

APPENDIX A
FACULTY SALARY SCHEDULE
2023-2024 COLA 7.22%

10/17/2023

Foothill-De Anza Community College District

Column	I	II	III	IV	V
STEP					
A (1)	\$71,934.87	\$75,785.43	\$79,635.91	\$83,486.51	\$87,336.95
B (2)	\$75,785.43	\$79,635.91	\$83,486.51	\$87,336.95	\$91,187.53
C (3)	\$79,635.91	\$83,486.51	\$87,336.95	\$91,187.53	\$95,038.14
D (4)	\$83,486.51	\$87,336.95	\$91,187.53	\$95,038.14	\$98,888.73
E (5)	\$87,336.95	\$91,187.53	\$95,038.14	\$98,888.73	\$102,739.17
F (6)	\$91,187.53	\$95,038.14	\$98,888.73	\$102,739.17	\$106,589.61
G (7)	\$95,038.14	\$98,888.73	\$102,739.17	\$106,589.61	\$110,440.33
H (8)	\$98,888.73	\$102,739.17	\$106,589.61	\$110,440.33	\$114,290.81
I (9)	\$102,739.17	\$106,589.61	\$110,440.33	\$114,290.81	\$118,141.40
J (10)	\$106,589.61	\$110,440.33	\$114,290.81	\$118,141.40	\$121,991.84
K (11)	\$110,440.33	\$114,290.81	\$118,141.40	\$121,991.84	\$125,842.43
L (12)	\$114,290.81	\$118,141.40	\$121,991.84	\$125,842.43	\$129,693.02
M (13)	\$118,141.40	\$121,991.84	\$125,842.43	\$129,693.02	\$133,543.59

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 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 B
Child Development Salary Schedule
2023-2024 COLA 7.22%

Foothill-De Anza Community College District

10/18/2023

Column	I	II	III	IV	V
Step					
A (1)	\$38,085.14	\$44,602.63	\$51,494.69	\$58,761.18	\$66,402.36
B (2)	\$39,733.31	\$46,475.46	\$53,592.30	\$61,083.57	\$68,949.43
C (3)	\$41,381.31	\$48,348.27	\$55,689.63	\$63,405.86	\$71,496.48
D (4)	\$43,029.35	\$50,221.10	\$57,787.27	\$65,728.12	\$74,043.41
E (5)	\$44,677.51	\$52,093.92	\$59,884.87	\$68,050.39	\$76,590.61
F (6)	\$46,325.55	\$53,966.86	\$61,982.49	\$70,372.77	\$79,137.52
G (7)	\$47,973.70	\$55,839.69	\$64,080.09	\$72,695.06	\$81,684.72
H (8)	\$49,621.87	\$57,712.51	\$66,177.57	\$75,017.33	\$84,231.67

I (9+)	Step H + Professional Achievement Increments*
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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 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 A
FACULTY SALARY SCHEDULE
2023-2024 COLA 7.22%

Foothill-De Anza Community College District

10/18/2023

Column	I	II	III	IV	V
STEP					
A (1)	\$7,193.49	\$7,578.54	\$7,963.59	\$8,348.65	\$8,733.70
B (2)	\$7,578.54	\$7,963.59	\$8,348.65	\$8,733.70	\$9,118.75
C (3)	\$7,963.59	\$8,348.65	\$8,733.70	\$9,118.75	\$9,503.81
D (4)	\$8,348.65	\$8,733.70	\$9,118.75	\$9,503.81	\$9,888.87
E (5)	\$8,733.70	\$9,118.75	\$9,503.81	\$9,888.87	\$10,273.92
F (6)	\$9,118.75	\$9,503.81	\$9,888.87	\$10,273.92	\$10,658.96
G (7)	\$9,503.81	\$9,888.87	\$10,273.92	\$10,658.96	\$11,044.03
H (8)	\$9,888.87	\$10,273.92	\$10,658.96	\$11,044.03	\$11,429.08
I (9)	\$10,273.92	\$10,658.96	\$11,044.03	\$11,429.08	\$11,814.14
J (10)	\$10,658.96	\$11,044.03	\$11,429.08	\$11,814.14	\$12,199.18
K(11)	\$11,044.03	\$11,429.08	\$11,814.14	\$12,199.18	\$12,584.24
L(12)	\$11,429.08	\$11,814.14	\$12,199.18	\$12,584.24	\$12,969.30
M(13)	\$11,814.14	\$12,199.18	\$12,584.24	\$12,969.30	\$13,354.36

(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 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 B
Child Development Salary Schedule
2023-2024 COLA 7.22%

Foothill-De Anza Community College District

10/18/2023

Column	I	II	III	IV	V
Step					
A (1)	\$3,808.51	\$4,460.26	\$5,149.47	\$5,876.12	\$6,640.24
B (2)	\$3,973.33	\$4,647.55	\$5,359.23	\$6,108.36	\$6,894.94
C (3)	\$4,138.13	\$4,834.83	\$5,568.96	\$6,340.59	\$7,149.65
D (4)	\$4,302.94	\$5,022.11	\$5,778.73	\$6,572.81	\$7,404.34
E (5)	\$4,467.75	\$5,209.39	\$5,988.49	\$6,805.04	\$7,659.06
F (6)	\$4,632.56	\$5,396.69	\$6,198.25	\$7,037.28	\$7,913.75
G (7)	\$4,797.37	\$5,583.97	\$6,408.01	\$7,269.51	\$8,168.47
H (8)	\$4,962.19	\$5,771.25	\$6,617.76	\$7,501.73	\$8,423.17

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 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 Child Development Salary Schedule
2023-2024 COLA 7.22%

Foothill-De Anza Community College District

10/18/2023

Column	I	II	III	IV	V
Step					
A (1)	\$27.21	\$31.87	\$36.79	\$41.97	\$47.42
B (2)	\$28.38	\$33.21	\$38.28	\$43.63	\$49.25
C (3)	\$29.56	\$34.54	\$39.78	\$45.28	\$51.07
D (4)	\$30.74	\$35.88	\$41.28	\$46.95	\$52.88
E (5)	\$31.92	\$37.22	\$42.77	\$48.60	\$54.70
F (6)	\$33.10	\$38.53	\$44.28	\$50.26	\$56.53
G (7)	\$34.27	\$39.89	\$45.77	\$51.92	\$58.35
H (8)	\$35.45	\$41.22	\$47.27	\$53.58	\$60.16

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 of Master's and Child Development Teacher Permit.

APPENDIX C
Part-Time Faculty Salary Schedule
2023-2024 COLA 7.22%

10/18/2023

Foothill-De Anza Community College District

Column	I	II	III	IV	V
Step					
A (1)	\$61,144.64	\$64,417.62	\$67,690.52	\$70,963.54	\$74,236.40
B (2)	\$64,417.62	\$67,690.52	\$70,963.54	\$74,236.40	\$77,509.39
C (3)	\$67,690.52	\$70,963.54	\$74,236.40	\$77,509.39	\$80,782.41
D (4)	\$70,963.54	\$74,236.40	\$77,509.39	\$80,782.41	\$84,055.41
E (5)	\$74,236.40	\$77,509.39	\$80,782.41	\$84,055.41	\$87,328.29
F (6)	\$77,509.39	\$80,782.41	\$84,055.41	\$87,328.29	\$90,601.17
G (7)	\$80,782.41	\$84,055.41	\$87,328.29	\$90,601.17	\$93,874.28
H (8)	\$84,055.41	\$87,328.29	\$90,601.17	\$93,874.28	\$97,147.17

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
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.1
Part-Time (FT Overload) Faculty Salary Schedule
2023-2024 COLA 7.22%

Foothill-De Anza Community College District

10/18/2023

Column	I	II	III	IV	V
Step					
A (1)	\$55,749.52	\$58,733.71	\$61,717.84	\$64,702.04	\$67,686.14
B (2)	\$58,733.71	\$61,717.84	\$64,702.04	\$67,686.14	\$70,670.33
C (3)	\$61,717.84	\$64,702.04	\$67,686.14	\$70,670.33	\$73,654.55
D (4)	\$64,702.04	\$67,686.14	\$70,670.33	\$73,654.55	\$76,638.75
E (5)	\$67,686.14	\$70,670.33	\$73,654.55	\$76,638.75	\$79,622.87
F (6)	\$70,670.33	\$73,654.55	\$76,638.75	\$79,622.87	\$82,606.95
G (7)	\$73,654.55	\$76,638.75	\$79,622.87	\$82,606.95	\$85,591.26
H (8)	\$76,638.75	\$79,622.87	\$82,606.95	\$85,591.26	\$88,575.37

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
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

10/18/2023

APPENDIX D
Substitute Salary Schedule
2023-2024 COLA 7.22%

Foothill-De Anza Community College District

LECTURE						LAB					
COLUMN	I	II	III	IV	V	COLUMN	3.II	3.II	3.III	3.IV	3.V
STEP						STEP					
A (1)	\$106.19	\$111.87	\$117.57	\$123.24	\$128.92	A (1)	\$75.86	\$79.91	\$83.96	\$88.03	\$92.08
B (2)	\$111.87	\$117.57	\$123.24	\$128.92	\$134.60	B (2)	\$79.91	\$83.96	\$88.03	\$92.08	\$96.14
C (3)	\$117.57	\$123.24	\$128.92	\$134.60	\$140.30	C (3)	\$83.96	\$88.03	\$92.08	\$96.14	\$100.21
D (4)	\$123.24	\$128.92	\$134.60	\$140.30	\$145.98	D (4)	\$88.03	\$92.08	\$96.14	\$100.21	\$104.27
E (5)	\$128.92	\$134.60	\$140.30	\$145.98	\$151.66	E (5)	\$92.08	\$96.14	\$100.21	\$104.27	\$108.32
F (6)	\$134.60	\$140.30	\$145.98	\$151.66	\$157.35	F (6)	\$96.14	\$100.21	\$104.27	\$108.32	\$112.39
G (7)	\$140.30	\$145.98	\$151.66	\$157.35	\$163.03	G (7)	\$100.21	\$104.27	\$108.32	\$112.39	\$116.45
H (8)	\$145.98	\$151.66	\$157.35	\$163.03	\$168.72	H (8)	\$104.27	\$108.32	\$112.39	\$116.45	\$120.52

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]x77.5%
LAB=[(Appendix A x 10 months)/735]x77.5%

APPENDIX D.1
Substitute Salary Schedule (Summer)
2023-2024 COLA 7.22%

Foothill-De Anza Community College District

10/18/2023

LECTURE						LAB					
COLUMN	1.1	1.2	1.3	1.4	1.5	COLUMN	3.1	3.2	3.3	3.4	3.5
STEP						STEP					
A (1)	\$106.19	\$111.87	\$117.57	\$123.24	\$128.92	A (1)	\$75.86	\$79.91	\$83.96	\$88.03	\$92.08
B (2)	\$111.87	\$117.57	\$123.24	\$128.92	\$134.60	B (2)	\$79.91	\$83.96	\$88.03	\$92.08	\$96.14
C (3)	\$117.57	\$123.24	\$128.92	\$134.60	\$140.30	C (3)	\$83.96	\$88.03	\$92.08	\$96.14	\$100.21
D (4)	\$123.24	\$128.92	\$134.60	\$140.30	\$145.98	D (4)	\$88.03	\$92.08	\$96.14	\$100.21	\$104.27
E (5)	\$128.92	\$134.60	\$140.30	\$145.98	\$151.66	E (5)	\$92.08	\$96.14	\$100.21	\$104.27	\$108.32
F (6)	\$134.60	\$140.30	\$145.98	\$151.66	\$157.35	F (6)	\$96.14	\$100.21	\$104.27	\$108.32	\$112.39
G (7)	\$140.30	\$145.98	\$151.66	\$157.35	\$163.03	G (7)	\$100.21	\$104.27	\$108.32	\$112.39	\$116.45
H (8)	\$145.98	\$151.66	\$157.35	\$163.03	\$168.72	H (8)	\$104.27	\$108.32	\$112.39	\$116.45	\$120.52
I (9)	\$151.66	\$157.35	\$163.03	\$168.72	\$174.40	I (9)	\$108.32	\$112.39	\$116.45	\$120.52	\$124.57
J (10)	\$157.35	\$163.03	\$168.72	\$174.40	\$180.09	J (10)	\$112.39	\$116.45	\$120.52	\$124.57	\$128.63
K (11)	\$163.03	\$168.72	\$174.40	\$180.09	\$185.77	K (11)	\$116.45	\$120.52	\$124.57	\$128.63	\$132.70
L (12)	\$168.72	\$174.40	\$180.09	\$185.77	\$191.44	L (12)	\$120.52	\$124.57	\$128.63	\$132.70	\$136.75
M (13)	\$174.40	\$180.09	\$185.77	\$191.44	\$197.13	M (13)	\$124.57	\$128.63	\$132.70	\$136.75	\$140.81

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]x77.5%
LAB=[(Appendix A x 10 months)/735]x77.5%

APPENDIX E
Part Time Faculty Hourly Salary Schedule
(For Supplemental Instruction)
2023-2024 COLA 7.22%

10/18/2023

Foothill-De Anza Community College District

Column	I	II	III	IV	V
Step					
A (1)	\$43,160.92	\$45,471.26	\$47,781.54	\$50,091.91	\$52,402.17
B (2)	\$45,471.26	\$47,781.54	\$50,091.91	\$52,402.17	\$54,712.51
C (3)	\$47,781.54	\$50,091.91	\$52,402.17	\$54,712.51	\$57,022.88
D (4)	\$50,091.91	\$52,402.17	\$54,712.51	\$57,022.88	\$59,333.24
E (5)	\$52,402.17	\$54,712.51	\$57,022.88	\$59,333.24	\$61,643.51
F (6)	\$54,712.51	\$57,022.88	\$59,333.24	\$61,643.51	\$63,953.77
G (7)	\$57,022.88	\$59,333.24	\$61,643.51	\$63,953.77	\$66,264.20
H (8)	\$59,333.24	\$61,643.51	\$63,953.77	\$66,264.20	\$68,574.48

COLUMN PLACEMENT		
Column I	1.	Associate Degree and two years of appropriate work experience, or
	2.	Bachelor's
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
Part-Time Hourly Salary Schedule
(For Non-Teaching Assignments)
2023-2024 COLA 7.22%

10/18/2023

Foothill-De Anza Community College District

Column Step	I	II	III	IV	V
A (1)	\$57.08	\$60.14	\$63.20	\$66.27	\$69.33
B (2)	\$60.14	\$63.20	\$66.27	\$69.33	\$72.38
C (3)	\$63.20	\$66.27	\$69.33	\$72.38	\$75.44
D (4)	\$66.27	\$69.33	\$72.38	\$75.44	\$78.50
E (5)	\$69.33	\$72.38	\$75.44	\$78.50	\$81.55
F (6)	\$72.38	\$75.44	\$78.50	\$81.55	\$84.61
G (7)	\$75.44	\$78.50	\$81.55	\$84.61	\$87.66
H (8)	\$78.50	\$81.55	\$84.61	\$87.66	\$90.72

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
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
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

NOTE: APPENDIX G (F6)