Adwards

Raymond T. Quan (Nov 8, 2022 17:11 PST)

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Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

APPENDIX A
FACULTY SALARY SCHEDULE
2022-2023 COLA 5.56%

Foothill-De Anza Community College District

III

IV

Π

Column

Ι

STEP					
1	67,090.91	70,682.18	74,273.37	77,864.68	81,455.84
2	70,682.18	74,273.37	77,864.68	81,455.84	85,047.13
3	74,273.37	77,864.68	81,455.84	85,047.13	88,638.44
4	77,864.68	81,455.84	85,047.13	88,638.44	92,229.74
5	81,455.84	85,047.13	88,638.44	92,229.74	95,820.90
6	85,047.13	88,638.44	92,229.74	95,820.90	99,412.06
7	88,638.44	92,229.74	95,820.90	99,412.06	103,003.48
8	92,229.74	95,820.90	99,412.06	103,003.48	106,594.67
9	95,820.90	99,412.06	103,003.48	106,594.67	110,185.97
10	99,412.06	103,003.48	106,594.67	110,185.97	113,777.13
11	103,003.48	106,594.67	110,185.97	113,777.13	117,368.43
12	106,594.67	110,185.97	113,777.13	117,368.43	120,959.73
13	110,185.97	113,777.13	117,368.43	120,959.73	124,551.01
(14+)		Step M + Pro	fessional Achieve	ment Incremen	ts*
		sional Achieveme			
Increment	Ten Month	n Contract	Eleven Mont	h Contract	Twelve Month Cor
P1 (\$3,000)	\$3	00	\$272	.73	\$250.00
P2 (\$6,750)	\$6	75	\$613	.64	\$562.50
P3 (\$11,000)	\$1,3		\$1,000		\$916.67
P4 (\$15,500)	\$1,	550	\$1,409.09		\$1,291.67
Column I	1	Associate Degree	e and six years of	appropriate wo	ork experience, or
I	2	Bachelor's and t	wo years of appro	priate work exp	perience
Column	1	Master's, or			
II	2	Bachelor's, two	ears of appropria	ate work experie	ence and 24 semest
		units subsequen			
Column	1				te of Master's, or
III	2				te of Bachelor's, or
	3			ate work experie	ence and 48 semest
	1	units subsequen			to of Montovia
Column V	1 2	· · · · · · · · · · · · · · · · · · ·			
Column	1	Earned Doctorat	e, or		
V	2		semester units su	ubsequent to da	te of Master's, or
v	3	Master's and 108	3 semester units s	subsequent to d	ate of Bachelor's

A dwards

Raph T. Z. mond T. Quan (Nov 8, 2022 17:11 PST)

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

APPENDIX B Child Development Salary Schedule 2022-2023 COLA 5.56%

Foothill-De Anza Community College District

Column	I	II	III	IV	V
Step					
1	35,520.56	41,599.17	48,027.13	54,804.31	61,930.95
2	37,057.74	43,345.89	49,983.49	56,970.31	64,306.50
3	38,594.77	45,092.59	51,939.59	59,136.22	66,682.04
4	40,131.83	46,839.30	53,895.98	61,302.11	69,057.46
5	41,669.01	48,586.01	55,852.33	63,468.00	71,433.14
6	43,206.07	50,332.83	57,808.70	65,634.00	73,808.54
7	44,743.24	52,079.55	59,765.05	67,799.91	76,184.22
8	46,280.42	53,826.25	61,721.29	69,965.80	78,559.66
I (9+)	Step H + Professional Achievement Increments*				

Increment	Ten Month Contract	Eleven Month Contract	Twelve Month Contract
P1 (\$3,000)	\$300	\$272.73	\$250.00
P2 (\$6,750)	\$675	\$613.64	\$562.50
P3 (\$11,000)	\$1,100	\$1,000.00	\$916.67
P4 (\$15,500)	\$1,550	\$1,409.09	\$1,291.67

		COLUMN PLACEMENT
Column	1	Associate Degree and six years of appropriate work experience, or
I	2	Bachelor's and two years of appropriate work experience
Column	1	Master's, or
II	2	Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column	1	Master's and 24 semester units subsequent to date of Master's, or
III	2	Master's and 60 semester units subsequent to date of Bachelor's, or
	3	Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's
Column	1	Master's and 48 semester units subsequent to date of Master's, or
IV	2	Master's and 84 semester units subsequent to date of Bachelor's
Column	1	Earned Doctorate, or
V	2	Master's and 72 semester units subsequent to date of Master's, or
	3	Master's and 108 semester units subsequent to date of Bachelor's

FOOTNOTE: APPENDIX B (FW)

Adwards

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Amy Edwards, FA Chief Negotiator

R.1.T.Z. mond T. Quan (Nov 8, 2022 17:11 PST)

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

APPENDIX A FACULTY SALARY SCHEDULE 2022-2023 COLA 5.56%

Foothill-De Anza Community College District

Column	I	II	III	IV	V
STEP					
1	6,709.09	7,068.22	7,427.34	7,786.47	8,145.58
2	7,068.22	7,427.34	7,786.47	8,145.58	8,504.71
3	7,427.34	7,786.47	8,145.58	8,504.71	8,863.84
4	7,786.47	8,145.58	8,504.71	8,863.84	9,222.97
5	8,145.58	8,504.71	8,863.84	9,222.97	9,582.09
6	8,504.71	8,863.84	9,222.97	9,582.09	9,941.21
7	8,863.84	9,222.97	9,582.09	9,941.21	10,300.35
8	9,222.97	9,582.09	9,941.21	10,300.35	10,659.47
9	9,582.09	9,941.21	10,300.35	10,659.47	11,018.60
10	9,941.21	10,300.35	10,659.47	11,018.60	11,377.71
11	10,300.35	10,659.47	11,018.60	11,377.71	11,736.84
12	10,659.47	11,018.60	11,377.71	11,736.84	12,095.97
13	11,018.60	11,377.71	11,736.84	12,095.97	12,455.10

(14+)	Step M	I + Professional Achievement Increr	nents*
	* Professional A	chievement Increments (Monthly Pa	ayment Amount)
Increment	Ten Month Contract	Eleven Month Contract	Twelve Month Contract
P1 (\$3,000)	\$300	\$272.73	\$250.00
P2 (\$6,750)	\$675	\$613.64	\$562.50
P3 (\$11,000)	\$1,100	\$1,000.00	\$916.67
P4 (\$15,500)	\$1,550	\$1,409.09	\$1,291.67

Column I	1 2	Associate Degree and six years of appropriate work experience, or Bachelor's and two years of appropriate work experience
Column II	1 2	Master's, or Bachelor's, two years of appropriate work experience and 24 semester
		units subsequent to Bachelor's
Column	1	Master's and 24 semester units subsequent to date of Master's, or
III	2	Master's and 60 semester units subsequent to date of Bachelor's, or
	3	Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's
Column	1	Master's and 48 semester units subsequent to date of Master's, or
IV	2	Master's and 84 semester units subsequent to date of Bachelor's
Column	1	Earned Doctorate, or
V	2	Master's and 72 semester units subsequent to date of Master's, or
	3	Master's and 108 semester units subsequent to date of Bachelor's

FOOT NOTE: APPENDIX A (FA, FB, FC)

A dwards

Raymond T. Quan (Nov 8, 2022 17:11 PST)

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

APPENDIX B
Child Development Salary Schedule
2022-2023 COLA 5.56%

Foothill-De Anza Community College District

Column	I	II	III	IV	V
Step					
1	3,552.06	4,159.92	4,802.71	5,480.43	6,193.10
2	3,705.77	4,334.59	4,998.35	5,697.03	6,430.65
3	3,859.48	4,509.26	5,193.96	5,913.62	6,668.20
4	4,013.18	4,683.93	5,389.60	6,130.21	6,905.75
5	4,166.90	4,858.60	5,585.23	6,346.80	7,143.31
6	4,320.61	5,033.28	5,780.87	6,563.40	7,380.85
7	4,474.32	5,207.96	5,976.51	6,779.99	7,618.42
8	4,628.04	5,382.63	6,172.13	6,996.58	7,855.97

I (9+)	
1 () ,)	

Step H + Professional Achievement Increments*

	* Professional Achi	evement Increments (Monthly Payr	ment Amount)
Increment	Ten Month Contract	Eleven Month Contract	Twelve Month Contract
P1 (\$3,000)	\$300	\$272.73	\$250.00
P2 (\$6,750)	\$675	\$613.64	\$562.50
P3 (\$11,000)	\$1,100	\$1,000.00	\$916.67
P4 (\$15,500)	\$1,550	\$1,409.09	\$1,291.67

		COLUMN PLACEMENT
	-	
Column	1	Associate Degree and six years of appropriate work experience, or
I	2	Bachelor's and two years of appropriate work experience
Column	1	Master's, or
II	2	Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column	1	Master's and 24 semester units subsequent to date of Master's, or
III	2	Master's and 60 semester units subsequent to date of Bachelor's, or
	3	Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's
Column	1	Masteria and 40 competer units subsequent to date of Masteria, or
	1	Master's and 48 semester units subsequent to date of Master's, or
IV	2	Master's and 84 semester units subsequent to date of Bachelor's
Column	1	Earned Doctorate, or
V	2	Master's and 72 semester units subsequent to date of Master's, or
	З	Master's and 108 semester units subsequent to date of Bachelor's

FOOTNOTE: APPENDIX B (FW)

Adwards

APPENDIX B.1 Part-Time Child Development Salary Schedule 2022-2023 COLA 5.56% □

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

Foothill-De Anza Community College District

Column	Ι	II	III	IV	V
Step					
1	25.38	29.72	34.31	39.14	44.23
2	26.47	30.97	35.70	40.69	45.93
3	27.57	32.21	37.10	42.23	47.63
4	28.67	33.46	38.50	43.79	49.32
5	29.77	34.71	39.89	45.33	51.02
6	30.87	35.94	41.30	46.88	52.72
7	31.96	37.20	42.69	48.42	54.42
8	33.06	38.44	44.09	49.97	56.11
		CC	UMN PLACEME	INT	

Column I	60 semester units and Child Development Teacher Permit or AA Degree and Child Development Teacher Permit
Column II	90 semester units and Child Development Teacher Permit or AA Degree plus 24 semester units and Child Development Teacher Permit
Column III	Bachelor's Degree and Child Development Teacher Permit.
Column IV	Master's Degree and Child Development Teacher Permit; or Bachelor's Degree plus 24 semester units and Child Development Teacher Permit
Column V	Earned Doctorate and Child Development Teacher Permit; or Master's Degree plus 24 semester units subsequent to date of Master's and Child Development Teacher Permit

FOOT NOTE: APPENDIX B.1 (FZ)

Any Edwards, FA Chief Negotiator

Raymond T. Quan (Nov 8, 2022 17:11 PST) Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

APPENDIX C
Part-Time Faculty Salary Schedule
2022-2023 COLA 5.56%

Foothill-De Anza Community College District

	_							
Column	I	II	III	IV	V			
Step								
1	57,027.27	60,079.85	63,132.36	66,184.98	69,237.46			
2	60,079.85	63,132.36	66,184.98	69,237.46	72,290.05			
3	63,132.36	66,184.98	69,237.46	72,290.05	75,342.67			
4	66,184.98	69,237.46	72,290.05	75,342.67	78,395.27			
5	69,237.46	72,290.05	75,342.67	78,395.27	81,447.76			
6	72,290.05	75,342.67	78,395.27	81,447.76	84,500.25			
7	75,342.67	78,395.27	81,447.76	84,500.25	87,552.96			
8	78,395.27	81,447.76	84,500.25	87,552.96	90,605.46			
		COLUMN	N PLACEMENT					
Column	1	Associate Degree	and six years of a	opropriate work ex	perience, or			
I	2	Bachelor's and two	o years of appropr	iate work experien	се			
Column	1	Master's, or						
II	2	Bachelor's, two ye units subsequent		work experience a	nd 24 semester			
Column	1	Master's and 24 s	emester units subs	equent to date of	Master's, or			
III	2	Master's and 60 semester units subsequent to date of Bachelor's, or Bachelor's, two years of appropriate work experience and 48 semester						
	3	units subsequent		work experience a				
Column	1	Master's and 49 s	omostor unito cubo	equant to data of	Mactoria or			
Column IV	1			equent to date of				
	2	Master's and 84 s	emester units subs	equent to date of	Bachelor's			
	1	Earned Doctorate,	, or					
Column V	2	Master's and 72 s	emester units subs	equent to date of	Master's, or			
v	3	Master's and 108	semester units sub	sequent to date of	Bachelor's			

FOOT NOTE: APPENDIX C (F4)

Adwards

Amy Edwards, FA Chief Negotiator

Mond T. Quan (Nov 8, 2022 17:11 PST)

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

APPENDIX C.1 Part-Time (FT Overload) Faculty Salary Schedule 2022-2023 COLA 5.56% □

Column T Π III IV V Step 1 51,995.45 54,778.69 57,561.87 60,345.12 63,128.28 2 57,561.87 65,911.52 54,778.69 60,345.12 63,128.28 3 57,561.87 60,345.12 63,128.28 65,911.52 68,694.79 4 60,345.12 63,128.28 65,911.52 68,694.79 71,478.04 5 63,128.28 65,911.52 68,694.79 71,478.04 74,261.21 6 65,911.52 68,694.79 71,478.04 77,044.35 74,261.21 7 71,478.04 68,694.79 74,261.21 77,044.35 79,827.70 8 71,478.04 74,261.21 77,044.35 79,827.70 82,610.87 **COLUMN PLACEMENT** Column 1 Associate Degree and six years of appropriate work experience, or Ι 2 Bachelor's and two years of appropriate work experience Column 1 Master's, or Π 2 Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's 1 Master's and 24 semester units subsequent to date of Master's, or 2 Column Master's and 60 semester units subsequent to date of Bachelor's, or III Bachelor's, two years of appropriate work experience and 48 semester 3 units subsequent to Bachelor's 1 Master's and 48 semester units subsequent to date of Master's, or Column IV 2 Master's and 84 semester units subseqent to date of Bachelor's 1 Earned Doctorate, or Column 2 Master's and 72 semester units subsequent to date of Master's, or ٧ 3 Master's and 108 semester units subsequent to date of Bachelor's

FOOT NOTE: APPENDIX C.1 (FO)

Foothill-De Anza Community College District

Adwards

Rop1TZ Quan (Nov 8, 2022 17:11 PST) Raymor

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

APPENDIX D Substitute Salary Schedule 2022-2023 COLA 5.56%

Foothill-De Anza Community College District

		LECT	URE					LA	В		
COLUMN	Ι	II	III	IV	V	COLUMN	3.II	3.II	3.III	3.IV	3.V
STEP						STEP					
1	99.04	104.34	109.65	114.94	120.24	1	70.75	74.53	78.31	82.10	85.88
2	104.34	109.65	114.94	120.24	125.54	2	74.53	78.31	82.10	85.88	89.67
3	109.65	114.94	120.24	125.54	130.85	3	78.31	82.10	85.88	89.67	93.46
4	114.94	120.24	125.54	130.85	136.15	4	82.10	85.88	89.67	93.46	97.25
5	120.24	125.54	130.85	136.15	141.45	5	85.88	89.67	93.46	97.25	101.03
6	125.54	130.85	136.15	141.45	146.75	6	89.67	93.46	97.25	101.03	104.82
7	130.85	136.15	141.45	146.75	152.05	7	93.46	97.25	101.03	104.82	108.61
8	136.15	141.45	146.75	152.05	157.36	8	97.25	101.03	104.82	108.61	112.40

LEC: Based on 15 hrs/wk, 525 per yr LAB Based on 21 hrs/wk, 735 per yr

Formulas: LEC=[(Appendix A x 10 months)/525]x77.5% LAB=[(Appendix A x 10 months)/735]x77.5%

FOOT NOTE: APPENDIX D (F5)

Adwards

Rog ITZ

Amy Edwards, FA Chief Negotiator

APPENDIX D.1 Substitute Salary Schedule (Summer) 2022-2023 COLA 5.56% □ □

Foothill-De Anza Community College District

Ray Quan, VC, Human Resources & EEO
TA'ed 11/07/2022

		LECT	TURE					L	AB		
COLUMN	1.1	1.2	1.3	1.4	1.5	COLUMN	3.1	3.2	3.3	3.4	3.5
STEP						STEP					
1	99.04	104.34	109.65	114.94	120.24	1	70.75	74.53	78.31	82.10	85.88
2	104.34	109.65	114.94	120.24	125.54	2	74.53	78.31	82.10	85.88	89.67
3	109.65	114.94	120.24	125.54	130.85	3	78.31	82.10	85.88	89.67	93.46
4	114.94	120.24	125.54	130.85	136.15	4	82.10	85.88	89.67	93.46	97.25
5	120.24	125.54	130.85	136.15	141.45	5	85.88	89.67	93.46	97.25	101.03
6	125.54	130.85	136.15	141.45	146.75	6	89.67	93.46	97.25	101.03	104.82
7	130.85	136.15	141.45	146.75	152.05	7	93.46	97.25	101.03	104.82	108.61
8	136.15	141.45	146.75	152.05	157.36	8	97.25	101.03	104.82	108.61	112.40
9	141.45	146.75	152.05	157.36	162.66	9	101.03	104.82	108.61	112.40	116.18
10	146.75	152.05	157.36	162.66	167.96	10	104.82	108.61	112.40	116.18	119.97
11	152.05	157.36	162.66	167.96	173.26	11	108.61	112.40	116.18	119.97	123.76
12	157.36	162.66	167.96	173.26	178.55	12	112.40	116.18	119.97	123.76	127.54
13	162.66	167.96	173.26	178.55	183.86	13	116.18	119.97	123.76	127.54	131.33

LEC: Based on 15 hrs/wk, 525 per yr LAB Based on 21 hrs/wk, 735 per yr

Formulas: LEC=[(Appendix A x 10 months)/525]x77.5% LAB=[(Appendix A x 10 months)/735]x77.5%

FOOT NOTE: APPENDIX D.1 (F9)

Adwards

Amy Edwards, FA Chief Negotiator

Appendix E Part Time Faculty Hourly Salary Schedule (For Non-Credit (Adult) Education 2022-2023 COLA 5.56%

Raymond T. Quan (Nov 8, 2022 17:11 PST) Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

Foothill-De Anza Community College District

Column	I	II	III	IV	V				
Step									
1	40,254.54	42,409.31	44,564.02	46,718.81	48,873.50				
2	42,409.31	44,564.02	46,718.81	48,873.50	51,028.27				
3	44,564.02	46,718.81	48,873.50	51,028.27	53,183.06				
4	46,718.81	48,873.50	51,028.27	53,183.06	55,337.85				
5	48,873.50	51,028.27	53,183.06	55,337.85	57,492.55				
6	51,028.27	53,183.06	55,337.85	57,492.55	59,647.24				
7	53,183.06	55,337.85	57,492.55	59,647.24	61,802.09				
8	55,337.85	57,492.55	59,647.24	61,802.09	63,956.80				
		COLU	MN PLACEMENT						
Column		-	l two years of appr	opriate work expe	rience, or				
Ι	2 Ba	chelor's							
	1 Ma	ster's, or							
Column II		Bachelor's, two years of appropriate work experience and 24 semester							
	un	units subsequent to Bachelor's							
	1 Ma	ster's and 24 seme	ester units subsequ	ent to date of Mas	ster's, or				
Column III	2 Ma	Master's and 60 semester units subsequent to date of Bachelor's, or							
111		Bachelor's, two years of appropriate work experience and 48 semester							
	3 un	ts subsequent to E							
Column	1 Ma	ster's and 48 seme	ester units subsequ	ent to date of Mas	ster's, or				
IV	2 Ma	ster's and 84 seme	ester units subsequ	ent to date of Bach	elor's				
	1 Ea	med Doctorate, or							
Column V			ester units subsequ	ent to date of Mas	ster's, or				
	3 Ma	ster's and 108 sem	nester units subsec	uent to date of Ba	chelor's				

FOOTNOTE: APPENDIX E (F1)

Adwards

Amy Edwards, FA Chief Negotiator

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

Raymond T. Quan (Nov 8, 2022 17:11 PST)

APPENDIX G Part-Time Hourly Salary Schedule (For Non-Teaching Assignments) 2022-2023 COLA 5.56%

Foothill-De Anza Community College District

	-			T 1 /	
Column	I	II	III	IV	V
Step					
1	53.24	56.09	58.94	61.81	64.66
2	56.09	58.94	61.81	64.66	67.51
3	58.94	61.81	64.66	67.51	70.36
4	61.81	64.66	67.51	70.36	73.21
5	64.66	67.51	70.36	73.21	76.06
6	67.51	70.36	73.21	76.06	78.91
7	70.36	73.21	76.06	78.91	81.76
8	73.21	76.06	78.91	81.76	84.61
		CO	LUMN PLACEME	NT	
Column	1	Associate Degree			perience, or
Ι	2	Bachelor's and two	vears of appropr	iate work experien	re
		Bucheler e una tria		ace work experien	
Column	1	Master's, or			
Column II		Master's, or Bachelor's, two ye	ars of appropriate		
	1	Master's, or Bachelor's, two ye units subsequent f	ars of appropriate to Bachelor's	work experience a	and 24 semester
	1 2 1	Master's, or Bachelor's, two ye units subsequent t Master's and 24 se	ars of appropriate to Bachelor's emester units subs	work experience a	and 24 semester Master's, or
II Column	1 2	Master's, or Bachelor's, two ye units subsequent f Master's and 24 se Master's and 60 se	ars of appropriate to Bachelor's emester units subs emester units subs	work experience a requent to date of requent to date of	and 24 semester Master's, or Bachelor's, or
II	1 2 1	Master's, or Bachelor's, two ye units subsequent f Master's and 24 se Master's and 60 se Bachelor's, two ye	ars of appropriate to Bachelor's emester units subs emester units subs ars of appropriate	work experience a	and 24 semester Master's, or Bachelor's, or
II	1 2 1	Master's, or Bachelor's, two ye units subsequent f Master's and 24 se Master's and 60 se	ars of appropriate to Bachelor's emester units subs emester units subs ars of appropriate	work experience a requent to date of requent to date of	and 24 semester Master's, or Bachelor's, or
II Column III	1 2 1 2 3	Master's, or Bachelor's, two ye units subsequent to Master's and 24 se Master's and 60 se Bachelor's, two ye units subsequent to	ars of appropriate to Bachelor's emester units subs emester units subs ars of appropriate to Bachelor's	work experience a equent to date of equent to date of work experience a	and 24 semester Master's, or Bachelor's, or and 48 semester
II Column III Column	1 2 1 2 3 1	Master's, or Bachelor's, two ye units subsequent f Master's and 24 se Master's and 60 se Bachelor's, two ye units subsequent f Master's and 48 se	ars of appropriate to Bachelor's emester units subs emester units subs ars of appropriate to Bachelor's emester units subs	work experience a equent to date of equent to date of work experience a equent to date of	and 24 semester Master's, or Bachelor's, or and 48 semester Master's, or
II Column III	1 2 1 2 3	Master's, or Bachelor's, two ye units subsequent to Master's and 24 se Master's and 60 se Bachelor's, two ye units subsequent to	ars of appropriate to Bachelor's emester units subs emester units subs ars of appropriate to Bachelor's emester units subs	work experience a equent to date of equent to date of work experience a equent to date of	and 24 semester Master's, or Bachelor's, or and 48 semester Master's, or
II Column III Column IV	1 2 1 2 3 1	Master's, or Bachelor's, two ye units subsequent to Master's and 24 se Master's and 60 se Bachelor's, two ye units subsequent to Master's and 48 se Master's and 84 se	ars of appropriate to Bachelor's emester units subs emester units subs ars of appropriate to Bachelor's emester units subs emester units subs	work experience a equent to date of equent to date of work experience a equent to date of	and 24 semester Master's, or Bachelor's, or and 48 semester Master's, or
II Column III Column	1 2 1 2 3 1 2	Master's, or Bachelor's, two ye units subsequent f Master's and 24 se Master's and 60 se Bachelor's, two ye units subsequent f Master's and 48 se	ars of appropriate to Bachelor's emester units subs emester units subs ars of appropriate to Bachelor's emester units subs emester units subs	work experience a equent to date of equent to date of work experience a equent to date of equent to date of B	and 24 semester Master's, or Bachelor's, or and 48 semester Master's, or achelor's

FOOTNOTE: APPENDIX G (F6)