

## SCHEDULE A

Human Resources Department  
WEST VALLEY – MISSION COMMUNITY COLLEGE DISTRICT  
14000 Fruitvale Avenue, Saratoga, CA 95070

### 2017 – 2018 ASSOCIATE FACULTY SALARY SCHEDULE (INSTRUCTIONAL)

*Instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on this schedule or may choose to bank the overload.*

#### LOAD BASED

---

	Lecture and Lab Load Rate
Step 1	\$ 23,948
Step 2	\$ 24,786
Step 3	\$ 25,653
Step 4	\$ 26,551
Step 5	\$ 27,480
Step 6	\$ 28,442
Step 7	\$ 29,438
Step 8	\$ 30,468
Step 9	\$ 31,534
Step 10	\$ 32,638
Step 11	\$ 33,780
Step 12	\$ 34,963
Step 15*	\$ 36,186
Step 18*	\$ 37,453
Step 21*	\$ 38,764

---

*\*For placement on these steps, refer to Appendix BB.*

1. Salary based on 1.0 load (one semester).
2. Includes office hours of thirty (30) minutes per section and participation in associate faculty orientation.
3. Step 1 reflects 75% of Column B of regular academic salary schedule divided by 2 (semesters).
4. Each step (2-21) is 3.5% greater than the previous step.
5. Maximum entry: Step 6.

**SCHEDULE C**

Human Resources Department  
 WEST VALLEY – MISSION COMMUNITY COLLEGE DISTRICT  
 14000 Fruitvale Avenue, Saratoga, CA 95070

**2017 – 2018 ASSOCIATE FACULTY HOURLY SALARY SCHEDULE**

*Non-instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on an hourly basis on this schedule or may choose to bank the overload. Members who perform duties outside their normal professional responsibilities or not encompassed in their job descriptions may be paid on this Schedule's Column F. The member may not bank this overload. Members substituting for an absent member for compensation shall be paid on this schedule.*

**HOURLY RATES**

	<b>Column A</b>	<b>Column B</b>	<b>Column C</b>	<b>Column D</b>	<b>Column E</b>	<b>Column F</b> Non-Instructional <sup>1</sup>
<b>Step</b>	Lecture 16.4	Lab 19.7	Lab 21.9	Lab 23	Lab 26.3	32.8*
1	\$90.70	\$75.51	\$67.92	\$64.67	\$56.56	\$45.35
2	\$93.87	\$78.15	\$70.30	\$66.94	\$58.54	\$46.94
3	\$97.16	\$80.88	\$72.76	\$69.28	\$60.59	\$48.58
4	\$100.56	\$83.71	\$75.30	\$71.70	\$62.71	\$50.28
5	\$104.08	\$86.64	\$77.94	\$74.21	\$64.90	\$52.04
6	\$107.72	\$89.68	\$80.67	\$76.81	\$67.17	\$53.86
7	\$111.49	\$92.82	\$83.49	\$79.50	\$69.52	\$55.75
8	\$115.39	\$96.06	\$86.41	\$82.28	\$71.96	\$57.70
9	\$119.43	\$99.43	\$89.44	\$85.16	\$74.47	\$59.72
10	\$123.61	\$102.91	\$92.57	\$88.14	\$77.08	\$61.81
11	\$127.94	\$106.51	\$95.81	\$91.23	\$79.78	\$63.97
12	\$132.42	\$110.24	\$99.16	\$94.42	\$82.57	\$66.21
15*	\$137.05	\$114.09	\$102.63	\$97.72	\$85.46	\$68.53
18*	\$141.85	\$118.09	\$106.22	\$101.14	\$88.45	\$70.92
21*	\$146.81	\$122.22	\$109.94	\$104.68	\$91.55	\$73.41

<sup>1</sup> For placement on these steps, refer to Appendix BB.

- Salary based on 1.0 load (one semester).
- Step 1 reflects Step 1 of Schedule A of the Part-Time salary schedule; Columns A - F equals Step 1 of Schedule A, divided by the lecture / lab load as noted above divided by 16.1 weeks.
- Each step is 3.5% greater than the previous step.
- Column F represents non-instructional faculty (Counselors, Librarians, and Lab Faculty)
- Maximum entry: Step 6.