

Key: AFT	Key: CCSF
Current contract language <u>AFT language</u> ~~AFT strikethrough of current contract language~~ AFT language the District accepts Moving party (AFT or District) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>	Current contract language <u>District language</u> ~~District strikethrough of current contract language~~ District language that AFT accepts Moving party (AFT or District) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>

10/05/2026 | CCSF to AFT |

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
10-14	9-12	3	2,338.68	2,426.32	2,513.95	2,601.59	2,689.25
15-19	13-16	4	2,426.32	2,513.95	2,601.59	2,689.25	2,776.88
20-24	17-20	5	2,513.95	2,601.59	2,689.25	2,776.88	2,864.52
25+	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
	45-49	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 C3-2W (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
10-14	9-12	3	2,719.40	2,821.30	2,923.20	3,025.10	3,127.03
15-19	13-16	4	2,821.30	2,923.20	3,025.10	3,127.03	3,228.93
20-24	17-20	5	2,923.20	3,025.10	3,127.03	3,228.93	3,330.83
25+	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
	45-49	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