

APPENDIX A

Full-Time – Faculty Salary Schedule

FY 2024 - 2025

Effective: Fall 2024

0.07% COLA

Doctoral Stipend Included in TRACK V

	Step	Track I	Track II	Track III	Track IV	Track V
	1	67,466.2040	71,881.5736	76,685.2577	81,100.6274	85,040.3498
	2	70,329.5570	74,783.3860	79,601.9573	84,040.8990	87,980.6214
	3	73,201.5943	77,675.2733	82,527.3415	86,987.3735	90,927.0959
	4	76,077.3534	80,564.6791	85,444.0412	89,913.9981	93,853.7205
	5	78,948.1501	83,466.4915	88,366.9439	92,864.1947	96,803.9171
	6	81,823.9094	86,349.6942	91,289.8467	95,805.7067	99,745.4291
	7	84,686.0217	89,247.7847	94,197.8621	98,739.7750	102,679.4974
	8	87,559.2998	92,143.3939	97,119.5242	101,688.7309	105,628.4533
	9	90,438.7809	95,036.5217	100,038.7052	104,624.0399	108,563.7623
	10	93,315.7808	97,935.8527	102,959.1268	107,559.3489	111,499.0713
	11	96,184.0960	100,825.2588	105,877.0670	110,497.1392	114,436.8616
	12	98,107.7780	103,719.6273	108,782.6012	113,442.3730	117,382.0954
	13		105,794.0198	111,710.4664	116,378.9227	120,318.6451
	14			113,944.6757	119,321.6755	123,261.3979
Steps 15 - 19	15				122,260.7062	126,200.4286
Are Career	16				125,199.7373	129,139.4597
Increments	17				128,144.9711	132,084.6935
	18				131,079.0394	135,018.7618
	19				134,016.8298	137,956.5522
	20				136,697.1664	140,636.8888
	21					
Step 22 is a Longevity Increment	22		108,834.8560	117,009.5552	139,768.3730	143,708.0954

Initial placement above step 6 requires administrative approval. Doctorate stipend of \$3,939.7224 added to each cell in Track IV to determine corresponding cell in Track V.

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 & ENHANCED MIRRORED NON-CREDIT PART-TIME FACULTY SALARY SCHEDULE

FY 2024-2025

Effective: Fall 2024

0.07% COLA

LECTURE

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

Step	Track I		Track II		Track III		Track IV		Track V	
	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.	Hrly	Sem.
1	\$74.7442	\$1,296.0644	\$79.5442	\$1,379.2964	\$84.7672	\$1,469.8632	\$89.5680	\$1,553.1091	\$93.7864	\$1,626.2562
2	\$77.8552	\$1,350.0092	\$82.6993	\$1,434.0059	\$87.9380	\$1,524.8449	\$92.7647	\$1,608.5399	\$96.9860	\$1,681.7372
3	\$80.9801	\$1,404.1949	\$85.8424	\$1,488.5072	\$91.1190	\$1,580.0035	\$95.9678	\$1,664.0817	\$100.1877	\$1,737.2547
4	\$84.1067	\$1,458.4102	\$88.9862	\$1,543.0207	\$94.2916	\$1,635.0163	\$99.1517	\$1,719.2905	\$103.3707	\$1,792.4479
5	\$87.2275	\$1,512.5249	\$92.1415	\$1,597.7336	\$97.4675	\$1,690.0865	\$102.3578	\$1,774.8843	\$106.5775	\$1,848.0539
6	\$90.3415	\$1,566.5216	\$95.4314	\$1,654.7805	\$100.9475	\$1,750.4297	\$106.0115	\$1,838.2394	\$110.3822	\$1,914.0273
7	\$93.3226	\$1,618.2139	\$98.5805	\$1,709.3859	\$104.2787	\$1,808.1927	\$109.5099	\$1,898.9017	\$114.0250	\$1,977.1935
8	\$96.4022	\$1,671.6141	\$101.8336	\$1,765.7946	\$107.7200	\$1,867.8648	\$113.1238	\$1,961.5667	\$117.7878	\$2,042.4405
9	\$98.3304	\$1,705.0491	\$103.8703	\$1,801.1110	\$109.8744	\$1,905.2221	\$115.3864	\$2,000.8002	\$120.1435	\$2,083.2883

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 = \$45.97/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 maximum part-time faculty load 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.

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 credentials 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 credentials valid for the Community College

TRACK III

1. Requirements for Track II, plus fifteen (15) units earned subsequent to meeting requirements for Track II
2. 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 2024-2025
 Effective: Fall 2024
0.07% COLA
LAB

Step	STEP PLACEMENT INTERVALS	Hourly Rate	Semester Rate
1	0-4 Terms	\$65.2643	\$1,131.6830
2	5-10 Terms	\$70.0736	\$1,215.0762
3	11-12 Terms	\$75.0410	\$1,301.2109
4	13-14 Terms	\$77.7199	\$1,347.6631
5	15-16 Terms	\$80.2846	\$1,392.1350
6	17-18 Terms	\$82.9339	\$1,438.0738
7	19+ Terms	\$84.5926	\$1,466.8357

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

Meeting Rate= \$45.97/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 "67% 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.

NON-CREDIT PART-TIME FACULTY SALARY SCHEDULE			
FY 2024-2025			
Effective: Fall 2024			
0.07% COLA			
Step	Step Placement Intervals		
		BA (OR AA)	MA (OR Ph.D.)
1	0-4 Terms	\$54.0767	\$58.9710
2	5-10 Terms	\$58.9710	\$63.8784
3	11-12 Terms	\$63.8784	\$68.7722
4	13-14 Terms	\$66.1505	\$71.2328
5	15-16 Terms	\$68.3335	\$73.5835
6	17-18 Terms	\$70.5885	\$76.0116
7	19+ Terms	\$72.0003	\$77.5318
<p>Note: Numbers based on annual basis may vary a few cents due to rounding.</p> <p>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.</p>			
<p><u>Notes:</u></p> <p>Part-Time faculty fingerprint costs will be paid by the district.</p> <p>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 "67% Rule" covered by California Education Code 87482.5.</p>			

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 the highest step on the non-credit part-time faculty salary schedule.

5. All instructors must meet minimum qualifications for the discipline, or have established equivalency verification, or hold appropriate certification.

6. Counselors (Credit/Non-Credit) shall be paid at the Credit Rate