

Salary Info: COS, SCCCD, SCCCD Proposal, SCFT Proposal

COS 2025-2026 (3.3%) 175 DAYS					
R	I	II	III	IV	V
1	\$ 77,769	\$ 83,255	\$ 88,544	\$ 93,995	\$ 99,481
2	\$ 81,128	\$ 86,050	\$ 91,536	\$ 97,355	\$102,640
3	\$ 83,587	\$ 89,242	\$ 94,894	\$100,712	\$106,163
4	\$ 86,947	\$ 92,435	\$ 98,417	\$104,071	\$109,688
5	\$ 89,773	\$ 95,958	\$101,776	\$107,229	\$113,379
6	\$ 93,132	\$ 98,784	\$104,770	\$110,921	\$116,739
7	\$ 95,958	\$101,940	\$108,126	\$113,778	\$119,764
8	\$ 98,784	\$104,934	\$111,120	\$117,137	\$123,455
9	\$101,940	\$108,126	\$113,946	\$120,993	\$126,979
10	\$104,934	\$111,487	\$117,305	\$123,787	\$129,805
11	\$108,126	\$114,643	\$120,993	\$127,346	\$133,328
12	\$111,120	\$117,305	\$124,186	\$130,504	\$136,689
13	\$113,946	\$120,993	\$127,346	\$133,695	\$140,213
14	\$117,137	\$123,787	\$130,336	\$137,053	\$144,267
15	\$120,262	\$127,346	\$133,695	\$140,377	\$147,261
16	\$123,108	\$130,191	\$136,541	\$143,220	\$150,107
17	\$123,108	\$130,191	\$136,541	\$143,220	\$150,107
18	\$123,108	\$130,191	\$136,541	\$143,220	\$150,107
19	\$123,108	\$130,191	\$136,541	\$143,220	\$150,107
20	\$125,951	\$133,035	\$139,386	\$146,066	\$152,951
21	\$125,951	\$133,035	\$139,386	\$146,066	\$152,951
22	\$125,951	\$133,035	\$139,386	\$146,066	\$152,951
23	\$125,951	\$133,035	\$139,386	\$146,066	\$152,951
24	\$128,471	\$135,697	\$142,174	\$148,988	\$156,011
25	\$128,471	\$135,697	\$142,174	\$148,988	\$156,011
26	\$128,471	\$135,697	\$142,174	\$148,988	\$156,011
27	\$128,471	\$135,697	\$142,174	\$148,988	\$156,011
28	\$131,875	\$139,293	\$145,941	\$152,935	\$160,144
29	\$131,875	\$139,293	\$145,941	\$152,935	\$160,144
30	\$131,875	\$139,293	\$145,941	\$152,935	\$160,144
31	\$131,875	\$139,293	\$145,941	\$152,935	\$160,144
32	\$151,656	\$160,187	\$167,832	\$175,875	\$184,165
33	\$151,656	\$160,187	\$167,832	\$175,875	\$184,165
34	\$151,656	\$160,187	\$167,832	\$175,875	\$184,165

SCCCD 2024-2025 (178 DUTY DAYS)					
R	I	II	III	IV	V
1	\$ 71,054	\$ 75,938	\$ 80,183	\$ 84,432	\$ 88,669
2	\$ 74,716	\$ 79,613	\$ 83,852	\$ 88,094	\$ 92,341
3	\$ 78,385	\$ 83,271	\$ 87,516	\$ 91,760	\$ 96,005
4	\$ 82,050	\$ 86,945	\$ 91,191	\$ 95,427	\$ 99,669
5	\$ 85,717	\$ 90,610	\$ 94,856	\$ 99,094	\$ 103,336
6	\$ 89,391	\$ 94,280	\$ 98,524	\$ 102,772	\$ 106,970
7	\$ 93,053	\$ 97,945	\$ 102,184	\$ 106,433	\$ 110,679
8	\$ 96,735	\$ 101,615	\$ 105,857	\$ 110,102	\$ 114,345
9	\$ 100,394	\$ 105,284	\$ 109,523	\$ 113,766	\$ 118,016
10	\$ 104,056	\$ 108,941	\$ 113,195	\$ 117,442	\$ 121,680
11	\$ 107,730	\$ 112,616	\$ 116,857	\$ 121,106	\$ 125,342
12	\$ 107,730	\$ 116,280	\$ 120,529	\$ 124,772	\$ 129,022
13	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
14	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
15	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
16	\$ 107,730	\$ 116,280	\$ 124,197	\$ 128,440	\$ 132,680
17	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
18	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
19	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
20	\$ 111,395	\$ 119,949	\$ 127,864	\$ 132,107	\$ 136,353
21	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
22	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
23	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
24	\$ 115,065	\$ 123,624	\$ 131,529	\$ 135,764	\$ 140,017
25	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
26	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
27	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
28	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
29	\$ 118,730	\$ 127,285	\$ 135,201	\$ 139,445	\$ 143,685
30	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
31	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
32	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
33	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346
34	\$ 122,397	\$ 130,947	\$ 138,863	\$ 143,109	\$ 147,346

COS current FT Faculty Salary Schedule, 2025-2026, includes 3.3% raise and 175 Duty Days.

SCCCD current FT Faculty Salary Schedule from 2024-2025 for 178 Duty Days.

Maximum initial Step Placement is Step 6.

SCCCD 2024-2025 (178 DUTY DAYS) (+3.3% OCT 2025)					
R	I	II	III	IV	V
1	\$ 73,399	\$ 78,444	\$ 82,829	\$ 87,218	\$ 91,595
2	\$ 77,182	\$ 82,240	\$ 86,619	\$ 91,001	\$ 95,388
3	\$ 80,972	\$ 86,019	\$ 90,404	\$ 94,788	\$ 99,173
4	\$ 84,758	\$ 89,814	\$ 94,200	\$ 98,576	\$ 102,958
5	\$ 88,546	\$ 93,600	\$ 97,986	\$ 102,364	\$ 106,746
6	\$ 92,341	\$ 97,391	\$ 101,775	\$ 106,163	\$ 110,500
7	\$ 96,124	\$ 101,177	\$ 105,556	\$ 109,945	\$ 114,331
8	\$ 99,927	\$ 104,968	\$ 109,350	\$ 113,735	\$ 118,118
9	\$ 103,707	\$ 108,758	\$ 113,137	\$ 117,520	\$ 121,911
10	\$ 107,490	\$ 112,536	\$ 116,930	\$ 121,318	\$ 125,695
11	\$ 111,285	\$ 116,332	\$ 120,713	\$ 125,102	\$ 129,478
12	\$ 111,285	\$ 120,117	\$ 124,506	\$ 128,889	\$ 133,280
13	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058
14	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058
15	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058
16	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058
17	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853
18	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853
19	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853
20	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853
21	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638
22	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638
23	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638
24	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638
25	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427
26	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427
27	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427
28	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427
29	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427
30	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208
31	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208
32	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208
33	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208
34	\$ 130,223	\$ 139,055	\$ 147,212	\$ 151,619	\$ 155,995

SCFT A 2025-2026 (NOV 2025)					
R	I	II	III	IV	V
1	\$ 80,389	\$ 86,117	\$ 91,166	\$ 97,283	\$ 102,855
2	\$ 84,285	\$ 90,027	\$ 95,070	\$ 101,179	\$ 106,762
3	\$ 88,189	\$ 93,919	\$ 98,968	\$ 105,080	\$ 110,660
4	\$ 92,088	\$ 97,829	\$ 102,878	\$ 108,981	\$ 114,559
5	\$ 95,990	\$ 101,728	\$ 106,778	\$ 112,883	\$ 118,460
6	\$ 99,899	\$ 105,633	\$ 110,680	\$ 116,796	\$ 122,327
7	\$ 103,795	\$ 109,532	\$ 114,575	\$ 120,692	\$ 126,273
8	\$ 103,795	\$ 109,532	\$ 114,575	\$ 120,692	\$ 126,273
9	\$ 111,606	\$ 117,341	\$ 122,383	\$ 128,494	\$ 134,080
10	\$ 111,606	\$ 117,341	\$ 122,383	\$ 128,494	\$ 134,080
11	\$ 115,502	\$ 121,232	\$ 126,290	\$ 132,405	\$ 137,978
12	\$ 115,502	\$ 121,232	\$ 126,290	\$ 132,405	\$ 137,978
13	\$ 119,412	\$ 125,142	\$ 130,187	\$ 136,304	\$ 141,875
14	\$ 119,412	\$ 129,041	\$ 134,094	\$ 140,204	\$ 145,790
15	\$ 119,412	\$ 129,041	\$ 137,996	\$ 144,107	\$ 149,682
16	\$ 123,311	\$ 132,944	\$ 141,898	\$ 148,008	\$ 153,590
17	\$ 123,311	\$ 132,944	\$ 141,898	\$ 148,008	\$ 153,590
18	\$ 123,311	\$ 132,944	\$ 141,898	\$ 148,008	\$ 153,590
19	\$ 127,216	\$ 136,855	\$ 145,797	\$ 151,899	\$ 157,489
20	\$ 127,216	\$ 136,855	\$ 145,797	\$ 151,899	\$ 157,489
21	\$ 127,216	\$ 136,855	\$ 145,797	\$ 151,899	\$ 157,489
22	\$ 131,115	\$ 140,750	\$ 149,704	\$ 155,816	\$ 161,391
23	\$ 131,115	\$ 140,750	\$ 149,704	\$ 155,816	\$ 161,391
24	\$ 131,115	\$ 140,750	\$ 149,704	\$ 155,816	\$ 161,391
25	\$ 135,017	\$ 144,646	\$ 153,601	\$ 159,714	\$ 165,287
26	\$ 135,017	\$ 144,646	\$ 153,601	\$ 159,714	\$ 165,287
27	\$ 135,017	\$ 144,646	\$ 153,601	\$ 159,714	\$ 165,287
28	\$ 139,068	\$ 148,986	\$ 158,209	\$ 164,506	\$ 170,245
29	\$ 139,068	\$ 148,986	\$ 158,209	\$ 164,506	\$ 170,245
30	\$ 139,068	\$ 148,986	\$ 158,209	\$ 164,506	\$ 170,245
31	\$ 147,412	\$ 157,925	\$ 167,701	\$ 174,376	\$ 180,460
32	\$ 169,523	\$ 181,613	\$ 192,857	\$ 200,533	\$ 207,529
33	\$ 169,523	\$ 181,613	\$ 192,857	\$ 200,533	\$ 207,529
34	\$ 169,523	\$ 181,613	\$ 192,857	\$ 200,533	\$ 207,529

SCCCD latest offer from October 2025 includes 3.3% increase (COLA + 1%).

SCFT latest proposal from November 2025 includes the “match to COS” from March 2025 + 3.3%.

**FT Faculty Salary Sched: B - (Hourly Amounts)
EFF Date: July 1, 2024**

Full-Time Faculty Salary Schedule B1 -

	Class I	Class II	Class III	Class IV	Class V
Step 1C	57.52	64.22	67.30	70.53	74.44
Step 2C	58.06	64.88	68.24	71.60	75.16
Step 3C	58.63	65.47	68.90	72.25	75.87
Step 4C	59.23	66.14	69.60	73.00	76.64
Step 5C	59.85	66.79	70.28	73.73	77.42
Step 6C	60.44	67.46	70.97	74.47	78.17
Step 7C	61.03	68.13	71.69	75.21	78.95

**Full-Time Faculty Salary Schedule B2 -
Overload and Intersession Lab**

	Class I	Class II	Class III	Class IV	Class V
Step 1B	48.89	54.59	57.52	60.28	63.35
Step 2B	49.33	55.10	58.06	60.90	63.93
Step 3B	49.81	55.60	58.63	61.44	64.53
Step 4B	50.32	56.18	59.23	62.07	65.18
Step 5B	50.82	56.74	59.85	62.68	65.82
Step 6B	51.35	57.32	60.44	63.32	66.48
Step 7B	51.86	57.89	61.03	63.97	67.15

**Full-Time Faculty Salary Schedule B3 -
Overload and Intersession Noninstructional**

	Class I	Class II	Class III	Class IV	Class V
Step 1N	48.89	54.59	57.52	60.28	63.35
Step 2N	49.33	55.10	58.06	60.90	63.93
Step 3N	49.81	55.60	58.63	61.44	64.53
Step 4N	50.32	56.18	59.23	62.07	65.18
Step 5N	50.82	56.74	59.85	62.68	65.82
Step 6N	51.35	57.32	60.44	63.32	66.48
Step 7N	51.86	57.89	61.03	63.97	67.15

PT Salary Sched: C - (Hourly Amounts) Eff Date: July 1, 2024

Part-time Faculty Salary Schedule C1 - Lecture

	Class I	Class II	Class III	Class IV	Class V	Class VI*
Step 1C	68.98	77.01	80.70	84.58	89.27	93.67
Step 2C	69.64	77.78	81.84	85.86	90.13	94.55
Step 3C	70.30	78.51	82.61	86.66	91.00	95.41
Step 4C	71.02	79.31	83.45	87.52	91.91	96.32
Step 5C	71.75	80.08	84.27	88.40	92.81	97.23
Step 6C	72.48	80.88	85.11	89.29	93.76	98.17
Step 7C	73.20	81.70	85.96	90.19	94.67	99.09

*Column VI reserved for individuals possessing a doctorate or an MFA

Part-time Faculty Salary Schedule C2 - Lab

	Class I	Class II	Class III	Class IV	Class V	Class VI*
Step 1B	58.62	65.47	68.98	72.29	75.97	79.68
Step 2B	59.14	66.09	69.64	73.02	76.66	80.39
Step 3B	59.74	66.68	70.30	73.69	77.38	81.10
Step 4B	60.35	67.38	71.02	74.43	78.13	81.86
Step 5B	60.96	68.05	71.75	75.19	78.93	82.65
Step 6B	61.56	68.71	72.48	75.94	79.72	83.45
Step 7B	62.19	69.41	73.20	76.68	80.52	84.24

*Column VI reserved for individuals possessing a doctorate or an MFA

Part-time Faculty Salary Schedule C3 - Noninstructional

	Class I	Class II	Class III	Class IV	Class V	Class VI*
Step 1N	51.96	58.03	61.14	64.07	67.34	70.63
Step 2N	52.44	58.57	61.72	64.73	67.95	71.25
Step 3N	52.95	59.10	62.33	65.32	68.59	71.89
Step 4N	53.49	59.72	62.96	65.99	69.27	72.56
Step 5N	54.02	60.32	63.61	66.62	69.94	73.26
Step 6N	54.58	60.91	64.24	67.29	70.66	73.96
Step 7N	55.11	61.54	64.85	67.99	71.37	74.68

*Column VI reserved for individuals possessing a doctorate or an MFA

Current SCCCD Salary Schedules for FT Overload and Part-Time.

INSTRUCTIONAL SCFT B (NOV 2025) HRLY						
R	I	II	III	IV	V	VI*
1	\$ 131.53	\$ 140.91	\$ 149.17	\$ 159.18	\$ 168.29	\$ 176.71
2	\$ 137.91	\$ 147.31	\$ 155.56	\$ 165.55	\$ 174.69	\$ 183.42
3	\$ 144.30	\$ 153.67	\$ 161.94	\$ 171.94	\$ 181.07	\$ 190.12
4	\$ 150.68	\$ 160.07	\$ 168.33	\$ 178.32	\$ 187.45	\$ 196.82
5	\$ 157.06	\$ 166.45	\$ 174.71	\$ 184.70	\$ 193.83	\$ 203.52
6	\$ 163.46	\$ 172.84	\$ 181.10	\$ 191.11	\$ 200.16	\$ 210.16
7	\$ 169.83	\$ 179.22	\$ 187.47	\$ 197.48	\$ 206.61	\$ 216.94
8	\$ 169.83	\$ 179.22	\$ 187.47	\$ 197.48	\$ 206.61	\$ 216.94
9	\$ 182.61	\$ 192.00	\$ 200.25	\$ 210.25	\$ 219.39	\$ 230.36
10	\$ 182.61	\$ 192.00	\$ 200.25	\$ 210.25	\$ 219.39	\$ 230.36
11	\$ 188.99	\$ 204.76	\$ 213.02	\$ 223.02	\$ 232.14	\$ 243.75

*CLASS VI IS 5% MORE THAN Class V
CLASS VI: DOCTORATE/MFA/JURIS DOCTORATE
LEC: 1 UNIT = 2.33 HOURS (CLASS, PREP, OFFICE)
Ex: (3 unit)x(18 weeks)x(2.33 hours/unit) = 126 hours
Max of 10 units
LAB: HOURS ASSIGNED
Ex: (3 hour/week)x(18 weeks) = 54 hours
Max of 23.3 hours
NON-INSTRUCTIONAL: HOURS ASSIGNED
Ex: (3 hour/week)x(18 weeks) = 54 hours
Max of 23.3 hours

NON-INSTRUCTIONAL SCFT C (NOV 2025) HRLY						
R	I	II	III	IV	V	VI*
1	\$ 56.45	\$ 60.48	\$ 64.02	\$ 68.32	\$ 72.23	\$ 75.84
2	\$ 59.19	\$ 63.22	\$ 66.76	\$ 71.05	\$ 74.97	\$ 78.72
3	\$ 61.93	\$ 65.95	\$ 69.50	\$ 73.79	\$ 77.71	\$ 81.60
4	\$ 64.67	\$ 68.70	\$ 72.25	\$ 76.53	\$ 80.45	\$ 84.47
5	\$ 67.41	\$ 71.44	\$ 74.98	\$ 79.27	\$ 83.19	\$ 87.35
6	\$ 70.15	\$ 74.18	\$ 77.73	\$ 82.02	\$ 85.90	\$ 90.20
7	\$ 72.89	\$ 76.92	\$ 80.46	\$ 84.76	\$ 88.68	\$ 93.11
8	\$ 72.89	\$ 76.92	\$ 80.46	\$ 84.76	\$ 88.68	\$ 93.11
9	\$ 78.38	\$ 82.40	\$ 85.94	\$ 90.23	\$ 94.16	\$ 98.86
10	\$ 78.38	\$ 82.40	\$ 85.94	\$ 90.23	\$ 94.16	\$ 98.86
11	\$ 81.11	\$ 87.88	\$ 91.42	\$ 95.72	\$ 99.63	\$ 104.61

SCFT proposal from November 2025 for Overload and Part-Time.

Instructional is the prorated hourly wage of FT multiplied by 2.33.

Non-instructional is the prorated hourly wage of FT.