

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

EXHIBIT B5(7/1/22-6/30/23)

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT  
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY  
ANNUAL SALARY SCHEDULE  
Effective Date 7/1/22**

<b>Ratings →</b>	<b>E</b>	<b>F</b>	<b>F plus 15</b>	<b>F plus 30</b>	<b>F plus 45</b>	<b>G</b>
<b>Disciplines requiring a Master's Degree</b>		<b>MA or Equivalent</b>	<b>BA plus 45 units with MA</b>	<b>BA plus 60 units with MA</b>	<b>BA plus 75 units with MA</b>	<b>Ph.D. or BA plus 90 units with MA</b>
<b>Disciplines NOT requiring a Master's Degree</b>	<b>Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent</b>	<b>Minimum Qualification plus 30 units</b>	<b>Minimum Qualification plus 45 units</b>	<b>Minimum Qualification plus 60 units with BA</b>	<b>Minimum Qualification plus 75 units with BA</b>	<b>Minimum Qualification plus 90 units with BA</b>
<b>STEPS ↓</b>						
1	63,230	65,900	68,570	71,240	73,910	76,580
2	65,900	68,570	71,240	73,910	76,580	79,250
3	68,570	71,240	73,910	76,580	79,250	81,920
4	71,240	73,910	76,580	79,250	81,920	84,590
5	73,910	76,580	79,250	81,920	84,590	87,260
6	76,580	79,250	81,920	84,590	87,260	89,930
7	79,250	81,920	84,590	87,260	89,930	92,600
8	81,920	84,590	87,260	89,930	92,600	95,270
9	84,590	87,260	89,930	92,600	95,270	97,940
10	87,260	89,930	92,600	95,270	97,940	100,610
11	89,930	92,600	95,270	97,940	100,610	103,280
12	92,600	95,270	97,940	100,610	103,280	105,950
13	95,270	97,940	100,610	103,280	105,950	108,620
14	97,940	100,610	103,280	105,950	108,620	111,290
15	100,610	103,280	105,950	108,620	111,290	113,960
16	103,280	105,950	108,620	111,290	113,960	116,630
17	105,950	108,620	111,290	113,960	116,630	119,300
18	105,950	108,620	111,290	113,960	116,630	119,300
19	105,950	108,620	111,290	113,960	116,630	119,300
20	105,950	111,290	113,960	116,630	119,300	121,970
21	105,950	111,290	113,960	116,630	119,300	121,970
22	105,950	111,290	113,960	116,630	119,300	121,970
23	105,950	113,960	116,630	119,300	121,970	124,640
24	105,950	113,960	116,630	119,300	121,970	124,640
25	105,950	116,630	119,300	121,970	124,640	127,310
26	105,950	116,630	119,300	121,970	124,640	127,310
27	105,950	116,630	119,300	121,970	124,640	127,310
28	105,950	116,630	119,300	121,970	124,640	127,310
29	105,950	116,630	119,300	121,970	124,640	127,310
30	105,950	116,630	119,300	121,970	124,640	127,310

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

EXHIBIT B5W (7/1/22-6/30/23)

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT  
CONTRACT & REGULAR FACULTY & FULL-TIME TEMPORARY FACULTY  
WORKLOAD SALARY SCHEDULE  
Effective Date 7/1/22**

<b>Ratings →</b>	<b>E</b>	<b>F</b>	<b>F plus 15</b>	<b>F plus 30</b>	<b>F plus 45</b>	<b>G</b>
<b>Disciplines requiring a Master's Degree</b>		<b>MA or Equivalent</b>	<b>BA plus 45 units with MA</b>	<b>BA plus 60 units with MA</b>	<b>BA plus 75 units with MA</b>	<b>Ph.D. or BA plus 90 units with MA</b>
<b>Disciplines NOT requiring a Master's Degree</b>	<b>Minimum Qualification: AA plus 6 years Experience or BA plus 2 years Experience or Equivalent</b>	<b>Minimum Qualification plus 30 units</b>	<b>Minimum Qualification plus 45 units</b>	<b>Minimum Qualification plus 60 units with BA</b>	<b>Minimum Qualification plus 75 units with BA</b>	<b>Minimum Qualification plus 90 units with BA</b>
<b>STEPS ↓</b>						
1	2,107.67	2,196.67	2,285.67	2,374.67	2,463.67	2,552.67
2	2,196.67	2,285.67	2,374.67	2,463.67	2,552.67	2,641.67
3	2,285.67	2,374.67	2,463.67	2,552.67	2,641.67	2,730.67
4	2,374.67	2,463.67	2,552.67	2,641.67	2,730.67	2,819.67
5	2,463.67	2,552.67	2,641.67	2,730.67	2,819.67	2,908.67
6	2,552.67	2,641.67	2,730.67	2,819.67	2,908.67	2,997.67
7	2,641.67	2,730.67	2,819.67	2,908.67	2,997.67	3,086.67
8	2,730.67	2,819.67	2,908.67	2,997.67	3,086.67	3,175.67
9	2,819.67	2,908.67	2,997.67	3,086.67	3,175.67	3,264.67
10	2,908.67	2,997.67	3,086.67	3,175.67	3,264.67	3,353.67
11	2,997.67	3,086.67	3,175.67	3,264.67	3,353.67	3,442.67
12	3,086.67	3,175.67	3,264.67	3,353.67	3,442.67	3,531.67
13	3,175.67	3,264.67	3,353.67	3,442.67	3,531.67	3,620.67
14	3,264.67	3,353.67	3,442.67	3,531.67	3,620.67	3,709.67
15	3,353.67	3,442.67	3,531.67	3,620.67	3,709.67	3,798.67
16	3,442.67	3,531.67	3,620.67	3,709.67	3,798.67	3,887.67
17	3,531.67	3,620.67	3,709.67	3,798.67	3,887.67	3,976.67
18	3,531.67	3,620.67	3,709.67	3,798.67	3,887.67	3,976.67
19	3,531.67	3,620.67	3,709.67	3,798.67	3,887.67	3,976.67
20	3,531.67	3,709.67	3,798.67	3,887.67	3,976.67	4,065.67
21	3,531.67	3,709.67	3,798.67	3,887.67	3,976.67	4,065.67
22	3,531.67	3,709.67	3,798.67	3,887.67	3,976.67	4,065.67
23	3,531.67	3,798.67	3,887.67	3,976.67	4,065.67	4,154.67
24	3,531.67	3,798.67	3,887.67	3,976.67	4,065.67	4,154.67
25	3,531.67	3,887.67	3,976.67	4,065.67	4,154.67	4,243.67
26	3,531.67	3,887.67	3,976.67	4,065.67	4,154.67	4,243.67
27	3,531.67	3,887.67	3,976.67	4,065.67	4,154.67	4,243.67
28	3,531.67	3,887.67	3,976.67	4,065.67	4,154.67	4,243.67
29	3,531.67	3,887.67	3,976.67	4,065.67	4,154.67	4,243.67
30	3,531.67	3,887.67	3,976.67	4,065.67	4,154.67	4,243.67

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute  
and Part-Time Office Hour Pay Rates**

EXHIBIT C6 (7/1/22-6/30/23)

**ANNUALIZED 86% (100% FTE)  
PRO RATA "MIRROR" SCALE – PAY-BY-LOAD  
EFFECTIVE FALL 2022**

TABLE	TITLE	Semesters Worked	STEP	RATINGS				
				F	F+15	F+30	F+45	G
<b>51</b>	Instructor, PAY-BY- LOAD	1-4	1	56,674.00	58,970.20	61,266.40	63,562.60	65,858.80
		5-8	2	58,970.20	61,266.40	63,562.60	65,858.80	68,155.00
		9-12	3	61,266.40	63,562.60	65,858.80	68,155.00	70,451.20
		13-16	4	63,562.60	65,858.80	68,155.00	70,451.20	72,747.40
		17-20	5	65,858.80	68,155.00	70,451.20	72,747.40	75,043.60
		21-24	6	68,155.00	70,451.20	72,747.40	75,043.60	77,339.80
		25-28	7	70,451.20	72,747.40	75,043.60	77,339.80	79,636.00
		29-32	8	72,747.40	75,043.60	77,339.80	79,636.00	81,932.20
		33-36	9	75,043.60	77,339.80	79,636.00	81,932.20	84,228.40
		37-40	10	77,339.80	79,636.00	81,932.20	84,228.40	86,524.60
		41-44	11	79,636.00	81,932.20	84,228.40	86,524.60	88,820.80
		45-49	12	81,932.20	84,228.40	86,524.60	88,820.80	91,117.00
		49-52	13	84,228.40	86,524.60	88,820.80	91,117.00	93,413.20
		53+	14	86,524.60	88,820.80	91,117.00	93,413.20	95,709.40

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute  
and Part-Time Office Hour Pay Rates**

EXHIBIT C6-W (7/1/22-6/30/23)

**WORKLOAD SALARY TABLE  
86% PRO RATA "MIRROR" SCALE (1.0 LOAD FACTOR)  
EFFECTIVE FALL 2022**

TABLE	TITLE		RATINGS				
<b>51</b>	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	1,889.13	1,965.67	2,042.21	2,118.75	2,195.29
5-9	5-8	2	1,965.67	2,042.21	2,118.75	2,195.29	2,271.83
10+	9-12	3	2,042.21	2,118.75	2,195.29	2,271.83	2,348.37
	13-16	4	2,118.75	2,195.29	2,271.83	2,348.37	2,424.91
	17-20	5	2,195.29	2,271.83	2,348.37	2,424.91	2,501.45
	21-24	6	2,271.83	2,348.37	2,424.91	2,501.45	2,577.99
	25-28	7	2,348.37	2,424.91	2,501.45	2,577.99	2,654.53
	29-32	8	2,424.91	2,501.45	2,577.99	2,654.53	2,731.07
	33-36	9	2,501.45	2,577.99	2,654.53	2,731.07	2,807.61
	37-40	10	2,577.99	2,654.53	2,731.07	2,807.61	2,884.15
	41-44	11	2,654.53	2,731.07	2,807.61	2,884.15	2,960.69
	45-49	12	2,731.07	2,807.61	2,884.15	2,960.69	3,037.23
	49-52	13	2,807.61	2,884.15	2,960.69	3,037.23	3,113.77
	53+	14	2,884.15	2,960.69	3,037.23	3,113.77	3,190.31

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute  
and Part-Time Office Hour Pay Rates**

EXHIBIT C6-2 (7/1/22-6/30/23)

**ANNUALIZED SALARY TABLE  
100% COUNSELORS AND LIBRARIANS  
PRO RATA "MIRROR" SCALE  
EFFECTIVE FALL 2022**

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	65,900	68,570	71,240	73,910	76,580
5-9	5-8	2	68,570	71,240	73,910	76,580	79,250
10+	9-12	3	71,240	73,910	76,580	79,250	81,920
	13-16	4	73,910	76,580	79,250	81,920	84,590
	17-20	5	76,580	79,250	81,920	84,590	87,260
	21-24	6	79,250	81,920	84,590	87,260	89,930
	25-28	7	81,920	84,590	87,260	89,930	92,600
	29-32	8	84,590	87,260	89,930	92,600	95,270
	33-36	9	87,260	89,930	92,600	95,270	97,940
	37-40	10	89,930	92,600	95,270	97,940	100,610
	41-44	11	92,600	95,270	97,940	100,610	103,280
	45-49	12	95,270	97,940	100,610	103,280	105,950
	49-52	13	97,940	100,610	103,280	105,950	108,620
	53+	14	100,610	103,280	105,950	108,620	111,290

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute  
and Part-Time Office Hour Pay Rates**

EXHIBIT C6-2W (7/1/22-6/30/23)

**WORKLOAD SALARY TABLE  
100% COUNSELORS AND LIBRARIANS  
PRO RATA "MIRROR" SCALE  
EFFECTIVE FALL 2022**

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	2,196.67	2,285.67	2,374.67	2,463.67	2,552.67
5-9	5-8	2	2,285.67	2,374.67	2,463.67	2,552.67	2,641.67
10+	9-12	3	2,374.67	2,463.67	2,552.67	2,641.67	2,730.67
	13-16	4	2,463.67	2,552.67	2,641.67	2,730.67	2,819.67
	17-20	5	2,552.67	2,641.67	2,730.67	2,819.67	2,908.67
	21-24	6	2,641.67	2,730.67	2,819.67	2,908.67	2,997.67
	25-28	7	2,730.67	2,819.67	2,908.67	2,997.67	3,086.67
	29-32	8	2,819.67	2,908.67	2,997.67	3,086.67	3,175.67
	33-36	9	2,908.67	2,997.67	3,086.67	3,175.67	3,264.67
	37-40	10	2,997.67	3,086.67	3,175.67	3,264.67	3,353.67
	41-44	11	3,086.67	3,175.67	3,264.67	3,353.67	3,442.67
	45-49	12	3,175.67	3,264.67	3,353.67	3,442.67	3,531.67
	49-52	13	3,264.67	3,353.67	3,442.67	3,531.67	3,620.67
	53+	14	3,353.67	3,442.67	3,531.67	3,620.67	3,709.67

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute  
and Part-Time Office Hour Pay Rates**

EXHIBIT C6-3 (7/1/22-6/30/23)

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

<b>TABLE</b>	<b>TITLE</b>	<b>EFFECTIVE 7/1/22</b>
<b>S41</b>	<b>Instructor, Hourly (Substitute)</b>	<b>80.96</b>

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

<b>TABLE</b>	<b>TITLE</b>	<b>EFFECTIVE 7/1/22</b>
<b>S42</b>	<b>Instructor, Hourly (Substitute)</b>	<b>91.74</b>

**CREDIT COMPOSITION INSTRUCTIONAL SUBSTITUTE SCALE (1.25 LOAD FACTOR)**

<b>TABLE</b>	<b>TITLE</b>	<b>EFFECTIVE 7/1/22</b>
<b>S50</b>	<b>Instructor, Hourly (Substitute)</b>	<b>134.94</b>

**CREDIT LECTURE INSTRUCTIONAL SUBSTITUTE SCALE (1.00 LOAD FACTOR)**

<b>TABLE</b>	<b>TITLE</b>	<b>EFFECTIVE 7/1/22</b>
<b>S51</b>	<b>Instructor, Hourly (Substitute)</b>	<b>107.95</b>

**NONCREDIT INSTRUCTIONAL SUBSTITUTE SCALE (.60 LOAD FACTOR)**

<b>TABLE</b>	<b>TITLE</b>	<b>EFFECTIVE 7/1/22</b>
<b>S61</b>	<b>Instructor, Hourly (Substitute)</b>	<b>64.77</b>

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

<b>TABLE</b>	<b>TITLE</b>	<b>EFFECTIVE 7/1/22</b>
<b>S71</b>	<b>Instructor, Hourly (Substitute)</b>	<b>46.26</b>

**COUNSELORS AND LIBRARIANS SUBSTITUTE SCALE**

<b>TABLE</b>	<b>TITLE</b>	<b>EFFECTIVE 7/1/22</b>
<b>S91</b>	<b>Instructor, Hourly (Substitute)</b>	<b>62.76</b>

**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute  
and Part-Time Office Hour Pay Rates**

EXHIBIT C6-4 (7/1/22-6/30/23)

**PT OFFICE HOURS  
86% PRO RATA "MIRROR" SCALE (INSTRUCTIONALLY RELATED RATE)  
EFFECTIVE 7/1/22**

<b>TABLE</b>	<b>TITLE</b>	<b>RATINGS</b>				
<b>71</b>	<b>PT Instructor (OFFICE HOURS)</b>					
<b>Semesters Worked</b>	<b>STEPS</b>	<b>F</b>	<b>F+15</b>	<b>F+30</b>	<b>F+45</b>	<b>G</b>
1-4	1	46.26	48.14	50.01	51.89	53.76
5-8	2	48.14	50.01	51.89	53.76	55.64
9-12	3	50.01	51.89	53.76	55.64	57.51
13-16	4	51.89	53.76	55.64	57.51	59.39
17-20	5	53.76	55.64	57.51	59.39	61.26
21-24	6	55.64	57.51	59.39	61.26	63.13
25-28	7	57.51	59.39	61.26	63.13	65.01
29-32	8	59.39	61.26	63.13	65.01	66.88
33-36	9	61.26	63.13	65.01	66.88	68.76
37-40	10	63.13	65.01	66.88	68.76	70.63
41-44	11	65.01	66.88	68.76	70.63	72.51
45-49	12	66.88	68.76	70.63	72.51	74.38
49-52	13	68.76	70.63	72.51	74.38	76.26
53+	14	70.63	72.51	74.38	76.26	78.13



**EXHIBIT C: Part-Time Temporary, Full-Time Overload, Day-to-Day Substitute  
and Part-Time Office Hour Pay Rates**

EXHIBIT C-8

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT  
COACHES' COMPENSATION WORKLOAD AND STIPEND HOURS**

**2022-2023 ATHLETIC DIRECTOR PILOT**

This agreement shall expire on June 30, 2023 and the Athletic Director assignment structure shall revert back to the language outlined in the 2018-2021 CBA between the parties.

<b>Assignment</b>	<b>Instructional Workload</b>	<b>Reassigned Time Workload</b>	<b>Stipend Hours</b>
<b>Athletic Directors</b>		<b>9</b>	<b>110</b>
<b>Assistant Athletic Directors</b>		<b>3</b>	<b>55</b>
Head Coaches (Full-time Faculty), except Basketball	7.5		185
Head Coaches (Part-time Faculty), except Basketball	7.5		62
Assistant Coaches (Full-time Faculty), except Basketball	4.5		125
Assistant Coaches (Part-time Faculty), except Basketball	4.5		62
Head Basketball Coaches (Full-time Faculty)	6 (Fall)	6 (Spring)	100 (Fall) 85 (Spring)
Assistant Basketball Coaches (Part-time Faculty)	3 (Fall)	3 (Spring)	63 (Fall) 62 (Spring)
Assistant Head Football Coach	4.5		165
Auxiliary Men's Basketball Coach			63 (Fall) 62 (Spring)