

EXHIBIT B5

**Imperial Community College District
Salary Schedule for 177-Day Faculty
2019-2020 - Effective July 1, 2019**

	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	\$ 54,267	\$ 55,895	\$ 58,727	\$ 65,453	\$ 67,416	\$ 69,439	\$ 73,605
2	\$ 55,895	\$ 57,573	\$ 60,490	\$ 67,417	\$ 69,439	\$ 71,522	\$ 75,814
3	\$ 57,573	\$ 59,300	\$ 62,305	\$ 69,440	\$ 71,522	\$ 73,669	\$ 78,089
4	\$ 59,300	\$ 61,079	\$ 64,175	\$ 71,524	\$ 73,669	\$ 75,880	\$ 80,432
5	\$ 61,079	\$ 62,912	\$ 66,100	\$ 73,671	\$ 75,880	\$ 78,156	\$ 82,845
6	\$ 62,912	\$ 64,800	\$ 68,083	\$ 75,882	\$ 78,156	\$ 80,502	\$ 85,331
7	\$ 64,800	\$ 66,744	\$ 70,126	\$ 78,159	\$ 80,502	\$ 82,918	\$ 87,892
8	\$ 66,744	\$ 68,747	\$ 72,230	\$ 80,504	\$ 82,918	\$ 85,406	\$ 90,529
9	\$ 68,747	\$ 70,810	\$ 74,398	\$ 82,920	\$ 85,406	\$ 87,968	\$ 93,245
10	\$ 70,810	\$ 72,935	\$ 76,630	\$ 85,408	\$ 87,968	\$ 90,608	\$ 96,043
11	\$ 72,935	\$ 75,123	\$ 78,929	\$ 87,971	\$ 90,608	\$ 93,326	\$ 98,925
12	\$ 75,123	\$ 77,378	\$ 81,297	\$ 90,610	\$ 93,326	\$ 96,126	\$ 101,893
13	\$ 77,378	\$ 79,700	\$ 83,736	\$ 93,329	\$ 96,126	\$ 99,010	\$ 104,951
14	\$ 79,700	\$ 82,091	\$ 86,249	\$ 96,130	\$ 99,010	\$ 101,981	\$ 108,099
15	\$ 82,091	\$ 84,555	\$ 88,837	\$ 99,014	\$ 101,981	\$ 105,041	\$ 111,343
16	\$ 84,555	\$ 87,092	\$ 91,503	\$ 101,984	\$ 105,041	\$ 108,193	\$ 114,684
17	\$ 87,092	\$ 89,706	\$ 94,249	\$ 105,044	\$ 108,193	\$ 111,439	\$ 118,125
18	\$ 89,706	\$ 92,397	\$ 97,077	\$ 108,196	\$ 111,439	\$ 114,783	\$ 121,669

- 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 B6

**Imperial Community College District
Salary Schedule for 194-Day (35 Hour) Faculty
2019-2020 - Effective July 1, 2019**

	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	\$ 59,479	\$ 61,264	\$ 64,366	\$ 71,739	\$ 73,891	\$ 76,108	\$ 80,674
2	\$ 61,264	\$ 63,103	\$ 66,298	\$ 73,892	\$ 76,109	\$ 78,391	\$ 83,096
3	\$ 63,103	\$ 64,997	\$ 68,288	\$ 76,110	\$ 78,392	\$ 80,743	\$ 85,589
4	\$ 64,997	\$ 66,947	\$ 70,336	\$ 78,393	\$ 80,744	\$ 83,166	\$ 88,157
5	\$ 66,947	\$ 68,956	\$ 72,447	\$ 80,746	\$ 83,167	\$ 85,662	\$ 90,802
6	\$ 68,956	\$ 71,025	\$ 74,622	\$ 83,168	\$ 85,663	\$ 88,232	\$ 93,527
7	\$ 71,025	\$ 73,156	\$ 76,861	\$ 85,664	\$ 88,233	\$ 90,879	\$ 96,333
8	\$ 73,156	\$ 75,351	\$ 79,167	\$ 88,234	\$ 90,880	\$ 93,606	\$ 99,224
9	\$ 75,351	\$ 77,612	\$ 81,543	\$ 90,881	\$ 93,607	\$ 96,414	\$ 102,201
10	\$ 77,612	\$ 79,941	\$ 83,990	\$ 93,608	\$ 96,416	\$ 99,307	\$ 105,268
11	\$ 79,941	\$ 82,340	\$ 86,510	\$ 96,417	\$ 99,308	\$ 102,287	\$ 108,426
12	\$ 82,340	\$ 84,811	\$ 89,106	\$ 99,310	\$ 102,288	\$ 105,357	\$ 111,680
13	\$ 84,811	\$ 87,355	\$ 91,780	\$ 102,289	\$ 105,358	\$ 108,518	\$ 115,031
14	\$ 87,355	\$ 89,977	\$ 94,534	\$ 105,359	\$ 108,519	\$ 111,774	\$ 118,482
15	\$ 89,977	\$ 92,676	\$ 97,370	\$ 108,520	\$ 111,775	\$ 115,127	\$ 122,037
16	\$ 92,676	\$ 95,457	\$ 100,292	\$ 111,776	\$ 115,129	\$ 118,582	\$ 125,698
17	\$ 95,457	\$ 98,321	\$ 103,301	\$ 115,130	\$ 118,583	\$ 122,140	\$ 129,469
18	\$ 98,321	\$ 101,271	\$ 106,401	\$ 118,584	\$ 122,141	\$ 125,805	\$ 133,354

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 B7

**Imperial Community College District
Salary Schedule for 194-Day (40 Hour) Faculty
2019-2020 - Effective July 1, 2019**

	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	\$ 67,887	\$ 69,925	\$ 73,467	\$ 81,882	\$ 84,338	\$ 86,868	\$ 92,081
2	\$ 69,925	\$ 72,024	\$ 75,672	\$ 84,339	\$ 86,868	\$ 89,475	\$ 94,844
3	\$ 72,024	\$ 74,185	\$ 77,943	\$ 86,869	\$ 89,475	\$ 92,160	\$ 97,690
4	\$ 74,185	\$ 76,410	\$ 80,282	\$ 89,476	\$ 92,160	\$ 94,925	\$ 100,622
5	\$ 76,410	\$ 78,704	\$ 82,691	\$ 92,161	\$ 94,925	\$ 97,774	\$ 103,642
6	\$ 78,704	\$ 81,065	\$ 85,172	\$ 94,926	\$ 97,774	\$ 100,708	\$ 106,751
7	\$ 81,065	\$ 83,497	\$ 87,728	\$ 97,775	\$ 100,708	\$ 103,729	\$ 109,955
8	\$ 83,497	\$ 86,003	\$ 90,361	\$ 100,709	\$ 103,729	\$ 106,841	\$ 113,253
9	\$ 86,003	\$ 88,583	\$ 93,072	\$ 103,731	\$ 106,841	\$ 110,047	\$ 116,651
10	\$ 88,583	\$ 91,242	\$ 95,865	\$ 106,843	\$ 110,047	\$ 113,349	\$ 120,151
11	\$ 91,242	\$ 93,980	\$ 98,741	\$ 110,048	\$ 113,349	\$ 116,750	\$ 123,756
12	\$ 93,980	\$ 96,799	\$ 101,704	\$ 113,350	\$ 116,750	\$ 120,254	\$ 127,470
13	\$ 96,799	\$ 99,703	\$ 104,756	\$ 116,751	\$ 120,254	\$ 123,862	\$ 131,295
14	\$ 99,703	\$ 102,695	\$ 107,899	\$ 120,255	\$ 123,862	\$ 127,578	\$ 135,234
15	\$ 102,695	\$ 105,777	\$ 111,137	\$ 123,863	\$ 127,578	\$ 131,406	\$ 139,291
16	\$ 105,777	\$ 108,951	\$ 114,471	\$ 127,579	\$ 131,406	\$ 135,349	\$ 143,471
17	\$ 108,951	\$ 112,220	\$ 117,906	\$ 131,407	\$ 135,349	\$ 139,409	\$ 147,775
18	\$ 112,220	\$ 115,587	\$ 121,444	\$ 135,350	\$ 139,409	\$ 143,592	\$ 152,209

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.