

**SIERRA COMMUNITY COLLEGE DISTRICT – FULL TIME FACULTY COUNSELOR SALARY SCHEDULE 2023/24**  
**190 Day Annual Salary – Effective 7/1/2023**

- 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 as of July 1, 2000 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. Effective July 1, 1993, minimum placement will be Step 5. Maximum placement will be Step 8. Beginning with the 1993-94 academic year, the first (4) steps on the salary schedule for full-time faculty will be eliminated. New hires commencing in the 1993-94 academic year will be placed on the existing Step 5 at a minimum.
- D. **Step Advancement after Date of Hire:**  
 Advancement from one step to the next occurs with every completed fiscal year of full-time employment. A new faculty member completing 75% or more of days maintained for instruction in the fiscal year of hire will advance one step, effective July 1 of the following fiscal year, otherwise, advancement will occur only after completing the fiscal year of hire plus the following fiscal year.

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
<b>TRACK II</b>	<b>CLASS B</b> A Master's Degree	<b>CLASS C</b> A Master's Degree plus 20 semester units	<b>CLASS D</b> A Master's Degree plus 40 semester units	
<b>Step</b>				
1	58,279.59	61,193.57	64,253.26	67,465.93
2	61,193.57	64,253.26	67,465.93	70,839.21
3	64,253.26	67,465.93	70,839.21	74,381.18
4	67,465.93	70,839.21	74,381.18	78,100.24
5	70,839.21	74,381.18	78,100.24	82,005.25
6	74,381.18	78,100.24	82,005.25	86,105.50
7	78,100.24	82,005.25	86,105.50	90,410.78
8	82,005.25	86,105.50	90,410.78	94,931.33
9	86,105.50	90,410.78	94,931.33	99,677.89
10	90,410.78	94,931.33	99,677.89	104,661.78
11	94,931.33	99,677.89	104,661.78	109,894.87
12	-	104,661.78	109,894.87	115,389.62
13	-	-	115,389.62	121,159.10
14	-	-	121,159.10	127,217.03

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Note: (1) Article 10 and Article 11 are referenced by contract to all prior conditions for salary placement and advancement.

- (2) Effective July 1, 1998, the requirement of a Master's Degree in Track I, Class C and D, is deleted. Adjustments in salary is prospective only. Units earned, however, may be applied to salary advancement effective July 1, 1998.
- (3) Effective January 31, 2002, a faculty member hired at Class B with a California Community College Credential and a Bachelor's Degree can advance to Class C by completing 20 semester units.
- (4) Beginning July 1, 2006, Class E was added.
- (5) Through MOU 0910-01, SCFA agreed to a temporary cost-cutting measure effective from 7/1/10 through 6/30/11, whereby faculty would be placed according to the above pay schedule, but their pay would then be reduced by 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 schedule as of 12/1/10, and the lost pay resulting from the 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) COLA January 1, 2017 2% on schedule increase
- (9) COLA July 1, 2019 4% on schedule increase
- (10) COLA July 1, 2021 3% on schedule increase
- (11) COLA July 1, 2022 6% on schedule increase
- (12) COLA July 1, 2023 8% on schedule increase