

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
CUESTA COLLEGE  
**B-1 175 DAY FACULTY ANNUAL SALARY SCHEDULE 2025 - 2026**  
Effective date: July 1, 2025

<b>Steps</b>	<b><u>COLUMN A -</u> B.A.</b>	<b><u>COLUMN B -</u> M.A.</b>	<b><u>COLUMN C -</u> B.A. + 45 Units &amp; M.A.</b>	<b><u>COLUMN D -</u> B.A. + 60 Units &amp; M.A.</b>	<b><u>COLUMN E -</u> B.A. + 75 Units &amp; M.A.</b>	<b><u>COLUMN F -</u> B.A. + 90 Units &amp; M.A.</b>	<b><u>COLUMN G -</u> Doctorate</b>
<b>3</b>	68,383	71,789	75,196	78,600	82,030	85,408	88,788
<b>4</b>	71,789	75,196	78,600	82,030	85,408	88,788	92,189
<b>5</b>	75,196	78,600	82,030	85,408	88,788	92,189	95,601
<b>6</b>	78,600	82,030	85,408	88,788	92,189	95,601	99,000
<b>7</b>	82,030	85,408	88,788	92,189	95,601	99,000	102,406
<b>8</b>	85,408	88,788	92,189	95,601	99,000	102,406	105,803
<b>9</b>	88,788	92,189	95,601	99,000	102,406	105,803	109,202
<b>10</b>	92,189	95,601	99,000	102,406	105,803	109,202	112,613
<b>11</b>	95,601	99,000	102,406	105,803	109,202	112,613	116,022
<b>12</b>	99,000	102,406	105,803	109,202	112,613	116,022	119,413
<b>13</b>	102,406	105,803	109,202	112,613	116,022	119,413	122,900
<b>14</b>	105,803	109,202	112,613	116,022	119,413	122,900	126,489
<b>15</b>	105,803	109,202	112,613	116,022	119,413	122,900	126,489
<b>16</b>	105,803	109,202	112,613	116,022	119,413	122,900	126,489
<b><u>Step Increase</u></b>							
<b>17</b>	110,902	114,469	118,053	121,628	125,190	128,851	132,621
<b>18</b>	110,902	114,469	118,053	121,628	125,190	128,851	132,621
<b>19</b>	110,902	114,469	118,053	121,628	125,190	128,851	132,621
<b><u>Step Increase</u></b>							
<b>20</b>	116,254	120,001	123,762	127,517	131,257	135,101	139,059
<b>21</b>	116,254	120,001	123,762	127,517	131,257	135,101	139,059
<b>22</b>	116,254	120,001	123,762	127,517	131,257	135,101	139,059
<b><u>Step Increase</u></b>							
<b>23</b>	121,873	125,808	129,755	133,700	137,626	141,663	145,819

As of October 30, 2018, steps 15-23 are renumbered

**\*\*NOTE: For purposes of the salary schedule the amounts are rounded.**

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule

*Salary schedules are Board of Trustees approved at the start of each fiscal year. Individual job descriptions and their salary ranges are board approved throughout the year, and the salary schedules are updated to reflect each approved change when necessary.*

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
CUESTA COLLEGE  
**B-1b 192 DAY FACULTY ANNUAL SALARY SCHEDULE 2025 - 2026**  
Effective date: July 1, 2025

<b>Steps</b>	<b><u>COLUMN A -</u> B.A.</b>	<b><u>COLUMN B -</u> M.A.</b>	<b><u>COLUMN C -</u> B.A. + 45 Units &amp; M.A.</b>	<b><u>COLUMN D -</u> B.A. + 60 Units &amp; M.A.</b>	<b><u>COLUMN E -</u> B.A. + 75 Units &amp; M.A.</b>	<b><u>COLUMN F -</u> B.A. + 90 Units &amp; M.A.</b>	<b><u>COLUMN G -</u> Doctorate</b>
<b>3</b>	74,835	78,581	82,328	86,073	89,847	93,561	97,279
<b>4</b>	78,581	82,328	86,073	89,847	93,561	97,279	101,022
<b>5</b>	82,328	86,073	89,847	93,561	97,279	101,022	104,774
<b>6</b>	86,073	89,847	93,561	97,279	101,022	104,774	108,513
<b>7</b>	89,847	93,561	97,279	101,022	104,774	108,513	112,259
<b>8</b>	93,561	97,279	101,022	104,774	108,513	112,259	115,996
<b>9</b>	97,279	101,022	104,774	108,513	112,259	115,996	119,736
<b>10</b>	101,022	104,774	108,513	112,259	115,996	119,736	123,474
<b>11</b>	104,774	108,513	112,259	115,996	119,736	123,474	127,237
<b>12</b>	108,513	112,259	115,996	119,736	123,474	127,237	130,967
<b>13</b>	112,259	115,996	119,736	123,474	127,237	130,967	134,804
<b>14</b>	115,996	119,736	123,474	127,237	130,967	134,804	138,751
<b>15</b>	115,996	119,736	123,474	127,237	130,967	134,804	138,751
<b>16</b>	115,996	119,736	123,474	127,237	130,967	134,804	138,751
<b><u>Step Increase</u></b>							
<b>17</b>	121,604	125,529	129,471	133,390	137,323	141,349	145,496
<b>18</b>	121,604	125,529	129,471	133,390	137,323	141,349	145,496
<b>19</b>	121,604	125,529	129,471	133,390	137,323	141,349	145,496
<b><u>Step Increase</u></b>							
<b>20</b>	127,492	131,613	135,752	139,883	143,996	148,225	152,578
<b>21</b>	127,492	131,613	135,752	139,883	143,996	148,225	152,578
<b>22</b>	127,492	131,613	135,752	139,883	143,996	148,225	152,578
<b><u>Step Increase</u></b>							
<b>23</b>	133,673	138,002	142,344	146,682	151,001	155,443	160,014

As of October 30, 2018, steps 15-23 are renumbered

**\*\*NOTE: For purposes of the salary schedule the amounts are rounded.**

Newly employed faculty shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule

*Salary schedules are Board of Trustees approved at the start of each fiscal year. Individual job descriptions and their salary ranges are board approved throughout the year, and the salary schedules are updated to reflect each approved change when necessary.*

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
CUESTA COLLEGE  
TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LECTURE/HOURLY  
FACULTY SALARY SCHEDULE  
Effective date: July 1, 2025

	<u>COLUMN A -</u> B.A.		<u>COLUMN B -</u> M.A.		<u>COLUMN C -</u> B.A. + 45 Units & M.A.		<u>COLUMN D -</u> B.A. + 60 Units & M.A.		<u>COLUMN E -</u> B.A. + 75 Units & M.A.		<u>COLUMN F -</u> B.A. + 90 Units & M.A.		<u>COLUMN G -</u> Doctorate	
Step	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly	*	Hourly
3	1,420	78.88	1,491	82.84	1,562	86.75	1,633	90.70	1,704	94.66	1,774	98.55	1,844	102.43
4	1,491	82.84	1,562	86.75	1,633	90.70	1,704	94.66	1,774	98.55	1,844	102.43	1,915	106.37
5	1,562	86.75	1,633	90.70	1,704	94.66	1,774	98.55	1,844	102.43	1,915	106.37	1,985	110.30
6	1,633	90.70	1,704	94.66	1,774	98.55	1,844	102.43	1,915	106.37	1,985	110.30	2,056	114.24
7	1,704	94.66	1,774	98.55	1,844	102.43	1,915	106.37	1,985	110.30	2,056	114.24	2,127	118.16
8	1,774	98.55	1,844	102.43	1,915	106.37	1,985	110.30	2,056	114.24	2,127	118.16	2,198	122.09
9	1,844	102.43	1,915	106.37	1,985	110.30	2,056	114.24	2,127	118.16	2,198	122.09	2,268	126.00
10	1,915	106.37	1,985	110.30	2,056	114.24	2,127	118.16	2,198	122.09	2,268	126.00	2,339	129.94
11	1,985	110.30	2,056	114.24	2,127	118.16	2,198	122.09	2,268	126.00	2,339	129.94	2,410	133.87
12	2,056	114.24	2,127	118.16	2,198	122.09	2,268	126.00	2,339	129.94	2,410	133.87	2,480	137.77
13	2,127	118.16	2,198	122.09	2,268	126.00	2,339	129.94	2,410	133.87	2,480	137.77	2,553	141.81
14	2,198	122.09	2,268	126.00	2,339	129.94	2,410	133.87	2,480	137.77	2,553	141.81	2,627	145.95

\*Note: Amount is computed for one semester hour, for the 18 week semester, and includes flex activities and finals week.

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SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
CUESTA COLLEGE  
**TEMPORARY, PART-TIME & FULL-TIME OVERLOAD LABORATORY/HOURLY  
FACULTY SALARY SCHEDULE**  
Effective date: July 1, 2025

	<u>COLUMN A -</u> B.A.			<u>COLUMN B -</u> M.A.			<u>COLUMN C -</u> B.A. + 45 Units & M.A.			<u>COLUMN D -</u> B.A. + 60 Units & M.A.			<u>COLUMN E -</u> B.A. + 75 Units & M.A.			<u>COLUMN F -</u> B.A. + 90 Units & M.A.			<u>COLUMN G -</u> Doctorate		
Step	*	Hourly		*	Hourly		*	Hourly		*	Hourly		*	Hourly		*	Hourly		*	Hourly	
3	1,183	65.74		1,243	69.03		1,301	72.29		1,360	75.57		1,420	78.87		1,478	82.12		1,537	85.37	
4	1,243	69.03		1,301	72.29		1,360	75.57		1,420	78.87		1,478	82.12		1,537	85.37		1,596	88.65	
5	1,301	72.29		1,360	75.57		1,420	78.87		1,478	82.12		1,537	85.37		1,596	88.65		1,655	91.92	
6	1,360	75.57		1,420	78.87		1,478	82.12		1,537	85.37		1,596	88.65		1,655	91.92		1,713	95.19	
7	1,420	78.87		1,478	82.12		1,537	85.37		1,596	88.65		1,655	91.92		1,713	95.19		1,773	98.50	
8	1,478	82.12		1,537	85.37		1,596	88.65		1,655	91.92		1,713	95.19		1,773	98.50		1,831	101.73	
9	1,537	85.37		1,596	88.65		1,655	91.92		1,713	95.19		1,773	98.50		1,831	101.73		1,890	104.99	
10	1,596	88.65		1,655	91.92		1,713	95.19		1,773	98.50		1,831	101.73		1,890	104.99		1,949	108.28	
11	1,655	91.92		1,713	95.19		1,773	98.50		1,831	101.73		1,890	104.99		1,949	108.28		2,008	111.56	
12	1,713	95.19		1,773	98.50		1,831	101.73		1,890	104.99		1,949	108.28		2,008	111.56		2,067	114.82	
13	1,773	98.50		1,831	101.73		1,890	104.99		1,949	108.28		2,008	111.56		2,067	114.82		2,127	118.15	
14	1,831	101.73		1,890	104.99		1,949	108.28		2,008	111.56		2,067	114.82		2,127	118.15		2,189	121.62	

\*Note: Amount is computed for one semester hour, for the 18 week semester, and includes flex activities and finals week.

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SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT  
CUESTA COLLEGE  
**ANCILLARY FACULTY HOURLY SALARY SCHEDULE**

Effective date: July 1, 2025

	<u>COLUMN A -</u> B.A.	<u>COLUMN B -</u> M.A.	<u>COLUMN C -</u> B.A. + 45 Units & M.A.	<u>COLUMN D -</u> B.A. + 60 Units & M.A.	<u>COLUMN E -</u> B.A. + 75 Units & M.A.	<u>COLUMN F -</u> B.A. + 90 Units & M.A.	<u>COLUMN G -</u> Doctorate
<b>Step</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>
<b>3</b>	42.43	44.54	46.68	48.76	50.90	53.00	55.12
<b>4</b>	44.54	46.68	48.76	50.90	53.00	55.12	57.20
<b>5</b>	46.68	48.76	50.90	53.00	55.12	57.20	59.33
<b>6</b>	48.76	50.90	53.00	55.12	57.20	59.33	61.43
<b>7</b>	50.90	53.00	55.12	57.20	59.33	61.43	63.55
<b>8</b>	53.00	55.12	57.20	59.33	61.43	63.55	65.64
<b>9</b>	55.12	57.20	59.33	61.43	63.55	65.64	67.77
<b>10</b>	57.20	59.33	61.43	63.55	65.64	67.77	69.88
<b>11</b>	59.33	61.43	63.55	65.64	67.77	69.88	72.00
<b>12</b>	61.43	63.55	65.64	67.77	69.88	72.00	74.09
<b>13</b>	63.55	65.64	67.77	69.88	72.00	74.09	76.25
<b>14</b>	65.64	67.77	69.88	72.00	74.09	76.25	78.50

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## PLACEMENT PROCEDURES - FACULTY APPENDIX B-9

### **COLUMN A:**

- B.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience, or
- A.A., at least 6 years experience in discipline and any certificate/license required to teach in the discipline.

### **COLUMN B:**

- M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline.

### **COLUMN C:**

- B.A. + 45 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 15 units, or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 15 units.

### **COLUMN D:**

- B.A. + 60 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 30 units, or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 30 units.

### **COLUMN E:**

- B.A. + 75 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience and B.A.+ 45 units + M.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 45 units and M.A.

### **COLUMN F:**

- B.A. + 90 units and M.A., or
- Completed full-time Vocational/Community College Credential secured through vocational experience, B.A.+60 units+M.A., or
- B.A., at least 2 years experience in discipline and any certificate/license required to teach in the discipline and 60 units and M.A.

### **COLUMN G:**

- Completion of a Ph.D., Ed.D., or JD.

(Credit placement for a full-time Vocational Credential secured through vocational experience or for meeting minimum qualifications with vocational experience and a certificate/license, shall be granted to faculty who teach exclusively in vocational education areas.)

### **Salary Placement Criteria - Regular and Temporary Faculty**

#### **A. Placement on the salary schedule shall be based on:**

Earned Degrees.

Acceptable graduate semester units (each graduate unit earned on a quarter basis shall be calculated as two-thirds [2/3] of a semester unit).\*

Prior teaching and/or trade or professional experience.

Proper certification.

Other semester units or continuing education work subject to administrative approval.\*\*

\*Acceptable graduate units shall be those which are acceptable by a university or college for credit toward a Master's or Doctor's degree and/or credit toward certification, or graduate units of work which lead to professional improvement and/or increased proficiency in major or minor fields. Graduate units taken prior to the completion of the requirements for a Bachelor's degree will be accepted only if they were a requirement in completing the work for the Master's or Doctor's degree. No units shall be counted for both a Bachelor's degree and a higher degree.

\*\*Units taken after the Bachelor's degree has been earned which are not of graduate level are acceptable at the discretion of the Superintendent/President upon demonstration that such courses contribute to the professional growth of the instructor or are within his/her major or minor area. Continuing education work taken after the Bachelor's degree which is not of graduate level but was acceptable for schedule placement at former school districts will be subject to review.

### **Salary Placement Procedures - Regular and Temporary Faculty**

**B.** A newly employed faculty member shall be placed on the appropriate column and step no lower than step 3 of the applicable faculty salary schedule in effect at the commencement of the individual's employment pursuant to the following provisions:

1. Column placement shall be established by the individual's certified and acceptable graduate work completed in accredited institutions or by the appropriate vocational experience upon which issuance of the credential was based, or based upon hours completed in workshops/training that leads to certification in the discipline.
2. For regular faculty and, effective July 1, 2000, for full-time temporary faculty, initial step placement on the full-time salary schedule for an individual who has prior full-time faculty experience at another educational facility or related occupational experience that exceeds credential requirements shall be determined by the following guideline (a or b) which grants the greater step credit:
  - a. Beginning Fall 2019, the step determined by allowing one step for each two full years of related experience and/or one step for completion of four semesters and a minimum of 10 semester units (or equivalent for service faculty) during that interval as a temporary faculty member. Maximum placement shall be at the eighth step.
  - b. Beginning Fall 2025, the step determined by allowing one step for each two full years of related experience and/or one step for completion of four semesters and a minimum of 10 semester units (or equivalent for service faculty) during that interval as a temporary faculty member. Maximum placement shall be at Step 10.
3. Initial step placement for an individual who is hired into a temporary faculty position and who has prior full-time faculty experience or related occupational experience that exceeds credential requirements on the temporary lab/lecture salary schedules, as appropriate, shall be determined by the following guideline:
  - a. The step determined by allowing one step for two complete years of academic experience or the step determined by allowing one step for each two full years of related experience, whichever yields the higher placement. Maximum placement shall be at the Step 10.

### **Salary Step Advancement and Column Changes:**

C. Step advancement for regular (FT) Faculty shall be implemented at the beginning of each fiscal year. Step advancement for temporary (PT) faculty shall be based upon the completion of a minimum of four semesters and/or summer sessions of teaching/service experience and a total of 100% workload of teaching/service with the District, and shall become effective the next semester or summer session. Column advancement policies are described in Appendix B-10 Part C.

1. Salary column changes will be awarded according to the following provisions:

Graduate courses completed at accredited colleges or universities, including those in education or educational leadership:

- Send official transcript(s) or official documentation directly to Human Resources from the granting institution.

Undergraduate courses, credits from non-accredited institutions, and non-academic (work) experience:

- Request approval from the appropriate vice president prior to course or work experience completion. Requesting and receiving approval prior to the start date is highly recommended.
- Upon approval, supply official transcript(s) or official documentation sent directly to Human Resources from the granting institution.

2. Submissions received by May 31 will be effective July 1 (regular and temporary faculty) and those received by December 31 will qualify for January payroll (temporary faculty only)

### **Division Chairs:**

D. Division Chairs will be paid beginning the 2017-2018 academic year using the Instructional Division Chair Salary Schedule or the Service Faculty Chair Schedule

### **North County Campus Division Coordinators:**

E. North County Campus Cluster Coordinators will be paid beginning with the 2017-2018 using the North County Coordinator Salary Schedule.

**Salary Adjustments for Absences:**

**G.** Salary adjustments shall be made for regular academic faculty who work fewer days than their specified contract period pursuant to Education Code sections 87780 and 87815.

1. Any salary adjustment shall be determined by deducting the day or days not worked in the contract year on a per diem basis.
2. Per diem salary shall be computed by dividing the annual total salary by the total number of days in that contract year (total salary includes responsibility and time factors and extra duty remuneration but excludes extra remuneration for overload teaching or counseling). The per diem calculation for temporary faculty shall be based on the number of days in the applicable semester.

**EXTRA DUTY COMPENSATION -- APPENDIX B-10**

**A.** The stipend of extra duty compensation for faculty who are assigned as performing arts instructors, coaches, and project journalism instructors shall be as listed below in 1, 2 and 3. Stipends for regular faculty shall be paid over 5 or 10 months by employee request. Stipends for temporary faculty shall be paid over 5 months.

## Program Stipend

Coach Stipends - baseball, cross country, softball, swimming & diving, track & field, water polo, women's soccer, women's tennis, women's volleyball, wrestling	\$7,910
Coach Stipends - women's and men's basketball	\$8,858
Personal Development Studies/Career Planning (PEDS)	\$6,000
Cooperative Work Experience	\$6,000
Agriculture Plant Science	\$6,000
Journalism	\$6,000
Choreography & Performance	\$3,451
Drama	\$3,350
Instructional Music	\$3,350
Project Journalism (newspaper)	\$3,350
Vocal Music	\$3,350
CMC Faculty Program Coordinator*	Tier 3 only

\*A lead faculty coordinator will be assigned to California Men's Colony (CMC) for the purposes of coordinating faculty orientation and trainings and act as liaison between faculty, the CMC Program Coordinator, and the Academic Senate Council.

**B.** Extra-duty stipends require pre-approval from the appropriate dean. Approval of an extra-duty stipend does not set a precedence for an individual faculty member or program to receive a stipend in the future. The stipend of extra-duty compensation shall be as follows:

## Supplemental Duty Type:

Tier 1 – Programs with one to two (1-2) courses and CPPR. The district will provide a stipend of \$250 total for a PT faculty member for completion of an annual or biennial program review document (APPW or CTER), and \$500 total for the comprehensive program review document (CPPR). The stipend may be split between up to 3 part-time faculty who agree to collaborate on program review documents.

Tier 2 – Programs with 3 or more courses will receive an additional \$100 per course assigned for completion of each program review document (APPW, CTER or CPPR) not to exceed the stipend amount of Level 3.

Tier 3 – Programs with faculty responsible for textbook ordering, writing course materials/lab manuals, management of other faculty schedules, organization of course materials, paid at \$2880 per semester;

Or

Multiple courses with ancillary duties: to include such examples as advisory board representation, community outreach requirements for internship/externship, management of teaching assistants, paid at \$2880 per semester.

A statement of work (SOW) is required for all stipends for Tier 2 or Tier 3.



**C.** A faculty member who is assigned by the District to perform work in addition to regular assigned duties shall be compensated at the ancillary rate salary schedule for all authorized hours.

**D.** The hourly rate for substitute teaching shall be based on Step/Column A-4 of the temporary (part-time) laboratory hourly faculty salary schedule per compensated classroom hour of instruction.

**D.1** Temporary faculty may substitute for another instructor (including service faculty) on a day-to-day basis without any change in their employment status (day-to-day substitution will not increase their assigned loading). Day-to-day substitution means substitute assignments of one or more days, consecutive or otherwise, when the instructor of record will be returning after a short-term absence. Substitute service of consecutive class periods for an instruction or a single CRN of more than 12.5% of the original assignment will be treated as a long-term substitute assignment and the assignment will be counted as load from the initial date of assignment. The long-term substitute designation may begin at the beginning of the substitute assignment if the absence of the instructor is expected to be greater than 12.5% of the total CRN load. Repeated day-to-day substitution for the same CRN and same instructor over the the course of a semester does not equate to long-term substitution.

**E.** A lead faculty coordinator will be assigned to California Men's Colony (CMC) for the purposes of coordinating faculty orientation and trainings and act as liaison between faculty, the CMC Program Coordinator, and the Academic Senate Council. The compensation for this assignment will be the same as that of a faculty lead, \$2880 stipend per semester.

**F.** Effective Fall 2025, faculty who teach MUS 212 will be compensated at their range and step on the Temporary, Part-Time & Full-Time Overload Laboratory/Hourly Faculty Salary Schedule.