



A Union of Educators
& Classified Professionals

Full-Time Faculty Salary Comparisons

California Community Colleges

2024-25

Full-Time Faculty Salary Comparisons in the California Community Colleges 2024-25

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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 2024-25 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	71,099	49	84,037	57
Antelope Valley	69,997	54	85,699	52
Barstow	68,594	58	83,051	58
Butte-Glenn	74,089	37	92,299	30
Cabrillo	70,995	50	86,827	46
Cerritos	86,787	11	107,909	5
Chabot-Las Positas	86,464	13	103,627	10
Chaffey	83,953	20	94,722	23
Citrus	81,520	22	89,158	38
Coast	75,925	33	92,649	29
Compton	62,880	69	70,289	71
Contra Costa	71,496	48	81,072	62
Copper Mountain	70,331	53	86,602	48
Desert	84,064	19	103,511	12
El Camino	86,552	12	104,245	7
Feather River	72,703	43	90,365	35
Foothill-De Anza	76,596	31	96,055	22
Gavilan Joint	71,882	46	86,350	50
Glendale	73,844	39	88,776	41
Grossmont-Cuyamaca ¹	70,559	52	80,222	64
Hartnell	74,431	34	91,255	32
Imperial	79,585	25	92,265	31
Kern	90,114	5	101,956	14
Lake Tahoe	65,677	64	79,521	66
Lassen	74,301	35	93,911	27
Long Beach	84,546	18	100,365	18
Los Angeles	78,230	27	93,360	28
Los Rios	58,406	71	75,816	68
Marin	90,657	4	103,592	11
Mendocino-Lake	72,287	44	88,385	43
Merced	65,059	67	79,832	65
MiraCosta	88,593	8	111,808	2
Monterey Peninsula	71,809	47	87,215	45
Mt. San Antonio	85,260	16	102,277	13
Mt. San Jacinto	81,647	21	94,652	24
Napa Valley	65,071	66	84,644	54
North Orange County	89,306	7	100,587	17
Ohlone	84,764	17	101,949	15
Palo Verde	77,030	30	89,299	37
Palomar	80,533	24	98,120	20
Pasadena Area	88,589	9	88,589	42
Peralta	52,729	72	68,929	72
Rancho Santiago	81,048	23	98,422	19

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	73,215	41	86,818	47
Rio Hondo	77,124	29	96,682	21
Riverside	86,023	14	106,567	6
San Bernardino	73,008	42	85,873	51
San Diego	65,673	65	75,213	69
San Francisco	73,986	38	88,974	39
San Joaquin Delta	70,602	51	88,809	40
San Jose/Evergreen	92,844	1	110,481	3
San Luis Obispo County	69,833	56	86,369	49
San Mateo County	90,684	3	112,692	1
Santa Barbara	77,182	28	90,730	33
Santa Clarita	79,308	26	93,936	26
Santa Monica ²	67,712	61	82,216	60
Sequoias	85,716	15	101,423	16
Shasta-Tehama-Trinity Joint	68,272	59	82,070	61
Sierra Joint	66,813	62	85,272	53
Siskiyou Joint	64,046	68	74,608	70
Solano	66,167	63	80,502	63
Sonoma County	89,517	6	103,849	9
South Orange County	88,475	10	103,995	8
Southwestern	74,261	36	89,862	36
State Center	75,938	32	94,280	25
Ventura County	61,599	70	76,997	67
Victor Valley	67,886	60	82,934	59
West Hills	73,642	40	87,256	44
West Kern	71,963	45	90,685	34
West Valley-Mission	91,580	2	110,088	4
Yosemite	69,893	55	84,108	56
Yuba	69,689	57	84,227	55
• Average (Mean)	76,009		91,274	
• Highest	92,844		112,692	
• 3rd Quartile	84,184		98,908	
• Median	74,175		89,581	
• 1st Quartile	69,971		84,540	
• Lowest	52,729		68,929	

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.

² Steps 23-30 only accessible to Academic Senate and Faculty Association Presidents.

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	102,134	64	127,485	62
Antelope Valley	106,867	52	128,034	60
Barstow	103,291	61	135,099	43
Butte-Glenn	116,599	28	142,589	27
Cabrillo	107,773	47	128,117	59
Cerritos	133,260	6	150,155	15
Chabot-Las Positas	125,230	9	142,394	29
Chaffey	114,637	32	135,273	42
Citrus	112,461	37	135,770	41
Coast	115,353	31	149,341	16
Compton	80,204	72	104,489	72
Contra Costa	106,260	55	126,300	63
Copper Mountain	115,893	30	136,887	38
Desert	138,553	3	152,247	11
El Camino	119,736	19	146,137	19
Feather River	112,773	35	125,126	64
Foothill-De Anza	119,406	21	131,081	51
Gavilan Joint	110,497	41	136,697	39
Glendale	107,759	48	122,736	67
Grossmont-Cuyamaca ¹	98,007	68	132,111	48
Hartnell	111,904	38	144,970	23
Imperial	119,440	20	151,309	13
Kern	123,429	11	145,781	20
Lake Tahoe	98,901	66	129,355	55
Lassen	113,380	34	127,611	61
Long Beach	118,705	23	142,206	31
Los Angeles	116,990	26	145,110	22
Los Rios	98,842	67	124,248	66
Marin	122,148	15	156,037	9
Mendocino-Lake	106,632	54	134,638	44
Merced	101,266	65	120,395	69
MiraCosta	141,344	2	168,592	2
Monterey Peninsula	107,715	49	131,284	50
Mt. San Antonio	135,115	5	158,955	7
Mt. San Jacinto	120,974	16	154,617	10
Napa Valley	103,724	59	122,428	68
North Orange County	123,151	13	145,711	21
Ohlone	122,430	14	160,116	6
Palo Verde	108,444	46	142,326	30
Palomar	120,481	18	139,645	34
Pasadena Area	107,305	50	129,764	54
Peralta	92,632	70	132,209	47
Rancho Santiago	123,235	12	151,513	12

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	108,945	45	148,006	17
Rio Hondo	120,553	17	144,482	25
Riverside	137,494	4	163,876	4
San Bernardino	103,061	62	128,126	58
San Diego	94,969	69	130,082	53
San Francisco	109,958	42	136,935	37
San Joaquin Delta	109,682	43	130,332	52
San Jose/Evergreen	132,065	7	161,254	5
San Luis Obispo County	109,546	44	131,421	49
San Mateo County	130,272	8	147,720	18
Santa Barbara	112,594	36	132,472	46
Santa Clarita	118,944	22	156,156	8
Santa Monica ²	113,586	33	150,298	14
Sequoias	117,127	25	141,400	32
Shasta-Tehama-Trinity Joint	103,571	60	112,552	71
Sierra Joint	102,661	63	128,545	57
Siskiyou Joint	91,257	71	117,203	70
Solano	105,779	56	136,647	40
Sonoma County	118,180	24	144,619	24
South Orange County	124,172	10	164,526	3
Southwestern	111,704	40	138,004	36
State Center	116,857	27	140,017	33
Ventura County	104,712	57	128,728	56
Victor Valley	106,661	53	142,425	28
West Hills	111,761	39	144,441	26
West Kern	116,055	29	139,342	35
West Valley-Mission	142,448	1	171,237	1
Yosemite	107,262	51	124,814	65
Yuba	104,579	58	133,653	45
• Average (Mean)	113,491		139,114	
• Highest	142,448		171,237	
• 3rd Quartile	119,922		146,533	
• Median	112,528		137,470	
• 1st Quartile	106,539		129,662	
• Lowest	80,204		104,489	

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² Steps 23-30 only accessible to Academic Senate and Faculty Association Presidents.

Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Allan Hancock Joint	132,585	21+	65
Antelope Valley	138,658	26	54
Barstow	137,726	20	57
Butte-Glenn	153,395	24	33
Cabrillo	142,031	27	51
Cerritos	167,053	30+	9
Chabot-Las Positas	161,990	30	17
Chaffey	154,152	28	30
Citrus	159,813	35	21
Coast	163,390	26	14
Compton	118,062	35	71
Contra Costa	132,264	27	66
Copper Mountain	142,705	14	47
Desert	159,396	35+	22
El Camino	164,894	30	11
Feather River	133,093	15	63
Foothill-De Anza	134,973	13	59
Gavilan Joint	143,708	22	44
Glendale	142,643	31	48
Grossmont-Cuyamaca ¹	138,335	30	56
Hartnell	149,154	19	39
Imperial	160,384	18	20
Kern	155,983	15	29
Lake Tahoe	131,872	20	67
Lassen	130,611	21	68
Long Beach	148,413	20	40
Los Angeles	160,460	28+	19
Los Rios	133,773	25	61
Marin	173,016	30	7
Mendocino-Lake	142,038	31+	50
Merced	153,832	41	31
MiraCosta	180,043	30	3
Monterey Peninsula	134,574	17	60
Mt. San Antonio	172,425	30+	8
Mt. San Jacinto	162,348	16	15
Napa Valley	126,814	24+	69
North Orange County	158,462	25	25
Ohlone	163,412	21	13
Palo Verde	145,145	21	42
Palomar	162,101	40	16
Pasadena Area	152,223	33	36
Peralta	144,913	25	43
Rancho Santiago	160,591	25+	18

Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Redwoods	158,113	24	26
Rio Hondo	152,709	25	34
Riverside	173,355	22	6
San Bernardino	132,612	21	64
San Diego	136,586	19	58
San Francisco	142,931	30	46
San Joaquin Delta	148,201	25	41
San Jose/Evergreen	165,361	19(PG)*	10
San Luis Obispo County	141,847	23	52
San Mateo County	164,472	25	12
Santa Barbara	152,350	34	35
Santa Clarita	174,072	27	5
Santa Monica ²	157,233	22	27
Sequoias	181,490	32	2
Shasta-Tehama-Trinity Joint	114,552	13**	72
Sierra Joint	140,371	24	53
Siskiyou Joint	119,203	16	70
Solano	143,492	25	45
Sonoma County	155,990	28(PG)*	28
South Orange County	178,532	25	4
Southwestern	153,754	28+	32
State Center	149,765	30	37
Ventura County	138,586	31+	55
Victor Valley	142,425	20	49
West Hills	158,677	25	24
West Kern	159,279	26+	23
West Valley-Mission	213,562	36	1
Yosemite	133,410	25	62
Yuba	149,643	33	38
• Average (Mean)	150,778		
• Highest	213,562		
• 3rd Quartile	160,493		
• Median	150,994		
• 1st Quartile	138,640		
• Lowest	114,552		

* PG indicates that Personal Growth steps have been included

** Shasta Joint the steps beyond 13 require Extended Service Differential (Step Advancement) Form, therefore not guaranteed longevity.

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² 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	8,993.90	47	111,893,637	12,441.06	61
Antelope Valley	9,872.22	44	142,965,010	14,481.55	28
Barstow	2,995.52	65	45,268,675	15,112.12	24
Butte-Glenn	9,739.22	45	233,658,910	23,991.54	3
Cabrillo	6,375.57	55	127,572,193	20,009.54	9
California Online (Calbright)	4,990.98	59	18,132,939	3,633.14	73
Cerritos	16,421.39	22	215,171,301	13,103.11	47
Chabot-Las Positas	14,764.35	29	208,669,272	14,133.32	31
Chaffey	15,843.47	24	221,809,485	14,000.06	33
Citrus	9,724.22	46	132,910,294	13,667.97	38
Coast	27,753.75	9	361,464,256	13,023.98	49
Compton	3,636.43	62	67,628,942	18,597.62	12
Contra Costa	26,293.06	12	350,770,056	13,340.78	42
Copper Mountain	1,728.88	72	31,552,071	18,250.03	13
Desert	8,367.17	49	137,922,535	16,483.77	18
El Camino	21,077.52	17	220,257,759	10,449.89	72
Feather River	1,875.24	71	33,704,097	17,973.20	14
Foothill-De Anza	25,000.00	14	302,274,813	12,090.99	64
Gavilan Joint	5,151.26	58	73,648,475	14,297.19	29
Glendale	12,701.39	37	168,031,765	13,229.40	44
Grossmont-Cuyamaca	12,810.71	35	267,398,382	20,873.04	6
Hartnell	7,470.63	51	99,228,392	13,282.47	43
Imperial	8,830.06	48	105,431,741	11,940.09	66
Kern	27,620.36	10	370,308,855	13,407.10	41
Lake Tahoe	2,399.20	67	36,830,059	15,350.95	23
Lassen	1,366.16	73	29,223,629	21,391.03	5
Long Beach	20,945.71	18	252,509,585	12,055.43	65
Los Angeles	83,518.70	1	1,154,756,031	13,826.32	35
Los Rios	49,357.22	2	605,092,450	12,259.45	63
Marin*	3,529.36	63	99,327,552	28,143.20	1
Mendocino-Lake	2,905.81	66	50,337,509	17,323.08	16
Merced	10,657.57	41	134,362,768	12,607.26	59
MiraCosta*	10,092.02	43	201,475,253	19,963.81	10
Monterey Peninsula	5,706.98	57	77,393,784	13,561.25	39
Mt. San Antonio	34,810.29	5	387,875,045	11,142.54	69
Mt. San Jacinto	13,442.32	33	174,989,507	13,017.81	50
Napa Valley*	3,176.22	64	63,903,200	20,119.28	8
North Orange County	29,868.94	8	386,511,952	12,940.27	51
Ohlone	7,281.96	52	92,636,821	12,721.41	57
Palo Verde	2,044.90	69	47,079,055	23,022.64	4
Palomar	15,069.34	28	198,902,408	13,199.15	45

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	23,910.36	15	349,398,851	14,612.86	27
Peralta	17,503.09	20	224,508,453	12,826.79	53
Rancho Santiago	35,852.01	4	374,746,700	10,452.60	71
Redwoods	3,705.26	61	59,009,840	15,925.98	20
Rio Hondo	13,050.62	34	167,117,279	12,805.31	54
Riverside	31,503.47	7	441,219,125	14,005.41	32
San Bernardino	14,621.71	30	208,185,269	14,238.09	30
San Diego	44,984.87	3	505,942,604	11,246.95	67
San Francisco	16,358.20	23	241,434,649	14,759.25	26
San Joaquin Delta	17,412.54	21	188,840,036	10,845.06	70
San Jose/Evergreen*	11,396.16	40	213,835,504	18,763.81	11
San Luis Obispo County	7,576.35	50	104,356,584	13,773.99	36
San Mateo County*	21,391.73	16	321,017,403	15,006.61	25
Santa Barbara	12,731.65	36	172,578,343	13,555.07	40
Santa Clarita	14,615.60	31	200,733,658	13,734.20	37
Santa Monica	20,223.71	19	266,876,628	13,196.23	46
Sequoias	10,579.42	42	134,082,230	12,673.87	58
Shasta-Tehama-Trinity Joint	6,210.41	56	100,852,192	16,239.23	19
Sierra Joint*	13,786.80	32	169,480,833	12,292.98	62
Siskiyou Joint	2,020.13	70	32,031,093	15,855.97	21
Solano	6,837.95	53	87,066,177	12,732.79	56
Sonoma County	15,432.86	27	198,743,404	12,877.94	52
South Orange County*	26,553.66	11	439,053,368	16,534.57	17
Southwestern	15,803.21	25	197,405,874	12,491.51	60
State Center	33,650.52	6	429,544,666	12,764.87	55
Ventura County	26,014.56	13	340,786,875	13,099.85	48
Victor Valley	12,679.56	38	142,139,115	11,210.10	68
West Hills	4,961.64	60	88,368,642	17,810.38	15
West Kern	2,065.94	68	55,424,862	26,827.89	2
West Valley-Mission*	11,623.67	39	235,083,654	20,224.56	7
Yosemite	15,717.63	26	217,450,292	13,834.80	34
Yuba	6,756.23	54	104,098,507	15,407.79	22

¹Source: FTES Datamart 2023-24 Credit and Non-Credit

²Source: Total Funding California Community College Chancellor's Office Statewide Report 2023-24

*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 and CCD Region

District	Region	Salary Schedule Date	District	Region	Salary Schedule Date
Allan Hancock Joint	Southern	July 1, 2024	North Orange County	Southern	January 1, 2025
Antelope Valley	Southern	2024-2025	Ohlone	Bay Area	July 1, 2024
Barstow	Southern	2024-2025	Palo Verde	Southern	July 1, 2024
Butte-Glenn	Northern	2024-2025	Palomar	Southern	2024-2025
Cabrillo	Bay Area	2023-2024	Pasadena Area	Southern	July 1, 2024
Cerritos	Southern	2024-2025	Peralta	Bay Area	July 1, 2024
Chabot-Las Positas	Bay Area	2024-2025	Rancho Santiago	Southern	2024-2025
Chaffey	Southern	Fall 2024	Redwoods	Northern	2024-2025
Citrus	Southern	July 1, 2024	Rio Hondo	Southern	2024-2025
Coast	Southern	2024-2025	Riverside	Southern	2024-2025
Compton	Southern	2021-2022	San Bernardino	Southern	July 1, 2024
Contra Costa	Bay Area	2024-2025	San Diego	Southern	January 1, 2024
Copper Mountain	Southern	July 1, 2024	San Francisco	Bay Area	2024-2025
Desert	Southern	2024-2025	San Joaquin Delta	Central	2024-2025
El Camino	Southern	January 1, 2025	San Jose/Evergreen	Bay Area	2024-2025
Feather River	Northern	2024-2025	San Luis Obispo County	Southern	2024-2025
Foothill-De Anza	Bay Area	2024-2025	San Mateo County	Bay Area	August 12, 2024
Gavilan Joint	Central	2024-2025	Santa Barbara	Southern	2023-2024
Glendale	Southern	July 1, 2024	Santa Clarita	Southern	2023-2024
Grossmont-Cuyamaca	Southern	July 1, 2023	Santa Monica	Southern	August 26, 2024
Hartnell	Bay Area	2024-2025	Sequoias	Central	2024-2025
Imperial	Southern	2024-2025	Shasta-Tehama-Trinity Joint	Northern	2024-2025
Kern	Central	July 1, 2024	Sierra Joint	Northern	2024-2025
Lake Tahoe	Central	2024-2025	Siskiyou Joint	Northern	2024-2025
Lassen	Northern	2024-2025	Solano	Northern	2024-2025
Long Beach	Southern	July 1, 2024	Sonoma County	Northern	2024-2025
Los Angeles	Southern	2024-2025	South Orange County	Southern	2024-2025
Los Rios	Northern	2024-2025	Southwestern	Southern	July 1, 2024
Marin	Bay Area	November 1, 2024	State Center	Central	July 1, 2024
Mendocino-Lake	Northern	July 1, 2024	Ventura County	Southern	July 1, 2024
Merced	Central	2024-2025	Victor Valley	Southern	2024-2025
MiraCosta	Southern	2024-2025	West Hills	Central	2024-2025
Monterey Peninsula	Bay Area	2024-2025	West Kern	Southern	2024-2025
Mt. San Antonio	Southern	July 1, 2024	West Valley-Mission	Bay Area	2024-2025
Mt. San Jacinto	Southern	July 1, 2024	Yosemite	Central	2024-2025
Napa Valley	Northern	2024-2025	Yuba	Northern	2024-2025