



PART-TIME FACULTY PAY SCHEDULE 2019-2020

STEP	Column A	Column B	Column C	Column D	Column E
	<i>Less than Master's degree</i>	<i>Master's degree or equivalent</i>	<i>Master's + 30 or Bachelor's + 60 with Master's</i>	<i>Master's + 60 or Bachelor's + 90 with Master's</i>	<i>Doctorate</i>
1- lecture	58.78	61.88	64.36	66.93	69.61
1- lab/cou/lib	49.96	52.59	54.70	56.89	59.17
2- lecture	61.15	64.36	66.93	69.61	72.39
2- lab/cou/lib	51.48	54.70	56.89	59.17	61.53
3- lecture	63.59	66.93	69.61	72.39	75.29
3- lab/cou/lib	54.05	56.89	59.17	61.53	63.99
4- lecture	66.13	69.61	72.39	75.29	78.30
4- lab/cou/lib	56.21	59.17	61.53	63.99	66.55
5- lecture	68.78	72.39	75.29	78.30	81.43
5- lab/cou/lib	58.46	61.53	63.99	66.55	69.21
6- lecture	71.53	75.29	78.30	81.43	84.69
6- lab/cou/lib	60.80	63.99	66.55	69.21	71.98

** Refer to Article 21 of the Collective Bargaining Agreement.

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



PART-TIME FACULTY PAY SCHEDULE 2018-2019

STEP	Column A	Column B	Column C	Column D	Column E
	<i>Less than Master's degree</i>	<i>Master's degree or equivalent</i>	<i>Master's + 30 or Bachelor's + 60 with Master's</i>	<i>Master's + 60 or Bachelor's + 90 with Master's</i>	<i>Doctorate</i>
1- lecture	56.52	59.50	61.88	64.36	66.93
1- lab/cou/lib/ non-credit	48.04	50.57	52.60	54.70	56.89
2- lecture	58.80	61.88	64.36	66.93	69.61
2- lab/cou/lib/ non-credit	49.50	52.60	54.70	56.89	59.16
3- lecture	61.14	64.36	66.93	69.61	72.39
3- lab/cou/lib/ non-credit	51.97	54.70	56.89	59.16	61.53
4- lecture	63.59	66.93	69.61	72.39	75.29
4- lab/cou/lib/ non-credit	54.05	56.89	59.16	61.53	63.99
5- lecture	66.13	69.61	72.39	75.29	78.30
5- lab/cou/lib/ non-credit	56.21	59.16	61.53	63.99	66.55

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Board approved: February 7, 2017

Changes to salary take effect at the beginning of academic year.



PART-TIME FACULTY PAY SCHEDULE 2017-2018

STEP	Column A	Column B	Column C	Column D	Column E
	<i>Less than Master's degree</i>	<i>Master's degree or equivalent</i>	<i>Master's + 30 or Bachelor's + 60 with Master's</i>	<i>Master's + 60 or Bachelor's + 90 with Master's</i>	<i>Doctorate</i>
1- lecture	55.68	58.62	60.97	63.41	65.94
1-lab/cou/lib/ non-credit	47.33	49.82	51.82	53.89	56.05
2- lecture	57.93	60.97	63.41	65.94	68.58
2- lab/cou/lib/ non-credit	48.77	51.82	53.89	56.05	58.29
3- lecture	60.24	63.41	65.94	68.58	71.32
3- lab/cou/lib/ non-credit	51.20	53.89	56.05	58.29	60.62
4- lecture	62.65	65.94	68.58	71.32	74.18
4- lab/cou/lib/ non-credit	53.25	56.05	58.29	60.62	63.04
5- lecture	65.15	68.58	71.32	74.18	77.14
5- lab/cou/lib/ non-credit	55.38	58.29	60.62	63.04	65.57

** Refer to Article 21 of the Collective Bargaining Agreement.

*Board approved: February 7, 2017
Changes to salary take effect at the beginning of academic year.*



PART-TIME FACULTY PAY SCHEDULE 2014-2017

STEP	Column A	Column B	Column C	Column D	Column E
	<i>Less than Master's degree</i>	<i>Master's degree or equivalent</i>	<i>Master's + 30 or Bachelor's + 60 with Master's</i>	<i>Master's + 60 or Bachelor's + 90 with Master's</i>	<i>Doctorate</i>
1- lecture	54.86	57.75	60.07	62.47	64.97
1- lab/cou/lib	46.63	49.08	51.05	53.09	55.22
2- lecture	57.07	60.07	62.47	64.97	67.57
2- lab/cou/lib	48.05	51.05	53.09	55.22	57.43
3- lecture	59.35	62.47	64.97	67.57	70.27
3- lab/cou/lib	50.44	53.09	55.22	57.43	59.72
4- lecture	61.72	64.97	67.57	70.27	73.08
4- lab/cou/lib	52.46	55.22	57.43	59.72	62.11
5- lecture	64.19	67.57	70.27	73.08	76.00
5- lab/cou/lib	54.56	57.43	59.72	62.11	64.60

- a. The rules for column placement and movement are the same as the rules that exist for full-time faculty.
- b. A “STEP” on this scale is four semesters – including fall, spring, or summer, counting a maximum of two semesters per academic year – completed at Hartnell College during which the instructor worked at least a 10% faculty load. All newly hired part-time faculty begin at Step 1, regardless of their experience teaching at other institutions. (Step 5 opens fall 2016)
- c. Once instructors have earned placement on a particular step, they will not lose step placement unless they experience a break in service at Hartnell that lasts three years or longer.