



ALLAN HANCOCK JOINT COMMUNITY COLLEGE DISTRICT
PART-TIME FACULTY SALARY SCHEDULES (Noncredit)
Effective Fall 2026 Term

Instructional					Activity & Non-Classroom				
Step	Column I	Column II	Column III	Column IV	Step	Column I	Column II	Column III	Column IV
1	48.94	51.43	53.92	56.38	1	35.12	37.61	40.08	42.57
2	51.32	53.80	56.29	58.76	2	36.81	39.29	41.78	44.26
3	53.71	56.19	58.70	61.17	3	38.52	41.02	43.52	46.01
4	56.03	58.51	60.99	63.48	4	40.19	42.69	45.18	47.66
5	58.51	61.00	63.51	66.00	5	42.02	44.51	46.98	49.47
6	60.85	63.35	65.85	68.32	6	43.68	46.16	48.66	51.15
7	63.03	65.56	68.05	70.54	7	45.26	47.75	50.23	52.71

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PLACEMENT PROCEDURES FOR NON-CREDIT FACULTY

Initial Credit Step Placement: The District shall determine initial step placement up to step 4 of the part-time faculty association salary schedule. Credit for initial step placement beyond step 1 shall be based upon previous teaching experience in the discipline of assignment at an accredited institution. For initial placement, each step beyond step 1 represents a full year of teaching experience and/or the equivalent of teaching thirty (30) or more credit units. Initial placement at step 2-4 would require a minimum of thirty (30) or more credit units of teaching in the discipline of assignment. Nothing herein shall change any bargaining unit member's current placement. Eligibility for step 2-4 placement for noncredit bargaining unit members shall begin fall semester 2006 and apply to all new hires and returning bargaining unit members at step 1 as of fall semester 2006. A bargaining unit member can request a review of their step and column placement at any time.

For non-teaching health services nurses, one (1) step placement for every two (2) years of occupational experience shall be given on the credit salary schedule up to step 4 upon employment.

Noncredit class assignments will be placed in the appropriate column of the instructional rate with the exception of exercise, conditioning, swimming class assignments, and skills labs, which will be placed at the activity and non-classroom rate. Noncredit non-classroom assignments shall be paid at the activity rate.

COLUMN DEFINITIONS FOR SALARY PLACEMENT

COLUMN I	All noncredit instructors who do not qualify for Column II.
COLUMN II	Bachelor's degree or higher from an accredited institution in a discipline specific to the teaching assignment.
COLUMN III	Master's degree from an accredited institution in a discipline specific to the teaching assignment.
COLUMN IV	Doctoral degree from an accredited institution in a discipline specific to the teaching assignment.

COLUMN ADVANCEMENT

1. Faculty who receive a bachelor's degree, master's degree, or doctorate degree in their field of authorized instruction or non-instructional assignment from an accredited college or university at the upper division or graduate level will be advanced into the appropriate column without prior approval. The request for advancement should be submitted in writing directly to human resources. Verification shall be required prior to the beginning of the fall semester, and advancement will be effective only at the beginning of the fall semester.
2. It is the responsibility of the faculty member to notify the director, human resources, in writing when he/she has met requirements to move to a higher pay class. Verification, official transcripts, and, when appropriate, written authorization from the vice president, academic affairs, or the vice president, student development and services, must be submitted prior to the beginning of the fall semester. Changes will be processed only at the beginning of each fall semester.

ACTIVITY AND NON-CLASSROOM ASSIGNMENTS

Activity and non-classroom hourly faculty assignments are duties such as, but not limited to those of: librarian; counselor; mental health counselor; physical education activity instructor; instructors in skills labs such as writing, foreign language, disabled student services, nursing, other activity and skill lab courses and exercise, conditioning, and swimming class assignments; nurse; and academic specialist.