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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.~~

~~12.01 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 services during the Fall 2024 or Spring 2025 semesters shall receive an additional one-time off-

47 **schedule payment of ~~\$500.00~~ \$1,500.00 for each semester worked. In addition, each full-time faculty**
48 **member shall receive an additional one-time off-schedule payment of ~~\$1,000~~ \$3,000.00. This**
49 **payment will not be subject to CalSTRS withholding and therefore will not be considered reportable**
50 **compensation for CalSTRS retirement purposes. Only unit members actively employed on the date**
51 **of board approval will receive the one-time payment.** THE FULL-TIME MONTHLY, OVERLOAD,
52 **AND INTERSESSION SALARY SCHEDULES (SCHEDULES A, C, and O)**
53

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

64 The designation of the class on the schedule is determined as follows:
65

66 12.0.1 **Class A** Minimum Qualifications
67

68 12.0.2 - **Class B**
69

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

75 12.0.3 - **Class C**
76

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

81 12.0.4 - **Class D**
82

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

87 12.0.5 - **Class E**

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

- 93 12.0.6 The two categories within Classes B, C, and D are as follows:
- 94 a. **Category I** Open to faculty in subject matter areas in which a Bachelor's
95 Degree or higher is offered;
- 96
- 97 b. **Category II** Open only to faculty in the following areas in which no
98 Bachelor's Degree is offered:

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

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

151
152 ~~The noncredit contract schedule initial step placement will be no higher than the~~
153 ~~seventh (7th) step and is based on experience beyond that required for the credential.~~
154 [NOTE: Schedule D no longer exists, and noncredit contract faculty follow Schedule
155 A.]
156
157

158 **12.2 ADJUNCT CREDIT AND NONCREDIT SEMESTER AND INTERSESSION**
159 **SALARY SCHEDULES (SCHEDULES B AND G)**

160
161 Effective the semester following board approval of this proposal, the adjunct faculty
162 on the non-credit schedule will be moved to the credit adjunct faculty schedule Adjunct
163 Credit Semester Faculty and Adjunct Credit Intersession Faculty schedules. The non-
164 credit adjunct faculty will need to submit, to Human Resources, transcripts within 90
165 days in order to be considered for movement to subsequent columns other than Column
166 A or Column E.
167

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

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

175
176 **12.2.1 - Class A**

177 Minimum Qualifications
178

179 **12.2.2 - Class B**
180

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

185 **12.2.3 - Class C**

- 186 III.
187
188 I. MA + 36 or BA +72
189 II. Thirty-six (36) units beyond those required for the minimum
190 qualifications, including a Bachelor's Degree

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12.2.4 - Class D

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

12.2.5 - Class E

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

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

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

- Administration of Justice
- Advertising/Graphic Design
- Automotive Technology
- Building Construction
- Business Information Technology
- Computer Information Systems
- Cosmetology and Barbering Dental Assisting
- Dental Hygiene
- Dental Laboratory Technology
- Drafting – Mechanical
- Drafting Electrical Technology
- Electronics Technology
- Emergency Medical Technology
- Environmental Technology
- Fashion

238 Fire Technology
239 Food Services
240 Legal Assisting
241 Machine Shop
242 Technology
243 Medical
244 Assisting
245 Photographic
246 Technology/
247 Commercial
248 Photography
249 Printing
250 Technology
251 Radiologic
252 Technology
253 Sign Art
254 Telecommunic
255 ations
256 Vocational
257 Nursing
258 Welding
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261

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

263
264 ~~12.2.7 Class A A California Community College Partial Fulfillment Credential~~
265 ~~Minimum Qualifications~~

266 ~~12.2.8 Class B-~~
267

- 268 I. ~~MA + 18 or BA + 54~~
269 II. ~~Eighteen (18) units beyond those required for the minimum-~~
270 ~~qualifications, including an Associate of Arts Degree (or equivalent)~~
271

272 ~~12.2.9 Class C~~

- 273 I. ~~MA + 36 or BA + 72~~
274 II. ~~Thirty six (36) units beyond those required for the minimum-~~
275 ~~qualifications, including a Bachelor's Degree~~
276

277 ~~12.2.10 Class D~~

- 278 I. ~~MA + 54 or BA + 90~~
279 II. ~~Fifty four (54) units beyond those required for minimum-~~
280 ~~qualifications, including a Master's Degree~~
281

282 ~~12.2.11 Class E~~

283 ~~Doctoral Degree. Attainment of the doctoral degree from an accredited-~~

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~~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/Gr~~
- ~~aphic 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/~~

332	Commercial
333	Photography
334	Printing
335	Technology
336	Radiologic
337	Technology
338	Sign Art
339	Telecommunic
340	ations
341	Vocational
342	Nursing
343	Welding
344	
345	

346 **12.3 THE NONTEACHING MONTHLY AND OVERLOAD SCHEDULES**
347 **(SCHEDULES R and X)**
348

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

354 **CLASS A**

355 **Minimum Qualifications.**

356 **CLASS B**

- 357
- 358 I. MA + 18 or BA + 54.
 - 359 II. Eighteen units beyond those required for the minimum qualifications, including
360 an associate degree (or equivalent***).

361 **CLASS C**

- 362
- 363 I. MA + 36 or BA + 72.
 - 364 II. Thirty-six units beyond those required for the minimum qualifications, including
365 a bachelor's degree.

366 **CLASS D**

- 367
- 368 I. MA + 54 or BA + 90.
 - 369 II. Fifty-four (54) units beyond those required for minimum qualifications,
370 including a master's degree.

371 **CLASS E**

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

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

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

- 380
- | | |
|---------------------------------|-------------------------|
| 381 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

477 Radiologic
478 Technology
479 Sign Art
480 Telecommunic
481 ations
482 Vocational
483 Nursing
484 Welding
485

486 **12.5 ANNUAL CONTRACT SALARIES**

- 487 12.5.1 The annual contract salaries shall be determined in the following manner:
488 12.5.2 Determine the employee's classification and step on the basic tenthsly payment
489 salary schedule (Classes A through Doctor's Degree, Steps 1 through 33);
- 490 12.5.3 Multiply this product by the appropriate responsibility ratio;
491
492 12.5.4 Multiply this product by the number of months specified in the time
493 assignment for the position to determine the annual salary.

494 **12.6 ADVANCEMENT ON THE CONTRACT SCHEDULES**

- 495 **12.6.1** Vertical advancement on the salary schedules occurs only if the service has
496 been rendered for at least three-fourths of the academic year in the case of
497 those on contract. Step or class changes occur July 1 following official
498 certification of completion of the degree(s) or unit(s).
499
- 500 12.6.2 Class and step changes are granted contingent on satisfactory performance as
501 evidenced by a current satisfactory evaluation.
502

503 **12.7 ADVANCEMENT ON THE HOURLY SCHEDULE**

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

520 noncredit program since initial placement or the last step placement.
521
522 12.7.2 Hours in excess of 225 (credit-B), 530 (credit-C) and 900 (noncredit-D) will
523 carry over into the next step accumulation.
524

525 **12.8 APPLICATION FOR ADVANCEMENT**
526

527 12.8.1 To qualify for a higher salary classification for the subsequent semester, an
528 academic employee must present the form “Application for Salary Change”
529 to the Office of Human Resources by the last day of the prior semester.

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

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

538 12.8.2 Acceptable Study. Upper division or graduate units from an accredited college
539 or university are acceptable for advancement on the salary schedule provided
540 that the course is not a repeat and is related to the current assignment or
541 represents a reasonable objective for future local employment.

542 12.8.2.1 District and Association agree that unit members will be moved to
543 the appropriate place on the doctoral column of the salary schedule
544 when they have attained a doctoral degree from an accredited
545 institution of higher education.

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

554 12.8.3 **Equivalent Credit.** In lieu of formal academic units and after initial
555 employment, it is possible to earn a maximum of eighteen (18) equivalent
556 units. Not more than nine (9) may be used at any one time to change from one
557 class to the next higher one. These eighteen (18) units may be earned in three
558 major categories. with no more than six (6) units in any one category applied.
559

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

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

566 cumulative) related to the current assignment (2 months equals 1 unit);
567 and

568 b. Travel which is specifically related to improving the employee's service
569 (2 weeks equals 1 unit); and

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

583
584

585 **12.9 CALENDAR-MONTH PAY REGULATIONS AND PROCEDURES**

586

587 12.9.1 **Pay Days.** Salary payments for monthly bargaining unit members shall be
588 made on or before the fifth work day after the close of the calendar months
589 for which payment is due except as otherwise indicated below.

590

591 12.9.1.1 The District will extend to full-time faculty the option of receiving
592 their annual contract salary paid over twelve (12) months.

593

594 12.9.1.2 Any request to change from a ten month to a twelve month salary
595 schedule must be received in the Fiscal Services office by the last
596 working day in May of any academic year.

597

598 12.9.1.3 In the event of separation of service from the District, if a unit
599 member receives salary payment beyond the earned amount, as
600 determined by the Education Code adjustment process, the unit
601 member will make a reimbursement within thirty
602 (30) days of notice and/or the unit member's final compensation
will be appropriately adjusted.

603

604 12.9.2 **Deduction for Unpaid Absence.** Deduction for personal (unpaid) absence,
605 whether because of unpaid leave or employment after the first work day of a
606 month or separation from service before the last work day of a month shall be
607 made on the basis of a per diem rate for all persons employed at a monthly
608 salaried rate. Pursuant to Education Code Section 87815, the per diem rate
609 shall be computed fractionally at one divided by the number of work days
610 normal for the employee's contractual services.

610

611 12.9.3 **Retirees.** Contract and regular unit members who retire are eligible for rehire
612 but are not guaranteed employment. Retirees who are offered employment will
613 be compensated at the appropriate part-time salary schedule based on their

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

615

616 **12.10 OVERLOAD HOURLY SALARY SCHEDULE**

617

618 12.10.1 **Teaching Faculty.** The hourly schedule for teaching faculty, including the
619 overload differential, can be found in Schedules B-1 and D.

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

628 **12.11 FACULTY SUPERVISING INTERNSHIP COURSES**

629

630 12.11.1 Faculty supervising for internship courses shall be compensated \$100.00 for
631 each student who completes the course requirements, up to 20 students.

632

633 12.11.2 Faculty supervising internship courses shall receive the \$100.00 compensation-
634 per- student based upon the completion of:

635

1. A minimum of four meetings with the student;

636

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

638

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

640

a. Student Learning Objectives,

641

b. Final project, paper or journal,

642

c. Signed Faculty Advisor Record,

643

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

645

e. Signed evaluation sheet completed by the employer

646

647

4. A final grade submission

648 12.11.3 Faculty supervising an internship course shall be limited to no more than 20
649 students enrolled in a designated internship course. Additional students may
650 be added only with permission of the Division Dean and the appropriate Vice
651 President or designee.

652

**APPENDIX A SALARY
SCHEDULES**



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

10- Month Contract Faculty – 10 payments per year
 11- Month Contract Faculty – 11 payments per year
 12- Month Contract Faculty – 12 payments per year

STEP Years of Experience	A	B	C	D	E
	Minimum Qualifications	I. BA+54** or MA+18* * II. Minimum Qualifications + 18** (Must possess an associate's degree or equivalent***)	I. BA+72** or MA+36* * II. Minimum Qualifications + 36** (Must possess an bachelor's degree)	I. BA+90** or MA+54* * II. Minimum Qualifications + 54** (Must possess a master's degree)	Doctorate Degree
1 - 6	\$8,394.74	\$8,765.11	\$9,135.49	\$9,505.84	\$10,246.53
7	\$8,765.11	\$9,135.49	\$9,505.84	\$9,876.19	\$10,616.88
8	\$9,135.49	\$9,505.84	\$9,876.19	\$10,246.53	\$10,987.25
9	\$9,505.84	\$9,876.19	\$10,246.53	\$10,616.88	\$11,357.58
10	\$9,876.19	\$10,246.53	\$10,616.88	\$10,987.25	\$11,727.97
11	\$9,876.19	\$10,616.88	\$10,987.25	\$11,357.58	\$12,098.33
12	\$9,876.19	\$10,616.88	\$10,987.25	\$11,727.97	\$12,468.70
13	\$9,876.19	\$10,616.88	\$10,987.25	\$11,727.97	\$12,468.70
*14	\$9,876.19	\$10,616.88	\$10,987.25	\$11,727.97	\$12,468.70
15	\$10,246.53	\$10,987.25	\$11,357.58	\$12,098.33	\$12,839.06
16	\$10,246.53	\$10,987.25	\$11,357.58	\$12,098.33	\$12,839.06
17	\$10,246.53	\$10,987.25	\$11,357.58	\$12,098.33	\$12,839.06
18	\$10,616.88	\$11,357.58	\$11,727.97	\$12,468.70	\$13,209.43
19	\$10,616.88	\$11,357.58	\$11,727.97	\$12,468.70	\$13,209.43
20	\$10,616.88	\$11,357.58	\$11,727.97	\$12,468.70	\$13,209.43
21	\$10,987.25	\$11,727.97	\$12,098.33	\$12,839.06	\$13,579.76
22	\$10,987.25	\$11,727.97	\$12,098.33	\$12,839.06	\$13,579.76
23	\$10,987.25	\$11,727.97	\$12,098.33	\$12,839.06	\$13,579.76
24	\$11,357.58	\$12,098.33	\$12,468.70	\$13,209.43	\$13,950.10
25	\$11,357.58	\$12,098.33	\$12,468.70	\$13,209.43	\$13,950.10
26	\$11,357.58	\$12,098.33	\$12,468.70	\$13,209.43	\$13,950.10
27	\$11,727.97	\$12,468.70	\$12,839.06	\$13,579.76	\$14,320.41
28	\$11,727.97	\$12,468.70	\$12,839.06	\$13,579.76	\$14,320.41
29	\$11,727.97	\$12,468.70	\$12,839.06	\$13,579.76	\$14,320.41
30	\$12,098.33	\$12,839.06	\$13,209.43	\$13,950.10	\$14,690.86
31	\$12,098.33	\$12,839.06	\$13,209.43	\$13,950.10	\$14,690.86
32	\$12,098.33	\$12,839.06	\$13,209.43	\$13,950.10	\$14,690.86
33	\$12,468.70	\$13,209.43	\$13,579.76	\$14,320.41	\$15,061.16

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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



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

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

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

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

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

Double line indicates maximum limit for initial employment.

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

Article 12 of the [PCC/CTA Contract](#) [PCC/PCCFA CBA](#).

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

11-Month Contract Faculty – 12 payments per year

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

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

Schedule R

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

CLASS A

Minimum Qualifications.

CLASS B

III. MA + 18 or BA + 54.

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

CLASS C

III. MA + 36 or BA + 72.

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

CLASS D

III. MA + 54 or BA + 90.

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

CLASS E

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

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

Double line indicates maximum limit for initial employment.

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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

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

*** 60 semester units.

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

CLASS A

Minimum Qualifications.

CLASS B

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

CLASS C

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

CLASS D

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

CLASS E

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

CLASSES B, C, D (Category II)

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

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

***60 semester units



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

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

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

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

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