

Adopted: June 18, 2024
Effective: Fall 2025 Semester
5% on schedule (Salary Enhancement)
Parity from 82% to 83%

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

2025-2026 ASSOCIATE FACULTY SALARY SCHEDULE (SCHEDULE A)
(INSTRUCTIONAL - LOAD BASED)

Instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on this schedule or may choose to bank the overload.

Step	Column A AA + required Experience (6 yrs.)	Column B MA; BA + 30; AA + 90	Column C MA + 15; BA + 45	Column D MA + 30; BA + 60	Column E MA + 45; BA + 75	Column F PhD
1	\$38,464	\$39,907	\$41,403	\$42,956	\$44,567	\$46,238
2	\$39,907	\$41,403	\$42,956	\$44,567	\$46,238	\$47,972
3	\$41,403	\$42,956	\$44,567	\$46,238	\$47,972	\$49,771
4	\$42,956	\$44,567	\$46,238	\$47,972	\$49,771	\$51,637
5	\$44,567	\$46,238	\$47,972	\$49,771	\$51,637	\$53,573
6	\$46,238	\$47,972	\$49,771	\$51,637	\$53,573	\$55,582
7	\$47,972	\$49,771	\$51,637	\$53,573	\$55,582	\$57,667
8	\$49,771	\$51,637	\$53,573	\$55,582	\$57,667	\$59,829
9	\$51,637	\$53,573	\$55,582	\$57,667	\$59,829	\$62,073
10	\$53,573	\$55,582	\$57,667	\$59,829	\$62,073	\$64,400
11	\$55,582	\$57,667	\$59,829	\$62,073	\$64,400	\$66,815
12	\$57,667	\$59,829	\$62,073	\$64,400	\$66,815	\$69,321
15*	\$59,829	\$62,073	\$64,400	\$66,815	\$69,321	\$71,921
18*	\$62,073	\$64,400	\$66,815	\$69,321	\$71,921	\$74,618
21*	\$64,400	\$66,815	\$69,321	\$71,921	\$74,618	\$77,416
24*	\$66,815	\$69,321	\$71,921	\$74,618	\$77,416	\$80,319

1. Salary based on 1.0 load (one semester).
2. Includes office hours of thirty (30) minutes per section and participation in associate faculty orientation.
3. Step 1 reflects 82% of the FT Academic Salary Schedule columns.
4. Each step (2-24) is 3.75% greater than the previous step.
5. Maximum entry: Step 6.

Adopted: June 18, 2024

Effective: Fall 2025 Semester

5% on schedule (Salary Enhancement)

Parity from 82% to 83%

SCHEDULE C - COLUMN A

Human Resources Department

WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT

14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

Non-instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on an hourly basis on this schedule or may choose to bank the overload. Members who perform duties outside their normal professional responsibilities or not encompassed in their job descriptions may be paid on this Schedule's Column F. The member may not bank this overload. Members substituting for an absent member for compensation shall be paid on this schedule.

HOURLY RATES

STEP	Lecture 13.1	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$182.37	\$145.67	\$121.27	\$109.09	\$103.87	\$90.84	\$72.84
2	\$189.21	\$151.14	\$125.82	\$113.18	\$107.77	\$94.25	\$75.57
3	\$196.31	\$156.81	\$130.54	\$117.43	\$111.81	\$97.78	\$78.40
4	\$203.67	\$162.69	\$135.44	\$121.83	\$116.00	\$101.45	\$81.34
5	\$211.31	\$168.79	\$140.51	\$126.40	\$120.35	\$105.25	\$84.39
6	\$219.23	\$175.12	\$145.78	\$131.14	\$124.87	\$109.20	\$87.56
7	\$227.45	\$181.68	\$151.25	\$136.06	\$129.55	\$113.29	\$90.84
8	\$235.98	\$188.50	\$156.92	\$141.16	\$134.41	\$117.54	\$94.25
9	\$244.83	\$195.57	\$162.81	\$146.45	\$139.45	\$121.95	\$97.78
10	\$254.01	\$202.90	\$168.91	\$151.94	\$144.67	\$126.52	\$101.45
11	\$263.53	\$210.51	\$175.24	\$157.64	\$150.10	\$131.27	\$105.25
12	\$273.42	\$218.40	\$181.82	\$163.55	\$155.73	\$136.19	\$109.20
15*	\$283.67	\$226.59	\$188.63	\$169.68	\$161.57	\$141.30	\$113.30
18*	\$294.31	\$235.09	\$195.71	\$176.05	\$167.63	\$146.60	\$117.54
21*	\$305.34	\$243.90	\$203.05	\$182.65	\$173.91	\$152.09	\$121.95
24*	\$316.79	\$253.05	\$210.66	\$189.50	\$180.43	\$157.79	\$126.52

¹ For placement on these steps, refer to Appendix BB

1. Salary based on 1.0 load (semester).
2. Step 1 reflects Step 1 of Schedule A of the Associate Faculty Salary Schedule; Columns A-F equals Step 1 of Schedule A, divided by the lecture/lab load as noted above, divided by 16.1 weeks.
3. Each step is 3.75% greater than the previous step.
4. Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
5. Maximum entry: Step 6.

Adopted: June 18, 2024

Effective: Fall 2025 Semester

5% on schedule (Salary Enhancement)

Parity from 82% to 83%

SCHEDULE C - COLUMN B

Human Resources Department

WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT

14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

Non-instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on an hourly basis on this schedule or may choose to bank the overload. Members who perform duties outside their normal professional responsibilities or not encompassed in their job descriptions may be paid on this Schedule's Column F. The member may not bank this overload. Members substituting for an absent member for compensation shall be paid on this schedule.

HOURLY RATES

STEP	Lecture 13.1	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$189.21	\$151.14	\$125.82	\$113.18	\$107.77	\$94.25	\$75.57
2	\$196.31	\$156.81	\$130.54	\$117.43	\$111.81	\$97.78	\$78.40
3	\$203.67	\$162.69	\$135.44	\$121.83	\$116.00	\$101.45	\$81.34
4	\$211.31	\$168.79	\$140.51	\$126.40	\$120.35	\$105.25	\$84.39
5	\$219.23	\$175.12	\$145.78	\$131.14	\$124.87	\$109.20	\$87.56
6	\$227.45	\$181.68	\$151.25	\$136.06	\$129.55	\$113.29	\$90.84
7	\$235.98	\$188.50	\$156.92	\$141.16	\$134.41	\$117.54	\$94.25
8	\$244.83	\$195.57	\$162.81	\$146.45	\$139.45	\$121.95	\$97.78
9	\$254.01	\$202.90	\$168.91	\$151.94	\$144.67	\$126.52	\$101.45
10	\$263.53	\$210.51	\$175.24	\$157.64	\$150.10	\$131.27	\$105.25
11	\$273.42	\$218.40	\$181.82	\$163.55	\$155.73	\$136.19	\$109.20
12	\$283.67	\$226.59	\$188.63	\$169.68	\$161.57	\$141.30	\$113.30
15*	\$294.31	\$235.09	\$195.71	\$176.05	\$167.63	\$146.60	\$117.54
18*	\$305.34	\$243.90	\$203.05	\$182.65	\$173.91	\$152.09	\$121.95
21*	\$316.79	\$253.05	\$210.66	\$189.50	\$180.43	\$157.79	\$126.52
24*	\$328.68	\$262.54	\$218.56	\$196.61	\$187.20	\$163.71	\$131.27

¹ For placement on these steps, refer to Appendix BB

1. Salary based on 1.0 load (semester).
2. Step 1 reflects Step 1 of Schedule A of the Associate Faculty Salary Schedule; Columns A-F equals Step 1 of Schedule A, divided by the lecture/lab load as noted above, divided by 16.1 weeks.
3. Each step is 3.75% greater than the previous step.
4. Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
5. Maximum entry: Step 6.

Adopted: June 18, 2024

Effective: Fall 2025 Semester

5% on schedule (Salary Enhancement)

Parity from 82% to 83%

SCHEDULE C - COLUMN C

Human Resources Department

WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT

14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

Non-instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on an hourly basis on this schedule or may choose to bank the overload. Members who perform duties outside their normal professional responsibilities or not encompassed in their job descriptions may be paid on this Schedule's Column F. The member may not bank this overload. Members substituting for an absent member for compensation shall be paid on this schedule.

HOURLY RATES

STEP	Lecture 13.1	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$196.31	\$156.81	\$130.54	\$117.43	\$111.81	\$97.78	\$78.40
2	\$203.67	\$162.69	\$135.44	\$121.83	\$116.00	\$101.45	\$81.34
3	\$211.31	\$168.79	\$140.51	\$126.40	\$120.35	\$105.25	\$84.39
4	\$219.23	\$175.12	\$145.78	\$131.14	\$124.87	\$109.20	\$87.56
5	\$227.45	\$181.68	\$151.25	\$136.06	\$129.55	\$113.29	\$90.84
6	\$235.98	\$188.50	\$156.92	\$141.16	\$134.41	\$117.54	\$94.25
7	\$244.83	\$195.57	\$162.81	\$146.45	\$139.45	\$121.95	\$97.78
8	\$254.01	\$202.90	\$168.91	\$151.94	\$144.67	\$126.52	\$101.45
9	\$263.53	\$210.51	\$175.24	\$157.64	\$150.10	\$131.27	\$105.25
10	\$273.42	\$218.40	\$181.82	\$163.55	\$155.73	\$136.19	\$109.20
11	\$283.67	\$226.59	\$188.63	\$169.68	\$161.57	\$141.30	\$113.30
12	\$294.31	\$235.09	\$195.71	\$176.05	\$167.63	\$146.60	\$117.54
15*	\$305.34	\$243.90	\$203.05	\$182.65	\$173.91	\$152.09	\$121.95
18*	\$316.79	\$253.05	\$210.66	\$189.50	\$180.43	\$157.79	\$126.52
21*	\$328.68	\$262.54	\$218.56	\$196.61	\$187.20	\$163.71	\$131.27
24*	\$341.00	\$272.39	\$226.76	\$203.98	\$194.22	\$169.85	\$136.19

¹ For placement on these steps, refer to Appendix BB

1. Salary based on 1.0 load (semester).
2. Step 1 reflects Step 1 of Schedule A of the Associate Faculty Salary Schedule; Columns A-F equals Step 1 of Schedule A, divided by the lecture/lab load as noted above, divided by 16.1 weeks.
3. Each step is 3.75% greater than the previous step.
4. Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
5. Maximum entry: Step 6.

Adopted: June 18, 2024

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5% on schedule (Salary Enhancement)

Parity from 82% to 83%

SCHEDULE C - COLUMN D

Human Resources Department

WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT

14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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HOURLY RATES

STEP	Lecture 13.1	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$203.67	\$162.69	\$135.44	\$121.83	\$116.00	\$101.45	\$81.34
2	\$211.31	\$168.79	\$140.51	\$126.40	\$120.35	\$105.25	\$84.39
3	\$219.23	\$175.12	\$145.78	\$131.14	\$124.87	\$109.20	\$87.56
4	\$227.45	\$181.68	\$151.25	\$136.06	\$129.55	\$113.29	\$90.84
5	\$235.98	\$188.50	\$156.92	\$141.16	\$134.41	\$117.54	\$94.25
6	\$244.83	\$195.57	\$162.81	\$146.45	\$139.45	\$121.95	\$97.78
7	\$254.01	\$202.90	\$168.91	\$151.94	\$144.67	\$126.52	\$101.45
8	\$263.53	\$210.51	\$175.24	\$157.64	\$150.10	\$131.27	\$105.25
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10	\$283.67	\$226.59	\$188.63	\$169.68	\$161.57	\$141.30	\$113.30
11	\$294.31	\$235.09	\$195.71	\$176.05	\$167.63	\$146.60	\$117.54
12	\$305.34	\$243.90	\$203.05	\$182.65	\$173.91	\$152.09	\$121.95
15*	\$316.79	\$253.05	\$210.66	\$189.50	\$180.43	\$157.79	\$126.52
18*	\$328.68	\$262.54	\$218.56	\$196.61	\$187.20	\$163.71	\$131.27
21*	\$341.00	\$272.39	\$226.76	\$203.98	\$194.22	\$169.85	\$136.19
24*	\$353.79	\$282.60	\$235.26	\$211.63	\$201.51	\$176.22	\$141.30

¹ For placement on these steps, refer to Appendix BB

1. Salary based on 1.0 load (semester).
2. Step 1 reflects Step 1 of Schedule A of the Associate Faculty Salary Schedule; Columns A-F equals Step 1 of Schedule A, divided by the lecture/lab load as noted above, divided by 16.1 weeks.
3. Each step is 3.75% greater than the previous step.
4. Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
5. Maximum entry: Step 6.

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5% on schedule (Salary Enhancement)

Parity from 82% to 83%

SCHEDULE C - COLUMN E

Human Resources Department

WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT

14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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HOURLY RATES

STEP	Lecture 13.1	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$211.31	\$168.79	\$140.51	\$126.40	\$120.35	\$105.25	\$84.39
2	\$219.23	\$175.12	\$145.78	\$131.14	\$124.87	\$109.20	\$87.56
3	\$227.45	\$181.68	\$151.25	\$136.06	\$129.55	\$113.29	\$90.84
4	\$235.98	\$188.50	\$156.92	\$141.16	\$134.41	\$117.54	\$94.25
5	\$244.83	\$195.57	\$162.81	\$146.45	\$139.45	\$121.95	\$97.78
6	\$254.01	\$202.90	\$168.91	\$151.94	\$144.67	\$126.52	\$101.45
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8	\$273.42	\$218.40	\$181.82	\$163.55	\$155.73	\$136.19	\$109.20
9	\$283.67	\$226.59	\$188.63	\$169.68	\$161.57	\$141.30	\$113.30
10	\$294.31	\$235.09	\$195.71	\$176.05	\$167.63	\$146.60	\$117.54
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12	\$316.79	\$253.05	\$210.66	\$189.50	\$180.43	\$157.79	\$126.52
15*	\$328.68	\$262.54	\$218.56	\$196.61	\$187.20	\$163.71	\$131.27
18*	\$341.00	\$272.39	\$226.76	\$203.98	\$194.22	\$169.85	\$136.19
21*	\$353.79	\$282.60	\$235.26	\$211.63	\$201.51	\$176.22	\$141.30
24*	\$367.06	\$293.20	\$244.08	\$219.56	\$209.06	\$182.83	\$146.60

¹ For placement on these steps, refer to Appendix BB

1. Salary based on 1.0 load (semester).
2. Step 1 reflects Step 1 of Schedule A of the Associate Faculty Salary Schedule; Columns A-F equals Step 1 of Schedule A, divided by the lecture/lab load as noted above, divided by 16.1 weeks.
3. Each step is 3.75% greater than the previous step.
4. Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
5. Maximum entry: Step 6.

Adopted: June 18, 2024

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5% on schedule (Salary Enhancement)

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SCHEDULE C - COLUMN F

Human Resources Department

WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT

14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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HOURLY RATES

STEP	Lecture 13.1	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$219.23	\$175.12	\$145.78	\$131.14	\$124.87	\$109.20	\$87.56
2	\$227.45	\$181.68	\$151.25	\$136.06	\$129.55	\$113.29	\$90.84
3	\$235.98	\$188.50	\$156.92	\$141.16	\$134.41	\$117.54	\$94.25
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8	\$283.67	\$226.59	\$188.63	\$169.68	\$161.57	\$141.30	\$113.30
9	\$294.31	\$235.09	\$195.71	\$176.05	\$167.63	\$146.60	\$117.54
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11	\$316.79	\$253.05	\$210.66	\$189.50	\$180.43	\$157.79	\$126.52
12	\$328.68	\$262.54	\$218.56	\$196.61	\$187.20	\$163.71	\$131.27
15*	\$341.00	\$272.39	\$226.76	\$203.98	\$194.22	\$169.85	\$136.19
18*	\$353.79	\$282.60	\$235.26	\$211.63	\$201.51	\$176.22	\$141.30
21*	\$367.06	\$293.20	\$244.08	\$219.56	\$209.06	\$182.83	\$146.60
24*	\$380.82	\$304.19	\$253.24	\$227.80	\$216.90	\$189.69	\$152.10

¹ For placement on these steps, refer to Appendix BB

1. Salary based on 1.0 load (semester).
2. Step 1 reflects Step 1 of Schedule A of the Associate Faculty Salary Schedule; Columns A-F equals Step 1 of Schedule A, divided by the lecture/lab load as noted above, divided by 16.1 weeks.
3. Each step is 3.75% greater than the previous step.
4. Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
5. Maximum entry: Step 6.