



A Union of Educators
& Classified Professionals

Full-Time Faculty Salary Comparisons

California Community Colleges

2025-26

Full-Time Faculty Salary Comparisons in the California Community Colleges 2025-26

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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 2025-26 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	54	84,037	60
Antelope Valley	69,997	59	85,699	57
Barstow	69,966	60	84,712	59
Butte-Glenn	75,570	41	94,145	29
Cabrillo	72,628	49	88,824	50
Cerritos	87,785	16	109,150	6
Chabot-Las Positas	92,949	4	111,400	5
Chaffey	86,723	19	97,848	24
Citrus	83,150	23	90,941	39
Coast	77,672	30	94,780	27
Compton	67,298	66	75,227	70
Contra Costa	71,496	53	81,072	64
Copper Mountain	71,034	55	87,468	55
Desert	85,997	21	105,892	12
El Camino	88,802	11	106,955	10
Feather River	74,375	46	92,443	35
Foothill-De Anza	80,488	27	99,947	22
Gavilan Joint	75,116	44	90,235	45
Glendale	76,207	35	91,617	37
Grossmont-Cuyamaca ¹	70,559	57	80,222	67
Hartnell	76,143	36	93,354	32
Imperial	80,867	24	93,751	31
Kern	95,413	3	107,951	8
Lake Tahoe	68,961	63	83,497	61
Lassen	76,010	38	96,071	26
Long Beach	86,491	20	102,673	16
Los Angeles	80,810	25	96,440	25
Los Rios	61,911	70	80,365	66
Marin	90,657	8	103,592	15
Mendocino-Lake	76,131	37	92,362	36
Merced	72,387	50	87,482	54
MiraCosta	92,137	5	116,280	1
Monterey Peninsula	73,964	47	89,832	46
Mt. San Antonio	87,818	15	105,346	13
Mt. San Jacinto	88,179	13	102,224	17
Napa Valley	69,034	61	89,798	47
North Orange County	89,529	10	100,838	19
Ohlone	84,764	22	101,949	18
Palo Verde	77,030	32	89,299	49
Palomar	80,533	26	98,120	23
Pasadena Area	90,627	9	90,627	42
Peralta	52,729	72	68,929	72
Rancho Santiago	87,532	17	106,296	11

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	76,397	34	90,591	43
Rio Hondo	79,884	28	100,142	21
Riverside	88,002	14	109,018	7
San Bernardino	74,468	45	88,443	52
San Diego	65,673	68	75,213	71
San Francisco	75,466	43	90,753	40
San Joaquin Delta	72,014	51	90,585	44
San Jose/Evergreen	95,629	2	113,795	3
San Luis Obispo County	71,789	52	88,788	51
San Mateo County	90,684	7	112,692	4
Santa Barbara	77,182	31	90,730	41
Santa Clarita	79,308	29	93,936	30
Santa Monica ²	67,712	65	82,216	63
Sequoias	88,544	12	104,770	14
Shasta-Tehama-Trinity Joint	70,525	58	84,779	58
Sierra Joint	69,017	62	88,086	53
Siskiyou Joint	65,490	69	76,290	69
Solano	66,167	67	80,502	65
Sonoma County	86,901	18	100,737	20
South Orange County	91,509	6	107,534	9
Southwestern	76,729	33	92,849	34
State Center	75,938	40	94,280	28
Ventura County	61,599	71	76,997	68
Victor Valley	67,886	64	82,934	62
West Hills	75,535	42	89,498	48
West Kern	73,683	48	92,853	33
West Valley-Mission	96,160	1	115,594	2
Yosemite	75,979	39	91,432	38
Yuba	70,971	56	85,777	56
• Average (Mean)	77,992		93,632	
• Highest	96,160		116,280	
• 3rd Quartile	86,768		101,116	
• Median	76,137		91,990	
• 1st Quartile	71,083		87,478	
• 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	67	127,485	67
Antelope Valley	106,867	57	128,034	66
Barstow	105,357	63	137,801	43
Butte-Glenn	118,931	27	145,441	31
Cabrillo	110,252	50	131,064	59
Cerritos	134,792	7	154,021	16
Chabot-Las Positas	134,623	8	153,074	18
Chaffey	118,420	29	139,737	38
Citrus	114,710	38	138,485	41
Coast	118,007	30	152,776	19
Compton	85,839	72	111,830	72
Contra Costa	106,260	60	126,300	69
Copper Mountain	117,052	31	138,256	42
Desert	141,709	3	155,710	13
El Camino	122,849	17	149,937	21
Feather River	115,507	35	129,794	64
Foothill-De Anza	123,297	16	147,073	27
Gavilan Joint	115,470	36	142,849	32
Glendale	112,319	45	129,804	62
Grossmont-Cuyamaca ¹	98,007	68	132,111	58
Hartnell	114,478	40	148,304	24
Imperial	121,363	22	153,746	17
Kern	130,686	10	154,353	15
Lake Tahoe	103,846	66	135,823	47
Lassen	115,988	34	130,546	60
Long Beach	121,436	21	145,476	30
Los Angeles	120,850	24	149,900	22
Los Rios	104,772	64	133,679	52
Marin	122,148	19	156,037	12
Mendocino-Lake	108,594	54	137,155	44
Merced	109,670	53	126,360	68
MiraCosta	146,998	2	179,310	2
Monterey Peninsula	110,947	49	135,222	49
Mt. San Antonio	139,172	5	163,734	7
Mt. San Jacinto	130,652	11	166,986	5
Napa Valley	110,041	51	129,798	63
North Orange County	123,459	15	146,075	28
Ohlone	122,430	18	163,318	9
Palo Verde	108,444	55	142,326	36
Palomar	120,481	25	139,645	40
Pasadena Area	109,773	52	132,749	55
Peralta	92,632	71	132,209	57
Rancho Santiago	133,094	9	163,634	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	113,679	41	154,439	14
Rio Hondo	124,867	14	152,473	20
Riverside	140,656	4	167,645	4
San Bernardino	111,984	47	134,481	51
San Diego	94,969	69	130,082	61
San Francisco	112,157	46	139,674	39
San Joaquin Delta	111,876	48	132,939	53
San Jose/Evergreen	136,027	6	166,092	6
San Luis Obispo County	112,613	43	135,101	50
San Mateo County	130,272	12	147,720	26
Santa Barbara	112,594	44	132,472	56
Santa Clarita	118,944	26	156,156	11
Santa Monica ²	113,586	42	156,310	10
Sequoias	120,993	23	146,066	29
Shasta-Tehama-Trinity Joint	106,989	56	116,266	71
Sierra Joint	106,049	61	132,787	54
Siskiyou Joint	93,315	70	119,846	70
Solano	105,779	62	136,647	45
Sonoma County	121,448	20	149,345	23
South Orange County	128,435	13	170,177	3
Southwestern	115,416	37	142,590	34
State Center	116,857	32	140,017	37
Ventura County	104,712	65	128,728	65
Victor Valley	106,661	58	142,425	35
West Hills	114,633	39	148,153	25
West Kern	118,829	28	142,672	33
West Valley-Mission	149,572	1	179,801	1
Yosemite	116,603	33	135,685	48
Yuba	106,503	59	136,112	46
• Average (Mean)	116,547		143,206	
• Highest	149,572		179,801	
• 3rd Quartile	122,219		152,851	
• Median	115,443		141,172	
• 1st Quartile	108,557		132,777	
• Lowest	85,839		111,830	

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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	135,236	21+	66
Antelope Valley	138,658	26	59
Barstow	140,481	20	57
Butte-Glenn	156,463	24	36
Cabrillo	145,298	27	47
Cerritos	168,974	30	16
Chabot-Las Positas	174,140	30	10
Chaffey	159,239	28	32
Citrus	163,009	30	23
Coast	167,149	26	17
Compton	127,358	35	70
Contra Costa	132,264	27	68
Copper Mountain	144,132	14	53
Desert	163,005	12+	24
El Camino	169,181	30	15
Feather River	138,451	15+	63
Foothill-De Anza	161,030	26	30
Gavilan Joint	150,175	22	42
Glendale	148,455	31	44
Grossmont-Cuyamaca ¹	138,335	30	64
Hartnell	152,585	19	38
Imperial	162,967	18	25
Kern	165,155	15	19
Lake Tahoe	138,466	20	62
Lassen	133,545	21	67
Long Beach	151,827	20	40
Los Angeles	165,760	13+	18
Los Rios	143,927	25	54
Marin	173,016	30	13
Mendocino-Lake	144,772	17+	52
Merced	161,424	44	29
MiraCosta	191,940	30	3
Monterey Peninsula	138,512	17	61
Mt. San Antonio	177,615	13+	5
Mt. San Jacinto	175,335	16	8
Napa Valley	131,462	16+	69
North Orange County	158,858	25	33
Ohlone	175,014	21	9
Palo Verde	145,145	21	48
Palomar	162,101	40	28
Pasadena Area	155,724	33	37
Peralta	144,913	25	51
Rancho Santiago	173,438	16+	12

Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Redwoods	164,919	24	20
Rio Hondo	160,277	21	31
Riverside	177,342	22	6
San Bernardino	139,183	21	58
San Diego	136,586	19	65
San Francisco	145,790	30	46
San Joaquin Delta	151,165	14+	41
San Jose/Evergreen	170,322	19(PG)*	14
San Luis Obispo County	145,819	23	45
San Mateo County	164,472	25	21
Santa Barbara	152,350	34	39
Santa Clarita	174,072	27	11
Santa Monica ²	176,101	22+	7
Sequoias	215,004	32	2
Shasta-Tehama-Trinity Joint	118,266	13**	72
Sierra Joint	145,004	14+	50
Siskiyou Joint	121,846	16	71
Solano	143,492	15+	55
Sonoma County	162,662	28(PG)*	27
South Orange County	184,665	25	4
Southwestern	158,791	16+	34
State Center	149,765	30	43
Ventura County	138,586	15+	60
Victor Valley	142,425	20	56
West Hills	162,691	25	26
West Kern	163,086	24+	22
West Valley-Mission	224,244	36	1
Yosemite	145,028	25	49
Yuba	156,837	19+	35
• Average (Mean)	156,046		
• Highest	224,244		
• 3rd Quartile	165,306		
• Median	156,094		
• 1st Quartile	143,818		
• Lowest	118,266		

* PG indicates that Personal Growth steps have been included

** The steps beyond 13 for this District require applications through an Extended Service Differential process, and we therefore do not count them as guaranteed longevity steps.

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

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

District	FTES ¹	Rank in # FTES	Unrestricted General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	9,221.43	47	92,075,146	9,984.91	45
Antelope Valley	11,112.25	43	122,672,855	11,039.42	30
Barstow	2,762.80	67	35,991,248	13,027.08	13
Butte-Glenn	10,298.11	44	106,060,221	10,299.00	36
Cabrillo	7,581.51	53	94,155,101	12,419.05	16
California Online (Calbright)	5,247.39	60	15,606,994	2,974.24	73
Cerritos	17,012.75	22	173,815,826	10,216.80	37
Chabot-Las Positas	16,073.53	28	160,432,861	9,981.18	46
Chaffey	17,888.17	20	175,394,802	9,805.07	51
Citrus	9,866.53	46	109,347,116	11,082.63	29
Coast	28,302.54	10	286,490,093	10,122.42	39
Compton	4,110.29	61	60,192,948	14,644.46	8
Contra Costa	28,213.61	12	282,062,775	9,997.40	43
Copper Mountain	1,762.00	72	23,760,038	13,484.72	12
Desert	8,996.85	48	106,215,246	11,805.82	23
El Camino	21,879.81	18	177,335,233	8,104.97	72
Feather River	2,038.89	70	27,533,264	13,504.06	11
Foothill-De Anza	25,984.68	14	257,826,613	9,922.26	48
Gavilan Joint	6,243.93	57	54,392,869	8,711.32	69
Glendale	13,397.66	36	160,137,903	11,952.68	22
Grossmont-Cuyamaca	13,629.42	35	166,148,517	12,190.43	19
Hartnell	7,903.36	51	79,294,482	10,033.01	41
Imperial	8,333.77	49	77,853,851	9,341.97	62
Kern	28,248.12	11	318,575,271	11,277.75	26
Lake Tahoe	3,312.00	66	30,351,525	9,164.12	65
Lassen	1,584.45	73	26,397,128	16,660.16	5
Long Beach	22,237.87	17	206,001,300	9,263.54	64
Los Angeles	86,630.38	1	915,214,528	10,564.59	33
Los Rios	50,449.59	2	489,944,159	9,711.56	55
Marin*	3,672.81	63	96,601,175	26,301.73	1
Mendocino-Lake	3,458.04	65	39,532,368	11,432.03	25
Merced	11,240.24	42	104,613,009	9,307.01	63
MiraCosta*	10,294.27	45	171,571,101	16,666.67	4
Monterey Peninsula	5,879.23	59	57,852,643	9,840.18	50
Mt. San Antonio	36,148.56	5	329,381,658	9,111.89	66
Mt. San Jacinto	14,020.68	34	140,932,981	10,051.79	40
Napa Valley*	3,666.81	64	60,239,338	16,428.25	6
North Orange County	32,204.34	8	308,669,321	9,584.71	57
Ohlone	7,888.52	52	77,718,180	9,852.06	49
Palo Verde	2,501.95	68	31,687,724	12,665.20	14
Palomar	14,845.60	31	164,809,745	11,101.59	28

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

District	FTES ¹	Rank in # FTES	Unrestricted General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Pasadena Area	23,879.97	15	230,168,923	9,638.57	56
Peralta	17,195.70	21	179,887,246	10,461.18	34
Rancho Santiago	34,035.12	7	294,383,405	8,649.40	70
Redwoods	4,005.33	62	44,907,519	11,211.94	27
Rio Hondo	12,826.98	37	125,375,472	9,774.36	52
Riverside	34,058.79	6	326,112,226	9,574.98	58
San Bernardino	14,924.88	30	149,150,749	9,993.43	44
San Diego	45,303.14	3	372,677,905	8,226.32	71
San Francisco	16,491.86	25	205,059,387	12,433.98	15
San Joaquin Delta	16,207.25	27	158,103,282	9,755.10	53
San Jose/Evergreen*	11,248.54	41	176,491,278	15,690.15	7
San Luis Obispo County	7,940.18	50	97,632,713	12,296.03	18
San Mateo County*	22,424.15	16	277,381,741	12,369.78	17
Santa Barbara	12,719.90	38	126,780,037	9,967.07	47
Santa Clarita	14,967.88	29	149,828,854	10,010.03	42
Santa Monica	20,631.16	19	225,920,200	10,950.44	31
Sequoias	11,322.36	40	115,358,521	10,188.56	38
Shasta-Tehama-Trinity Joint	6,688.69	56	81,515,275	12,187.03	20
Sierra Joint*	14,441.34	32	137,142,149	9,496.50	60
Siskiyou Joint	1,965.01	71	28,490,717	14,499.03	9
Solano	7,274.24	55	76,953,937	10,578.96	32
Sonoma County	16,431.54	26	155,235,769	9,447.43	61
South Orange County*	29,046.08	9	394,046,994	13,566.27	10
Southwestern	16,971.16	23	161,256,449	9,501.80	59
State Center	39,977.67	4	349,288,005	8,737.08	67
Ventura County	27,072.23	13	263,045,113	9,716.42	54
Victor Valley	14,418.00	33	125,888,517	8,731.35	68
West Hills	6,107.75	58	73,394,645	12,016.63	21
West Kern	2,274.12	69	41,591,856	18,289.23	2
West Valley-Mission*	12,231.08	39	211,429,139	17,286.22	3
Yosemite	16,581.26	24	171,718,039	10,356.15	35
Yuba	7,510.34	54	86,716,903	11,546.34	24

¹Source: FTES Datamart 2024-25 Credit and Non-Credit

²Source: Unrestricted General Fund California Community College Chancellor's Office Statewide Report 2024-25.

Note that this table now reports unrestricted general fund revenue, as opposed to total general fund revenue.

***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	July 1, 2025
Antelope Valley	Southern	2024-2025	Ohlone	Bay Area	July 1, 2024
Barstow	Southern	2025-2026	Palo Verde	Southern	July 1, 2024
Butte-Glenn	Northern	2025-2026	Palomar	Southern	2025-2026
Cabrillo	Bay Area	2025-2026	Pasadena Area	Southern	July 1, 2025
Cerritos	Southern	2025-2026	Peralta	Bay Area	July 1, 2024
Chabot-Las Positas	Bay Area	2025-2026	Rancho Santiago	Southern	2025-2026
Chaffey	Southern	Fall 2025	Redwoods	Northern	2025-2026
Citrus	Southern	July 1, 2025	Rio Hondo	Southern	2025-2026
Coast	Southern	2025-2026	Riverside	Southern	2025-2026
Compton	Southern	July 1, 2024	San Bernardino	Southern	July 1, 2025
Contra Costa	Bay Area	2025-2026	San Diego	Southern	January 1, 2024
Copper Mountain	Southern	July 1, 2025	San Francisco	Bay Area	2025-2026
Desert	Southern	2025-2026	San Joaquin Delta	Central	2025-2026
El Camino	Southern	July 1, 2025	San Jose/Evergreen	Bay Area	2025-2026
Feather River	Northern	2025-2026	San Luis Obispo County	Southern	2025-2026
Foothill-De Anza	Bay Area	2025-2026	San Mateo County	Bay Area	August 12, 2024
Gavilan Joint	Central	2025-2026	Santa Barbara	Southern	2025-2026
Glendale	Southern	July 1, 2025	Santa Clarita	Southern	2024-2025
Grossmont-Cuyamaca	Southern	July 1, 2023	Santa Monica	Southern	August 26, 2024
Hartnell	Bay Area	2025-2026	Sequoias	Central	2025-2026
Imperial	Southern	2025-2026	Shasta-Tehama-Trinity Joint	Northern	2025-2026
Kern	Central	July 1, 2025	Sierra Joint	Northern	2025-2026
Lake Tahoe	Central	2025-2026	Siskiyou Joint	Northern	2025-2026
Lassen	Northern	2025-2026	Solano	Northern	2025-2026
Long Beach	Southern	July 1, 2025	Sonoma County	Northern	2025-2026
Los Angeles	Southern	2025-2026	South Orange County	Southern	2025-2026
Los Rios	Northern	2025-2026	Southwestern	Southern	July 1, 2025
Marin	Bay Area	November 1, 2024	State Center	Central	July 1, 2024
Mendocino-Lake	Northern	July 1, 2025	Ventura County	Southern	July 1, 2024
Merced	Central	2025-2026	Victor Valley	Southern	2024-2025
MiraCosta	Southern	2025-2026	West Hills	Central	2024-2025
Monterey Peninsula	Bay Area	2025-2026	West Kern	Southern	2025-2026
Mt. San Antonio	Southern	2025-2026	West Valley-Mission	Bay Area	2025-2026
Mt. San Jacinto	Southern	July 1, 2025	Yosemite	Central	2025-2026
Napa Valley	Northern	2025-2026	Yuba	Northern	2025-2026