

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

**CONTRACT & REGULAR FACULTY
& FULL-TIME TEMPORARY FACULTY**

ANNUAL SALARY SCHEDULES

EXHIBIT B-1 & B-1W, EFFECTIVE DATE: JULY 1, 2015

EXHIBIT B-2 & B-2W, EFFECTIVE DATE: JULY 1, 2016

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
ANNUAL SALARY SCHEDULE
Effective Date 7/1/15**

RATINGS →	E	F	F plus 15	F plus 30	F plus 45	F + 60/Ph.D
Disciplines requiring a Master's Degree		MA or Equivalent	BA plus 45 units with MA	BA plus 60 units with MA	BA plus 75 units with MA	Ph.D. or BA plus 90 units with MA
Disciplines not requiring a Master's Degree	Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent	Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA
STEPS ↓						
1	54,429.00	57,030.00	58,335.00	59,636.00	60,938.00	62,239.00
2	57,030.00	59,636.00	60,938.00	62,239.00	63,538.00	64,840.00
3	59,636.00	62,239.00	63,538.00	64,840.00	66,140.00	67,444.00
4	62,239.00	64,840.00	66,140.00	67,444.00	68,745.00	70,045.00
5	64,840.00	67,444.00	68,745.00	70,045.00	71,349.00	72,650.00
6	67,444.00	70,045.00	71,349.00	72,650.00	73,950.00	75,252.00
7	70,045.00	72,650.00	73,950.00	75,252.00	76,552.00	77,855.00
8	72,650.00	75,252.00	76,552.00	77,855.00	79,157.00	80,458.00
9	75,252.00	77,855.00	79,157.00	80,458.00	81,759.00	83,060.00
10	77,855.00	80,458.00	81,759.00	83,060.00	84,362.00	85,666.00
11	80,458.00	83,060.00	84,362.00	85,666.00	86,967.00	88,264.00
12	83,060.00	85,666.00	86,967.00	88,264.00	89,566.00	90,871.00
13	85,666.00	88,264.00	89,566.00	90,871.00	92,170.00	93,471.00
14	88,264.00	90,871.00	92,170.00	93,471.00	94,770.00	96,073.00
15	90,871.00	93,471.00	94,770.00	96,073.00	97,375.00	98,675.00
16	93,471.00	96,073.00	97,375.00	98,675.00	99,977.00	101,279.00

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
WORKLOAD EQUIVALENT SALARY SCHEDULE**

Effective Date 7/1/15

RATINGS →	E	F	F plus 15	F plus 30	F plus 45	F + 60/Ph.D
Disciplines requiring a Master's Degree		MA or Equivalent	BA plus 45 units with MA	BA plus 60 units with MA	BA plus 75 units with MA	Ph.D. or BA plus 90 units with MA
Disciplines not requiring a Master's Degree	Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent	Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA
STEPS ↓						
1	1,814.30	1,901.00	1,944.50	1,987.87	2,031.27	2,074.63
2	1,901.00	1,987.87	2,031.27	2,074.63	2,117.93	2,161.33
3	1,987.87	2,074.63	2,117.93	2,161.33	2,204.67	2,248.13
4	2,074.63	2,161.33	2,204.67	2,248.13	2,291.50	2,334.83
5	2,161.33	2,248.13	2,291.50	2,334.83	2,378.30	2,421.67
6	2,248.13	2,334.83	2,378.30	2,421.67	2,465.00	2,508.40
7	2,334.83	2,421.67	2,465.00	2,508.40	2,551.73	2,595.17
8	2,421.67	2,508.40	2,551.73	2,595.17	2,638.57	2,681.93
9	2,508.40	2,595.17	2,638.57	2,681.93	2,725.30	2,768.67
10	2,595.17	2,681.93	2,725.30	2,768.67	2,812.07	2,855.53
11	2,681.93	2,768.67	2,812.07	2,855.53	2,898.90	2,942.13
12	2,768.67	2,855.53	2,898.90	2,942.13	2,985.53	3,029.03
13	2,855.53	2,942.13	2,985.53	3,029.03	3,072.33	3,115.70
14	2,942.13	3,029.03	3,072.33	3,115.70	3,159.00	3,202.43
15	3,029.03	3,115.70	3,159.00	3,202.43	3,245.83	3,289.17
16	3,115.70	3,202.43	3,245.83	3,289.17	3,332.57	3,375.97

¹ Formula for 7/1/15-6/30/16: Steps 1 through 16 Exhibit B-1 (7/1/15-6/30/15), Columns E, F, F+15, F+30, F+45 and F+60/Ph.D ÷ 30 = Salary per Workload Unit

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
ANNUAL SALARY SCHEDULE
Effective Date 7/1/16**

RATINGS →	E	F	F plus 15	F plus 30	F plus 45	F + 60/Ph.D
Disciplines requiring a Master's Degree		MA or Equivalent	BA plus 45 units with MA	BA plus 60 units with MA	BA plus 75 units with MA	Ph.D. or BA plus 90 units with MA
Disciplines not requiring a Master's Degree	Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent	Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA
STEPS ↓						
1	54,973.00	57,600.00	58,918.00	60,232.00	61,547.00	62,861.00
2	57,600.00	60,232.00	61,547.00	62,861.00	64,173.00	65,488.00
3	60,232.00	62,861.00	64,173.00	65,488.00	66,801.00	68,118.00
4	62,861.00	65,488.00	66,801.00	68,118.00	69,432.00	70,745.00
5	65,488.00	68,118.00	69,432.00	70,745.00	72,062.00	73,377.00
6	68,118.00	70,745.00	72,062.00	73,377.00	74,690.00	76,005.00
7	70,745.00	73,377.00	74,690.00	76,005.00	77,318.00	78,634.00
8	73,377.00	76,005.00	77,318.00	78,634.00	79,949.00	81,263.00
9	76,005.00	78,634.00	79,949.00	81,263.00	82,577.00	83,891.00
10	78,634.00	81,263.00	82,577.00	83,891.00	85,206.00	86,523.00
11	81,263.00	83,891.00	85,206.00	86,523.00	87,837.00	89,147.00
12	83,891.00	86,523.00	87,837.00	89,147.00	90,462.00	91,780.00
13	86,523.00	89,147.00	90,462.00	91,780.00	93,092.00	94,406.00
14	89,147.00	91,780.00	93,092.00	94,406.00	95,718.00	97,034.00
15	91,780.00	94,406.00	95,718.00	97,034.00	98,349.00	99,662.00
16	94,406.00	97,034.00	98,349.00	99,662.00	100,977.00	102,292.00
17	97,030.00	99,662.00	100,980.00	102,290.00	103,606.00	104,921.00

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
WORKLOAD SALARY SCHEDULE**

Effective Date 7/1/16

RATINGS →	E	F	F plus 15	F plus 30	F plus 45	F + 60/Ph.D
Disciplines requiring a Master's Degree		MA or Equivalent	BA plus 45 units with MA	BA plus 60 units with MA	BA plus 75 units with MA	Ph.D. or BA plus 90 units with MA
Disciplines not requiring a Master's Degree	Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent	Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA
STEPS ↓						
1	1,832.43	1,920.00	1,963.93	2,007.73	2,051.57	2,095.37
2	1,920.00	2,007.73	2,051.57	2,095.37	2,139.10	2,182.93
3	2,007.73	2,095.37	2,139.10	2,182.93	2,226.70	2,270.60
4	2,095.37	2,182.93	2,226.70	2,270.60	2,314.40	2,358.17
5	2,182.93	2,270.60	2,314.40	2,358.17	2,402.07	2,445.90
6	2,270.60	2,358.17	2,402.07	2,445.90	2,489.67	2,533.50
7	2,358.17	2,445.90	2,489.67	2,533.50	2,577.27	2,621.13
8	2,445.90	2,533.50	2,577.27	2,621.13	2,664.97	2,708.77
9	2,533.50	2,621.13	2,664.97	2,708.77	2,752.57	2,796.37
10	2,621.13	2,708.77	2,752.57	2,796.37	2,840.20	2,884.10
11	2,708.77	2,796.37	2,840.20	2,884.10	2,927.90	2,971.57
12	2,796.37	2,884.10	2,927.90	2,971.57	3,015.40	3,059.33
13	2,884.10	2,971.57	3,015.40	3,059.33	3,103.07	3,146.87
14	2,971.57	3,059.33	3,103.07	3,146.87	3,190.60	3,234.47
15	3,059.33	3,146.87	3,190.60	3,234.47	3,278.30	3,322.07
16	3,146.87	3,234.47	3,278.30	3,322.07	3,365.90	3,409.73
17	3,234.33	3,322.07	3,366.00	3,409.67	3,453.53	3,497.37

¹ Formula for 7/1/16-6/30/17: Steps 1 through 17 Exhibit B-2 (7/1/15-6/30/15), Columns E, F, F+15, F+30, F+45 and F+60/Ph.D ÷ 30 = Salary per Workload Unit

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

EXHIBIT C-1, Annualized 86% Pro-Rata "Mirror" Scale

EXHIBIT C-1W, Workload Salary Table 86% Pro-Rata "Mirror" Scale

**EXHIBIT C-2, Annualized 100% (*Counselors & Librarians*) Pro-Rata
"Mirror" Scale**

**EXHIBIT C-2W, Workload Salary Table 100% (*Counselors & Librarians*)
Pro-Rata "Mirror" Scale**

**EXHIBIT C-3, Hourly Tables *Day-to-Day Substitute* Pro-Rata "Mirror"
Scales**

**EXHIBIT C-4, Hourly Table *Part-Time Office Hours* Pro-Rata "Mirror"
Scale**

ALL SALARY SCHEDULES EFFECTIVE 7/1/16

**ANNUALIZED 86% (100% FTE)
PRO RATA "MIRROR" SCALE - PAY-BY-LOAD
EFFECTIVE 7/1/16**

TABLE	TITLE	Semesters Worked	STEP	RATINGS				
				F	F + 15	F + 30	F + 45	F + 60 / Ph.d.
51	Instructor, PAY-BY-LOAD	1-4	1	49,536.00	50,669.48	51,799.52	52,930.42	54,060.46
		5-8	2	51,799.52	52,930.42	54,060.46	55,188.78	56,319.68
		9-12	3	54,060.46	55,188.78	56,319.68	57,448.86	58,581.48
		13-16	4	56,319.68	57,448.86	58,581.48	59,711.52	60,840.70
		17-20	5	58,581.48	59,711.52	60,840.70	61,973.32	63,104.22
		21-24	6	60,840.70	61,973.32	63,104.22	64,233.40	65,364.30
		25-28	7	63,104.22	64,233.40	65,364.30	66,493.48	67,625.24
		29-32	8	65,364.30	66,493.48	67,625.24	68,756.14	69,886.18
		33-36	9	67,625.24	68,756.14	69,886.18	71,016.22	72,146.26
		37-40	10	69,886.18	71,016.22	72,146.26	73,277.16	74,409.78
		41-44	11	72,146.26	73,277.16	74,409.78	75,539.82	76,666.42
		45-49	12	74,409.78	75,539.82	76,666.42	77,797.32	78,930.80
		50 & Over	13	76,666.42	77,797.32	78,930.80	80,059.12	81,189.16

Pro Rata Formula: Steps 1 through 13 of Exhibit B-2 (7/1/16-12/31/15), Columns F, F+15, F+30, F+45, and F+60/Ph.D X .86 = Theoretical Annualized 1.00 FTE Salary (Used As Basis For Determining Salaries Per Workload Unit)

NOTE: Semesters/Step relationship assumes hire at Step 1. Employees hired at greater than Step 1 also progress to additional steps at the rate of one step every four semesters, but based on their original step of hire. For example, an instructor hired at Step 2 will progress to Step 3 at the beginning of the fifth semester worked, Step 4 at the beginning of the ninth semester worked, etc.

WORKLOAD SALARY TABLE
86% PRO RATA "MIRROR" SCALE (1.00 LOAD FACTOR)
EFFECTIVE 7/1/16

TABLE	TITLE		RATINGS				
51	Instructor PAY-BY-LOAD						
	YEARS COMPLETED FOR FT OVERLOAD ASSIGNMENTS ONLY	Semesters Worked	STEPS	F	F + 15	F + 30	F + 45
0-4**	1-4	1	1,651.20	1,688.98	1,726.65	1,764.35	1,802.02
5-9	5-8	2	1,726.65	1,764.35	1,802.02	1,839.63	1,877.32
10 or more	9-12	3	1,802.02	1,839.63	1,877.32	1,914.96	1,952.72
	13-16	4	1,877.32	1,914.96	1,952.72	1,990.38	2,028.02
	17-20	5	1,952.72	1,990.38	2,028.02	2,065.78	2,103.47
	21-24	6	2,028.02	2,065.78	2,103.47	2,141.11	2,178.81
	25-28	7	2,103.47	2,141.11	2,178.81	2,216.45	2,254.17
	29-32	8	2,178.81	2,216.45	2,254.17	2,291.87	2,329.54
	33-36	9	2,254.17	2,291.87	2,329.54	2,367.21	2,404.88
	37-40	10	2,329.54	2,367.21	2,404.88	2,442.57	2,480.33
	41-44	11	2,404.88	2,442.57	2,480.33	2,517.99	2,555.55
	45-49	12	2,480.33	2,517.99	2,555.55	2,593.24	2,631.03
	50 & Over	13	2,555.55	2,593.24	2,631.03	2,668.64	2,706.31

Pro Rata Formula: Steps 1 through 13 of Exhibit C-1 (7/1/16-6/30/17), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 30 = Salary per Workload Unit (Ref. Article 20.A.5 et seq.)

**Overload Only: Step 1 is not applicable to contract and regular faculty whose first date of paid service was prior to 8/1/96.

NOTE: Semesters/Step relationship assumes hire at Step 1. Employees hired at greater than Step 1 also progress to additional steps at the rate of one step every four semesters, but based on their original step of hire. For example, an instructor hired at Step 2 will progress to Step 3 at the beginning of the fifth semester worked, Step 4 at the beginning of the ninth semester worked, etc.

WORKLOAD SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE 7/1/16

TABLE	TITLE		RATINGS				
91	Instructor Pay-By-Load						
YEARS COMPLETED FOR OVERLOAD ASSIGNMENTS ONLY	Semesters Worked	STEPS	F	F + 15	F + 30	F + 45	F + 60 / Ph.d.
0-4**	1-4	1	1,920.00	1,963.93	2,007.73	2,051.57	2,095.37
5-9	5-8	2	2,007.73	2,051.57	2,095.37	2,139.10	2,182.93
10 or more	9-12	3	2,095.37	2,139.10	2,182.93	2,226.70	2,270.60
	13-16	4	2,182.93	2,226.70	2,270.60	2,314.40	2,358.17
	17-20	5	2,270.60	2,314.40	2,358.17	2,402.07	2,445.90
	21-24	6	2,358.17	2,402.07	2,445.90	2,489.67	2,533.50
	25-28	7	2,445.90	2,489.67	2,533.50	2,577.27	2,621.13
	29-32	8	2,533.50	2,577.27	2,621.13	2,664.97	2,708.77
	33-36	9	2,621.13	2,664.97	2,708.77	2,752.57	2,796.37
	37-40	10	2,708.77	2,752.57	2,796.37	2,840.20	2,884.10
	41-44	11	2,796.37	2,840.20	2,884.10	2,927.90	2,971.57
	45-49	12	2,884.10	2,927.90	2,971.57	3,015.40	3,059.33
	50 & Over	13	2,971.57	3,015.40	3,059.33	3,103.07	3,146.87

Pro Rata Formula: Steps 1 through 13 of Exhibit B-2 (7/1/16-6/30/17), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 30 = Salary per Workload Unit (Ref. Article 20.A.5 et seq.)

**Overload Only: Step 1 is not applicable to contract and regular faculty whose first date of paid service was prior to 8/1/96.

NOTE: Semesters/Step relationship assumes hire at Step 1. Employees hired at greater than Step 1 also progress to additional steps at the rate of one step every four semesters, but based on their original step of hire. For example, an instructor hired at Step 2 will progress to Step 3 at the beginning of the fifth semester worked, Step 4 at the beginning of the ninth semester worked, etc.

PT OFFICE HOURS
86% PRO RATA "MIRROR" SCALE (INSTRUCTIONALLY RELATED RATE)
EFFECTIVE 7/1/16

TABLE	TITLE	RATINGS				
71	Instructor Pay-By-Load					
Semesters Worked	STEPS	F	F + 15	F + 30	F + 45	F + 60 / Ph.d.
1-4	1	40.44	41.36	42.29	43.21	44.13
5-8	2	42.29	43.21	44.13	45.05	45.98
9-12	3	44.13	45.05	45.98	46.90	47.82
13-16	4	45.98	46.90	47.82	48.74	49.67
17-20	5	47.82	48.74	49.67	50.59	51.51
21-24	6	49.67	50.59	51.51	52.44	53.36
25-28	7	51.51	52.44	53.36	54.28	55.20
29-32	8	53.36	54.28	55.20	56.13	57.05
33-36	9	55.20	56.13	57.05	57.97	58.89
37-40	10	57.05	57.97	58.89	59.82	60.74
41-44	11	58.89	59.82	60.74	61.67	62.58
45-49	12	60.74	61.67	62.58	63.51	64.43
50 & Over	13	62.58	63.51	64.43	65.35	66.28

Pro Rata Formula: Steps 1 through 13 of Exhibit C-1 (7/1/16-6/30/17), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 1225 = Hourly Rate. (See Article 20.A.6.1 - PT Office Hours to be paid at hourly equivalent of Instructionally Related 86% pro-rata mirror rates.

NOTE: Semesters/Step relationship assumes hire at Step 1. Employees hired at greater than Step 1 also progress to additional steps at the rate of one step every four semesters, but based on their original step of hire. For example, an instructor hired at Step 2 will progress to Step 3 at the beginning of the fifth semester worked, Step 4 at the beginning of the ninth semester worked, etc.

**CREDIT LABORATORY-PERFORMANCE & LECTURE-LABORATORY
INSTRUCTIONAL SUBSTITUTE SCALE (.75 LOAD FACTOR)**

TABLE	TITLE	EFFECTIVE 7/1/16
S40	Instructor, Hourly (Substitute)	70.77

Pro Rata Formula: Step 1, Rating F, of the Annualized 86% Pro-Rata "Mirror" Scale (Exhibit C-1 (7/1/16-6/30/17) ÷ 700. (Ref. Article 20.A.5 et seq.)

**CREDIT LECTURE-LABORATORY INSTRUCTIONAL SUBSTITUTE SCALE
Science-Related Disciplines ONLY (.85 LOAD FACTOR)**

TABLE	TITLE	EFFECTIVE 7/1/16
S42	Instructor, Hourly (Substitute)	80.19

Pro Rata Formula: Step 1, Rating F, of the Annualized 86% Pro-Rata "Mirror" Scale (Exhibit C-1 (7/1/16-6/30/17) ÷ 617.75. (Ref. Article 20.A.5 et seq.)

CREDIT COMPOSITION INSTRUCTIONAL SUBSTITUTE SCALE (1.25 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/16
S50	Instructor, Hourly (Substitute)	117.94

Pro Rata Formula: Step 1, Rating F, of the Annualized 86% Pro-Rata "Mirror" Scale (Exhibit C-1 (7/1/16-6/30/17) ÷ 420. (Ref. Article 20.A.5 et seq.)

CREDIT LECTURE INSTRUCTIONAL SUBSTITUTE SCALE (1.00 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/16
S51	Instructor, Hourly (Substitute)	94.35

Pro Rata Formula: Step 1, Rating F, of the Annualized 86% Pro-Rata "Mirror" Scale (Exhibit C-1 (7/1/16-6/30/17) ÷ 525. (Ref. Article 20.A.5 et seq.)

NONCREDIT INSTRUCTIONAL SUBSTITUTE SCALE (.60 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/16
S61	Instructor, Hourly (Substitute)	56.61

Pro Rata Formula: Step 1, Rating F, of the Annualized 86% Pro-Rata "Mirror" Scale (Exhibit C-1 (7/1/16-6/30/17)/875. (Ref. Article 20.A.5 et seq.)

**CREDIT & NONCREDIT INSTRUCTIONALLY-RELATED SUBSTITUTE SCALE (.43
LOAD FACTOR)**

TABLE	TITLE	EFFECTIVE 7/1/16
S71	Instructionally-Related, Hourly (Substitute)	40.44

Pro Rata Formula: Step 1, Rating F, of the Annualized 86% Pro-Rata "Mirror" Scale (Exhibit C-1 (7/1/16-6/30/17) ÷ 1225. (Ref. Article 20.A.5 et seq.)

COUNSELORS AND LIBRARIANS SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 7/1/16
S91	Instructor, Hourly (Substitute)	54.86

Pro Rata Formula: Step 1, Rating F, of the Contract & Regular Faculty & Full-Time Temporary Faculty Annual Salary Schedule (Exhibit C-1 (7/1/16-6/30/17) ÷ 1050. (Ref. Article 20.A.5 et seq.)