

## Academic Salary Schedule 2019-2020A

Effective: August 1, 2019

Step	I	II	III	IV	V
1	59,186.51	63,361.77	67,386.90	71,535.42	75,710.68
2	61,743.08	65,488.77	69,664.06	74,092.00	78,114.17
3	63,614.45	67,917.56	72,219.16	76,647.09	80,795.60
4	66,171.04	70,347.80	74,900.58	79,203.68	83,478.54
5	68,321.85	73,029.23	77,457.17	81,607.16	86,287.82
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6	70,878.43	75,180.04	79,735.82	84,416.44	88,844.40
7	73,029.23	77,582.04	82,289.42	86,591.03	91,146.82
8	75,180.04	79,860.66	84,568.06	89,147.62	93,956.07
9	77,582.04	82,289.42	86,718.84	92,081.73	96,637.53
10	79,860.66	84,847.49	89,275.42	94,208.77	98,788.32
11	82,289.42	87,249.48	92,081.73	96,916.97	101,469.75
12	84,568.06	89,275.42	94,512.00	99,320.45	104,027.82
13	86,718.84	92,081.73	96,916.97	101,749.18	106,709.29
14	89,147.62	94,208.77	99,192.63	104,304.30	109,795.01
15	91,525.82	96,916.97	101,749.18	106,834.12	112,073.66
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17					
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18	93,691.49	99,082.61	103,914.86	108,998.31	114,239.30
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21					
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22	95,855.68	101,246.80	106,080.52	111,163.97	116,403.50
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24					
25					
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26	97,773.10	103,272.76	108,201.62	113,387.61	118,732.64
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29					
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30	100,363.89	106,009.18	111,068.85	116,391.63	121,877.86
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32					
33					
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34	115,418.47	121,910.54	127,729.18	133,850.36	140,159.54

Class Definitions	
Class I*	[a] BA, or [b] Special Secondary Credential, or [c] Vocational Credential (partial fulfillment)
Class II	[a] BA + 30 semester units, or [b] General Secondary Credential, or [c] Permanent Vocational Credential
Class III	[a] MA, or [b] BA + 45 semester units, or [c] Vocational Credential plus AA
Class IV	[a] MA + 60 units beyond the BA, or [b] Vocational Credential + BA or BVE
Class V*	[a] MA + 75 semester units beyond BA, or [b] Vocational Credential + MA or MVE or, [c] Doctorate
*	Only those collegiate units may be counted which were taken subsequent to the awarding of the bachelor's degree or equivalent
**	Must have at least a master's degree or equivalent

Full time COS faculty members with earned doctorates or two (2) earned Masters will receive the following year stipend: \$2,522.23 (This amount shall increase at same % as Academic Salary Schedule)	
A	Newly hired faculty will be given full credit for past teaching experience, not to exceed a maximum of five (5) years.
B	Eligibility for placement at Step 18, academic faculty must have received compensation at Step 15 for a period of not less than three (3) years.
C	In order to become eligible for placement at Step 22, academic faculty must have received compensation at Step 15 and 18 for a period of not less than seven (7) years.
D	In order to become eligible for placement at Step 26, academic faculty must have received compensation at Step 15, 18 and 22 for a period of not less than eleven (11) years.
E	In order to become eligible for placement at Step 30, academic faculty must have received compensation at Step 15, 18, 22 and 26 for a period of not less than fifteen (15) years.
F	In order to become eligible for placement at Step 34, academic faculty must have been on the current last step of the Academic Salary Schedule for at least four (4) years to be eligible for a Service Appreciation Longevity Step.