

Kathy Perino

Kathy Perino
FA Chief Negotiator

Ray Quan

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	II	III	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+) Step M + Professional Achievement Increments*			
* Professional Achievement 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

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

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

Foothill-De Anza Community College District

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 + Professional Achievement Increments*		
* Professional Achievement 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

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

Kathy Perino

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Ray Quan

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VC, Human Resources & Equal Op
Human Resources

TA'ed - 07/14/2022

APPENDIX A
FACULTY SALARY SCHEDULE
2021/2022 COLA 5.07%


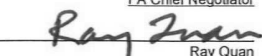
Column	I	II	III	IV	V
STEP					
1	6,355.71	6,695.93	7,036.13	7,376.34	7,716.54
2	6,695.93	7,036.13	7,376.34	7,716.54	8,056.76
3	7,036.13	7,376.34	7,716.54	8,056.76	8,396.97
4	7,376.34	7,716.54	8,056.76	8,396.97	8,737.19
5	7,716.54	8,056.76	8,396.97	8,737.19	9,077.39
6	8,056.76	8,396.97	8,737.19	9,077.39	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 + Professional Achievement Increments*			
* Professional Achievement Increments (Monthly Payment Amount)			
Increm	Ten Month Contract	Even Month Contract	Twelve Month Contract
\$3,000)	\$300	\$272.73	\$250.00
\$6,750)	\$675	\$613.64	\$562.50
\$1,000)	\$1,100	\$1,000.00	\$916.67
\$15,500)	\$1,550	\$1,409.09	\$1,291.67

COLUMN PLACEMENT

Column I	1.	Associate Degree and six years of appropriate work experience, or
	2.	Bachelor's and two years of appropriate work experience
Column II	1.	Master's, or
	2.	Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column III	1.	Master's and 24 semester units subsequent to date of Master's, or
	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 IV	1.	Master's and 48 semester units subsequent to date of Master's, or
	2.	Master's and 84 semester units subsequent to date of Bachelor's
Column V	1.	Earned Doctorate, or
	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 A (FA, FB, FC)


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 FA Chief Negotiator

 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	II	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+)		Step H + Professional Achievement Increments*		
* Professional Achievement 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

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

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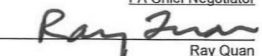
TA'ed - 07/14/2022

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

	Foothill-De Anza Community College District					
Column	I	II	III	IV	V	
STEP						
1	24.04	28.15	32.50	37.08	41.90	
2	25.08	29.34	33.82	38.55	43.51	
3	26.12	30.51	35.15	40.01	45.12	
4	27.16	31.70	36.47	41.48	46.72	
5	28.20	32.88	37.79	42.94	48.33	
6	29.24	34.05	39.12	44.41	49.94	
7	30.28	35.24	40.44	45.87	51.55	
8	31.32	36.42	41.77	47.34	53.15	

COLUMN PLACEMENT

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	Eamed 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


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 TA'ed - 07/14/2022

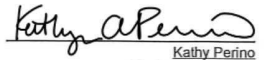
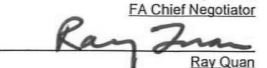
APPENDIX C
PART - TIME FACULTY SALARY SCHEDULE
2021-2022 COLA 5.07%

	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 PLACEMENT

Column I	1.	Associate Degree and six years of appropriate work experience, or
	2.	Bachelor's and two years of appropriate work experience
Column II	1.	Master's, or
	2.	Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column III	1.	Master's and 24 semester units subsequent to date of Master's, or
	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 IV	1.	Master's and 48 semester units subsequent to date of Master's, or
	2.	Master's and 84 semester units subsequent to date of Bachelor's
Column V	1.	Earned Doctorate, or
	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 C (F4)


 Kathy Perino
 FA Chief Negotiator

 Ray Quan
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 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	III	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 PLACEMENT

Column I	1.	Associate Degree and six years of appropriate work experience, or
	2.	Bachelor's and two years of appropriate work experience
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Column II	1.	Master's, or
	2.	Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
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Column III	1.	Master's and 24 semester units subsequent to date of Master's, or
	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
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Column IV	1.	Master's and 48 semester units subsequent to date of Master's, or
	2.	Master's and 84 semester units subsequent to date of Bachelor's
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Column V	1.	Earned Doctorate, or
	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 C.1 (FO)

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

Ray T. 2
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	V	COLUMN	3.II	3.II	3.III	3.IV	3.V
STEP						STEP					
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:

$LEC = [(Appendix A \times 10 \text{ months}) / 525] \times 77.5\%$

$LAB = [(Appendix A \times 10 \text{ months}) / 735] \times 77.5\%$

Kathy Perino
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 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

COLUMN STEP	LECTURE					COLUMN STEP	LAB				
	1.1	1.2	1.3	1.4	1.5		3.1	3.2	3.3	3.4	3.5
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
9	134.00	139.02	144.04	149.07	154.09	9	95.71	99.30	102.89	106.48	110.06
10	139.02	144.04	149.07	154.09	159.11	10	99.30	102.89	106.48	110.06	113.65
11	144.04	149.07	154.09	159.11	164.13	11	102.89	106.48	110.06	113.65	117.24
12	149.07	154.09	159.11	164.13	169.15	12	106.48	110.06	113.65	117.24	120.82
13	154.09	159.11	164.13	169.15	174.18	13	110.06	113.65	117.24	120.82	124.41

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)


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 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	II	III	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 I	1.	Associate Degree and two years of appropriate work experience, or
	2.	Bachelor's
Column II	1.	Master's, or
	2.	Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column III	1.	Master's and 24 semester units subsequent to date of Master's, or
	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 IV	1.	Master's and 48 semester units subsequent to date of Master's, or
	2.	Master's and 84 semester units subsequent to date of Bachelor's
Column V	1.	Earned Doctorate, or
	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 E (F1)

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 FA Chief Negotiator

Ray Quan
 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

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 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 24 semester units subsequent to date of Master's, or Master's and 60 semester units subsequent to date of Bachelor's, or Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's
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 V	1. 2. 3.	Earned Doctorate, or 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 G (F6)