

**APPENDIX A
Ohlone College
Faculty Salary Schedule (175 Days)
Spring 2006**

STEP	CLASS I (Bachelors Degree)	CLASS II (Masters Degree)	CLASS III (MA + 30 BA + 60 w/Masters)	CLASS IV (MA + 45 BA + 75 w/Masters)	CLASS V (MA + 60 BA + 90 w/Masters)	CLASS VI (Doctorate)	STEP
1	\$51,853	\$55,069	\$57,206	\$58,279	\$59,359	\$61,494	1
2	\$53,996	\$57,206	\$59,359	\$60,422	\$61,494	\$63,638	2
3	\$56,136	\$59,359	\$61,494	\$62,552	\$63,638	\$65,783	3
4	\$58,279	\$61,494	\$63,638	\$64,716	\$65,783	\$67,925	4
5	\$60,422	\$63,638	\$65,783	\$66,852	\$67,925	\$70,062	5
6	\$62,567	\$65,783	\$67,925	\$68,994	\$70,062	\$72,213	6
7	\$64,714	\$67,925	\$70,062	\$71,143	\$72,213	\$74,354	7
8	\$66,852	\$70,062	\$72,213	\$73,229	\$74,354	\$76,497	8
9	\$68,993	\$72,213	\$74,354	\$75,422	\$76,497	\$78,640	9
10	\$70,945	\$74,354	\$76,497	\$77,567	\$78,640	\$80,779	10
11	\$72,893	\$76,497	\$78,640	\$79,715	\$80,779	\$82,925	11
12	\$74,840	\$78,640	\$80,779	\$81,851	\$82,925	\$85,066	12
13	\$76,787	\$80,590	\$82,925	\$83,201	\$85,066	\$87,208	13
14	\$78,144	\$82,538	\$84,868	\$86,137	\$87,208	\$89,355	14
15	\$79,687	\$84,485	\$86,819	\$88,082	\$89,355	\$91,493	15
16	\$79,687	\$86,432	\$88,689	\$90,032	\$91,299	\$93,437	16
17	\$79,687	\$87,984	\$90,717	\$91,981	\$93,253	\$95,391	17
18	\$79,687	\$89,724	\$92,354	\$93,929	\$95,198	\$97,335	18
19	\$79,687	\$89,724	\$94,181	\$95,630	\$97,148	\$99,289	19
20	\$79,687	\$89,724	\$94,181	\$97,523	\$98,914	\$101,098	20
21	\$79,687	\$89,724	\$94,181	\$97,523	\$100,872	\$103,101	21

1. An additional two percent (2%) 24-year longevity step increase at the completion of 24th year of full-time service will apply to this schedule.
2. Effective July 1, 2002 = schedule increased by \$6722.
3. Effective Fall 2002 - 2% greater step added class I step 15, class II step 18, class III step 19, class IV step 20, class V step 21, class VI step 21.
4. Effective Fall 2002 - 2.15% Cola added
5. Effective Fall 2002 - 2.728% WSCH added
6. Effective Spring 2003 - \$900 added to each step
7. Effective Fall 2003 - .8175% WSCH added
8. Effective Spring 2004 - 1.14% weighted average benefits cost added
9. Effective Fall 2004 - 4.0% added (2.41% COLA, .957% WSCH 03/04, .633% WSCH 02/03)
10. Effective Spring 2006 - 5.00% Cola

APPENDIX B

**OHLONE COLLEGE
COUNSELOR SALARY SCHEDULE (185 DAYS)
Spring 2006**

STEP	CLASS I (Bachelors Degree)	CLASS II (Masters Degree)	CLASS III (MA + 30 BA + 60 w/Masters)	CLASS IV (MA + 45 BA + 75 w/Masters)	CLASS V (MA + 60 BA + 90 w/Masters)	CLASS VI (Doctorate)	STEP
1	54309.15	57710.1	59969.7	61104.75	62244	64503.6	1
2	\$56,577	\$59,970	\$62,244	\$63,371	\$64,504	\$66,771	2
3	\$58,839	\$62,244	\$64,504	\$65,638	\$66,771	\$69,036	3
4	\$61,105	\$64,504	\$66,771	\$67,907	\$69,036	\$71,301	4
5	\$63,371	\$66,771	\$69,036	\$70,167	\$71,301	\$73,562	5
6	\$65,638	\$69,036	\$71,301	\$72,432	\$73,562	\$75,833	6
7	\$67,907	\$71,301	\$73,562	\$74,702	\$75,833	\$78,097	7
8	\$70,167	\$73,562	\$75,833	\$76,909	\$78,097	\$80,361	8
9	\$72,432	\$75,833	\$78,097	\$79,227	\$80,361	\$82,629	9
10	\$74,494	\$78,097	\$80,361	\$81,495	\$82,629	\$84,890	10
11	\$76,553	\$80,361	\$82,629	\$83,765	\$84,890	\$87,157	11
12	\$78,610	\$82,629	\$84,890	\$86,022	\$87,157	\$89,420	12
13	\$80,668	\$84,690	\$87,157	\$88,291	\$89,420	\$91,685	13
14	\$82,105	\$86,749	\$89,212	\$90,552	\$91,685	\$93,956	14
15	\$83,726	\$88,809	\$91,275	\$92,611	\$93,956	\$96,218	15
16	\$83,726	\$90,866	\$93,336	\$94,671	\$96,010	\$98,268	16
17	\$83,726	\$92,506	\$95,395	\$96,731	\$98,074	\$100,338	17
18	\$83,726	\$94,336	\$97,125	\$98,791	\$100,132	\$102,392	18
19	\$83,726	\$94,336	\$99,049	\$100,590	\$102,193	\$104,458	19
20	\$83,726	\$94,336	\$99,049	\$102,582	\$104,059	\$106,369	20
21	\$83,726	\$94,336	\$99,049	\$102,582	\$106,121	\$108,477	21

(Prorated from Faculty Schedule = Faculty Schedule Salary divided by 175, then multiplied by 185).

1. An additional two percent (2%) 24-year longevity step increase at the completion of 24th year of full-time service will apply to this schedule.
2. Effective July 1, 2002 = schedule increased by \$6722
3. Effective Fall 2002 - 2% greater step added class I step 15, class II step 18, class III step 19, class IV step 20, class V step 21, class VI step 21.
4. Effective Fall 2002 - 2.15% Cola added
5. Effective Fall 2002 - 2.728% WSCH added
6. Effective Spring 2003 - \$900 added to each step
7. Effective Fall 2003 - .8175% WSCH added
8. Effective Spring 2004 - 1.14% weighted average benefits added.
9. Effective Fall 2004 - 4.0% added (2.41% COLA, .957% WSCH 03/04, .633% WSCH 02/03)
10. Effective Spring 2006 - 5.00% COLA

**APPENDIX C
OHLONE COLLEGE ADJUNCT FACULTY
OHLONE COMMUNITY COLLEGE DISTRICT**

01/26/04

(Effective Fall Semester, 2003)

STEP (Experience Year)	HOURLY LECTURE <u>RATE</u>	HOURLY LABORATORY <u>RATE</u>	STEP (Experience Year)
1	50.42	43.96	1
2	52.78	46.03	2
3	54.89	47.88	3
4	57.36	50.03	4
5	59.94	52.29	5
6	62.94	54.91	6

1. Effective Fall 2002 - 2.15%COLA added
2. Effective Fall 2002 - 2.728% WSCH added
3. Effective Fall 2003 - .8175% WSCH added
4. Effective Fall 2004 - Add Step 4' (After 12 units taught on Step 3)
5. Effective Fall 2004 - Add Step 5 funded by Parity funds" (After 12 units taught on Step 4) should Parity funding not be available, faculty on Step 5 will be assigned to Step 4.
6. Effective Fall 2004 - .957% WSCH added
7. Effective Spring 2006 - 5.0% COLA added
8. Effective Spring 2006 - Add Step 6 funded by Parity Funds (After 2 semesters taught at step 5) subject to Article 8.5.1.3 of UFO Contract.