

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

EXHIBIT B3(7/1/25-6/30/26)

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
ANNUAL SALARY SCHEDULE
Effective Date 7/1/25**

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	72,409	75,466	78,523	81,582	84,639	87,696
2	75,466	78,523	81,582	84,639	87,696	90,753
3	78,523	81,582	84,639	87,696	90,753	93,811
4	81,582	84,639	87,696	90,753	93,811	96,868
5	84,639	87,696	90,753	93,811	96,868	99,925
6	87,696	90,753	93,811	96,868	99,925	102,984
7	90,753	93,811	96,868	99,925	102,984	106,041
8	93,811	96,868	99,925	102,984	106,041	109,098
9	96,868	99,925	102,984	106,041	109,098	112,157
10	99,925	102,984	106,041	109,098	112,157	115,214
11	102,984	106,041	109,098	112,157	115,214	118,271
12	106,041	109,098	112,157	115,214	118,271	121,330
13	109,098	112,157	115,214	118,271	121,330	124,387
14	112,157	115,214	118,271	121,330	124,387	127,444
15	115,214	118,271	121,330	124,387	127,444	130,501
16	118,271	121,330	124,387	127,444	130,501	133,560
17	121,330	124,387	127,444	130,501	133,560	136,617
18	121,330	124,387	127,444	130,501	133,560	136,617
19	121,330	124,387	127,444	130,501	133,560	136,617
20	121,330	127,444	130,501	133,560	136,617	139,674
21	121,330	127,444	130,501	133,560	136,617	139,674
22	121,330	127,444	130,501	133,560	136,617	139,674
23	121,330	130,501	133,560	136,617	139,674	142,733
24	121,330	133,501	133,560	136,617	139,674	142,733
25	121,330	133,560	136,617	139,674	142,733	145,790
26	121,330	133,560	136,617	139,674	142,733	145,790
27	121,330	133,560	136,617	139,674	142,733	145,790
28	121,330	133,560	136,617	139,674	142,733	145,790
29	121,330	133,560	136,617	139,674	142,733	145,790
30	121,330	133,560	136,617	139,674	142,733	145,790

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

EXHIBIT B3-W (7/1/25-6/30/26)

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
WORKLOAD SALARY SCHEDULE
Effective Date 7/1/25**

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 <u>NOT</u> 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	2,413.63	2,515.53	2,617.43	2,719.40	2,821.30	2,923.20
2	2,515.53	2,617.43	2,719.40	2,821.30	2,923.20	3,025.10
3	2,617.43	2,719.40	2,821.30	2,923.20	3,025.10	3,127.03
4	2,719.40	2,821.30	2,923.20	3,025.10	3,127.03	3,228.93
5	2,821.30	2,923.20	3,025.10	3,127.03	3,228.93	3,330.83
6	2,923.20	3,025.10	3,127.03	3,228.93	3,330.83	3,432.80
7	3,025.10	3,127.03	3,228.93	3,330.83	3,432.80	3,534.70
8	3,127.03	3,228.93	3,330.83	3,432.80	3,534.70	3,636.60
9	3,228.93	3,330.83	3,432.80	3,534.70	3,636.60	3,738.57
10	3,330.83	3,432.80	3,534.70	3,636.60	3,738.57	3,840.47
11	3,432.80	3,534.70	3,636.60	3,738.57	3,840.47	3,942.37
12	3,534.70	3,636.60	3,738.57	3,840.47	3,942.37	4,044.33
13	3,636.60	3,738.57	3,840.47	3,942.37	4,044.33	4,146.23
14	3,738.57	3,840.47	3,942.37	4,044.33	4,146.23	4,248.13
15	3,840.47	3,942.37	4,044.33	4,146.23	4,248.13	4,350.03
16	3,942.37	4,044.33	4,146.23	4,248.13	4,350.03	4,452
17	4,044.33	4,146.23	4,248.13	4,350.03	4,452	4,553.90
18	4,044.33	4,146.23	4,248.13	4,350.03	4,452	4,553.90
19	4,044.33	4,146.23	4,248.13	4,350.03	4,452	4,553.90
20	4,044.33	4,248.13	4,350.03	4,452	4,553.90	4,655.80
21	4,044.33	4,248.13	4,350.03	4,452	4,553.90	4,655.80
22	4,044.33	4,248.13	4,350.03	4,452	4,553.90	4,655.80
23	4,044.33	4,350.03	4,452	4,553.90	4,655.80	4,757.77
24	4,044.33	4,350.03	4,452	4,553.90	4,655.80	4,757.77
25	4,044.33	4,452	4,553.90	4,655.80	4,757.77	4,859.67
26	4,044.33	4,452	4,553.90	4,655.80	4,757.77	4,859.67
27	4,044.33	4,452	4,553.90	4,655.80	4,757.77	4,859.67
28	4,044.33	4,452	4,553.90	4,655.80	4,757.77	4,859.67
29	4,044.33	4,452	4,553.90	4,655.80	4,757.77	4,859.67
30	4,044.33	4,452	4,553.90	4,655.80	4,757.77	4,859.67

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 C3 (7/1/25-6/30/26)

**ANNUALIZED 86% (100% FTE)
PRO RATA "MIRROR" SCALE – PAY-BY-LOAD
EFFECTIVE FALL 2025**

				RATINGS				
TABLE	TITLE	Semesters Worked	STEP	F	F+15	F+30	F+45	G
51	Instructor, PAY-BY-LOAD	1-4	1	64,900.76	67,529.78	70,160.52	72,789.54	75,418.56
		5-8	2	67,529.78	70,160.52	72,789.54	75,418.56	78,047.58
		9-12	3	70,160.52	72,789.54	75,418.56	78,047.58	80,677.46
		13-16	4	72,789.54	75,418.56	78,047.58	80,677.46	83,306.48
		17-20	5	75,418.56	78,047.58	80,677.46	83,306.48	85,935.50
		21-24	6	78,047.58	80,677.46	83,306.48	85,935.50	88,566.24
		25-28	7	80,677.46	83,306.48	85,935.50	88,566.24	91,195.26
		29-32	8	83,306.48	85,935.50	88,566.24	91,195.26	93,824.28
		33-36	9	85,935.50	88,566.24	91,195.26	93,824.28	96,455.02
		37-40	10	88,566.24	91,195.26	93,824.28	96,455.02	99,084.04
		41-44	11	91,195.26	93,824.28	96,455.02	99,084.04	101,713.06
		45-48	12	93,824.28	96,455.02	99,084.04	101,713.06	104,343.80
		49-52	13	96,455.02	99,084.04	101,713.06	104,343.80	106,972.82
		53+	14	99,084.04	101,713.06	104,343.80	106,972.82	109,601.84

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 C3-W (7/1/25-6/30/26)

**WORKLOAD SALARY TABLE
86% PRO RATA "MIRROR" SCALE (1.0 LOAD FACTOR)
EFFECTIVE FALL 2025**

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	2,163.36	2,250.99	2,338.68	2,426.32	2,513.95
5-9	5-8	2	2,250.99	2,338.68	2,426.32	2,513.95	2,601.59
10+	9-12	3	2,338.68	2,426.32	2,513.95	2,601.59	2,689.25
	13-16	4	2,426.32	2,513.95	2,601.59	2,689.25	2,776.88
	17-20	5	2,513.95	2,601.59	2,689.25	2,776.88	2,864.52
	21-24	6	2,601.59	2,689.25	2,776.88	2,864.52	2,952.21
	25-28	7	2,689.25	2,776.88	2,864.52	2,952.21	3,039.84
	29-32	8	2,776.88	2,864.52	2,952.21	3,039.84	3,127.48
	33-36	9	2,864.52	2,952.21	3,039.84	3,127.48	3,215.17
	37-40	10	2,952.21	3,039.84	3,127.48	3,215.17	3,302.80
	41-44	11	3,039.84	3,127.48	3,215.17	3,302.80	3,390.44
	45-48	12	3,127.48	3,215.17	3,302.80	3,390.44	3,478.13
	49-52	13	3,215.17	3,302.80	3,390.44	3,478.13	3,565.76
	53+	14	3,302.80	3,390.44	3,478.13	3,565.76	3,653.39

Methodology: FT Annual * 0.86 / 30, then 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 C3-2 (7/1/25-6/30/26)

**ANNUALIZED SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2025**

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	75,466	78,523	81,582	84,639	87,696
5-9	5-8	2	78,523	81,582	84,639	87,696	90,753
10+	9-12	3	81,582	84,639	87,696	90,753	93,811
	13-16	4	84,639	87,696	90,753	93,811	96,868
	17-20	5	87,696	90,753	93,811	96,868	99,925
	21-24	6	90,753	93,811	96,868	99,925	102,984
	25-28	7	93,811	96,868	99,925	102,984	106,041
	29-32	8	96,868	99,925	102,984	106,041	109,098
	33-36	9	99,925	102,984	106,041	109,098	112,157
	37-40	10	102,984	106,041	109,098	112,157	115,214
	41-44	11	106,041	109,098	112,157	115,214	118,271
	45-48	12	109,098	112,157	115,214	118,271	121,330
	49-52	13	112,157	115,214	118,271	121,330	124,387
	53+	14	115,214	118,271	121,330	124,387	127,444

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 C3-2W (7/1/25-6/30/26)

**WORKLOAD SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2025**

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	2,515.53	2,617.43	2,719.40	2,821.30	2,923.20
5-9	5-8	2	2,617.43	2,719.40	2,821.30	2,923.20	3,025.10
10+	9-12	3	2,719.40	2,821.30	2,923.20	3,025.10	3,127.03
	13-16	4	2,821.30	2,923.20	3,025.10	3,127.03	3,228.93
	17-20	5	2,923.20	3,025.10	3,127.03	3,228.93	3,330.83
	21-24	6	3,025.10	3,127.03	3,228.93	3,330.83	3,432.80
	25-28	7	3,127.03	3,228.93	3,330.83	3,432.80	3,534.70
	29-32	8	3,228.93	3,330.83	3,432.80	3,534.70	3,636.60
	33-36	9	3,330.83	3,432.80	3,534.70	3,636.60	3,738.57
	37-40	10	3,432.80	3,534.70	3,636.60	3,738.57	3,840.47
	41-44	11	3,534.70	3,636.60	3,738.57	3,840.47	3,942.37
	45-48	12	3,636.60	3,738.57	3,840.47	3,942.37	4,044.33
	49-52	13	3,738.57	3,840.47	3,942.37	4,044.33	4,146.23
	53+	14	3,840.47	3,942.37	4,044.33	4,146.23	4,248.13

Methodology: Copy columns 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 C3-3 (7/1/25-6/30/26)

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

TABLE	TITLE	EFFECTIVE 7/1/25
S41	Instructor, Hourly (Substitute)	92.72

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

TABLE	TITLE	EFFECTIVE 7/1/25
S42	Instructor, Hourly (Substitute)	105.06

CREDIT COMPOSITION INSTRUCTIONAL SUBSTITUTE SCALE (1.25 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/25
S50	Instructor, Hourly (Substitute)	154.53

CREDIT LECTURE INSTRUCTIONAL SUBSTITUTE SCALE (1.00 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/25
S51	Instructor, Hourly (Substitute)	123.62

NONCREDIT INSTRUCTIONAL SUBSTITUTE SCALE (.60 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/25
S61	Instructor, Hourly (Substitute)	74.17

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

TABLE	TITLE	EFFECTIVE 7/1/25
S71	Instructor, Hourly (Substitute)	52.98

COUNSELORS AND LIBRARIANS SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 7/1/25
S91	Instructor, Hourly (Substitute)	71.87

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 C3-4 (7/1/25 - 6/30/26)

**PT OFFICE HOURS
86% PRO RATA “MIRROR” SCALE (INSTRUCTIONALLY RELATED RATE)
EFFECTIVE 7/1/25**

TABLE	TITLE	RATINGS				
71	PT Instructor (OFFICE HOURS)					
Semesters Worked	STEPS	F	F+15	F+30	F+45	G
1-4	1	52.98	55.13	57.27	59.42	61.57
5-8	2	55.13	57.27	59.42	61.57	63.71
9-12	3	57.27	59.42	61.57	63.71	65.86
13-16	4	59.42	61.57	63.71	65.86	68.01
17-20	5	61.57	63.71	65.86	68.01	70.15
21-24	6	63.71	65.86	68.01	70.15	72.30
25-28	7	65.86	68.01	70.15	72.30	74.45
29-32	8	68.01	70.15	72.30	74.45	76.59
33-36	9	70.15	72.30	74.45	76.59	78.74
37-40	10	72.30	74.45	76.59	78.74	80.88
41-44	11	74.45	76.59	78.74	80.88	83.03
45-48	12	76.59	78.74	80.88	83.03	85.18
49-52	13	78.74	80.88	83.03	85.18	87.32
53+	14	80.88	83.03	85.18	87.32	89.47

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