Instructional Part-Time Salary Schedule (2026-2027)

The Full-Time Faculty Salary Schedule shall be increased by 3.37% retroactive to July 1, 2026. The Instructional Part-Time Schedule is derived from the Full-Time schedule and is also increased.

Lecture Hour Equivalent (LHE) Rates

Progression	Full-Time Equivalent Step	Part-Time Step	Bachelor's Degree (Derived From Full-Time Grade A)	Master's Degree (Derived From Full-Time Grade B)*	Doctorate Degree (Derived From Full-Time Grade F)
First Two Semesters	(3)	**1**	$1,746.36	$1,835.82	$2,193.30
Third and Fourth Semesters	(4)	**2**	$1,835.82	$1,925.10	$2,282.58
Fifth and Sixth Semesters	(5)	**3**	$1,925.10	$2,014.38	$2,371.86
Seventh and Eighth Semesters	(6)	**4**	$2,014.38	$2,103.84	$2,461.14
Ninth and Tenth Semesters	(7)	**5**	$2,103.84	$2,193.30	$2,550.60
Eleventh and Twelfth Semesters	(8)	**6**	$2,193.30	$2,282.58	$2,640.06
Thirteenth and Fourteenth Semesters	(9)	**7**	$2,282.58	$2,371.86	$2,729.34

Hourly Rates (Additional Non-Ancillary Hours)

Progression	Full-Time Equivalent Step	Part-Time Step	Bachelor's Degree (Derived From Full-Time Grade A)	Master's Degree (Derived From Full-Time Grade B)	Doctorate Degree (Derived From Full-Time Grade F)
First Two Semesters	(3)	**1**	$97.02	$101.99	$121.85
Third and Fourth Semesters	(4)	**2**	$101.99	$106.95	$126.81
Fifth and Sixth Semesters	(5)	**3**	$106.95	$111.91	$131.77
Seventh and Eighth Semesters	(6)	**4**	$111.91	$116.88	$136.73
Ninth and Tenth Semesters	(7)	**5**	$116.88	$121.85	$141.70
Eleventh and Twelfth Semesters	(8)	**6**	$121.85	$126.81	$146.67
Thirteenth and Fourteenth Semesters	(9)	**7**	$126.81	$131.77	$151.63

* Or as stated by the State Minimum Qualifications for the discipline taught.

1. Only full fall or spring semesters taught at Cerritos College can be applied to salary advancement on the part-time faculty schedule. For advancement between steps 1-7, a minimum of 36 actual hours worked (2.0 LHE) of service in a semester is required to be counted as a qualifying semester.

2. The semester count for this schedule will begin September 1971.

3. Effective July 1, 2016, advancement on the salary schedule will be granted at the beginning of employment in any fall or spring semester.

4. Full-Time Equivalent Step: Beginning July 1, 2021, the Instructional Part-Time Faculty Salary Schedule shall be based on a parity factor of 0.6. Because parity for the Instructional Part- Time Faculty salary schedule derives from the full-time faculty salary schedule (Columns A, B and F), any future increases to the full-time faculty salary schedule will apply to the instructional part- time faculty schedule. To calculate a given step/column on the Part-Time Faculty Salary Schedule, divide the correlating step/column on the Full-Time Salary Schedule by 540 - the number of teaching hours in an academic year – to determine what the full-time hourly rate would be, then multiply that figure by the parity factor.

5. Step 7 is added to the instructional part-time faculty schedule effective July 1, 2024.

6. Beginning upon ratification of September 28, 2026, tentative agreement, Part-Time Faculty will be compensated on an LHE rate basis with the LHE rate accounting for a total of 54 actual hours per LHE each term. The hours encompass two (2) hours of non-classroom duties for every one (1) hour in the classroom. Additional pre-approved non-ancillary hours will be paid at an hourly rate, calculated by dividing the LHE rate by 54.

7. The rate shown on paystubs will continue to reflect compensation for each classroom hour until the system is configured for the new LHE-based pay structure. The rate shown on paystubs will be based on the LHE rate divided by 18.

Non-Instructional Part-Time Salary Schedule (2026-2027)

The Part-Time Faculty Salary Schedule shall be increased by 3.37% retroactive to July 1, 2026

Hourly Wage Rates

Progression	Step	Master's Degree*	Doctorate Degree
First Two Semesters	**1**	$71.33	$73.82
Third and Fourth Semesters	**2**	$73.82	$76.39
Fifth and Sixth Semesters	**3**	$76.39	$79.08
Seventh and Eighth Semesters	**4**	$79.08	$81.84
Ninth and Tenth Semesters	**5**	$81.84	$84.71
Eleventh and Twelfth Semesters	**6**	$84.71	$87.66
Thirteenth and Fourteenth Semesters	**7**	$87.67	$90.74

Presented to the Board of Trustees for approval on October 7, 2026.

* Or as stated by the State Minimum Qualifications for the discipline taught.

1. Only full fall or spring semesters taught at Cerritos College can be applied to salary advancement on the part-time faculty schedule. For the purpose of crediting semesters of service for salary step advancement, a minimum of 36 hours of service in a semester is required to be counted as a semester.

2. The semester count for this schedule will begin September 1971.

3. Effective July 1, 2016, advancement on the salary schedule will be granted at the beginning of employment in any fall or spring semester.

4. Step 7 is added to the non-instructional part-time faculty salary schedule effective July 1, 2024.