

B/C4.1 Step Increments -- Adjunct faculty shall be granted one (1) step increment for each 450 clock hours of hourly service in the District, with the exception of adjunct faculty on Class 0, Step J of Salary Schedule B and/or Salary Schedule C who require 12,000 hours of satisfactory hourly service to move to Step K. Qualification for step advancement shall be evaluated each pay period. Advancement shall be effective the first of the month following qualification.

Adjunct faculty on Schedule B-2 (fee-based, not-for-credit) do not move in step as a function of hours served. Paid hours of service earned from Schedule B-2 do not add into the 450 hour step increment requirements for Schedules B & C above.

Effective January 1, 2014, Continuing Education Faculty who were moved to Class 1 or Class 2 had their total number of hours served in the District reset to zero for step advancement purposes.

#### Overload Faculty Exception

If the hourly step placement of an instructor offered a probationary contract July 1, 1987 or thereafter is higher than that awarded for the initial contract placement, the hourly rate of pay shall be maintained until the hourly step of the matching contract placement equals the previous hourly step.