

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT  
ADMINISTRATOR SALARY SCHEDULE  
2019-2020**

Eff. Date	Sched	Grade	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	
				Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		
7/1/2019 <b>Range P</b>	A2/A3 (58)	P-Tier 1 Min	1	\$166,348.58	2	\$174,666.00	3	\$183,399.30	4	\$192,569.27	5	\$202,197.73	6	\$212,307.62	7	\$222,923.00	8	\$234,069.15
			1	\$13,862.38	2	\$14,555.50	3	\$15,283.28	4	\$16,047.44	5	\$16,849.81	6	\$17,692.30	7	\$18,576.92	8	\$19,505.76
			1	\$79.67	2	\$83.65	3	\$87.83	4	\$92.23	5	\$96.84	6	\$101.68	7	\$106.76	8	\$112.10
	P-Tier 2 Min + 36 Units	1	\$169,732.58	2	\$178,050.00	3	\$186,783.30	4	\$195,953.27	5	\$205,581.73	6	\$215,691.62	7	\$226,307.00	8	\$237,453.15	
		1	\$14,144.38	2	\$14,837.50	3	\$15,565.28	4	\$16,329.44	5	\$17,131.81	6	\$17,974.30	7	\$18,858.92	8	\$19,787.76	
		1	\$81.29	2	\$85.27	3	\$89.46	4	\$93.85	5	\$98.46	6	\$103.30	7	\$108.38	8	\$113.72	
	P-Tier 3 Min + 72 Units	1	\$173,116.58	2	\$181,434.00	3	\$190,167.30	4	\$199,337.27	5	\$208,965.73	6	\$219,075.62	7	\$229,691.00	8	\$240,837.15	
		1	\$14,426.38	2	\$15,119.50	3	\$15,847.28	4	\$16,611.44	5	\$17,413.81	6	\$18,256.30	7	\$19,140.92	8	\$20,069.76	
		1	\$82.91	2	\$86.89	3	\$91.08	4	\$95.47	5	\$100.08	6	\$104.92	7	\$110.01	8	\$115.34	
7/1/2019 <b>Range O</b>	A2/A3 (59)	O-Tier 1 Min	1	\$159,185.28	2	\$167,144.54	3	\$175,501.77	4	\$184,276.86	5	\$193,490.70	6	\$203,165.24	7	\$213,323.50	8	\$223,989.67
			1	\$13,265.44	2	\$13,928.71	3	\$14,625.15	4	\$15,356.40	5	\$16,124.23	6	\$16,930.44	7	\$17,776.96	8	\$18,665.81
			1	\$76.24	2	\$80.05	3	\$84.05	4	\$88.26	5	\$92.67	6	\$97.30	7	\$102.17	8	\$107.27
	O-Tier 2 Min + 36 Units	1	\$162,569.28	2	\$170,528.54	3	\$178,885.77	4	\$187,660.86	5	\$196,874.70	6	\$206,549.24	7	\$216,707.50	8	\$227,373.67	
		1	\$13,547.44	2	\$14,210.71	3	\$14,907.15	4	\$15,638.40	5	\$16,406.23	6	\$17,212.44	7	\$18,058.96	8	\$18,947.81	
		1	\$77.86	2	\$81.67	3	\$85.67	4	\$89.88	5	\$94.29	6	\$98.92	7	\$103.79	8	\$108.90	
	O-Tier 3 Min + 72 Units	1	\$165,953.28	2	\$173,912.54	3	\$182,269.77	4	\$191,044.86	5	\$200,258.70	6	\$209,933.24	7	\$220,091.50	8	\$230,757.67	
		1	\$13,829.44	2	\$14,492.71	3	\$15,189.15	4	\$15,920.40	5	\$16,688.23	6	\$17,494.44	7	\$18,340.96	8	\$19,229.81	
		1	\$79.48	2	\$83.29	3	\$87.29	4	\$91.50	5	\$95.91	6	\$100.54	7	\$105.41	8	\$110.52	
7/1/2019 <b>Range N</b>	A2/A3 (60)	N-Tier 1 Min	1	\$152,330.44	2	\$159,946.96	3	\$167,944.31	4	\$176,341.52	5	\$185,158.60	6	\$194,416.53	7	\$204,137.35	8	\$214,344.22
			1	\$12,694.20	2	\$13,328.91	3	\$13,995.36	4	\$14,695.13	5	\$15,429.88	6	\$16,201.38	7	\$17,011.45	8	\$17,862.02
			1	\$72.96	2	\$76.60	3	\$80.43	4	\$84.45	5	\$88.68	6	\$93.11	7	\$97.77	8	\$102.66
	N-Tier 2 Min + 36 Units	1	\$155,714.44	2	\$163,330.96	3	\$171,328.31	4	\$179,743.96	5	\$188,542.60	6	\$197,800.53	7	\$207,521.35	8	\$217,728.22	
		1	\$12,976.20	2	\$13,610.91	3	\$14,277.36	4	\$14,975.33	5	\$15,711.88	6	\$16,483.38	7	\$17,293.45	8	\$18,144.02	
		1	\$74.58	2	\$78.22	3	\$82.05	4	\$86.10	5	\$90.30	6	\$94.73	7	\$99.39	8	\$104.28	
	N-Tier 3 Min + 72 Units	1	\$159,098.44	2	\$166,714.96	3	\$174,712.31	4	\$183,109.52	5	\$191,926.60	6	\$201,184.53	7	\$210,905.35	8	\$221,112.22	
		1	\$13,258.20	2	\$13,892.91	3	\$14,559.36	4	\$15,259.13	5	\$15,993.88	6	\$16,765.38	7	\$17,575.45	8	\$18,426.02	
		1	\$76.20	2	\$79.84	3	\$83.67	4	\$87.70	5	\$91.92	6	\$96.35	7	\$101.01	8	\$105.90	

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Eff. Date	Sched	Grade	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	
				Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		
7/1/2019 <b>Range M</b>	A2/A3 (61)	<b>M-Tier 1</b> Min	1	\$145,762.01	2	\$153,050.11	3	\$160,702.62	4	\$168,737.75	5	\$177,174.63	6	\$186,033.37	7	\$195,335.03	8	\$205,101.79
			1	\$12,146.83	2	\$12,754.18	3	\$13,391.88	4	\$14,061.48	5	\$14,764.55	6	\$15,502.78	7	\$16,277.92	8	\$17,091.82
			1	\$69.81	2	\$73.30	3	\$76.96	4	\$80.81	5	\$84.85	6	\$89.10	7	\$93.55	8	\$98.23
	Min + 36 Units	<b>M-Tier 2</b>	1	\$149,146.01	2	\$156,434.11	3	\$164,086.62	4	\$172,121.75	5	\$180,558.63	6	\$189,417.37	7	\$198,719.03	8	\$208,485.79
			1	\$12,428.83	2	\$13,036.18	3	\$13,673.88	4	\$14,343.48	5	\$15,046.55	6	\$15,784.78	7	\$16,559.92	8	\$17,373.82
			1	\$71.43	2	\$74.92	3	\$78.59	4	\$82.43	5	\$86.47	6	\$90.72	7	\$95.17	8	\$99.85
	Min + 72 Units	<b>M-Tier 3</b>	1	\$152,530.01	2	\$159,818.11	3	\$167,470.62	4	\$175,505.75	5	\$183,942.63	6	\$192,801.37	7	\$202,103.03	8	\$211,869.79
			1	\$12,710.83	2	\$13,318.18	3	\$13,955.88	4	\$14,625.48	5	\$15,328.55	6	\$16,066.78	7	\$16,841.92	8	\$17,655.82
			1	\$73.05	2	\$76.54	3	\$80.21	4	\$84.05	5	\$88.10	6	\$92.34	7	\$96.79	8	\$101.47
7/1/2019 <b>Range L</b>	A2/A3 (62)	<b>L-Tier 1</b> Min	1	\$140,054.04	2	\$147,056.74	3	\$154,409.58	4	\$162,130.06	5	\$170,236.56	6	\$178,748.39	7	\$187,685.81	8	\$197,070.10
			1	\$11,671.17	2	\$12,254.73	3	\$12,867.46	4	\$13,510.84	5	\$14,186.38	6	\$14,895.70	7	\$15,640.48	8	\$16,422.51
			1	\$67.08	2	\$70.43	3	\$73.95	4	\$77.65	5	\$81.53	6	\$85.61	7	\$89.89	8	\$94.38
	Min + 36 Units	<b>L-Tier 2</b>	1	\$143,438.04	2	\$150,440.74	3	\$157,793.58	4	\$165,514.06	5	\$173,620.56	6	\$182,132.39	7	\$191,069.81	8	\$200,454.10
			1	\$11,953.17	2	\$12,536.73	3	\$13,149.46	4	\$13,792.84	5	\$14,468.38	6	\$15,177.70	7	\$15,922.48	8	\$16,704.51
			1	\$68.70	2	\$72.05	3	\$75.57	4	\$79.27	5	\$83.15	6	\$87.23	7	\$91.51	8	\$96.00
	Min + 72 Units	<b>L-Tier 3</b>	1	\$146,822.04	2	\$153,824.74	3	\$161,177.58	4	\$168,898.06	5	\$177,004.56	6	\$185,516.39	7	\$194,453.81	8	\$203,838.10
			1	\$12,235.17	2	\$12,818.73	3	\$13,431.46	4	\$14,074.84	5	\$14,750.38	6	\$15,459.70	7	\$16,204.48	8	\$16,986.51
			1	\$70.32	2	\$73.67	3	\$77.19	4	\$80.89	5	\$84.77	6	\$88.85	7	\$93.13	8	\$97.62
7/1/2019 <b>Range K</b>	A2/A3 (63)	<b>K-Tier 1</b> Min	1	\$135,187.36	2	\$141,946.73	3	\$149,044.06	4	\$156,496.27	5	\$164,321.08	6	\$172,537.13	7	\$181,163.99	8	\$190,222.19
			1	\$11,265.61	2	\$11,828.89	3	\$12,420.34	4	\$13,041.36	5	\$13,693.42	6	\$14,378.09	7	\$15,097.00	8	\$15,851.85
			1	\$64.74	2	\$67.98	3	\$71.38	4	\$74.95	5	\$78.70	6	\$82.63	7	\$86.76	8	\$91.10
	Min + 36 Units	<b>K-Tier 2</b>	1	\$138,571.36	2	\$145,330.73	3	\$152,428.06	4	\$159,880.27	5	\$167,705.08	6	\$175,921.13	7	\$184,547.99	8	\$193,606.19
			1	\$11,547.61	2	\$12,110.89	3	\$12,702.34	4	\$13,323.36	5	\$13,975.42	6	\$14,660.09	7	\$15,379.00	8	\$16,133.85
			1	\$66.37	2	\$69.60	3	\$73.00	4	\$76.57	5	\$80.32	6	\$84.25	7	\$88.39	8	\$92.72
	Min + 72 Units	<b>K-Tier 3</b>	1	\$141,955.36	2	\$148,714.73	3	\$155,812.06	4	\$163,264.27	5	\$171,089.08	6	\$179,305.13	7	\$187,931.99	8	\$196,990.19
			1	\$11,829.61	2	\$12,392.89	3	\$12,984.34	4	\$13,605.36	5	\$14,257.42	6	\$14,942.09	7	\$15,661.00	8	\$16,415.85
			1	\$67.99	2	\$71.22	3	\$74.62	4	\$78.19	5	\$81.94	6	\$85.87	7	\$90.01	8	\$94.34

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				Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		
7/1/2019 <b>Range J</b>	A2/A3 (64)	<b>J-Tier 1</b> Min	1	\$129,094.53	2	\$135,549.25	3	\$142,326.72	4	\$149,443.05	5	\$156,915.20	6	\$164,760.96	7	\$172,999.01	8	\$181,648.96
			1	\$10,757.88	2	\$11,295.77	3	\$11,860.56	4	\$12,453.59	5	\$13,076.27	6	\$13,730.08	7	\$14,416.58	8	\$15,137.41
			1	\$61.83	2	\$64.92	3	\$68.16	4	\$71.57	5	\$75.15	6	\$78.91	7	\$82.85	8	\$87.00
	<b>J-Tier 2</b> Min + 36 Units	1	\$132,478.53	2	\$138,933.25	3	\$145,710.72	4	\$152,827.05	5	\$160,299.20	6	\$168,144.96	7	\$176,383.01	8	\$185,032.96	
		1	\$11,039.88	2	\$11,577.77	3	\$12,142.56	4	\$12,735.59	5	\$13,358.27	6	\$14,012.08	7	\$14,698.58	8	\$15,419.41	
		1	\$63.45	2	\$66.54	3	\$69.78	4	\$73.19	5	\$76.77	6	\$80.53	7	\$84.47	8	\$88.62	
	<b>J-Tier 3</b> Min + 72 Units	1	\$135,862.53	2	\$142,317.25	3	\$149,094.72	4	\$156,211.05	5	\$163,683.20	6	\$171,528.96	7	\$179,767.01	8	\$188,416.96	
		1	\$11,321.88	2	\$11,859.77	3	\$12,424.56	4	\$13,017.59	5	\$13,640.27	6	\$14,294.08	7	\$14,980.58	8	\$15,701.41	
		1	\$65.07	2	\$68.16	3	\$71.41	4	\$74.81	5	\$78.39	6	\$82.15	7	\$86.10	8	\$90.24	
7/1/2019 <b>Range I</b>	A2/A3 (65)	<b>I-Tier 1</b> Min	1	\$117,184.10	2	\$123,043.31	3	\$129,195.47	4	\$135,655.24	5	\$142,438.01	6	\$149,559.91	7	\$157,037.90	8	\$164,889.80
			1	\$9,765.34	2	\$10,253.61	3	\$10,766.29	4	\$11,304.60	5	\$11,869.83	6	\$12,463.33	7	\$13,086.49	8	\$13,740.82
			1	\$56.12	2	\$58.93	3	\$61.88	4	\$64.97	5	\$68.22	6	\$71.63	7	\$75.21	8	\$78.97
	<b>I-Tier 2</b> Min + 36 Units	1	\$120,568.10	2	\$126,427.31	3	\$132,579.47	4	\$139,039.24	5	\$145,822.01	6	\$152,943.91	7	\$160,421.90	8	\$168,273.80	
		1	\$10,047.34	2	\$10,535.61	3	\$11,048.29	4	\$11,586.60	5	\$12,151.83	6	\$12,745.33	7	\$13,368.49	8	\$14,022.82	
		1	\$57.74	2	\$60.55	3	\$63.50	4	\$66.59	5	\$69.84	6	\$73.25	7	\$76.83	8	\$80.59	
	<b>I-Tier 3</b> Min + 72 Units	1	\$123,952.10	2	\$129,811.31	3	\$135,963.47	4	\$142,423.24	5	\$149,206.01	6	\$156,327.91	7	\$163,805.90	8	\$171,657.80	
		1	\$10,329.34	2	\$10,817.61	3	\$11,330.29	4	\$11,868.60	5	\$12,433.83	6	\$13,027.33	7	\$13,650.49	8	\$14,304.82	
		1	\$59.36	2	\$62.17	3	\$65.12	4	\$68.21	5	\$71.46	6	\$74.87	7	\$78.45	8	\$82.21	
7/1/2019 <b>Range H</b>	A2/A3 (66)	<b>H-Tier 1</b> Min	1	\$106,646.27	2	\$111,978.58	3	\$117,577.51	4	\$123,456.38	5	\$129,629.20	6	\$136,110.66	7	\$142,916.20	8	\$150,062.01
			1	\$8,887.19	2	\$9,331.55	3	\$9,798.13	4	\$10,288.03	5	\$10,802.43	6	\$11,342.56	7	\$11,909.68	8	\$12,505.17
			1	\$51.08	2	\$53.63	3	\$56.31	4	\$59.13	5	\$62.08	6	\$65.19	7	\$68.45	8	\$71.87
	<b>H-Tier 2</b> Min + 36 Units	1	\$110,030.27	2	\$115,362.58	3	\$120,961.51	4	\$126,840.38	5	\$133,013.20	6	\$139,494.66	7	\$146,300.20	8	\$153,446.01	
		1	\$9,169.19	2	\$9,613.55	3	\$10,080.13	4	\$10,570.03	5	\$11,084.43	6	\$11,624.56	7	\$12,191.68	8	\$12,787.17	
		1	\$52.70	2	\$55.25	3	\$57.93	4	\$60.75	5	\$63.70	6	\$66.81	7	\$70.07	8	\$73.49	
	<b>H-Tier 3</b> Min + 72 Units	1	\$113,414.27	2	\$118,746.58	3	\$124,345.51	4	\$130,224.38	5	\$136,397.20	6	\$142,878.66	7	\$149,684.20	8	\$156,830.01	
		1	\$9,451.19	2	\$9,895.55	3	\$10,362.13	4	\$10,852.03	5	\$11,366.43	6	\$11,906.56	7	\$12,473.68	8	\$13,069.17	
		1	\$54.32	2	\$56.87	3	\$59.55	4	\$62.37	5	\$65.32	6	\$68.43	7	\$71.69	8	\$75.11	

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7/1/2019 <b>Range G</b>	A2/A3 (67)	<b>G-Tier 1</b> Min	1	\$97,607.89	2	\$102,488.28	3	\$107,612.70	4	\$112,993.33	5	\$118,643.00	6	\$124,575.15	7	\$130,803.91	8	\$137,344.10
			1	\$8,133.99	2	\$8,540.69	3	\$8,967.72	4	\$9,416.11	5	\$9,886.92	6	\$10,381.26	7	\$10,900.33	8	\$11,445.34
			1	\$46.75	2	\$49.08	3	\$51.54	4	\$54.12	5	\$56.82	6	\$59.66	7	\$62.65	8	\$65.78
	<b>G-Tier 2</b> Min + 36 Units	1	\$100,991.89	2	\$105,872.28	3	\$110,996.70	4	\$116,377.33	5	\$122,027.00	6	\$127,959.15	7	\$134,187.91	8	\$140,728.10	
		1	\$8,415.99	2	\$8,822.69	3	\$9,249.72	4	\$9,698.11	5	\$10,168.92	6	\$10,663.26	7	\$11,182.33	8	\$11,727.34	
		1	\$48.37	2	\$50.71	3	\$53.16	4	\$55.74	5	\$58.44	6	\$61.28	7	\$64.27	8	\$67.40	
	<b>G-Tier 3</b> Min + 72 Units	1	\$104,375.89	2	\$109,256.28	3	\$114,380.70	4	\$119,761.33	5	\$125,411.00	6	\$131,343.15	7	\$137,571.91	8	\$144,112.10	
		1	\$8,697.99	2	\$9,104.69	3	\$9,531.72	4	\$9,980.11	5	\$10,450.92	6	\$10,945.26	7	\$11,464.33	8	\$12,009.34	
		1	\$49.99	2	\$52.33	3	\$54.78	4	\$57.36	5	\$60.06	6	\$62.90	7	\$65.89	8	\$69.02	
7/1/2019 <b>Range F</b>	A2/A3 (68)	<b>F-Tier 1</b> Min	1	\$89,667.56	2	\$94,150.94	3	\$98,858.48	4	\$103,801.41	5	\$108,991.48	6	\$114,441.05	7	\$120,163.10	8	\$126,171.26
			1	\$7,472.30	2	\$7,845.91	3	\$8,238.21	4	\$8,650.12	5	\$9,082.62	6	\$9,536.75	7	\$10,013.59	8	\$10,514.27
			1	\$42.94	2	\$45.09	3	\$47.35	4	\$49.71	5	\$52.20	6	\$54.81	7	\$57.55	8	\$60.43
	<b>F-Tier 2</b> Min + 36 Units	1	\$93,051.56	2	\$97,534.94	3	\$102,242.48	4	\$107,185.41	5	\$112,375.48	6	\$117,825.05	7	\$123,547.10	8	\$129,555.26	
		1	\$7,754.30	2	\$8,127.91	3	\$8,520.21	4	\$8,932.12	5	\$9,364.62	6	\$9,818.75	7	\$10,295.59	8	\$10,796.27	
		1	\$44.56	2	\$46.71	3	\$48.97	4	\$51.33	5	\$53.82	6	\$56.43	7	\$59.17	8	\$62.05	
	<b>F-Tier 3</b> Min + 72 Units	1	\$96,435.56	2	\$100,918.94	3	\$105,626.48	4	\$110,569.41	5	\$115,759.48	6	\$121,209.05	7	\$126,931.10	8	\$132,939.26	
		1	\$8,036.30	2	\$8,409.91	3	\$8,802.21	4	\$9,214.12	5	\$9,646.62	6	\$10,100.75	7	\$10,577.59	8	\$11,078.27	
		1	\$46.19	2	\$48.33	3	\$50.59	4	\$52.95	5	\$55.44	6	\$58.05	7	\$60.79	8	\$63.67	
7/1/2019 <b>Range E</b>	A2/A3 (69)	<b>E-Tier 1</b> Min	1	\$82,971.03	2	\$87,119.58	3	\$91,475.56	4	\$96,049.34	5	\$100,851.80	6	\$105,894.39	7	\$111,189.11	8	\$116,748.57
			1	\$6,914.25	2	\$7,259.96	3	\$7,622.96	4	\$8,004.11	5	\$8,404.32	6	\$8,824.53	7	\$9,265.76	8	\$9,729.05
			1	\$39.74	2	\$290,661.45	3	\$43.81	4	\$46.00	5	\$48.30	6	\$50.72	7	\$53.25	8	\$55.91
	<b>E-Tier 2</b> Min + 36 Units	1	\$86,355.03	2	\$90,503.58	3	\$94,859.56	4	\$99,433.34	5	\$104,235.80	6	\$109,278.39	7	\$114,573.11	8	\$120,132.57	
		1	\$7,196.25	2	\$7,541.96	3	\$7,904.96	4	\$8,286.11	5	\$8,686.32	6	\$9,106.53	7	\$9,547.76	8	\$10,011.05	
		1	\$41.36	2	\$43.34	3	\$45.43	4	\$47.62	5	\$49.92	6	\$52.34	7	\$54.87	8	\$57.53	
	<b>E-Tier 3</b> Min + 72 Units	1	\$89,739.03	2	\$93,887.58	3	\$98,243.56	4	\$102,817.34	5	\$107,619.80	6	\$112,662.39	7	\$117,957.11	8	\$123,516.57	
		1	\$7,478.25	2	\$7,823.96	3	\$8,186.96	4	\$8,568.11	5	\$8,968.32	6	\$9,388.53	7	\$9,829.76	8	\$10,293.05	
		1	\$42.98	2	\$44.97	3	\$47.05	4	\$49.24	5	\$51.54	6	\$53.96	7	\$56.49	8	\$59.16	

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT  
ADMINISTRATOR SALARY SCHEDULE  
2019-2020**

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
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The 2019-20 salary schedule includes an across the board adjustment of 6%. In accordance with CalPERS opinion, the entire amount of the 6% salary adjustment is not eligible to be reported as creditable compensation. The parties recognize that CalPERS may require that only that portion of compensation that it deems "normal," i.e., 3.5%, may be reported to CalPERS as creditable compensation for retirement purposes. In that case, the remaining portion of 2.5% shall be paid to employees but not reported to CalPERS as creditable compensation.

**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:

EAA/AAA

EAA/AAA #1	\$3000 per year
EAA/AAA #2	\$3750 per year
EAA/AAA #3	\$4250 per year
EAA/AAA #4	\$4500 per year
Maximum	\$15,500 per year

PAA

PAA #1	\$3000 per year
PAA #2	\$3750 per year
PAA #3	\$4250 per year
PAA #4	\$4500 per year
Maximum	\$15,500 per year

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	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.

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.