

**SOLANO COMMUNITY COLLEGE DISTRICT
 ADJUNCT FACULTY SALARY SCHEDULE
 2018-2019 ACADEMIC YEAR**

STEP	CATEGORIES	INITIAL CLASS 1	MA BA + 24 CLASS 2	MA + 24 BA + 48 CLASS 3	MA + 48 BA + 72 CLASS 4	EARNED DOCTORATE CLASS 5
1	Cat. 1	56.82	61.37	66.28	71.58	74.45
	Cat. 2	48.76	52.99	57.23	61.47	64.17
	Cat. 3	46.49	50.53	54.55	58.59	61.17
2	Cat. 1	59.10	63.83	68.93	74.45	77.42
	Cat. 2	50.88	55.13	59.35	63.58	66.29
	Cat. 3	48.51	52.55	56.58	60.62	63.25
3	Cat. 1	61.46	66.38	71.69	77.42	80.52
	Cat. 2	52.99	57.25	61.47	65.70	68.40
	Cat. 3	50.53	54.56	58.59	62.63	65.21
4	Cat. 1	63.92	69.03	74.56	80.52	83.74
	Cat. 2	55.14	59.36	63.59	67.81	70.52
	Cat. 3	52.56	56.58	60.62	64.65	67.23
5	Cat. 1	66.48	71.79	77.54	83.74	87.09
	Cat. 2	57.26	61.48	65.71	69.94	72.64
	Cat. 3	54.57	58.60	62.64	66.67	69.25
6	Cat. 1	69.13	74.67	80.64	87.09	90.57
	Cat. 2	59.30	63.67	68.05	72.58	75.48
	Cat. 3	56.51	60.69	64.87	69.05	71.72
7	Cat. 1	71.90	77.65	83.87	90.57	94.20
	Cat. 2	59.92	64.71	69.89	75.48	78.50
	Cat. 3	56.51	60.69	64.87	69.05	71.72
8	Cat. 1	74.78	80.76	87.22	94.20	97.97
	Cat. 2	62.31	67.30	72.68	78.50	81.64
	Cat. 3	56.51	60.69	64.87	69.05	71.72
9	Cat. 1	77.77	83.99	90.71	97.97	101.88
	Cat. 2	64.81	69.99	75.59	81.64	84.90
	Cat. 3	56.51	60.69	64.87	69.05	71.72
10	Cat. 1	80.88	87.35	94.34	101.88	105.96
	Cat. 2	67.40	72.79	78.61	84.90	88.30
	Cat. 3	56.51	60.69	64.87	69.05	71.72
11	Cat. 1		90.84	98.11	105.96	110.20
	Cat. 2		75.70	81.76	88.30	91.83
	Cat. 3		60.69	64.87	69.05	71.72
12	Cat. 1			102.04	110.20	114.61
	Cat. 2			85.03	91.83	95.51
	Cat. 3			64.87	69.05	71.72
13	Cat. 1				114.61	119.19
	Cat. 2				95.51	99.33
	Cat. 3				69.05	71.72

INITIAL PLACEMENT: See CCA/CTA Collective Bargaining Agreement (Article 20) for specific placement information.

- * Class placement (academic or vocational) is determined at the time of initial employment.
- * Academic placement is determined by the semester units noted above. Vocational placement is based on the reverse page of this document.
- * Units are in terms of upper division/graduate semester units with a grade of "C" or better. Quarter units are multiplied by 2/3 to determine semester equivalent.
- * Lower division courses closely related to the employee's teaching field may be approved for initial salary placement upon written request to the Executive Vice-President of Academic Affairs. Employees are responsible for pursuing this option.
- * Please refer to Article 20, Experience Credit for Adjunct Faculty - Academic and/or Vocational Track & Placement.
- * All sealed, official transcripts and written verifications of experience must be submitted to Human Resources within three (3) months of date of hire for initial placement on the salary schedule.

SALARY ADVANCEMENT: See CCA/CTA Collective Bargaining Agreement (Article 20) for specific advancement information.

- * Advancement to a higher class is available. Faculty members who file verifying transcripts in Human Resources no later than October 1 will advance on the salary schedule retroactive to the first day of employment in the current academic year. Coursework must have been completed by the start of the academic year in which the salary advancement becomes effective.
- * Lower division courses taken after initial employment require prior approval by the Class Advancement Committee. Contact Human Resources for the appropriate forms.
- * Concurrent service in the day and continuing education and summer session programs shall be counted as one period of service with a maximum of one year experience credit granted per academic year.
- * A full year of service shall be the equivalent of two semesters or summer sessions with a minimum of the following:
INSTRUCTORS: two semesters of three (3) credit units or 48 hours for lab instruction per semester.
COUNSELORS: two semesters of six (6) hours per week per semester.
LIBRARIANS: two semesters of seven (7) hours per week per semester.
- * **Step Advancements will be awarded at the start of the Fall semester of each academic year**

Adjunct Faculty - Vocational Track Placement 2018-19

Vocational instructors who select the vocational placement shall be placed on the adjunct faculty salary schedule based on their professional education and vocational/occupational experience. Effective Spring semester 1993, six (6) years of full-time vocational experience will be deducted from the total number of years of full-time experience in the vocational area. Vocational instructors will be allowed credit for full-time vocational experience beyond six (6) years at the rate of two (2) years for one (1) step for appropriate and directly related full-time vocational experience. Appropriateness of experience shall be determined by the Associate Vice President of Human Resources.

Class 1

CC Instructor/Partial and
High school diploma and
6 years of occupational experience

Class 2 (qualify in one of the following)

AA degree and
6 years of professional experience and
Certification/licensure if applicable

BA degree and
2 years of professional experience and
Certification/licensure if applicable

CC Instructor/Fully Satisfied and
High school diploma and
6 years of occupational experience and
24 semester units

CC Instructor/Partial and
AA degree or 60 semester units and
4 years of occupational experience

CC Instructor/Partial and
BA degree and
2 years of occupational experience

Long-Term Vocational Class A Credential

Standard Designated Subjects/Life Credential
and 8 semester units

Class 3 (qualify in one of the following)

AA degree and
6 years of professional experience and
Certification/licensure if applicable and
Phase I and II

BA degree and
2 years of professional experience and
Certification/licensure if applicable and
Phase I, II, or the equivalent

Class 3 - Continued:

CC Instructor/Fully Satisfied and
AA degree and
4 years of occupational experience and
Phase I and II

CC Instructor/Fully Satisfied and
BA degree and
2 years of occupational experience

Long-term Vocational Class A Credential and
60 semester units and
Phase I and II

Standard Designated Subjects/Life and
60 Semester units and
Phase I and II and

Class 4 (qualify in one of the following)

BA degree plus 15 semester units of upper division/
graduate level courses

2 years of professional experience and
Certification/licensure if applicable and
Phase I and II

MA degree and
2 years of occupational experience

CC Instructor/Fully Satisfied and
BA degree plus 15 semester units and
2 years of occupational experience and
Phase I and II

Standard Designated Subjects or Vocational Class A Life Credentials

BA degree plus 15 semester units.

Class 5

Doctorate Degree