

MARIN COMMUNITY COLLEGE DISTRICT  
**UPM/AFT SALARY SCHEDULE**  
**Effective 6-1-20 Board Approved 6-16-20**

<b>Step</b>	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>	<b>Column 5</b>
<b>1</b>	60,705	67,800	71,090	74,324	76,699
<b>2</b>	62,601	69,984	73,378	76,716	79,091
<b>3</b>	64,497	72,168	75,666	79,108	81,483
<b>4</b>	66,393	74,352	77,954	81,500	83,875
<b>5</b>	68,288	76,536	80,242	83,892	86,267
<b>6</b>	70,184	78,720	82,530	86,284	88,659
<b>7</b>	72,080	80,904	84,818	88,676	91,051
<b>8</b>	73,976	83,088	87,106	91,068	93,443
<b>9</b>	75,872	85,272	89,394	93,460	95,835
<b>10</b>	77,768	87,456	91,682	95,852	98,227
<b>11</b>	79,664	89,640	93,970	98,244	100,619
<b>12</b>	81,560	91,824	96,258	100,636	103,011
<b>13</b>	83,456	94,008	98,546	103,028	105,403
<b>14</b>	85,352	96,192	100,834	105,420	107,795
<b>15</b>	87,248	98,376	103,122	107,812	110,187
<b>16</b>	89,144	100,560	105,410	110,204	112,579
<b>17</b>	91,040	102,744	107,698	112,596	114,971
<b>18</b>	92,935	104,928	109,986	114,988	117,363
<b>19</b>	94,831	107,112	112,274	117,380	119,755
<b>20</b>	96,727	109,296	114,562	119,772	122,147
<b>21</b>	98,623	111,480	116,850	122,164	124,539
<b>22</b>	100,519	113,664	119,138	124,556	126,931
<b>23</b>	102,415	115,848	121,426	126,948	129,323
<b>24</b>	104,311	118,032	123,714	129,340	131,715
<b>25</b>	104,311	118,032	123,714	129,340	131,715
<b>26</b>	104,311	118,032	123,714	129,340	131,715
<b>27</b>	106,207	120,216	126,002	131,732	134,107
<b>28</b>	106,207	120,216	126,002	131,732	134,107
<b>29</b>	106,207	120,216	126,002	131,732	134,107
<b>30</b>	108,103	122,400	128,290	134,124	136,499

## **Horizontal Placement/Movement Article 3.9.7**

**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 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**

1. Step 14 is the highest entering step for permanent unit members as provided for in Article 3.8.1.1.
2. Step 9 is the highest entering step for temporary unit members as provided for in Article 3.8.6.3.
4. All temporary instructors placed on the salary schedule may not advance beyond Step 16 as provided for in Article 3.8.6.3.

## **Doctorate Bonus**

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**

### **1. TEMPORARY PART-TIME CREDIT INSTRUCTOR PAYMENT FORMULA:**

\* 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 3.16(b) Permanent unit members shall not exceed step 20 for overload placement.)**

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

### **b. OVERLOAD ASSIGNMENTS AND PART-TIME TEMPORARY CREDIT ASSIGNMENTS FOR LIBRARIANS, COUNSELORS AND SCHOOL NURSES PAYMENT FORMULA:**

Hours per semester: 599 (eff. Fall 1994) rounded to 4 decimal places x 15 units = units. Then Temporary Part-Time Credit Instructor Payment Formula as above.

### **3. a. INTERSESSION/SUMMER SESSION CREDIT INSTRUCTOR PAYMENT FORMULA:**

\* Annual salary x  $\frac{\text{\# of units}}{30}$  x 95% = Total payment.

### **b. INTERSESSION PERMANENT CREDIT COUNSELOR PAYMENT FORMULA:**

Hours per intersession: 581 (eff. Fall 1994) rounded to 4 decimal places x 15 units = units. Then Temporary Part-Time Credit Instructor Payment Formula as above.

\* Placement on UPM/AFT Salary Schedule

UPM/AFT Salary Schedule (Continued)

4. **TEMPORARY NON-CREDIT UNIT MEMBERS WORKING THE SEMESTER PROGRAM ON-CAMPUS (EXCEPT ESL, IEP, MATH AND ENGLISH DISCIPLINES):**

**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 95% = Semester Payment divided by 5 = Monthly Salary.

**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 95% = Semester Payment divided by 5 = Monthly Salary.

5. **SUBSTITUTE INSTRUCTOR SALARY SCHEDULE for:**

- (a) Credit Faculty and
- (b) Non-Credit Faculty referenced in number 4. Above:

The current Substitute Instructor Salary Schedule is the Stipend Rate of \$74.

6. **NON-CREDIT INSTRUCTOR HOURLY SCHEDULE:**

<b>Laboratory or Lecture Lab</b>	<b>Lecture Class</b>
\$48.84/hr	\$53.84/hr

7. **STIPEND** \$74 per hour