

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT
ADMINISTRATOR SALARY SCHEDULE
2018-2019**

Eff. Date	Sched	Grade	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	Hourly
7/1/2018 Range P	A2/A3	P-Tier 1	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	
			Min	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	1	\$160,316.64	2	\$168,163.20	3	\$176,402.16	4	\$185,053.08	5	\$194,136.60	6	\$203,674.20	7	\$213,688.68	8	\$224,203.92	
			Min + 36 Units	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	1	\$163,700.64	2	\$171,547.20	3	\$179,786.16	4	\$188,437.08	5	\$197,520.60	6	\$207,058.20	7	\$217,072.68	8	\$227,587.92	
			Min + 72 Units	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	
7/1/2018 Range O	A2/A3	O-Tier 1	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	
			Min	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	1	\$153,558.84	2	\$161,067.48	3	\$168,951.72	4	\$177,230.04	5	\$185,922.36	6	\$195,049.32	7	\$204,632.64	8	\$214,695.00	
			Min + 36 Units	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	1	\$156,942.84	2	\$164,451.48	3	\$172,335.72	4	\$180,614.04	5	\$189,306.36	6	\$198,433.32	7	\$208,016.64	8	\$218,079.00	
			Min + 72 Units	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	
7/1/2018 Range N	A2/A3	N-Tier 1	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	
			Min	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	1	\$147,091.92	2	\$154,277.40	3	\$161,822.04	4	\$169,743.96	5	\$178,061.88	6	\$186,795.84	7	\$195,966.36	8	\$205,595.52	
			Min + 36 Units	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	\$81.30	5	\$85.28	6	\$89.46	7	\$93.85	8	\$98.47	
		N-Tier 3	1	\$150,475.92	2	\$157,661.40	3	\$165,206.04	4	\$173,127.96	5	\$181,445.88	6	\$190,179.84	7	\$199,350.36	8	\$208,979.52	
			Min + 72 Units	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	
7/1/2018 Range M	A2/A3	M-Tier 1	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	
			Min	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	1	\$140,895.36	2	\$147,770.88	3	\$154,990.20	4	\$162,570.60	5	\$170,529.84	6	\$178,887.12	7	\$187,662.36	8	\$196,876.20	
			Min + 36 Units	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

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT
ADMINISTRATOR SALARY SCHEDULE
2018-2019**

Eff. Date	Sched	Grade	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
			1	\$67.48	2	\$70.77	3	\$74.23	4	\$77.86	5	\$81.67	6	\$85.67	7	\$89.88	8	\$94.29
		M-Tier 3	1	\$144,279.36	2	\$151,154.88	3	\$158,374.20	4	\$165,954.60	5	\$173,913.84	6	\$182,271.12	7	\$191,046.36	8	\$200,260.20
		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
7/1/2018	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	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	\$135,510.48	2	\$142,116.72	3	\$149,053.44	4	\$156,336.84	5	\$163,984.56	6	\$172,014.60	7	\$180,446.04	8	\$189,299.16
		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	\$138,894.48	2	\$145,500.72	3	\$152,437.44	4	\$159,720.84	5	\$167,368.56	6	\$175,398.60	7	\$183,830.04	8	\$192,683.16
		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
7/1/2018	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	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	\$130,919.28	2	\$137,295.96	3	\$143,991.60	4	\$151,022.04	5	\$158,403.84	6	\$166,154.88	7	\$174,293.40	8	\$182,838.84
		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	\$134,303.28	2	\$140,679.96	3	\$147,375.60	4	\$154,406.04	5	\$161,787.84	6	\$169,538.88	7	\$177,677.40	8	\$186,222.84
		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
7/1/2018	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	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	\$125,171.28	2	\$131,260.68	3	\$137,654.52	4	\$144,368.04	5	\$151,417.20	6	\$158,818.92	7	\$166,590.60	8	\$174,750.96
		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	\$128,555.28	2	\$134,644.68	3	\$141,038.52	4	\$147,752.04	5	\$154,801.20	6	\$162,202.92	7	\$169,974.60	8	\$178,134.96
		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	\$64.49	3	\$67.55	4	\$70.76	5	\$74.14	6	\$77.68	7	\$81.41	8	\$85.31
7/1/2018	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

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT
ADMINISTRATOR SALARY SCHEDULE
2018-2019**

Eff. Date	Sched	Grade	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
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	\$113,935.08	2	\$119,462.64	3	\$125,266.56	4	\$131,360.64	5	\$137,759.52	6	\$144,478.20	7	\$151,533.00	8	\$158,940.36
		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	
		I-Tier 3	1	\$117,319.08	2	\$122,846.64	3	\$128,650.56	4	\$134,744.64	5	\$141,143.52	6	\$147,862.20	7	\$154,917.00	8	\$162,324.36
		Min + 72 Units	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	
7/1/2018	A2/A3	H-Tier 1	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
Range H		Min	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	1	\$103,993.68	2	\$109,024.20	3	\$114,306.12	4	\$119,852.28	5	\$125,675.76	6	\$131,790.24	7	\$138,210.60	8	\$144,951.96
		Min + 36 Units	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	1	\$107,377.68	2	\$112,408.20	3	\$117,690.12	4	\$123,236.28	5	\$129,059.76	6	\$135,174.24	7	\$141,594.60	8	\$148,335.96
		Min + 72 Units	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	

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT
ADMINISTRATOR SALARY SCHEDULE
2018-2019**

Eff. Date	Sched	Grade	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	Step	Annual Monthly	
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	Hourly
7/1/2018 Range G	A2/A3	G-Tier 1	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	
			Min	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	1	\$95,466.96	2	\$100,071.00	3	\$104,905.44	4	\$109,981.44	5	\$115,311.36	6	\$120,907.68	7	\$126,783.96	8	\$132,953.88	
			Min + 36 Units	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	1	\$98,850.96	2	\$103,455.00	3	\$108,289.44	4	\$113,365.44	5	\$118,695.36	6	\$124,291.68	7	\$130,167.96	8	\$136,337.88	
			Min + 72 Units	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	
7/1/2018 Range F	A2/A3	F-Tier 1	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	
			Min	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	1	\$87,976.08	2	\$92,205.60	3	\$96,646.68	4	\$101,309.88	5	\$106,206.12	6	\$111,347.28	7	\$116,745.36	8	\$122,413.44	
			Min + 36 Units	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	1	\$91,360.08	2	\$95,589.60	3	\$100,030.68	4	\$104,693.88	5	\$109,590.12	6	\$114,731.28	7	\$120,129.36	8	\$125,797.44	
			Min + 72 Units	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	
7/1/2018 Range E	A2/A3	E-Tier 1	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	
			Min	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	\$39.92	3	\$42.33	4	\$44.73	5	\$47.13	6	\$49.53	7	\$51.93	8	\$54.33	
		E-Tier 2	1	\$81,658.56	2	\$85,572.24	3	\$89,681.64	4	\$93,996.60	5	\$98,527.20	6	\$103,284.36	7	\$108,279.36	8	\$113,524.20	
			Min + 36 Units	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	
		E-Tier 3	1	\$85,042.56	2	\$88,956.24	3	\$93,065.64	4	\$97,380.60	5	\$101,911.20	6	\$106,668.36	7	\$111,663.36	8	\$116,908.20	
			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	

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT
ADMINISTRATOR SALARY SCHEDULE
2018-2019**

Eff. Date	Sched	Grade	Step	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
				Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
				Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly

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</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</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.

Effective July 1, 2018 through June 30, 2019, the District provided a 5% on-schedule salary increase to the 2018-2019 salary schedules of the Association of Classified Employees (ACE), Administrative Management Association (AMA), Confidential Employees, California School Employees Association (CSEA), Faculty Association (FA) (excluding part-time faculty), Teamsters, and Executives. CalPERS Retirement System has determined the on-schedule increase is considered temporary and, as such, is ineligible as creditable compensation for employees who are members of the CalPERS Retirement Plan. Therefore, CalPERS has requested the Board approve these 2018-2019 salary schedules without the 5% increase and instead include this notation to reflect that the 5% increase is creditable as Off Salary Schedule Payment (OSSP) for Classic PERS members only.

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.		
Tier	Requirements	Additional Pay per contracted month
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 3	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.