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# Full-Time Faculty Salary Comparisons

*California Community Colleges*

2021-22

# Full-Time Faculty Salary Comparisons in the California Community Colleges 2021-22

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### OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of full-time (FT) faculty in all 72 community college districts in California. We do this by analyzing the salary schedules and comparing pay rates in five separate areas. This study examined salary schedules in effect as of August 2022.

### SALARY COMPARISONS

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This analysis is provided by the Research Department of the CFT.

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## Full-Time Faculty at Masters Degree (Step 1) and Masters Degree +5 Years (Step 6)

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Allan Hancock Joint	61,619	49	72,832	54
Antelope Valley	59,562	57	72,923	53
Barstow	59,268	58	71,760	58
Butte-Glenn	63,566	39	79,190	32
Cabrillo	62,138	47	75,995	40
Cerritos	70,084	20	87,142	12
Chabot-Las Positas	67,769	24	83,940	19
Chaffey	71,496	16	79,822	27
Citrus	65,954	27	75,679	42
Coast	65,141	31	79,490	30
Compton	62,880	44	70,289	61
Contra Costa	65,088	32	73,236	52
Copper Mountain	53,239	70	65,556	69
Desert	72,125	15	88,811	10
El Camino	73,328	11	88,318	11
Feather River	62,377	45	77,531	35
Foothill-De Anza	63,728	38	79,918	26
Gavilan Joint	64,109	35	77,013	38
Glendale	68,916	22	82,852	22
Grossmont-Cuyamaca <sup>1</sup>	63,119	41	71,763	57
Hartnell	60,546	53	75,591	43
Imperial	65,892	29	76,390	39
Kern	79,596	3	90,056	6
Lake Tahoe	55,966	64	67,762	66
Lassen	63,748	37	80,577	24
Long Beach	72,539	12	86,110	13
Los Angeles	65,250	30	77,870	34
Los Rios	53,162	71	64,680	70
Marin	72,168	14	83,088	20
Mendocino-Lake	61,442	51	75,125	44
Merced	55,018	67	67,511	67
MiraCosta	80,912	2	102,114	1
Monterey Peninsula	61,792	48	75,049	45
Mt. San Antonio	71,441	18	85,699	16
Mt. San Jacinto	60,088	55	69,658	62
Napa Valley	54,769	68	71,243	59
North Orange County	76,421	9	86,059	14
Ohlone	74,649	10	89,774	8
Palo Verde	64,240	34	74,473	46
Palomar	69,096	21	84,184	18
Pasadena Area	78,009	7	78,009	33
Peralta	44,229	72	57,818	72
Rancho Santiago	70,685	19	85,838	15

## Full-Time Faculty at Masters Degree (Step 1) and Masters Degree +5 Years (Step 6)

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Redwoods	56,817	63	68,488	64
Rio Hondo	66,171	26	82,950	21
Riverside	72,351	13	89,630	9
San Bernardino	68,843	23	80,974	23
San Diego	60,329	54	69,093	63
San Francisco	65,900	28	79,250	31
San Joaquin Delta	63,372	40	79,714	29
San Jose/Evergreen	81,767	1	97,300	3
San Luis Obispo County	59,665	56	73,793	50
San Mateo County	78,372	5	97,380	2
Santa Barbara	63,071	42	74,142	48
Santa Clarita	67,368	25	79,800	28
Santa Monica	59,133	60	71,799	56
Sequoias	71,484	17	84,584	17
Shasta-Tehama-Trinity Joint	59,203	59	73,948	49
Sierra Joint	56,994	62	72,740	55
Siskiyou Joint	55,268	66	64,383	71
Solano	57,904	61	70,449	60
Sonoma County	78,113	6	90,005	7
South Orange County	78,612	4	92,402	4
Southwestern	63,776	36	77,174	36
State Center	64,849	33	80,513	25
Ventura County	53,766	69	67,206	68
Victor Valley	55,714	65	68,063	65
West Hills	62,203	46	73,703	51
West Kern	61,162	52	77,074	37
West Valley-Mission	77,622	8	92,192	5
Yosemite	62,910	43	75,704	41
Yuba	61,595	50	74,445	47
• Average (Mean)	65,160		78,300	
• Highest	81,767		102,114	
• 3rd quartile	70,874		84,001	
• Median	63,762		77,124	
• 1st quartile	60,269		72,809	
• Lowest	44,229		57,818	

<sup>1</sup> The first step placement on this report is step 6 on the GCCCD Salary Schedule and all subsequent step placements are from step 6. Per Local 1931 steps 1-5 on the GCCCD Salary Schedule do not apply.

## Full-Time Faculty at Masters Degree +30 Units +10 years (Step 11) and Masters Degree +60 units +20 Years (Step 21)

District	Salary (\$) MA+30 units, 10 years, Step 11	Rank	Salary (\$) MA+60 units, 20 years, Step 21	Rank
Allan Hancock Joint	88,516	59	110,487	59
Antelope Valley	90,935	56	108,947	63
Barstow	89,249	58	116,732	41
Butte-Glenn	100,040	22	122,338	23
Cabrillo	94,328	45	112,134	54
Cerritos	107,614	11	121,258	27
Chabot-Las Positas	104,298	14	120,471	29
Chaffey	96,993	37	114,789	47
Citrus	95,460	42	115,245	44
Coast	98,969	26	128,129	14
Compton	80,204	70	104,489	66
Contra Costa	94,044	47	111,768	55
Copper Mountain	87,729	60	103,621	68
Desert	118,849	2	130,366	11
El Camino	101,442	19	116,084	42
Feather River	96,686	38	107,302	65
Foothill-De Anza	99,346	24	109,059	62
Gavilan Joint	98,550	29	119,526	32
Glendale	100,567	21	114,545	48
Grossmont-Cuyamaca <sup>1</sup>	87,673	61	111,187	56
Hartnell	94,057	46	118,541	35
Imperial	98,889	27	125,275	19
Kern	109,022	9	128,766	13
Lake Tahoe	84,277	69	110,228	60
Lassen	97,278	35	104,451	67
Long Beach	101,846	18	122,010	24
Los Angeles	97,570	34	129,920	12
Los Rios	86,547	67	114,885	46
Marin	98,546	30	126,948	16
Mendocino-Lake	92,429	52	115,124	45
Merced	85,637	68	101,814	71
MiraCosta	129,089	1	153,975	1
Monterey Peninsula	92,689	49	112,970	50
Mt. San Antonio	109,394	8	125,558	17
Mt. San Jacinto	95,860	41	131,919	9
Napa Valley	87,303	65	103,045	70
North Orange County	105,336	13	124,611	20
Ohlone	107,800	10	140,966	4
Palo Verde	90,439	57	118,696	34
Palomar	103,370	16	119,812	30
Pasadena Area	94,490	43	114,267	49
Peralta	77,698	72	110,896	58
Rancho Santiago	107,479	12	132,141	8

## Full-Time Faculty at Masters Degree +30 Units +10 years (Step 11) and Masters Degree +60 units +20 Years (Step 21)

District	Salary (\$) MA+30 units, 10 years, Step 11	Rank	Salary (\$) MA+60 units, 20 years, Step 21	Rank
Redwoods	87,472	64	123,406	22
Rio Hondo	103,432	15	123,962	21
Riverside	115,642	5	137,831	6
San Bernardino	97,182	36	120,817	28
San Diego	87,242	66	119,497	33
San Francisco	97,940	32	121,970	26
San Joaquin Delta	98,451	31	116,986	39
San Jose/Evergreen	116,309	4	142,015	3
San Luis Obispo County	93,595	48	112,285	53
San Mateo County	112,572	6	127,644	15
Santa Barbara	92,009	53	108,253	64
Santa Clarita	101,040	20	132,648	7
Santa Monica	99,195	25	131,255	10
Sequoias	97,680	33	115,625	43
Shasta-Tehama-Trinity Joint	91,641	54	103,478	69
Sierra Joint	87,574	62	109,654	61
Siskiyou Joint	78,750	71	101,140	72
Solano	92,569	50	111,133	57
Sonoma County	101,896	17	125,356	18
South Orange County	110,329	7	146,183	2
Southwestern	95,932	40	118,518	36
State Center	99,793	23	119,570	31
Ventura County	91,397	55	112,361	51
Victor Valley	87,535	63	116,888	40
West Hills	94,402	44	122,005	25
West Kern	98,636	28	118,427	37
West Valley-Mission	117,861	3	140,322	5
Yosemite	96,545	39	112,344	52
Yuba	92,433	51	118,130	38
• Average (Mean)	97,439		119,375	
• Highest	129,089		153,975	
• 3rd quartile	101,543		125,295	
• Median	97,088		118,472	
• 1st quartile	91,580		112,043	
• Lowest	77,698		101,140	

<sup>1</sup> The first step placement on this report is step 6 on the GCCCD Salary Schedule and all subsequent step placements are from step 6. Per Local 1931 steps 1-5 on the GCCCD Salary Schedule do not apply.

## Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Allan Hancock Joint	112,987	21	66
Antelope Valley	117,987	26	58
Barstow	119,002	20	56
Butte-Glenn	131,610	24	34
Cabrillo	124,312	27	46
Cerritos	134,904	30X	24
Chabot-Las Positas	135,703	30	20
Chaffey	132,277	27	31
Citrus	135,446	35	22
Coast	140,184	26	13
Compton	118,062	35	57
Contra Costa	117,048	27	59
Copper Mountain	108,025	14	69
Desert	137,066	40-44	19
El Camino	129,047	30	37
Feather River	114,230	15	65
Foothill-De Anza	112,297	13	68
Gavilan Joint	125,725	22	41
Glendale	133,125	31	28
Grossmont-Cuyamaca <sup>1</sup>	116,426	30	62
Hartnell	121,962	20	48
Imperial	132,789	18	30
Kern	137,777	15	16
Lake Tahoe	112,372	20	67
Lassen	104,951	21	71
Long Beach	127,335	20	39
Los Angeles	133,840	28+	27
Los Rios	123,035	25+	47
Marin	141,283	30	11
Mendocino-Lake	119,831	29+	54
Merced	130,090	41	36
MiraCosta	164,433	30	2
Monterey Peninsula	116,260	17	63
Mt. San Antonio	140,692	35	12
Mt. San Jacinto	146,576	16	6
Napa Valley	106,737	24	70
North Orange County	135,504	25	21
Ohlone	143,867	21	9
Palo Verde	121,046	21	51
Palomar	139,079	40	15
Pasadena Area	134,044	33	26
Peralta	121,552	25	49
Rancho Santiago	140,058	25+	14

## Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Redwoods	124,906	22	44
Rio Hondo	131,021	25	35
Riverside	145,804	22	7
San Bernardino	125,046	21	43
San Diego	125,472	19	42
San Francisco	127,310	30	40
San Joaquin Delta	133,025	25	29
San Jose/Evergreen	145,632	19(PG)*	8
San Luis Obispo County	121,193	23	50
San Mateo County	142,128	25	10
Santa Barbara	124,497	34	45
Santa Clarita	147,864	27	5
Santa Monica	137,311	22**	18
Sequoias	151,357	33	4
Shasta-Tehama-Trinity Joint	115,075	28	64
Sierra Joint	119,743	24	55
Siskiyou Joint	103,140	16	72
Solano	116,958	25	60
Sonoma County	137,533	28 (PG)*	17
South Orange County	158,628	26	3
Southwestern	132,245	28+	33
State Center	127,911	30	38
Ventura County	120,964	31+	52
Victor Valley	116,888	20	61
West Hills	134,418	25	25
West Kern	135,372	26+	23
West Valley-Mission	169,993	36	1
Yosemite	120,081	25	53
Yuba	132,263	33	32
• Average (Mean)	129,366		
• Highest	169,993		
• 3rd quartile	137,127		
• Median	129,569		
• 1st quartile	119,809		
• Lowest	103,140		

<sup>1</sup> The first step placement on this report is step 6 on the GCCCD Salary Schedule and all subsequent step placements are from step 6. Per Local 1931 steps 1-5 on the GCCCD Salary Schedule do not apply.

\* PG indicates that Personal Growth steps have been included

\*\* Steps 23-25 only accessible to Faculty Chairs of Health Sciences & Library; Steps 23-30 accessible to SMC Faculty Association President.



## Full-Time Equivalent Students (FTES) and General Fund Revenue Ranking per FTES

District	FTES <sup>1</sup>	Rank in # FTES	General Fund Revenue (\$) <sup>2</sup>	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	8,302.41	48	90,695,796	10,924.03	46
Antelope Valley	9,278.45	45	119,682,328	12,898.96	24
Barstow	2,168.92	66	35,295,485	16,273.31	12
Butte-Glenn	8,468.82	47	181,566,736	21,439.44	3
Cabrillo	7,918.25	49	95,257,476	12,030.12	28
California Online (Calbright)	260.54	73	16,247,782	62,361.26	1
Cerritos	16,881.24	20	161,228,957	9,550.78	63
Chabot-Las Positas	15,628.90	24	168,437,116	10,777.28	50
Chaffey	14,513.10	28	168,441,973	11,606.20	34
Citrus	10,709.47	40	106,544,686	9,948.64	60
Coast	29,509.49	9	297,543,294	10,082.97	57
Compton	3,435.61	61	60,687,877	17,664.35	7
Contra Costa	27,698.54	10	278,226,090	10,044.79	58
Copper Mountain	1,321.89	72	23,768,863	17,980.98	4
Desert	9,463.69	44	108,969,550	11,514.49	36
El Camino	16,062.03	23	181,783,096	11,317.57	39
Feather River	1,584.00	68	22,890,208	14,450.91	17
Foothill-De Anza	27,370.76	11	280,468,890	10,247.03	54
Gavilan Joint	3,867.74	60	52,677,170	13,619.64	21
Glendale	12,308.51	33	148,158,255	12,037.06	27
Grossmont-Cuyamaca	12,412.57	32	188,530,005	15,188.63	14
Hartnell	7,001.54	53	75,970,666	10,850.57	47
Imperial	7,419.30	51	80,208,050	10,810.73	49
Kern	24,804.31	14	244,546,956	9,859.05	62
Lake Tahoe	1,874.20	67	22,452,465	11,979.77	31
Lassen	1,407.65	71	23,386,567	16,613.87	10
Long Beach	20,225.89	17	191,527,738	9,469.43	65
Los Angeles	83,138.13	1	924,590,117	11,121.13	42
Los Rios	45,756.83	3	490,097,294	10,710.91	51
Marin*	3,210.21	62	82,567,573	25,720.29	2
Mendocino-Lake	2,740.40	64	35,721,878	13,035.27	23
Merced	9,612.87	42	94,875,986	9,869.69	61
MiraCosta*	10,553.01	41	161,051,114	15,261.16	13
Monterey Peninsula	5,610.14	57	59,648,498	10,632.27	52
Mt. San Antonio	33,823.02	6	286,858,442	8,481.16	71
Mt. San Jacinto	10,914.40	39	121,556,104	11,137.23	41
Napa Valley*	4,351.37	59	52,159,846	11,986.98	30
North Orange County	33,960.20	5	321,414,860	9,464.46	66
Ohlone	8,711.06	46	76,758,540	8,811.62	70
Palo Verde	1,550.62	69	26,625,460	17,170.86	9
Palomar	16,529.36	21	165,996,745	10,042.54	59

## Full-Time Equivalent Students (FTES) and General Fund Revenue Ranking per FTES

District	FTES <sup>1</sup>	Rank in # FTES	General Fund Revenue (\$) <sup>2</sup>	Revenue per FTES (\$)	Rank in revenue per FTES
Pasadena Area	23,568.03	15	213,602,029	9,063.21	68
Peralta	16,381.74	22	187,496,667	11,445.47	38
Rancho Santiago	38,020.91	4	343,090,843	9,023.74	69
Redwoods	3,137.24	63	44,392,543	14,150.18	19
Rio Hondo	12,202.33	34	115,919,760	9,499.80	64
Riverside	29,940.87	7	349,941,709	11,687.76	33
San Bernardino	13,613.53	29	147,482,231	10,833.51	48
San Diego	46,339.57	2	384,270,943	8,292.50	72
San Francisco	12,107.06	35	217,377,406	17,954.59	5
San Joaquin Delta	17,588.04	19	138,435,325	7,870.99	73
San Jose/Evergreen*	11,614.07	37	166,588,100	14,343.64	18
San Luis Obispo County	7,358.87	52	77,469,685	10,527.39	53
San Mateo County*	18,799.89	18	262,263,712	13,950.28	20
Santa Barbara	12,038.24	36	153,203,344	12,726.39	25
Santa Clarita	14,914.24	25	152,004,823	10,191.92	55
Santa Monica	22,134.63	16	243,721,775	11,010.88	44
Sequoias	9,537.78	43	106,967,114	11,215.09	40
Shasta-Tehama-Trinity Joint	6,164.45	56	77,773,302	12,616.43	26
Sierra Joint*	13,349.70	30	135,116,946	10,121.35	56
Siskiyou Joint	1,549.20	70	25,479,199	16,446.73	11
Solano	6,882.58	54	75,364,145	10,949.99	45
Sonoma County	14,764.57	27	170,711,647	11,562.25	35
South Orange County*	24,828.37	13	368,896,026	14,857.85	15
Southwestern	13,262.58	31	152,091,947	11,467.75	37
State Center	29,831.91	8	330,195,307	11,068.53	43
Ventura County	26,232.38	12	245,136,400	9,344.80	67
Victor Valley	7,909.54	50	95,070,513	12,019.72	29
West Hills	4,727.31	58	70,060,381	14,820.36	16
West Kern	2,445.16	65	43,249,417	17,687.74	6
West Valley-Mission*	11,111.34	38	192,629,400	17,336.29	8
Yosemite	14,817.51	26	176,268,779	11,895.98	32
Yuba	6,440.30	55	86,929,202	13,497.68	22

<sup>1</sup>Source: FTES Datamart 2020-21 Credit and Non-Credit

<sup>2</sup>Source: Total Funding California Community College Chancellor's Office Statewide Report 2020-21

\*Basic Aid District: A district that does not receive State General Apportionment because its revenues from local property taxes provide more than it would receive under state formulas. The district still receives EPA and special funding such as Full-Time Faculty Hiring. Basic Aid Districts may also be referred to as community-funded or community-supported Districts.

## Date of Full-Time Faculty Salary Schedule

District	Date of Salary Schedule	District	Date of Salary Schedule
Allan Hancock Joint	July 1, 2021	North Orange County	2021-2022
Antelope Valley	2020-2021	Ohlone	August 1, 2021
Barstow	2019-2020	Palo Verde	July 1, 2021
Butte-Glenn	2021-2022	Palomar	2021-2022
Cabrillo	2021-2022	Pasadena Area	July 1, 2021
Cerritos	2019-2020	Peralta	July 1, 2021
Chabot-Las Positas	2021-2022	Rancho Santiago	2021-2022
Chaffey	Fall 2021	Redwoods	2021-2022
Citrus	2021-2023	Rio Hondo	2021-2022
Coast	2021-2022	Riverside	2021-2022
Compton	2021-2022	San Bernardino	July 1, 2019
Contra Costa	2021-2022	San Diego	January 1, 2022
Copper Mountain	July 1, 2021	San Francisco	2020-2021
Desert	2021-2022	San Joaquin Delta	2021-2022
El Camino	December 1, 2021	San Jose/Evergreen	2021-2022
Feather River	2021-2022	San Luis Obispo County	2021-2022
Foothill-De Anza	2021-2022	San Mateo County	August 16, 2021
Gavilan Joint	2019-2020	Santa Barbara	2021-2022
Glendale	July 1, 2021	Santa Clarita	2021-2022
Grossmont-Cuyamaca	July 1, 2021	Santa Monica	August 24, 2021
Hartnell	2021-2022	Sequoias	2021-2022
Imperial	2021-2022	Shasta-Tehama-Trinity Joint	2021-2022
Kern	July 1, 2021	Sierra Joint	2021-2022
Lake Tahoe	2021-2022	Siskiyou Joint	2021-2022
Lassen	2021-2022	Solano	2021-2022
Long Beach	July 1, 2021	Sonoma County	2021-2022
Los Angeles	2021-2022	South Orange County	2021-2022
Los Rios	2020-2021	Southwestern	July 1, 2021
Marin	July 1, 2021	State Center	July 1, 2021
Mendocino-Lake	September 1, 2021	Ventura County	July 1, 2021
Merced	2021-2022	Victor Valley	2019-2020
MiraCosta	2021-2022	West Hills	2021-2022
Monterey Peninsula	2021-2022	West Kern	2021-2022
Mt. San Antonio	2019-2022	West Valley-Mission	2021-2022
Mt. San Jacinto	2021-2022	Yosemite	2021-2022
Napa Valley	2021-2022	Yuba	2021-2022