

**EXHIBIT B2**

**Imperial Community College District  
Salary Schedule for 177-Day Faculty  
2021-2022 - Effective July 1, 2021**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
	<b>Less than a B.A.</b>	<b>B.A.</b>	<b>M.A.  B.A. + 30</b>	<b>M.A. + 15  B.A. + 45</b>	<b>M.A. + 30</b>	<b>M.A. + 45</b>	<b>Doctorate</b>
1	\$ 60,887	\$ 62,714	\$ 65,892	\$ 71,435	\$ 73,577	\$ 75,786	\$ 80,332
2	\$ 62,714	\$ 64,596	\$ 67,870	\$ 73,579	\$ 75,786	\$ 78,059	\$ 82,743
3	\$ 64,596	\$ 66,535	\$ 69,906	\$ 75,787	\$ 78,059	\$ 80,402	\$ 85,227
4	\$ 66,535	\$ 68,531	\$ 72,005	\$ 78,061	\$ 80,402	\$ 82,816	\$ 87,784
5	\$ 68,531	\$ 70,587	\$ 74,164	\$ 80,404	\$ 82,816	\$ 85,299	\$ 90,417
6	\$ 70,587	\$ 72,706	\$ 76,390	\$ 82,818	\$ 85,299	\$ 87,860	\$ 93,131
7	\$ 72,706	\$ 74,887	\$ 78,682	\$ 85,303	\$ 87,860	\$ 90,496	\$ 95,926
8	\$ 74,887	\$ 77,134	\$ 81,043	\$ 87,862	\$ 90,496	\$ 93,212	\$ 98,804
9	\$ 77,134	\$ 79,449	\$ 83,475	\$ 90,498	\$ 93,212	\$ 96,008	\$ 101,768
10	\$ 79,449	\$ 81,833	\$ 85,979	\$ 93,214	\$ 96,008	\$ 98,889	\$ 104,821
11	\$ 81,833	\$ 84,288	\$ 88,559	\$ 96,011	\$ 98,889	\$ 101,857	\$ 107,967
12	\$ 84,288	\$ 86,819	\$ 91,215	\$ 98,892	\$ 101,857	\$ 104,912	\$ 111,206
13	\$ 86,819	\$ 89,423	\$ 93,952	\$ 101,860	\$ 104,912	\$ 108,059	\$ 114,544
14	\$ 89,423	\$ 92,106	\$ 96,771	\$ 104,917	\$ 108,059	\$ 111,302	\$ 117,979
15	\$ 92,106	\$ 94,871	\$ 99,675	\$ 108,064	\$ 111,302	\$ 114,642	\$ 121,520
16	\$ 94,871	\$ 97,717	\$ 102,666	\$ 111,306	\$ 114,642	\$ 118,082	\$ 125,166
17	\$ 97,717	\$ 100,650	\$ 105,747	\$ 114,645	\$ 118,082	\$ 121,625	\$ 128,922
18	\$ 100,650	\$ 103,670	\$ 108,921	\$ 118,085	\$ 121,625	\$ 125,275	\$ 132,789

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.

**EXHIBIT B3**

**Imperial Community College District  
Salary Schedule for 194-Day (35 Hour) Faculty  
2021-2022 - Effective July 1, 2022**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
	<b>Less than a B.A.</b>	<b>B.A.</b>	<b>M.A.  B.A. + 30</b>	<b>M.A. + 15  B.A. + 45</b>	<b>M.A. + 30</b>	<b>M.A. + 45</b>	<b>Doctorate</b>
1	\$ 66,736	\$ 68,738	\$ 72,218	\$ 78,296	\$ 80,645	\$ 83,064	\$ 88,047
2	\$ 68,738	\$ 70,802	\$ 74,386	\$ 80,646	\$ 83,065	\$ 85,556	\$ 90,691
3	\$ 70,802	\$ 72,927	\$ 76,619	\$ 83,066	\$ 85,557	\$ 88,123	\$ 93,412
4	\$ 72,927	\$ 75,115	\$ 78,917	\$ 85,558	\$ 88,124	\$ 90,767	\$ 96,214
5	\$ 75,115	\$ 77,369	\$ 81,286	\$ 88,126	\$ 90,768	\$ 93,491	\$ 99,101
6	\$ 77,369	\$ 79,691	\$ 83,725	\$ 90,769	\$ 93,492	\$ 96,297	\$ 102,076
7	\$ 79,691	\$ 82,081	\$ 86,238	\$ 93,493	\$ 96,298	\$ 99,186	\$ 105,138
8	\$ 82,081	\$ 84,544	\$ 88,825	\$ 96,299	\$ 99,187	\$ 102,161	\$ 108,293
9	\$ 84,544	\$ 87,080	\$ 91,491	\$ 99,188	\$ 102,163	\$ 105,226	\$ 111,542
10	\$ 87,080	\$ 89,694	\$ 94,237	\$ 102,164	\$ 105,228	\$ 108,384	\$ 114,889
11	\$ 89,694	\$ 92,386	\$ 97,064	\$ 105,229	\$ 108,385	\$ 111,636	\$ 118,337
12	\$ 92,386	\$ 95,158	\$ 99,977	\$ 108,387	\$ 111,637	\$ 114,986	\$ 121,888
13	\$ 95,158	\$ 98,012	\$ 102,978	\$ 111,638	\$ 114,988	\$ 118,436	\$ 125,545
14	\$ 98,012	\$ 100,955	\$ 106,068	\$ 114,989	\$ 118,437	\$ 121,990	\$ 129,312
15	\$ 100,955	\$ 103,983	\$ 109,249	\$ 118,438	\$ 121,992	\$ 125,650	\$ 133,191
16	\$ 103,983	\$ 107,103	\$ 112,528	\$ 121,993	\$ 125,652	\$ 129,421	\$ 137,187
17	\$ 107,103	\$ 110,316	\$ 115,904	\$ 125,653	\$ 129,422	\$ 133,304	\$ 141,302
18	\$ 110,316	\$ 113,626	\$ 119,382	\$ 129,423	\$ 133,305	\$ 137,303	\$ 145,542

3 For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

4 For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

**EXHIBIT B4**

**Imperial Community College District  
Salary Schedule for 194-Day (40 Hour) Faculty  
2021-2022 - Effective July 1, 2021**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
	<b>Less than a B.A.</b>	<b>B.A.</b>	<b>M.A.  B.A. + 30</b>	<b>M.A. + 15  B.A. + 45</b>	<b>M.A. + 30</b>	<b>M.A. + 45</b>	<b>Doctorate</b>
1	\$ 76,170	\$ 78,456	\$ 82,430	\$ 89,366	\$ 92,047	\$ 94,807	\$ 100,498
2	\$ 78,456	\$ 80,810	\$ 84,904	\$ 92,048	\$ 94,807	\$ 97,654	\$ 103,513
3	\$ 80,810	\$ 83,236	\$ 87,452	\$ 94,808	\$ 97,654	\$ 100,583	\$ 106,619
4	\$ 83,236	\$ 85,732	\$ 90,077	\$ 97,655	\$ 100,583	\$ 103,602	\$ 109,818
5	\$ 85,732	\$ 88,306	\$ 92,780	\$ 100,584	\$ 103,602	\$ 106,710	\$ 113,115
6	\$ 88,306	\$ 90,955	\$ 95,563	\$ 103,603	\$ 106,710	\$ 109,913	\$ 116,508
7	\$ 90,955	\$ 93,684	\$ 98,431	\$ 106,712	\$ 109,913	\$ 113,210	\$ 120,005
8	\$ 93,684	\$ 96,495	\$ 101,385	\$ 109,914	\$ 113,210	\$ 116,606	\$ 123,604
9	\$ 96,495	\$ 99,391	\$ 104,426	\$ 113,212	\$ 116,606	\$ 120,105	\$ 127,313
10	\$ 99,391	\$ 102,374	\$ 107,560	\$ 116,609	\$ 120,105	\$ 123,709	\$ 131,133
11	\$ 102,374	\$ 105,446	\$ 110,788	\$ 120,106	\$ 123,709	\$ 127,421	\$ 135,067
12	\$ 105,446	\$ 108,609	\$ 114,112	\$ 123,710	\$ 127,421	\$ 131,245	\$ 139,120
13	\$ 108,609	\$ 111,867	\$ 117,536	\$ 127,422	\$ 131,245	\$ 135,183	\$ 143,295
14	\$ 111,867	\$ 115,224	\$ 121,063	\$ 131,246	\$ 135,183	\$ 139,239	\$ 147,595
15	\$ 115,224	\$ 118,682	\$ 124,696	\$ 135,184	\$ 139,239	\$ 143,416	\$ 152,022
16	\$ 118,682	\$ 122,243	\$ 128,436	\$ 139,240	\$ 143,416	\$ 147,720	\$ 156,584
17	\$ 122,243	\$ 125,910	\$ 132,290	\$ 143,417	\$ 147,720	\$ 152,151	\$ 161,282
18	\$ 125,910	\$ 129,689	\$ 136,260	\$ 147,721	\$ 152,151	\$ 156,716	\$ 166,121

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.

**EXHIBIT B5**

**Imperial Community College District  
Salary Schedule for 177-Day Faculty  
2022-2023 - Effective July 1, 2022**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
	<b>Less than a B.A.</b>	<b>B.A.</b>	<b>M.A.  B.A. + 30</b>	<b>M.A. + 15  B.A. + 45</b>	<b>M.A. + 30</b>	<b>M.A. + 45</b>	<b>Doctorate</b>
1	\$ 65,033	\$ 66,985	\$ 70,379	\$ 76,300	\$ 78,588	\$ 80,947	\$ 85,803
2	\$ 66,985	\$ 68,995	\$ 72,492	\$ 78,590	\$ 80,947	\$ 83,375	\$ 88,378
3	\$ 68,995	\$ 71,066	\$ 74,667	\$ 80,948	\$ 83,375	\$ 85,877	\$ 91,031
4	\$ 71,066	\$ 73,198	\$ 76,909	\$ 83,377	\$ 85,877	\$ 88,456	\$ 93,762
5	\$ 73,198	\$ 75,394	\$ 79,215	\$ 85,880	\$ 88,456	\$ 91,108	\$ 96,574
6	\$ 75,394	\$ 77,657	\$ 81,592	\$ 88,458	\$ 91,108	\$ 93,843	\$ 99,473
7	\$ 77,657	\$ 79,987	\$ 84,040	\$ 91,112	\$ 93,843	\$ 96,659	\$ 102,459
8	\$ 79,987	\$ 82,387	\$ 86,562	\$ 93,845	\$ 96,659	\$ 99,560	\$ 105,533
9	\$ 82,387	\$ 84,859	\$ 89,160	\$ 96,661	\$ 99,560	\$ 102,546	\$ 108,698
10	\$ 84,859	\$ 87,406	\$ 91,834	\$ 99,562	\$ 102,546	\$ 105,623	\$ 111,959
11	\$ 87,406	\$ 90,028	\$ 94,590	\$ 102,549	\$ 105,623	\$ 108,793	\$ 115,320
12	\$ 90,028	\$ 92,731	\$ 97,427	\$ 105,627	\$ 108,793	\$ 112,057	\$ 118,779
13	\$ 92,731	\$ 95,513	\$ 100,350	\$ 108,797	\$ 112,057	\$ 115,418	\$ 122,344
14	\$ 95,513	\$ 98,378	\$ 103,361	\$ 112,062	\$ 115,418	\$ 118,882	\$ 126,013
15	\$ 98,378	\$ 101,332	\$ 106,463	\$ 115,423	\$ 118,882	\$ 122,449	\$ 129,796
16	\$ 101,332	\$ 104,372	\$ 109,658	\$ 118,886	\$ 122,449	\$ 126,123	\$ 133,690
17	\$ 104,372	\$ 107,504	\$ 112,948	\$ 122,452	\$ 126,123	\$ 129,908	\$ 137,702
18	\$ 107,504	\$ 110,730	\$ 116,339	\$ 126,127	\$ 129,908	\$ 133,806	\$ 141,832

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.

**EXHIBIT B6**

**Imperial Community College District  
Salary Schedule for 194-Day (35 Hour) Faculty  
2022-2023 - Effective July 1, 2022**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
	<b>Less than a B.A.</b>	<b>B.A.</b>	<b>M.A.  B.A. + 30</b>	<b>M.A. + 15  B.A. + 45</b>	<b>M.A. + 30</b>	<b>M.A. + 45</b>	<b>Doctorate</b>
1	\$ 71,281	\$ 73,419	\$ 77,136	\$ 83,628	\$ 86,137	\$ 88,721	\$ 94,043
2	\$ 73,419	\$ 75,624	\$ 79,452	\$ 86,138	\$ 88,722	\$ 91,382	\$ 96,867
3	\$ 75,624	\$ 77,893	\$ 81,837	\$ 88,723	\$ 91,383	\$ 94,124	\$ 99,773
4	\$ 77,893	\$ 80,230	\$ 84,291	\$ 91,384	\$ 94,125	\$ 96,948	\$ 102,766
5	\$ 80,230	\$ 82,638	\$ 86,822	\$ 94,127	\$ 96,949	\$ 99,858	\$ 105,850
6	\$ 82,638	\$ 85,118	\$ 89,427	\$ 96,950	\$ 99,859	\$ 102,855	\$ 109,027
7	\$ 85,118	\$ 87,671	\$ 92,111	\$ 99,860	\$ 102,856	\$ 105,941	\$ 112,298
8	\$ 87,671	\$ 90,301	\$ 94,874	\$ 102,857	\$ 105,942	\$ 109,118	\$ 115,668
9	\$ 90,301	\$ 93,010	\$ 97,722	\$ 105,943	\$ 109,120	\$ 112,392	\$ 119,138
10	\$ 93,010	\$ 95,802	\$ 100,655	\$ 109,121	\$ 112,394	\$ 115,765	\$ 122,713
11	\$ 95,802	\$ 98,677	\$ 103,674	\$ 112,395	\$ 115,766	\$ 119,238	\$ 126,396
12	\$ 98,677	\$ 101,638	\$ 106,785	\$ 115,768	\$ 119,239	\$ 122,817	\$ 130,189
13	\$ 101,638	\$ 104,687	\$ 109,991	\$ 119,241	\$ 122,819	\$ 126,501	\$ 134,095
14	\$ 104,687	\$ 107,830	\$ 113,291	\$ 122,820	\$ 126,503	\$ 130,298	\$ 138,118
15	\$ 107,830	\$ 111,064	\$ 116,689	\$ 126,504	\$ 130,300	\$ 134,207	\$ 142,261
16	\$ 111,064	\$ 114,397	\$ 120,191	\$ 130,301	\$ 134,209	\$ 138,235	\$ 146,529
17	\$ 114,397	\$ 117,829	\$ 123,797	\$ 134,210	\$ 138,236	\$ 142,382	\$ 150,925
18	\$ 117,829	\$ 121,364	\$ 127,512	\$ 138,237	\$ 142,383	\$ 146,653	\$ 155,453

3 For rules and regulations regarding initial step and column placement upon the salary schedule refer to Article 17.2.1 of the Agreement.

4 For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

**EXHIBIT B7**

**Imperial Community College District  
Salary Schedule for 194-Day (40 Hour) Faculty  
2022-2023 - Effective July 1, 2022**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
	<b>Less than a B.A.</b>	<b>B.A.</b>	<b>M.A.  B.A. + 30</b>	<b>M.A. + 15  B.A. + 45</b>	<b>M.A. + 30</b>	<b>M.A. + 45</b>	<b>Doctorate</b>
1	\$ 81,357	\$ 83,799	\$ 88,043	\$ 95,452	\$ 98,315	\$ 101,263	\$ 107,342
2	\$ 83,799	\$ 86,313	\$ 90,686	\$ 98,316	\$ 101,263	\$ 104,304	\$ 110,562
3	\$ 86,313	\$ 88,904	\$ 93,407	\$ 101,264	\$ 104,304	\$ 107,433	\$ 113,880
4	\$ 88,904	\$ 91,570	\$ 96,211	\$ 104,305	\$ 107,433	\$ 110,657	\$ 117,297
5	\$ 91,570	\$ 94,320	\$ 99,098	\$ 107,434	\$ 110,657	\$ 113,977	\$ 120,818
6	\$ 94,320	\$ 97,149	\$ 102,071	\$ 110,658	\$ 113,977	\$ 117,398	\$ 124,442
7	\$ 97,149	\$ 100,064	\$ 105,134	\$ 113,979	\$ 117,398	\$ 120,920	\$ 128,177
8	\$ 100,064	\$ 103,066	\$ 108,289	\$ 117,399	\$ 120,920	\$ 124,547	\$ 132,021
9	\$ 103,066	\$ 106,160	\$ 111,537	\$ 120,922	\$ 124,547	\$ 128,284	\$ 135,983
10	\$ 106,160	\$ 109,346	\$ 114,885	\$ 124,550	\$ 128,284	\$ 132,134	\$ 140,063
11	\$ 109,346	\$ 112,627	\$ 118,333	\$ 128,285	\$ 132,134	\$ 136,098	\$ 144,265
12	\$ 112,627	\$ 116,005	\$ 121,883	\$ 132,135	\$ 136,098	\$ 140,183	\$ 148,594
13	\$ 116,005	\$ 119,485	\$ 125,540	\$ 136,099	\$ 140,183	\$ 144,389	\$ 153,053
14	\$ 119,485	\$ 123,071	\$ 129,307	\$ 140,184	\$ 144,389	\$ 148,721	\$ 157,646
15	\$ 123,071	\$ 126,764	\$ 133,188	\$ 144,390	\$ 148,721	\$ 153,183	\$ 162,375
16	\$ 126,764	\$ 130,568	\$ 137,182	\$ 148,722	\$ 153,183	\$ 157,780	\$ 167,247
17	\$ 130,568	\$ 134,484	\$ 141,299	\$ 153,184	\$ 157,780	\$ 162,512	\$ 172,265
18	\$ 134,484	\$ 138,521	\$ 145,539	\$ 157,781	\$ 162,512	\$ 167,388	\$ 177,434

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2 For rules and regulations regarding step and column advancement on the salary schedule refer to Article 17.2.2 of the Agreement.

**EXHIBIT B8**

**Imperial Community College District  
Salary Schedule for 177-Day Faculty  
2023-2024 - Effective July 1, 2023**

**EXHIBIT B9**

**Imperial Community College District  
Salary Schedule for 194-Day (35 Hour) Faculty  
2023-2024 - Effective July 1, 2023**



**EXHIBIT B10**

**Imperial Community College District  
Salary Schedule for 194-Day (40 Hour) Faculty  
2023-2024 - Effective July 1, 2023**