

**SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT  
2011-12 ACADEMIC SALARY SCHEDULE  
10 Month**

Effective 8/1/11  
Board Approved: 10/11/11

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications	BA + 45#	BA + 60#	BA + 81#	Doctorate	
Master's Degree	w/MA	w/MA	w/MA		
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications	AA + 40 *	AA + 80 *	Master's Degree	Doctorate	
AA + 6 Years	or Bachelor's Degree	or BA + 20 *			
<b>STEP</b>					
1	58,846	61,082	63,526	65,974	67,927
2	60,905	63,220	65,750	68,492	70,447
3	63,036	65,434	68,050	71,011	72,965
4 **	65,306	67,789	70,499	73,526	75,481
5	67,592	70,159	72,964	76,050	78,002
6	70,026	72,686	75,594	78,557	80,512
7	72,218	74,962	77,960	81,085	83,035
8	72,221	74,963	77,962	83,604	85,557
9	73,664	76,463	80,457	85,277	87,451
10	75,138	77,992	82,065	87,165	89,386
11	76,640	79,552	83,707	89,094	91,364
12	80,118	83,162	87,505	93,137	95,510
13	80,118	83,162	87,505	93,137	95,510
14 ***			89,561	95,326	97,754
17 ***			91,665	97,566	100,052
19 ***				99,859	102,403

- # Disciplines requiring Master's Degree - placement: Graduate level semester units see Article 8.4
- \* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.
- \*\* Maximum beginning Step placement for years of experience.
- \*\*\* Steps 14, 17, and 19 require Professional Recognition plan approved by Professional Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)

New hires with less than 6 years qualifying experience will be placed at Step 1.

**SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT  
2011-12 ACADEMIC SALARY SCHEDULE  
11 MONTH**

Effective 8/1/11

Board Approved: 10/11/11

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications	BA + 45#	BA + 60#	BA + 81#	Doctorate	
Master's Degree	w/MA	w/MA	w/MA		
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications	AA + 40 *	AA + 80 *	Master's Degree	Doctorate	
AA + 6 Years	or Bachelor's Degree	or BA + 20 *			
<b>STEP</b>					
1	64,731	67,190	69,879	72,572	74,719
2	66,996	69,542	72,325	75,341	77,492
3	69,339	71,977	74,855	78,113	80,260
4 **	71,837	74,568	77,549	80,879	83,029
5	74,351	77,175	80,262	83,655	85,803
6	77,028	79,955	83,153	86,413	88,563
7	79,439	82,458	85,755	89,193	91,339
8	79,443	82,459	85,758	91,965	94,112
9	81,031	84,109	88,502	93,804	96,196
10	82,652	85,791	90,272	95,882	98,324
11	84,304	87,507	92,077	98,003	100,501
12	88,130	91,478	96,256	102,451	105,061
13	88,130	91,478	96,256	102,451	105,061
14 ***			98,517	104,859	107,530
17 ***			100,832	107,323	110,057
19 ***				109,844	112,643

# Disciplines requiring Master's Degree - placement: Graduate level semester units see Article 8.4

\* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.

\*\* Maximum beginning Step placement for years of experience.

\*\*\* Steps 14, 17, and 19 require Professional Recognition plan approved by Professional Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)

New hires with less than 6 years qualifying experience will be placed at Step 1.

# SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT 2011-2012 ADJUNCT LECTURE SALARY SCHEDULE (PER SEMESTER)

Effective Fall Semester 2011

Board Approved: 10/11/11

65% Pro-Rata of Full-Time Salary Schedule

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications AA + 6 Years	AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
<b>STEP</b>					
1	19,125	19,851	20,646	21,441	22,076
2	19,794	20,546	21,369	22,260	22,895
3 **	20,487	21,266	22,116	23,079	23,714
4 ***	21,225	22,032	22,912	23,897	24,531
5	21,967	22,802	23,713	24,716	25,351
6	22,758	23,623	24,568	25,531	26,166
7	23,471	24,363	25,337	26,353	26,987
8	23,472	24,363	25,337	27,172	27,806
<i>For possible future negotiations.</i>					
9	23,941	24,850	26,149	27,699	28,422
10	24,420	25,347	26,671	28,329	29,050
11	24,908	25,854	27,205	28,956	29,693
12	26,038	27,028	28,439	30,270	31,041
13	26,038	27,028	28,439	30,270	31,041
14			29,107	30,981	31,770
17			29,791	31,709	32,517
19				32,454	33,281

# Disciplines requiring Master's Degree placement: Graduate level semester units see Article 9.4

\* Disciplines not requiring Master's Degree placement: Semester units in assigned field.

\*\* Maximum Initial Placement for teaching experience only

\*\*\* Maximum Initial Placement for related work experience or a combination of teaching and related work experience

**SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT  
2011-2012 ADJUNCT LAB SALARY SCHEDULE  
(PER SEMESTER)**

Effective Fall Semester 2011

Board Approved: 10/11/11

77% Pro-Rata of Full Time Salary Schedule

	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>	<b>CLASS V</b>	<b>CLASS VI</b>
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications AA + 6 Years	AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
<b>STEP</b>					
1	22,656	23,516	24,458	25,400	26,151
2	23,448	24,340	25,314	26,370	27,122
3 **	24,269	25,192	26,199	27,340	28,091
4 ***	25,143	26,099	27,142	28,308	29,060
5	26,023	27,012	28,090	29,279	30,030
6	26,960	27,984	29,103	30,245	30,997
7	27,804	28,861	30,015	31,218	31,968
8	27,805	28,861	30,015	32,188	32,939
<i>For possible future negotiations.</i>					
9	28,361	29,438	30,976	32,812	33,669
10	28,928	30,027	31,595	33,559	34,414
11	29,506	30,628	32,227	34,301	35,175
12	30,845	32,017	33,689	35,858	36,771
13	30,845	32,017	33,689	35,858	36,771
14			34,481	36,701	37,635
17			35,291	37,563	38,520
19				38,446	39,425

# Disciplines requiring Master's Degree placement: Graduate level semester units see Article 9.4

\* Disciplines not requiring Master's Degree placement: Semester units in assigned field.

\*\* Maximum Initial Placement for teaching experience only

\*\*\* Maximum Initial Placement for related work experience or a combination of teaching and related work experience

SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT  
**INTERSESSION AND SUMMER FULL-TIME PRORATA  
 SALARY SCHEDULE FOR FIRST 40% LOAD  
 LECTURE**

Effective 8/1/11  
 Board Approved: 10/11/11

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
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8	23,472	24,363	25,337	27,172	27,806
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14			29,107	30,981	31,770
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SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT  
**2011-2012 INTERSESSION AND SUMMER FULL-TIME PRORATA  
 SALARY SCHEDULE FOR FIRST 40% LOAD**  
**LAB**

Effective 8/1/11

Board Approved: 10/11/11

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
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**Other Contract Pay:  
Non Instructional, Directed Study, Work Experience**

<b>102 A Work Experience/Directed Studies</b>	<b>\$190.37</b>
Applies to Work Experience, Directed Study, and other activities paid on a per student basis.	
<b>101 B Non-Instructional Per Hour Rate</b>	<b>\$69.90</b>
Applies to non-instructional work, including:	
<ul style="list-style-type: none"> <li>• Overload work by full-time non-instructional faculty</li> <li>• Work by adjunct non-instructional faculty</li> <li>• Participation by adjunct non-instructional faculty in Professional Development Day (to a maximum of three hours per day)</li> <li>• Participation by adjunct faculty in the Adjunct Faculty Orientation</li> <li>• Faculty work on committees outside the normal contract year</li> <li>• Norming activity as a preparation for board (holistic) grading</li> <li>• Assessment placement</li> <li>• Program review by adjunct faculty</li> <li>• Curriculum development by adjunct faculty</li> <li>• Grant writing by adjunct faculty</li> <li>• Part-time program coordination by adjunct faculty</li> <li>• Any other professional non-teaching assignment outside the regular contract for which there is not a negotiated rate</li> </ul>	
<b>Compensation for other non-teaching duties:</b>	
<ol style="list-style-type: none"> <li>1. <u>Professional Development Days</u> Participation by adjunct instructional faculty in Professional Development Days shall be paid from the Adjunct Salary Schedule (Lecture, Lab, or a combination of Lecture and Lab according to the adjunct faculty member's instructional assignment) to a maximum of three hours per day.</li> <li>2. <u>Faculty Evaluation</u> Evaluation of adjunct faculty by full-time faculty shall be paid in accordance with Article 19.4.4 of the Faculty Contract.</li> <li>3. <u>Travel between Campuses – Concurrent Assignments</u> Faculty members who are required to provide service at the home college and an additional District site during the same day shall be paid for their travel between the home college and the additional site in accordance with Article 4.8.2 of the Faculty Contract.</li> </ol>	