

**APPENDIX A
FACULTY SALARY SCHEDULE
2015-2016**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	5672.59	5976.24	6279.88	6583.53	6887.16
B (2)	5976.24	6279.88	6583.53	6887.16	7190.81
C (3)	6279.88	6583.53	6887.16	7190.81	7494.46
D (4)	6583.53	6887.16	7190.81	7494.46	7798.10
E (5)	6887.16	7190.81	7494.46	7798.10	8101.74
F (6)	7190.81	7494.46	7798.10	8101.74	8405.38
G (7)	7494.46	7798.10	8101.74	8405.38	8709.03
H (8)	7798.10	8101.74	8405.38	8709.03	9012.67
I (9)	8101.74	8405.38	8709.03	9012.67	9316.32
J (10)	8405.38	8709.03	9012.67	9316.32	9619.95
K (11)	8709.03	9012.67	9316.32	9619.95	9923.60
L (12)	9012.67	9316.32	9619.95	9923.60	10227.25
*M (13)	9316.32	9619.95	9923.60	10227.25	10530.90
P (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 (BRACKET) PLACEMENT

Column I	<ol style="list-style-type: none"> 1. Associate Degree and six years of appropriate work experience, or 2. Bachelor's and two years of appropriate work experience
Column II	<ol style="list-style-type: none"> 1. Master's, or 2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column III	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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.1
PART-TIME CHILD DEVELOPMENT SALARY SCHEDULE
2015-2016

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	21.45	25.11	29.02	33.09	37.41
B (2)	22.38	26.17	30.18	34.40	38.84
C (3)	23.31	27.22	31.36	35.72	40.26
D (4)	24.24	28.28	32.56	38.06	41.70
E (5)	25.16	29.33	33.73	38.34	43.14
F (6)	26.09	30.40	34.92	36.63	44.59
S (7)	27.02	31.46	36.09	40.94	46.01

COLUMN (BRACKET) 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 and 24 semester units subsequent to date of Master's and Child Development Teacher Permit.

**APPENDIX B
CHILD DEVELOPMENT SALARY SCHEDULE
2015-2016**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	3003.29	3517.25	4060.74	4633.75	5236.32
B (2)	3133.26	3664.93	4226.15	4816.89	5437.17
C (3)	3263.22	3812.62	4391.54	5000.02	5638.02
D (4)	3393.18	3960.30	4556.95	5183.15	5838.87
E (5)	3526.15	4107.99	4722.36	5366.27	6039.73
F (6)	3653.11	4255.69	4887.78	5549.41	6240.58
G (7)	3783.08	4403.37	5053.19	5732.54	6441.44
H (8)	3913.05	4551.06	5218.59	5915.67	6642.29
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 (BRACKET) 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 and 24 semester units subsequent to date of Master's and Child Development Teacher Permit.

**APPENDIX C.1
PART-TIME FACULTY SALARY SCHEDULE
2015-2016**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	43962.59	46315.88	48669.06	51022.31	53375.51
B (2)	46315.88	48669.06	51022.31	53375.51	55728.77
C (3)	48669.06	51022.31	53375.51	55728.77	58082.02
D (4)	51022.31	53375.51	55728.77	58082.02	60435.29
E (5)	53375.51	55728.77	58082.02	60435.29	62788.48
F (6)	55728.77	58082.02	60435.29	62788.48	65141.68
S (7)	58082.02	60435.29	62788.48	65141.68	67494.99

COLUMN (BRACKET) 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

**APPENDIX C
PART-TIME FACULTY SALARY SCHEDULE
2015-2016**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	47366.14	49901.65	52436.95	54972.45	57507.79
B (2)	49901.65	52436.95	54972.45	57507.79	60043.25
C (3)	52436.95	54972.45	57507.79	60043.25	62578.72
D (4)	54972.45	57507.79	60043.25	62578.72	65114.13
E (5)	57507.79	60043.25	62578.72	65114.13	67649.57
F (6)	60043.25	62578.72	65114.13	67649.57	70184.91
S (7)	62578.72	65114.13	67649.57	70184.91	72720.41

COLUMN (BRACKET) 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

APPENDIX D.1
SUBSTITUTE SALARY SCHEDULE (SUMMER)
2015-2016

Foothill-De Anza Community College District

	LECTURE					LAB					
	1.1	1.2	1.3	1.4	1.5	3.1	3.2	3.3	3.4	3.5	
STEP A	79.96	84.24	88.52	92.80	97.08		57.11	60.17	63.23	66.28	69.34
STEP B	84.24	88.52	92.80	97.08	101.36		60.17	63.23	66.28	69.34	72.40
STEP C	88.52	92.80	97.08	101.36	105.64		63.23	66.28	69.34	72.40	75.45
STEP D	92.80	97.08	101.36	105.64	109.92		66.28	69.34	72.40	75.45	78.51
STEP E	97.08	101.36	105.64	109.92	114.20		69.34	72.40	75.45	78.51	81.57
STEP F	101.36	105.64	109.92	114.20	118.48		72.40	75.45	78.51	81.57	84.63
STEP G	105.64	109.92	114.20	118.48	122.76		75.45	78.51	81.57	84.63	87.68
STEP H	109.92	114.20	118.48	122.76	127.04		78.51	81.57	84.63	87.68	90.74
STEP I	114.20	118.48	122.76	127.04	131.32		81.57	84.63	87.68	90.74	93.80
STEP J	118.48	122.76	127.04	131.32	135.60		84.63	87.68	90.74	93.80	96.85
STEP K	122.76	127.04	131.32	135.60	139.88		87.68	90.74	93.80	96.85	99.91
STEP L	127.04	131.32	135.60	139.88	144.16		90.74	93.80	96.85	99.91	102.97
STEP M	131.32	135.60	139.88	144.16	136.33		93.80	96.85	99.91	102.97	106.03

COLUMN (BRACKET) PLACEMENT

LEC: Based on 15 hrs/wk, 525 per yr.

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

APPENDIX D
SUBSTITUTE SALARY SCHEDULE
2015-2016

Foothill-De Anza Community College District

	LECTURE					LAB					
	1.I	1.II	1.III	1.IV	1.V	3.I	3.II	3.III	3.IV	3.V	
STEP A	83.74	88.22	92.71	97.19	101.67		59.82	63.02	66.22	69.41	72.62
STEP B	88.22	92.71	97.19	101.67	106.15		63.02	66.22	69.41	72.62	75.83
STEP C	92.71	97.19	101.67	106.15	110.64		66.22	69.41	72.62	75.83	79.02
STEP D	97.19	101.67	106.15	110.64	115.11		69.41	72.62	75.83	79.02	82.22
STEP E	101.67	106.15	110.64	115.11	119.59		72.62	75.83	79.02	82.22	85.42
STEP F	106.15	110.64	115.11	119.59	124.07		75.83	79.02	82.22	85.42	88.63
STEP (S)	110.64	115.11	119.59	124.07	128.56		79.02	82.22	85.42	88.63	91.83

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] x 77.5%

LAB = [(Appendix A x 10 months)/ 735] x 77.5%

APPENDIX E
PART-TIME FACULTY HOURLY SALARY SCHEDULE
(For Non-Credit (Adult) Education)
2015-2016

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	34035.57	35857.45	37679.26	39501.15	41322.96
B (2)	35857.45	37679.26	39501.15	41322.96	43144.85
C (3)	37679.26	39501.15	41322.96	43144.85	44966.74
D (4)	39501.15	41322.96	43144.85	44966.74	46788.63
E (5)	41322.96	43144.85	44966.74	46788.63	48610.44
F (6)	43144.85	44966.74	46788.63	48610.44	50432.26
S (7)	44966.74	46788.63	48610.44	50432.26	52254.19

COLUMN (BRACKET) 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

APPENDIX G
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT
(For Non-Teaching Assignments)
2015-2016

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	45.02	47.42	49.84	52.25	54.66
B (2)	47.42	49.84	52.25	54.65	57.07
C (3)	49.84	52.25	54.65	57.07	59.48
D (4)	52.25	54.65	57.07	59.48	61.89
E (5)	54.65	57.07	59.48	61.89	64.30
F (6)	57.07	59.48	61.89	64.30	66.71
S (7)	59.48	61.89	64.30	66.71	69.12

COLUMN (BRACKET) PLACEMENT

Column I	<ol style="list-style-type: none"> 1. Associate Degree and six years of appropriate work experience, or 2. Bachelor's and two years of appropriate work experience
Column II	<ol style="list-style-type: none"> 1. Master's, or 2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column III	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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