

**AFT Guild - College**  
**Classroom Adjunct/Overload Assignments**  
**Salary Schedule Effective January 1, 2020**

		Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
		Masters per MQ	45 Units w/MA	60 Units w/MA	75 Units w/MA	90 Units w/MA	105 Units w/MA or PhD
		BA+2 or AA+6 Professional Years Exp*	15 Add'l Units w/Class 1 Requirements	30 Add'l Units w/Class 1 Requirements	45 Add'l Units w/Class 1 Requirements	60 Add'l Units w/Class 1 Requirements	75 Add'l Units, w/BA Awarded
Hours	Step						
< 450	A	\$ 66.74	\$ 70.08	\$ 73.58	\$ 77.26	\$ 81.12	\$ 85.18
450	B	\$ 68.58	\$ 72.00	\$ 75.60	\$ 79.38	\$ 83.35	\$ 87.52
900	C	\$ 70.46	\$ 73.98	\$ 77.68	\$ 81.57	\$ 85.65	\$ 89.93
1350	D	\$ 72.40	\$ 76.02	\$ 79.82	\$ 83.81	\$ 88.00	\$ 92.40
1800	E	\$ 74.39	\$ 78.11	\$ 82.01	\$ 86.12	\$ 90.42	\$ 94.02
2250	F	\$ 76.44	\$ 80.26	\$ 84.27	\$ 88.48	\$ 92.91	

Effective 1/1/2020 - 0.75% added to 6E and then 2.25% across the board

**AFT Guild - College**  
**Non-Classroom Adjunct/Overload Assignments**  
**Salary Schedule Effective January 1, 2020**

		Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
		Masters per MQ	45 Units w/MA	60 Units w/MA	75 Units w/MA	90 Units w/MA	105 Units w/MA or PhD
		BA+2 or AA+6 Professional Years Exp*	15 Add'l Units w/Class 1 Requirements	30 Add'l Units w/Class 1 Requirements	45 Add'l Units w/Class 1 Requirements	60 Add'l Units w/Class 1 Requirements	75 Add'l Units, w/BA Awarded
Hours	Step						
< 450	A	\$ 50.06	\$ 52.56	\$ 55.19	\$ 57.95	\$ 60.85	\$ 63.89
450	B	\$ 51.44	\$ 54.01	\$ 56.71	\$ 59.54	\$ 62.52	\$ 65.65
900	C	\$ 52.85	\$ 55.49	\$ 58.27	\$ 61.18	\$ 64.24	\$ 67.45
1350	D	\$ 54.30	\$ 57.02	\$ 59.87	\$ 62.86	\$ 66.01	\$ 69.31
1800	E	\$ 55.80	\$ 58.59	\$ 61.52	\$ 64.59	\$ 67.82	\$ 70.52
2250	F	\$ 57.33	\$ 60.20	\$ 63.21	\$ 66.37	\$ 69.69	

\* As per the Minimum Qualifications for Faculty and Administrators in California Community Colleges as published by the State Chancellors Office.

Quarter Units are converted into Semester Units

The 2020 ESU Hourly Rate is \$50.472241. 1 ESU is equivalent to 20.48 hours.