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

July 31, 2024

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

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

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**ARTICLE 12
THE SALARY SCHEDULES**

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

30 12.01

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

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

35 ~~12.0.1 Effective July 1, 2024, each cell of all Part-Time Faculty Salary~~
36 ~~Schedules shall be increased by the state-funded COLA of 1.07%.~~ **6.75% plus** the state-funded COLA of 1.07%.

37 ~~Effective July 1, 2024, each cell of all Full-Time Monthly Salary~~
38 ~~Schedules shall be increased by the state-funded COLA of 1.07%.~~ **2.78%**
39 **plus** the state-funded COLA of 1.07%.

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

46 In addition, each part-time faculty member who performs services during
the Fall 2024 or Spring 2025 semesters shall receive an additional one-
time off-schedule payment of \$1,500.00 for each semester worked. In
addition, each full-time faculty member shall receive an additional one-
time off-schedule payment of \$3,000.00.

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

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

57
58 The designation of the class on the schedule is determined as follows:
59

60 12.0.1 **Class A** Minimum Qualifications
61

62 12.0.2 - **Class B**
63

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

69 12.0.3 - **Class C**
70

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

75 12.0.4 - **Class D**
76

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

81 12.0.5 - **Class E**

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

86
87 12.0.6 The two categories within Classes B, C, and D are as follows:

- 88 a. **Category I** Open to faculty in subject matter areas in which a Bachelor's
89 Degree or higher is offered;
90
91 b. **Category II** Open only to faculty in the following areas in which no

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

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~~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 Adjunct Credit Semester Faculty and Adjunct Credit Intersession Faculty schedules. 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

189 qualifications, including a Master's Degree

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12.2.5 - 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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12.2.6 The two categories within Classes B, C, and D are as follows:

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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:

202

203

Administration

204

of Justice

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Advertising/Gr

206

aphic Design

207

Automotive

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Technology

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Building

210

Construction

211

Business Information

212

Technology

213

Computer

214

Information Systems

215

Cosmetology and

216

Barbering Dental

217

Assisting

218

Dental Hygiene

219

Dental Laboratory

220

Technology

221

Drafting –

222

Mechanical

223

Drafting Electrical

224

Technology

225

Electronics

226

Technology

227

Emergency Medical

228

Technology

229

Environmental

230

Technology

231

Fashion

232

Fire Technology

233

Food Services

234

Legal Assisting

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Machine Shop

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Technology

237 Medical
238 Assisting
239 Photographic
240 Technology/
241 Commercial
242 Photography
243 Printing
244 Technology
245 Radiologic
246 Technology
247 Sign Art
248 Telecommunic
249 ations
250 Vocational
251 Nursing
252 Welding
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256 ~~The designation of the class on the schedule is determined as follows:~~

257
258 ~~12.2.7 Class A A California Community College Partial Fulfillment Credential~~
259 ~~Minimum Qualifications~~

260 ~~12.2.8 Class B-~~

261
262 I. ~~MA + 18 or BA + 54~~
263 II. ~~Eighteen (18) units beyond those required for the minimum-~~
264 ~~qualifications, including an Associate of Arts Degree (or equivalent)~~
265

266 ~~12.2.9 Class C~~

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

271 ~~12.2.10 Class D~~

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

276 ~~12.2.11 Class E~~

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

281
282 ~~12.2.12 The two categories within Classes B, C, and D are as follows:~~

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

285
286 f.—~~Category II~~ Open only to faculty in the following areas in which no
287 Bachelor's Degree is offered:

288 Administration
289 of Justice
290 Advertising/Gr
291 aphic Design
292 Automotive
293 Technology
294 Building
295 Construction
296 Business Information
297 Technology
298 Computer
299 Information Systems
300 Cosmetology and
301 Barbering Dental
302 Assisting
303 Dental Hygiene
304 Dental Laboratory
305 Technology
306 Drafting—
307 Mechanical
308 Drafting Electrical
309 Technology
310 Electronics
311 Technology
312 Emergency Medical
313 Technology
314 Environmental
315 Technology
316 Fashion
317 Fire Technology
318 Food Services
319 Legal Assisting
320 Machine Shop
321 Technology
322 Medical
323 Assisting
324 Photographic
325 Technology/
326 Commercial
327 Photography
328 Printing
329 Technology
330 Radiologic
331 Technology
332 Sign Art

333 Telecommunic
334 ations-
335 Vocational-
336 Nursing-
337 Welding
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340 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**
341 **(SCHEDULES R and X)**
342

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

349 **CLASS A**
350 **Minimum Qualifications.**
351

352 **CLASS B**
353 I. MA + 18 or BA + 54.
354 II. Eighteen units beyond those required for the minimum qualifications, including
355 an associate degree (or equivalent***).
356

357 **CLASS C**
358 I. MA + 36 or BA + 72.
359 II. Thirty-six units beyond those required for the minimum qualifications, including
360 a bachelor's degree.
361

362 **CLASS D**
363 I. MA + 54 or BA + 90.
364 II. Fifty-four (54) units beyond those required for minimum qualifications,
365 including a master's degree.
366

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

374 **CLASSES B, C, D (Category II)**
375 **Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:**
376

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

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***60 semester units

12.4 ADJUNCT SEMESTER CREDIT NONTEACHING SALARY SCHEDULES (SCHEDULE 5)

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

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

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

12.4.1 - Class A A California Community College Partial Fulfillment Credential

12.4.2 - Class B Minimum Qualifications

12.4.3 - Class C

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

12.4.4 - Class D

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

12.4.5 - Class E

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

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

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

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

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

471 Radiologic
472 Technology
473 Sign Art
474 Telecommunic
475 ations
476 Vocational
477 Nursing
478 Welding
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480 12.5 ANNUAL CONTRACT SALARIES

- 481 12.5.1 The annual contract salaries shall be determined in the following manner:
482 12.5.2 Determine the employee's classification and step on the basic tenthsly payment
483 salary schedule (Classes A through Doctor's Degree, Steps 1 through 33);
- 484 12.5.3 Multiply this product by the appropriate responsibility ratio;
485
- 486 12.5.4 Multiply this product by the number of months specified in the time
487 assignment for the position to determine the annual salary.

488 12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES

- 489 12.6.1 Vertical advancement on the salary schedules occurs only if the service has
490 been rendered for at least three-fourths of the academic year in the case of
491 those on contract. Step or class changes occur July 1 following official
492 certification of completion of the degree(s) or unit(s).
493
- 494 12.6.2 Class and step changes are granted contingent on satisfactory performance as
495 evidenced by a current satisfactory evaluation.
496

497 12.7 ADVANCEMENT ON THE HOURLY SCHEDULE

- 498
- 499 12.7.1 For the purposes of hourly compensation, regular and contract unit members
500 who had been placed on an hourly schedule prior to employment as a regular
501 or contract unit member will continue to be paid on the hourly schedule until
502 such time as the overload rate on Schedule A is equal to or greater than the
503 rate of the hourly schedule. Such members are not eligible to advance on the
504 hourly schedule. Vertical advancement on the hourly schedules for eligible
505 unit members occurs when a unit member has:
506
- 507 a. Advanced to a step on the Annual Contract Schedule that is higher than
508 the current placement on the appropriate hourly schedule, or
 - 509 b. For the Credit Hourly Schedule B taught at least 150 hours in the credit
510 program since the initial placement or the last step placement, or
 - 511 c. For the Credit Hourly Schedule C (Summer), taught at least 400 hours in
512 the credit program since initial placement or the last step placement, or
 - 513 d. For Noncredit Hourly Schedule D taught at least 400 hours in the

514 noncredit program since initial placement or the last step placement.
515
516 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will
517 carry over into the next step accumulation.
518

519 12.8 APPLICATION FOR ADVANCEMENT

520
521 12.8.1 To qualify for a higher salary classification for the subsequent semester, an
522 academic employee must present the form "Application for Salary Change"
523 to the Office of Human Resources by the last day of the prior semester.

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

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

532 12.8.2 Acceptable Study. Upper division or graduate units from an accredited college
533 or university are acceptable for advancement on the salary schedule provided
534 that the course is not a repeat and is related to the current assignment or
535 represents a reasonable objective for future local employment.

536 12.8.2.1 District and Association agree that unit members will be moved to
537 the appropriate place on the doctoral column of the salary schedule
538 when they have attained a doctoral degree from an accredited
539 institution of higher education.

540 12.8.2.2 Community college courses are allowed if they are approved in
541 advance by the Vice President for Instruction as part of a planned
542 program of at least twelve (12) units, including upper division
543 and/or graduate work. Miscellaneous community college courses,
544 not in an approved plan, may be allowed if appropriate under
545 Section 12.6.3.c. This course work must be directly related to a
546 teaching assignment and not a repetition of previous work. Courses
547 that are audited are not allowed.

548 12.8.3 **Equivalent Credit.** In lieu of formal academic units and after initial
549 employment, it is possible to earn a maximum of eighteen (18) equivalent
550 units. Not more than nine (9) may be used at any one time to change from one
551 class to the next higher one. These eighteen (18) units may be earned in three
552 major categories. with no more than six (6) units in any one category applied.
553

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

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

560 cumulative) related to the current assignment (2 months equals 1 unit);
561 and

562 b. Travel which is specifically related to improving the employee's service
563 (2 weeks equals 1 unit); and

564
565 c. Professional service (one unit for 9 weeks) supervising a cadet teacher;
566 publication (one unit for an article of 500 words or more in a recognized
567 professional magazine, six units for the publication of a book, 200 pages
568 or more); major leadership in local, state, or national professional
569 organizations (two units for president, one unit for other offices); public
570 performance (limit of one unit per year for concerts or art exhibits);
571 community college courses, noncredit adult classes, and approved in-
572 service seminars, provided that the content is appropriate to the current or
573 possible future assignments at the College. In computing courses fifteen
574 (15) hours of class time equals one unit. Summer workshops and child
575 study courses not taken for university credit may be used for credit in this
576 category. Courses which are audited are not acceptable.

577
578

579 **12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES**

580

581 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be
582 made on or before the fifth work day after the close of the calendar months
583 for which payment is due except as otherwise indicated below.

584

585 12.9.1.1 The District will extend to full-time faculty the option of receiving
586 their annual contract salary paid over twelve (12) months.

587 12.9.1.2 Any request to change from a ten month to a twelve month salary
588 schedule must be received in the Fiscal Services office by the last
589 working day in May of any academic year.

590

591 12.9.1.3 In the event of separation of service from the District, if a unit
592 member receives salary payment beyond the earned amount, as
593 determined by the Education Code adjustment process, the unit
594 member will make a reimbursement within thirty
595 (30) days of notice and/or the unit member's final compensation
596 will be appropriately adjusted.

597 12.9.2 **Deduction for Unpaid Absence.** Deduction for personal (unpaid) absence,
598 whether because of unpaid leave or employment after the first work day of a
599 month or separation from service before the last work day of a month shall be
600 made on the basis of a per diem rate for all persons employed at a monthly
601 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
602 shall be computed fractionally at one divided by the number of work days
603 normal for the employee's contractual services.

604

605 12.9.3 **Retirees.** Contract and regular unit members who retire are eligible for rehire
606 but are not guaranteed employment. Retirees who are offered employment will
607 be compensated at the appropriate part-time salary schedule based on their

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

609

610 **12.10 OVERLOAD HOURLY SALARY SCHEDULE**

611

612 12.10.1 **Teaching Faculty.** The hourly schedule for teaching faculty, including the
613 overload differential, can be found in Schedules B-1 and D.

614 12.10.2 **Non-teaching Faculty.** An amount equal to four percent (4%) of the hourly
615 rate of any non-teaching academic employee will be added to the hourly rate
616 of such employee, when hourly work is performed on any regular assigned
617 monthly paid work day(s). For the purposes of this section, hourly service in
618 a week which exceeds normal full-time service will be entitled to the four
619 percent (4%) differential, except that in no case will hourly teaching
620 assignments be entitled to the four percent (4%) teaching differential during
621 summer intersessions.

622 **12.11 FACULTY SUPERVISING INTERNSHIP COURSES**

623

624 12.11.1 Faculty supervising for internship courses shall be compensated \$100.00 for
625 each student who completes the course requirements, up to 20 students.

626

627 12.11.2 Faculty supervising internship courses shall receive the \$100.00 compensation-
628 per- student based upon the completion of:

629

1. A minimum of four meetings with the student;

630

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

632

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

634

a. Student Learning Objectives,

635

b. Final project, paper or journal,

636

c. Signed Faculty Advisor Record,

637

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

639

e. Signed evaluation sheet completed by the employer

640

641 4. A final grade submission

642 12.11.3 Faculty supervising an internship course shall be limited to no more than 20
643 students enrolled in a designated internship course. Additional students may
644 be added only with permission of the Division Dean and the appropriate Vice
645 President or designee.
646

**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/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.

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.