



## PART-TIME FACULTY PAY SCHEDULE 2020-2021

| 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     | 60.90                            | 64.11                                | 66.68   | 69.34   | 72.12            |
| 1- lab/cou/lib | 51.76                            | 54.48                                | 56.67   | 58.94   | 61.30            |
| 2- lecture     | 63.35                            | 66.68                                | 69.34   | 72.12   | 75.00            |
| 2- lab/cou/lib | 53.33                            | 56.67                                | 58.94   | 61.30   | 63.75            |
| 3- lecture     | 65.88                            | 69.34                                | 72.12   | 75.00   | 78.00            |
| 3- lab/cou/lib | 56.00                            | 58.94                                | 61.30   | 63.75   | 66.29            |
| 4- lecture     | 68.51                            | 72.12                                | 75.00   | 78.00   | 81.12            |
| 4- lab/cou/lib | 58.23                            | 61.30                                | 63.75   | 66.29   | 68.95            |
| 5- lecture     | 71.26                            | 75.00                                | 78.00   | 81.12   | 84.36            |
| 5- lab/cou/lib | 60.56                            | 63.75                                | 66.29   | 68.95   | 71.70            |
| 6- lecture     | 74.11                            | 78.00                                | 81.12   | 84.36   | 87.74            |
| 6- lab/cou/lib | 62.99                            | 66.29                                | 68.95   | 71.70   | 74.57            |

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

*Board approved: February 4, 2020*

*Changes to salary effective at the beginning of the fall semester of each year.*



## PART-TIME FACULTY PAY SCHEDULE 2019-2020

| STEP           | Column A                                 | Column B                                     | Column C  | Column D  | Column E         |
|----------------|--|--|---|---|------------------|
|                | <i>Less than<br/>Master's<br/>degree</i> | <i>Master's<br/>degree or<br/>equivalent</i> | <i>Master's + 30<br/>or Bachelor's<br/>+ 60 with<br/>Master's</i> | <i>Master's + 60<br/>or Bachelor's<br/>+ 90 with<br/>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<br/>Master's<br/>degree</i> | <i>Master's<br/>degree or<br/>equivalent</i> | <i>Master's<br/>+ 30 or<br/>Bachelor's + 60<br/>with Master's</i> | <i>Master's + 60<br/>or Bachelor's +<br/>90 with<br/>Master's</i> | <i>Doctorate</i> |
| 1- lecture                    | 56.52                                    | 59.50  | 61.88   | 64.36   | 66.93            |
| 1- lab/cou/lib/<br>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/<br>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/<br>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/<br>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/<br>non-credit | 56.21                                    | 59.16  | 61.53   | 63.99   | 66.55            |

\*\* 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 2017-2018

| STEP                          | Column A                                 | Column B                                     | Column C  | Column D  | Column E         |
|-------------------------------|--|--|---|---|------------------|
|                               | <i>Less than<br/>Master's<br/>degree</i> | <i>Master's<br/>degree or<br/>equivalent</i> | <i>Master's<br/>+ 30 or<br/>Bachelor's + 60<br/>with Master's</i> | <i>Master's + 60<br/>or Bachelor's +<br/>90 with<br/>Master's</i> | <i>Doctorate</i> |
| 1- lecture                    | 55.68                                    | 58.62  | 60.97   | 63.41   | 65.94            |
| 1-lab/cou/lib/<br>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/<br>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/<br>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/<br>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/<br>non-credit | 55.38                                    | 58.29  | 60.62   | 63.04   | 65.57            |

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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 2014-2017

| STEP           | Column A                                 | Column B                                     | Column C  | Column D  | Column E         |
|----------------|--|--|---|---|------------------|
|                | <i>Less than<br/>Master's<br/>degree</i> | <i>Master's<br/>degree or<br/>equivalent</i> | <i>Master's<br/>+ 30 or<br/>Bachelor's + 60<br/>with Master's</i> | <i>Master's + 60<br/>or Bachelor's +<br/>90 with<br/>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.