

Amy Edwards, FA Chief Negotiator

Ray T. 2

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

Ray Quan, VC, Human Resources & EEO

APPENDIX A
 FACULTY SALARY SCHEDULE
 2022-2023 COLA 5.56% □

TA'ed 11/07/2022

Foothill-De Anza Community College District

Column	I	II	III	IV	V
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 + 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 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 V	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

Amy Edwards, FA Chief Negotiator

RJT2

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	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 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)

Amy Edwards, FA Chief Negotiator

RITZ

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

Ray Quan, VC, Human Resources & EEO

APPENDIX A
FACULTY SALARY SCHEDULE
2022-2023 COLA 5.56% □

Foothill-De Anza Community College District

TA'ed 11/07/2022

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 + 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 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

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

Amy Edwards, FA Chief Negotiator

Ray T. 2

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

Ray Quan, VC, Human Resources & EEO

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

Foothill-De Anza Community College District

TA'ed 11/07/2022

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+) 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)



Amy Edwards, FA Chief Negotiator

Req. IT. 2

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

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

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

Foothill-De Anza Community College District

Column	I	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

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	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)



Amy Edwards, FA Chief Negotiator

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

Ray T. 2
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	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 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)

Amy Edwards, FA Chief Negotiator

Reg. IT. 2

Raymond 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% □

Foothill-De Anza Community College District

Column	I	II	III	IV	V
Step					
1	51,995.45	54,778.69	57,561.87	60,345.12	63,128.28
2	54,778.69	57,561.87	60,345.12	63,128.28	65,911.52
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	74,261.21	77,044.35
7	68,694.79	71,478.04	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 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.1 (FO)

A Edwards

Amy Edwards, FA Chief Negotiator

Ray T. 2

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

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

LECTURE						LAB					
COLUMN	I	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)

A. Edwards

Amy Edwards, FA Chief Negotiator

R.T.2

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

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

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

Foothill-De Anza Community College District

LECTURE

COLUMN	1.1	1.2	1.3	1.4	1.5
STEP					
1	99.04	104.34	109.65	114.94	120.24
2	104.34	109.65	114.94	120.24	125.54
3	109.65	114.94	120.24	125.54	130.85
4	114.94	120.24	125.54	130.85	136.15
5	120.24	125.54	130.85	136.15	141.45
6	125.54	130.85	136.15	141.45	146.75
7	130.85	136.15	141.45	146.75	152.05
8	136.15	141.45	146.75	152.05	157.36
9	141.45	146.75	152.05	157.36	162.66
10	146.75	152.05	157.36	162.66	167.96
11	152.05	157.36	162.66	167.96	173.26
12	157.36	162.66	167.96	173.26	178.55
13	162.66	167.96	173.26	178.55	183.86

LAB

COLUMN	3.1	3.2	3.3	3.4	3.5
STEP					
1	70.75	74.53	78.31	82.10	85.88
2	74.53	78.31	82.10	85.88	89.67
3	78.31	82.10	85.88	89.67	93.46
4	82.10	85.88	89.67	93.46	97.25
5	85.88	89.67	93.46	97.25	101.03
6	89.67	93.46	97.25	101.03	104.82
7	93.46	97.25	101.03	104.82	108.61
8	97.25	101.03	104.82	108.61	112.40
9	101.03	104.82	108.61	112.40	116.18
10	104.82	108.61	112.40	116.18	119.97
11	108.61	112.40	116.18	119.97	123.76
12	112.40	116.18	119.97	123.76	127.54
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%



Amy Edwards, FA Chief Negotiator

RJTZ

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

Ray Quan, VC, Human Resources & EEO

TA'ed 11/07/2022

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

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

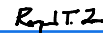
COLUMN PLACEMENT

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 Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's
	3	
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)



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

Foothill-De Anza Community College District

Column Step	I	II	III	IV	V
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

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 G (F6)