

COLLEGE OF THE SISKIYOU
2011-12 Full-Time Faculty Salary Schedule

(Adopted 5/15/09; Effective 7/1/08)
(With 5% Salary Increase)

Doctoral Stipend \$1,800

Based on 244 Days					
Step	Column I	Column II	Column III	Column IV	Column V
1	\$62,023	\$65,123	\$68,377	\$72,164	\$75,386
2	\$63,942	\$67,139	\$70,498	\$74,023	\$77,722
3	\$65,927	\$69,220	\$72,681	\$76,315	\$80,131
4	\$67,968	\$71,367	\$74,939	\$78,682	\$82,617
5	\$70,078	\$73,578	\$77,261	\$81,121	\$85,176
6	\$72,248	\$75,859	\$79,655	\$83,636	\$87,821
7	\$74,489	\$78,207	\$82,123	\$86,228	\$90,541
8	\$76,797	\$80,637	\$84,670	\$88,903	\$93,349
9	\$79,178	\$83,134	\$87,296	\$91,660	\$96,241
10	\$81,635	\$85,713	\$90,005	\$94,502	\$99,224
11	\$84,162	\$88,370	\$92,793	\$97,430	\$102,302
12			\$95,669	\$100,452	\$105,475
13				\$103,563	\$108,743
14-15-16				\$106,778	\$112,114
17-18-19				\$110,086	\$115,589
20-21-22				\$113,500	\$119,174
23-24-25				\$117,019	\$122,867
26-27-28				\$120,647	\$126,676
29				\$124,385	\$130,602

PLACEMENT FOR FULL- AND PART-TIME FACULTY FOR 2011-12 SALARY SCHEDULES

Placement for new faculty is determined by years of job-related experience (steps on the schedule) and education (columns on the schedule). New academic employees may receive credit for no more than 5 years of job-related experience which is credited on the basis of 1 year of full-time equivalent experience for 1 step on the salary schedule. (Example: Crediting a faculty member with 5 years of job-related experience would place them on Step 6 of the Faculty Salary Schedule.) All prior teaching and/or counseling experience at an accredited institution shall be credited on a pro rata basis. The number of units taught must be equivalent to a full-time load to receive a full year's credit for service.

Initial column placement will be determined by educational background as follows:

- Column I Minimum qualifications or the equivalent. (Equivalencies are established by the Equivalency Committee. Minimum qualifications include a valid California Community College teaching credential in the subject area.)
- Column II Masters Degree in an assigned academic discipline.
- Column III Masters Degree plus 20 semester units* completed subsequent to the BA.
- Column IV Masters Degree plus 40 semester units*. Twenty (20) of these units must have been completed subsequent to completion of the MA.
- Column V Masters Degrees plus 60 semester units. Forty (40) of these units must have been completed subsequent to completion of the MA.

Column Movement/Anniversary Increment criteria are contained in the **Procedure Manual**. Units used for column movement and anniversary increment credit must be pre-approved.

Includes: Addition of Anniversary Increment Steps, Increase to Doctoral Stipend effective 7/1/08.