Appendix 3
2025-26 Salary Schedules: Effective Fall 2025

Sonoma County Junior College District
Faculty Salary Schedules

Effective Beginning of Fall Semester 2025

Schedule I: Normal 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	$86,901	$92,115	$97,641	$99,594
2	$89,668	$95,048	$100,751	$102,766
3	$92,435	$97,982	$103,860	$105,937
4	$95,203	$100,915	$106,969	$109,109
5	$97,970	$103,848	$110,079	$112,280
6	$100,737	$106,782	$113,188	$115,452
7	$103,505	$109,715	$116,297	$118,623
8	$106,272	$112,648	$119,407	$121,795
9	$109,039	$115,582	$122,516	$124,966
10	$111,806	$118,515	$125,625	$128,138
11	$114,574	$121,448	$128,735	$131,309
12	$117,341	$124,382	$131,844	$134,481
13	$120,108	$127,315	$134,953	$137,652
14	$122,876	$130,248	$138,063	$140,824
15	$125,643	$133,182	$141,172	$143,995
16	$128,410	$136,115	$144,281	$147,167
20 PG-20	$132,917	$140,892	$149,345	$152,332
24 PG-24	$137,424	$145,669	$154,409	$157,497
28 PG-28	$141,931	$150,447	$159,473	$162,662

Note: The Normal Annual Contract Schedule applies to all regular, probationary, and temporary faculty. Salaries are stated as annual amounts.

Sonoma County Junior College District
Faculty Salary Schedules

Effective Beginning of Fall Semester 2025

Schedule II: Normal Base 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	$60.76	$64.40	$68.27	$69.63
2	$62.69	$66.45	$70.44	$71.85
3	$64.63	$68.50	$72.61	$74.07
4	$66.56	$70.55	$74.79	$76.28
5	$68.50	$72.61	$76.96	$78.50
6	$70.43	$74.66	$79.14	$80.72
7	$72.37	$76.71	$81.31	$82.94
8	$74.30	$78.76	$83.48	$85.15
9	$76.235	$80.81	$85.66	$87.37

Note: The Normal Base Hourly Assignment Schedule applies to all counselors, librarians, and Work Experience faculty for associate, overload, and summer school assignments.

Schedule III: Enhanced Lecture & Lab Hourly Assignment (1.00)

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	$122.73	$130.09	$137.90	$140.66
2	$126.64	$134.24	$142.29	$145.13
3	$130.55	$138.38	$146.68	$149.61
4	$134.45	$142.52	$151.07	$154.09
5	$138.36	$146.66	$155.46	$158.57
6	$142.27	$150.81	$159.85	$163.05
7	$146.18	$154.95	$164.25	$167.53
8	$150.09	$159.09	$168.64	$172.01
9	$153.99	$163.23	$173.03	$176.49

Note: The Enhanced Lecture & Lab Hourly Assignment (1.0) Schedule applies to all associate, overload, and summer school assignments defined as lecture and 1.0 lab. The enhanced rate per hour of scheduled instruction includes payment for class sessions, class preparation, student assessment and a required twenty (20) minutes of student consultation time.

Sonoma County Junior College District
Faculty Salary Schedules

Effective Beginning of Fall Semester 2025

Schedule IV: Enhanced Laboratory Hourly Assignment (.75)

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	$92.05	$97.57	$103.42	$105.49
2	$94.98	$100.68	$106.72	$108.85
3	$97.91	$103.78	$110.01	$112.21
4	$100.84	$106.89	$113.30	$115.57
5	$103.77	$110.00	$116.60	$118.93
6	$106.70	$113.10	$119.89	$122.29
7	$109.63	$116.21	$123.18	$125.65
8	$112.56	$119.32	$126.48	$129.01
9	$115.50	$122.43	$129.77	$132.37

Note: The Enhanced Laboratory Hourly Assignment (.75) Schedule applies to all associate, summer school, and overload assignments defined as .75 laboratory. The enhanced rate per hour of scheduled laboratory instruction includes payment for class sessions, class preparation, student assessment and a required eleven (11) minutes of scheduled student consultation time.

Schedule V: Enhanced Laboratory Hourly Assignment (.80)

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	$98.18	$104.07	$110.32	$112.52
2	$101.31	$107.39	$113.83	$116.11
3	$104.44	$110.70	$117.34	$119.69
4	$107.56	$114.02	$120.86	$123.27
5	$110.69	$117.33	$124.37	$126.86
6	$113.82	$120.65	$127.88	$130.44
7	$116.94	$123.96	$131.40	$134.02
8	$120.07	$127.27	$134.91	$137.61
9	$123.20	$130.59	$138.42	$141.19

Note: The Enhanced Laboratory Hourly Assignment (.80) Schedule applies to all associate, summer school, and overload assignments defined as .80 laboratory. The enhanced rate per hour of scheduled laboratory instruction includes payment for class sessions, class preparation, student assessment and a required thirteen (13) minutes of scheduled student consultation time.

Sonoma County Junior College District
Faculty Salary Schedules

Effective Beginning of Fall Semester 2025

Schedule VI: Enhanced Noncredit 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	$83.84	$88.88	$94.21	$96.09
2	$86.51	$91.71	$97.21	$99.15
3	$89.18	$94.54	$100.21	$102.21
4	$91.85	$97.37	$103.21	$105.27
5	$94.52	$100.20	$106.21	$108.33
6	$97.19	$103.03	$109.21	$111.39
7	$99.86	$105.86	$112.21	$114.45
8	$102.53	$108.69	$115.21	$117.51
9	$105.20	$111.52	$118.21	$120.57

Note: The Enhanced Noncredit Hourly Assignment Schedule applies to all associate, summer school, and overload assignments defined as noncredit. The enhanced rate per hour of scheduled noncredit instruction includes payment for class sessions, class preparation, student assessment and a required seven (7) minutes of scheduled student consultation time.

Schedule VII: Enhanced CDCP 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	$93.69	$99.31	$105.27	$107.37
2	$96.67	$102.47	$108.62	$110.79
3	$99.65	$105.63	$111.97	$114.21
4	$102.64	$108.80	$115.32	$117.63
5	$105.62	$111.96	$118.68	$121.05
6	$108.60	$115.12	$122.03	$124.47
7	$111.59	$118.28	$125.38	$127.89
8	$114.57	$121.45	$128.73	$131.31
9	$117.55	$124.61	$132.08	$134.73

Note: The Enhanced CDCP Hourly Assignment Schedule applies to all associate, summer school, and overload assignments defined as Career Development College Preparation. The enhanced rate per hour of scheduled CDCP instruction includes payment for class sessions, class preparation, student assessment and a required ten (10) minutes of scheduled student consultation time.