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**COUNTER PROPOSAL FROM THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
TO THE  
PASADENA CITY COLLEGE FACULTY ASSOCIATION**

**August 21, 2024**

18 The collective bargaining proposal presented herein by the Pasadena City College Faculty Association to the  
19 Pasadena Area Community College District and is expressly made pursuant to the Education Employment  
20 Relations Act and the Collective Bargaining Contract between the parties.

21 The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as  
22 set forth below:

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**ARTICLE 12  
THE SALARY SCHEDULES**

28 12.0 The Salary Schedules for the Pasadena Area Community College District are  
29 contained in the Appendix.

30 12.01

31 ~~Effective July 1, 2024, each cell of all Part Time Faculty Salary Schedules shall be  
32 increased by one half of the state funded COLA.~~

33 ~~Effective July 1, 2024, each cell of all Full Time Faculty Salary Schedules shall be  
34 increased by one half of the state funded COLA.~~

35 ~~12.0.1 Effective July 1, 2024, each cell of all Part-Time Faculty Salary  
36 Schedules shall be increased by the state funded COLA of 1.07%. the  
37 state-funded COLA of 1.07%.~~

38 ~~Effective July 1, 2024, each cell of all Full-Time Monthly Salary  
39 Schedules shall be increased by the state funded COLA of 1.07%. the  
40 state-funded COLA of 1.07%.~~

41 ~~Effective upon approval by the Board of Trustees, all unit members shall  
42 receive a one time off schedule payment of \$500.00. This payment will  
43 not be subject to CalSTRS withholding and therefore will not be  
44 considered reportable compensation for CalSTRS retirement purposes.  
45 Only unit members actively employed on the date of board approval will  
46 receive the one time payment.~~

47 ~~Effective upon approval by the Board of Trustees, all unit members shall  
48 receive a one-time off-schedule payment of \$500.00. This payment will  
49 not be subject to CalSTRS withholding and therefore will not be  
50 considered reportable compensation for CalSTRS retirement purposes.  
51 Only unit members actively employed on the date of board approval will  
52 receive the one-time payment.~~

47 **THE FULL-TIME MONTHLY, OVERLOAD, AND INTERSESSION SALARY SCHEDULES**  
48 **(SCHEDULES A, C, and O)**

49  
50 Initial placement on the academic credit contract schedule recognizes, on a year-for-  
51 year basis, up to a maximum of fourteen (14) years, full-time equivalent District-  
52 approved experience and part-time teaching up to the equivalent of three (3) years full-  
53 time during the preceding five (5) years. Full-time, on-campus classified service will  
54 be recognized to the extent that placement on the academic salary schedule will not  
55 result in a monthly salary reduction. [This language is status quo for all full-time  
56 teaching salary schedules. This same language appears on the monthly, overload, and  
57 intersession schedules (Schedules A, C, O).]  
58

59  
60 The designation of the class on the schedule is determined as follows:

61  
62 12.0.1 **Class A** Minimum Qualifications  
63

64 12.0.2 - **Class B**  
65

- 66 I. MA + 18 or BA + 54  
67 II. Eighteen (18) units beyond those required for the minimum  
68 qualifications, including an Associate of Arts Degree (or equivalent)  
69

70  
71 12.0.3 - **Class C**  
72

- 73 I. MA + 36 or BA +72  
74 II. Thirty-six (36) units beyond those required for the minimum  
75 qualifications, including a Bachelor's Degree  
76

77 12.0.4 - **Class D**  
78

- 79 I. MA + 54 or BA + 90  
80 II. Fifty-four (54) units beyond those required for minimum  
81 qualifications, including a Master's Degree  
82

83 12.0.5 - **Class E**

84 **Doctoral Degree.** Attainment of the doctoral degree from an accredited  
85 institution of higher education. The District shall be the final arbiter in  
86 assessing the qualifications of doctorates.  
87

88  
89 12.0.6 The two categories within Classes B, C, and D are as follows:

- 90 a. **Category I** Open to faculty in subject matter areas in which a Bachelor's  
91 Degree or higher is offered;

92  
93  
94

- b. **Category II** Open only to faculty in the following areas in which no Bachelor's Degree is offered:

95 Administration  
96 of Justice  
97 Advertising/Gr  
98 aphic Design  
99 Automotive  
100 Technology  
101 Building  
102 Construction  
103 Business Information  
104 Technology  
105 Computer  
106 Information Systems  
107 Cosmetology and  
108 Barbering Dental  
109 Assisting  
110 Dental Hygiene  
111 Dental Laboratory  
112 Technology  
113 Drafting –  
114 Mechanical  
115 Drafting Electrical  
116 Technology  
117 Electronics  
118 Technology  
119 Emergency Medical  
120 Technology  
121 Environmental  
122 Technology  
123 Fashion  
124 Fire Technology  
125 Food Services  
126 Legal Assisting  
127 Machine Shop  
128 Technology  
129 Medical  
130 Assisting  
131 Photographic  
132 Technology/  
133 Commercial  
134 Photography  
135 Printing  
136 Technology  
137 Radiologic  
138 Technology  
139 Sign Art  
140 Telecommunic  
141 ations

142 Vocational  
143 Nursing  
144 Welding  
145

146 ~~12.1 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)~~

147  
148 The noncredit contract schedule initial step placement will be no higher than the  
149 seventh (7<sup>th</sup>) step and is based on experience beyond that required for the credential.  
150 [NOTE: Schedule D no longer exists, and noncredit contract faculty follow Schedule  
151 A.]  
152

153  
154 **12.2 ADJUNCT CREDIT AND NONCREDIT SEMESTER AND INTERSESSION**  
155 **SALARY SCHEDULES (SCHEDULES B AND G)**  
156

157 Effective the semester following board approval of this proposal, the adjunct faculty  
158 on the non-credit schedule will be moved to the credit adjunct faculty schedule Adjunct  
159 Credit Semester Faculty and Adjunct Credit Intersession Faculty schedules. The non-  
160 credit adjunct faculty will need to submit, to Human Resources, transcripts within 90  
161 days in order to be considered for movement to subsequent columns other than Column  
162 A or Column E.  
163

164 Initial placement of the schedule recognizes on a year-for-year basis up to six years  
165 suitable teaching experience and/or vocational experience exceeding that required to  
166 meet minimum teaching qualifications. [This language is status quo for all adjunct  
167 teaching salary schedules. This same language appears on the adjunct semester and  
168 intersession schedules (Schedules B and G).]  
169

170 The designation of the class on the schedule is determined as follows:  
171

172 **12.2.1 - Class A**

173 Minimum Qualifications  
174

175 **12.2.2 - Class B**  
176

- 177 I. MA + 18 or BA + 54  
178 II. Eighteen (18) units beyond those required for the minimum  
179 qualifications, including an Associate of Arts Degree (or equivalent)  
180

181 **12.2.3 - Class C**

182 III.  
183

- 184 I. MA + 36 or BA +72  
185 II. Thirty-six (36) units beyond those required for the minimum  
186 qualifications, including a Bachelor's Degree

187 **12.2.4 - Class D**  
188

- 189 I. MA + 54 or BA + 90
- 190 II. Fifty-four (54) units beyond those required for minimum
- 191 qualifications, including a Master's Degree

192  
193 **12.2.5 - Class E**

194 **Doctoral Degree.** Attainment of the doctoral degree from an accredited  
195 institution of higher education. The District shall be the final arbiter in assessing  
196 the qualifications of doctorates.  
197

198  
199 **12.2.6** The two categories within Classes B, C, and D are as follows:

- 200 c. **Category I** Open to faculty in subject matter areas in which a Bachelor's
- 201 Degree or higher is offered;
- 202
- 203 d. **Category II** Open only to faculty in the following areas in which no
- 204 Bachelor's Degree is offered:

205 Administration  
206 of Justice  
207 Advertising/Gr  
208 aphic Design  
209 Automotive  
210 Technology  
211 Building  
212 Construction  
213 Business Information  
214 Technology  
215 Computer  
216 Information Systems  
217 Cosmetology and  
218 Barbering Dental  
219 Assisting  
220 Dental Hygiene  
221 Dental Laboratory  
222 Technology  
223 Drafting –  
224 Mechanical  
225 Drafting Electrical  
226 Technology  
227 Electronics  
228 Technology  
229 Emergency Medical  
230 Technology  
231 Environmental  
232 Technology  
233 Fashion  
234 Fire Technology  
235 Food Services  
236 Legal Assisting

237 Machine Shop  
238 Technology  
239 Medical  
240 Assisting  
241 Photographic  
242 Technology/  
243 Commercial  
244 Photography  
245 Printing  
246 Technology  
247 Radiologic  
248 Technology  
249 Sign Art  
250 Telecommunic  
251 ations  
252 Vocational  
253 Nursing  
254 Welding  
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257

258 ~~The designation of the class on the schedule is determined as follows:~~

259  
260 ~~12.2.7—Class A—A California Community College Partial Fulfillment Credential~~  
261 ~~Minimum Qualifications~~

262 ~~12.2.8—Class B—~~

263  
264 I. ~~MA + 18 or BA + 54~~  
265 II. ~~Eighteen (18) units beyond those required for the minimum-~~  
266 ~~qualifications, including an Associate of Arts Degree (or equivalent)~~

267  
268 ~~12.2.9—Class C—~~

269 I. ~~MA + 36 or BA + 72~~  
270 II. ~~Thirty six (36) units beyond those required for the minimum-~~  
271 ~~qualifications, including a Bachelor's Degree~~

272  
273 ~~12.2.10—Class D—~~

274 I. ~~MA + 54 or BA + 90~~  
275 II. ~~Fifty four (54) units beyond those required for minimum-~~  
276 ~~qualifications, including a Master's Degree~~

277  
278 ~~12.2.11—Class E—~~

279 ~~**Doctoral Degree.** Attainment of the doctoral degree from an accredited-~~  
280 ~~institution of higher education. The District shall be the final arbiter in-~~  
281 ~~assessing the qualifications of doctorates.~~

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~~12.2.12 The two categories within Classes B, C, and D are as follows:~~

- ~~e.—Category I Open to faculty in subject matter areas in which a Bachelor’s Degree or higher is offered;~~
- ~~f.—Category II Open only to faculty in the following areas in which no Bachelor’s Degree is offered:~~

- ~~Administration~~
- ~~of Justice~~
- ~~Advertising/Gr~~
- ~~aphic Design~~
- ~~Automotive~~
- ~~Technology~~
- ~~Building~~
- ~~Construction~~
- ~~Business Information~~
- ~~Technology~~
- ~~Computer~~
- ~~Information Systems~~
- ~~Cosmetology and~~
- ~~Barbering Dental~~
- ~~Assisting~~
- ~~Dental Hygiene~~
- ~~Dental Laboratory~~
- ~~Technology~~
- ~~Drafting—~~
- ~~Mechanical~~
- ~~Drafting Electrical~~
- ~~Technology~~
- ~~Electronics~~
- ~~Technology~~
- ~~Emergency Medical~~
- ~~Technology~~
- ~~Environmental~~
- ~~Technology~~
- ~~Fashion~~
- ~~Fire Technology~~
- ~~Food Services~~
- ~~Legal Assisting~~
- ~~Machine Shop~~
- ~~Technology~~
- ~~Medical~~
- ~~Assisting~~
- ~~Photographic~~
- ~~Technology/~~
- ~~Commercial~~
- ~~Photography~~
- ~~Printing~~
- ~~Technology~~

332 Radiologic  
333 Technology  
334 Sign Art  
335 Telecommuni  
336 cations  
337 Vocational  
338 Nursing  
339 Welding  
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341



342 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**  
343 **(SCHEDULES R and X)**  
344

345 Initial placement of the schedule recognizes on a year-for-year basis up to 13 years suitable  
346 teaching experience and/or vocational experience exceeding that required to meet  
347 minimum teaching qualifications. [This language is status quo for all full-time teaching  
348 salary schedules. This same language appears on the monthly, overload, and intersession  
349 schedules (Schedules R and X).]

350  
351 **CLASS A**

352 Minimum Qualifications.

353  
354 **CLASS B**

- 355 I. MA + 18 or BA + 54.  
356 II. Eighteen units beyond those required for the minimum qualifications, including  
357 an associate degree (or equivalent\*\*\*).  
358

359 **CLASS C**

- 360 I. MA + 36 or BA + 72.  
361 II. Thirty-six units beyond those required for the minimum qualifications, including  
362 a bachelor's degree.  
363

364 **CLASS D**

- 365 I. MA + 54 or BA + 90.  
366 II. Fifty-four (54) units beyond those required for minimum qualifications,  
367 including a master's degree.  
368

369 **CLASS E**

- 370 I. For academic disciplines: possession of an earned doctorate from an accredited institution  
371 II. For vocational disciplines: completion of a bachelor's degree and graduation from a  
372 three-year program at a professionally oriented institution recognized and approved  
373 by the California Community Colleges Chancellor's Office which degree can be  
374 translated to the equivalent of a doctorate.  
375

376 **CLASSES B, C, D (Category II)**

377 Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:  
378

Administration of Justice	Fashion
Advertising/Graphic Design	Fire Technology
Automotive Technology	Food Services
Building Construction	Legal Assisting
Business Information Technology	Machine Shop Technology
Computer Information Systems	Medical Assisting
Cosmetology and Barbering	Photographic Technology
Dental Assisting	Commercial Photography
Dental Hygiene	Printing Technology
Dental Laboratory Technology	Radiologic Technology
Drafting--Mechanical Drafting	Sign Art
Electrical Technology	Telecommunications
Electronics Technology	Vocational Nursing

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\*\*\*60 semester units

**12.4 ADJUNCT SEMESTER CREDIT NONTEACHING SALARY SCHEDULES (SCHEDULE 5)**

Effective the semester following board approval of this proposal, the all non-instructional adjunct faculty currently compensated according to Schedule H (i.e., e.g., adjunct health professional, adjunct nurse practitioner) will be moved to the Non-Instructional Credit Adjunct Faculty Schedule. The non-instructional adjunct faculty will need to submit, to Human Resources, transcripts within 90 days in order to be considered for movement to subsequent columns other than Column A or Column E. [Since we have not yet seen Schedule H, this proposed language assumes that no faculty previously compensated according to Schedule H will experience a decrease in pay.]

Initial placement of the schedule recognizes on a year-for-year basis up to six years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications. [This language is status quo for the adjunct nonteaching salary schedule. This same language appears on the adjunct nonteaching salary schedule (Schedule 5).]

The designation of the class on the schedule is determined as follows:

**12.4.1 - Class A A California Community College Partial Fulfillment Credential**

**12.4.2 - Class B Minimum Qualifications**

**12.4.3 - Class C**

- III. MA + 18 or BA + 54
- IV. Eighteen (18) units beyond those required for the minimum qualifications, including an Associate of Arts Degree (or equivalent)

**12.4.4 - Class D**

- III. MA + 36 or BA +72
- IV. Thirty-six (36) units beyond those required for the minimum qualifications, including a Bachelor’s Degree

**12.4.5 - Class E**

- III. MA + 54 or BA + 90
- IV. Fifty-four (54) units beyond those required for minimum qualifications, including a Master’s Degree

**12.4.6 Doctoral Degree.** Attainment of the doctoral degree from an accredited institution of higher education. The District shall be the final arbiter in assessing the qualifications of doctorates.

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12.4.7 The two categories within Classes C, D and E are as follows:

- g. **Category I** Open to faculty in subject matter areas in which a Bachelor's Degree or higher is offered;
- h. **Category II** Open only to faculty in the following areas in which no Bachelor's Degree is offered:

Administration  
of Justice  
Advertising/Graphic Design  
Automotive  
Technology  
Building  
Construction  
Business Information  
Technology  
Computer  
Information Systems  
Cosmetology and  
Barbering Dental  
Assisting  
Dental Hygiene  
Dental Laboratory  
Technology  
Drafting –  
Mechanical  
Drafting Electrical  
Technology  
Electronics  
Technology  
Emergency Medical  
Technology  
Environmental  
Technology  
Fashion  
Fire Technology  
Food Services  
Legal Assisting  
Machine Shop  
Technology  
Medical  
Assisting  
Photographic  
Technology/  
Commercial  
Photography  
Printing  
Technology

473 Radiologic  
474 Technology  
475 Sign Art  
476 Telecommunic  
477 ations  
478 Vocational  
479 Nursing  
480 Welding  
481

## 482 **12.5 ANNUAL CONTRACT SALARIES**

- 483 12.5.1 The annual contract salaries shall be determined in the following manner:  
484 12.5.2 Determine the employee's classification and step on the basic tenthsly payment  
485 salary schedule (Classes A through Doctor's Degree, Steps 1 through 33);
- 486 12.5.3 Multiply this product by the appropriate responsibility ratio;  
487  
488 12.5.4 Multiply this product by the number of months specified in the time  
489 assignment for the position to determine the annual salary.

## 490 **12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES**

- 491 **12.6.1** Vertical advancement on the salary schedules occurs only if the service has  
492 been rendered for at least three-fourths of the academic year in the case of  
493 those on contract. Step or class changes occur July 1 following official  
494 certification of completion of the degree(s) or unit(s).  
495
- 496 12.6.2 Class and step changes are granted contingent on satisfactory performance as  
497 evidenced by a current satisfactory evaluation.  
498

## 499 **12.7 ADVANCEMENT ON THE HOURLY SCHEDULE**

- 500  
501 12.7.1 For the purposes of hourly compensation, regular and contract unit members  
502 who had been placed on an hourly schedule prior to employment as a regular  
503 or contract unit member will continue to be paid on the hourly schedule until  
504 such time as the overload rate on Schedule A is equal to or greater than the  
505 rate of the hourly schedule. Such members are not eligible to advance on the  
506 hourly schedule. Vertical advancement on the hourly schedules for eligible  
507 unit members occurs when a unit member has:  
508
- 509 a. Advanced to a step on the Annual Contract Schedule that is higher than  
510 the current placement on the appropriate hourly schedule, or
- 511 b. For the Credit Hourly Schedule B taught at least 150 hours in the credit  
512 program since the initial placement or the last step placement, or
- 513 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours in  
514 the credit program since initial placement or the last step placement, or
- 515 d. For Noncredit Hourly Schedule D taught at least 400 hours in the

516 noncredit program since initial placement or the last step placement.  
517  
518 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will  
519 carry over into the next step accumulation.  
520

## 521 12.8 APPLICATION FOR ADVANCEMENT

522

523 12.8.1 To qualify for a higher salary classification for the subsequent semester, an  
524 academic employee must present the form "Application for Salary Change"  
525 to the Office of Human Resources by the last day of the prior semester.

526 ~~Advancement for step or class changes for a master's degree, doctoral degree,~~  
527 ~~or additional units completion of a master's degree or a doctor's degree will~~  
528 ~~be granted in the month following notification of the completion of the degree~~  
529 ~~requirements or units.~~

530 All work designated on the application form must be verified official  
531 transcripts received in the Office of Human Resources. The decision for  
532 disapproval of a step or class change is the responsibility of the Vice President  
533 for Instruction.

534 12.8.2 Acceptable Study. Upper division or graduate units from an accredited college  
535 or university are acceptable for advancement on the salary schedule provided  
536 that the course is not a repeat and is related to the current assignment or  
537 represents a reasonable objective for future local employment.

538 12.8.2.1 District and Association agree that unit members will be moved to  
539 the appropriate place on the doctoral column of the salary schedule  
540 when they have attained a doctoral degree from an accredited  
541 institution of higher education.

542 12.8.2.2 Community college courses are allowed if they are approved in  
543 advance by the Vice President for Instruction as part of a planned  
544 program of at least twelve (12) units, including upper division  
545 and/or graduate work. Miscellaneous community college courses,  
546 not in an approved plan, may be allowed if appropriate under  
547 Section 12.6.3.c. This course work must be directly related to a  
548 teaching assignment and not a repetition of previous work. Courses  
549 that are audited are not allowed.

550 12.8.3 **Equivalent Credit.** In lieu of formal academic units and after initial  
551 employment, it is possible to earn a maximum of eighteen (18) equivalent  
552 units. Not more than nine (9) may be used at any one time to change from one  
553 class to the next higher one. These eighteen (18) units may be earned in three  
554 major categories. with no more than six (6) units in any one category applied.

555  
556 ~~A maximum of six (6) units in any one Equivalent Credit category may be~~  
557 ~~applied towards each application for advancement. However, applicants may~~  
558 ~~use additional units in the same Equivalent Credit category in subsequent~~  
559 ~~applications for advancement. No lifetime maximum exists for any particular~~  
560 ~~Equivalent Credit category in such applications for advancement.~~

561 a. One year of successful non-teaching work experience (may be

562 cumulative) related to the current assignment (2 months equals 1 unit);  
563 and

564 b. Travel which is specifically related to improving the employee's service  
565 (2 weeks equals 1 unit); and

566  
567 c. Professional service (one unit for 9 weeks) supervising a cadet teacher;  
568 publication (one unit for an article of 500 words or more in a recognized  
569 professional magazine, six units for the publication of a book, 200 pages  
570 or more); major leadership in local, state, or national professional  
571 organizations (two units for president, one unit for other offices); public  
572 performance (limit of one unit per year for concerts or art exhibits);  
573 community college courses, noncredit adult classes, and approved in-  
574 service seminars, provided that the content is appropriate to the current or  
575 possible future assignments at the College. In computing courses fifteen  
576 (15) hours of class time equals one unit. Summer workshops and child  
577 study courses not taken for university credit may be used for credit in this  
578 category. Courses which are audited are not acceptable.

579  
580

## 581 **12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES**

582

583 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be  
584 made on or before the fifth work day after the close of the calendar months  
585 for which payment is due except as otherwise indicated below.

586

587 12.9.1.1 The District will extend to full-time faculty the option of receiving  
588 their annual contract salary paid over twelve (12) months.

589

590 12.9.1.2 Any request to change from a ten month to a twelve month salary  
591 schedule must be received in the Fiscal Services office by the last  
592 working day in May of any academic year.

593

594 12.9.1.3 In the event of separation of service from the District, if a unit  
595 member receives salary payment beyond the earned amount, as  
596 determined by the Education Code adjustment process, the unit  
597 member will make a reimbursement within thirty  
598 (30) days of notice and/or the unit member's final compensation  
will be appropriately adjusted.

599

600 12.9.2 **Deduction for Unpaid Absence.** Deduction for personal (unpaid) absence,  
601 whether because of unpaid leave or employment after the first work day of a  
602 month or separation from service before the last work day of a month shall be  
603 made on the basis of a per diem rate for all persons employed at a monthly  
604 salaried rate. Pursuant to Education Code Section 87815, the per diem rate  
605 shall be computed fractionally at one divided by the number of work days  
606 normal for the employee's contractual services.

607

608 12.9.3 **Retirees.** Contract and regular unit members who retire are eligible for rehire  
609 but are not guaranteed employment. Retirees who are offered employment will  
be compensated at the appropriate part-time salary schedule based on their

610 step and column placement on Schedule A at the time of retirement.

611

612 **12.10 OVERLOAD HOURLY SALARY SCHEDULE**

613

614 12.10.1 **Teaching Faculty.** The hourly schedule for teaching faculty, including the  
615 overload differential, can be found in Schedules B-1 and D.

616 12.10.2 **Non-teaching Faculty.** An amount equal to four percent (4%) of the hourly  
617 rate of any non-teaching academic employee will be added to the hourly rate  
618 of such employee, when hourly work is performed on any regular assigned  
619 monthly paid work day(s). For the purposes of this section, hourly service in  
620 a week which exceeds normal full-time service will be entitled to the four  
621 percent (4%) differential, except that in no case will hourly teaching  
622 assignments be entitled to the four percent (4%) teaching differential during  
623 summer intersessions.

624 **12.11 FACULTY SUPERVISING INTERNSHIP COURSES**

625

626 12.11.1 Faculty supervising for internship courses shall be compensated \$100.00 for  
627 each student who completes the course requirements, up to 20 students.

628

629 12.11.2 Faculty supervising internship courses shall receive the \$100.00 compensation-  
630 per- student based upon the completion of:

631

1. A minimum of four meetings with the student;

632

2. A minimum of one meeting with the employer or placement agency  
633 regarding student progress;

634

3. All student course work/requirements including, but not limited to:

636

a. Student Learning Objectives,

637

b. Final project, paper or journal,

638

c. Signed Faculty Advisor Record,

639

d. Signed time sheet from Employer (completing the required hours for the units  
640 earned),

641

e. Signed evaluation sheet completed by the employer

642

643

4. A final grade submission

644 12.11.3 Faculty supervising an internship course shall be limited to no more than 20  
645 students enrolled in a designated internship course. Additional students may  
646 be added only with permission of the Division Dean and the appropriate Vice  
647 President or designee.  
648

**APPENDIX A SALARY  
SCHEDULES**





**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
**Effective July 1, 2023**  
**FULL-TIME MONTHLY FACULTY**  
**(Tenure Track and Tenured)**

10- Month Contract Faculty – 10 payments per year  
 11- Month Contract Faculty – 11 payments per year  
 12- Month Contract Faculty – 12 payments per year

STEP  Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or MA+18* * II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or MA+36* * II. Minimum Qualifications + 36** (Must possess an bachelor's degree)	I. BA+90** or MA+54* * II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1 - 6	\$8,394.74	\$8,765.11	\$9,135.49	\$9,505.84	\$10,246.53
7	\$8,765.11	\$9,135.49	\$9,505.84	\$9,876.19	\$10,616.88
8	\$9,135.49	\$9,505.84	\$9,876.19	\$10,246.53	\$10,987.25
9	\$9,505.84	\$9,876.19	\$10,246.53	\$10,616.88	\$11,357.58
10	\$9,876.19	\$10,246.53	\$10,616.88	\$10,987.25	\$11,727.97
11	\$9,876.19	\$10,616.88	\$10,987.25	\$11,357.58	\$12,098.33
12	\$9,876.19	\$10,616.88	\$10,987.25	\$11,727.97	\$12,468.70
13	\$9,876.19	\$10,616.88	\$10,987.25	\$11,727.97	\$12,468.70
*14	\$9,876.19	\$10,616.88	\$10,987.25	\$11,727.97	\$12,468.70
15	\$10,246.53	\$10,987.25	\$11,357.58	\$12,098.33	\$12,839.06
16	\$10,246.53	\$10,987.25	\$11,357.58	\$12,098.33	\$12,839.06
17	\$10,246.53	\$10,987.25	\$11,357.58	\$12,098.33	\$12,839.06
18	\$10,616.88	\$11,357.58	\$11,727.97	\$12,468.70	\$13,209.43
19	\$10,616.88	\$11,357.58	\$11,727.97	\$12,468.70	\$13,209.43
20	\$10,616.88	\$11,357.58	\$11,727.97	\$12,468.70	\$13,209.43
21	\$10,987.25	\$11,727.97	\$12,098.33	\$12,839.06	\$13,579.76
22	\$10,987.25	\$11,727.97	\$12,098.33	\$12,839.06	\$13,579.76
23	\$10,987.25	\$11,727.97	\$12,098.33	\$12,839.06	\$13,579.76
24	\$11,357.58	\$12,098.33	\$12,468.70	\$13,209.43	\$13,950.10
25	\$11,357.58	\$12,098.33	\$12,468.70	\$13,209.43	\$13,950.10
26	\$11,357.58	\$12,098.33	\$12,468.70	\$13,209.43	\$13,950.10
27	\$11,727.97	\$12,468.70	\$12,839.06	\$13,579.76	\$14,320.41
28	\$11,727.97	\$12,468.70	\$12,839.06	\$13,579.76	\$14,320.41
29	\$11,727.97	\$12,468.70	\$12,839.06	\$13,579.76	\$14,320.41
30	\$12,098.33	\$12,839.06	\$13,209.43	\$13,950.10	\$14,690.86
31	\$12,098.33	\$12,839.06	\$13,209.43	\$13,950.10	\$14,690.86
32	\$12,098.33	\$12,839.06	\$13,209.43	\$13,950.10	\$14,690.86
33	\$12,468.70	\$13,209.43	\$13,579.76	\$14,320.41	\$15,061.16

Category I Faculty in disciplines requiring a master's degree.

Category II Faculty in disciplines in which a master's degree is not generally available.

\* Initial placement of the schedule recognizes on a year-for-year basis up to 13 years of full-time suitable teaching experience, for placement at the maximum initial step 14. Credit shall be given for up to 3 years full-time during the preceding 5 years for part-time teaching experience.

Double line indicates maximum limit for initial employment.

\*\* Upper division or graduate-level semester units (convert quarter units to semester units by multiplying by 2/3). For full details see

Article 12 of the ~~PCC/CTA Contract~~ PCC/PCCFA CBA.

\*\*\* 60 semester units.



Initial placement of the schedule recognizes on a year-for-year basis up to 13 years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

- I. MA + 18 or BA + 54.
- II. Eighteen units beyond those required for the minimum qualifications, including an associate degree (or equivalent\*\*\*).

**CLASS C**

- I. MA + 36 or BA + 72.
- II. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

- I. MA + 54 or BA + 90.
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

- I. For academic disciplines: possession of an earned doctorate from an accredited institution
- II. For vocational disciplines: completion of a bachelor's degree and graduation from a three-year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:

Administration of Justice	Fashion
Advertising/Graphic Design	Fire Technology
Automotive Technology	Food Services
Building Construction	Legal Assisting
Business Information Technology	Machine Shop Technology
Computer Information Systems	Medical Assisting
Cosmetology and Barbering	Photographic Technology
Dental Assisting	Commercial Photography
Dental Hygiene	Printing Technology
Dental Laboratory Technology	Radiologic Technology
Drafting--Mechanical Drafting	Sign Art
Electrical Technology	Telecommunications
Electronics Technology	Vocational Nursing
Emergency Medical Technology	Welding



**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
**Effective July 1, 2023**  
**FULL-TIME MONTHLY INTERSESSION FACULTY**  
**(Tenured Track and Tenured)**

STEP  Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or <u>MA+18*</u> * -  II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or <u>MA+36*</u> * -  II. Minimum Qualifications + 36** (Must possess a bachelor's degree)	I. BA+90** or <u>MA+54*</u> * -  II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1 - 6	\$77.36	\$80.75	\$84.23	\$87.62	\$94.46
7	\$80.75	\$84.23	\$87.62	\$91.01	\$97.88
8	\$84.23	\$87.62	\$91.01	\$94.46	\$101.27
9	\$87.62	\$91.01	\$94.46	\$97.88	\$104.68
10	\$91.01	\$94.46	\$97.88	\$101.27	\$108.09
11	\$91.01	\$97.88	\$101.27	\$104.68	\$111.50
12	\$91.01	\$97.88	\$101.27	\$108.09	\$114.94
13	\$91.01	\$97.88	\$101.27	\$108.09	\$114.94
*14	\$91.01	\$97.88	\$101.27	\$108.09	\$114.94
15	\$94.46	\$101.27	\$104.68	\$111.50	\$118.36
16	\$94.46	\$101.27	\$104.68	\$111.50	\$118.36
17	\$94.46	\$101.27	\$104.68	\$111.50	\$118.36
18	\$97.88	\$104.68	\$108.09	\$114.94	\$121.76
19	\$97.88	\$104.68	\$108.09	\$114.94	\$121.76
20	\$97.88	\$104.68	\$108.09	\$114.94	\$121.76
21	\$101.27	\$108.09	\$111.50	\$118.36	\$125.20
22	\$101.27	\$108.09	\$111.50	\$118.36	\$125.20
23	\$101.27	\$108.09	\$111.50	\$118.36	\$125.20
24	\$104.68	\$111.50	\$114.94	\$121.76	\$128.57
25	\$104.68	\$111.50	\$114.94	\$121.76	\$128.57
26	\$104.68	\$111.50	\$114.94	\$121.76	\$128.57
27	\$108.09	\$114.94	\$118.36	\$125.20	\$131.99
28	\$108.09	\$114.94	\$118.36	\$125.20	\$131.99
29	\$108.09	\$114.94	\$118.36	\$125.20	\$131.99
30	\$111.50	\$118.36	\$121.76	\$128.57	\$135.42
31	\$111.50	\$118.36	\$121.76	\$128.57	\$135.42
32	\$111.50	\$118.36	\$121.76	\$128.57	\$135.42
33	\$114.94	\$121.76	\$125.20	\$131.99	\$138.84

Category I Faculty in disciplines requiring a master's degree.

Category II Faculty in disciplines in which a master's degree is not generally available.

\* Initial placement of the schedule recognizes on a year-for-year basis up to 13 years of full-time suitable teaching experience, for placement at the maximum initial step 14. Credit shall be given for up to 3 years full-time during the preceding 5 years for part-time teaching experience.

Double line indicates maximum limit for initial employment.

\*\* Upper division or graduate-level semester units (convert quarter units to semester units by multiplying by 2/3). For full details see

Article 12 of the [PCC/CTA Contract](#) [PCC/PCCFA CBA](#).

\*\*\* 60 semester units.

Initial placement of the schedule recognizes on a year-for-year basis up to 13 years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

- I. MA + 18 or BA + 54.
- II. Eighteen units beyond those required for the minimum qualifications, including an associate degree (or equivalent\*\*\*).

**CLASS C**

- I. MA + 36 or BA + 72.
- II. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

- I. MA + 54 or BA + 90.
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

- I. For academic disciplines: possession of an earned doctorate from an accredited institution
- II. For vocational disciplines: completion of a bachelor's degree and graduation from a three-year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:

- |                                 |                         |
|---------------------------------|-------------------------|
| Administration of Justice       | Fashion                 |
| Advertising/Graphic Design      | Fire Technology         |
| Automotive Technology           | Food Services           |
| Building Construction           | Legal Assisting         |
| Business Information Technology | Machine Shop Technology |
| Computer Information Systems    | Medical Assisting       |
| Cosmetology and Barbering       | Photographic Technology |
| Dental Assisting                | Commercial Photography  |
| Dental Hygiene                  | Printing Technology     |
| Dental Laboratory Technology    | Radiologic Technology   |
| Drafting--Mechanical Drafting   | Sign Art                |
| Electrical Technology           | Telecommunications      |
| Electronics Technology          | Vocational Nursing      |
| Emergency Medical Technology    | Welding                 |

\*\*\*60 semester units



**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
**Effective July 1, 2023**  
**FULL-TIME MONTHLY NONTEACHING FACULTY**  
**(Tenured Track and Tenured)**

11-Month Contract Faculty – 12 payments per year

STEP  Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or <u>MA+18*</u> * - II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or <u>MA+36*</u> * - II. Minimum Qualifications + 36** (Must possess a bachelor's degree)	I. BA+90** or <u>MA+54*</u> * - II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1 - 6	\$7,695.18	\$8,034.69	\$8,374.18	\$8,713.69	\$9,392.70
7	\$8,034.69	\$8,374.18	\$8,713.69	\$9,053.15	\$9,732.14
8	\$8,374.18	\$8,713.69	\$9,053.15	\$9,392.70	\$10,071.64
9	\$8,713.69	\$9,053.15	\$9,392.70	\$9,732.14	\$10,411.13
10	\$9,053.15	\$9,392.70	\$9,732.14	\$10,071.64	\$10,750.64
11	\$9,053.15	\$9,732.14	\$10,071.64	\$10,411.13	\$11,090.13
12	\$9,053.15	\$9,732.14	\$10,071.64	\$10,750.64	\$11,429.65
13	\$9,053.15	\$9,732.14	\$10,071.64	\$10,750.64	\$11,429.65
*14	\$9,053.15	\$9,732.14	\$10,071.64	\$10,750.64	\$11,429.65
15	\$9,392.70	\$10,071.64	\$10,411.13	\$11,090.13	\$11,769.14
16	\$9,392.70	\$10,071.64	\$10,411.13	\$11,090.13	\$11,769.14
17	\$9,392.70	\$10,071.64	\$10,411.13	\$11,090.13	\$11,769.14
18	\$9,732.14	\$10,411.13	\$10,750.64	\$11,429.65	\$12,108.65
19	\$9,732.14	\$10,411.13	\$10,750.64	\$11,429.65	\$12,108.65
20	\$9,732.14	\$10,411.13	\$10,750.64	\$11,429.65	\$12,108.65
21	\$10,071.64	\$10,750.64	\$11,090.13	\$11,769.14	\$12,448.13
22	\$10,071.64	\$10,750.64	\$11,090.13	\$11,769.14	\$12,448.13
23	\$10,071.64	\$10,750.64	\$11,090.13	\$11,769.14	\$12,448.13
24	\$10,411.13	\$11,090.13	\$11,429.65	\$12,108.65	\$12,787.56
25	\$10,411.13	\$11,090.13	\$11,429.65	\$12,108.65	\$12,787.56
26	\$10,411.13	\$11,090.13	\$11,429.65	\$12,108.65	\$12,787.56
27	\$10,750.64	\$11,429.65	\$11,769.14	\$12,448.13	\$13,127.09
28	\$10,750.64	\$11,429.65	\$11,769.14	\$12,448.13	\$13,127.09
29	\$10,750.64	\$11,429.65	\$11,769.14	\$12,448.13	\$13,127.09
30	\$11,090.13	\$11,769.14	\$12,108.65	\$12,787.56	\$13,466.63
31	\$11,090.13	\$11,769.14	\$12,108.65	\$12,787.56	\$13,466.63
32	\$11,090.13	\$11,769.14	\$12,108.65	\$12,787.56	\$13,466.63
33	\$11,429.65	\$12,108.65	\$12,448.13	\$13,127.09	\$13,806.09

Category I Faculty in disciplines requiring a master's degree.

Category II Faculty in disciplines in which a master's degree is not generally available.

\* Initial placement of the schedule recognizes on a year-for-year basis up to 13 years of full-time suitable teaching experience, for placement at the maximum initial step 14. Credit shall be given for up to 3 years full-time during the preceding 5 years for part-time teaching experience.

Double line indicates maximum limit for initial employment.

\*\* Upper division or graduate-level semester units (convert quarter units to semester units by multiplying by 2/3). For full details see

Article 12 of the ~~PCC/CTA Contract~~ PCC/PCCFA CBA.

\*\*\* 60 semester units.

Initial placement of the schedule recognizes on a year-for-year basis up to 13 years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

III. MA + 18 or BA + 54.

IV. Eighteen units beyond those required for the minimum qualifications, including an associate degree (or equivalent\*\*\*).

**CLASS C**

III. MA + 36 or BA + 72.

IV. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

III. MA + 54 or BA + 90.

IV. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

III. For academic disciplines: possession of an earned doctorate from an accredited institution

IV. For vocational disciplines: completion of a bachelor's degree and graduation from a three-year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:

- |                                 |                         |
|---------------------------------|-------------------------|
| Administration of Justice       | Fashion                 |
| Advertising/Graphic Design      | Fire Technology         |
| Automotive Technology           | Food Services           |
| Building Construction           | Legal Assisting         |
| Business Information Technology | Machine Shop Technology |
| Computer Information Systems    | Medical Assisting       |
| Cosmetology and Barbering       | Photographic Technology |
| Dental Assisting                | Commercial Photography  |
| Dental Hygiene                  | Printing Technology     |
| Dental Laboratory Technology    | Radiologic Technology   |
| Drafting--Mechanical Drafting   | Sign Art                |
| Electrical Technology           | Telecommunications      |
| Electronics Technology          | Vocational Nursing      |
| Emergency Medical Technology    | Welding                 |

\*\*\*60 semester units



**Pasadena Area Community College District**  
 Official Academic Salary Schedule  
 Effective July 1, 2023  
**FULL-TIME MONTHLY NONTEACHING OVERLOAD FACULTY**  
**(Tenured Track and Tenured)**

STEP  Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or <u>MA+18*</u> * -  II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or <u>MA+36*</u> * -  II. Minimum Qualifications + 36** (Must possess an bachelor's degree)	I. BA+90** or <u>MA+54*</u> * -  II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1 - 6	57.09	59.65	62.22	64.70	69.72
*7	59.65	62.22	64.70	67.24	72.25
8	62.22	64.70	67.24	69.72	74.78
9	64.70	67.24	69.72	72.25	77.29
10	67.24	69.72	72.25	74.78	79.88
11	67.24	72.25	74.78	77.29	82.35
12	67.24	72.25	74.78	79.88	84.84
13	67.24	72.25	74.78	79.88	84.84
*14	67.24	72.25	74.78	79.88	84.84
15	69.72	74.78	77.29	82.35	87.39
16	69.72	74.78	77.29	82.35	87.39
17	69.72	74.78	77.29	82.35	87.39
18	72.25	77.29	79.88	84.84	89.93
19	72.25	77.29	79.88	84.84	89.93
20	72.25	77.29	79.88	84.84	89.93
21	74.78	79.88	82.35	87.39	92.46
22	74.78	79.88	82.35	87.39	92.46
23	74.78	79.88	82.35	87.39	92.46
24	77.29	82.35	84.84	89.93	94.92
25	77.29	82.35	84.84	89.93	94.92
26	77.29	82.35	84.84	89.93	94.92
27	79.88	84.84	87.39	92.46	97.49
28	79.88	84.84	87.39	92.46	97.49
29	79.88	84.84	87.39	92.46	97.49
30	82.35	87.39	89.93	94.92	99.99
31	82.35	87.39	89.93	94.92	99.99
32	82.35	87.39	89.93	94.92	99.99
33	84.84	89.93	92.46	97.49	102.50

Category I Faculty in disciplines requiring a master's degree.

Category II Faculty in disciplines in which a master's degree is not generally available.

\* Initial placement of the schedule recognizes on a year-for-year basis up to 13 years of full-time suitable teaching experience, for placement at the maximum initial step 14. Credit shall be given for up to 3 years full-time during the preceding 5 years for part-time teaching experience.

Double line indicates maximum limit for initial employment.

\*\* Upper division or graduate-level semester units (convert quarter units to semester units by multiplying by 2/3). For full details see

Article 12 of the ~~PCC/CTA Contract~~ PCC/PCCFA CBA

\*\*\* 60 semester units.





Initial placement of the schedule recognizes on a year-for-year basis up to 13 years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

- I. MA + 18 or BA + 54.
- II. Eighteen units beyond those required for the minimum qualifications, including an associate degree (or equivalent\*\*\*).

**CLASS C**

- I. MA + 36 or BA + 72.
- II. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

- I. MA + 54 or BA + 90.
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

- I. For academic disciplines: possession of an earned doctorate from an accredited institution
- II. For vocational disciplines: completion of a bachelor's degree and graduation from a three-year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:

- |                                 |                         |
|---------------------------------|-------------------------|
| Administration of Justice       | Fashion                 |
| Advertising/Graphic Design      | Fire Technology         |
| Automotive Technology           | Food Services           |
| Building Construction           | Legal Assisting         |
| Business Information Technology | Machine Shop Technology |
| Computer Information Systems    | Medical Assisting       |
| Cosmetology and Barbering       | Photographic Technology |
| Dental Assisting                | Commercial Photography  |
| Dental Hygiene                  | Printing Technology     |
| Dental Laboratory Technology    | Radiologic Technology   |
| Drafting--Mechanical Drafting   | Sign Art                |
| Electrical Technology           | Telecommunications      |
| Electronics Technology          | Vocational Nursing      |
| Emergency Medical Technology    | Welding                 |

\*\*\*60 semester units



**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
**Effective July 1, 2023**  
**FULL-TIME MONTHLY OVERLOAD FACULTY**  
**(Tenured Track and Tenured)**

STEP  Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or <u>MA+18*</u> - II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or <u>MA+36*</u> - II. Minimum Qualifications + 36** (Must possess an bachelor's degree)	I. BA+90** or <u>MA+54*</u> - II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1 - 6	\$80.51	\$83.99	\$87.59	\$91.13	\$98.18
*7	\$83.99	\$87.59	\$91.13	\$94.69	\$101.76
8	\$87.59	\$91.13	\$94.69	\$98.18	\$105.32
9	\$91.13	\$94.69	\$98.18	\$101.76	\$108.89
10	\$94.69	\$98.18	\$101.76	\$105.32	\$112.40
11	\$94.69	\$101.76	\$105.32	\$108.89	\$115.99
12	\$94.69	\$101.76	\$105.32	\$112.40	\$119.53
13	\$94.69	\$101.76	\$105.32	\$112.40	\$119.53
*14	\$94.69	\$101.76	\$105.32	\$112.40	\$119.53
15	\$98.18	\$105.32	\$108.89	\$115.99	\$123.13
16	\$98.18	\$105.32	\$108.89	\$115.99	\$123.13
17	\$98.18	\$105.32	\$108.89	\$115.99	\$123.13
18	\$101.76	\$108.89	\$112.40	\$119.53	\$126.63
19	\$101.76	\$108.89	\$112.40	\$119.53	\$126.63
20	\$101.76	\$108.89	\$112.40	\$119.53	\$126.63
21	\$105.32	\$112.40	\$115.99	\$123.13	\$130.25
22	\$105.32	\$112.40	\$115.99	\$123.13	\$130.25
23	\$105.32	\$112.40	\$115.99	\$123.13	\$130.25
24	\$108.89	\$115.99	\$119.53	\$126.63	\$133.72
25	\$108.89	\$115.99	\$119.53	\$126.63	\$133.72
26	\$108.89	\$115.99	\$119.53	\$126.63	\$133.72
27	\$112.40	\$119.53	\$123.13	\$130.25	\$137.31
28	\$112.40	\$119.53	\$123.13	\$130.25	\$137.31
29	\$112.40	\$119.53	\$123.13	\$130.25	\$137.31
30	\$115.99	\$123.13	\$126.63	\$133.72	\$140.85
31	\$115.99	\$123.13	\$126.63	\$133.72	\$140.85
32	\$115.99	\$123.13	\$126.63	\$133.72	\$140.85
33	\$123.13	\$126.63	\$133.72	\$137.31	\$144.38

Classes B, C, D (Category I) Faculty in subject matter areas in which a bachelor's degree or higher is offered. Classes B, C, D (Category

II) Faculty in subject matter areas in which no bachelor's degree is offered (see reverse).

\* Initial placement of the schedule recognizes on a year-for-year basis up to 13 years of full-time suitable teaching experience and/or full-time vocational experience exceeding that required to meet minimum teaching qualifications. Double line indicates maximum limit for initial employment.

\*\* Upper division or graduate-level semester units (convert quarter units to semester units by multiplying by 2/3). For full details see Article 12 of the [PCC/CTA Contract PCC/PCCFA CBA](#).

\*\*\* 60 semester units.

Initial placement of the schedule recognizes on a year-for-year basis up to 13 years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

- I. MA + 18 or BA + 54.
- II. Eighteen units beyond those required for the minimum qualifications, including an associate degree (or equivalent\*\*\*).

**CLASS C**

- I. MA + 36 or BA + 72.
- II. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

- I. MA + 54 or BA + 90.
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

- I. For academic disciplines: possession of an earned doctorate from an accredited institution
- II. For vocational disciplines: completion of a bachelor's degree and graduation from a three-year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:

- |                                 |                         |
|---------------------------------|-------------------------|
| Administration of Justice       | Fashion                 |
| Advertising/Graphic Design      | Fire Technology         |
| Automotive Technology           | Food Services           |
| Building Construction           | Legal Assisting         |
| Business Information Technology | Machine Shop Technology |
| Computer Information Systems    | Medical Assisting       |
| Cosmetology and Barbering       | Photographic Technology |
| Dental Assisting                | Commercial Photography  |
| Dental Hygiene                  | Printing Technology     |
| Dental Laboratory Technology    | Radiologic Technology   |
| Drafting--Mechanical Drafting   | Sign Art                |
| Electrical Technology           | Telecommunications      |
| Electronics Technology          | Vocational Nursing      |
| Emergency Medical Technology    | Welding                 |

\*\*\*60 semester units



**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
**Effective July 1, 2023**  
**ADJUNCT CREDIT INTERSESSION FACULTY**

STEP  Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or MA+18* * —  II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or MA+36* * —  II. Minimum Qualifications + 36** (Must possess an bachelor's degree)	I. BA+90** or MA+54* * —  II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1	\$67.47	\$69.90	\$73.72	\$77.43	\$84.87
2	\$69.90	\$73.72	\$77.43	\$81.10	\$88.62
3	\$73.72	\$77.43	\$81.10	\$84.87	\$92.44
4	\$77.43	\$81.10	\$84.87	\$88.62	\$96.14
5	\$81.10	\$84.87	\$88.62	\$92.44	\$99.87
6	\$84.87	\$88.62	\$92.44	\$96.14	\$103.63
*7	\$88.62	\$92.44	\$96.14	\$99.87	\$107.41
8	\$92.44	\$96.14	\$99.87	\$103.63	\$111.14
9	\$96.14	\$99.87	\$103.63	\$107.41	\$114.87
10	\$99.87	\$103.63	\$107.41	\$111.14	\$118.59
11	\$99.87	\$107.41	\$111.14	\$114.87	\$122.39
12	\$99.87	\$107.41	\$111.14	\$118.59	\$126.07
13	\$99.87	\$107.41	\$111.14	\$118.59	\$126.07
14	\$99.87	\$107.41	\$111.14	\$118.59	\$126.07
15	\$103.63	\$111.14	\$114.87	\$122.39	\$129.90
16	\$103.63	\$111.14	\$114.87	\$122.39	\$129.90
17	\$103.63	\$111.14	\$114.87	\$122.39	\$129.90
18	\$107.41	\$114.87	\$118.59	\$126.07	\$133.63
19	\$107.41	\$114.87	\$118.59	\$126.07	\$133.63
20	\$107.41	\$114.87	\$118.59	\$126.07	\$133.63
21	\$111.14	\$118.59	\$122.39	\$129.90	\$137.33
22	\$111.14	\$118.59	\$122.39	\$129.90	\$137.33
23	\$111.14	\$118.59	\$122.39	\$129.90	\$137.33
24	\$114.87	\$122.39	\$126.07	\$133.63	\$141.08
25	\$114.87	\$122.39	\$126.07	\$133.63	\$141.08

Classes B, C, D (Category I) Faculty in subject matter areas in which a bachelor's degree or higher is offered. Classes B, C, D (Category II) Faculty in subject matter areas in which no bachelor's degree is offered (see reverse).

\* Initial step placement based on experience beyond that required for the credential. Double line indicates maximum limit for initial employment. Faculty must serve a minimum of 400 hours to qualify for the next step. After attaining qualifying hours, the effective date for movement is July 1. Teachers are placed on the schedule as new employees after a break of service exceeding 39 months. (Placement of employees with credential issued prior to January 1, 1971, will be evaluated on an individual basis.)

\*\* Upper division or graduate level semester units (convert quarter units to semester units by multiplying 2/3). For full details see Article 12 of the **PCC/CTA-Contract PCC/PCCFA CBA**

\*\*\* 60 semester units.

Initial placement of the schedule recognizes on a year-for-year basis up to six years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

- I. MA + 18 or BA + 54.
- II. Eighteen units beyond those required for the minimum qualifications, including an associate art's degree (or equivalent\*\*\*).

**CLASS C**

- I. MA + 36 or BA + 72.
- II. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

- I. MA + 54 or BA + 90.
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

- I. For academic disciplines: possession of an earned doctorate from an accredited institution
- II. For vocational disciplines: completion of a bachelor's degree and graduation from a three-year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered: Administration

of Justice	Fashion
Advertising/Graphic Design	Fire Technology
Automotive Technology	Food Services
Building Construction	Legal Assisting
Business Information Technology	Machine Shop Technology
Computer Information Systems	Medical Assisting
Cosmetology and Barbering	Photographic Technology
Dental Assisting	Commercial Photography
Dental Hygiene	Printing Technology
Dental Laboratory Technology	Radiologic Technology
Drafting--Mechanical Drafting	Sign Art
Electrical Technology	Telecommunications
Electronics Technology	Vocational Nursing
Emergency Medical Technology	Welding

\*\*\*60 semester units

Human Resources Office – 1570 East Colorado Boulevard – Pasadena, CA 9116-2003 – 626.585.7388 6.0% salary increase effective July 1, 2023. Board approved May 17, 2023.  
Schedule G



**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
**Effective July 1, 2023**  
**ADJUNCT CREDIT NONTEACHING FACULTY**

STEP  Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or MA+18* * -  II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or MA+36* * -  II. Minimum Qualifications + 36** (Must possess an bachelor's degree)	I. BA+90** or MA+54* * -  II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1	\$53.78	\$56.87	\$59.87	\$62.87	\$68.95
2	\$56.87	\$59.87	\$62.87	\$65.97	\$72.04
3	\$59.87	\$62.87	\$65.97	\$68.95	\$75.14
4	\$62.87	\$65.97	\$68.95	\$72.04	\$78.16
5	\$65.97	\$68.95	\$72.04	\$75.14	\$81.21
6	\$68.95	\$72.04	\$75.14	\$78.16	\$84.22
*7	\$72.04	\$75.14	\$78.16	\$81.21	\$87.30
8	\$75.14	\$78.16	\$81.21	\$84.22	\$90.29
9	\$78.16	\$81.21	\$84.22	\$87.30	\$93.33
10	\$81.21	\$84.22	\$87.30	\$90.29	\$96.43
11	\$81.21	\$87.30	\$90.29	\$93.33	\$99.44
12	\$81.21	\$87.30	\$90.29	\$96.43	\$102.48
13	\$81.21	\$87.30	\$90.29	\$96.43	\$102.48
14	\$81.21	\$87.30	\$90.29	\$96.43	\$102.48
15	\$84.22	\$90.29	\$93.33	\$99.44	\$105.54
16	\$84.22	\$90.29	\$93.33	\$99.44	\$105.54
17	\$84.22	\$90.29	\$93.33	\$99.44	\$105.54
18	\$87.30	\$93.33	\$96.43	\$102.48	\$108.57
19	\$87.30	\$93.33	\$96.43	\$102.48	\$108.57
20	\$87.30	\$93.33	\$96.43	\$102.48	\$108.57
21	\$90.29	\$96.43	\$99.44	\$105.54	\$111.60
22	\$90.29	\$96.43	\$99.44	\$105.54	\$111.60
23	\$90.29	\$96.43	\$99.44	\$105.54	\$111.60
24	\$93.33	\$99.44	\$102.48	\$108.57	\$114.71
25	\$93.33	\$99.44	\$102.48	\$108.57	\$114.71

Classes B, C, D (Category I) Faculty in subject matter areas in which a bachelor's degree or higher is offered. Classes B, C, D (Category II) Faculty in subject matter areas in which no bachelor's degree is offered (see reverse).

\* Initial step placement based on experience beyond that required for the credential. Double line indicates maximum limit for initial employment. Faculty must serve a minimum of 375.2 hours to qualify for the next step. After attaining qualifying hours, the effective date for movement is July 1. Teachers are placed on the schedule as new employees after a break of service exceeding 39 months. (Placement of employees with credential issued prior to January 1, 1971, will be evaluated on an individual basis.)

\*\* Upper division or graduate level semester units (convert quarter units to semester units by multiplying 2/3). For full details see Article 12 of the ~~PCC/CTA-Contract~~ PCC/PCCFA CBA.

\*\*\* 60 semester units.

Initial placement of the schedule recognizes on a year-for-year basis up to six years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

- I. MA + 18 or BA + 54.
- II. Eighteen units beyond those required for the minimum qualifications, including an associate art's degree (or equivalent\*).

**CLASS C**

- I. MA + 36 or BA + 72.
- II. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

- I. MA + 54 or BA + 90.
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

- I. For academic disciplines: possession of an earned doctorate from an accredited institution
- II. For vocational disciplines: completion of a bachelor's degree and graduation from a three- year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:

Administration of Justice	Fashion
Advertising/Graphic Design	Fire Technology
Automotive Technology	Food Services
Building Construction	Legal Assisting
Business Information Technology	Machine Shop Technology
Computer Information Systems	Medical Assisting
Cosmetology and Barbering	Photographic Technology
Dental Assisting	Printing Technology
Dental Hygiene	Radiologic Technology
Dental Laboratory Technology	Sign Art
Drafting--Mechanical Drafting	Telecommunications
Electrical Technology	Vocational Nursing
Electronics Technology	Welding
Emergency Medical Technology	
Environmental Technology	

\*\*\*60 semester units





**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
**Effective July 1, 2023**  
**ADJUNCT CREDIT SEMESTER FACULTY**

STEP Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA +54** or <u>MA+</u> <u>18**</u>  II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA +72** or <u>MA+</u> <u>36**</u>  II. Minimum Qualifications + 36** (Must possess an bachelor's degree)	I. BA + 90** or <u>MA+</u> <u>54**</u>  II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1	\$75.25	\$77.02	\$78.85	\$80.72	\$84.39
2	\$77.02	\$78.85	\$80.72	\$82.53	\$86.19
3	\$78.85	\$80.72	\$82.53	\$84.39	\$88.00
4	\$80.72	\$82.53	\$84.39	\$86.19	\$89.90
5	\$82.53	\$84.39	\$86.19	\$88.00	\$91.70
6	\$84.39	\$86.19	\$88.00	\$89.90	\$93.59
*7	\$86.19	\$88.00	\$89.90	\$91.70	\$95.41
8	\$88.00	\$89.90	\$91.70	\$93.59	\$97.19
9	\$89.90	\$91.70	\$93.59	\$95.41	\$99.06
10	\$91.70	\$93.59	\$95.41	\$97.19	\$100.92
11	\$93.59	\$95.41	\$97.19	\$99.06	\$102.73
12	\$95.41	\$97.19	\$99.06	\$100.92	\$104.59
13	\$97.19	\$99.06	\$100.92	\$102.73	\$106.45
14	\$99.06	\$100.92	\$102.73	\$104.59	\$108.19
15	\$100.92	\$102.73	\$104.59	\$106.45	\$110.05
16	\$102.73	\$104.59	\$106.45	\$108.19	\$111.96
17	\$104.59	\$106.45	\$108.19	\$110.05	\$113.71
18	\$106.45	\$108.19	\$110.05	\$111.96	\$115.53
19	\$108.19	\$110.05	\$111.96	\$113.71	\$117.41
20	\$110.05	\$111.96	\$113.71	\$115.53	\$119.24
21	\$111.96	\$113.71	\$115.53	\$117.41	\$121.07
22	\$113.71	\$115.53	\$117.41	\$119.24	\$122.95
23	\$115.53	\$117.41	\$119.24	\$121.07	\$124.70
24	\$117.41	\$119.24	\$121.07	\$122.95	\$126.55
25	\$119.24	\$121.07	\$122.95	\$124.70	\$128.40

Classes B, C, D (Category I) Faculty in subject matter areas in which a bachelor's degree or higher is offered. Classes B, C, D (Category II)

Faculty in subject matter areas in which no bachelor's degree is offered (see reverse).

\* Initial step placement based on experience beyond that required for the credential. Double line indicates maximum limit for initial employment. Faculty must serve a minimum of 150 hours to qualify for the next step. After attaining qualifying hours, the effective date for movement is July 1. Teachers are placed on the schedule as new employees after a break of service exceeding 39 months. (Placement of employees with credential issued prior to January 1, 1971, will be evaluated on an individual basis.)

\*\* Upper division or graduate level semester units (convert quarter units to semester units by multiplying 2/3). For full details see Article 12 of the ~~PCC/CTA-Contract~~ PCC/PCCFA CBA.

\*\*\* 60 semester units.

Initial placement of the schedule recognizes on a year-for-year basis up to six years suitable teaching experience and/or vocational experience exceeding that required to meet minimum teaching qualifications.

**CLASS A**

Minimum Qualifications.

**CLASS B**

- I. MA + 18 or BA + 54.
- II. Eighteen units beyond those required for the minimum qualifications, including an associate art's degree (or equivalent\*\*\*).

**CLASS C**

- I. MA + 36 or BA + 72.
- II. Thirty-six units beyond those required for the minimum qualifications, including a bachelor's degree.

**CLASS D**

- I. MA + 54 or BA + 90.
- II. Fifty-four (54) units beyond those required for minimum qualifications, including a master's degree.

**CLASS E**

- I. For academic disciplines: possession of an earned doctorate from an accredited institution
- II. For vocational disciplines: completion of a bachelor's degree and graduation from a three-year program at a professionally oriented institution recognized and approved by the California Community Colleges Chancellor's Office which degree can be translated to the equivalent of a doctorate.

**CLASSES B, C, D (Category II)**

Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:

- |                                 |                         |
|---------------------------------|-------------------------|
| Administration of Justice       | Fashion                 |
| Advertising/Graphic Design      | Fire Technology         |
| Automotive Technology           | Food Services           |
| Building Construction           | Legal Assisting         |
| Business Information Technology | Machine Shop Technology |
| Computer Information Systems    | Medical Assisting       |
| Cosmetology and Barbering       | Photographic Technology |
| Dental Assisting                | Commercial Photography  |
| Dental Hygiene                  | Printing Technology     |
| Dental Laboratory Technology    | Radiologic Technology   |
| Drafting--Mechanical Drafting   | Sign Art                |
| Electrical Technology           | Telecommunications      |
| Electronics Technology          | Vocational Nursing      |
| Emergency Medical Technology    | Welding                 |

\*\*\*60 semester units



**Pasadena Area Community College District**  
**Official Academic Salary Schedule**  
 Effective July 1, 2023  
**ADJUNCT NONCREDIT FACULTY**

Years-Of Experience	A	B
	Non-Master's Degree	Master's Degree
1	\$48.89	\$52.59
2	\$52.59	\$56.21
3	\$56.21	\$59.88
4	\$59.88	\$63.53
5	\$63.53	\$67.26
6	\$67.26	\$70.91
*7	\$70.91	\$74.57
8	\$74.57	\$78.24
9	\$78.24	\$81.93
10	\$81.93	\$85.51
11	\$85.51	\$89.26
12	\$89.26	\$92.86
13	\$92.86	\$96.57
14	\$96.49	\$100.20
15	\$96.49	\$100.20
16	\$96.49	\$100.20
17	\$100.18	\$103.89
18	\$101.96	\$105.58
19	\$103.63	\$107.39
20	\$105.40	\$109.25
21	\$107.23	\$110.97
22	\$108.92	\$112.75
23	\$110.65	\$114.58
24	\$112.46	\$116.37
25	\$114.20	\$118.15

Initial step placement based on experience beyond that required for the credential. Asterisk (\*) indicates maximum limit for initial employment.

Employees must serve a minimum of 400 hours to qualify for the next step. After attaining qualifying hours, the effective date for movement is July 1.

Faculty are placed on the schedule as new employees after a break of service exceeding 39 months.