



HARTNELL COLLEGE

FACULTY SALARY SCHEDULE 2025/2026

175 days per academic year with 2.3% increase

Step	Column A	Column B	Column C	Column D	Column E
	Less than Master's degree	Master's or Equivalent	Master's +30 or Bachelor's +60 with Master's	Master's +60 or Bachelor's +90 with Master's	Doctorate
1	72,232	76,143	80,058	83,972	87,887
2	75,672	79,586	83,499	87,414	91,327
3	79,116	83,029	86,942	90,854	94,768
4	82,557	86,469	90,383	94,297	98,212
5	85,998	89,912	93,824	97,738	101,653
6	89,440	93,354	97,267	101,181	105,096
7	92,881	96,796	100,709	104,624	108,535
8	96,324	100,237	104,153	108,066	111,978
9	99,767	103,679	107,593	111,506	115,420
10	103,207	107,121	111,036	114,950	118,862
11	106,651	110,563	114,478	118,392	122,305
12	110,092	114,005	117,919	121,834	125,745
13	113,535	117,449	121,361	125,274	129,186
14	116,974	121,007	124,804	128,716	132,631
15	120,518	124,674	128,244	132,158	136,071
16	124,170	128,451	132,131	135,601	139,515
17	127,931	132,343	136,135	139,710	143,742
18	131,808	136,354	140,258	143,943	148,097
19	135,801	140,486	144,509	148,304	152,585

Not-in-contract (NIC) / Overload rates: (Inc. 1%)	
Lecture	\$89.84
Lab/Cou/Library/ Non-credit	\$79.87

Board approved May 5, 2026



FACULTY SALARY SCHEDULE 2024/2025

175 days per academic year Inc 1%

	Column A	Column B	Column C	Column D	Column E
	Less than Master's degree	Master's or Equivalent	Master's +30 or Bachelor's +60 with Master's	Master's +60 or Bachelor's +90 with Master's	Doctorate
1	70,608	74,431	78,258	82,084	85,911
2	73,971	77,797	81,622	85,449	89,274
3	77,337	81,162	84,987	88,811	92,637
4	80,701	84,525	88,351	92,177	96,004
5	84,065	87,891	91,715	95,541	99,368
6	87,429	91,255	95,080	98,906	102,733
7	90,793	94,620	98,445	102,272	106,095
8	94,158	97,983	101,811	105,636	109,460
9	97,524	101,348	105,174	108,999	112,825
10	100,887	104,713	108,540	112,366	116,190
11	104,253	108,077	111,904	115,730	119,555
12	107,617	111,442	115,268	119,095	122,918
13	110,982	114,808	118,632	122,457	126,282
14	114,344	118,286	121,998	125,822	129,649
15	117,808	121,871	125,361	129,187	133,012
16	121,378	125,563	129,160	132,552	136,378
17	125,055	129,368	133,074	136,569	140,510
18	128,845	133,288	137,105	140,707	144,767
19	132,748	137,327	141,260	144,970	149,154

Not-in-contract (NIC) / Overload rates: (Inc. 1%)	
Lecture	\$87.82
Lab/Cou/Library /Non-credit	\$78.07

Board approved: July 1, 2024



FACULTY SALARY SCHEDULE 2023/2024

175 days per academic year With Restructure

Step		Column A	Column B	Column C	Column D	Column E
		Less than Master's degree	Master's or Equivalent	Master's +30 or Bachelor's +60 with Master's	Master's +60 or Bachelor's +90 with Master's	Doctorate
1		63,245	67,032	70,821	74,608	78,396
2		66,575	70,363	74,152	77,941	81,728
3	1	69,909	73,694	77,483	81,271	85,060
4	2	73,239	77,027	80,814	84,603	88,390
5	3	76,571	80,358	84,146	87,932	91,720
6	4	79,902	83,688	87,476	91,264	95,053
7	5	83,233	87,021	90,807	94,595	98,384
8	6	86,563	90,351	94,139	97,927	101,716
9	7	89,894	93,683	97,470	101,259	105,045
10	8	93,226	97,013	100,803	104,590	108,376
11	9	96,558	100,345	104,133	107,920	111,708
12	10	99,888	103,676	107,465	111,253	115,040
13	11	103,221	107,007	110,796	114,584	118,371
14	12	106,551	110,339	114,127	117,916	121,701
15	13	109,883	113,671	117,457	121,245	125,032
16	14	113,212	117,115	120,790	124,576	128,365
17	15	116,643	120,664	124,120	127,908	131,695
18	16	120,177	124,320	127,881	131,240	135,028
19	17	123,818	128,087	131,756	135,217	139,119
20	18	127,570	131,968	135,748	139,314	143,334
	19	131,436	135,967	139,861	143,535	147,677

Not-in-contract (NIC) / Overload rates: (Inc. +3%)	
Lecture	\$86.95
Lab/Cou/Library/ non-credit	\$77.30

Board approved: January 16, 2024