



PALOMAR COMMUNITY COLLEGE DISTRICT

Full-Time Faculty Salary Placement Information

Salary placement is determined based upon the possession of minimum qualifications for the discipline and academic or related occupational experience in the discipline. Appropriate placement is verified by transcripts and employment verifications submitted to Human Resource Services.

Grade Placement

Salary grade placement is based upon the completion of upper division or graduate level coursework at an accredited institution and (when indicated below) experience in the discipline. Only earned degrees (as distinguished from honorary and others) from an accredited institution meet the requirements listed below. Quarter and trimester units of credit shall be converted to semester unit equivalents for placement purposes (1 quarter or trimester unit = 2/3 of a semester unit).

Grade	Qualifications
B	Must meet <u>one</u> of the following qualifications listed under a) through d): a) Associate Degree and 6 years of experience in the discipline, plus the appropriate license or certificate. b) Bachelor's Degree and 2 years of experience in the discipline, plus the appropriate license or certificate. c) Bachelor's Degree and 24 semester units of college work completed subsequent to receiving the Bachelor's Degree. d) Vocational credential (full-time clear).
C	Must meet <u>one</u> of the following qualifications listed under a) through b): a) Master's Degree. b) Vocational credential (full-time clear) and 24 semester units of coursework completed subsequent to receiving the credential.
D	Must meet <u>both</u> of the following qualifications listed under a) through b): a) Bachelor's Degree and 48 semester units of coursework completed subsequent to receiving the Bachelor's Degree. b) Master's Degree.
E	Must meet <u>both</u> of the following qualifications listed under a) through b): a) Bachelor's Degree and 72 semester units of coursework completed subsequent to receiving the Bachelor's Degree. b) Master's Degree.
F	Must meet <u>both</u> of the following qualifications listed under a) through b): a) Bachelor's Degree and 96 semester units of coursework completed subsequent to receiving the Bachelor's Degree. b) Master's Degree.
G	Must have: Bachelor's Degree, 120 semester units of coursework completed subsequent to receiving the Bachelor's Degree, <u>and</u> 2 Master's Degrees.
H	Must have: Doctorate Degree

Step Placement

Salary step placement is based upon prior college or secondary teaching experience or occupational experience related to the discipline. No faculty member shall receive an initial step placement higher than step 8 except when the Superintendent/President has recommended that a position be advertised at a higher rate than step 8, in which case the faculty member may receive credit for additional years of experience up to a maximum of Step 12.

Grade	Step Placement
B	A faculty member possessing the minimum qualifications for Grade B shall be placed at Step 1. One (1) additional step shall be allowed for each year of prior experience in excess of the minimum qualifications.
C-G	One (1) step shall be allowed for each year of experience.