

MARIN COMMUNITY COLLEGE DISTRICT  
**UPM/AFT SALARY SCHEDULE**  
**Effective 7-1-2022 Board Approved July 19, 2022**

Step	Column 1	Column 2	Column 3	Column 4	Column 5
1	68,288	76,536	80,242	83,892	86,267
2	70,184	78,720	82,530	86,284	88,659
3	72,080	80,904	84,818	88,676	91,051
4	73,976	83,088	87,106	91,068	93,443
5	75,872	85,272	89,394	93,460	95,835
6	77,768	87,456	91,682	95,852	98,227
7	79,664	89,640	93,970	98,244	100,619
8	81,560	91,824	96,258	100,636	103,011
9	83,456	94,008	98,546	103,028	105,403
10	85,352	96,192	100,834	105,420	107,795
11	87,248	98,376	103,122	107,812	110,187
12	89,144	100,560	105,410	110,204	112,579
13	91,040	102,744	107,698	112,596	114,971
14	92,935	104,928	109,986	114,988	117,363
15	94,831	107,112	112,274	117,380	119,755
16	96,727	109,296	114,562	119,772	122,147
17	98,623	111,480	116,850	122,164	124,539
18	100,519	113,664	119,138	124,556	126,931
19	102,415	115,848	121,426	126,948	129,323
20	104,311	118,032	123,714	129,340	131,715
21	106,207	120,216	126,002	131,732	134,107
22	108,103	122,400	128,290	134,124	136,499
23	109,999	124,584	130,578	136,516	138,891
24	111,895	126,768	132,866	138,908	141,283
25	111,895	126,768	132,866	138,908	141,283
26	111,895	126,768	132,866	138,908	141,283
27	113,791	128,952	135,154	141,300	143,675
28	113,791	128,952	135,154	141,300	143,675
29	113,791	128,952	135,154	141,300	143,675
30	115,687	131,136	137,442	143,692	146,067

**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.

## **UPM/AFT Salary Schedule (Continued)**

**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 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):**

## UPM/AFT Salary Schedule (Continued)

**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.

**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