

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT  
**2025/2026 FARSCCD PERMANENT  
 BEYOND CONTRACT/OVERLOAD  
 SCHEDULE B**

COLUMN I                      COLUMN II                      COLUMN III                      COLUMN IV

<b>TEACHING</b>		(Lecture Hour Equivalent [LHE] = 18 times the hourly rate)			
STEP		LESS THAN MASTER'S	MASTER'S	MASTER'S + 15	MASTER'S + 30
1					
2					
3		\$ 81.58	\$ 85.67	\$ 89.94	\$ 94.43
4		\$ 85.67	\$ 89.94	\$ 94.43	\$ 99.15
5		\$ 89.94	\$ 94.43	\$ 99.15	\$ 104.11

<b>LAB</b>		(Equivalent to 0.90 of a lecture hour)			
STEP		LESS THAN MASTER'S	MASTER'S	MASTER'S + 15	MASTER'S + 30
1					
2					
3		\$ 73.42	\$ 77.10	\$ 80.95	\$ 85.00
4		\$ 77.10	\$ 80.95	\$ 85.00	\$ 89.25
5		\$ 80.95	\$ 85.00	\$ 89.25	\$ 93.70

<b>COUNSELING/ LIBRARIAN/NURSING</b>		(Equivalent to 0.85 of a lecture hour)			
STEP		LESS THAN MASTER'S	MASTER'S	MASTER'S + 15	MASTER'S + 30
1					
2					
3		\$ 69.35	\$ 72.81	\$ 76.45	\$ 80.27
4		\$ 72.81	\$ 76.45	\$ 80.27	\$ 84.28
5		\$ 76.45	\$ 80.27	\$ 84.28	\$ 88.49

<b>NON-TEACHING</b>		(Equivalent to 0.5 of a lecture hour)			
STEP		LESS THAN MASTER'S	MASTER'S	MASTER'S + 15	MASTER'S + 30
1					
2					
3		\$40.80	\$42.83	\$44.98	\$47.22
4		\$42.83	\$44.98	\$47.22	\$49.57
5		\$44.98	\$47.22	\$49.57	\$52.06

See Article 7.3.2 Schedule B - Beyond Contract