
AGREEMENT

2019-2022

between the

Santa Monica College Faculty Association

and the

Santa Monica Community College District

August 20, 2019 - August 22, 2022



APPENDIX A-1 : PROBATIONARY AND TENURED FACULTY SALARY SCHEDULE

Effective August 20, 2019

Step	GRP I	GRP II	GRP III	GRP IV	GRP V	GRP VI	GRP VII
1	54,133	57,398	60,663	63,926	67,192	70,457	73,872
2	56,591	59,855	63,124	66,387	69,649	72,916	76,331
3	59,050	62,315	65,577	68,846	72,110	75,376	78,790
4	61,508	64,773	68,040	71,303	74,568	77,835	81,248
5	63,967	67,233	70,500	73,762	77,029	80,293	83,706
6	66,426	69,693	72,956	76,222	79,488	82,751	86,166
7	68,886	72,151	75,414	78,680	81,947	85,210	88,627
8	79,116	82,379	85,644	88,911	92,174	95,439	98,854
9	81,573	84,839	88,105	91,369	94,632	97,901	101,314
10	84,033	87,296	90,562	93,827	97,094	100,358	103,774
11	86,491	89,758	93,021	96,285	99,551	102,816	106,231
12	88,947	92,215	95,481	98,745	102,009	105,275	108,691
13	91,408	94,672	97,936	101,204	104,468	107,734	111,145
14	93,868	97,133	100,398	103,661	106,929	110,192	113,606
15	96,325	99,592	102,859	106,120	109,386	112,651	116,068
16	98,784	102,050	105,315	108,582	111,845	115,110	118,523
17	101,245	104,510	107,774	111,036	114,305	117,569	120,983
18	103,704	106,969	110,236	113,496	116,760	120,026	123,441
19	106,163	109,430	112,696	115,957	119,221	122,483	125,898
20	108,625	111,889	115,154	118,415	121,682	124,944	128,362
21	111,085	114,348	117,614	120,871	124,143	127,404	130,823
22	113,545	116,809	120,073	123,327	126,603	129,864	133,283
23*	116,005	119,270	122,532	125,783	129,063	132,324	135,743
24*	118,465	121,731	124,991	128,239	131,523	134,784	138,203
25*	120,925	124,192	127,450	130,695	133,983	137,244	140,663

*Steps 23, 24, and 25 are only accessible to the Faculty Chairs of Health Sciences and Library, as described in Article 22.

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:

September 15 if employed for fall

February 28 if employed for spring

June 30 if employed for summer

January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule

APPENDIX A-1 : PROBATIONARY AND TENURED FACULTY SALARY SCHEDULE

Effective August 25, 2020 - Year 2 - dependent on re-opener

Step	GRP I	GRP II	GRP III	GRP IV	GRP V	GRP VI	GRP VII
1	54,945	58,259	61,573	64,885	68,200	71,514	74,980
2	57,440	60,753	64,071	67,383	70,694	74,010	77,476
3	59,936	63,250	66,561	69,879	73,192	76,507	79,972
4	62,431	65,745	69,061	72,373	75,687	79,003	82,467
5	64,927	68,241	71,558	74,868	78,184	81,497	84,962
6	67,422	70,738	74,050	77,365	80,680	83,992	87,458
7	69,919	73,233	76,545	79,860	83,176	86,488	89,956
8	80,303	83,615	86,929	90,245	93,557	96,871	100,337
9	82,797	86,112	89,427	92,740	96,051	99,370	102,834
10	85,293	88,605	91,920	95,234	98,550	101,863	105,331
11	87,788	91,104	94,416	97,729	101,044	104,358	107,824
12	90,281	93,598	96,913	100,226	103,539	106,854	110,321
13	92,779	96,092	99,405	102,722	106,035	109,350	112,812
14	95,276	98,590	101,904	105,216	108,533	111,845	115,310
15	97,770	101,086	104,402	107,712	111,027	114,341	117,809
16	100,266	103,581	106,895	110,211	113,523	116,837	120,301
17	102,764	106,078	109,391	112,702	116,020	119,333	122,798
18	105,260	108,574	111,890	115,198	118,511	121,826	125,293
19	107,755	111,071	114,386	117,696	121,009	124,320	127,786
20	110,254	113,567	116,881	120,191	123,507	126,818	130,287
21	112,751	116,063	119,378	122,684	126,005	129,315	132,785
22	115,248	118,561	121,874	125,177	128,502	131,812	135,282
23*	117,745	121,059	124,370	127,670	130,999	134,309	137,779
24*	120,242	123,557	126,866	130,163	133,496	136,806	140,276
25*	122,739	126,055	129,362	132,655	135,993	139,303	142,773

*Steps 23, 24, and 25 are only accessible to the Faculty Chairs of Health Sciences and Library, as described in Article 22.

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:

September 15 if employed for fall

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January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule

APPENDIX A-1 : PROBATIONARY AND TENURED FACULTY SALARY SCHEDULE

Effective August 24, 2021 - Year 3 - dependent on re-opener

Step	GRP I	GRP II	GRP III	GRP IV	GRP V	GRP VI	GRP VII
1	55,769	59,133	62,497	65,858	69,223	72,587	76,105
2	58,301	61,664	65,032	68,394	71,754	75,120	78,638
3	60,835	64,198	67,559	70,927	74,290	77,654	81,171
4	63,367	66,731	70,097	73,458	76,822	80,188	83,704
5	65,900	69,265	72,631	75,991	79,357	82,720	86,236
6	68,434	71,799	75,161	78,526	81,891	85,252	88,770
7	70,968	74,332	77,693	81,058	84,424	87,785	91,306
8	81,507	84,869	88,233	91,598	94,960	98,324	101,842
9	84,039	87,403	90,768	94,131	97,492	100,860	104,376
10	86,573	89,935	93,299	96,663	100,029	103,391	106,911
11	89,105	92,471	95,833	99,195	102,560	105,924	109,442
12	91,635	95,002	98,367	101,730	105,092	108,457	111,976
13	94,171	97,533	100,896	104,263	107,626	110,990	114,504
14	96,705	100,069	103,433	106,794	110,161	113,523	117,040
15	99,236	102,602	105,968	109,327	112,692	116,056	119,576
16	101,770	105,134	108,498	111,864	115,226	118,589	122,105
17	104,305	107,669	111,031	114,392	117,760	121,123	124,640
18	106,838	110,202	113,568	116,926	120,289	123,654	127,172
19	109,372	112,738	116,102	119,462	122,824	126,185	129,703
20	111,908	115,271	118,635	121,994	125,360	128,720	132,242
21	114,443	117,804	121,169	124,524	127,895	131,255	134,777
22	116,977	120,340	123,702	127,055	130,430	133,789	137,311
23*	119,511	122,875	126,236	129,585	132,964	136,323	139,846
24*	122,046	125,410	128,769	132,115	135,498	138,858	142,380
25*	124,580	127,946	131,302	134,645	138,033	141,392	144,915

*Steps 23, 24, and 25 are only accessible to the Faculty Chairs of Health Sciences and Library, as described in Article 22.

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Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule

APPENDIX A-2 : CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER HEAD TEACHER***Effective August 20, 2019 - Year 1***

Step	GRP I	GRP II	GRP III	GRP IV
1	36,033	38,331	40,640	42,946
2	37,752	40,059	42,364	44,673
3	39,478	41,783	44,091	46,397
4	41,198	43,508	45,812	48,122
5	42,925	45,230	47,537	49,847
6	44,647	46,954	49,262	51,570
7	46,373	48,680	50,985	53,288
8	48,098	50,404	52,710	55,014
9	49,816	52,126	54,432	56,739
10	51,542	53,847	56,157	58,461
11	53,268	55,572	57,880	60,186
12	54,993	57,300	59,606	61,911
13	56,719	59,024	61,331	63,637

Substitute Rate: Based on Group 1, Step 1.

1. The children's center head teacher assignment is based on eight hours per day for 195 days. The 195 days relate to the days students attend college classes, as arranged by the children's center head teacher's immediate supervisor and the appropriate personnel administrator.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary/permanent basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-2 : CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER HEAD TEACHER***Effective August 25, 2020 - Year 2 - dependent on re-opener***

Step	GRP I	GRP II	GRP III	GRP IV
1	36,573	38,906	41,250	43,590
2	38,318	40,660	42,999	45,343
3	40,070	42,410	44,752	47,093
4	41,816	44,161	46,499	48,844
5	43,569	45,908	48,250	50,595
6	45,317	47,658	50,001	52,344
7	47,069	49,410	51,750	54,087
8	48,819	51,160	53,501	55,839
9	50,563	52,908	55,248	57,590
10	52,315	54,655	56,999	59,338
11	54,067	56,406	58,748	61,089
12	55,818	58,160	60,500	62,840
13	57,570	59,909	62,251	64,592

Substitute Rate: Based on Group 1, Step 1.

1. The children's center head teacher assignment is based on eight hours per day for 195 days. The 195 days relate to the days students attend college classes, as arranged by the children's center head teacher's immediate supervisor and the appropriate personnel administrator.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary/permanent basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-2 : CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER HEAD TEACHER***Effective August 25, 2020 - Year 3 - dependent on re-opener***

Step	GRP I	GRP II	GRP III	GRP IV
1	37,122	39,490	41,868	44,244
2	38,893	41,270	43,644	46,023
3	40,671	43,046	45,424	47,799
4	42,443	44,823	47,197	49,576
5	44,222	46,597	48,974	51,354
6	45,996	48,373	50,751	53,129
7	47,775	50,151	52,526	54,899
8	49,552	51,927	54,303	56,677
9	51,322	53,702	56,077	58,454
10	53,100	55,475	57,854	60,228
11	54,878	57,252	59,629	62,005
12	56,655	59,032	61,408	63,782
13	58,433	60,808	63,185	65,560

Substitute Rate: Based on Group 1, Step 1.

1. The children's center head teacher assignment is based on eight hours per day for 195 days. The 195 days relate to the days students attend college classes, as arranged by the children's center head teacher's immediate supervisor and the appropriate personnel administrator.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary/permanent basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-3 : CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER TEACHER***Effective August 20, 2019 - Year 1***

Step	GRP I	GRP II	GRP III	GRP IV
1	31,803	33,838	35,867	37,906
2	33,323	35,356	37,392	39,429
3	34,846	36,878	38,913	40,947
4	36,370	38,402	40,438	42,468
5	37,890	39,924	41,952	43,986
6	39,409	41,443	43,473	45,511
7	40,932	42,965	44,998	47,034
8	42,452	44,485	46,520	48,556
9	43,975	46,010	48,043	50,075
10	45,495	47,530	49,563	51,595
11	53,268	55,572	57,880	60,186
12	54,993	57,300	59,606	61,911
13	56,719	59,024	61,331	63,637

Substitute Rate: Based on Group I, Step 1.

1. The children's center teacher assignment is based on eight hours per day for 185 days. The 185 days relate to the days students attend college classes, as arranged by the children's center head teacher, his or her immediate supervisor and the appropriate personnel administrator. Additional days to conform with calendar needs may be arranged if required.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary or tenured basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-3 : CHILDREN'S CENTER SALARY SCHEDULE – CHILDREN'S CENTER TEACHER***Effective August 25, 2020 - Year 2 - dependent on re-opener***

Step	GRP I	GRP II	GRP III	GRP IV
1	32,280	34,346	36,405	38,475
2	33,823	35,886	37,953	40,020
3	35,369	37,431	39,497	41,561
4	36,916	38,978	41,045	43,105
5	38,458	40,523	42,581	44,646
6	40,000	42,065	44,125	46,194
7	41,546	43,609	45,673	47,740
8	43,089	45,152	47,218	49,284
9	44,635	46,700	48,764	50,826
10	46,177	48,243	50,306	52,369
11	54,067	56,406	58,748	61,089
12	55,818	58,160	60,500	62,840
13	57,570	59,909	62,251	64,592

Substitute Rate: Based on Group I, Step 1.

1. The children's center teacher assignment is based on eight hours per day for 185 days. The 185 days relate to the days students attend college classes, as arranged by the children's center head teacher, his or her immediate supervisor and the appropriate personnel administrator. Additional days to conform with calendar needs may be arranged if required.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children's center teachers employed on a probationary or tenured basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children's center employees and at least once every other year for permanent children's center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-3 : CHILDREN’S CENTER SALARY SCHEDULE – CHILDREN’S CENTER TEACHER***Effective August 24, 2021 - Year 3 - dependent on re-opener***

Step	GRP I	GRP II	GRP III	GRP IV
1	32,764	34,861	36,951	39,052
2	34,330	36,425	38,522	40,621
3	35,899	37,993	40,089	42,185
4	37,469	39,563	41,660	43,752
5	39,035	41,131	43,220	45,315
6	40,600	42,696	44,787	46,887
7	42,169	44,264	46,358	48,456
8	43,735	45,830	47,926	50,024
9	45,304	47,401	49,495	51,589
10	46,870	48,967	51,061	53,154
11	54,878	57,252	59,629	62,005
12	56,655	59,032	61,408	63,782
13	58,433	60,808	63,185	65,560

Substitute Rate: Based on Group I, Step 1.

1. The children’s center teacher assignment is based on eight hours per day for 185 days. The 185 days relate to the days students attend college classes, as arranged by the children’s center head teacher, his or her immediate supervisor and the appropriate personnel administrator. Additional days to conform with calendar needs may be arranged if required.
2. Any additional assignments shall be paid at a daily rate or a pro rata share of that rate.
3. Children’s center teachers employed on a probationary or tenured basis shall be granted ten days leave of absence per year for illness or injury for a full-time assignment or a pro rata share thereof for a part-time assignment.
4. Written evaluation and assessment of performance shall take place at least once each college year for probationary children’s center employees and at least once every other year for permanent children’s center employees.
5. Refer to Appendix C-3 for initial placement.

APPENDIX A-4 : TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE

Effective August 20, 2019 to June 16, 2020

Step	GRP I	GRP II	GRP III	GRP IV	GRP V	GRP VI	GRP VII
1	60,900	64,573	68,246	71,917	75,591	79,264	83,106
2	63,665	67,337	71,015	74,685	78,355	82,031	85,872
3	66,431	70,104	73,774	77,452	81,124	84,798	88,639
4	69,197	72,870	76,545	80,216	83,889	87,564	91,404
5	71,963	75,637	79,313	82,982	86,658	90,330	94,169
6	74,729	78,405	82,076	85,750	89,424	93,095	96,937
7	77,497	81,170	84,841	88,515	92,190	95,861	99,705
8	89,006	92,676	96,350	100,025	103,696	107,369	111,211
9	91,770	95,444	99,118	102,790	106,461	110,139	113,978
10	94,537	98,208	101,882	105,555	109,231	112,903	116,746
11	97,302	100,978	104,649	108,321	111,995	115,668	119,510
12	100,065	103,742	107,416	111,088	114,760	118,434	122,277
13	102,834	106,506	110,178	113,855	117,527	121,201	125,038
14	105,602	109,275	112,948	116,619	120,295	123,966	127,807
15	108,366	112,041	115,716	119,385	123,059	126,732	130,577
16	111,132	114,806	118,479	122,155	125,826	129,499	133,338
17	113,901	117,574	121,246	124,916	128,593	132,265	136,106
18	116,667	120,340	124,016	127,683	131,355	135,029	138,871
19	119,433	123,109	126,783	130,452	134,124	137,793	141,635
20	122,203	125,875	129,548	133,217	136,892	140,562	144,407
21	124,971	128,642	132,316	135,980	139,661	143,330	147,176
22	127,738	131,410	135,082	138,743	142,428	146,097	149,943

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:

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Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule.

APPENDIX A-4A : TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE - WITH SUMMER

Effective Summer 2020 - Year 2 - No 1.5%

White boxes: Values effective prior to Summer 2020
Grey Boxes: Additional half steps valid from Summer 2020
Pink Boxes: Invalid for chairs (must be tenured: minimum of Step 9 on Sched 3)

Old Step	New Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1	60,900	64,573	68,246	71,917	75,591	79,264	83,106
	2	62,282	65,955	69,630	73,301	76,973	80,647	84,489
2	3	63,665	67,337	71,015	74,685	78,355	82,031	85,872
	4	65,048	68,721	72,394	76,069	79,739	83,414	87,256
3	5	66,431	70,104	73,774	77,452	81,124	84,798	88,639
	6	67,814	71,487	75,160	78,834	82,506	86,181	90,021
4	7	69,197	72,870	76,545	80,216	83,889	87,564	91,404
	8	70,580	74,253	77,929	81,599	85,273	88,947	92,787
5	9	71,963	75,637	79,313	82,982	86,658	90,330	94,169
	10	73,346	77,021	80,694	84,366	88,041	91,712	95,553
6	11	74,729	78,405	82,076	85,750	89,424	93,095	96,937
	12	76,113	79,787	83,458	87,132	90,807	94,478	98,321
7	13	77,497	81,170	84,841	88,515	92,190	95,861	99,705
	14	83,251	86,923	90,595	94,270	97,943	101,615	105,458
8	15	89,006	92,676	96,350	100,025	103,696	107,369	111,211
	16	90,388	94,060	97,734	101,408	105,078	108,754	112,595
9	17	91,770	95,444	99,118	102,790	106,461	110,139	113,978
	18	93,153	96,826	100,500	104,173	107,846	111,521	115,362
10	19	94,537	98,208	101,882	105,555	109,231	112,903	116,746
	20	95,920	99,593	103,265	106,938	110,613	114,285	118,128
11	21	97,302	100,978	104,649	108,321	111,995	115,668	119,510
	22	98,684	102,360	106,032	109,704	113,378	117,051	120,894
12	23	100,065	103,742	107,416	111,088	114,760	118,434	122,277
	24	101,450	105,124	108,797	112,471	116,143	119,818	123,658
13	25	102,834	106,506	110,178	113,855	117,527	121,201	125,038
	26	104,218	107,890	111,563	115,237	118,911	122,583	126,422
14	27	105,602	109,275	112,948	116,619	120,295	123,966	127,807
	28	106,984	110,658	114,332	118,002	121,677	125,349	129,192
15	29	108,366	112,041	115,716	119,385	123,059	126,732	130,577
	30	109,749	113,424	117,098	120,770	124,442	128,116	131,957
16	31	111,132	114,806	118,479	122,155	125,826	129,499	133,338

	32	112,516	116,190	119,863	123,535	127,209	130,882	134,722
17	33	113,901	117,574	121,246	124,916	128,593	132,265	136,106
	34	115,284	118,957	122,631	126,299	129,974	133,647	137,489
18	35	116,667	120,340	124,016	127,683	131,355	135,029	138,871
	36	118,050	121,724	125,399	129,067	132,739	136,411	140,253
19	37	119,433	123,109	126,783	130,452	134,124	137,793	141,635
	38	120,818	124,492	128,166	131,834	135,508	139,178	143,021
20	39	122,203	125,875	129,548	133,217	136,892	140,562	144,407
	40	123,587	127,258	130,932	134,598	138,277	141,946	145,792
21	41	124,971	128,642	132,316	135,980	139,661	143,330	147,176
	42	126,354	130,026	133,699	137,361	141,045	144,713	148,560
22	43	127,738	131,410	135,082	138,743	142,428	146,097	149,943
	44	129,122	132,794	136,465	140,124	143,812	147,481	151,327
	45	130,506	134,179	137,849	141,506	145,196	148,865	152,711
	46	131,889	135,563	139,232	142,887	146,580	150,248	154,095
	47	133,273	136,947	140,615	144,269	147,963	151,632	155,478
	48	134,657	138,332	141,998	145,650	149,347	153,016	156,862
	49	136,041	139,716	143,381	147,032	150,731	154,400	158,246
	50	137,424	141,100	144,764	148,413	152,115	155,783	159,630
	51	138,808	142,485	146,148	149,795	153,498	157,167	161,013
	52	140,192	143,869	147,531	151,176	154,882	158,551	162,397
	53	141,576	145,253	148,914	152,558	156,266	159,935	163,781
	54	142,959	146,638	150,297	153,939	157,650	161,318	165,165
	55	144,343	148,022	151,680	155,321	159,033	162,702	166,548
	56	145,727	149,406	153,064	156,702	160,417	164,086	167,932

Step Shift	Departments
5	ECE
6	Cosmetology, Dance, Photo & Fashion
7	Earth Sci, ESL, History, Kin/Athl, Psychology, Theatre Arts
8	Art, Comm & Media, CSIS, Counseling, Design Tech, Mod Language, Music, Philos & SS
9	Life Sciences, Physical Sciences
10	Business
11	Mathematics
13	English

APPENDIX A-4A : TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE - WITH SUMMER

Effective Summer 2020 - Year 2 - with 1.5%

White boxes: Values effective prior to Summer 2020
Grey Boxes: Additional half steps valid from Summer 2020
Pink Boxes: Invalid for chairs (must be tenured: minimum of Step 9 on Sched 3)

Old Step	New Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1	61,813	65,541	69,270	72,996	76,725	80,453	84,353
	2	63,216	66,944	70,675	74,401	78,128	81,857	85,757
2	3	64,620	68,347	72,080	75,806	79,530	83,261	87,160
	4	66,024	69,751	73,480	77,210	80,936	84,665	88,564
3	5	67,428	71,156	74,881	78,614	82,341	86,070	89,968
	6	68,831	72,559	76,287	80,016	83,744	87,474	91,372
4	7	70,234	73,963	77,693	81,419	85,147	88,878	92,775
	8	71,638	75,367	79,098	82,823	86,552	90,281	94,178
5	9	73,042	76,772	80,502	84,227	87,957	91,685	95,582
	10	74,446	78,176	81,904	85,631	89,361	93,088	96,986
6	11	75,850	79,581	83,307	87,036	90,765	94,491	98,391
	12	77,255	80,984	84,710	88,439	92,169	95,895	99,796
7	13	78,659	82,387	86,113	89,843	93,573	97,299	101,201
	14	84,500	88,227	91,954	95,684	99,412	103,139	107,040
8	15	90,341	94,067	97,795	101,525	105,251	108,979	112,879
	16	91,743	95,471	99,200	102,929	106,655	110,385	114,283
9	17	93,146	96,876	100,605	104,332	108,058	111,791	115,688
	18	94,551	98,278	102,008	105,735	109,464	113,193	117,092
10	19	95,955	99,681	103,410	107,139	110,869	114,596	118,497
	20	97,359	101,087	104,814	108,542	112,272	116,000	119,900
11	21	98,762	102,492	106,218	109,945	113,675	117,403	121,303
	22	100,164	103,895	107,623	111,350	115,078	118,807	122,707
12	23	101,566	105,298	109,027	112,754	116,482	120,211	124,112
	24	102,971	106,701	110,429	114,158	117,885	121,615	125,513
13	25	104,377	108,104	111,831	115,562	119,289	123,019	126,914
	26	105,781	109,509	113,236	116,965	120,694	124,422	128,319
14	27	107,186	110,914	114,642	118,368	122,100	125,825	129,724
	28	108,588	112,318	116,047	119,772	123,502	127,229	131,129
15	29	109,991	113,722	117,452	121,176	124,905	128,633	132,535
	30	111,395	115,125	118,854	122,581	126,309	130,037	133,937

16	31	112,799	116,528	120,257	123,987	127,713	131,441	135,338
	32	114,204	117,933	121,661	125,388	129,118	132,845	136,743
17	33	115,609	119,337	123,064	126,789	130,522	134,249	138,147
	34	117,013	120,741	124,470	128,194	131,924	135,652	139,551
18	35	118,417	122,145	125,876	129,598	133,325	137,055	140,954
	36	119,821	123,550	127,280	131,003	134,730	138,457	142,357
19	37	121,225	124,955	128,685	132,408	136,135	139,860	143,760
	38	122,631	126,359	130,088	133,812	137,541	141,265	145,167
20	39	124,036	127,763	131,491	135,215	138,946	142,670	146,573
	40	125,441	129,167	132,896	136,617	140,351	144,075	147,978
21	41	126,845	130,571	134,300	138,020	141,756	145,479	149,384
	42	128,250	131,976	135,704	139,422	143,160	146,884	150,788
22	43	129,654	133,381	137,108	140,824	144,565	148,288	152,193
	44	131,059	134,786	138,512	142,226	145,969	149,693	153,597
	45	132,463	136,191	139,916	143,628	147,374	151,097	155,002
	46	133,868	137,597	141,320	145,031	148,778	152,502	156,406
	47	135,272	139,002	142,724	146,433	150,183	153,906	157,811
	48	136,677	140,407	144,128	147,835	151,587	155,311	159,215
	49	138,081	141,812	145,532	149,237	152,992	156,715	160,620
	50	139,486	143,217	146,936	150,640	154,396	158,120	162,024
	51	140,890	144,622	148,340	152,042	155,801	159,525	163,429
	52	142,295	146,027	149,744	153,444	157,205	160,929	164,833
	53	143,699	147,432	151,148	154,846	158,610	162,334	166,238
	54	145,104	148,837	152,552	156,248	160,014	163,738	167,642
	55	146,508	150,242	153,956	157,651	161,419	165,143	169,047
	56	147,913	151,647	155,360	159,053	162,823	166,547	170,451

Step Shift	Departments
5	ECE
6	Cosmetology, Dance, Photo & Fashion
7	Earth Sci, ESL, History, Kin/Athl, Psychology, Theatre Arts
8	Art, Comm & Media, CSIS, Counseling, Design Tech, Mod Language, Music, Philos & SS
9	Life Sciences, Physical Sciences
10	Business
11	Mathematics
13	English

APPENDIX A-4A : TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE - WITH SUMMER

Effective Summer 2021 - Year 3 - dependent upon re-opener

White boxes: Values effective prior to Summer 2020
Grey Boxes: Additional half steps valid from Summer 2020
Pink Boxes: Invalid for chairs (must be tenured: minimum of Step 9 on Sched 3)

Old Step	New Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1	62,740	66,524	70,309	74,090	77,876	81,660	85,618
	2	64,165	67,948	71,735	75,517	79,300	83,085	87,043
2	3	65,589	69,372	73,161	76,943	80,723	84,510	88,468
	4	67,014	70,798	74,582	78,368	82,150	85,935	89,893
3	5	68,439	72,223	76,004	79,793	83,576	87,361	91,318
	6	69,864	73,648	77,431	81,217	85,000	88,786	92,742
4	7	71,288	75,072	78,859	82,640	86,425	90,211	94,167
	8	72,713	76,498	80,284	84,065	87,851	91,635	95,591
5	9	74,138	77,923	81,710	85,490	89,277	93,060	97,016
	10	75,563	79,349	83,133	86,916	90,702	94,484	98,441
6	11	76,988	80,774	84,556	88,342	92,127	95,909	99,867
	12	78,414	82,199	85,981	89,766	93,552	97,334	101,293
7	13	79,839	83,623	87,405	91,190	94,977	98,759	102,719
	14	85,767	89,550	93,333	97,119	100,903	104,686	108,646
8	15	91,696	95,478	99,262	103,048	106,830	110,614	114,572
	16	93,120	96,903	100,688	104,473	108,254	112,041	115,998
9	17	94,543	98,329	102,114	105,897	109,679	113,468	117,423
	18	95,969	99,753	103,538	107,321	111,106	114,891	118,849
10	19	97,395	101,176	104,962	108,746	112,532	116,315	120,274
	20	98,819	102,603	106,387	110,170	113,956	117,740	121,698
11	21	100,243	104,030	107,812	111,595	115,380	119,164	123,122
	22	101,667	105,454	109,237	113,020	116,804	120,589	124,548
12	23	103,090	106,877	110,663	114,446	118,229	122,014	125,973
	24	104,516	108,301	112,085	115,871	119,654	123,439	127,395
13	25	105,942	109,725	113,508	117,296	121,079	124,864	128,817
	26	107,368	111,151	114,935	118,720	122,505	126,288	130,244
14	27	108,793	112,577	116,362	120,143	123,931	127,713	131,670
	28	110,217	114,002	117,788	121,568	125,355	129,138	133,096
15	29	111,641	115,427	119,214	122,993	126,779	130,563	134,523
	30	113,066	116,852	120,637	124,420	128,204	131,988	135,946

16	31	114,491	118,276	122,060	125,847	129,629	133,413	137,369
	32	115,917	119,702	123,485	127,269	131,054	134,838	138,794
17	33	117,343	121,127	124,910	128,691	132,480	136,263	140,220
	34	118,768	122,552	126,337	130,117	133,903	137,687	141,644
18	35	120,193	123,977	127,764	131,542	135,325	139,111	143,069
	36	121,618	125,404	129,189	132,968	136,751	140,534	144,492
19	37	123,043	126,830	130,615	134,395	138,178	141,958	145,916
	38	124,470	128,255	132,039	135,819	139,604	143,384	147,344
20	39	125,897	129,680	133,464	137,243	141,030	144,810	148,772
	40	127,322	131,105	134,889	138,667	142,456	146,236	150,198
21	41	128,748	132,530	136,315	140,090	143,882	147,662	151,624
	42	130,173	133,956	137,740	141,513	145,308	149,087	153,050
22	43	131,599	135,382	139,165	142,936	146,733	150,513	154,475
	44	133,025	136,808	140,590	144,360	148,159	151,938	155,901
	45	134,450	138,234	142,015	145,783	149,584	153,364	157,327
	46	135,876	139,660	143,440	147,206	151,010	154,790	158,752
	47	137,301	141,087	144,865	148,629	152,436	156,215	160,178
	48	138,727	142,513	146,290	150,053	153,861	157,641	161,603
	49	140,152	143,939	147,715	151,476	155,287	159,066	163,029
	50	141,578	145,365	149,140	152,899	156,712	160,492	164,454
	51	143,004	146,791	150,565	154,322	158,138	161,917	165,880
	52	144,429	148,217	151,990	155,746	159,563	163,343	167,306
	53	145,855	149,644	153,415	157,169	160,989	164,769	168,731
	54	147,280	151,070	154,840	158,592	162,415	166,194	170,157
	55	148,706	152,496	156,265	160,015	163,840	167,620	171,582
	56	150,131	153,922	157,690	161,439	165,266	169,045	173,008

Step Shift	Departments
5	ECE
6	Cosmetology, Dance, Photo & Fashion
7	Earth Sci, ESL, History, Kin/Athl, Psychology, Theatre Arts
8	Art, Comm & Media, CSIS, Counseling, Design Tech, Mod Language, Music, Philos & SS
9	Life Sciences, Physical Sciences
10	Business
11	Mathematics
13	English

APPENDIX A-4B : TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE - NO SUMMER

Effective Fall 2020 - Year 2, no 1.5%

White boxes: Values effective prior to Summer 2020
Grey Boxes: Additional half steps valid from Fall 2020
Pink Boxes: Invalid for chairs (must be tenured: minimum of Step 9 on Sched 3)

Old Step	New Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1	54,133	57,398	60,663	63,926	67,192	70,457	73,872
	2	55,362	58,627	61,894	65,157	68,421	71,687	75,102
2	3	56,591	59,855	63,124	66,387	69,649	72,916	76,331
	4	57,821	61,085	64,351	67,617	70,880	74,146	77,561
3	5	59,050	62,315	65,577	68,846	72,110	75,376	78,790
	6	60,279	63,544	66,809	70,075	73,339	76,606	80,019
4	7	61,508	64,773	68,040	71,303	74,568	77,835	81,248
	8	62,738	66,003	69,270	72,533	75,799	79,064	82,477
5	9	63,967	67,233	70,500	73,762	77,029	80,293	83,706
	10	65,197	68,463	71,728	74,992	78,259	81,522	84,936
6	11	66,426	69,693	72,956	76,222	79,488	82,751	86,166
	12	67,656	70,922	74,185	77,451	80,718	83,981	87,397
7	13	68,886	72,151	75,414	78,680	81,947	85,210	88,627
	14	74,001	77,265	80,529	83,796	87,061	90,325	93,741
8	15	79,116	82,379	85,644	88,911	92,174	95,439	98,854
	16	80,345	83,609	86,875	90,140	93,403	96,670	100,084
9	17	81,573	84,839	88,105	91,369	94,632	97,901	101,314
	18	82,803	86,068	89,334	92,598	95,863	99,130	102,544
10	19	84,033	87,296	90,562	93,827	97,094	100,358	103,774
	20	85,262	88,527	91,792	95,056	98,323	101,587	105,003
11	21	86,491	89,758	93,021	96,285	99,551	102,816	106,231
	22	87,719	90,987	94,251	97,515	100,780	104,046	107,461
12	23	88,947	92,215	95,481	98,745	102,009	105,275	108,691
	24	90,178	93,444	96,709	99,975	103,239	106,505	109,918
13	25	91,408	94,672	97,936	101,204	104,468	107,734	111,145
	26	92,638	95,903	99,167	102,433	105,699	108,963	112,376
14	27	93,868	97,133	100,398	103,661	106,929	110,192	113,606
	28	95,097	98,363	101,629	104,891	108,158	111,422	114,837
15	29	96,325	99,592	102,859	106,120	109,386	112,651	116,068
	30	97,555	100,821	104,087	107,351	110,616	113,881	117,296
16	31	98,784	102,050	105,315	108,582	111,845	115,110	118,523

	32	100,015	103,280	106,545	109,809	113,075	116,340	119,753
17	33	101,245	104,510	107,774	111,036	114,305	117,569	120,983
	34	102,475	105,740	109,005	112,266	115,533	118,798	122,212
18	35	103,704	106,969	110,236	113,496	116,760	120,026	123,441
	36	104,934	108,200	111,466	114,727	117,991	121,255	124,670
19	37	106,163	109,430	112,696	115,957	119,221	122,483	125,898
	38	107,394	110,660	113,925	117,186	120,452	123,714	127,130
20	39	108,625	111,889	115,154	118,415	121,682	124,944	128,362
	40	109,855	113,119	116,384	119,643	122,913	126,174	129,593
21	41	111,085	114,348	117,614	120,871	124,143	127,404	130,823
	42	112,315	115,579	118,844	122,099	125,373	128,634	132,053
22	43	113,545	116,809	120,073	123,327	126,603	129,864	133,283
	44	114,775	118,040	121,303	124,555	127,833	131,094	134,513
	45	116,005	119,270	122,532	125,783	129,063	132,324	135,743
	46	117,235	120,501	123,762	127,011	130,293	133,554	136,973
	47	118,465	121,731	124,991	128,239	131,523	134,784	138,203
	48	119,695	122,962	126,221	129,467	132,753	136,014	139,433
	49	120,925	124,192	127,450	130,695	133,983	137,244	140,663
	50	122,155	125,423	128,680	131,923	135,213	138,474	141,893
	51	123,385	126,653	129,909	133,151	136,443	139,704	143,123
	52	124,615	127,884	131,139	134,379	137,673	140,934	144,353
	53	125,845	129,114	132,368	135,607	138,903	142,164	145,583
	54	127,075	130,345	133,598	136,835	140,133	143,394	146,813
	55	128,305	131,575	134,827	138,063	141,363	144,624	148,043
	56	129,535	132,806	136,057	139,291	142,593	145,854	149,273
	57	130,765	134,036	137,286	140,519	143,823	147,084	150,503
	58	131,995	135,267	138,516	141,747	145,053	148,314	151,733

Step Shift	Departments
6	ECE
7	Cosmetology, Dance, Photo & Fashion
8	Comm & Media, Design Tech, Earth Sci, ESL, History, Kin/Athl, Mod Language, Music, Philos & SS, Psychology, Theatre Arts
9	Art, CSIS, Counseling
10	Life Sciences, Physical Sciences
11	Business
13	Mathematics
15	English

APPENDIX A-4B : TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE - NO SUMMER

Effective Fall 2020 - Year 2 - dependent on re-opener

White boxes: Values effective prior to Summer 2020
Grey Boxes: Additional half steps valid from Fall 2020
Pink Boxes: Invalid for chairs (must be tenured: minimum of Step 9 on Sched 3)

Old Step	New Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1	54,945	58,259	61,573	64,885	68,200	71,514	74,980
	2	56,192	59,506	62,822	66,134	69,447	72,762	76,228
2	3	57,440	60,753	64,071	67,383	70,694	74,010	77,476
	4	58,688	62,001	65,316	68,631	71,943	75,258	78,724
3	5	59,936	63,250	66,561	69,879	73,192	76,507	79,972
	6	61,183	64,497	67,811	71,126	74,439	77,755	81,219
4	7	62,431	65,745	69,061	72,373	75,687	79,003	82,467
	8	63,679	66,993	70,309	73,620	76,935	80,250	83,714
5	9	64,927	68,241	71,558	74,868	78,184	81,497	84,962
	10	66,174	69,490	72,804	76,117	79,432	82,745	86,210
6	11	67,422	70,738	74,050	77,365	80,680	83,992	87,458
	12	68,671	71,986	75,298	78,613	81,928	85,240	88,707
7	13	69,919	73,233	76,545	79,860	83,176	86,488	89,956
	14	75,111	78,424	81,737	85,052	88,366	91,679	95,147
8	15	80,303	83,615	86,929	90,245	93,557	96,871	100,337
	16	81,550	84,863	88,178	91,492	94,804	98,120	101,585
9	17	82,797	86,112	89,427	92,740	96,051	99,370	102,834
	18	84,045	87,359	90,674	93,987	97,301	100,616	104,082
10	19	85,293	88,605	91,920	95,234	98,550	101,863	105,331
	20	86,541	89,855	93,168	96,482	99,797	103,111	106,578
11	21	87,788	91,104	94,416	97,729	101,044	104,358	107,824
	22	89,035	92,351	95,665	98,978	102,292	105,606	109,073
12	23	90,281	93,598	96,913	100,226	103,539	106,854	110,321
	24	91,530	94,845	98,159	101,474	104,787	108,102	111,567
13	25	92,779	96,092	99,405	102,722	106,035	109,350	112,812
	26	94,028	97,341	100,655	103,969	107,284	110,597	114,061
14	27	95,276	98,590	101,904	105,216	108,533	111,845	115,310
	28	96,523	99,838	103,153	106,464	109,780	113,093	116,560
15	29	97,770	101,086	104,402	107,712	111,027	114,341	117,809
	30	99,018	102,333	105,648	108,961	112,275	115,589	119,055
16	31	100,266	103,581	106,895	110,211	113,523	116,837	120,301

	32	101,515	104,829	108,143	111,456	114,771	118,085	121,549
17	33	102,764	106,078	109,391	112,702	116,020	119,333	122,798
	34	104,012	107,326	110,640	113,950	117,265	120,579	124,045
18	35	105,260	108,574	111,890	115,198	118,511	121,826	125,293
	36	106,508	109,822	113,138	116,447	119,760	123,073	126,540
19	37	107,755	111,071	114,386	117,696	121,009	124,320	127,786
	38	109,005	112,319	115,634	118,944	122,258	125,569	129,037
20	39	110,254	113,567	116,881	120,191	123,507	126,818	130,287
	40	111,503	114,815	118,130	121,438	124,756	128,067	131,536
21	41	112,751	116,063	119,378	122,684	126,005	129,315	132,785
	42	114,000	117,312	120,626	123,930	127,254	130,564	134,034
22	43	115,248	118,561	121,874	125,177	128,502	131,812	135,282
	44	116,497	119,810	123,122	126,423	129,750	133,060	136,531
	45	117,745	121,059	124,370	127,670	130,999	134,309	137,779
	46	118,994	122,308	125,618	128,916	132,247	135,557	139,028
	47	120,242	123,557	126,866	130,163	133,496	136,806	140,276
	48	121,490	124,806	128,114	131,409	134,744	138,054	141,524
	49	122,739	126,055	129,362	132,655	135,993	139,303	142,773
	50	123,987	127,304	130,610	133,902	137,241	140,551	144,021
	51	125,236	128,553	131,858	135,148	138,490	141,800	145,270
	52	126,484	129,802	133,106	136,395	139,738	143,048	146,518
	53	127,733	131,051	134,354	137,641	140,987	144,296	147,767
	54	128,981	132,300	135,601	138,888	142,235	145,545	149,015
	55	130,230	133,549	136,849	140,134	143,483	146,793	150,264
	56	131,478	134,798	138,097	141,380	144,732	148,042	151,512
	57	132,726	136,047	139,345	142,627	145,980	149,290	152,761
	58	133,975	137,295	140,593	143,873	147,229	150,539	154,009

Step Shift	Departments
6	ECE
7	Cosmetology, Dance, Photo & Fashion
8	Comm & Media, Design Tech, Earth Sci, ESL, History, Kin/Athl, Mod Language, Music, Philos & SS, Psychology, Theatre Arts
9	Art, CSIS, Counseling
10	Life Sciences, Physical Sciences
11	Business
13	Mathematics
15	English

APPENDIX A-4B : TENURED FACULTY : DEPARTMENT CHAIRS SALARY SCHEDULE - NO SUMMER
Effective Fall 2021 - Year 3 - dependent on re-opener

White boxes: Values effective prior to Summer 2020
Grey Boxes: Additional half steps valid from Fall 2020
Pink Boxes: Invalid for chairs (must be tenured: minimum of Step 9 on Sched 3)

Old Step	New Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1	55,769	59,133	62,497	65,858	69,223	72,587	76,105
	2	57,035	60,398	63,764	67,126	70,489	73,853	77,371
2	3	58,301	61,664	65,032	68,394	71,754	75,120	78,638
	4	59,568	62,931	66,295	69,660	73,022	76,387	79,905
3	5	60,835	64,198	67,559	70,927	74,290	77,654	81,171
	6	62,101	65,465	68,828	72,193	75,556	78,921	82,438
4	7	63,367	66,731	70,097	73,458	76,822	80,188	83,704
	8	64,634	67,998	71,364	74,725	78,090	81,454	84,970
5	9	65,900	69,265	72,631	75,991	79,357	82,720	86,236
	10	67,167	70,532	73,896	77,259	80,624	83,986	87,503
6	11	68,434	71,799	75,161	78,526	81,891	85,252	88,770
	12	69,701	73,066	76,427	79,792	83,157	86,519	90,038
7	13	70,968	74,332	77,693	81,058	84,424	87,785	91,306
	14	76,238	79,600	82,963	86,328	89,692	93,055	96,574
8	15	81,507	84,869	88,233	91,598	94,960	98,324	101,842
	16	82,773	86,136	89,500	92,864	96,226	99,592	103,109
9	17	84,039	87,403	90,768	94,131	97,492	100,860	104,376
	18	85,306	88,669	92,034	95,397	98,760	102,126	105,643
10	19	86,573	89,935	93,299	96,663	100,029	103,391	106,911
	20	87,839	91,203	94,566	97,929	101,294	104,657	108,176
11	21	89,105	92,471	95,833	99,195	102,560	105,924	109,442
	22	90,370	93,737	97,100	100,462	103,826	107,190	110,709
12	23	91,635	95,002	98,367	101,730	105,092	108,457	111,976
	24	92,903	96,268	99,632	102,996	106,359	109,724	113,240
13	25	94,171	97,533	100,896	104,263	107,626	110,990	114,504
	26	95,438	98,801	102,164	105,529	108,893	112,256	115,772
14	27	96,705	100,069	103,433	106,794	110,161	113,523	117,040
	28	97,971	101,336	104,700	108,061	111,427	114,789	118,308
15	29	99,236	102,602	105,968	109,327	112,692	116,056	119,576
	30	100,503	103,868	107,233	110,596	113,959	117,323	120,841

16	31	101,770	105,134	108,498	111,864	115,226	118,589	122,105
	32	103,037	106,402	109,765	113,128	116,493	119,856	123,373
17	33	104,305	107,669	111,031	114,392	117,760	121,123	124,640
	34	105,572	108,935	112,300	115,659	119,024	122,388	125,906
18	35	106,838	110,202	113,568	116,926	120,289	123,654	127,172
	36	108,105	111,470	114,835	118,194	121,557	124,919	128,438
19	37	109,372	112,738	116,102	119,462	122,824	126,185	129,703
	38	110,640	114,004	117,368	120,728	124,092	127,453	130,973
20	39	111,908	115,271	118,635	121,994	125,360	128,720	132,242
	40	113,175	116,538	119,902	123,259	126,628	129,988	133,509
21	41	114,443	117,804	121,169	124,524	127,895	131,255	134,777
	42	115,710	119,072	122,436	125,789	129,162	132,522	136,044
22	43	116,977	120,340	123,702	127,055	130,430	133,789	137,311
	44	118,244	121,607	124,969	128,320	131,697	135,056	138,579
	45	119,511	122,875	126,236	129,585	132,964	136,323	139,846
	46	120,778	124,143	127,502	130,850	134,231	137,591	141,113
	47	122,046	125,410	128,769	132,115	135,498	138,858	142,380
	48	123,313	126,678	130,036	133,380	136,765	140,125	143,647
	49	124,580	127,946	131,302	134,645	138,033	141,392	144,915
	50	125,847	129,213	132,569	135,910	139,300	142,659	146,182
	51	127,114	130,481	133,835	137,175	140,567	143,927	147,449
	52	128,381	131,749	135,102	138,441	141,834	145,194	148,716
	53	129,649	133,016	136,369	139,706	143,101	146,461	149,983
	54	130,916	134,284	137,635	140,971	144,369	147,728	151,250
	55	132,183	135,552	138,902	142,236	145,636	148,995	152,518
	56	133,450	136,820	140,169	143,501	146,903	150,262	153,785
	57	134,717	138,087	141,435	144,766	148,170	151,530	155,052
	58	135,985	139,355	142,702	146,031	149,437	152,797	156,319

Step Shift	Departments
6	ECE
7	Cosmetology, Dance, Photo & Fashion
8	Comm & Media, Design Tech, Earth Sci, ESL, History, Kin/Athl, Mod Language, Music, Philos & SS, Psychology, Theatre Arts
9	Art, CSIS, Counseling
10	Life Sciences, Physical Sciences
11	Business
13	Mathematics
15	English

APPENDIX A-5 : TENURED FACULTY : COORDINATORS SALARY SCHEDULE

Effective August 20, 2019 - Year 1

Step	GRP I	GRP II	GRP III	GRP IV	GRP V	GRP VI	GRP VII
1	62,253	66,008	69,762	73,515	77,271	81,026	84,953
2	65,080	68,833	72,593	76,345	80,097	83,854	87,780
3	67,908	71,662	75,414	79,173	82,927	86,683	90,608
4	70,734	74,489	78,245	81,999	85,753	89,511	93,435
5	73,562	77,318	81,074	84,826	88,584	92,337	96,262
6	76,390	80,147	83,900	87,655	91,411	95,164	99,091
7	79,219	82,974	86,726	90,482	94,239	97,992	101,921
8	90,983	94,737	98,490	102,247	106,000	109,755	113,682
9	93,808	97,566	101,320	105,074	108,827	112,586	116,511
10	96,637	100,391	104,146	107,902	111,658	115,412	119,340
11	99,464	103,222	106,974	110,729	114,483	118,238	122,166
12	102,290	106,048	109,803	113,558	117,310	121,066	124,995
13	105,120	108,872	112,626	116,385	120,138	123,894	127,816
14	107,949	111,703	115,457	119,211	122,968	126,721	130,647
15	110,774	114,530	118,288	122,039	125,794	129,548	133,479
16	113,602	117,357	121,112	124,870	128,622	132,376	136,301
17	116,432	120,186	123,940	127,691	131,451	135,204	139,130
18	119,260	123,014	126,771	130,520	134,274	138,031	141,957
19	122,088	125,844	129,600	133,350	137,104	140,856	144,782
20	124,919	128,672	132,427	136,177	139,934	143,687	147,616
21	127,748	131,500	135,256	139,001	142,764	146,516	150,446
22	130,577	134,330	138,084	141,826	145,593	149,345	153,275
23*	133,408	137,158	140,911	144,653	148,423	152,176	156,109
24*	136,239	139,986	143,738	147,480	151,253	155,007	158,943

(* Steps 23 & 24 are only accessible to coordinators who would have been on Step 21 or 22 of the Probationary and Tenured Salary Schedule, A1.)

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:

September 15 if employed for fall
February 28 if employed for spring
June 30 if employed for summer
January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule.

APPENDIX A-5 : TENURED FACULTY : COORDINATORS SALARY SCHEDULE

Effective August 25, 2020 - Year 2 - dependent on re-opener

Step	GRP I	GRP II	GRP III	GRP IV	GRP V	GRP VI	GRP VII
1	63,187	66,998	70,808	74,618	78,430	82,241	86,227
2	66,056	69,865	73,682	77,490	81,298	85,112	89,097
3	68,927	72,737	76,545	80,361	84,171	87,983	91,967
4	71,795	75,606	79,419	83,229	87,039	90,854	94,837
5	74,665	78,478	82,290	86,098	89,913	93,722	97,706
6	77,536	81,349	85,159	88,970	92,782	96,591	100,577
7	80,407	84,219	88,027	91,839	95,653	99,462	103,450
8	92,348	96,158	99,967	103,781	107,590	111,401	115,387
9	95,215	99,029	102,840	106,650	110,459	114,275	118,259
10	98,087	101,897	105,708	109,521	113,333	117,143	121,130
11	100,956	104,770	108,579	112,390	116,200	120,012	123,998
12	103,824	107,639	111,450	115,261	119,070	122,882	126,870
13	106,697	110,505	114,315	118,131	121,940	125,752	129,733
14	109,568	113,379	117,189	120,999	124,813	128,622	132,607
15	112,436	116,248	120,062	123,870	127,681	131,491	135,481
16	115,306	119,117	122,929	126,743	130,551	134,362	138,346
17	118,178	121,989	125,799	129,606	133,423	137,232	141,217
18	121,049	124,859	128,673	132,478	136,288	140,101	144,086
19	123,919	127,732	131,544	135,350	139,161	142,969	146,954
20	126,793	130,602	134,413	138,220	142,033	145,842	149,830
21	129,664	133,473	137,285	141,086	144,905	148,714	152,703
22	132,536	136,345	140,155	143,953	147,777	151,585	155,574
23*	135,409	139,215	143,025	146,823	150,649	154,459	158,451
24*	138,283	142,086	145,894	149,692	153,522	157,332	161,327

(* Steps 23 & 24 are only accessible to coordinators who would have been on Step 21 or 22 of the Probationary and Tenured Salary Schedule, A1.)

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:

September 15 if employed for fall

February 28 if employed for spring

June 30 if employed for summer

January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule.

APPENDIX A-5 : TENURED FACULTY : COORDINATORS SALARY SCHEDULE

Effective August 24, 2021 - Year 3 - dependent on re-opener

Step	GRP I	GRP II	GRP III	GRP IV	GRP V	GRP VI	GRP VII
1	64,135	68,003	71,871	75,737	79,607	83,475	87,521
2	67,047	70,913	74,787	78,653	82,518	86,388	90,433
3	69,961	73,828	77,693	81,566	85,433	89,303	93,347
4	72,872	76,740	80,610	84,477	88,345	92,216	96,259
5	75,785	79,655	83,524	87,390	91,261	95,128	99,172
6	78,699	82,569	86,436	90,304	94,174	98,040	102,086
7	81,613	85,482	89,347	93,217	97,087	100,954	105,002
8	93,733	97,600	101,467	105,337	109,204	113,072	117,118
9	96,643	100,515	104,382	108,250	112,116	115,989	120,033
10	99,558	103,425	107,294	111,163	115,033	118,900	122,947
11	102,470	106,342	110,207	114,076	117,943	121,812	125,858
12	105,382	109,253	113,122	116,990	120,856	124,725	128,773
13	108,297	112,163	116,030	119,903	123,769	127,639	131,679
14	111,212	115,079	118,947	122,814	126,685	130,551	134,596
15	114,122	117,992	121,863	125,728	129,596	133,464	137,513
16	117,036	120,904	124,773	128,644	132,510	136,377	140,421
17	119,951	123,819	127,686	131,550	135,424	139,291	143,335
18	122,865	126,732	130,603	134,465	138,332	142,203	146,248
19	125,778	129,648	133,517	137,381	141,248	145,113	149,158
20	128,695	132,561	136,430	140,293	144,164	148,030	152,078
21	131,609	135,475	139,344	143,202	147,079	150,944	154,993
22	134,524	138,390	142,258	146,113	149,994	153,859	157,908
23	137,440	141,304	145,170	149,025	152,909	156,776	160,827
24	140,357	144,217	148,082	151,938	155,825	159,692	163,747

(* Steps 23 & 24 are only accessible to coordinators who would have been on Step 21 or 22 of the Probationary and Tenured Salary Schedule, A1.)

1. A person possessing a doctorate shall be placed in Group VII.
2. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
3. Educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:

September 15 if employed for fall

February 28 if employed for spring

June 30 if employed for summer

January 5 if employed for winter

Long-Term Substitutes for Probationary and Tenured Faculty: Appropriate place on the salary schedule.

**APPENDIX A-6 : HOURLY SALARY SCHEDULES FOR REGULAR AND CONTRACT FACULTY
(FULL-TIME FACULTY)**

Effective August 20, 2019 - Year 1

<i>Group I</i>	<i>Group II</i>	<i>Group III</i>	<i>Group IV</i>
Minimum: Training less than required for Group II or Group III.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

GRADED

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	Group I	Group II	Group III	Group IV
1	66.45	68.47	70.46	71.72
2	67.83	69.8	71.72	73.04
3	69.06	71.06	73.04	74.36

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

GRADED - INTERSESSION

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	Group I	Group II	Group III	Group IV
1	68.53	70.61	72.66	73.95
2	69.96	71.99	73.95	75.32
3	71.22	73.28	75.32	76.69

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

UNGRADED

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	Group I	Group II	Group III	Group IV
1	64.88	66.00	67.11	68.27
2	65.38	66.54	67.67	68.78
3	66.00	67.11	68.27	69.39

Steps on the Ungraded Hourly Faculty Schedule are defined in Appendix B-4.

**APPENDIX A-6 : HOURLY SALARY SCHEDULES FOR REGULAR AND CONTRACT FACULTY
(FULL-TIME FACULTY)**

Effective August 25, 2020 - Year 2 - dependent upon re-opener

Group I	Group II	Group III	Group IV
Minimum: Training less than required for Group II or Group III.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

GRADED

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	GRP I	GRP II	GRP III	GRP IV
1	67.45	69.50	71.52	72.80
2	68.85	70.85	72.80	74.14
3	70.10	72.13	74.14	75.48

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

GRADED - INTERSESSION

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	GRP I	GRP II	GRP III	GRP IV
1	69.56	71.67	73.75	75.06
2	71.01	73.07	75.06	76.45
3	72.29	74.38	76.45	77.84

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

UNGRADED

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	GRP I	GRP II	GRP III	GRP IV
1	65.85	66.99	68.12	69.29
2	66.36	67.54	68.69	69.81
3	66.99	68.12	69.29	70.43

Steps on the Ungraded Hourly Faculty Schedule are defined in Appendix B-4.

**APPENDIX A-6 : HOURLY SALARY SCHEDULES FOR REGULAR AND CONTRACT FACULTY
(FULL-TIME FACULTY)**

Effective August 24, 2021 - Year 3 - dependent upon re-opener

Group I	Group II	Group III	Group IV
Minimum: Training less than required for Group II or Group III.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

GRADED

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	GRP I	GRP II	GRP III	GRP IV
1	68.46	70.54	72.59	73.89
2	69.88	71.91	73.89	75.25
3	71.15	73.21	75.25	76.61

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

GRADED - INTERSESSION

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	GRP I	GRP II	GRP III	GRP IV
1	70.60	72.74	74.86	76.19
2	72.07	74.17	76.19	77.60
3	73.37	75.49	77.60	79.01

Steps on the Graded Hourly Faculty Schedule are defined in Appendix B-3.

UNGRADED

FOR REGULAR AND CONTRACT FACULTY OVERLOAD ASSIGNMENTS

Step	GRP I	GRP II	GRP III	GRP IV
1	66.84	67.99	69.14	70.33
2	67.36	68.55	69.72	70.86
3	67.99	69.14	70.33	71.49

Steps on the Ungraded Hourly Faculty Schedule are defined in Appendix B-4.

APPENDIX B-1 : PART-TIME FACULTY SALARY SCHEDULE - ALL LOAD FACTORS

FALL/SPRING

Effective August 25, 2020 - Year 2 - no 1.5%

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,533	1,627	1,719	1,811	1,903	1,997	2,093
2	1,603	1,696	1,789	1,881	1,973	2,066	2,163
3	1,673	1,766	1,858	1,951	2,043	2,136	2,232
4	1,743	1,835	1,928	2,020	2,113	2,206	2,302
5	1,812	1,904	1,998	2,090	2,182	2,274	2,372
6	1,882	1,974	2,067	2,160	2,252	2,344	2,442
7	1,952	2,044	2,137	2,229	2,322	2,414	2,511
8	2,242	2,334	2,426	2,519	2,612	2,704	2,801
9	2,311	2,404	2,496	2,589	2,681	2,774	2,871
10	2,381	2,473	2,566	2,659	2,751	2,843	2,941
11	2,451	2,543	2,635	2,729	2,821	2,913	3,009
12	2,520	2,613	2,705	2,798	2,891	2,983	3,079
13	2,590	2,682	2,775	2,868	2,960	3,052	3,149
14	2,660	2,752	2,844	2,937	3,030	3,122	3,219
15	2,730	2,822	2,914	3,006	3,100	3,192	3,288
16	2,799	2,892	2,984	3,076	3,169	3,262	3,358
17	2,869	2,961	3,053	3,146	3,239	3,331	3,428
18	2,939	3,031	3,123	3,215	3,309	3,401	3,497
19	3,008	3,101	3,193	3,285	3,378	3,471	3,567
20	3,078	3,170	3,263	3,355	3,448	3,540	3,637
21	3,148	3,240	3,332	3,425	3,518	3,610	3,706
22	3,217	3,310	3,402	3,494	3,588	3,680	3,776

1. Group placement shall be as described in Appendix C.
2. Initial placement on the schedule for new hires not having taught previously at SMC shall be at Step 1 through Step 4, based upon prior relevant experience as described in Appendix C. Part-time faculty hired prior to Fall 2020 shall be placed as described in Appendix C. Retired full-time SMC faculty who return to teach part-time shall be placed in the same Group and Step as they would have attained as a continuing full-time faculty member.
3. Step advancement is based upon the completion of 30 Lecture Hour Equivalents (LHE) taught at Santa Monica College in fall or spring semesters. Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 85% of 1/30 of a full-time instructor's salary (Appendix A-1).
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for this Part-time Faculty Salary Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-1 : PART-TIME FACULTY SALARY SCHEDULE - ALL LOAD FACTORS

FALL/SPRING

Effective August 25, 2020 - Year 2 - dependent on re-opener

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,556	1,651	1,745	1,838	1,932	2,027	2,124
2	1,627	1,721	1,816	1,909	2,003	2,097	2,195
3	1,698	1,792	1,886	1,980	2,074	2,168	2,265
4	1,769	1,863	1,957	2,050	2,145	2,239	2,337
5	1,839	1,933	2,028	2,121	2,215	2,308	2,408
6	1,910	2,004	2,098	2,192	2,286	2,379	2,479
7	1,981	2,075	2,169	2,262	2,357	2,450	2,549
8	2,276	2,369	2,462	2,557	2,651	2,745	2,843
9	2,346	2,440	2,533	2,628	2,721	2,816	2,914
10	2,417	2,510	2,604	2,699	2,792	2,886	2,985
11	2,488	2,581	2,675	2,770	2,863	2,957	3,054
12	2,558	2,652	2,746	2,840	2,934	3,028	3,125
13	2,629	2,722	2,817	2,911	3,004	3,098	3,196
14	2,700	2,793	2,887	2,981	3,075	3,169	3,267
15	2,771	2,864	2,958	3,051	3,147	3,240	3,337
16	2,841	2,935	3,029	3,122	3,217	3,311	3,408
17	2,912	3,005	3,099	3,193	3,288	3,381	3,479
18	2,983	3,076	3,170	3,263	3,359	3,452	3,549
19	3,053	3,148	3,241	3,334	3,429	3,523	3,621
20	3,124	3,218	3,312	3,405	3,500	3,593	3,692
21	3,195	3,289	3,382	3,476	3,571	3,664	3,762
22	3,265	3,360	3,453	3,546	3,642	3,735	3,833

1. Group placement shall be as described in Appendix C.
2. Initial placement on the schedule for new hires not having taught previously at SMC shall be at Step 1 through Step 4, based upon prior relevant experience as described in Appendix C. Part-time faculty hired prior to Fall 2020 shall be placed as described in Appendix C. Retired full-time SMC faculty who return to teach part-time shall be placed in the same Group and Step as they would have attained as a continuing full-time faculty member.
3. Step advancement is based upon the completion of 30 Lecture Hour Equivalents (LHE) taught at Santa Monica College in fall or spring semesters. Step movement shall take place in the semester

or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 85% of 1/30 of a full-time instructor's salary (Appendix A-1).
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for this Part-time Faculty Salary Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-1 : PART-TIME FACULTY SALARY SCHEDULE - ALL LOAD FACTORS

FALL/SPRING

Effective August 24, 2021 - Year 3 - dependent on re-opener

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,579	1,676	1,771	1,866	1,961	2,057	2,156
2	1,651	1,747	1,843	1,938	2,033	2,128	2,228
3	1,724	1,819	1,914	2,010	2,105	2,201	2,299
4	1,796	1,890	1,986	2,081	2,177	2,273	2,372
5	1,867	1,962	2,058	2,153	2,248	2,343	2,444
6	1,939	2,034	2,129	2,225	2,320	2,415	2,516
7	2,011	2,106	2,202	2,296	2,392	2,487	2,587
8	2,310	2,405	2,499	2,595	2,691	2,786	2,886
9	2,381	2,477	2,571	2,667	2,762	2,858	2,958
10	2,453	2,548	2,644	2,739	2,834	2,929	3,030
11	2,525	2,620	2,715	2,811	2,906	3,001	3,100
12	2,596	2,692	2,787	2,883	2,978	3,073	3,172
13	2,668	2,763	2,859	2,955	3,049	3,144	3,244
14	2,740	2,835	2,930	3,026	3,122	3,216	3,316
15	2,813	2,907	3,002	3,097	3,194	3,288	3,387
16	2,884	2,979	3,074	3,169	3,265	3,361	3,459
17	2,956	3,050	3,145	3,241	3,337	3,432	3,532
18	3,028	3,123	3,217	3,312	3,409	3,504	3,603
19	3,099	3,195	3,290	3,384	3,480	3,576	3,675
20	3,171	3,266	3,362	3,456	3,552	3,647	3,747
21	3,243	3,338	3,433	3,529	3,624	3,719	3,818
22	3,314	3,410	3,505	3,600	3,696	3,791	3,890

1. Group placement shall be as described in Appendix C.
2. Initial placement on the schedule for new hires not having taught previously at SMC shall be at Step 1 through Step 4, based upon prior relevant experience as described in Appendix C. Part-time faculty hired prior to Fall 2020 shall be placed as described in Appendix C. Retired full-time SMC faculty who return to teach part-time shall be placed in the same Group and Step as they would have attained as a continuing full-time faculty member.
3. Step advancement is based upon the completion of 30 Lecture Hour Equivalents (LHE) taught at Santa Monica College in fall or spring semesters. Step movement shall take place in the semester

or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 85% of 1/30 of a full-time instructor's salary (Appendix A-1).
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for this Part-time Faculty Salary Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-1 : PART-TIME FACULTY SALARY SCHEDULE - ALL LOAD FACTORS

INTERSESSION

Effective Winter 2021 - Year 2 - no 1.5%

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,396	1,480	1,564	1,648	1,732	1,816	1,904
2	1,459	1,544	1,628	1,712	1,796	1,880	1,968
3	1,522	1,606	1,690	1,775	1,859	1,943	2,032
4	1,586	1,670	1,754	1,838	1,923	2,007	2,095
5	1,649	1,733	1,817	1,901	1,985	2,071	2,158
6	1,713	1,797	1,881	1,965	2,049	2,133	2,221
7	1,776	1,860	1,944	2,028	2,113	2,197	2,285
8	2,040	2,124	2,208	2,292	2,376	2,461	2,548
9	2,103	2,187	2,271	2,355	2,440	2,524	2,612
10	2,167	2,251	2,335	2,419	2,503	2,587	2,675
11	2,229	2,314	2,399	2,483	2,567	2,651	2,739
12	2,293	2,377	2,462	2,546	2,630	2,714	2,802
13	2,356	2,441	2,525	2,610	2,694	2,778	2,866
14	2,420	2,504	2,588	2,672	2,757	2,841	2,928
15	2,484	2,568	2,652	2,736	2,820	2,904	2,992
16	2,547	2,631	2,715	2,799	2,883	2,967	3,056
17	2,611	2,695	2,779	2,863	2,947	3,031	3,119
18	2,673	2,758	2,842	2,926	3,010	3,094	3,183
19	2,737	2,821	2,906	2,990	3,074	3,158	3,246
20	2,800	2,884	2,968	3,052	3,138	3,222	3,310
21	2,864	2,948	3,032	3,116	3,201	3,285	3,373
22	2,927	3,011	3,096	3,180	3,264	3,348	3,436

1. Group placement shall be as described in Appendix C.
2. Initial placement on the schedule for new hires not having taught previously at SMC shall be at Step 1 through Step 4, based upon prior relevant experience as described in Appendix C. Part-time faculty hired prior to Fall 2020 shall be placed as described in Appendix C. Retired full-time SMC faculty who return to teach part-time shall be placed in the same Group and Step as they would have attained as a continuing full-time faculty member.
3. Step advancement is based upon the completion of 30 Lecture Hour Equivalents (LHE) taught at Santa Monica College in fall or spring semesters. Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 77.344% of 1/30 of a full-time instructor's salary (Appendix A-1).
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for this Part-time Faculty Salary Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-1 : PART-TIME FACULTY SALARY SCHEDULE - ALL LOAD FACTORS

INTERSESSION

Effective Winter 2021 - Year 2 - dependent on re-opener

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,417	1,502	1,587	1,673	1,758	1,843	1,933
2	1,481	1,567	1,652	1,738	1,823	1,908	1,998
3	1,545	1,630	1,715	1,802	1,887	1,972	2,062
4	1,610	1,695	1,780	1,866	1,952	2,037	2,126
5	1,674	1,759	1,844	1,930	2,015	2,102	2,190
6	1,739	1,824	1,909	1,994	2,080	2,165	2,254
7	1,803	1,888	1,973	2,058	2,145	2,230	2,319
8	2,071	2,156	2,241	2,326	2,412	2,498	2,586
9	2,135	2,220	2,305	2,390	2,477	2,562	2,651
10	2,200	2,285	2,370	2,455	2,541	2,626	2,715
11	2,262	2,349	2,435	2,520	2,606	2,691	2,780
12	2,327	2,413	2,499	2,584	2,669	2,755	2,844
13	2,391	2,478	2,563	2,649	2,734	2,820	2,909
14	2,456	2,542	2,627	2,712	2,798	2,884	2,972
15	2,521	2,607	2,692	2,777	2,862	2,948	3,037
16	2,585	2,670	2,756	2,841	2,926	3,012	3,102
17	2,650	2,735	2,821	2,906	2,991	3,076	3,166
18	2,713	2,799	2,885	2,970	3,055	3,140	3,231
19	2,778	2,863	2,950	3,035	3,120	3,205	3,295
20	2,842	2,927	3,013	3,098	3,185	3,270	3,360
21	2,907	2,992	3,077	3,163	3,249	3,334	3,424
22	2,971	3,056	3,142	3,228	3,313	3,398	3,488

1. Group placement shall be as described in Appendix C.
2. Initial placement on the schedule for new hires not having taught previously at SMC shall be at Step 1 through Step 4, based upon prior relevant experience as described in Appendix C. Part-time faculty hired prior to Fall 2020 shall be placed as described in Appendix C. Retired full-time SMC faculty who return to teach part-time shall be placed in the same Group and Step as they would have attained as a continuing full-time faculty member.
3. Step advancement is based upon the completion of 30 Lecture Hour Equivalents (LHE) taught at Santa Monica College in fall or spring semesters. Step movement shall take place in the semester or intercession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 77.344% of 1/30 of a full-time instructor's salary (Appendix A-1).
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for this Part-time Faculty Salary Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-1 : PART-TIME FACULTY SALARY SCHEDULE - ALL LOAD FACTORS**INTERSESSION*****Effective Winter 2022 - Year 3 - dependent on re-opener***

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,438	1,525	1,611	1,698	1,784	1,871	1,962
2	1,503	1,591	1,677	1,764	1,850	1,937	2,027
3	1,568	1,655	1,741	1,829	1,915	2,002	2,093
4	1,634	1,720	1,807	1,894	1,981	2,068	2,158
5	1,699	1,785	1,872	1,958	2,045	2,134	2,223
6	1,765	1,851	1,938	2,024	2,111	2,197	2,288
7	1,830	1,916	2,003	2,089	2,177	2,263	2,354
8	2,102	2,188	2,275	2,361	2,448	2,535	2,625
9	2,167	2,253	2,340	2,426	2,514	2,600	2,691
10	2,232	2,319	2,406	2,492	2,579	2,665	2,756
11	2,296	2,384	2,472	2,558	2,645	2,731	2,822
12	2,362	2,449	2,536	2,623	2,709	2,796	2,887
13	2,427	2,515	2,601	2,689	2,775	2,862	2,953
14	2,493	2,580	2,666	2,753	2,840	2,927	3,016
15	2,559	2,646	2,732	2,819	2,905	2,992	3,082
16	2,624	2,711	2,797	2,884	2,970	3,057	3,148
17	2,690	2,776	2,863	2,950	3,036	3,123	3,213
18	2,754	2,841	2,928	3,014	3,101	3,188	3,279
19	2,820	2,906	2,994	3,080	3,167	3,253	3,344
20	2,885	2,971	3,058	3,144	3,233	3,319	3,410
21	2,951	3,037	3,124	3,210	3,298	3,384	3,475
22	3,015	3,102	3,190	3,276	3,363	3,449	3,540

1. Group placement shall be as described in Appendix C.
2. Initial placement on the schedule for new hires not having taught previously at SMC shall be at Step 1 through Step 4, based upon prior relevant experience as described in Appendix C. Part-time faculty hired prior to Fall 2020 shall be placed as described in Appendix C. Retired full-time SMC faculty who return to teach part-time shall be placed in the same Group and Step as they would have attained as a continuing full-time faculty member.
3. Step advancement is based upon the completion of 30 Lecture Hour Equivalents (LHE) taught at Santa Monica College in fall or spring semesters. Step movement shall take place in the semester or intercession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 77.344% of 1/30 of a full-time instructor's salary (Appendix A-1).
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for this Part-time Faculty Salary Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-2 : GRADED PART-TIME FACULTY SALARY SCHEDULE FOR FALL/SPRING
LOAD FACTOR = 1.0 SALARY SCHEDULE
Effective August 20, 2019

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,533	1,627	1,719	1,811	1,903	1,997	2,093
2	1,603	1,696	1,789	1,881	1,973	2,066	2,163
3	1,673	1,766	1,858	1,951	2,043	2,136	2,232
4	1,743	1,835	1,928	2,020	2,113	2,206	2,302
5	1,812	1,904	1,998	2,090	2,182	2,274	2,372
6	1,882	1,974	2,067	2,160	2,252	2,344	2,442
7	1,952	2,044	2,137	2,229	2,322	2,414	2,511
8	2,242	2,334	2,426	2,519	2,612	2,704	2,801
9	2,311	2,404	2,496	2,589	2,681	2,774	2,871
10	2,381	2,473	2,566	2,659	2,751	2,843	2,941
11	2,451	2,543	2,635	2,729	2,821	2,913	3,009
12	2,520	2,613	2,705	2,798	2,891	2,983	3,079
13	2,590	2,682	2,775	2,868	2,960	3,052	3,149
14	2,660	2,752	2,844	2,937	3,030	3,122	3,219
15	2,730	2,822	2,914	3,006	3,100	3,192	3,288
16	2,799	2,892	2,984	3,076	3,169	3,262	3,358
17	2,869	2,961	3,053	3,146	3,239	3,331	3,428
18	2,939	3,031	3,123	3,215	3,309	3,401	3,497
19	3,008	3,101	3,193	3,285	3,378	3,471	3,567
20	3,078	3,170	3,263	3,355	3,448	3,540	3,637
21	3,148	3,240	3,332	3,425	3,518	3,610	3,706
22	3,217	3,310	3,402	3,494	3,588	3,680	3,776

1. Group placement will be as described in Appendix C.
2. Initial placement on the schedule is at Step 1, plus 1 step for each 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0. In the event that there is a change in load factor for a class previously taught at Santa Monica College on the Graded Part-Time Faculty Salary Schedule, initial placement on this salary schedule shall result in no decrease in hourly rate pay; placement will be made within the appropriate Group, at the lowest step that would result in equal or greater pay than the instructor made previously when teaching the same class.

3. Step advancement is based upon the completion of 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0 in fall or spring semester. Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.
4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 85% of 1/30 of a full-time instructor's salary (Appendix A-1). To compare these amounts to part-time teaching rates in Appendix B-3, divide by 18.
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Load Factor = 1.0 Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-2 : GRADED PART-TIME FACULTY SALARY SCHEDULE FOR INTERSESSION**LOAD FACTOR = 1.0 SALARY SCHEDULE*****Effective Winter/Summer 2020***

Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII
1	1,396	1,480	1,564	1,648	1,732	1,816	1,904
2	1,459	1,544	1,628	1,712	1,796	1,880	1,968
3	1,522	1,606	1,690	1,775	1,859	1,943	2,032
4	1,586	1,670	1,754	1,838	1,923	2,007	2,095
5	1,649	1,733	1,817	1,901	1,985	2,071	2,158
6	1,713	1,797	1,881	1,965	2,049	2,133	2,221
7	1,776	1,860	1,944	2,028	2,113	2,197	2,285
8	2,040	2,124	2,208	2,292	2,376	2,461	2,548
9	2,103	2,187	2,271	2,355	2,440	2,524	2,612
10	2,167	2,251	2,335	2,419	2,503	2,587	2,675
11	2,229	2,314	2,399	2,483	2,567	2,651	2,739
12	2,293	2,377	2,462	2,546	2,630	2,714	2,802
13	2,356	2,441	2,525	2,610	2,694	2,778	2,866
14	2,420	2,504	2,588	2,672	2,757	2,841	2,928
15	2,484	2,568	2,652	2,736	2,820	2,904	2,992
16	2,547	2,631	2,715	2,799	2,883	2,967	3,056
17	2,611	2,695	2,779	2,863	2,947	3,031	3,119
18	2,673	2,758	2,842	2,926	3,010	3,094	3,183
19	2,737	2,821	2,906	2,990	3,074	3,158	3,246
20	2,800	2,884	2,968	3,052	3,138	3,222	3,310
21	2,864	2,948	3,032	3,116	3,201	3,285	3,373
22	2,927	3,011	3,096	3,180	3,264	3,348	3,436

1. Group placement will be as described in Appendix C-1 or C-2, whichever is applicable.
2. Initial placement on the schedule is at Step 1, plus 1 step for each 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0. In the event that there is a change in load factor for a class previously taught at Santa Monica College on the Graded Part-Time Faculty Salary Schedule, initial placement on this salary schedule shall result in no decrease in hourly rate pay; placement will be made within the appropriate Group, at the lowest step that would result in equal or greater pay than the instructor made previously when teaching the same class.
3. Step advancement is based upon the completion of 30 weekly teaching hours taught at Santa Monica College at load factor = 1.0 in fall or spring semester. Step movement shall take place in

the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. For the purpose of Group Placement, educational and experience verification shall be presented to the Human Resources Office no later than the following dates, or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. The amounts on this schedule represent 77.344% of 1/30 of a full-time instructor's salary (Appendix A-1). To compare these amounts to part-time teaching rates in Appendix B-3, divide by 18.
7. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Load Factor = 1.0 Schedule, but shall be placed on the Hourly Overload Schedule.

APPENDIX B-3 : GRADED HOURLY FACULTY SALARY SCHEDULES

(for assignments other than Load Factor = 1.0)

Effective August 20, 2019

<i>Group I</i>	<i>Group II</i>	<i>Group III</i>	<i>Group IV</i>
Minimum: Training less than required for Group II or Group III.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

FOR PART-TIME FACULTY

Non-Teaching

Step	Group I	Group II	Group III	Group IV
1	69.48	71.52	73.50	74.88
2	70.78	72.84	74.88	76.20
3	72.16	74.18	76.20	77.53
4	73.47	75.48	77.58	78.84
5	74.89	76.85	78.90	80.17
6	76.27	78.24	80.28	85.53

Teaching Intercession (no office hours)

Step	Group I	Group II	Group III	Group IV
1	74.69	76.89	79.03	80.49
2	76.09	78.31	80.49	81.94
3	77.57	79.75	81.94	83.34
4	78.99	81.16	83.40	84.77
5	80.51	82.60	84.82	86.17
6	82.00	84.09	86.31	91.90

Teaching LF = 0.75 Intercession 2020

Step	Group I	Group II	Group III	Group IV
1	76.44	78.69	80.88	82.38
2	77.87	80.14	82.38	83.86
3	79.39	81.61	83.86	85.3
4	80.84	83.07	85.36	86.76
5	82.4	84.54	86.81	88.19
6	83.93	86.06	88.32	94.05

Teaching 0.75 < LF < 1.0 Intercession 2020

Step	Group I	Group II	Group III	Group IV
1	76.75	79.01	81.21	82.72
2	78.19	80.47	82.72	84.19
3	79.71	81.94	84.19	85.64
4	81.16	83.39	85.70	87.10
5	82.74	84.88	87.16	88.55
6	84.27	86.41	88.68	94.43

Teaching LF = 0.75 Fall/Spring

Step	Group I	Group II	Group III	Group IV
1	78.42	80.73	82.98	84.51
2	79.89	82.23	84.51	86.04
3	81.45	83.74	86.04	87.51
4	82.94	85.22	87.57	89.01
5	84.54	86.73	89.06	90.48
6	86.10	88.29	90.63	96.50

Teaching 0.75 < LF < 1.0 Fall/Spring

Step	Group I	Group II	Group III	Group IV
1	87.76	90.35	92.86	94.58
2	89.41	92.01	94.58	96.28
3	91.14	93.71	96.28	97.92
4	92.81	95.36	98.00	99.60
5	94.60	97.06	99.66	101.25
6	96.35	98.81	101.41	107.98

1. Steps on the Graded Part-Time Faculty Schedule for classes are defined as follows:
 - Step 1. Less than 432 total teaching hours or less than 864 total non-teaching hours of previous experience at Santa Monica College.
 - Step 2. 432 - 863 total teaching hours or 864 - 1,727 total non-teaching hours of previous experience at Santa Monica College.
 - Step 3. 864 - 1,295 total teaching hours or 1,728 - 2,591 total non-teaching hours of previous experience at Santa Monica College.
 - Step 4. 1,296 - 1,727 total teaching hours or 2,592 - 3,455 total non-teaching hours of previous experience at Santa Monica College.
 - Step 5. 1,728 - 2,159 total teaching hours or 3,456 - 4,319 total non-teaching hours of previous experience at Santa Monica College.
 - Step 6. 2,160 or more total teaching hours or 4,320 total non-teaching hours of previous experience at Santa Monica College.

"Total teaching hours" are the cumulative number of hours of paid experience teaching a graded class during the fall or spring semesters at Santa Monica College. "Total non-teaching hours" are the cumulative number of hours of paid experience in academic non-teaching assignments during the fall or spring semesters at Santa Monica College. Non-teaching assignments include, but are not limited to, service as a counselor, librarian, nurse, learning center specialist, or a coordinator of a program or a service. Teaching and non-teaching hours may not include hours in a short-term substitute status.

Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed

2. Faculty members may combine teaching and academic non-teaching experience at Santa Monica College for initial placement by the same rule which applies to step advancement. See Appendix D.
3. Initial placement on this schedule is determined by previous experience at Santa Monica College.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
5. Educational verification shall be recognized for group placement on the salary schedule only if presented in acceptable documentary form to the Human Resources Office no later than the following dates or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
6. Vocational faculty are placed, at the time of hire, on the salary schedule based on the highest degree held in the related subject area for which they are hired.
7. Graded part-time hourly faculty members who taught graded classes during the spring and/or summer sessions of 1977 shall be placed no lower than Group III, Step 2 on the Graded Part-Time Faculty Salary Schedule, and shall be entitled to step advancement when the necessary total teaching hours have been accumulated.
8. Provisions for initial group placement are in Appendices C. Provisions for Step and group advancement are in Appendix D.
9. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Part-Time Faculty Salary Schedule but shall be placed on the Hourly Overload Schedule.

Substitutes for Graded Part-Time Faculty: Appropriate place on the salary schedule.

APPENDIX B-4 : UNGRADED HOURLY FACULTY AND EMERITUS COLLEGE SALARY SCHEDULES
Effective August 20, 2019

Group I	Group II	Group III	Group IV
Minimum: Training less than required for Group II.	Academic pattern faculty refer to Appendix C-1 Groups III & IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III & IV.	Academic pattern faculty refer to Appendix C-1 Groups V & VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V & VI.	Ph.D.

FOR PART-TIME FACULTY NON-CREDIT ASSIGNMENTS

Teaching LF = 0.60

Step	Group I	Group II	Group III	Group IV
1	72.64	73.87	75.11	76.39
2	73.25	74.52	75.73	77.00
3	73.87	75.11	76.39	77.61
4	74.53	75.80	77.01	78.28
5	75.14	76.42	77.63	78.95

Teaching LF = 0.75

Step	Group I	Group II	Group III	Group IV
1	87.15	89.71	92.2	93.91
2	88.77	91.36	93.91	95.59
3	90.51	93.03	95.59	97.24
4	92.15	94.69	97.3	98.89
5	93.94	96.37	98.95	100.53
6	95.66	98.11	100.7	107.22

FOR EMERITUS FACULTY

Step	Group I	Group II	Group III	Group IV
1	68.33			

- Steps on the Ungraded Part-Time Faculty Salary Schedule are defined as follows:

- Step 1. Less than 684 total teaching or hours of experience at Santa Monica College.
- Step 2. 684 - 1,367 total teaching or hours of experience at Santa Monica College.
- Step 3. 1,368 - 2,051 total teaching or hours of experience at Santa Monica College.
- Step 4. 2,052 - 2,699 total teaching or hours of experience at Santa Monica College.
- Step 5. 2,700 or more total teaching or hours of experience at Santa Monica College.

“Total teaching hours” are the cumulative number of hours paid experience teaching a graded or ungraded class during the fall or spring semesters at Santa Monica College. Hours in a short-term substitute status may not be included in total teaching hours.

Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

2. Initial placement on this schedule is at Step 1.
3. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.
4. Educational verification shall be recognized for group placement on the salary schedule only if presented in acceptable documentary form to the Human Resources Office no later than the following dates or salary shall reflect only that information received:
 - September 15 if employed for fall
 - February 28 if employed for spring
 - June 30 if employed for summer
 - January 5 if employed for winter
5. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Part-Time Faculty Schedule but shall be placed on the Hourly Overload Schedule.

Substitutes will be placed at the appropriate place on the salary schedule.

APPENDIX C: INITIAL SALARY PLACEMENT

A: Full-time, Tenure Track Faculty Only:

STEP REQUIREMENTS (Experience)

One step credit shall be awarded for each year of experience that conforms to the following District standards:

1. Prior teaching or school/college/university experience, or relevant vocational experience for those on the combination or vocational pattern shall be recognized for salary placement only if presented in acceptable documented form to the Office of Human Resources before the following dates or salary shall reflect only that information received:

September 15 if employed for fall
February 28 if employed for spring
June 30 if employed for summer
January 5 if employed for winter
2. Prior teaching or school/college/university experience shall be acceptable only from fully accredited public, private, or parochial educational institutions and only if performed during the regular academic year.
3. For faculty in the vocational pattern, vocational experience in excess of that used for group placement may, in addition to teaching experience, be used for step placement. One step will be allowed for each year of such vocational experience.
4. One step on the salary schedule will be allowed for each year of prior teaching or school/college/university experience according to one of the following criteria:
 - a. The experience was on a full-time or partial contract basis; the assignment extended over a period of at least 75% of the days that the institution was in regular session for a term or semester; and the employer has officially certified the percentage of full-time assigned and the percentage of the regular term or semester worked. The assignments will be accumulated and one step on the salary schedule will be allowed for each full year, full-time equivalent which has been performed.
 - b. The experience was on a part-time basis, in which case one step will be allowed for each thirty (30) semester units of college-level teaching or each 1,080 hours of college-level academic non-teaching work performed. No more than one (1) year of experience shall be allowed for assignments which occur in a single school/college year.
5. Experience in any of the following classifications or areas shall not count for salary placement credit: student teaching, college teaching assistantship, day-to-day substituting, or vocational experience not related to the assignment at Santa Monica College.
6. Additional steps may be granted for those on the academic or combination pattern for relevant work experience obtained prior to SMC employment when certain conditions exist, with the approval of the Vice Presidents, Academic Affairs and Human Resources. Criteria include but are not limited to:
 - a. Academic discipline has been identified as a “hard to fill” discipline.
 - b. Experience must be directly relevant to the classes currently offered in the academic discipline.

- c. The faculty member submits a request together with a justification of the proposed work experience as well as proof of that work experience, through the department chair and the Human Resources Office.
 - d. A year of vocational experience for step movement is defined as full-time paid experience for a period of at least 1,500 hours in any twelve (12)-month period. In order to be applied toward step placement, this experience must be directly related to the assignment of the faculty member.
7. For faculty whose initial placement occurs in a semester or intersession other than Fall, initial placement will be re-evaluated as of the first Fall semester of employment, and upward step adjustment will be made at that time if warranted.

B: Part-time (“Hourly”) Faculty Only:

Effective Fall 2020, a new salary schedule shall be created, titled “Appendix B-1: Part-time Faculty Salary Schedule - ALL LOAD FACTORS”. All part-time faculty members shall be placed on this schedule beginning Fall 2020.

1. Part-time faculty members with employment at the district prior to Fall 2020:

- a. Part-time faculty members with previous employment at the district *solely* at load factor 1.0 shall be moved from their current cell on Appendix B-2 to the same cell on Appendix B-1.
- b. Part-time faculty members with previous part-time employment at the district with assignments at less than load factor 1.0 shall be placed in the group on Appendix B-1 that is consistent with their current group placement on the less than load factor 1.0 salary schedule. That is:
 - i. LDF < 1.0 Group I is placed in either Group I or II on Appendix B-1
 - ii. LDF < 1.0 Group II is placed in either Group III or IV on Appendix B-1
 - iii. LDF < 1.0 Group III is placed in either Group V or VI on Appendix B-1
 - iv. LDF < 1.0 Group IV is placed in Group VII on Appendix B-1

The part-time faculty member placement on Appendix B-1 shall be at the step within the groups determined above that corresponds most closely to, but not less than, the hourly rate at which they were compensated previously.

- c. If a part-time faculty member had previous assignments with different load factors, they shall be placed in the cell in Appendix B-1 which corresponds most closely to, but not less than, the highest rate per LHE at which they were previously compensated, unless there is a difference of more than three steps in the possible placements. In such a case, the District and Faculty Association shall meet and confer over appropriate placement.
- d. Faculty members on “Appendix B-4: Ungraded Hourly Faculty” shall be included in the migration of part-time faculty to the new Appendix B-1.
- e. Part-time faculty members whose sole assignment was in the Emeritus College shall present verified credentials to Human Resources by June 1, 2020 in order to have their group placement verified. If no such credentials are provided, they shall be placed on Appendix B-1 at Group I, Step 8.

- f. Part-time faculty members who are moved to Appendix B-1 as described in (2) above, and have a placement at Step 1, 2, or 3 may petition for higher step placement up to Step 4 by providing documentation of relevant experience as currently described in the initial placement process for full-time faculty members by no later than December 1, 2020. The additional experience must have occurred prior to first employment at SMC. The advanced step placement shall be effective Winter 2021.
2. Part-time faculty members with no employment at the district prior to Fall 2020:
- a. Part-time faculty members with no employment at the district prior to Fall 2020 shall have initial placement at steps up to but not beyond Step 4 on Appendix B-1, as determined by providing documentation of relevant experience as currently described in the initial placement process for full-time faculty members.
 - b. Documentation of previous experience shall be requested during the regular onboarding process..

APPENDIX C-1 : INITIAL SALARY PLACEMENT – ACADEMIC PATTERN

GROUP REQUIREMENTS (Education/Training)

- | | |
|-----------|---|
| Group I | Less than Group II (A person with fewer than 72 college semester units receives one group differential less than a person with a comparable number of years of experience.) |
| Group II | Bachelor's degree + 42 semester units, Master's degree |
| Group III | Bachelor's degree + 56 semester units, Master's degree + 14 semester units |
| Group IV | Master's degree + 28 semester units |
| Group V | Master's degree + 42 semester units |
| Group VI | Master's degree + 56 semester units |
| Group VII | Doctorate |
1. Academic faculty with a Bachelor's Degree shall be allowed a maximum of 14 semester (21 quarter) units in excess of 124 semester (186 quarter) units required for the degree in figuring their salary placement. Further unit credit shall be granted only for units taken after awarding of the B.A. degree.
 2. The Master's Degree is defined as equal to 32 semester (48 quarter) units acquired after the Bachelor's degree. Excess unit credit is granted beyond 32 semester (48 quarter) units.
 3. Transferred units applied toward a degree by the degree-granting institution shall be the only units approved for placement on the salary schedule.

APPENDIX C-2 : INITIAL SALARY PLACEMENT – VOCATIONAL PATTERN

The vocational pattern shall be followed by faculty with at least eighty percent (80%) of their assignment in one or more of the following disciplines:

Automotive
Computer Information Systems
Cosmetology
Energy Efficiency
Fashion
Graphic Design
Interior Design and Merchandising
Office Technology
Photography
Recycling and Resource Management
Respiratory Therapy
Solar Photovoltaic Installation

Faculty members who request to be assigned into an academic discipline and who have less than an 80% load in any combination of the above will be moved to the academic salary pattern in accordance with the criteria set forth in Appendix C-1.

Should the District establish new vocational programs or reinstate programs not currently active, the District and the Faculty Association will meet to negotiate placement on the appropriate salary pattern.

GROUP REQUIREMENTS (Education/Training/Experience)

Group I	Minimum qualifications to teach in a community college in areas where a Master's degree is not expected. A person with fewer than 72 college semester units receives one group differential less than a person with a comparable number of years of experience.
Group II	Associate degree + 18 semester units + 4 years of experience Bachelor's degree + 6 semester units + 2 years of experience
Group III	Associate degree + 32 semester units + 4 years of experience Associate degree + 18 semester units + 5 years of experience Bachelor's degree + 20 semester units + 2 years of experience Bachelor's degree + 6 semester units + 3 years of experience
Group IV	Bachelor's degree + 34 semester units + 2 years of experience Bachelor's degree + 20 semester units + 3 years of experience Bachelor's degree + 6 semester units + 4 years of experience
Group V	Bachelor's degree + 48 semester units + 2 years of experience Bachelor's degree + 34 semester units + 3 years of experience Bachelor's degree + 20 semester units + 4 years of experience Bachelor's degree + 6 semester units + 5 years of experience Master's degree + 1 year of experience

Group VI	Master's degree + 14 semester units + 1 year of experience Master's degree + 2 years of experience
Group VII	Doctorate

1. A year of vocational experience for both group and step movement is defined as full-time paid experience for a period of at least nine (9) consecutive months in any twelve- (12-) month period. In order to be applied toward a group or step placement, the experience must be directly related to the assignment of the faculty member.
2. Vocational faculty without any related occupational experience will be placed in the academic pattern and must continue in that pattern during their time of employment.
3. Vocational faculty are placed in a group based on the highest degree held in the related subject area for which they are hired.
4. Vocational faculty with an Associate degree shall be allowed a maximum of 18 semester (27 quarter) units in excess of 60 semester (90 quarter) units required for the degree in figuring their salary placement. Further unit credit shall be granted only for units taken after the awarding of the Associate degree.
5. Vocational faculty with a Bachelor's degree shall be allowed a maximum of 20 semester (30 quarter) units in excess of 124 semester (186 quarter) units required for the degree in figuring their salary placement. Further unit credit shall be granted only for units taken after the awarding of a Bachelor's degree.
6. Transferred units applied toward a degree by the degree granting institution shall be the only units approved for placement on the salary schedule.
7. Units and vocational experience used for obtaining the credential may be used in group placement only.
8. The Board of Trustees reserves unto itself the right to advertise and initially place vocational instructors with less than an Associate degree in Groups II and III, depending upon the necessity of attracting candidates.

APPENDIX C-3 : INITIAL SALARY PLACEMENT – COMBINATION PATTERN

The combination pattern shall be followed by faculty with at least eighty percent (80%) of their assignment in one or more of the following disciplines:

Accounting
Broadcasting
Computer Science
Early Childhood Education
Health Services
Journalism
Nursing
Psychological Services
Technical Theatre

Faculty members who request to be assigned into an academic discipline and who have less than an 80% load in any combination of the above will be moved to the academic salary pattern in accordance with the criteria set forth in Appendix C-1.

Should the District establish new combination programs or reinstate programs not currently active, the District and the Faculty Association will meet to negotiate placement on the appropriate salary pattern.

GROUP REQUIREMENTS (Education/Training)

Group I Less than Group II (a person with fewer than 72 college semester units receives one group differential less than a person with a comparable number of years of experience.

Group II Bachelor's + 42 semester units, Master's degree

Group III Bachelor's degree + 56 semester units, Master's degree + 14 semester units

Group IV Master's degree + 28 semester units, Master's degree

Group V Master's degree + 42 semester units

Group VI Master's degree + 56 semester units

Group VII Doctorate

1. Academic faculty with a Bachelor's Degree shall be allowed a maximum of 14 semester (21 quarter) units in excess of 124 semester (186 quarter) units required for the degree in figuring their salary placement. Further unit credit shall be granted only for units taken after awarding of the Bachelor's degree.
2. The Master's Degree is defined as equal to 32 (48 quarter) units acquired after the Bachelor's degree. Excess unit credit is granted beyond 32 semester (48 quarter) units.
3. Transferred units applied toward a degree by the degree-granting institution shall be the only units approved for placement on the salary schedule.

APPENDIX C-4 : INITIAL SALARY PLACEMENT – CHILDREN’S CENTER

GENERAL SALARY PLACEMENT INFORMATION

1. Children’s Center employees must possess a regular children’s center permit to perform their duties. Permit (Children’s Center Instructional Permit or Children’s Center Supervision Permit) verification shall be presented to the Human Resources Office prior to the first day of the assignment.
2. Educational and experience verification shall be presented to the Human Resources Office in acceptable documented form no later than the following dates or salary shall reflect only that information received:

September 15 if employed for fall
February 28 if employed for spring
June 30 if employed for summer
January 5 if employed for winter

GROUP REQUIREMENTS (Education)

- Group I: Associate degree or 60 semester units
Group II: Bachelor’s degree
Group III: Bachelor’s degree + 42 semester units, or Master’s degree
Group IV: Bachelor’s degree + 56 semester units, or Master’s degree + 14 semester units

1. Employees with a Bachelor’s degree shall be allowed a maximum of 14 semester (21Q) units in excess of 124 semester (186Q) units required for the degree in figuring their salary placement. Further unit credit shall be granted only for units taken after awarding of the Bachelor’s degree.
2. The Master’s degree is defined as equal to 32 semester (48Q) units acquired after the Bachelor’s. Excess unit credit is granted beyond 32 semester (48Q) units.
3. Transferred units applied toward a degree by the degree-granting institution shall be the only units approved for placement on the salary schedule.

STEP REQUIREMENTS (Experience)

One step credit shall be awarded for each year of experience that conforms to the following District standards:

1. Prior experience, over and above that required for the Children’s Center Supervision or Instructional Permit, shall be recognized.
2. Steps on the Children’s Center Salary Schedule will be allowed for each year of prior experience according to the following criteria:
 - a. Experience is defined as duties performed in an instructional capacity as a paid early childhood or kindergarten teacher in a fully accredited public, private, or parochial educational institution or in a state licensed children’s center.
 - b. The experience is based on a full-time assignment extending over a period of at least 75% of the days that the institution or center was in regular session and the employer

has officially certified the percentage of the regular assignment. The assignments will be accumulated and one step on the salary schedule will be allowed for each full year, full-time equivalent which has been performed.

3. Prior experience in accredited educational institutions shall be acceptable only if performed during the regular academic year.
4. Experience in any of the following classifications or areas shall not count for salary placement credit: teaching aide or teaching assistant, student teaching, teaching assistantship, day-to-day substituting or classified position (unless that classified position was as a teacher in a children's center).

APPENDIX D : STEP AND GROUP ADVANCEMENT

STEP ADVANCEMENT

1. Probationary and Tenured Salary Schedules

- a. Faculty who have full-time or partial assignments which extend over a period of at least 75% of the days that the college is in session during the fall and spring semesters (regular session) shall advance one step on the salary schedule effective the start of the summer session, subject to the limitations of the current salary schedule.
- b. Sabbatical leaves shall count toward step advancement. Opportunity leaves shall count toward step advancement only if the leave involves a full-time faculty assignment which extends over a period of at least 75% of the days that the institution is in regular session.
- c. Up to two additional steps may be granted, on a year-for-year basis, for relevant work experience gained while on an unpaid leave of absence, subject to approval by the Vice President, Academic Affairs, or designee. Requests are to be submitted concurrently with or prior to the approval of the leave.

Upon return from an unpaid leave, the employee must submit a request together with justification and proof of the work experience through the department chair and the Human Resources Office to the Vice President, Academic Affairs.

Requests submitted prior to February 28, 1995 for leaves taken prior to February 13, 1995, if approved, will be effective January 1, 1995. Full-time faculty on approved leave of absence as of February 13, 1995 will be permitted to apply for step advancement upon their return from unpaid leave notwithstanding the requirement to obtain approval prior to commencing an unpaid leave.

- d. Faculty in disciplines defined as following the academic pattern, and identified by the District in accordance with the procedures described in 1. (e), may apply to the Vice President, Academic Affairs for up to two (2) additional steps of credit, which would be the maximum step advancement available under this provision over the life of a faculty member's employment at Santa Monica College.

Faculty in disciplines defined as following the combination pattern, and identified by the District in accordance with the procedures described in 1. (e), may apply to the Vice President, Academic Affairs for up to six (6) additional steps of credit, the maximum step advancement available under this provision over the life of a faculty member's employment at Santa Monica College.

The maximum step advancement available to any faculty member under this provision over the life of his/her employment at Santa Monica College is two steps for disciplines following the academic pattern and six steps for disciplines following the combination pattern.

- e. The District will determine each year, prior to April, which disciplines and positions are eligible for additional steps the following year. Criteria used by the Vice President, Academic Affairs include, but are not limited to:

1. Academic/vocational discipline has been identified by the Human Resources office in conjunction with the Vice President, Academic Affairs as a “hard to fill” discipline.
2. Experience must be directly relevant to the classes currently offered in the academic discipline.
3. The faculty member submits a request together with a justification of the proposed work experience as well as proof of that work experience, through the department chair and the Human Resources Office to the Vice President, Academic Affairs.
4. Requests may be submitted only during a period when the District is actively recruiting (announcing for) a position in the discipline.
5. Approved requests will be made effective at the beginning of the following Fall, Winter or Spring semester following the submission of the justification required in “c” above.
6. A year of non-teaching experience should be for a period of not less than 1500 hours in a 12-month period.

2. Graded Hourly Faculty Salary Schedule - valid only through Summer 2020

- a. Personnel may advance one step if they have met the requirements of the next step.
- b. Step movement shall take place in the semester or inter-session following the fall or spring semester in which the total experience necessary for step movement has been completed.
- c. Graded Hourly Faculty members may combine teaching and non-teaching experience for step advancement by the following rule:

$$\begin{array}{rcccl}
 \text{Total hours of} & & \text{Total hours of} & & \\
 \text{Teaching Experience} & + & \text{Non-Teaching Experience} & = & \text{\# of Steps} \\
 432 & & 864 & &
 \end{array}$$

Any fractional part of a step derived from this formula cannot be used for advancement on the hourly rate salary schedules but may be accumulated and used for future advancement.

3. Ungraded Hourly Faculty Salary Schedule - valid only through Summer 2020

- a. Personnel may advance one step if they have met the requirements of the next step.
- b. Step movement shall take place in the semester or inter-session following the fall or spring semester in which the total experience necessary for step movement has been completed.
- c. Faculty members teaching ungraded hourly classes may combine teaching and non-teaching experience for step advancement by the following rule:

$$\frac{\text{Total hours of Teaching Experience}}{684} + \frac{\text{Total hours of Non-Teaching Experience}}{864} = \# \text{ of Steps}$$

Any fractional part of a step derived from this formula cannot be used for advancement on the hourly rate salary schedules but may be accumulated and used for future advancement.

4. Load Factor = 1.0 Salary Schedule - valid only through Summer 2020

After initial placement, faculty may advance one step on the schedule for each 30 LHE's taught at load factor 1.0 during fall or spring semesters. The step advancement will take effect the semester or intersession after the completion of 30 LHE's.

5. Hourly Faculty Salary Schedule - valid from Fall 2020

After initial placement, faculty shall advance one step on the schedule for each 30 LHE's taught during fall or spring semesters. The step advancement will take effect the semester or intersession after the completion of 30 LHE's.

6. Faculty paid on the overload schedule must complete 24 overload LHE's for step movement.

GROUP ADVANCEMENT

1. Group advancement earned and properly filed for by faculty shall be granted effective the beginning of the fall semester.
2. Probationary and Tenured Salary Schedules
 - a. Faculty planning to advance to a higher group on the salary schedule for the following academic year must complete the following by April 15:
 1. Submit a written notification to the Human Resources Office; and
 2. Schedule a group advancement conference with the personnel specialist in the Human Resources Office.
 - b. Group salary advancements will be granted only when the Human Resources Office has received one of the following verifications before the beginning of the fall semester:
 1. Official grade cards or transcript; or
 2. Official college or university notification that an advanced degree will be awarded by September 1; or
 3. Personal affidavit that all requirements as stated in the advancement request have been met.
 - c. It is the responsibility of each individual to keep a personal record of units taken and to see that professional advancement policies are not exceeded.

- d. Advancement to a higher group on the salary schedule shall be approved by the appropriate personnel administrator and shall be based upon fully satisfied minimum qualifications or equivalencies and academic unit requirements of the group. The Academic Senate Professional Development Committee shall be consulted for a recommendation if there are any questions concerning the applicability of units for advancement. All quarter unit courses will be converted to semester units so that one quarter unit equals two-thirds (2/3) of a semester unit.

Courses shall be accepted for unit credit only if they are taken in an accredited institution that gives unit credit for those courses completed.

- e. A maximum of fourteen (14) semester units may be applied toward group salary advancement for any college year (including summer) for tenured or probationary faculty members, with the following exceptions: personnel on opportunity, study, or sabbatical leaves shall be eligible to use all approved units or advanced degrees obtained during this period.

A person not eligible for group movement for units obtained prior to the awarding of a degree shall, upon receipt of the degree, be allowed movement to the group which the degree and the units entitle the person.

Any number of approved units may be taken, and these may be applied in the next college year or in subsequent years toward salary advancement as long as not more than fourteen (14) semester units are used at one time for advancement.

- f. To be applied to advancement, the units shall consist of at least ten (10) controlled semester units and four (4) elective semester units.

Controlled semester units are acquired only in college or university-level courses that have not been taken before and that meet one or more of the following criteria:

1. Are directly related to the faculty member's current assignment.
2. Are in the faculty member's major or related field.
3. Are required for an approved advanced degree.
4. Make for a better understanding of student learning behavior.
5. Improve understanding of community college administration, laws, procedures, or curriculum.
6. Improve methods or techniques of instruction, counseling, nursing, or library science.
7. Increase understanding of student minority groups, their cultures, and their languages.

Elective units are acquired in courses that contribute to the professional development of the faculty member. They may be taken at any college level as long as they have not been previously taken.

- g. Instructors having 80% or more of their assignment in the following departments: automotive technology, business, cosmetology, graphic arts, health sciences, home

economics, technical, and trades may use continuing education units toward group advancement, with the following restrictions:

1. One (1) unit of credit shall be equal to two (2) continuing education units (1 CEU = 10 hours of direct instruction) earned through an organization, institution, or association acceptable to the instructor's department chair, division manager and the Academic Senate Professional Committee. All approvals must be obtained prior to the instructor's participation in the requested program. Requests for CEU courses must be submitted to the appropriate personnel administrator in accordance with the procedures for group advancement. Units calculated from CEU credits may be used for elective or controlled units for group movement.
2. Approved CEU units accumulated during 1978-79 and 1979-80 may be credited to instructors for group advancement without regard to the required sequence of approvals contained in this section.
3. One unit of credit equals 60 clock hours of non-paid experience gained through special training sessions related to the teaching area. This experience must be recommended in advance by the department chair and division manager to the appropriate personnel administrator.

3. Hourly Graded and Ungraded Faculty Salary Schedules - prior to Fall 2020

Group advancement on the hourly graded and ungraded faculty salary schedules shall be based on group requirements, with a maximum of eight (8) elective semester units allowed for each group. The controlled units must meet the criteria previously stated above in subsection (f).

Graded hourly faculty members who taught graded classes during the spring and/or summer sessions of 1977 and have been placed at Group III, Step 2 on the Graded Hourly Faculty Salary Schedule, shall be entitled to step advancement when the necessary total teaching hours have been accumulated.

4. Part-time ("Hourly") Faculty Schedule - from Fall 2020

Group advancement on the part-time faculty salary schedule shall follow the same rules as for group advancement on the probationary and tenured salary schedule described in "2" above.

APPENDIX E-1 : ADDED RESPONSIBILITY SCHEDULE FOR SPECIAL PROGRAMS AND SERVICES

Special Programs and Services

Effective August 20, 2019

Step	Ratio/Year	Amount	Amount
		Fall or Spring	Annual
1	.018	941	1,881
2	.036	1,881	3,762
3	.054	2,822	5,644

APPENDIX E-2 : ADDED RESPONSIBILITY SCHEDULE FOR ATHLETICS

Athletics

Effective August 20, 2019

Step	Ratio/Season	Amount
		Fall/Spring
1	0.065	6,793
2	0.070	7,316
3	0.076	7,943

The ratio for each step on Schedules E-1 and E-2 relate to Group 2, Step 17 of the Probationary and Tenured Faculty Salary Schedule (\$104,510).

APPENDIX E-3: STIPEND FOR DEPARTMENT CHAIRS
Effective August 20, 2019 through June 16, 2020

Stipend Tier	Amount
Tier 1	2,787.24
Tier 2	3,318.88
Tier 3	3,849.41
Tier 4	4,378.85
Tier 5	4,911.58
Tier 6	5,441.02
Tier 7	5,972.64
Tier 8	6,503.18
Tier 9	7,032.63
Tier 10	7,564.26
Tier 11	8,094.79
Tier 12	8,626.43

From June 17, 2020, there will no longer be a “Chair Stipend” paid as a part of the chair’s contractual compensation for essential duties performed as chair. See Article 22 for the new chair compensation structure.