For advancement on salary scale (Class to Class), See Article 20
Credit for lower division coursework requires prior approval
by Class Advancement Committee

<table>
<thead>
<tr>
<th>STEP</th>
<th>INITIAL CLASS 1</th>
<th>BA + 24 MA</th>
<th>BA + 48 MA + 24</th>
<th>BA + 72 MA + 48 DOCTORATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>44,189</td>
<td>48,031</td>
<td>51,873</td>
<td>55,715</td>
</tr>
<tr>
<td>2</td>
<td>46,110</td>
<td>49,952</td>
<td>53,794</td>
<td>57,636</td>
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<tr>
<td>3</td>
<td>48,031</td>
<td>51,873</td>
<td>55,715</td>
<td>59,557</td>
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<tr>
<td>4</td>
<td>49,952</td>
<td>53,794</td>
<td>57,636</td>
<td>61,478</td>
</tr>
<tr>
<td>5</td>
<td>51,873</td>
<td>55,715</td>
<td>59,557</td>
<td>63,399</td>
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<tr>
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<td>53,794</td>
<td>57,636</td>
<td>61,478</td>
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<tr>
<td>7</td>
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<td>59,557</td>
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<td>67,241</td>
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<tr>
<td>8</td>
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<td>61,478</td>
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<td>69,162</td>
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<tr>
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<td>16</td>
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<td></td>
<td>85,694</td>
<td></td>
</tr>
</tbody>
</table>

* Units taken after degree award dates in classes 2-4 are based on semester units.

* Earned doctorate: $2,400 annual stipend

* Longevity: $1,500 at beginning of 20th year of service to SCC
$3,000 at beginning of 25th year of service to SCC
$4,000 at beginning of 30th year of service to SCC

* Maximum entry is Step 10 (9 years of creditable service)

* Salary is based on 175 workdays; additional workdays are paid on a daily basis.

* Salary placement and advancement information is readily available in Human Resources

* Work year: Instructors - 175 workdays; Counselors - 185 workdays;
Disability Services Coordinator/Counselor - 190 workdays

* Step Differentials:
  - Steps 1-15 1,921
  - Steps 15-16 3,085

* Class Differential 3,842 (2 x Step Diff 1-15):

Board Approved: 5/16/2012
Effective 7/1/2012/DRL
1% Increase
Vocational instructors who select the vocational placement shall be placed on the adjunct faculty salary schedule based on professional education and vocational/occupational experience. Effective Spring semester 1993, six (6) years of full-time experience will be deducted from the total number of years of full-time experience in the vocational area. Vocational instructors allowed credit for full-time vocational experience beyond six (6) years at the rate of two (2) years for one (1) step for appropriately related full-time vocational experience. Appropriateness of experience shall be determined by the Director of Human Teaching, counseling and librarian experience and appropriate occupational experience may be combined for maximum step placement of Step 10.

### Class 1
- CC Instructor/Partial
- High school diploma
- 6 years of occupational experience

### Class 2 (qualify in one of the following)
- AA degree
- 6 years of professional experience
- Certification/licensure if applicable
- BA degree
- 2 years of professional experience
- Certification/licensure if applicable
- CC Instructor/Fully Satisfied
- High school diploma
- 6 years of occupational experience
- 24 semester units
- CC Instructor/Partial
- AA degree or 60 semester units
- 4 years of occupational experience
- CC Instructor/Partial
- BA degree
- 2 years of occupational experience
- Long-Term Vocational Class A Credential
- Standard Designated Subjects/
- Life Credential
- 8 semester units

### Class 3 (qualify in one of the following)
- AA degree
- 6 years of professional experience
- Certification/licensure if applicable
- Phase I and II
- BA degree
- 2 years of professional experience
- Certification/licensure if applicable
- Phase I, II, or the equivalent
- CC Instructor/Fully Satisfied
- AA degree
- 4 years of occupational experience
- Phase I and II
- CC Instructor/Fully Satisfied
- BA degree
- 2 years of occupational experience
- Long-term Vocational Class A Credential
- 60 semester units
- Phase I and II
- Standard Designated Subjects/Life Credential
- 60 Semester units
- Phase I and II

### Class 4 (qualify in one of the following)
- BA degree plus 15 semester units of upper division/graduate level courses
- 2 years of professional experience
- Certification/licensure if applicable
- Phase I and II
- MA degree
- 2 years of occupational experience
- CC Instructor/Fully Satisfied
- BA degree plus 15 semester units
- 2 years of occupational experience
- Phase I and II
- Standard Designated Subjects or Vocational Class A Life Credentials
- BA degree plus 15 semester units.