
2015 Salary Study
All Faculty Association
Santa Rosa Junior College

The 2015 AFA Salary Study is a compilation of California Community College faculty salary schedules as published by each district on 1/1/15. 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 and schedules of faculty hourly lecture rates are shown. On the regular schedule, the HND class is boxed and the maximum initial salary for new hires is highlighted.)

Districts

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

[Lassen](#)
[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](#)
[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 CCCCCO Fall, 2013 Data

Data from CCCCCO website on Fall, 2013 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	
1	62331	36	60801	44	62269	37	59853	51	59745	52	67339	15	59671	53	61240	42	60630	47	66245	20	74205	2	65820	22	55209	66
2	64450	37	63161	44	64470	36	62384	50	61612	52	70200	12	62354	51	64000	41	60630	56	68606	20	78067	2	65820	26	57492	67
3	66641	37	65519	43	66671	36	64911	49	64083	52	73059	10	65036	48	66760	34	60630	62	70960	21	79401	2	65820	40	59873	66
4	68908	37	67879	43	68872	39	67439	47	66551	50	75917	9	67720	45	69521	30	63318	61	73323	21	80770	2	68388	40	62353	64
5	71251	37	70240	44	71073	39	69970	46	69018	50	78778	8	70401	43	72280	27	66009	58	75677	22	82116	3	70956	40	64939	63
6	73672	36	72599	44	73274	41	72497	45	71490	50	81641	8	73084	42	75041	27	68696	57	78035	21	82970	3	73572	38	67636	62
7	76178	33	74959	45	75475	42	75020	44	73958	50	84501	7	75766	39	77800	27	71385	54	80390	21	83825	10	76068	34	70445	60
8	78768	34	77320	46	77676	44	77555	45	76426	50	87362	7	78450	37	80561	27	74073	54	82752	22	84679	18	78600	35	73376	57
9	81447	34	79680	47	79877	45	80083	44	78898	50	90222	7	81131	37	83321	27	76761	54	85105	21	85545	19	81204	36	76431	56
10	82749	38	82038	47	82078	46	82613	42	81364	50	93078	6	83814	34	84927	32	79449	55	87459	20	86399	24	83772	35	79616	54
11	84073	48	84398	44	84279	46	85235	38	82754	52	95944	5	86496	34	86533	33	82139	53	89821	20	87289	30	86232	35	82935	51
12	85418	51	86757	44	86480	47	87670	37	84144	54	98803	4	89177	31	88139	35	84828	52	92172	19	88190	33	88800	32	86397	49
13	86785	52	89118	43	88681	49	90197	33	85536	56	98803	9	91861	30	89745	37	87514	51	94533	18	89090	44	91404	31	90004	35
14	88175	53	89118	51	90882	43	90197	45	86925	58	98803	14	94544	24	91351	39	90203	44	94533	25	89980	47	91404	37	93767	31
15	89586	55	91478	44	93083	40	90197	53	88320	58	98803	16	97227	22	92957	42	90203	52	98112	17	90870	48	91404	45	93767	34
16	91019	54	93838	41	95285	37	93816	42	89308	59	101661	12	97227	26	94564	38	90203	58	98112	21	91770	51	93864	40	93767	43
17	92476	55	93838	43	97486	27	93816	45	90296	59	101661	17	97227	30	96169	38	92890	49	101689	16	92683	52	93864	42	93767	46
18	93955	46	93838	48	99687	26	93816	49	91284	57	101661	20	97227	33	97776	32	92890	55	101689	19	93573	51	93864	47	93767	50
19	95459	47	96199	45	101888	21	93816	52	92270	57	101661	23	97227	37	98436	31	92890	56	101689	22	94474	50	96492	43	93767	53
20	96985	41	96199	49	104089	18	97435	39	93261	58	104523	16	99908	28	99095	32	95579	53	105264	12	95609	51	96492	47	93767	57
21	98537	38	96199	53	104089	19	97435	43	94247	57	104523	17	99908	31	99755	32	95579	54	105264	13	96603	49	96492	52	93767	58
22	99522	38	96199	53	104089	20	97435	46	95236	55	104523	18	99908	37	100415	32	95579	54	105264	15	97598	44	99072	41	93767	59
23	100518	33	98557	45	104089	22	97435	48	96224	56	104523	20	99908	38	101076	31	98267	46	108841	9	98594	43	99072	41	93767	59
24	101523	33	98557	47	104089	25	101054	34	97210	51	107382	13	99908	41	101736	31	98267	48	108841	9	99588	42	99072	46	93767	60
25	102538	35	98557	48	104089	27	101054	40	98197	50	107382	16	102592	33	102395	36	98267	49	108841	10	100583	43	99072	47	93767	60
26	103563	31	100916	43	104089	28	101054	41	100072	49	107382	17	102592	36	103055	32	100955	42	112418	6	100583	46	99072	51	93767	62
27	104599	24	100916	43	104089	30	101054	41	100072	49	107382	17	102592	37	103715	33	100955	42	112418	6	100583	46	99072	52	93767	64
28	105645	22	100916	44	104089	31	101054	42	100072	49	110239	11	102592	37	104375	28	100955	43	112418	6	100583	47	99072	52	93767	64
29	106701	21	100916	44	104089	31	101054	43	100072	49	110239	12	102592	38	105035	24	103643	34	112418	6	100583	47	99072	52	93767	65
30	107768	21	100916	45	104089	31	101054	44	100072	50	110239	13	102592	39	105694	23	103643	34	112418	6	100583	48	99072	52	93767	65
31	108846	18	100916	45	104089	31	101054	44	100072	52	110239	14	102592	40	106353	23	103643	34	112418	6	100583	49	99072	53	93767	65
32	108846	18	100916	45	104089	32	101054	44	100072	52	110239	14	102592	40	107012	22	106331	24	112418	6	100583	49	99072	53	93767	65
33	108846	18	100916	45	104089	33	101054	44	100072	52	110239	14	102592	40	107012	22	106331	25	112418	6	100583	49	99072	54	93767	65
34	108846	18	100916	46	104089	34	101054	45	100072	53	110239	14	102592	40	107012	22	106331	25	112418	7	100583	50	99072	55	93767	65
35	108846	20	100916	47	104089	35	101054	46	100072	53	110239	15	102592	41	107012	24	109020	19	112418	8	100583	50	99072	55	93767	65
36	108846	21	100916	47	104089	35	101054	46	100072	53	110239	16	102592	41	107012	25	109020	20	112418	9	100583	50	99072	55	93767	65
Max HND Salary	108846	21	100916	47	104089	36	101054	46	100072	53	110239	16	102592	42	107012	26	109020	20	112418	9	100583	50	99072	55	93767	65
Max Initial	81447	25	72599	58	86480	13	72497	59	78898	35	87362	11	75766	49	83321	19	68696	68	80390	29	79401	34	91404	5	79616	32
Previous Schedule	2007-08		2013-14		2008-09		2013-14		2013-14		2013-14		2013-14		2011-12		2013-14		2012-13		2007-08		2013-14		2013-14	
Latest Schedule	2014-15		2013-14		2014-15		2014-15		2014-15		2014-15		2014-15		2011-12		2013-14		2014-15		2007-08		2013-14		2013-14	
% Increase	12.76%				6.78%		0.85%		0.00%		3.37%		0.00%						2.42%							
% Increase	7.03%				6.51%		0.85%		0.00%		3.37%		0.00%						2.42%							
% Increase	6.45%				6.47%		0.85%		0.00%		3.37%		0.00%						2.42%							
	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		
S T E P	1	66435	18	68115	11	60666	46	65235	25	64089	28	65428	24	60900	43	60089	50	58501	57	59301	55	47981	72	52650	68	70951	5
	2	69190	18	70614	9	63156	45	68111	23	66413	25	67913	24	62484	49	62785	47	60256	57	61377	54	49032	73	55159	68	73321	5
	3	72065	15	73117	9	65577	42	70987	20	68741	25	70454	23	64108	51	65473	44	62064	56	63525	54	50773	73	57795	68	75696	5
	4	75059	14	75629	10	68003	42	73863	19	71054	24	73119	22	65775	52	68165	41	63925	58	65749	54	52515	73	60562	68	78068	5
	5	78183	10	78121	12	70495	42	76739	17	73385	24	75895	20	67485	54	70860	41	65843	60	68050	52	54852	73	63467	67	80439	5
	6	81436	9	80623	13	72922	43	79616	17	75710	25	78779	18	69240	54	73551	39	67818	60	70432	53	56217	73	66516	65	82811	5
	7	84830	5	83126	15	75340	43	82492	17	78028	26	81779	18	71040	57	76239	32	69853	62	72895	52	57740	73	69717	63	85184	3
	8	88366	3	85626	13	77835	43	85367	14	80359	28	84891	17	72887	61	78931	33	71949	64	75448	52	59259	73	73080	59	87556	5
	9	92055	2	88136	14	80270	42	88244	13	82678	29	88132	15	74782	62	81629	33	74107	64	78088	51	61203	73	76606	55	89929	8
	10	95898	2	90631	14	82696	39	91120	11	84998	31	91507	10	76727	63	84322	33	76330	65	80822	51	63149	73	80319	52	93454	5
	11	99906	2	93134	13	85184	39	93996	10	87320	29	91507	17	78721	63	87019	32	78620	65	83650	50	65195	73	80319	59	94606	7
	12	104087	2	93134	18	87601	39	96872	10	89647	29	91507	22	80768	66	89704	28	80979	64	86577	45	66231	73	80319	67	95080	12
	13	104087	2	94429	19	88797	47	99748	8	91968	29	94136	22	82868	64	92386	27	83408	62	89607	39	67265	73	80319	68	95554	16
	14	104087	2	94429	26	89558	50	101748	5	94293	28	94136	29	85023	63	95092	22	85910	60	92744	32	68214	73	80319	71	96028	20
	15	104087	3	94429	30	90318	51	101748	8	96616	24	94136	32	87233	61	97690	18	88488	57	92744	43	69448	73	80319	72	96502	27
	16	104087	4	94429	39	90318	57	101748	11	98938	18	96846	29	87700	61	98831	19	91142	53	92744	47	70706	73	80319	72	96976	28
	17	104087	7	96901	32	90318	58	101748	15	101266	19	96846	33	88169	61	99974	20	93877	41	92744	50	73547	73	80319	72	97450	28
	18	104087	9	96901	35	90318	61	104748	7	103584	11	96846	36	88641	63	101115	22	96693	37	96639	38	74981	73	80319	72	97924	31
	19	104087	14	96901	39	90318	61	104748	11	105906	9	99636	27	89115	64	101115	25	96693	40	96639	41	75922	73	80319	72	98398	32
	20	104087	19	96901	43	90318	62	104748	14	105906	11	99636	30	89592	66	102256	26	96693	44	96639	45	76863	73	80319	72	98872	34
	21	104087	20	99372	35	90318	65	104748	16	105906	11	99636	33	90071	67	102256	26	96693	46	96639	48	80092	73	80319	72	99466	34
	22	104087	21	99372	39	90318	67	108498	9	108285	11	102510	25	90553	66	102256	27	96693	49	96639	51	81061	72	80319	73	99927	36
	23	104087	23	99372	39	90318	67	108498	11	108285	12	102510	27	91038	65	102256	29	96693	51	96639	53	82029	72	80319	73	100388	34
	24	104087	26	99372	44	90318	69	108498	11	108285	12	102510	29	91525	66	102256	30	96693	52	96639	54	82998	72	80319	73	100849	36
	25	104087	28	101843	37	90318	70	108498	12	108285	13	105469	21	92014	65	102656	32	96693	53	101472	38	85966	72	80319	73	101310	39
	26	104087	29	101843	39	90318	70	112248	7	108285	14	105469	21	92507	65	102656	35	96693	53	101472	40	86958	72	80319	73	101901	38
	27	104087	31	104315	27	90318	70	112248	7	108285	14	105469	21	93001	65	102656	36	96693	55	101472	40	88741	72	80319	73	101901	39
	28	104087	32	104315	29	90318	71	112248	7	108285	19	108519	18	93499	65	102656	36	96693	55	101472	41	90681	70	80319	73	101901	39
	29	104087	32	104315	29	90318	71	112248	7	108285	19	108519	18	93999	63	102656	37	96693	55	101472	42	90681	70	80319	73	101901	40
	30	104087	32	104315	29	90318	72	112248	7	108285	20	108519	19	94502	64	102656	38	96693	57	101472	43	90681	71	80319	73	101901	41
	31	104087	32	104315	29	90318	72	112248	7	108285	21	108519	20	94502	64	102656	39	96693	57	101472	43	90681	71	80319	73	101901	42
	32	104087	33	104315	30	90318	72	112248	7	108285	21	108519	20	94502	64	102656	39	96693	57	101472	43	90681	71	80319	73	101901	42
	33	104087	34	104315	31	90318	72	112248	8	108285	21	108519	20	94502	64	102656	39	96693	58	101472	43	90681	71	80319	73	101901	42
	34	104087	35	104315	32	90318	72	112248	8	108285	21	108519	20	94502	64	102656	39	96693	58	101472	44	90681	71	80319	73	101901	42
	35	104087	36	104315	33	90318	72	112248	10	108285	23	108519	22	94502	64	102656	40	96693	58	101472	45	90681	71	80319	73	101901	43
	36	104087	36	104315	33	90318	72	112248	10	108285	24	108519	23	94502	64	102656	40	96693	58	101472	45	90681	71	80319	73	101901	43
Max HND Salary	104087	37	104315	34	90318	72	112248	10	108285	25	108519	23	94502	64	102656	41	96693	58	101472	45	90681	71	80319	73	101901	44	
Max Initial	95898	4	80623	27	77835	38	88244	8	75710	50	75895	46	76727	43	73551	55	69853	63	72895	57	66231	69	60562	72	87556	10	
Previous Schedule	2013-14		2013		2013-14		2013-14		2013-14		2013-14		2008		2013-14		2012-13		2012-13		2008-09		2013-14		2008-09		
Latest Schedule	2013-14		2014-15		2014-15		2013-14		2014-15		2014-15		2014		2014-15		2014-15		2013-14		2010-11		2013-14		2014-15		
% Increase			3.00%		0.85%				2.00%		2.77%		0.24%		4.00%		7.60%		1.17%		0.00%				22.97%		
% Increase			4.43%		0.85%				2.00%		2.77%		0.24%		4.00%		7.60%		1.17%		0.00%				6.74%		
% Increase			4.95%		0.85%				2.00%		2.77%		0.24%		3.98%		1.43%		1.17%		0.00%				4.09%		
	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		Mendocino-Lake		Merced		Mira Costa		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde		
S T E P	1	62003	39	52554	69	55280	65	60308	49	57191	59	77801	1	59334	54	64950	26	67878	14	46920	73	64447	27	68020	13	55896	63
	2	64234	40	54656	69	57620	64	62678	48	59485	59	81483	1	61558	53	68246	22	69915	13	49511	72	64447	38	70467	10	57573	65
	3	66544	38	56842	70	59965	64	65048	47	61769	57	85165	1	63793	53	71438	19	72012	17	52101	72	64447	50	72924	11	59301	67
	4	68947	36	59116	70	62306	65	67417	48	64065	57	88849	1	66020	51	74607	16	74173	18	54700	72	67011	49	75382	11	61080	67
	5	71423	36	61481	70	64648	65	69788	47	66361	56	92530	1	68251	51	77894	13	76398	19	57289	72	69572	49	77837	15	62912	68
	6	73993	32	63940	70	66990	64	72157	47	68746	56	96215	1	70474	52	81107	12	78690	19	59881	72	72134	48	80286	16	64799	68
	7	76657	31	66498	70	69334	65	74526	48	71135	56	99892	1	72717	53	84298	8	81050	19	62473	72	74696	47	82752	16	66743	69
	8	79424	31	69157	69	71675	65	76896	49	73544	55	103579	1	74945	53	87551	6	83482	20	65065	72	77258	47	85205	15	68746	70
	9	82285	31	71924	67	74018	65	79265	49	75948	57	107261	1	77178	53	90816	4	85986	18	67657	72	79816	46	87660	16	70808	70
	10	85240	30	74801	67	76359	64	81634	49	78353	58	110942	1	79407	56	94007	4	88566	18	70251	72	82379	44	90116	16	72932	70
	11	88309	25	77793	67	78700	64	84005	49	80775	57	114627	1	81510	55	97241	3	91223	18	72842	72	84941	40	92567	13	74537	70
	12	91493	23	80904	65	81047	63	86374	50	83193	57	118309	1	83868	56	100453	3	93960	14	75435	72	87501	40	95026	15	76177	71
	13	94780	17	84141	60	83386	63	88744	48	85634	55	121990	1	86092	54	103686	3	96778	13	78029	71	90062	34	97480	11	77852	72
	14	94780	23	87506	56	85729	61	91114	41	88078	55	125672	1	86092	59	103686	3	99682	11	80617	70	90062	46	99935	9	79565	72
	15	94780	29	91006	46	88070	60	93482	38	88078	59	129349	1	86092	63	103686	4	102672	5	83211	68	90062	54	102396	6	81316	71
	16	97049	27	91006	55	90415	56	95852	35	88078	60	130078	1	86092	66	103686	5	102672	7	85958	68	92626	48	104622	3	83105	71
	17	97049	31	91006	57	92692	51	95852	39	88078	62	130809	1	86092	66	103686	9	102672	11	85958	68	92626	54	106862	3	84933	69
	18	97049	34	91006	59	95028	45	95852	41	90531	60	131539	1	88322	64	106946	5	102672	15	85958	70	95187	44	109091	3	86801	66
	19	99358	28	91006	59	97423	35	95852	46	90531	60	132270	1	88322	67	106946	6	102672	18	85958	71	95187	48	111324	3	88711	66
	20	99358	31	94647	56	99878	29	95852	50	90531	61	133001	1	88322	67	106946	8	102672	22	85958	71	97746	38	113348	3	90663	60
	21	99358	36	94647	56	100877	28	97352	44	90531	63	133731	1	90560	62	110206	6	102672	24	88030	70	97746	41	115594	3	92657	60
	22	101730	29	94647	58	100877	31	97352	47	93155	60	134461	1	90560	65	110206	7	102672	24	88030	71	100309	34	115594	3	92657	62
	23	101730	30	94647	58	100877	32	97352	49	93155	60	135192	1	90560	66	110206	8	102672	26	88030	71	100309	36	115594	3	92657	62
	24	101730	32	94647	59	100877	35	97352	50	93155	61	135923	1	92789	62	110206	8	102672	28	91309	68	100309	39	115594	3	92657	64
	25	104165	25	94647	59	100877	41	97352	52	93155	62	136653	1	92789	63	110206	8	102672	31	91309	69	102871	30	117906	3	92657	64
	26	104165	26	94647	60	100877	44	98852	52	95853	58	137383	1	92789	63	113466	5	102672	34	91309	69	102871	33	117906	3	92657	64
	27	104165	28	94647	62	100877	44	98852	53	95853	58	138114	1	95014	59	113466	5	102672	35	91309	69	102871	34	117906	3	92657	66
	28	106651	21	94647	62	100877	45	98852	53	95853	58	138845	1	95014	60	113466	5	102672	35	91309	69	102871	34	117906	3	92657	66
	29	106651	22	94647	62	100877	45	98852	53	95853	59	139575	1	95014	60	113466	5	102672	36	91309	69	102871	35	117906	3	92657	66
	30	106651	22	94647	63	100877	46	98852	53	98632	54	140305	1	95014	61	113466	5	102672	37	91309	69	102871	36	117906	3	92657	66
	31	106651	22	94647	63	100877	47	98852	54	98632	55	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	32	106651	23	94647	63	100877	47	98852	54	98632	55	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	33	106651	24	94647	63	100877	47	98852	55	98632	56	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	34	106651	24	94647	63	100877	48	98852	56	101495	43	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	35	106651	26	94647	63	100877	48	98852	56	101495	44	140305	1	95014	61	116726	4	102672	39	91309	69	102871	38	117906	3	92657	66
	36	106651	26	94647	63	100877	48	98852	56	101495	44	140305	1	95014	61	119986	3	102672	39	91309	69	102871	38	117906	4	92657	66
Max HND Salary	106651	27	94647	63	100877	48	98852	56	104454	32	140305	1	95014	61	119986	3	102672	40	91309	69	102871	39	117906	4	92657	66	
Max Initial	79424	33	69157	64	85729	15	74526	51	68746	66	110942	2	70474	62	90816	6	76398	45	59881	73	82379	21	87660	9	68746	66	
Previous Schedule	2013-14		2013-14		2011-12		2013-14		2013-14		2013-14		2013-14		2013-14		2008-09		2013-14		2007-08		2013-14		2009-10		
Latest Schedule	2014-15		2014-15		2011-12		2013-14		2014-15		2013-15		2013-14		2014-15		2008-09		2014-15		2013-14		2013-14		2009-10		
% Increase	4.04%		0.00%						0.00%		0.00%				0.02%				0.00%		2.50%						
% Increase	4.04%		0.00%						0.00%		0.00%				0.02%				0.00%		2.50%						
% Increase	4.04%		0.00%						0.00%		0.00%				0.01%				0.00%		2.50%						
	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		San Luis Obispo		
S T E P	1	66909	16	65769	23	63218	31	68674	9	49563	71	60589	48	69076	7	61267	41	68033	12	56498	60	61453	40	68811	8	56085	62
	2	69646	15	65769	27	65458	29	71154	8	51546	71	63361	42	71740	6	63355	43	69898	14	58859	60	64426	39	71437	7	58410	61
	3	72387	13	65769	41	67686	26	73645	8	53607	71	66118	39	74397	6	65433	46	71823	18	61223	60	67349	30	74065	7	60749	61
	4	75122	12	65769	53	69989	27	76136	8	55752	71	68887	38	77051	6	67523	46	73799	20	63585	60	70130	26	76688	7	63096	62
	5	77859	14	65769	61	72233	28	78629	9	57982	71	71660	31	79705	6	69608	48	75826	21	65948	59	73101	25	79320	7	65434	62
	6	80596	14	65769	67	74474	29	81115	11	60301	71	74429	30	82369	6	71682	49	77914	22	68310	59	75975	24	81935	7	67776	61
	7	83334	13	68332	66	76746	30	83598	12	62713	71	77201	29	85024	4	73771	51	80052	22	70674	59	78851	24	84572	6	70113	61
	8	86069	12	70894	66	79018	32	86086	10	65222	71	79956	29	87685	4	75851	51	82252	23	73036	60	81729	24	87199	9	72451	62
	9	88809	11	73457	66	81290	35	88575	12	67831	71	82727	28	90341	6	77939	52	84522	24	75399	60	84603	23	88944	9	74797	61
	10	91547	9	76019	66	83563	36	91062	12	70544	71	85499	28	92993	7	80019	53	86843	22	77764	60	87477	19	90914	13	77140	61
	11	94284	9	78581	66	85835	36	93553	11	73366	71	88257	26	95655	6	82055	54	89234	22	80122	60	90354	19	92925	14	79473	61
	12	97019	9	81144	62	88115	36	96044	11	76300	70	91024	25	98309	6	84145	53	91687	21	82489	59	93274	17	97142	7	81871	61
	13	99756	7	81144	67	90396	32	98530	10	79352	70	93797	23	100960	4	86289	53	94200	21	84849	58	96196	14	97142	12	81871	65
	14	100442	8	81144	69	92677	33	101017	6	82526	65	96567	19	100960	7	88485	52	96795	18	87210	57	99119	13	99425	12	81871	66
	15	101126	10	83706	66	94958	28	101017	11	85827	65	96567	25	102226	7	90738	50	99460	14	89573	56	101596	9	99425	15	81871	69
	16	101809	10	83706	70	97239	25	101017	14	87544	62	96567	31	103487	6	92271	49	102196	9	91936	50	101596	13	99425	16	85964	67
	17	102495	13	83706	71	99520	22	104745	5	89295	60	96567	35	103487	10	93830	44	105007	4	91936	56	104075	8	101762	14	85964	67
	18	103181	14	86269	68	101802	17	104745	8	91081	58	99340	27	103487	12	95415	43	107894	4	91936	56	104075	10	101762	18	85964	69
	19	103868	16	86269	70	104083	15	104745	12	92902	55	97266	36	106013	8	97024	38	110862	4	91936	58	106552	7	104152	13	90263	62
	20	104552	15	86269	70	104083	20	108482	6	94760	54	97266	40	106013	10	98664	35	110862	5	91936	59	106552	9	104152	17	90263	63
	21	105235	14	88831	68	104083	21	108482	8	96655	47	99981	30	106013	10	100329	29	110862	5	91936	61	106552	9	104152	18	90263	66
	22	105921	13	88831	69	104083	22	108482	10	96655	50	99981	35	108537	8	102022	28	110862	6	91936	63	106552	12	104152	19	94776	56
	23	106605	13	88831	69	104083	24	112215	5	96655	52	99981	37	108537	10	103746	25	110862	7	91936	63	106552	14	104152	21	94776	57
	24	107290	14	91394	67	104083	27	112215	5	96655	53	99981	40	108537	10	105499	18	110862	7	91936	65	106552	15	104152	24	94776	58
	25	107976	15	91394	68	104083	29	112215	5	96655	54	99981	46	108537	11	105499	20	110862	7	91936	67	109031	9	104152	26	94776	58
	26	108408	13	91394	68	104083	30	112215	8	96655	54	104886	22	108537	12	105499	20	110862	10	91936	67	109031	11	104152	27	94776	59
	27	108839	12	93956	63	104083	32	112215	8	96655	56	104886	22	108537	13	105499	20	110862	10	91936	68	109031	11	104152	29	94776	61
	28	109271	14	93956	63	104083	33	112215	8	96655	56	104886	24	108537	17	105499	23	110862	10	91936	68	109031	15	104152	30	94776	61
	29	109704	13	93956	64	104083	33	112215	8	96655	56	104886	25	108537	17	105499	23	110862	10	91936	68	109031	16	104152	30	94776	61
	30	110136	14	96519	60	104083	33	112215	8	96655	58	104886	25	108537	18	105499	24	110862	12	91936	68	109031	17	104152	30	94776	62
	31	110569	13	96519	60	104083	33	112215	8	96655	58	104886	25	108537	19	105499	24	110862	12	91936	68	109031	17	104152	30	94776	62
	32	110997	11	96519	60	104083	34	112215	8	96655	58	104886	26	108537	19	105499	25	110862	13	91936	68	109031	17	104152	31	94776	62
	33	111430	11	99081	53	104083	35	112215	9	96655	59	104886	27	108537	19	105499	26	110862	13	91936	68	109031	17	104152	32	94776	62
	34	111864	10	99081	54	104083	36	112215	9	96655	59	104886	27	108537	19	105499	26	110862	13	91936	68	109031	17	104152	33	94776	62
	35	112296	9	99081	54	104083	37	112215	11	96655	59	104886	28	108537	21	105499	27	110862	14	91936	68	109031	18	104152	34	94776	62
	36	112729	8	99081	54	104083	37	112215	11	96655	59	104886	28	108537	22	105499	27	110862	14	91936	68	109031	19	104152	34	94776	62
Max HND Salary	114456	8	99081	54	104083	38	112215	11	96655	59	104886	29	108537	22	105499	28	110862	14	91936	68	109031	19	104152	35	94776	62	
Max Initial	97019	3	81144	26	74474	52	83598	18	70544	61	79956	31	82369	22	75851	47	71823	60	77764	39	90354	7	76688	44	60749	71	
Previous Schedule	2013-14		2007-08		2013-14		2013-14		2013-14		2013-14		2013-14		2008		2011		2013-14		2012-13		2012-13		2007-08		
Latest Schedule	2014-15		2007-08		2014-15		2014-15		2013-14		2014-15		2014-15		2014-15		2014		2014-15		2012-13		2013-14		2007-08		
% Increase	0.00%				-0.83%		0.85%				2.13%		0.85%		8.99%		16.08%		1.00%				4.30%				
% Increase	0.00%				-0.83%		0.85%				2.13%		0.85%		8.71%		16.07%		1.00%				4.30%				
% Increase	0.00%				-0.83%		0.85%				2.13%		0.85%		8.64%		4.63%		1.00%				4.30%				
	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		South-western		State Center	
1	65976	21	63503	29	62340	35	62763	32	63462	30	52080	70	55564	64	59289	56	56271	61	66362	19	73896	4	62250	38	66743	17
2	69036	19	65520	28	64992	31	64954	32	65411	30	54550	70	58343	62	61126	55	58211	63	68518	21	76135	4	64490	35	69507	16
3	72060	16	67537	29	67680	27	67146	32	67586	28	57023	69	61260	59	63024	55	60151	63	70673	22	78375	4	66728	35	72266	14
4	75120	13	69554	29	70356	25	69336	32	69763	28	59492	69	64323	56	64976	55	62091	66	72828	23	80614	4	68970	35	75024	15
5	78168	11	71571	33	73020	26	71525	34	72042	29	61965	69	67539	53	66991	55	64031	66	74983	23	82853	2	71207	38	77785	16
6	81216	10	73588	37	75684	26	73715	35	74116	31	64434	69	70916	51	69066	55	65971	66	77138	23	85092	2	73447	40	80521	15
7	84264	9	75605	41	78372	25	75906	38	75983	37	66906	68	74462	49	71207	55	67911	67	79293	23	87332	2	75686	40	83309	14
8	87312	8	78589	36	81036	26	85017	16	78262	38	69376	68	78185	41	73416	56	69851	67	81448	25	89571	2	77927	42	86070	11
9	90372	5	80846	38	83712	25	87209	17	80437	41	71847	68	82094	32	75693	59	71791	69	83603	26	91810	3	80165	43	88835	10
10	90372	15	83105	37	86400	23	89399	17	82182	45	74319	68	86199	26	78039	59	73731	69	85759	27	94049	3	82405	43	91592	8
11	93408	12	85364	37	89040	23	91588	16	84357	45	76790	68	89646	21	80458	58	75671	69	87914	28	96289	4	84645	43	94349	8
12	93408	16	87623	38	91728	20	93778	15	86432	48	79261	68	89646	30	82952	58	77611	69	90069	27	98528	5	86884	43	97117	8
13	93408	24	89883	36	94416	20	95970	15	88607	50	81732	66	89646	38	85524	57	79551	69	92224	28	100767	5	89125	42	99871	6
14	97356	16	92139	34	97080	17	98159	15	91110	42	81732	67	89646	49	88174	54	81491	68	94379	27	103007	4	91362	38	99871	10
15	97356	20	94399	31	97536	19	100349	12	92959	41	81732	70	93232	39	90908	47	83431	67	96534	26	105246	2	93603	36	99871	13
16	97356	24	96656	30	97992	22	102540	8	92959	46	84184	69	93232	45	93726	44	86547	65	98689	20	107485	2	95841	36	99871	15
17	97356	29	96656	34	99744	21	104730	6	92959	48	84184	70	93232	47	96537	36	86547	65	98689	23	109724	2	95841	40	102636	12
18	101448	21	97949	30	100200	25	106920	6	92959	54	84184	71	93232	53	96537	39	86547	67	98689	29	111964	2	95841	42	102636	16
19	101448	24	97949	34	100656	26	109109	5	94716	49	86710	68	93232	54	96537	42	86547	69	98689	30	114203	2	98081	33	102636	19
20	101448	27	97949	37	102432	24	111300	4	94716	55	86710	69	96962	42	96537	46	88047	68	102264	25	116442	2	98081	36	102636	23
21	101448	27	97949	40	102864	22	113492	4	94716	55	86710	71	96962	45	96537	51	88047	69	102264	25	118681	2	98081	39	105394	12
22	101448	30	99241	40	103320	23	114588	4	94716	57	89311	68	96962	48	96537	52	88047	70	102264	26	120921	2	100321	33	105394	14
23	104532	19	99241	40	105108	16	114588	4	96471	55	89311	68	96962	50	96537	54	88047	70	102264	28	123160	2	100321	35	105394	15
24	104532	22	99241	45	105564	17	114588	4	96471	56	89311	70	100840	37	96537	55	88047	71	105838	16	123160	2	100321	38	105394	19
25	104532	23	100534	45	106008	18	114588	4	96471	56	91990	66	100840	42	96537	55	89547	71	105838	19	123160	2	102558	34	108156	14
26	104532	24	100534	48	107772	16	114588	4	96471	56	91990	66	100840	45	96537	55	89547	71	105838	19	125399	2	102558	37	108156	15
27	104532	25	100534	48	108252	15	114588	4	98361	54	91990	67	100840	45	96537	57	89547	71	105838	19	125399	2	102558	38	108156	16
28	104532	26	101827	40	108696	16	114588	4	98361	54	91990	67	100840	46	96537	57	89547	72	109413	13	125399	2	102558	38	108156	20
29	104532	27	101827	41	110460	11	114588	4	98361	54	91990	67	100840	46	96537	57	89547	72	109413	15	125399	2	102558	39	108156	20
30	104532	27	101827	42	110904	11	114588	4	98361	55	91990	67	100840	47	96537	59	91047	70	109413	16	125399	2	102558	40	110912	10
31	104532	27	103119	36	111372	10	114588	5	100912	46	91990	67	100840	48	96537	59	91047	70	109413	16	125399	2	102558	41	110912	11
32	104532	28	103119	36	111828	9	114588	5	100912	46	91990	67	100840	48	96537	59	91047	70	109413	16	125399	2	102558	41	110912	12
33	104532	29	103119	36	112272	7	114588	5	100912	46	91990	67	100840	48	96537	60	91047	70	109413	16	125399	2	102558	41	110912	12
34	104532	29	104412	31	112740	6	114588	5	100912	47	91990	67	100840	49	96537	60	91047	70	109413	16	125399	2	102558	41	110912	12
35	104532	30	104412	32	113196	7	114588	6	115742	5	91990	67	100840	49	96537	60	91047	70	109413	17	125399	2	102558	42	110912	13
36	104532	30	104412	32	113640	7	114588	6	115742	5	91990	67	100840	49	96537	60	91047	70	109413	18	125399	2	102558	42	110912	13
Max HND Salary	104532	31	108290	24	117768	5	114588	7	115742	6	91990	67	100840	49	96537	60	91047	70	109413	18	125399	2	102558	43	110912	13
Max Initial	78168	37	85364	16	86400	14	114588	1	74116	53	76790	42	64323	70	69066	65	73731	54	81448	24	85092	17	73447	56	80521	28
Previous Schedule	2013-14		2013-14		2013-14		2012-13		2013-14		2013-14		2010-11		2013-14		2013-14		2013-14		2013-14		2012-13		2012-13	
Latest Schedule	2014-15		2014-15		2014-15		2014-15		2014-15		2014-15		2010-11		2014-15		2013-14		2014-15		2013-14		2013-14		2014-15	
% Increase	3.70%		0.85%		4.56%		5.06%		0.00%		0.00%				4.00%		2.91%		2.91%		6.91%		2.87%			
% Increase	3.69%		3.97%		4.55%		5.06%		0.00%		0.00%				4.00%		2.48%		2.48%		6.92%		2.87%			
% Increase	3.69%		3.62%		4.55%		7.11%		0.00%		0.00%				4.00%		1.79%		1.79%		6.92%		2.87%			
	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		West Kern		West Valley Mission		Yosemite		Yuba		
S T E P	1	60776	45	62736	33	68312	10	69194	6	57538	58	55064	67	62565	34
	2	63110	46	64951	33	70375	11	69194	17	59552	58	57501	66	64799	34
	3	65449	45	67166	31	72443	12	69194	24	61636	58	59939	65	67036	33
	4	67786	44	69381	31	74508	17	69194	34	63793	59	62376	63	69273	33
	5	70124	45	71596	32	76574	18	71879	30	66027	57	64816	64	71510	35
	6	72460	46	73811	33	78639	20	74565	28	68337	58	67254	63	73747	34
	7	74797	46	76026	35	80707	20	77250	28	70729	58	69693	64	75984	36
	8	77139	48	78241	39	82773	21	79935	30	73205	58	72129	63	78221	40
	9	79474	48	80456	40	84843	22	82621	30	75767	58	74569	63	80458	39
	10	81811	48	82671	41	86907	21	85306	29	78418	57	77006	62	82695	40
	11	84148	47	84886	42	88971	24	87991	27	81164	56	79445	62	84932	41
	12	86485	46	87101	42	91045	24	90677	26	84003	55	81882	60	87169	41
	13	88821	46	89316	41	93106	26	93361	25	84003	61	84321	59	89406	40
	14	91159	40	91531	36	95168	21	94099	30	84003	64	85081	62	91643	35
	15	93496	37	93746	35	97231	21	96677	23	86944	62	85839	64	93880	33
	16	96301	32	95961	34	99291	17	97429	23	86944	63	86600	64	96117	33
	17	96301	37	98176	26	101362	18	98182	25	86944	64	87359	63	98354	24
	18	96301	40	100391	24	103435	13	98934	28	89987	62	88119	65	100591	23
	19	96301	44	102606	20	105507	10	98934	29	89987	63	88877	65	102828	17
	20	96301	48	104821	13	107578	7	98934	33	89987	64	89638	65	102828	21
	21	97703	42	104821	15	109651	7	98934	37	93136	59	90396	64	102828	23
	22	97703	43	104821	17	111722	5	98934	42	93136	61	91156	64	105065	16
	23	97703	47	104821	18	111722	6	98934	42	93136	61	91915	64	105065	17
	24	97703	49	104821	21	111722	6	104424	23	96396	57	92675	63	105065	20
	25	97703	51	104821	22	111722	6	104424	24	96396	57	93434	61	107302	17
	26	99106	50	104821	23	111722	9	104424	25	96396	57	94195	61	107302	18
	27	99106	51	104821	23	111722	9	104424	26	99769	50	94954	60	107302	18
	28	99106	51	104821	25	111722	9	104424	27	99769	50	95714	59	109539	12
	29	99106	51	104821	26	111722	9	104424	28	99769	50	96473	58	109539	14
	30	99106	51	104821	26	111722	9	104424	28	103261	35	97233	56	109539	15
	31	100508	51	104821	26	111722	9	104424	28	103261	35	97233	56	109539	15
	32	100508	51	104821	27	111722	10	104424	29	103261	35	97233	56	109539	15
	33	100508	51	104821	28	111722	10	104424	30	106876	23	97233	57	109539	15
	34	100508	52	104821	28	111722	11	104424	30	106876	23	97233	57	109539	15
	35	100508	52	104821	29	111722	12	104424	31	106876	25	97233	57	109539	16
	36	100508	52	104821	29	111722	12	104424	31	110617	15	97233	57	109539	17
Max HND Salary	100508	52	104821	30	111722	12	104424	33	110617	15	97233	57	109539	17	
Max Initial	81811	23	78241	36	86907	12	77250	40	75767	48	77006	41	82695	20	
Previous Schedule	2013-14		2009-10		2013-14		2013-14		2011-12		2013-14		2013-14		
Latest Schedule	2013-14		2009-10		2014-15		2014-15		2013-14		2013-14		2014-15		
% Increase					3.00%		0.85%		1.57%				0.68%		
% Increase					3.00%		-0.68%		1.57%				0.67%		
% Increase					3.00%		0.85%		1.57%				0.67%		
	Ventura		Victor Valley		West Hills		West Kern		West Valley Mission		Yosemite		Yuba		

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

MAX HND SALARY

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

MAX INIT HND SALARY

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

PREVIOUS SCHEDULE

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

LATEST SCHEDULE

Academic year of latest salary schedule published by the district.

% INCREASE

Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's schedule used in the previous *AFA Salary Study*. For some districts, this increase reflects more than one negotiated increase.

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

Send comments and corrections to wruud@santarosa.edu.

AFA website: <http://www.santarosa.edu/afa>

**ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT
FACULTY CONTRACT SALARY SCHEDULE**

FALL 2014

2.0% COLA

6.5% between columns

3.4% between steps up to 12

1.6% between steps after 12

SS-10

4/11/2014

<u>STEP</u>	<u>COLUMN I</u>	<u>COLUMN II</u>	<u>COLUMN III</u>	<u>COLUMN IV</u>
4	51,601	54,955	58,527	62,331
5	53,355	56,823	60,516	64,450
6	55,169	58,755	62,574	66,641
7	57,045	60,753	64,702	68,908
8	58,985	62,819	66,902	71,251
9	60,990	64,954	69,176	73,672
10	63,064	67,163	71,529	76,178
11	65,208	69,447	73,961	78,768
12	67,425	71,808	76,476	81,447
13	68,504	72,957	77,699	82,749
14	69,600	74,124	78,942	84,073
15	70,714	75,310	80,205	85,418
16	71,845	76,515	81,488	86,785
17	72,995	77,740	82,793	88,175
18	74,163	78,984	84,118	89,586
19	75,350	80,248	85,464	91,019
20	76,556	81,532	86,832	92,476
21	77,781	82,837	88,221	93,955
22	79,025	84,162	89,633	95,459
23	80,289	85,508	91,066	96,985
24	81,574	86,876	92,523	98,537

Schedule A		Lecture Rates			FALL 2013 TERM		
STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	COLUMN VII
1	42.30	45.54	46.92	49.26	51.72	54.31	57.58
2	44.36	47.64	49.08	51.50	54.09	56.79	60.21
3	46.42	49.69	51.17	53.73	56.41	59.22	62.79
4	48.44	51.71	53.27	55.92	58.72	61.68	64.76
5	50.58	53.81	55.43	58.19	61.13	64.15	68.02
6	52.63	55.89	57.58	60.43	63.50	66.68	70.65
7	54.53	57.88	59.63	62.61	65.74	69.02	73.18

ANTELOPE VALLEY COLLEGE
Faculty Salary Schedule A (10-months paid over 11 months)
Effective 7-1-2013

Step ↓		Column I <i>Bachelor's +2 or AA+6</i>	Column II <i>Master's</i>	Column III	Column IV	Column V	Column VI	Column VII <i>Earned Doctorate</i>
01	ANNUAL:	50,537.900	52,592.130	54,643.640	56,695.490	58,749.380	60,801.120	62,852.970
02	ANNUAL:	52,897.933	54,952.161	57,003.672	59,055.524	61,107.266	63,160.933	65,212.895
03	ANNUAL:	55,258.423	57,312.189	59,363.931	61,416.014	63,467.305	65,519.157	67,573.044
04	ANNUAL:	57,618.792	59,669.742	61,724.080	63,775.822	65,824.066	67,879.075	69,933.072
05	ANNUAL:	59,978.490	62,030.342	64,081.853	66,135.960	68,187.702	70,239.554	72,291.076
06	ANNUAL:	62,338.859	64,390.370	66,442.332	68,496.219	70,547.741	72,599.362	74,651.335
07	ANNUAL:	64,696.973	66,750.398	68,802.481	70,853.992	72,907.879	74,959.280	77,011.363
08	ANNUAL:	67,056.770	69,110.888	71,162.399	73,214.251	75,267.797	77,319.770	79,371.391
09	ANNUAL:	69,417.150	71,471.026	73,522.548	75,574.169	77,625.911	79,679.908	81,870.558
10	ANNUAL:	69,417.150	73,831.065	75,882.576	77,934.659	79,985.950	82,037.802	84,091.568
11	ANNUAL:	69,417.150	73,831.065	78,242.835	80,294.687	82,346.319	84,398.061	86,451.486
12	ANNUAL:	69,417.150	73,831.065	78,242.835	82,654.264	84,706.347	86,756.846	88,809.600
13	ANNUAL:	69,417.150	73,831.065	78,242.835	82,654.264	87,066.496	89,118.348	91,170.090
14	ANNUAL:	69,417.150	73,831.065	78,242.835	82,654.264	87,066.496	89,118.348	91,170.090
15	ANNUAL:	69,417.150	73,831.065	80,600.839	85,014.754	89,426.755	91,478.156	93,530.008
16	ANNUAL:	69,417.150	73,831.065	82,961.318	87,372.527	91,784.748	93,838.415	95,890.036
17	ANNUAL:	69,417.150	73,831.065	82,961.318	87,372.527	91,784.748	93,838.415	95,890.036
18	ANNUAL:	69,417.150	73,831.065	82,961.318	87,372.527	91,784.748	93,838.415	95,890.036
19	ANNUAL:	69,417.150	73,831.065	85,321.236	89,732.896	94,145.117	96,198.894	98,255.487
20	ANNUAL:	69,417.150	73,831.065	85,321.236	89,732.896	94,145.117	96,198.894	98,255.487
21	ANNUAL:	69,417.150	73,831.065	85,321.236	89,732.896	94,145.117	96,198.894	98,255.487
22	ANNUAL:	69,417.150	73,831.065	85,321.236	89,732.896	94,145.117	96,198.894	98,255.487
23	ANNUAL:	69,417.150	73,831.065	87,679.581	92,105.233	96,503.231	98,557.008	100,613.711
24	ANNUAL:	69,417.150	73,831.065	87,679.581	92,105.233	96,503.231	98,557.008	100,613.711
25	ANNUAL:	69,417.150	73,831.065	87,679.581	92,105.233	96,503.231	98,557.008	100,613.711
26	ANNUAL:	69,417.150	73,831.065	90,049.993	94,464.469	98,863.149	100,916.475	104,180.725

ANTELOPE VALLEY COLLEGE
Adjunct/Overload Lecture & Lecture/Lab Combination Rate of Pay - Schedule E
Effective 7-1-2013

Step	COLUMN I	COLUMN II	COLUMN III		2% Academy	
	Less than Masters Rate of Pay (\$)	With Masters (\$)	With Earned Doctorate (\$)		COLUMN I	COLUMN II
1	1111.837	1157.026	1202.121	Per LHE	1134.104	1180.140
	65.399	68.056	70.713	(For Retirement Purposes Only)	66.712	69.420
2	1163.756	1208.921	1254.083	Per LHE	1187.110	1233.163
	68.456	71.113	73.770	(For Retirement Purposes Only)	69.830	72.539
3	1215.721	1260.890	1306.059	Per LHE	1239.963	1285.999
	71.513	74.170	76.827	(For Retirement Purposes Only)	72.939	75.647
4	1267.614	1312.731	1357.931	Per LHE	1292.963	1338.983
	74.570	77.216	79.873	(For Retirement Purposes Only)	76.057	78.766

APPENDIX A
BARSTOW COMMUNITY COLLEGE DISTRICT
CERTIFICATED SALARY SCHEDULE
2014-2015
Effective July 1, 2014

Column	"A"	"B"	I	II	III	IV	V	VI	
STEP	AA/AS + 6 Yrs. Exp.	BA/BS + 2 Yrs. Exp	M.A.	M.A. with B.A. Plus 45 Sem. Units	M.A. with B.A. Plus 60 Sem. Units	M.A. with B.A. Plus 75 Sem. Units	M.A. with B.A. Plus 90 Sem. Units	Ph.D.	
1	47,812	50,013	52,214	54,415	56,616	58,817	61,019	63,019	ASSISTANT PROFESSOR
2	50,013	52,214	54,415	56,617	58,817	61,019	63,220	65,220	
*3	52,214	54,415	56,616	58,817	61,019	63,220	65,421	67,421	
4	54,415	56,616	58,817	61,019	63,220	65,421	67,622	69,622	
5	56,616	58,817	61,019	63,219	65,421	67,622	69,823	71,823	
6	58,817	61,019	63,220	65,421	67,622	69,823	72,024	74,024	ASSOCIATE PROFESSOR
7	61,019	63,220	65,421	67,622	69,823	72,024	74,225	76,225	
8	63,220	65,421	67,622	69,823	72,024	74,225	76,426	78,426	PROFESSOR
9		67,622	69,823	72,024	74,225	76,426	78,627	80,627	
10		69,823	72,024	74,225	76,426	78,627	80,828	82,828	
11			74,225	76,426	78,627	80,828	83,029	85,029	
**12			76,426	78,627	80,828	83,029	85,230	87,230	
13			78,627	80,828	83,029	85,230	87,431	89,431	PROFESSOR
14			80,828	83,029	85,230	87,431	89,632	91,632	
15			83,029	85,230	87,431	89,632	91,833	93,833	
16			85,230	87,431	89,632	91,833	94,035	96,035	
17			87,431	89,633	91,833	94,035	96,236	98,236	
18			89,632	91,833	94,035	96,236	98,437	100,437	
19					96,236	98,437	100,638	102,638	
20							102,839	104,839	
An additional \$1250 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. Only full-time faculty receiving the additional \$1250 as of 10/20/14, shall receive the additional Master's stipend.									
* Teachers with provisional Credentials shall not proceed beyond Step 3.									
** Maximum starting salary.									
Adjunct faculty hourly rates:			January 1, 2015	July 1, 2015	July 1, 2016				
			\$49/hr	\$50/hr	\$51/hr				
Full Time Faculty Overload			January 1, 2015	July 1, 2015	July 1, 2016				
Hourly Rate *			\$41/hr	\$42/hr	\$43/hr				

BUTTE-GLENN COMMUNITY COLLEGE DISTRICT**ACADEMIC SALARY SCHEDULE****10-month, 177-day Schedule****.85% COLA granted 7/1/2014**

<u>STEPS</u>	<u>CLASS I</u>	<u>CLASS II</u>	<u>CLASS III</u>	<u>CLASS IV</u>
1	47,209.89	51,421.61	55,638.38	59,852.64
2	49,735.42	53,953.44	58,163.90	62,384.47
3	52,264.73	56,481.48	60,699.50	64,911.24
4	54,792.75	59,009.54	63,223.77	67,439.27
5	57,324.58	61,535.05	65,755.60	69,969.84
6	59,851.36	64,060.58	68,279.86	72,496.63
7	62,375.64	66,593.67	70,804.13	75,019.64
8	64,907.45	69,122.96	73,335.95	77,555.23
9	67,431.74	71,648.50	75,867.78	80,083.29
10	69,968.58	74,180.31	78,394.57	82,612.59
11	69,968.58	76,708.36	80,926.39	85,235.00
12	69,968.58	76,708.36	80,926.39	87,669.93
13	69,968.58	76,708.36	80,926.39	90,196.72
14	69,968.58	76,708.36	80,926.39	90,196.72
15	69,968.58	76,708.36	80,926.39	90,196.72

LONGEVITY (LONGEVITY STEPS ARE 16, 20 AND 24)

16	72,775.99	79,786.20	84,173.47	93,815.76
17	72,775.99	79,786.20	84,173.47	93,815.76
18	72,775.99	79,786.20	84,173.47	93,815.76
19	72,775.99	79,786.20	84,173.47	93,815.76
20	75,583.40	82,864.03	87,420.55	97,434.81
21	75,583.40	82,864.03	87,420.55	97,434.81
22	75,583.40	82,864.03	87,420.55	97,434.81
23	75,583.40	82,864.03	87,420.55	97,434.81
24	78,390.81	85,941.87	90,667.63	101,053.85

Doctorate Stipend 3,115.85

BUTTE COMMUNITY COLLEGE DISTRICT
HOURLY RATE SALARY SCHEDULE FOR ASSOCIATE FACULTY
.85% COLA granted effective Fall semester 2014

		<u>CLASS I</u>	<u>CLASS II</u>	<u>CLASS III</u>
STEP	I	49.89	52.39	55.01
STEP	II	52.39	55.01	57.77
STEP	III	55.01	57.77	60.65
STEP	IV	57.77	60.65	63.69
STEP	V *(Part-time Equity)	60.65	63.69	66.86

Cabrillo College Contract Regular Faculty Salary Schedule

2014-15 175 Days

Effective August 25, 2014 (Annual Rate)

Salary Schedule increased by .5% over the 08/26/13 on-going salary schedule plus 1.13% off-schedule for 2014-2015. Total increase of 1.63% for fiscal year 2014-2015 only.

Class >	1	2	3	4	5	6
	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)
Step						
1	51,447	53,107	54,768	56,433	58,095	59,759
2	53,406	55,050	56,693	58,339	59,984	61,627
3	55,874	57,520	59,164	60,807	62,454	64,098
4	58,345	59,987	61,634	63,277	64,923	66,566
5	60,814	62,458	64,104	65,751	67,394	69,034
6	63,281	64,928	66,574	68,221	69,862	71,506
7	65,755	67,400	69,040	70,689	72,330	73,976
8	68,221	69,866	71,514	73,155	74,805	76,443
9	70,692	72,333	73,982	75,626	77,275	78,916
10	73,158	74,807	76,448	78,093	79,741	81,383
11	73,158	74,807	76,448	78,991	80,885	82,773
12	73,158	74,807	76,448	79,889	82,030	84,163
13	73,158	74,807	76,448	80,786	83,178	85,556
14	73,158	74,807	76,448	81,684	84,323	86,945
15				82,585	85,491	88,341
16				84,226	86,206	89,329
17					86,947	90,316
18					87,688	91,304
19					88,428	92,291
20					89,168	93,283
21					90,922	94,268
22						95,258
23						96,246
24						97,233
25						98,219
26						100,096
Doctorate Stipend:			3,435			
Note: Step 9 is the maximum initial salary placement for academic year.						

Adjunct and Overload Academic Salary Schedule

Salary Schedule increased by .5% over the 08/26/13 on-going salary schedule plus 1.13% off-schedule for 2014-2015. Total increase of 1.63% for fiscal year 2014-2015 only.

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	1,103	1,138	1,174	1,210	1,245	1,281
2	1,145	1,180	1,215	1,250	1,286	1,321
3	1,198	1,233	1,268	1,303	1,339	1,374
4	1,251	1,286	1,321	1,356	1,392	1,427
5	1,303	1,339	1,374	1,409	1,444	1,480
6	1,356	1,392	1,427	1,462	1,497	1,533
7	1,409	1,445	1,480	1,515	1,550	1,586
8	1,462	1,497	1,533	1,568	1,603	1,638
9	1,515	1,550	1,586	1,621	1,656	1,691
10	1,568	1,603	1,639	1,674	1,709	1,744
11	1,568	1,603	1,639	1,693	1,734	1,774
12	1,568	1,603	1,639	1,712	1,758	1,804

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

Cerritos Community College District Faculty Salary Schedule
Effective 7/1/2014

	A	B	C	D	E	F
Step	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	Effective August 13, 2001 Steps 1 & 2 are eliminated (see item #5 under Explanation on Page 3)					
2						
3	55,896	58,757	61,617	64,477	67,339	70,200
4	58,757	61,617	64,477	67,339	70,200	73,059
5	61,617	64,477	67,339	70,200	73,059	75,917
6	64,477	67,339	70,200	73,059	75,917	78,778
7	67,339	70,200	73,059	75,917	78,778	81,641
8	70,200	73,059	75,917	78,778	81,641	84,501
9	73,059	75,917	78,778	81,641	84,501	87,362
10		78,778	81,641	84,501	87,362	90,222
11			84,501	87,362	90,222	93,078
12				90,222	93,078	95,944
13					95,944	98,803
14					98,803	101,661
18X					101,661	104,523
22X					104,523	107,382
26X					107,382	110,239
30X					110,239	113,101

HOURLY AND/OR SUBSTITUTE PAY

Progression	Step	Bachelor's Degree	Master's Degree*	Doctorate Degree
First Two Semesters	1	\$ 51.49	\$ 53.29	\$ 55.15
Third and Fourth Semesters	2	\$ 54.52	\$ 56.44	\$ 58.41
Fifth and Sixth Semesters	3	\$ 57.57	\$ 59.58	\$ 61.67
Seventh and Eighth Semesters	4	\$ 60.59	\$ 62.71	\$ 64.90
Ninth through Tenth Semesters	5	\$ 63.62	\$ 65.84	\$ 68.15
Eleventh and more Semesters	6	\$ 65.20	\$ 67.49	\$ 69.85

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT— Effective July 1, 2014

PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY LEAVE REPLACEMENT FACULTY (ACADEMIC YEAR 2014-2015)

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

PART B: SCHEDULE OF PART-TIME SERVICE RATES. Effective July 1, 2014

STEP	INSTRUCTIONAL COMPENSATION PER CAH (Faculty Hour A, B & C*)	HOURLY LECTURE RATE (Faculty Hour A, C)	HOURLY LABORATORY RATE ** (Faculty Hour B.1)	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E)
	70% pro-rata scale	70% pro-rata scale	70% pro-rata scale	92% pro-rata scale
1	1,311.38	74.94	56.20	49.24
2	1,373.91	78.51	58.88	51.59
3	1,436.54	82.09	61.57	53.94
4	1,499.14	85.67	64.25	56.29
5	1,561.72	89.24	66.93	58.64
6	1,624.30	92.82	69.61	60.99
7	1,686.93	96.40	72.30	63.35
8	1,749.51	99.97	74.98	65.70

ARTICLE 22 **SALARY SCHEDULE PLACEMENT AND ADVANCEMENT**

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

Contract/Regular Schedule, Fall 2011

Step	Minimum Qualifications	+ 45	MA+BA+60 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

<http://www.chaffey.edu/humres/Collective%20bargaining%20agreements2.shtml>



FULL-TIME FACULTY SALARY SCHEDULE

Effective April 1, 2013

LIFE Credential OR

Minimum	Master's Degree	Master's Degree	Master's Degree	
Qualifications as	Including 40	Including 60	Including 80	
defined by	Graduate Semester	Graduate Semester	Graduate Semester	Doctorate
Education Code	Units Beyond	Units Beyond	Units Beyond	
Section 87355 and	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree	
87356				

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

ADJUNCT FACULTY SALARY SCHEDULE (including intersession) 2013

LIFE Credential OR

Minimum	Master's Degree	Master's Degree	Master's Degree
Qualifications as	Including 40	Including 60	Including 80
defined by	Graduate Semester	Graduate Semester	Graduate Semester
Education Code	Units Beyond	Units Beyond	Units Beyond
Sections 87355 and	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree
87356			

STEP	CLASS 1 LECTURE*	CLASS 2 LECTURE*	CLASS 3 LECTURE*	CLASS 4 LECTURE*
1	\$1,046	\$1,099	\$1,152	\$1,207
2	\$1,046	\$1,099	\$1,152	\$1,207
3	\$1,046	\$1,099	\$1,152	\$1,207
4	\$1,046	\$1,099	\$1,152	\$1,207
5	\$1,093	\$1,142	\$1,202	\$1,259
6	\$1,141	\$1,197	\$1,255	\$1,307

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

Faculty - 175 Duty Days (AA Salary Schedule)

Effective: 7/1/14
 Units: Annual

Step	I	II	III	IV	V	Step
1	\$47,152.00	\$53,514.00	\$57,740.00	\$61,954.00	\$66,245.00	1
2	\$49,505.00	\$55,877.00	\$60,094.00	\$64,313.00	\$68,606.00	2
3	\$51,866.00	\$58,230.00	\$62,453.00	\$66,668.00	\$70,960.00	3
4	\$54,222.00	\$60,592.00	\$64,815.00	\$69,023.00	\$73,323.00	4
5	\$56,577.00	\$62,942.00	\$67,169.00	\$71,379.00	\$75,677.00	5
6	\$58,936.00	\$65,302.00	\$69,526.00	\$73,738.00	\$78,035.00	6
7	\$61,290.00	\$67,660.00	\$71,877.00	\$76,091.00	\$80,390.00	7
8	\$63,647.00	\$70,016.00	\$74,242.00	\$78,453.00	\$82,752.00	8
9	\$66,008.00	\$72,376.00	\$76,594.00	\$80,804.00	\$85,105.00	9
10	\$68,361.00	\$74,728.00	\$78,952.00	\$83,167.00	\$87,459.00	10
11		\$77,082.00	\$81,307.00	\$85,522.00	\$89,821.00	11
12		\$79,442.00	\$83,664.00	\$87,877.00	\$92,172.00	12
13			\$86,020.00	\$90,236.00	\$94,533.00	13
14				\$90,236.00	\$94,533.00	14
15				\$93,813.00	\$98,112.00	15
16				\$93,813.00	\$98,112.00	16
17				\$97,389.00	\$101,689.00	17
18				\$97,389.00	\$101,689.00	18
19				\$97,389.00	\$101,689.00	19
20				\$100,967.00	\$105,264.00	20
21					\$105,264.00	21
22					\$105,264.00	22
23					\$108,841.00	23
24					\$108,841.00	24
25					\$108,841.00	25
26					\$112,418.00	26

Doctoral Stipend: \$2,849.00

PART-TIME INSTRUCTOR

<u>COL</u>	<u>Step</u>	<u>Per LHE</u>
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

**COMPTON COMMUNITY COLLEGE DISTRICT
2007-2008 FACULTY SALARY SCHEDULE**

BA		MA		UNITS		UNITS		MA + 84 Units		MA + 102 Units	
Step		Step		Step		Step		Step		Step	
11	\$49,349	11	\$53,571	11	\$58,091	11	\$63,041	11	\$68,389	11	\$74,205
12	\$51,936	12	\$56,324	12	\$61,134	12	\$66,318	12	\$71,946	12	\$78,067
13	\$52,824	13	\$57,307	13	\$62,187	13	\$67,453	13	\$73,199	13	\$79,401
14	\$53,714	14	\$58,278	14	\$63,240	14	\$68,612	14	\$74,440	14	\$80,770
15	\$54,616	15	\$59,273	15	\$64,305	15	\$69,746	15	\$75,691	15	\$82,116
16	\$55,189	16	\$59,882	16	\$64,961	16	\$70,483	16	\$76,475	16	\$82,970
17	\$55,750	17	\$60,490	17	\$65,639	17	\$71,221	17	\$77,259	17	\$83,825
18	\$56,312	18	\$61,111	18	\$66,306	18	\$71,935	18	\$78,044	18	\$84,679
19	\$56,885	19	\$61,730	19	\$66,973	19	\$72,660	19	\$78,828	19	\$85,545
20	\$57,471	20	\$62,351	20	\$67,641	20	\$73,386	20	\$79,635	20	\$86,399
21	\$58,056	21	\$62,994	21	\$68,330	21	\$74,147	21	\$80,455	21	\$87,289
22	\$58,652	22	\$63,638	22	\$69,044	22	\$74,908	22	\$81,285	22	\$88,190
23	\$59,261	23	\$64,282	23	\$69,735	23	\$75,668	23	\$82,104	23	\$89,090
24	\$59,846	24	\$64,936	24	\$70,460	24	\$76,440	24	\$82,935	24	\$89,980
25	\$60,443	25	\$65,580	25	\$71,151	25	\$77,213	25	\$83,766	25	\$90,870
26	\$61,040	26	\$66,236	26	\$71,865	26	\$77,961	26	\$84,586	26	\$91,770
27	\$61,649	27	\$66,879	27	\$72,567	27	\$78,735	27	\$85,416	27	\$92,683
28	\$62,233	28	\$67,535	28	\$73,269	28	\$79,495	28	\$86,247	28	\$93,573
29	\$62,831	29	\$68,179	29	\$73,971	29	\$80,232	29	\$87,078	29	\$94,474
30	\$63,591	30	\$68,986	30	\$74,860	30	\$81,204	30	\$88,107	30	\$95,609
31	\$64,247	31	\$69,711	31	\$75,633	31	\$82,057	31	\$89,020	31	\$96,603
32	\$64,913	32	\$70,425	32	\$76,417	32	\$82,900	32	\$89,945	32	\$97,598
33	\$65,569	33	\$71,151	33	\$77,189	33	\$83,754	33	\$90,858	33	\$98,594
34	\$66,224	34	\$71,865	34	\$77,973	34	\$84,597	34	\$91,770	34	\$ 99,588
35	\$66,892	35	\$72,590	35	\$78,746	35	\$85,451	35	\$92,695	35	\$100,583

**COMPTON COMMUNITY COLLEGE DISTRICT
2007-2008 HOURLY AND ADJUNCT SALARY SCHEDULE**

A	Class	I	II	III	IV	V	VI	
	Academic	BA	MA	MA+48	MA+66	MA+84	MA+102	
	Vocational	MQ	MQ+30	MQ+45	MQ+60	MQ+75	MQ+90	
1	Years 1-2	37.21	40.38	43.81	47.54	51.57	55.96	4 semesters
2	Years 3-4	39.13	42.48	46.09	50.01	54.25	58.88	8 semesters
3	Years 5-9	41.19	44.68	48.50	52.61	57.08	61.92	18 semesters
4	Years 10+	43.31	47.01	51.01	55.33	60.04	65.16	

**Contra Costa Community College District
2013 - 2014 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 DOCTORATE
STEP							
1	\$50,556	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820
2	\$50,556	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820
3	\$50,556	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820
4	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820	\$68,388
5	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820	\$68,388	\$70,956
6	\$58,164	\$60,732	\$63,228	\$65,820	\$68,388	\$70,956	\$73,572
7	\$60,732	\$63,228	\$65,820	\$68,388	\$70,956	\$73,572	\$76,068
8	\$63,228	\$65,820	\$68,388	\$70,956	\$73,572	\$76,068	\$78,600
9	\$65,820	\$68,388	\$70,956	\$73,572	\$76,068	\$78,600	\$81,204
10	\$0	\$70,956	\$73,572	\$76,068	\$78,600	\$81,204	\$83,772
11	\$0	\$0	\$76,068	\$78,600	\$81,204	\$83,772	\$86,232
12	\$0	\$0	\$0	\$81,204	\$83,772	\$86,232	\$88,800
13	\$0	\$0	\$0	\$0	\$86,232	\$88,800	\$91,404
14	\$0	\$0	\$0	\$0	\$86,232	\$88,800	\$91,404
15	\$0	\$0	\$0	\$0	\$86,232	\$88,800	\$91,404
16	\$0	\$0	\$0	\$0	\$88,800	\$91,404	\$93,864
17	\$0	\$0	\$0	\$0	\$88,800	\$91,404	\$93,864
18	\$0	\$0	\$0	\$0	\$88,800	\$91,404	\$93,864
19	\$0	\$0	\$0	\$0	\$91,404	\$93,864	\$96,492
20	\$0	\$0	\$0	\$0	\$91,404	\$93,864	\$96,492
21	\$0	\$0	\$0	\$0	\$91,404	\$93,864	\$96,492
22	\$0	\$0	\$0	\$0	\$93,864	\$96,492	\$99,072

Appendix B-2

**Contra Costa Community College District
2013 - 2014 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	\$0.00	\$71.01	\$73.19	\$75.38	\$77.52	\$79.71	\$81.90
11	\$0.00	\$0.00	\$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

COPPER MOUNTAIN COLLEGE

ACADEMIC 177 DAY SALARY SCHEDULE - ACA177

JANUARY 1, 2013 - 2% INCREASE

1.02	I	II	III	IV	V	VI	VII
ColDes	BA	BA+15	MA	MA+15	MA+30	MA+45	DOCTOR
1	45,117.66	46,972.02	48,904.92	50,919.42	53,019.60	55,208.52	57,492.30
2	46,972.02	48,904.92	50,919.42	53,019.60	55,208.52	57,492.30	59,872.98
3	48,904.92	50,919.42	53,019.60	55,208.52	57,492.30	59,872.98	62,352.60
4	50,919.42	53,019.60	55,208.52	57,492.30	59,872.98	62,352.60	64,939.32
5	53,019.60	55,208.52	57,492.30	59,872.98	62,352.60	64,939.32	67,636.20
6	55,208.52	57,492.30	59,872.98	62,352.60	64,939.32	67,636.20	70,445.28
7	57,492.30	59,872.98	62,352.60	64,939.32	67,636.20	70,445.28	73,375.74
8	59,872.98	62,352.60	64,939.32	67,636.20	70,445.28	73,375.74	76,430.64
9	62,352.60	64,939.32	67,636.20	70,445.28	73,375.74	76,430.64	79,616.10
10	64,939.32	67,636.20	70,445.28	73,375.74	76,430.64	79,616.10	82,935.18
11	67,636.20	70,445.28	73,375.74	76,430.64	79,616.10	82,935.18	86,397.06
12	70,445.28	73,375.74	76,430.64	79,616.10	82,935.18	86,397.06	90,003.78
13	73,375.74	76,430.64	79,616.10	82,935.18	86,397.06	90,003.78	93,766.56
14	76,430.64	79,616.10	82,935.18	86,397.06	90,003.78	93,766.56	97,677.24

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

CERTIFICATED SALARY SCHEDULE 2013-2014

With 3% Increase (annual rate based on 175 day contract)

Row	I	II	III	IV	V	VI	VII
1	54253.50	56493.50	58824.50	61257.00	63792.75	66435.25	69189.75
2	56,493.50	58,824.50	61,257.00	63,792.75	66,435.25	69,189.75	72,065.00
3	58,824.50	61,257.00	63,792.75	66,435.25	69,189.75	72,065.00	75,059.25
4	61,257.00	63,792.75	66,435.25	69,189.75	72,065.00	75,059.25	78,183.00
5	63,792.75	66,435.25	69,189.75	72,065.00	75,059.25	78,183.00	81,436.25
6	66,435.25	69,189.75	72,065.00	75,059.25	78,183.00	81,436.25	84,829.50
7	69,189.75	72,065.00	75,059.25	78,183.00	81,436.25	84,829.50	88,366.25
8	72,065.00	75,059.25	78,183.00	81,436.25	84,829.50	88,366.25	92,055.25
9	75,059.25	78,183.00	81,436.25	84,829.50	88,366.25	92,055.25	95,898.25
10	78,183.00	81,436.25	84,829.50	88,366.25	92,055.25	95,898.25	99,905.75
11	81,436.25	84,829.50	88,366.25	92,055.25	95,898.25	99,905.75	104,086.50
12	84,829.50	88,366.25	92,055.25	95,898.25	99,905.75	104,086.50	108,440.50

Adjunct Salary Schedule 2013-2014

	Degree	Bachelor	Masters	Doctorate
Step Number	SIU Units			
Step 1	0-17			
	Lecture	46.55	48.99	51.56
	Lab	37.52	39.49	41.57
Step 2	18-35			
	Lecture	48.99	51.56	54.27
	Lab	39.49	41.57	43.74
Step 3	36-53			
	Lecture	51.56	54.27	57.11
	Lab	41.57	43.74	46.04
Step 4	54-71			
	Lecture	54.27	57.11	60.12
	Lab	43.74	46.04	48.46
Step 5	72+			
	Lecture	57.11	60.12	63.27
	Lab	46.04	48.46	51.01

Effective July 1, 2014
EL CAMINO COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR FACULTY MEMBERS
EMPLOYED ON ACADEMIC YEAR BASIS (175 DAYS)

STEP	CLASS I BACHELOR	CLASS II MASTERS	CLASS III MASTERS 24 UNITS	CLASS IV MASTERS 48 UNITS	CLASS V DOCTORATE
4	\$57,759	\$61,209	\$64,665	\$68,115	\$71,565
5	\$60,263	\$63,714	\$67,162	\$70,614	\$74,064
6	\$62,769	\$66,215	\$69,666	\$73,117	\$76,573
7	\$65,265	\$68,720	\$72,168	\$75,629	\$79,071
8	\$67,769	\$71,215	\$74,673	\$78,121	\$81,570
9	\$70,270	\$73,723	\$77,171	\$80,623	\$84,073
10	\$72,775	\$76,223	\$79,673	\$83,126	\$86,578
11		\$78,726	\$82,176	\$85,626	\$89,074
12		\$81,228	\$84,678	\$88,136	\$91,571
13				\$90,631	\$94,083
14				\$93,134	\$96,584
16	\$74,327	\$82,674	\$86,081	\$94,429	\$97,836
20	\$76,799	\$85,145	\$88,552	\$96,901	\$100,308
24	\$79,270	\$87,617	\$91,024	\$99,372	\$102,779
28	\$81,741	\$90,088	\$93,495	\$101,843	\$105,250
30	\$84,213	\$92,559	\$95,966	\$104,315	\$107,722

EL CAMINO COMMUNITY COLLEGE DISTRICT
PART-TIME FACULTY SALARY SCHEDULE
Effective July 1, 2014

<u>LECTURE</u>	<u>Class I – BA</u>	<u>Class II - MA</u>
Step	Hourly	Hourly
1	\$75.94	\$80.47
2	\$79.24	\$83.77
3	\$82.53	\$87.07
4	\$85.81	\$90.35
5	\$89.11	\$93.64
6	\$92.39	\$96.93

FEATHER RIVER COMMUNITY COLLEGE DISTRICT ACADEMIC SALARY SCHEDULE

JULY 1, 2014 - JUNE 30, 2015

RANGE NUMBER	A	B	C	D	E
1	50,797	51,231	54,386	57,477	60,666
2	53,311	53,737	56,888	60,135	63,156
3	55,878	56,232	59,448	62,513	65,577
4	58,389	58,797	61,877	64,940	68,003
5	60,864	61,238	64,303	67,368	70,495
6	63,365	63,677	66,788	69,854	72,922
7	65,797	66,232	69,213	72,289	75,340
8	68,277	68,581	71,643	74,717	77,835
9	70,749	71,070	74,046	77,204	80,270
10		73,537	76,457	79,632	82,696
11			78,875	82,063	85,184
12			79,704	84,490	87,601
13				85,631	88,797
14				86,353	89,558
15					90,318

FEATHER RIVER COMMUNITY COLLEGE DISTRICT ASSOCIATE FACULTY PARITY SALARY SCHEDULE

July 1, 2014 - June 30, 2015

1.00 Equated Load					
RANGE NUMBER	A	B	C	D	E
1	41.22	44.14	47.11	50.08	53.08
2	43.56	46.47	49.51	52.51	55.46
3	45.99	48.86	51.88	54.79	57.77
4	48.38	51.28	54.23	57.23	60.11
5	49.16	52.04	54.98	57.99	60.89
6	49.93	52.81	55.78	58.76	61.64
7	50.71	53.59	56.53	59.54	62.40
8	51.48	54.34	57.29	60.30	63.18
9	52.26	55.11	58.03	61.07	63.95
10	53.03	57.13	58.78	61.83	64.72
11			59.55	62.59	65.48
12			59.63	63.35	66.25
13			60.15	63.43	66.32
14				63.98	66.89
15				64.07	66.99
16				64.30	67.24
17					67.33
18					67.57

APPENDIX A
FACULTY SALARY SCHEDULE
2013-2014

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	5373.05	5660.66	5948.26	6235.88	6523.48
B (2)	5660.66	5948.26	6235.88	6523.48	6811.09
C (3)	5948.26	6235.88	6523.48	6811.09	7098.70
D (4)	6235.88	6523.48	6811.09	7098.70	7386.32
E (5)	6523.48	6811.09	7098.70	7386.32	7673.92
F (6)	6811.09	7098.70	7386.32	7673.92	7961.52
G (7)	7098.70	7386.32	7673.92	7961.52	8249.14
H (8)	7386.32	7673.92	7961.52	8249.14	8536.75
I (9)	7673.92	7961.52	8249.14	8536.75	8824.36
J (10)	7961.52	8249.14	8536.75	8824.36	9111.96
K (11)	8249.14	8536.75	8824.36	9111.96	9399.58
L (12)	8536.75	8824.36	9111.96	9399.58	9687.19
*M (13)	8824.36	9111.96	9399.58	9687.19	9974.80
P (14+)	Step M + Professional Achievement Increments*				
* Professional Achievement Increments (Monthly Payment Amount)					
Incremen	Ten Month Contract	Eleven Month Contract		Twelve Month Contract	
P1 (\$2,000)	\$200	\$181.82		\$166.67	
P2 (\$5,000)	\$500	\$454.55		\$416.67	
P3 (\$8,750)	\$875	\$795.45		\$729.17	
P4 (\$12,500)	\$1,250	\$1,136.36		\$1,041.67	

APPENDIX C
PART-TIME FACULTY SALARY SCHEDULE
2013-2014

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	41641.10	43870.12	46099.03	48328.02	50556.96
B (2)	43870.12	46099.03	48328.02	50556.96	52785.95
C (3)	46099.03	48328.02	50556.96	52785.95	55014.94
D (4)	48328.02	50556.96	52785.95	55014.94	57243.94
E (5)	50556.96	52785.95	55014.94	57243.94	59472.87
*S (6)	52785.95	55014.94	57243.94	59472.87	61701.80

FULL TIME FACULTY SALARY SCHEDULE

FY 2014-15

Effective July 1, 2015

Doctoral Stipend Included in TRACK V

Step	Track I	Track II	Track III	Track IV	Track V
1	53,315	56,804	60,600	64,089	67,156
2	55,577	59,097	62,905	66,413	69,480
3	57,847	61,382	65,217	68,741	71,808
4	60,120	63,666	67,522	71,054	74,121
5	62,388	65,959	69,831	73,385	76,452
6	64,661	68,237	72,141	75,710	78,777
7	66,923	70,527	74,439	78,028	81,095
8	69,193	72,816	76,748	80,359	83,426
9	71,469	75,102	79,055	82,678	85,745
10	73,742	77,393	81,363	84,998	88,065
11	76,009	79,676	83,669	87,320	90,387
12		81,964	85,965	89,647	92,724
13			53315	56804	60600
14				94293	97360
Steps 15 - 19				96616	99684
Are Career				98938	102005
Increments				101266	104333
18				103584	106651
19				105906	108973
20					
21					
Step 22 is a Longevity Increment		84319	90653	108285	111352

CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2014-15

Effective July 1, 2014

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	
	Terms	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.
1	1-4	57.33	994.19	61.01	1,058.03	65.02	1,127.50	68.70	1,191.35	71.94	1,247.47
2	5-6	59.72	1,035.56	63.43	1,100.00	67.45	1,169.68	71.16	1,233.88	74.39	1,290.02
3	7-8	62.12	1,077.13	65.85	1,141.80	69.89	1,211.99	73.61	1,276.48	76.85	1,332.61
4	9 - 10	64.51	1,118.71	68.26	1,183.61	72.33	1,254.18	76.05	1,318.83	79.29	1,374.95
5	11 +	66.91	1,160.22	70.68	1,225.59	74.76	1,296.43	78.51	1,361.47	81.75	1,417.60

**GLENDALE COMMUNITY COLLEGE
INSTRUCTORS ANNUAL SALARY SCHEDULE
Effective JULY 1, 2014**

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	Bach.	Bach + 42 Units or MA	Bach + 56 Units + MA	Bach + 70 Units + MA	Bach + 84 Units + MA or Doctorate
4	54,820	57,284	59,876	62,585	65,428
5	56,861	59,427	62,116	64,935	67,913
6	58,976	61,645	64,446	67,380	70,454
7	61,177	63,958	66,855	69,918	73,119
8	63,476	66,363	69,388	72,566	75,895
9	65,862	68,867	72,014	75,315	78,779
10	68,344	71,466	74,740	78,172	81,779
11	70,923	74,168	77,575	81,141	84,891
12	73,603	76,986	80,525	84,236	88,132
13	76,396	79,916	83,593	87,456	91,507
14		79,916	83,593	87,456	91,507
15		79,916	83,593	87,456	91,507
*16		82,197	85,986	89,964	94,136
*17			85,986	89,964	94,136
*18			85,986	89,964	94,136
*19			88,452	92,549	96,846
*20				92,549	96,846
*21				92,549	96,846
*22				95,211	99,636
*23					99,636
*24					99,636
*25					102,510
*26					102,510
*27					102,510
*28					105,469
*29					105,469
*30					105,469
*31					108,519

Doctorate Stipend \$2,110 per year

APPENDIX B1

ADJUNCT HOURLY SCHEDULE (WITH PARITY)

Effective FEBRUARY 2014 for Spring 2014, Fall 2014, Summer 2015

STEP	CLASS I	CLASS II	CLASS III	CLASS IV
1	52.75	55.04	57.46	59.89
2	55.04	57.46	59.89	62.44
3	57.46	59.89	62.44	65.12
4	59.89	62.44	65.12	67.88
6	62.44	65.12	67.88	70.77

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. Salary Equity Taskforce (SET) recommendation approved by Governing Board on 3/18/2014. **Apply .24% SET, effective 1/1/2014.**

<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	45,548	50,103	52,608	55,238	58,000	60,900	62,423
2	46,732	51,405	53,976	56,675	59,508	62,484	64,046
3	47,947	52,742	55,379	58,148	61,055	64,108	65,711
4	49,194	54,113	56,819	59,660	62,643	65,775	67,419
5	50,473	55,520	58,296	61,211	64,272	67,485	69,172
6	51,785	56,964	59,812	62,803	65,943	69,240	70,971
7	53,132	58,445	61,367	64,435	67,657	71,040	72,816
8	54,513	59,964	62,963	66,111	69,416	72,887	74,709
9	55,930	61,523	64,600	67,830	71,221	74,782	76,652
10	57,385	63,123	66,279	69,593	73,073	76,727	78,645
11	58,877	64,764	68,003	71,403	74,973	78,721	80,689
12	60,407	66,448	69,771	73,259	76,922	80,768	82,787
13	61,978	68,176	71,585	75,164	78,922	82,868	84,940
14	63,589	69,948	73,446	77,118	80,974	85,023	87,148
15	65,243	71,767	75,355	79,123	83,079	87,233	89,414
16					83,524	87,700	89,892
17					83,971	88,169	90,373
18					84,420	88,641	90,857
19					84,872	89,115	91,343
20					85,326	89,592	91,832
21					85,782	90,071	92,323
22					86,241	90,553	92,817
23					86,702	91,038	93,313
24					87,166	91,525	93,813
25					87,633	92,014	94,315
26					88,101	92,507	94,819
27					88,573	93,001	95,326
28					89,047	93,499	95,836
29					89,523	93,999	96,349
30					90,002	94,502	96,865

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

PART-TIME INSTRUCTOR SALARY SCHEDULE

2007 – 2008 effective January 1, 2008

3% COLA effective July 1, 2007 and 0.8% Ranking effective January 1, 2008 for entire unit, additional 0.8% Ranking for Part Time Faculty effective January 1, 2008. **Apply .45% SET, effective 1/1/2014.**

<u>STEP</u>	<u>CLASS I</u>	<u>CLASS II</u>
	\$/per .01 LED value	\$/per .01 LED value
1	130.51	143.56
2	133.90	147.29
3	137.38	151.12
4	140.95	155.05
5	144.62	159.08
6	148.38	163.21
7	152.23	167.46
8	156.19	171.81
9	160.25	176.28
10	164.42	180.86
11	168.70	185.57
12	173.08	190.39
13	177.58	195.34
14	182.20	200.42
15	186.94	205.63

HARTNELL COMMUNITY COLLEGE DISTRICT FACULTY SALARY SCHEDULE

2014/15 175 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	\$44,515	\$53,906	\$56,952	\$60,089	\$63,109
2	46,922	56,600	59,649	62,785	65,812
3	49,342	59,300	62,349	65,473	68,492
4	51,757	61,983	65,046	68,165	71,181
5	54,169	64,671	67,734	70,860	73,883
6	56,581	67,372	70,426	73,551	76,575
7	58,992	70,061	73,121	76,239	79,259
8	61,407	72,747	75,815	78,931	81,952
9	63,818	75,443	78,495	81,629	84,642
10	66,226	78,134	81,201	84,322	87,346
11	68,656	80,830	83,883	87,019	90,029
12	71,251	83,515	86,573	89,704	92,717
13	71,251	86,115	89,269	92,386	95,419
14	71,251	87,256	91,864	95,092	98,107
15	72,393	88,398	91,864	97,690	100,708
16			93,006	98,831	101,849
17			94,147	99,974	102,991
18			95,289	101,115	104,133
19			95,289	101,115	104,133
20	73,534	89,539	96,430	102,256	105,274

ARTICLE 21: PART-TIME FACULTY PAY SCHEDULE - 2014-17

STEP		Column A	Column B	Column C	Column D	Column E
		Less than Master's degree	Master's degree	Master's degree + 30 or Bachelor's + 60 with Master's	Master's + 60 or Bachelor's plus 90 with Master's	Earned doctorate
Effective Dates	Spring 2014 1-lecture	54.86	57.75	60.07	62.47	64.97
	1-lab/cou/lib	46.63	49.08	51.05	53.09	55.22
	2-lecture	57.07	60.07	62.47	64.97	67.57
	2-lab/cou/lib	48.05	51.05	53.09	55.22	57.43
	3-lecture	59.35	62.47	64.97	67.57	70.27
	3-lab/cou/lib	50.44	53.09	55.22	57.43	59.72
	4-lecture	61.72	64.97	67.57	70.27	73.08
	4-lab/cou/lib	52.46	55.22	57.43	59.72	62.11
	5-lecture	64.19	67.57	70.27	73.08	76.00
	5-lab/cou/lib	54.56	57.43	59.72	62.11	64.60

<http://www.hartnell.edu/salaryschedules>

Imperial Community College District
Salary Schedule for 177-Day Faculty
Effective 2013 - 2015

Step	A	B	C	D	E
	Less than a Master's	BA +30 Master's	MA + 15	MA + 30	MA + 45
1	\$44,836	\$48,994	\$55,143	\$56,797	\$58,501
2	\$46,181	\$50,463	\$56,797	\$58,501	\$60,256
3	\$47,567	\$51,977	\$58,501	\$60,256	\$62,064
4	\$48,994	\$53,537	\$60,256	\$62,064	\$63,925
5	\$50,463	\$55,143	\$62,064	\$63,925	\$65,843
6	\$51,977	\$56,797	\$63,925	\$65,843	\$67,818
7	\$53,537	\$58,501	\$65,843	\$67,818	\$69,853
8	\$55,143	\$60,256	\$67,818	\$69,853	\$71,949
9	\$56,797	\$62,064	\$69,853	\$71,949	\$74,107
10	\$58,501	\$63,925	\$71,949	\$74,107	\$76,330
11	\$60,256	\$65,843	\$74,107	\$76,330	\$78,620
12	\$62,064	\$67,818	\$76,330	\$78,620	\$80,979
13	\$63,925	\$69,853	\$78,620	\$80,979	\$83,408
14	\$65,843	\$71,949	\$80,979	\$83,408	\$85,910
15	\$67,818	\$74,107	\$83,408	\$85,910	\$88,488
16		\$76,330	\$85,910	\$88,488	\$91,142
17			\$88,488	\$91,142	\$93,877
18					\$96,693

ARTICLE 13 SALARY

13.1 Unit members shall be paid \$55.00 per hour beginning August 19, 2013 and \$60.00 per hour beginning the first day of the fall semester in 2014. Unit members who are assigned tasks directly related to their primary position responsibilities shall be compensated at their regular hourly rate (e.g. development of SLOs /SAOs.).

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

**KERN
BASIC FACULTY SALARY SCHEDULE**

Effective July 1, 2013

1.17% increase

175 DAYS

	STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	
INSTRUCTOR	1	48,358.05	51,796.13	55,421.22	59,301.32	63,452.13	
	2	50,050.29	53,608.68	57,360.62	61,376.73	65,672.69	
	3	51,802.67	55,485.30	59,369.33	63,525.36	67,971.72	
	4	53,615.22	57,427.31	61,447.34	65,748.54	70,351.83	
	5	55,491.84	59,437.33	63,597.29	68,050.18	72,813.02	
ASSISTANT PROFESSOR	6	57,433.85	61,517.96	65,824.39	70,431.60	75,361.83	ASSOCIATE PROFESSOR
	7	59,443.87	63,670.52	68,127.34	72,895.41	77,999.56	
	8	61,524.50	65,898.93	70,512.68	75,448.14	80,728.84	
	9	63,678.37	68,204.50	72,979.10	78,088.49	83,553.58	
	10	65,908.09	70,592.45	75,534.45	80,821.69	86,479.03	
	11	68,214.96	73,062.80	78,178.72	83,650.36	89,506.47	
	12	70,600.30	75,620.76	80,914.54	86,577.11	92,637.23	
	13	73,073.26	78,267.65	83,747.13	89,607.17	95,880.46	
	14	-	-	86,676.50	92,744.47	99,236.15	
	18	76,141.25	81,554.03	90,315.97	96,638.95	103,403.95	
	25	79,948.11	85,631.60	94,834.25	101,472.40	108,574.80	

Part-time (Adjunct) Faculty Salary Schedule Summary

\$18.00 per hour	Proctors
\$30.00 per hour	- Other instructionally related services - Hourly substitutes
\$27.50 per hour	Porterville Developmental Center
\$55.00 per hour	- Counselors and Librarians - Hourly Substitutes (for more than two (2) consecutive weeks during a semester or for more than one (1) week during summer session, retroactively) - Classroom instruction for other than semester length courses
\$962.50 per WFCH	Classroom instruction for semester length courses

SCHEDULE B

FULL - TIME CREDIT FACULTY SALARIES

178 DAY EMPLOYEES

2010 - 2011

STEP

1	46,935
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
28	82,550
29	84,354

Doctoral Step*

*Employees who possess a
recognized doctorate (see 6.2.1.2.3)
and who have been at Step 28 for at
least one year move to Step 29.

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

Appendix A

Faculty Salary Schedule

STEPS	SALARY-USD 2011/2012	2012/2013 STEPS	SALARY-USD 2012/2013	SALARY-USD 2013/2014
1	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A
4	\$48,777.00	N/A	N/A	N/A
5	\$51,102.00	1	\$52,635.00	\$52,635.00
6	\$53,544.00	2	\$55,150.00	\$55,150.00
7	\$56,107.00	3	\$57,790.00	\$57,790.00
8	\$58,798.00	4	\$60,562.00	\$60,562.00
9	\$61,623.00	5	\$63,472.00	\$63,472.00
10	\$64,589.00	6	\$66,527.00	\$66,527.00
11	\$67,704.00	7	\$69,735.00	\$69,735.00
12	\$70,971.00	8	\$73,100.00	\$73,100.00
13	\$74,408.00	9	\$76,640.00	\$76,640.00
14	N/A	10	\$80,319.00	\$80,319.00
HOURLY	\$34.51		\$37.27	\$37.27
PRO-RATA	\$56.05		\$60.50	\$60.50

For 2011-2012 - All compensation remains the same.

For 2012-2013 and 2013-2014

- the Hourly Pro-rata compensation will be based on step 10
- the adjunct and full-time overload will be calculated on step 8

The hourly rate shall be applied to full-time faculty overload, adjunct faculty load, full-time and adjunct faculty summer load and any intercession load.

Pro-rata rate shall be applied for Chair Compensation when required by contract provisions. The hourly pro-rata compensation formula:

- Salary at top of Salary Schedule / (177 days per Academic Year times 7.5 hours per Academic Day)

Part and Full Time Hourly Overload Calculation

Step 8 Divided by 2 Semesters Effective 7/1/2012	\$36,550.00
Divided by 5 Courses	\$7,310.00
Times 26%	\$1,900.60
Divided by 51 Hours	\$37.27
Hourly Rate	\$37.27

Long Beach City College
Full Time Academic 177 days/10 months

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Step	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
26	\$ 83,938.44	\$89,525.64	\$ 92,453.64	\$ 95,382.48	\$ 98,645.64	\$101,901.00	\$ 106,348.92
25	\$ 83,412.48	\$88,935.60	\$ 91,862.76	\$ 94,776.60	\$ 98,049.72	\$101,310.12	\$ 105,763.08
24	\$ 82,951.56	\$88,475.52	\$ 91,401.84	\$ 94,315.68	\$ 97,588.80	\$100,849.20	\$ 105,302.16
23	\$ 82,490.64	\$88,015.44	\$ 90,940.92	\$ 93,854.76	\$ 97,127.88	\$100,388.28	\$ 104,841.24
22	\$ 82,029.72	\$87,555.36	\$ 90,480.00	\$ 93,393.84	\$ 96,666.96	\$ 99,927.36	\$ 104,380.32
21	\$ 81,568.80	\$87,095.28	\$ 90,019.08	\$ 92,932.92	\$ 96,206.04	\$ 99,466.44	\$ 103,919.52
20	\$ 81,069.72	\$86,586.24	\$ 89,485.08	\$ 92,388.96	\$ 95,631.96	\$ 98,872.44	\$ 103,380.48
19	\$ 80,595.72	\$86,112.24	\$ 89,011.08	\$ 91,914.96	\$ 95,157.96	\$ 98,398.44	\$ 102,906.36
18	\$ 80,121.72	\$85,638.24	\$ 88,537.08	\$ 91,440.96	\$ 94,683.96	\$ 97,924.44	\$ 102,432.24
17	\$ 79,647.72	\$85,164.24	\$ 88,063.08	\$ 90,966.96	\$ 94,209.96	\$ 97,450.44	\$ 101,958.12
16	\$ 79,173.72	\$84,690.24	\$ 87,589.08	\$ 90,492.96	\$ 93,735.96	\$ 96,976.44	\$ 101,484.00
15	\$ 78,698.88	\$84,215.40	\$ 86,877.12	\$ 90,018.36	\$ 93,024.48	\$ 96,502.32	\$ 101,009.52
14	\$ 78,224.04	\$83,740.44	\$ 86,165.16	\$ 89,543.76	\$ 92,313.00	\$ 96,028.32	\$ 100,534.92
13	\$ 77,749.20	\$83,265.60	\$ 85,453.20	\$ 89,069.16	\$ 91,601.52	\$ 95,554.20	\$ 100,060.32
12	\$ 77,274.36	\$82,790.76	\$ 84,741.24	\$ 88,594.56	\$ 90,890.04	\$ 95,080.08	\$ 99,585.84
11	\$ 76,799.52	\$82,315.80	\$ 84,029.28	\$ 88,119.96	\$ 90,178.56	\$ 94,605.96	\$ 99,111.24
10	\$ 76,223.28	\$81,739.56	\$ 83,261.04	\$ 87,351.84	\$ 89,026.32	\$ 93,453.72	\$ 96,806.88
9	\$ 75,647.04	\$81,163.32	\$ 82,492.80	\$ 86,583.72	\$ 87,874.08	\$ 89,928.72	\$ 94,431.96
8	\$ 75,070.80	\$80,587.08	\$ 81,724.56	\$ 83,443.08	\$ 85,501.32	\$ 87,556.44	\$ 92,059.32
7	\$ 74,494.56	\$77,638.20	\$ 79,354.44	\$ 81,068.16	\$ 83,128.56	\$ 85,183.68	\$ 89,686.56
6	\$ 72,119.76	\$75,267.96	\$ 76,981.56	\$ 78,692.88	\$ 80,754.00	\$ 82,811.28	\$ 87,314.40
5	\$ 69,749.76	\$72,895.44	\$ 74,609.28	\$ 76,322.64	\$ 78,383.64	\$ 80,438.52	\$ 84,943.68
4	\$ 67,381.44	\$70,520.28	\$ 72,236.64	\$ 73,952.76	\$ 76,013.40	\$ 78,068.16	\$ 82,569.48
3	\$ 65,006.88	\$68,150.04	\$ 69,866.52	\$ 71,577.72	\$ 73,638.48	\$ 75,696.00	\$ 80,196.72
2	\$ 62,631.72	\$65,777.40	\$ 67,491.36	\$ 69,205.32	\$ 71,263.32	\$ 73,321.20	\$ 77,826.48
1	\$ 60,261.60	\$63,405.24	\$ 65,121.12	\$ 66,835.20	\$ 68,892.96	\$ 70,950.96	\$ 75,451.44

Effective: 11/1/14

Adopted: 12/9/14

Long Beach Community College District
Temporary Faculty Hourly Pay
Schedule 4
Instructional Faculty and Instructional Specialist

	COLUMN A	COLUMN B	COLUMN C
STEP	Less Than Master's	Master's	Bachelor's + 54 & MA or Master's + 24
1	48.85	52.26	55.94
2	52.26	55.94	59.87
3	55.94	59.87	64.03

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

**ABBREVIATED FACULTY SALARY ELEMENTS FOR 2014-15,
Effective July 1, 2014, to continue until 6-30-2015.**

Preparation Salary Schedule In Dollars (\$): rates per month for all steps and increments.

Row/Col	A	B	C	D	E
1	5101	5356	5624	5905	6200
2	5285	5549	5826	6118	6423
3	5475	5748	6036	6338	6654
4	5672	5955	6254	6566	6894
5	5876	6170	6479	6802	7142
6	6087	6392	6712	7048	7399
7	6307	6622	6953	7302	7665
8		6860	7204	7564	7942
9		7108	7463	7836	8228
10		7364	7732	8118	8524
11			8010	8411	8831
12				8713	9149

CI #1 after 3 years (16-18) at E13:	218 additional (2.387% of E13);	Total monthly amount:	9328
CI #2 after 6 years (19-21) at E13:	222 additional (2.387% of CI#1);	Total monthly amount:	9550
CI #3 after 9 years (22-24) at E13:	228 additional (2.387% of CI#2);	Total monthly amount:	9778
CI #4 after 12 years (25-27) at E13:	234 additional (2.387% of CI#3);	Total monthly amount:	10012
CI #5 after 15 years (28 +) at E13:	239 additional (2.387% of CI#4);	Total monthly amount:	10251
Doctoral differential: 309 additional; Maximum total monthly salary for doctoral differential plus CI#5 =			10560

Other Differentials:

Certificate differential: 146 per month

Responsibility differential (Chair, CDC Director, Counselor, Consulting Instructor, Nurse): 435 per month

Overbase differential per month for standard hours beyond 18: 1 hour (19): 285; 2 hours (20): 570; 3 hours (21): 855.

Supplemental instructor: 49.25 per hour

Faculty mentor: 547 per year

Adjunct schedules: DESK^d EESK^d GESK FESK^d
[\$ per payroll hour] --Credit Teaching-- --Nonclassroom-- --Sub cred teaching-- --Noncredit Teaching--
or sub or sub

Row\Col	K	L	M	K	L/M	K	L/M	K	L/M
1	57.17 ^{*ef}	71.27 ^{*e}	71.27 ^e	53.96	65.19	61.92	74.80	52.12	62.96
2	59.00 ^{*ef}			55.69		63.90		53.79	
3	60.89 ^{*ef}			57.47		65.95		55.51	
4	62.84 ^{*ef}			59.31		68.06		57.29	
5	64.85 ^{*ef}			61.21		70.23		59.12	
6	66.92 ^{*ef}			63.16		72.48		61.01	
7	69.06 ^{*ef}			65.19		74.80		62.96	
8	71.27 ^{*ef}					77.19		64.98	
9	73.55 ^{*ef}								

^d For posted doctoral degree add 1.81 for DESK, 0.91 for EESK, and 1.09 for FESK.

^{*} Plus \$13.37 office hour differential

^e plus \$2.93 (from 7/1/13 to 8/31/13), \$3.11 (from 9/1/13 to 6/30/14) equity differential for loads 12 – 18.

^f plus \$3.06 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. As of September 1, 2013, the \$3.11 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

2014-15 Interim

Faculty Salary Schedule "A-164"

(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)

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

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

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

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.

Salary Schedule: Faculty, Full-time 2013-14

MENDOCINO-LAKE COMMUNITY COLLEGE DISTRICT

Full-Time Faculty Salary Schedule

2013-14

STEP	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
1	\$51,946	\$54,784	\$57,529	\$60,308
2	\$54,260	\$57,120	\$59,881	\$62,678
3	\$56,572	\$59,455	\$62,235	\$65,048
4	\$58,886	\$61,791	\$64,588	\$67,417
5	\$61,200	\$64,128	\$66,940	\$69,788
6	\$63,514	\$66,463	\$69,293	\$72,157
7	\$65,827	\$68,800	\$71,646	\$74,526
8	\$68,141	\$71,135	\$73,999	\$76,896
9	\$70,455	\$73,472	\$76,352	\$79,265
10	\$72,769	\$75,808	\$78,704	\$81,634
11	\$75,082	\$78,144	\$81,507	\$84,005
12	\$77,396	\$80,481	\$83,411	\$86,374
13	\$79,710	\$82,815	\$85,763	\$88,744
14			\$88,116	\$91,114
15				\$93,482
16				\$95,852

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.

2013-14

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 2014-2015
(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

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

Mira Costa College
ACADEMIC SALARY SCHEDULE
2013-2015
(Effective July 1, 2013)

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

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

Monterey Peninsula Community College District

SCHEDULE A – CONTRACT FACULTY

2013-2014
Effective July 1, 2013

Step	I	II	III	IV	V	Step
1	44,611	48,292	51,971	55,650	59,334	1
2	46,837	50,515	54,194	57,880	61,558	2
3	49,072	52,748	56,430	60,109	63,793	3
4	51,298	54,977	58,658	62,338	66,020	4
5	53,526	57,209	60,884	64,566	68,251	5
6		59,436	63,119	66,806	70,474	6
7		61,682	65,348	69,031	72,717	7
8		63,900	67,584	71,259	74,945	8
9			69,820	73,495	77,178	9
10			72,031	75,720	79,407	10
11			74,261	77,955	81,510	11
12				80,180	83,868	12
13				82,411	86,092	13
18				84,640	88,322	18
21					90,560	21
24					92,789	24
27					95,014	27

SCHEDULE B2

2013-2014
Effective July 1, 2013
Hourly Academic – Teaching (Without Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI
1	39.88	43.53	47.17	50.82	54.49	57.60
2	42.06	45.71	49.32	52.99	56.65	59.82
3	44.32	47.98	51.61	55.23	58.87	62.05
4	46.50	50.15	53.78	57.47	61.10	64.23
5	48.64	52.34	56.02	59.64	63.26	66.46
6	50.89	54.61	58.28	61.93	65.56	68.63
7	53.13	56.78	60.44	64.10	67.75	70.94
8			62.64	66.31	69.99	73.15
9			64.89	68.57	72.16	75.37
10			67.10	70.77	74.33	77.55
11			69.32	72.98	76.48	79.75

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

A.1. Effective Dates: This schedule shall be effective July 1, 2014 – June 30, 2017 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	\$56,851	1	\$60,900	1	\$64,950
2	\$60,084	2	\$64,155	2	\$68,246
3	\$63,339	3	\$67,409	3	\$71,438
4	\$66,562	4	\$70,579	4	\$74,607
5	\$69,763	5	\$73,834	5	\$77,894
6	\$72,997	6	\$77,056	6	\$81,107
7	\$76,250	7	\$80,269	7	\$84,298
8	\$79,442	8	\$83,534	8	\$87,551
9	\$82,634	9	\$86,693	9	\$90,816
		10	\$89,948	10	\$94,007
		11	\$93,181	11	\$97,241
				12	\$100,453
				13	\$103,686

<i>Professors Teaching Credit Courses</i>				
Step		Column 1	Column 2	Column 3
1	(0 – 29.9 LHE)	\$70.26	\$72.71	\$75.26
2	(30 – 59.9 LHE)	\$72.71	\$75.26	\$77.89
3	(60 – 89.9 LHE)	\$75.26	\$77.89	\$80.62
4	(90+ LHE)	\$77.89	\$80.62	\$83.46

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
2014-2015**

STEP

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	\$ 51.73
2	53.80
3	55.95
4	58.20
5	60.52
6	62.93
7	65.45

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

Effective July 1, 2013

STEP	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	STEP
1	56,764	59,328	61,888	64,447	68,010	1
2	56,764	59,328	61,888	64,447	68,010	2
3	56,764	59,328	61,888	64,447	68,010	3
4	59,328	61,888	64,447	67,011	70,570	4
5	61,888	64,447	67,011	69,572	73,133	5
6	64,447	67,011	69,572	72,134	75,692	6
7	67,011	69,572	72,134	74,696	78,254	7
8	69,572	72,134	74,696	77,258	80,817	8
9	72,134	74,696	77,258	79,816	83,379	9
10	74,696	77,258	79,816	82,379	85,940	10
11	77,258	79,816	82,379	84,941	88,503	11
12	79,816	82,379	84,941	87,501	91,060	12
13	82,379	84,941	87,501	90,062	93,623	13
16		87,501	90,062	92,626	96,187	16
18			92,626	95,187	98,747	18
20			95,187	97,746	101,308	20
22			97,746	100,309	103,867	22
25	84,941	90,062	100,309	102,871	106,429	25

SCHEDULE A - Effective January 27, 2014

**CREDIT INSTRUCTION ASSIGNMENTS
(Rate per Instructional Unit)**

	COLUMN I		COLUMN II		COLUMN III	
	Minimum Qualifications		Minimum Qualifications plus 36 Semester Units		Earned Doctorate	
CREDIT LECTURE	STEP 0	938.22	STEP 0	982.90	STEP 0	1,029.58
	STEP 1	975.74	STEP 1	1,022.20	STEP 1	1,070.76
	STEP 2	1,014.77	STEP 2	1,063.11	STEP 2	1,113.59
	STEP 3	1,055.36	STEP 3	1,105.63	STEP 3	1,158.13
CREDIT LABORATORY	STEP 0	750.58	STEP 0	786.33	STEP 0	823.64
	STEP 1	780.60	STEP 1	817.76	STEP 1	856.58
	STEP 2	811.83	STEP 2	850.48	STEP 2	890.84
	STEP 3	844.30	STEP 3	884.50	STEP 3	926.47

Faculty Salary Schedule

Fall Semester, 2013

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	59,420	63,104	65,554	66,783	68,020	70,467	1
2	61,875	65,554	68,020	69,238	70,467	72,924	2
3	64,328	68,020	70,467	71,697	72,924	75,382	3
4	66,783	70,467	72,924	74,160	75,382	77,837	4
5	69,238	72,924	75,382	76,608	77,837	80,286	5
6	71,696	75,382	77,837	79,063	80,286	82,752	6
7	74,157	77,837	80,286	81,525	82,752	85,205	7
8	76,608	80,286	82,752	83,976	85,205	87,660	8
9	79,062	82,752	85,205	86,428	87,660	90,116	9
10	81,298	85,205	87,660	88,886	90,116	92,567	10
11	83,531	87,660	90,116	91,348	92,567	95,026	11
12	85,762	90,116	92,567	93,796	95,026	97,480	12
13	87,992	92,352	95,026	96,254	97,480	99,935	13
14	89,547	94,583	97,252	98,708	99,935	102,396	14
15	91,315	96,814	99,489	100,935	102,396	104,845	15
16	91,315	99,046	101,721	103,172	104,622	107,072	16
17	91,315	100,823	103,956	105,404	106,862	109,312	17
18	91,315	102,817	105,831	107,636	109,091	111,539	18
19	91,315	102,817	107,925	109,586	111,324	113,778	19
20	91,315	102,817	107,925	111,754	113,348	115,852	20
21	91,315	102,817	107,925	111,754	115,594	118,146	21

Fall Semester, 2013

STEP	HOURLY LECTURE RATE	HOURLY LABORATORY RATE	STEP
1	\$65.77	\$57.35	1
2	\$69.06	\$60.21	2
3	\$72.51	\$63.22	3
4	\$76.14	\$66.38	4

#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+

Academic Salary Schedule - Annual and Monthly Rates
10-Month Employees paid over 12 months
Fiscal Year 2014-2015

	Grade B	Grade C	Grade D	Grade E	Grade F	Grade G
Step 1	55,015.41	57,531.50	60,044.54	62,557.55	65,068.89	66,909.04
Step 2	57,531.50	60,044.54	62,557.55	65,068.89	67,581.59	69,646.26
Step 3	60,044.54	62,557.55	65,068.89	67,581.59	70,094.63	72,386.67
Step 4	62,557.55	65,068.89	67,581.59	70,094.63	72,610.85	75,122.21
Step 5	65,068.89	67,581.59	70,094.63	72,610.85	75,122.21	77,859.24
Step 6	67,581.59	70,094.63	72,610.85	75,122.21	77,859.24	80,596.45
Step 7	70,094.63	72,610.85	75,122.21	77,859.24	80,596.45	83,333.50
Step 8	72,610.85	75,122.21	77,859.24	80,596.45	83,333.50	86,069.03
Step 9	75,122.21	77,859.24	80,596.45	83,333.50	86,069.03	88,809.45
Step 10	77,859.24	80,596.45	83,333.50	86,069.03	88,809.45	91,546.51
Step 11	80,596.45	83,333.50	86,069.03	88,809.45	91,546.51	94,283.88
Step 12	83,333.50	86,069.03	88,809.45	91,546.51	94,283.88	97,019.26
Step 13	86,069.03	88,809.45	91,546.51	94,283.88	97,019.26	99,756.44
Step 14	86,754.66	89,493.40	92,230.57	94,967.64	97,704.67	100,441.89
Step 15	87,440.10	90,178.68	92,914.51	95,651.56	98,390.29	101,125.81
Step 16	88,127.07	90,862.59	93,599.94	96,337.00	99,074.21	101,809.43
Step 17	88,810.98	91,548.35	94,285.41	97,022.44	99,757.97	102,495.16
Step 18	89,494.92	92,233.80	94,970.85	97,706.38	100,443.58	103,180.64
Step 19	90,180.51	92,916.03	95,654.62	98,391.98	101,129.02	103,867.74
Step 20	90,864.42	93,601.47	96,338.56	99,077.43	101,812.95	104,551.67
Step 21	91,549.88	94,286.93	97,024.28	99,759.66	102,498.39	105,235.43
Step 22	92,235.33	94,972.38	97,708.19	100,445.12	103,182.34	105,921.04
Step 23	92,920.77	95,656.46	98,393.52	101,130.57	103,869.46	106,604.95
Step 24	93,603.01	96,341.90	99,078.94	101,816.17	104,553.36	107,290.40
Step 25	94,288.45	97,025.84	99,764.40	102,500.08	105,238.82	107,976.03
Step 26	94,721.06	97,458.08	100,193.71	102,934.05	105,671.10	108,408.46
Step 27	95,153.20	97,890.56	100,626.06	103,364.80	106,103.53	108,839.06
Step 28	95,585.61	98,322.83	101,061.58	103,797.26	106,534.30	109,271.36
Step 29	96,017.91	98,755.12	101,492.33	104,229.38	106,966.43	109,703.78
Step 30	96,448.66	99,187.56	101,924.62	104,661.97	107,399.04	110,136.07
Step 31	96,880.97	99,619.84	102,355.21	105,094.11	107,831.17	110,568.53
Step 32	97,315.23	100,052.27	102,787.80	105,524.87	108,263.76	110,997.42
Step 33	97,747.65	100,484.42	103,219.94	105,957.29	108,694.36	111,429.73
Step 34	98,179.79	100,915.33	103,652.39	106,389.61	109,126.65	111,863.85
Step 35	98,610.57	101,347.60	104,084.67	106,821.88	109,559.09	112,296.14
Step 36	99,043.00	101,778.36	104,515.44	107,254.32	109,992.92	112,728.59
Step 37	99,475.14	102,210.81	104,947.86	107,684.92	110,425.35	113,159.35
Step 38	99,907.57	102,643.12	105,380.13	108,117.49	110,854.58	113,591.48
Step 39	100,338.17	103,075.25	105,812.44	108,551.17	111,286.71	114,024.07
Step 40	100,768.95	103,507.84	106,244.88	108,983.77	111,719.12	114,456.23

Part Time Faculty - Instructional Assignments
Fiscal Year 2014-2015

	Grade A	Grade B	Grade C	Grade D
Step 1	54.15	55.47	57.32	58.91
Step 2	57.32	58.91	60.50	62.09
Step 3	60.50	62.10	63.68	65.28
Step 4	63.68	65.28	66.87	68.46

Pasadena Area Community College District

Official Academic Salary Schedule

Effective July 1, 2007

CONTRACT MONTHLY 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 - 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

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

Peralta Community College District
Peralta Federation of Teachers
Full-time Faculty Annual Salary Schedule
Effective July 1, 2014

	Columns				
	A	B	C	D	E
7	51,820	54,677	57,506	60,331	63,218
8	54,091	56,922	59,796	62,623	65,458
9	56,386	59,205	62,034	64,873	67,686
10	58,621	61,451	64,276	67,112	69,989
11	60,901	63,732	66,532	69,409	72,233
12	63,184	66,013	68,802	71,647	74,474
13	65,465	68,294	71,075	73,865	76,746
14	67,746	70,575	73,355	76,192	79,018
15	70,026	72,857	75,636	78,465	81,290
16	72,309	75,138	77,917	80,735	83,563
17	74,590	77,418	80,199	83,017	85,835
18	76,870	79,699	82,480	85,298	88,115
19	79,150	81,981	84,761	87,579	90,396
20	81,431	84,262	87,042	89,860	92,677
21	83,714	86,543	89,323	92,140	94,958
22	85,995	88,824	91,604	94,422	97,239
23	88,275	91,105	93,885	96,703	99,520
24	90,556	93,386	96,166	98,984	101,802
25	92,839	95,667	98,447	101,265	104,083

Board Approved: September 23, 2014

Revised: 9/6/2014

		COLUMNS				
		A	B	C	D	E
STEPS	1	\$52.92	\$56.99	\$61.06	\$65.20	\$69.26
	2	\$56.14	\$60.21	\$64.36	\$68.41	\$72.49
	3	\$59.45	\$63.51	\$67.57	\$71.56	\$75.68
	4	\$62.68	\$66.73	\$70.80	\$74.99	\$78.87
	5	\$65.89	\$69.96	\$74.11	\$78.06	\$82.00
	6	\$69.19	\$73.26	\$77.25	\$81.19	\$85.14
	7	\$72.42	\$76.41	\$80.36	\$84.31	\$88.35
	8	\$73.23	\$77.22	\$81.17	\$85.13	\$89.16
	9	\$74.04	\$78.03	\$81.99	\$85.94	\$89.97
	10	\$74.85	\$78.85	\$82.80	\$86.75	\$90.78
	11	\$75.67	\$79.66	\$83.61	\$87.56	\$91.59
	12	\$76.48	\$80.47	\$84.42	\$88.37	\$92.41
	13	\$77.29	\$81.28	\$85.23	\$89.19	\$93.22
	14	\$78.10	\$82.09	\$86.05	\$90.00	\$94.03
	15	\$78.91	\$82.91	\$86.86	\$90.81	\$94.84
	16	\$79.73	\$83.72	\$87.67	\$91.62	\$95.65
	17	\$80.54	\$84.53	\$88.48	\$92.43	\$96.47
	18	\$81.35	\$85.34	\$89.29	\$93.24	\$97.28
	19	\$82.16	\$86.15	\$90.10	\$94.06	\$98.09
	20	\$82.97	\$86.96	\$90.92	\$94.87	\$98.90
	21	\$83.78	\$87.78	\$91.73	\$95.68	\$99.71
	22	\$84.60	\$88.59	\$92.54	\$96.49	\$100.52
	23	\$85.41	\$89.40	\$93.35	\$97.30	\$101.34
	24	\$86.22	\$90.21	\$94.16	\$98.12	\$102.15
	25	\$87.03	\$91.02	\$94.98	\$98.93	\$102.96

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2014/2015 FARSCCD PERMANENT SALARY SCHEDULE
175 Day Contract Faculty
EFFECTIVE JANUARY 1, 2015

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1							
2							
3	\$54,010.08	\$58,029.41	\$60,691.38	\$63,352.31	\$66,013.24	\$68,674.17	\$71,448.91
4	\$56,501.34	\$60,520.67	\$63,184.70	\$65,841.51	\$68,504.50	\$71,154.05	\$73,931.89
5	\$58,983.29	\$63,009.86	\$65,668.73	\$68,332.76	\$70,980.25	\$73,645.31	\$76,422.11
6	\$61,471.45	\$65,496.98	\$68,156.88	\$70,813.67	\$73,473.57	\$76,135.54	\$78,909.25
7	\$63,956.50	\$67,985.14	\$70,649.18	\$73,315.29	\$75,965.87	\$78,628.87	\$81,396.37
8	\$66,447.77	\$70,469.16	\$73,133.20	\$75,788.96	\$78,451.96	\$81,114.96	\$83,883.49
9	\$68,936.96	\$72,961.46	\$75,628.59	\$78,278.15	\$80,943.22	\$83,597.94	\$86,369.57
10	\$71,425.12	\$75,452.72	\$78,112.62	\$80,765.27	\$83,427.23	\$86,086.10	\$88,858.76
11	\$73,913.27	\$77,939.84	\$80,593.53	\$83,258.60	\$85,917.46	\$88,575.29	\$91,348.99
12	\$76,402.46	\$80,429.03	\$83,085.83	\$85,743.66	\$88,399.41	\$91,062.42	\$93,835.08
13		\$82,915.12	\$85,571.91	\$88,234.92	\$90,893.78	\$93,552.65	\$96,323.24
14		\$85,403.28	\$88,061.11	\$90,723.08	\$93,382.97	\$96,043.90	\$98,812.43
15		\$87,891.44	\$90,550.30	\$93,213.30	\$95,869.06	\$98,529.99	\$101,299.55
16				\$95,702.49	\$98,354.11	\$101,017.11	\$103,787.71
A						\$104,744.70	\$107,518.39
B						\$108,481.58	\$111,249.08
C						\$112,215.37	\$114,981.31

STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S + 15	MASTER'S + 30
1				
2				
3	\$54.08	\$56.79	\$59.62	\$62.60
4	\$56.79	\$59.62	\$62.60	\$65.73
5	\$59.62	\$62.60	\$65.73	\$69.02

<http://www.rscdd.edu/Departments/Human-Resources/Pages/Salary-Schedules.aspx>

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

2013/14

CLASS	I BA	II MA	III	IV
			MA + BA+50	MA + BA+70
Step 1	41,614	44,111	46,758	49,563
2	43,279	45,875	48,628	51,546
3	45,010	47,710	50,573	53,607
4	46,810	49,619	52,596	55,752
5	48,683	51,604	54,700	57,982
6	50,630	53,668	56,888	60,301
7	52,655	55,814	59,163	62,713
8	54,761	58,047	61,530	65,222
9	56,952	60,369	63,991	67,831
10	59,230	62,784	66,551	70,544
11	61,599	65,295	69,213	73,366
12	64,063	67,907	71,981	76,300
13	66,626	70,623	74,861	79,352
14	69,291	73,448	77,855	82,526
15	72,062	76,386	80,969	85,827
16			82,589	87,544
17			84,240	89,295
18			85,925	91,081
19				92,902
20				94,760
21				96,655

Associate Faculty Salary Schedule, effective **Fall, 2013**

Step	CLASS				
	0 AA	I Bachelors BA+8Yrs	II Master's MA	III Master's BA+50	IV Master's BA+70
1	559	615	651	691	732
2	581	639	678	718	761
3	604	665	705	747	792
4	629	691	733	777	823
5	654	719	765	808	856
6		748	793	840	891
7		778	824	874	926
8		809	857	909	963
9		841	892	945	1002
10		875	927	983	1042

RIO HONDO COMMUNITY COLLEGE
SALARY SCHEDULE 2014-15

Schedule A
Effective
July 1, 2014

	I	II	III	IV	V
	B.A. + 30	M.A.	B.A. + 60 inc. M.A.	B.A.+ 80 inc. M.A.	Earned Doctorate
1	\$51,457	\$54,508	\$57,541	\$60,589	\$63,631
2	\$54,212	\$57,263	\$60,314	\$63,361	\$66,403
3	\$56,983	\$60,033	\$63,064	\$66,118	\$69,159
4	\$59,754	\$62,804	\$65,839	\$68,887	\$71,929
5	\$62,525	\$65,562	\$68,607	\$71,660	\$74,701
6	\$65,282	\$68,330	\$71,364	\$74,429	\$77,471
7	\$68,052	\$71,103	\$74,151	\$77,201	\$80,242
8	\$70,824	\$73,873	\$76,907	\$79,956	\$82,997
9	\$73,595	\$76,643	\$79,677	\$82,727	\$85,768
10	\$76,365	\$79,416	\$82,449	\$85,499	\$88,541
11	\$79,137	\$82,170	\$85,203	\$88,257	\$91,298
12	\$79,137	\$84,942	\$87,977	\$91,024	\$94,065
13	\$79,137	\$84,942	\$90,747	\$93,797	\$96,840
14	\$79,137	\$84,942	\$90,747	\$96,567	\$99,609
15	\$79,137	\$84,942	\$90,747	\$96,567	\$99,609
16	\$79,137	\$87,714	\$90,747	\$96,567	\$99,609
17	\$79,137	\$87,714	\$93,520	\$96,567	\$99,609
18	\$79,137	\$87,714	\$93,520	\$99,340	\$102,382
*19	\$81,909	\$90,488	\$96,293	\$102,114	\$105,154
**20	\$84,683	\$93,261	\$99,066	\$104,886	\$107,928

A unit member designated "part-time instructional" shall be paid in accordance with his/her appropriate placement on the salary schedule subject to the following formula:

Annual ten-month salary x Part-time Factor (PTF, .60) x .5 x percent
semester load = semester salary

A unit member designated "part-time non-instructional" shall be paid in accordance with his/her appropriate placement on the salary schedules in Appendix A subject to the following formula:

Annual ten-month salary ÷ hours per year = hourly rate

RIVERSIDE COMMUNITY COLLEGE DISTRICT
2014-2015 FACULTY SALARY SCHEDULE
Effective July 1, 2014

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	52,286	55,649	59,006	62,359	65,710	69,076	72,440
2	54,953	58,312	61,675	65,030	68,382	71,740	75,097
3	57,618	60,968	64,324	67,675	71,037	74,397	77,762
4	60,271	63,625	66,986	70,339	73,690	77,051	80,417
5	62,923	66,274	69,637	73,000	76,352	79,705	83,065
6	65,592	68,939	72,292	75,645	79,005	82,369	85,740
7	68,240	71,594	74,944	78,313	81,666	85,024	88,381
8	70,906	74,257	77,612	80,971	84,324	87,685	91,039
9	73,548	76,912	80,262	83,615	86,979	90,341	93,693
10	76,211	79,567	82,923	86,288	89,631	92,993	96,346
11	76,211	82,230	85,578	88,946	92,286	95,655	99,018
12	76,211	82,230	85,578	91,595	94,957	98,309	101,657
13	76,211	82,230	85,578	91,595	97,614	100,960	104,314
15	77,165	83,255	86,648	92,738	98,831	102,226	105,618
16	78,119	84,277	87,716	93,881	100,048	103,487	106,926
19	80,018	86,337	89,849	96,183	102,489	106,013	109,539
22	81,930	88,388	92,002	98,471	104,925	108,537	112,145

RIVERSIDE COMMUNITY COLLEGE DISTRICT
2014-2015 FACULTY HOURLY SALARY SCHEDULE
EFFECTIVE JUNE 23, 2014

	GROUP 1	GROUP 2	GROUP 3
STEP 1	\$49.23	\$54.24	\$63.90
STEP 2	\$54.24	\$58.94	\$68.92
STEP 3	\$58.94	\$63.90	\$73.82

San Bernardino Community College District

Academic Salary Schedule

Step	Column C	Column D	Column E	Column F	Column G	Column H	Column I
Annual	Minimum Requirements*	MA or BA 2yrs work exp*	MA-15 or BA-15-2wk*	MA-30 or BA-30-2 wk*	MA-45 or BA-45-2 wk*	MA-60 or A-2 wk*	Doctorate
1	\$ 48,320.88	\$ 50,908.26	\$ 53,501.57	\$ 56,088.95	\$ 58,678.70	\$ 61,267.28	\$ 63,862.96
2	\$ 50,401.23	\$ 52,993.36	\$ 55,581.93	\$ 58,171.68	\$ 60,763.81	\$ 63,354.75	\$ 65,939.75
3	\$ 52,486.34	\$ 55,071.34	\$ 57,669.41	\$ 60,254.41	\$ 62,850.10	\$ 65,432.73	\$ 68,027.23
4	\$ 54,567.88	\$ 57,163.57	\$ 59,748.57	\$ 62,339.44	\$ 64,929.27	\$ 67,522.59	\$ 70,107.59
5	\$ 56,651.79	\$ 59,239.17	\$ 61,832.49	\$ 64,419.87	\$ 67,012.00	\$ 69,607.69	\$ 72,195.07
6	\$ 58,734.51	\$ 61,326.64	\$ 63,911.66	\$ 66,507.35	\$ 69,097.10	\$ 71,682.10	\$ 74,281.36
7	\$ 60,818.43	\$ 63,409.37	\$ 65,996.76	\$ 68,587.70	\$ 71,177.46	\$ 73,770.77	\$ 76,358.15
8	\$ 62,901.18	\$ 65,492.10	\$ 68,081.85	\$ 70,672.80	\$ 73,263.74	\$ 75,851.13	\$ 78,443.26
9	\$ 64,983.89	\$ 67,574.83	\$ 70,162.21	\$ 72,753.15	\$ 75,345.28	\$ 77,938.60	\$ 80,525.97
10	\$ 67,066.64	\$ 69,655.18	\$ 72,249.69	\$ 74,843.01	\$ 77,425.63	\$ 80,018.95	\$ 82,608.70
11	\$ 68,770.56	\$ 71,428.00	\$ 74,086.63	\$ 76,746.43	\$ 79,395.56	\$ 82,055.37	\$ 84,712.80
12	\$ 70,519.63	\$ 73,243.55	\$ 75,971.05	\$ 78,699.74	\$ 81,415.35	\$ 84,145.22	\$ 86,869.16
13	\$ 72,316.19	\$ 75,105.43	\$ 77,902.98	\$ 80,700.53	\$ 83,487.40	\$ 86,288.51	\$ 89,082.50
14	\$ 74,160.24	\$ 77,015.98	\$ 79,884.77	\$ 82,755.94	\$ 85,611.68	\$ 88,485.23	\$ 91,349.28
15	\$ 76,044.67	\$ 78,976.40	\$ 81,918.82	\$ 84,861.23	\$ 87,791.77	\$ 90,737.76	\$ 93,676.61
16	\$ 77,329.46	\$ 80,309.87	\$ 83,299.78	\$ 86,294.45	\$ 89,273.67	\$ 92,270.71	\$ 95,259.44
17	\$ 78,632.05	\$ 81,664.72	\$ 84,705.69	\$ 87,749.03	\$ 90,780.51	\$ 93,829.80	\$ 96,867.20
18	\$ 79,960.77	\$ 83,042.11	\$ 86,135.34	\$ 89,230.93	\$ 92,312.27	\$ 95,414.99	\$ 98,502.27
19	\$ 81,307.30	\$ 84,443.16	\$ 87,587.55	\$ 90,737.76	\$ 93,870.16	\$ 97,023.94	\$ 100,164.65
20	\$ 82,685.57	\$ 85,868.17	\$ 89,064.69	\$ 92,270.71	\$ 95,454.17	\$ 98,663.76	\$ 101,856.73
21	\$ 84,075.17	\$ 87,316.81	\$ 90,570.33	\$ 93,829.80	\$ 97,066.69	\$ 100,328.52	\$ 103,577.29
22	\$ 85,494.13	\$ 88,789.20	\$ 92,099.72	\$ 95,414.99	\$ 98,705.32	\$ 102,021.78	\$ 105,328.73
23	\$ 86,935.66	\$ 90,290.11	\$ 93,652.87	\$ 97,023.94	\$ 100,372.46	\$ 103,745.90	\$ 107,108.66
24	\$ 88,403.30	\$ 91,814.74	\$ 95,233.31	\$ 98,663.76	\$ 102,068.08	\$ 105,498.53	\$ 108,918.29

San Bernardino Community College District

Part-Time Faculty (Adjunct) Salary Schedule	
Type	Rate
Lecture Classes Per Hour:	\$60.00
Lab Classes Per Hour:	\$60.00
Clinical Classes Per Hour:	\$60.00
Non-Instructional Work Per Hour:	\$49.00

http://www.sbccd.org/Human_Resources-Jobs/Salary_Schedules.aspx

San Diego Community College District
AFT Guild - Faculty
College Contract Faculty Tenured/Tenure Track Salary, Schedule A
Effective January 1, 2014

Class Placement*	Class 0 CE Only	MA MQ	45 15	60 30	75 45	90 60	105 or PhD 75 + BA
		Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step							
A							
B							
C							
D							
E							
F							
G							
H			\$5,301.36	\$5,565.87	\$5,844.57	\$6,136.44	\$6,443.52
I			\$5,447.29	\$5,718.90	\$6,005.70	\$6,305.69	\$6,620.87
J	\$5,071.30	\$5,329.73	\$5,596.27	\$5,877.00	\$6,169.88	\$6,478.99	\$6,803.29
K	\$5,210.76	\$5,476.68	\$5,750.32	\$6,038.14	\$6,340.14	\$6,657.35	\$6,989.76
L	\$5,354.06	\$5,627.69	\$5,908.41	\$6,204.34	\$6,514.46	\$6,839.77	\$7,182.32
M	\$5,501.30	\$5,781.73	\$6,071.58	\$6,374.60	\$6,693.84	\$7,028.28	\$7,379.94
N	\$5,652.58	\$5,940.84	\$6,237.78	\$6,549.93	\$6,877.27	\$7,221.84	\$7,582.63
O	\$5,808.03	\$6,105.02	\$6,410.07	\$6,730.32	\$7,066.79	\$7,420.48	\$7,791.40
P	\$5,967.75	\$6,272.24	\$6,586.41	\$6,915.78	\$7,261.37	\$7,624.18	\$8,005.24
Q	\$6,131.86	\$6,444.53	\$6,766.81	\$7,105.30	\$7,461.02	\$7,833.97	\$8,225.16
R	\$6,300.49	\$6,621.88	\$6,953.28	\$7,300.89	\$7,665.74	\$8,048.82	\$8,452.17
S	\$6,473.75	\$6,804.30	\$7,144.82	\$7,501.56	\$7,876.53	\$8,270.77	\$8,684.25
T	\$6,651.78	\$6,990.78	\$7,340.42	\$7,708.30	\$8,093.41	\$8,497.78	\$8,923.43
U	\$6,834.70	\$7,183.33	\$7,543.11	\$7,920.11	\$8,316.37	\$8,731.89	\$9,168.68
V	\$7,022.66	\$7,380.96	\$7,750.87	\$8,138.00	\$8,544.40	\$8,972.07	\$9,420.02
W	\$7,215.78	\$7,583.65	\$7,963.69	\$8,361.98	\$8,779.52	\$9,218.34	\$9,679.46
X				\$8,591.02	\$9,020.72	\$9,471.70	\$9,946.00
Y						\$9,732.16	\$10,219.63
Z						\$9,999.79	\$10,500.67
Z1						\$10,274.79	\$10,789.44
Z2						\$10,557.35	\$11,086.15

Classroom Salary Schedule
Effective January 1, 2014

	Class Placement*	Class 0 CE Only	MA MQ	45 15	60 30	75 45	90 60	105 or PhD 75 + BA
			Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Hours	Step	Class 0	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
	A	\$ 38.34	\$ 57.33	\$ 60.20	\$ 63.21	\$ 66.37	\$ 69.68	\$ 73.17
450	B	\$ 39.66	\$ 58.91	\$ 61.85	\$ 64.94	\$ 68.19	\$ 71.60	
900	C	\$ 41.03	\$ 60.53	\$ 63.55	\$ 66.73	\$ 70.07		
1350	D	\$ 43.29	\$ 62.19	\$ 65.30	\$ 68.57			
1800	E	\$ 44.86	\$ 63.90	\$ 67.10				
2250	F	\$ 46.39	\$ 65.66					
2700	G	\$ 48.02						
3150	H	\$ 50.81						
3600	I	\$ 52.65						
4050	J	\$ 54.50						
12000	K	\$ 56.00						

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
ANNUAL SALARY SCHEDULE
Effective Date 1/1/14¹

RATINGS → Disciplines requiring a Masters Degree Disciplines <u>not</u> requiring a Masters Degree STEPS ↓	E* Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent	F MA or Equivalent** Minimum Qualification plus 30 units	F plus 15 BA plus 45 units with MA Minimum Qualification plus 45 units	F plus 30 BA plus 60 units with MA Minimum Qualification plus 60 units with BA	F plus 45 BA plus 75 units with MA Minimum Qualification plus 75 units with BA	F + 60/Ph.D Ph.D. or BA plus 90 units with MA Minimum Qualification plus 90 units with BA
1	49,408	51,770	52,954	54,135	55,317	56,498
2	51,770	54,135	55,317	56,498	57,677	58,859
3	54,135	56,498	57,677	58,859	60,038	61,223
4	56,498	58,859	60,038	61,223	62,404	63,585
5	58,859	61,223	62,404	63,585	64,767	65,948
6	61,223	63,585	64,767	65,948	67,129	68,310
7	63,585	65,948	67,129	68,310	69,491	70,674
8	65,948	68,310	69,491	70,674	71,855	73,036
9	68,310	70,674	71,855	73,036	74,218	75,399
10	70,674	73,036	74,218	75,399	76,580	77,764
11	73,036	75,399	76,580	77,764	78,945	80,122
12	75,399	77,764	78,945	80,122	81,304	82,489
13	77,764	80,122	81,304	82,489	83,668	84,849
14	80,122	82,489	83,668	84,849	86,028	87,210
15	82,489	84,849	86,028	87,210	88,393	89,573
16	84,849	87,210	88,393	89,573	90,756	91,936

ANNUALIZED 86%
PRO RATA "MIRROR" SCALE - PAY-BY-LOAD
EFFECTIVE 1/1/14

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F + 15	F + 30	F + 45	F + 60 / Ph.d.
51		1-4	1	44,522	45,540	46,556	47,573	48,588
		5-8	2	46,556	47,573	48,588	49,603	50,618
		9-12	3	48,588	49,602	50,618	51,633	52,652
		13-16	4	50,618	51,633	52,652	53,667	54,682
		17-20	5	52,652	53,667	54,682	55,700	56,716
		21-24	6	54,682	55,700	56,716	57,731	58,747
		25-28	7	56,716	57,731	58,747	59,762	60,780
		29-32	8	58,747	59,762	60,780	61,795	62,811
		33-36	9	60,780	61,795	62,811	63,827	64,843
		37-40	10	62,811	63,827	64,843	62,859	66,877
		41-44	11	64,843	65,859	66,877	67,893	68,905
		45 & Over	12	66,877	67,893	68,905	69,922	70,941

APPENDIX A
San Joaquin Delta College
2012-13

REGULAR AND CONTRACT FACULTY SALARY SCHEDULE

	I	II	III	IV	V	VI	VII	
	BA Or Equivalent	BA plus	MA	MA with	MA with	MA with	Earned Doctor's	
TYPE 2	Or Less	30		45	60	84	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

2012-13

ADJUNCT SALARY SCHEDULE

	I	II	III	IV	V	VI	VII
	BA Or Equivalent	BA plus	MA	MA with	MA with	MA with	Earned Doctor's
TYPE 2	Or Less	30		45	60	84	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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT

2013-14 ACADEMIC SALARY SCHEDULE

Effective Fall Semester 2013

10 Month

Board Approved: 2/11/14

4.3% Increase over 2012/2013

	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	61,377	63,709	66,258	68,811	70,848
2	63,524	65,938	68,578	71,437	73,476
3	65,746	68,248	70,976	74,065	76,102
4 **	68,114	70,704	73,531	76,688	78,727
5	70,499	73,176	76,101	79,320	81,356
6	73,037	75,811	78,845	81,935	83,974
7	75,323	78,185	81,312	84,572	86,606
8	75,326	78,186	81,314	87,199	89,236
9	76,832	79,751	83,916	88,944	91,211
10	78,369	81,346	85,594	90,914	93,229
11	79,936	82,973	87,306	92,925	95,293
12	83,563	86,738	91,268	97,142	99,617
13	83,563	86,738	91,268	97,142	99,617
14 ***			93,412	99,425	101,958
17 ***			95,607	101,762	104,354
19 ***				104,152	106,806

2013-14 ADJUNCT LECTURE SALARY SCHEDULE (PER SEMESTER)

STEP					
1	20,178	20,944	21,782	22,622	23,291
2	20,884	21,677	22,545	23,485	24,155
3	21,614	22,436	23,333	24,349	25,019
4 **	22,393	23,244	24,173	25,211	25,881
5	23,176	24,057	25,018	26,076	26,746
6	24,011	24,923	25,920	26,936	27,607
7	24,762	25,703	26,731	27,803	28,472
8	24,764	25,704	26,732	28,667	29,336

**SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
CUESTA COLLEGE**

FACULTY SALARY SCHEDULE - 2007-200 8

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

TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LECTURE/HOURLY

FACULTY SALARY SCHEDULE

Effective January 1, 2008

	<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	
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

San Mateo County Community College District
Regular Salary Schedule (80)
Effective: 14-AUG-2014

Grade	1	2	3	4	5
			MA w/45	MA w/60	PhD/EdD
Step	<u>Base</u>	<u>MA</u>	<u>Units</u>	<u>Units</u>	<u>/JD</u>
1	59268	62292	63804	65976	71376
2	62292	65304	66828	69036	74400
3	65304	68340	69852	72060	77412
4	68328	71364	72864	75120	80400
5	71340	74376	75900	78168	83436
6	74364	77400	78924	81216	86460
7	77376	80400	81936	84264	89484
8	80388	83424	84960	87312	92496
9	83412	86460	87984	90372	95532
10	83412	86460	87984	90372	95532
11	86448	89460	90996	93408	98544
12	86448	89460	90996	93408	98544
13	86448	89460	90996	93408	98544
14	90288	93348	94884	97356	102504
15	90288	93348	94884	97356	102504
16	90288	93348	94884	97356	102504
17	90288	93348	94884	97356	102504
18	94296	97356	98904	101448	106608
19	94296	97356	98904	101448	106608
20	94296	97356	98904	101448	106608
21	94296	97356	98904	101448	106608
22	94296	97356	98904	101448	106608
23	97344	100428	101976	104532	109668

San Mateo County Community College District
Adjunct Faculty Salary Schedule Inst. (HI)
Effective: 14-AUG-2014

Step	Lecture	Laboratory	Special
2	62.16	53.4	38.58
3	65.8	56.88	40.94
4	69.48	60.33	43.4
5	73.19	63.43	45.84
6	76.68	66.48	48.27
7	80.57	69.58	50.38
8	84.09	72.89	52.55
9	87.65	76.23	54.64
10	91.25	79.35	56.87

Santa Barbara City College Salary Table 10

Sal510

Credit Contract & Regular Certificated Faculty
2015

Step	Class I	Class II	Class III	Class IV	Class V
1	\$55,435	\$57,452	\$59,469	\$61,486	\$63,503
2	\$57,452	\$59,469	\$61,486	\$63,503	\$65,520
3	\$59,469	\$61,486	\$63,503	\$65,520	\$67,537
4	\$61,486	\$63,503	\$65,520	\$67,537	\$69,554
5	\$63,503	\$65,520	\$67,537	\$69,554	\$71,571
6	\$65,520	\$67,537	\$69,554	\$71,571	\$73,588
7	\$67,537	\$69,554	\$71,571	\$73,588	\$75,605
8	\$69,554	\$71,571	\$73,911	\$76,250	\$78,589
9	\$71,571	\$73,588	\$76,008	\$78,427	\$80,846
10	\$73,588	\$75,605	\$78,105	\$80,605	\$83,105
11	\$75,605	\$77,622	\$80,203	\$82,784	\$85,364
12	\$77,622	\$79,639	\$82,300	\$84,961	\$87,623
13	\$79,639	\$81,656	\$84,398	\$87,140	\$89,883
14		\$83,673	\$86,495	\$89,317	\$92,139
15			\$88,593	\$91,496	\$94,399
16				\$93,673	\$96,656

7/22/2014

Salary Table 11

Sal511

Credit Adjunct Certificated Instructor Salary
2015

Step	With Ph.D.			
	Lecture	Lab	Lecture	Lab
1	\$73.87	\$59.10	\$77.43	\$61.94
2	\$76.46	\$61.17	\$80.02	\$64.02
3	\$79.05	\$63.24	\$82.61	\$66.09
4	\$81.65	\$65.32	\$85.21	\$68.17
5	\$84.24	\$67.39	\$87.80	\$70.24
6	\$86.83	\$69.46	\$90.39	\$72.31
7	\$89.43	\$71.54	\$92.99	\$74.39
8	\$92.02	\$73.62	\$95.58	\$76.46
9	\$94.61	\$75.69	\$98.17	\$78.54

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

	SANTA CLARITA COMMUNITY COLLEGE DISTRICT							
	COLLEGE OF THE CANYONS							
	10 MONTH ACADEMIC (SALARY SCHEDULE C)							
	2014 - 2015							
	Class							
Steps	A	B	C	D	E	F	G	H
<i>Ten month Faculty (176 workdays) receiving 12 equal checks.</i>								
1	4611	4611	4611	4686	4857	5026	5195	5326
2	4611	4611	4741	4909	5079	5247	5416	5547
3	4663	4794	4964	5133	5300	5471	5640	5771
4	4886	5019	5185	5356	5524	5694	5863	5995
5	5110	5240	5409	5578	5747	5915	6085	6215
6	5332	5463	5632	5801	5969	6139	6307	6439
7	5554	5686	5854	6025	6193	6362	6531	6663
8	5776	5909	6077	6247	6416	6585	6753	6886
9	6000	6131	6299	6471	6638	6807	6976	7108
10	6225	6354	6522	6694	6861	7030	7200	7331
11	6446	6577	6746	6916	7084	7254	7420	7555
12	6670	6799	6970	7140	7305	7476	7644	7777
13	6892	7023	7193	7362	7530	7699	7868	7999
14	7115	7291	7415	7584	7754	7922	8090	8223
15	7153	7329	7453	7623	7791	7959	8128	8259
16	7190	7366	7491	7659	7828	7998	8166	8300
17	7339	7468	7639	7806	7975	8145	8312	8444
18	7376	7507	7677	7845	8014	8183	8350	8483
19	7414	7543	7714	7883	8051	8222	8388	8520
20	7560	7693	7860	8029	8199	8369	8536	8668
21	7598	7728	7898	8068	8238	8406	8572	8706
22	7637	7768	7936	8108	8274	8443	8610	8744
23	7783	7915	8083	8252	8421	8591	8759	8891
24	7821	7953	8122	8291	8458	8629	8797	8928
25	7859	7991	8160	8327	8497	8667	8834	8967
26	8005	8137	8306	8476	8646	8813	8981	9112
27	8045	8176	8344	8512	8682	8850	9021	9152
28	8082	8213	8381	8552	8720	8888	9058	9189
29	8228	8360	8529	8698	8868	9036	9205	9336
30	SALARY SCHEDULE (E)						9242	9374
31							9281	9412
32							9319	9451
33							9356	9489
34							9395	9527
35							9433	9565
36							9470	9602
37							9509	9642
38							9548	9679
39							9585	9717
40							9623	9756
41							9660	9796
42							9702	9832
43							9739	9871
44							9777	9908
45							9814	9947
Salary schedule reflects 2.76% effective 07/01/14								

SANTA MONICA COLLEGE

APPENDIX: PROBATIONARY AND TENURED FACULTY SALARY SCHEDULE

Effective August 26, 2014

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	48,221	51,130	54,039	56,945	59,855	62,763	65,805
2	50,411	53,319	56,230	59,138	62,044	64,954	67,995
3	52,602	55,511	58,417	61,328	64,236	67,146	70,187
4	54,792	57,700	60,610	63,517	66,426	69,336	72,376
5	56,981	59,891	62,800	65,707	68,616	71,525	74,566
6	59,172	62,082	64,989	67,899	70,807	73,715	76,757
7	61,364	64,272	67,179	70,088	72,998	75,906	78,949
8	70,477	73,384	76,293	79,202	82,109	85,017	88,060
9	72,665	75,574	78,484	81,391	84,299	87,209	90,250
10	74,856	77,764	80,672	83,581	86,492	89,399	92,442
11	77,045	79,957	82,864	85,772	88,680	91,588	94,631
12	79,235	82,145	85,054	87,963	90,871	93,778	96,822
13	81,427	84,335	87,242	90,153	93,061	95,970	99,009
14	83,617	86,526	89,434	92,342	95,251	98,159	101,201
15	85,807	88,716	91,626	94,532	97,441	100,349	103,393
16	87,997	90,907	93,814	96,725	99,631	102,540	105,581
17	90,189	93,098	96,005	98,912	101,823	104,730	107,772
18	92,380	95,289	98,198	101,103	104,010	106,920	109,961
19	94,570	97,480	100,389	103,295	106,202	109,109	112,151
20	96,763	99,671	102,579	105,484	108,394	111,300	114,344
21	98,955	101,862	104,770	107,672	110,586	113,492	116,536
22	100,051	102,958	105,866	108,766	111,682	114,588	117,632

APPENDIX: GRADED PART TIME FACULTY SALARY SCHEDULE FOR FALL/SPRING

LOAD FACTOR = 1.0 SALARY SCHEDULE

Effective August 26, 2014

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,326	1,406	1,486	1,566	1,646	1,726	1,810
2	1,386	1,466	1,546	1,626	1,706	1,786	1,870
3	1,447	1,527	1,606	1,687	1,766	1,847	1,930
4	1,507	1,587	1,667	1,747	1,827	1,907	1,990
5	1,567	1,647	1,727	1,807	1,887	1,967	2,051
6	1,627	1,707	1,787	1,867	1,947	2,027	2,111
7	1,688	1,767	1,847	1,927	2,007	2,087	2,171
8	1,938	2,018	2,098	2,178	2,258	2,338	2,422
9	1,998	2,078	2,158	2,238	2,318	2,398	2,482
10	2,059	2,139	2,218	2,298	2,379	2,458	2,542
11	2,119	2,199	2,279	2,359	2,439	2,519	2,602
12	2,179	2,259	2,339	2,419	2,499	2,579	2,663
13	2,239	2,319	2,399	2,479	2,559	2,639	2,723
14	2,299	2,379	2,459	2,539	2,619	2,699	2,783
15	2,360	2,440	2,520	2,600	2,680	2,760	2,843
16	2,420	2,500	2,580	2,660	2,740	2,820	2,903
17	2,480	2,560	2,640	2,720	2,800	2,880	2,964
18	2,540	2,620	2,700	2,780	2,860	2,940	3,024
19	2,601	2,681	2,761	2,841	2,921	3,000	3,084
20	2,661	2,741	2,821	2,901	2,981	3,061	3,144
21	2,721	2,801	2,881	2,961	3,041	3,121	3,205
22	2,751	2,831	2,911	3,991	3,071	3,151	3,235

Academic Salary Schedule 2014-2015

Effective: August 1, 2014

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

Adjunct Faculty Salary Schedule 2014-2015

College of the Sequoias

Effective: August 2014

Hourly Schedule

Lecture Classes			A1	B2	C3	Doctoral Stipend P4
Year	1	1	43.98	46.13	48.37	49.51
Year	2	2	45.05	47.25	49.57	50.69
Year	3	3	46.15	48.41	50.77	51.90
Year	4	4	47.27	49.60	52.03	53.15
Year	5	5	48.43	50.81	53.30	54.42

**SHASTA-TEHAMA-TRINITY JOINT COMMUNITY COLLEGE DISTRICT
INSTRUCTIONAL FULL TIME SALARY SCHEDULE
2014-15**

Salary Includes 1.57% Increase and COLA of 0.85% Effective 7/1/14
Board Approved 2/12/2014

STEP	CLASS I	CLASS II	CLASS III	CLASS IV*	CLASS V*
1	43,216.89	45,748.01	48,277.93	50,809.05	53,340.16
2	45,748.01	48,277.93	50,809.05	53,340.16	55,870.07
3	48,277.93	50,809.05	53,340.16	55,870.07	58,402.41
4	50,809.05	53,340.16	55,870.07	58,402.41	60,932.33
5	53,340.16	55,870.07	58,402.41	60,932.33	63,463.45
6	55,870.07	58,402.41	60,932.33	63,463.45	65,993.35
7	58,402.41	60,932.33	63,463.45	65,993.35	68,525.70
8	60,932.33	63,463.45	65,993.35	68,525.70	71,055.62
9	63,463.45	65,993.35	68,525.70	71,055.62	73,586.73
10	65,993.35	68,525.70	71,055.62	73,586.73	76,117.87
11		71,055.62	73,586.73	76,117.87	78,647.75
12			76,117.87	78,647.75	81,178.88
13					83,710.00
16	67,973.40	73,188.03	78,401.48	81,006.98	86,220.41
19	70,013.15	75,383.89	80,752.15	83,436.89	88,806.41
22	72,113.90	77,645.55	83,174.76	85,941.21	91,471.64
25	74,275.60	79,973.07	85,629.08	88,519.89	94,216.13

**SHASTA-TEHAMA-TRINITY COMMUNITY COLLEGE DISTRICT
PART-TIME INSTRUCTIONAL EMPLOYEES' HOURLY SALARY SCHEDULE
SCHEDULE #3 - LECTURE 2013-2014**

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	46.4620	47.5077	48.5532	49.6299	50.6755
2	47.5077	48.5532	49.6299	50.6755	51.7108
3	48.5532	49.6299	50.6755	51.7108	52.7770
4	49.6299	50.6755	51.7108	52.7770	53.8227
5	50.6755	51.7108	52.7770	53.8227	54.8683
6	51.7108	52.7770	53.8227	54.8683	55.9242
7	52.7770	53.8227	54.8683	55.9242	56.9802
8	53.8227	54.8683	55.9242	56.9802	58.0672

Sierra College Full-Ti me Faculty Salary Schedule (e ective July 1, 2010)

	Class B	Class C	Class D	Class E
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

Sierra College Part-Ti me Faculty Salary Schedule (e ective August 31, 2010)

Lecture Rate

	Class B	Class C	Class D	Class E
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

College of the Siskiyous
2014-15 Full-Time Faculty Salary Schedule

Adopted: 12/11/12

Effective: 7/1/14

Based on 175 Days				
Step	Column I	Column II	Column III	Column IV
1	\$ 51,216	\$ 53,779	\$ 56,466	\$ 59,289
2	\$ 52,803	\$ 55,446	\$ 58,216	\$ 61,126
3	\$ 54,440	\$ 57,164	\$ 60,021	\$ 63,024
4	\$ 56,125	\$ 58,935	\$ 61,881	\$ 64,976
5	\$ 57,869	\$ 60,763	\$ 63,801	\$ 66,991
6	\$ 59,660	\$ 62,647	\$ 65,779	\$ 69,066
7	\$ 61,512	\$ 64,591	\$ 67,819	\$ 71,207
8	\$ 63,418	\$ 66,592	\$ 69,920	\$ 73,416
9	\$ 65,321	\$ 68,656	\$ 72,089	\$ 75,693
10		\$ 70,716	\$ 74,321	\$ 78,039
11			\$ 76,628	\$ 80,458
12			\$ 79,002	\$ 82,952
13			\$ 81,453	\$ 85,524
14			\$ 83,978	\$ 88,174
15			\$ 86,581	\$ 90,908
16			\$ 89,265	\$ 93,726
17			\$ 91,943	\$ 96,537

Doctoral Stipend \$1,800

Line	Credit Courses		Summer Session Credit Courses	
	Lecture	**Other	Lecture	**Other
A	\$ 50.28	\$ 47.11	\$ 55.11	\$ 51.94
B	\$ 52.80	\$ 49.62	\$ 57.87	\$ 54.68
C	\$ 55.45	\$ 52.28	\$ 60.77	\$ 57.60
D	\$ 58.22	\$ 55.04	\$ 63.79	\$ 60.62
E	\$ 61.13	\$ 57.96	\$ 67.00	\$ 63.81

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

2014-15

SRJC ANNUAL CONTRACT: SCHEDULE I
[REGULAR CONTRACT FACULTY SALARY SCHEDULE]

Effective: Fall Semester 2014

Schedule I: Annual Contract

Step	Class-A Minimum Qualifications	Class-B Min. Qual. plus: 55 – 74 units or M.A. + 20 units	Class-C Min. Qual. plus: 75 units or M.A. + 40 units	Class-D PhD
1	59,063	62,606	66,362	67,690
2	60,981	64,639	68,518	69,888
3	62,899	66,673	70,673	72,086
4	64,817	68,706	72,828	74,284
5	66,735	70,739	74,983	76,483
6	68,653	72,772	77,138	78,681
7	70,571	74,805	79,293	80,879
8	72,489	76,838	81,448	83,077
9	74,407	78,871	83,603	85,275
10	76,325	80,905	85,759	87,474
11	78,243	82,938	87,914	89,672
12	80,161	84,971	90,069	91,870
13	82,079	87,004	92,224	94,068
14	83,997	89,037	94,379	96,267
15	85,915	91,070	96,534	98,465
16	87,833	93,103	98,689	100,663
PG20	91,015	96,476	102,264	104,309
PG24		99,848	105,838	107,955
PG28			109,413	111,601

Schedule III: Lecture Hourly Assignment

Step	Class-A Minimum Qualifications	Class-B Min. Qual. plus: 55 – 74 units or M.A. + 20 units	Class-C Min. Qual. plus: 75 units or M.A. + 40 units	Class-D PhD
1	\$79.07	\$83.81	\$88.84	\$90.61
2	\$81.63	\$86.53	\$91.72	\$93.56
3	\$84.20	\$89.25	\$94.61	\$96.50
4	\$86.77	\$91.97	\$97.49	\$99.44
5	\$89.34	\$94.70	\$100.38	\$102.39
6	\$91.90	\$97.42	\$103.26	\$105.33
7	\$94.47	\$100.14	\$106.15	\$108.27
8	\$97.04	\$102.86	\$109.03	\$111.21
9	\$99.61	\$105.58	\$111.92	\$114.16



**Academic Salary Schedule - Annual
2013-2014
1.57% COLA**

Range	I	II	III	IV	V
Step					
01	60,460	63,819	67,178	70,537	73,896
02	62,700	66,059	69,417	72,776	76,135
03	64,939	68,298	71,657	75,016	78,375
04	64,939	70,537	73,896	77,255	80,614
05	64,939	72,776	76,135	79,494	82,853
06	67,178	75,016	78,375	81,733	85,092
07		77,255	80,614	83,973	87,332
08		79,494	82,853	86,212	89,571
09		79,494	85,092	88,451	91,810
10		79,494	87,332	90,691	94,049
11		81,733	89,571	92,930	96,289
12			91,810	95,169	98,528
13			94,049	97,408	100,767
14			94,049	99,648	103,007
15			94,049	101,887	105,246
16			96,289	104,126	107,485
17				106,365	109,724
18				108,605	111,964
19				108,605	114,203
20				108,605	116,442
21				110,844	118,681
22					120,921
23					123,160
24					123,160
25					123,160
26					125,399

**Academic Salary Schedule
Regular Term Hourly Schedule - OSH
2013-2014**

Range	I		II		III		IV		V	
	OSH	HOUR	OSH	HOUR	OSH	HOUR	OSH	HOUR	OSH	HOUR
Step										
01	967	58.279	1,040	62.645	1,112	67.010	1,161	69.920	1,161	69.920
02	1,016	61.189	1,088	65.556	1,161	69.920				
03	1,064	64.099	1,137	68.466						
04	1,112	67.010	1,161	69.920						
05	1,161	69.920								

http://www.socccd.org/humanresources/hr_salary.html

**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
10-MONTH ACADEMIC CONTRACT SALARY SCHEDULE
1.57 % Increase – Effective July 1, 2013**

Range	Class I	Class II	Class III	Class IV	Class V	Class VI
1	48,813	53,293	55,531	57,769	60,011	62,250
2	51,053	55,531	57,769	60,011	62,250	64,490
3	53,293	57,769	60,011	62,250	64,490	66,728
4	55,531	60,011	62,250	64,490	66,728	68,970
5	57,769	62,250	64,490	66,728	68,970	71,207
6	60,011	64,490	66,728	68,970	71,207	73,447
7	62,250	66,728	68,970	71,207	73,447	75,686
8	64,490	68,970	71,207	73,447	75,686	77,927
9	66,728	71,207	73,447	75,686	77,927	80,165
10	68,970	73,447	75,686	77,927	80,165	82,405
11	71,207	75,686	77,927	80,165	82,405	84,645
12	73,447	77,927	80,165	82,405	84,645	86,884
13	75,686	80,165	82,405	84,645	86,884	89,125
14	77,927	82,405	84,645	86,884	89,125	91,362
15	80,165	84,645	86,884	89,125	91,362	93,603
16	82,405	86,884	89,125	91,362	93,603	95,841

ANNIVERSARY MERIT INCREMENT

A	86,884	89,125	91,362	93,603	95,841	98,081
B	89,125	91,362	93,603	95,841	98,081	100,321
C	91,362	93,603	95,841	98,081	100,321	102,558

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

SALARY SCHEDULE FOR ACADEMIC PART TIME EQUITY

		1	2	3
		Classification 1 & II** (30 Units Beyond Bachelor's)	Classification III & IV** (Master Degree w/45 Units Beyond Bachelor's)	Classification V & VI** (Master Degree w/75+ Units Beyond Bachelor's)
*CLASS A	LECTURE	66.77	69.75	73.23
	LABORATORY	53.43	55.79	58.60
*CLASS B	LECTURE	69.75	73.23	75.70
	LABORATORY	55.79	58.60	60.56
*CLASS C	LECTURE	73.23	75.70	78.76
	LABORATORY	58.60	60.56	63.01
*CLASS D	LECTURE	75.70	78.76	82.11
	LABORATORY	60.56	63.01	65.69

SCCCD HUMAN RESOURCES
FACULTY SALARY SCHEDULE: A -- (YEARLY AMOUNTS)
Effective July 1, 2014

Range	I	II	III	IV	V
1	\$ 53,483	\$ 57,162	\$ 60,356	\$ 63,555	\$ 66,743
2	\$ 56,240	\$ 59,926	\$ 63,118	\$ 66,311	\$ 69,507
3	\$ 59,002	\$ 62,680	\$ 65,876	\$ 69,071	\$ 72,266
4	\$ 61,761	\$ 65,446	\$ 68,642	\$ 71,831	\$ 75,024
5	\$ 64,522	\$ 68,204	\$ 71,400	\$ 74,591	\$ 77,785
6	\$ 67,288	\$ 70,968	\$ 74,162	\$ 77,359	\$ 80,521
7	\$ 70,045	\$ 73,726	\$ 76,916	\$ 80,114	\$ 83,309
8	\$ 72,815	\$ 76,488	\$ 79,682	\$ 82,877	\$ 86,070
9	\$ 75,569	\$ 79,250	\$ 82,442	\$ 85,636	\$ 88,835
10	\$ 78,324	\$ 82,004	\$ 85,205	\$ 88,402	\$ 91,592
11	\$ 81,091	\$ 84,769	\$ 87,962	\$ 91,159	\$ 94,349
12	\$ 81,091	\$ 87,525	\$ 90,725	\$ 93,919	\$ 97,117
13	\$ 81,091	\$ 87,525	\$ 93,486	\$ 96,679	\$ 99,871
14	\$ 81,091	\$ 87,525	\$ 93,486	\$ 96,679	\$ 99,871
15	\$ 81,091	\$ 87,525	\$ 93,486	\$ 96,679	\$ 99,871
16	\$ 81,091	\$ 87,525	\$ 93,486	\$ 96,679	\$ 99,871
17	\$ 83,851	\$ 90,289	\$ 96,246	\$ 99,440	\$ 102,636
18	\$ 83,851	\$ 90,289	\$ 96,246	\$ 99,440	\$ 102,636
19	\$ 83,851	\$ 90,289	\$ 96,246	\$ 99,440	\$ 102,636
20	\$ 83,851	\$ 90,289	\$ 96,246	\$ 99,440	\$ 102,636
21	\$ 86,613	\$ 93,055	\$ 99,006	\$ 102,195	\$ 105,394
22	\$ 86,613	\$ 93,055	\$ 99,006	\$ 102,195	\$ 105,394
23	\$ 86,613	\$ 93,055	\$ 99,006	\$ 102,195	\$ 105,394
24	\$ 86,613	\$ 93,055	\$ 99,006	\$ 102,195	\$ 105,394
25	\$ 89,371	\$ 95,810	\$ 101,770	\$ 104,964	\$ 108,156
26	\$ 89,371	\$ 95,810	\$ 101,770	\$ 104,964	\$ 108,156
27	\$ 89,371	\$ 95,810	\$ 101,770	\$ 104,964	\$ 108,156
28	\$ 89,371	\$ 95,810	\$ 101,770	\$ 104,964	\$ 108,156
29	\$ 89,371	\$ 95,810	\$ 101,770	\$ 104,964	\$ 108,156
30	\$ 92,131	\$ 98,568	\$ 104,526	\$ 107,721	\$ 110,912

Part-time Salary Schedule: C – (Hourly Amounts)
Academic Schedule C – Lecture

	Class I	Class II	Class III	Class IV	Class V
Step 1C	43.30	48.34	50.65	53.09	56.03
Step 2C	43.71	48.83	51.37	53.89	56.57
Step 3C	44.13	49.29	51.86	54.39	57.12
Step 4C	44.59	49.78	52.38	54.94	57.69
Step 5C	45.04	50.28	52.90	55.49	58.27

Reflects 2.5% increase over
2010-2013

**VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
FULL-TIME ACADEMIC SALARY SCHEDULE
EFFECTIVE JULY 1, 2013**

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	46,750	51,426	56,099	60,776	65,449
2	49,089	53,762	58,439	63,110	67,786
3	51,426	56,099	60,776	65,449	70,124
4	53,762	58,439	63,110	67,786	72,460
5	56,099	60,776	65,449	70,124	74,797
6	58,439	63,110	67,786	72,460	77,139
7	60,776	65,449	70,124	74,797	79,474
8	63,110	67,786	72,460	77,139	81,811
9	65,449	70,124	74,797	79,474	84,148
10	67,786	72,460	77,139	81,811	86,485
11	70,124	74,797	79,474	84,148	88,821
12	72,460	77,139	81,811	86,485	91,159
13	74,797	79,474	84,148	88,821	93,496
14	77,139	81,811	86,485	91,159	95,833
15	79,474	84,148	88,821	93,496	98,173
Years	Reflects base salary at Step 15 plus longevity increment				
16-20 6% of CL1,ST1	82,278.95	86,952.95	91,625.95	96,300.95	100,977.95
21-25 9% of CL1,ST1	83,681.43	88,355.43	93,028.43	97,703.43	102,380.43
26-30 12% of CL1,ST1	85,083.91	89,757.91	94,430.91	99,105.91	103,782.91
31+ 15% of CL1,ST1	86,486.38	91,160.38	95,833.38	100,508.38	105,185.38

**PART-TIME ACADEMIC SALARY SCHEDULE
EFFECTIVE JULY 1, 2013**

FACULTY HOURLY SALARY SCHEDULE EFFECTIVE FALL 2013			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	51.91	56.17	65.36
2	54.50	60.78	69.92
3	56.77	65.36	74.51
4	60.76	69.48	79.11
5	71.07	80.24	89.35
6	71.07	80.24	89.35
7	71.07	80.24	89.35

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

VOCATIONAL/PROFESSIONAL*

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

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

Note: Initial step placement not to exceed step 8.

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	

**WEST HILLS COMMUNITY COLLEGE DISTRICT
2014-2015**

**177 SALARY SCALE
CLASS LEVELS**

STEPS	I	II	III	IV	V	
1	51,775	55,905	60,044	64,174	68,312	1
2	53,839	57,977	62,108	66,240	70,375	2
3	55,905	60,044	64,173	68,313	72,443	3
4	57,977	62,108	66,240	70,376	74,508	4
5	60,044	64,173	68,322	72,443	76,574	5
6	62,108	66,240	70,376	74,508	78,639	6
7	64,173	68,322	72,443	76,575	80,707	7
8	66,240	70,376	74,507	78,640	82,773	8
9	68,322	72,443	76,574	80,708	84,843	9
10	70,376	74,507	78,642	82,773	86,907	10
11	72,443	76,574	80,709	84,844	88,971	11
12	74,507	78,642	82,776	86,907	91,045	12
13	76,574	80,709	84,842	88,972	93,106	13
14	78,642	82,776	86,909	91,044	95,168	14
15	80,709	84,842	88,988	93,116	97,231	15
16	82,776	86,909	91,060	95,189	99,291	16
17			93,133	97,259	101,362	17
18			95,205	99,331	103,435	18
19			97,277	101,404	105,507	19
20			99,348	103,475	107,578	20
21			101,420	105,548	109,651	21
22			103,491	107,619	111,722	22

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 2013-14 (with 1.57% COLA plus 0.43%)
(Including Addendum to 2011-2014 Agreement)

	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	\$46,837	\$49,222	\$51,605	\$53,988			
2	\$49,524	\$51,907	\$54,290	\$56,674			
3	\$52,209	\$54,592	\$56,976	\$59,238	\$61,742		
4	\$54,893	\$57,277	\$59,661	\$62,044	\$64,428	\$66,811	\$69,194
5	\$57,579	\$59,963	\$62,345	\$64,730	\$67,113	\$69,496	\$71,879
6	\$60,264	\$62,648	\$65,031	\$67,415	\$69,798	\$72,181	\$74,565
7	\$62,951	\$65,333	\$67,716	\$70,100	\$72,484	\$74,867	\$77,250
8	\$65,634	\$68,018	\$70,401	\$72,785	\$75,169	\$77,552	\$79,935
9	\$68,320	\$70,703	\$73,087	\$75,470	\$77,853	\$80,237	\$82,621
10	\$71,572	\$73,389	\$75,772	\$78,155	\$80,540	\$82,923	\$85,306
11		\$76,073	\$78,457	\$80,841	\$83,224	\$85,607	\$87,991
12			\$81,143	\$83,526	\$85,909	\$88,294	\$90,677
13				\$86,211	\$88,595	\$90,978	\$93,361
14				\$86,950	\$89,333	\$91,716	\$94,099
15				\$89,390	\$91,818	\$94,248	\$96,677
16				\$90,144	\$92,571	\$94,999	\$97,429
17				\$90,897	\$93,322	\$95,753	\$98,182
18				\$91,651	\$94,074	\$96,504	\$98,934
24				\$97,023	\$99,493	\$101,999	\$104,424

EXTRA DUTY COMPENSATION
HOURLY RATE (EVENING, SUMMER AND OVERLOAD)*

Step 1	\$54.76
Step 2	\$59.25
Step 3	\$64.35

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

HOURLY RATES

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 Col.

² For <http://www.wvm.edu/documents.aspx?>

[fid=26400&doc=26720&year=0&excludeyear=1&excludetaxonomy=1](http://www.wvm.edu/documents.aspx?fid=26400&doc=26720&year=0&excludeyear=1&excludetaxonomy=1)

**YOSEMITE COMMUNITY COLLEGE DISTRICT
CERTIFICATED SALARY SCHEDULE
2013-2014 (2%)
Effective July 1, 2013**

	Column I	Column II	Column III	Column IV	Column V
	Doctorate Column (Column IV)	Doctorate Column (Column IV)	Doctorate Column (Column IV)	Highest Non-Doctorate Column	Column (Column IV) plus Doctoral Stipend
Step No.					
1	48,456	50,658	52,860	55,064	57,325
2	50,601	52,901	55,201	57,501	59,763
3	52,747	55,144	57,542	59,939	62,201
4	54,891	57,386	59,881	62,376	64,638
5	57,038	59,630	62,224	64,816	67,077
6	59,183	61,873	64,564	67,254	69,515
7	61,330	64,117	66,905	69,693	71,954
8	63,474	66,359	69,245	72,129	74,391
9	65,620	68,603	71,586	74,569	76,830
10	67,765	70,846	73,926	77,006	79,267
11	69,912	73,089	76,267	79,445	81,706
12	72,057	75,331	78,607	81,882	84,143
13			80,947	84,321	86,583
14			81,678	85,081	87,343
15			82,406	85,839	88,100
16			83,135	86,600	88,861
17			83,864	87,359	89,620
18			84,595	88,119	90,380
19			85,322	88,877	91,139
20			86,052	89,638	91,899
21			86,781	90,396	92,658
22			87,511	91,156	93,419
23			88,238	91,915	94,177
24			88,968	92,675	94,937
25			89,697	93,434	95,695
26			90,427	94,195	96,456
27			91,155	94,954	97,215
28			91,886	95,714	97,976
29			92,614	96,473	98,734
30			93,343	97,233	99,494

**YOSEMITE COMMUNITY COLLEGE DISTRICT
CERTIFICATED ADJUNCT/OVERLOAD HOURLY SALARY SCHEDULE
2013-2014 (2%)
Effective July 1, 2013**

	Column I	Column II	Column III	Column IV	Column V
	Doctorate Column (Column IV)	Doctorate Column (Column IV)	Doctorate Column (Column IV)	Doctorate Column	(Column IV) plus Doctoral Stipend
Placement					
Step No.					
1	45.93	48.02	50.10	52.19	54.34
2	47.96	50.14	52.32	54.50	56.65
3	50.00	52.27	54.54	56.81	58.96
4	52.03	54.39	56.76	59.12	61.27
5	54.06	56.52	58.98	61.44	63.58
6	56.10	58.65	61.20	63.75	65.89
7	58.13	60.77	63.42	66.06	68.20
8	60.16	62.90	65.64	68.37	70.51
9	62.20	65.03	67.85	70.68	72.82
10	64.23	67.15	70.07	72.99	75.13
The following rates apply to summer school only:					
11	66.27	69.28	72.29	75.30	77.45
12	68.30	71.40	74.51	77.61	79.76
13	0.00	0.00	76.73	79.93	82.07
Based on 1/1055 of the 2013-2014 Certificated Salary Schedule.					

**YUBA COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR FULL-TIME FACULTY - 2014/2015**

	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
STEP						
1	51377	53614	55851	58088	60325	62565
2	53614	55851	58088	60325	62565	64799
3	55851	58088	60325	62565	64799	67036
4	58088	60325	62565	64799	67036	69273
5	60325	62565	64799	67036	69273	71510
6	62565	64799	67036	69273	71510	73747
7	64799	67036	69273	71510	73747	75984
8	67036	69273	71510	73747	75984	78221
9	69273	71510	73747	75984	78221	80458
10	71510	73747	75984	78221	80458	82695
11	73747	75984	78221	80458	82695	84932
12	75984	78221	80458	82695	84932	87169
13	78221	80458	82695	84932	87169	89406
14		82695	84932	87169	89406	91643
15		84932	87169	89406	91643	93880
16			89406	91643	93880	96117
17			91643	93880	96117	98354
18			93880	96117	98354	100591
19				98354	100591	102828

ARTICLE 21: PART-TIME FACULTY PAY SCHEDULE - 2014-17

Effective Dates	STEP	Column A Less than Master's degree	Column B Master's degree	Column C Master's degree + 30 or Bachelor's + 60 with Master's	Column D Master's + 60 or Bachelor's plus 90 with Master's	Column E Earned doctorate
Spring 2014	1-lecture	54.86	57.75	60.07	62.47	64.97
	1-lab/cou/lib	46.63	49.08	51.05	53.09	55.22
	2-lecture	57.07	60.07	62.47	64.97	67.57
	2-lab/cou/lib	48.05	51.05	53.09	55.22	57.43
	3-lecture	59.35	62.47	64.97	67.57	70.27
	3-lab/cou/lib	50.44	53.09	55.22	57.43	59.72
	4-lecture	61.72	64.97	67.57	70.27	73.08
	4-lab/cou/lib	52.46	55.22	57.43	59.72	62.11
	5-lecture	64.19	67.57	70.27	73.08	76.00
	5-lab/cou/lib	54.56	57.43	59.72	62.11	64.60

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

California Community Colleges Chancellor's Office

Report on Staffing for Fall 2013

Employee Category Hourly Rate Distribution by District

Tenured/Tenure Track - Overload Instruction, Credit & Non-Credit

	Less than \$49.99	\$50.00 to \$54.99	\$55.00 to \$59.99	\$60.00 to \$64.99	\$65.00 to \$69.99	\$70.00 to \$74.99	\$75.00 Plus	\$ Amount Unknown	Total FTE	Average Rate
Allan Hancock	4.7	5.9	12.6						23.3	\$53.65
Antelope Valley						2.3	28.4		30.7	\$78.34
Barstow	5.7			.2					5.9	\$38.62
Butte	.1	1.8	3.2	14.0					19.1	\$60.80
Cabrillo	12.1						.1		12.1	\$39.48
Cerritos			.4	1.7	2.0	1.3	43.7		49.0	\$91.97
Chabot-Las Positas			.5	.6	1.0	10.0	20.6		32.6	\$84.14
Chaffey		.2		2.9	5.0	18.3	.0		26.4	\$69.41
Citrus				.6	7.6	5.5	15.6		29.3	\$72.58
Coast					1.0	70.0			71.0	\$71.93
Compton	2.7	1.1	.6	1.4	8.5				14.2	\$59.41
Contra Costa				1.2	1.9	1.7	50.0		54.8	\$88.50
Copper Mountain										
Desert	1.2	1.2	1.0	7.8					11.3	\$59.97
El Camino				22.9					22.9	\$60.18
Feather River										
Foothill-Deanza	57.5							23.5	81.0	\$1.21
Gavilan										
Glendale										
Grossmont-Cuyamaca	.4	.5	2.2	6.0	5.5	4.9	13.0		32.5	\$74.07
Hartnell			1.1	5.6					6.7	\$63.02
Imperial			44.2						44.2	\$55.00
Kern				55.3					55.3	\$60.00
Lake Tahoe	.0								.0	\$47.48
Lassen	7.9								7.9	\$37.27
Long Beach	45.8	.8		.2					46.8	\$43.79
Los Angeles				.0	.6	175.7	.6		176.9	\$74.09
Los Rios	2.5	1.6	5.0	7.5	9.1	8.4	83.1		117.2	\$82.06
Marin				.3			8.3		8.6	\$146.81
Mendocino-Lake				.4	3.3				3.6	\$66.30
Merced	1.8	4.2	4.0						10.0	\$53.34
Mira Costa										
Monterey	2.2	.9	1.1	2.3	4.5	3.7			14.6	\$63.28
Mt. San Antonio						4.2	40.2		44.4	\$79.30
Mt. San Jacinto	20.3								20.3	\$45.00
Napa Valley			.5	.3	9.2				10.0	\$65.00
North Orange	22.2	21.6	58.3	14.5					116.5	\$55.39
Ohlone					3.2	2.2	4.1		9.5	\$71.99
Palo Verde		4.5							4.5	\$50.00
Palomar		1.4	1.9	5.5	11.6	14.7	12.2		47.4	\$70.29

Note: Any hourly rate reported as 888888 or < \$1.00 is set to unknown. Unknown hourly rate and FTE is excluded from the average hourly rate calculation. Credit/Non-credit assignment rates are included. Average Hourly Rate = (Sum(Rate * SumFTE))/SumFTE

All Districts Reporting

Data Source: CCCC MIS Database for the reporting period Fall Term 2013

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

Page 77 of 105

April 23, 2014

California Community Colleges Chancellor's Office

Report on Staffing for Fall 2013

Employee Category Hourly Rate Distribution by District

Tenured/Tenure Track - Overload Instruction, Credit & Non-Credit

	Less than \$49.99	\$50.00 to \$54.99	\$55.00 to \$59.99	\$60.00 to \$64.99	\$65.00 to \$69.99	\$70.00 to \$74.99	\$75.00 Plus	\$ Amount Unknown	Total FTE	Average Rate
Pasadena	1.4			.4	.7	.5	5.6	1.9	10.3	\$70.71
Peralta	.2		1.7	5.4	3.7	28.6	.1		39.6	\$68.39
Rancho Santiago		.2	4.2	7.5	27.1	1.3	.3		40.5	\$64.11
Redwoods										
Rio Hondo		.4	.3	.7	.7	.7	29.3		32.0	\$96.47
Riverside				1.2	45.3	30.2			76.7	\$70.12
San Bernardino	23.2	6.6	49.3						79.1	\$52.64
San Diego	.3			4.9	23.6	42.4			71.4	\$69.37
San Francisco	5.2	6.0	3.0	2.4	1.5	1.0	42.2		61.3	\$80.22
San Joaquin Delta			.7	1.0	1.7	5.0	13.8		22.2	\$75.26
San Jose-Evergreen					.4	.0	.1		.6	\$77.12
San Luis Obispo	1.4	.3	.2	2.1	.4	.5	13.2		18.1	\$80.05
San Mateo	3.5	.8	.6	.6	.1	3.8	10.5		19.8	\$68.83
Santa Barbara										
Santa Clarita				31.4					31.4	\$60.36
Santa Monica			.1	12.0			.4		12.5	\$63.52
Sequoias	.4	13.4	25.6						39.4	\$55.33
Shasta-Tehama-Trinity	16.0								16.0	\$45.00
Sierra	.7	2.0	2.5	2.2	3.7	8.9	15.0		34.9	\$73.71
Siskiyou		.2	2.3						2.5	\$56.68
Solano	.5		.6	4.4	9.4	11.1	.9		26.8	\$68.88
Sonoma					.3	1.2	23.2		24.6	\$100.75
South Orange			.3	.2	66.2				66.6	\$69.86
Southwestern		1.4	3.4	5.5	6.5	.2	.4		17.3	\$63.18
State Center	21.6	17.0	25.6						64.2	\$51.92
Ventura	19.2	1.8	2.3	1.0	2.1	3.4	33.4		63.3	\$69.81
Victor Valley	1.7		39.8						41.5	\$54.37
West Hills			.3	18.0					18.3	\$60.03
West Kern		.7	.1	19.8					20.6	\$63.90
West Valley-Mission	.2			.1		.7	18.3		19.3	\$98.26
Yosemite			.0	2.5	1.0	27.8	10.0		41.3	\$72.43
Yuba				.0	.8	1.8	13.2		15.8	\$89.02
Statewide Total:	<u>12.35%</u>	<u>4.21%</u>	<u>13.08%</u>	<u>11.99%</u>	<u>11.76%</u>	<u>21.49%</u>	<u>24.01%</u>	<u>1.11%</u>	<u>2,288.5</u>	<u>\$67.19</u>

Note: Any hourly rate reported as 888888 or < \$1.00 is set to unknown. Unknown hourly rate and FTE is excluded from the average hourly rate calculation. Credit/Non-credit assignment rates are included. Average Hourly Rate = (Sum(Rate * SumFTE))/SumFTE

All Districts Reporting

Data Source: CCCC MIS Database for the reporting period Fall Term 2013

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

Page 78 of 105

April 23, 2014

California Community Colleges Chancellor's Office

Report on Staffing for Fall 2013

Employee Category Hourly Rate Distribution by District

Academic Temporary - Instruction, Credit & Non-Credit

	Less than \$49.99	\$50.00 to \$54.99	\$55.00 to \$59.99	\$60.00 to \$64.99	\$65.00 to \$69.99	\$70.00 to \$74.99	\$75.00 Plus	\$ Amount Unknown	Total FTE	Average Rate
Allan Hancock	29.7	27.8	35.2	25.6	17.3	5.5		1.7	142.8	\$56.78
Antelope Valley	.3				29.9	52.0	93.7	5.7	181.5	\$75.19
Barstow	46.8								46.8	\$45.52
Butte	22.8	28.9	31.1	68.5	19.8				171.1	\$58.45
Cabrillo	.6							143.3	143.9	\$36.61
Cerritos				.5			5.7	186.6	192.8	\$89.98
Chabot-Las Positas			3.0	4.9	18.5	38.5	147.4	1.0	213.3	\$84.79
Chaffey				69.7	114.4	71.1	.8	.1	256.0	\$66.94
Citrus	9.7		16.0	11.0	50.1	18.8	.4	1.0	106.9	\$63.23
Coast	9.4	5.5	54.4	34.5	40.9	238.6	.4	1.0	384.6	\$68.78
Compton	32.4	7.0	8.3	8.3	5.9			.1	62.1	\$50.92
Contra Costa		8.5	41.7	61.6	72.7	43.7	161.5	22.6	412.2	\$72.12
Copper Mountain	35.1	2.5						8.4	46.0	\$48.34
Desert	52.9	28.5	13.2	24.1				1.5	120.2	\$51.58
El Camino			4.7	3.2	10.1	21.6	173.0		212.6	\$84.31
Feather River	9.1	7.5	2.8	1.3					20.8	\$50.57
Foothill-Deanza	102.2							372.8	475.0	\$1.14
Gavilan					.4	.6	.7	95.3	97.0	\$72.43
Glendale		3.7	68.4	98.3	66.7			1.6	238.7	\$62.54
Grossmont-Cuyamaca	44.2	36.7	40.9	50.8	35.9	26.1	79.8		314.5	\$64.15
Hartnell	13.2	14.0	12.5	36.8				5.0	81.5	\$56.64
Imperial			72.2					8.0	80.2	\$55.00
Kern				158.1					158.1	\$60.00
Lake Tahoe	5.9	.4						.5	6.8	\$44.81
Lassen	23.6							1.0	24.6	\$37.27
Long Beach	6.3	113.9	96.8	69.5					286.6	\$56.90
Los Angeles	36.4	16.9	39.7	39.5	40.0	155.3	1,060.6	7.5	1,395.9	\$82.68
Los Rios	29.8	31.7	31.3	59.4	64.5	55.7	199.9	7.8	480.1	\$73.62
Marin	1.6	1.7	1.9	1.5	1.8	2.3	76.9		87.7	\$109.20
Mendocino-Lake	7.0	22.5	18.5	12.5	18.5				78.9	\$58.55
Merced	32.0	19.0	4.0						55.0	\$50.19
Mira Costa	11.3	9.3	.8					177.9	199.2	\$46.55
Monterey	8.9	14.9	23.7	11.8	18.4	8.9	9.6	1.2	97.4	\$61.50
Mt. San Antonio	8.8	26.8	2.4	.2		111.9	196.8		346.7	\$73.21
Mt. San Jacinto	79.6	129.1						7.1	215.8	\$49.74
Napa Valley	1.8	26.8	19.6	8.3	23.3			.8	80.6	\$57.87
North Orange	215.6	146.2	137.7	13.9				3.1	516.4	\$50.99
Ohlone			.8	9.5	40.9	34.1	42.0		127.3	\$71.14
Palo Verde	2.4	8.9		.2				3.3	14.8	\$50.77
Palomar		61.3	64.5	171.9	35.1		6.6		339.4	\$60.67

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Credit/Non-credit assignment rates are included. Average Hourly Rate = (Sum(Rate * SumFTE))/SumFTE

All Districts Reporting

Data Source: CCCC MIS Database for the reporting period Fall Term 2013

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

Page 79 of 105

April 23, 2014

California Community Colleges Chancellor's Office

Report on Staffing for Fall 2013

Employee Category Hourly Rate Distribution by District

Academic Temporary - Instruction, Credit & Non-Credit

	Less than \$49.99	\$50.00 to \$54.99	\$55.00 to \$59.99	\$60.00 to \$64.99	\$65.00 to \$69.99	\$70.00 to \$74.99	\$75.00 Plus	\$ Amount Unknown	Total FTE	Average Rate
Pasadena	78.4	34.2	49.0	43.0	33.7	26.9	24.9	2.0	292.2	\$58.48
Peralta	1.3	10.5	8.8	17.6	20.9	28.4	188.5	3.8	279.7	\$80.58
Rancho Santiago	134.7	22.5	67.9	90.5	32.4			1.9	349.9	\$54.38
Redwoods	2.9	5.5	18.3	15.6	13.8	10.7	13.1	1.4	81.2	\$65.54
Rio Hondo	6.2	3.9	12.6	13.0	11.5	11.8	60.2		119.1	\$75.61
Riverside	.5	1.7	.1	80.3	121.8	120.1		7.0	331.5	\$68.66
San Bernardino	52.9	44.8	260.1						357.8	\$53.76
San Diego	45.6	60.6	91.7	189.2	108.7	109.3			605.2	\$61.94
San Francisco	.2	7.6	13.2	24.1	17.6	12.5	258.1		333.2	\$94.34
San Joaquin Delta	.4	7.8	6.8	9.1	7.6	18.2	18.3		68.1	\$68.16
San Jose-Evergreen				.2	5.0	8.7	173.2	39.1	226.3	\$88.72
San Luis Obispo	13.7	9.0	12.4	20.6	19.4	21.2	26.9	1.0	124.2	\$66.22
San Mateo	14.4	7.5	5.1	5.5	6.0	10.1	186.2		234.7	\$91.85
Santa Barbara	16.0	229.0	29.5	1.0	9.5	1.5	7.5		294.0	\$54.86
Santa Clarita	6.3	54.7	96.1	17.0	38.2	6.7			219.0	\$59.10
Santa Monica			11.1	12.2	43.6	29.1	259.0	31.0	386.0	\$94.29
Sequoias	35.4	64.8						2.5	102.7	\$50.79
Shasta-Tehama-Trinity	.4							92.3	92.6	\$45.00
Sierra	33.9	44.3	52.7	30.9	34.1	16.3	23.9	2.1	238.2	\$60.17
Siskiyou	28.8	9.5	7.7					1.7	47.7	\$48.87
Solano		1.3	12.3	29.6	20.8	34.7	7.0	1.0	106.7	\$67.32
Sonoma	2.6	.7	19.8	22.5	14.3	16.2	234.5	.3	310.8	\$86.69
South Orange	.1		18.2	56.4	307.3				382.0	\$67.86
Southwestern	14.2	17.6	31.3	33.1	77.8	52.1	35.0	14.0	275.1	\$66.01
State Center	209.1	72.8	57.2					21.5	360.7	\$48.64
Ventura	69.9	4.5	5.0	1.8	12.4	9.0	202.7	6.8	312.0	\$84.66
Victor Valley	1.5		186.8						188.3	\$54.88
West Hills			4.7	5.7				56.1	66.5	\$59.71
West Kern			.5					28.8	29.2	\$57.36
West Valley-Mission	.7	1.9	5.6	9.1	10.8	11.4	100.8	.6	140.9	\$85.18
Yosemite	12.2	34.2	20.0	45.2	20.1	31.1	8.9	15.1	186.8	\$61.80
Yuba	7.6	4.6	20.5	12.2	4.8	10.9	33.0	16.8	110.4	\$67.22
Statewide Total:	<u>10.59%</u>	<u>9.87%</u>	<u>12.50%</u>	<u>11.68%</u>	<u>10.89%</u>	<u>9.40%</u>	<u>26.12%</u>	<u>8.96%</u>	<u>15,764.5</u>	<u>\$68.16</u>

Note: Any hourly rate reported as 888888 or < \$1.00 is set to unknown. Unknown hourly rate and FTE is excluded from the average hourly rate calculation. Credit/Non-credit assignment rates are included. Average Hourly Rate = (Sum(Rate * SumFTE))/SumFTE

All Districts Reporting

Data Source: CCCC MIS Database for the reporting period Fall Term 2013

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

Page 80 of 105

April 23, 2014