

MARIN COMMUNITY COLLEGE DISTRICT  
**UPM/AFT SALARY SCHEDULE**  
 Effective July 1, 2006

**CREDIT**

Step	Column 1	Column 2	Column 3	Column 4	Column 5
1	44,852	49,588	51,997	54,460	56,903
2	46,689	51,735	54,252	56,766	59,114
3	48,525	53,881	56,506	59,076	61,326
4	50,362	56,031	58,761	61,382	63,540
5	52,198	58,179	61,017	63,689	65,750
6	54,034	60,325	63,272	65,997	67,959
7	55,869	62,474	65,524	68,306	70,171
8	57,707	64,620	67,779	70,612	72,382
9	59,544	66,767	70,035	72,921	74,594
10	61,381	68,916	72,290	75,227	76,804
11	63,216	71,063	74,543	77,533	79,019
12	65,052	73,210	76,798	79,845	81,231
13	66,889	75,358	79,056	82,150	83,443
14	68,725	77,506	81,309	84,458	85,652
15	70,563	79,655	83,562	86,764	87,863
16	72,399	81,801	85,819	89,074	90,077
17	74,224	83,862	87,980	91,318	92,347
18	76,093	85,976	90,200	93,619	94,672
19	78,012	88,142	92,471	95,979	97,059
20	79,978	90,362	94,801	98,397	99,509

**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 teachers new to the District as provided for in Article 3.9.1.1.
2. Step 7 is the highest entering step for temporary noncredit ESL unit members and all other temporary non-credit unit members working the semester program on-campus as provided for in Article 3.3 (a)
3. Step 7 is the highest entering step for temporary credit unit members as provided for in Article 3.5 and 3.9.6.3.
4. All temporary instructors placed on the salary schedule may not advance beyond Step 14 as provided for in Article 3.9.6.3.

**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:**

\* 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

**4. TEMPORARY NON-CREDIT ESL UNIT MEMBERS AND ALL OTHER TEMPORARY NON-CREDIT UNIT MEMBERS WORKING THE SEMESTER PROGRAM ON-CAMPUS:**

**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 # of units divided by 30 units x 80% = Semester Payment divided by 5 = Monthly Salary.

**Lecture:** First determine credit salary step and column. Then hours per semester divided by 425 rounded to 4 decimal places x 15 units = units. Then Annual Salary x # of units divided by 30 units x 80% = 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 \$62.66.

**6. NON-CREDIT INSTRUCTOR HOURLY SCHEDULE:**  
 (Step Placement and Movement as provided for in Article 3.9.6.4.)

		<u>Laboratory or Lecture Lab</u>	<u>Lecture Class</u>
Step 1	0-3 quarters teaching with MCCD	\$42.00	\$46.56
Step 2	4-9 quarters teaching with MCCD	\$43.13	\$47.70
Step 3	10-18 quarters teaching with MCCD	\$44.23	\$48.89
Step 4	19 or more quarters teaching with MCCD	\$45.36	\$50.00

(Effective 1/1/86, all quarters are counted. Prior to that date, summer quarters were excluded.)

**7. STIPEND \$62.66 per hour**