



FACULTY SALARY SCHEDULE 2020/2021

175 days per academic year

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	56,560	59,947	63,335	66,722	70,109
2	59,539	62,926	66,314	69,702	73,089
3	62,519	65,905	69,293	72,680	76,068
4	65,497	68,885	72,272	75,660	79,047
5	68,477	71,864	75,251	78,638	82,025
6	71,455	74,843	78,230	81,617	85,006
7	74,435	77,822	81,209	84,596	87,984
8	77,413	80,800	84,189	87,576	90,964
9	80,392	83,780	87,167	90,556	93,942
10	83,371	86,758	90,148	93,535	96,921
11	86,351	89,738	93,126	96,513	99,900
12	89,330	92,717	96,105	99,493	102,880
13	92,310	95,696	99,084	102,471	105,859
14	95,288	98,676	102,063	105,451	108,838
15	98,268	101,655	105,042	108,429	111,816
16	98,268	101,655	108,022	111,408	114,796
17	98,268	101,655	111,000	114,387	117,774
18	98,268	101,655	111,000	117,367	120,754
19	98,268	101,655	111,000	117,367	120,754
20	100,724	104,196	111,000	117,367	120,754

Not-in-contract (NIC) / Overload rates:	
Lecture	\$79.57
Lab/Cou/Library/ non-credit	\$70.74

*Board approved: February 4, 2020
Changes to salary take effect at the beginning of academic year*



FACULTY SALARY SCHEDULE 2019/2020

175 days per academic year

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	55,451	58,772	62,093	65,414	68,734
2	58,372	61,692	65,014	68,335	71,656
3	61,293	64,613	67,934	71,255	74,576
4	64,213	67,534	70,855	74,176	77,497
5	67,134	70,455	73,775	77,096	80,417
6	70,054	73,375	76,696	80,017	83,339
7	72,975	76,296	79,617	82,937	86,259
8	75,895	79,216	82,538	85,859	89,180
9	78,816	82,137	85,458	88,780	92,100
10	81,736	85,057	88,380	91,701	95,021
11	84,658	87,978	91,300	94,621	97,941
12	87,578	90,899	94,221	97,542	100,863
13	90,500	93,820	97,141	100,462	103,783
14	93,420	96,741	100,062	103,383	106,704
15	96,341	99,662	102,982	106,303	109,624
16	96,341	99,662	105,904	109,224	112,545
17	96,341	99,662	108,824	112,144	115,465
18	96,341	99,662	108,824	115,066	118,386
19	96,341	99,662	108,824	115,066	118,386
20	98,749	102,153	108,824	115,066	118,386

Not-in-contract (NIC) / Overload rates:	
Lecture	77.25
Lab/Cou/Library/ non credit	\$68.68

*Board approved: February 4, 2020
Changes to salary take effect at the beginning of academic year*



FACULTY SALARY SCHEDULE 2018/2019

175 days per academic year

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	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	\$52,810	\$55,973	\$59,136	\$62,299	\$65,461
2	55,592	58,754	61,918	65,081	68,244
3	58,374	61,536	64,699	67,862	71,025
4	61,155	64,318	67,481	70,644	73,807
5	63,937	67,100	70,262	73,425	76,588
6	66,718	69,881	73,044	76,207	79,370
7	69,500	72,663	75,826	78,988	82,151
8	72,281	75,444	78,608	81,770	84,933
9	75,063	78,226	81,389	84,552	87,714
10	77,844	81,007	84,171	87,334	90,496
11	80,627	83,789	86,952	90,115	93,277
12	83,408	86,570	89,734	92,897	96,060
13	86,190	89,352	92,515	95,678	98,841
14	88,971	92,134	95,297	98,460	101,623
15	91,753	94,916	98,078	101,241	104,404
16	91,753	94,916	100,861	104,023	107,186
17	91,753	94,916	103,642	106,804	109,967
18	91,753	94,916	103,642	109,587	112,749
19	91,753	94,916	103,642	109,587	112,749
20	94,047	97,289	103,642	109,587	112,749

Not-in-contract (NIC) / Overload rates:	
Lecture	\$75.00
Lab/Cou/Library/ non-credit	\$66.68



FACULTY SALARY SCHEDULE 2017/2018

175 days per academic year

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	\$52,030	\$55,146	\$58,262	\$61,378	\$64,494
2	54,770	57,886	61,003	64,119	67,235
3	57,511	60,627	63,743	66,859	69,975
4	60,251	63,367	66,484	69,600	72,716
5	62,992	66,108	69,224	72,340	75,456
6	65,732	68,848	71,965	75,081	78,197
7	68,473	71,589	74,705	77,821	80,937
8	71,213	74,329	77,446	80,562	83,678
9	73,954	77,070	80,186	83,302	86,418
10	76,694	79,810	82,927	86,043	89,159
11	79,435	82,551	85,667	88,783	91,899
12	82,175	85,291	88,408	91,524	94,640
13	84,916	88,032	91,148	94,264	97,380
14	87,656	90,772	93,889	97,005	100,121
15	90,397	93,513	96,629	99,745	102,861
16	90,397	93,513	99,370	102,486	105,602
17	90,397	93,513	102,110	105,226	108,342
18	90,397	93,513	102,110	107,967	111,083
19	90,397	93,513	102,110	107,967	111,083
20	92,657	95,851	102,110	107,967	111,083

Not-in-contract (NIC) / Overload rates:	
Lecture	\$73.89
Lab/Cou/Library/ non-credit	\$65.70



HARTNELL COLLEGE

FACULTY SALARY SCHEDULE 2016/2017

175 days per academic year

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	\$51,261	\$54,331	\$57,401	\$60,471	\$63,541
2	53,961	57,031	60,101	63,171	66,241
3	56,661	59,731	62,801	65,871	68,941
4	59,361	62,431	65,501	68,571	71,641
5	62,061	65,131	68,201	71,271	74,341
6	64,761	67,831	70,901	73,971	77,041
7	67,461	70,531	73,601	76,671	79,741
8	70,161	73,231	76,301	79,371	82,441
9	72,861	75,931	79,001	82,071	85,141
10	75,561	78,631	81,701	84,771	87,841
11	78,261	81,331	84,401	87,471	90,541
12	80,961	84,031	87,101	90,171	93,241
13	83,661	86,731	89,801	92,871	95,941
14	86,361	89,431	92,501	95,571	98,641
15	89,061	92,131	95,201	98,271	101,341
16	89,061	92,131	97,901	100,971	104,041
17	89,061	92,131	100,601	103,671	106,741
18	89,061	92,131	100,601	105,021	108,091
19	89,061	92,131	100,601	105,021	108,091
20	91,288	94,434	100,601	105,021	108,091

Not-in-contract (NIC) / Overload rates:	
Lecture	\$72.80
Lab/Cou/Library/ non-credit	\$64.72



HARTNELL COLLEGE

FACULTY SALARY SCHEDULE 2013/2014

175 days per academic year

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	\$42,803	\$51,833	\$54,762	\$57,778	\$60,682
2	45,117	54,423	57,355	60,370	63,281
3	47,444	57,019	59,951	62,955	65,858
4	49,766	59,598	62,544	65,543	68,443
5	52,086	62,184	65,129	68,135	71,041
6	54,405	64,781	67,717	70,722	73,630
7	56,723	67,366	70,309	73,307	76,211
8	59,045	69,949	72,899	75,895	78,800
9	61,363	72,541	75,476	78,489	81,387
10	63,679	75,129	78,078	81,079	83,987
11	66,015	77,721	80,657	83,672	86,566
12	68,511	80,303	83,243	86,254	89,151
13	68,511	82,803	85,836	88,833	91,749
14	68,511	83,900	88,331	91,435	94,334
15	69,609	84,998	88,331	93,933	96,835
16			89,429	95,030	97,932
17			90,526	96,129	99,030
18			91,624	97,226	100,128
19			91,624	97,226	100,128
20	70,706	86,095	92,721	98,323	101,225

Not-in-contract (NIC) / Overload rates:	
Lecture	\$70.00
Lab/Cou/Library	\$62.23