Kathy Perino
FA Chief Negotiator
Ray Quan
VC, Human Resources & Equal Op
Human Resources

TA'ed - 07/14/2022

APPENDIX A FACULTY SALARY SCHEDULE 2021-2022 COLA 5.07%

Column	I	Foothill-De Anza II	Community Colle	ege District IV	V
STEP					
1	63,557.13	66,959.25	70,361.28	73,763.43	77,165.44
2	66,959.25	70,361.28	73,763.43	77,165.44	80,567.57
3	70,361.28	73,763.43	77,165.44	80,567.57	83,969.72
4	73,763.43	77,165.44	80,567.57	83,969.72	87,371.86
5	77,165.44	80,567.57	83,969.72	87,371.86	90,773.87
6	80,567.57	83,969.72	87,371.86	90,773.87	94,175.88
7	83,969.72	87,371.86	90,773.87	94,175.88	97,578.14
8	87,371.86	90,773.87	94,175.88	97,578.14	100,980.17
9	90,773.87	94,175.88	97,578.14	100,980.17	104,382.31
10	94,175.88	97,578.14	100,980.17	104,382.31	107,784.32
11	97,578.14	100,980.17	104,382.31	107,784.32	111,186.46
12	100,980.17	104,382.31	107,784.32	111,186.46	114,588.60
13	104,382.31	107,784.32	111,186.46	114,588.60	117,990.73
(14+)			rofessional Achieve		
		nal Achievement	Increments (Mont		
Ten Month Contract			Eleven Month Contract		Twelve Month Contract
	\$300			3	\$250.00
	\$675		\$613.6		\$562.50
	\$1,100		\$1,000.		\$916.67
	\$1,550		\$1,409.)9	\$1,291.67

COLUMN	PLACEMENT	

Column I	1. 2.	Associate Degree and six years of appropriate work experience, or Bachelor's and two years of appropriate work experience
Column	1.	Master's, or
П	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
Ш	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)

Increment P1 (\$3,000) P2 (\$6,750) P3 (\$11,000) P4 (\$15,500)

Kathy Perino
FA Chief Negotiator
Ray Quan
VC, Human Resources & Equal Op
Human Resources

APPENDIX B Child Development Salary Schedule 2021-2022 COLA 5.07%

TA'ed - 07/14/2022

Foothill-De Anza Communit	y College District
---------------------------	--------------------

		100011	III DC / III LG COIIIIII	urney concess bisa		
	Column	I	II	III	IV	V
	STEP					
	1	33,649.64	39,408.08	45,497.47	51,917.69	58,668.96
	2	35,105.85	41,062.80	47,350.79	53,969.60	60,919.38
	3	36,561.93	42,717.50	49,203.86	56,021.43	63,169.80
	4	38,018.03	44,372.21	51,057.20	58,073.24	65,420.10
	5	39,474.24	46,026.91	52,910.51	60,125.05	67,670.65
	6	40,930.34	47,681.73	54,763.83	62,176.96	69,920.94
	7	42,386.55	49,336.44	56,617.14	64,228.79	72,171.49
	8	43,842.76	50,991.14	58,470.34	66,280.60	74,421.81
	I (9+)			Step H + Profess	ional Achievement	Increments*
		* Professional Ach	ievement Increme	ents (Monthly Payı	ment Amount)	
increment		Ten Month Contract		Eleven Month	Contract	Twelve Month Contract
P1 (\$3,000)		\$300		\$272.7	3	\$250.00
2 (\$6,750)		\$675		\$613.6	4	\$562.50
23 (\$11,000)		\$1,100		\$1,000.	00	\$916.67
P4 (\$15,500)		\$1,550		\$1,409.	09	\$1,291.67

COLUMN PLACEMENT

G-1		Associate Desires and discussion of associated work association of
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
		1
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)

Ray Quan VC, Human Resources & Equal Op Human Resources

APPENDIX A FACULTY SALARY SCHEDULE 2021/2022 COLA 5.07%

TA'ed - 07/14/2022

	F	Foothill-De Anza Co	mmunity College	District	
Column		II	III	IV	V
STEP					
1	6,355.71	6,695.93	7,036.13	7,376.34	7,716.54
2	6,695.93	7,036.13	7,376.34	7,716.54	8,056.76
3	7,036.13	7,376.34	7,716.54	8,056.76	8,396.97
4	7,376.34	7,716.54	8,056.76	8,396.97	8,737.19
5	7,716.54	8,056.76	8,396.97	8,737.19	9,077.39
6	8,056.76	8,396.97	8,737.19	9,077.39	9,417.59
7	8,396.97	8,737.19	9,077.39	9,417.59	9,757.81
8	8,737.19	9,077.39	9,417.59	9,757.81	10,098.02
9	9,077.39	9,417.59	9,757.81	10,098.02	10,438.23
10	9,417.59	9,757.81	10,098.02	10,438.23	10,778.43
11	9,757.81	10,098.02	10,438.23	10,778.43	11,118.65
12	10,098.02	10,438.23	10,778.43	11,118.65	11,458.86
13	10,438.23	10,778.43	11,118.65	11,458.86	11,799.07
(14+)	Step M + Profess	sional Achievement	t Increments*]
* Profe	ssional Achievemer	t Increments (Mor	nthly Payment Am	nount)	
	Ten Month Contrac	even Month Contra	Twelve Mo	nth Contract	
	\$300	\$272.73	\$25	0.00	
	\$675	\$613.64	\$56	2.50	
	\$1,100	\$1,000.00	\$91	.6.67	
	#1 FF0	41 100 00	412	01.67	7

COLUMN PLACEMENT	COLUMN	PLACEMENT
------------------	--------	------------------

\$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 III	1. 2. 3.	Master's and 60 semester units subsequent to date of Bachelor's, or	
Column IV	1. 2.	Master's and 48 semester units subsequent to date of Master's, or Master's and 84 semester units subsequent to date of Bachelor's	
Column	1.	Earned Doctorate, or	
V	2. 3.	Master's and 72 semester units subsequent to date of Master's, or Master's and 108 semester units subsequent to date of Bachelor's	

FOOTNOTE: APPENDIX A (FA, FB, FC)

\$1,550

Increm 3,000)

6,750)

1,000)

15,500)

wthy Perino

Ing Zuan

Ray Quan VC, Human Resources & Equal Op Human Resources

TA'ed - 07/14/2022

APPENDIX B Child Development Salary Schedule 2021-2022 COLA 5.07%

		Foothill-De Anza Community College District						
	Column	I	П	III	IV	V		
	STEP							
	1	3,364.96	3,940.81	4,549.75	5,191.77	5,866.90		
	2	3,510.59	4,106.28	4,735.08	5,396.96	6,091.94		
	3	3,656.19	4,271.75	4,920.39	5,602.14	6,316.98		
	4	3,801.80	4,437.22	5,105.72	5,807.32	6,542.01		
	5	3,947.42	4,602.69	5,291.05	6,012.51	6,767.07		
	6	4,093.03	4,768.17	5,476.38	6,217.70	6,992.09		
	7	4,238.66	4,933.64	5,661.71	6,422.88	7,217.15		
	8	4,384.28	5,099.11	5,847.03	6,628.06	7,442.18		
>								

I (9+)	I (9+) Step H + Professional Achievement Increments*				
	* Professional Acheivement	Increments (Monthly Payment 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

		COLOTIN TENCETIEN
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
П	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 subseqent 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 B (FW)

Kathy a Perio

Kathy Perino Chief Negotiator

Ray Quan VC, Human Resources & Equal Op Human Resources

TA'ed - 07/14/2022

APPENDIX B.1 PART - TIME CHILD DEVELOPMENT SALARY SCHEDULE 2021-2022 COLA 5.07%

		••			
Column	I	п	Ш	IV	V
STEP					
1	24.04	28.15	32.50	37.08	41.9
2	25.08	29.34	33.82	38.55	43.5
3	26.12	30.51	35.15	40.01	45.1
4	27.16	31.70	36.47	41.48	46.7
5	28.20	32.88	37.79	42.94	48.3
6	29.24	34.05	39.12	44.41	49.9
7	30.28	35.24	40.44	45.87	51.5
8	31.32	36.42	41.77	47.34	53.1

Column I	COLUMN PLACEMENT 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	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)

Kathy Perino

FA Chief Negotiator

Ray Quan
VC, Human Resources & Equal Op
Human Resources

TA'ed - 07/14/2022

APPENDIX C PART - TIME FACULTY SALARY SCHEDULE 2021-2022 COLA 5,07%

Foothill-De Anza Community College District									
	Column I		II	III	IV	V			
	STEP								
	1	54,023.56	56,915.36	59,807.09	62,698.92	65,590.62			
	2	56,915.36	59,807.09	62,698.92	65,590.62	68,482.43			
	3	59,807.09	62,698.92	65,590.62	68,482.43	71,374.26			
	4	62,698.92	65,590.62	68,482.43	71,374.26	74,266.08			
	5	65,590.62	68,482.43	71,374.26	74,266.08	77,157.79			
	6	68,482.43	71,374.26	74,266.08	77,157.79	80,049.50			
	7	71,374.26	74,266.08	77,157.79	80,049.50	82,941.42			
	8	74,266.08	77,157.79	80,049.50	82,941.42	85,833.14			
			COLUMN PLA	CEMENT					
Column			Associate Degree an						
I		2.	Bachelor's and two	years of appropr	iate work experien	ice			
Column		1.	Master's, or						
II			Bachelor's, two year units subsequent to		work experience a	and 24 semester			
Column		1.	Master's and 24 sen	nester units subse	equent to date of	Master's, or			
III		2.	Master's and 60 sen	nester units subse	equent 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 sen	nester units subse	equent to date of	Master's, or			
IV			Master's and 84 sen						
Column		1.	Earned Doctorate, o	or					
V			Master's and 72 sen						
		3.	Master's and 108 se	mester units subs	sequent to date of	f Bachelor's			

FOOT NOTE: APPENDIX C (F4)

Kothy a Perino

Kathy Perino

FA Chief Negotiator

Ray Z

Ray Quan
VC, Human Resources & Equal Op
Human Resources

TA'ed - 07/14/2022

APPENDIX C.1 PART - TIME (FT. OVERLOAD) FACULTY SALARY SCHEDULE 2021-2022 COLA 5.07%

	Foothill-De Anza Community College District							
	Column	I	II	IIİ	IV	V		
	STEP							
	1	49,256.77	51,893.42	54,530.00	57,166.65	59,803.22		
	2	51,893.42	54,530.00	57,166.65	59,803.22	62,439.86		
	3	54,530.00	57,166.65	59,803.22	62,439.86	65,076.53		
	4	57,166.65	59,803.22	62,439.86	65,076.53	67,713.19		
	5	59,803.22	62,439.86	65,076.53	67,713.19	70,349.76		
	6	62,439.86	65,076.53	67,713.19	70,349.76	72,986.31		
	7	65,076.53	67,713.19	70,349.76	72,986.31	75,623.06		
	8	67,713.19	70,349.76	72,986.31	75,623.06	78,259.63		
			COLUMN PLA	ACEMENT				
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 yea	rs of appropriate	work experience a	nd 24 semester		
			units subsequent to Bachelor's					
Column		1.	Master's and 24 sen	nester units subse	quent to date of I	Master's, or		
III	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 sen	nester units subse	quent to date of N	Master's, or		
IV		2.	Master's and 84 sen		,-)	-		
Column		1.	Earned Doctorate, o	or				
V		2.	Master's and 72 sen	nester units subse	quent to date of N	Master's, or		

FOOT NOTE: APPENDIX C.1 (FO)

Kathy Perino (Sep 12, 2022 08:43 PDT)

Raymond T. Quan (Sep 12, 2022 12:47 PDT)

APPENDIX D

SUBSTITUTE SALARY SCHEDULE

2021-2022 COLA 5.07%

Foothill-De Anza Community College District

			LECTURE							LAB		
COLUMN	I	II	III	IV	٧	COLU	JMN	3.II	3.II	3.III	3. IV	3.V
STEP						STE	P					
1	93.82	98.84	103.87	108.89	113.91	1		67.02	70.60	74.19	77.78	81.36
2	98.84	103.87	108.89	113.91	118.93	2		70.60	74.19	77.78	81.36	84.95
3	103.87	108.89	113.91	118.93	123.96	3		74.19	77.78	81.36	84.95	88.54
4	108.89	113.91	118.93	123.96	128.98	4		77.78	81.36	84.95	88.54	92.13
5	113.91	118.93	123.96	128.98	134.00	5		81.36	84.95	88.54	92.13	95.71
6	118.93	123.96	128.98	134.00	139.02	6		84.95	88.54	92.13	95.71	99.30
7	123.96	128.98	134.00	139.02	144.04	7		88.54	92.13	95.71	99.30	102.89
8	128.98	134.00	139.02	144.04	149.07	8		92.13	95.71	99.30	102.89	106.48

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)

Kathy Perino FA Chief Negotiator VC, Human Resources & Equal Op Human Resources

TA'ed - 07/14/2022

APPENDIX D.1 SUBSTITUTE SALARY SCHEDULE (Summer) 2021-2022 COLA 5.07%

Foothill-De Anza Community College District

	LEC	TURE			LAB
1.1	1.2	1.3	1.4	1.5	COLUMN 3.1 3.2 3.3 3.4 3.5 STEP
93.82	98.84	103.87	108.89	113.91	1 67.02 70.60 74.19 77.78 81.36
98.84	103.87	108.89	113.91	118.93	2 70.60 74.19 77.78 81.36 84.95
103.87	108.89	113.91	118.93	123.96	3 74.19 77.78 81.36 84.95 88.54
108.89	113.91	118.93	123.96	128.98	4 77.78 81.36 84.95 88.54 92.13
113.91	118.93	123.96	128.98	134.00	5 81.36 84.95 88.54 92.13 95.71
118.93	123.96	128.98	134.00	139.02	6 84.95 88.54 92.13 95.71 99.30
123.96	128.98	134.00	139.02	144.04	7 88.54 92.13 95.71 99.30 102.89
128.98	134.00	139.02	144.04	149.07	8 92.13 95.71 99.30 102.89 106.48
134.00	139.02	144.04	149.07	154.09	9 95.71 99.30 102.89 106.48 110.06
139.02	144.04	149.07	154.09	159.11	10 99.30 102.89 106.48 110.06 113.65
144.04	149.07	154.09	159.11	164.13	11 102.89 106.48 110.06 113.65 117.24
149.07	154.09	159.11	164.13	169.15	12 106.48 110.06 113.65 117.24 120.82
	93.82 98.84 103.87 108.89 113.91 118.93 123.96 128.98 134.00 139.02	93.82 98.84 98.84 103.87 103.87 108.89 108.89 113.91 113.91 118.93 118.93 123.96 123.96 128.98 128.98 134.00 134.00 139.02 139.02 144.04 144.04 149.07	93.82 98.84 103.87 98.84 103.87 108.89 103.87 108.89 113.91 108.89 113.91 118.93 113.91 118.93 123.96 118.93 123.96 128.98 123.96 128.98 134.00 128.98 134.00 139.02 134.00 139.02 144.04 139.02 144.04 149.07 144.04 149.07 154.09	1.1 1.2 1.3 1.4 93.82 98.84 103.87 108.89 113.91 103.87 108.89 113.91 118.93 108.89 113.91 118.93 123.96 113.91 118.93 123.96 128.98 118.93 123.96 128.98 134.00 123.96 128.98 134.00 139.02 128.98 134.00 139.02 144.04 134.00 139.02 144.04 149.07 139.02 144.04 149.07 154.09 144.04 149.07 154.09 159.11	1.1 1.2 1.3 1.4 1.5 93.82 98.84 103.87 108.89 113.91 98.84 103.87 108.89 113.91 118.93 103.87 108.89 113.91 118.93 123.96 108.89 113.91 118.93 123.96 128.98 113.91 118.93 123.96 128.98 134.00 118.93 123.96 128.98 134.00 139.02 123.96 128.98 134.00 139.02 144.04 128.98 134.00 139.02 144.04 149.07 134.00 139.02 144.04 149.07 154.09 139.02 144.04 149.07 154.09 159.11 144.04 149.07 154.09 159.11 164.13

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: APPENDEX D.1 (F9)

Kathy a Perino

A Chief Negotiator

Ray Quan
VC, Human Resources & Equal Op
Human Resources

TA'ed - 07/14/2022

APPENDIX E PART - TIME FACULTY HOURLY SALARY SCHEDULE (For Non-Credit (Adult) Education)

Foothill-De Anza Community College District

	Column	I	п	ш	IV	V	
	STEP						
	1	38,134.27	40,175.55	42,216.77	44,258.06	46,299.26	
	2	40,175.55	42,216.77	44,258.06	46,299.26	48,340.54	
	3	42,216.77	44,258.06	46,299.26	48,340.54	50,381.83	
	4	44,258.06	46,299.26	48,340.54	50,381.83	52,423.12	
	5	46,299.26	48,340.54	50,381.83	52,423.12	54,464.33	
	6	48,340.54	50,381.83	52,423.12	54,464.33	56,505.53	
	7	50,381.83	52,423.12	54,464.33	56,505.53	58,546.88	
	8	52,423.12	54,464.33	56,505.53	58,546.88	60,588.10	
			COLUMN PLACEMENT				
Column		1.	Associate Degree and two years of appropriate work experience, or				
I		2.	Bachelor's				
Column		1.	Master's, or				
п		2.	Bachelor's, two years of ap	propriate work experien	ce and 24 semester		
			units subsequent to Bachel				
Column		1.	Master's and 24 semester u	nits subsequent to date	of Master's, or		
ш		2.	Master's and 60 semester u	nits subsequent to date	of Bachelor's, or		
		3.	Bachelor's, two years of app	propriate work experien	ce and 48 semester	*	
			units subsequent to Bachel	or's			
Column		1,	Master's and 48 semester u	nits subsequent to date	of Master's, or		
IV		2.	Master's and 84 semester u	nits subseqent to date of	of Bachelor's		
Column		1.	Earned Doctorate, or				
V		2.	Master's and 72 semester un	nits subsequent to date	of Master's, or		
		3.	Master's and 108 semester (units subsequent to dat	e of Bachelor's		

FOOTNOTE: APPENDIX E (F1)

Kathy Perino FA Chief Negotiator

Ray Quan
VC, Human Resources & Equal Op
Human Resources

TA'ed - 07/14/2022

APPENDIX G PART - TIME HOURLY SALARY SCHEDULE (For Non-Teaching Assignments)

Foothill-De Anza Community College District

	COLUMN	I	II	III	IV	V			
	STEP								
	1	50.44	53.14	55.84	58.55	61.25			
	2	53.14	55.84	58.55	61.25	63.95			
	3	55.84	58.55	61.25	63.95	66.65			
	4	58.55	61.25	63.95	66.65	69.35			
	5	61.25	63.95	66.65	69.35	72.05			
	6	63.95	66.65	69.35	72.05	74.75			
	7	66.65	69.35	72.05	74.75	77.45			
	8	69.35	72.05	74.75	77.45	80.15			
0.1			COLUMN PLAC						
Column I		1. 2.	Associate Degree and six years of appropriate work experience, or Bachelor's and two years of appropriate work experience						
		۷.	bachelor's and tv	o years of approp	oriate work experi	ence			
Column		1.	Master's, or						
II		2.	Bachelor's, two y units subsequent	ears of appropriat to Bachelor's	e work experience	e and 24 semester			
Column		1.	Master's and 24 s	emester units sub	sequent to date o	f Master's, or			
III		2.	Master's and 24 semester units subsequent to date of Master's, or Master's and 60 semester units subsequent to date of Bachelor's, or						
		3.	Bachelor's, two your units subsequent	ears of appropriat	e work experience	and 48 semester			
Column		1.	Master's and 48 s	emester units sub	sequent to date o	f Master's, or			
IV		2.	Master's and 84 s	emester units sub	seqent to date of	Bachelor's			
Column		1.	Earned Doctorate	or					
V		2.	Master's and 72 se	emester units subs	sequent to date of	f Master's, or			
		3.	Master's and 108	semester units sul	osequent to date	of Bachelor's			

FOOTNOTE: APPENDIX G (F6)