
2015 Salary Study
All Faculty Association
Santa Rosa Junior College

The 2015 AFA Salary Study is a compilation of California Community College faculty salary schedules as published by each district on 1/1/15. The study summary is available at <http://www.santarosa.edu/afa> .

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

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I Study Summary

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

II District Salary Schedules

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

Districts

Allan Hancock	Lassen	San Francisco
Antelope Valley	Long Beach	San Joaquin Delta
Barstow	Los Angeles	San Jose-Evergreen
Butte	Los Rios	San Luis Obispo
Cabrillo	Marin	San Mateo
Cerritos	Mendocino-Lake	Santa Barbara
Chabot-Las Positas	Merced	Santa Clarita
Chaffey	Mira Costa	Santa Monica
Citrus	Monterey	Sequoias
Coast	Mt San Antonio	Shasta
Compton	Mt San Jacinto	Sierra
Contra Costa	Napa	Siskiyou
Copper Mountain	North Orange	Solano
Desert	Ohlone	Sonoma
El Camino	Palo Verde	South Orange
Feather River	Palomar	Southwestern
Foothill-DeAnza	Pasadena	State Center
Gavilan	Peralta	Ventura
Glendale	Rancho Santiago	Victor Valley
Grossmont	Redwoods	West Hills
Hartnell	Rio Hondo	West Kern
Imperial	Riverside	West Valley-Mission
Kern	San Bernardino	Yosemite
Lake Tahoe	San Diego	Yuba

III CCCCCO Fall, 2013 Data

Data from CCCCCO website on Fall, 2013 California Community College faculty salaries and rates.

STEP	Allan Hancock		Antelope Valley		Barstow		Butte-Glenn		Cabrillo		Cerritos		Chabot-Las Positas		Chaffey		Citrus		Coast		Compton		Contra Costa		Copper Mountain										
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
1	62331	36	60801	44	62269	37	59853	51	59745	52	67339	15	59671	53	61240	42	60630	47	66245	20	74205	2	65820	22	55209	66									
2	64450	37	63161	44	64470	36	62384	50	61612	52	70200	12	62354	51	64000	41	60630	56	68606	20	78067	2	65820	26	57492	67									
3	66641	37	65519	43	66671	36	64911	49	64083	52	73059	10	65036	48	66760	34	60630	62	70960	21	79401	2	65820	40	59873	66									
4	68908	37	67879	43	68872	39	67439	47	66551	50	75917	9	67720	45	69521	30	63318	61	73323	21	80770	2	68388	40	62353	64									
5	71251	37	70240	44	71073	39	69970	46	69018	50	78778	8	70401	43	72280	27	66009	58	75677	22	82116	3	70956	40	64939	63									
6	73672	36	72599	44	73274	41	72497	45	71490	50	81641	8	73084	42	75041	27	68696	57	78035	21	82970	3	73572	38	67636	62									
7	76178	33	74959	45	75475	42	75020	44	73958	50	84501	7	75766	39	77800	27	71385	54	80390	21	83825	10	76068	34	70445	60									
8	78768	34	77320	46	77676	44	77555	45	76426	50	87362	7	78450	37	80561	27	74073	54	82752	22	84679	18	78600	35	73376	57									
9	81447	34	79680	47	79877	45	80083	44	78898	50	90222	7	81131	37	83321	27	76761	54	85105	21	85545	19	81204	36	76431	56									
10	82749	38	82038	47	82078	46	82613	42	81364	50	93078	6	83814	34	84927	32	79449	55	87459	20	86399	24	83772	35	79616	54									
11	84073	48	84398	44	84279	46	85235	38	82754	52	95944	5	86496	34	86533	33	82139	53	89821	20	87289	30	86232	35	82935	51									
12	85418	51	86757	44	86480	47	87670	37	84144	54	98803	4	89177	31	88139	35	84828	52	92172	19	88190	33	88800	32	86397	49									
13	86785	52	89118	43	88681	49	90197	33	85536	56	98803	9	91861	30	89745	37	87514	51	94533	18	89090	44	91404	31	90004	35									
14	88175	53	89118	51	90882	43	90197	45	86925	58	98803	14	94544	24	91351	39	90203	44	94533	25	89980	47	91404	37	93767	31									
15	89586	55	91478	44	93083	40	90197	53	88320	58	98803	16	97227	22	92957	42	90203	52	98112	17	90870	48	91404	45	93767	34									
16	91019	54	93838	41	95285	37	93816	42	89308	59	101661	12	97227	26	94564	38	90203	58	98112	21	91770	51	93864	40	93767	43									
17	92476	55	93838	43	97486	27	93816	45	90296	59	101661	17	97227	30	96169	38	92890	49	101689	16	92683	52	93864	42	93767	46									
18	93955	46	93838	48	99687	26	93816	49	91284	57	101661	20	97227	33	97776	32	92890	55	101689	19	93573	51	93864	47	93767	50									
19	95459	47	96199	45	101888	21	93816	52	92270	57	101661	23	97227	37	98436	31	92890	56	101689	22	94474	50	96492	43	93767	53									
20	96985	41	96199	49	104089	18	97435	39	93261	58	104523	16	99908	28	99095	32	95579	53	105264	12	95609	51	96492	47	93767	57									
21	98537	38	96199	53	104089	19	97435	43	94247	57	104523	17	99908	31	99755	32	95579	54	105264	13	96603	49	96492	52	93767	58									
22	99522	38	96199	53	104089	20	97435	46	95236	55	104523	18	99908	37	100415	32	95579	54	105264	15	97598	44	99072	41	93767	59									
23	100518	33	98557	45	104089	22	97435	48	96224	56	104523	20	99908	38	101076	31	98267	46	108841	9	98594	43	99072	41	93767	59									
24	101523	33	98557	47	104089	25	101054	34	97210	51	107382	13	99908	41	101736	31	98267	48	108841	9	99588	42	99072	46	93767	60									
25	102538	35	98557	48	104089	27	101054	40	98197	50	107382	16	102592	33	102395	36	98267	49	108841	10	100583	43	99072	47	93767	60									
26	103563	31	100916	43	104089	28	101054	41	100072	49	107382	17	102592	36	103055	32	100955	42	112418	6	100583	46	99072	51	93767	62									
27	104599	24	100916	43	104089	30	101054	41	100072	49	107382	17	102592	37	103715	33	100955	42	112418	6	100583	46	99072	52	93767	64									
28	105645	22	100916	44	104089	31	101054	42	100072	49	110239	11	102592	37	104375	28	100955	43	112418	6	100583	47	99072	52	93767	64									
29	106701	21	100916	44	104089	31	101054	43	100072	49	110239	12	102592	38	105035	24	103643	34	112418	6	100583	47	99072	52	93767	65									
30	107768	21	100916	45	104089	31	101054	44	100072	50	110239	13	102592	39	105694	23	103643	34	112418	6	100583	48	99072	52	93767	65									
31	108846	18	100916	45	104089	31	101054	44	100072	52	110239	14	102592	40	106353	23	103643	34	112418	6	100583	49	99072	53	93767	65									
32	108846	18	100916	45	104089	32	101054	44	100072	52	110239	14	102592	40	107012	22	106331	24	112418	6	100583	49	99072	53	93767	65									
33	108846	18	100916	45	104089	33	101054	44	100072	52	110239	14	102592	40	107012	22	106331	25	112418	6	100583	49	99072	54	93767	65									
34	108846	18	100916	46	104089	34	101054	45	100072	53	110239	14	102592	40	107012	22	106331	25	112418	7	100583	50	99072	55	93767	65									
35	108846	20	100916	47	104089	35	101054	46	100072	53	110239	15	102592	41	107012	24	109020	19	112418	8	100583	50	99072	55	93767	65									
36	108846	21	100916	47	104089	35	101054	46	100072	53	110239	16	102592	41	107012	25	109020	20	112418	9	100583	50	99072	55	93767	65									
Max HND Salary	108846	21	100916	47	104089	36	101054	46	100072	53	110239	16	102592	42	107012	26	109020	20	112418	9	100583	50	99072	55	93767	65									
Max Initial	81447	25	72599	58	86480	13	72497	59	78898	35	87362	11	75766	49	83321	19	68696	68	80390	29	79401	34	91404	5	79616	32									
Previous Schedule	2007-08		2013-14		2008-09		2013-14		2013-14		2013-14		2013-14		2011-12		2013-14		2012-13		2007-08		2013-14		2013-14										
Latest Schedule	2014-15		2013-14		2014-15		2014-15		2014-15		2014-15		2014-15		2011-12		2013-14		2014-15		2007-08		2013-14		2013-14										
% Increase	12.76%				6.78%		0.85%		0.00%		3.37%		0.00%						2.42%																
% Increase	7.03%				6.51%		0.85%		0.00%		3.37%		0.00%						2.42%																
% Increase	6.45%				6.47%		0.85%		0.00%		3.37%		0.00%						2.42%																
	Allan Hancock		Antelope Valley		Barstow		Butte-Glenn		Cabrillo		Cerritos		Chabot-Las Positas		Chaffey		Citrus		Coast		Compton		Contra Costa		Copper Mountain										

STEP	Desert	El Camino	Feather River	Foothill-De Anza	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	
	1	66435 18	68115 11	60666 46	65235 25	64089 28	65428 24	60900 43	60089 50	58501 57	59301 55	47981 72	52650 68	70951 5
	2	69190 18	70614 9	63156 45	68111 23	66413 25	67913 24	62484 49	62785 47	60256 57	61377 54	49032 73	55159 68	73321 5
	3	72065 15	73117 9	65577 42	70987 20	68741 25	70454 23	64108 51	65473 44	62064 56	63525 54	50773 73	57795 68	75696 5
	4	75059 14	75629 10	68003 42	73863 19	71054 24	73119 22	65775 52	68165 41	63925 58	65749 54	52515 73	60562 68	78068 5
	5	78183 10	78121 12	70495 42	76739 17	73385 24	75895 20	67485 54	70860 41	65843 60	68050 52	54852 73	63467 67	80439 5
	6	81436 9	80623 13	72922 43	79616 17	75710 25	78779 18	69240 54	73551 39	67818 60	70432 53	56217 73	66516 65	82811 5
	7	84830 5	83126 15	75340 43	82492 17	78028 26	81779 18	71040 57	76239 32	69853 62	72895 52	57740 73	69717 63	85184 3
	8	88366 3	85626 13	77835 43	85367 14	80359 28	84891 17	72887 61	78931 33	71949 64	75448 52	59259 73	73080 59	87556 5
	9	92055 2	88136 14	80270 42	88244 13	82678 29	88132 15	74782 62	81629 33	74107 64	78088 51	61203 73	76606 55	89929 8
	10	95898 2	90631 14	82696 39	91120 11	84998 31	91507 10	76727 63	84322 33	76330 65	80822 51	63149 73	80319 52	93454 5
	11	99906 2	93134 13	85184 39	93996 10	87320 29	91507 17	78721 63	87019 32	78620 65	83650 50	65195 73	80319 59	94606 7
	12	104087 2	93134 18	87601 39	96872 10	89647 29	91507 22	80768 66	89704 28	80979 64	86577 45	66231 73	80319 67	95080 12
	13	104087 2	94429 19	88797 47	99748 8	91968 29	94136 22	82868 64	92386 27	83408 62	89607 39	67265 73	80319 68	95554 16
	14	104087 2	94429 26	89558 50	101748 5	94293 28	94136 29	85023 63	95092 22	85910 60	92744 32	68214 73	80319 71	96028 20
	15	104087 3	94429 30	90318 51	101748 8	96616 24	94136 32	87233 61	97690 18	88488 57	92744 43	69448 73	80319 72	96502 27
	16	104087 4	94429 39	90318 57	101748 11	98938 18	96846 29	87700 61	98831 19	91142 53	92744 47	70706 73	80319 72	96976 28
	17	104087 7	96901 32	90318 58	101748 15	101266 19	96846 33	88169 61	99974 20	93877 41	92744 50	73547 73	80319 72	97450 28
	18	104087 9	96901 35	90318 61	104748 7	103584 11	96846 36	88641 63	101115 22	96693 37	96639 38	74981 73	80319 72	97924 31
	19	104087 14	96901 39	90318 61	104748 11	105906 9	99636 27	89115 64	101115 25	96693 40	96639 41	75922 73	80319 72	98398 32
	20	104087 19	96901 43	90318 62	104748 14	105906 11	99636 30	89592 66	102256 26	96693 44	96639 45	76863 73	80319 72	98872 34
	21	104087 20	99372 35	90318 65	104748 16	105906 11	99636 33	90071 67	102256 26	96693 46	96639 48	80092 73	80319 72	99466 34
	22	104087 21	99372 39	90318 67	108498 9	108285 11	102510 25	90553 66	102256 27	96693 49	96639 51	81061 72	80319 73	99927 36
	23	104087 23	99372 39	90318 67	108498 11	108285 12	102510 27	91038 65	102256 29	96693 51	96639 53	82029 72	80319 73	100388 34
	24	104087 26	99372 44	90318 69	108498 11	108285 12	102510 29	91525 66	102256 30	96693 52	96639 54	82998 72	80319 73	100849 36
	25	104087 28	101843 37	90318 70	108498 12	108285 13	105469 21	92014 65	102656 32	96693 53	101472 38	85966 72	80319 73	101310 39
	26	104087 29	101843 39	90318 70	112248 7	108285 14	105469 21	92507 65	102656 35	96693 53	101472 40	86958 72	80319 73	101901 38
	27	104087 31	104315 27	90318 70	112248 7	108285 14	105469 21	93001 65	102656 36	96693 55	101472 40	88741 72	80319 73	101901 39
	28	104087 32	104315 29	90318 71	112248 7	108285 19	108519 18	93499 65	102656 36	96693 55	101472 41	90681 70	80319 73	101901 39
	29	104087 32	104315 29	90318 71	112248 7	108285 19	108519 18	93999 63	102656 37	96693 55	101472 42	90681 70	80319 73	101901 40
	30	104087 32	104315 29	90318 72	112248 7	108285 20	108519 19	94502 64	102656 38	96693 57	101472 43	90681 71	80319 73	101901 41
	31	104087 32	104315 29	90318 72	112248 7	108285 21	108519 20	94502 64	102656 39	96693 57	101472 43	90681 71	80319 73	101901 42
	32	104087 33	104315 30	90318 72	112248 7	108285 21	108519 20	94502 64	102656 39	96693 57	101472 43	90681 71	80319 73	101901 42
	33	104087 34	104315 31	90318 72	112248 8	108285 21	108519 20	94502 64	102656 39	96693 58	101472 43	90681 71	80319 73	101901 42
	34	104087 35	104315 32	90318 72	112248 8	108285 21	108519 20	94502 64	102656 39	96693 58	101472 44	90681 71	80319 73	101901 42
	35	104087 36	104315 33	90318 72	112248 10	108285 23	108519 22	94502 64	102656 40	96693 58	101472 45	90681 71	80319 73	101901 43
36	104087 36	104315 33	90318 72	112248 10	108285 24	108519 23	94502 64	102656 40	96693 58	101472 45	90681 71	80319 73	101901 43	
Max HND Salary	104087 37	104315 34	90318 72	112248 10	108285 25	108519 23	94502 64	102656 41	96693 58	101472 45	90681 71	80319 73	101901 44	
Max Initial	95898 4	80623 27	77835 38	88244 8	75710 50	75895 46	76727 43	73551 55	69853 63	72895 57	66231 69	60562 72	87556 10	
Previous Schedule	2013-14	2013	2013-14	2013-14	2013-14	2013-14	2008	2013-14	2012-13	2012-13	2008-09	2013-14	2008-09	
Latest Schedule	2013-14	2014-15	2014-15	2013-14	2014-15	2014-15	2014	2014-15	2014-15	2013-14	2010-11	2013-14	2014-15	
% Increase		3.00%	0.85%		2.00%	2.77%	0.24%	4.00%	7.60%	1.17%	0.00%		22.97%	
% Increase		4.43%	0.85%		2.00%	2.77%	0.24%	4.00%	7.60%	1.17%	0.00%		6.74%	
% Increase		4.95%	0.85%		2.00%	2.77%	0.24%	3.98%	1.43%	1.17%	0.00%		4.09%	
	Desert	El Camino	Feather River	Foothill-De Anza	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	

STEP	Los Angeles		Los Rios		Marin		Mendocino-Lake		Merced		Mira Costa		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde		
	1	62003	39	52554	69	55280	65	60308	49	57191	59	77801	1	59334	54	64950	26	67878	14	46920	73	64447	27	68020	13	55896	63
	2	64234	40	54656	69	57620	64	62678	48	59485	59	81483	1	61558	53	68246	22	69915	13	49511	72	64447	38	70467	10	57573	65
	3	66544	38	56842	70	59965	64	65048	47	61769	57	85165	1	63793	53	71438	19	72012	17	52101	72	64447	50	72924	11	59301	67
	4	68947	36	59116	70	62306	65	67417	48	64065	57	88849	1	66020	51	74607	16	74173	18	54700	72	67011	49	75382	11	61080	67
	5	71423	36	61481	70	64648	65	69788	47	66361	56	92530	1	68251	51	77894	13	76398	19	57289	72	69572	49	77837	15	62912	68
	6	73993	32	63940	70	66990	64	72157	47	68746	56	96215	1	70474	52	81107	12	78690	19	59881	72	72134	48	80286	16	64799	68
	7	76657	31	66498	70	69334	65	74526	48	71135	56	99892	1	72717	53	84298	8	81050	19	62473	72	74696	47	82752	16	66743	69
	8	79424	31	69157	69	71675	65	76896	49	73544	55	103579	1	74945	53	87551	6	83482	20	65065	72	77258	47	85205	15	68746	70
	9	82285	31	71924	67	74018	65	79265	49	75948	57	107261	1	77178	53	90816	4	85986	18	67657	72	79816	46	87660	16	70808	70
	10	85240	30	74801	67	76359	64	81634	49	78353	58	110942	1	79407	56	94007	4	88566	18	70251	72	82379	44	90116	16	72932	70
	11	88309	25	77793	67	78700	64	84005	49	80775	57	114627	1	81510	55	97241	3	91223	18	72842	72	84941	40	92567	15	74537	70
	12	91493	23	80904	65	81047	63	86374	50	83193	57	118309	1	83868	56	100453	3	93960	14	75435	72	87501	40	95026	13	76177	71
	13	94780	17	84141	60	83386	63	88744	48	85634	55	121990	1	86092	54	103686	3	96778	13	78029	71	90062	34	97480	11	77852	72
	14	94780	23	87506	56	85729	61	91114	41	88078	55	125672	1	86092	59	103686	3	99682	11	80617	70	90062	46	99935	9	79565	72
	15	94780	29	91006	46	88070	60	93482	38	88078	59	129349	1	86092	63	103686	4	102672	5	83211	68	90062	54	102396	6	81316	71
	16	97049	27	91006	55	90415	56	95852	35	88078	60	130078	1	86092	66	103686	5	102672	7	85958	68	92626	48	104622	3	83105	71
	17	97049	31	91006	57	92692	51	95852	39	88078	62	130809	1	86092	66	103686	9	102672	11	85958	68	92626	54	106862	3	84933	69
	18	97049	34	91006	59	95028	45	95852	41	90531	60	131539	1	88322	64	106946	5	102672	15	85958	70	95187	44	109091	3	86801	66
	19	99358	28	91006	59	97423	35	95852	46	90531	60	132270	1	88322	67	106946	6	102672	18	85958	71	95187	48	111324	3	88711	66
	20	99358	31	94647	56	99878	29	95852	50	90531	61	133001	1	88322	67	106946	8	102672	22	85958	71	97746	38	113348	3	90663	60
	21	99358	36	94647	56	100877	28	97352	44	90531	63	133731	1	90560	62	110206	6	102672	24	88030	70	97746	41	115594	3	92657	60
	22	101730	29	94647	58	100877	31	97352	47	93155	60	134461	1	90560	65	110206	7	102672	24	88030	71	100309	34	115594	3	92657	62
	23	101730	30	94647	58	100877	32	97352	49	93155	60	135192	1	90560	66	110206	8	102672	26	88030	71	100309	36	115594	3	92657	62
	24	101730	32	94647	59	100877	35	97352	50	93155	61	135923	1	92789	62	110206	8	102672	28	91309	68	100309	39	115594	3	92657	64
	25	104165	25	94647	59	100877	41	97352	52	93155	62	136653	1	92789	63	110206	8	102672	31	91309	69	102871	30	117906	3	92657	64
	26	104165	26	94647	60	100877	44	98852	52	95853	58	137383	1	92789	63	113466	5	102672	34	91309	69	102871	33	117906	3	92657	64
	27	104165	28	94647	62	100877	44	98852	53	95853	58	138114	1	95014	59	113466	5	102672	35	91309	69	102871	34	117906	3	92657	66
	28	106651	21	94647	62	100877	45	98852	53	95853	58	138845	1	95014	60	113466	5	102672	35	91309	69	102871	34	117906	3	92657	66
	29	106651	22	94647	62	100877	45	98852	53	95853	59	139575	1	95014	60	113466	5	102672	36	91309	69	102871	35	117906	3	92657	66
	30	106651	22	94647	63	100877	46	98852	53	98632	54	140305	1	95014	61	113466	5	102672	37	91309	69	102871	36	117906	3	92657	66
	31	106651	22	94647	63	100877	47	98852	54	98632	55	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	32	106651	23	94647	63	100877	47	98852	54	98632	55	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	33	106651	24	94647	63	100877	47	98852	55	98632	56	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	34	106651	24	94647	63	100877	48	98852	56	101495	43	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	35	106651	26	94647	63	100877	48	98852	56	101495	44	140305	1	95014	61	116726	4	102672	39	91309	69	102871	38	117906	3	92657	66
36	106651	26	94647	63	100877	48	98852	56	101495	44	140305	1	95014	61	119986	3	102672	39	91309	69	102871	38	117906	4	92657	66	
Max HND Salary	106651	27	94647	63	100877	48	98852	56	104454	32	140305	1	95014	61	119986	3	102672	40	91309	69	102871	39	117906	4	92657	66	
Max Initial	79424	33	69157	64	85729	15	74526	51	68746	66	110942	2	70474	62	90816	6	76398	45	59881	73	82379	21	87660	9	68746	66	
Previous Schedule	2013-14		2013-14		2011-12		2013-14		2013-14		2013-14		2013-14		2013-14		2008-09		2013-14		2007-08		2013-14		2009-10		
Latest Schedule	2014-15		2014-15		2011-12		2013-14		2014-15		2013-15		2013-14		2014-15		2008-09		2014-15		2013-14		2013-14		2009-10		
% Increase	4.04%		0.00%						0.00%		0.00%				0.02%				0.00%		2.50%						
% Increase	4.04%		0.00%						0.00%		0.00%				0.02%				0.00%		2.50%						
% Increase	4.04%		0.00%						0.00%		0.00%				0.01%				0.00%		2.50%						
	Los Angeles		Los Rios		Marin (BA Dist)		Mendocino-Lake		Merced		Mira Costa (BA Dist)		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde		

STEP	Palomar		Pasadena		Peralta		Rancho Santiago		Redwoods		Rio Hondo		Riverside		San Bernardino		San Diego		San Francisco		San Joaquin Delta		San Jose-Evergreen		San Luis Obispo		
	1	66909	16	65769	23	63218	31	68674	9	49563	71	60589	48	69076	7	61267	41	68033	12	56498	60	61453	40	68811	8	56085	62
	2	69646	15	65769	27	65458	29	71154	8	51546	71	63361	42	71740	6	63355	43	69898	14	58859	60	64426	39	71437	7	58410	61
	3	72387	13	65769	41	67686	26	73645	8	53607	71	66118	39	74397	6	65433	46	71823	18	61223	60	67349	30	74065	7	60749	61
	4	75122	12	65769	53	69989	27	76136	8	55752	71	68887	38	77051	6	67523	46	73799	20	63585	60	70130	26	76688	7	63096	62
	5	77859	14	65769	61	72233	28	78629	9	57982	71	71660	31	79705	6	69608	48	75826	21	65948	59	73101	25	79320	7	65434	62
	6	80596	14	65769	67	74474	29	81115	11	60301	71	74429	30	82369	6	71682	49	77914	22	68310	59	75975	24	81935	7	67776	61
	7	83334	13	68332	66	76746	30	83598	12	62713	71	77201	29	85024	4	73771	51	80052	22	70674	59	78851	24	84572	6	70113	61
	8	86069	12	70894	66	79018	32	86086	10	65222	71	79956	29	87685	4	75851	51	82252	23	73036	60	81729	24	87199	9	72451	62
	9	88809	11	73457	66	81290	35	88575	12	67831	71	82727	28	90341	6	77939	52	84522	24	75399	60	84603	23	88944	9	74797	61
	10	91547	9	76019	66	83563	36	91062	12	70544	71	85499	28	92993	7	80019	53	86843	22	77764	60	87477	19	90914	13	77140	61
	11	94284	9	78581	66	85835	36	93553	11	73366	71	88257	26	95655	6	82055	54	89234	22	80122	60	90354	19	92925	14	79473	61
	12	97019	9	81144	62	88115	36	96044	11	76300	70	91024	25	98309	6	84145	53	91687	21	82489	59	93274	17	97142	7	81871	61
	13	99756	7	81144	67	90396	32	98530	10	79352	70	93797	23	100960	4	86289	53	94200	21	84849	58	96196	14	97142	12	81871	65
	14	100442	8	81144	69	92677	33	101017	6	82526	65	96567	19	100960	7	88485	52	96795	18	87210	57	99119	13	99425	12	81871	66
	15	101126	10	83706	66	94958	28	101017	11	85827	65	96567	25	102226	7	90738	50	99460	14	89573	56	101596	9	99425	15	81871	69
	16	101809	10	83706	70	97239	25	101017	14	87544	62	96567	31	103487	6	92271	49	102196	9	91936	50	101596	13	99425	16	85964	67
	17	102495	13	83706	71	99520	22	104745	5	89295	60	96567	35	103487	10	93830	44	105007	4	91936	56	104075	8	101762	14	85964	67
	18	103181	14	86269	68	101802	17	104745	8	91081	58	99340	27	103487	12	95415	43	107894	4	91936	56	104075	10	101762	18	85964	69
	19	103868	16	86269	70	104083	15	104745	12	92902	55	97266	36	106013	8	97024	38	110862	4	91936	58	106552	7	104152	13	90263	62
	20	104552	15	86269	70	104083	20	108482	6	94760	54	97266	40	106013	10	98664	35	110862	5	91936	59	106552	9	104152	17	90263	63
	21	105235	14	88831	68	104083	21	108482	8	96655	47	99981	30	106013	10	100329	29	110862	5	91936	61	106552	9	104152	18	90263	66
	22	105921	13	88831	69	104083	22	108482	10	96655	50	99981	35	108537	8	102022	28	110862	6	91936	63	106552	12	104152	19	94776	56
	23	106605	13	88831	69	104083	24	112215	5	96655	52	99981	37	108537	10	103746	25	110862	7	91936	63	106552	14	104152	21	94776	57
	24	107290	14	91394	67	104083	27	112215	5	96655	53	99981	40	108537	10	105499	18	110862	7	91936	65	106552	15	104152	24	94776	58
	25	107976	15	91394	68	104083	29	112215	5	96655	54	99981	46	108537	11	105499	20	110862	7	91936	67	109031	9	104152	26	94776	58
	26	108408	13	91394	68	104083	30	112215	8	96655	54	104886	22	108537	12	105499	20	110862	10	91936	67	109031	11	104152	27	94776	59
	27	108839	12	93956	63	104083	32	112215	8	96655	56	104886	22	108537	13	105499	20	110862	10	91936	68	109031	11	104152	29	94776	61
	28	109271	14	93956	63	104083	33	112215	8	96655	56	104886	24	108537	17	105499	23	110862	10	91936	68	109031	15	104152	30	94776	61
	29	109704	13	93956	64	104083	33	112215	8	96655	56	104886	25	108537	17	105499	23	110862	10	91936	68	109031	16	104152	30	94776	61
	30	110136	14	96519	60	104083	33	112215	8	96655	58	104886	25	108537	18	105499	24	110862	12	91936	68	109031	17	104152	30	94776	62
	31	110569	13	96519	60	104083	33	112215	8	96655	58	104886	25	108537	19	105499	24	110862	12	91936	68	109031	17	104152	30	94776	62
	32	110997	11	96519	60	104083	34	112215	8	96655	58	104886	26	108537	19	105499	25	110862	13	91936	68	109031	17	104152	31	94776	62
	33	111430	11	99081	53	104083	35	112215	9	96655	59	104886	27	108537	19	105499	26	110862	13	91936	68	109031	17	104152	32	94776	62
	34	111864	10	99081	54	104083	36	112215	9	96655	59	104886	27	108537	19	105499	26	110862	13	91936	68	109031	17	104152	33	94776	62
	35	112296	9	99081	54	104083	37	112215	11	96655	59	104886	28	108537	21	105499	27	110862	14	91936	68	109031	18	104152	34	94776	62
	36	112729	8	99081	54	104083	37	112215	11	96655	59	104886	28	108537	22	105499	27	110862	14	91936	68	109031	19	104152	34	94776	62
Max HND Salary	114456	8	99081	54	104083	38	112215	11	96655	59	104886	29	108537	22	105499	28	110862	14	91936	68	109031	19	104152	35	94776	62	
Max Initial	97019	3	81144	26	74474	52	83598	18	70544	61	79956	31	82369	22	75851	47	71823	60	77764	39	90354	7	76688	44	60749	71	
Previous Schedule	2013-14		2007-08		2013-14		2013-14		2013-14		2013-14		2013-14		2008		2011		2013-14		2012-13		2012-13		2007-08		
Latest Schedule	2014-15		2007-08		2014-15		2014-15		2013-14		2014-15		2014-15		2014-15		2014		2014-15		2012-13		2013-14		2007-08		
% Increase	0.00%				-0.83%		0.85%				2.13%		0.85%		8.99%		16.08%		1.00%				4.30%				
% Increase	0.00%				-0.83%		0.85%				2.13%		0.85%		8.71%		16.07%		1.00%				4.30%				
% Increase	0.00%				-0.83%		0.85%				2.13%		0.85%		8.64%		4.63%		1.00%				4.30%				
	Palomar		Pasadena		Peralta		Rancho Santiago		Redwoods		Rio Hondo		Riverside		San Bernardino		San Diego		San Francisco		San Joaquin Delta		San Jose-Evergreen		San Luis Obispo		

STEP	San Mateo		Santa Barbara		Santa Clarita		Santa Monica		Sequoias		Shasta-Tehama-Trinity		Sierra		Siskiyou		Solano		Sonoma		South Orange		South-western		State Center		
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min
1	65976	21	63503	29	62340	35	62763	32	63462	30	52080	70	55564	64	59289	56	56271	61	66362	19	73896	4	62250	38	66743	17	
2	69036	19	65520	28	64992	31	64954	32	65411	30	54550	70	58343	62	61126	55	58211	63	68518	21	76135	4	64490	35	69507	16	
3	72060	16	67537	29	67680	27	67146	32	67586	28	57023	69	61260	59	63024	55	60151	63	70673	22	78375	4	66728	35	72266	14	
4	75120	13	69554	29	70356	25	69763	32	69763	32	59492	69	64323	56	64976	55	62091	66	72828	23	80614	4	68970	35	75024	15	
5	78168	11	71571	33	73020	26	71525	34	72042	29	61965	69	67539	53	66991	55	64031	66	74983	23	82853	2	71207	38	77785	16	
6	81216	10	73588	37	75684	26	73715	35	74116	31	64434	69	70916	51	69066	55	65971	66	77138	23	85092	2	73447	40	80521	15	
7	84264	9	75605	41	78372	25	75906	38	75983	37	66906	68	74462	49	71207	55	67911	67	79293	23	87332	2	75686	40	83309	14	
8	87312	8	78589	36	81036	26	85017	16	78262	38	69376	68	78185	41	73416	56	69851	67	81448	25	89571	2	77927	42	86070	11	
9	90372	5	80846	38	83712	25	87209	17	80437	41	71847	68	82094	32	75693	59	71791	69	83603	26	91810	3	80165	43	88835	10	
10	90372	15	83105	37	86400	23	89399	17	82182	45	74319	68	86199	26	78039	59	73731	69	85759	27	94049	3	82405	43	91592	8	
11	93408	12	85364	37	89040	23	91588	16	84357	45	76790	68	89646	21	80458	58	75671	69	87914	28	96289	4	84645	43	94349	8	
12	93408	16	87623	38	91728	20	93778	15	86432	48	79261	68	89646	30	82952	58	77611	69	90069	27	98528	5	86884	43	97117	8	
13	93408	24	89883	36	94416	20	95970	15	88607	50	81732	66	89646	38	85524	57	79551	69	92224	28	100767	5	89125	42	99871	6	
14	97356	16	92139	34	97080	17	98159	15	91110	42	81732	67	89646	49	88174	54	81491	68	94379	27	103007	4	91362	38	99871	10	
15	97356	20	94399	31	97536	19	100349	12	92959	41	81732	70	93232	39	90908	47	83431	67	96534	26	105246	2	93603	36	99871	13	
16	97356	24	96656	30	97992	22	102540	8	92959	46	84184	69	93232	45	93726	44	86547	65	98689	20	107485	2	95841	36	99871	15	
17	97356	29	96656	34	99744	21	104730	6	92959	48	84184	70	93232	47	96537	36	86547	65	98689	23	109724	2	95841	40	102636	12	
18	101448	21	97949	30	100200	25	106920	6	92959	54	84184	71	93232	53	96537	39	86547	67	98689	29	111964	2	95841	42	102636	16	
19	101448	24	97949	34	100656	26	109109	5	94716	49	86710	68	93232	54	96537	42	86547	69	98689	30	114203	2	98081	33	102636	19	
20	101448	27	97949	37	102432	24	111300	4	94716	55	86710	69	96962	42	96537	46	88047	68	102264	25	116442	2	98081	36	102636	23	
21	101448	27	97949	40	102864	22	113492	4	94716	55	86710	71	96962	45	96537	51	88047	69	102264	25	118681	2	98081	39	105394	12	
22	101448	30	99241	40	103320	23	114588	4	94716	57	89311	68	96962	48	96537	52	88047	70	102264	26	120921	2	100321	33	105394	14	
23	104532	19	99241	40	105108	16	114588	4	96471	55	89311	68	96962	50	96537	54	88047	70	102264	28	123160	2	100321	35	105394	15	
24	104532	22	99241	45	105564	17	114588	4	96471	56	89311	70	100840	37	96537	55	88047	71	105838	16	123160	2	100321	38	105394	19	
25	104532	23	100534	45	106008	18	114588	4	96471	56	91990	66	100840	42	96537	55	89547	71	105838	19	123160	2	102558	34	108156	14	
26	104532	24	100534	48	107772	16	114588	4	96471	56	91990	66	100840	45	96537	55	89547	71	105838	19	125399	2	102558	37	108156	15	
27	104532	25	100534	48	108252	15	114588	4	98361	54	91990	67	100840	45	96537	57	89547	71	105838	19	125399	2	102558	38	108156	16	
28	104532	26	101827	40	108696	16	114588	4	98361	54	91990	67	100840	46	96537	57	89547	72	109413	13	125399	2	102558	38	108156	20	
29	104532	27	101827	41	110460	11	114588	4	98361	54	91990	67	100840	46	96537	57	89547	72	109413	15	125399	2	102558	39	108156	20	
30	104532	27	101827	42	110904	11	114588	4	98361	55	91990	67	100840	47	96537	59	91047	70	109413	16	125399	2	102558	40	110912	10	
31	104532	27	103119	36	111372	10	114588	5	100912	46	91990	67	100840	48	96537	59	91047	70	109413	16	125399	2	102558	41	110912	11	
32	104532	28	103119	36	111828	9	114588	5	100912	46	91990	67	100840	48	96537	59	91047	70	109413	16	125399	2	102558	41	110912	12	
33	104532	29	103119	36	112272	7	114588	5	100912	46	91990	67	100840	48	96537	60	91047	70	109413	16	125399	2	102558	41	110912	12	
34	104532	29	104412	31	112740	6	114588	5	100912	47	91990	67	100840	49	96537	60	91047	70	109413	16	125399	2	102558	41	110912	12	
35	104532	30	104412	32	113196	7	114588	6	115742	5	91990	67	100840	49	96537	60	91047	70	109413	17	125399	2	102558	42	110912	13	
36	104532	30	104412	32	113640	7	114588	6	115742	5	91990	67	100840	49	96537	60	91047	70	109413	18	125399	2	102558	42	110912	13	
Max HND Salary	104532	31	108290	24	117768	5	114588	7	115742	6	91990	67	100840	49	96537	60	91047	70	109413	18	125399	2	102558	43	110912	13	
Max Initial	78168	37	85364	16	86400	14	114588	1	74116	53	76790	42	64323	70	69066	65	73731	54	81448	24	85092	17	73447	56	80521	28	
Previous Schedule	2013-14		2013-14		2013-14		2012-13		2013-14		2013-14		2010-11		2013-14		2013-14		2013-14		2013-14		2012-13		2012-13		
Latest Schedule	2014-15		2014-15		2014-15		2014-15		2014-15		2014-15		2010-11		2014-15		2013-14		2014-15		2013-14		2013-14		2014-15		
% Increase	3.70%		0.85%		4.56%		5.06%		0.00%		0.00%		4.00%		4.00%		2.91%		2.91%		6.91%		2.87%				
% Increase	3.69%		3.97%		4.55%		5.06%		0.00%		0.00%		4.00%		4.00%		2.48%		2.48%		6.92%		2.87%				
% Increase	3.69%		3.62%		4.55%		7.11%		0.00%		0.00%		4.00%		4.00%		1.79%		1.79%		6.92%		2.87%				
	San Mateo		Santa Barbara		Santa Clarita		Santa Monica		Sequoias		Shasta-Tehama-Trinity		Sierra		Siskiyou		Solano		Sonoma		South Orange (BA Dist)		South-western		State Center		

	Ventura		Victor Valley		West Hills		West Kern		West Valley Mission		Yosemite		Yuba		
S T E P	1	60776	45	62736	33	68312	10	69194	6	57538	58	55064	67	62565	34
	2	63110	46	64951	33	70375	11	69194	17	59552	58	57501	66	64799	34
	3	65449	45	67166	31	72443	12	69194	24	61636	58	59939	65	67036	33
	4	67786	44	69381	31	74508	17	69194	34	63793	59	62376	63	69273	33
	5	70124	45	71596	32	76574	18	71879	30	66027	57	64816	64	71510	35
	6	72460	46	73811	33	78639	20	74565	28	68337	58	67254	63	73747	34
	7	74797	46	76026	35	80707	20	77250	28	70729	58	69693	64	75984	36
	8	77139	48	78241	39	82773	21	79935	30	73205	58	72129	63	78221	40
	9	79474	48	80456	40	84843	22	82621	30	75767	58	74569	63	80458	39
	10	81811	48	82671	41	86907	21	85306	29	78418	57	77006	62	82695	40
	11	84148	47	84886	42	88971	24	87991	27	81164	56	79445	62	84932	41
	12	86485	46	87101	42	91045	24	90677	26	84003	55	81882	60	87169	41
	13	88821	46	89316	41	93106	26	93361	25	84003	61	84321	59	89406	40
	14	91159	40	91531	36	95168	21	94099	30	84003	64	85081	62	91643	35
	15	93496	37	93746	35	97231	21	96677	23	86944	62	85839	64	93880	33
	16	96301	32	95961	34	99291	17	97429	23	86944	63	86600	64	96117	33
	17	96301	37	98176	26	101362	18	98182	25	86944	64	87359	63	98354	24
	18	96301	40	100391	24	103435	13	98934	28	89987	62	88119	65	100591	23
	19	96301	44	102606	20	105507	10	98934	29	89987	63	88877	65	102828	17
	20	96301	48	104821	13	107578	7	98934	33	89987	64	89638	65	102828	21
	21	97703	42	104821	15	109651	7	98934	37	93136	59	90396	64	102828	23
	22	97703	43	104821	17	111722	5	98934	42	93136	61	91156	64	105065	16
	23	97703	47	104821	18	111722	6	98934	42	93136	61	91915	64	105065	17
	24	97703	49	104821	21	111722	6	104424	23	96396	57	92675	63	105065	20
	25	97703	51	104821	22	111722	6	104424	24	96396	57	93434	61	107302	17
	26	99106	50	104821	23	111722	9	104424	25	96396	57	94195	61	107302	18
	27	99106	51	104821	23	111722	9	104424	26	99769	50	94954	60	107302	18
	28	99106	51	104821	25	111722	9	104424	27	99769	50	95714	59	109539	12
	29	99106	51	104821	26	111722	9	104424	28	99769	50	96473	58	109539	14
	30	99106	51	104821	26	111722	9	104424	28	103261	35	97233	56	109539	15
	31	100508	51	104821	26	111722	9	104424	28	103261	35	97233	56	109539	15
	32	100508	51	104821	27	111722	10	104424	29	103261	35	97233	56	109539	15
	33	100508	51	104821	28	111722	10	104424	30	106876	23	97233	57	109539	15
	34	100508	52	104821	28	111722	11	104424	30	106876	23	97233	57	109539	15
	35	100508	52	104821	29	111722	12	104424	31	106876	25	97233	57	109539	16
	36	100508	52	104821	29	111722	12	104424	31	110617	15	97233	57	109539	17
Max HND Salary	100508	52	104821	30	111722	12	104424	33	110617	15	97233	57	109539	17	
Max Initial	81811	23	78241	36	86907	12	77250	40	75767	48	77006	41	82695	20	
Previous Schedule	2013-14		2009-10		2013-14		2013-14		2011-12		2013-14		2013-14		
Latest Schedule	2013-14		2009-10		2014-15		2014-15		2013-14		2013-14		2014-15		
% Increase					3.00%		0.85%		1.57%				0.68%		
% Increase					3.00%		-0.68%		1.57%				0.67%		
% Increase					3.00%		0.85%		1.57%				0.67%		
	Ventura		Victor Valley		West Hills		West Kern		West Valley Mission		Yosemite		Yuba		

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

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

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

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

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

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

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

Send comments and corrections to wruud@santarosa.edu .

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

ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT
FACULTY CONTRACT SALARY SCHEDULE

FALL 2014

2.0% COLA
6.5% between columns
3.4% between steps up to 12
1.6% between steps after 12

<u>STEP</u>	<u>COLUMN I</u>	<u>COLUMN II</u>	<u>COLUMN III</u>	<u>COLUMN IV</u>	SS-10 4/11/2014
4	51,601	54,955	58,527	62,331	
5	53,355	56,823	60,516	64,450	
6	55,169	58,755	62,574	66,641	
7	57,045	60,753	64,702	68,908	
8	58,985	62,819	66,902	71,251	
9	60,990	64,954	69,176	73,672	
10	63,064	67,163	71,529	76,178	
11	65,208	69,447	73,961	78,768	
12	67,425	71,808	76,476	81,447	
13	68,504	72,957	77,699	82,749	
14	69,600	74,124	78,942	84,073	
15	70,714	75,310	80,205	85,418	
16	71,845	76,515	81,488	86,785	
17	72,995	77,740	82,793	88,175	
18	74,163	78,984	84,118	89,586	
19	75,350	80,248	85,464	91,019	
20	76,556	81,532	86,832	92,476	
21	77,781	82,837	88,221	93,955	
22	79,025	84,162	89,633	95,459	
23	80,289	85,508	91,066	96,985	
24	81,574	86,876	92,523	98,537	

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

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

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

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

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

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

Column	"A"	"B"	I	II	III	IV	V	VI		
STEP	AA/AS + 6 Yrs. Exp.	BA/BS + 2 Yrs. Exp.	M.A.	M.A. with B.A. Plus 45 Sem. Units	M.A. with B.A. Plus 60 Sem. Units	M.A. with B.A. Plus 75 Sem. Units	M.A. with B.A. Plus 90 Sem. Units	Ph.D.		
INSTRUCTOR	1	47,812	50,013	52,214	54,415	56,616	58,817	61,019	63,019	
	2	50,013	52,214	54,415	56,617	58,817	61,019	63,220	65,220	ASSISTANT
	*3	52,214	54,415	56,616	58,817	61,019	63,220	65,421	67,421	PROFESSOR
	4	54,415	56,616	58,817	61,019	63,220	65,421	67,622	69,622	
	5	56,616	58,817	61,019	63,219	65,421	67,622	69,823	71,823	
ASSISTANT PROFESSOR	6	58,817	61,019	63,220	65,421	67,622	69,823	72,024	74,024	ASSOCIATE
	7	61,019	63,220	65,421	67,622	69,823	72,024	74,225	76,225	PROFESSOR
	8	63,220	65,421	67,622	69,823	72,024	74,225	76,426	78,426	
	9		67,622	69,823	72,024	74,225	76,426	78,627	80,627	
	10		69,823	72,024	74,225	76,426	78,627	80,828	82,828	
	11			74,225	76,426	78,627	80,828	83,029	85,029	
	**12			76,426	78,627	80,828	83,029	85,230	87,230	
	13			78,627	80,828	83,029	85,230	87,431	89,431	PROFESSOR
	14			80,828	83,029	85,230	87,431	89,632	91,632	
	15			83,029	85,230	87,431	89,632	91,833	93,833	
	16			85,230	87,431	89,632	91,833	94,035	96,035	
	17			87,431	89,633	91,833	94,035	96,236	98,236	
	18			89,632	91,833	94,035	96,236	98,437	100,437	
	19					96,236	98,437	100,638	102,638	
	20							102,839	104,839	

An additional \$1250 will be paid for a second Master's degree in an area and/or subject which differs from the area and/or subject of the first Master's degree. Only full-time faculty receiving the additional \$1250 as of 10/20/14, shall receive the additional Master's stipend.

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

** Maximum starting salary.

Adjunct faculty hourly rates:	January 1, 2015	July 1, 2015	July 1, 2016
	\$49/hr	\$50/hr	\$51/hr
Full Time Faculty Overload	January 1, 2015	July 1, 2015	July 1, 2016
Hourly Rate *	\$41/hr	\$42/hr	\$43/hr

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

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

LONGEVITY (LONGEVITY STEPS ARE 16, 20 AND 24)

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

Doctorate Stipend 3,115.85

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

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

Cabrillo College Contract Regular Faculty Salary Schedule

2014-15 175 Days

Effective August 25, 2014 (Annual Rate)

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

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

Adjunct and Overload Academic Salary Schedule

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

Class >	1	2	3	4	5	6
Step	BA or Specific Minimum Requirements	MA/MS	MA/MS +15 Units (BA +45 Units)	MA/MS +30 Units (BA +60 Units)	MA/MS +45 Units (BA +75 Units)	MA/MS +60 Units (BA + 90 Units)
1	1,103	1,138	1,174	1,210	1,245	1,281
2	1,145	1,180	1,215	1,250	1,286	1,321
3	1,198	1,233	1,268	1,303	1,339	1,374
4	1,251	1,286	1,321	1,356	1,392	1,427
5	1,303	1,339	1,374	1,409	1,444	1,480
6	1,356	1,392	1,427	1,462	1,497	1,533
7	1,409	1,445	1,480	1,515	1,550	1,586
8	1,462	1,497	1,533	1,568	1,603	1,638
9	1,515	1,550	1,586	1,621	1,656	1,691
10	1,568	1,603	1,639	1,674	1,709	1,744
11	1,568	1,603	1,639	1,693	1,734	1,774
12	1,568	1,603	1,639	1,712	1,758	1,804

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

	A	B	C	D	E	F
Step	Bachelor's Degree	Master's Degree	Bachelor's Degree + 50 units including Master's	Bachelor's Degree + 70 units including Master's	Bachelor's Degree + 90 units including Master's	Doctorate Degree
1	Effective August 13, 2001 Steps 1 & 2 are eliminated (see item #5 under Explanation on Page 3)					
2						
3	55,896	58,757	61,617	64,477	67,339	70,200
4	58,757	61,617	64,477	67,339	70,200	73,059
5	61,617	64,477	67,339	70,200	73,059	75,917
6	64,477	67,339	70,200	73,059	75,917	78,778
7	67,339	70,200	73,059	75,917	78,778	81,641
8	70,200	73,059	75,917	78,778	81,641	84,501
9	73,059	75,917	78,778	81,641	84,501	87,362
10		78,778	81,641	84,501	87,362	90,222
11			84,501	87,362	90,222	93,078
12				90,222	93,078	95,944
13					95,944	98,803
14					98,803	101,661
18X					101,661	104,523
22X					104,523	107,382
26X					107,382	110,239
30X					110,239	113,101

HOURLY AND/OR SUBSTITUTE PAY

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

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

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

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

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

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

**ARTICLE 22
SALARY SCHEDULE PLACEMENT AND ADVANCEMENT**

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

Contract/Regular Schedule, Fall 2011

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

A

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

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



FULL-TIME FACULTY SALARY SCHEDULE

Effective April 1, 2013

LIFE Credential OR

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

ADJUNCT FACULTY SALARY SCHEDULE (including intersession) 2013

LIFE Credential OR

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



Faculty - 175 Duty Days (AA Salary Schedule)

Effective: 7/1/14

Units: Annual

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

Doctoral Stipend: \$2,849.00

PART-TIME INSTRUCTOR

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

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

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

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

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

**Contra Costa Community College District
2013 - 2014 SALARY SCHEDULE
FACULTY**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
STEP							
1	\$50,556	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820
2	\$50,556	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820
3	\$50,556	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820
4	\$53,052	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820	\$68,388
5	\$55,668	\$58,164	\$60,732	\$63,228	\$65,820	\$68,388	\$70,956
6	\$58,164	\$60,732	\$63,228	\$65,820	\$68,388	\$70,956	\$73,572
7	\$60,732	\$63,228	\$65,820	\$68,388	\$70,956	\$73,572	\$76,068
8	\$63,228	\$65,820	\$68,388	\$70,956	\$73,572	\$76,068	\$78,600
9	\$65,820	\$68,388	\$70,956	\$73,572	\$76,068	\$78,600	\$81,204
10	\$0	\$70,956	\$73,572	\$76,068	\$78,600	\$81,204	\$83,772
11	\$0	\$0	\$76,068	\$78,600	\$81,204	\$83,772	\$86,232
12	\$0	\$0	\$0	\$81,204	\$83,772	\$86,232	\$88,800
13	\$0	\$0	\$0	\$0	\$86,232	\$88,800	\$91,404
14	\$0	\$0	\$0	\$0	\$86,232	\$88,800	\$91,404
15	\$0	\$0	\$0	\$0	\$86,232	\$88,800	\$91,404
16	\$0	\$0	\$0	\$0	\$88,800	\$91,404	\$93,864
17	\$0	\$0	\$0	\$0	\$88,800	\$91,404	\$93,864
18	\$0	\$0	\$0	\$0	\$88,800	\$91,404	\$93,864
19	\$0	\$0	\$0	\$0	\$91,404	\$93,864	\$96,492
20	\$0	\$0	\$0	\$0	\$91,404	\$93,864	\$96,492
21	\$0	\$0	\$0	\$0	\$91,404	\$93,864	\$96,492
22	\$0	\$0	\$0	\$0	\$93,864	\$96,492	\$99,072

Appendix B-2

**Contra Costa Community College District
2013 - 2014 SALARY SCHEDULE
TEACHING FOR EXTENDED DAY PROGRAMS,
TEMPORARY (PART-TIME) DAY FACULTY AND SUMMER SESSION**

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

COPPER MOUNTAIN COLLEGE

ACADEMIC 177 DAY SALARY SCHEDULE - ACA177

JANUARY 1, 2013 - 2% INCREASE

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

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

ADJUNCT SALARY SCHEDULE

Effective January 14,2008 Spring Semester 2008

	BA	MA	PhD
LEC	47.81	49.77	51.81
LAB	38.52	40.10	41.74

CERTIFICATED SALARY SCHEDULE 2013-2014

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

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

Adjunct Salary Schedule 2013-2014

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

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

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

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

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

FEATHER RIVER COMMUNITY COLLEGE DISTRICT ACADEMIC SALARY SCHEDULE

JULY 1, 2014 - JUNE 30, 2015

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

FEATHER RIVER COMMUNITY COLLEGE DISTRICT ASSOCIATE FACULTY PARITY SALARY SCHEDULE

July 1, 2014 - June 30, 2015

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

APPENDIX A
FACULTY SALARY SCHEDULE
2013-2014

Foothill-De Anza Community College District

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

APPENDIX C
PART-TIME FACULTY SALARY SCHEDULE
2013-2014

Foothill-De Anza Community College District

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

FULL TIME FACULTY SALARY SCHEDULE

FY 2014-15

Effective July 1, 2015

Doctoral Stipend Included in TRACK V

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

CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2014-15

Effective July 1, 2014

LECTURE

30 Unit Lecture Load Per Year

Pay Per One (1) Credit Semester Lecture Unit

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

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

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

Doctorate Stipend \$2,110 per year

APPENDIX B1
ADJUNCT HOURLY SCHEDULE (WITH PARITY)
Effective FEBRUARY 2014 for Spring 2014, Fall 2014, Summer 2015

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

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

Salary Ranges for 10- Month Academic Employees **2007-2008** with 3% COLA effective July 2007, and an additional 0.8% Ranking effective January 2008. Salary Equity Taskforce (SET) recommendation approved by Governing Board on 3/18/2014. **Apply .24% SET, effective 1/1/2014.**

<u>STEP</u>	<u>CLASS I</u>	<u>CLASS II</u>	<u>CLASS III</u>	<u>CLASS IV</u>	<u>CLASS V</u>	<u>CLASS VI</u>	<u>CLASS VII</u>
1	45,548	50,103	52,608	55,238	58,000	60,900	62,423
2	46,732	51,405	53,976	56,675	59,508	62,484	64,046
3	47,947	52,742	55,379	58,148	61,055	64,108	65,711
4	49,194	54,113	56,819	59,660	62,643	65,775	67,419
5	50,473	55,520	58,296	61,211	64,272	67,485	69,172
6	51,785	56,964	59,812	62,803	65,943	69,240	70,971
7	53,132	58,445	61,367	64,435	67,657	71,040	72,816
8	54,513	59,964	62,963	66,111	69,416	72,887	74,709
9	55,930	61,523	64,600	67,830	71,221	74,782	76,652
10	57,385	63,123	66,279	69,593	73,073	76,727	78,645
11	58,877	64,764	68,003	71,403	74,973	78,721	80,689
12	60,407	66,448	69,771	73,259	76,922	80,768	82,787
13	61,978	68,176	71,585	75,164	78,922	82,868	84,940
14	63,589	69,948	73,446	77,118	80,974	85,023	87,148
15	65,243	71,767	75,355	79,123	83,079	87,233	89,414
16					83,524	87,700	89,892
17					83,971	88,169	90,373
18					84,420	88,641	90,857
19					84,872	89,115	91,343
20					85,326	89,592	91,832
21					85,782	90,071	92,323
22					86,241	90,553	92,817
23					86,702	91,038	93,313
24					87,166	91,525	93,813
25					87,633	92,014	94,315
26					88,101	92,507	94,819
27					88,573	93,001	95,326
28					89,047	93,499	95,836
29					89,523	93,999	96,349
30					90,002	94,502	96,865

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
PART-TIME INSTRUCTOR SALARY SCHEDULE**

2007 – 2008 effective January 1, 2008

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

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

**HARTNELL COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE**

2014/15 175 days per academic year

Step	Column A	Column B	Column C	Column D	Column E
	<i>Less than Master's degree</i>	<i>Master's or Equivalent</i>	<i>Master's +30 or Bachelor's +60 with Master's</i>	<i>Master's +60 or Bachelor's +90 with Master's</i>	<i>Doctorate</i>
1	\$44,515	\$53,906	\$56,952	\$60,089	\$63,109
2	46,922	56,600	59,649	62,785	65,812
3	49,342	59,300	62,349	65,473	68,492
4	51,757	61,983	65,046	68,165	71,181
5	54,169	64,671	67,734	70,860	73,883
6	56,581	67,372	70,426	73,551	76,575
7	58,992	70,061	73,121	76,239	79,259
8	61,407	72,747	75,815	78,931	81,952
9	63,818	75,443	78,495	81,629	84,642
10	66,226	78,134	81,201	84,322	87,346
11	68,656	80,830	83,883	87,019	90,029
12	71,251	83,515	86,573	89,704	92,717
13	71,251	86,115	89,269	92,386	95,419
14	71,251	87,256	91,864	95,092	98,107
15	72,393	88,398	91,864	97,690	100,708
16			93,006	98,831	101,849
17			94,147	99,974	102,991
18			95,289	101,115	104,133
19			95,289	101,115	104,133
20	73,534	89,539	96,430	102,256	105,274

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

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

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

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

ARTICLE 13 SALARY

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

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

**KERN
BASIC FACULTY SALARY SCHEDULE**

Effective July 1, 2013

1.17% increase

175 DAYS

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

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

SCHEDULE B

FULL - TIME CREDIT FACULTY SALARIES

178 DAY EMPLOYEES

2010 - 2011

<u>STEP</u>	
1	46,935
2	47,981
3	49,032
4	50,773
5	52,515
6	54,852
7	56,217
8	57,740
9	59,259
10	61,203
11	63,149
12	65,195
13	66,231
14	67,265
15	68,214
16	69,448
17	70,706
18	72,105
19	73,511
20	74,433
21	75,356
22	76,278
23	77,201
24	78,123
25	79,046
26	79,968
27	80,891
28	82,550
29	84,354

Doctoral Step*

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

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

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

Part-Time Teaching Faculty Lecture Rates Credit Program

Quarters Worked At LTCC	Adjunct Faculty	Associate Faculty
0 – 9	\$476.00/unit	\$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

Appendix A Faculty Salary Schedule

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

For 2011-2012 - All compensation remains the same.

For 2012-2013 and 2013-1014

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

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

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

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

Part and Full Time Hourly Overload Calculation

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

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

Step	Column 1 Less than Master's Degree	Column 2 Master's Degree	Column 3 BA + 42 Units & MA or MA + 14 Units	Column 4 BA + 56 Units & MA or MA + 28 Units	Column 5 BA + 70 Units & MA or MA + 42 Units	Column 6 BA + 84 Units & MA or MA + 56 Units	Column 7 PhD or Equivalent
26	\$ 83,938.44	\$89,525.64	\$ 92,453.64	\$ 95,382.48	\$ 98,645.64	\$101,901.00	\$ 106,348.92
25	\$ 83,412.48	\$88,935.60	\$ 91,862.76	\$ 94,776.60	\$ 98,049.72	\$101,310.12	\$ 105,763.08
24	\$ 82,951.56	\$88,475.52	\$ 91,401.84	\$ 94,315.68	\$ 97,588.80	\$100,849.20	\$ 105,302.16
23	\$ 82,490.64	\$88,015.44	\$ 90,940.92	\$ 93,854.76	\$ 97,127.88	\$100,388.28	\$ 104,841.24
22	\$ 82,029.72	\$87,555.36	\$ 90,480.00	\$ 93,393.84	\$ 96,666.96	\$ 99,927.36	\$ 104,380.32
21	\$ 81,568.80	\$87,095.28	\$ 90,019.08	\$ 92,932.92	\$ 96,206.04	\$ 99,466.44	\$ 103,919.52
20	\$ 81,069.72	\$86,586.24	\$ 89,485.08	\$ 92,388.96	\$ 95,631.96	\$ 98,872.44	\$ 103,380.48
19	\$ 80,595.72	\$86,112.24	\$ 89,011.08	\$ 91,914.96	\$ 95,157.96	\$ 98,398.44	\$ 102,906.36
18	\$ 80,121.72	\$85,638.24	\$ 88,537.08	\$ 91,440.96	\$ 94,683.96	\$ 97,924.44	\$ 102,432.24
17	\$ 79,647.72	\$85,164.24	\$ 88,063.08	\$ 90,966.96	\$ 94,209.96	\$ 97,450.44	\$ 101,958.12
16	\$ 79,173.72	\$84,690.24	\$ 87,589.08	\$ 90,492.96	\$ 93,735.96	\$ 96,976.44	\$ 101,484.00
15	\$ 78,698.88	\$84,215.40	\$ 86,877.12	\$ 90,018.36	\$ 93,024.48	\$ 96,502.32	\$ 101,009.52
14	\$ 78,224.04	\$83,740.44	\$ 86,165.16	\$ 89,543.76	\$ 92,313.00	\$ 96,028.32	\$ 100,534.92
13	\$ 77,749.20	\$83,265.60	\$ 85,453.20	\$ 89,069.16	\$ 91,601.52	\$ 95,554.20	\$ 100,060.32
12	\$ 77,274.36	\$82,790.76	\$ 84,741.24	\$ 88,594.56	\$ 90,890.04	\$ 95,080.08	\$ 99,585.84
11	\$ 76,799.52	\$82,315.80	\$ 84,029.28	\$ 88,119.96	\$ 90,178.56	\$ 94,605.96	\$ 99,111.24
10	\$ 76,223.28	\$81,739.56	\$ 83,261.04	\$ 87,351.84	\$ 89,026.32	\$ 93,453.72	\$ 96,806.88
9	\$ 75,647.04	\$81,163.32	\$ 82,492.80	\$ 86,583.72	\$ 87,874.08	\$ 89,928.72	\$ 94,431.96
8	\$ 75,070.80	\$80,587.08	\$ 81,724.56	\$ 83,443.08	\$ 85,501.32	\$ 87,556.44	\$ 92,059.32
7	\$ 74,494.56	\$77,638.20	\$ 79,354.44	\$ 81,068.16	\$ 83,128.56	\$ 85,183.68	\$ 89,686.56
6	\$ 72,119.76	\$75,267.96	\$ 76,981.56	\$ 78,692.88	\$ 80,754.00	\$ 82,811.28	\$ 87,314.40
5	\$ 69,749.76	\$72,895.44	\$ 74,609.28	\$ 76,322.64	\$ 78,383.64	\$ 80,438.52	\$ 84,943.68
4	\$ 67,381.44	\$70,520.28	\$ 72,236.64	\$ 73,952.76	\$ 76,013.40	\$ 78,068.16	\$ 82,569.48
3	\$ 65,006.88	\$68,150.04	\$ 69,866.52	\$ 71,577.72	\$ 73,638.48	\$ 75,696.00	\$ 80,196.72
2	\$ 62,631.72	\$65,777.40	\$ 67,491.36	\$ 69,205.32	\$ 71,263.32	\$ 73,321.20	\$ 77,826.48
1	\$ 60,261.60	\$63,405.24	\$ 65,121.12	\$ 66,835.20	\$ 68,892.96	\$ 70,950.96	\$ 75,451.44

Effective: 11/1/14

Adopted: 12/9/14

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

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

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

Los Rios Community College District 2014-15 Interim

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

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

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

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

MARIN COMMUNITY COLLEGE DISTRICT

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

CREDIT

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

1. TEMPORARY PART-TIME CREDIT INSTRUCTOR PAYMENT FORMULA:

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

Salary Schedule: Faculty, Full-time 2013-14

MENDOCINO-LAKE COMMUNITY COLLEGE DISTRICT

Full-Time Faculty Salary Schedule

2013-14

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

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

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

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

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

**2013-14
MENDOCINO COLLEGE
PART-TIME FACULTY SALARY SCHEDULE**

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

Merced Community College District
 Faculty Salary Schedule 2014-2015
 (Effective 1/1/12)

B.A. or Partial
 CCI Cred.
 Based on
 Occp. Exp.
 w/o B.A.

M.A. or Partial
 CCI Cred.
 Based on
 Occup. Exp.
 incl. B.A. or

B. A. +45 units
 incl. M.A. or
 M.A. +15 or
 Full CCI Cred

B.A. +60 units
 incl. M.A. or
 M.A. + 30 or
 Full CCI Cred.

B.A. +75 units
 incl. M.A. or
 M.A. + 45 or
 Class IV plus
 15 w/ M.A.
 included

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	45,757	50,339	52,626	54,911	57,191
2	48,039	52,626	54,911	57,191	59,485
3	50,339	54,911	57,191	59,485	61,769
4	52,626	57,191	59,485	61,769	64,065
5	54,911	59,485	61,769	64,065	66,361
6	57,191	61,769	64,065	66,361	68,746
7	59,485	64,065	66,361	68,746	71,135
8	61,769	66,361	68,746	71,135	73,544
9	64,065	68,746	71,135	73,544	75,948
10	66,361	71,135	73,544	75,948	78,353
11		73,544	75,948	78,353	80,775
12			78,353	80,775	83,193
13				83,193	85,634
14					88,078
18					90,531
22					93,155
26					95,853
30					98,632
34					101,495
38					104,454

LECTURE/DISCUSSION MODE

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

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

COLA 1%

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

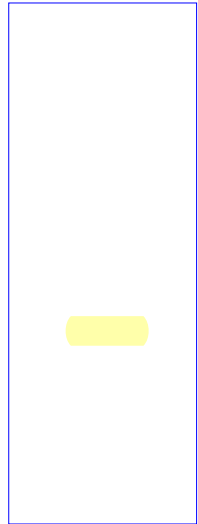
ASSOCIATE FACULTY SALARY SCHEDULE
2009-2011

COLA 1%

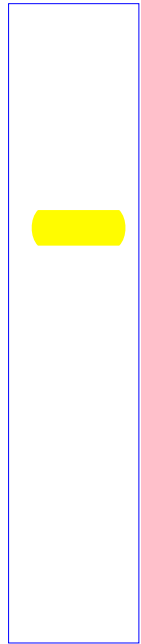
Effective July 1, 2009

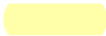
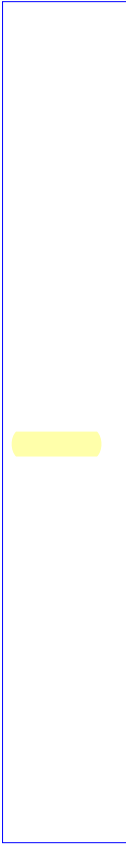
	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	DOCTORATE
Step 1	\$67.72	\$70.22	\$72.72	\$75.23	\$77.74	\$80.02
Step 2	\$71.39	\$73.90	\$76.41	\$78.91	\$81.41	\$83.69
Step 3	\$75.07	\$77.57	\$80.08	\$82.59	\$85.10	\$87.39
Step 4	\$78.75	\$81.26	\$83.76	\$86.26	\$88.78	\$91.06
Step 5	\$82.44	\$84.93	\$87.45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

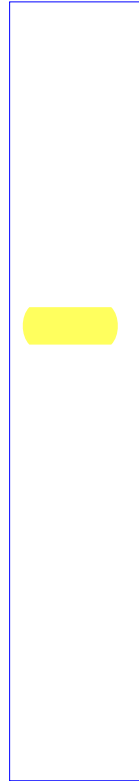


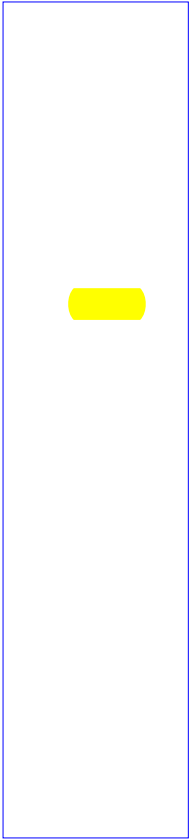




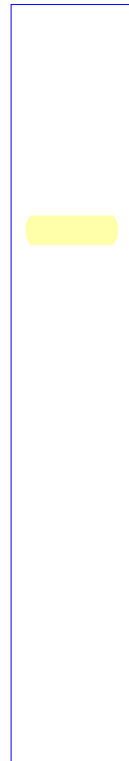


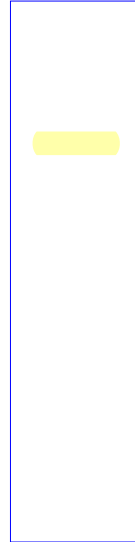




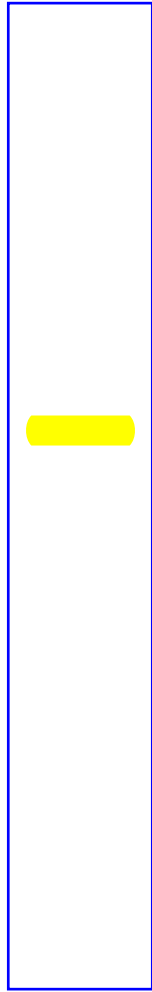


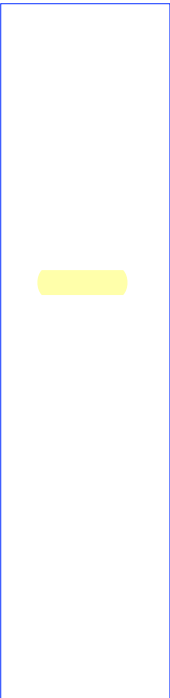


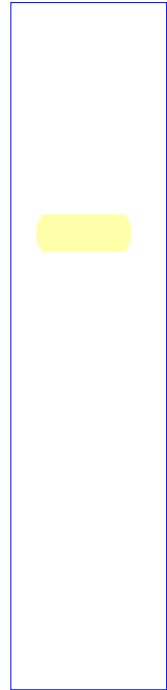




<http://www.rscgd.edu/Departments/Human-Resources/Pages/Salary-Schedules.aspx>









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

