APPENDIX A FACULTY SALARY SCHEDULE 2014-2015

Foothill-De Anza Community College District

Column (Brac	ket) I	Π	III	IV	V			
CTED	1							
STEP	5507.37	5802.18	6096.97	6391.77	6686.56			
$\frac{A(1)}{P(2)}$	5802.18	6096.97	6391.77	6686.56	6981.37			
B (2) C (3)	6096.97	6391.77	6686.56	6981.37	7276.17			
D (4)	6391.77	6686.56	6981.37	7276.17	7570.97			
E (5)	6686.56	6981.37	7276.17	7570.97	7865.77			
<u> </u>	6981.37	7276.17	7570.97	7865.77	8160.56			
G (7)	7276.17	7570.97	7865.77	8160.56	8455.37			
H (8)	7570.97	7865.77	8160.56	8455.37	8750.17			
I (9)	7865.77	8160.56	8455.37	8750.17	9044.97			
J (10)	8160.56	8455.37	8750.17	9044.97	9339.76			
K (11)	8455.37	8750.17	9044.97	9339.76	9634.56			
L (12)	8750.17	9044.97	9339.76	9634.56	9929.37			
*M (13)	9044.97	9339.76	9634.56	9929.37	10224.17			
P (14+)			p M + Professional Achievement Increments*					
()	essional Acheiver	<u> </u>						
Incremen Ten Month Contract			nth Contract	-	nth Contract			
P1 (\$2,000)	\$200	\$18	\$181.82		5.67			
P2 (\$5,000)	\$500	\$454.55		\$416.67				
P3 (\$8,750)	\$875	\$795.45		\$729.17				
P4 (\$12,500	\$1,250	\$1,136.36		\$1,04	1.67			
	COLUM	N (BRACKE	T) PLACEM	ENT				
Column	1. Associate De	gree and six y	ears of approp	oriate work exp	perience, or			
Ι	2. Bachelor's an	d two years of	f appropriate v	vork experien	ce			
Column	1. Master's, or							
II	 Mastel S, Ol Bachelor's, tv 	vo voors of op	propriato worl	z ovnorionco o	nd 24 compact			
11		ient to Bachel		c experience a	nu 24 semest			
	units subsequ	ient to Daener	01 5					
Column	1. Master's and	24 semester u	nits subsequer	nt to date of M	laster's, or			
III	2. Master's and	60 semester u	nits subsequer	nt to date of B	achelor's, or			
	3. Bachelor's, ty	vo years of ap	propriate worl	k experience a	nd 48 semest			
	units subsequ	ent to Bachel	or's					
Column	1. Master's and	48 semester u	nits subsequer	nt to date of M	laster's or			
IV	2. Master's and		-					
± '		c : semester u		to date of Du				
Column	1. Earned Docto	orate, or						
V	2. Master's and		-					
	3. Master's and	108 semester	units subseque	ent to date of I	Bachelor's			

APPENDIX B CHILD DEVELOPMENT SALARY SCHEDULE 2014-2015

Foothill-De Anza Community College District

Column (Br	racket) I		II	III	IV	V		
STEF)							
A (1))	2915.82	3414.80	3942.46	4498.79	5083.80		
B (2)		3042.00	3558.19	4103.06	4676.59	5278.81		
C (3)		3168.18	3701.57	4263.63	4854.39	5473.81		
D (4)	4) 3294.35		3844.95	4424.22	5032.18	5668.80		
E (5)	i) 3420.54		3988.34	4584.82	5209.98	5863.82		
F (6)		3546.71	4131.73 4745.41		5387.78	6058.81		
G (7)) 3672.89		4275.12 4906.01		5565.57	6253.83		
H (8))	3799.08	4418.50 5066.59		5743.37	6448.82		
I (9+))	c l	Step H + Professional Achievement Increments*					
* F	Profess	ional Acheive	ment Increme	ents (Monthly	Payment Amo	ount)		
Incremen	Ten M	Ionth Contract	Eleven Mor	Eleven Month Contract		nth Contract		
P1 (\$2,000)	\$200		\$181.82		\$166.67			
P2 (\$5,000)	\$500		\$454	\$454.55		5.67		
P3 (\$8,750)	\$875		\$795	\$795.45		9.17		
P4 (\$12,500		\$1,250	\$1,13	\$1,136.36		1.67		

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 B.1 PART-TIME CHILD DEVELOPMENT SALARY SCHEDULE 2015-2016

Foothill-De Anza Community College District

Column (Bracket)	Ι	Π	III	IV	V
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STEP					
A (1)	20.83	24.38	28.17	32.13	36.32
B (2)	21.73	25.41	29.30	33.40	37.71
C (3)	22.63	26.43	30.45	34.68	39.09
D (4)	23.53	27.46	31.61	36.95	40.49
E (5)	24.43	28.48	32.75	37.22	41.88
F (6)	25.33	29.51	33.90	38.48	43.29
S (7)	26.23	30.54	35.04	39.75	44.67

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 PART-TIME FACULTY SALARY SCHEDULE 2015-2016

Foothill-De Anza Community College District

olumn (Bracket)	Ι	II	III	IV	V					
STEP										
A (1)	45986.54	53371.31	55832.81							
B (2)	48448.20	48448.20 50909.66 53371.31 55 50909.66 53371.31 55832.81 58								
C (3)	50909.66	53371.31	55832.81	58294.42	60756.04					
D (4)	53371.31	55832.81	58294.42	60756.04	63217.60					
E (5)	55832.81	58294.42	60756.04	63217.60	65679.19					
F (6)	58294.42	60756.04	63217.60	65679.19	68140.69					
S (7)	60756.04	63217.60	65679.19	68140.69	70602.34					
Column II		• •	opriate work exp	erience and 24 s	emester					
Column III	 units subsequent to Bachelor's 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	 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 									

Column1. Earned Doctorate, orV2. Master's and 72 semester units subsequent to date of Master's, or3. Master's and 108 semester units subsequent to date of Bachelor's

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

Foothill-De Anza Community College District

Column (Bracket)	Ι	II	III	IV	V

STEP					
A (1)	42682.13	44966.87	47251.51	49536.22	51820.88
B (2)	44966.87	47251.51	49536.22	51820.88	54105.60
C (3)	47251.51	49536.22	51820.88	54105.60	56390.31
D (4)	49536.22	51820.88	54105.60	56390.31	58675.04
E (5)	51820.88	54105.60	56390.31	58675.04	60959.69
F (6)	54105.60	56390.31	58675.04	60959.69	63244.35
S (7)	56390.31	58675.04	60959.69	63244.35	65529.12

COLUMN (BRACKET) PLACEMENT

Column1. Associate Degree and six years of appropriate work experience, orI2. Bachelor's and two years of appropriate work experience

Column	 Master's, or Bachelor's, two years of appropriate work experience and 24 semester
II	units subsequent to Bachelor's
Column	 Master's and 24 semester units subsequent to date of Master's, or Master's and 60 semester units subsequent to date of Bachelor's, or Bachelor's, two years of appropriate work experience and 48 semester
III	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	 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

APPENDIX D SUBSTITUTE SALARY SCHEDULE 2015-2016

Foothill-De Anza	Community	College District
	J	\mathcal{U}

	LECTURE					LAB					
	1.I	1.II	1.III	1.IV	1.V		3.I	3.II	3.III	3.IV	3.V
STEP A	81.30	85.65	90.01	94.36	98.71		58.08	61.18	64.29	67.39	70.50
STEP B	85.65	90.01	94.36	98.71	103.06		61.18	64.29	67.39	70.50	73.62
STEP C	90.01	94.36	98.71	103.06	107.42		64.29	67.39	70.50	73.62	76.72
STEP D	94.36	98.71	103.06	107.42	111.76		67.39	70.50	73.62	76.72	79.83
STEP E	98.71	103.06	107.42	111.76	116.11		70.50	73.62	76.72	79.83	82.93
STEP F	103.06	107.42	111.76	116.11	120.46		73.62	76.72	79.83	82.93	86.05
STEP (S)	107.42	111.76	116.11	120.46	124.82		76.72	79.83	82.93	86.05	89.16

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 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	73.43	77.36	81.29	85.23	89.14	52.46	55.26	58.07	60.87	63.68
STEP B	77.36	81.29	85.23	89.14	93.08	55.26	58.07	60.87	63.68	66.49
STEP C	81.29	85.23	89.14	93.08	97.02	58.07	60.87	63.68	66.49	69.29
STEP D	85.23	89.14	93.08	97.02	100.94	60.87	63.68	66.49	69.29	72.11
STEP E	89.14	93.08	97.02	100.94	104.87	63.68	66.49	69.29	72.11	74.92
STEP F	93.08	97.02	100.94	104.87	108.81	66.49	69.29	72.11	74.92	77.72
STEP G	97.02	100.94	104.87	108.81	112.74	69.29	72.11	74.92	77.72	80.52
STEP H	100.94	104.87	108.81	112.74	116.68	72.11	74.92	77.72	80.52	83.33
STEP I	104.87	108.81	112.74	116.68	120.61	74.92	77.72	80.52	83.33	86.14
STEP J	108.81	112.74	116.68	120.61	124.53	77.72	80.52	83.33	86.14	88.94
STEP K	112.74	116.68	120.61	124.53	128.46	80.52	83.33	86.14	88.94	91.77
STEP L	116.68	120.61	124.53	128.46	132.40	83.33	86.14	88.94	91.77	94.57
STEP M	120.61	124.53	128.46	132.40	136.33	86.14	88.94	91.77	94.57	97.39

COLUMN (BRACKET) PLACEMENT

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

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

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	33044.24	34813.06	36581.81	38350.63	40119.38
B (2)	34813.06	36581.81	38350.63	40119.38	41888.20
C (3)	36581.81	38350.63	40119.38	41888.20	43657.03
D (4)	38350.63	40119.38	41888.20	43657.03	45425.85
E (5)	40119.38	41888.20	43657.03	45425.85	47194.60
F (6)	41888.20	43657.03	45425.85	47194.60	48963.36
S (7)	43657.03	45425.85	47194.60	48963.36	50732.22
	COLUM	N (BRACKET	Г) PLACEME	ENT	

Foothill-De Anza Community College District

Column I	 Associate Degree and six years of appropriate work experience, or Bachelor's and two years of appropriate work experience
Column II	 Master's, or Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's
Column III	 Master's and 24 semester units subsequent to date of Master's, or Master's and 60 semester units subsequent to date of Bachelor's, or Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's
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	 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

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

Ш IV Column (Bracket) Π V I STEP A(1) 43.71 46.04 48.39 50.73 53.06 B (2) 46.04 48.39 50.73 53.06 55.41 C(3) 48.39 50.73 53.06 55.41 57.75 50.73 53.06 55.41 57.75 60.09 D(4) 53.06 55.41 57.75 60.09 E(5) 62.43 55.41 57.75 F (6) 60.09 62.43 64.77 S (7) 57.75 60.09 62.43 64.77 67.11 **COLUMN (BRACKET) PLACEMENT** Column 1. Associate Degree and six years of appropriate work experience, or I 2. Bachelor's and two years of appropriate work experience Column 1. Master's, or Π 2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's Column 1. Master's and 24 semester units subsequent to date of Master's, or Ш 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 1. Master's and 48 semester units subsequent to date of Master's, or IV 2. Master's and 84 semester units subsequent to date of Bachelor's 1. Earned Doctorate, or Column V 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

Foothill-De Anza Community College District