

Adopted: August 3, 2021
 Effective: Fall 2021 Semester
 5% on schedule (Salary Enhancement)
 Parity from 78% to 79%

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

2021-2022 ASSOCIATE FACULTY SALARY SCHEDULE (SCHEDULE A)
(INSTRUCTIONAL - LOAD BASED)

Instructional faculty who perform duties over and beyond their normal workday or work year within their normal professional responsibilities or encompassed in their job descriptions may be paid on this schedule or may choose to bank the overload.

Step	Column A AA + required Experience (6 yrs)	Column B MA; BA + 30; AA + 90	Column C MA + 15; BA + 45	Column D MA + 30; BA + 60	Column E MA + 45; BA + 75	Column F PhD
1	\$29,554	\$30,661	\$31,811	\$33,004	\$34,242	\$34,927
2	\$30,588	\$31,736	\$32,924	\$34,159	\$35,441	\$36,149
3	\$31,658	\$32,845	\$34,078	\$35,356	\$36,681	\$37,415
4	\$32,767	\$33,995	\$35,269	\$36,592	\$37,965	\$38,724
5	\$33,913	\$35,185	\$36,505	\$37,873	\$39,294	\$40,081
6	\$35,100	\$36,416	\$37,782	\$39,200	\$40,669	\$41,482
7	\$36,329	\$37,691	\$39,104	\$40,571	\$42,093	\$42,934
8	\$37,601	\$39,011	\$40,474	\$41,991	\$43,566	\$44,437
9	\$38,917	\$40,377	\$41,889	\$43,460	\$45,091	\$45,993
10	\$40,279	\$41,788	\$43,356	\$44,981	\$46,668	\$47,601
11	\$41,688	\$43,251	\$44,874	\$46,555	\$48,303	\$49,269
12	\$43,147	\$44,766	\$46,443	\$48,185	\$49,992	\$50,992
15*	\$44,658	\$46,331	\$48,070	\$49,871	\$51,742	\$52,777
18*	\$46,221	\$47,954	\$49,751	\$51,619	\$53,554	\$54,624
21*	\$47,839	\$49,632	\$51,492	\$53,425	\$55,427	\$56,535

1. Salary based on 1.0 load (one semester).
2. Includes office hours of thirty (30) minutes per section and participation in associate faculty orientation.
3. Step 1 reflects 79% of the FT Academic Salary Schedule columns.
4. Each step (2-21) is 3.5% greater than the previous step.
5. Maximum entry: Step 6.