

APPENDIX A
OHLONE COLLEGE
FACULTY SALARY SCHEDULE (175 DAYS)

**Fall Semester, 2009
(Retroactive to Fall, 2008)**

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	58,116.00	61,719.00	64,115.00	65,317.00	66,527.00	68,920.00	1
2	60,517.00	64,115.00	66,527.00	67,718.00	68,920.00	71,323.00	2
3	62,916.00	66,527.00	68,920.00	70,106.00	71,323.00	73,727.00	3
4	65,317.00	68,920.00	71,323.00	72,532.00	73,727.00	76,128.00	4
5	67,718.00	71,323.00	73,727.00	74,926.00	76,128.00	78,523.00	5
6	70,122.00	73,727.00	76,128.00	77,327.00	78,523.00	80,935.00	6
7	72,529.00	76,128.00	78,523.00	79,735.00	80,935.00	83,334.00	7
8	74,926.00	78,523.00	80,935.00	82,072.00	83,334.00	85,735.00	8
9	77,326.00	80,935.00	83,334.00	84,530.00	85,735.00	88,137.00	9
10	79,512.00	83,334.00	85,735.00	86,934.00	88,137.00	90,534.00	10
11	81,697.00	85,735.00	88,137.00	89,342.00	90,534.00	92,939.00	11
12	83,878.00	88,137.00	90,534.00	91,736.00	92,939.00	95,339.00	12
13	86,060.00	90,323.00	92,939.00	93,249.00	95,339.00	97,740.00	13
14	87,581.00	92,506.00	95,116.00	96,540.00	97,740.00	100,147.00	14
15	89,310.00	94,688.00	97,304.00	98,719.00	100,147.00	102,542.00	15
16	89,310.00	96,871.00	99,400.00	100,906.00	102,325.00	104,721.00	16
17	89,310.00	98,609.00	101,673.00	103,089.00	104,515.00	106,911.00	17
18	89,310.00	100,559.00	103,507.00	105,272.00	106,695.00	109,090.00	18
19	89,310.00	100,559.00	105,555.00	107,179.00	108,879.00	111,279.00	19
20	89,310.00	100,559.00	105,555.00	109,300.00	110,859.00	113,308.00	20
21	89,310.00	100,559.00	105,555.00	109,300.00	113,055.00	115,552.00	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, benefit money
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
14. Retroactive to Fall 2008 - .665% WSCH

8/26/2009

APPENDIX B
OHLONE COLLEGE
COUNSELOR SALARY SCHEDULE (185 DAYS)

**Fall Semester, 2009
(Retroactive to Fall, 2008)**

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	60,869.00	64,681.00	67,214.00	68,486.00	69,762.00	72,295.00	1
2	63,410.00	67,214.00	69,762.00	71,025.00	72,295.00	74,836.00	2
3	65,945.00	69,762.00	72,295.00	73,565.00	74,836.00	77,374.00	3
4	68,486.00	72,295.00	74,836.00	76,109.00	77,374.00	79,913.00	4
5	71,025.00	74,836.00	77,374.00	78,642.00	79,913.00	82,447.00	5
6	73,565.00	77,374.00	79,913.00	81,180.00	82,447.00	84,992.00	6
7	76,109.00	79,913.00	82,447.00	83,725.00	84,992.00	87,529.00	7
8	78,642.00	82,447.00	84,992.00	86,198.00	87,529.00	90,067.00	8
9	81,180.00	84,992.00	87,529.00	88,796.00	90,067.00	92,609.00	9
10	83,491.00	87,529.00	90,067.00	91,338.00	92,609.00	95,143.00	10
11	85,799.00	90,067.00	92,609.00	93,883.00	95,143.00	97,683.00	11
12	88,105.00	92,609.00	95,143.00	96,412.00	97,683.00	100,220.00	12
13	90,411.00	94,919.00	97,683.00	98,954.00	100,220.00	102,758.00	13
14	92,021.00	97,227.00	99,987.00	101,489.00	102,758.00	105,303.00	14
15	93,838.00	99,535.00	102,298.00	103,796.00	105,303.00	107,839.00	15
16	93,838.00	101,841.00	104,609.00	106,105.00	107,605.00	110,137.00	16
17	93,838.00	103,678.00	106,916.00	108,414.00	109,919.00	112,456.00	17
18	93,838.00	105,729.00	108,856.00	110,723.00	112,226.00	114,759.00	18
19	93,838.00	105,729.00	111,012.00	112,739.00	114,535.00	117,074.00	19
20	93,838.00	105,729.00	111,012.00	114,972.00	116,626.00	119,216.00	20
21	93,838.00	105,729.00	111,012.00	114,972.00	118,938.00	121,578.00	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, benefit money
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
14. Retroactive to Fall 2008 - .665% WSCH

8/26/2009

APPENDIX C
OHLONE COLLEGE
ADJUNCT FACULTY

**Fall Semester, 2009
(Retroactive to Fall, 2008)**

STEP (Experience Year)	HOURLY LECTURE RATE	HOURLY LABORATORY RATE	STEP (Experience Year)
1	56.52	49.29	1
2	59.18	51.60	2
3	61.55	53.68	3
4	64.32	56.09	4
5	67.21	58.63	5
6	70.58	61.57	6
7	74.11	64.65	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
13. Retroactive to Fall 2008 - .665% WSCH

8/26/2009