

Adopted: June 18, 2024  
 Effective: Fall Semester 2026  
 5% on schedule (Salary Enhancement)

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

**2026-2027 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	\$97,318	\$100,967	\$104,753	\$108,681	\$112,757	\$116,985
2	\$100,967	\$104,753	\$108,681	\$112,757	\$116,985	\$121,372
3	\$104,753	\$108,681	\$112,757	\$116,985	\$121,372	\$125,923
4	\$108,681	\$112,757	\$116,985	\$121,372	\$125,923	\$130,645
5	\$112,757	\$116,985	\$121,372	\$125,923	\$130,645	\$135,544
6	\$116,985	\$121,372	\$125,923	\$130,645	\$135,544	\$140,627
7	\$121,372	\$125,923	\$130,645	\$135,544	\$140,627	\$145,901
8	\$125,923	\$130,645	\$135,544	\$140,627	\$145,901	\$151,372
9	\$130,645	\$135,544	\$140,627	\$145,901	\$151,372	\$157,048
10	\$135,544	\$140,627	\$145,901	\$151,372	\$157,048	\$162,937
11	\$140,627	\$145,901	\$151,372	\$157,048	\$162,937	\$169,047
12	\$145,901	\$151,372	\$157,048	\$162,937	\$169,047	\$175,386
15	\$151,372	\$157,048	\$162,937	\$169,047	\$175,386	\$181,963
18	\$157,048	\$162,937	\$169,047	\$175,386	\$181,963	\$188,787
21	\$162,937	\$169,047	\$175,386	\$181,963	\$188,787	\$195,867
24			\$181,963	\$188,787	\$195,867	\$203,212
27			\$188,787	\$195,867	\$203,212	\$210,832
30					\$210,832	\$218,738
33					\$218,738	\$226,941
36					\$226,941	\$235,451

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.