

EXHIBIT B2

**Imperial Community College District
Salary Schedule for 194-Day Faculty
Effective 2013–2015**

| Step | A | B | C | D | E |
|-----------|----------------------|-----------------|----------|----------|-----------|
| | Less than a Master's | BA +30 Master's | MA + 15 | MA + 30 | MA + 45 |
| 1 | \$49,142 | \$53,699 | \$60,439 | \$62,252 | \$64,120 |
| 2 | \$50,617 | \$55,310 | \$62,252 | \$64,120 | \$66,043 |
| 3 | \$52,135 | \$56,969 | \$64,120 | \$66,043 | \$68,024 |
| 4 | \$53,699 | \$58,678 | \$66,043 | \$68,024 | \$70,065 |
| 5 | \$55,310 | \$60,439 | \$68,024 | \$70,065 | \$72,167 |
| 6 | \$56,969 | \$62,252 | \$70,065 | \$72,167 | \$74,332 |
| 7 | \$58,678 | \$64,120 | \$72,167 | \$74,332 | \$76,562 |
| 8 | \$60,439 | \$66,043 | \$74,332 | \$76,562 | \$78,859 |
| 9 | \$62,252 | \$68,024 | \$76,562 | \$78,859 | \$81,225 |
| 10 | \$64,120 | \$70,065 | \$78,859 | \$81,225 | \$83,661 |
| 11 | \$66,043 | \$72,167 | \$81,225 | \$83,661 | \$86,171 |
| 12 | \$68,024 | \$74,332 | \$83,661 | \$86,171 | \$88,756 |
| 13 | \$70,065 | \$76,562 | \$86,171 | \$88,756 | \$91,419 |
| 14 | \$72,167 | \$78,859 | \$88,756 | \$91,419 | \$94,162 |
| 15 | \$74,332 | \$81,225 | \$91,419 | \$94,162 | \$96,987 |
| 16 | | \$83,661 | \$94,162 | \$96,987 | \$99,896 |
| 17 | | | \$96,987 | \$99,896 | \$102,893 |
| 18 | | | | | \$105,980 |

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.
3. Unit members with an earned Doctorate will receive a stipend of \$5,000 per year.