

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

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

2026-2027 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	\$40,387	\$41,902	\$43,473	\$45,103	\$46,794	\$48,549
2	\$41,902	\$43,473	\$45,103	\$46,794	\$48,549	\$50,370
3	\$43,473	\$45,103	\$46,794	\$48,549	\$50,370	\$52,258
4	\$45,103	\$46,794	\$48,549	\$50,370	\$52,258	\$54,218
5	\$46,794	\$48,549	\$50,370	\$52,258	\$54,218	\$56,251
6	\$48,549	\$50,370	\$52,258	\$54,218	\$56,251	\$58,360
7	\$50,370	\$52,258	\$54,218	\$56,251	\$58,360	\$60,549
8	\$52,258	\$54,218	\$56,251	\$58,360	\$60,549	\$62,820
9	\$54,218	\$56,251	\$58,360	\$60,549	\$62,820	\$65,175
10	\$56,251	\$58,360	\$60,549	\$62,820	\$65,175	\$67,619
11	\$58,360	\$60,549	\$62,820	\$65,175	\$67,619	\$70,155
12	\$60,549	\$62,820	\$65,175	\$67,619	\$70,155	\$72,785
15*	\$62,820	\$65,175	\$67,619	\$70,155	\$72,785	\$75,515
18*	\$65,175	\$67,619	\$70,155	\$72,785	\$75,515	\$78,347
21*	\$67,619	\$70,155	\$72,785	\$75,515	\$78,347	\$81,285
24*	\$70,155	\$72,785	\$75,515	\$78,347	\$81,285	\$84,333

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 83% 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.

SCHEDULE C - COLUMN A

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

2026-2027 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 9.8**	Lecture/Lab*** 13.1	Lecture/Lab*** 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$255.97	\$191.49	\$152.96	\$127.34	\$114.54	\$109.07	\$95.38	\$76.48
2	\$265.57	\$198.67	\$158.70	\$132.11	\$118.84	\$113.16	\$98.96	\$79.35
3	\$275.53	\$206.12	\$164.65	\$137.07	\$123.30	\$117.40	\$102.67	\$82.32
4	\$285.86	\$213.85	\$170.82	\$142.20	\$127.92	\$121.80	\$106.52	\$85.41
5	\$296.58	\$221.87	\$177.22	\$147.54	\$132.72	\$126.37	\$110.51	\$88.61
6	\$307.70	\$230.19	\$183.87	\$153.07	\$137.69	\$131.11	\$114.66	\$91.93
7	\$319.24	\$238.82	\$190.77	\$158.81	\$142.86	\$136.02	\$118.96	\$95.38
8	\$331.21	\$247.77	\$197.92	\$164.76	\$148.21	\$141.12	\$123.42	\$98.96
9	\$343.63	\$257.07	\$205.34	\$170.94	\$153.77	\$146.42	\$128.04	\$102.67
10	\$356.52	\$266.71	\$213.04	\$177.35	\$159.54	\$151.91	\$132.85	\$106.52
11	\$369.88	\$276.71	\$221.03	\$184.00	\$165.52	\$157.60	\$137.83	\$110.51
12	\$383.76	\$287.08	\$229.32	\$190.90	\$171.73	\$163.51	\$143.00	\$114.66
15*	\$398.15	\$297.85	\$237.92	\$198.06	\$178.17	\$169.65	\$148.36	\$118.96
18*	\$413.08	\$309.02	\$246.84	\$205.49	\$184.85	\$176.01	\$153.92	\$123.42
21*	\$428.57	\$320.61	\$256.09	\$213.19	\$191.78	\$182.61	\$159.69	\$128.05
24*	\$444.64	\$332.63	\$265.70	\$221.19	\$198.97	\$189.45	\$165.68	\$132.85

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.

SCHEDULE C - COLUMN B

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

2026-2027 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 9.8**	Lecture/Lab*** 13.1	Lecture/Lab*** 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$265.57	\$198.67	\$158.70	\$132.11	\$118.84	\$113.16	\$98.96	\$79.35
2	\$275.53	\$206.12	\$164.65	\$137.07	\$123.30	\$117.40	\$102.67	\$82.32
3	\$285.86	\$213.85	\$170.82	\$142.20	\$127.92	\$121.80	\$106.52	\$85.41
4	\$296.58	\$221.87	\$177.22	\$147.54	\$132.72	\$126.37	\$110.51	\$88.61
5	\$307.70	\$230.19	\$183.87	\$153.07	\$137.69	\$131.11	\$114.66	\$91.93
6	\$319.24	\$238.82	\$190.77	\$158.81	\$142.86	\$136.02	\$118.96	\$95.38
7	\$331.21	\$247.77	\$197.92	\$164.76	\$148.21	\$141.12	\$123.42	\$98.96
8	\$343.63	\$257.07	\$205.34	\$170.94	\$153.77	\$146.42	\$128.04	\$102.67
9	\$356.52	\$266.71	\$213.04	\$177.35	\$159.54	\$151.91	\$132.85	\$106.52
10	\$369.88	\$276.71	\$221.03	\$184.00	\$165.52	\$157.60	\$137.83	\$110.51
11	\$383.76	\$287.08	\$229.32	\$190.90	\$171.73	\$163.51	\$143.00	\$114.66
12	\$398.15	\$297.85	\$237.92	\$198.06	\$178.17	\$169.65	\$148.36	\$118.96
15*	\$413.08	\$309.02	\$246.84	\$205.49	\$184.85	\$176.01	\$153.92	\$123.42
18*	\$428.57	\$320.61	\$256.09	\$213.19	\$191.78	\$182.61	\$159.69	\$128.05
21*	\$444.64	\$332.63	\$265.70	\$221.19	\$198.97	\$189.45	\$165.68	\$132.85
24*	\$461.31	\$345.10	\$275.66	\$229.48	\$206.43	\$196.56	\$171.89	\$137.83

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.

SCHEDULE C - COLUMN C

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

2026-2027 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 9.8**	Lecture/Lab*** 13.1	Lecture/Lab*** 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$275.53	\$206.12	\$164.65	\$137.07	\$123.30	\$117.40	\$102.67	\$82.32
2	\$285.86	\$213.85	\$170.82	\$142.20	\$127.92	\$121.80	\$106.52	\$85.41
3	\$296.58	\$221.87	\$177.22	\$147.54	\$132.72	\$126.37	\$110.51	\$88.61
4	\$307.70	\$230.19	\$183.87	\$153.07	\$137.69	\$131.11	\$114.66	\$91.93
5	\$319.24	\$238.82	\$190.77	\$158.81	\$142.86	\$136.02	\$118.96	\$95.38
6	\$331.21	\$247.77	\$197.92	\$164.76	\$148.21	\$141.12	\$123.42	\$98.96
7	\$343.63	\$257.07	\$205.34	\$170.94	\$153.77	\$146.42	\$128.04	\$102.67
8	\$356.52	\$266.71	\$213.04	\$177.35	\$159.54	\$151.91	\$132.85	\$106.52
9	\$369.88	\$276.71	\$221.03	\$184.00	\$165.52	\$157.60	\$137.83	\$110.51
10	\$383.76	\$287.08	\$229.32	\$190.90	\$171.73	\$163.51	\$143.00	\$114.66
11	\$398.15	\$297.85	\$237.92	\$198.06	\$178.17	\$169.65	\$148.36	\$118.96
12	\$413.08	\$309.02	\$246.84	\$205.49	\$184.85	\$176.01	\$153.92	\$123.42
15*	\$428.57	\$320.61	\$256.09	\$213.19	\$191.78	\$182.61	\$159.69	\$128.05
18*	\$444.64	\$332.63	\$265.70	\$221.19	\$198.97	\$189.45	\$165.68	\$132.85
21*	\$461.31	\$345.10	\$275.66	\$229.48	\$206.43	\$196.56	\$171.89	\$137.83
24*	\$478.61	\$358.04	\$286.00	\$238.09	\$214.17	\$203.93	\$178.34	\$143.00

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.

SCHEDULE C - COLUMN D

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

2026-2027 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 9.8**	Lecture/Lab*** 13.1	Lecture/Lab*** 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$285.86	\$213.85	\$170.82	\$142.20	\$127.92	\$121.80	\$106.52	\$85.41
2	\$296.58	\$221.87	\$177.22	\$147.54	\$132.72	\$126.37	\$110.51	\$88.61
3	\$307.70	\$230.19	\$183.87	\$153.07	\$137.69	\$131.11	\$114.66	\$91.93
4	\$319.24	\$238.82	\$190.77	\$158.81	\$142.86	\$136.02	\$118.96	\$95.38
5	\$331.21	\$247.77	\$197.92	\$164.76	\$148.21	\$141.12	\$123.42	\$98.96
6	\$343.63	\$257.07	\$205.34	\$170.94	\$153.77	\$146.42	\$128.04	\$102.67
7	\$356.52	\$266.71	\$213.04	\$177.35	\$159.54	\$151.91	\$132.85	\$106.52
8	\$369.88	\$276.71	\$221.03	\$184.00	\$165.52	\$157.60	\$137.83	\$110.51
9	\$383.76	\$287.08	\$229.32	\$190.90	\$171.73	\$163.51	\$143.00	\$114.66
10	\$398.15	\$297.85	\$237.92	\$198.06	\$178.17	\$169.65	\$148.36	\$118.96
11	\$413.08	\$309.02	\$246.84	\$205.49	\$184.85	\$176.01	\$153.92	\$123.42
12	\$428.57	\$320.61	\$256.09	\$213.19	\$191.78	\$182.61	\$159.69	\$128.05
15*	\$444.64	\$332.63	\$265.70	\$221.19	\$198.97	\$189.45	\$165.68	\$132.85
18*	\$461.31	\$345.10	\$275.66	\$229.48	\$206.43	\$196.56	\$171.89	\$137.83
21*	\$478.61	\$358.04	\$286.00	\$238.09	\$214.17	\$203.93	\$178.34	\$143.00
24*	\$496.56	\$371.47	\$296.72	\$247.02	\$222.20	\$211.58	\$185.03	\$148.36

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.

SCHEDULE C - COLUMN E

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

2026-2027 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 9.8**	Lecture/Lab*** 13.1	Lecture/Lab*** 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$296.58	\$221.87	\$177.22	\$147.54	\$132.72	\$126.37	\$110.51	\$88.61
2	\$307.70	\$230.19	\$183.87	\$153.07	\$137.69	\$131.11	\$114.66	\$91.93
3	\$319.24	\$238.82	\$190.77	\$158.81	\$142.86	\$136.02	\$118.96	\$95.38
4	\$331.21	\$247.77	\$197.92	\$164.76	\$148.21	\$141.12	\$123.42	\$98.96
5	\$343.63	\$257.07	\$205.34	\$170.94	\$153.77	\$146.42	\$128.04	\$102.67
6	\$356.52	\$266.71	\$213.04	\$177.35	\$159.54	\$151.91	\$132.85	\$106.52
7	\$369.88	\$276.71	\$221.03	\$184.00	\$165.52	\$157.60	\$137.83	\$110.51
8	\$383.76	\$287.08	\$229.32	\$190.90	\$171.73	\$163.51	\$143.00	\$114.66
9	\$398.15	\$297.85	\$237.92	\$198.06	\$178.17	\$169.65	\$148.36	\$118.96
10	\$413.08	\$309.02	\$246.84	\$205.49	\$184.85	\$176.01	\$153.92	\$123.42
11	\$428.57	\$320.61	\$256.09	\$213.19	\$191.78	\$182.61	\$159.69	\$128.05
12	\$444.64	\$332.63	\$265.70	\$221.19	\$198.97	\$189.45	\$165.68	\$132.85
15*	\$461.31	\$345.10	\$275.66	\$229.48	\$206.43	\$196.56	\$171.89	\$137.83
18*	\$478.61	\$358.04	\$286.00	\$238.09	\$214.17	\$203.93	\$178.34	\$143.00
21*	\$496.56	\$371.47	\$296.72	\$247.02	\$222.20	\$211.58	\$185.03	\$148.36
24*	\$515.18	\$385.40	\$307.85	\$256.28	\$230.54	\$219.51	\$191.97	\$153.93

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.

SCHEDULE C - COLUMN F

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

2026-2027 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 9.8**	Lecture/Lab*** 13.1	Lecture/Lab*** 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$307.70	\$230.19	\$183.87	\$153.07	\$137.69	\$131.11	\$114.66	\$91.93
2	\$319.24	\$238.82	\$190.77	\$158.81	\$142.86	\$136.02	\$118.96	\$95.38
3	\$331.21	\$247.77	\$197.92	\$164.76	\$148.21	\$141.12	\$123.42	\$98.96
4	\$343.63	\$257.07	\$205.34	\$170.94	\$153.77	\$146.42	\$128.04	\$102.67
5	\$356.52	\$266.71	\$213.04	\$177.35	\$159.54	\$151.91	\$132.85	\$106.52
6	\$369.88	\$276.71	\$221.03	\$184.00	\$165.52	\$157.60	\$137.83	\$110.51
7	\$383.76	\$287.08	\$229.32	\$190.90	\$171.73	\$163.51	\$143.00	\$114.66
8	\$398.15	\$297.85	\$237.92	\$198.06	\$178.17	\$169.65	\$148.36	\$118.96
9	\$413.08	\$309.02	\$246.84	\$205.49	\$184.85	\$176.01	\$153.92	\$123.42
10	\$428.57	\$320.61	\$256.09	\$213.19	\$191.78	\$182.61	\$159.69	\$128.05
11	\$444.64	\$332.63	\$265.70	\$221.19	\$198.97	\$189.45	\$165.68	\$132.85
12	\$461.31	\$345.10	\$275.66	\$229.48	\$206.43	\$196.56	\$171.89	\$137.83
15*	\$478.61	\$358.04	\$286.00	\$238.09	\$214.17	\$203.93	\$178.34	\$143.00
18*	\$496.56	\$371.47	\$296.72	\$247.02	\$222.20	\$211.58	\$185.03	\$148.36
21*	\$515.18	\$385.40	\$307.85	\$256.28	\$230.54	\$219.51	\$191.97	\$153.93
24*	\$534.50	\$399.85	\$319.39	\$265.89	\$239.18	\$227.74	\$199.17	\$159.70

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.