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

June 20, 2024

The collective bargaining proposal presented herein by the Pasadena Area Faculty Association to the Community College District to the Pasadena City College Faculty Association 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%.

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

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

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

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

12.0.1 **Class A** Minimum Qualifications

49 12.0.2 - **Class B**
50

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

54
55
56 12.0.3 - **Class C**
57

- 58 I. MA + 36 or BA +72
- 59 II. Thirty-six (36) units beyond those required for the minimum
- 60 qualifications, including a Bachelor's Degree
- 61

62 12.0.4 - **Class D**
63

- 64 I. MA + 54 or BA + 90
- 65 II. Fifty-four (54) units beyond those required for minimum
- 66 qualifications, including a Master's Degree
- 67

68 12.0.5 - **Class E**

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

72
73
74 12.0.6 The two categories within Classes B, C, and D are as follows:

- 75 a. **Category I** Open to faculty in subject matter areas in which a Bachelor's
- 76 Degree or higher is offered;
- 77
- 78 b. **Category II** Open only to faculty in the following areas in which no
- 79 Bachelor's Degree is offered:

- 80 Administration
- 81 of Justice
- 82 Advertising/Gr
- 83 aphic Design
- 84 Automotive
- 85 Technology
- 86 Building
- 87 Construction
- 88 Business Information
- 89 Technology
- 90 Computer
- 91 Information Systems
- 92 Cosmetology and

93	Barbering Dental
94	Assisting
95	Dental Hygiene
96	Dental Laboratory
97	Technology
98	Drafting –
99	Mechanical
100	Drafting Electrical
101	Technology
102	Electronics
103	Technology
104	Emergency Medical
105	Technology
106	Environmental
107	Technology
108	Fashion
109	Fire Technology
110	Food Services
111	Legal Assisting
112	Machine Shop
113	Technology
114	Medical
115	Assisting
116	Photographic
117	Technology/
118	Commercial
119	Photography
120	Printing
121	Technology
122	Radiologic
123	Technology
124	Sign Art
125	Telecommunic
126	ations
127	Vocational
128	Nursing
129	Welding

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

~~The noncredit contract schedule initial step placement will be no higher than the seventh (7th) step and is based on experience beyond that required for the credential.~~

[NOTE: Schedule D no longer exists, and noncredit contract faculty follow Schedule A.]

12.2 ADJUNCT CREDIT AND NONCREDIT SEMESTER AND INTERSESSION SALARY SCHEDULES (SCHEDULES B AND G)

Effective the semester following board approval of this proposal, the adjunct faculty on the non-credit schedule will be moved to the credit adjunct faculty schedule. The

144 non-credit adjunct faculty will need to submit, to Human Resources, transcripts within
145 90 days in order to be considered for movement to subsequent columns other than
146 Column A or Column E.

147
148 Initial placement of the schedule recognizes on a year-for-year basis up to six years
149 suitable teaching experience and/or vocational experience exceeding that required to
150 meet minimum teaching qualifications. [This language is status quo for all adjunct
151 teaching salary schedules. This same language appears on the adjunct semester and
152 intersession schedules (Schedules B and G).]
153

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

155
156 **12.2.1 - Class A**

157 **Minimum Qualifications**

158

159 **12.2.2 - Class B**

160

161 I. MA + 18 or BA + 54

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

164

165 **12.2.3 - Class C**

166 III.

167

168 I. MA + 36 or BA +72

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

171 **12.2.4 - Class D**

172

173 I. MA + 54 or BA + 90

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

176

177 **12.2.5 - Class E**

178 **Doctoral Degree.** Attainment of the doctoral degree from an accredited
179 institution of higher education. The District shall be the final arbiter in assessing
180 the qualifications of doctorates.
181

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183

184 **12.2.6** The two categories within Classes B, C, and D are as follows:

185

186 c. **Category I** Open to faculty in subject matter areas in which a Bachelor's
187 Degree or higher is offered;

188

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

189	Administration
190	of Justice
191	Advertising/Gr
192	aphic Design
193	Automotive
194	Technology
195	Building
196	Construction
197	Business Information
198	Technology
199	Computer
200	Information Systems
201	Cosmetology and
202	Barbering Dental
203	Assisting
204	Dental Hygiene
205	Dental Laboratory
206	Technology
207	Drafting –
208	Mechanical
209	Drafting Electrical
210	Technology
211	Electronics
212	Technology
213	Emergency Medical
214	Technology
215	Environmental
216	Technology
217	Fashion
218	Fire Technology
219	Food Services
220	Legal Assisting
221	Machine Shop
222	Technology
223	Medical
224	Assisting
225	Photographic
226	Technology/
227	Commercial
228	Photography
229	Printing
230	Technology
231	Radiologic
232	Technology
233	Sign Art
234	Telecommunic
235	ations
236	Vocational
237	Nursing
238	Welding
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~~The designation of the class on the schedule is determined as follows:~~

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

~~12.2.8 Class B~~

248
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252

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

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

~~12.2.9 Class C~~

253
254
255
256

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

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

257

~~12.2.10 Class D~~

258
259
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261

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

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

262

~~12.2.11 Class E~~

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

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

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273

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

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- ~~Administration~~
- ~~of Justice~~
- ~~Advertising/Gr~~
- ~~aphic Design~~
- ~~Automotive~~
- ~~Technology~~
- ~~Building~~
- ~~Construction~~
- ~~Business Information~~
- ~~Technology~~

284	Computer-
285	Information Systems-
286	Cosmetology and-
287	Barbering Dental-
288	Assisting
289	Dental Hygiene
290	Dental Laboratory-
291	Technology-
292	Drafting—
293	Mechanical-
294	Drafting Electrical-
295	Technology-
296	Electronics-
297	Technology-
298	Emergency Medical-
299	Technology-
300	Environmental-
301	Technology-
302	Fashion
303	Fire Technology
304	Food Services
305	Legal Assisting
306	Machine Shop-
307	Technology-
308	Medical-
309	Assisting-
310	Photographic-
311	Technology/-
312	Commercial-
313	Photography-
314	Printing-
315	Technology-
316	Radiologic-
317	Technology-
318	Sign Art-
319	Telecommunic
320	ations-
321	Vocational-
322	Nursing-
323	Welding
324	
325	

326 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**
327 **(SCHEDULES R and X)**
328

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

334
335 **CLASS A**

336 Minimum Qualifications.

337
338 **CLASS B**

- 339 I. MA + 18 or BA + 54.
340 II. Eighteen units beyond those required for the minimum qualifications, including
341 an associate degree (or equivalent***).
342

343 **CLASS C**

- 344 I. MA + 36 or BA + 72.
345 II. Thirty-six units beyond those required for the minimum qualifications, including
346 a bachelor's degree.
347

348 **CLASS D**

- 349 I. MA + 54 or BA + 90.
350 II. Fifty-four (54) units beyond those required for minimum qualifications,
351 including a master's degree.
352

353 **CLASS E**

- 354 I. For academic disciplines: possession of an earned doctorate from an accredited institution
355 II. For vocational disciplines: completion of a bachelor's degree and graduation from a
356 three-year program at a professionally oriented institution recognized and approved
357 by the California Community Colleges Chancellor's Office which degree can be
358 translated to the equivalent of a doctorate.
359

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

361 Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:
362

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 NONTEACHING SALARY SCHEDULES (SCHEDULE 5)

Effective the semester following board approval of this proposal, the non-instructional adjunct faculty currently compensated according to Schedule H 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.

- 408 12.4.7 The two categories within Classes C, D and E are as follows:
- 409 g. **Category I** Open to faculty in subject matter areas in which a Bachelor's
- 410 Degree or higher is offered;
- 411
- 412 h. **Category II** Open only to faculty in the following areas in which no
- 413 Bachelor's Degree is offered:
- 414 Administration
- 415 of Justice
- 416 Advertising/Gr
- 417 aphic Design
- 418 Automotive
- 419 Technology
- 420 Building
- 421 Construction
- 422 Business Information
- 423 Technology
- 424 Computer
- 425 Information Systems
- 426 Cosmetology and
- 427 Barbering Dental
- 428 Assisting
- 429 Dental Hygiene
- 430 Dental Laboratory
- 431 Technology
- 432 Drafting –
- 433 Mechanical
- 434 Drafting Electrical
- 435 Technology
- 436 Electronics
- 437 Technology
- 438 Emergency Medical
- 439 Technology
- 440 Environmental
- 441 Technology
- 442 Fashion
- 443 Fire Technology
- 444 Food Services
- 445 Legal Assisting
- 446 Machine Shop
- 447 Technology
- 448 Medical
- 449 Assisting
- 450 Photographic
- 451 Technology/
- 452 Commercial
- 453 Photography
- 454 Printing
- 455 Technology
- 456 Radiologic

457 Technology
458 Sign Art
459 Telecommunic
460 ations
461 Vocational
462 Nursing
463 Welding
464

465 **12.5 ANNUAL CONTRACT SALARIES**

- 466 12.5.1 The annual contract salaries shall be determined in the following manner:
467 12.5.2 Determine the employee’s classification and step on the basic tenthly payment
468 salary schedule (Classes A through Doctor’s Degree, Steps 1 through 33);
469 12.5.3 Multiply this product by the appropriate responsibility ratio;
470
471 12.5.4 Multiply this product by the number of months specified in the time
472 assignment for the position to determine the annual salary.

473 **12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES**

- 474 **12.6.1** Vertical advancement on the salary schedules occurs only if the service has
475 been rendered for at least three-fourths of the academic year in the case of
476 those on contract. Step or class changes occur July 1 following official
477 certification of completion of the degree(s) or unit(s).
478
479 12.6.2 Class and step changes are granted contingent on satisfactory performance as
480 evidenced by a current satisfactory evaluation.
481

482 **12.7 ADVANCEMENT ON THE HOURLY SCHEDULE**

- 483
484 12.7.1 For the purposes of hourly compensation, regular and contract unit members
485 who had been placed on an hourly schedule prior to employment as a regular
486 or contract unit member will continue to be paid on the hourly schedule until
487 such time as the overload rate on Schedule A is equal to or greater than the
488 rate of the hourly schedule. Such members are not eligible to advance on the
489 hourly schedule. Vertical advancement on the hourly schedules for eligible
490 unit members occurs when a unit member has:
491
492 a. Advanced to a step on the Annual Contract Schedule that is higher than
493 the current placement on the appropriate hourly schedule, or
494
495 b. For the Credit Hourly Schedule B taught at least 150 hours in the credit
496 program since the initial placement or the last step placement, or
497
498 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours in
499 the credit program since initial placement or the last step placement, or
500
501 d. For Noncredit Hourly Schedule D taught at least 400 hours in the
502 noncredit program since initial placement or the last step placement.

500
501 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will
502 carry over into the next step accumulation.
503

504 12.8 APPLICATION FOR ADVANCEMENT

505
506 12.8.1 To qualify for a higher salary classification for the subsequent semester, an
507 academic employee must present the form "Application for Salary Change"
508 to the Office of Human Resources by the last day of the prior semester.

509 ~~Advancement for step or class changes for a master's degree, doctoral degree,~~
510 ~~or additional units completion of a master's degree or a doctor's degree will~~
511 ~~be granted in the month following notification of the completion of the degree~~
512 ~~requirements or units.~~

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

517 12.8.2 Acceptable Study. Upper division or graduate units from an accredited college
518 or university are acceptable for advancement on the salary schedule provided
519 that the course is not a repeat and is related to the current assignment or
520 represents a reasonable objective for future local employment.

521 12.8.2.1 District and Association agree that unit members will be moved to
522 the appropriate place on the doctoral column of the salary schedule
523 when they have attained a doctoral degree from an accredited
524 institution of higher education.

525 12.8.2.2 Community college courses are allowed if they are approved in
526 advance by the Vice President for Instruction as part of a planned
527 program of at least twelve (12) units, including upper division
528 and/or graduate work. Miscellaneous community college courses,
529 not in an approved plan, may be allowed if appropriate under
530 Section 12.6.3.c. This course work must be directly related to a
531 teaching assignment and not a repetition of previous work. Courses
532 that are audited are not allowed.

533 12.8.3 **Equivalent Credit.** In lieu of formal academic units and after initial
534 employment, it is possible to earn a maximum of eighteen (18) equivalent
535 units. Not more than nine (9) may be used at any one time to change from one
536 class to the next higher one. These eighteen (18) units may be earned in three
537 major categories. with no more than six (6) units in any one category applied.
538

539 ~~A maximum of six (6) units in any one Equivalent Credit category may be~~
540 ~~applied towards each application for advancement. However, applicants may~~
541 ~~use additional units in the same Equivalent Credit category in subsequent~~
542 ~~applications for advancement. No lifetime maximum exists for any particular~~
543 ~~Equivalent Credit category in such applications for advancement.~~

544 a. One year of successful non-teaching work experience (may be
545 cumulative) related to the current assignment (2 months equals 1 unit);

- 546 and
- 547 b. Travel which is specifically related to improving the employee's service
548 (2 weeks equals 1 unit); and
- 549
- 550 c. Professional service (one unit for 9 weeks) supervising a cadet teacher;
551 publication (one unit for an article of 500 words or more in a recognized
552 professional magazine, six units for the publication of a book, 200 pages
553 or more); major leadership in local, state, or national professional
554 organizations (two units for president, one unit for other offices); public
555 performance (limit of one unit per year for concerts or art exhibits);
556 community college courses, noncredit adult classes, and approved in-
557 service seminars, provided that the content is appropriate to the current or
558 possible future assignments at the College. In computing courses fifteen
559 (15) hours of class time equals one unit. Summer workshops and child
560 study courses not taken for university credit may be used for credit in this
561 category. Courses which are audited are not acceptable.
- 562
- 563

564 12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES

565

566 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be
567 made on or before the fifth work day after the close of the calendar months
568 for which payment is due except as otherwise indicated below.

569

570 12.9.1.1 The District will extend to full-time faculty the option of receiving
571 their annual contract salary paid over twelve (12) months.

572

573 12.9.1.2 Any request to change from a ten month to a twelve month salary
574 schedule must be received in the Fiscal Services office by the last
575 working day in May of any academic year.

576

577 12.9.1.3 In the event of separation of service from the District, if a unit
578 member receives salary payment beyond the earned amount, as
579 determined by the Education Code adjustment process, the unit
580 member will make a reimbursement within thirty
581 (30) days of notice and/or the unit member's final compensation
will be appropriately adjusted.

582

583 12.9.2 **Deduction for Unpaid Absence.** Deduction for personal (unpaid) absence,
584 whether because of unpaid leave or employment after the first work day of a
585 month or separation from service before the last work day of a month shall be
586 made on the basis of a per diem rate for all persons employed at a monthly
587 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
588 shall be computed fractionally at one divided by the number of work days
589 normal for the employee's contractual services.

590

591 12.9.3 **Retirees.** Contract and regular unit members who retire are eligible for rehire
592 but are not guaranteed employment. Retirees who are offered employment will
593 be compensated at the appropriate part-time salary schedule based on their
step and column placement on Schedule A at the time of retirement.

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12.10 OVERLOAD HOURLY SALARY SCHEDULE

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

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

12.11 FACULTY SUPERVISING INTERNSHIP COURSES

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

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

1. A minimum of four meetings with the student;
2. A minimum of one meeting with the employer or placement agency regarding student progress;
3. All student course work/requirements including, but not limited to:
 - a. Student Learning Objectives,
 - b. Final project, paper or journal,
 - c. Signed Faculty Advisor Record,
 - d. Signed time sheet from Employer (completing the required hours for the units earned),
 - e. Signed evaluation sheet completed by the employer
4. A final grade submission

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

**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.

effective July 1, 2023. Board approved May 17, 2023.
Schedule A

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



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.