



## PALOMAR COMMUNITY COLLEGE DISTRICT

### Full-Time Faculty Salary Placement Information

Salary placement is based upon the possession of minimum qualifications for the discipline and academic or related occupational experience in the discipline. Appropriate placement is verified by official 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 c): 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.
C	Master's Degree.
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 meet <u>one</u> of the qualifications listed under a) through b): a) Bachelor's Degree, 120 semester units of coursework completed subsequent to receiving the Bachelor's Degree, <u>and</u> a Master's Degree. b) Two Master's Degrees.
H	Doctorate Degree

#### **Initial Step Placement**

Grade B through H –

A faculty member meeting minimum qualifications for Grade B shall be placed on Step 1. Additional steps shall be allowed for each year of prior secondary or college teaching or related occupational experience in excess of the minimum requirements. No person shall receive an initial step placement higher than Step 8, except as provided in Section b below.

Initial Placement above Step 8 –

When the Superintendent/President has recommended that a position be advertised at a higher rate than Step 8, the faculty member may receive credit for additional years of experience up to Step 12.