



**Salary Ranges for 10-Month Academic Employees  
Effective January 1, 2019**

<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	48,016	52,817	55,458	58,231	61,142	64,199	65,804
2	49,264	54,190	56,900	59,745	62,732	65,869	67,515
3	50,545	55,599	58,379	61,298	64,363	67,581	69,271
4	51,859	57,045	59,897	62,892	66,037	69,338	71,072
5	53,207	58,528	61,454	64,527	67,753	71,141	72,920
6	54,591	60,050	63,052	66,205	69,515	72,991	74,816
7	56,010	61,611	64,692	67,926	71,322	74,889	76,761
8	57,466	63,213	66,374	69,692	73,177	76,836	78,757
9	58,960	64,856	68,099	71,504	75,079	78,833	80,804
10	60,493	66,543	69,870	73,363	77,032	80,883	82,905
11	62,066	68,273	71,686	75,271	79,034	82,986	85,061
12	63,680	70,048	73,550	77,228	81,089	85,144	87,272
13	65,336	71,869	75,463	79,236	83,198	87,357	89,541
14	67,034	73,738	77,425	81,296	85,361	89,629	91,869
15	68,777	75,655	79,438	83,410	87,580	91,959	94,258
16					89,857	94,350	96,709
17					92,193	96,803	99,223
18					94,590	99,320	101,803
19					95,097	99,851	102,348
20					95,605	100,386	102,895
21					96,117	100,923	103,446
22					96,631	101,463	103,999
23					97,148	102,005	104,555
24					97,668	102,551	105,115
25					98,190	103,100	105,677
26					98,716	103,651	106,243
27					99,244	104,206	106,811
28					99,775	104,763	107,382
29					100,308	105,324	107,957
30					100,845	105,887	108,535

Academic employees assigned to two extra months of service will be paid at the academic salary schedule, plus 2/10.  
All units considered for placement on the schedule must be from an accredited institution.

## EXPLANATION OF CLASS AND STEP PLACEMENT FOR THE 10-MONTH ACADEMIC EMPLOYEES

The Board of Governors, in conjunction with the Academic Senate for California Community Colleges, has adopted two lists entitled "Disciplines Requiring the Master's Degree" and "Disciplines in which the Master's Degree is not Generally Expected or Available". Full-time academic hires are placed on the salary schedule. GCCCD has adopted an additional list "For Which Professional Certification is Mandated to Maintain License." These lists are as follows:

### EXPLANATION OF CLASSES FOR EMPLOYMENT IN DISCIPLINES REQUIRING THE MASTER'S DEGREE:

Class I	Members of academic staff not eligible for higher class placement.
Class II	Bachelor's Degree plus 30 semester units* including Master's Degree.
Class III	Bachelor's Degree plus 45 semester units* including Master's Degree.
Class IV	Bachelor's Degree plus 60 semester units* including Master's Degree.
Class V	Bachelor's Degree plus 75 semester units* including Master's Degree.
Class VI	Bachelor's Degree plus 90 semester units* including Master's Degree.
Class VII	Earned Doctorate.

### EXPLANATION OF CLASSES FOR EMPLOYMENT IN "DISCIPLINES IN WHICH THE MASTER'S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE":

Class I	Vocational employees not qualified for higher class placement.
Class II	Associate Degree
Class III	Bachelor's Degree plus 15 semester units*
Class IV	Bachelor's Degree plus 45 semester units*
Class V	Bachelor's Degree plus 45 semester units* including Master's Degree Bachelor's Degree plus 75 semester units*
Class VI	Bachelor's Degree plus 60 semester units* including Master's Degree Bachelor's Degree plus 90 semester units*
Class VII	Earned Doctorate

### EXPLANATION OF CLASSES FOR EMPLOYMENT IN ALLIED HEALTH "DISCIPLINES IN WHICH THE MASTER'S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE", BUT FOR WHICH PROFESSIONAL CERTIFICATION IS MANDATED TO MAINTAIN LICENSE\*\*:

Class I	Vocational employees not qualified for higher class placement.
Class II	Associate Degree
Class III	Associate Degree plus 15 semester units
Class IV	Associate Degree plus 30 semester units
Class V	Associate Degree plus 45 semester units
Class VI	Associate Degree plus 60 semester units OR Bachelor's Degree
Class VII	Earned Doctorate

\*\*Note: This new placement criteria is only for Allied Health faculty positions and will be reviewed for its appropriateness after June 30, 2009

Employees hired in disciplines which the master's degree is not generally expected may also use any continuing education credit hours which have been completed. One unit credit will be given for every 15 hours of credit instruction for courses which indicate a significant contribution to the discipline for which hired.

\*May include all upper division and graduate semester units and those lower division semester units which make a definite contribution to teaching competence, provided they are earned subsequent to the bachelor's.

### REGULATIONS GOVERNING INITIAL PLACEMENT ON SALARY SCHEDULE:

#### Regulations for Step Placement:

- Credit for previous teaching shall be limited to nine (9) years. Each year of full-time teaching or its equivalent allowed shall count for one step on the schedule. Credit will not be given for hourly, part-time, practice, or cadet teaching.
  - "Full-time teaching" shall mean employment for at least one (1) academic year of full-time teaching as defined by the former employing educational institution(s). Full-time teaching assignments (equivalent full-time educational experience) with a single employer of 75% or more of an academic year will be counted as one year of teaching experience. Such experience must be that which usually requires certification under California law.
  - "Equivalent" shall mean other full-time educational experience as defined by the former employing educational institution(s), e.g., administration, counseling, librarians. Full-time teaching assignments (equivalent full-time educational experience) with a single employer of 75% or more of an academic year will be counted as one year of teaching experience. Such experience must be that which usually requires certification under California law.
- Normally, one step is allowed for each one year of work experience directly related to the subjects to be taught by an instructor, only one step may be allowed for each two years of experience if the experience is only indirectly related to the teaching responsibilities of the individual. Full-time work experience with a single employer of nine months or more will be counted as one year of work experience.
  - Allied Health Instructors shall receive two steps for each year of full time clinical work experience, not to exceed Step 10.
- Credit for military service in any branch of the U.S. Armed Forces is limited to a maximum of two steps, at the rate of one step for every two years of service. That portion of military service experience directly or indirectly related to the subjects to be taught shall be treated in the same manner as mentioned in item No. 2 above of this schedule.
- 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.

#### Regulations for determining two-thirds requirement for Class Placement:

- To be eligible for Class II, III, IV, V, and VI placement in disciplines requiring the Master's Degree, an individual must have completed in his/her teaching fields subsequent to the bachelor's degree at least 20 semester units for Class II, 30 semester units for Class III, 40 semester units for Class IV, 50 semester units for Class V, and 60 semester units for Class VI. Course work for professional growth in the depth area (contract discipline) shall be at the upper division or graduate level.
- Credit received for practice teaching in an individual's teaching field(s) and for education methods courses in his/her teaching field(s) may apply to this requirement.
- The computation of this two-thirds requirement also shall include those semester units earned before the bachelor's degree in an individual's teaching field(s) which are in addition to 36 semester units for a major and 20 semester units for a minor, because it is evident that these excess units contribute to the objective of the two-thirds rule, namely, depth of preparation in the subject matter of the teaching field(s).