
2012 Salary Study
All Faculty Association
Santa Rosa Junior College

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

Comments and corrections should be addressed to wruud@santarosa.edu .

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I [Study Summary](#)

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

II **District Salary Schedules**

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

Districts A-La

[Allan Hancock](#)
[Antelope Valley](#)
[Barstow](#) ·
[Butte](#)
[Cabrillo](#)
[Cerritos](#)
[Chabot-Las Positas](#)
[Chaffey](#)
[Citrus](#)
[Coast](#)
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[Gavilan](#)
[Glendale](#)
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[Imperial](#)
[Kern](#)
[Lake Tahoe](#)
[Lassen](#)

Districts Lo-SanF

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

Districts SanJ-Y

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

III [CCCCO Fall, 2010 Data](#)

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

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

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

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

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

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

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

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

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

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

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

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

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

Send comments and corrections to wruud@santarosa.edu.

AFA website:
www.santarosa.edu/afa

ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT

FACULTY CONTRACT SALARY SCHEDULE

JULY 1, 2007

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

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

SS-10
 6/30/2008

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

COLUMN DEFINITIONS FOR SALARY PLACEMENT

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

INITIAL SALARY PLACEMENT

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

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

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

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

ss24

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

ss25

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

ss26

ANTELOPE VALLEY COLLEGE FACULTY SALARY SCHEDULE

A (10-Months paid over 11 months)

Effective 7-1-2009

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

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

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

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

ANTELOPE VALLEY COLLEGE

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

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

Regular Semester = Fall and Spring

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

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

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

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

OR

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

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

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

** Maximum starting salary.

Board approved: 12/13/07

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

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

LONGEVITY (LONGEVITY STEPS ARE 16, 20 AND 24)

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

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

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

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

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

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

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

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

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

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

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

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

*Maximum Beginning Step

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

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

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

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

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

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

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

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

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

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

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

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

**ARTICLE 22
SALARY SCHEDULE PLACEMENT AND ADVANCEMENT**

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

Contract/Regular Schedule, Fall 2011

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

A

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

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

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

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

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

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

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

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

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



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

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

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

*Lecture Hour Equivalent

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

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

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

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

Faculty - 175 Days (AA Salary Schedule)

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

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

Part-Time Instructor (BB Salary Schedule)

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

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

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

http://www.4cd.net/gb/policies_procedures/HR/

Appendix B-2

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

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

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

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

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

COPPER MOUNTAIN COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE A-2

Effective Fall Semester JULY 1, 2008

177 DAY FACULTY CONTRACT

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

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

ADJUNCT SALARY SCHEDULE

Effective January 14,2008 Spring Semester 2008

	BA	MA	PhD
LEC	47.81	49.77	51.81
LAB	38.52	40.10	41.74

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

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

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

July 1, 2008 through June 30, 2009

DISTRIBUTION

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

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

Effective January 1, 2011

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

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

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

EL CAMINO COMMUNITY COLLEGE DISTRICT
PART-TIME FACULTY SALARY SCHEDULE

Effective January 1, 2011

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

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

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

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

FEATHER RIVER COMMUNITY COLLEGE DISTRICT

ACADEMIC SALARY SCHEDULE

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

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

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

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

Includes 0.94% increase for 2011/12.

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

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

COLUMN (BRACKET) PLACEMENT

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

Initial Step Placement Guidelines:

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

Professional Achievement Awards

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

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

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

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

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

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

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

*Step S - Longevity Step



GAVILAN COLLEGE

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

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

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

* Steps 15 - 19 are Career Increments

** Step 22 is Longevity Increment

Initial placement above step 6 requires administrative approval.

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

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

Adjunct Faculty Salary Schedule

Fiscal Year 2010-2011

Credit Part-Time Faculty Salary Schedule

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

LECTURE

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

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

Credit Part-Time Faculty Salary Schedule

Includes 0% COLA over FY 09-10

LAB

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

Non-Credit Part-Time Faculty Salary Schedule

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

APPENDIX "A"

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

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

Doctorate Stipend 1,878.00

Revised: December 1, 2011

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

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

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

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

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

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

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

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

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

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

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

Appendix A-2

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

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

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

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

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

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

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

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

176 days per academic year

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

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

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

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

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

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

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

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

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

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

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

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

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

STEP REQUIREMENTS

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

Part-time (Adjunct) Faculty Salary Schedule Summary

\$18.00 per hour	<ul style="list-style-type: none"> Proctors
\$30.00 per hour	<ul style="list-style-type: none"> Other instructionally related services Hourly substitutes
\$27.50 per hour	<ul style="list-style-type: none"> Porterville Developmental Center
\$55.00 per hour	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Classroom instruction for semester length courses

LAKE TAHOE COMMUNITY COLLEGE DISTRICT

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

2008 - 2009

STEP

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

Doctoral Step*

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

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

Part-Time Teaching Faculty Lecture Rates
Credit Program

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

Effective 7/1/2008

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

LASSEN COMMUNITY COLLEGE

Faculty Salary Schedule

Effective July 1, 2006

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

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

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

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

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

Includes 1.41% (COLA) effective July 1, 1999

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

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

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

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

Full Time Academic
177 days/10 Months

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

** Step 8 is maximum entry level

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

2007-2008 Long Beach Community College District

Schedule 5

Temporary Faculty Hourly Pay

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

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

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

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

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

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

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

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

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

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

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

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

^{*}Plus \$12.98 office hour differential

^eplus \$2.00 (from 7/1/10 to 8/31/10), \$2.89 (from 9/1/10 to 6/30/11) equity differential for loads 12 – 18.

^fplus \$2.97 equity differential for loads 12 – 15.

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

http://www.aft1521.org/index.cfm?zone=/unionactive/view_article.cfm&HomeID=196486&page=Contract

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

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

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

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

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

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

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

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

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

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

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

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

Effective: July 1, 2011

Approved: August 2011

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

CREDIT

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

Horizontal Placement/Movement Article 3.9.7

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

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

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

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

Contract Payment Calculations

1. TEMPORARY PART-TIME CREDIT INSTRUCTOR PAYMENT FORMULA:

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

2. a. OVERLOAD CREDIT INSTRUCTOR PAYMENT FORMULA:

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

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

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

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

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

b. INTERSESSION PERMANENT CREDIT COUNSELOR PAYMENT FORMULA:

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

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

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

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

7. STIPEND \$61.03 per hour

Salary Schedule: Faculty, Full-time 2010-11

MENDOCINO-LAKE COMMUNITY COLLEGE DISTRICT

Full-Time Faculty Salary Schedule

2010-11

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

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

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

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

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

EFFECTIVE: JANUARY 1, 2010

2008-09
MENDOCINO COLLEGE
PART-TIME FACULTY SALARY SCHEDULE

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

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

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

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

Initial Step Placement.

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

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

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

LECTURE/DISCUSSION MODE

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

LAB/SHOP/CLINIC MODE

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

COUNSELING & OTHER MODES

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

NON-CREDIT MODE

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

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

http://www.mccd.edu/hr/salary_schedules.htm

Mira Costa College
ACADEMIC SALARY SCHEDULE
2011-2013

(Effective July 1, 2011)

COLA 1%

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

MIRA COSTA COLLEGE
ASSOCIATE FACULTY SALARY SCHEDULE
2009-2011

COLA 1%

Effective July 1, 2009

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

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

COLA 1%

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

Monterey Peninsula Community College District

SCHEDULE A – CONTRACT FACULTY

2011-2012

Effective July 1, 2011

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

Effective July 1, 2011 – The 2007-2008 salary schedule was decreased by 2.02%.
 Effective July 1, 2007 – Longevity step 15 is eliminated.

Notes:

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

Effective Date: July 1, 2011

Board Approval: September 27, 2011

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

Monterey Peninsula Community College District

SCHEDULE B2

2011-2012

Effective July 1, 2011

Hourly Academic – Teaching

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

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

Effective Date: July 1, 2011

Board Approval: September 27, 2011

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

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

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

A.2. Annual Rates for Salary Schedule:

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

A.5. Service Increments:

A.5.a. Rates:

Service Increment: \$318 per month

25-Year Service Increment: \$318 per month

30-Year Service Increment: \$318 per month

35-Year Service Increment: \$318 per month

Service Increments:

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

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

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

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

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

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

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

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

Placement:

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

Compensation:

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

Advancements:

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

MT. SAN JACINTO COMMUNITY COLLEGE

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

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

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

ASSOCIATE FACULTY
HOURLY SALARY SCHEDULE
EFFECTIVE: JANUARY 22, 2007

LECTURE HOURLY RATES - SCHEDULE 112

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

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

LAB/NON-TEACHING HOURLY RATES - SCHEDULE 113

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

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

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

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

SCHEDULE 1
(Instructional/Counseling Hours)

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

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

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

Effective July 1, 2007

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

CLASS B Minimum Qualifications

CLASS C Minimum Qualifications plus 18 semester units

CLASS D Minimum Qualifications plus 36 semester units

CLASS E Minimum Qualifications plus 54 semester units

CLASS F Earned Doctorate

INITIAL SALARY PLACEMENT

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

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

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

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

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

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

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

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

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
 ADJUNCT FACULTY SALARY SCHEDULE

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

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

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

APPENDIX A
OHLONE COLLEGE
FACULTY SALARY SCHEDULE (175 DAYS)

Fall Semester, 2010

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

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

APPENDIX C
OHLONE COLLEGE
ADJUNCT FACULTY

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

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

8/26/2009

8/1/2010

#101 - 177 Day/10 Month Faculty

DISTRICT 05 - PALO VERDE COMMUNITY COLLEGE

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

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

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

B. Experience Credit

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

ADJUNCT HOURLY / CREDIT

DISTRICT 05 - PALO VERDE COMMUNITY COLLEGE

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

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

ADJUNCT HOURLY / NON-CREDIT

DISTRICT 05 - PALO VERDE COMMUNITY COLLEGE

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

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

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

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

Part Time Faculty - Instructional Assignments
 Fiscal Year 2011-2012

	Grade A	Grade B	Grade C	Grade D
Step 1	52.58	53.86	55.65	57.19
Step 2	55.65	57.19	58.74	60.28
Step 3	58.74	60.29	61.83	63.38
Step 4	61.83	63.38	64.92	66.47

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

Pasadena Area Community College District

Official Academic Salary Schedule

Effective July 1, 2007

CONTRACT MONTHLY FACULTY

10-Month Contract Faculty – 10 payments per year

11-Month Contract Faculty – 11 payments per year

12-Month Contract Faculty – 12 payments per year

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

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

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

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

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

*** 60 semester units.

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

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

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

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

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

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

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

*** 60 semester units.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Regular Part-time TLU Rate

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

RIO HONDO COMMUNITY COLLEGE
SALARY SCHEDULE 2006-2007

Schedule A
Effective
July 1, 2007

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	GROUP 1	GROUP 2	GROUP 3
STEP 1	\$48.07	\$52.95	\$62.38
STEP 2	\$52.95	\$57.54	\$67.28
STEP 3	\$57.54	\$62.38	\$72.07

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

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

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

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

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

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

Lecture Classes Per Hour: \$55.49

Lab Classes Per Hour: \$46.86

Clinical Classes Per Hour: \$46.86

Non-Instructional Work Per Hour: \$43.16

Effective: January, 2008

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

AFT GUILD, LOCAL 1931
and
SAN DIEGO COMMUNITY COLLEGE DISTRICT

SCHEDULE A
CONTRACT FACULTY SALARY SCHEDULE

Effective January 1, 2009

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

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

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

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

AFT GUILD, LOCAL 1931
and
SAN DIEGO COMMUNITY COLLEGE DISTRICT

SCHEDULE B

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

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

SCHEDULE C

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

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

* Semester units or equivalent quarter units.

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

Effective Date 8/01/07

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

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

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

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

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

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

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

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

86% CREDIT LECTURE INSTRUCTIONAL EFFECTIVE 01/10/08

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

COLA 5.92% plus 0.50%

SAN JOAQUIN DELTA COMMUNITY COLLEGE DISTRICT
200607
ADJUNCT SALARY SCHEDULE

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

8 \$25.00 Community Service Instructor

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

<p>EACH SUMMER SESSION COUNTS AS A SEMESTER'S EXPERIENCE NONCREDIT CLASSES ARE LIMITED TO CLASS 1 IN NO EVENT WILL MORE THAN TWO (2) SEMESTERS EXPERIENCE BE GRANTED IN A SINGLE FISCAL YEAR</p>
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SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT
2011-12 ACADEMIC SALARY SCHEDULE
 10 Month

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

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

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

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

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

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

Effective Fall Semester 2011

Board Approved: 10/11/11

65% Pro-Rata of Full-Time Salary Schedule

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

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

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

** Maximum Initial Placement for teaching experience only

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

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 CUESTA COLLEGE
 FACULTY SALARY SCHEDULE - 2007-200 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

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

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

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

Board of Trustees Approval: July 29, 2008

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

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

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

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

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
 NON-CREDIT FACULTY

Non-Credit Salary Schedule:

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

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

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

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

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

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

Santa Barbara City College

3/19/2008

Salary Table 10
Credit Contract & Regular Certificated Faculty
080101

Sal510

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

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

CONTACT AND REGULAR FACULTY SALARY PLACEMENT CLASS V

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

3/19/2008

Salary Table 11
Credit Adjunct Certificated Faculty
090101

Sal510

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

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

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

SALARY SCHEDULE (E) 2005-2006

Hourly Rate

1	2
47.51	50.82

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

(For Board Approval 09/26/07)

<http://www.canyons.edu/offices/HumanResources/SalarySched.asp>

SANTA MONICA COMMUNITY COLLEGE DISTRICT

PROBATIONARY AND TENURED FACULTY
SALARY SCHEDULE

Effective August 25, 2009

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

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

FOR PART-TIME FACULTY

Non-Teaching

Teaching

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

College of the Sequoias

Academic Salary Schedule 2009-2010

Effective: August 1, 2009

Step	I	II	III	IV	V
1	48,011.41	51,398.33	54,663.48	58,028.70	61,415.64
2	50,085.28	53,123.74	56,510.68	60,102.57	63,365.31
3	51,603.31	55,093.94	58,583.35	62,175.24	65,540.46
4	53,677.18	57,065.32	60,758.49	64,249.11	67,716.83
5	55,421.89	59,240.47	62,832.36	66,198.79	69,995.68

6	57,495.76	60,985.18	64,680.77	68,477.65	72,069.55
7	59,240.47	62,933.66	66,752.23	70,241.65	73,937.25
8	60,985.18	64,782.05	68,600.64	72,315.52	76,216.08
9	62,933.66	66,752.23	70,345.33	74,695.65	78,391.26
10	64,782.05	68,827.31	72,419.20	76,421.07	80,135.95
11	66,752.23	70,775.78	74,695.65	78,617.93	82,311.10
12	68,600.64	72,419.20	76,667.05	80,567.61	84,386.18
13	70,345.33	74,695.65	78,617.93	82,537.77	86,561.34
14	72,315.52	76,421.07	80,463.92	84,610.45	89,064.46
15	74,244.69	78,617.93	82,537.77	86,662.62	90,912.86
16					
17					
18					

19	76,001.47	80,374.68	84,294.54	88,418.17	92,669.62
20					
21					
22					

23	77,757.02	82,130.24	86,051.31	90,174.94	94,425.18
24					
25					
26					

27	79,312.42	83,773.68	87,771.91	91,978.72	96,314.56
28					
29					
30					

31	81,414.04	85,993.43	90,097.78	94,415.55	98,865.93
32					
33					
34					
35	93,626.14	98,892.44	103,612.45	108,577.88	113,695.82

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

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

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

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

Adjunct Faculty Salary Schedule 2008-2009

College of the Sequoias

Effective: August 2008
5% across, 2.5% down

Hourly Schedule

Lecture Classes

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

Laboratory and Activity Classes

Non-Classroom

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

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

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

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

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

Effective: August 2008

Board Approved:

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

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

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

Board Approved: 12/20/10

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

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

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

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

Longevity – Salary Adjustments

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

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

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

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

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

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

Lecture Rate

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

2011-12

Faculty Salary Schedule

(Based on 175 Days)

Doctoral Stipend \$1,800

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

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

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

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

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

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

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

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

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

**COLLEGE OF THE SISKIYOU
APPENDIX C**

2009-10

ADJUNCT SALARY SCHEDULE

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

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

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

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

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

SOLANO COMMUNITY COLLEGE

2009-10 REGULAR FACULTY SALARY SCHEDULE - ACADEMIC TRACK

For advancement on salary scale (Class to Class), See Article 20 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	43,316.51	47,074.56	50,832.61	54,590.66
2	45,199.62	48,957.66	52,715.71	56,473.76
3	47,082.72	50,840.77	54,598.82	58,356.87
4	48,965.83	52,723.87	56,481.92	60,239.97
5	50,848.93	54,606.98	58,365.03	62,123.07
6	52,732.03	56,490.08	60,248.13	64,006.18
7	54,615.14	58,373.19	62,131.24	65,889.28
8	56,498.24	60,256.29	64,014.34	67,772.39
9	58,381.35	62,139.40	65,897.44	69,655.49
10	60,264.45	64,022.50	67,780.55	71,538.60
11	62,147.56	65,905.61	69,663.65	73,421.70
12		67,788.71	71,546.76	75,304.81
13			73,429.86	77,187.91
14				79,071.02
15				80,954.12
16				83,976.68

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

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

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

http://www.solano.edu/human_resources/salary_info.html

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

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

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

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

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

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

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

SRJC 2011-12 Salary Schedule

ANNUAL CONTRACT (FTEF)

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

BASE HOURLY

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

ENHANCED LECTURE HOURLY

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

ENHANCED NONCREDIT HOURLY

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

ENHANCED LAB HOURLY

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

ENHANCED CDCP HOURLY

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

Board approved 6/14/11

Effective 8/18/11

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

AFA 6/14/11

SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

ACADEMIC SALARY SCHEDULE - ANNUAL
2011/2012

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

Doctorate stipend

\$3,334

SCHEDULE AC11

*Based on 178 Days

Board Approved: 10/24/2011

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

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

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

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

ANNIVERSARY MERIT INCREMENT

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

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

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

		1 Classification I & II** (30 Units Beyond Bachelor's)	2 Classification III & IV** (Master Degree w/45 Units Beyond Bachelor's)	3 Classification V & VI** (Master Degree w/75+ Units Beyond Bachelor's)
*CLASS A	LECTURE	65.74	52.60	68.67
	LABORATORY	54.93	54.93	57.69
*CLASS B	LECTURE	68.67	54.93	72.10
	LABORATORY	59.62	59.62	62.04
*CLASS C	LECTURE	72.10	57.69	74.53
	LABORATORY	62.04	62.04	64.67
*CLASS D	LECTURE	74.53	59.62	77.54
	LABORATORY	64.67	64.67	67.22

<http://www.swccd.edu/3rdLevel/index.asp?L2=52>

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

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

Hourly Academic Schedule C – Lecture

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

xp

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

Reflects 5.07% increase over
2007-08

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

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

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

ABOVE SALARIES BASED ON TEN MONTH YEAR FOR INSTRUCTORS

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

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

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

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

VICTOR VALLEY COLLEGE

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

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

ACADEMIC

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

VOCATIONAL/PROFESSIONAL *

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

Note: Initial step placement not to exceed step 8.

http://www.vvc.edu/offices/human_resources/payroll-benefits/

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

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

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

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

1. Verified work experience of two (2) or more years' duration which is directly related to a teaching field may be credited on the Faculty Salary Schedule on the basis of two(2) years' experience for one (1) step on that schedule.
2. The holder of an earned doctorate, from a regionally and/or professionally accredited institution of higher learning, shall be granted an annual stipend of \$ **1,800.00.**

WEST HILLS COMMUNITY COLLEGE DISTRICT

2010-2011

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

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

10 Month Schedule (175-DAY)

(1)

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

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

EXTRA DUTY COMPENSATION

HOURLY RATE (EVENING, SUMMER AND OVERLOAD)*

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

Non-Baccalaureate Degree Instructors & Those Not Meeting Minimum Qualifications	\$50.74
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<http://www.cca4me.org/chapters/contracts/>

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

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

2011 –2012 ACADEMIC SALARY SCHEDULE

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

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

Adopted: June 21, 2007
 Effective: July 1, 2007
 3.83% on schedule (4.53% COLA -.7% HRA)
 + 2007-2008 Parity of 1%

SCHEDULE C

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

2011 – 2012 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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

HOURLY RATES

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

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

² For placement on these steps, refer to Appendix BB.

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

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

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

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

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

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

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

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

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

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

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

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

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

Effective 7/1/09

YUBA COMMUNITY COLLEGE DISTRICT

YC-AFT Adjunct Academic Employees

Salary Schedule - 2008/2009

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

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

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

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

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

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

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

Effective: 7/1/09

CCCCO 2010 Data Average Adjunct Salary Rate per Hr		
	College District	Ave Hourly Salary
1	San Francisco	95.83
2	Foothill-Deanza	93.08
3	Santa Monica	90.32
4	San Mateo	88.09
5	San Jose-Evergreen	86.43
6	El Camino	85.65
7	Chabot-Las Positas	83.03
8	Los Angeles	80.90
9	Santa Barbara	77.82
10	Ventura	76.32
11	Cabrillo	75.93
12	Peralta	75.86
13	Rio Hondo	75.30
14	Sonoma	73.97
15	Antelope Valley	72.64
16	Contra Costa	72.15
17	Los Rios	71.63
18	Mt. San Antonio	69.20
19	Coast	68.94
20	Yuba	68.39
21	Redwoods	68.00
22	Riverside	67.52
STATEWIDE AVE		66.58
23	San Joaquin Delta	66.34
24	Chaffey	65.85
25	Ohlone	65.39
26	Solano	64.76
27	San Luis Obispo	64.42
28	West Valley-Mission	62.96
29	Grossmont-Cuyamaca	62.27
30	Glendale	61.90
31	Pasadena	61.78
32	Yosemite	61.53
33	San Diego	61.20
34	Southwestern	60.60
35	Monterey	60.52
36	Palomar	60.19
37	Kern	60.00
38	Citrus	59.11
39	Long Beach	58.51
40	Butte	57.71
41	Santa Clarita	57.42
42	Gavilan	57.11
43	Sierra	57.07
44	West Kern	57.02
45	Cerritos	56.93
46	Hartnell	56.71
47	Napa Valley	55.46
48	Imperial	55.00
49	Victor Valley	54.30
50	San Bernardino	53.53
51	Shasta-Tehama-Trinity	52.88
52	Mendocino-Lake	52.22
53	Palo Verde	51.67
54	Siskiyou	50.47
55	Compton	50.51
56	Allan Hancock	50.20
57	Sequoias	50.16
58	West Hills	49.46
59	Rancho Santiago	49.41
60	Copper Mountain	48.74
61	North Orange	48.69
62	State Center	48.34
63	Desert	48.22
64	Mt. San Jacinto	47.45
65	Barstow	45.26
66	Lake Tahoe	44.72
67	Merced	44.47
68	Feather River	42.65
69	Lassen	34.50
Basic Aid Districts		
	Marin	100.66
	Mira Costa	100.05
	South Orange	66.83

CCCCO 2010 Data Average Contract Salary		
	College District	Ave Annual Salary
1	North Orange	104,582
2	Ohlone	98,901
3	Santa Monica	97,999
4	Coast	96,690
5	Palomar	94,500
6	Mt. San Antonio	93,232
7	Riverside	92,508
8	Redwoods	92,471
9	State Center	92,422
10	Rancho Santiago	92,021
11	Victor Valley	91,636
12	Chaffey	91,626
13	West Hills	91,142
14	Santa Clarita	90,757
15	San Joaquin Delta	90,578
16	Desert	89,679
17	Cerritos	89,040
18	Chabot-Las Positas	88,843
19	Yuba	88,044
20	Rio Hondo	87,896
21	Long Beach	87,587
22	Kern	87,473
23	El Camino	87,400
24	West Kern	87,298
25	Pasadena	87,296
26	San Jose-Evergreen	87,178
27	Los Angeles ,	86,951
28	Sequoias	86,536
29	Butte	86,187
30	Contra Costa	86,111
STATEWIDE		85,897
31	Ventura	85,790
32	Citrus	85,532
33	Gavilan	85,092
34	Sonoma	85,026
35	Glendale	84,761
36	San Mateo	84,321
37	West Valley-Mission	84,028
38	Mt. San Jacinto	84,003
39	Yosemite	83,833
40	San Francisco	83,710
41	Santa Barbara	82,803
42	Monterey	82,621
43	Merced	82,469
44	Antelope Valley	82,198
45	Hartnell	81,997
46	Compton	81,924
47	Cabrillo	81,573
48	Barstow	81,341
49	Copper Mountain	81,089
50	Shasta-Tehama-Trinity	80,777
51	San Bernardino	80,665
52	Los Rios	80,070
53	Peralta	79,798
54	Mendocino-Lake	79,771
55	Napa Valley	79,342
56	Grossmont-Cuyamaca	79,005
57	Solano	78,753
58	Feather River	78,530
59	Imperial	77,462
60	Palo Verde	76,593
61	San Luis Obispo	76,317
62	Foothill-Deanza	75,629
63	Sierra	75,219
64	Siskiyou	74,075
65	Allan Hancock	74,041
66	Lassen	72,189
67	Lake Tahoe	71,955
68	San Diego	68,935
69	Southwestern	60,105
Basic Aid Districts		
	Marin	99,904
	Mira Costa	118,036
	South Orange	92,406

Adjunct 2010 Pro Rata and % of Parity

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

California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

Employee Category Salary Distribution by District

Tenured/Tenure Track

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

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

All Districts Reporting

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

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

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California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

Employee Category Salary Distribution by District

Tenured/Tenure Track

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

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

All Districts Reporting

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

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

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California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

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

Academic Temporary - Instruction, Credit & Non-Credit

	Less than \$39.99	\$40.00 to \$44.99	\$45.00 to \$49.99	\$50.00 to \$54.99	\$55.00 to \$59.99	\$60.00 to \$64.99	\$65.00 Plus	\$ Amount Unknown	Total FTE	Average Rate	
Allan Hancock			3.0	29.8	46.4	34.9	33.8		147.9	\$50.20	
Antelope Valley							171.6		171.6	\$72.64	
Barstow		.3		12.7	38.4				51.3	\$45.26	
Butte	.0				15.5	33.8	115.7		165.1	\$57.71	
Cabrillo						1.4	132.2	3.5	137.1	\$75.93	
Cerritos			.7	.3	22.8	35.2	108.9	4.0	171.7	\$56.93	
Chabot-Las Positas							227.0	1.0	227.9	\$83.03	
Chaffey							212.8		212.8	\$65.85	
Citrus				23.5	.3	.5	76.3	1.0	101.5	\$59.11	
Coast				4.0	6.1	6.6	407.5	4.3	428.4	\$68.94	
Compton			5.1	34.3	8.7	7.3	23.6	1.3	80.4	\$48.56	
Contra Costa		.4					11.2	367.6	11.5	390.8	\$72.15
Copper Mountain			1.4	.7	25.2	2.9		6.3	36.6	\$48.74	
Desert			12.6	30.3	34.2	30.3	25.8	4.0	137.3	\$48.22	
El Camino				.2			177.0		177.2	\$85.65	
Feather River	4.8	1.9	4.3	3.1	2.7	2.3	4.2		23.4	\$42.65	
Foothill-Deanza								395.9	395.9		
Gavilan	1.4		2.4	2.3	1.6	7.0	27.7	2.0	44.3	\$57.11	
Glendale						3.6	210.6		214.2	\$61.90	
Grossmont-Cuyamaca	1.4	5.0	1.3	13.7	31.1	27.9	220.3		300.7	\$62.27	
Hartnell					9.4	17.3	54.6	2.6	84.0	\$56.71	
Imperial							1.9	92.0	93.9	\$55.00	
Kern							193.0	.2	193.2	\$60.00	
Lake Tahoe				24.4	17.3	4.2			45.8	\$44.72	
Lassen		28.1							28.1	\$34.50	
Long Beach					2.1	43.1	168.1	.5	213.8	\$58.51	
Los Angeles	1.0		4.1	2.1	4.0	28.8	1,193.4	8.6	1,241.9	\$80.90	
Los Rios				10.2	28.2	28.3	409.7	6.0	482.4	\$71.63	
Marin				.8	.1	.4	86.2		87.5	\$106.49	
Mendocino-Lake				10.1	24.7	18.4	25.0	.7	78.9	\$52.22	
Merced		.3	1.2	33.2	20.9	1.1		.4	57.0	\$44.47	
Mira Costa			.9	1.7	1.2	1.0	4.2	156.9	165.8	\$52.83	
Monterey		.3		2.7	10.4	13.6	61.1	.4	88.4	\$60.52	
Mt. San Antonio				.1	34.0	3.8	288.1	1.0	326.9	\$69.20	
Mt. San Jacinto		1.6		1.4	168.7	64.4		.0	236.0	\$47.45	
Napa Valley			4.7			40.7	38.6	1.1	85.1	\$55.46	
North Orange	25.4	6.6	9.3	79.0	84.1	88.9	126.5	5.0	424.6	\$48.69	
Ohlone					1.8	9.9	105.2	3.9	120.8	\$65.39	
Palo Verde			.0	.0	.0	.2	.0		.3	\$51.67	

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

All Districts Reporting

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

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

California Community Colleges Chancellor's Office

Report on Staffing for Fall 2010

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

Academic Temporary - Instruction, Credit & Non-Credit

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

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

All Districts Reporting

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

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