

APPENDIX A.1
FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT
ADMINISTRATOR SALARY SCHEDULE
2016-2017

Effective Date	Sched	Range	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly
7/1/2016 Range P	A2/A3	P-Tier 1 Min	1	\$156,932.62	2	\$164,779.25	3	\$173,018.21	4	\$181,669.12	5	\$190,752.58	6	\$200,290.21	7	\$210,304.72	8	\$220,819.95
			1	\$13,077.72	2	\$13,731.60	3	\$14,418.18	4	\$15,139.09	5	\$15,896.05	6	\$16,690.85	7	\$17,525.39	8	\$18,401.66
			1	\$75.16	2	\$78.92	3	\$82.86	4	\$87.01	5	\$91.36	6	\$95.92	7	\$100.72	8	\$105.76
		P-Tier 2 Min + 36 Units	1	\$160,316.62	2	\$168,163.25	3	\$176,402.21	4	\$185,053.12	5	\$194,136.58	6	\$203,674.21	7	\$213,688.72	8	\$224,203.95
			1	\$13,359.72	2	\$14,013.60	3	\$14,700.18	4	\$15,421.09	5	\$16,178.05	6	\$16,972.85	7	\$17,807.39	8	\$18,683.66
			1	\$76.78	2	\$80.54	3	\$84.48	4	\$88.63	5	\$92.98	6	\$97.55	7	\$102.34	8	\$107.38
		P-Tier 3 Min + 72 Units	1	\$163,700.62	2	\$171,547.25	3	\$179,786.21	4	\$188,437.12	5	\$197,520.58	6	\$207,058.21	7	\$217,072.72	8	\$227,587.95
			1	\$13,641.72	2	\$14,295.60	3	\$14,982.18	4	\$15,703.09	5	\$16,460.05	6	\$17,254.85	7	\$18,089.39	8	\$18,965.66
			1	\$78.40	2	\$82.16	3	\$86.10	4	\$90.25	5	\$94.60	6	\$99.17	7	\$103.96	8	\$109.00
7/1/2016 Range O	A2/A3	O-Tier 1 Min	1	\$150,174.79	2	\$157,683.53	3	\$165,567.71	4	\$173,846.09	5	\$182,538.40	6	\$191,665.32	7	\$201,248.58	8	\$211,311.01
			1	\$12,514.57	2	\$13,140.29	3	\$13,797.31	4	\$14,487.17	5	\$15,211.53	6	\$15,972.11	7	\$16,770.72	8	\$17,609.25
			1	\$71.92	2	\$75.52	3	\$79.29	4	\$83.26	5	\$87.42	6	\$91.79	7	\$96.38	8	\$101.20
		O-Tier 2 Min + 36 Units	1	\$153,558.79	2	\$161,067.53	3	\$168,951.71	4	\$177,230.09	5	\$185,922.40	6	\$195,049.32	7	\$204,632.58	8	\$214,695.01
			1	\$12,796.57	2	\$13,422.29	3	\$14,079.31	4	\$14,769.17	5	\$15,493.53	6	\$16,254.11	7	\$17,052.72	8	\$17,891.25
			1	\$73.54	2	\$77.14	3	\$80.92	4	\$84.88	5	\$89.04	6	\$93.41	7	\$98.00	8	\$102.82
		O-Tier 3 Min + 72 Units	1	\$156,942.79	2	\$164,451.53	3	\$172,335.71	4	\$180,614.09	5	\$189,306.40	6	\$198,433.32	7	\$208,016.58	8	\$218,079.01
			1	\$13,078.57	2	\$13,704.29	3	\$14,361.31	4	\$15,051.17	5	\$15,775.53	6	\$16,536.11	7	\$17,334.72	8	\$18,173.25
			1	\$75.16	2	\$78.76	3	\$82.54	4	\$86.50	5	\$90.66	6	\$95.04	7	\$99.62	8	\$104.44
7/1/2016 Range N	A2/A3	N-Tier 1 Min	1	\$143,707.96	2	\$150,893.36	3	\$158,438.02	4	\$166,359.93	5	\$174,677.92	6	\$183,411.82	7	\$192,582.41	8	\$202,211.53
			1	\$11,975.66	2	\$12,574.45	3	\$13,203.17	4	\$13,863.33	5	\$14,556.49	6	\$15,284.32	7	\$16,048.53	8	\$16,850.96
			1	\$68.83	2	\$72.27	3	\$75.88	4	\$79.67	5	\$83.66	6	\$87.84	7	\$92.23	8	\$96.84
		N-Tier 2 Min + 36 Units	1	\$147,091.96	2	\$154,277.36	3	\$161,822.02	4	\$169,743.93	5	\$178,061.92	6	\$186,795.82	7	\$195,966.41	8	\$205,595.53
			1	\$12,257.66	2	\$12,856.45	3	\$13,485.17	4	\$14,145.33	5	\$14,838.49	6	\$15,566.32	7	\$16,330.53	8	\$17,132.96
			1	\$70.45	2	\$73.89	3	\$77.50	4	\$81.29	5	\$85.28	6	\$89.46	7	\$93.85	8	\$98.47
		N-Tier 3 Min + 72 Units	1	\$150,475.96	2	\$157,661.36	3	\$165,206.02	4	\$173,127.93	5	\$181,445.92	6	\$190,179.82	7	\$199,350.41	8	\$208,979.53
			1	\$12,539.66	2	\$13,138.45	3	\$13,767.17	4	\$14,427.33	5	\$15,120.49	6	\$15,848.32	7	\$16,612.53	8	\$17,414.96
			1	\$72.07	2	\$75.51	3	\$79.12	4	\$82.92	5	\$86.90	6	\$91.08	7	\$95.47	8	\$100.09
7/1/2016 Range M	A2/A3	M-Tier 1 Min	1	\$137,511.33	2	\$144,386.90	3	\$151,606.24	4	\$159,186.55	5	\$167,145.88	6	\$175,503.17	7	\$184,278.33	8	\$193,492.25
			1	\$11,459.28	2	\$12,032.24	3	\$12,633.85	4	\$13,265.55	5	\$13,928.82	6	\$14,625.26	7	\$15,356.53	8	\$16,124.35
			1	\$65.86	2	\$69.15	3	\$72.61	4	\$76.24	5	\$80.05	6	\$84.05	7	\$88.26	8	\$92.67
		M-Tier 2 Min + 36 Units	1	\$140,895.33	2	\$147,770.90	3	\$154,990.24	4	\$162,570.55	5	\$170,529.88	6	\$178,887.17	7	\$187,662.33	8	\$196,876.25
			1	\$11,741.28	2	\$12,314.24	3	\$12,915.85	4	\$13,547.55	5	\$14,210.82	6	\$14,907.26	7	\$15,638.53	8	\$16,406.35
			1	\$67.48	2	\$70.77	3	\$74.23	4	\$77.86	5	\$81.67	6	\$85.67	7	\$89.88	8	\$94.29

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		M-Tier 3	1	\$144,279.33	2	\$151,154.90	3	\$158,374.24	4	\$165,954.55	5	\$173,913.88	6	\$182,271.17	7	\$191,046.33	8	\$200,260.25
		Min + 72 Units	1	\$12,023.28	2	\$12,596.24	3	\$13,197.85	4	\$13,829.55	5	\$14,492.82	6	\$15,189.26	7	\$15,920.53	8	\$16,688.35
			1	\$69.10	2	\$72.39	3	\$75.85	4	\$79.48	5	\$83.29	6	\$87.29	7	\$91.50	8	\$95.91
7/1/2016	A2/A3	L-Tier 1	1	\$132,126.45	2	\$138,732.77	3	\$145,669.41	4	\$152,952.88	5	\$160,600.53	6	\$168,630.55	7	\$177,062.08	8	\$185,915.19
Range L		Min	1	\$11,010.54	2	\$11,561.06	3	\$12,139.12	4	\$12,746.07	5	\$13,383.38	6	\$14,052.55	7	\$14,755.17	8	\$15,492.93
			1	\$63.28	2	\$66.44	3	\$69.77	4	\$73.25	5	\$76.92	6	\$80.76	7	\$84.80	8	\$89.04
		L-Tier 2	1	\$135,510.45	2	\$142,116.77	3	\$149,053.41	4	\$156,336.88	5	\$163,984.53	6	\$172,014.55	7	\$180,446.08	8	\$189,299.19
		Min + 36 Units	1	\$11,292.54	2	\$11,843.06	3	\$12,421.12	4	\$13,028.07	5	\$13,665.38	6	\$14,334.55	7	\$15,037.17	8	\$15,774.93
			1	\$64.90	2	\$68.06	3	\$71.39	4	\$74.87	5	\$78.54	6	\$82.38	7	\$86.42	8	\$90.66
		L-Tier 3	1	\$138,894.45	2	\$145,500.77	3	\$152,437.41	4	\$159,720.88	5	\$167,368.53	6	\$175,398.55	7	\$183,830.08	8	\$192,683.19
		Min + 72 Units	1	\$11,574.54	2	\$12,125.06	3	\$12,703.12	4	\$13,310.07	5	\$13,947.38	6	\$14,616.55	7	\$15,319.17	8	\$16,056.93
			1	\$66.52	2	\$69.68	3	\$73.01	4	\$76.49	5	\$80.16	6	\$84.00	7	\$88.04	8	\$92.28
7/1/2016	A2/A3	K-Tier 1	1	\$127,535.24	2	\$133,912.01	3	\$140,607.61	4	\$147,637.99	5	\$155,019.89	6	\$162,770.88	7	\$170,909.42	8	\$179,454.90
Range K		Min	1	\$10,627.94	2	\$11,159.33	3	\$11,717.30	4	\$12,303.17	5	\$12,918.32	6	\$13,564.24	7	\$14,242.45	8	\$14,954.57
			1	\$61.08	2	\$64.13	3	\$67.34	4	\$70.71	5	\$74.24	6	\$77.96	7	\$81.85	8	\$85.95
		K-Tier 2	1	\$130,919.24	2	\$137,296.01	3	\$143,991.61	4	\$151,021.99	5	\$158,403.89	6	\$166,154.88	7	\$174,293.42	8	\$182,838.90
		Min + 36 Units	1	\$10,909.94	2	\$11,441.33	3	\$11,999.30	4	\$12,585.17	5	\$13,200.32	6	\$13,846.24	7	\$14,524.45	8	\$15,236.57
			1	\$62.70	2	\$65.75	3	\$68.96	4	\$72.33	5	\$75.86	6	\$79.58	7	\$83.47	8	\$87.57
		K-Tier 3	1	\$134,303.24	2	\$140,680.01	3	\$147,375.61	4	\$154,405.99	5	\$161,787.89	6	\$169,538.88	7	\$177,677.42	8	\$186,222.90
		Min + 72 Units	1	\$11,191.94	2	\$11,723.33	3	\$12,281.30	4	\$12,867.17	5	\$13,482.32	6	\$14,128.24	7	\$14,806.45	8	\$15,518.57
			1	\$64.32	2	\$67.38	3	\$70.58	4	\$73.95	5	\$77.48	6	\$81.20	7	\$85.09	8	\$89.19
7/1/2016	A2/A3	J-Tier 1	1	\$121,787.29	2	\$127,876.65	3	\$134,270.49	4	\$140,984.01	5	\$148,033.21	6	\$155,434.87	7	\$163,206.62	8	\$171,366.95
Range J		Min	1	\$10,148.94	2	\$10,656.39	3	\$11,189.21	4	\$11,748.67	5	\$12,336.10	6	\$12,952.91	7	\$13,600.55	8	\$14,280.58
			1	\$58.33	2	\$61.24	3	\$64.31	4	\$67.52	5	\$70.90	6	\$74.44	7	\$78.16	8	\$82.07
		J-Tier 2	1	\$125,171.29	2	\$131,260.65	3	\$137,654.49	4	\$144,368.01	5	\$151,417.21	6	\$158,818.87	7	\$166,590.62	8	\$174,750.95
		Min+36 Units	1	\$10,430.94	2	\$10,938.39	3	\$11,471.21	4	\$12,030.67	5	\$12,618.10	6	\$13,234.91	7	\$13,882.55	8	\$14,562.58
			1	\$59.95	2	\$62.86	3	\$65.93	4	\$69.14	5	\$72.52	6	\$76.06	7	\$79.78	8	\$83.69
		J-Tier 3	1	\$128,555.29	2	\$134,644.65	3	\$141,038.49	4	\$147,752.01	5	\$154,801.21	6	\$162,202.87	7	\$169,974.62	8	\$178,134.95
		Min+72 Units	1	\$10,712.94	2	\$11,220.39	3	\$11,753.21	4	\$12,312.67	5	\$12,900.10	6	\$13,516.91	7	\$14,164.55	8	\$14,844.58
			1	\$61.57	2	\$64.48	3	\$67.55	4	\$70.76	5	\$74.14	6	\$77.68	7	\$81.41	8	\$85.31
7/1/2016	A2/A3	I-Tier 1	1	\$110,551.04	2	\$116,078.59	3	\$121,882.52	4	\$127,976.65	5	\$134,375.48	6	\$141,094.25	7	\$148,148.96	8	\$155,556.41
Range I		Min	1	\$9,212.59	2	\$9,673.22	3	\$10,156.88	4	\$10,664.72	5	\$11,197.96	6	\$11,757.85	7	\$12,345.75	8	\$12,963.03
			1	\$52.95	2	\$55.59	3	\$58.37	4	\$61.29	5	\$64.36	6	\$67.57	7	\$70.95	8	\$74.50
		I-Tier 2	1	\$113,935.04	2	\$119,462.59	3	\$125,266.52	4	\$131,360.65	5	\$137,759.48	6	\$144,478.25	7	\$151,532.96	8	\$158,940.41
		Min+36 Units	1	\$9,494.59	2	\$9,955.22	3	\$10,438.88	4	\$10,946.72	5	\$11,479.96	6	\$12,039.85	7	\$12,627.75	8	\$13,245.03
			1	\$54.57	2	\$57.21	3	\$59.99	4	\$62.91	5	\$65.98	6	\$69.19	7	\$72.57	8	\$76.12

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7/1/2016 Range I	A2/A3	I-Tier 3 Min+72 Units	1	\$117,319.04	2	\$122,846.59	3	\$128,650.52	4	\$134,744.65	5	\$141,143.48	6	\$147,862.25	7	\$154,916.96	8	\$162,324.41
			1	\$9,776.59	2	\$10,237.22	3	\$10,720.88	4	\$11,228.72	5	\$11,761.96	6	\$12,321.85	7	\$12,909.75	8	\$13,527.03
			1	\$56.19	2	\$58.83	3	\$61.61	4	\$64.53	5	\$67.60	6	\$70.82	7	\$74.19	8	\$77.74
7/1/2016 Range H	A2/A3	H-Tier 1 Min	1	\$100,609.69	2	\$105,640.17	3	\$110,922.18	4	\$116,468.29	5	\$122,291.70	6	\$128,406.29	7	\$134,826.60	8	\$141,567.93
			1	\$8,384.14	2	\$8,803.35	3	\$9,243.51	4	\$9,705.69	5	\$10,190.98	6	\$10,700.52	7	\$11,235.55	8	\$11,797.33
			1	\$48.18	2	\$50.59	3	\$53.12	4	\$55.78	5	\$58.57	6	\$61.50	7	\$64.57	8	\$67.80
		H-Tier 2 Min + 36 Units	1	\$103,993.69	2	\$109,024.17	3	\$114,306.18	4	\$119,852.29	5	\$125,675.70	6	\$131,790.29	7	\$138,210.60	8	\$144,951.93
			1	\$8,666.14	2	\$9,085.35	3	\$9,525.51	4	\$9,987.69	5	\$10,472.98	6	\$10,982.52	7	\$11,517.55	8	\$12,079.33
			1	\$49.81	2	\$52.21	3	\$54.74	4	\$57.40	5	\$60.19	6	\$63.12	7	\$66.19	8	\$69.42
		H-Tier 3 Min + 72 Units	1	\$107,377.69	2	\$112,408.17	3	\$117,690.18	4	\$123,236.29	5	\$129,059.70	6	\$135,174.29	7	\$141,594.60	8	\$148,335.93
			1	\$8,948.14	2	\$9,367.35	3	\$9,807.51	4	\$10,269.69	5	\$10,754.98	6	\$11,264.52	7	\$11,799.55	8	\$12,361.33
			1	\$51.43	2	\$53.84	3	\$56.37	4	\$59.02	5	\$61.81	6	\$64.74	7	\$67.81	8	\$71.04
7/1/2016 Range G	A2/A3	G-Tier 1 Min	1	\$92,082.91	2	\$96,687.06	3	\$101,521.41	4	\$106,597.48	5	\$111,927.36	6	\$117,523.73	7	\$123,399.91	8	\$129,569.91
			1	\$7,673.58	2	\$8,057.25	3	\$8,460.12	4	\$8,883.12	5	\$9,327.28	6	\$9,793.64	7	\$10,283.33	8	\$10,797.49
			1	\$44.10	2	\$46.31	3	\$48.62	4	\$51.05	5	\$53.61	6	\$56.29	7	\$59.10	8	\$62.05
		G-Tier 2 Min + 36 Units	1	\$95,466.91	2	\$100,071.06	3	\$104,905.41	4	\$109,981.48	5	\$115,311.36	6	\$120,907.73	7	\$126,783.91	8	\$132,953.91
			1	\$7,955.58	2	\$8,339.25	3	\$8,742.12	4	\$9,165.12	5	\$9,609.28	6	\$10,075.64	7	\$10,565.33	8	\$11,079.49
			1	\$45.72	2	\$47.93	3	\$50.24	4	\$52.67	5	\$55.23	6	\$57.91	7	\$60.72	8	\$63.68
		G-Tier 3 Min + 72 Units	1	\$98,850.91	2	\$103,455.06	3	\$108,289.41	4	\$113,365.48	5	\$118,695.36	6	\$124,291.73	7	\$130,167.91	8	\$136,337.91
			1	\$8,237.58	2	\$8,621.25	3	\$9,024.12	4	\$9,447.12	5	\$9,891.28	6	\$10,357.64	7	\$10,847.33	8	\$11,361.49
			1	\$47.34	2	\$49.55	3	\$51.86	4	\$54.29	5	\$56.85	6	\$59.53	7	\$62.34	8	\$65.30
7/1/2016 Range F	A2/A3	F-Tier 1 Min	1	\$84,592.04	2	\$88,821.64	3	\$93,262.72	4	\$97,925.86	5	\$102,822.15	6	\$107,963.26	7	\$113,361.42	8	\$119,029.49
			1	\$7,049.34	2	\$7,401.80	3	\$7,771.89	4	\$8,160.49	5	\$8,568.51	6	\$8,996.94	7	\$9,446.78	8	\$9,919.12
			1	\$40.51	2	\$42.54	3	\$44.67	4	\$46.90	5	\$49.24	6	\$51.71	7	\$54.29	8	\$57.01
		F-Tier 2 Min + 36 Units	1	\$87,976.04	2	\$92,205.64	3	\$96,646.72	4	\$101,309.86	5	\$106,206.15	6	\$111,347.26	7	\$116,745.42	8	\$122,413.49
			1	\$7,331.34	2	\$7,683.80	3	\$8,053.89	4	\$8,442.49	5	\$8,850.51	6	\$9,278.94	7	\$9,728.78	8	\$10,201.12
			1	\$42.13	2	\$44.16	3	\$46.29	4	\$48.52	5	\$50.87	6	\$53.33	7	\$55.91	8	\$58.63
		F-Tier 3 Min + 72 Units	1	\$91,360.04	2	\$95,589.64	3	\$100,030.72	4	\$104,693.86	5	\$109,590.15	6	\$114,731.26	7	\$120,129.42	8	\$125,797.49
			1	\$7,613.34	2	\$7,965.80	3	\$8,335.89	4	\$8,724.49	5	\$9,132.51	6	\$9,560.94	7	\$10,010.78	8	\$10,483.12
			1	\$43.75	2	\$45.78	3	\$47.91	4	\$50.14	5	\$52.49	6	\$54.95	7	\$57.53	8	\$60.25
7/1/2016 Range E	A2/A3	E-Tier 1 Min	1	\$78,274.56	2	\$82,188.28	3	\$86,297.70	4	\$90,612.58	5	\$95,143.21	6	\$99,900.37	7	\$104,895.39	8	\$110,140.16
			1	\$6,522.88	2	\$6,849.02	3	\$7,191.47	4	\$7,551.05	5	\$7,928.60	6	\$8,325.03	7	\$8,741.28	8	\$9,178.35
			1	\$37.49	2	\$39.36	3	\$41.33	4	\$43.40	5	\$45.57	6	\$47.85	7	\$50.24	8	\$52.75
		E-Tier 2 Min + 36 Units	1	\$81,658.56	2	\$85,572.28	3	\$89,681.70	4	\$93,996.58	5	\$98,527.21	6	\$103,284.37	7	\$108,279.39	8	\$113,524.16
			1	\$6,804.88	2	\$7,131.02	3	\$7,473.47	4	\$7,833.05	5	\$8,210.60	6	\$8,607.03	7	\$9,023.28	8	\$9,460.35
			1	\$39.11	2	\$40.98	3	\$42.95	4	\$45.02	5	\$47.19	6	\$49.47	7	\$51.86	8	\$54.37

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ADMINISTRATOR SALARY SCHEDULE
2016-2017

7/1/2016	A2/A3	E-Tier 3	1	\$85,042.56	2	\$88,956.28	3	\$93,065.70	4	\$97,380.58	5	\$101,911.21	6	\$106,668.37	7	\$111,663.39	8	\$116,908.16
Range E		Min + 72 Units	1	\$7,086.88	2	\$7,413.02	3	\$7,755.47	4	\$8,115.05	5	\$8,492.60	6	\$8,889.03	7	\$9,305.28	8	\$9,742.35
			1	\$40.73	2	\$42.60	3	\$44.57	4	\$46.64	5	\$48.81	6	\$51.09	7	\$53.48	8	\$55.99

NOTES REGARDING TYPES OF EARNINGS:

Administrative Achievement Award (AAA)/Professional Achievement Award (PAA):

An administrator must meet the requirements of the award. After the award has been received for four years, the administrator shall be eligible to apply for the next award. The increments are cumulative and will be paid as follows:

<u>AAA (Administrators)</u>		
AAA #1	\$3000 per year	After 4 years & 1 year at Top Step
AAA #2	\$3750 per year	After 4 years @ AAA #1
AAA #3	\$4250 per year	After 4 years @ AAA #2
AAA #4	\$4500 per year	After 4 years @ AAA #3
Maximum	\$15,500 per year	
<u>PAA (Faculty)</u>		
PAA #1	\$3000 per year	After 4 years & 1 year at Top Step + PGA units
PAA #2	\$3750 per year	After 4 years @ PAA #1 + PGA units
PAA #3	\$4250 per year	After 4 years @ PAA #2 + PGA units
PAA #4	\$4500 per year	After 4 years @ PAA #3 + PGA units
Maximum	\$15,500 per year	

After the fourth award, the administrator shall continue to receive the awards earned in the AAA/PAA program as long as he or she remains an eligible employee of the District but shall not be eligible for additional awards. An administrator may receive no more than a total of four awards (PAA and AAA) as faculty member or administrator.

Refer to Administrative Handbook for additional eligibility requirements.

Salary Placement and Educational Achievement Recognition:

Administrators who successfully complete additional units of education from an accredited institution subsequent to the attainment of the minimum degree required for their position shall be eligible to be placed on the salary step reflecting such educational attainment. Administrators who have been granted equivalency shall be deemed to have met the minimum degree required for the position. Please refer to Administrator Handbook, Chapter 8.21 Educational Achievement Recognition for more information.

<u>Tier</u>	<u>Requirements</u>	<u>Additional Pay per contracted mon</u>
Tier 1	Meets Min Quals for the position	None
Tier 2	Meets Min Quals and has attained an additional 36-71 semester units	\$282 over Tier 1
Tier 2	Meets Min Quals and has attained an additional 72 semester units	\$564 over Tier 1

* Administrators who earn a doctorate degree from an accredited institution, irrespective of the degree required for the position, shall be placed at not less than Tier 2 of the salary schedule.