



A Union of Educators
& Classified Professionals

Full-Time Faculty Salary Comparisons

California Community Colleges

2022-23

Full-Time Faculty Salary Comparisons in the California Community Colleges 2022-23

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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 for the 2022-23 school year.

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	62,543	57	73,924	61
Antelope Valley	59,562	66	72,923	62
Barstow	61,663	58	74,659	58
Butte-Glenn	67,736	39	84,385	32
Cabrillo	66,214	46	80,980	41
Cerritos	79,401	10	98,726	3
Chabot-Las Positas	81,507	5	97,687	4
Chaffey	76,901	16	85,856	27
Citrus	72,549	25	83,247	33
Coast	69,415	33	84,705	31
Compton	62,880	56	70,289	68
Contra Costa	70,404	29	79,212	48
Copper Mountain	54,038	70	66,539	71
Desert	76,856	18	94,637	10
El Camino	73,328	23	88,318	21
Feather River	66,469	45	82,617	37
Foothill-De Anza	70,682	27	88,638	19
Gavilan Joint	66,994	41	80,479	43
Glendale	68,916	35	82,852	35
Grossmont-Cuyamaca ¹	66,036	47	75,078	57
Hartnell	60,546	60	75,591	56
Imperial	70,379	30	81,592	39
Kern	80,440	9	91,010	15
Lake Tahoe	59,939	64	72,573	64
Lassen	67,930	38	85,859	26
Long Beach	77,297	15	91,759	12
Los Angeles	69,530	31	82,980	34
Los Rios	52,000	71	67,500	70
Marin	76,536	19	87,456	23
Mendocino-Lake	65,473	49	80,053	45
Merced	60,520	61	74,262	60
MiraCosta	82,530	3	104,156	1
Monterey Peninsula	66,927	43	81,286	40
Mt. San Antonio	73,368	22	88,011	22
Mt. San Jacinto	78,507	12	91,011	14
Napa Valley	59,698	65	77,655	53
North Orange County	81,303	8	91,573	13
Ohlone	78,800	11	94,770	9
Palo Verde	69,097	34	80,103	44
Palomar	73,629	21	89,707	18
Pasadena Area	82,690	2	82,690	36
Peralta	48,758	72	63,738	72
Rancho Santiago	74,220	20	90,130	17

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	66,938	42	79,374	46
Rio Hondo	70,512	28	88,392	20
Riverside	77,868	14	96,465	8
San Bernardino	72,285	26	85,023	29
San Diego	63,014	55	72,168	65
San Francisco	65,900	48	79,250	47
San Joaquin Delta	67,530	40	84,944	30
San Jose/Evergreen	84,220	1	100,219	2
San Luis Obispo County	63,281	52	78,265	50
San Mateo County	78,372	13	97,380	5
Santa Barbara	66,540	44	78,220	51
Santa Clarita	72,840	24	86,280	24
Santa Monica	63,272	53	76,825	55
Sequoias	76,888	17	90,978	16
Shasta-Tehama-Trinity Joint	63,087	54	78,799	49
Sierra Joint	60,414	62	77,105	54
Siskiyou Joint	60,353	63	70,306	67
Solano	57,904	68	70,449	66
Sonoma County	81,377	7	94,015	11
South Orange County	82,448	4	96,913	6
Southwestern	67,960	37	85,237	28
State Center	69,427	32	86,197	25
Ventura County	58,068	67	72,583	63
Victor Valley	55,714	69	68,063	69
West Hills	67,970	36	80,536	42
West Kern	65,174	50	82,130	38
West Valley-Mission	81,503	6	96,802	7
Yosemite	64,844	51	78,032	52
Yuba	61,595	59	74,445	59
• Average (Mean)	69,049		83,008	
• Highest	84,220		104,156	
• 3rd Quartile	76,616		88,906	
• Median	67,965		82,653	
• 1st Quartile	63,068		77,035	
• Lowest	48,758		63,738	

¹ 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	89,842	66	112,139	64
Antelope Valley	90,935	64	108,947	70
Barstow	92,855	58	121,448	44
Butte-Glenn	106,602	23	130,364	22
Cabrillo	100,516	42	119,490	48
Cerritos	121,920	5	137,377	14
Chabot-Las Positas	118,051	7	134,231	16
Chaffey	104,326	31	123,467	39
Citrus	105,006	29	126,770	33
Coast	105,462	26	136,535	15
Compton	80,204	72	104,489	72
Contra Costa	99,732	45	118,536	51
Copper Mountain	89,045	67	105,176	71
Desert	126,646	2	139,340	10
El Camino	101,442	40	116,084	58
Feather River	103,176	34	114,583	60
Foothill-De Anza	110,186	16	120,960	47
Gavilan Joint	102,984	37	127,403	31
Glendale	100,567	41	114,545	61
Grossmont-Cuyamaca ¹	91,724	62	116,325	56
Hartnell	94,057	57	118,541	50
Imperial	105,623	25	133,806	17
Kern	110,178	17	130,130	24
Lake Tahoe	90,261	65	118,054	53
Lassen	103,659	33	116,669	55
Long Beach	108,527	20	130,014	25
Los Angeles	103,980	32	138,450	12
Los Rios	88,000	68	109,120	69
Marin	103,122	36	131,732	21
Mendocino-Lake	98,492	50	122,561	40
Merced	94,201	56	111,995	65
MiraCosta	131,671	1	157,054	1
Monterey Peninsula	100,391	43	122,358	41
Mt. San Antonio	112,346	13	128,942	26
Mt. San Jacinto	116,321	8	148,670	4
Napa Valley	95,160	55	112,319	63
North Orange County	112,115	14	132,654	19
Ohlone	113,803	10	148,823	3
Palo Verde	97,276	53	127,669	29
Palomar	110,151	18	127,672	28
Pasadena Area	100,159	44	121,123	46
Peralta	85,655	71	122,252	42
Rancho Santiago	112,853	11	138,748	11

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	99,604	46	137,895	13
Rio Hondo	110,217	15	132,094	20
Riverside	124,460	3	148,342	5
San Bernardino	102,042	39	126,858	32
San Diego	91,124	63	124,814	36
San Francisco	97,940	51	121,970	43
San Joaquin Delta	104,909	30	124,660	37
San Jose/Evergreen	119,798	6	146,275	7
San Luis Obispo County	99,268	48	119,090	49
San Mateo County	112,572	12	127,644	30
Santa Barbara	97,070	54	114,207	62
Santa Clarita	109,248	19	143,424	8
Santa Monica	106,139	24	140,443	9
Sequoias	105,065	28	124,367	38
Shasta-Tehama-Trinity Joint	97,652	52	110,266	68
Sierra Joint	92,829	59	116,233	57
Siskiyou Joint	85,995	70	110,445	67
Solano	92,569	60	111,133	66
Sonoma County	106,653	22	130,154	23
South Orange County	115,717	9	153,352	2
Southwestern	102,225	38	126,293	34
State Center	106,838	21	128,012	27
Ventura County	98,709	49	121,350	45
Victor Valley	87,535	69	116,888	54
West Hills	103,154	35	133,317	18
West Kern	105,106	27	126,195	35
West Valley-Mission	123,754	4	147,338	6
Yosemite	99,514	47	115,799	59
Yuba	92,433	61	118,130	52
• Average (Mean)	103,047		126,035	
• Highest	131,671		157,054	
• 3rd Quartile	109,474		132,820	
• Median	103,053		124,737	
• 1st Quartile	96,593		116,833	
• Lowest	80,204		104,489	

¹ 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	114,639	21	70
Antelope Valley	117,987	26	65
Barstow	123,810	20	56
Butte-Glenn	140,243	24	32
Cabrillo	132,467	27	41
Cerritos	152,837	30+	8
Chabot-Las Positas	152,704	30	9
Chaffey	142,277	27	25
Citrus	148,990	35	13
Coast	149,381	26	12
Compton	118,062	35	64
Contra Costa	124,128	27	55
Copper Mountain	109,646	14	72
Desert	145,939	35+	19
El Camino	129,047	30	48
Feather River	122,068	15	59
Foothill-De Anza	124,551	13	54
Gavilan Joint	133,937	22	39
Glendale	133,125	31	40
Grossmont-Cuyamaca ¹	121,805	30	61
Hartnell	121,962	20	60
Imperial	141,832	18	28
Kern	139,238	15	35
Lake Tahoe	120,351	20	62
Lassen	119,669	21	63
Long Beach	135,689	20	37
Los Angeles	142,630	28+	24
Los Rios	116,600	25	68
Marin	146,067	30	18
Mendocino-Lake	127,462	29+	50
Merced	143,099	41	23
MiraCosta	167,722	30	2
Monterey Peninsula	125,648	17	53
Mt. San Antonio	144,475	35	20
Mt. San Jacinto	156,104	16	7
Napa Valley	116,343	24	69
North Orange County	144,262	25	21
Ohlone	151,886	21	10
Palo Verde	130,197	21	47
Palomar	148,202	40	14
Pasadena Area	142,086	33	27
Peralta	133,999	25	38
Rancho Santiago	147,061	25+	15

Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Redwoods	139,395	22	34
Rio Hondo	139,616	25	33
Riverside	156,923	22	6
San Bernardino	131,298	21	44
San Diego	131,055	19	45
San Francisco	127,310	30	51
San Joaquin Delta	141,751	25	29
San Jose/Evergreen	150,001	19(PG)*	11
San Luis Obispo County	128,538	23	49
San Mateo County	142,128	25	26
Santa Barbara	131,344	34	43
Santa Clarita	159,876	27	5
Santa Monica	146,923	22**	16
Sequoias	162,799	33	4
Shasta-Tehama-Trinity Joint	122,492	28	58
Sierra Joint	126,927	24	52
Siskiyou Joint	112,445	16	71
Solano	116,958	25	66
Sonoma County	140,316	28 (PG)*	31
South Orange County	166,378	25	3
Southwestern	140,893	28+	30
State Center	137,132	30	36
Ventura County	130,642	31+	46
Victor Valley	116,888	20	67
West Hills	146,649	25	17
West Kern	144,252	26+	22
West Valley-Mission	178,493	36	1
Yosemite	123,773	25	57
Yuba	132,263	33	42
• Average (Mean)	136,468		
• Highest	178,493		
• 3rd Quartile	145,971		
• Median	136,410		
• 1st Quartile	124,445		
• Lowest	109,646		

¹ 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 23-30 only accessible to Academic Senate and Faculty Association Presidents.

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

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	8,184.19	47	108,712,139	13,283.19	45
Antelope Valley	8,326.93	45	138,549,920	16,638.79	19
Barstow	2,221.88	65	36,645,271	16,492.93	20
Butte-Glenn	8,297.43	46	199,702,431	24,067.99	3
Cabrillo	6,923.58	52	107,660,216	15,549.79	29
California Online (Calbright)	491.14	73	15,750,387	32,068.85	1
Cerritos	11,191.16	33	182,262,974	16,286.34	22
Chabot-Las Positas	13,789.92	26	182,107,731	13,205.86	46
Chaffey	13,812.76	25	206,540,817	14,952.90	31
Citrus	9,024.19	43	123,278,840	13,660.93	41
Coast	25,880.55	9	307,408,071	11,877.96	62
Compton	2,965.91	62	64,712,842	21,818.87	5
Contra Costa	25,632.21	10	295,146,856	11,514.69	66
Copper Mountain	1,234.40	72	25,023,506	20,271.80	8
Desert	9,136.99	41	116,455,498	12,745.49	53
El Camino	14,954.92	21	193,383,182	12,931.08	51
Feather River	1,577.09	69	26,461,430	16,778.60	17
Foothill-De Anza	23,724.57	13	281,794,205	11,877.74	63
Gavilan Joint	4,031.03	59	52,815,734	13,102.30	48
Glendale	10,995.00	34	172,486,491	15,687.72	26
Grossmont-Cuyamaca	10,837.14	35	232,757,808	21,477.79	6
Hartnell	6,398.68	53	85,877,430	13,421.13	43
Imperial	7,944.58	49	100,132,160	12,603.83	55
Kern	22,621.20	14	268,555,295	11,871.84	64
Lake Tahoe	1,811.18	68	28,359,853	15,658.23	28
Lassen	1,350.97	71	26,779,172	19,822.20	9
Long Beach	18,107.34	17	217,537,234	12,013.76	61
Los Angeles	71,824.17	1	1,026,377,911	14,290.15	34
Los Rios	42,870.95	2	557,197,473	12,997.09	50
Marin*	3,090.57	61	85,388,156	27,628.58	2
Mendocino-Lake	2,401.67	64	43,482,983	18,105.31	12
Merced	8,990.57	44	110,437,211	12,283.67	60
MiraCosta*	9,358.57	40	181,588,408	19,403.44	11
Monterey Peninsula	4,919.09	57	68,677,997	13,961.52	38
Mt. San Antonio	31,453.82	5	332,136,618	10,559.50	71
Mt. San Jacinto	9,958.44	39	135,335,968	13,590.07	42
Napa Valley*	3,453.38	60	57,927,459	16,774.16	18
North Orange County	30,102.13	6	336,677,142	11,184.50	68
Ohlone	7,255.78	50	82,228,002	11,332.75	67
Palo Verde	1,829.33	67	29,836,251	16,309.90	21
Palomar	14,474.80	23	190,960,247	13,192.60	47

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

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Pasadena Area	17,425.51	18	273,041,062	15,669.04	27
Peralta	15,443.42	20	221,955,712	14,372.18	33
Rancho Santiago	42,089.46	4	297,793,609	7,075.25	73
Redwoods	2,909.32	63	50,299,501	17,289.09	16
Rio Hondo	10,817.90	36	148,154,628	13,695.33	40
Riverside	26,002.17	8	370,553,473	14,250.86	35
San Bernardino	11,813.55	32	166,808,453	14,120.09	37
San Diego	42,353.69	3	448,883,185	10,598.44	70
San Francisco	12,657.94	28	227,046,747	17,937.09	13
San Joaquin Delta	16,362.93	19	158,903,227	9,711.17	72
San Jose/Evergreen*	10,017.95	37	178,369,249	17,804.97	14
San Luis Obispo County	7,129.85	51	89,547,492	12,559.53	56
San Mateo County*	18,447.03	16	269,382,217	14,603.01	32
Santa Barbara	11,834.04	31	167,586,351	14,161.38	36
Santa Clarita	13,818.82	24	173,139,485	12,529.25	57
Santa Monica	19,847.70	15	245,604,632	12,374.46	59
Sequoias	9,047.43	42	124,566,495	13,768.17	39
Shasta-Tehama-Trinity Joint	5,346.15	56	80,627,070	15,081.33	30
Sierra Joint*	11,893.42	30	150,611,866	12,663.46	54
Siskiyou Joint	1,422.72	70	27,903,297	19,612.65	10
Solano	6,166.81	54	72,212,644	11,709.89	65
Sonoma County	13,691.22	27	179,007,006	13,074.59	49
South Orange County*	23,858.14	12	374,965,639	15,716.47	25
Southwestern	12,184.34	29	196,136,575	16,097.43	23
State Center	27,679.82	7	368,333,818	13,306.94	44
Ventura County	25,316.75	11	276,100,264	10,905.84	69
Victor Valley	8,130.19	48	105,020,752	12,917.39	52
West Hills	4,363.34	58	76,898,218	17,623.71	15
West Kern	1,914.27	66	43,686,427	22,821.44	4
West Valley-Mission*	9,986.50	38	202,475,241	20,274.90	7
Yosemite	14,852.34	22	185,162,208	12,466.87	58
Yuba	6,156.39	55	97,262,208	15,798.58	24

¹Source: FTES Datamart 2021-22 Credit and Non-Credit

²Source: Total Funding California Community College Chancellor's Office Statewide Report 2021-22

*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, 2022	North Orange County	July 1, 2022
Antelope Valley	2020-2021	Ohlone	August 1, 2022
Barstow	2022-2023	Palo Verde	July 1, 2022
Butte-Glenn	2022-2023	Palomar	2022-2023
Cabrillo	2022-2023	Pasadena Area	July 1, 2022
Cerritos	2022-2023	Peralta	January 1, 2023
Chabot-Las Positas	2022-2023	Rancho Santiago	2022-2023
Chaffey	August 1, 2022	Redwoods	2022-2023
Citrus	January 1, 2023	Rio Hondo	2022-2023
Coast	2022-2023	Riverside	2022-2023
Compton	2021-2022	San Bernardino	July 1, 2022
Contra Costa	2022-2023	San Diego	January 1, 2023
Copper Mountain	July 1, 2022	San Francisco	2022-2023
Desert	2022-2023	San Joaquin Delta	2022-2023
El Camino	December 1, 2021	San Jose/Evergreen	2022-2023
Feather River	2022-2023	San Luis Obispo County	2022-2023
Foothill-De Anza	2022-2023	San Mateo County	August 16, 2021
Gavilan Joint	2022-2023	Santa Barbara	2021-2022
Glendale	July 1, 2021	Santa Clarita	2022-2023
Grossmont-Cuyamaca	January 1, 2023	Santa Monica	August 23, 2022
Hartnell	2021-2022	Sequoias	2022-2023
Imperial	2022-2023	Shasta-Tehama-Trinity Joint	2022-2023
Kern	July 1, 2022	Sierra Joint	2022-2023
Lake Tahoe	2022-2023	Siskiyou Joint	2022-2023
Lassen	2022-2023	Solano	2022-2023
Long Beach	July 1, 2022	Sonoma County	2022-2023
Los Angeles	2022-2023	South Orange County	2022-2023
Los Rios	2022-2023	Southwestern	July 1, 2022
Marin	July 1, 2022	State Center	July 1, 2022
Mendocino-Lake	July 1, 2022	Ventura County	July 1, 2022
Merced	2022-2023	Victor Valley	2019-2020
MiraCosta	2022-2023	West Hills	2022-2023
Monterey Peninsula	2022-2023	West Kern	2022-2023
Mt. San Antonio	2019-2022	West Valley-Mission	2022-2023
Mt. San Jacinto	2022-2023	Yosemite	2022-2023
Napa Valley	2022-2023	Yuba	2021-2022