



**Full-Time Faculty
Salary Comparisons**
*in the California
Community Colleges*
2019-20

California Federation
of Teachers 
AFT, AFL-CIO
A Union of Professionals

Full-Time Faculty Salary Comparisons in the California Community Colleges 2019-20

Table of Contents

OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of full-time 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 2020.

SALARY COMPARISONS

Masters Degree: Step 1	Page 3
Masters Degree +5 Years: Step 6	Page 3
Masters Degree +30 Units +10 Years: Step 11	Page 5
Masters Degree +60 Units +20 Years: Step 21	Page 5
Highest Salary with Doctorate	Page 7

ADDITIONAL INFORMATION

FTES and General Fund Revenue Ranking per FTES	Page 9
Basic Aid Districts	Page 9
Date of District Salary Schedules	Page 11

This analysis is provided by the Research Department of the California Federation of Teachers.

Aimee Shreck, Research Director ashreck@cft.org

Lucia Hernandez, Research Assistant lhernandez@cft.org

August 12, 2020



OPEIU29:AFL-CIO/lh

Masters Degree (Step 1) and Masters +5 Years (Step 6)

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Allan Hancock Joint	59,460	42	70,280	51
Antelope Valley	58,394	52	71,493	47
Barstow	59,268	43	71,760	46
Butte	58,628	50	73,038	40
Cabrillo	59,000	46	72,134	44
Cerritos	70,084	9	87,142	6
Chabot-Las Positas	65,137	24	80,680	16
Chaffey	68,700	14	76,700	25
Citrus	64,661	25	74,195	34
Coast	61,997	33	75,654	31
Compton	59,503	41	66,513	63
Contra Costa	63,192	30	71,100	48
Copper Mountain	52,068	69	64,113	67
Desert	68,644	15	84,525	9
El Camino	68,403	16	82,386	13
Feather River	58,490	51	72,699	42
Foothill-DeAnza	63,728	28	79,918	18
Gavilan	64,109	27	77,013	24
Glendale	65,634	21	78,906	21
Grossmont-Cuyamaca	54,402	63	61,852	70
Hartnell	58,772	48	73,375	38
Imperial	58,727	49	68,083	57
Kern	77,278	1	87,433	5
Lake Tahoe	54,058	64	65,451	65
Lassen	60,672	37	76,686	26
Long Beach	69,547	10	82,559	12
Los Angeles	62,090	32	74,100	36
Los Rios	51,485	70	62,640	68
Marin	65,616	22	76,536	27
Mendocino-Lake	59,056	44	72,208	43
Merced	55,018	62	67,511	60
Mira Costa	76,826	2	96,958	1
Monterey Peninsula	56,299	57	68,377	56
Mt. San Antonio	67,622	17	81,119	14
Mt. San Jacinto	57,776	54	66,979	62
Napa Valley	53,174	66	69,168	53
North Orange County	67,137	19	75,832	30
Ohlone	68,786	13	82,721	11
Palo Verde	59,618	40	69,115	54
Palomar	65,762	20	80,122	17
Pasadena Area	74,245	5	74,245	32

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Peralta	42,122	72	55,065	72
Rancho Santiago	65,353	23	79,362	20
Redwoods	51,271	71	62,379	69
Rio Hondo	61,766	34	77,429	22
Riverside	68,860	11	85,305	7
San Bernardino	68,843	12	80,974	15
San Diego	58,838	47	67,385	61
San Francisco	63,700	29	77,050	23
San Joaquin Delta	59,013	45	74,230	33
San Jose/Evergreen	74,878	4	89,103	3
San Luis Obispo County	57,057	55	70,568	50
San Mateo County	71,328	7	88,620	4
Santa Barbara	63,071	31	74,142	35
Santa Clarita	64,116	26	75,948	29
Santa Monica	55,998	58	67,993	59
Sequoias	67,387	18	79,736	19
Shasta-Tehama-Trinity Joint	55,590	60	69,435	52
Sierra Joint	55,334	61	70,622	49
Siskiyou Joint	52,865	67	61,585	71
Solano County	53,699	65	65,333	66
Sonoma County	72,924	6	84,810	8
South Orange County	75,814	3	89,115	2
Southwestern	60,127	39	72,758	41
State Center	61,261	35	76,058	28
Ventura County	52,711	68	65,888	64
Victor Valley	55,714	59	68,063	58
West Hills	60,665	38	71,881	45
West Kern	57,994	53	73,083	39
West Valley-Mission	70,406	8	83,621	10
Yosemite	61,125	36	73,556	37
Yuba	56,772	56	68,615	55
• Average (Mean)	61,940		74,487	
• Highest	77,278		96,958	
• 3rd quartile	67,199		79,781	
• Median	60,899		73,828	
• 1st quartile	57,597		68,990	
• Lowest	42,122		55,065	

Masters Degree +30 Units +10 years (Step 11) and Masters +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	85,415	59	106,616	57
Antelope Valley	89,152	51	106,811	56
Barstow	89,249	50	116,732	23
Butte	92,267	35	112,834	35
Cabrillo	87,756	53	104,730	62
Cerritos	107,614	4	121,258	15
Chabot-Las Positas	100,247	11	115,792	26
Chaffey	93,200	32	110,300	43
Citrus	93,588	29	112,985	32
Coast	94,193	26	121,946	14
Compton	75,896	70	98,877	70
Contra Costa	91,308	42	108,516	52
Copper Mountain	85,799	57	101,341	66
Desert	113,115	2	124,133	11
El Camino	94,629	24	108,287	53
Feather River	90,701	44	100,727	67
Foothill-DeAnza	99,346	13	109,059	47
Gavilan	98,550	15	119,526	18
Glendale	95,778	22	109,090	46
Grossmont-Cuyamaca	77,530	69	106,087	60
Hartnell	91,300	43	115,066	29
Imperial	90,608	45	114,783	30
Kern	105,847	8	125,015	9
Lake Tahoe	81,403	67	106,469	58
Lassen	92,584	34	99,411	69
Long Beach	97,646	17	112,852	34
Los Angeles	92,860	33	123,640	12
Los Rios	83,818	66	111,262	39
Marin	91,682	40	119,772	17
Mendocino-Lake	88,839	52	110,471	42
Merced	85,637	58	101,814	65
Mira Costa	122,571	1	146,200	1
Monterey Peninsula	84,449	64	102,927	64
Mt. San Antonio	103,548	9	118,842	21
Mt. San Jacinto	92,173	36	126,845	7
Napa Valley	84,760	63	100,044	68
North Orange County	93,223	31	110,611	41
Ohlone	99,328	14	129,882	5
Palo Verde	83,932	65	110,156	44
Palomar	98,382	16	114,031	31

District	Salary (\$) MA+30 units, 10 years, Step 11	Rank	Salary (\$) MA+60 units, 20 years, Step 21	Rank
Pasadena Area	89,930	47	108,753	51
Peralta	73,999	72	105,615	61
Rancho Santiago	99,370	12	122,172	13
Redwoods	80,447	68	112,344	36
Rio Hondo	96,548	20	115,711	28
Riverside	110,062	3	131,180	3
San Bernardino	97,182	18	120,817	16
San Diego	85,085	61	116,543	24
San Francisco	94,850	23	115,765	27
San Joaquin Delta	91,678	41	108,938	49
San Jose/Evergreen	106,510	6	130,050	4
San Luis Obispo County	89,505	49	107,378	55
San Mateo County	102,432	10	116,160	25
Santa Barbara	92,009	39	108,253	54
Santa Clarita	96,168	21	126,252	8
Santa Monica	93,937	27	124,297	10
Sequoias	92,082	37	108,998	48
Shasta-Tehama-Trinity Joint	86,048	55	97,162	71
Sierra Joint	85,024	62	106,460	59
Siskiyou Joint	75,112	71	96,652	72
Solano County	85,847	56	103,281	63
Sonoma County	96,697	19	119,225	19
South Orange County	106,405	7	140,987	2
Southwestern	90,442	46	111,735	38
State Center	94,271	25	112,953	33
Ventura County	89,604	48	111,105	40
Victor Valley	87,535	54	116,888	22
West Hills	92,068	38	118,989	20
West Kern	93,528	30	112,295	37
West Valley-Mission	106,904	5	127,276	6
Yosemite	93,806	28	109,157	45
Yuba	85,195	60	108,881	50
• Average (Mean)	92,781		113,722	
• Highest	122,571		146,200	
• 3rd quartile	96,818		119,300	
• Median	92,127		112,319	
• 1st quartile	87,163		108,034	
• Lowest	73,999		96,652	

Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Allan Hancock Joint	109,116	21	63
Antelope Valley	115,673	26	55
Barstow	119,002	20	46
Butte	121,385	24	39
Cabrillo	116,131	27	52
Cerritos	134,904	30X	8
Chabot-Las Positas	130,433	30	19
Chaffey	124,600	25	31
Citrus	132,790	35	14
Coast	133,419	26	11
Compton	111,721	35	62
Contra Costa	113,640	27	59
Copper Mountain	105,648	14	69
Desert	130,558	40-44	18
El Camino	120,380	30	43
Feather River	107,354	15	67
Foothill-DeAnza	112,297	13	61
Gavilan	125,725	22	29
Glendale	126,788	31	28
Grossmont-Cuyamaca	114,088	30	57
Hartnell	118,386	20	47
Imperial	121,669	18	38
Kern	133,765	15	10
Lake Tahoe	108,540	20	65
Lassen	99,911	21	71
Long Beach	117,778	20	48
Los Angeles	127,370	28+	27
Los Rios	119,154	25+	45
Marin	134,107	30	9
Mendocino-Lake	114,813	31+	56
Merced	130,090	41	20
Mira Costa	156,131	30	1
Monterey Peninsula	105,925	17	68
Mt. San Antonio	133,152	35	13
Mt. San Jacinto	140,939	16	5
Napa Valley	103,628	24	70
North Orange County	120,438	25	42
Ohlone	132,554	21	15
Palo Verde	112,337	21	60
Palomar	132,368	40	16

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Pasadena Area	127,576	33	26
Peralta	115,764	25	54
Rancho Santiago	129,492	25+	23
Redwoods	113,844	21	58
Rio Hondo	122,300	25	36
Riverside	138,768	22	7
San Bernardino	125,046	21	30
San Diego	122,370	19	35
San Francisco	123,775	30	34
San Joaquin Delta	123,873	25	33
San Jose/Evergreen	133,363	19 (PG)*	12
San Luis Obispo County	115,897	23	53
San Mateo County	129,348	25	24
Santa Barbara	124,497	34	32
Santa Clarita	140,724	27	6
Santa Monica	130,032	22	21
Sequoias	142,712	34	4
Shasta-Tehama-Trinity Joint	108,173	28	66
Sierra Joint	116,255	24	51
Siskiyou Joint	98,652	16	72
Solano County	108,792	25	64
Sonoma County	130,029	28 (PG)*	22
South Orange County	152,989	26	3
Southwestern	121,223	25+	40
State Center	120,948	30	41
Ventura County	120,173	31+	44
Victor Valley	116,888	20	49
West Hills	131,157	25	17
West Kern	128,361	26+	25
West Valley-Mission	154,189	36	2
Yosemite	116,674	25	50
Yuba	121,911	33	37
•Average (Mean)	123,257		
• Highest	156,131		
• 3rd quartile	130,464		
• Median	122,106		
• 1st quartile	115,741		
• Lowest	98,652		

*PG indicates that Personal Growth steps have been included

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	9,881.01	47	85,746,723	8,677.93	54
Antelope Valley	11,085.00	42	88,313,758	7,966.96	67
Barstow	2,514.95	67	28,947,644	11,510.24	16
Butte	10,444.74	43	155,182,799	14,857.51	2
Cabrillo	9,169.89	49	89,666,433	9,778.35	24
Cerritos	17,319.42	24	139,622,579	8,061.62	65
Chabot-Las Positas	16,847.03	26	237,159,111	14,077.21	5
Chaffey	16,950.87	25	144,693,016	8,536.02	56
Citrus	12,429.02	39	102,777,921	8,269.19	64
Coast	36,403.01	5	275,728,901	7,574.34	71
Compton	4,576.80	61	52,561,906	11,484.43	17
Contra Costa	30,187.59	10	266,503,614	8,828.25	49
Copper Mountain	1,448.41	72	20,728,721	14,311.38	4
Desert	10,007.84	45	94,035,298	9,396.16	31
El Camino	18,140.33	23	166,520,847	9,179.59	36
Feather River	2,122.43	69	20,903,286	9,848.74	23
Foothill-DeAnza	28,400.05	11	273,379,126	9,626.01	28
Gavilan	5,281.07	59	50,954,949	9,648.61	27
Glendale	13,681.69	36	122,075,970	8,922.58	44
Grossmont-Cuyamaca	16,158.41	28	199,955,068	12,374.68	10
Hartnell	7,652.95	53	71,071,557	9,286.82	34
Imperial	7,864.97	52	76,790,367	9,763.60	25
Kern	25,038.31	15	208,405,493	8,323.46	62
Lake Tahoe	3,844.13	63	23,152,824	6,022.91	72
Lassen	1,747.28	71	21,558,707	12,338.47	11
Long Beach	19,477.63	20	169,874,725	8,721.53	52
Los Angeles	94,162.43	1	892,058,177	9,473.61	30
Los Rios	54,017.85	2	460,015,525	8,515.99	57
Marin*	3,649.65	64	76,295,595	20,904.93	1
Mendocino-Lake	2,929.95	65	34,283,821	11,701.15	15
Merced	9,933.02	46	82,860,484	8,341.92	61
Mira Costa*	11,261.03	41	153,790,763	13,656.90	7
Monterey Peninsula	6,244.41	57	56,784,338	9,093.63	37
Mt. San Antonio	33,756.17	7	257,228,567	7,620.19	70
Mt. San Jacinto	12,210.55	40	101,337,859	8,299.21	63
Napa Valley*	5,151.59	60	48,862,282	9,484.89	29
North Orange County	38,326.54	4	296,438,628	7,734.55	69

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Ohlone	8,266.44	50	77,418,378	9,365.38	32
Palo Verde	1,966.54	70	23,768,598	12,086.52	13
Palomar	18,695.79	22	169,625,453	9,072.92	39
Pasadena Area	25,649.51	14	202,321,361	7,887.92	68
Peralta	19,916.40	19	177,801,899	8,927.41	43
Rancho Santiago	36,123.80	6	289,523,668	8,014.76	66
Redwoods	3,985.25	62	39,744,056	9,972.79	20
Rio Hondo	13,754.03	35	116,986,609	8,505.63	58
Riverside	32,349.97	9	287,660,576	8,892.14	47
San Bernardino	15,753.17	29	138,893,887	8,816.88	50
San Diego	43,306.96	3	365,692,858	8,444.20	59
San Francisco	20,906.23	17	206,916,978	9,897.38	22
San Joaquin Delta	14,395.51	33	128,282,162	8,911.26	46
San Jose/Evergreen*	13,051.92	37	166,470,018	12,754.45	8
San Luis Obispo County	8,154.98	51	71,430,972	8,759.18	51
San Mateo County*	20,531.05	18	242,630,443	11,817.73	14
Santa Barbara	14,229.27	34	129,089,923	9,072.14	40
Santa Clarita	16,238.09	27	143,692,059	8,849.07	48
Santa Monica	24,154.67	16	225,429,061	9,332.73	33
Sequoias	10,408.84	44	90,622,062	8,706.26	53
Shasta-Tehama-Trinity Joint	7,130.33	55	64,781,096	9,085.29	38
Sierra Joint*	14,650.26	32	135,652,926	9,259.42	35
Siskiyou Joint	2,174.08	68	26,471,376	12,175.88	12
Solano County	7,119.90	56	64,020,929	8,991.83	42
Sonoma County	18,747.89	21	156,816,713	8,364.50	60
South Orange County*	26,587.18	13	330,394,392	12,426.83	9
Southwestern	14,715.96	31	131,143,286	8,911.64	45
State Center	32,872.07	8	295,587,409	8,992.05	41
Ventura County	26,971.57	12	230,572,970	8,548.74	55
Victor Valley	9,255.21	48	89,515,485	9,671.90	26
West Hills	6,104.93	58	60,536,457	9,916.00	21
West Kern	2,911.01	66	42,368,062	14,554.40	3
West Valley-Mission*	12,996.32	38	177,852,291	13,684.82	6
Yosemite	15,178.80	30	151,867,304	10,005.23	19
Yuba	7,618.23	54	82,451,963	10,822.98	18

¹Source: FTES Datamart 2018-19 Credit and Non-Credit

²Source: Total Funding California Community College Chancellor's Office Statewide Report 2018-19

*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.

Date of District Salary Schedule

District	Date of schedule	District	Date of schedule
Allan Hancock	July 1, 2019	North Orange County	July 1, 2017
Antelope Valley Joint	2019-2020	Ohlone	February 1, 2019
Barstow	2019-2020	Palo Verde	July 1, 2019
Butte-Glenn	July 1, 2019	Palomar	2019-2020
Cabrillo	2019-2020	Pasadena Area	July 1, 2019
Cerritos	2019-2020	Peralta	July 1, 2019
Chabot-Las Positas	2019-2020	Rancho Santiago	2019-2020
Chaffey	Fall 2019	Redwoods	2019-2020
Citrus	January 1, 2020	Rio Hondo	2019-2020
Coast	2019-2020	Riverside	2020-2021
Compton	July 1, 2016	San Bernardino	July 1, 2019
Contra Costa	2020-2021	San Diego	January 1, 2020
Copper Mountain	July 1, 2018	San Francisco	2019-2020
Desert	2019-2020	San Joaquin Delta	2019-2020
El Camino	January 1, 2019	San Jose-Evergreen	2019-2020
Feather River	2019-2020	San Luis Obispo County	2019-2020
Foothill-De Anza	2019-2020	San Mateo County	August 13, 2018
Gavilan	2019-2020	Santa Barbara	2018-2019
Glendale	July 1, 2019	Santa Clarita	2019-2020
Grossmont-Cuyamaca	July 1, 2019	Santa Monica	January 1, 2019
Hartnell	2019-2020	Sequoias	2019-2020
Imperial	2019-2020	Shasta-Tehama-Trinity Joint	2019-2020
Kern	July 1, 2019	Sierra Joint	2019-2020
Lake Tahoe	2019-2020	Siskiyou	2019-2020
Lassen	2019-2020	Solano County	2019-2020
Long Beach	2019-2020	Sonoma County (Santa Rosa)	2019-2020
Los Angeles	2019-2020	South Orange County	2019-2020
Los Rios	2019-2020	Southwestern	July 1, 2019
Marin	January 1, 2019	State Center	July 1, 2019
Mendocino-Lake	July 1, 2019	Ventura County	July 1, 2020
Merced	2019-2020	Victor Valley	2019-2020
Mira Costa	July 1, 2019	West Hills	2018-2019
Monterey Peninsula	2019-2020	West Kern (Taft)	2019-2020
Mt. San Antonio	2017-2019	West Valley-Mission	2019-2020
Mt. San Jacinto	2019-2020	Yosemite	2018-2019
Napa Valley	2019-2020	Yuba	2018-2019