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

EXHIBIT B3 (7/1/21-6/30/22)

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
ANNUAL SALARY SCHEDULE
Effective Date 7/1/21

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	58,444.88	60,730.40	63,015.92	65,301.44	67,586.96	69,872.48
2	60,730.40	63,015.92	65,301.44	67,586.96	69,872.48	72,158.00
3	63,015.92	65,301.44	67,586.96	69,872.48	72,158.00	74,443.52
4	65,301.44	67,586.96	69,872.48	72,158.00	74,443.52	76,729.04
5	67,586.96	69,872.48	72,158.00	74,443.52	76,729.04	79,014.56
6	69,872.48	72,158.00	74,443.52	76,729.04	79,014.56	81,300.08
7	72,158.00	74,443.52	76,729.04	79,014.56	81,300.08	83,585.60
8	74,443.52	76,729.04	79,014.56	81,300.08	83,585.60	85,871.12
9	76,729.04	79,014.56	81,300.08	83,585.60	85,871.12	88,156.64
10	79,014.56	81,300.08	83,585.60	85,871.12	88,156.64	90,442.16
11	81,300.08	83,585.60	85,871.12	88,156.64	90,442.16	92,727.68
12	83,585.60	85,871.12	88,156.64	90,442.16	92,727.68	95,013.20
13	85,871.12	88,156.64	90,442.16	92,727.68	95,013.20	97,298.72
14	88,156.64	90,442.16	92,727.68	95,013.20	97,298.72	99,584.24
15	90,442.16	92,727.68	95,013.20	97,298.72	99,584.24	101,869.76
16	92,727.68	95,013.20	97,298.72	99,584.24	101,869.76	104,155.28
17	95,013.20	97,298.72	99,584.24	101,869.76	104,155.28	106,440.80
18	95,013.20	97,298.72	99,584.24	101,869.76	104,155.28	106,440.80
19	95,013.20	97,298.72	99,584.24	101,869.76	104,155.28	106,440.80
20	95,013.20	99,584.24	101,869.76	104,155.28	106,440.80	108,726.32
21	95,013.20	99,584.24	101,869.76	104,155.28	106,440.80	108,726.32
22	95,013.20	99,584.24	101,869.76	104,155.28	106,440.80	108,726.32
23	95,013.20	101,869.76	104,155.28	106,440.80	108,726.32	111,011.84
24	95,013.20	101,869.76	104,155.28	106,440.80	108,726.32	111,011.84
25	95,013.20	104,155.28	106,440.80	108,726.32	111,011.84	113,297.36
26	95,013.20	104,155.28	106,440.80	108,726.32	111,011.84	113,297.36
27	95,013.20	104,155.28	106,440.80	108,726.32	111,011.84	113,297.36
28	95,013.20	104,155.28	106,440.80	108,726.32	111,011.84	113,297.36
29	95,013.20	104,155.28	106,440.80	108,726.32	111,011.84	113,297.36
30	95,013.20	104,155.28	106,440.80	108,726.32	111,011.84	113,297.36

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

EXHIBIT B3 (7/1/21-6/30/22)

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
WORKLOAD SALARY SCHEDULE
Effective Date 7/1/21

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	1,948.16	2,024.35	2,100.53	2,176.71	2,252.90	2,329.08
2	2,024.35	2,100.53	2,176.71	2,252.90	2,329.08	2,405.27
3	2,100.53	2,176.71	2,252.90	2,329.08	2,405.27	2,481.45
4	2,176.71	2,252.90	2,329.08	2,405.27	2,481.45	2,557.63
5	2,252.90	2,329.08	2,405.27	2,481.45	2,557.63	2,633.82
6	2,329.08	2,405.27	2,481.45	2,557.63	2,633.82	2,710.00
7	2,405.27	2,481.45	2,557.63	2,633.82	2,710.00	2,786.19
8	2,481.45	2,557.63	2,633.82	2,710.00	2,786.19	2,862.37
9	2,557.63	2,633.82	2,710.00	2,786.19	2,862.37	2,938.55
10	2,633.82	2,710.00	2,786.19	2,862.37	2,938.55	3,014.74
11	2,710.00	2,786.19	2,862.37	2,938.55	3,014.74	3,090.92
12	2,786.19	2,862.37	2,938.55	3,014.74	3,090.92	3,167.11
13	2,862.37	2,938.55	3,014.74	3,090.92	3,167.11	3,243.29
14	2,938.55	3,014.74	3,090.92	3,167.11	3,243.29	3,319.47
15	3,014.74	3,090.92	3,167.11	3,243.29	3,319.47	3,395.66
16	3,090.92	3,167.11	3,243.29	3,319.47	3,395.66	3,471.84
17	3,167.11	3,243.29	3,319.47	3,395.66	3,471.84	3,548.03
18	3,167.11	3,243.29	3,319.47	3,395.66	3,471.84	3,548.03
19	3,167.11	3,243.29	3,319.47	3,395.66	3,471.84	3,548.03
20	3,167.11	3,319.47	3,395.66	3,471.84	3,548.03	3,624.21
21	3,167.11	3,319.47	3,395.66	3,471.84	3,548.03	3,624.21
22	3,167.11	3,319.47	3,395.66	3,471.84	3,548.03	3,624.21
23	3,167.11	3,395.66	3,471.84	3,548.03	3,624.21	3,700.39
24	3,167.11	3,395.66	3,471.84	3,548.03	3,624.21	3,700.39
25	3,167.11	3,471.84	3,548.03	3,624.21	3,700.39	3,776.58
26	3,167.11	3,471.84	3,548.03	3,624.21	3,700.39	3,776.58
27	3,167.11	3,471.84	3,548.03	3,624.21	3,700.39	3,776.58
28	3,167.11	3,471.84	3,548.03	3,624.21	3,700.39	3,776.58
29	3,167.11	3,471.84	3,548.03	3,624.21	3,700.39	3,776.58
30	3,167.11	3,471.84	3,548.03	3,624.21	3,700.39	3,776.58

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

EXHIBIT C3 (7/1/21-6/30/22)

ANNUALIZED 86% (100% FTE)
PRO RATA "MIRROR" SCALE – PAY-BY-LOAD
EFFECTIVE FALL 2021

				RATINGS				
TABLE	**TITLE**	**Semesters Worked**	**STEP**	**F**	**F+15**	**F+30**	**F+45**	**G**
51	**Instructor, PAY-BY-LOAD**	1-4	1	52,228.14	54,193.69	56,159.24	58,124.79	60,090.33
		5-8	2	54,193.69	56,159.24	58,124.79	60,090.33	62,055.88
		9-12	3	56,159.24	58,124.79	60,090.33	62,055.88	64,021.43
		13-16	4	58,124.79	60,090.33	62,055.88	64,021.43	65,986.97
		17-20	5	60,090.33	62,055.88	64,021.43	65,986.97	67,952.52
		21-24	6	62,055.88	64,021.43	65,986.97	67,952.52	69,918.07
		25-28	7	64,021.43	65,986.97	67,952.52	69,918.07	71,883.62
		29-32	8	65,986.97	67,952.52	69,918.07	71,883.62	73,849.16
		33-36	9	67,952.52	69,918.07	71,883.62	73,849.16	75,814.71
		37-40	10	69,918.07	71,883.62	73,849.16	75,814.71	77,780.26
		41-44	11	71,883.62	73,849.16	75,814.71	77,780.26	79,745.80
		45-49	12	73,849.16	75,814.71	77,780.26	79,745.80	81,711.35
		49-52	13	75,814.71	77,780.26	79,745.80	81,711.35	83,676.90
		53+	14	77,780.26	79,745.80	81,711.35	83,676.90	85,642.45

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

EXHIBIT C3-W (7/1/21-6/30/22)

WORKLOAD SALARY TABLE
86% PRO RATA "MIRROR" SCALE (1.0 LOAD FACTOR)
EFFECTIVE FALL 2021

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	1,740.94	1,806.46	1,871.97	1,937.49	2,003.01
5-9	5-8	2	1,806.46	1,871.97	1,937.49	2,003.01	2,068.53
10+	9-12	3	1,871.97	1,937.49	2,003.01	2,068.53	2,134.05
	13-16	4	1,937.49	2,003.01	2,068.53	2,134.05	2,199.57
	17-20	5	2,003.01	2,068.53	2,134.05	2,199.57	2,265.08
	21-24	6	2,068.53	2,134.05	2,199.57	2,265.08	2,330.60
	25-28	7	2,134.05	2,199.57	2,265.08	2,330.60	2,396.12
	29-32	8	2,199.57	2,265.08	2,330.60	2,396.12	2,461.64
	33-36	9	2,265.08	2,330.60	2,396.12	2,461.64	2,527.16
	37-40	10	2,330.60	2,396.12	2,461.64	2,527.16	2,592.68
	41-44	11	2,396.12	2,461.64	2,527.16	2,592.68	2,658.19
	45-49	12	2,461.64	2,527.16	2,592.68	2,658.19	2,723.71
	49-52	13	2,527.16	2,592.68	2,658.19	2,723.71	2,789.23
	53+	14	2,592.68	2,658.19	2,723.71	2,789.23	2,854.75

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

EXHIBIT C3-2 (7/1/21-6/30/22)

ANNUALIZED SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2021

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	60,730.40	63,015.92	65,301.44	67,586.96	69,872.48
5-9	5-8	2	63,015.92	65,301.44	67,586.96	69,872.48	72,158.00
10+	9-12	3	65,301.44	67,586.96	69,872.48	72,158.00	74,443.52
	13-16	4	67,586.96	69,872.48	72,158.00	74,443.52	76,729.04
	17-20	5	69,872.48	72,158.00	74,443.52	76,729.04	79,014.56
	21-24	6	72,158.00	74,443.52	76,729.04	79,014.56	81,300.08
	25-28	7	74,443.52	76,729.04	79,014.56	81,300.08	83,585.60
	29-32	8	76,729.04	79,014.56	81,300.08	83,585.60	85,871.12
	33-36	9	79,014.56	81,300.08	83,585.60	85,871.12	88,156.64
	37-40	10	81,300.08	83,585.60	85,871.12	88,156.64	90,442.16
	41-44	11	83,585.60	85,871.12	88,156.64	90,442.16	92,727.68
	45-49	12	85,871.12	88,156.64	90,442.16	92,727.68	95,013.20
	49-52	13	88,156.64	90,442.16	92,727.68	95,013.20	97,298.72
	53+	14	90,442.16	92,727.68	95,013.20	97,298.72	99,584.24

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

EXHIBIT C3-2W (7/1/21-6/30/22)

WORKLOAD SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2021

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	2,024.35	2,100.53	2,176.71	2,252.90	2,329.08
5-9	5-8	2	2,100.53	2,176.71	2,252.90	2,329.08	2,405.27
10+	9-12	3	2,176.71	2,252.90	2,329.08	2,405.27	2,481.45
	13-16	4	2,252.90	2,329.08	2,405.27	2,481.45	2,557.63
	17-20	5	2,329.08	2,405.27	2,481.45	2,557.63	2,633.82
	21-24	6	2,405.27	2,481.45	2,557.63	2,633.82	2,710.00
	25-28	7	2,481.45	2,557.63	2,633.82	2,710.00	2,786.19
	29-32	8	2,557.63	2,633.82	2,710.00	2,786.19	2,862.37
	33-36	9	2,633.82	2,710.00	2,786.19	2,862.37	2,938.55
	37-40	10	2,710.00	2,786.19	2,862.37	2,938.55	3,014.74
	41-44	11	2,786.19	2,862.37	2,938.55	3,014.74	3,090.92
	45-49	12	2,862.37	2,938.55	3,014.74	3,090.92	3,167.11
	49-52	13	2,938.55	3,014.74	3,090.92	3,167.11	3,243.29
	53+	14	3,014.74	3,090.92	3,167.11	3,243.29	3,319.47

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

EXHIBIT C3-3 (7/1/21-6/30/22)

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

TABLE	TITLE	EFFECTIVE 7/1/21
S41	Instructor, Hourly (Substitute)	74.61

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

TABLE	TITLE	EFFECTIVE 7/1/21
S42	Instructor, Hourly (Substitute)	84.55

CREDIT COMPPOSITION INSTRUCTIONAL SUBSTITUTE SCALE (1.25 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/21
S50	Instructor, Hourly (Substitute)	124.35

CREDIT LECTURE INSTRUCTIONAL SUBSTITUTE SCALE (1.00 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/21
S51	Instructor, Hourly (Substitute)	99.48

NONCREDIT INSTRUCTIONAL SUBSTITUTE SCALE (.60 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/21
S61	Instructor, Hourly (Substitute)	59.69

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

TABLE	TITLE	EFFECTIVE 7/1/21
S71	Instructor, Hourly (Substitute)	42.64

COUNSELORS AND LIBRARIANS SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 7/1/21
S91	Instructor, Hourly (Substitute)	57.84

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

EXHIBIT C3-4 (7/1/21-6/30/22)

PT OFFICE HOURS
86% PRO RATA "MIRROR" SCALE (INSTRUCTIONALLY RELATED RATE)
EFFECTIVE 7/1/21

TABLE	TITLE	RATINGS				
71	PT Instructor (OFFICE HOURS)					
Semesters Worked	STEPS	F	F+15	F+30	F+45	G
1-4	1	42.64	44.24	45.84	47.45	49.05
5-8	2	44.24	45.84	47.45	49.05	50.66
9-12	3	45.84	47.45	49.05	50.66	52.26
13-16	4	47.45	49.05	50.66	52.26	53.87
17-20	5	49.05	50.66	52.26	53.87	55.47
21-24	6	50.66	52.26	53.87	55.47	57.08
25-28	7	52.26	53.87	55.47	57.08	58.68
29-32	8	53.87	55.47	57.08	58.68	60.29
33-36	9	55.47	57.08	58.68	60.29	61.89
37-40	10	57.08	58.68	60.29	61.89	63.49
41-44	11	58.68	60.29	61.89	63.49	65.10
45-49	12	60.29	61.89	63.49	65.10	66.70
49-52	13	61.89	63.49	65.10	66.70	68.31
53+	14	63.49	65.10	66.70	68.31	69.91