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

EXHIBIT B2(7/1/24-6/30/25)

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
ANNUAL SALARY SCHEDULE
Effective Date 7/1/24

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	70,989	73,986	76,983	79,982	82,979	85,976
2	73,986	76,983	79,982	82,979	85,976	88,974
3	76,983	79,982	82,979	85,976	88,974	91,972
4	79,982	82,979	85,976	88,974	91,972	94,969
5	82,979	85,976	88,974	91,972	94,969	97,966
6	85,976	88,974	91,972	94,969	97,966	100,965
7	88,974	91,972	94,969	97,966	100,965	103,962
8	91,972	94,969	97,966	100,965	103,962	106,959
9	94,969	97,966	100,965	103,962	106,959	109,958
10	97,966	100,965	103,962	106,959	109,958	112,955
11	100,965	103,962	106,959	109,958	112,955	115,952
12	103,962	106,959	109,958	112,955	115,952	118,951
13	106,959	109,958	112,955	115,952	118,951	121,948
14	109,958	112,955	115,952	118,951	121,948	124,945
15	112,955	115,952	118,951	121,948	124,945	127,942
16	115,952	118,951	121,948	124,945	127,942	130,941
17	118,951	121,948	124,945	127,942	130,941	133,938
18	118,951	121,948	124,945	127,942	130,941	133,938
19	118,951	121,948	124,945	127,942	130,941	133,938
20	118,951	124,945	127,942	130,941	133,938	136,935
21	118,951	124,945	127,942	130,941	133,938	136,935
22	118,951	124,945	127,942	130,941	133,938	136,935
23	118,951	127,942	130,941	133,938	136,935	139,934
24	118,951	127,942	130,941	133,938	136,935	139,934
25	118,951	130,941	133,938	136,935	139,934	142,931
26	118,951	130,941	133,938	136,935	139,934	142,931
27	118,951	130,941	133,938	136,935	139,934	142,931
28	118,951	130,941	133,938	136,935	139,934	142,931
29	118,951	130,941	133,938	136,935	139,934	142,931
30	118,951	130,941	133,938	136,935	139,934	142,931

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

EXHIBIT B2-W (7/1/24-6/30/25)

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY
WORKLOAD SALARY SCHEDULE
Effective Date 7/1/24

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	2366.30	2466.20	2566.10	2666.07	2765.97	2865.87
2	2466.20	2566.10	2666.07	2765.97	2865.87	2965.80
3	2566.10	2666.07	2765.97	2865.87	2965.80	3065.73
4	2666.07	2765.97	2865.87	2965.80	3065.73	3165.63
5	2765.97	2865.87	2965.80	3065.73	3165.63	3265.53
6	2865.87	2965.80	3065.73	3165.63	3265.53	3365.50
7	2965.80	3065.73	3165.63	3265.53	3365.50	3465.40
8	3065.73	3165.63	3265.53	3365.50	3465.40	3565.30
9	3165.63	3265.53	3365.50	3465.40	3565.30	3665.27
10	3265.53	3365.50	3465.40	3565.30	3665.27	3765.17
11	3365.50	3465.40	3565.30	3665.27	3765.17	3865.07
12	3465.40	3565.30	3665.27	3765.17	3865.07	3965.03
13	3565.30	3665.27	3765.17	3865.07	3965.03	4064.93
14	3665.27	3765.17	3865.07	3965.03	4064.93	4164.83
15	3765.17	3865.07	3965.03	4064.93	4164.83	4264.73
16	3865.07	3965.03	4064.93	4164.83	4264.73	4364.70
17	3965.03	4064.93	4164.83	4264.73	4364.70	4464.60
18	3965.03	4064.93	4164.83	4264.73	4364.70	4464.60
19	3965.03	4064.93	4164.83	4264.73	4364.70	4464.60
20	3965.03	4164.83	4264.73	4364.70	4464.60	4564.50
21	3965.03	4164.83	4264.73	4364.70	4464.60	4564.50
22	3965.03	4164.83	4264.73	4364.70	4464.60	4564.50
23	3965.03	4264.73	4364.70	4464.60	4564.50	4664.47
24	3965.03	4264.73	4364.70	4464.60	4564.50	4664.47
25	3965.03	4364.70	4464.60	4564.50	4664.47	4764.37
26	3965.03	4364.70	4464.60	4564.50	4664.47	4764.37
27	3965.03	4364.70	4464.60	4564.50	4664.47	4764.37
28	3965.03	4364.70	4464.60	4564.50	4664.47	4764.37
29	3965.03	4364.70	4464.60	4564.50	4664.47	4764.37
30	3965.03	4364.70	4464.60	4564.50	4664.47	4764.37

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

ANNUALIZED 86% (100% FTE)
PRO RATA "MIRROR" SCALE – PAY-BY-LOAD
EFFECTIVE FALL 2024

				RATINGS				
TABLE	**TITLE**	**Semesters Worked**	**STEP**	**F**	**F+15**	**F+30**	**F+45**	**G**
51	**Instructor, PAY-BY-LOAD**	1-4	1	63,627.96	66,205.38	68,784.52	71,361.94	73,939.36
		5-8	2	66,205.38	68,784.52	71,361.94	73,939.36	76,517.64
		9-12	3	68,784.52	71,361.94	73,939.36	76,517.64	79,095.92
		13-16	4	71,361.94	73,939.36	76,517.64	79,095.92	81,673.34
		17-20	5	73,939.36	76,517.64	79,095.92	81,673.34	84,250.76
		21-24	6	76,517.64	79,095.92	81,673.34	84,250.76	86,829.90
		25-28	7	79,095.92	81,673.34	84,250.76	86,829.90	89,407.32
		29-32	8	81,673.34	84,250.76	86,829.90	89,407.32	91,984.74
		33-36	9	84,250.76	86,829.90	89,407.32	91,984.74	94,563.88
		37-40	10	86,829.90	89,407.32	91,984.74	94,563.88	97,141.30
		41-44	11	89,407.32	91,984.74	94,563.88	97,141.30	99,718.72
		45-49	12	91,984.74	94,563.88	97,141.30	99,718.72	102,297.86
		49-52	13	94,563.88	97,141.30	99,718.72	102,297.86	104,875.28
		53+	14	97,141.30	99,718.72	102,297.86	104,875.28	107,452.70

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 C2-W (7/1/24-6/30/25)

WORKLOAD SALARY TABLE
86% PRO RATA "MIRROR" SCALE (1.0 LOAD FACTOR)
EFFECTIVE FALL 2024

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	2,120.93	2,206.85	2,292.82	2,378.73	2,464.65
5-9	5-8	2	2,206.85	2,292.82	2,378.73	2,464.65	2,550.59
10+	9-12	3	2,292.82	2,378.73	2,464.65	2,550.59	2,636.53
	13-16	4	2,378.73	2,464.65	2,550.59	2,636.53	2,722.44
	17-20	5	2,464.65	2,550.59	2,636.53	2,722.44	2,808.36
	21-24	6	2,550.59	2,636.53	2,722.44	2,808.36	2,894.33
	25-28	7	2,636.53	2,722.44	2,808.36	2,894.33	2,980.24
	29-32	8	2,722.44	2,808.36	2,894.33	2,980.24	3,066.16
	33-36	9	2,808.36	2,894.33	2,980.24	3,066.16	3,152.13
	37-40	10	2,894.33	2,980.24	3,066.16	3,152.13	3,238.04
	41-44	11	2,980.24	3,066.16	3,152.13	3,238.04	3,323.96
	45-49	12	3,066.16	3,152.13	3,238.04	3,323.96	3,409.93
	49-52	13	3,152.13	3,238.04	3,323.96	3,409.93	3,495.84
	53+	14	3,238.04	3,323.96	3,409.93	3,495.84	3,581.76

Methodology: FT Annual * 0.86 / 30, then rounded to two decimal places

EXHIBIT C2-2 (7/1/24-6/30/25)

ANNUALIZED SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2024

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	73,986	76,983	79,982	82,979	85,976
5-9	5-8	2	76,983	79,982	82,979	85,976	88,974
10+	9-12	3	79,982	82,979	85,976	88,974	91,972
	13-16	4	82,979	85,976	88,974	91,972	94,969
	17-20	5	85,976	88,974	91,972	94,969	97,966
	21-24	6	88,974	91,972	94,969	97,966	100,965
	25-28	7	91,972	94,969	97,966	100,965	103,962
	29-32	8	94,969	97,966	100,965	103,962	106,959
	33-36	9	97,966	100,965	103,962	106,959	109,958
	37-40	10	100,965	103,962	106,959	109,958	112,955
	41-44	11	103,962	106,959	109,958	112,955	115,952
	45-49	12	106,959	109,958	112,955	115,952	118,951
	49-52	13	109,958	112,955	115,952	118,951	121,948
	53+	14	112,955	115,952	118,951	121,948	124,945

Methodology: Copy Columns F through G, Steps 1-14 of FT annual

WORKLOAD SALARY TABLE
100% COUNSELORS AND LIBRARIANS
PRO RATA "MIRROR" SCALE
EFFECTIVE FALL 2024

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	2,466.20	2,566.11	2,666.05	2,765.96	2,865.87
5-9	5-8	2	2,566.11	2,666.05	2,765.96	2,865.87	2,965.82
10+	9-12	3	2,666.05	2,765.96	2,865.87	2,965.82	3,065.73
	13-16	4	2,765.96	2,865.87	2,965.82	3,065.73	3,165.64
	17-20	5	2,865.87	2,965.82	3,065.73	3,165.64	3,265.55
	21-24	6	2,965.82	3,065.73	3,165.64	3,265.55	3,365.49
	25-28	7	3,065.73	3,165.64	3,265.55	3,365.49	3,465.40
	29-32	8	3,165.64	3,265.55	3,365.49	3,465.40	3,565.31
	33-36	9	3,265.55	3,365.49	3,465.40	3,565.31	3,665.26
	37-40	10	3,365.49	3,465.40	3,565.31	3,665.26	3,765.17
	41-44	11	3,465.40	3,565.31	3,665.26	3,765.17	3,865.08
	45-49	12	3,565.31	3,665.26	3,765.17	3,865.08	3,965.02
	49-52	13	3,665.26	3,765.17	3,865.08	3,965.02	4,064.93
	53+	14	3,765.17	3,865.08	3,965.02	4,064.93	4,164.84

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

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

TABLE	TITLE	EFFECTIVE 7/1/24
S41	Instructor, Hourly (Substitute)	90.90

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

TABLE	TITLE	EFFECTIVE 7/1/24
S42	Instructor, Hourly (Substitute)	103.00

CREDIT COMPPOSITION INSTRUCTIONAL SUBSTITUTE SCALE (1.25 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/24
S50	Instructor, Hourly (Substitute)	151.50

CREDIT LECTURE INSTRUCTIONAL SUBSTITUTE SCALE (1.00 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/24
S51	Instructor, Hourly (Substitute)	121.20

NONCREDIT INSTRUCTIONAL SUBSTITUTE SCALE (.60 LOAD FACTOR)

TABLE	TITLE	EFFECTIVE 7/1/24
S61	Instructor, Hourly (Substitute)	72.72

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

TABLE	TITLE	EFFECTIVE 7/1/24
S71	Instructor, Hourly (Substitute)	51.94

COUNSELORS AND LIBRARIANS SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 7/1/24
S91	Instructor, Hourly (Substitute)	70.46

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

PT OFFICE HOURS
86% PRO RATA "MIRROR" SCALE (INSTRUCTIONALLY RELATED RATE)
EFFECTIVE 7/1/24

TABLE	TITLE	RATINGS				
71	PT Instructor (OFFICE HOURS)					
Semesters Worked	STEPS	F	F+15	F+30	F+45	G
1-4	1	51.94	54.04	56.15	58.25	60.36
5-8	2	54.04	56.15	58.25	60.36	62.46
9-12	3	56.15	58.25	60.36	62.46	64.57
13-16	4	58.25	60.36	62.46	64.57	66.67
17-20	5	60.36	62.46	64.57	66.67	68.78
21-24	6	62.46	64.57	66.67	68.78	70.88
25-28	7	64.57	66.67	68.78	70.88	72.99
29-32	8	66.67	68.78	70.88	72.99	75.09
33-36	9	68.78	70.88	72.99	75.09	77.20
37-40	10	70.88	72.99	75.09	77.20	79.30
41-44	11	72.99	75.09	77.20	79.30	81.40
45-49	12	75.09	77.20	79.30	81.40	83.51
49-52	13	77.20	79.30	81.40	83.51	85.61
53+	14	79.30	81.40	83.51	85.61	87.72

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