

APPENDIX A  
OHLONE COLLEGE  
FACULTY SALARY SCHEDULE (175 DAYS)

**Aug 2007**

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	\$57,732	\$61,311	\$63,691	\$64,886	\$66,088	\$68,465	1
2	\$60,117	\$63,691	\$66,088	\$67,271	\$68,465	\$70,852	2
3	\$62,500	\$66,088	\$68,465	\$69,643	\$70,852	\$73,240	3
4	\$64,886	\$68,465	\$70,852	\$72,053	\$73,240	\$75,625	4
5	\$67,271	\$70,852	\$73,240	\$74,431	\$75,625	\$78,004	5
6	\$69,659	\$73,240	\$75,625	\$76,816	\$78,004	\$80,400	6
7	\$72,050	\$75,625	\$78,004	\$79,208	\$80,400	\$82,783	7
8	\$74,431	\$78,004	\$80,400	\$81,530	\$82,783	\$85,169	8
9	\$76,815	\$80,400	\$82,783	\$83,972	\$85,169	\$87,555	9
10	\$78,987	\$82,783	\$85,169	\$86,360	\$87,555	\$89,936	10
11	\$81,157	\$85,169	\$87,555	\$88,752	\$89,936	\$92,325	11
12	\$83,324	\$87,555	\$89,936	\$91,130	\$92,325	\$94,709	12
13	\$85,491	\$89,726	\$92,325	\$92,633	\$94,709	\$97,094	13
14	\$87,002	\$91,895	\$94,488	\$95,902	\$97,094	\$99,485	14
15	\$88,720	\$94,062	\$96,661	\$98,067	\$99,485	\$101,865	15
16	\$88,720	\$96,231	\$98,743	\$100,239	\$101,649	\$104,029	16
17	\$88,720	\$97,958	\$101,001	\$102,408	\$103,825	\$106,205	17
18	\$88,720	\$99,895	\$102,823	\$104,577	\$105,990	\$108,369	18
19	\$88,720	\$99,895	\$104,858	\$106,471	\$108,160	\$110,544	19
20	\$88,720	\$99,895	\$104,858	\$108,578	\$110,127	\$112,559	20
21	\$88,720	\$99,895	\$104,858	\$108,578	\$112,308	\$114,789	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
11. Effective Fall 2006 - 5.00% COLA
12. Retroactive to Fall 2006 - .44% WSCH
13. Retroactive to Fall 2007 - 4.53% COLA & 1.04% WSCH

APPENDIX B  
OHLONE COLLEGE  
COUNSELOR SALARY SCHEDULE (185 DAYS)

**Aug 2007**

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	\$60,466	\$64,253	\$66,769	\$68,033	\$69,301	\$71,817	1
2	\$62,991	\$66,769	\$69,301	\$70,555	\$71,817	\$74,341	2
3	\$65,509	\$69,301	\$71,817	\$73,079	\$74,341	\$76,862	3
4	\$68,033	\$71,817	\$74,341	\$75,606	\$76,862	\$79,385	4
5	\$70,555	\$74,341	\$76,862	\$78,122	\$79,385	\$81,902	5
6	\$73,079	\$76,862	\$79,385	\$80,643	\$81,902	\$84,430	6
7	\$75,606	\$79,385	\$81,902	\$83,171	\$84,430	\$86,950	7
8	\$78,122	\$81,902	\$84,430	\$85,628	\$86,950	\$89,472	8
9	\$80,643	\$84,430	\$86,950	\$88,209	\$89,472	\$91,997	9
10	\$82,939	\$86,950	\$89,472	\$90,734	\$91,997	\$94,514	10
11	\$85,232	\$89,472	\$91,997	\$93,262	\$94,514	\$97,037	11
12	\$87,552	\$91,997	\$94,514	\$95,775	\$97,037	\$99,557	12
13	\$89,813	\$94,291	\$97,037	\$98,300	\$99,557	\$102,079	13
14	\$91,413	\$96,584	\$99,326	\$100,818	\$102,079	\$104,607	14
15	\$93,218	\$98,877	\$101,622	\$103,110	\$104,607	\$107,126	15
16	\$93,218	\$101,168	\$103,917	\$105,404	\$106,894	\$109,409	16
17	\$93,218	\$102,993	\$106,209	\$107,697	\$109,192	\$111,713	17
18	\$93,218	\$105,030	\$108,136	\$109,991	\$111,484	\$114,000	18
19	\$93,218	\$105,030	\$110,278	\$111,994	\$113,778	\$116,300	19
20	\$93,218	\$105,030	\$110,278	\$114,212	\$115,855	\$118,428	20
21	\$93,218	\$105,030	\$110,278	\$114,212	\$118,152	\$120,774	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
11. Effective Fall 2006 - 5.00% COLA
12. Retroactive to Fall 2006 - .44% WSCH
13. Retroactive to Fall 2007 - 4.53% COLA & 1.04% WSCH

APPENDIX C  
OHLONE COLLEGE  
ADJUNCT FACULTY

**Spring Semester, 2008**

STEP (Experience Year)	HOURLY LECTURE RATE	HOURLY LABORATORY RATE	STEP (Experience Year)
1	\$56.15	\$48.96	1
2	\$58.79	\$51.26	2
3	\$61.14	\$53.33	3
4	\$63.90	\$55.72	4
5	\$66.77	\$58.24	5
6	\$70.11	\$61.16	6
7	\$73.62	\$64.22	7

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.
9. Effective Fall 2006 - 5.0% COLA added.
9. Effective Fall 2006 - Step 7 will be added to the salary schedule governed by past practice for step advancement.
10. Retroactive to Fall 2006 - .44% WSCH
11. Retroactive to Fall 2007 - 1.04% WSCH
12. Effective Spring 2008 - 4.53% COLA added