

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT
CUESTA COLLEGE
B-1 175 DAY FACULTY ANNUAL SALARY SCHEDULE 2026 - 2027
Effective date: July 1, 2026

Steps	<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
3	72,903	76,534	80,166	83,796	87,453	91,053	94,657
4	76,534	80,166	83,796	87,453	91,053	94,657	98,283
5	80,166	83,796	87,453	91,053	94,657	98,283	101,920
6	83,796	87,453	91,053	94,657	98,283	101,920	105,544
7	87,453	91,053	94,657	98,283	101,920	105,544	109,175
8	91,053	94,657	98,283	101,920	105,544	109,175	112,797
9	94,657	98,283	101,920	105,544	109,175	112,797	116,421
10	98,283	101,920	105,544	109,175	112,797	116,421	120,057
11	101,920	105,544	109,175	112,797	116,421	120,057	123,691
12	105,544	109,175	112,797	116,421	120,057	123,691	127,306
13	109,175	112,797	116,421	120,057	123,691	127,306	131,024
14	112,797	116,421	120,057	123,691	127,306	131,024	134,850
15	112,797	116,421	120,057	123,691	127,306	131,024	134,850
16	112,797	116,421	120,057	123,691	127,306	131,024	134,850
<u>Step Increase</u>							
17	118,232	122,036	125,856	129,668	133,465	137,368	141,387
18	118,232	122,036	125,856	129,668	133,465	137,368	141,387
19	118,232	122,036	125,856	129,668	133,465	137,368	141,387
<u>Step Increase</u>							
20	123,939	127,933	131,943	135,946	139,933	144,031	148,251
21	123,939	127,933	131,943	135,946	139,933	144,031	148,251
22	123,939	127,933	131,943	135,946	139,933	144,031	148,251
<u>Step Increase</u>							
23	129,928	134,124	138,332	142,538	146,723	151,027	155,458

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 2026 - 2027
Effective date: July 1, 2026

Steps	<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
3	79,781	83,775	87,770	91,763	95,786	99,745	103,710
4	83,775	87,770	91,763	95,786	99,745	103,710	107,699
5	87,770	91,763	95,786	99,745	103,710	107,699	111,700
6	91,763	95,786	99,745	103,710	107,699	111,700	115,686
7	95,786	99,745	103,710	107,699	111,700	115,686	119,679
8	99,745	103,710	107,699	111,700	115,686	119,679	123,664
9	103,710	107,699	111,700	115,686	119,679	123,664	127,650
10	107,699	111,700	115,686	119,679	123,664	127,650	131,636
11	111,700	115,686	119,679	123,664	127,650	131,636	135,648
12	115,686	119,679	123,664	127,650	131,636	135,648	139,624
13	119,679	123,664	127,650	131,636	135,648	139,624	143,715
14	123,664	127,650	131,636	135,648	139,624	143,715	147,923
15	123,664	127,650	131,636	135,648	139,624	143,715	147,923
16	123,664	127,650	131,636	135,648	139,624	143,715	147,923
<u>Step Increase</u>							
17	129,642	133,827	138,029	142,207	146,400	150,693	155,114
18	129,642	133,827	138,029	142,207	146,400	150,693	155,114
19	129,642	133,827	138,029	142,207	146,400	150,693	155,114
<u>Step Increase</u>							
20	135,919	140,312	144,725	149,129	153,514	158,022	162,663
21	135,919	140,312	144,725	149,129	153,514	158,022	162,663
22	135,919	140,312	144,725	149,129	153,514	158,022	162,663
<u>Step Increase</u>							
23	142,509	147,124	151,753	156,378	160,983	165,718	170,591

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, 2026

	<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	1,526	84.80	1,603	89.06	1,679	93.26	1,755	97.51	1,832	101.77	1,907	105.95	1,982	110.12
4	1,603	89.06	1,679	93.26	1,755	97.51	1,832	101.77	1,907	105.95	1,982	110.12	2,058	114.36
5	1,679	93.26	1,755	97.51	1,832	101.77	1,907	105.95	1,982	110.12	2,058	114.36	2,134	118.58
6	1,755	97.51	1,832	101.77	1,907	105.95	1,982	110.12	2,058	114.36	2,134	118.58	2,211	122.82
7	1,832	101.77	1,907	105.95	1,982	110.12	2,058	114.36	2,134	118.58	2,211	122.82	2,287	127.03
8	1,907	105.95	1,982	110.12	2,058	114.36	2,134	118.58	2,211	122.82	2,287	127.03	2,363	131.26
9	1,982	110.12	2,058	114.36	2,134	118.58	2,211	122.82	2,287	127.03	2,363	131.26	2,438	135.46
10	2,058	114.36	2,134	118.58	2,211	122.82	2,287	127.03	2,363	131.26	2,438	135.46	2,515	139.70
11	2,134	118.58	2,211	122.82	2,287	127.03	2,363	131.26	2,438	135.46	2,515	139.70	2,591	143.92
12	2,211	122.82	2,287	127.03	2,363	131.26	2,438	135.46	2,515	139.70	2,591	143.92	2,666	148.12
13	2,287	127.03	2,363	131.26	2,438	135.46	2,515	139.70	2,591	143.92	2,666	148.12	2,744	152.46
14	2,363	131.26	2,438	135.46	2,515	139.70	2,591	143.92	2,666	148.12	2,744	152.46	2,824	156.91

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

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 LABORATORY/HOURLY
FACULTY SALARY SCHEDULE**
Effective date: July 1, 2026

	<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	1,272	70.68	1,336	74.21	1,399	77.72	1,463	81.25	1,526	84.79	1,589	88.29	1,652	91.78
4	1,336	74.21	1,399	77.72	1,463	81.25	1,526	84.79	1,589	88.29	1,652	91.78	1,716	95.31
5	1,399	77.72	1,463	81.25	1,526	84.79	1,589	88.29	1,652	91.78	1,716	95.31	1,779	98.82
6	1,463	81.25	1,526	84.79	1,589	88.29	1,652	91.78	1,716	95.31	1,779	98.82	1,842	102.34
7	1,526	84.79	1,589	88.29	1,652	91.78	1,716	95.31	1,779	98.82	1,842	102.34	1,906	105.90
8	1,589	88.29	1,652	91.78	1,716	95.31	1,779	98.82	1,842	102.34	1,906	105.90	1,969	109.37
9	1,652	91.78	1,716	95.31	1,779	98.82	1,842	102.34	1,906	105.90	1,969	109.37	2,032	112.87
10	1,716	95.31	1,779	98.82	1,842	102.34	1,906	105.90	1,969	109.37	2,032	112.87	2,095	116.41
11	1,779	98.82	1,842	102.34	1,906	105.90	1,969	109.37	2,032	112.87	2,095	116.41	2,159	119.94
12	1,842	102.34	1,906	105.90	1,969	109.37	2,032	112.87	2,095	116.41	2,159	119.94	2,222	123.44
13	1,906	105.90	1,969	109.37	2,032	112.87	2,095	116.41	2,159	119.94	2,222	123.44	2,286	127.02
14	1,969	109.37	2,032	112.87	2,095	116.41	2,159	119.94	2,222	123.44	2,286	127.02	2,354	130.75

*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, 2026

	<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	42.43	44.54	46.68	48.76	50.90	53.00	55.12
4	44.54	46.68	48.76	50.90	53.00	55.12	57.20
5	46.68	48.76	50.90	53.00	55.12	57.20	59.33
6	48.76	50.90	53.00	55.12	57.20	59.33	61.43
7	50.90	53.00	55.12	57.20	59.33	61.43	63.55
8	53.00	55.12	57.20	59.33	61.43	63.55	65.64
9	55.12	57.20	59.33	61.43	63.55	65.64	67.77
10	57.20	59.33	61.43	63.55	65.64	67.77	69.88
11	59.33	61.43	63.55	65.64	67.77	69.88	72.00
12	61.43	63.55	65.64	67.77	69.88	72.00	74.09
13	63.55	65.64	67.77	69.88	72.00	74.09	76.25
14	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.