

**APPENDIX A.1**  
**10 Month - 175 Contractual Days**  
**Full-Time Faculty Salary Schedule**  
**2025-26 Restructure**  
**Foothill-De Anza Community College District**

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$ 76,596	\$ 80,488	\$ 84,380	\$ 88,271	\$ 92,163
B (2)	\$ 80,488	\$ 84,380	\$ 88,271	\$ 92,163	\$ 96,055
C (3)	\$ 84,380	\$ 88,271	\$ 92,163	\$ 96,055	\$ 99,947
D (4)	\$ 88,271	\$ 92,163	\$ 96,055	\$ 99,947	\$ 103,838
E (5)	\$ 92,163	\$ 96,055	\$ 99,947	\$ 103,838	\$ 107,730
F (6)	\$ 96,055	\$ 99,947	\$ 103,838	\$ 107,730	\$ 111,622
G (7)	\$ 99,947	\$ 103,838	\$ 107,730	\$ 111,622	\$ 115,514
H (8)	\$ 103,838	\$ 107,730	\$ 111,622	\$ 115,514	\$ 119,406
I (9)	\$ 107,730	\$ 111,622	\$ 115,514	\$ 119,406	\$ 123,297
J (10)	\$ 111,622	\$ 115,514	\$ 119,406	\$ 123,297	\$ 127,189
K (11)	\$ 115,514	\$ 119,406	\$ 123,297	\$ 127,189	\$ 131,081
L (12)	\$ 119,406	\$ 123,297	\$ 127,189	\$ 131,081	\$ 134,973
M (13)	\$ 123,297	\$ 127,189	\$ 131,081	\$ 134,973	\$ 138,980
N (14)	\$ 126,597	\$ 130,489	\$ 134,381	\$ 138,273	\$ 142,280
O (15)	\$ 126,597	\$ 130,489	\$ 134,381	\$ 138,273	\$ 142,280
P (16)	\$ 126,597	\$ 130,489	\$ 134,381	\$ 138,273	\$ 142,280
Q (17)	\$ 130,722	\$ 134,614	\$ 138,506	\$ 142,398	\$ 146,405
R (18)	\$ 130,722	\$ 134,614	\$ 138,506	\$ 142,398	\$ 146,405
S (19)	\$ 130,722	\$ 134,614	\$ 138,506	\$ 142,398	\$ 146,405
T (20)	\$ 135,397	\$ 139,289	\$ 143,181	\$ 147,073	\$ 151,080
U (21)	\$ 135,397	\$ 139,289	\$ 143,181	\$ 147,073	\$ 151,080
V (22)	\$ 135,397	\$ 139,289	\$ 143,181	\$ 147,073	\$ 151,080
W (23)	\$ 140,347	\$ 144,239	\$ 148,131	\$ 152,023	\$ 156,030
X (24)	\$ 140,347	\$ 144,239	\$ 148,131	\$ 152,023	\$ 156,030
Y (25)	\$ 140,347	\$ 144,239	\$ 148,131	\$ 152,023	\$ 156,030
Z (26)	\$ 145,347	\$ 149,239	\$ 153,131	\$ 157,023	\$ 161,030

**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
	3	Associate Degree and six years of appropriate work experience and 24 semester units subsequent to Associate'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
	4	Associate Degree and six years of appropriate work experience and 48 semester units subsequent to date of Associate'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

**APPENDIX A.2**  
**11 Month - 195 Contractual Days**  
**Full-Time Faculty Salary Schedule**  
**2025-26 Restructure**  
**Foothill-De Anza Community College District**

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$ 84,256	\$ 88,537	\$ 92,818	\$ 97,099	\$ 101,380
B (2)	\$ 88,537	\$ 92,818	\$ 97,099	\$ 101,380	\$ 105,661
C (3)	\$ 92,818	\$ 97,099	\$ 101,380	\$ 105,661	\$ 109,942
D (4)	\$ 97,099	\$ 101,380	\$ 105,661	\$ 109,942	\$ 114,222
E (5)	\$ 101,380	\$ 105,661	\$ 109,942	\$ 114,222	\$ 118,503
F (6)	\$ 105,661	\$ 109,942	\$ 114,222	\$ 118,503	\$ 122,784
G (7)	\$ 109,942	\$ 114,222	\$ 118,503	\$ 122,784	\$ 127,065
H (8)	\$ 114,222	\$ 118,503	\$ 122,784	\$ 127,065	\$ 131,346
I (9)	\$ 118,503	\$ 122,784	\$ 127,065	\$ 131,346	\$ 135,627
J (10)	\$ 122,784	\$ 127,065	\$ 131,346	\$ 135,627	\$ 139,908
K (11)	\$ 127,065	\$ 131,346	\$ 135,627	\$ 139,908	\$ 144,189
L (12)	\$ 131,346	\$ 135,627	\$ 139,908	\$ 144,189	\$ 148,470
M (13)	\$ 135,627	\$ 139,908	\$ 144,189	\$ 148,470	\$ 152,878
N (14)	\$ 139,257	\$ 143,538	\$ 147,819	\$ 152,100	\$ 156,508
O (15)	\$ 139,257	\$ 143,538	\$ 147,819	\$ 152,100	\$ 156,508
P (16)	\$ 139,257	\$ 143,538	\$ 147,819	\$ 152,100	\$ 156,508
Q (17)	\$ 143,794	\$ 148,075	\$ 152,357	\$ 156,638	\$ 161,046
R (18)	\$ 143,794	\$ 148,075	\$ 152,357	\$ 156,638	\$ 161,046
S (19)	\$ 143,794	\$ 148,075	\$ 152,357	\$ 156,638	\$ 161,046
T (20)	\$ 148,937	\$ 153,218	\$ 157,499	\$ 161,780	\$ 166,188
U (21)	\$ 148,937	\$ 153,218	\$ 157,499	\$ 161,780	\$ 166,188
V (22)	\$ 148,937	\$ 153,218	\$ 157,499	\$ 161,780	\$ 166,188
W (23)	\$ 154,382	\$ 158,663	\$ 162,944	\$ 167,225	\$ 171,633
X (24)	\$ 154,382	\$ 158,663	\$ 162,944	\$ 167,225	\$ 171,633
Y (25)	\$ 154,382	\$ 158,663	\$ 162,944	\$ 167,225	\$ 171,633
Z (26)	\$ 159,882	\$ 164,163	\$ 168,444	\$ 172,725	\$ 177,133

**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
	3	Associate Degree and six years of appropriate work experience and 24 semester units subsequent to Associate'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
	4	Associate Degree and six years of appropriate work experience and 48 semester units subsequent to date of Associate'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

**APPENDIX A.3**  
**12 month - 215 Contractual Days**  
**Full - Time Faculty Salary Schedule**  
**2025-26 Restructure**  
**Foothill-De Anza Community College District**

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$ 91,916	\$ 96,586	\$ 101,256	\$ 105,926	\$ 110,596
B (2)	\$ 96,586	\$ 101,256	\$ 105,926	\$ 110,596	\$ 115,266
C (3)	\$ 101,256	\$ 105,926	\$ 110,596	\$ 115,266	\$ 119,936
D (4)	\$ 105,926	\$ 110,596	\$ 115,266	\$ 119,936	\$ 124,606
E (5)	\$ 110,596	\$ 115,266	\$ 119,936	\$ 124,606	\$ 129,276
F (6)	\$ 115,266	\$ 119,936	\$ 124,606	\$ 129,276	\$ 133,946
G (7)	\$ 119,936	\$ 124,606	\$ 129,276	\$ 133,946	\$ 138,616
H (8)	\$ 124,606	\$ 129,276	\$ 133,946	\$ 138,616	\$ 143,287
I (9)	\$ 129,276	\$ 133,946	\$ 138,616	\$ 143,287	\$ 147,957
J (10)	\$ 133,946	\$ 138,616	\$ 143,287	\$ 147,957	\$ 152,627
K (11)	\$ 138,616	\$ 143,287	\$ 147,957	\$ 152,627	\$ 157,297
L (12)	\$ 143,287	\$ 147,957	\$ 152,627	\$ 157,297	\$ 161,967
M (13)	\$ 147,957	\$ 152,627	\$ 157,297	\$ 161,967	\$ 166,776
N (14)	\$ 151,916	\$ 156,587	\$ 161,257	\$ 165,928	\$ 170,736
O (15)	\$ 151,916	\$ 156,587	\$ 161,257	\$ 165,928	\$ 170,736
P (16)	\$ 151,916	\$ 156,587	\$ 161,257	\$ 165,928	\$ 170,736
Q (17)	\$ 156,866	\$ 161,537	\$ 166,207	\$ 170,878	\$ 175,686
R (18)	\$ 156,866	\$ 161,537	\$ 166,207	\$ 170,878	\$ 175,686
S (19)	\$ 156,866	\$ 161,537	\$ 166,207	\$ 170,878	\$ 175,686
T (20)	\$ 162,476	\$ 167,147	\$ 171,817	\$ 176,488	\$ 181,296
U (21)	\$ 162,476	\$ 167,147	\$ 171,817	\$ 176,488	\$ 181,296
V (22)	\$ 162,476	\$ 167,147	\$ 171,817	\$ 176,488	\$ 181,296
W (23)	\$ 168,416	\$ 173,087	\$ 177,757	\$ 182,428	\$ 187,236
X (24)	\$ 168,416	\$ 173,087	\$ 177,757	\$ 182,428	\$ 187,236
Y (25)	\$ 168,416	\$ 173,087	\$ 177,757	\$ 182,428	\$ 187,236
Z (26)	\$ 174,416	\$ 179,087	\$ 183,757	\$ 188,428	\$ 193,236

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
	3	Associate Degree and six years of appropriate work experience and 24 semester units subsequent to Associate'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
	4	Associate Degree and six years of appropriate work experience and 48 semester units subsequent to date of Associate'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

APPENDIX B  
 Child Development Salary Schedule  
**2025-26 Restructure**  
 Foothill-De Anza Community College District

Column	I	II	III	IV	V
Step					
A (1)	\$ 40,158	\$ 46,973	\$ 54,166	\$ 61,737	\$ 69,687
B (2)	\$ 41,824	\$ 48,866	\$ 56,286	\$ 64,084	\$ 72,261
C (3)	\$ 43,490	\$ 50,758	\$ 58,406	\$ 66,431	\$ 74,836
D (4)	\$ 45,156	\$ 52,651	\$ 60,526	\$ 68,779	\$ 77,410
E (5)	\$ 46,821	\$ 54,544	\$ 62,646	\$ 71,126	\$ 79,984
F (6)	\$ 48,487	\$ 56,437	\$ 64,766	\$ 73,473	\$ 82,559
G (7)	\$ 50,153	\$ 58,330	\$ 66,886	\$ 75,820	\$ 85,133
H (8)	\$ 51,876	\$ 60,286	\$ 69,075	\$ 78,242	\$ 87,787
I (9)	\$ 55,176	\$ 63,586	\$ 72,375	\$ 81,542	\$ 91,087
J (10)	\$ 55,176	\$ 63,586	\$ 72,375	\$ 81,542	\$ 91,087
K (11)	\$ 55,176	\$ 63,586	\$ 72,375	\$ 81,542	\$ 91,087
L (12)	\$ 59,301	\$ 67,711	\$ 76,500	\$ 85,667	\$ 95,212
M (13)	\$ 59,301	\$ 67,711	\$ 76,500	\$ 85,667	\$ 95,212
N (14)	\$ 59,301	\$ 67,711	\$ 76,500	\$ 85,667	\$ 95,212
O (15)	\$ 63,976	\$ 72,386	\$ 81,175	\$ 90,342	\$ 99,887
P (16)	\$ 63,976	\$ 72,386	\$ 81,175	\$ 90,342	\$ 99,887
Q (17)	\$ 63,976	\$ 72,386	\$ 81,175	\$ 90,342	\$ 99,887
R (18)	\$ 68,926	\$ 77,336	\$ 86,125	\$ 95,292	\$ 104,837
S (19)	\$ 68,926	\$ 77,336	\$ 86,125	\$ 95,292	\$ 104,837
T (20)	\$ 68,926	\$ 77,336	\$ 86,125	\$ 95,292	\$ 104,837
U (21)	\$ 73,926	\$ 82,336	\$ 91,125	\$ 100,292	\$ 109,837

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 Master's Degree and Child Development Teacher Permit.

APPENDIX B.1  
Part-Time Hourly Child Development Salary Schedule  
**2025-26 Restructure**  
Foothill-De Anza Community College District

Column	I	II	III	IV	V
Step					
A (1)	\$ 28.68	\$ 33.55	\$ 38.69	\$ 44.10	\$ 49.78
B (2)	\$ 29.87	\$ 34.90	\$ 40.20	\$ 45.77	\$ 51.62
C (3)	\$ 31.06	\$ 36.26	\$ 41.72	\$ 47.45	\$ 53.45
D (4)	\$ 32.25	\$ 37.61	\$ 43.23	\$ 49.13	\$ 55.29
E (5)	\$ 33.44	\$ 38.96	\$ 44.75	\$ 50.80	\$ 57.13
F (6)	\$ 34.63	\$ 40.31	\$ 46.26	\$ 52.48	\$ 58.97
G (7)	\$ 35.82	\$ 41.66	\$ 47.78	\$ 54.16	\$ 60.81
H (8)	\$ 37.05	\$ 43.06	\$ 49.34	\$ 55.89	\$ 62.71
I (9)	\$ 39.41	\$ 45.42	\$ 51.70	\$ 58.24	\$ 65.06
J (10)	\$ 39.41	\$ 45.42	\$ 51.70	\$ 58.24	\$ 65.06

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 Master's Degree and Child Development Teacher Permit.

Appendix C  
Part-Time Faculty Salary Schedule  
**2025-26 Restructure**  
Foothill-De Anza Community College District

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$ 65,107	\$ 68,415	\$ 71,723	\$ 75,031	\$ 78,339
B (2)	\$ 68,415	\$ 71,723	\$ 75,031	\$ 78,339	\$ 81,647
C (3)	\$ 71,723	\$ 75,031	\$ 78,339	\$ 81,647	\$ 84,955
D (4)	\$ 75,031	\$ 78,339	\$ 81,647	\$ 84,955	\$ 88,263
E (5)	\$ 78,339	\$ 81,647	\$ 84,955	\$ 88,263	\$ 91,571
F (6)	\$ 81,647	\$ 84,955	\$ 88,263	\$ 91,571	\$ 94,879
G (7)	\$ 84,955	\$ 88,263	\$ 91,571	\$ 94,879	\$ 98,187
H (8)	\$ 88,263	\$ 91,571	\$ 94,879	\$ 98,187	\$ 101,495
I (9)	\$ 91,571	\$ 94,879	\$ 98,187	\$ 101,495	\$ 104,803
J (10)	\$ 94,879	\$ 98,187	\$ 101,495	\$ 104,803	\$ 108,111

Compensation for each assignment is equal to the course load factor multiplied by the salary placement. Pay includes compensation for office hours

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
	3	Associate Degree and six years of appropriate work experience and 24 semester units subsequent to Associate'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
	4	Associate Degree and six years of appropriate work experience and 48 semester units subsequent to date of Associate'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

Appendix C.1  
Part-Time Faculty (FT Overload) Salary Schedule  
**2025-26 Restructure**  
Foothill-De Anza Community College District

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$ 59,362	\$ 62,378	\$ 65,394	\$ 68,410	\$ 71,427
B (2)	\$ 62,378	\$ 65,394	\$ 68,410	\$ 71,427	\$ 74,443
C (3)	\$ 65,394	\$ 68,410	\$ 71,427	\$ 74,443	\$ 77,459
D (4)	\$ 68,410	\$ 71,427	\$ 74,443	\$ 77,459	\$ 80,475
E (5)	\$ 71,427	\$ 74,443	\$ 77,459	\$ 80,475	\$ 83,491
F (6)	\$ 74,443	\$ 77,459	\$ 80,475	\$ 83,491	\$ 86,507
G (7)	\$ 77,459	\$ 80,475	\$ 83,491	\$ 86,507	\$ 89,523
H (8)	\$ 80,475	\$ 83,491	\$ 86,507	\$ 89,523	\$ 92,539
I (9)	\$ 83,491	\$ 86,507	\$ 89,523	\$ 92,539	\$ 95,555
J (10)	\$ 86,507	\$ 89,523	\$ 92,539	\$ 95,555	\$ 98,571

Compensation for each assignment is equal to the course load factor multiplied by the salary placement. Pay does not require additional office hours for overload.

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
	3	Associate Degree and six years of appropriate work experience and 24 semester units subsequent to Associate'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
	4	Associate Degree and six years of appropriate work experience and 48 semester units subsequent to date of Associate'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

APPENDIX D  
 Substitute Salary Schedule  
**2025-2026 Salary Restructure**  
 Foothill-De Anza Community College District

**LECTURE**

COLUMN	1.I	1.II	1.III	1.IV	1.V
<b>STEP</b>					
A (1)	\$ 113.07	\$ 118.82	\$ 124.56	\$ 130.31	\$ 136.05
B (2)	\$ 118.82	\$ 124.56	\$ 130.31	\$ 136.05	\$ 141.80
C (3)	\$ 124.56	\$ 130.31	\$ 136.05	\$ 141.80	\$ 147.54
D (4)	\$ 130.31	\$ 136.05	\$ 141.80	\$ 147.54	\$ 153.29
E (5)	\$ 136.05	\$ 141.80	\$ 147.54	\$ 153.29	\$ 159.03
F (6)	\$ 141.80	\$ 147.54	\$ 153.29	\$ 159.03	\$ 164.78
G (7)	\$ 147.54	\$ 153.29	\$ 159.03	\$ 164.78	\$ 170.52
H(8)	\$ 153.29	\$ 159.03	\$ 164.78	\$ 170.52	\$ 176.27
I (9)	\$ 159.03	\$ 164.78	\$ 170.52	\$ 176.27	\$ 182.01
J (10)	\$ 164.78	\$ 170.52	\$ 176.27	\$ 182.01	\$ 187.76

**LAB**

COLUMN	3.I	3.II	3.III	3.IV	3.V
<b>STEP</b>					
A (1)	\$ 80.76	\$ 84.87	\$ 88.97	\$ 93.08	\$ 97.18
B (2)	\$ 84.87	\$ 88.97	\$ 93.08	\$ 97.18	\$ 101.28
C (3)	\$ 88.97	\$ 93.08	\$ 97.18	\$ 101.28	\$ 105.39
D (4)	\$ 93.08	\$ 97.18	\$ 101.28	\$ 105.39	\$ 109.49
E (5)	\$ 97.18	\$ 101.28	\$ 105.39	\$ 109.49	\$ 113.59
F (6)	\$ 101.28	\$ 105.39	\$ 109.49	\$ 113.59	\$ 117.70
G (7)	\$ 105.39	\$ 109.49	\$ 113.59	\$ 117.70	\$ 121.80
H (8)	\$ 109.49	\$ 113.59	\$ 117.70	\$ 121.80	\$ 125.90
I (9)	\$ 113.59	\$ 117.70	\$ 121.80	\$ 125.90	\$ 130.01
J (10)	\$ 117.70	\$ 121.80	\$ 125.90	\$ 130.01	\$ 134.11

LEC: Based on 15 hrs/wk, 525 per yr  
 LAB Based on 21 hrs/wk, 735 per yr

Formulas:

LEC=[(Appendix A.1)/525]x77.5%

LAB=[(Appendix A.1)/735]x77.5%

APPENDIX D.1  
 Substitute Salary Schedule (Summer)  
**2025-26 Salary Restructure**  
 Foothill-De Anza Community College District

**LECTURE**

COLUMN	1.1	1.2	1.3	1.4	1.5
<b>STEP</b>					
A (1)	\$ 113.07	\$ 118.82	\$ 124.56	\$ 130.31	\$ 136.05
B (2)	\$ 118.82	\$ 124.56	\$ 130.31	\$ 136.05	\$ 141.80
C (3)	\$ 124.56	\$ 130.31	\$ 136.05	\$ 141.80	\$ 147.54
D (4)	\$ 130.31	\$ 136.05	\$ 141.80	\$ 147.54	\$ 153.29
E (5)	\$ 136.05	\$ 141.80	\$ 147.54	\$ 153.29	\$ 159.03
F (6)	\$ 141.80	\$ 147.54	\$ 153.29	\$ 159.03	\$ 164.78
G (7)	\$ 147.54	\$ 153.29	\$ 159.03	\$ 164.78	\$ 170.52
H (8)	\$ 153.29	\$ 159.03	\$ 164.78	\$ 170.52	\$ 176.27
I (9)	\$ 159.03	\$ 164.78	\$ 170.52	\$ 176.27	\$ 182.01
J (10)	\$ 164.78	\$ 170.52	\$ 176.27	\$ 182.01	\$ 187.76
K (11)	\$ 170.52	\$ 176.27	\$ 182.01	\$ 187.76	\$ 193.50
L (12)	\$ 176.27	\$ 182.01	\$ 187.76	\$ 193.50	\$ 199.25
M (13)	\$ 182.01	\$ 187.76	\$ 193.50	\$ 199.25	\$ 205.16
N (14)	\$ 186.88	\$ 192.63	\$ 198.37	\$ 204.12	\$ 210.03
O (15)	\$ 186.88	\$ 192.63	\$ 198.37	\$ 204.12	\$ 210.03
P (16)	\$ 186.88	\$ 192.63	\$ 198.37	\$ 204.12	\$ 210.03
Q (17)	\$ 192.97	\$ 198.72	\$ 204.46	\$ 210.21	\$ 216.12
R (18)	\$ 192.97	\$ 198.72	\$ 204.46	\$ 210.21	\$ 216.12
S (19)	\$ 192.97	\$ 198.72	\$ 204.46	\$ 210.21	\$ 216.12
T (20)	\$ 199.87	\$ 205.62	\$ 211.36	\$ 217.11	\$ 223.02
U (21)	\$ 199.87	\$ 205.62	\$ 211.36	\$ 217.11	\$ 223.02
V (22)	\$ 199.87	\$ 205.62	\$ 211.36	\$ 217.11	\$ 223.02
W (23)	\$ 207.18	\$ 212.92	\$ 218.67	\$ 224.41	\$ 230.33
X (24)	\$ 207.18	\$ 212.92	\$ 218.67	\$ 224.41	\$ 230.33
Y (25)	\$ 207.18	\$ 212.92	\$ 218.67	\$ 224.41	\$ 230.33
Z (26)	\$ 214.56	\$ 220.31	\$ 226.05	\$ 231.80	\$ 237.71

**LAB**

COLUMN	3.1	3.2	3.3	3.4	3.5
<b>STEP</b>					
A (1)	\$ 80.76	\$ 84.87	\$ 88.97	\$ 93.08	\$ 97.18
B (2)	\$ 84.87	\$ 88.97	\$ 93.08	\$ 97.18	\$ 101.28
C (3)	\$ 88.97	\$ 93.08	\$ 97.18	\$ 101.28	\$ 105.39
D (4)	\$ 93.08	\$ 97.18	\$ 101.28	\$ 105.39	\$ 109.49
E (5)	\$ 97.18	\$ 101.28	\$ 105.39	\$ 109.49	\$ 113.59
F (6)	\$ 101.28	\$ 105.39	\$ 109.49	\$ 113.59	\$ 117.70
G (7)	\$ 105.39	\$ 109.49	\$ 113.59	\$ 117.70	\$ 121.80
H (8)	\$ 109.49	\$ 113.59	\$ 117.70	\$ 121.80	\$ 125.90
I (9)	\$ 113.59	\$ 117.70	\$ 121.80	\$ 125.90	\$ 130.01
J (10)	\$ 117.70	\$ 121.80	\$ 125.90	\$ 130.01	\$ 134.11
K (11)	\$ 121.80	\$ 125.90	\$ 130.01	\$ 134.11	\$ 138.21
L (12)	\$ 125.90	\$ 130.01	\$ 134.11	\$ 138.21	\$ 142.32
M (13)	\$ 130.01	\$ 134.11	\$ 138.21	\$ 142.32	\$ 146.54
N (14)	\$ 133.49	\$ 137.59	\$ 141.69	\$ 145.80	\$ 150.02
O (15)	\$ 133.49	\$ 137.59	\$ 141.69	\$ 145.80	\$ 150.02
P (16)	\$ 133.49	\$ 137.59	\$ 141.69	\$ 145.80	\$ 150.02
Q (17)	\$ 137.84	\$ 141.94	\$ 146.04	\$ 150.15	\$ 154.37
R (18)	\$ 137.84	\$ 141.94	\$ 146.04	\$ 150.15	\$ 154.37
S (19)	\$ 137.84	\$ 141.94	\$ 146.04	\$ 150.15	\$ 154.37
T (20)	\$ 142.77	\$ 146.87	\$ 150.97	\$ 155.08	\$ 159.30
U (21)	\$ 142.77	\$ 146.87	\$ 150.97	\$ 155.08	\$ 159.30
V (22)	\$ 142.77	\$ 146.87	\$ 150.97	\$ 155.08	\$ 159.30
W (23)	\$ 147.98	\$ 152.09	\$ 156.19	\$ 160.30	\$ 164.52
X (24)	\$ 147.98	\$ 152.09	\$ 156.19	\$ 160.30	\$ 164.52
Y (25)	\$ 147.98	\$ 152.09	\$ 156.19	\$ 160.30	\$ 164.52
Z (26)	\$ 153.26	\$ 157.36	\$ 161.46	\$ 165.57	\$ 169.79

LEC: Based on 15 hrs/wk, 525 per yr  
 LAB Based on 21 hrs/wk, 735 per yr

Formulas:  
 LEC=[(Appendix A.1)/525]x77.5%  
 LAB=[(Appendix A.1)/735]x77.5%

Appendix E  
Part-Time Supplemental Instruction  
**2025-26 Restructure**  
Foothill-De Anza Community College District

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$ 45,958	\$ 48,293	\$ 50,628	\$ 52,963	\$ 55,298
B (2)	\$ 48,293	\$ 50,628	\$ 52,963	\$ 55,298	\$ 57,633
C (3)	\$ 50,628	\$ 52,963	\$ 55,298	\$ 57,633	\$ 59,968
D (4)	\$ 52,963	\$ 55,298	\$ 57,633	\$ 59,968	\$ 62,303
E (5)	\$ 55,298	\$ 57,633	\$ 59,968	\$ 62,303	\$ 64,638
F (6)	\$ 57,633	\$ 59,968	\$ 62,303	\$ 64,638	\$ 66,973
G (7)	\$ 59,968	\$ 62,303	\$ 64,638	\$ 66,973	\$ 69,308
H (8)	\$ 62,303	\$ 64,638	\$ 66,973	\$ 69,308	\$ 71,643
I (9)	\$ 64,638	\$ 66,973	\$ 69,308	\$ 71,643	\$ 73,978
J (10)	\$ 66,973	\$ 69,308	\$ 71,643	\$ 73,978	\$ 76,313

Compensation for each assignment is equal to the course load factor multiplied by the salary placement.

**COLUMN PLACEMENT**

Column I	<ol style="list-style-type: none"> <li>1. Associate Degree and two years of appropriate work experience, or</li> <li>2. Bachelor's</li> </ol>
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Column II	<ol style="list-style-type: none"> <li>1. Master's, or</li> <li>2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's</li> <li>3. Associate Degree and two years of appropriate work experience and 24 semester units subsequent to Associate's</li> </ol>
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Column III	<ol style="list-style-type: none"> <li>1. Master's and 24 semester units subsequent to date of Master's, or</li> <li>2. Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>3. Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's</li> <li>4. Associate Degree and two years of appropriate work experience and 48 semester units subsequent to date of Associate's</li> </ol>
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Column IV	<ol style="list-style-type: none"> <li>1. Master's and 48 semester units subsequent to date of Master's, or</li> <li>2. Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
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Column V	<ol style="list-style-type: none"> <li>1. Earned Doctorate, or</li> <li>2. Master's and 72 semester units subsequent to date of Master's, or</li> <li>3. Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>
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Appendix G  
Part- Time Hourly Salary Schedule (non-teaching assignments)  
**2025-26 Restructure**  
Foothill-De Anza Community College District

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$ 60.79	\$ 63.88	\$ 66.97	\$ 70.06	\$ 73.15
B (2)	\$ 63.88	\$ 66.97	\$ 70.06	\$ 73.15	\$ 76.23
C (3)	\$ 66.97	\$ 70.06	\$ 73.15	\$ 76.23	\$ 79.32
D (4)	\$ 70.06	\$ 73.15	\$ 76.23	\$ 79.32	\$ 82.41
E (5)	\$ 73.15	\$ 76.23	\$ 79.32	\$ 82.41	\$ 85.50
F (6)	\$ 76.23	\$ 79.32	\$ 82.41	\$ 85.50	\$ 88.59
G (7)	\$ 79.32	\$ 82.41	\$ 85.50	\$ 88.59	\$ 91.68
H (8)	\$ 82.41	\$ 85.50	\$ 88.59	\$ 91.68	\$ 94.77
I (9)	\$ 85.50	\$ 88.59	\$ 91.68	\$ 94.77	\$ 97.85
J (10)	\$ 88.59	\$ 91.68	\$ 94.77	\$ 97.85	\$ 100.94

**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
	3	Associate Degree and six years of appropriate work experience and 24 semester units subsequent to Associate'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
	4	Associate Degree and six years of appropriate work experience and 48 semester units subsequent to date of Associate'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