Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and Enhanced Noncredit (Hourly) Faculty

<table>
<thead>
<tr>
<th>Range</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>60.28</td>
<td>64.50</td>
<td>66.44</td>
<td>* Academic Adjunct (Base Pay)</td>
</tr>
<tr>
<td>2</td>
<td>66.31</td>
<td>70.95</td>
<td>73.08</td>
<td>** Associate Adjunct (Base Pay)</td>
</tr>
<tr>
<td>3</td>
<td>66.31</td>
<td>70.95</td>
<td>73.08</td>
<td>*** Academic Adjunct with Doctorate</td>
</tr>
<tr>
<td>4</td>
<td>72.94</td>
<td>78.05</td>
<td>80.39</td>
<td>**** Associate Adjunct with Doctorate</td>
</tr>
</tbody>
</table>

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

* 1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.

2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).

3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).

** 4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires:
   - The completion of the Professional Development program specified in Article 19 A.
   - OR
   - The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.

*** 5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.

**** 6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2015
Board Approved:
Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

<table>
<thead>
<tr>
<th>Range</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>41.99</td>
<td>44.93</td>
<td>* Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)</td>
</tr>
<tr>
<td>2</td>
<td>44.93</td>
<td>48.08</td>
<td>** Noncredit TLC Adjunct (Base Pay w/Master's Degree)</td>
</tr>
<tr>
<td>3</td>
<td>46.19</td>
<td>49.42</td>
<td>*** Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19</td>
</tr>
<tr>
<td>4</td>
<td>49.42</td>
<td>52.88</td>
<td>*** Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19</td>
</tr>
</tbody>
</table>

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

* 1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).

** 2. Academic Adjunct instructors with an earned master’s degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.

*** 3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 08/19/16
Board Approved:
Compensation for Noncredit Adjunct (Hourly) Faculty

<table>
<thead>
<tr>
<th>Range</th>
<th>Step 1</th>
<th>Step 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>37.50</td>
<td>40.13</td>
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<tr>
<td>2</td>
<td>40.13</td>
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<td>41.25</td>
<td>44.14</td>
</tr>
<tr>
<td>4</td>
<td>44.14</td>
<td>47.23</td>
</tr>
</tbody>
</table>

*Noncredit Adjunct (Base Pay w/Bachelor's Degree)*

**Noncredit Adjunct (Base Pay w/Master's Degree)**

***Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19***

***Noncredit Adjunct Master's + Prof. Dev. per Article 19***

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

* 1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).

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*** 3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 08/19/16
Board Approved:
SANTA CLARITA COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE CANYONS
COMPENSATION FOR SCHEDULED OFFICE HOURS
ADJUNCT (HOURLY) FACULTY
SALARY SCHEDULE (F)

2016-2017

Hourly Rate: $20.00

Salary schedule effective 08/22/16
Board Approved:
SANTA CLARITA COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE CANYONS
NONCREDIT ADJUNCT NON-INSTRUCTIONAL SALARY SCHEDULE (5)
2015-2016

Noncredit Adjunct (Hourly) Non-Instructional Rate

$24.38 / Hour

Salary Schedule effective: 07/01/15
Board Approved:
### Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

<table>
<thead>
<tr>
<th>Range</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>39.19</td>
<td>41.93</td>
<td>43.19  *</td>
<td>Academic Adjunct (Base Pay)</td>
</tr>
<tr>
<td>2</td>
<td>43.11</td>
<td>46.13</td>
<td>47.51  **</td>
<td>Associate Adjunct (Base Pay)</td>
</tr>
<tr>
<td>3</td>
<td>43.11</td>
<td>46.13</td>
<td>47.51  ***</td>
<td>Academic Adjunct with Doctorate</td>
</tr>
<tr>
<td>4</td>
<td>47.42</td>
<td>50.74</td>
<td>52.26  ****</td>
<td>Associate Adjunct with Doctorate</td>
</tr>
</tbody>
</table>

Method of placement on the Academic & Associate Credit Adjunct (Hourly) Faculty Salary Schedule is:

* 1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.

2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).

3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).

** 4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires:
   The completion of the Professional Development program specified in Article 19 A.
   OR
   The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.

*** 5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.

**** 6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2015
Board Approved: