

# Appendix 3

## 2019-20 Salary Schedules: Effective Fall 2019

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### Sonoma County Junior College District Faculty Salary Schedules

**Effective Beginning of Fall Semester 2019**

#### Schedule I: Normal Annual Contract

<b>Step</b>	<b>Class A</b> Minimum Qualifications	<b>Class B</b> Min. Qual. plus: 55 – 74 units or M.A. + 20 units	<b>Class C</b> Min. Qual. plus: 75 units or M.A. + 40 units	<b>Class D</b> PhD
<b>1</b>	\$68,796	\$72,924	\$77,299	\$78,845
<b>2</b>	\$71,039	\$75,301	\$79,819	\$81,415
<b>3</b>	\$73,281	\$77,678	\$82,339	\$83,985
<b>4</b>	\$75,524	\$80,056	\$84,859	\$86,556
<b>5</b>	\$77,767	\$82,433	\$87,378	\$89,126
<b>6</b>	\$80,010	\$84,810	\$89,898	\$91,696
<b>7</b>	\$82,252	\$87,187	\$92,418	\$94,267
<b>8</b>	\$84,495	\$89,565	\$94,938	\$96,837
<b>9</b>	\$86,738	\$91,942	\$97,458	\$99,407
<b>10</b>	\$88,980	\$94,319	\$99,978	\$101,978
<b>11</b>	\$91,223	\$96,697	\$102,498	\$104,548
<b>12</b>	\$93,466	\$99,074	\$105,018	\$107,118
<b>13</b>	\$95,709	\$101,451	\$107,538	\$109,689
<b>14</b>	\$97,951	\$103,828	\$110,058	\$112,259
<b>15</b>	\$100,194	\$106,206	\$112,578	\$114,829
<b>16</b>	\$102,437	\$108,583	\$115,097	\$117,399
<b>20 PG-20</b>	\$106,110	\$112,477	\$119,225	\$121,609
<b>24 PG-24</b>	N/A	\$116,371	\$123,352	\$125,819
<b>28 PG-28</b>	N/A	N/A	\$127,480	\$130,029

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 2019

### Schedule II: Normal Base Hourly Assignment

<b>Step</b>	<b>Class A</b> Minimum Qualifications	<b>Class B</b> Min. Qual. plus: 55 - 74 units or M.A. + 20 units	<b>Class C</b> Min. Qual. plus: 75 units or M.A. + 40 units	<b>Class D</b> PhD
<b>1</b>	\$48.10	\$50.98	\$54.04	\$55.12
<b>2</b>	\$49.67	\$52.65	\$55.81	\$56.92
<b>3</b>	\$51.23	\$54.31	\$57.57	\$58.72
<b>4</b>	\$52.80	\$55.97	\$59.33	\$60.52
<b>5</b>	\$54.37	\$57.63	\$61.09	\$62.31
<b>6</b>	\$55.94	\$59.30	\$62.85	\$64.11
<b>7</b>	\$57.51	\$60.96	\$64.61	\$65.91
<b>8</b>	\$59.07	\$62.62	\$66.38	\$67.70
<b>9</b>	\$60.64	\$64.28	\$68.14	\$69.50

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

### Schedule III: Enhanced Lecture Hourly Assignment

<b>Step</b>	<b>Class A</b> Minimum Qualifications	<b>Class B</b> Min. Qual. plus: 55 - 74 units or M.A. + 20 units	<b>Class C</b> Min. Qual. plus: 75 units or M.A. + 40 units	<b>Class D</b> PhD
<b>1</b>	\$97.16	\$102.99	\$109.17	\$111.35
<b>2</b>	\$100.33	\$106.35	\$112.73	\$114.98
<b>3</b>	\$103.49	\$109.70	\$116.29	\$118.61
<b>4</b>	\$106.66	\$113.06	\$119.84	\$122.24
<b>5</b>	\$109.83	\$116.42	\$123.40	\$125.87
<b>6</b>	\$113.00	\$119.78	\$126.96	\$129.50
<b>7</b>	\$116.16	\$123.13	\$130.52	\$133.13
<b>8</b>	\$119.33	\$126.49	\$134.08	\$136.76
<b>9</b>	\$122.50	\$129.85	\$137.64	\$140.39

Note: The Enhanced Lecture Hourly Assignment Schedule applies to all adjunct, overload, and summer school assignments defined as lecture. The enhanced rate per hour of scheduled lecture 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 2019

## Schedule IV: Enhanced Laboratory Hourly Assignment

<b>Step</b>	<b>Class A</b> Minimum Qualifications	<b>Class B</b> Min. Qual. plus: 55 – 74 units or M.A. + 20 units	<b>Class C</b> Min. Qual. plus: 75 units or M.A. + 40 units	<b>Class D</b> PhD
<b>1</b>	\$72.53	\$76.89	\$81.50	\$83.13
<b>2</b>	\$74.90	\$79.39	\$84.15	\$85.84
<b>3</b>	\$77.26	\$81.90	\$86.81	\$88.55
<b>4</b>	\$79.63	\$84.40	\$89.47	\$91.26
<b>5</b>	81.99	\$86.91	\$92.13	\$93.97
<b>6</b>	\$84.36	\$89.42	\$94.78	\$96.68
<b>7</b>	\$86.72	\$91.92	\$97.44	\$99.39
<b>8</b>	\$89.08	\$94.43	\$100.10	\$102.10
<b>9</b>	\$91.45	\$96.94	\$102.75	\$104.81

Note: The Enhanced Laboratory Hourly Assignment Schedule applies to all adjunct, summer school, and overload assignments defined as laboratory. The enhanced rate per hour of scheduled laboratory instruction includes payment for class sessions, class preparation, student assessment and a required eight (8) minutes of scheduled student consultation time.

## Schedule V: Enhanced Noncredit Hourly Assignment

<b>Step</b>	<b>Class A</b> Minimum Qualifications	<b>Class B</b> Min. Qual. plus: 55 – 74 units or M.A. + 20 units	<b>Class C</b> Min. Qual. plus: 75 units or M.A. + 40 units	<b>Class D</b> PhD
<b>1</b>	\$66.38	\$70.36	\$74.58	\$76.07
<b>2</b>	\$68.54	\$72.65	\$77.01	\$78.55
<b>3</b>	\$70.70	\$74.95	\$79.44	\$81.03
<b>4</b>	\$72.87	\$77.24	\$81.87	\$83.51
<b>5</b>	\$75.03	\$79.53	\$84.31	\$85.99
<b>6</b>	\$77.20	\$81.83	\$86.74	\$88.47
<b>7</b>	\$79.36	\$84.12	\$89.17	\$90.95
<b>8</b>	\$81.52	\$86.41	\$91.60	\$93.43
<b>9</b>	\$83.69	\$88.71	\$94.03	\$95.91

Note: The Enhanced Noncredit Hourly Assignment Schedule applies to all adjunct, 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 eight (8) minutes of scheduled student consultation time.

# Sonoma County Junior College District Faculty Salary Schedules

Effective Beginning of Fall Semester 2019

## Schedule VI: Enhanced CDCP Hourly Assignment

<b>Step</b>	<b>Class A</b> Minimum Qualifications	<b>Class B</b> Min. Qual. plus: 55 – 74 units or M.A. + 20 units	<b>Class C</b> Min. Qual. plus: 75 units or M.A. + 40 units	<b>Class D</b> PhD
<b>1</b>	\$74.17	\$78.62	\$83.34	\$85.00
<b>2</b>	\$76.59	\$81.18	\$86.05	\$87.77
<b>3</b>	\$79.00	\$83.74	\$88.77	\$90.54
<b>4</b>	\$81.42	\$86.31	\$91.49	\$93.32
<b>5</b>	\$83.84	\$88.87	\$94.20	\$96.09
<b>6</b>	\$86.26	\$91.43	\$96.92	\$98.86
<b>7</b>	\$88.68	\$94.00	\$99.64	\$101.63
<b>8</b>	\$91.09	\$96.56	\$102.35	\$104.40
<b>9</b>	\$93.51	\$99.12	\$105.07	\$107.17

Note: The Enhanced CDCP Hourly Assignment Schedule applies to all adjunct, 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 7.50 minutes of scheduled student consultation time.