



**Salary Ranges for 11-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	52,817	58,099	61,004	64,054	67,257	70,619	72,385
2	54,190	59,609	62,590	65,719	69,005	72,456	74,267
3	55,599	61,159	64,217	67,428	70,799	74,339	76,198
4	57,045	62,749	65,887	69,181	72,640	76,272	78,179
5	58,528	64,381	67,600	70,980	74,529	78,255	80,212
6	60,050	66,055	69,357	72,825	76,467	80,290	82,297
7	61,611	67,772	71,161	74,719	78,455	82,377	84,437
8	63,213	69,534	73,011	76,661	80,495	84,519	86,632
9	64,856	71,342	74,909	78,655	82,587	86,717	88,885
10	66,543	73,197	76,857	80,700	84,735	88,971	91,196
11	68,273	75,100	78,855	82,798	86,938	91,285	93,567
12	70,048	77,053	80,905	84,951	89,198	93,658	95,999
13	71,869	79,056	83,009	87,159	91,517	96,093	98,495
14	73,738	81,112	85,167	89,425	93,897	98,592	101,056
15	75,655	83,220	87,381	91,751	96,338	101,155	103,684
16					98,843	103,785	106,380
17					101,413	106,483	109,145
18					104,049	109,252	111,983
19					104,606	109,836	112,582
20					105,166	110,424	113,185
21					105,728	111,015	113,790
22					106,294	111,609	114,399
23					106,863	112,206	115,011
24					107,434	112,806	115,626
25					108,009	113,410	116,245
26					108,587	114,016	116,867
27					109,168	114,626	117,492
28					109,752	115,240	118,121
29					110,339	115,856	118,753
30					110,930	116,476	119,388

All units considered for placement on the salary schedule must be from an accredited institution.

**SALARY LEVELS FOR ALL 11-MONTH CONTRACT POSITIONS**

<u>Title</u>	<u>Salary Level</u>
Alternate Media/High Tech Center Access Specialist	Variable
AmeriCorps-America Reads Program Specialist	Variable
Care/EOPS Program Specialist	Variable
Child Development Resource/Referral	Variable
CalWORKS Specialist	Variable
Community Service Learning Program Specialist	Variable
Counselor	Variable
Disabled Student Program and Services Specialist	Variable
Foster Care Education Program Specialist	Variable
Industry/Education Counselor - Vocational Program	Variable
Librarian	Variable
Vocational Evaluator	Variable

## EXPLANATION OF CLASS AND STEP PLACEMENT FOR THE 11-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 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

Employees hired in disciplines in which a 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 Degree.

### 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.
- 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 a 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).