

APPENDIX D
Substitute Salary Schedule
 2025-2026 Salary Restructure
 Foothill-De Anza Community College District

LECTURE

COLUMN	1.I	1.II	1.III	1.IV	1.V
--------	-----	------	-------	------	-----

STEP

A (1)	\$113.07	\$118.82	\$124.56	\$130.31	\$136.05
B (2)	\$118.82	\$124.56	\$130.31	\$136.05	\$141.80
C (3)	\$124.56	\$130.31	\$136.05	\$141.80	\$147.54
D (4)	\$130.31	\$136.05	\$141.80	\$147.54	\$153.29
E (5)	\$136.05	\$141.80	\$147.54	\$153.29	\$159.03
F (6)	\$141.80	\$147.54	\$153.29	\$159.03	\$164.78
G (7)	\$147.54	\$153.29	\$159.03	\$164.78	\$170.52
H (8)	\$153.29	\$159.03	\$164.78	\$170.52	\$176.27
I (9)	\$159.03	\$164.78	\$170.52	\$176.27	\$182.01
J (10)	\$164.78	\$170.52	\$176.27	\$182.01	\$187.76

LAB

COLUMN	3.I	3.II	3.III	3.IV	3.V
--------	-----	------	-------	------	-----

STEP

A (1)	\$80.76	\$84.87	\$88.97	\$93.08	\$97.18
B (2)	\$84.87	\$88.97	\$93.08	\$97.18	\$101.28
C (3)	\$88.97	\$93.08	\$97.18	\$101.28	\$105.39
D (4)	\$93.08	\$97.18	\$101.28	\$105.39	\$109.49
E (5)	\$97.18	\$101.28	\$105.39	\$109.49	\$113.59
F (6)	\$101.28	\$105.39	\$109.49	\$113.59	\$117.70
G (7)	\$105.39	\$109.49	\$113.59	\$117.70	\$121.80
H (8)	\$109.49	\$113.59	\$117.70	\$121.80	\$125.90
I (9)	\$113.59	\$117.70	\$121.80	\$125.90	\$130.01
J (10)	\$117.70	\$121.80	\$125.90	\$130.01	\$134.11

<p style="text-align: center;">LEC: Based on 15 hrs/wk, 525 per yr LAB Based on 21 hrs/wk, 735 per yr</p> <p>Formulas:</p> <p style="text-align: center;">LEC=[(Appendix A.1)/525]x77.5% LAB=[(Appendix A.1)/735]x77.5%</p>
