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

June 20, 2024

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

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

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**ARTICLE 12
THE SALARY SCHEDULES**

19 12.0 The Salary Schedules for the Pasadena Area Community College District are
20 contained in the Appendix.

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22 12.01

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

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

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29 **12.0.1 Effective July 1, 2024, each cell of all Part-Time Faculty Salary**
30 **Schedules shall be increased by the state-funded COLA of 1.07%. 13.5%**
31 **plus the state-funded COLA.**

32 **Effective July 1, 2024, each cell of all Full-Time Monthly Salary**
33 **Schedules shall be increased by the state-funded COLA of 1.07%. 4.5%**
34 **plus the state-funded COLA.**

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

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

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

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12.0.1 **Class A** Minimum Qualifications

12.0.2 - **Class B**

- 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)

12.0.3 - **Class C**

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

12.0.4 - **Class D**

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

12.0.5 - **Class E**

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

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

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

- Administration
- of Justice
- Advertising/Graphic Design
- Automotive
- Technology
- Building
- Construction
- Business Information
- Technology

93	Computer
94	Information Systems
95	Cosmetology and
96	Barbering Dental
97	Assisting
98	Dental Hygiene
99	Dental Laboratory
100	Technology
101	Drafting –
102	Mechanical
103	Drafting Electrical
104	Technology
105	Electronics
106	Technology
107	Emergency Medical
108	Technology
109	Environmental
110	Technology
111	Fashion
112	Fire Technology
113	Food Services
114	Legal Assisting
115	Machine Shop
116	Technology
117	Medical
118	Assisting
119	Photographic
120	Technology/
121	Commercial
122	Photography
123	Printing
124	Technology
125	Radiologic
126	Technology
127	Sign Art
128	Telecommunic
129	ations
130	Vocational
131	Nursing
132	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)

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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 non-credit 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.

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 all adjunct teaching salary schedules. This same language appears on the adjunct semester and intersession schedules (Schedules B and G).]

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

12.2.1 - Class A

Minimum Qualifications

12.2.2 - Class B

- 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)

12.2.3 - Class C

III.

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

12.2.4 - Class D

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

12.2.5 - Class E

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

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

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

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

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

239 Vocational
240 Nursing
241 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-~~

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

254
255

~~12.2.9—Class C~~

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

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~~12.2.10—Class D~~

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

264

~~12.2.11—Class E~~

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

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

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

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

277 ~~Administration~~
278 ~~of Justice~~
279 ~~Advertising/Gr~~
280 ~~aphic Design~~
281 ~~Automotive~~
282 ~~Technology~~

283	Building-
284	Construction
285	Business Information-
286	Technology-
287	Computer-
288	Information Systems-
289	Cosmetology and-
290	Barbering Dental-
291	Assisting
292	Dental Hygiene
293	Dental Laboratory-
294	Technology-
295	Drafting—
296	Mechanical-
297	Drafting Electrical-
298	Technology-
299	Electronics-
300	Technology-
301	Emergency Medical-
302	Technology-
303	Environmental-
304	Technology-
305	Fashion
306	Fire Technology
307	Food Services
308	Legal Assisting
309	Machine Shop-
310	Technology-
311	Medical-
312	Assisting-
313	Photographic-
314	Technology/-
315	Commercial-
316	Photography-
317	Printing-
318	Technology-
319	Radiologic-
320	Technology-
321	Sign Art-
322	Telecommuni-
323	cations-
324	Vocational-
325	Nursing-
326	Welding
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329 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**
330 **(SCHEDULES R and X)**
331

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

337
338 **CLASS A**
339 Minimum Qualifications.

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

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

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

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

362
363 **CLASSES B, C, D (Category II)**
364 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.

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

460 Technology
461 Sign Art
462 Telecommunic
463 ations
464 Vocational
465 Nursing
466 Welding
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468 **12.5 ANNUAL CONTRACT SALARIES**

- 469 12.5.1 The annual contract salaries shall be determined in the following manner:
470 12.5.2 Determine the employee’s classification and step on the basic tenthsly payment
471 salary schedule (Classes A through Doctor’s Degree, Steps 1 through 33);
- 472 12.5.3 Multiply this product by the appropriate responsibility ratio;
473
- 474 12.5.4 Multiply this product by the number of months specified in the time
475 assignment for the position to determine the annual salary.

476 **12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES**

- 477 **12.6.1** Vertical advancement on the salary schedules occurs only if the service has
478 been rendered for at least three-fourths of the academic year in the case of
479 those on contract. Step or class changes occur July 1 following official
480 certification of completion of the degree(s) or unit(s).
481
- 482 12.6.2 Class and step changes are granted contingent on satisfactory performance as
483 evidenced by a current satisfactory evaluation.
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485 **12.7 ADVANCEMENT ON THE HOURLY SCHEDULE**

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

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504 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will
505 carry over into the next step accumulation.
506

507 12.8 APPLICATION FOR ADVANCEMENT

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509 12.8.1 To qualify for a higher salary classification for the subsequent semester, an
510 academic employee must present the form "Application for Salary Change"
511 to the Office of Human Resources by the last day of the prior semester.

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

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

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

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

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

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

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

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

- 549 and
- 550 b. Travel which is specifically related to improving the employee's service
551 (2 weeks equals 1 unit); and
- 552
- 553 c. Professional service (one unit for 9 weeks) supervising a cadet teacher;
554 publication (one unit for an article of 500 words or more in a recognized
555 professional magazine, six units for the publication of a book, 200 pages
556 or more); major leadership in local, state, or national professional
557 organizations (two units for president, one unit for other offices); public
558 performance (limit of one unit per year for concerts or art exhibits);
559 community college courses, noncredit adult classes, and approved in-
560 service seminars, provided that the content is appropriate to the current or
561 possible future assignments at the College. In computing courses fifteen
562 (15) hours of class time equals one unit. Summer workshops and child
563 study courses not taken for university credit may be used for credit in this
564 category. Courses which are audited are not acceptable.
- 565
- 566

567 **12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES**

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569 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be
570 made on or before the fifth work day after the close of the calendar months
571 for which payment is due except as otherwise indicated below.

572

573 12.9.1.1 The District will extend to full-time faculty the option of receiving
574 their annual contract salary paid over twelve (12) months.

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

578

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

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

592

593 12.9.3 **Retirees.** Contract and regular unit members who retire are eligible for rehire
594 but are not guaranteed employment. Retirees who are offered employment will
595 be compensated at the appropriate part-time salary schedule based on their
596 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.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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



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

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

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

11-Month Contract Faculty – 12 payments per year

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

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

Schedule R

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

CLASS A

Minimum Qualifications.

CLASS B

III. MA + 18 or BA + 54.

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

CLASS C

III. MA + 36 or BA + 72.

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

CLASS D

III. MA + 54 or BA + 90.

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

CLASS E

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

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units

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



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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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