INITIAL SALARY PLACEMENT

Initial salary placement is established on the basis of the minimum qualifications for the discipline of initial assignment as a contract faculty member.

Initial CLASS placement is established using the candidate’s highest academic degree specified in the minimum qualifications. Approved units beyond those used to satisfy the minimum qualifications may be used for advanced class placement; applicable coursework must be obtained from an accredited postsecondary institution.

Initial STEP placement is established on the basis of previous experience as an academic employee and related full-time occupational experience, exclusive of any years of experience used in meeting the minimum qualifications. A maximum of nine (9) years of step credit may be granted for any combination of the following:

- One year of step credit may be granted for each year of full-time contract academic employment with an accredited institution.
- One year of step credit may be granted for each three (3) years of full-time occupational experience directly related to the discipline.

Service as a teaching assistant, teaching intern, instructional aide or similar employment may not be applied toward advanced step placement.

CLASS B     Minimum Qualifications
CLASS C     Minimum Qualifications plus 18 semester units
CLASS D     Minimum Qualifications plus 36 semester units
CLASS E     Minimum Qualifications plus 54 semester units
CLASS F     Earned Doctorate

Board Approved: 5/26/2015