

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 |

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