

EXHIBIT B8

**Imperial Community College District
Salary Schedule for 177-Day Faculty
2020-2021 - Effective July 1, 2020**

	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	\$ 55,352	\$ 57,013	\$ 59,902	\$ 66,762	\$ 68,764	\$ 70,828	\$ 75,077
2	\$ 57,013	\$ 58,724	\$ 61,700	\$ 68,765	\$ 70,828	\$ 72,952	\$ 77,330
3	\$ 58,724	\$ 60,486	\$ 63,551	\$ 70,829	\$ 72,952	\$ 75,142	\$ 79,651
4	\$ 60,486	\$ 62,301	\$ 65,459	\$ 72,954	\$ 75,142	\$ 77,398	\$ 82,041
5	\$ 62,301	\$ 64,170	\$ 67,422	\$ 75,144	\$ 77,398	\$ 79,719	\$ 84,502
6	\$ 64,170	\$ 66,096	\$ 69,445	\$ 77,400	\$ 79,719	\$ 82,112	\$ 87,038
7	\$ 66,096	\$ 68,079	\$ 71,529	\$ 79,722	\$ 82,112	\$ 84,576	\$ 89,650
8	\$ 68,079	\$ 70,122	\$ 73,675	\$ 82,114	\$ 84,576	\$ 87,114	\$ 92,340
9	\$ 70,122	\$ 72,226	\$ 75,886	\$ 84,578	\$ 87,114	\$ 89,727	\$ 95,110
10	\$ 72,226	\$ 74,394	\$ 78,163	\$ 87,116	\$ 89,727	\$ 92,420	\$ 97,964
11	\$ 74,394	\$ 76,625	\$ 80,508	\$ 89,730	\$ 92,420	\$ 95,193	\$ 100,904
12	\$ 76,625	\$ 78,926	\$ 82,923	\$ 92,422	\$ 95,193	\$ 98,049	\$ 103,931
13	\$ 78,926	\$ 81,294	\$ 85,411	\$ 95,196	\$ 98,049	\$ 100,990	\$ 107,050
14	\$ 81,294	\$ 83,733	\$ 87,974	\$ 98,053	\$ 100,990	\$ 104,021	\$ 110,261
15	\$ 83,733	\$ 86,246	\$ 90,614	\$ 100,994	\$ 104,021	\$ 107,142	\$ 113,570
16	\$ 86,246	\$ 88,834	\$ 93,333	\$ 104,024	\$ 107,142	\$ 110,357	\$ 116,978
17	\$ 88,834	\$ 91,500	\$ 96,134	\$ 107,145	\$ 110,357	\$ 113,668	\$ 120,488
18	\$ 91,500	\$ 94,245	\$ 99,019	\$ 110,360	\$ 113,668	\$ 117,079	\$ 124,102

- 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
- 3 Unit members with an earned doctorate hired before July 1, 2018 should refer to Exhibit B1 for information on placement on Column G.

EXHIBIT B9

**Imperial Community College District
Salary Schedule for 194-Day (35 Hour) Faculty
2020-2021 - Effective July 1, 2020**

	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	\$ 60,669	\$ 62,489	\$ 65,653	\$ 73,174	\$ 75,369	\$ 77,630	\$ 82,287
2	\$ 62,489	\$ 64,365	\$ 67,624	\$ 75,370	\$ 77,631	\$ 79,959	\$ 84,758
3	\$ 64,365	\$ 66,297	\$ 69,654	\$ 77,632	\$ 79,960	\$ 82,358	\$ 87,301
4	\$ 66,297	\$ 68,286	\$ 71,743	\$ 79,961	\$ 82,359	\$ 84,829	\$ 89,920
5	\$ 68,286	\$ 70,335	\$ 73,896	\$ 82,361	\$ 84,830	\$ 87,375	\$ 92,618
6	\$ 70,335	\$ 72,446	\$ 76,114	\$ 84,831	\$ 87,376	\$ 89,997	\$ 95,398
7	\$ 72,446	\$ 74,619	\$ 78,398	\$ 87,377	\$ 89,998	\$ 92,697	\$ 98,260
8	\$ 74,619	\$ 76,858	\$ 80,750	\$ 89,999	\$ 92,698	\$ 95,478	\$ 101,208
9	\$ 76,858	\$ 79,164	\$ 83,174	\$ 92,699	\$ 95,479	\$ 98,342	\$ 104,245
10	\$ 79,164	\$ 81,540	\$ 85,670	\$ 95,480	\$ 98,344	\$ 101,293	\$ 107,373
11	\$ 81,540	\$ 83,987	\$ 88,240	\$ 98,345	\$ 101,294	\$ 104,333	\$ 110,595
12	\$ 83,987	\$ 86,507	\$ 90,888	\$ 101,296	\$ 104,334	\$ 107,464	\$ 113,914
13	\$ 86,507	\$ 89,102	\$ 93,616	\$ 104,335	\$ 107,465	\$ 110,688	\$ 117,332
14	\$ 89,102	\$ 91,777	\$ 96,425	\$ 107,466	\$ 110,689	\$ 114,009	\$ 120,852
15	\$ 91,777	\$ 94,530	\$ 99,317	\$ 110,690	\$ 114,011	\$ 117,430	\$ 124,478
16	\$ 94,530	\$ 97,366	\$ 102,298	\$ 114,012	\$ 117,432	\$ 120,954	\$ 128,212
17	\$ 97,366	\$ 100,287	\$ 105,367	\$ 117,433	\$ 120,955	\$ 124,583	\$ 132,058
18	\$ 100,287	\$ 103,296	\$ 108,529	\$ 120,956	\$ 124,584	\$ 128,321	\$ 136,021

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.

3 Unit members with an earned doctorate hired before July 1, 2018 should refer to Exhibit B1 for information on placement on Column G.

EXHIBIT B10

**Imperial Community College District
Salary Schedule for 194-Day (40 Hour) Faculty
2020-2021 - Effective July 1, 2020**

	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	\$ 69,245	\$ 71,324	\$ 74,936	\$ 83,520	\$ 86,025	\$ 88,605	\$ 93,923
2	\$ 71,324	\$ 73,464	\$ 77,185	\$ 86,026	\$ 88,605	\$ 91,265	\$ 96,741
3	\$ 73,464	\$ 75,669	\$ 79,502	\$ 88,606	\$ 91,265	\$ 94,003	\$ 99,644
4	\$ 75,669	\$ 77,938	\$ 81,888	\$ 91,266	\$ 94,003	\$ 96,824	\$ 102,634
5	\$ 77,938	\$ 80,278	\$ 84,345	\$ 94,004	\$ 96,824	\$ 99,729	\$ 105,715
6	\$ 80,278	\$ 82,686	\$ 86,875	\$ 96,825	\$ 99,729	\$ 102,722	\$ 108,886
7	\$ 82,686	\$ 85,167	\$ 89,483	\$ 99,731	\$ 102,722	\$ 105,804	\$ 112,154
8	\$ 85,167	\$ 87,723	\$ 92,168	\$ 102,723	\$ 105,804	\$ 108,978	\$ 115,518
9	\$ 87,723	\$ 90,355	\$ 94,933	\$ 105,806	\$ 108,978	\$ 112,248	\$ 118,984
10	\$ 90,355	\$ 93,067	\$ 97,782	\$ 108,980	\$ 112,248	\$ 115,616	\$ 122,554
11	\$ 93,067	\$ 95,860	\$ 100,716	\$ 112,249	\$ 115,616	\$ 119,085	\$ 126,231
12	\$ 95,860	\$ 98,735	\$ 103,738	\$ 115,617	\$ 119,085	\$ 122,659	\$ 130,019
13	\$ 98,735	\$ 101,697	\$ 106,851	\$ 119,086	\$ 122,659	\$ 126,339	\$ 133,921
14	\$ 101,697	\$ 104,749	\$ 110,057	\$ 122,660	\$ 126,339	\$ 130,130	\$ 137,939
15	\$ 104,749	\$ 107,893	\$ 113,360	\$ 126,340	\$ 130,130	\$ 134,034	\$ 142,077
16	\$ 107,893	\$ 111,130	\$ 116,760	\$ 130,131	\$ 134,034	\$ 138,056	\$ 146,340
17	\$ 111,130	\$ 114,464	\$ 120,264	\$ 134,035	\$ 138,056	\$ 142,197	\$ 150,731
18	\$ 114,464	\$ 117,899	\$ 123,873	\$ 138,057	\$ 142,197	\$ 146,464	\$ 155,253

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.

3 Unit members with an earned doctorate hired before July 1, 2018 should refer to Exhibit B1 for information on placement on Column G.