



MONTEREY PENINSULA College

Monterey Peninsula Community College District
Office of Human Resources

Salary Schedules
2021-2022

Faculty (Schedule A and B)
Coaching
Older Adult Program

Monterey Peninsula Community College District

Salary Schedule A - Contract Faculty

2021-2022

Step	Column I	Column II	Column III	Column IV	Column V	Step
1	\$ 53,044.00	\$ 57,420.00	\$ 61,792.00	\$ 66,169.00	\$ 70,549.00	1
2	\$ 55,688.00	\$ 60,063.00	\$ 64,436.00	\$ 68,819.00	\$ 73,192.00	2
3	\$ 58,346.00	\$ 62,716.00	\$ 67,094.00	\$ 71,470.00	\$ 75,850.00	3
4	\$ 60,993.00	\$ 65,370.00	\$ 69,745.00	\$ 74,119.00	\$ 78,497.00	4
5	\$ 63,642.00	\$ 68,021.00	\$ 72,391.00	\$ 76,767.00	\$ 81,150.00	5
6		\$ 70,670.00	\$ 75,049.00	\$ 79,432.00	\$ 83,793.00	6
7		\$ 73,337.00	\$ 77,699.00	\$ 82,079.00	\$ 86,459.00	7
8		\$ 75,977.00	\$ 80,356.00	\$ 84,726.00	\$ 89,109.00	8
9		\$ 78,955.00	\$ 83,016.00	\$ 87,385.00	\$ 91,765.00	9
10		\$ 82,052.00	\$ 85,645.00	\$ 90,030.00	\$ 94,415.00	10
11			\$ 88,295.00	\$ 92,689.00	\$ 96,915.00	11
12			\$ 91,440.00	\$ 95,334.00	\$ 99,718.00	12
13			\$ 94,697.00	\$ 97,986.00	\$ 102,363.00	13
14				\$ 100,636.00	\$ 105,015.00	14
15				\$ 103,831.00	\$ 107,675.00	15
16					\$ 110,326.00	16
17					\$ 112,970.00	17

Notes:

1. Unless approved by the Superintendent/President, and ratified by the Governing Board, the maximum salary at which a new person may be hired is Step 6 in the appropriate column of the schedule.
2. An annual bonus of \$3,290 will be awarded for an earned doctorate from an accredited institution.
3. An annual bonus of \$2,332 will be awarded for multiple master's degrees. Unit members receiving a stipend for an earned doctorate will not be eligible for a multiple master's degrees stipend.
4. Directors with extra responsibility pay will earn an annual stipend of \$2,062
5. Instructors will earn a work experience stipend of \$75.00 per student unless the student is part of an instructor's load.
6. Per section 16.4.4.3 of the MPCCD/MPCTA agreement, a unit member who has reached the top of any truncated column shall not receive step credit on the next higher column for the years during which he/she was frozen at his/her step on the lower column.

Effective Date: 7/01/2021

Board Approval: 6/3/2021

Monterey Peninsula Community College District

Schedule A

Salary Schedule

Faculty Qualified By State Minimum Standards

I	II	III	IV	V
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA
Disciplines NOT Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Units in Education OR Master's Degree + 4 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education

Monterey Peninsula Community College District

Salary Schedule B

2021-2022

Step	Column I	Column II	Column III	Column IV	Column V	Column VI	Step
1	\$ 48.82	\$ 53.30	\$ 57.76	\$ 62.22	\$ 66.71	\$ 70.52	1
2	\$ 51.50	\$ 55.96	\$ 60.39	\$ 64.88	\$ 69.36	\$ 73.25	2
3	\$ 54.28	\$ 58.74	\$ 63.18	\$ 67.61	\$ 72.07	\$ 75.97	3
4	\$ 56.94	\$ 61.40	\$ 65.84	\$ 70.35	\$ 74.81	\$ 78.63	4
5	\$ 59.55	\$ 64.08	\$ 68.58	\$ 73.02	\$ 77.44	\$ 81.38	5
6	\$ 62.30	\$ 66.87	\$ 71.36	\$ 75.81	\$ 80.26	\$ 84.02	6
7	\$ 65.04	\$ 69.52	\$ 73.98	\$ 78.48	\$ 82.95	\$ 86.86	7
8			\$ 76.69	\$ 81.18	\$ 85.69	\$ 89.55	8
9			\$ 79.45	\$ 83.94	\$ 88.34	\$ 92.28	9
10			\$ 82.14	\$ 86.65	\$ 91.00	\$ 94.94	10
11			\$ 84.88	\$ 89.35	\$ 93.64	\$ 97.64	11

Effective Date: 7/01/2021

Board Approval: 6/3/2021

Monterey Peninsula Community College District

Salary Schedule B

Salary Schedule

Faculty Qualified By State Minimum Standards

I	II	III	IV	V	VI
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA	Earned Doctorate from an accredited institution
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA	Earned Doctorate from an accredited institution
Disciplines NOT Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Units in Education OR Master's Degree + 4 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education	

Monterey Peninsula Community College District

Non-Contract Hourly Coaching Pay Schedule

2021-2022

Stipend	Head Coach
First Year	\$ 3,836
Second Year	\$ 4,210
Third Year	\$ 4,594
Fourth Year	\$ 4,989
Fifth Year	\$ 5,379
Sixth Year	\$ 5,862

Non-contract, Hourly Head Coach Compensation

- All non-contract head coaches will receive the following compensation:
 - Compensation for instructional hours assigned for intercollegiate athletics course (i.e. 170 hours) at the appropriate step/column of the hourly salary schedule (B), plus other duties associated with coaching a team sport.
 - A stipend based on the table above.

Non-contract Assistant Coach Compensation

- All non-contract assistant coaches will receive a flat stipend of \$5,000

Head coaches with previous experience as assistant coaches will receive placement on the head coach schedule that provides the same salary rate as previous placement on the assistant coach's schedule.

Effective Date: 7/01/2021

Board Approval: 6/3/2021

Monterey Peninsula Community College District

Older Adult Hourly Rate

2021-2022

Hourly Rate: \$32.93

Notes:

1. Older Adult Instructors are not part of the MPCTA bargaining unit.
2. Sick Leave is earned at the rate of one hour for every 18 hours worked.
3. Minimum teaching qualifications are established by the State of California.

Effective Date: 7/01/2013
Board Approval: 6/26/2013