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CLASSIFIED EMPLOYEES SALARY SCHEDULE

GAVILAN JOINT COMMUNITY COLLEGE DISTRICT

Classified Employee Monthly Salary Schedule FY 2017-18

Effective August 1, 2017

Monthly values based on 40 Hours per week @ 1.0 FTE

Monthly values calculated from annual / 12 months

JOB CLASSIFICATION alphabetical	TRACK	Step A	Step B	Step C	Step D	Step E
<u>Academic Scheduling Coordinator</u>	17	\$4,710.8904	\$4,946.2248	\$5,193.1158	\$5,452.6140	\$5,725.7700
<u>Accountant</u>	20	\$5,451.5634	\$5,723.6688	\$6,010.4826	\$6,310.9542	\$6,626.1342
<u>Accounting Assistant</u>	11	\$3,510.0546	\$3,684.4542	\$3,869.3598	\$4,062.6702	\$4,265.4360
<u>Accounting Technician</u>	14	\$4,077.3786	\$4,281.1950	\$4,495.5174	\$4,720.3458	\$4,955.6802
<u>Adaptive Services Specialist</u>	15	\$4,265.4360	\$4,478.7078	\$4,703.5362	\$4,937.8200	\$5,185.7616

<u>Admissions/Student Records Technician</u>	13	\$3,869.3598	\$4,062.6702	\$4,266.4866	\$4,479.7584	\$4,703.5362
<u>Athletic Trainer</u>	20	\$5,451.5634	\$5,723.6688	\$6,010.4826	\$6,310.9542	\$6,626.1342
<u>Campus Security Officer</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
Campus Support Services Technician	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
<u>Career/Transfer Specialist</u>	14	\$4,077.3786	\$4,281.1950	\$4,495.5174	\$4,720.3458	\$4,955.6802
Cashier	13	\$3,869.3598	\$4,062.6702	\$4,266.4866	\$4,479.7584	\$4,703.5362
<u>Chemistry/Biological Sci. Lab Coordinator</u>	17	\$4,710.8904	\$4,946.2248	\$5,193.1158	\$5,452.6140	\$5,725.7700
<u>Computer Center Specialist</u>	15	\$4,265.4360	\$4,478.7078	\$4,703.5362	\$4,937.8200	\$5,185.7616
<u>Curriculum Specialist</u>	17	\$4,710.8904	\$4,946.2248	\$5,193.1158	\$5,452.6140	\$5,725.7700
<u>Custodian</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
<u>Departmental Assistant</u>	12	\$3,681.3024	\$3,865.1574	\$4,058.4678	\$4,261.2336	\$4,474.5054
<u>Division Assistant</u>	15	\$4,265.4360	\$4,478.7078	\$4,703.5362	\$4,937.8200	\$5,185.7616
<u>Facilities Maintenance Worker I</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
<u>Facilities Maintenance Worker II</u>	14	\$4,077.3786	\$4,281.1950	\$4,495.5174	\$4,720.3458	\$4,955.6802
<u>Facilities Use Scheduler</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
Financial Aid Specialist	14	\$4,077.3786	\$4,281.1950	\$4,495.5174	\$4,720.3458	\$4,955.6802
	19	\$5,179.4580	\$5,438.9562	\$5,711.0616	\$5,996.8248	\$6,296.2458

Financial Aid
Technical Analyst

<u>Financial Aid Technician</u>	12	\$3,681.3024	\$3,865.1574	\$4,058.4678	\$4,261.2336	\$4,474.5054
<u>Groundskeeper</u>	12	\$3,681.3024	\$3,865.1574	\$4,058.4678	\$4,261.2336	\$4,474.5054
<u>Instructional Program Specialist</u>	13	\$3,869.3598	\$4,062.6702	\$4,266.4866	\$4,479.7584	\$4,703.5362
<u>Job Developer</u>	13	\$3,869.3598	\$4,062.6702	\$4,266.4866	\$4,479.7584	\$4,703.5362
<u>Lead Custodian</u>	12	\$3,681.3024	\$3,865.1574	\$4,058.4678	\$4,261.2336	\$4,474.5054
<u>Library Systems Technician</u>	15	\$4,265.4360	\$4,478.7078	\$4,703.5362	\$4,937.8200	\$5,185.7616
<u>Library Technician</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
<u>Maintenance Lead Person</u>	17	\$4,710.8904	\$4,946.2248	\$5,193.1158	\$5,452.6140	\$5,725.7700
<u>Mobility Aide</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
<u>Multimedia Technician</u>	15	\$4,265.4360	\$4,478.7078	\$4,703.5362	\$4,937.8200	\$5,185.7616
<u>Office Assistant</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
<u>Payroll Officer</u>	18	\$4,943.0730	\$5,189.9640	\$5,449.4622	\$5,721.5676	\$6,007.3308
<u>Program Services Specialist</u>	14	\$4,077.3786	\$4,281.1950	\$4,495.5174	\$4,720.3458	\$4,955.6802
<u>Programmer Analyst</u>	22	\$6,014.6850	\$6,315.1566	\$6,631.3872	\$6,962.3262	\$7,310.0748
<u>Public Information and Marketing Specialist</u>	14	\$4,077.3786	\$4,281.1950	\$4,495.5174	\$4,720.3458	\$4,955.6802
<u>Purchasing Agent</u>	16	\$4,480.8090	\$4,705.6374	\$4,940.9718	\$5,187.8628	\$5,447.3610
<u>Reprographics Operator</u>	10	\$3,340.9080	\$3,506.9028	\$3,682.3530	\$3,867.2586	\$4,060.5690
<u>Research Analyst</u>	19	\$5,179.4580	\$5,438.9562	\$5,711.0616	\$5,996.8248	\$6,296.2458

<u>Senior Accountant</u>	22	\$6,014.6850	\$6,315.1566	\$6,631.3872	\$6,962.3262	\$7,310.0748
<u>Senior Assessment Specialist</u>	15	\$4,265.4360	\$4,478.7078	\$4,703.5362	\$4,937.8200	\$5,185.7616
<u>Senior Financial Aid Specialist</u>	17	\$4,710.8904	\$4,946.2248	\$5,193.1158	\$5,452.6140	\$5,725.7700
<u>Senior Instructional Program Specialist</u>	16	\$4,480.8090	\$4,705.6374	\$4,940.9718	\$5,187.8628	\$5,447.3610
<u>Senior Library Technician</u>	13	\$3,869.3598	\$4,062.6702	\$4,266.4866	\$4,479.7584	\$4,703.5362
<u>Senior Program Services Specialist</u>	17	\$4,710.8904	\$4,946.2248	\$5,193.1158	\$5,452.6140	\$5,725.7700
<u>Senior Programmer Analyst</u>	26	\$7,310.8872	\$7,676.4315	\$8,060.2531	\$8,463.2658	\$8,886.4291
<u>Senior Systems Administrator</u>	25	\$6,962.7497	\$7,310.8872	\$7,676.4316	\$8,060.2531	\$8,463.2658
<u>Senior Systems and Network Engineer</u>	26	\$7,310.8872	\$7,676.4315	\$8,060.2531	\$8,463.2658	\$8,886.4291
<u>Student Assessment Specialist</u>	13	\$3,869.3598	\$4,062.6702	\$4,266.4866	\$4,479.7584	\$4,703.5362
<u>Systems Support Specialist</u>	21	\$5,723.6688	\$6,010.4826	\$6,310.9542	\$6,626.1342	\$6,958.1238
<u>Theater Technical Coordinator</u>	17	\$4,710.8904	\$4,946.2248	\$5,193.1158	\$5,452.6140	\$5,725.7700
<u>Vocational Instructional Specialist</u>	14	\$4,077.3786	\$4,281.1950	\$4,495.5174	\$4,720.3458	\$4,955.6802
<u>Warehouse Inventory Control Tech</u>	11	\$3,510.0546	\$3,684.4542	\$3,869.3598	\$4,062.6702	\$4,265.4360
<u>Web Developer</u>	24	\$6,631.1902	\$6,962.7497	\$7,310.8872	\$7,676.4316	\$8,060.2531

**APPENDIX A
FACULTY SALARY SCHEDULES**

**Full-Time Faculty Salary Schedule
FY 2017 - 2018**

Effective November 1, 2017

2% Cola and .5% for Instructional Improvement and Faculty Engagement over FY 2016 - 2017

Doctoral Stipend Included in TRACK V

	Step	Track I	Track II	Track III	Track IV	Track V
	1	57,412.7408	61,170.1550	65,258.0190	69,015.4332	72,368.0832
	2	59,849.4118	63,639.5542	67,740.0873	71,517.5608	74,870.2108
	3	62,293.4729	66,100.5075	70,229.5458	74,024.9670	77,377.6170
	4	64,740.7015	68,559.3492	72,711.6140	76,515.4812	79,868.1312
	5	67,183.7070	71,028.7485	75,198.9610	79,026.0548	82,378.7048
	6	69,630.9355	73,482.3115	77,686.3080	81,529.2380	84,881.8880
	7	72,066.5508	75,948.5435	80,160.9860	84,026.0868	87,378.7368
	8	74,511.6678	78,412.6640	82,647.2773	86,535.6045	89,888.2545
	9	76,962.0635	80,874.6730	85,131.4570	89,033.5090	92,386.1590
	10	79,410.3478	83,341.9608	87,616.6925	91,531.4135	94,884.0635
	11	81,851.2418	85,800.8025	90,099.8165	94,031.4295	97,384.0795
	12		88,263.8672	92,572.3830	96,537.7800	99,890.4300
	13			95,063.9530	99,036.7402	102,389.3902
	14				101,540.9793	104,893.6293
Steps 15 - 19 Are Career Increments	15				104,042.0510	107,394.7010
	16				106,543.1228	109,895.7728
	17				109,049.4732	112,402.1232
	18				111,546.3220	114,898.9720
	19				114,046.3380	117,398.9880
	20					
	21					
Step 22 is a Longevity Increment	22		90,800.8345	97,620.9795	116,608.6433	119,961.2933
Initial placement above step 6 requires administrative approval. Doctorate stipend of \$3,352.65 added to each cell in Track IV to determine corresponding cell in Track V.						
Note: Numbers based on annual basis may vary a few cents due to rounding.						

GAVILAN COLLEGE CONTRACT AND REGULAR ACADEMIC SALARY SCHEDULE

TRACK AND STEP PLACEMENT

1. The first six (6) years of education and work experience in the instructional field, or a combination thereof, shall be used to determine the proper column of the salary schedule for vocational instructors.
2. After the proper column has been determined for vocational instructors, all remaining years of experience not used for credentialing shall be used to determine the proper step on the salary schedule. For all instructors as appropriate, each year of teaching in an accredited institution shall be counted as one (1) step and each two (2) years of the kind of work that qualifies for the credential shall be counted as one (1) step. However, five (5) steps are the maximum number normally granted for teaching and work experience, with entry no higher than the sixth (6th) step. The Superintendent/President is authorized to negotiate for initial employment beyond the sixth (6th) step in cases of unusual circumstances. The Faculty Professional Learning Committee must submit a recommendation to the Superintendent/President and he/she will present it along with his/her own recommendation for final placement in such cases.
3. All units listed in Track III B and Track IV B below must be taken subsequent to the degree.
4. Subtract \$550.00 for less than minimum qualifications in Track I.
5. All college credits and degrees must be supported by official transcripts from accredited colleges and universities.
6. Any kind of work experience used for placement on the salary schedule must be verified by letters showing inclusive dates from former employers.
7. Advancement through Step 14 will be dependent on satisfactory completion of thirty-eight (38) hours of co-curricular activities (see Appendix B) as determined by Faculty Professional Learning Committee.
8. Full-time Unit Members shall be employed by the District at least 60% of the teaching days in the academic year before qualifying for the next step on the salary schedule.
9. All courses used for advancement on the salary schedule shall have the approval of the Faculty Professional Learning Committee. Prior approval is recommended.
10. No change in salary track classification through summer session units will be obtained unless such notice of intention to change salary classifications has been filed in the Vice President of Academic Affairs office by June 7 of that year.
11. Effective November 1, 2017, initial placement on the salary schedule will be based upon the Master's degree. If the discipline does not have a Master's Degree available, a lower degree may be used.

TRACK I

1. No degree – six (6) years related work experience or
2. AA* degree and four (4) years related work experience or
3. BA* and two (2) years related work experience or
4. Granted on the basis of enrollment in a Master's degree
5. Other unsecured teaching credential valid for the Community College

TRACK II

1. No degree – six (6) years related work experience – twelve (12) semester units professional education course work and six (6) semester units' electives.
2. AA* degree and four (4) years related work experience – twelve (12) semester units professional education course work and six (6) semester units electives.
3. BA* degree and two (2) years related work experience (major or minor in subject matter area related to the work experience) and six (6) semester units of appropriate professional education course work.
4. Master's degree*.
5. Other life teaching credential valid for the Community College.

TRACK III

- A. Requirements for Track II, plus fifteen (15) units earned subsequent to meeting requirements for Track II.
- B. MA + fifteen (15) units.

TRACK IV

- A. Requirements for Track III, plus fifteen (15) additional units earned subsequent to meeting requirements for Track III
- B. MA + thirty (30) units.

TRACK V

Placement requires an earned Doctorate degree.

Note: *All degrees must be earned from a regionally accredited post-secondary education institution recognized by the Council on Post-Secondary Accreditation.

CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2017-2018

Effective November 1, 2017

2% Cola and .5% for Instructional Improvement and Faculty Engagement over FY 2016 - 2017

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 Terms	\$63.6089	\$1,102.9315	\$67.6946	\$1,173.7617	\$72.1393	\$1,250.8315	\$76.2251	\$1,321.6723	\$79.8147	\$1,383.9193
2	5-6 Terms	\$66.2483	\$1,148.8355	\$70.3762	\$1,220.3203	\$74.8315	\$1,297.6223	\$78.9384	\$1,368.8432	\$82.5385	\$1,431.1325
3	7-8 Terms	\$68.9088	\$1,194.9506	\$73.0473	\$1,266.6994	\$77.5448	\$1,344.5610	\$81.6622	\$1,416.1091	\$85.2623	\$1,478.3773
4	9-10 Terms	\$71.5693	\$1,241.0869	\$75.7289	\$1,313.0891	\$80.2370	\$1,391.3729	\$84.3755	\$1,463.0900	\$87.9650	\$1,525.3476
5	11-14 Terms	\$74.2298	\$1,287.1387	\$78.4105	\$1,359.6476	\$82.9397	\$1,438.2377	\$87.1099	\$1,510.3982	\$90.6994	\$1,572.6663
6	15-16 Terms	\$76.8797	\$1,333.0850	\$81.2082	\$1,408.1910	\$85.9063	\$1,489.5893	\$90.2138	\$1,564.3153	\$93.9300	\$1,628.8111
7	17+ Terms	\$79.4167	\$1,377.0767	\$83.8881	\$1,454.6612	\$88.7412	\$1,538.7458	\$93.1908	\$1,615.9377	\$97.0296	\$1,682.5618

Note: Numbers based on annual basis may vary a few cents due to rounding

A prorated Doctorate Stipend has been added to each cell in Track IV to determine the corresponding cell in Track V.

Meeting Rate = \$40.09/hr. or a stipend.

Additional Duty Rate, Counselors, College Nurse, Librarian will be compensated at the credit part-time lab rate.

Lecture Overload: Full-time Faculty Overload Lecture Instruction = Highest Step of Credit Part-time Salary Schedule-Lecture

Notes:

Part-time faculty fingerprint costs will be paid by the district.

The hourly rates are calculated by dividing the semester course rates by 17.34.

The workload per unit includes part-time faculty office hours and flex day(s) (prorated). Ancillary duties and stipends given to part-time faculty are not included in the calculations of workload. For example, ancillary duties and stipends are not included under the "60% Rule" covered by California Education Code 87482.5

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

PART-TIME FACULTY SALARY PLACEMENT - CREDIT INSTRUCTION

TRACK AND STEP PLACEMENT

1. Education and work experience in the instructional field, or a combination thereof, shall be used to determine the proper column of the salary schedule.
 2. After the proper column has been determined for vocational instructors, all remaining years of experience not used for credentialing shall be used to determine the proper salary placement. For all instructors as appropriate, each year (based on two (2) terms per year) of teaching in an accredited community college institution shall be counted and each two (2) years (based on two (2) terms per year) of the kind of work that qualifies for the credential shall be counted.
 3. Maximum beginning placement: New instructors may be given placement credit up through a maximum of Step 3 of prior teaching and/or professional experience. Such experience must be comparable and/or directly related to the teaching assignment.
 4. "Term" means a semester or equivalent earned during a regular academic term (i.e., Fall and Spring semesters only).
 5. After initial placement faculty cannot move more than one (1) step per year from the date of hire and terms required must be earned during the Fall and Spring semesters only with all terms being taught for the Gavilan Joint Community College District.
 6. All units listed in Track III, Track IV, and Track V below must be taken subsequent to the degree.
 7. All college credits and degrees must be supported by official transcripts from accredited colleges and universities. Proof of all information used in Track and Step placement must be provided at least 60 days after the date of hire or placement will be effective the following semester.
 8. Any kind of work experience used for placement on the salary schedule must be verified by letters showing inclusive dates from former employers.
 9. For movement across tracks, after initial placement, units must be approved by the Faculty Professional Learning Committee and verified by supporting documents.
 10. No change in salary track classification through summer session units will be obtained unless such notice of intention to change salary classifications has been filed in the Vice President of Academic Affairs' office by June 7 of that year.
 11. Effective November 1, 2017, initial placement on the salary schedule will be based upon the Master's Degree. If the discipline does not have a Master's Degree available, a lower degree may be used.
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Track and Step Placement for Existing (FY 06/07) Lecture Part-Time Faculty

“Existing” part-time faculty are those part-time faculty that taught in either the Fall 06 semester and or the Spring 07 semester and who will also be teaching in the Fall 07 semester.

Existing part-time faculty will have a “recalculated initial placement” that will be effective for the Fall 07 semester. The recalculated initial placement will be completed by the Vice President, area Dean, Athletic Director, or Associate Dean, will be based on current practice for number of terms, and will not need to be approved by the Faculty Professional Learning Committee.

Once the recalculated initial placement is verified the current contract articles concerning track and step placement will apply.

Verified supporting documents for the recalculated initial placement must be provided no later than October 1, 2007. After that date the current articles concerning track and step placement will apply.

TRACK I

1. No degree – six (6) years related work experience or
2. AA* degree and four (4) years related work experience or
3. BA* and two (2) years related work experience or
4. Granted on the basis of enrollment in a Master's degree
5. Other unsecured teaching credential valid for the Community College.

TRACK II

1. No degree – six (6) years related work experience – twelve (12) semester units professional education course work and six (6) semester units' electives.
2. AA* degree and four (4) years related work experience – twelve (12) semester units professional education course work and six (6) semester units electives.
3. BA* degree and two (2) years related work experience (major or minor in subject matter area related to the work experience) and six (6) semester units of appropriate professional education course work.
4. Master's degree*.
5. Other life teaching credential valid for the Community College.

TRACK III

- A. Requirements for Track II, plus fifteen (15) units earned subsequent to meeting requirements for Track II
- B. MA + fifteen (15) units.

TRACK IV

- A. Requirements for Track III, plus fifteen (15) additional units earned subsequent to meeting requirements for Track III.
- B. MA + thirty (30) units.

TRACK V

Placement requires an earned Doctorate degree.

Note: *All degrees must be earned from a regionally accredited post-secondary education institution recognized by the Council on Post-Secondary Accreditation.

CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2017-2018

Effective November 1, 2017

2% Cola and .5% for Instructional Improvement and Faculty Engagement over FY 2016 - 2017

LAB

Step	STEP PLACEMENT INTERVALS	Hourly Rate	Semester Rate
1	0-4 Terms	\$55.5430	\$963.0446
2	5-10 Terms	\$59.6288	\$1,034.0121
3	11-13 Terms	\$63.8623	\$1,107.3128
4	14-16 Terms	\$66.1427	\$1,146.8401
5	17+ Terms	\$68.3254	\$1,184.6858

Note: Numbers based on annual basis may vary a few cents due to rounding

Meeting Rate= \$40.09/hr. or a stipend

Additional Duty Rate, Counselors, College Nurse and Librarian will be compensated at the credit part-time lab rate

Lab Overload:

Full - Time Faculty Overload Lab Instruction = Highest Step of Credit Part-Time Salary Schedule -Lab

Full-Time Faculty Counselors/Nurse/Librarian= Highest Step of Credit Part-Time Salary Schedule- Lab

Maximum beginning placement: New instructors may be given placement credit up through a maximum of five (5) years or 10 terms of prior teaching and/or professional experience. Such experience must be comparable and/or directly related to the teaching assignment.

Notes:

Part-Time faculty fingerprint costs will be paid by the district.

The hourly rates are calculated by dividing the semester course rates by 17.34.

The workload per unit includes part-time faculty office hours and "flex day(s)" (prorated). Ancillary duties and stipends given to part-time faculty are not included in the calculations of work load. For example, ancillary duties and stipends are not included under the "60% Rule" covered by California Education Code 87482.5.

1. Pay is calculated using three variables:
 - A. The type of instruction, i.e., lab or lecture. The lecture and/or laboratory designation for each course is established by the curriculum committee and listed in the approved course outline.
 - B. The total number of semester course hours scheduled. (Combined sections are normally compensated as a single course.)
 - C. The pay level of the individual instructor.

2. Gross pay for a course is based upon a flat rate of pay per semester course hour, multiplied by the number of assigned semester course hours as established by the curriculum committee and listed in the approved course outline.

Note: A semester course hour is equal to meeting a class one hour per week for each week of the semester.

Example A. A typical 3 unit lecture class, meeting 3 hours per week, for a full semester, will earn 3 semester course hours of gross pay.

Example B. A typical 3 unit lecture class, meeting 6 hours weekly, for ½ semester, will earn 3 semester course hours of gross pay.

3. Courses with a combination of lecture and laboratory designated hours will be paid according to the proportional split of those hours scheduled.
 4. Full-time faculty teaching an overload for extra pay shall be placed on at the highest step.
 5. All instructors must meet minimum qualifications for the discipline, or have established equivalency verification, or hold appropriate certification.
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**NON CREDIT PART-TIME FACULTY SALARY SCHEDULE
FY 2017-2018
Starting Fall Semester 2017**

Step	Step Placement Intervals		
		BA (OR AA)	MA (OR Ph.D)
1	0-4 Terms	\$42.4623	\$46.3052
2	5-10 Terms	\$46.3052	\$50.1587
3	11- 13 Terms	\$50.1587	\$54.0016
4	14-16 Terms	\$51.9429	\$55.9336
5	17+ Terms	\$53.6570	\$57.7794

Note: Numbers based on annual basis may vary a few cents due to rounding.

Maximum beginning placement: New instructors may be given placement credit up through a maximum of five (5) years or 10 terms of prior teaching and/or professional experience. Such experience must be comparable and/or directly related to the teaching assignment.

Notes:

Part-Time faculty fingerprint costs will be paid by the district.

The workload per unit includes part-time faculty office hours and "flex day(s)" (prorated). Ancillary duties and stipends given to part-time faculty are not included in the calculations of work load. For example, ancillary duties and stipends are not included under the "60% Rule" covered by California Education Code 87482.5.

1. Pay is calculated using three variables:
 - A. The type of instruction, i.e., lab or lecture. The lecture and/or laboratory designation for each course is established by the curriculum committee and listed in the approved course outline.
 - B. The total number of semester course hours scheduled. (Combined sections are normally compensated as a single course.)
 - C. The pay level of the individual instructor.

 2. Gross pay for a course is based upon a flat rate of pay per semester course hour, multiplied by the number of assigned semester course hours as established by the curriculum committee and listed in the approved course outline.
- Note: A semester course hour is equal to meeting a class one hour per week for each week of the semester.
- Example A. A typical 3 unit lecture class, meeting 3 hours per week, for a full semester, will earn 3 semester course hours of gross pay.
- Example B. A typical 3 unit lecture class, meeting 6 hours weekly, for ½ semester, will earn 3 semester course hours of gross pay.
3. Courses with a combination of lecture and laboratory designated hours will be paid according to the proportional split of those hours scheduled.
 4. Full-time non-credit faculty teaching an overload for extra pay shall be placed on Step 3.
 5. All instructors must meet minimum qualifications for the discipline, or have established equivalency verification, or hold appropriate certification.
 6. Counselors (Credit/NonCredit) shall be paid at the Credit Rate



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MANAGERS SALARY SCHEDULE

GAVILAN JOINT COMMUNITY COLLEGE DISTRICT

Management Salary Schedule

FY 2017-18

Annual values based on 12 months per year @ 1.0 FTE

Step	Track 1	Track 2	Track 3	Track 4	Track 5	Track 6	Track 7	Track 8	Track 9	Track 10
1	65,534.1330	73,711.5138	82,927.8462	94,305.2118	100,158.5287	110,420.2122	121,461.9162	135,863.4390	148,873.5655	203,566.7820
2	68,810.8397	77,397.0895	87,074.2385	99,020.4724	105,166.4552	115,941.2228	127,535.0120	142,656.6110	156,317.2438	213,745.1211
3	72,251.3817	81,266.9440	91,427.9504	103,971.4960	110,424.7779	121,738.2840	133,911.7626	149,789.4415	164,133.1060	224,432.3772
4	75,863.9507	85,330.2912	95,999.3480	109,170.0708	115,946.0168	127,825.1981	140,607.3508	157,278.9136	172,339.7613	235,653.9960
5	79,657.1483	89,596.8057	100,799.3154	114,628.5743	121,743.3177	134,216.4581	147,637.7183	165,142.8593	180,956.7494	247,436.6958
6	83,640.0057	94,076.6460	105,839.2811	120,360.0031	127,830.4836	140,927.2809	155,019.6042	173,400.0022	190,004.5868	259,808.5306

Track 1 [Executive Assistant, Vice President](#)

[Human Resources Technician](#)

Track 2 [Executive Assistant, Superintendent/President](#)

Human Resources Analyst

Track 3 [Director, Instructional Site](#)

Supervisor, Budget and Accounting

Supervisor, CalWORKs

Supervisor, Payroll

Track 4 [Coordinator, MESA/Trio](#)

[Director, Admissions and Records](#)

[Director, Community Education and Career Pathways](#)

[Director, Financial Aid](#)

[Director, Public Information](#)

Track [Associate Dean, Disability Resource Center](#)
5

[Associate Dean, EOP&S/CalWORKs](#)

[Associate Dean, Community Development and Grants Management](#)

[Director, Facilities Services](#)

Track [Dean, Kinesiology and Athletics](#)
6

[Dean, Liberal Arts and Sciences](#)

[Dean, Career Technical Education](#)

Director, Institutional Research

Track [Director, Information Technology](#)
7

Track Associate Vice President, Business and Security Services
8

Associate Vice President, Human Resources and Labor Relations

Track [Vice President, Academic Affairs](#)
9

[Vice President, Administrative Services](#)

[Vice President, Student Services](#)

Track Superintendent/President
10

QUICKLINKS & CONTACT INFO



STUDENT RESOURCES

[Admissions & Records](#)

[Bookstore](#)

[College Catalog](#)

[Counseling](#)

[Financial Aid](#)

[Student Services](#)

[Library](#)