	\$63,318	\$66,629
5	\$57,107	\$60,074	\$63,040	\$66,009	\$69,320
6	\$59,798	\$62,763	\$65,730	\$68,696	\$72,007
7	\$62,488	\$65,453	\$68,417	\$71,385	\$74,696
8	\$65,174	\$68,140	\$71,106	\$74,073	\$77,384
9	\$67,860	\$70,828	\$73,793	\$76,761	\$80,072
10	\$70,549	\$73,514	\$76,481	\$79,449	\$82,760
11	\$73,239	\$76,205	\$79,169	\$82,139	\$85,450
12	\$75,929	\$78,892	\$81,858	\$84,828	\$88,139
13	\$78,619	\$81,582	\$84,546	\$87,514	\$90,825
14		\$84,271	\$87,236	\$90,203	\$93,514
17			\$89,925	\$92,890	\$96,201
20			\$92,554	\$95,579	\$98,890
23				\$98,267	\$101,578
26				\$100,955	\$104,266
29				\$103,643	\$106,954
32				\$106,331	\$109,642
35				\$109,020	\$112,331

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.

This salary schedule shall be in effect April 1, 2012 to March 31, 2013, in accordance with Article 8, Section 8.2.1.1 of the CCFA Agreement dated January 1, 2012 through December 31, 2014. On April 1, 2013, unless otherwise agreed, this salary schedule shall revert to the salary schedule effective January 1, 2012.

<http://www.citruscollege.edu/hr/Documents/Forms/AllItems.aspx?RootFolder=%2fhr%2fDocuments%2fSalary%20Schedules&FolderCTID=&View=%7b0F1B4295%2dB863%2d4741%2d8FAB%2d0AA4A4E7F3DD%7d>



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

	LIFE Credential OR Minimum Qualifications as defined by Education Code Sections 87355 and 87356	Master's Degree Including 40 Graduate Semester Units Beyond Bachelor's Degree	Master's Degree Including 60 Graduate Semester Units Beyond Bachelor's Degree	Master's Degree Including 80 Graduate Semester Units Beyond Bachelor's Degree
STEP	CLASS I LECTURE*	CLASS 2 LECTURE*	CLASS 3 LECTURE*	CLASS 4 LECTURE*
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: 07/01/12 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: 07/01/12
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							
	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60
STEP							DOCTORATE
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/

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							
	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
STEP							
1	\$53.59	\$55.79	\$57.96	\$60.15	\$62.32	\$64.49	\$66.67
2	\$53.59	\$55.79	\$57.96	\$60.15	\$62.32	\$64.49	\$66.67
3	\$53.59	\$55.79	\$57.96	\$60.15	\$62.32	\$64.49	\$66.67
4	\$55.79	\$57.96	\$60.15	\$62.32	\$64.49	\$66.67	\$68.82
5	\$57.96	\$60.15	\$62.32	\$64.49	\$66.67	\$68.82	\$71.01
6	\$60.15	\$62.32	\$64.49	\$66.67	\$68.82	\$71.01	\$73.19
7	\$62.32	\$64.49	\$66.67	\$68.82	\$71.01	\$73.19	\$75.38
8	\$64.49	\$66.67	\$68.82	\$71.01	\$73.19	\$75.38	\$77.52
9	\$66.67	\$68.82	\$71.01	\$73.19	\$75.38	\$77.52	\$79.71
10		\$71.01	\$73.19	\$75.38	\$77.52	\$79.71	\$81.90
11			\$75.38	\$77.52	\$79.71	\$81.90	\$84.09
12	\$0.00	\$0.00	\$0.00	\$79.71	\$81.90	\$84.09	\$86.22
13	\$0.00	\$0.00	\$0.00	\$0.00	\$84.09	\$86.22	\$88.40
14	\$0.00	\$0.00	\$0.00	\$0.00	\$84.09	\$86.22	\$88.40
15	\$0.00	\$0.00	\$0.00	\$0.00	\$84.09	\$86.22	\$88.40
16	\$0.00	\$0.00	\$0.00	\$0.00	\$86.22	\$88.40	\$90.59
17	\$0.00	\$0.00	\$0.00	\$0.00	\$86.22	\$88.40	\$90.59
18	\$0.00	\$0.00	\$0.00	\$0.00	\$86.22	\$88.40	\$90.59
19	\$0.00	\$0.00	\$0.00	\$0.00	\$88.40	\$90.59	\$92.77
20	\$0.00	\$0.00	\$0.00	\$0.00	\$88.40	\$90.59	\$92.77
21	\$0.00	\$0.00	\$0.00	\$0.00	\$88.40	\$90.59	\$92.77
22	\$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
1	52,674	54,846	57,111	59,472	61,934	64,500	67,175
	306.992	313.407	326.348	339.841	353.910	368.572	383.859
2	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
3	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
4	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
5	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
6	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
7	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
8	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
9	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
10	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
11	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
12	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

Step Number	Degree	Bachelor	Masters	Doctorate
	SIU Units			
Step 1	0-17			
	Lecture	45.19	47.56	50.06
	Lab	36.43	38.34	40.36
Step 2	18-35			
	Lecture	47.56	50.06	52.69
	Lab	38.34	40.36	42.47
Step 3	36-53			
	Lecture	50.06	52.69	55.45
	Lab	40.36	42.47	44.70
Step 4	54-71			
	Lecture	52.69	55.45	58.37
	Lab	42.47	44.70	47.05
Step 5	72+			
	Lecture	55.45	58.37	61.43
	Lab	44.70	47.05	49.52

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

Effective January 1, 2012

STEP	CLASS I BACHELOR DEGREE	CLASS II MASTERS DEGREE	CLASS III MASTERS 24 UNITS	CLASS IV MASTERS 48 UNITS	CLASS V 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> 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> 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> 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> 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

RANGE NUMBER	A	B	C	D	E
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

ASSOCIATE FACULTY PARITY SALARY SCHEDULE

July 1, 2012 - June 30, 2013

RANGE NUMBER	A	B	C	D	E
1	39.90	42.74	45.62	48.53	51.44
2	42.17	45.02	47.97	50.90	53.76
3	44.54	47.34	50.27	53.12	56.01
4	46.86	49.69	52.56	55.49	58.28
5	47.63	50.43	53.30	56.23	59.05
6	48.38	51.17	54.07	56.97	59.78
7	49.14	51.95	54.80	57.73	60.52
8	49.89	52.67	55.54	58.47	61.28
9	50.65	53.42	56.27	59.23	62.03
10	51.40	55.39	57.00	59.97	62.77
11			57.75	60.71	63.52
12			57.82	61.45	64.27
13			57.89	61.52	64.34
14				61.59	64.42
15				61.68	64.51
16				61.76	64.59
17					64.67
18					64.74

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.**

Foothill-De Anza Community College District

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

Full-Time Faculty Salary Schedule

FY 2011-12

Effective August 1, 2011

2% COLA over FY 2010-11

Doctoral Stipend Included in TRACK V

Step	Track I	Track II	Track III	Track IV	Track V
1	51,010	54,430	58,152	61,572	64,579
2	53,227	56,678	60,412	63,851	66,858
3	55,453	58,918	62,678	66,133	69,140
4	57,681	61,158	64,938	68,401	71,408
5	59,905	63,406	67,202	70,686	73,693
6	62,133	65,639	69,466	72,965	75,972
7	64,351	67,884	71,719	75,238	78,245
8	66,576	70,128	73,983	77,523	80,530
9	68,808	72,369	76,245	79,797	82,804
10	71,036	74,615	78,508	82,071	85,078
11	73,259	76,854	80,768	84,348	87,355
12		79,097	83,019	86,629	89,636
13			85,287	88,905	91,912
14				91,184	94,191
Steps 15 - 19	15			93,462	96,469
Are Career	16			95,738	98,745
Increments	17			98,020	101,027
	18			100,293	103,300
	19			102,569	105,576
	20				
	21				
Step 22 is a Longevity Increment	22	81,406	87,615	104,902	107,909

Initial placement above step 6 requires administrative approval. Doctorate stipend of \$3,007 added to each cell in Track IV to determine corresponding cell in Track V.

CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2011-12

EFFECTIVE August 1, 2011

Based on .56% of Full Time Faculty Salary Schedule

Includes 2% COLA over FY 2010-11

LECTURE

30 Unit Lecture Load Per Year

Pay Per One (1) Credit Semester Lecture Unit

Step	Step Placement Intervals	Track I		Track II		Track III		Track IV		Track V	
		Hourly	Sem.	Hourly	Sem.	Hourly	Sem.	Hourly	Sem.	Hourly	Sem.
1	1-5 terms	54.91	952.19	58.59	1016.03	62.60	1085.50	66.28	1149.35	69.52	1205.47
2	6-7 terms	57.30	993.56	61.01	1058.00	65.03	1127.68	68.74	1191.88	71.97	1248.02
3	8-9 terms	59.70	1035.13	63.43	1099.80	67.47	1169.99	71.19	1234.48	74.43	1290.61
4	10-11 terms	62.09	1076.71	65.84	1141.61	69.91	1212.18	73.63	1276.83	76.87	1332.95
5	12+ terms	64.49	1118.22	68.26	1183.59	72.34	1254.43	76.09	1319.47	79.33	1375.60

APPENDIX "A"

GLENDALE COMMUNITY COLLEGE **INSTRUCTORS ANNUAL SALARY SCHEDULE** **Effective JULY 1, 2012**

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	Bach.	Bach. +	Bach. +	Bach. +	Bach. +
		42 Units	56 Units	70 Units	84 Units
		or	+MA	+MA	+MA or
		Master			Doctorate
4	51,781	54,108	56,557	59,116	61,801
5	53,709	56,133	58,673	61,335	64,148
6	55,707	58,227	60,874	63,645	66,549
7	57,786	60,413	63,149	66,042	69,066
8	59,957	62,684	65,541	68,543	71,688
9	62,211	65,050	68,022	71,140	74,412
10	64,556	67,504	70,597	73,839	77,246
11	66,992	70,057	73,275	76,643	80,185
12	69,523	72,718	76,061	79,567	83,247
13	72,161	75,486	78,959	82,608	86,434
14		75,486	78,959	82,608	86,434
15		75,486	78,959	82,608	86,434
*16		77,641	81,220	84,977	88,918
*17			81,220	84,977	88,918
*18			81,220	84,977	88,918
*19			83,549	87,419	91,477
*20				87,419	91,477
*21				87,419	91,477
*22				89,933	94,113
*23					94,113
*24					94,113
*25					96,827
*26					96,827
*27					96,827
*28					99,623
*29					99,623
*30					99,623
*31					102,504

Doctorate Stipend 1,990.00
 July 31, 2012

APPENDIX "B"
FULL- TIME HOURLY OVERLOAD SALARY SCHEDULE
Effective JULY 1, 2012

STEP		CLASS I		CLASS II		CLASS III
1		47.76		49.83		52.03
2		49.83		52.03		54.23
3		52.03		54.23		56.55
4		54.23		56.55		58.96

APPENDIX "B1"
ADJUNCT HOURLY SALARY SCH (With Parity)
Effective JULY 1, 2012

STEP		CLASS I		CLASS II		CLASS III		CLASS IV
1		51.58		53.82		56.19		58.56
2		53.82		56.19		58.56		61.06
3		56.19		58.56		61.06		63.68
4		58.56		61.06		63.68		66.38
6		61.06		63.68		66.38		69.20

APPENDIX "B2"
ADJUNCT HOURLY SALARY SCH (WITH OUT PARITY)
Effective JULY 1, 2012

STEP		CLASS I		CLASS II		CLASS III		CLASS IV
1		48.68		50.79		53.03		55.27
2		50.79		53.03		55.27		57.63
3		53.03		55.27		57.63		60.10
4		55.27		57.63		60.10		62.65
6		57.15		59.59		62.14		64.78

APPENDIX "B3"
NON-INSTRUCTIONAL HOURLY SALARY SCHEDULE
Effective JULY 1, 2012

STEP		CLASS I		CLASS II		CLASS III
1		43.28		45.18		47.16
2		45.18		47.16		49.16
3		47.16		49.16		51.26
4		49.16		51.26		53.45

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>	<u>CLASS II</u>
	\$/per .01 LED value	\$/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 Master's degree</i>	<i>Master's or Equivalent</i>	<i>Master's +30 or Bachelor's +60 with Master's</i>	<i>Master's +60 or Bachelor's +90 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 0 - 30 units taught at Hartnell	ADJUNCT II 30+ units taught 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 2012-2013

Exhibit B1

177-Day Teaching Faculty					
Step	A	B	C	D	E
	Less than a Master's	BA +30 Master's	MA + 15	MA + 30	MA + 45
1	44,306	46,964	49,313	51,779	54,367
2	45,635	48,374	50,792	53,332	55,998
3	47,004	49,825	52,316	54,932	57,678
4	48,415	51,320	53,886	56,580	59,408
5	49,867	52,859	55,502	58,278	61,191
6	51,363	54,445	57,167	60,025	63,027
7	52,904	56,078	58,882	61,827	64,917
8	54,491	57,760	60,649	63,681	66,865
9	56,126	59,494	62,468	65,591	68,871
10	57,809	61,278	64,343	67,559	70,937
11	59,544	63,116	66,273	69,586	73,065
12	61,330	65,010	68,260	71,673	75,257
13	63,170	66,960	70,308	73,824	77,515
14	65,065	68,969	72,417	76,039	79,840
15	67,018	71,038	74,590	78,320	82,235
16	69,027	73,169	76,828	80,669	84,703
17	71,099	75,364	79,132	83,089	87,244
18	73,232	77,625	81,507	85,582	89,861
19	75,428	79,954	83,952	88,149	92,557
20	77,692	82,353	86,470	90,794	95,334

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.

ARTICLE 12 SALARY

Unit members shall be paid \$50 per hour up to and through September 30, 2012. As of October 1, 2012 all unit members shall be paid \$48.50 per hour.

If the District directs unit members to attend meetings in addition to their regular assignments the unit member shall be compensated at the hourly rate. Unit members will not receive additional compensation for completing requirements that are considered part of a condition of employment, such as grading papers, completing grade sheets, and Harassment Prevention training, or for volunteering to serve on committees.

<http://www.imperial.edu/faculty-and-staff/human-resources/for-employees/>

BASIC FACULTY SALARY SCHEDULE

Effective July 1, 2011

.44% increase

175 DAYS

	STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	
INSTRUCTOR	1	47,693.88	51,084.74	54,660.04	58,486.85	62,580.65	ASSOCIATE PROFESSOR
	2	49,362.87	52,872.39	56,572.80	60,533.75	64,770.71	
	3	51,091.19	54,723.24	58,553.92	62,652.87	67,038.16	
	4	52,878.84	56,638.58	60,603.40	64,845.52	69,385.58	
	5	54,729.69	58,620.99	62,723.81	67,115.55	71,812.97	
ASSISTANT PROFESSOR	6	56,645.03	60,673.05	64,920.33	69,464.26	74,326.77	PROFESSOR
	7	58,627.44	62,796.04	67,191.65	71,894.23	76,928.28	
	8	60,679.49	64,993.84	69,544.23	74,411.90	79,620.07	
	9	62,803.78	67,267.75	71,976.77	77,015.98	82,406.02	
	10	65,002.87	69,622.90	74,497.02	79,711.65	85,291.28	
	11	67,278.06	72,059.32	77,104.98	82,501.46	88,277.15	
	12	69,630.64	74,582.15	79,803.22	85,388.02	91,364.91	
	13	72,069.64	77,192.69	82,596.91	88,376.46	94,563.59	
	14	-	-	85,486.04	91,470.67	97,873.19	
	18	75,095.49	80,433.93	89,075.53	95,311.67	101,983.75	
	25	78,850.07	84,455.50	93,531.75	100,078.73	107,083.59	

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)

Classroom Instruction

Weekly faculty contact hours (WFCH) on a semester basis will be the basis for the course cost. Compensation for classroom instruction shall be nine hundred sixty-two dollars and fifty cents (\$962.50) per WFCH.

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
28	82,550	recognized doctorate (see 6.2.1.2.3)
29	84,354	and who have been at Step 28 for at least one year move to Step 29.

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 \$42.01/hour	\$524.00/unit \$46.25/hour
10 – 15	\$498.00/unit \$43.95/hour	\$549.00/unit \$48.46/hour
Over 15	\$524.00/unit \$46.25/hour	\$576.00/unit \$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

Hourly Rate Effective July 1, 2004

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

SUPPLEMENTAL INFORMATION:

Faculty, Full-Time, 10-Month
 Faculty Salary Schedule
 Starting Step 1 \$52,635 to Step 4 \$60,562
 Annually, DOE
 Top Step 10, \$80,319 Annually

Full Time Academic
177 days/10 Months

	COLUMN 1 Scale A	COLUMN 2 Scale B	COLUMN 3 Scale BB	COLUMN 4 Scale C	COLUMN 5 Scale CC	COLUMN 6 Scale D	COLUMN 7 Scale E
	Less Than Master's Degree	Master's Degree	BA + 42 Units & MA or MA + 14 Units	BA + 56 Units & MA or MA + 28 Units	BA + 70 Units & MA or MA + 42 Units*	BA + 84 Units & MA or 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 Less Than Master's	COLUMN B Master's	COLUMN C Bachelor's + 54 & MA 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, 2012, to continue until 6-30-2012.
 (Changed 9/24/12 Recalculated Equity 1 Differential beginning 9/1/12.
 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

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

^dFor posted doctoral degree add 1.76 for DESK, 0.88 for EESK, and 1.06 for FESK.

^{*}Plus \$12.98 office hour differential

^eplus \$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.

^fplus \$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

Los Rios Community College District
2012-13 Interim
Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule

Step	Class I	Class II	Class III	Class IV	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.

Effective: July 1, 2012

Board Approved: July 11, 2012

http://wserver.losrios.edu/hr/sal_schd.htm

**Los Rios Community College District
2012-13 Interim**

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

	Step	Class I	Class II	Class III	Class IV	Class V
Lecture	1	54.74	60.83	66.90	72.99	76.63
Lab		41.05	45.63	50.17	54.74	57.47
Lecture	2	56.94	63.27	69.57	75.91	79.71
Lab		42.70	47.45	52.18	56.93	59.78
Lecture	3	59.21	65.79	72.36	78.95	82.89
Lab		44.41	49.34	54.27	59.21	62.17
Lecture	4	61.59	68.43	75.25	82.10	86.21
Lab		46.19	51.32	56.44	61.58	64.66
Lecture	5	64.04	71.16	78.26	85.39	89.66
Lab		48.03	53.37	58.70	64.04	67.25
Lecture	6	66.61	74.00	81.39	88.80	93.24
Lab		49.96	55.50	61.05	66.60	69.93
Lecture	7	69.27	76.96	84.66	92.35	96.97
Lab		51.95	57.72	63.49	69.26	72.73
Lecture	8	72.04	80.05	88.03	96.06	100.84
Lab		54.03	60.04	66.02	72.04	75.63
Lecture	9	74.92	83.25	91.55	99.90	104.87
Lab		56.19	62.44	68.66	74.92	78.65
Lecture	10	77.92	86.58	95.23	103.90	109.08
Lab		58.44	64.93	71.42	77.92	81.81
Lecture	11	81.03	90.05	99.03	108.05	113.43
Lab		60.77	67.54	74.27	81.04	85.07
Lecture	12	84.27	93.65	102.99	112.37	117.98
Lab		63.20	70.24	77.25	84.27	88.49
Lecture	13	87.64	97.40	107.11	116.86	122.70
Lab		65.73	73.05	80.34	87.65	92.03
Lecture	14	-	-	111.40	121.53	127.61
Lab		-	-	83.55	91.15	95.71
Lecture	15	-	-	-	126.40	132.71
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
Step					
1	45,527	50,334	52,780	55,280	57,759
2	47,392	52,514	55,068	57,620	60,004
3	49,255	54,692	57,356	59,965	62,249
4	51,120	56,874	59,645	62,306	64,496
5	52,984	59,055	61,935	64,648	66,740
6	54,847	61,233	64,224	66,990	68,982
7	56,710	63,414	66,510	69,334	71,227
8	58,575	65,593	68,799	71,675	73,471
9	60,440	67,772	71,089	74,018	75,717
10	62,305	69,953	73,378	76,359	77,960
11	64,167	72,132	75,665	78,700	80,208
12	66,031	74,312	77,954	81,047	82,454
13	67,896	76,492	80,246	83,386	84,699
14	69,759	78,672	82,533	85,729	86,941
15	71,625	80,854	84,820	88,070	89,185
16	73,489	83,032	87,111	90,415	91,433
17	75,341	85,124	89,304	92,692	93,737
18	77,238	87,270	91,558	95,028	96,097
19	79,186	89,469	93,863	97,423	98,520
20	81,182	91,722	96,228	99,878	101,007
21	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 Lecture Lab</u>	<u>Lecture Class</u>
Step 1	0-3 quarters teaching with M CCD	\$40.91	\$45.35
Step 2	4-9 quarters teaching with M CCD	\$42.02	\$46.46
Step 3	10-18 quarters teaching with M CCD	\$43.09	\$47.62
Step 4	19 or more quarters teaching with M CCD	\$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 2011-12

MENDOCINO-LAKE COMMUNITY COLLEGE DISTRICT

Full-Time Faculty Salary Schedule

2011-12

STEP	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
1	\$50,644	\$53,411	\$56,088	\$58,797
2	\$52,900	\$55,689	\$58,381	\$61,108
3	\$55,155	\$57,965	\$60,676	\$64,028
4	\$57,411	\$60,243	\$62,970	\$65,728
5	\$59,667	\$62,521	\$65,263	\$68,039
6	\$61,923	\$64,798	\$67,557	\$70,349
7	\$65,178	\$67,076	\$69,851	\$72,659
8	\$66,434	\$69,353	\$72,145	\$74,969
9	\$68,690	\$71,631	\$74,439	\$77,279
10	\$70,946	\$73,909	\$76,732	\$79,589
11	\$73,201	\$76,186	\$79,026	\$81,900
12	\$75,457	\$78,464	\$81,321	\$84,210
13	\$77,713	\$80,740	\$83,614	\$86,520
14			\$85,908	\$88,831
15				\$91,140
16				\$93,450

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, 2012

2010-11

MENDOCINO COLLEGE

PART-TIME FACULTY SALARY SCHEDULE

	A	B	C	D	E	F
1.	\$48.97	\$51.43	\$54.00	\$56.71	\$59.53	\$62.51
2.	\$51.43	\$54.00	\$56.71	\$59.53	\$62.51	\$65.64
3.	\$54.00	\$56.71	\$59.53	\$62.51	\$65.64	\$68.92

Merced Community College District
Faculty Salary Schedule 2012-2013
(Effective 1/1/12)

	B.A. or Partial CCI Cred. Based on Occp. Exp. w/o B.A.	M.A. or Partial CCI Cred. Based on Occup. Exp. incl. B.A. or	B. A. +45 units incl. M.A. or M.A. +15 or Full CCI Cred	B.A. +60 units incl. M.A. or M.A. + 30 or Full CCI Cred.	B.A. +75 units incl. M.A. or M.A. + 45 or Class IV plus 15 w/ M.A. 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.

A longevity increase of 1% will be added to Step 11 in Class I, Step 12 in Class II, Step 13 in Class III, and Step 14 in Class IV effective January 1, 2012.

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 Occup. Exp. incl. B.A. or Full CCI Cred. based on Occup. Exp.	B. A. +45 units incl. M.A. or M.A. +15 or Full CCI Cred based on Occup. Exp. incl. B.A.	B.A. +60 units incl. M.A. or M.A. + 30 or Full CCI Cred. based on Occup. 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
STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V

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

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

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

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>

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:

<i>Column 1</i> (A.3.a.)		<i>Column 2</i> (A.3.b.)		<i>Column 3</i> (A.3.c.) <i>Earned Doctorate or B.A. and 80 Units, including M.A.</i>	
<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

<u>Service Increments</u> :	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

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 (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 (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 LEVEL 9	MASTERS LEVEL 10	MASTERS + 12 LEVEL 11	MASTERS + 24 LEVEL 12	MASTERS + 36 LEVEL 13	MASTERS + 48 LEVEL 14	DOCTORATE 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>2012-2013*</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 (Rate per Instructional Unit)						
	COLUMN I Minimum Qualifications		COLUMN II Minimum Qualifications plus 36 Semester Units		COLUMN III 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 (Rate per Hour)						
	COLUMN I Minimum Qualifications		COLUMN II Minimum Qualifications plus 36 Semester Units		COLUMN III 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 (Rate per Hour)				
	COLUMN I Minimum Qualifications		COLUMN II Earned Master's Degree or 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, 2012

STEP	CLASS I (Bachelors Degree)	CLASS II (Masters Degree)	CLASS III (MA + 30, BA + 60 w/Masters)	CLASS IV (MA + 45, BA + 75 w/Masters)	CLASS V (MA + 60, BA + 90 w/Masters)	CLASS VI (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 (Experience Year)	HOURLY LECTURE RATE	HOURLY LABORATORY RATE	STEP (Experience 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>

#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 AA+6E BA+2E	COLUMN II BA+30 MA	COLUMN III BA+45 MA+15	COLUMN IV BA+60 MA+30	COLUMN V BA+75 MA+45	COLUMN VI BA+90 / MA+60 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 AA+6e BA+2e	COL II BA+30 MA	COL VII 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 AA+6e BA+2e	COL II BA+30 MA	COL VII DOCTORATE	
1	36.61	37.61	43.42	1st to 4th Semester
2	38.83	39.90	45.98	5th Semester +

http://www.paloverde.edu/faculty_staff/administrative_salary.html

Palomar College Academic Salary Schedule - Annual Rates
10-Month Employees paid over 12 months
Fiscal Year 2012-2013

	Grade B	Grade C	Grade D	Grade E	Grade F	Grade G
Step 1	53,413.02	55,855.82	58,295.67	60,735.49	63,173.68	64,960.23
Step 2	55,855.82	58,295.67	60,735.49	63,173.68	65,613.19	67,617.73
Step 3	58,295.67	60,735.49	63,173.68	65,613.19	68,053.04	70,278.32
Step 4	60,735.49	63,173.68	65,613.19	68,053.04	70,495.97	72,934.18
Step 5	63,173.68	65,613.19	68,053.04	70,495.97	72,934.18	75,591.50
Step 6	65,613.19	68,053.04	70,495.97	72,934.18	75,591.50	78,248.98
Step 7	68,053.04	70,495.97	72,934.18	75,591.50	78,248.98	80,906.31
Step 8	70,495.97	72,934.18	75,591.50	78,248.98	80,906.31	83,562.16
Step 9	72,934.18	75,591.50	78,248.98	80,906.31	83,562.16	86,222.77
Step 10	75,591.50	78,248.98	80,906.31	83,562.16	86,222.77	88,880.11
Step 11	78,248.98	80,906.31	83,562.16	86,222.77	88,880.11	91,537.74
Step 12	80,906.31	83,562.16	86,222.77	88,880.11	91,537.74	94,193.46
Step 13	83,562.16	86,222.77	88,880.11	91,537.74	94,193.46	96,850.91
Step 14	84,227.82	86,886.80	89,544.24	92,201.59	94,858.90	97,516.40
Step 15	84,893.30	87,552.11	90,208.26	92,865.60	95,524.55	98,180.39
Step 16	85,560.27	88,216.11	90,873.73	93,531.07	96,188.56	98,844.11
Step 17	86,224.25	88,881.89	91,539.24	94,196.55	96,852.40	99,509.87
Step 18	86,888.27	89,547.38	92,204.71	94,860.57	97,518.04	100,175.38
Step 19	87,553.90	90,209.74	92,868.57	95,526.19	98,183.52	100,842.46
Step 20	88,217.88	90,875.22	93,532.58	96,191.68	98,847.52	101,506.48
Step 21	88,883.38	91,540.70	94,198.33	96,854.03	99,513.00	102,170.32
Step 22	89,548.87	92,206.19	94,862.32	97,519.53	100,177.03	102,835.96
Step 23	90,214.34	92,870.35	95,527.69	98,185.02	100,844.14	103,499.95
Step 24	90,876.71	93,535.83	96,193.15	98,850.65	101,508.11	104,165.44
Step 25	91,542.18	94,199.85	96,858.64	99,514.64	102,173.61	104,831.10
Step 26	91,962.19	94,619.49	97,275.44	99,935.97	102,593.30	105,250.93
Step 27	92,381.75	95,039.38	97,695.20	100,354.18	103,013.13	105,668.99
Step 28	92,801.56	95,459.06	98,118.04	100,774.04	103,431.36	106,088.70
Step 29	93,221.27	95,878.76	98,536.25	101,193.57	103,850.90	106,508.52
Step 30	93,639.47	96,298.60	98,955.94	101,613.57	104,270.91	106,928.22
Step 31	94,059.20	96,718.29	99,373.99	102,033.12	104,690.46	107,348.09
Step 32	94,480.80	97,138.13	99,793.98	102,451.33	105,110.45	107,764.48
Step 33	94,900.64	97,557.69	100,213.53	102,871.16	105,528.50	108,184.21
Step 34	95,320.18	97,976.05	100,633.38	103,290.88	105,948.21	108,605.68
Step 35	95,738.42	98,395.73	101,053.08	103,710.56	106,368.05	109,025.38
Step 36	96,158.25	98,813.94	101,471.30	104,130.40	106,789.24	109,445.24
Step 37	96,577.81	99,233.79	101,891.13	104,548.46	107,209.07	109,863.45
Step 38	96,997.64	99,653.52	102,310.81	104,968.44	107,625.80	110,282.99
Step 39	97,415.70	100,073.06	102,730.52	105,389.49	108,045.35	110,702.98
Step 40	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 2012-2013

	Grade A	Grade B	Grade C	Grade D
Step 1	52.58	53.86	55.65	57.19
Step 2	55.65	57.19	58.74	60.28
Step 3	58.74	60.29	61.83	63.38
Step 4	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 Years of Experience	1 Class A Minimum Qualifications	2 Class B I. BA+54** or MA+18** II. Life+18** (incl. AA) or Equivalent***	3 Class C I. BA+72** or MA+36** II. Life+36** (incl. BA or BS)	4 Class D I. BA+90** or MA+54** II. Life+54** (incl. MA or MS)	5 Class E Doctorate 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 Years of Experience	1 Class A Minimum Qualifications	2 Class B I. BA +54** or MA + 18** II. Life + 18** (incl. AA) or Equivalent***	3 Class C I. BA +72** or MA + 36** II. Life +36** (incl. BA or BS)	4 Class D I. BA + 90** or MA + 54** II. Life + 54** (incl. MA or MS)	5 Class E Doctorate 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

APPENDIX A
San Joaquin Delta College
2012-13

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	\$49,440	\$51,525	\$54,302	\$56,451	\$58,971	\$61,453	\$63,656	A
2	\$52,199	\$54,329	\$57,106	\$59,287	\$61,832	\$64,426	\$66,626	B
3	\$54,975	\$57,120	\$59,904	\$62,107	\$64,683	\$67,349	\$69,550	C
4	\$57,744	\$59,906	\$62,704	\$64,937	\$67,536	\$70,130	\$72,330	D
5	\$60,506	\$62,702	\$65,502	\$67,766	\$70,397	\$73,101	\$75,302	E
6	\$63,280	\$65,494	\$68,305	\$70,589	\$73,254	\$75,975	\$78,176	F
7	\$66,036	\$68,285	\$71,103	\$73,425	\$76,111	\$78,851	\$81,051	G
8	\$68,804	\$71,070	\$73,911	\$76,249	\$78,969	\$81,729	\$83,930	H
9	\$71,578	\$73,859	\$76,702	\$79,079	\$81,820	\$84,603	\$86,804	I
10		\$76,656	\$79,498	\$81,905	\$84,675	\$87,477	\$89,678	J
11			\$82,302	\$84,733	\$87,529	\$90,354	\$92,555	K
12				\$87,567	\$90,386	\$93,274	\$95,477	L
13					\$93,248	\$96,196	\$98,396	M
14						\$99,119	\$101,320	N
			INCLUDING LONGEVITY INCREMENT:					
1	\$73,367	\$78,573	\$84,360	\$89,756	\$95,579	\$101,596	\$103,853	O
2	\$75,156	\$80,489	\$86,417	\$91,946	\$97,910	\$104,075	\$106,386	P
3	\$76,946	\$82,405	\$88,476	\$94,134	\$100,241	\$106,552	\$108,919	Q
4	\$78,735	\$84,322	\$90,533	\$96,323	\$102,572	\$109,031	\$111,451	R

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.

REDWOODS COMMUNITY COLLEGE DISTRICT RCCD/RC:Faculty 12 13 Salary Schedule 11/15/2012
MASTER ANNUAL SALARY SCHEDULE
CRFO - Contract/Regular Employees
July 1, 2012

Step	CLASS			
	I BA	II MA	III MA/BA+50	IV MA/BA+70
1	45,579	48,314	51,213	54,286
2	47,402	50,247	53,261	56,457
3	49,299	52,256	55,392	58,715
4	51,270	54,347	57,607	61,064
5	53,321	56,521	59,912	63,506
6	55,454	58,781	62,308	66,047
7	57,672	61,133	64,801	68,689
8	59,979	63,578	67,393	71,436
9	62,378	66,121	70,088	74,294
10	64,873	68,766	72,892	77,265
11	67,468	71,517	75,808	80,356
12	70,167	74,377	78,840	83,570
13	72,974	77,352	81,993	86,913
14	75,893	80,446	85,273	90,390
15	78,929	83,664	88,684	94,005
16			90,458	95,885
17			92,267	97,803
18			94,112	99,759
19				101,754
20				103,789
21				105,865

Associate Faculty Salary Schedule, effective **Fall, 2012**

Step	CLASS				
	0	I	II	III	IV
	< Class I	Bachelors	Master's	Master's	Master's
	< Class I	BA+8Yrs	MA	BA+50	BA+70
1	608	668	709	751	796
2	632	695	737	781	828
3	657	723	766	812	861
4	684	752	797	845	896
5	711	782	829	879	931
6		813	862	914	969
7		846	897	950	1007
8		880	932	988	1048
9		915	970	1028	1090
10		951	1009	1069	1133

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 M.A.	III B.A. + 60 Inc. M.A.	IV B.A. + 80 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 AB	C MA or BA+30 Incl MA	D MA+15 or BA+45 Incl MA	E MA+30 or BA+60 Incl MA	F MA+45 or BA+75 Incl MA	G MA+60 or BA+90 Incl MA	H 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
STEP 1	\$48.07	\$52.95	\$62.38
STEP 2	\$52.95	\$57.54	\$67.28
STEP 3	\$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

	Column C	Column D	Column E	Column F	Column G	Column H	Column I
Step	Minimum Requirements*	MA or BA+2yrs work exp.*	MA+15 or BA+15+2wk*	MA+30 or BA+30+2wk*	MA+45 or BA+45+2wk*	MA+60 or MA+2wk*	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	63,150.65	65,607.60	68,065.65	70,524.79	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

AFT GUILD, LOCAL 1931
and
SAN DIEGO COMMUNITY COLLEGE DISTRICT

SCHEDULE A
CONTRACT FACULTY SALARY SCHEDULE

Effective January 1, 2009

	<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 And Science	Master's Degree	45 sem. Units after date of BA w/MA	60 sem. Units after date of BA w/MA	75 sem. Units after date of BA w/MA	90 semester Units after date of BA w/MA	Ph.D, Ed.D, or 105 sem. 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
Step						
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 And Science		Master's Degree	45 sem. Units after date of BA w/MA	60 sem. Units after date of BA w/MA	75 sem. Units after date of BA w/MA	90 semester Units after date of BA w/MA	Ph.D,Ed.D, or 105 sem. units after BA w/MA
		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
Vocational Education							
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 And Science		Master's Degree	45 sem. Units after date of BA w/MA	60 sem. Units after date of BA w/MA	75 sem. Units after date of BA w/MA	90 semester Units after date of BA w/MA	Ph.D,Ed.D, or 105 sem. units after BA w/MA
		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
Vocational Education							
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>

CCSF Faculty Full-time Salary**2012-2013****"Shadow" Salary with 2.85% cut**

	Column					
	E	F	F+15	F+30	F+45	F+60/PhD
1	50,026	52,417	53,616	54,812	56,009	57,205
2	52,417	54,812	56,009	57,205	58,399	59,595
3	54,812	57,205	58,399	59,595	60,790	61,989
4	57,205	59,595	60,790	61,989	63,184	64,379
5	59,595	61,989	63,184	64,379	65,577	66,773
6	61,989	64,379	65,577	66,773	67,968	69,165
7	64,379	66,773	67,968	69,165	70,360	71,558
8	66,773	69,165	70,360	71,558	72,754	73,950
9	69,165	71,558	72,754	73,950	75,146	76,341
10	71,558	73,950	75,146	76,341	77,538	78,736
11	73,950	76,341	77,538	78,736	79,932	81,124
12	76,341	78,736	79,932	81,124	82,321	83,521
13	78,736	81,124	82,321	83,521	84,715	85,910
14	81,124	83,521	84,715	85,910	87,104	88,302
15	83,521	85,910	87,104	88,302	89,498	90,693
16	85,910	88,302	89,498	90,693	91,890	93,086

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

86% CREDIT LECTURE INSTRUCTIONAL EFFECTIVE 01/10/08

SEMESTERS	STEP	F	F+15	F+30	F+45	F+60/ 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/ 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/ 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.)

APPENDIX A
San Joaquin Delta College
2012-13

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	\$49,440	\$51,525	\$54,302	\$56,451	\$58,971	\$61,453	\$63,656	A
2	\$52,199	\$54,329	\$57,106	\$59,287	\$61,832	\$64,426	\$66,626	B
3	\$54,975	\$57,120	\$59,904	\$62,107	\$64,683	\$67,349	\$69,550	C
4	\$57,744	\$59,906	\$62,704	\$64,937	\$67,536	\$70,130	\$72,330	D
5	\$60,506	\$62,702	\$65,502	\$67,766	\$70,397	\$73,101	\$75,302	E
6	\$63,280	\$65,494	\$68,305	\$70,589	\$73,254	\$75,975	\$78,176	F
7	\$66,036	\$68,285	\$71,103	\$73,425	\$76,111	\$78,851	\$81,051	G
8	\$68,804	\$71,070	\$73,911	\$76,249	\$78,969	\$81,729	\$83,930	H
9	\$71,578	\$73,859	\$76,702	\$79,079	\$81,820	\$84,603	\$86,804	I
10		\$76,656	\$79,498	\$81,905	\$84,675	\$87,477	\$89,678	J
11			\$82,302	\$84,733	\$87,529	\$90,354	\$92,555	K
12				\$87,567	\$90,386	\$93,274	\$95,477	L
13					\$93,248	\$96,196	\$98,396	M
14						\$99,119	\$101,320	N
			INCLUDING LONGEVITY INCREMENT:					
1	\$73,367	\$78,573	\$84,360	\$89,756	\$95,579	\$101,596	\$103,853	O
2	\$75,156	\$80,489	\$86,417	\$91,946	\$97,910	\$104,075	\$106,386	P
3	\$76,946	\$82,405	\$88,476	\$94,134	\$100,241	\$106,552	\$108,919	Q
4	\$78,735	\$84,322	\$90,533	\$96,323	\$102,572	\$109,031	\$111,451	R

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.

SAN JOAQUIN DELTA COLLEGE
2012-13
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	\$49.44	\$51.52	\$54.30	\$56.45	\$58.97	\$61.45	\$63.66
2	\$52.20	\$54.33	\$57.11	\$59.29	\$61.83	\$64.43	\$66.63
3	\$54.97	\$57.12	\$59.90	\$62.11	\$64.68	\$67.35	\$69.55
4	\$57.74	\$59.91	\$62.70	\$64.94	\$67.54	\$70.13	\$72.33
5	\$60.51	\$62.70	\$65.50	\$67.77	\$70.40	\$73.10	\$75.30
6	\$63.28	\$65.49	\$68.31	\$70.59	\$73.25	\$75.98	\$78.18
7	\$66.04	\$68.28	\$71.10	\$73.43	\$76.11	\$78.85	\$81.05

8 \$25.00 Community Service Instructor

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
DISCIPLINES REQUIRING MASTER'S DEGREE:					
Minimum Qualifications	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate	
Master's Degree					
DISCIPLINES NOT REQUIRING MASTER'S DEGREE:					
Minimum Qualifications	AA + 40 * or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate	
AA + 6 Years					
STEP					
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

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
DISCIPLINES REQUIRING MASTER'S DEGREE:					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
DISCIPLINES NOT REQUIRING MASTER'S DEGREE:					
	Minimum Qualifications AA + 6 Years	AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
STEP					
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 - 2007-2008

Effective January 1, 2008

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

c

San Mateo County Community College District
Regular Faculty Salary Schedule (80
Effective: 16-AUG-2012

Grade	1	2	3	4	5
Step	Base	MA	MA w/45 Units	MA w/60 Units	PhD/EdD /JD
1	55356	58176	59604	61620	66660
2	58176	60996	62424	64476	69492
3	60996	63828	65244	67308	72300
4	63816	66648	68064	70164	75108
5	66636	69468	70896	73008	77940
6	69456	72288	73716	75864	80760
7	72276	75108	76536	78708	83592
8	75096	77928	79356	81552	86400
9	77916	80760	82176	84408	89232
10	77916	80760	82176	84408	89232
11	80748	83568	84996	87252	92052
12	80748	83568	84996	87252	92052
13	80748	83568	84996	87252	92052
14	84336	87192	88632	90936	95748
15	84336	87192	88632	90936	95748
16	84336	87192	88632	90936	95748
17	84336	87192	88632	90936	95748
18	88068	90936	92388	94752	99576
19	88068	90936	92388	94752	99576
20	88068	90936	92388	94752	99576
21	88068	90936	92388	94752	99576
22	88068	90936	92388	94752	99576
23	90924	93804	95256	97644	102444

San Mateo County Community College District
Adjunct Faculty Salary Schedule Inst. (HI)

Effective: 16-AUG-2012

Step	Lecture	Laboratory	Special
1	54.74	46.92	33.93
2	58.06	49.88	36.04
3	61.46	53.13	38.24
4	64.90	56.35	40.54
5	68.37	59.24	42.82
6	71.62	62.09	45.08
7	75.25	64.99	47.06
8	78.55	68.09	49.08
9	81.87	71.21	51.04
10	85.23	74.12	53.12
11	86.93	75.60	54.18

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

http://www.sbccc.cc.ca.us/hr/salary_schedules_certificated.php

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE CANYONS
10 MONTH ACADEMIC (SALARY SCHEDULE C)
2012 - 2013

Steps	Class	A	B	C	D	E	F	G	H
1		4811	4811	4811	4890	5069	5244	5420	5557
2		4811	4811	4947	5122	5300	5475	5652	5789
3		4866	5002	5180	5357	5531	5709	5886	6021
4		5099	5236	5411	5589	5764	5941	6118	6255
5		5332	5468	5644	5820	5997	6172	6350	6485
6		5563	5700	5877	6053	6230	6406	6581	6719
7		5796	5932	6109	6287	6462	6638	6815	6952
8		6027	6166	6341	6519	6695	6871	7047	7186
9		6260	6397	6573	6751	6928	7103	7280	7417
10		6495	6630	6806	6985	7160	7335	7513	7650
11		6727	6863	7040	7216	7392	7569	7743	7883
12		6960	7094	7273	7450	7623	7801	7977	8115
13		7191	7328	7505	7682	7858	8033	8210	8347
14		7425	7608	7738	7913	8091	8266	8442	8580
15		7464	7648	7777	7954	8130	8305	8481	8619
16		7503	7687	7818	7992	8169	8346	8521	8660
17		7658	7792	7971	8145	8322	8500	8674	8811
18		7697	7832	8010	8186	8363	8539	8713	8851
19		7737	7871	8050	8226	8401	8579	8753	8891
20		7889	8027	8201	8379	8556	8732	8907	9045
21		7929	8064	8242	8419	8596	8770	8946	9084
22		7969	8105	8281	8460	8635	8810	8985	9124
23		8121	8260	8435	8610	8788	8964	9140	9277
24		8161	8299	8475	8650	8827	9004	9180	9317
25		8200	8338	8514	8690	8867	9044	9218	9357
26		8353	8490	8667	8844	9021	9196	9372	9509
27		8395	8531	8707	8882	9060	9235	9413	9550
28		8434	8570	8746	8923	9100	9274	9452	9588
29		8586	8723	8900	9077	9254	9429	9605	9741
30								9645	9781
31								9685	9821
32								9724	9862
33								9763	9901
34								9804	9941
35								9843	9980
36								9882	10020
37								9923	10061
38								9963	10100
39								10002	10140
40								10042	10180
41								10081	10221
42								10123	10260
43								10162	10300
44								10202	10340
45								10240	10380

SANTA CLARITA COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE CANYONS
ACADEMIC ADJUNCT & ASSOCIATE ADJUNCT SALARY SCHEDULE (E)
2012-2013

Range	Step 1	Step 2	Step 3	
1	54.37	58.15	59.89	* Academic Adjunct (Base Pay)
2	59.80	63.96	65.89	** Associate Adjunct (Base Pay)
3	59.81	63.97	65.88	*** Academic Adjunct with Doctorate
4	65.78	70.36	72.48	**** Associate Adjunct with Doctorate

SANTA MONICA COMMUNITY COLLEGE DISTRICT

PROBATIONARY AND TENURED FACULTY
SALARY SCHEDULE

Effective August 1, 2012

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	86,808	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	58.92	60.65	62.33	63.49		1	63.33	65.19	67.01	68.25
2	60.01	61.75	63.49	64.61		2	64.51	66.40	68.25	69.46
3	61.18	62.89	64.61	65.74		3	65.77	67.61	69.46	70.67
4	62.30	64.01	65.78	66.85		4	66.97	68.81	70.71	71.87
5	63.50	65.16	66.90	67.97		5	68.27	70.04	71.92	73.06
6	64.67	66.34	68.06	72.51		6	69.52	71.30	73.17	77.93

College of the Sequoias

Academic Salary Schedule 2012-2013

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
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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 2012-2013
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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 PART-TIME INSTRUCTIONAL EMPLOYEES' HOURLY SALARY SCHEDULE SCHEDULE #3 - LECTURE 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 CCC Credential OR Minimum Qualifications as listed on the Disciplines List OR Bachelor's Degree plus 40 units	Class C A Bachelor's Degree plus 60 semester units OR A CCC Instructor Credential AND a Bachelor's Degree plus 20 semester units	Class D A Bachelor's Degree plus 80 semester units	Class E Earned Doctorate PhD, EdD, JD
Track I				
Track II	A Master's Degree	A Master's Degree plus 20 semester units	A Master's Degree plus 40 semester 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

Track I	Class B CCC Credential OR Minimum Qualifications as listed on the Disciplines List OR Bachelor's Degree plus 40 units	Class C A Bachelor's Degree plus 60 semester units OR A CCC Instructor Credential AND a Bachelor's Degree plus 20 semester units	Class D A Bachelor's Degree plus 80 semester units	Class E Earned Doctorate PhD, EdD, JD
Track II	A Master's Degree	A Master's Degree plus 20 semester units	A Master's Degree plus 40 semester units	
Units 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

Based on 175 Days

Step	Column I	Column II	Column III	Column IV
1	\$50,769	\$53,310	\$55,973	\$58,772
2	\$52,342	\$54,962	\$57,708	\$60,593
3	\$53,965	\$56,665	\$59,497	\$62,474
4	\$55,635	\$58,421	\$61,341	\$64,409
5	\$57,364	\$60,233	\$63,244	\$66,407
6	\$59,140	\$62,101	\$65,205	\$68,464
7	\$60,975	\$64,028	\$67,227	\$70,586
8	\$62,865	\$66,011	\$69,310	\$72,776
9	\$64,751	\$68,057	\$71,460	\$75,033
10		\$70,099	\$73,673	\$77,358
11			\$75,960	\$79,756
12			\$78,313	\$82,228
13			\$80,742	\$84,778
14			\$83,245	\$87,405
15			\$85,826	\$90,115
16			\$88,486	\$92,908
17			\$91,141	\$95,695

PLACEMENT FOR FULL-TIME FACULTY FOR 2012-13

Initial 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 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 A. 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.)
 B. Masters Degree in an assigned academic discipline.
- Column II Masters Degree plus 20 semester units* completed subsequent to the BA.
- Column III Masters Degree plus 40 semester units*. Twenty (20) of these units must have been completed subsequent to completion of the MA.
- Column IV **Masters Degree plus 60 semester units***. Forty (40) of these units must have been completed subsequent to completion of the MA

Column Movement criteria are contained in the **Procedure Manual**. Units used for column movement credit must be pre-approved.

For everyone hired before the 2011-12 academic year, their step on the 2012-13 Full-Time Salary Schedule will be determined by their salary for the 2011-12 academic year and their step shall move annually for the succeeding years. (For example, a faculty member on Step 6 of the 2011-12 Full-Time Faculty Salary Schedule will move to Step 3 on the 2012-13 Full-Time Faculty Salary Schedule and then move to Step 4 for their annual step increase.)

College of the Siskiyous
2012-13 & 2013-14 Part-Time Faculty Salary Schedule
Adopted: 12/11/12
Effective: 7/1/12 -6/30/14

0.97

Line	Credit Courses		Summer Session Credit Courses	
	Lecture	**Other	Lecture	**Other
A	\$ 48.35	\$ 45.30	\$ 52.99	\$ 49.94
B	\$ 50.77	\$ 47.71	\$ 55.64	\$ 52.58
C	\$ 53.32	\$ 50.27	\$ 58.43	\$ 55.38
D	\$ 55.98	\$ 52.92	\$ 61.34	\$ 58.29
E	\$ 58.78	\$ 55.73	\$ 64.42	\$ 61.36

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

When there is a percentage increase to the full-time salary schedule in Appendix E, then the part-time salary schedule (Appendix G) shall change at the same percentage rate.

Part-time 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) - \$29.40 per hour

\$ 29.40

Column placement will be determined by educational background as follows:

- Line A: 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.)
- Line B: Master's Degree in an assigned academic discipline.
- Line C: Master's Degree plus 20 semester units* completed subsequent to the BA.
- Line D: Master's Degree plus 40 semester units*. Twenty (20) of these units must have been completed subsequent to completion of the MA.
- Line E: Master's Degree plus 60 semester units*. Forty (40) of these units must have been completed subsequent to completion of the MA.

SOLANO COMMUNITY COLLEGE				
2013-14 REGULAR FACULTY SALARY SCHEDULE - ACADEMIC TRACK				
For advancement on salary scale (Class to Class), See Article 20 Credit for lower division coursework requires prior approval by Class Advancement Committee				
STEP	INITIAL CLASS 1	BA + 24 MA CLASS 2	BA + 48 MA + 24 CLASS 3	BA + 72 MA + 48 DOCTORATE CLASS 4
1	44,631	48,511	52,391	56,271
2	46,571	50,451	54,331	58,211
3	48,511	52,391	56,271	60,151
4	50,451	54,331	58,211	62,091
5	52,391	56,271	60,151	64,031
6	54,331	58,211	62,091	65,971
7	56,271	60,151	64,031	67,911
8	58,211	62,091	65,971	69,851
9	60,151	64,031	67,911	71,791
10	62,091	65,971	69,851	73,731
11	64,031	67,911	71,791	75,671
12		69,851	73,731	77,611
13			75,671	79,551
14				81,491
15				83,431
16				86,547
* Units taken after degree award dates in classes 2-4 are based on semester units. * 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)				

SOLANO COMMUNITY COLLEGE DISTRICT
 ADJUNCT FACULTY SALARY SCHEDULE (0713A)
 2013-14 ACADEMIC YEAR

STEP	CATEGORIES	INITIAL CLASS 1	MA BA + 24 CLASS 2	MA + 24 BA + 48 CLASS 3	MA + 48 BA + 72 CLASS 4	EARNED DOCTORATE CLASS 5
1	Categ 1	51.05	55.48	59.90	64.33	67.17
	Categ 2	48.76	52.99	57.23	61.47	64.17
	Categ 3	46.49	50.53	54.55	58.59	61.17
2	Categ 1	53.26	57.70	62.12	66.56	69.38
	Categ 2	50.88	55.13	59.35	63.58	66.29
	Categ 3	48.51	52.55	56.58	60.62	63.25
3	Categ 1	55.48	59.91	64.33	68.77	71.59
	Categ 2	52.99	57.25	61.47	65.70	68.40
	Categ 3	50.53	54.56	58.59	62.63	65.21
4	Categ 1	57.71	62.13	66.57	70.99	73.81
	Categ 2	55.14	59.36	63.59	67.81	70.52
	Categ 3	52.56	56.58	60.62	64.65	67.23
5	Categ 1	59.92	64.34	68.78	73.20	76.04
	Categ 2	57.26	61.48	65.71	69.94	72.64
	Categ 3	54.57	58.60	62.64	66.67	69.25

SRJC 2012-13 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 6/12/12

Effective 8/16/12

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

AFA 6/12/12

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
5% Reduction – Effective July 1, 2012-June 30, 2013 *

Range	Class I	Class II	Class III	Class IV	Class V	Class VI
1	45,655	49,846	51,939	54,032	56,129	58,224
2	47,751	51,939	54,032	56,129	58,224	60,318
3	49,846	54,032	56,129	58,224	60,318	62,412
4	51,939	56,129	58,224	60,318	62,412	64,509
5	54,032	58,224	60,318	62,412	64,509	66,601
6	56,129	60,318	62,412	64,509	66,601	68,696
7	58,224	62,412	64,509	66,601	68,696	70,790
8	60,318	64,509	66,601	68,696	70,790	72,886
9	62,412	66,601	68,696	70,790	72,886	74,980
10	64,509	68,696	70,790	72,886	74,980	77,074
11	66,601	70,790	72,886	74,980	77,074	79,170
12	68,696	72,886	74,980	77,074	79,170	81,264
13	70,790	74,980	77,074	79,170	81,264	83,360
14	72,886	77,074	79,170	81,264	83,360	85,453
15	74,980	79,170	81,264	83,360	85,453	87,548
16	77,074	81,264	83,360	85,453	87,548	89,642
ANNIVERSARY MERIT INCREMENT						
A	81,264	83,360	85,453	87,548	89,642	91,737
B	83,360	85,453	87,548	89,642	91,737	93,832
C	85,453	87,548	89,642	91,737	93,832	95,924
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
5% Reduction – Effective July 1, 2012-June 30, 2013 *

		1 Classification 1 & 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	62.45	65.24	68.50
	LABORATORY	49.97	52.18	54.81
** CLASS B	LECTURE	65.24	68.50	70.80
	LABORATORY	52.18	54.81	56.64
** CLASS C	LECTURE	68.50	70.80	73.66
	LABORATORY	54.81	56.64	58.94
** CLASS D	LECTURE	70.80	73.66	76.80
	LABORATORY	56.64	58.94	61.44

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	\$ 108,821

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.scccd.edu/hr/academic/schedules/schedule%20A.pdf>

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

STEP	CLASS I Appropriate credential or MA	CLASS II BA + 45 Units With MA	CLASS III BA + 60 Units With MA	CLASS IV BA + 75 Units With MA	CLASS V Earned 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 6% of CL1,ST1	80,271.54	84,831.54	89,390.54	93,951.54	98,514.54
21-25 9% of CL1,ST1	81,639.81	86,199.81	90,758.81	95,319.81	99,882.81
26-30 12% of CL1, ST1	83,008.08	87,568.08	92,127.08	96,688.08	101,251.08
31+ 15% of 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 EFFECTIVE FALL 2008			
STEP	CLASS I Appropriate Credential or MA	CLASS III BA + 60 Units With MA	CLASS V Earned 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/

HOURLY COMPENSATION:	<u>2007-2008</u>	<u>2008-2009</u>	<u>2009-2010</u>
Hourly Credit Pay	\$51	\$54	\$55 plus COLA ^{1,2}
Units of Pay	\$918	\$972	\$990
¹ COLA rounded to the nearest dollar		² 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

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

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

CLASS III	\$ 59.00 PER CONTACT HOUR
CLASS IV	\$ 60.00 PER CONTACT HOUR
CLASS V	\$ 61.00 PER CONTACT HOUR

http://westhillscollge.com/district/employee_resources/human_resources/salary_scales/index.asp

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

10 Month Schedule (175-DAY)

	Class I	Class II BA + 15	Class III BA + 30	Class IV BA + 45	Class V BA + 60 Incl MA	Class VI BA + 75 Incl MA	Class VII BA + 90 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

From January 2013 Tenure faculty recruitment announcement-

ANTICIPATED STARTING COMPENSATION

Based upon the 2012-13 175-day salary schedule, the salary range is \$52,484.00 to \$101,514.00. An annual doctoral stipend of \$3,431.68 will be included in addition to the salary when appropriate. The successful applicant will be offered a starting salary within this range commensurate with qualifications and experience.

**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 AA + required experience (6 yrs.)	Column B MA; BA + 30; AA + 90	Column C MA + 15; BA + 45	Column D MA + 30; BA + 60	Column E MA + 45; BA + 75	Column F 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

	Column A	Column B	Column C	Column D	Column E	Column F
	Lecture 16.4	Lecture ¹ & Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non- Instructional ² 32.8*
Step						
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

¹ 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.

² 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

	Column I	Column II	Column III	Column IV	Column V
Academic Placement or Vocational Placement	MA BA+2 yrs. Exp. or AS+6 yrs. Exp. 88% of highest Non- Doctorate Column (Column IV)	MA+12 or BA+48 92% of highest Non- Doctorate Column (Column IV)	MA+24 or BA+60 96% of highest Non- Doctorate Column (Column IV)	MA+36 or BA+72 Highest Non- Doctorate Column	DOCTORATE Highest Non- Doctorate Column (Column IV) plus Doctoral Stipend
Step No.					
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

	Column I	Column II	Column III	Column IV	Column V
Academic Placement or Vocational Placement	MA BA+2 yrs. Exp. or AS+6 yrs. Exp. 88% of highest Non- Doctorate Column (Column IV)	MA+12 or BA+48 92% of highest Non- Doctorate Column (Column IV)	MA+24 or BA+60 96% of highest Non- Doctorate Column (Column IV)	MA+36 or BA+72 Highest Non- Doctorate Column	DOCTORATE Highest Non- Doctorate Column (Column IV) plus Doctoral Stipend
Step No.					
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 I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
STEP						
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

http://php.yccd.edu/hr/salary_schedules.php

YUBA COMMUNITY COLLEGE DISTRICT

YC-AFT Adjunct Academic Employees

Salary Schedule - 2008/2009

	WITHOUT EDUCATIONAL INCREMENT		BA/BS + 75 MA		DOCTORATE	
STEP	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

	CLASS I		CLASS II		CLASS III		CLASS IV		CLASS V		CLASS VI	
STEP	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

California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

Employee Category Salary Distribution by District

Tenured/Tenure Track

	Less than 25,000	25,000 to 40,000	40,001 to 50,000	50,001 to 60,000	60,001 to 70,000	70,001 to 80,000	Greater than 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

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California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

Employee Category Salary Distribution by District

Tenured/Tenure Track

	Less than 25,000	25,000 to 40,000	40,001 to 50,000	50,001 to 60,000	60,001 to 70,000	70,001 to 80,000	Greater than 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
STATEWIDE TOTAL:	<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

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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	11.5	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.

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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
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
Statewide Total:	<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.

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