

**APPENDIX A.1**  
**10 Month – 175 Contractual Days**  
**Full-Time Faculty Salary Schedule**  
**2025-26 Restructure**  
**Foothill-De Anza Community College District**

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$76,596	\$80,488	\$84,380	\$88,271	\$92,163
B (2)	\$80,488	\$84,380	\$88,271	\$92,163	\$96,055
C (3)	\$84,380	\$88,271	\$92,163	\$96,055	\$99,947
D (4)	\$88,271	\$92,163	\$96,055	\$99,947	\$103,838
E (5)	\$92,163	\$96,055	\$99,947	\$103,838	\$107,730
F (6)	\$96,055	\$99,947	\$103,838	\$107,730	\$111,622
G (7)	\$99,947	\$103,838	\$107,730	\$111,622	\$115,514
H (8)	\$103,838	\$107,730	\$111,622	\$115,514	\$119,406
I (9)	\$107,730	\$111,622	\$115,514	\$119,406	\$123,297
J (10)	\$111,622	\$115,514	\$119,406	\$123,297	\$127,189
K (11)	\$115,514	\$119,406	\$123,297	\$127,189	\$131,081
L (12)	\$119,406	\$123,297	\$127,189	\$131,081	\$134,973
M (13)	\$123,297	\$127,189	\$131,081	\$134,973	\$138,980
N (14)	\$126,597	\$130,489	\$134,381	\$138,273	\$142,280
O (15)	\$126,597	\$130,489	\$134,381	\$138,273	\$142,280
P (16)	\$126,597	\$130,489	\$134,381	\$138,273	\$142,280
Q (17)	\$130,722	\$134,614	\$138,506	\$142,398	\$146,405
R (18)	\$130,722	\$134,614	\$138,506	\$142,398	\$146,405
S (19)	\$130,722	\$134,614	\$138,506	\$142,398	\$146,405
T (20)	\$135,397	\$139,289	\$143,181	\$147,073	\$151,080
U (21)	\$135,397	\$139,289	\$143,181	\$147,073	\$151,080
V (22)	\$135,397	\$139,289	\$143,181	\$147,073	\$151,080
W (23)	\$140,347	\$144,239	\$148,131	\$152,023	\$156,030
X (24)	\$140,347	\$144,239	\$148,131	\$152,023	\$156,030
Y (25)	\$140,347	\$144,239	\$148,131	\$152,023	\$156,030
Z (26)	\$145,347	\$149,239	\$153,131	\$157,023	\$161,030

<b>COLUMN PLACEMENT</b>	
Column I	<ol style="list-style-type: none"> <li>1 Associate's Degree and six years of appropriate work experience, or</li> <li>2 Bachelor's Degree and two years of appropriate work experience</li> </ol>
Column II	<ol style="list-style-type: none"> <li>1 Master's Degree, or</li> <li>2 Bachelor's Degree, two years of appropriate work experience, and 24 semester units subsequent to Bachelor's</li> <li>3 Associate's Degree, six years of appropriate work experience, and 24 semester units subsequent to Associate's</li> </ol>
Column III	<ol style="list-style-type: none"> <li>1 Master's and 24 semester units subsequent to date of Master's, or</li> <li>2 Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>3 Bachelor's, two years of appropriate work experience, and 48 semester units subsequent to date of Bachelor's</li> <li>4 Associate's, six years of appropriate work experience, and 48 semester units subsequent to date of Associate's</li> </ol>
Column IV	<ol style="list-style-type: none"> <li>1 Master's and 48 semester units subsequent to date of Master's, or</li> <li>2 Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
Column V	<ol style="list-style-type: none"> <li>1 Earned Doctorate, or</li> <li>2 Master's and 72 semester units subsequent to date of Master's, or</li> <li>3 Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

**APPENDIX A.2**  
**11 Month - 195 Contractual Days**  
**Full-Time Faculty Salary Schedule**  
**2025-26 Restructure**  
**Foothill-De Anza Community College District**

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$84,256	\$88,537	\$92,818	\$97,099	\$101,380
B (2)	\$88,537	\$92,818	\$97,099	\$101,380	\$105,661
C (3)	\$92,818	\$97,099	\$101,380	\$105,661	\$109,942
D (4)	\$97,099	\$101,380	\$105,661	\$109,942	\$114,222
E (5)	\$101,380	\$105,661	\$109,942	\$114,222	\$118,503
F (6)	\$105,661	\$109,942	\$114,222	\$118,503	\$122,784
G (7)	\$109,942	\$114,222	\$118,503	\$122,784	\$127,065
H (8)	\$114,222	\$118,503	\$122,784	\$127,065	\$131,346
I (9)	\$118,503	\$122,784	\$127,065	\$131,346	\$135,627
J (10)	\$122,784	\$127,065	\$131,346	\$135,627	\$139,908
K (11)	\$127,065	\$131,346	\$135,627	\$139,908	\$144,189
L (12)	\$131,346	\$135,627	\$139,908	\$144,189	\$148,470
M (13)	\$135,627	\$139,908	\$144,189	\$148,470	\$152,878
N (14)	\$139,257	\$143,538	\$147,819	\$152,100	\$156,508
O (15)	\$139,257	\$143,538	\$147,819	\$152,100	\$156,508
P (16)	\$139,257	\$143,538	\$147,819	\$152,100	\$156,508
Q (17)	\$143,794	\$148,075	\$152,357	\$156,638	\$161,046
R (18)	\$143,794	\$148,075	\$152,357	\$156,638	\$161,046
S (19)	\$143,794	\$148,075	\$152,357	\$156,638	\$161,046
T (20)	\$148,937	\$153,218	\$157,499	\$161,780	\$166,188
U (21)	\$148,937	\$153,218	\$157,499	\$161,780	\$166,188
V (22)	\$148,937	\$153,218	\$157,499	\$161,780	\$166,188
W (23)	\$154,382	\$158,663	\$162,944	\$167,225	\$171,633
X (24)	\$154,382	\$158,663	\$162,944	\$167,225	\$171,633
Y (25)	\$154,382	\$158,663	\$162,944	\$167,225	\$171,633
Z (26)	\$159,882	\$164,163	\$168,444	\$172,725	\$177,133

<b>COLUMN PLACEMENT</b>	
Column I	<ol style="list-style-type: none"> <li>1 Associate's Degree and six years of appropriate work experience, or</li> <li>2 Bachelor's Degree and two years of appropriate work experience</li> </ol>
Column II	<ol style="list-style-type: none"> <li>1 Master's Degree, or</li> <li>2 Bachelor's Degree, two years of appropriate work experience, and 24 semester units subsequent to Bachelor's</li> <li>3 Associate's Degree, six years of appropriate work experience, and 24 semester units subsequent to Associate's</li> </ol>
Column III	<ol style="list-style-type: none"> <li>1 Master's and 24 semester units subsequent to date of Master's, or</li> <li>2 Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>3 Bachelor's, two years of appropriate work experience, and 48 semester units subsequent to date of Bachelor's</li> <li>4 Associate's, six years of appropriate work experience, and 48 semester units subsequent to date of Associate's</li> </ol>
Column IV	<ol style="list-style-type: none"> <li>1 Master's and 48 semester units subsequent to date of Master's, or</li> <li>2 Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
Column V	<ol style="list-style-type: none"> <li>1 Earned Doctorate, or</li> <li>2 Master's and 72 semester units subsequent to date of Master's, or</li> <li>3 Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

**APPENDIX A.3**  
**12 month - 215 Contractual Days**  
**Full - Time Faculty Salary Schedule**  
**2025-26 Restructure**  
**Foothill-De Anza Community College District**

COLUMN	I	II	III	IV	V
STEP					
A (1)	\$91,916	\$96,586	\$101,256	\$105,926	\$110,596
B (2)	\$96,586	\$101,256	\$105,926	\$110,596	\$115,266
C (3)	\$101,256	\$105,926	\$110,596	\$115,266	\$119,936
D (4)	\$105,926	\$110,596	\$115,266	\$119,936	\$124,606
E (5)	\$110,596	\$115,266	\$119,936	\$124,606	\$129,276
F (6)	\$115,266	\$119,936	\$124,606	\$129,276	\$133,946
G (7)	\$119,936	\$124,606	\$129,276	\$133,946	\$138,616
H (8)	\$124,606	\$129,276	\$133,946	\$138,616	\$143,287
I (9)	\$129,276	\$133,946	\$138,616	\$143,287	\$147,957
J (10)	\$133,946	\$138,616	\$143,287	\$147,957	\$152,627
K (11)	\$138,616	\$143,287	\$147,957	\$152,627	\$157,297
L (12)	\$143,287	\$147,957	\$152,627	\$157,297	\$161,967
M (13)	\$147,957	\$152,627	\$157,297	\$161,967	\$166,776
N (14)	\$151,916	\$156,587	\$161,257	\$165,928	\$170,736
O (15)	\$151,916	\$156,587	\$161,257	\$165,928	\$170,736
P (16)	\$151,916	\$156,587	\$161,257	\$165,928	\$170,736
Q (17)	\$156,866	\$161,537	\$166,207	\$170,878	\$175,686
R (18)	\$156,866	\$161,537	\$166,207	\$170,878	\$175,686
S (19)	\$156,866	\$161,537	\$166,207	\$170,878	\$175,686
T (20)	\$162,476	\$167,147	\$171,817	\$176,488	\$181,296
U (21)	\$162,476	\$167,147	\$171,817	\$176,488	\$181,296
V (22)	\$162,476	\$167,147	\$171,817	\$176,488	\$181,296
W (23)	\$168,416	\$173,087	\$177,757	\$182,428	\$187,236
X (24)	\$168,416	\$173,087	\$177,757	\$182,428	\$187,236
Y (25)	\$168,416	\$173,087	\$177,757	\$182,428	\$187,236
Z (26)	\$174,416	\$179,087	\$183,757	\$188,428	\$193,236

<b>COLUMN PLACEMENT</b>	
Column I	<ol style="list-style-type: none"> <li>1 Associate's Degree and six years of appropriate work experience, or</li> <li>2 Bachelor's Degree and two years of appropriate work experience</li> </ol>
Column II	<ol style="list-style-type: none"> <li>1 Master's Degree, or</li> <li>2 Bachelor's Degree, two years of appropriate work experience, and 24 semester units subsequent to Bachelor's</li> <li>3 Associate's Degree, six years of appropriate work experience, and 24 semester units subsequent to Associate's</li> </ol>
Column III	<ol style="list-style-type: none"> <li>1 Master's and 24 semester units subsequent to date of Master's, or</li> <li>2 Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>3 Bachelor's, two years of appropriate work experience, and 48 semester units subsequent to date of Bachelor's</li> <li>4 Associate's, six years of appropriate work experience, and 48 semester units subsequent to date of Associate's</li> </ol>
Column IV	<ol style="list-style-type: none"> <li>1 Master's and 48 semester units subsequent to date of Master's, or</li> <li>2 Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
Column V	<ol style="list-style-type: none"> <li>1 Earned Doctorate, or</li> <li>2 Master's and 72 semester units subsequent to date of Master's, or</li> <li>3 Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

**APPENDIX A  
INITIAL PLACEMENT ON THE SALARY SCHEDULE**

**Initial Column Placement Guidelines:**

1. Column placement will be based on minimum qualifications in the discipline as defined by the minimum qualification handbook issued by the CCCCCO and titled, "Minimum Qualifications for Faculty and Administrators in California Community College."
2. Faculty granted equivalency will be placed according to the minimum qualifications in the discipline in which they are hired.
3. Units used for initial column placement not included in the degree shall be upper division or graduate level course work from an accredited institution.

**Initial Step Placement Guidelines:**

Entering faculty may be placed as high as the eleventh step of the salary schedule, although the Board of Trustees has the authority to determine special cases of placement. Credit for previous experience shall be granted as follows:

1. Credit for previous full-time teaching, library, counseling, and/or administrative experience in an accredited public or private school will be on a year for year basis.
2. Credit for additional appropriate work experience, identified on the job announcement but not included in number 1, will be on the basis of one step for each two years of work experience. Graduate teaching assistant experience and fellowships may be considered under number 3.1 below.
3. A new faculty employee with additional work experience as described in Sections 3.1 or 3.2 below may request that additional step(s) be granted. The request shall be submitted to the appropriate Vice President with a copy to the Division Dean or appropriate administrator. The Vice President, in consultation with the Vice Chancellor of Human Resources and the Vice President at the other campus, shall make a recommendation to the President. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.
  - 3.1 Related academic work experience not included under numbers 1 and 2 above.
  - 3.2 For Psychological Services Counselor, and Health Services Director/Coordinator/College Nurse, work experience not included under numbers 1 and 2 above but which is directly related to the primary assignment, of providing professional non-instructional service and which current state licensure is required.
4. Part-time faculty experience will be equated to a full-time year using the following standards:

High School:	One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.
Adult Education:	One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36-week academic year.

College: 45 quarter units OR 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load will be equated to the current loads for like positions at Foothill-De Anza Community College District.

**Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.**

## **PROFESSIONAL DEVELOPMENT ACTIVITIES**

Professional development activities are acknowledged throughout the faculty member's employment through salary changes including step advancement and column advancement.

The professional development activity requirement shall consist of 75 hours over the course of each cycle, as described in the Step Advancement section. Appendix I includes a non-exhaustive list of professional development activities.

## **ADVANCEMENT ON THE SALARY SCHEDULE**

### **Step Advancement:**

1. Step advancement for regular and contract faculty operates on cycles as described below:

The first cycle begins the first year in probationary status and lasts until the end of the first year in regular (tenured) faculty status. Normally, this is a five-year initial cycle consisting of the four-year probationary period and one year of regular status. Step advancement occurs automatically for the years in probationary status provided the criterion in 2a (below) is met. At the end of the first year in regular status (normally year 5), in order to continue advancement on the salary schedule, the faculty employee shall have completed 75 hours of professional development activity and 10 points of professional responsibilities as listed in Appendix I.

When the Appendix I requirements are met, the faculty employee shall be advanced to the next step at the beginning of the subsequent academic year, and a new three-year cycle shall begin; the process shall continue until the faculty employee reaches the top step of the salary schedule. In addition, the criteria listed in (2.) below shall apply.

At the end of any cycle, if the faculty employee has not met the requirements as listed on Appendix I, no additional step advancement shall occur. In order to resume advancement, the faculty employee shall meet the Appendix I requirements within the immediately preceding three-year period.

2. A faculty member shall be advanced one step on the salary schedule each year on July 1 provided the following criteria have been met:
  - a. Completion of at least 0.600 full-time annual load, and
  - b. Satisfactory professional development and professional responsibilities as outlined in Appendix I have been completed and approved by the dean or appropriate administrator, and

- c. Evaluations completed in accordance with Articles 6 and 6A reflect satisfactory professional performance.
3. Units earned while completing Group I professional development activities on Appendix I can also be applied to column (bracket) advancement. Faculty must submit Appendices O1, O2, or O3 to record the units for column advancement.

**Column (Bracket) Advancement:**

1. Faculty shall advance to the next column by accumulating the required number of units as listed on the salary schedule for bracket placement. All course work shall be from an accredited institution. Courses under Section 1.1 below shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Any and all lower division course work completed after July 1, 1992 shall count toward column change provided it has received such approval. The use of lower division units completed prior to July 1, 1992 shall follow the guidelines in practice at that time. Only twelve semester units (18 quarter units) of activities described in 1.2 and 1.3 below may be used per column advancement.

Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work (filed on Appendix O1) must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.

Participation in or attendance at conferences, workshops or non-credit courses (filed on Appendix O2) approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit.

Professional activities and projects (filed on Appendix O3) approved by the Division Dean or appropriate administrator as having direct relevance to the faculty member's assignment. Faculty are advised to consult with the Dean or appropriate administrator prior to commencing these activities.

Unit equivalents are determined by the O3 Committee at Foothill or De Anza in accordance with past practice on the campus. See Appendix O3 for further information.

2. No change will be made in column classification unless intention to change is filed with the appropriate administrator prior to June 30th and evidence of completion of the required work for such change is submitted prior to September 15th. Faculty employees covered under Article 10.11 with annual assignments which begin before the regular academic year are eligible for the new column classification at the next pay period following the completion and documentation of the required coursework. In all cases, no changes will be made after September 15. It is the responsibility of the individual faculty member to file for any changes in column classification. If he or she fails to do so prior to the dates indicated above, change of column cannot be made until the following academic year.

*Note: Any education and experience used to meet equivalency cannot also be used for column advancement.*