

Adopted: September 3, 2019
 Effective: Fall 2020 Semester
 5% on schedule (Salary Enhancement)

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

2020-2021 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	\$27,790	\$28,832	\$29,913	\$31,034	\$32,199	\$32,842
2	\$28,763	\$29,842	\$30,959	\$32,121	\$33,326	\$33,993
3	\$29,769	\$30,885	\$32,044	\$33,246	\$34,493	\$35,182
4	\$30,812	\$31,966	\$33,165	\$34,409	\$35,699	\$36,414
5	\$31,890	\$33,086	\$34,327	\$35,613	\$36,950	\$37,689
6	\$33,005	\$34,243	\$35,527	\$36,860	\$38,242	\$39,006
7	\$34,161	\$35,442	\$36,771	\$38,151	\$39,581	\$40,371
8	\$35,358	\$36,683	\$38,058	\$39,485	\$40,967	\$41,785
9	\$36,595	\$37,967	\$39,390	\$40,867	\$42,400	\$43,248
10	\$37,876	\$39,294	\$40,768	\$42,297	\$43,884	\$44,760
11	\$39,201	\$40,670	\$42,196	\$43,778	\$45,420	\$46,329
12	\$40,572	\$42,095	\$43,672	\$45,310	\$47,009	\$47,949
15*	\$41,993	\$43,567	\$45,201	\$46,895	\$48,654	\$49,627
18*	\$43,463	\$45,092	\$46,783	\$48,538	\$50,358	\$51,365
21*	\$44,984	\$46,670	\$48,419	\$50,236	\$52,120	\$53,162

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 77% of the FT Academic Salary Schedule columns.
4. Each step (2-21) is 3.5% 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

2020-2021 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 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$105.25	\$87.62	\$78.81	\$75.04	\$65.64	\$52.63
2	\$108.94	\$90.69	\$81.57	\$77.68	\$67.92	\$54.46
3	\$112.74	\$93.86	\$84.43	\$80.39	\$70.31	\$56.37
4	\$116.70	\$97.15	\$87.39	\$83.21	\$72.77	\$58.35
5	\$120.77	\$100.55	\$90.45	\$86.12	\$75.32	\$60.39
6	\$125.00	\$104.06	\$93.61	\$89.13	\$77.94	\$62.50
7	\$129.38	\$107.71	\$96.88	\$92.25	\$80.67	\$64.69
8	\$133.91	\$111.48	\$100.28	\$95.49	\$83.51	\$66.96
9	\$138.60	\$115.37	\$103.79	\$98.83	\$86.43	\$69.30
10	\$143.45	\$119.42	\$107.43	\$102.28	\$89.45	\$71.73
11	\$148.47	\$123.60	\$111.18	\$105.86	\$92.58	\$74.24
12	\$153.66	\$127.92	\$115.07	\$109.57	\$95.81	\$76.83
15*	\$159.04	\$132.39	\$119.10	\$113.40	\$99.17	\$79.52
18*	\$164.61	\$137.04	\$123.27	\$117.37	\$102.65	\$82.30
21*	\$170.37	\$141.83	\$127.59	\$121.49	\$106.24	\$85.19

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 3.5% 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
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2020-2021 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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HOURLY RATES

STEP	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$109.20	\$90.91	\$81.77	\$77.86	\$68.09	\$54.60
2	\$113.02	\$94.09	\$84.64	\$80.59	\$70.48	\$56.51
3	\$116.97	\$97.38	\$87.59	\$83.40	\$72.94	\$58.49
4	\$121.07	\$100.79	\$90.66	\$86.32	\$75.50	\$60.53
5	\$125.31	\$104.32	\$93.84	\$89.34	\$78.14	\$62.65
6	\$129.69	\$107.96	\$97.11	\$92.47	\$80.87	\$64.85
7	\$134.23	\$111.74	\$100.52	\$95.71	\$83.71	\$67.12
8	\$138.93	\$115.66	\$104.03	\$99.07	\$86.64	\$69.47
9	\$143.80	\$119.71	\$107.68	\$102.53	\$89.67	\$71.89
10	\$148.82	\$123.89	\$111.45	\$106.11	\$92.80	\$74.41
11	\$154.02	\$128.23	\$115.34	\$109.83	\$96.04	\$77.02
12	\$159.42	\$132.72	\$119.39	\$113.67	\$99.41	\$79.72
15*	\$165.00	\$137.36	\$123.56	\$117.65	\$102.89	\$82.50
18*	\$170.78	\$142.17	\$127.89	\$121.77	\$106.49	\$85.39
21*	\$176.76	\$147.15	\$132.36	\$126.03	\$110.22	\$88.38

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 3.5% 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

2020-2021 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 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$113.30	\$94.31	\$84.84	\$80.78	\$70.64	\$56.65
2	\$117.25	\$97.61	\$87.80	\$83.60	\$73.11	\$58.62
3	\$121.36	\$101.03	\$90.88	\$86.53	\$75.67	\$60.68
4	\$125.61	\$104.57	\$94.06	\$89.57	\$78.33	\$62.80
5	\$130.00	\$108.22	\$97.36	\$92.70	\$81.07	\$65.01
6	\$134.55	\$112.01	\$100.76	\$95.94	\$83.91	\$67.27
7	\$139.26	\$115.93	\$104.29	\$99.30	\$86.85	\$69.64
8	\$144.13	\$119.99	\$107.94	\$102.77	\$89.88	\$72.07
9	\$149.18	\$124.19	\$111.72	\$106.38	\$93.03	\$74.59
10	\$154.40	\$128.54	\$115.63	\$110.09	\$96.29	\$77.20
11	\$159.81	\$133.04	\$119.68	\$113.96	\$99.66	\$79.91
12	\$165.40	\$137.69	\$123.86	\$117.94	\$103.14	\$82.70
15*	\$171.19	\$142.52	\$128.19	\$122.06	\$106.75	\$85.60
18*	\$177.18	\$147.50	\$132.68	\$126.34	\$110.48	\$88.59
21*	\$183.37	\$152.66	\$137.32	\$130.76	\$114.35	\$91.69

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 3.5% 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

2020-2021 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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HOURLY RATES

STEP	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$117.54	\$97.85	\$88.02	\$83.81	\$73.29	\$58.77
2	\$121.65	\$101.27	\$91.10	\$86.74	\$75.86	\$60.83
3	\$125.92	\$104.82	\$94.29	\$89.79	\$78.52	\$62.96
4	\$130.32	\$108.49	\$97.59	\$92.93	\$81.26	\$65.15
5	\$134.87	\$112.29	\$101.00	\$96.17	\$84.11	\$67.44
6	\$139.60	\$116.21	\$104.54	\$99.54	\$87.06	\$69.80
7	\$144.49	\$120.29	\$108.20	\$103.03	\$90.10	\$72.24
8	\$149.54	\$124.49	\$111.98	\$106.63	\$93.25	\$74.77
9	\$154.78	\$128.85	\$115.91	\$110.37	\$96.52	\$77.39
10	\$160.19	\$133.36	\$119.96	\$114.22	\$99.89	\$80.09
11	\$165.80	\$138.02	\$124.16	\$118.22	\$103.38	\$82.90
12	\$171.60	\$142.85	\$128.51	\$122.36	\$107.01	\$85.80
15*	\$177.61	\$147.85	\$133.00	\$126.64	\$110.75	\$88.80
18*	\$183.83	\$153.04	\$137.67	\$131.08	\$114.63	\$91.92
21*	\$190.26	\$158.39	\$142.47	\$135.66	\$118.64	\$95.13

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 3.5% 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

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2020-2021 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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HOURLY RATES

STEP	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$121.95	\$101.52	\$91.32	\$86.95	\$76.04	\$60.97
2	\$126.22	\$105.07	\$94.52	\$90.00	\$78.71	\$63.11
3	\$130.63	\$108.75	\$97.83	\$93.15	\$81.46	\$65.32
4	\$135.20	\$112.55	\$101.25	\$96.40	\$84.30	\$67.60
5	\$139.94	\$116.50	\$104.79	\$99.78	\$87.27	\$69.97
6	\$144.84	\$120.57	\$108.47	\$103.28	\$90.31	\$72.42
7	\$149.91	\$124.79	\$112.26	\$106.89	\$93.48	\$74.95
8	\$155.16	\$129.16	\$116.19	\$110.63	\$96.75	\$77.57
9	\$160.59	\$133.69	\$120.26	\$114.50	\$100.14	\$80.29
10	\$166.20	\$138.36	\$124.46	\$118.51	\$103.64	\$83.10
11	\$172.02	\$143.20	\$128.81	\$122.66	\$107.27	\$86.01
12	\$178.04	\$148.21	\$133.32	\$126.95	\$111.02	\$89.02
15*	\$184.26	\$153.41	\$137.99	\$131.39	\$114.90	\$92.14
18*	\$190.72	\$158.77	\$142.82	\$136.00	\$118.93	\$95.36
21*	\$197.39	\$164.33	\$147.82	\$140.75	\$123.09	\$98.70

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 3.5% 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
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2020-2021 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE

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HOURLY RATES

STEP	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	Non-Instructional ¹ 32.8*
1	\$124.38	\$103.55	\$93.15	\$88.69	\$77.56	\$62.19
2	\$128.74	\$107.17	\$96.41	\$91.80	\$80.28	\$64.38
3	\$133.25	\$110.92	\$99.78	\$95.01	\$83.09	\$66.62
4	\$137.91	\$114.81	\$103.28	\$98.33	\$86.00	\$68.95
5	\$142.74	\$118.83	\$106.89	\$101.78	\$89.01	\$71.37
6	\$147.72	\$122.99	\$110.63	\$105.34	\$92.12	\$79.87
7	\$152.90	\$127.29	\$114.50	\$109.02	\$95.34	\$76.45
8	\$158.26	\$131.74	\$118.50	\$112.84	\$98.68	\$79.13
9	\$163.80	\$136.35	\$122.66	\$116.79	\$102.13	\$81.90
10	\$169.52	\$141.12	\$126.95	\$120.88	\$105.71	\$84.76
11	\$175.47	\$146.07	\$131.40	\$125.11	\$109.41	\$87.73
12	\$181.60	\$151.18	\$136.00	\$129.49	\$113.24	\$90.80
15*	\$187.95	\$156.47	\$140.75	\$134.02	\$117.20	\$93.98
18*	\$194.53	\$161.95	\$145.68	\$138.72	\$121.31	\$97.27
21*	\$201.34	\$167.61	\$150.77	\$143.57	\$125.55	\$100.67

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 3.5% greater than the previous step.
4. Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
5. Maximum entry: Step 6.