

Schedule A (10 Month)**RIO HONDO COMMUNITY COLLEGE DISTRICT**

SALARY SCHEDULE 2025-26

SCHEDULE A (10 Month)

Effective: July 1, 2025

| | I | II | III | IV | V |
|-----|------------------|-------------|---------------------------|---------------------------|-------------------------|
| | B.A. + 30 | M.A. | B.A. + 60 inc. M.A | B.A.+ 80 inc. M.A. | Earned Doctorate |
| 1 | \$75,414 | \$79,884 | \$84,327 | \$88,798 | \$93,253 |
| 2 | \$79,448 | \$83,922 | \$88,392 | \$92,860 | \$97,315 |
| 3 | \$83,511 | \$87,983 | \$92,423 | \$96,896 | \$101,357 |
| 4 | \$87,573 | \$92,041 | \$96,491 | \$100,957 | \$105,414 |
| 5 | \$91,635 | \$96,086 | \$100,547 | \$105,021 | \$109,477 |
| 6 | \$95,675 | \$100,142 | \$104,587 | \$109,076 | \$113,539 |
| 7 | \$99,732 | \$104,204 | \$108,672 | \$113,141 | \$117,596 |
| 8 | \$103,796 | \$108,264 | \$112,709 | \$117,180 | \$121,636 |
| 9 | \$107,857 | \$112,323 | \$116,768 | \$121,239 | \$125,698 |
| 10 | \$111,915 | \$116,388 | \$120,832 | \$125,303 | \$129,760 |
| 11 | \$115,978 | \$120,423 | \$124,867 | \$129,344 | \$133,801 |
| 12 | \$117,428 | \$124,486 | \$128,934 | \$133,398 | \$137,856 |
| 13 | \$118,896 | \$126,042 | \$132,993 | \$137,466 | \$141,925 |
| 14 | \$120,382 | \$127,618 | \$134,655 | \$141,522 | \$145,981 |
| 15 | \$121,887 | \$129,213 | \$136,339 | \$143,291 | \$147,806 |
| 16 | \$123,410 | \$130,828 | \$138,043 | \$145,082 | \$149,653 |
| 17 | \$124,953 | \$132,463 | \$139,768 | \$146,895 | \$151,524 |
| 18 | \$126,515 | \$134,119 | \$141,516 | \$148,732 | \$153,418 |
| 19 | \$128,096 | \$135,796 | \$143,284 | \$150,591 | \$155,336 |
| 20 | \$129,697 | \$137,493 | \$145,076 | \$152,473 | \$157,277 |
| *21 | \$132,697 | \$140,493 | \$148,076 | \$155,473 | \$160,277 |

Unit members with an earned Doctorate shall be placed on Column V.

*On all columns, Step 21 shall be granted after completion of 25 years of paid full-time service to the District.

Beginning July 1, 2025, those faculty previously restricted by the conditions of the previous salary schedule shall advance one step.

Vocational Placement

Column I - A.A. degree plus 6 years of experience or meets equivalency

Column II - B.A. and 2 years appropriate occupational experience

Column III - B.A. and 6 semester units of education courses after the B.A. degree and 2 years' experience plus eight

Column IV - B.A. and 2 years' experience and 20 acceptable graduate level units completed after the B.A. degree plus 16 weeks approved full-time weeks of paid trade experience of which at least 8 such weeks are earned after completion of the 20 graduate units.

Board Approved: July 9, 2025

Schedule 3 (10.5 Month)**RIO HONDO COMMUNITY COLLEGE DISTRICT**

SALARY SCHEDULE 2025-26

SCHEDULE 3 (10.5 Month)

Effective: July 1, 2025

| | I | II | III | IV | V |
|-----|------------------|-------------|---------------------------|---------------------------|-------------------------|
| | B.A. + 30 | M.A. | B.A. + 60 inc. M.A | B.A.+ 80 inc. M.A. | Earned Doctorate |
| 1 | \$81,878 | \$86,732 | \$91,555 | \$96,408 | \$101,246 |
| 2 | \$86,259 | \$91,114 | \$95,970 | \$100,819 | \$105,657 |
| 3 | \$90,670 | \$95,524 | \$100,345 | \$105,202 | \$110,044 |
| 4 | \$95,080 | \$99,931 | \$104,762 | \$109,610 | \$114,450 |
| 5 | \$99,488 | \$104,321 | \$109,166 | \$114,023 | \$118,861 |
| 6 | \$103,875 | \$108,725 | \$113,552 | \$118,424 | \$123,271 |
| 7 | \$108,281 | \$113,136 | \$117,987 | \$122,840 | \$127,676 |
| 8 | \$112,694 | \$117,542 | \$122,370 | \$127,224 | \$132,063 |
| 9 | \$117,101 | \$121,949 | \$126,777 | \$131,631 | \$136,472 |
| 10 | \$121,507 | \$126,364 | \$131,190 | \$136,043 | \$140,883 |
| 11 | \$125,920 | \$130,744 | \$135,570 | \$140,430 | \$145,269 |
| 12 | \$127,494 | \$135,156 | \$139,986 | \$144,832 | \$149,673 |
| 13 | \$129,087 | \$136,845 | \$144,394 | \$149,248 | \$154,090 |
| 14 | \$130,701 | \$138,556 | \$146,199 | \$153,652 | \$158,494 |
| 15 | \$132,335 | \$140,288 | \$148,026 | \$155,572 | \$160,475 |
| 16 | \$133,989 | \$142,041 | \$149,877 | \$157,517 | \$162,481 |
| 17 | \$135,664 | \$143,817 | \$151,750 | \$159,486 | \$164,512 |
| 18 | \$137,360 | \$145,615 | \$153,647 | \$161,480 | \$166,569 |
| 19 | \$139,077 | \$147,435 | \$155,568 | \$163,498 | \$168,651 |
| 20 | \$140,815 | \$149,278 | \$157,512 | \$165,542 | \$170,759 |
| *21 | \$144,071 | \$152,535 | \$160,768 | \$168,799 | \$174,015 |

Unit members with an earned Doctorate shall be placed on Column V.

*On all columns, Step 21 shall be granted after completion of 25 years of paid full-time service to the District.

Beginning July 1, 2025, those faculty previously restricted by the conditions of the previous salary schedule shall advance one step.

Vocational Placement

Column I - A.A. degree plus 6 years of experience or meets equivalency

Column II - B.A. and 2 years appropriate occupational experience

Column III - B.A. and 6 semester units of education courses after the B.A. degree and 2 years' experience plus eight

Column IV - B.A. and 2 years' experience and 20 acceptable graduate level units completed after the B.A. degree plus 16 weeks approved full-time weeks of paid trade experience of which at least 8 such weeks are earned after completion of the 20 graduate units.

Board Approved: July 9, 2025

Schedule 4 (11 Month)**RIO HONDO COMMUNITY COLLEGE DISTRICT**

SALARY SCHEDULE 2025-26

SCHEDULE 4 (11 Month)

Effective: July 1, 2025

| | I | II | III | IV | V |
|-----|------------------|-------------|---------------------------|---------------------------|-------------------------|
| | B.A. + 30 | M.A. | B.A. + 60 inc. M.A | B.A.+ 80 inc. M.A. | Earned Doctorate |
| 1 | \$86,186 | \$91,296 | \$96,373 | \$101,482 | \$106,575 |
| 2 | \$90,798 | \$95,910 | \$101,021 | \$106,126 | \$111,217 |
| 3 | \$95,441 | \$100,552 | \$105,627 | \$110,739 | \$115,837 |
| 4 | \$100,084 | \$105,189 | \$110,275 | \$115,378 | \$120,473 |
| 5 | \$104,724 | \$109,811 | \$114,910 | \$120,024 | \$125,117 |
| 6 | \$109,342 | \$114,447 | \$119,528 | \$124,658 | \$129,759 |
| 7 | \$113,980 | \$119,091 | \$124,195 | \$129,306 | \$134,395 |
| 8 | \$118,624 | \$123,730 | \$128,811 | \$133,920 | \$139,013 |
| 9 | \$123,265 | \$128,368 | \$133,451 | \$138,558 | \$143,654 |
| 10 | \$127,902 | \$133,015 | \$138,092 | \$143,204 | \$148,298 |
| 11 | \$132,547 | \$137,627 | \$142,706 | \$147,821 | \$152,915 |
| 12 | \$134,203 | \$142,271 | \$147,352 | \$152,454 | \$157,549 |
| 13 | \$135,881 | \$144,049 | \$151,994 | \$157,104 | \$162,199 |
| 14 | \$137,580 | \$145,850 | \$153,893 | \$161,739 | \$166,835 |
| 15 | \$139,299 | \$147,673 | \$155,817 | \$163,761 | \$168,921 |
| 16 | \$141,040 | \$149,519 | \$157,765 | \$165,808 | \$171,032 |
| 17 | \$142,803 | \$151,388 | \$159,737 | \$167,881 | \$173,170 |
| 18 | \$144,589 | \$153,280 | \$161,734 | \$169,979 | \$175,335 |
| 19 | \$146,396 | \$155,196 | \$163,755 | \$172,104 | \$177,526 |
| 20 | \$148,226 | \$157,136 | \$165,802 | \$174,255 | \$179,746 |
| *21 | \$151,654 | \$160,563 | \$169,230 | \$177,683 | \$183,174 |

Unit members with an earned Doctorate shall be placed on Column V.

*On all columns, Step 21 shall be granted after completion of 25 years of paid full-time service to the District.

Beginning July 1, 2025, those faculty previously restricted by the conditions of the previous salary schedule shall advance one step.

Vocational Placement

Column I - A.A. degree plus 6 years of experience or meets equivalency

Column II - B.A. and 2 years appropriate occupational experience

Column III - B.A. and 6 semester units of education courses after the B.A. degree and 2 years' experience plus eight

Column IV - B.A. and 2 years' experience and 20 acceptable graduate level units completed after the B.A. degree plus 16 weeks approved full-time weeks of paid trade experience of which at least 8 such weeks are earned after completion of the 20 graduate units.

Board Approved: July 9, 2025

Schedule 5 (11.5 Month)**RIO HONDO COMMUNITY COLLEGE DISTRICT****SALARY SCHEDULE 2025-26****SCHEDULE 5 (11.5 Month)**

Effective: July 1, 2025

| | I | II | III | IV | V |
|-----|------------------|-------------|---------------------------|---------------------------|-------------------------|
| | B.A. + 30 | M.A. | B.A. + 60 inc. M.A | B.A.+ 80 inc. M.A. | Earned Doctorate |
| 1 | \$90,496 | \$95,861 | \$101,192 | \$106,557 | \$111,903 |
| 2 | \$95,337 | \$100,705 | \$106,071 | \$111,432 | \$116,778 |
| 3 | \$100,213 | \$105,579 | \$110,908 | \$116,276 | \$121,628 |
| 4 | \$105,088 | \$110,449 | \$115,789 | \$121,148 | \$126,498 |
| 5 | \$109,961 | \$115,302 | \$120,656 | \$126,025 | \$131,372 |
| 6 | \$114,809 | \$120,169 | \$125,504 | \$130,891 | \$136,249 |
| 7 | \$119,678 | \$125,045 | \$130,406 | \$135,770 | \$141,116 |
| 8 | \$124,556 | \$129,916 | \$135,250 | \$140,614 | \$145,963 |
| 9 | \$129,428 | \$134,788 | \$140,123 | \$145,487 | \$150,838 |
| 10 | \$134,298 | \$139,664 | \$144,998 | \$150,364 | \$155,713 |
| 11 | \$139,174 | \$144,508 | \$149,841 | \$155,213 | \$160,561 |
| 12 | \$140,913 | \$149,384 | \$154,720 | \$160,078 | \$165,428 |
| 13 | \$142,675 | \$151,252 | \$159,592 | \$164,958 | \$170,310 |
| 14 | \$144,458 | \$153,142 | \$161,587 | \$169,828 | \$175,177 |
| 15 | \$146,264 | \$155,057 | \$163,607 | \$171,951 | \$177,366 |
| 16 | \$148,092 | \$156,995 | \$165,652 | \$174,100 | \$179,583 |
| 17 | \$149,943 | \$158,957 | \$167,723 | \$176,276 | \$181,828 |
| 18 | \$151,818 | \$160,944 | \$169,819 | \$178,480 | \$184,101 |
| 19 | \$153,715 | \$162,956 | \$171,942 | \$180,711 | \$186,402 |
| 20 | \$155,637 | \$164,993 | \$174,091 | \$182,970 | \$188,732 |
| *21 | \$159,236 | \$168,592 | \$177,691 | \$186,568 | \$192,332 |

Unit members with an earned Doctorate shall be placed on Column V.

*On all columns, Step 21 shall be granted after completion of 25 years of paid full-time service to the District.

Beginning July 1, 2025, those faculty previously restricted by the conditions of the previous salary schedule shall advance one step.

Vocational Placement**Column I** - A.A. degree plus 6 years of experience or meets equivalency**Column II** - B.A. and 2 years appropriate occupational experience**Column III** - B.A. and 6 semester units of education courses after the B.A. degree and 2 years' experience plus eight**Column IV** - B.A. and 2 years' experience and 20 acceptable graduate level units completed after the B.A. degree plus 16 weeks approved full-time weeks of paid trade experience of which at least 8 such weeks are earned after completion of the 20 graduate units.

Board Approved: July 9, 2025

Schedule 6 (12 Month)**RIO HONDO COMMUNITY COLLEGE DISTRICT****SALARY SCHEDULE 2025-26****SCHEDULE 6 (12 Month)**

Effective: July 1, 2025

| | I | II | III | IV | V |
|-----|------------------|-------------|---------------------------|---------------------------|-------------------------|
| | B.A. + 30 | M.A. | B.A. + 60 inc. M.A | B.A.+ 80 inc. M.A. | Earned Doctorate |
| 1 | \$94,806 | \$100,427 | \$106,012 | \$111,631 | \$117,233 |
| 2 | \$99,879 | \$105,501 | \$111,123 | \$116,738 | \$122,338 |
| 3 | \$104,985 | \$110,608 | \$116,188 | \$121,813 | \$127,419 |
| 4 | \$110,092 | \$115,709 | \$121,303 | \$126,918 | \$132,521 |
| 5 | \$115,196 | \$120,794 | \$126,401 | \$132,026 | \$137,628 |
| 6 | \$120,276 | \$125,892 | \$131,481 | \$137,124 | \$142,735 |
| 7 | \$125,378 | \$130,999 | \$136,614 | \$142,235 | \$147,835 |
| 8 | \$130,487 | \$136,102 | \$141,692 | \$147,312 | \$152,914 |
| 9 | \$135,592 | \$141,205 | \$146,795 | \$152,415 | \$158,020 |
| 10 | \$140,693 | \$146,315 | \$151,903 | \$157,525 | \$163,127 |
| 11 | \$145,802 | \$151,389 | \$156,977 | \$162,603 | \$168,206 |
| 12 | \$147,624 | \$156,498 | \$162,087 | \$167,701 | \$173,305 |
| 13 | \$149,469 | \$158,454 | \$167,193 | \$172,814 | \$178,420 |
| 14 | \$151,338 | \$160,435 | \$169,283 | \$177,914 | \$183,519 |
| 15 | \$153,230 | \$162,441 | \$171,399 | \$180,138 | \$185,813 |
| 16 | \$155,145 | \$164,471 | \$173,541 | \$182,390 | \$188,135 |
| 17 | \$157,084 | \$166,527 | \$175,710 | \$184,670 | \$190,487 |
| 18 | \$159,048 | \$168,608 | \$177,907 | \$186,978 | \$192,868 |
| 19 | \$161,036 | \$170,716 | \$180,131 | \$189,315 | \$195,279 |
| 20 | \$163,049 | \$172,850 | \$182,382 | \$191,682 | \$197,720 |
| *21 | \$166,819 | \$176,620 | \$186,153 | \$195,452 | \$201,491 |

Unit members with an earned Doctorate shall be placed on Column V.

*On all columns, Step 21 shall be granted after completion of 25 years of paid full-time service to the District.

Beginning July 1, 2025, those faculty previously restricted by the conditions of the previous salary schedule shall advance one step.

Vocational Placement**Column I** - A.A. degree plus 6 years of experience or meets equivalency**Column II** - B.A. and 2 years appropriate occupational experience**Column III** - B.A. and 6 semester units of education courses after the B.A. degree and 2 years' experience plus eight**Column IV** - B.A. and 2 years' experience and 20 acceptable graduate level units completed after the B.A. degree plus 16 weeks approved full-time weeks of paid trade experience of which at least 8 such weeks are earned after completion of the 20 graduate units.

Board Approved: July 9, 2025