APPENDIX B-3 : GRADED HOURLY FACULTY SALARY SCHEDULES
(for assignments other than Load Factor = 1.0)

Effective August 26, 2014

<table>
<thead>
<tr>
<th>Group I</th>
<th>Group II</th>
<th>Group III</th>
<th>Group IV</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum: Training less than required for Group II or Group III.</td>
<td>Academic pattern faculty refer to Appendix C-1 Groups III &amp; IV requirements. Vocational pattern faculty refer to Appendix C-2 Groups III &amp; IV.</td>
<td>Academic pattern faculty refer to Appendix C-1 Groups V &amp; VI requirements. Vocational pattern faculty refer to Appendix C-2 Groups V &amp; VI.</td>
<td>Ph.D.</td>
</tr>
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</table>

FOR PART-TIME FACULTY

<table>
<thead>
<tr>
<th>Step</th>
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<th>Group II</th>
<th>Group III</th>
<th>Group IV</th>
<th>Step</th>
<th>Group I</th>
<th>Group II</th>
<th>Group III</th>
<th>Group IV</th>
</tr>
</thead>
<tbody>
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<td>72.98</td>
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</table>

1. Steps on the Graded Part-Time Faculty Schedule for classes are defined as follows:

Step 1. Less than 432 total teaching hours or less than 864 total non-teaching hours of previous experience at Santa Monica College.

Step 2. 432 - 863 total teaching hours or 864 - 1,727 total non-teaching hours of previous experience at Santa Monica College.

Step 3. 864 - 1,295 total teaching hours or 1,278 - 2,591 total non-teaching hours of previous experience at Santa Monica College.

Step 4. 1,296 - 1,727 total teaching hours or 2,592 - 3,455 total non-teaching hours of previous experience at Santa Monica College.

Step 5. 1,728 - 2,159 total teaching hours or 3,456 - 4,319 total non-teaching hours of previous experience at Santa Monica College.

Step 6. 2,160 or more total teaching hours or 4,320 total non-teaching hours of previous experience at Santa Monica College.

"Total teaching hours" are the cumulative number of hours of paid experience teaching a graded class during the fall or spring semesters at Santa Monica College. "Total non-teaching hours" are the cumulative number of hours of paid experience in academic non-teaching assignments during the fall or
spring semesters at Santa Monica College. Non-teaching assignments include, but are not limited to, service as a counselor, librarian, nurse, learning center specialist, or a coordinator of a program or a service. Teaching and non-teaching hours may not include hours in a short-term substitute status.

Step movement shall take place in the semester or intersession following the fall or spring semester in which the total experience necessary for step movement has been completed.

2. Faculty members may combine teaching and academic non-teaching experience at Santa Monica College for initial placement by the same rule which applies to step advancement. See Appendix D.

3. Initial placement on this schedule is determined by previous experience at Santa Monica College.

4. Verification of qualifications must be presented to the Human Resources Office no later than the start of the teaching assignment.

5. Educational verification shall be recognized for group placement on the salary schedule only if presented in acceptable documentary form to the Human Resources Office no later than the following dates or salary shall reflect only that information received:
   - September 15 if employed for fall
   - February 28 if employed for spring
   - June 30 if employed for summer
   - January 5 if employed for winter

6. Vocational faculty are placed, at the time of hire, on the salary schedule based on the highest degree held in the related subject area for which they are hired.

7. Graded part-time hourly faculty members who taught graded classes during the spring and/or summer sessions of 1977 shall be placed no lower than Group III, Step 2 on the Graded Part-Time Faculty Salary Schedule, and shall be entitled to step advancement when the necessary total teaching hours have been accumulated.

8. Provisions for initial group placement are in Appendices C-1 and C-2. Provisions for Step and group advancement are in Appendix D.

9. Probationary, tenured, and temporary contract faculty members shall not be eligible for the Part-Time Faculty Salary Schedule but shall be placed on the Hourly Overload Schedule.

Substitutes for Graded Part-Time Faculty: Appropriate place on the salary schedule.