SIERRA COLLEGE

SIERRA COMMUNITY COLLEGE DISTRICT – PART TIME/OVERLOAD FACULTY HOURLY SALARY SCHEDULE – 2024/25
Effective 7/1/24

A. **Track Placement at Date of Hire:**
A faculty member will be placed in the track that gives maximum credit for the degrees held and subsequent units earned subject to the limitations as described in Article 11: Salary Advancement.

B. **Class Placement at Date of Hire:**
1. A faculty member holding a valid California Community College Credential OR possesses the appropriate minimum qualifications on the Disciplines List OR has a Bachelor's degree plus 40 semester units will be placed on Class B.
2. Placement in Class C or D will be based on degree(s) held, and/or units completed subsequent to degree(s) subject to the limitations as described in Article 11: Salary Advancement.
3. Class E is assigned subsequent to the awarding of an earned Doctorate.

C. **Step Placement at Date of Hire:**
1. **Full-Time Teaching Experience Credit**
A faculty member will receive year-for-year credit for full-time teaching experience, subject to limitation in C4.
2. **Part-Time Teaching Experience Credit**
A faculty member will receive credit for all part-time teaching experience as the percentage of a load relates to a full-time assignment as described in C1.
3. **Work Experience Credit**
A faculty member will receive one year of teaching experience credit for every two years of related full-time work experience subject to limitation in C4.
4. **Maximum Step Placement**
No more than seven (7) steps will be granted at time of original hire without special action by the Sierra College Board of Trustees. Advancement from one step to the next occurs with every completed fiscal year of full-time employment equivalent.

TRACK I	CLASS B CCC Credential OR Minimum Qualifications as listed on the Disciplines List OR Bachelor's Degree plus 40 units	CLASS C A Bachelor's Degree plus 60 semester units OR a CCC Instructor Credential AND a Bachelor's Degree plus 20 semester units	CLASS D A Bachelor's Degree plus 80 semester units	CLASS E Earned Doctorate PhD, EdD, JD

TRACK II	CLASS B A Master's Degree	CLASS C A Master's Degree plus 20 semester units	CLASS D A Master's Degree plus 40 semester units	

Step	Lecture	Lab	Lecture	Lab	Lecture	Lab	Lecture	Lab
1	$77.44	$58.08	$81.32	$60.99	$85.37	$64.03	$89.63	$67.22
2	$78.21	$58.66	$82.11	$61.58	$86.23	$64.67	$90.53	$67.90
3	$79.00	$59.25	$82.95	$62.21	$87.08	$65.31	$91.44	$68.58
4	$79.77	$59.83	$83.76	$62.82	$87.95	$65.96	$92.35	$69.26
5	$80.59	$60.44	$84.61	$63.46	$88.84	$66.63	$93.26	$69.95
6	$82.17	$61.63	$86.29	$64.72	$90.61	$67.96	$95.15	$71.36
7	$83.83	$62.87	$88.02	$66.02	$92.43	$69.32	$97.05	$72.79
8	$85.51	$64.13	$89.78	$67.34	$94.26	$70.70	$98.98	$74.24
9	$87.20	$65.40	$91.57	$68.68	$96.15	$72.11	$100.97	$75.73
10	$90.41	$67.81	$94.92	$71.19	$99.67	$74.75	$104.66	$78.50
11	$94.91	$71.18	$99.66	$74.75	$104.65	$78.49	$109.86	$82.40
12	-	-	$104.65	$78.49	$109.86	$82.40	$115.38	$86.54
13	-	-	-	-	$115.38	$86.54	$121.14	$90.86
14	-	-	-	-	$121.14	$90.86	$127.21	$95.41

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Note:
(1) Hourly schedule matrix in this format began January 2, 2007
(2) Class E (earned doctorate column) added August 2006
(3) Schedule steps revamped August 31, 2009 – Association and District Agreement
(4) Beginning July 1, 2006, Class E was added
(5) Through MOU 0910-01, SCFA agreed to a temporary cost-cutting measure effective from 7/1/2010 through 6/30/2010, whereby faculty would be placed according to the above pay rates, but their pay would then be reduced by 2.5%
(6) Through MOU 1011-02, SCFA and the District agreed to rescind the temporary pay cut described in note (5) above, with pay returning to the full amounts described by the above pay rates as of 12/1/2010, and the lost pay resulting from the 2.5% pay reductions from 7/1/10 through 11/30/10 returned to faculty on or before 6/30/11
(7) COLA July 1, 2015, 3.5% on schedule Increase
(8) Budget Act of 2015 (SB 97) February 1, 2016, 5.37% on schedule Increase
(9) COLA January 1, 2017, 2% on schedule Increase
(10) COLA July 1, 2019, 5.125% on schedule Increase
(11) COLA July 1, 2021, 3.767% on schedule Increase
(12) January 1, 2022, Lab Load rate Increase from .7 to .75, 7.143% on schedule Increase to Lab rates only
(13) COLA July 1, 2022, 6.541% on schedule Increase
(14) COLA July 1, 2023, 8.67% on schedule Increase
(15) COLA July 1, 2024, 2.86% on schedule Increase