

APPENDIX A: FACULTY SALARY SCHEDULES

Full-Time – Faculty Salary Schedule

FY 2025 - 2026

Effective: Fall 2025

4.5% COLA

Doctoral Stipend Included in TRACK V

	Step	Track I	Track II	Track III	Track IV	Track V
	1	70,502.1832	75,116.2444	80,136.0943	84,750.1556	88,867.1655
	2	73,494.3871	78,148.6384	83,184.0454	87,822.7395	91,939.7494
	3	76,495.6660	81,170.6606	86,241.0719	90,901.8053	95,018.8152
	4	79,500.8343	84,190.0897	89,289.0231	93,960.1280	98,077.1379
	5	82,500.8169	87,222.4836	92,343.4564	97,043.0835	101,160.0934
	6	85,505.9853	90,235.4304	95,397.8898	100,116.9635	104,233.9734
	7	88,496.8927	93,263.9350	98,436.7659	103,183.0649	107,300.0748
	8	91,499.4683	96,289.8466	101,489.9028	106,264.7238	110,381.7337
	9	94,508.5260	99,313.1652	104,540.4469	109,332.1217	113,449.1316
	10	97,514.9909	102,342.9661	107,592.2875	112,399.5196	116,516.5295
	11	100,512.3803	105,362.3954	110,641.5350	115,469.5105	119,586.5204
	12	102,522.6280	108,387.0105	113,677.8183	118,547.2798	122,664.2897
	13		110,554.7507	116,737.4374	121,615.9742	125,732.9841
	14			119,072.1861	124,691.1509	128,808.1608
Steps 15 - 19	15				127,762.4380	131,879.4479
Are Career	16				130,833.7255	134,950.7354
Increments	17				133,911.4948	138,028.5047
	18				136,977.5962	141,094.6061
	19				140,047.5871	144,164.5970
	20				142,848.5389	146,965.5488
	21					
Step 22 is a Longevity Increment	22		113,732.4245	122,274.9852	146,057.9498	150,174.9597

Initial placement above step 6 requires administrative approval. Doctorate stipend of \$4,117.0099 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 2025-2026

Effective: Fall 20245

5% COLA**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.								
1	1-4 Terms	\$78.4814	\$1,360.8675	\$83.5214	\$1,448.2611	\$89.0056	\$1,543.3571	\$94.0464	\$1,630.7646	\$98.4757	\$1,707.5686
2	5-6 Terms	\$81.7480	\$1,417.5103	\$86.8343	\$1,505.7068	\$92.3349	\$1,601.0872	\$97.4029	\$1,688.9663	\$101.8353	\$1,765.8241
3	7-8 Terms	\$85.0291	\$1,474.4046	\$90.1345	\$1,562.9322	\$95.6750	\$1,659.0045	\$100.7662	\$1,747.2859	\$105.1971	\$1,824.1177
4	9-10 Terms	\$88.3120	\$1,531.3301	\$93.4355	\$1,620.1716	\$99.0062	\$1,716.7675	\$104.1093	\$1,805.2553	\$108.5392	\$1,882.0697
5	11-12 Terms	\$91.5889	\$1,588.1515	\$96.7486	\$1,677.6207	\$102.3409	\$1,774.5912	\$107.4757	\$1,863.6286	\$111.9064	\$1,940.4570
6	13-14 Terms	\$94.8586	\$1,644.8481	\$100.2030	\$1,737.5200	\$105.9949	\$1,837.9516	\$111.3121	\$1,930.1518	\$115.9013	\$2,009.7285
7	15-16 Terms	\$97.9887	\$1,699.1241	\$103.5095	\$1,794.8547	\$109.4926	\$1,898.6017	\$114.9854	\$1,993.8468	\$119.7263	\$2,076.0540
8	17-18 Terms	\$101.2223	\$1,755.1947	\$106.9253	\$1,854.0847	\$113.1060	\$1,961.2580	\$118.7800	\$2,059.6452	\$123.6772	\$2,144.5626
9	19+ Terms	\$103.2469	\$1,790.3012	\$109.0638	\$1,891.1663	\$115.3681	\$2,000.4829	\$121.1557	\$2,100.8398	\$126.1507	\$2,187.4531

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 = \$48.04/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

- 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 2025-2026

Effective: Fall 2025

5% COLA**LAB**

Step	STEP PLACEMENT INTERVALS	Hourly Rate	Semester Rate
1	0-4 Terms	\$68.5275	\$1,188.2669
2	5-10 Terms	\$73.5773	\$1,275.8304
3	11-12 Terms	\$78.7931	\$1,366.2724
4	13-14 Terms	\$81.6059	\$1,415.0463
5	15-16 Terms	\$84.2988	\$1,461.7412
6	17-18 Terms	\$87.0806	\$1,509.9776
7	19+ Terms	\$88.8222	\$1,540.1769

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

Meeting Rate= \$48.04/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 1/2 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 2025-2026

Effective: Fall 2025

5% COLA

Step	Step Placement Intervals		
		BA (OR AA)	MA (OR Ph.D.)
1	0-4 Terms	\$56.7805	\$61.9196
2	5-10 Terms	\$61.9196	\$67.0723
3	11-12 Terms	\$67.0723	\$72.2108
4	13-14 Terms	\$69.4580	\$74.7944
5	15-16 Terms	\$71.7502	\$77.2627
6	17-18 Terms	\$74.1179	\$79.8122
7	19+ Terms	\$75.6003	\$81.4084

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 "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 1/2 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