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

**August 27, 2024**

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

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

**ARTICLE 12  
THE SALARY SCHEDULES**

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

12.01

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

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

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

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

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

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

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

47 services during the Fall 2024 or Spring 2025 semesters shall receive an additional one-time off-  
48 schedule payment of ~~\$500.00~~ ~~\$750.00~~ **\$1,250.00** for each semester worked. In addition, each full-  
49 time faculty member shall receive an additional one-time off-schedule payment of ~~\$1,000~~~~\$1,500.00~~  
50 **\$2,500.00**. This payment will not be subject to CalSTRS withholding and therefore will not be  
51 considered reportable compensation for CalSTRS retirement purposes. Only unit members actively  
52 employed on the date of board approval will receive the one-time payment. THE FULL-TIME  
53 MONTHLY, OVERLOAD, AND INTERSESSION SALARY SCHEDULES (SCHEDULES A, C,  
54 and O)

55  
56 Initial placement on the academic credit contract schedule recognizes, on a year-for-  
57 year basis, up to a maximum of fourteen (14) years, full-time equivalent District-  
58 approved experience and part-time teaching up to the equivalent of three (3) years full-  
59 time during the preceding five (5) years. Full-time, on-campus classified service will  
60 be recognized to the extent that placement on the academic salary schedule will not  
61 result in a monthly salary reduction. [This language is status quo for all full-time  
62 teaching salary schedules. This same language appears on the monthly, overload, and  
63 intersession schedules (Schedules A, C, O).]  
64  
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66 The designation of the class on the schedule is determined as follows:

67  
68 12.0.1 Class A Minimum Qualifications  
69

70 12.0.2 - Class B  
71

- 72 I. MA + 18 or BA + 54  
73 II. Eighteen (18) units beyond those required for the minimum  
74 qualifications, including an Associate of Arts Degree (or equivalent)  
75

76  
77 12.0.3 - Class C  
78

- 79 I. MA + 36 or BA + 72  
80 II. Thirty-six (36) units beyond those required for the minimum  
81 qualifications, including a Bachelor's Degree  
82

83 12.0.4 - Class D  
84

- 85 I. MA + 54 or BA + 90  
86 II. Fifty-four (54) units beyond those required for minimum  
87 qualifications, including a Master's Degree  
88

89 12.0.5 - Class E

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

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

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

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

142 Technology  
143 Radiologic  
144 Technology  
145 Sign Art  
146 Telecommunic  
147 ations  
148 Vocational  
149 Nursing  
150 Welding  
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152 ~~12.1 — THE NONCREDIT CONTRACT SCHEDULE (SCHEDULE D)~~

153  
154 The noncredit contract schedule initial step placement will be no higher than the  
155 seventh (7<sup>th</sup>) step and is based on experience beyond that required for the credential.  
156 [NOTE: Schedule D no longer exists, and noncredit contract faculty follow Schedule  
157 A.]  
158

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

162  
163 Effective the semester following board approval of this proposal, the adjunct faculty  
164 on the non-credit schedule will be moved to the credit adjunct faculty schedule Adjunct  
165 Credit Semester Faculty and Adjunct Credit Intersession Faculty schedules. The non-  
166 credit adjunct faculty will need to submit, to Human Resources, transcripts within 90  
167 days in order to be considered for movement to subsequent columns other than Column  
168 A or Column E.  
169

170 Initial placement of the schedule recognizes on a year-for-year basis up to six years  
171 suitable teaching experience and/or vocational experience exceeding that required to  
172 meet minimum teaching qualifications. [This language is status quo for all adjunct  
173 teaching salary schedules. This same language appears on the adjunct semester and  
174 intersession schedules (Schedules B and G).]  
175

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

177  
178 **12.2.1 - Class A**

179 Minimum Qualifications  
180

181 **12.2.2 - Class B**  
182

- 183 I. MA + 18 or BA + 54  
184 II. Eighteen (18) units beyond those required for the minimum  
185 qualifications, including an Associate of Arts Degree (or equivalent)  
186

187 **12.2.3 - Class C**

188 III.  
189

- 190 I. MA + 36 or BA +72

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

193 12.2.4 - Class D  
194

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

198  
199 12.2.5 - Class E

200 **Doctoral Degree.** Attainment of the doctoral degree from an accredited  
201 institution of higher education. The District shall be the final arbiter in assessing  
202 the qualifications of doctorates.  
203

204  
205 12.2.6 The two categories within Classes B, C, and D are as follows:

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

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

237 Environmental  
238 Technology  
239 Fashion  
240 Fire Technology  
241 Food Services  
242 Legal Assisting  
243 Machine Shop  
244 Technology  
245 Medical  
246 Assisting  
247 Photographic  
248 Technology/  
249 Commercial  
250 Photography  
251 Printing  
252 Technology  
253 Radiologic  
254 Technology  
255 Sign Art  
256 Telecommunic  
257 ations  
258 Vocational  
259 Nursing  
260 Welding  
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264 ~~The designation of the class on the schedule is determined as follows:~~

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

268 ~~12.2.8 Class B-~~

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

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

273  
274 ~~12.2.9 Class C~~

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

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

278  
279 ~~12.2.10 Class D~~

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

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

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~~12.2.11 Class E~~

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

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

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

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

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

331 ~~Assisting-~~  
332 ~~Photographic-~~  
333 ~~Technology/-~~  
334 ~~Commercial-~~  
335 ~~Photography-~~  
336 ~~Printing-~~  
337 ~~Technology-~~  
338 ~~Radiologic-~~  
339 ~~Technology-~~  
340 ~~Sign Art-~~  
341 ~~Telecommunic~~  
342 ~~ations-~~  
343 ~~Vocational-~~  
344 ~~Nursing-~~  
345 ~~Welding~~  
346  
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348 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**  
349 **(SCHEDULES R and X)**  
350

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

356 **CLASS A**  
357 **Minimum Qualifications.**

358 **CLASS B**  
359 I. MA + 18 or BA + 54.  
360 II. Eighteen units beyond those required for the minimum qualifications, including  
361 an associate degree (or equivalent\*\*\*).  
362  
363  
364

365 **CLASS C**  
366 I. MA + 36 or BA + 72.  
367 II. Thirty-six units beyond those required for the minimum qualifications, including  
368 a bachelor's degree.  
369

370 **CLASS D**  
371 I. MA + 54 or BA + 90.  
372 II. Fifty-four (54) units beyond those required for minimum qualifications,  
373 including a master's degree.  
374

375 **CLASS E**  
376 I. For academic disciplines: possession of an earned doctorate from an accredited institution  
377 II. For vocational disciplines: completion of a bachelor's degree and graduation from a  
378 three-year program at a professionally oriented institution recognized and approved  
379 by the California Community Colleges Chancellor's Office which degree can be  
380 translated to the equivalent of a doctorate.  
381

382 **CLASSES B, C, D (Category II)**  
383 **Open only to faculty in the following subject matter areas in which no bachelor's degree is offered:**  
384

- |                                 |                         |
|---------------------------------|-------------------------|
| 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

479 Radiologic  
480 Technology  
481 Sign Art  
482 Telecommunic  
483 ations  
484 Vocational  
485 Nursing  
486 Welding  
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## 488 **12.5 ANNUAL CONTRACT SALARIES**

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

## 496 **12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES**

- 497 **12.6.1** Vertical advancement on the salary schedules occurs only if the service has  
498 been rendered for at least three-fourths of the academic year in the case of  
499 those on contract. Step or class changes occur July 1 following official  
500 certification of completion of the degree(s) or unit(s).  
501
- 502 12.6.2 Class and step changes are granted contingent on satisfactory performance as  
503 evidenced by a current satisfactory evaluation.  
504

## 505 **12.7 ADVANCEMENT ON THE HOURLY SCHEDULE**

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

522 noncredit program since initial placement or the last step placement.  
523  
524 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will  
525 carry over into the next step accumulation.  
526

## 527 12.8 APPLICATION FOR ADVANCEMENT

528

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

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

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

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

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

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

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

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

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

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

570 b. Travel which is specifically related to improving the employee's service  
571 (2 weeks equals 1 unit); and  
572

573 c. Professional service (one unit for 9 weeks) supervising a cadet teacher;  
574 publication (one unit for an article of 500 words or more in a recognized  
575 professional magazine, six units for the publication of a book, 200 pages  
576 or more); major leadership in local, state, or national professional  
577 organizations (two units for president, one unit for other offices); public  
578 performance (limit of one unit per year for concerts or art exhibits);  
579 community college courses, noncredit adult classes, and approved in-  
580 service seminars, provided that the content is appropriate to the current or  
581 possible future assignments at the College. In computing courses fifteen  
582 (15) hours of class time equals one unit. Summer workshops and child  
583 study courses not taken for university credit may be used for credit in this  
584 category. Courses which are audited are not acceptable.  
585  
586

## 587 **12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES**

588  
589 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be  
590 made on or before the fifth work day after the close of the calendar months  
591 for which payment is due except as otherwise indicated below.  
592

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

595 12.9.1.2 Any request to change from a ten month to a twelve month salary  
596 schedule must be received in the Fiscal Services office by the last  
597 working day in May of any academic year.  
598

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

605 12.9.2 **Deduction for Unpaid Absence.** Deduction for personal (unpaid) absence,  
606 whether because of unpaid leave or employment after the first work day of a  
607 month or separation from service before the last work day of a month shall be  
608 made on the basis of a per diem rate for all persons employed at a monthly  
609 salaried rate. Pursuant to Education Code Section 87815, the per diem rate  
610 shall be computed fractionally at one divided by the number of work days  
611 normal for the employee's contractual services.  
612

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

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

617

618 **12.10 OVERLOAD HOURLY SALARY SCHEDULE**

619

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

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

630 **12.11 FACULTY SUPERVISING INTERNSHIP COURSES**

631

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

634

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

637

1. A minimum of four meetings with the student;

638

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

640

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

642

a. Student Learning Objectives,

643

b. Final project, paper or journal,

644

c. Signed Faculty Advisor Record,

645

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

647

e. Signed evaluation sheet completed by the employer

648

4. A final grade submission

649

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

654

**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.