8/3/2016 KRun

## APPENDIX A FACULTY SALARY SCHEDULE 2016-2017

Foothill-De Anza Community College District

Column (Bra	icket)	I	II	III	IV	V	
STEP	)						
A (1)	)	5706.63	6012.10	6317.56	6623.03	6928.48	
B (2)		6012.10	6317.56	6623.03	6928.48	7233.95	
C (3)		6317.56	6623.03	6928.48	7233.95	7539.42	
D (4)		6623.03	6928.48	7233.95	7539.42	7844.89	
E (5)		6928.48	7233.95	7539.42	7844.89	8150.35	
F (6)		7233.95	7539.42	7844.89	8150.35	8455.81	
G (7)		7539.42	7844.89	8150.35	8455.81	8761.29	
H (8)		7844.89	8150.35 8455.81		8761.29	9066.75	
I (9)		8150.35	8455.81 8761.29		9066.75	9372.22	
J (10)	)	8455.81	8761.29	8761.29 9066.75		9677.67	
K (11)	)	8761.29	9066.75	9066.75 9372.22 9677.67			
L (12)	)	9066.75	9372.22	9677.67	9983.14	10288.61	
*M (13	3)	9372.22	9677.67	10288.61	10594.08		
P (14+	•)	Step	M + Professi	onal Achieve	ment Increme	nts*	
* Pro	fession	al Acheiveme	nt Incremen	ts (Monthly P	ayment Amo	unt)	
Increment	Ten Mo	onth Contract	Eleven Mon	nth Contract	Twelve Month Contrac		
P1 (\$3,000)		\$300	\$272	2.73	\$250.00		
P2 (\$6,750)		\$675	\$613	3.64	\$562.50		
P3 (\$11,000) \$1,100			\$1,00	0.00	\$916.67		
P4 (\$15,500) \$1,550			\$1,40	9.09	\$1,291.67		

Column I	Associate Degree and six years of appropriate work experience, or     Bachelor's and two years of appropriate work experience
Column II	<ol> <li>Master's, or</li> <li>Bachelor's, two years of appropriate work experience and 24 semest units subsequent to Bachelor's</li> </ol>
Column III	<ol> <li>Master's and 24 semester units subsequent to date of Master's, or</li> <li>Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>Bachelor's, two years of appropriate work experience and 48 semest units subsequent to Bachelor's</li> </ol>
Column IV	<ol> <li>Master's and 48 semester units subsequent to date of Master's, or</li> <li>Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
Column V	<ol> <li>Earned Doctorate, or</li> <li>Master's and 72 semester units subsequent to date of Master's, or</li> <li>Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

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### APPENDIX B CHILD DEVELOPMENT SALARY SCHEDULE 2016-2017

Foothill-De Anza Community College District

Column (Brac	Column (Bracket)		II	III	IV	V		
STEP	STEP							
A (1)	,	3021.31	3538.35	4085.10	4661.56	5267.73		
B (2)		3152.06	3686.92	4251.51	4845.79	5469.79		
C (3)		3282.80	3835.49	4417.89	5030.02	5671.85		
D (4)		3413.54	3984.07	4584.29	5214.25	5873.90		
E (5)		3544.29	4132.64	4750.70	5398.47	6075.97		
F (6)		3675.03	4281.22	4917.10	5582.71	6278.02		
G (7)		3805.78	4429.79	5083.51	5766.94	6480.09		
H (8)		3936.53	4578.36	5249.90	5951.16	6682.14		
I (9+)		Ste	Step H + Professional Achievement Increments*					
* Pı	rofessi	onal Acheiven	nent Incremen	ts (Monthly P	ayment Amou	nt)		
Increment	Ten Me	onth Contract	Eleven Mon	th 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	0.00	\$916.67			
P4 (\$15,500)	(	\$1,550	\$1,409	9.09	\$1,291.67			

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.

8/3/2016 KRem

# APPENDIX B.1 PART-TIME CHILD DEVELOPMENT SALARY SCHEDULE 2016-2017

Foothill-De Anza Community College District

Column (Bracket)	I—	II	III	IV	V
STEP					
A (1)	21.58	25.26	29.19	33.29	37.63
B (2)	22.51	26.33	30.36	34.61	39.07
C (3)	23.45	27.38	31.55.	35.93	40.50
D (4)	24.39	28.45	32.76	38.29	41.95
E (5)	25.31	29.51	33.93	38.57	43.40
F (6)	26.25	30.58	35.13	39.87	44.86
S (7)	27.18	31.65	36.31	41.19	46.29

Column I	60 semester units and Child Development Teacher Permit or AA Degrand Child Development Teacher Permit.
Column II	90 semester units and Child Development Teacher Permit or AA Degr 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.

8/3/2016 KRUS

### APPENDIX C PART-TIME FACULTY SALARY SCHEDULE 2016-2017

Foothill-De Anza Community College District

Column (Bracket)	I II :		III	IV	V
STEP		· · · · · · · · · · · · · · · · · · ·			
A (1)	47650.34	50201.06	52751.57	55302.28	57852.84
B (2)	50201.06	52751.57	55302.28	57852.84	60403.51
C (3)	52751.57	55302.28	57852.84	60403.51	62954.19
D (4)	55302.28	57852.84	60403.51	62954.19	65504.81
E (5)	57852.84	60403.51	62954.19	65504.81	68055.47
F (6)	60403.51	62954.19	65504.81	68055.47	70606.02
S (7)	62954.19 -	65504.81	68055.47	70606.02	73156.73

Column I	<ol> <li>Associate Degree and six years of appropriate work experience, or</li> <li>Bachelor's and two years of appropriate work experience</li> </ol>
Column II	<ol> <li>Master's, or</li> <li>Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's</li> </ol>
Column III	<ol> <li>Master's and 24 semester units subsequent to date of Master's, or</li> <li>Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's</li> </ol>
Column	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	<ol> <li>Earned Doctorate, or</li> <li>Master's and 72 semester units subsequent to date of Master's, or</li> <li>Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

8/3/2016 KRew

## APPENDIX C.1 PART-TIME FACULTY SALARY SCHEDULE 2016-2017

Foothill-De Anza Community College District

Column (Bracket)	I	I II		IV	V
STEP					
A (1)	44226.37	46593.78	48961.07	51328.44	53695.76
B (2)	46593.78	48961.07	51328.44	53695.76	56063.14
C (3)	48961.07	51328.44	53695.76	56063.14	58430.51
D (4)	51328.44	53695.76	56063.14	58430.51	60797.90
E (5)	53695.76	56063.14	58430.51	60797.9	63165.21
F (6)	56063.14	58430.51	60797.9	63165.21	65532.53
S (7)	58430.51	60797.9	63165.21	65532.53	67899.96

Column I	<ol> <li>Associate Degree and six years of appropriate work experience, or</li> <li>Bachelor's and two years of appropriate work experience</li> </ol>
Column II	Master's, or     Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column III	<ol> <li>Master's and 24 semester units subsequent to date of Master's, or</li> <li>Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's</li> </ol>
Column IV	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	<ol> <li>Earned Doctorate, or</li> <li>Master's and 72 semester units subsequent to date of Master's, or</li> <li>Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

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#### APPENDIX D SUBSTITUTE SALARY SCHEDULE 2016-2017

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	84.24	88.75	93.27	97.77	102.28		60.18	63.40	66.62	69.83	73.06
STEP B	88.75	93.27	97.77	102.28	106.79		63.40	66.62	69.83	73.06	76.28
STEP C	93.27	97.77	102.28	106.79	111.30		66.62	69.83	73.06	76.28	79.49
STEP D	97.77	102.28	106.79	111.30	115.80		69.83	73.06	76.28	79.49	82.71
STEP E	102.28	106.79	111.30	115.80	120.31		73.06	76.28	79.49	82.71	85.93
STEP F	106.79	111.30	115.80	120.31	124.81		76.28	79.49	82.71	85.93	89.16
STEP (S)	111.30	115.80	120.31	124.81	129.33		79.49	82.71	85.93	89.16	92.38

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%

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### APPENDIX D.1 SUBSTITUTE SALARY SCHEDULE (SUMMER) 2016-2017

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	82.61	87.03	91.45	95.88	100.30		59.01	62.17	65.32	68.48	71.64
STEP B	87.03	91.45	95.88	100.30	104.72		62.17	65.32	68.48	71.64	74.80
STEP C	91.45	95.88	100.30	104.72	109.14		65.32	68.48	71.64	74.80	77.96
STEP D	95.88	100.30	104.72	109.14	113.56		68.48	71.64	74.80	77.96	81.12
STEP E	100.30	104.72	109.14	113.56	117.99		71.64	74.80	77.96	81.12	84.28
STEP F	104.72	109.14	113.56	117.99	122.41	· ·	74.80	77.96	81.12	84.28	87.43
STEP G	109.14	113.56	117.99	122.41	126.83		77.96	81.12	84.28	87.43	90.59
STEP H	113.56	117.99	122.41	126.83	131.25		81.12	84.28	87.43	90.59	93.75
STEP I	117.99	122.41	126.83	131.25	135.67		84.28	87.43	90.59	93.75	96.91
STEP J	122.41	126.83	131.25	135.67	140.10		87.43	90.59	93.75	96.91	100.07
STEP K	126.83	131.25	135.67	140.10	144.52		90.59	93.75	96.91	100.07	103.23
STEP L	131.25	135.67	140.10	144.52	148.94		93.75	96.91	100.07	103.23	106.39
STEP M	135.67	140.10	144.52	148.94	153.36		96.91	100.07	103.23	106.39	109.54

COLUMN (BRACKET) PLACEMENT

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

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# APPENDIX E PART-TIME FACULTY HOURLY SALARY SCHEDULE (For Non-Credit (Adult) Education) 2016-2017

Foothill-De Anza Community College District

Column (Bracket)	<u>I</u>	II	III	IV	V
STEP					
A (1)	34239.78	36072.59	37905.34	39738.16	41570.90
B (2)	36072.59	37905.34	39738.16	41570.90	43403.72
C (3)	37905.34	39738.16	41570.90	43403.72	45236.54
D (4)	39738.16	41570.90	43403.72	45236.54	47069.36
E (5)	41570.90	43403.72	45236.54	47069.36	48902.10
F (6)	43403.72	45236.54	47069.36	48902.10	50734.85
S (7)	45236.54	47069.36	48902.10	50734.85	52567.72
S (7)			48902.10 ) PLACEME		52567.

Column I	<ol> <li>Associate Degree and six years of appropriate work experience, or</li> <li>Bachelor's and two years of appropriate work experience</li> </ol>
Column II	<ol> <li>Master's, or</li> <li>Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's</li> </ol>
Column III	<ol> <li>Master's and 24 semester units subsequent to date of Master's, or</li> <li>Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's</li> </ol>
Column	<ol> <li>Master's and 48 semester units subsequent to date of Master's, or</li> <li>Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
Column V	<ol> <li>Earned Doctorate, or</li> <li>Master's and 72 semester units subsequent to date of Master's, or</li> <li>Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

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# APPENDIX G FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT (For Non-TeachingAssignments) 2016-2017

Foothill-De Anza Community College District

Column (Brack	tet) I	II	III	IV	V			
STEP								
A (1)	45.29	47.70	50.14	52.56	54.98			
B (2)	47.70	50.14	52.56	54.98	57.41			
C (3)	50.14	52.56	54.98	57.41	59.84			
D (4)	52.56	54.98	57.41	59.84	62.26			
E (5)	54.98	57.41	59.84	62.26	64.69			
F (6)	57.41	59.84	62.26	64.69	67.11			
S (7)	59.84	62.26	64.69	67.11	69.53			
Column	1. Associate D	IN (BRACKET  Degree and six y  and two years of	ears of approp	priate work ex				
Column II		. Master's, or  . Bachelor's, two years of appropriate work experience and 24 semest units subsequent to Bachelor's						
Column III	<ol> <li>Master's and 24 semester units subsequent to date of Master's, or</li> <li>Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>Bachelor's, two years of appropriate work experience and 48 semest units subsequent to Bachelor's</li> </ol>							
Column IV	<ol> <li>Master's and 48 semester units subsequent to date of Master's, or</li> <li>Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>							
Column	2. Master's and	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						