EXHIBIT B2

Imperial Community College District
Salary Schedule for 177-Day Faculty
2021-2022 - Effective July 1, 2021

	A	B	C	D	E	F	G
	Less than a B.A.	B.A.	M.A. B.A. + 30	M.A. + 15 B.A. + 45	M.A. + 30	M.A. + 45	Doctorate
1	$ 60,887	$ 62,714	$ 65,892	$ 71,435	$ 73,577	$ 75,786	$ 80,332
2	$ 62,714	$ 64,596	$ 67,870	$ 73,579	$ 75,786	$ 78,059	$ 82,743
3	$ 64,596	$ 66,535	$ 69,906	$ 75,787	$ 78,059	$ 80,402	$ 85,227
4	$ 66,535	$ 68,531	$ 72,005	$ 78,061	$ 80,402	$ 82,816	$ 87,784
5	$ 68,531	$ 70,587	$ 74,164	$ 80,404	$ 82,816	$ 85,299	$ 90,417
6	$ 70,587	$ 72,706	$ 76,390	$ 82,818	$ 85,299	$ 87,860	$ 93,131
7	$ 72,706	$ 74,887	$ 78,682	$ 85,303	$ 87,860	$ 90,496	$ 95,926
8	$ 74,887	$ 77,134	$ 81,043	$ 87,862	$ 90,496	$ 93,212	$ 98,804
9	$ 77,134	$ 79,449	$ 83,475	$ 90,498	$ 93,212	$ 96,008	$ 101,768
10	$ 79,449	$ 81,833	$ 85,979	$ 93,214	$ 96,008	$ 98,889	$ 104,821
11	$ 81,833	$ 84,288	$ 88,559	$ 96,011	$ 98,889	$ 101,857	$ 107,967
12	$ 84,288	$ 86,819	$ 91,215	$ 98,892	$ 101,857	$ 104,912	$ 111,206
13	$ 86,819	$ 89,423	$ 93,952	$ 101,860	$ 104,912	$ 108,059	$ 114,544
14	$ 89,423	$ 92,106	$ 96,771	$ 104,917	$ 108,059	$ 111,302	$ 117,979
15	$ 92,106	$ 94,871	$ 99,675	$ 108,064	$ 111,302	$ 114,642	$ 121,520
16	$ 94,871	$ 97,717	$ 102,666	$ 111,306	$ 114,642	$ 118,082	$ 125,166
17	$ 97,717	$ 100,650	$ 105,747	$ 114,645	$ 118,082	$ 121,625	$ 128,922
18	$ 100,650	$ 103,670	$ 108,921	$ 118,085	$ 121,625	$ 125,275	$ 132,789

1 For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

2 For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

EXHIBIT B3

Imperial Community College District
Salary Schedule for 194-Day (35 Hour) Faculty
2021-2022 - Effective July 1, 2022

	A	B	C	D	E	F	G
	Less than a B.A.	B.A.	M.A. B.A. + 30	M.A. + 15 B.A. + 45	M.A. + 30	M.A. + 45	Doctorate
1	$ 66,736	$ 68,738	$ 72,218	$ 78,296	$ 80,645	$ 83,064	$ 88,047
2	$ 68,738	$ 70,802	$ 74,386	$ 80,646	$ 83,065	$ 85,556	$ 90,691
3	$ 70,802	$ 72,927	$ 76,619	$ 83,066	$ 85,557	$ 88,123	$ 93,412
4	$ 72,927	$ 75,115	$ 78,917	$ 85,558	$ 88,124	$ 90,767	$ 96,214
5	$ 75,115	$ 77,369	$ 81,286	$ 88,126	$ 90,768	$ 93,491	$ 99,101
6	$ 77,369	$ 79,691	$ 83,725	$ 90,769	$ 93,492	$ 96,297	$ 102,076
7	$ 79,691	$ 82,081	$ 86,238	$ 93,493	$ 96,298	$ 99,186	$ 105,138
8	$ 82,081	$ 84,544	$ 88,825	$ 96,299	$ 99,187	$ 102,161	$ 108,293
9	$ 84,544	$ 87,080	$ 91,491	$ 99,188	$ 102,163	$ 105,226	$ 111,542
10	$ 87,080	$ 89,694	$ 94,237	$ 102,164	$ 105,228	$ 108,384	$ 114,889
11	$ 89,694	$ 92,386	$ 97,064	$ 105,229	$ 108,385	$ 111,636	$ 118,337
12	$ 92,386	$ 95,158	$ 99,977	$ 108,387	$ 111,637	$ 114,986	$ 121,888
13	$ 95,158	$ 98,012	$ 102,978	$ 111,638	$ 114,988	$ 118,436	$ 125,545
14	$ 98,012	$ 100,955	$ 106,068	$ 114,989	$ 118,437	$ 121,990	$ 129,312
15	$ 100,955	$ 103,983	$ 109,249	$ 118,438	$ 121,992	$ 125,650	$ 133,191
16	$ 103,983	$ 107,103	$ 112,528	$ 121,993	$ 125,652	$ 129,421	$ 137,187
17	$ 107,103	$ 110,316	$ 115,904	$ 125,653	$ 129,422	$ 133,304	$ 141,302
18	$ 110,316	$ 113,626	$ 119,382	$ 129,423	$ 133,305	$ 137,303	$ 145,542

For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

EXHIBIT B4

Imperial Community College District
Salary Schedule for 194-Day (40 Hour) Faculty
2021-2022 - Effective July 1, 2021

	A	B	C	D	E	F	G
	Less than a B.A.	B.A.	M.A. B.A. + 30	M.A. + 15 B.A. + 45	M.A. + 30	M.A. + 45	Doctorate
1	$ 76,170	$ 78,456	$ 82,430	$ 89,366	$ 92,047	$ 94,807	$ 100,498
2	$ 78,456	$ 80,810	$ 84,904	$ 92,048	$ 94,807	$ 97,654	$ 103,513
3	$ 80,810	$ 83,236	$ 87,452	$ 94,808	$ 97,654	$ 100,583	$ 106,619
4	$ 83,236	$ 85,732	$ 90,077	$ 97,655	$ 100,583	$ 103,602	$ 109,818
5	$ 85,732	$ 88,306	$ 92,780	$ 100,584	$ 103,602	$ 106,710	$ 113,115
6	$ 88,306	$ 90,955	$ 95,563	$ 103,603	$ 106,710	$ 109,913	$ 116,508
7	$ 90,955	$ 93,684	$ 98,431	$ 106,712	$ 109,913	$ 113,210	$ 120,005
8	$ 93,684	$ 96,495	$ 101,385	$ 109,914	$ 113,210	$ 116,606	$ 123,604
9	$ 96,495	$ 99,391	$ 104,426	$ 113,212	$ 116,606	$ 120,105	$ 127,313
10	$ 99,391	$ 102,374	$ 107,560	$ 116,609	$ 120,105	$ 123,709	$ 131,133
11	$ 102,374	$ 105,446	$ 110,788	$ 120,106	$ 123,709	$ 127,421	$ 135,067
12	$ 105,446	$ 108,609	$ 114,112	$ 123,710	$ 127,421	$ 131,245	$ 139,120
13	$ 108,609	$ 111,867	$ 117,536	$ 127,422	$ 131,245	$ 135,183	$ 143,295
14	$ 111,867	$ 115,224	$ 121,063	$ 131,246	$ 135,183	$ 139,239	$ 147,595
15	$ 115,224	$ 118,682	$ 124,696	$ 135,184	$ 139,239	$ 143,416	$ 152,022
16	$ 118,682	$ 122,243	$ 128,436	$ 139,240	$ 143,416	$ 147,720	$ 156,584
17	$ 122,243	$ 125,910	$ 132,290	$ 143,417	$ 147,720	$ 152,151	$ 161,282
18	$ 125,910	$ 129,689	$ 136,260	$ 147,721	$ 152,151	$ 156,716	$ 166,121

1 For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

2 For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

EXHIBIT B5

Imperial Community College District
Salary Schedule for 177-Day Faculty
2022-2023 - Effective July 1, 2022

	A	B	C	D	E	F	G
	Less than a B.A.	B.A.	M.A. B.A. + 30	M.A. + 15 B.A. + 45	M.A. + 30	M.A. + 45	Doctorate
1	$ 65,033	$ 66,985	$ 70,379	$ 76,300	$ 78,588	$ 80,947	$ 85,803
2	$ 66,985	$ 68,995	$ 72,492	$ 78,590	$ 80,947	$ 83,375	$ 88,378
3	$ 68,995	$ 71,066	$ 74,667	$ 80,948	$ 83,375	$ 85,877	$ 91,031
4	$ 71,066	$ 73,198	$ 76,909	$ 83,377	$ 85,877	$ 88,456	$ 93,762
5	$ 73,198	$ 75,394	$ 79,215	$ 85,880	$ 88,456	$ 91,108	$ 96,574
6	$ 75,394	$ 77,657	$ 81,592	$ 88,458	$ 91,108	$ 93,843	$ 99,473
7	$ 77,657	$ 79,987	$ 84,040	$ 91,112	$ 93,843	$ 96,659	$ 102,459
8	$ 79,987	$ 82,387	$ 86,562	$ 93,845	$ 96,659	$ 99,560	$ 105,533
9	$ 82,387	$ 84,859	$ 89,160	$ 96,661	$ 99,560	$ 102,546	$ 108,698
10	$ 84,859	$ 87,406	$ 91,834	$ 99,562	$ 102,546	$ 105,623	$ 111,959
11	$ 87,406	$ 90,028	$ 94,590	$ 102,549	$ 105,623	$ 108,793	$ 115,320
12	$ 90,028	$ 92,731	$ 97,427	$ 105,627	$ 108,793	$ 112,057	$ 118,779
13	$ 92,731	$ 95,513	$ 100,350	$ 108,797	$ 112,057	$ 115,418	$ 122,344
14	$ 95,513	$ 98,378	$ 103,361	$ 112,062	$ 115,418	$ 118,882	$ 126,013
15	$ 98,378	$ 101,332	$ 106,463	$ 115,423	$ 118,882	$ 122,449	$ 129,796
16	$ 101,332	$ 104,372	$ 109,658	$ 118,886	$ 122,449	$ 126,123	$ 133,690
17	$ 104,372	$ 107,504	$ 112,948	$ 122,452	$ 126,123	$ 129,908	$ 137,702
18	$ 107,504	$ 110,730	$ 116,339	$ 126,127	$ 129,908	$ 133,806	$ 141,832

1 For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

2 For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

EXHIBIT B6

Imperial Community College District
Salary Schedule for 194-Day (35 Hour) Faculty
2022-2023 - Effective July 1, 2022

	A	B	C	D	E	F	G
	Less than a B.A.	B.A.	M.A. B.A. + 30	M.A. + 15 B.A. + 45	M.A. + 30	M.A. + 45	Doctorate
1	$ 71,281	$ 73,419	$ 77,136	$ 83,628	$ 86,137	$ 88,721	$ 94,043
2	$ 73,419	$ 75,624	$ 79,452	$ 86,138	$ 88,722	$ 91,382	$ 96,867
3	$ 75,624	$ 77,893	$ 81,837	$ 88,723	$ 91,383	$ 94,124	$ 99,773
4	$ 77,893	$ 80,230	$ 84,291	$ 91,384	$ 94,125	$ 96,948	$ 102,766
5	$ 80,230	$ 82,638	$ 86,822	$ 94,127	$ 96,949	$ 99,858	$ 105,850
6	$ 82,638	$ 85,118	$ 89,427	$ 96,950	$ 99,859	$ 102,855	$ 109,027
7	$ 85,118	$ 87,671	$ 92,111	$ 99,860	$ 102,856	$ 105,941	$ 112,298
8	$ 87,671	$ 90,301	$ 94,874	$ 102,857	$ 105,942	$ 109,118	$ 115,668
9	$ 90,301	$ 93,010	$ 97,722	$ 105,943	$ 109,120	$ 112,392	$ 119,138
10	$ 93,010	$ 95,802	$ 100,655	$ 109,121	$ 112,394	$ 115,765	$ 122,713
11	$ 95,802	$ 98,677	$ 103,674	$ 112,395	$ 115,766	$ 119,238	$ 126,396
12	$ 98,677	$ 101,638	$ 106,785	$ 115,768	$ 119,239	$ 122,817	$ 130,189
13	$ 101,638	$ 104,687	$ 109,991	$ 119,241	$ 122,819	$ 126,501	$ 134,095
14	$ 104,687	$ 107,830	$ 113,291	$ 122,820	$ 126,503	$ 130,298	$ 138,118
15	$ 107,830	$ 111,064	$ 116,689	$ 126,504	$ 130,300	$ 134,207	$ 142,261
16	$ 111,064	$ 114,397	$ 120,191	$ 130,301	$ 134,209	$ 138,235	$ 146,529
17	$ 114,397	$ 117,829	$ 123,797	$ 134,210	$ 138,236	$ 142,382	$ 150,925
18	$ 117,829	$ 121,364	$ 127,512	$ 138,237	$ 142,383	$ 146,653	$ 155,453

For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

EXHIBIT B7

Imperial Community College District
Salary Schedule for 194-Day (40 Hour) Faculty
2022-2023 - Effective July 1, 2022

	A	B	C	D	E	F	G
	Less than a B.A.	B.A.	M.A. B.A. + 30	M.A. + 15 B.A. + 45	M.A. + 30	M.A. + 45	Doctorate
1	$ 81,357	$ 83,799	$ 88,043	$ 95,452	$ 98,315	$ 101,263	$ 107,342
2	$ 83,799	$ 86,313	$ 90,686	$ 98,316	$ 101,263	$ 104,304	$ 110,562
3	$ 86,313	$ 88,904	$ 93,407	$ 101,264	$ 104,304	$ 107,433	$ 113,880
4	$ 88,904	$ 91,570	$ 96,211	$ 104,305	$ 107,433	$ 110,657	$ 117,297
5	$ 91,570	$ 94,320	$ 99,098	$ 107,434	$ 110,657	$ 113,977	$ 120,818
6	$ 94,320	$ 97,149	$ 102,071	$ 110,658	$ 113,977	$ 117,398	$ 124,442
7	$ 97,149	$ 100,064	$ 105,134	$ 113,979	$ 117,398	$ 120,920	$ 128,177
8	$ 100,064	$ 103,066	$ 108,289	$ 117,399	$ 120,920	$ 124,547	$ 132,021
9	$ 103,066	$ 106,160	$ 111,537	$ 120,922	$ 124,547	$ 128,284	$ 135,983
10	$ 106,160	$ 109,346	$ 114,885	$ 124,550	$ 128,284	$ 132,134	$ 140,063
11	$ 109,346	$ 112,627	$ 118,333	$ 128,285	$ 132,134	$ 136,098	$ 144,265
12	$ 112,627	$ 116,005	$ 121,883	$ 132,135	$ 136,098	$ 140,183	$ 148,594
13	$ 116,005	$ 119,485	$ 125,540	$ 136,099	$ 140,183	$ 144,389	$ 153,053
14	$ 119,485	$ 123,071	$ 129,307	$ 140,184	$ 144,389	$ 148,721	$ 157,646
15	$ 123,071	$ 126,764	$ 133,188	$ 144,390	$ 148,721	$ 153,183	$ 162,375
16	$ 126,764	$ 130,568	$ 137,182	$ 148,722	$ 153,183	$ 157,780	$ 167,247
17	$ 130,568	$ 134,484	$ 141,299	$ 153,184	$ 157,780	$ 162,512	$ 172,265
18	$ 134,484	$ 138,521	$ 145,539	$ 157,781	$ 162,512	$ 167,388	$ 177,434

1 For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

2 For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

Imperial Community College
Salary Schedule 194-Day (40 Hour) Faculty
Effective 2023-2024 - 8.47% increase

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	Less than a BA	B.A.	M.A. B.A+30	M.A.+15 B.A.+ 45	M.A.+30	M.A.+45	Doctorate
1	$ 88,248	$ 90,897	$ 95,501	$ 103,537	$ 106,643	$ 109,840	$ 116,434
2	$ 90,897	$ 93,624	$ 98,367	$ 106,644	$ 109,840	$ 113,139	$ 119,927
3	$ 93,624	$ 96,435	$ 101,319	$ 109,842	$ 113,139	$ 116,532	$ 123,525
4	$ 96,435	$ 99,326	$ 104,360	$ 113,140	$ 116,532	$ 120,030	$ 127,232
5	$ 99,326	$ 102,309	$ 107,492	$ 116,533	$ 120,030	$ 123,631	$ 131,051
6	$ 102,309	$ 105,378	$ 110,716	$ 120,031	$ 123,631	$ 127,342	$ 134,982
7	$ 105,378	$ 108,539	$ 114,039	$ 123,633	$ 127,342	$ 131,161	$ 139,034
8	$ 108,539	$ 111,796	$ 117,461	$ 127,343	$ 131,161	$ 135,096	$ 143,204
9	$ 111,796	$ 115,151	$ 120,985	$ 131,164	$ 135,096	$ 139,150	$ 147,501
10	$ 115,151	$ 118,607	$ 124,616	$ 135,099	$ 139,150	$ 143,325	$ 151,927
11	$ 118,607	$ 122,166	$ 128,355	$ 139,151	$ 143,325	$ 147,626	$ 156,484
12	$ 122,166	$ 125,831	$ 132,207	$ 143,326	$ 147,626	$ 152,056	$ 161,180
13	$ 125,831	$ 129,606	$ 136,173	$ 147,627	$ 152,056	$ 156,619	$ 166,017
14	$ 129,606	$ 133,495	$ 140,260	$ 152,057	$ 156,619	$ 161,318	$ 170,999
15	$ 133,495	$ 137,501	$ 144,469	$ 156,620	$ 161,318	$ 166,157	$ 176,128
16	$ 137,501	$ 141,627	$ 148,802	$ 161,319	$ 166,157	$ 171,144	$ 181,413
17	$ 141,627	$ 145,875	$ 153,267	$ 166,158	$ 171,144	$ 176,277	$ 186,856
18	$ 145,875	$ 150,254	$ 157,866	$ 171,145	$ 176,277	$ 181,566	$ 192,462

Imperial Community College
Salary Schedule 177-Day Faculty
Effective 2023-2024 - 8.47% increase

	Column A	Column B	Column C	Column D	Column E	Column F	ColumnG
	Less than a BA	B.A.	M.A. B.A+30	M.A.+15 B.A.+ 45	M.A.+30	M.A.+45	Doctorate
1	$ 70,542	$ 72,658	$ 76,340	$ 82,762	$ 85,244	$ 87,803	$ 93,070
2	$ 72,658	$ 74,839	$ 78,632	$ 85,246	$ 87,803	$ 90,437	$ 95,863
3	$ 74,839	$ 77,085	$ 80,991	$ 87,804	$ 90,437	$ 93,151	$ 98,741
4	$ 77,085	$ 79,398	$ 83,423	$ 90,439	$ 93,151	$ 95,948	$ 101,704
5	$ 79,398	$ 81,780	$ 85,924	$ 93,154	$ 95,948	$ 98,825	$ 104,754
6	$ 81,780	$ 84,235	$ 88,503	$ 95,950	$ 98,825	$ 101,792	$ 107,899
7	$ 84,235	$ 86,762	$ 91,158	$ 98,829	$ 101,792	$ 104,846	$ 111,137
8	$ 86,762	$ 89,365	$ 93,894	$ 101,794	$ 104,846	$ 107,992	$ 114,471
9	$ 89,365	$ 92,047	$ 96,711	$ 104,848	$ 107,992	$ 111,232	$ 117,905
10	$ 92,047	$ 94,809	$ 99,613	$ 107,995	$ 111,232	$ 114,570	$ 121,442
11	$ 94,809	$ 97,653	$ 102,602	$ 111,235	$ 114,570	$ 118,008	$ 125,087
12	$ 97,653	$ 100,586	$ 105,679	$ 114,573	$ 118,008	$ 121,548	$ 128,840
13	$ 100,586	$ 103,603	$ 108,850	$ 118,012	$ 121,548	$ 125,194	$ 132,707
14	$ 103,603	$ 106,711	$ 112,116	$ 121,553	$ 125,194	$ 128,951	$ 136,687
15	$ 106,711	$ 109,915	$ 115,480	$ 125,199	$ 128,951	$ 132,821	$ 140,789
16	$ 109,915	$ 113,212	$ 118,946	$ 128,956	$ 132,821	$ 136,806	$ 145,013
17	$ 113,212	$ 116,610	$ 122,515	$ 132,824	$ 136,806	$ 140,911	$ 149,365
18	$ 116,610	$ 120,109	$ 126,192	$ 136,810	$ 140,911	$ 145,140	$ 153,845

Imperial Community College

Salary Schedule 194-Day (30 Hour and 35 Hour) Faculty

Effective 2023-2024 - 8.47% increase

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	Less than a BA	B.A.	M.A. B.A+30	M.A.+15 B.A.+ 45	M.A.+30	M.A.+45	Doctorate
1	$ 77,318	$ 79,638	$ 83,669	$ 90,711	$ 93,433	$ 96,235	$ 102,008
2	$ 79,638	$ 82,029	$ 86,181	$ 93,434	$ 96,236	$ 99,122	$ 105,072
3	$ 82,029	$ 84,491	$ 88,768	$ 96,238	$ 99,124	$ 102,096	$ 108,224
4	$ 84,491	$ 87,026	$ 91,431	$ 99,125	$ 102,098	$ 105,160	$ 111,470
5	$ 87,026	$ 89,637	$ 94,175	$ 102,100	$ 105,161	$ 108,316	$ 114,815
6	$ 89,637	$ 92,327	$ 97,001	$ 105,162	$ 108,317	$ 111,567	$ 118,262
7	$ 92,327	$ 95,096	$ 99,913	$ 108,318	$ 111,568	$ 114,914	$ 121,810
8	$ 95,096	$ 97,950	$ 102,910	$ 111,569	$ 114,915	$ 118,360	$ 125,465
9	$ 97,950	$ 100,888	$ 105,999	$ 114,916	$ 118,363	$ 121,911	$ 129,229
10	$ 100,888	$ 103,917	$ 109,180	$ 118,364	$ 121,914	$ 125,570	$ 133,107
11	$ 103,917	$ 107,035	$ 112,455	$ 121,915	$ 125,571	$ 129,338	$ 137,101
12	$ 107,035	$ 110,247	$ 115,830	$ 125,574	$ 129,339	$ 133,219	$ 141,216
13	$ 110,247	$ 113,554	$ 119,307	$ 129,340	$ 133,221	$ 137,216	$ 145,452
14	$ 113,554	$ 116,963	$ 122,887	$ 133,223	$ 137,217	$ 141,334	$ 149,817
15	$ 116,963	$ 120,471	$ 126,572	$ 137,218	$ 141,336	$ 145,574	$ 154,311
16	$ 120,471	$ 124,086	$ 130,371	$ 141,337	$ 145,576	$ 149,943	$ 158,940
17	$ 124,086	$ 127,809	$ 134,283	$ 145,578	$ 149,944	$ 154,442	$ 163,708
18	$ 127,809	$ 131,643	$ 138,312	$ 149,945	$ 154,443	$ 159,075	$ 168,620