

MARIN COMMUNITY COLLEGE DISTRICT  
**UPM/AFT SALARY SCHEDULE**  
**Effective 7-1-2023 Board Approved June 20, 2023**

<b>Step</b>	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>	<b>Column 5</b>
1	70,337	78,832	82,649	86,409	88,855
2	72,290	81,082	85,006	88,873	91,319
3	74,242	83,331	87,363	91,336	93,783
4	76,195	85,581	89,719	93,800	96,246
5	78,148	87,830	92,076	96,264	98,710
6	80,101	90,080	94,432	98,728	101,174
7	82,054	92,329	96,789	101,191	103,638
8	84,007	94,579	99,146	103,655	106,101
9	85,960	96,828	101,502	106,119	108,565
10	87,913	99,078	103,859	108,583	111,029
11	89,865	101,327	106,216	111,046	113,493
12	91,818	103,577	108,572	113,510	115,956
13	93,771	105,826	110,929	115,974	118,420
14	95,723	108,076	113,286	118,438	120,884
15	97,676	110,325	115,642	120,901	123,348
16	99,629	112,575	117,999	123,365	125,811
17	101,582	114,824	120,356	125,829	128,275
18	103,535	117,074	122,712	128,293	130,739
19	105,487	119,323	125,069	130,756	133,203
20	107,440	121,573	127,425	133,220	135,666
21	109,393	123,822	129,782	135,684	138,130
22	111,346	126,072	132,139	138,148	140,594
23	113,299	128,322	134,495	140,611	143,058
24	115,252	130,571	136,852	143,075	145,521
25	115,252	130,571	136,852	143,075	145,521
26	115,252	130,571	136,852	143,075	145,521
27	117,205	132,821	139,209	145,539	147,985
28	117,205	132,821	139,209	145,539	147,985
29	117,205	132,821	139,209	145,539	147,985
30	119,158	135,070	141,565	148,003	150,449

**Horizontal Placement/Movement (Article 3.13 and 3.15)**

**Column 1** - Bachelor's degree or partial fulfillment of a Life Instructor's Credential in a vocational related discipline.

**Column 2** - Master's degree or clear Life Instructor's Credential in a vocational related discipline with a Bachelor's degree.

**Column 3** - Master's degree plus 30 semester units subsequent to the date of the Master's degree, or Bachelor's degree plus 60 semester units with Master's degree, or clear Life Instructor's Credential in a vocational related

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discipline with a Bachelor's degree and 60 semester units subsequent to the date of the clear Life Instructor's Credential in a vocational related discipline.

**Column 4** - Master's degree plus 60 semester units subsequent to the date of the Master's degree or Bachelor's degree plus 90 semester units with Master's degree.

**Column 5** - Earned Doctorate.

### **Vertical Placement/Movement (Article 3.13-3.14)**

1. Step 14 is the highest entering step for permanent/probationary unit members as provided for in Article 3.13.2, except as provided therein.
2. Step 9 is the highest entering step for temporary unit members as provided for in Article 3.13.2.
4. All temporary instructors may not advance beyond Step 16 as provided for in Article 3.14.3.

### **Doctorate Bonus (Article 3.12)**

1. A \$1,000 bonus is paid once for receiving earned Doctorate from an accredited institution while employed by the District. Any regular contract employee receiving such an award must agree to remain under contract to the District for two years after the award is granted.

### **Contract Payment Calculations (Articles 3 and 8)**

#### **1. TEMPORARY PART-TIME CREDIT INSTRUCTOR PAYMENT FORMULA (Article 3.2):**

Annual salary x # of units divided by 30 units x 95% = Semester payment divided by 5 = Monthly salary.

#### **2. a. OVERLOAD CREDIT INSTRUCTOR PAYMENT FORMULA (Article 3.7):**

Annual salary (but not to exceed step 20) x # of units divided by 30 units x 95% = Semester payment divided by 5 = Monthly salary.

#### **b. OVERLOAD, INTERSESSION, AND PART-TIME TEMPORARY CREDIT NON-INSTRUCTIONAL ASSIGNMENTS (INCLUDING LIBRARIANS AND SCHOOL NURSES) PAYMENT FORMULA (Article 8.5.4):**

Hours to be worked divided by total semester hours per unit (43.75) equals the number of units of the assignment. Then apply the appropriate Temporary Part-Time Credit Instructor Payment Formula or Overload Payment Formula as above, or Intersession/Summer Session Payment Formula as below. This section does not apply to counselors.

#### **c. OVERLOAD AND TEMPORARY COUNSELOR PAYMENT FORMULA (Article 8.11):**

Forty (40) hours of assigned time per unit. Then apply the appropriate Temporary Part-Time Credit Instructor Payment Formula or Overload Payment Formula as above.

#### **3. INTERSESSION/SUMMER SESSION CREDIT INSTRUCTOR PAYMENT FORMULA (Article 3.9):**

Annual salary x # of units divided by 30 units x 95% = Total payment.

#### **4. TEMPORARY NON-CREDIT UNIT MEMBERS WORKING THE SEMESTER PROGRAM ON-CAMPUS (EXCEPT ESL AND IEP - SEE ABOVE) (Article 3.3):**

**Lecture:** First determine credit salary step and column. Then hours per semester divided by 350 rounded to 4 decimal places x 15 units = units. Then Annual Salary x number of units divided by 30 units x 80% = Semester Payment divided by 5 = Monthly Salary.

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**Lab:** First determine credit salary step and column. Then hours per semester divided by 525 rounded to 4 decimal places x 15 units = units. Then Annual Salary x number of units divided by 30 units x 80% = Semester Payment divided by 5 = Monthly Salary.

**5. SUBSTITUTE INSTRUCTOR PAY RATES (Article 3.6) for:**

(a) Credit Faculty and

(b) Non-Credit Faculty referenced in number 4 above:

The current short-term substitute rate is the Stipend Rate of \$74. Long-term substitutes shall be paid on the salary schedule as prorated for the assignment. (See Article 6)

**6. NOT-FOR-CREDIT/COMMUNITY EDUCATION INSTRUCTOR PAY RATES (Article 3.4):**

**Lecture Class**

\$53.84/hr

**Laboratory or Lecture Lab**

\$48.84/hr

**7. STIPEND (Article 3.6)**

\$74 per hour