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

**August 27, 2024**

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

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

**ARTICLE 12  
THE SALARY SCHEDULES**

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

12.01

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

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

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

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

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

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

**Effective upon approval by the Board of Trustees, each part-time faculty member who performs**

47 services during the Fall 2024 or Spring 2025 semesters shall receive an additional one-time off-  
48 schedule payment of \$500.00 for each semester worked. In addition, each full-time faculty member  
49 shall receive an additional one-time off-schedule payment of \$1,000. This payment will not be  
50 subject to CalSTRS withholding and therefore will not be considered reportable compensation for  
51 CalSTRS retirement purposes. Only unit members actively employed on the date of board approval  
52 will receive the one-time payment. THE FULL-TIME MONTHLY, OVERLOAD, AND  
53 INTERSESSION SALARY SCHEDULES (SCHEDULES A, C, and O)

54  
55 Initial placement on the academic credit contract schedule recognizes, on a year-for-  
56 year basis, up to a maximum of fourteen (14) years, full-time equivalent District-  
57 approved experience and part-time teaching up to the equivalent of three (3) years full-  
58 time during the preceding five (5) years. Full-time, on-campus classified service will  
59 be recognized to the extent that placement on the academic salary schedule will not  
60 result in a monthly salary reduction. [This language is status quo for all full-time  
61 teaching salary schedules. This same language appears on the monthly, overload, and  
62 intersession schedules (Schedules A, C, O).]  
63

64  
65 The designation of the class on the schedule is determined as follows:

66  
67 12.0.1 Class A Minimum Qualifications

68  
69 12.0.2 - Class B

- 70  
71 I. MA + 18 or BA + 54  
72 II. Eighteen (18) units beyond those required for the minimum  
73 qualifications, including an Associate of Arts Degree (or equivalent)

74  
75  
76 12.0.3 - Class C

- 77  
78 I. MA + 36 or BA + 72  
79 II. Thirty-six (36) units beyond those required for the minimum  
80 qualifications, including a Bachelor's Degree  
81

82  
83 12.0.4 - Class D

- 84 I. MA + 54 or BA + 90  
85 II. Fifty-four (54) units beyond those required for minimum  
86 qualifications, including a Master's Degree  
87

88 12.0.5 - Class E

89 **Doctoral Degree.** Attainment of the doctoral degree from an accredited  
90 institution of higher education. The District shall be the final arbiter in  
91 assessing the qualifications of doctorates.  
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12.0.6 The two categories within Classes B, C, and D are as follows:

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

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

142 Radiologic  
143 Technology  
144 Sign Art  
145 Telecommunic  
146 ations  
147 Vocational  
148 Nursing  
149 Welding  
150

151 ~~12.1 THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)~~

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

157  
158  
159 **12.2 ADJUNCT CREDIT AND NONCREDIT SEMESTER AND INTERSESSION**  
160 **SALARY SCHEDULES (SCHEDULES B AND G)**

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

168  
169 Initial placement of the schedule recognizes on a year-for-year basis up to six years  
170 suitable teaching experience and/or vocational experience exceeding that required to  
171 meet minimum teaching qualifications. [This language is status quo for all adjunct  
172 teaching salary schedules. This same language appears on the adjunct semester and  
173 intersession schedules (Schedules B and G).]  
174

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

176  
177 **12.2.1 - Class A**

178 Minimum Qualifications  
179

180 **12.2.2 - Class B**  
181

- 182 I. MA + 18 or BA + 54  
183 II. Eighteen (18) units beyond those required for the minimum  
184 qualifications, including an Associate of Arts Degree (or equivalent)  
185

186 **12.2.3 - Class C**

- 187 III.  
188  
189 I. MA + 36 or BA +72  
190 II. Thirty-six (36) units beyond those required for the minimum

191 qualifications, including a Bachelor's Degree

192 **12.2.4 - Class D**  
193

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

197  
198 **12.2.5 - Class E**

199 **Doctoral Degree.** Attainment of the doctoral degree from an accredited  
200 institution of higher education. The District shall be the final arbiter in assessing  
201 the qualifications of doctorates.  
202

203  
204 **12.2.6** The two categories within Classes B, C, and D are as follows:

- 205 c. **Category I** Open to faculty in subject matter areas in which a Bachelor's
- 206 Degree or higher is offered;
- 207
- 208 d. **Category II** Open only to faculty in the following areas in which no
- 209 Bachelor's Degree is offered:

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

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

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262  
263 ~~The designation of the class on the schedule is determined as follows:~~

264  
265 ~~12.2.7 Class A A California Community College Partial Fulfillment Credential~~  
266 ~~Minimum Qualifications~~

267 ~~12.2.8 Class B~~

268  
269 I. ~~MA + 18 or BA + 54~~

270 II. ~~Eighteen (18) units beyond those required for the minimum~~  
271 ~~qualifications, including an Associate of Arts Degree (or equivalent)~~

272  
273 ~~12.2.9 Class C~~

274 I. ~~MA + 36 or BA + 72~~

275 II. ~~Thirty-six (36) units beyond those required for the minimum~~  
276 ~~qualifications, including a Bachelor's Degree~~

277  
278 ~~12.2.10 Class D~~

279 I. ~~MA + 54 or BA + 90~~

280 II. ~~Fifty-four (54) units beyond those required for minimum~~  
281 ~~qualifications, including a Master's Degree~~

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~~12.2.11~~ ~~Class E~~  
~~**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.~~

~~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/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~~

331 ~~Photographic~~  
332 ~~Technology/~~  
333 ~~Commercial~~  
334 ~~Photography~~  
335 ~~Printing~~  
336 ~~Technology~~  
337 ~~Radiologic~~  
338 ~~Technology~~  
339 ~~Sign Art~~  
340 ~~Telecommuni~~  
341 ~~ations~~  
342 ~~Vocational~~  
343 ~~Nursing~~  
344 ~~Welding~~  
345  
346



347 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**  
348 **(SCHEDULES R and X)**  
349

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

355  
356 **CLASS A**

357 Minimum Qualifications.

358  
359 **CLASS B**

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

363  
364 **CLASS C**

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

368  
369 **CLASS D**

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

373  
374 **CLASS E**

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

380  
381 **CLASSES B, C, D (Category II)**

382 Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:  
383

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

478 Radiologic  
479 Technology  
480 Sign Art  
481 Telecommunic  
482 ations  
483 Vocational  
484 Nursing  
485 Welding  
486

## 487 **12.5 ANNUAL CONTRACT SALARIES**

- 488 12.5.1 The annual contract salaries shall be determined in the following manner:  
489 12.5.2 Determine the employee's classification and step on the basic tenthsly payment  
490 salary schedule (Classes A through Doctor's Degree, Steps 1 through 33);
- 491 12.5.3 Multiply this product by the appropriate responsibility ratio;  
492  
493 12.5.4 Multiply this product by the number of months specified in the time  
494 assignment for the position to determine the annual salary.

## 495 **12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES**

- 496 **12.6.1** Vertical advancement on the salary schedules occurs only if the service has  
497 been rendered for at least three-fourths of the academic year in the case of  
498 those on contract. Step or class changes occur July 1 following official  
499 certification of completion of the degree(s) or unit(s).  
500
- 501 12.6.2 Class and step changes are granted contingent on satisfactory performance as  
502 evidenced by a current satisfactory evaluation.  
503

## 504 **12.7 ADVANCEMENT ON THE HOURLY SCHEDULE**

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

521 noncredit program since initial placement or the last step placement.  
522  
523 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will  
524 carry over into the next step accumulation.  
525

## 526 12.8 APPLICATION FOR ADVANCEMENT

527

528 12.8.1 To qualify for a higher salary classification for the subsequent semester, an  
529 academic employee must present the form "Application for Salary Change"  
530 to the Office of Human Resources by the last day of the prior semester.

531 ~~Advancement for step or class changes for a master's degree, doctoral degree,~~  
532 ~~or additional units completion of a master's degree or a doctor's degree will~~  
533 ~~be granted in the month following notification of the completion of the degree~~  
534 ~~requirements or units.~~

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

539 12.8.2 Acceptable Study. Upper division or graduate units from an accredited college  
540 or university are acceptable for advancement on the salary schedule provided  
541 that the course is not a repeat and is related to the current assignment or  
542 represents a reasonable objective for future local employment.

543 12.8.2.1 District and Association agree that unit members will be moved to  
544 the appropriate place on the doctoral column of the salary schedule  
545 when they have attained a doctoral degree from an accredited  
546 institution of higher education.

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

555 12.8.3 **Equivalent Credit.** In lieu of formal academic units and after initial  
556 employment, it is possible to earn a maximum of eighteen (18) equivalent  
557 units. Not more than nine (9) may be used at any one time to change from one  
558 class to the next higher one. These eighteen (18) units may be earned in three  
559 major categories. with no more than six (6) units in any one category applied.  
560

561 ~~A maximum of six (6) units in any one Equivalent Credit category may be~~  
562 ~~applied towards each application for advancement. However, applicants may~~  
563 ~~use additional units in the same Equivalent Credit category in subsequent~~  
564 ~~applications for advancement. No lifetime maximum exists for any particular~~  
565 ~~Equivalent Credit category in such applications for advancement.~~

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

567 cumulative) related to the current assignment (2 months equals 1 unit);  
568 and

569 b. Travel which is specifically related to improving the employee's service  
570 (2 weeks equals 1 unit); and

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

584  
585

## 586 **12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES**

587

588 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be  
589 made on or before the fifth work day after the close of the calendar months  
590 for which payment is due except as otherwise indicated below.

591

592 12.9.1.1 The District will extend to full-time faculty the option of receiving  
593 their annual contract salary paid over twelve (12) months.

594 12.9.1.2 Any request to change from a ten month to a twelve month salary  
595 schedule must be received in the Fiscal Services office by the last  
596 working day in May of any academic year.

597

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

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

611

612 12.9.3 **Retirees.** Contract and regular unit members who retire are eligible for rehire  
613 but are not guaranteed employment. Retirees who are offered employment will  
614 be compensated at the appropriate part-time salary schedule based on their

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

616

617 **12.10 OVERLOAD HOURLY SALARY SCHEDULE**

618

619 12.10.1 **Teaching Faculty.** The hourly schedule for teaching faculty, including the  
620 overload differential, can be found in Schedules B-1 and D.

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

629 **12.11 FACULTY SUPERVISING INTERNSHIP COURSES**

630

631 12.11.1 Faculty supervising for internship courses shall be compensated \$100.00 for  
632 each student who completes the course requirements, up to 20 students.

633

634 12.11.2 Faculty supervising internship courses shall receive the \$100.00 compensation-  
635 per- student based upon the completion of:

636

1. A minimum of four meetings with the student;

637

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

639

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

641

a. Student Learning Objectives,

642

b. Final project, paper or journal,

643

c. Signed Faculty Advisor Record,

644

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

646

e. Signed evaluation sheet completed by the employer

647

648

4. A final grade submission

649 12.11.3 Faculty supervising an internship course shall be limited to no more than 20  
650 students enrolled in a designated internship course. Additional students may  
651 be added only with permission of the Division Dean and the appropriate Vice  
652 President or designee.  
653

**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.

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 R

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.