

Adopted: June 18, 2024
Effective: Fall Semester 2025
5% on schedule (Salary Enhancement)

Human Resources Department
WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT
14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 ACADEMIC SALARY SCHEDULE

Step	Column A	Column B	Column C	Column D	Column E	Column F
	AA + required Experience (6 yrs.)	MA; BA + 30; AA + 90	MA + 15; BA + 45	MA + 30; BA + 60	MA + 45; BA + 75	PhD
1	\$92,684	\$96,160	\$99,766	\$103,507	\$107,389	\$111,416
2	\$96,160	\$99,766	\$103,507	\$107,389	\$111,416	\$115,594
3	\$99,766	\$103,507	\$107,389	\$111,416	\$115,594	\$119,929
4	\$103,507	\$107,389	\$111,416	\$115,594	\$119,929	\$124,426
5	\$107,389	\$111,416	\$115,594	\$119,929	\$124,426	\$129,092
6	\$111,416	\$115,594	\$119,929	\$124,426	\$129,092	\$133,933
7	\$115,594	\$119,929	\$124,426	\$129,092	\$133,933	\$138,955
8	\$119,929	\$124,426	\$129,092	\$133,933	\$138,955	\$144,166
9	\$124,426	\$129,092	\$133,933	\$138,955	\$144,166	\$149,572
10	\$129,092	\$133,933	\$138,955	\$144,166	\$149,572	\$155,181
11	\$133,933	\$138,955	\$144,166	\$149,572	\$155,181	\$161,000
12	\$138,955	\$144,166	\$149,572	\$155,181	\$161,000	\$167,038
15	\$144,166	\$149,572	\$155,181	\$161,000	\$167,038	\$173,302
18	\$149,572	\$155,181	\$161,000	\$167,038	\$173,302	\$179,801
21	\$155,181	\$161,000	\$167,038	\$173,302	\$179,801	\$186,544
24			\$173,302	\$179,801	\$186,544	\$193,539
27			\$179,801	\$186,544	\$193,539	\$200,797
30					\$200,797	\$208,327
33					\$208,327	\$216,139
36					\$216,139	\$224,244

1. Salary reflects traditional 10 month assignment.
2. Column A represents 3.75% greater than the previous step.
3. Columns B-F are 3.75% greater than the previous column.
4. Dollar (\$) amounts are rounded to the nearest dollar.
5. Maximum entry: Step 9.

HR/rsj/06.14.24