

Adopted: July 16, 2021  
 Effective: Fall Semester 2021  
 5% on schedule (*Salary Enhancement*)

Human Resources Department  
 WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT  
 14000 Fruitvale Avenue, Saratoga, CA 95070

**2021-2022 ACADEMIC SALARY SCHEDULE**

Step	Column A	Column B	Column C	Column D	Column E	Column F
	AA + required Experience (6 yrs.)	MA; BA + 30; AA + 90	MA + 15; BA + 45	MA + 30; BA + 60	MA + 45; BA + 75	PhD
1	\$74,819	\$77,622	\$80,534	\$83,553	\$86,688	\$88,421
2	\$77,438	\$80,343	\$83,352	\$86,479	\$89,724	\$91,517
3	\$80,147	\$83,151	\$86,272	\$89,507	\$92,862	\$94,721
4	\$82,954	\$86,062	\$89,289	\$92,637	\$96,113	\$98,036
5	\$85,856	\$89,075	\$92,418	\$95,881	\$99,479	\$101,469
6	\$88,859	\$92,192	\$95,650	\$99,239	\$102,958	\$105,018
7	\$91,972	\$95,419	\$98,997	\$102,712	\$106,565	\$108,692
8	\$95,192	\$98,761	\$102,464	\$106,306	\$110,294	\$112,497
9	\$98,523	\$102,219	\$106,047	\$110,025	\$114,154	\$116,437
10	\$101,972	\$105,793	\$109,761	\$113,876	\$118,147	\$120,509
11	\$105,539	\$109,496	\$113,604	\$117,861	\$122,285	\$124,732
12	\$109,233	\$113,331	\$117,577	\$121,987	\$126,561	\$129,093
15	\$113,057	\$117,292	\$121,695	\$126,256	\$130,992	\$133,613
18	\$117,014	\$121,402	\$125,952	\$130,680	\$135,578	\$138,289
21	\$121,110	\$125,650	\$130,359	\$135,252	\$140,322	\$143,127
24			\$134,924	\$139,983	\$145,234	\$148,138
27			\$139,646	\$144,883	\$150,315	\$153,323
30					\$155,577	\$158,690
33					\$161,024	\$164,242
36					\$166,658	\$169,993

1. Salary reflects traditional 10 month assignment.
2. Column A represents 3.5% greater than the previous step.
3. Columns B-E are 3.75% greater than the previous column; Column F is 2% greater than Column E.
4. Dollar (\$) amounts are rounded to the nearest dollar.
5. Maximum entry: Step 9.