

**COUNTER PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
May 28, 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 15.0% plus state-funded COLA.

Effective July 1, 2024, each cell of all Full-Time Monthly Salary Schedules shall be increased by 5.0% plus state-funded COLA.

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

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12.0.2 - **Class B**

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- 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)

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12.0.3 - **Class C**

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

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12.0.4 - **Class D**

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

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12.0.5 - **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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12.0.6 The two categories within Classes B, C, and D are as follows:

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- 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:

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- Administration of Justice
- Advertising/Graphic Design
- Automotive Technology
- Building Construction
- Business Information Technology
- Computer Information Systems
- Cosmetology and

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

~~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

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

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

154
155 **12.2.1 - Class A**

156 **Minimum Qualifications**

157

158 **12.2.2 - Class B**

159

160 I. MA + 18 or BA + 54

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

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164 **12.2.3 - Class C**

165 III.

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167 I. MA + 36 or BA +72

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

170 **12.2.4 - Class D**

171

172 I. MA + 54 or BA + 90

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

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176 **12.2.5 - Class E**

177 **Doctoral Degree.** Attainment of the doctoral degree from an accredited
178 institution of higher education. The District shall be the final arbiter in assessing
179 the qualifications of doctorates.
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182 **12.2.6** The two categories within Classes B, C, and D are as follows:

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

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

188	Administration
189	of Justice
190	Advertising/Gr
191	aphic Design
192	Automotive
193	Technology
194	Building
195	Construction
196	Business Information
197	Technology
198	Computer
199	Information Systems
200	Cosmetology and
201	Barbering Dental
202	Assisting
203	Dental Hygiene
204	Dental Laboratory
205	Technology
206	Drafting –
207	Mechanical
208	Drafting Electrical
209	Technology
210	Electronics
211	Technology
212	Emergency Medical
213	Technology
214	Environmental
215	Technology
216	Fashion
217	Fire Technology
218	Food Services
219	Legal Assisting
220	Machine Shop
221	Technology
222	Medical
223	Assisting
224	Photographic
225	Technology/
226	Commercial
227	Photography
228	Printing
229	Technology
230	Radiologic
231	Technology
232	Sign Art
233	Telecommunic
234	ations
235	Vocational
236	Nursing
237	Welding
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241 ~~The designation of the class on the schedule is determined as follows:~~
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243 ~~12.2.7—Class A A California Community College Partial Fulfillment Credential~~
244 ~~Minimum Qualifications~~
245 ~~12.2.8—Class B-~~
246
247 ~~I. MA + 18 or BA + 54~~
248 ~~II. Eighteen (18) units beyond those required for the minimum-~~
249 ~~qualifications, including an Associate of Arts Degree (or equivalent)~~
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251 ~~12.2.9—Class C~~
252 ~~I. MA + 36 or BA + 72~~
253 ~~II. Thirty six (36) units beyond those required for the minimum-~~
254 ~~qualifications, including a Bachelor's Degree~~
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256 ~~12.2.10—Class D~~
257 ~~I. MA + 54 or BA + 90~~
258 ~~II. Fifty four (54) units beyond those required for minimum-~~
259 ~~qualifications, including a Master's Degree~~
260
261 ~~12.2.11—Class E~~
262 ~~**Doctoral Degree.** Attainment of the doctoral degree from an accredited-~~
263 ~~institution of higher education. The District shall be the final arbiter in-~~
264 ~~assessing the qualifications of doctorates.~~
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267 ~~12.2.12 The two categories within Classes B, C, and D are as follows:~~
268 ~~e. **Category I** Open to faculty in subject matter areas in which a Bachelor's~~
269 ~~Degree or higher is offered;~~
270
271 ~~f. **Category II** Open only to faculty in the following areas in which no~~
272 ~~Bachelor's Degree is offered:~~
273 ~~Administration~~
274 ~~of Justice-~~
275 ~~Advertising/Gr~~
276 ~~aphic Design-~~
277 ~~Automotive-~~
278 ~~Technology-~~
279 ~~Building-~~
280 ~~Construction~~
281 ~~Business Information-~~
282 ~~Technology-~~

283	Computer-
284	Information Systems-
285	Cosmetology and-
286	Barbering Dental-
287	Assisting
288	Dental Hygiene
289	Dental Laboratory-
290	Technology-
291	Drafting—
292	Mechanical-
293	Drafting Electrical-
294	Technology-
295	Electronics-
296	Technology-
297	Emergency Medical-
298	Technology-
299	Environmental-
300	Technology-
301	Fashion
302	Fire Technology
303	Food Services
304	Legal Assisting
305	Machine Shop-
306	Technology-
307	Medical-
308	Assisting-
309	Photographic-
310	Technology/-
311	Commercial-
312	Photography-
313	Printing-
314	Technology-
315	Radiologic-
316	Technology-
317	Sign Art-
318	Telecommunic
319	ations-
320	Vocational-
321	Nursing-
322	Welding
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325 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**
326 **(SCHEDULES R and X)**
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328 Initial placement of the schedule recognizes on a year-for-year basis up to 13 years suitable
329 teaching experience and/or vocational experience exceeding that required to meet
330 minimum teaching qualifications. [This language is status quo for all full-time teaching
331 salary schedules. This same language appears on the monthly, overload, and intersession
332 schedules (Schedules R and X).]
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334 **CLASS A**
335 Minimum Qualifications.
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337 **CLASS B**
338 I. MA + 18 or BA + 54.
339 II. Eighteen units beyond those required for the minimum qualifications, including
340 an associate degree (or equivalent***).
341

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

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

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

359 **CLASSES B, C, D (Category II)**
360 Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:
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|---------------------------------|-------------------------|
| 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.

- 407 12.4.7 The two categories within Classes C, D and E are as follows:
- 408 g. **Category I** Open to faculty in subject matter areas in which a Bachelor's
- 409 Degree or higher is offered;
- 410
- 411 h. **Category II** Open only to faculty in the following areas in which no
- 412 Bachelor's Degree is offered:
- 413 Administration
- 414 of Justice
- 415 Advertising/Gr
- 416 aphic Design
- 417 Automotive
- 418 Technology
- 419 Building
- 420 Construction
- 421 Business Information
- 422 Technology
- 423 Computer
- 424 Information Systems
- 425 Cosmetology and
- 426 Barbering Dental
- 427 Assisting
- 428 Dental Hygiene
- 429 Dental Laboratory
- 430 Technology
- 431 Drafting –
- 432 Mechanical
- 433 Drafting Electrical
- 434 Technology
- 435 Electronics
- 436 Technology
- 437 Emergency Medical
- 438 Technology
- 439 Environmental
- 440 Technology
- 441 Fashion
- 442 Fire Technology
- 443 Food Services
- 444 Legal Assisting
- 445 Machine Shop
- 446 Technology
- 447 Medical
- 448 Assisting
- 449 Photographic
- 450 Technology/
- 451 Commercial
- 452 Photography
- 453 Printing
- 454 Technology
- 455 Radiologic

456 Technology
457 Sign Art
458 Telecommunic
459 ations
460 Vocational
461 Nursing
462 Welding
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464 **12.5 ANNUAL CONTRACT SALARIES**

- 465 12.5.1 The annual contract salaries shall be determined in the following manner:
466 12.5.2 Determine the employee’s classification and step on the basic tenthsly payment
467 salary schedule (Classes A through Doctor’s Degree, Steps 1 through 33);
468 12.5.3 Multiply this product by the appropriate responsibility ratio;
469
470 12.5.4 Multiply this product by the number of months specified in the time
471 assignment for the position to determine the annual salary.

472 **12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES**

- 473 **12.6.1** Vertical advancement on the salary schedules occurs only if the service has
474 been rendered for at least three-fourths of the academic year in the case of
475 those on contract. Step or class changes occur July 1 following official
476 certification of completion of the degree(s) or unit(s).
477
478 12.6.2 Class and step changes are granted contingent on satisfactory performance as
479 evidenced by a current satisfactory evaluation.
480

481 **12.7 ADVANCEMENT ON THE HOURLY SCHEDULE**

- 482
483 12.7.1 For the purposes of hourly compensation, regular and contract unit members
484 who had been placed on an hourly schedule prior to employment as a regular
485 or contract unit member will continue to be paid on the hourly schedule until
486 such time as the overload rate on Schedule A is equal to or greater than the
487 rate of the hourly schedule. Such members are not eligible to advance on the
488 hourly schedule. Vertical advancement on the hourly schedules for eligible
489 unit members occurs when a unit member has:
490
491 a. Advanced to a step on the Annual Contract Schedule that is higher than
492 the current placement on the appropriate hourly schedule, or
493
494 b. For the Credit Hourly Schedule B taught at least 150 hours in the credit
495 program since the initial placement or the last step placement, or
496
497 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours in
498 the credit program since initial placement or the last step placement, or
499
500 d. For Noncredit Hourly Schedule D taught at least 400 hours in the
501 noncredit program since initial placement or the last step placement.

499
500 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will
501 carry over into the next step accumulation.
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503 12.8 APPLICATION FOR ADVANCEMENT

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

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

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

516 12.8.2 Acceptable Study. Upper division or graduate units from an accredited college
517 or university are acceptable for advancement on the salary schedule provided
518 that the course is not a repeat and is related to the current assignment or
519 represents a reasonable objective for future local employment.

520 12.8.2.1 District and Association agree that unit members will be moved to
521 the appropriate place on the doctoral column of the salary schedule
522 when they have attained a doctoral degree from an accredited
523 institution of higher education.

524 12.8.2.2 Community college courses are allowed if they are approved in
525 advance by the Vice President for Instruction as part of a planned
526 program of at least twelve (12) units, including upper division
527 and/or graduate work. Miscellaneous community college courses,
528 not in an approved plan, may be allowed if appropriate under
529 Section 12.6.3.c. This course work must be directly related to a
530 teaching assignment and not a repetition of previous work. Courses
531 that are audited are not allowed.

532 12.8.3 **Equivalent Credit.** In lieu of formal academic units and after initial
533 employment, it is possible to earn a maximum of eighteen (18) equivalent
534 units. Not more than nine (9) may be used at any one time to change from one
535 class to the next higher one. These eighteen (18) units may be earned in three
536 major categories. with no more than six (6) units in any one category applied.
537

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

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

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

563 12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES

- 564
- 565 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be
566 made on or before the fifth work day after the close of the calendar months
567 for which payment is due except as otherwise indicated below.
- 568
- 569 12.9.1.1 The District will extend to full-time faculty the option of receiving
570 their annual contract salary paid over twelve (12) months.
- 571
- 572 12.9.1.2 Any request to change from a ten month to a twelve month salary
573 schedule must be received in the Fiscal Services office by the last
574 working day in May of any academic year.
- 575
- 576 12.9.1.3 In the event of separation of service from the District, if a unit
577 member receives salary payment beyond the earned amount, as
578 determined by the Education Code adjustment process, the unit
579 member will make a reimbursement within thirty
580 (30) days of notice and/or the unit member's final compensation
will be appropriately adjusted.
- 581
- 582 12.9.2 **Deduction for Unpaid Absence.** Deduction for personal (unpaid) absence,
583 whether because of unpaid leave or employment after the first work day of a
584 month or separation from service before the last work day of a month shall be
585 made on the basis of a per diem rate for all persons employed at a monthly
586 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
587 shall be computed fractionally at one divided by the number of work days
588 normal for the employee's contractual services.
- 589
- 590 12.9.3 **Retirees.** Contract and regular unit members who retire are eligible for rehire
591 but are not guaranteed employment. Retirees who are offered employment will
592 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/CCFA CBA.

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

11-Month Contract Faculty – 12 payments per year

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

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

III. MA + 18 or BA + 54.

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

CLASS C

III. MA + 36 or BA + 72.

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

CLASS D

III. MA + 54 or BA + 90.

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

CLASS E

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

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units

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



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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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