

**EXHIBIT B: Contract, Regular & Full-Time Temporary Faculty
Annual and Workload Salary Schedules**

EXHIBIT B1(7/1/23-6/30/24)

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
ANNUAL SALARY SCHEDULE
Effective Date 7/1/23**

Ratings →	E	F	F plus 15	F plus 30	F plus 45	G
Disciplines requiring a Master's Degree		MA or Equivalent	BA plus 45 units with MA	BA plus 60 units with MA	BA plus 75 units with MA	Ph.D. or BA plus 90 units with MA
Disciplines NOT requiring a Master's Degree	Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent	Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA
STEPS ↓						
1	68,921	71,831	74,741	77,652	80,562	83,472
2	71,831	74,741	77,652	80,562	83,472	86,383
3	74,741	77,652	80,562	83,472	86,383	89,293
4	77,652	80,562	83,472	86,383	89,293	92,203
5	80,562	83,472	86,383	89,293	92,203	95,113
6	83,472	86,383	89,293	92,203	95,113	98,024
7	86,383	89,293	92,203	95,113	98,024	100,934
8	89,293	92,203	95,113	98,024	100,934	103,844
9	92,203	95,113	98,024	100,934	103,844	106,755
10	95,113	98,024	100,934	103,844	106,755	109,665
11	98,024	100,934	103,844	106,755	109,665	112,575
12	100,934	103,844	106,755	109,665	112,575	115,486
13	103,844	106,755	109,665	112,575	115,486	118,396
14	106,755	109,665	112,575	115,486	118,396	121,306
15	109,665	112,575	115,486	118,396	121,306	124,216
16	112,575	115,486	118,396	121,306	124,216	127,127
17	115,486	118,396	121,306	124,216	127,127	130,037
18	115,486	118,396	121,306	124,216	127,127	130,037
19	115,486	118,396	121,306	124,216	127,127	130,037
20	115,486	121,306	124,216	127,127	130,037	132,947
21	115,486	121,306	124,216	127,127	130,037	132,947
22	115,486	121,306	124,216	127,127	130,037	132,947
23	115,486	124,216	127,127	130,037	132,947	135,858
24	115,486	124,216	127,127	130,037	132,947	135,858
25	115,486	127,127	130,037	132,947	135,858	138,768
26	115,486	127,127	130,037	132,947	135,858	138,768
27	115,486	127,127	130,037	132,947	135,858	138,768
28	115,486	127,127	130,037	132,947	135,858	138,768
29	115,486	127,127	130,037	132,947	135,858	138,768
30	115,486	127,127	130,037	132,947	135,858	138,768

**EXHIBIT B: Contract, Regular & Full-Time Temporary Faculty
Annual and Workload Salary Schedules**

EXHIBIT B1 (7/1/22-6/30/24)

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
WORKLOAD SALARY SCHEDULE
Effective Date 7/1/23**

Ratings →	E	F	F plus 15	F plus 30	F plus 45	G
Disciplines requiring a Master's Degree		MA or Equivalent	BA plus 45 units with MA	BA plus 60 units with MA	BA plus 75 units with MA	Ph.D. or BA plus 90 units with MA
Disciplines NOT requiring a Master's Degree	Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent	Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA
STEPS ↓						
1	2,297.37	2,394.37	2,491.37	2,588.40	2,685.40	2,782.40
2	2,394.37	2,491.37	2,588.40	2,685.40	2,782.40	2,879.43
3	2,491.37	2,588.40	2,685.40	2,782.40	2,879.43	2,976.43
4	2,588.40	2,685.40	2,782.40	2,879.43	2,976.43	3,073.43
5	2,685.40	2,782.40	2,879.43	2,976.43	3,073.43	3,170.43
6	2,782.40	2,879.43	2,976.43	3,073.43	3,170.43	3,267.47
7	2,879.43	2,976.43	3,073.43	3,170.43	3,267.47	3,364.47
8	2,976.43	3,073.43	3,170.43	3,267.47	3,364.47	3,461.47
9	3,073.43	3,170.43	3,267.47	3,364.47	3,461.47	3,558.50
10	3,170.43	3,267.47	3,364.47	3,461.47	3,558.50	3,655.50
11	3,267.47	3,364.47	3,461.47	3,558.50	3,655.50	3,752.50
12	3,364.47	3,461.47	3,558.50	3,655.50	3,752.50	3,849.53
13	3,461.47	3,558.50	3,655.50	3,752.50	3,849.53	3,946.53
14	3,558.50	3,655.50	3,752.50	3,849.53	3,946.53	4,043.53
15	3,655.50	3,752.50	3,849.53	3,946.53	4,043.53	4,140.53
16	3,752.50	3,849.53	3,946.53	4,043.53	4,140.53	4,237.57
17	3,849.53	3,946.53	4,043.53	4,140.53	4,237.57	4,334.57
18	3,849.53	3,946.53	4,043.53	4,140.53	4,237.57	4,334.57
19	3,849.53	3,946.53	4,043.53	4,140.53	4,237.57	4,334.57
20	3,849.53	4,043.53	4,140.53	4,237.57	4,334.57	4,431.57
21	3,849.53	4,043.53	4,140.53	4,237.57	4,334.57	4,431.57
22	3,849.53	4,043.53	4,140.53	4,237.57	4,334.57	4,431.57
23	3,849.53	4,140.53	4,237.57	4,334.57	4,431.57	4,528.60
24	3,849.53	4,140.53	4,237.57	4,334.57	4,431.57	4,528.60
25	3,849.53	4,237.57	4,334.57	4,431.57	4,528.60	4,625.60
26	3,849.53	4,237.57	4,334.57	4,431.57	4,528.60	4,625.60
27	3,849.53	4,237.57	4,334.57	4,431.57	4,528.60	4,625.60
28	3,849.53	4,237.57	4,334.57	4,431.57	4,528.60	4,625.60
29	3,849.53	4,237.57	4,334.57	4,431.57	4,528.60	4,625.60
30	3,849.53	4,237.57	4,334.57	4,431.57	4,528.60	4,625.60

Methodology: FT Annual divided by 30, rounded to two decimal places

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute
and Part-Time Office Hour Pay Rates**

EXHIBIT C1 (7/1/23-6/30/24)

**ANNUALIZED 86% (100% FTE)
PRO RATA "MIRROR" SCALE – PAY-BY-LOAD
EFFECTIVE FALL 2023**

TABLE	TITLE	Semesters Worked	STEP	RATINGS				
				F	F+15	F+30	F+45	G
51	Instructor, PAY-BY- LOAD	1-4	1	61,774.66	64,277.52	66,780.38	69,283.23	71,786.09
		5-8	2	64,277.52	66,780.38	69,283.23	71,786.09	74,288.95
		9-12	3	66,780.38	69,283.23	71,786.09	74,288.95	76,791.81
		13-16	4	69,283.23	71,786.09	74,288.95	76,791.81	79,294.67
		17-20	5	71,786.09	74,288.95	76,791.81	79,294.67	81,797.52
		21-24	6	74,288.95	76,791.81	79,294.67	81,797.52	84,300.38
		25-28	7	76,791.81	79,294.67	81,797.52	84,300.38	86,803.24
		29-32	8	79,294.67	81,797.52	84,300.38	86,803.24	89,306.10
		33-36	9	81,797.52	84,300.38	86,803.24	89,306.10	91,808.96
		37-40	10	84,300.38	86,803.24	89,306.10	91,808.96	94,311.81
		41-44	11	86,803.24	89,306.10	91,808.96	94,311.81	96,814.67
		45-49	12	89,306.10	91,808.96	94,311.81	96,814.67	99,317.53
		49-52	13	91,808.96	94,311.81	96,814.67	99,317.53	101,820.39
		53+	14	94,311.81	96,814.67	99,317.53	101,820.39	104,323.25

Methodology: Multiply FT Annual value by 0.86, round to two decimal places

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute
and Part-Time Office Hour Pay Rates**

EXHIBIT C1-W (7/1/23-6/30/24)

**WORKLOAD SALARY TABLE
86% PRO RATA "MIRROR" SCALE (1.0 LOAD FACTOR)
EFFECTIVE FALL 2023**

TABLE	TITLE		RATINGS				
51	Instructor PAY-BY-LOAD						
YEARS COMPLETED FOR FT OVERLOAD ASSIGNMENTS ONLY	Semesters Worked	STEPS	F	F+15	F+30	F+45	G
0-4	1-4	1	2,059.16	2,142.58	2,226.01	2,309.44	2,392.87
5-9	5-8	2	2,142.58	2,226.01	2,309.44	2,392.87	2,476.30
10+	9-12	3	2,226.01	2,309.44	2,392.87	2,476.30	2,559.73
	13-16	4	2,309.44	2,392.87	2,476.30	2,559.73	2,643.16
	17-20	5	2,392.87	2,476.30	2,559.73	2,643.16	2,726.58
	21-24	6	2,476.30	2,559.73	2,643.16	2,726.58	2,810.01
	25-28	7	2,559.73	2,643.16	2,726.58	2,810.01	2,893.44
	29-32	8	2,643.16	2,726.58	2,810.01	2,893.44	2,976.87
	33-36	9	2,726.58	2,810.01	2,893.44	2,976.87	3,060.30
	37-40	10	2,810.01	2,893.44	2,976.87	3,060.30	3,143.73
	41-44	11	2,893.44	2,976.87	3,060.30	3,143.73	3,227.16
	45-49	12	2,976.87	3,060.30	3,143.73	3,227.16	3,310.58
	49-52	13	3,060.30	3,143.73	3,227.16	3,310.58	3,394.01
	53+	14	3,143.73	3,227.16	3,310.58	3,394.01	3,477.44

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute
and Part-Time Office Hour Pay Rates**

EXHIBIT C1-2 (7/1/23-6/30/24)

**ANNUALIZED SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2023**

TABLE	TITLE		RATINGS				
91							
YEARS COMPLETED FOR FT OVERLOAD ASSIGNMENTS ONLY	Semesters Worked	STEPS	F	F+15	F+30	F+45	G
0-4	1-4	1	71,831	74,741	77,652	80,562	83,472
5-9	5-8	2	74,741	77,652	80,562	83,472	86,383
10+	9-12	3	77,652	80,562	83,472	86,383	89,293
	13-16	4	80,562	83,472	86,383	89,293	92,203
	17-20	5	83,472	86,383	89,293	92,203	95,113
	21-24	6	86,383	89,293	92,203	95,113	98,024
	25-28	7	89,293	92,203	95,113	98,024	100,934
	29-32	8	92,203	95,113	98,024	100,934	103,844
	33-36	9	95,113	98,024	100,934	103,844	106,755
	37-40	10	98,024	100,934	103,844	106,755	109,665
	41-44	11	100,934	103,844	106,755	109,665	112,575
	45-49	12	103,844	106,755	109,665	112,575	115,486
	49-52	13	106,755	109,665	112,575	115,486	118,396
	53+	14	109,665	112,575	115,486	118,396	121,306

Methodology: Copy Columns F through G, Steps 1-14 of FT annual

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute
and Part-Time Office Hour Pay Rates**

EXHIBIT C1-2W (7/1/23-6/30/24)

**WORKLOAD SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2023**

TABLE	TITLE		RATINGS				
91							
YEARS COMPLETED FOR FT OVERLOAD ASSIGNMENTS ONLY	Semesters Worked	STEPS	F	F+15	F+30	F+45	G
0-4	1-4	1	2,394.37	2,491.37	2,588.40	2,685.40	2,782.40
5-9	5-8	2	2,491.37	2,588.40	2,685.40	2,782.40	2,879.43
10+	9-12	3	2,588.40	2,685.40	2,782.40	2,879.43	2,976.43
	13-16	4	2,685.40	2,782.40	2,879.43	2,976.43	3,073.43
	17-20	5	2,782.40	2,879.43	2,976.43	3,073.43	3,170.43
	21-24	6	2,879.43	2,976.43	3,073.43	3,170.43	3,267.47
	25-28	7	2,976.43	3,073.43	3,170.43	3,267.47	3,364.47
	29-32	8	3,073.43	3,170.43	3,267.47	3,364.47	3,461.47
	33-36	9	3,170.43	3,267.47	3,364.47	3,461.47	3,558.50
	37-40	10	3,267.47	3,364.47	3,461.47	3,558.50	3,655.50
	41-44	11	3,364.47	3,461.47	3,558.50	3,655.50	3,752.50
	45-49	12	3,461.47	3,558.50	3,655.50	3,752.50	3,849.53
	49-52	13	3,558.50	3,655.50	3,752.50	3,849.53	3,946.53
	53+	14	3,655.50	3,752.50	3,849.53	3,946.53	4,043.53

Methodology: Copy lumns F through G, Steps 1-14 of FT workload

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute
and Part-Time Office Hour Pay Rates**

EXHIBIT C1-3 (7/1/23-6/30/24)

**CREDIT LABORATORY-PERFORMANCE & LECTURE-LABORATORY
INSTRUCTIONAL SUBSTITUTE SCALE (.75 LOAD FACTOR)**

TABLE	TITLE	EFFECTIVE 7/1/23
S41	Instructor, Hourly (Substitute)	88.25

**CREDIT LECTURE-LABORATORY INSTRUCTIONAL SUBSTITUTE SCALE
Science-Related Disciplines ONLY (.85 LOAD FACTOR)**

TABLE	TITLE	EFFECTIVE 7/1/23
S42	Instructor, Hourly (Substitute)	100.00

CREDIT COMPOSITION INSTRUCTIONAL SUBSTITUTE SCALE (1.25 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/23
S50	Instructor, Hourly (Substitute)	147.08

CREDIT LECTURE INSTRUCTIONAL SUBSTITUTE SCALE (1.00 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/23
S51	Instructor, Hourly (Substitute)	117.67

NONCREDIT INSTRUCTIONAL SUBSTITUTE SCALE (.60 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/23
S61	Instructor, Hourly (Substitute)	70.60

CREDIT & NONCREDIT INSTRUCTIONALLY-RELATED SUBSTITUTE SCALE (.43 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/23
S71	Instructor, Hourly (Substitute)	50.43

COUNSELORS AND LIBRARIANS SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 7/1/23
S91	Instructor, Hourly (Substitute)	68.41

Methodology: For all but counselors, Column F, Step 1 of 86% annual table, divided by the specified divisor, rounded to two decimals
For counselors/librarians, Column F, Step 1 of FT annual table, divided by the specified divisor, rounded to two decimals

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute
and Part-Time Office Hour Pay Rates**

EXHIBIT C1-4 (7/1/23-6/30/24)

**PT OFFICE HOURS
86% PRO RATA "MIRROR" SCALE (INSTRUCTIONALLY RELATED RATE)
EFFECTIVE 7/1/23**

TABLE	TITLE	RATINGS				
71	PT Instructor (OFFICE HOURS)					
Semesters Worked	STEPS	F	F+15	F+30	F+45	G
1-4	1	50.43	52.47	54.51	56.56	58.60
5-8	2	52.47	54.51	56.56	58.60	60.64
9-12	3	54.51	56.56	58.60	60.64	62.69
13-16	4	56.56	58.60	60.64	62.69	64.73
17-20	5	58.60	60.64	62.69	64.73	66.77
21-24	6	60.64	62.69	64.73	66.77	68.82
25-28	7	62.69	64.73	66.77	68.82	70.86
29-32	8	64.73	66.77	68.82	70.86	72.90
33-36	9	66.77	68.82	70.86	72.90	74.95
37-40	10	68.82	70.86	72.90	74.95	76.99
41-44	11	70.86	72.90	74.95	76.99	79.03
45-49	12	72.90	74.95	76.99	79.03	81.08
49-52	13	74.95	76.99	79.03	81.08	83.12
53+	14	76.99	79.03	81.08	83.12	85.16

Methodology: Columns F through G, Steps 1 through 14, of 86% annual table, divided by 1225, rounded to two decimals