



**Full-Time Faculty
Salary Comparisons**
*in the California
Community Colleges*
2017-18

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

Full-Time Faculty Salary Comparisons in the California Community Colleges 2017-18

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 June 2018.

SALARY COMPARISONS AND LINKS TO DATA

- | | |
|--|------------------------------------|
| 1 Masters Degree: Step 1 | Page 3: MA |
| 2 Masters Degree +5 Years: Step 6 | Page 3: MA +5 |
| 3 Masters Degree +30 Units +10 Years: Step 11 | Page 5: MA +30, 10 |
| 4 Masters Degree +60 Units +20 Years: Step 21 | Page 5: MA +60, 20 |
| 5 Highest Salary with Doctorate | Page 7: Highest |

ADDITIONAL INFORMATION

- | | |
|---|-----------------------------------|
| • FTES and General Fund Revenue Ranking 2016-17 | Page 9: FTES |
| • Basic Aid Districts (indicated with an *) | Page 9: Basic Aid |
| • Date of District Salary Schedules | Page 11: Dates |

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

Contact: *Joanna Valentine, Research Department*

Email: jvalentine@cft.org

July 25, 2018

opeiu 29: afl-cio

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

District	Salary (\$): MA with no experience, Step 1	Rank	Salary (\$): MA 5 years experience Step 6	Rank
Allan Hancock Joint	56,628	39	66,506	52
Antelope Valley	56,126	43	68,717	40
Barstow	54,324	52	65,774	56
Butte	54,073	54	67,364	45
Cabrillo	56,151	42	68,651	41
Cerritos	64,818	13	80,595	4
Chabot-Las Positas	62,035	16	76,838	13
Chaffey	59,581	25	72,833	22
Citrus	61,547	19	70,621	29
Coast	57,335	37	69,966	33
Compton	59,503	28	66,513	51
Contra Costa	59,616	24	67,716	44
Copper Mountain	50,307	67	61,945	64
Desert	64,723	14	79,697	10
El Camino	66,598	11	80,212	7
Feather River	54,041	55	67,169	46
Foothill-DeAnza	60,121	23	75,394	18
Gavilan	61,170	21	73,482	21
Glendale	61,868	18	74,379	19
Grossmont-Cuyamaca	51,279	65	58,301	71
Hartnell	55,146	46	68,848	38
Imperial	52,802	60	61,214	66
Kern	71,210	3	80,568	5
Lake Tahoe	54,615	51	66,126	54
Lassen	56,328	41	71,195	28
Long Beach	67,275	7	79,862	9
Los Angeles	58,550	33	69,870	34
Los Rios	49,505	70	60,231	69
Marin	59,064	30	69,984	31
Mendocino-Lake	56,513	40	69,098	36
Merced	50,868	66	62,418	63
Mira Costa	73,482	1	92,737	1
Monterey Peninsula	54,118	53	65,728	57
Mt. San Antonio	65,837	12	78,978	12
Mt. San Jacinto	53,936	56	62,527	62
Napa Valley	52,131	63	67,812	43
North Orange County	67,137	9	75,832	15
Ohlone	66,970	10	80,535	6
Palo Verde	54,661	50	63,368	60
Palomar	62,005	17	75,545	17

District	Salary (\$): MA with no experience, Step 1	Rank	Salary (\$): MA 5 years experience Step 6	Rank
Pasadena Area	68,804	5	68,804	39
Peralta	41,263	72	53,941	72
Rancho Santiago	59,559	26	72,327	23
Redwoods	50,266	68	61,156	67
Rio Hondo	57,679	35	72,306	24
Riverside	61,182	20	75,793	16
San Bernardino	52,447	61	63,182	61
San Diego	57,549	36	65,909	55
San Francisco	58,499	34	71,849	26
San Joaquin Delta	57,017	38	71,720	27
San Jose/Evergreen	67,236	8	80,009	8
San Luis Obispo County	52,056	64	65,084	58
San Mateo County	68,568	6	85,200	2
Santa Barbara	58,944	32	69,291	35
Santa Clarita	59,556	27	70,548	30
Santa Monica	54,900	47	66,660	49
Sequoias	60,840	22	71,990	25
Shasta-Tehama-Trinity Joint	53,710	57	67,087	47
Sierra Joint	53,206	58	67,905	42
Siskiyou Joint	52,865	59	61,585	65
Solano County	49,966	69	59,957	70
Sonoma County	68,869	4	79,024	11
South Orange County	71,768	2	84,359	3
Southwestern	55,178	45	66,770	48
State Center	59,477	29	73,843	20
Ventura County	48,751	71	60,939	68
Victor Valley	52,383	62	63,994	59
West Hills	59,064	30	69,984	31
West Kern	54,682	49	68,908	37
West Valley-Mission	63,860	15	75,847	14
Yosemite	55,384	44	66,648	50
Yuba	54,727	48	66,144	53
• Average (Mean)	58,254		70,193	
• Highest	73,482		92,737	
• 3rd quartile	61,627		74,633	
• Median	57,442		69,003	
• 1st quartile	54,065		66,072	
• Lowest	41,263		53,941	

2. Masters Degree +30 Units +10 years (Step 11) and +60 units +20 Years (Step 21)

District	Salary (\$): MA+30 units, 10 years experience, Step 11	Rank	Salary (\$): MA+60 units, 20 years experience, Step 21	Rank
Allan Hancock Joint	80,827	62	100,889	56
Antelope Valley	85,690	38	102,663	50
Barstow	81,804	58	106,994	35
Butte	85,099	40	104,068	42
Cabrillo	83,520	45	99,674	59
Cerritos	99,529	5	124,768	4
Chabot-Las Positas	95,473	12	110,278	23
Chaffey	89,155	27	102,779	49
Citrus	89,081	28	107,544	33
Coast	87,112	32	112,778	18
Compton	75,896	68	98,877	60
Contra Costa	86,964	33	103,344	45
Copper Mountain	82,898	53	97,914	64
Desert	106,653	2	117,111	8
El Camino	92,132	19	105,430	40
Feather River	83,852	44	98,585	61
Foothill-DeAnza	93,722	16	102,886	47
Gavilan	94,031	15	114,046	16
Glendale	94,455	14	102,830	48
Grossmont-Cuyamaca	73,078	71	94,888	67
Hartnell	85,667	39	107,967	30
Imperial	81,466	60	103,202	46
Kern	97,536	8	115,199	14
Lake Tahoe	82,242	56	107,567	32
Lassen	85,955	37	92,293	71
Long Beach	94,456	13	109,165	28
Los Angeles	87,560	31	116,580	9
Los Rios	80,594	63	106,983	36
Marin	84,818	43	112,596	19
Mendocino-Lake	85,014	41	105,779	39
Merced	79,176	64	91,482	72
Mira Costa	117,236	1	139,837	1
Monterey Peninsula	81,177	61	94,302	68
Mt. San Antonio	100,815	3	115,701	12
Mt. San Jacinto	86,047	35	118,414	6
Napa Valley	83,098	51	98,083	63
North Orange County	93,223	17	110,611	22
Ohlone	96,701	10	126,443	3

District	Salary (\$): MA+30 units, 10 years experience, Step 11	Rank	Salary (\$): MA+60 units, 20 years experience, Step 21	Rank
Palo Verde	76,954	67	100,996	55
Palomar	92,762	18	107,517	34
Pasadena Area	83,341	47	100,784	57
Peralta	72,489	72	103,460	43
Rancho Santiago	90,561	22	111,341	21
Redwoods	78,870	66	110,142	24
Rio Hondo	90,160	23	108,055	29
Riverside	97,789	7	116,553	10
San Bernardino	79,066	65	103,361	44
San Diego	83,222	48	113,991	17
San Francisco	87,873	30	106,558	37
San Joaquin Delta	86,417	34	107,701	31
San Jose/Evergreen	95,640	11	114,095	15
San Luis Obispo County	83,343	46	100,577	58
San Mateo County	98,472	6	111,672	20
Santa Barbara	85,989	36	101,171	54
Santa Clarita	89,328	25	117,276	7
Santa Monica	92,095	20	121,860	5
Sequoias	83,136	50	98,409	62
Shasta-Tehama-Trinity Joint	83,138	49	93,877	69
Sierra Joint	81,763	59	102,366	52
Siskiyou Joint	75,112	69	96,652	65
Solano County	73,945	70	93,853	70
Sonoma County	89,180	26	109,849	26
South Orange County	100,727	4	133,463	2
Southwestern	82,999	52	102,540	51
State Center	91,525	21	109,663	27
Ventura County	82,874	54	101,883	53
Victor Valley	82,302	55	109,900	25
West Hills	89,639	24	115,849	11
West Kern	88,185	29	105,880	38
West Valley-Mission	96,965	9	115,443	13
Yosemite	84,994	42	96,511	66
Yuba	82,126	57	104,958	41
• Average (Mean)	87,455		107,344	
• Highest	117,236		139,837	
• 3rd quartile	92,289		112,642	
• Median	85,972		106,770	
• 1st quartile	82,731		101,127	
• Lowest	72,489		91,482	

3. Highest Salary with Doctorate

District	Maximum salary (\$): with doctorate	Step # of maximum salary	Rank
Allan Hancock Joint	103,389	21	63
Antelope Valley	111,181	26	47
Barstow	109,074	20	56
Butte	111,954	24	42
Cabrillo	109,466	26	54
Cerritos	124,768	30	13
Chabot-Las Positas	124,221	30	15
Chaffey	114,829	22	36
Citrus	126,394	35	11
Coast	123,388	26	16
Compton	111,721	35	44
Contra Costa	108,288	25	58
Copper Mountain	102,076	14	65
Desert	123,237	40-44	19
El Camino	117,204	30	32
Feather River	99,485	21	69
Foothill-DeAnza	105,941	13	61
Gavilan	119,961	22	25
Glendale	119,513	31	28
Grossmont-Cuyamaca	102,045	30	66
Hartnell	111,083	20	48
Imperial	109,394	18	55
Kern	123,262	15	18
Lake Tahoe	109,659	20	53
Lassen	92,793	21	72
Long Beach	113,930	20	38
Los Angeles	120,090	28	24
Los Rios	112,325	21	40
Marin	122,147	24	20
Mendocino-Lake	109,999	26	50
Merced	110,487	38	49
Mira Costa	149,335	30	1
Monterey Peninsula	101,908	27	67
Mt. San Antonio	129,620	35	6
Mt. San Jacinto	131,571	16	4
Napa Valley	101,597	24	68
North Orange County	120,438	25	23
Ohlone	129,044	21	7
Palo Verde	102,996	21	64

District	Maximum salary (\$): with doctorate	Step # of maximum salary	Rank
Palomar	124,806	40	12
Pasadena Area	118,227	33	29
Peralta	113,401	25	39
Rancho Santiago	118,012	24-26	30
Redwoods	111,612	21	45
Rio Hondo	114,208	25+	37
Riverside	123,295	22	17
San Bernardino	112,211	24	41
San Diego	119,690	19	26
San Francisco	106,558	17	59
San Joaquin Delta	119,684	25	27
San Jose/Evergreen	117,002	19	33
San Luis Obispo County	108,791	22	57
San Mateo County	124,344	23	14
Santa Barbara	116,351	34	34
Santa Clarita	130,716	27	5
Santa Monica	127,482	22	10
Sequoias	128,820	35	8
Shasta-Tehama-Trinity Joint	104,583	28	62
Sierra Joint	111,784	24	43
Siskiyou Joint	98,652	17	71
Solano County	98,825	30	70
Sonoma County	121,335	28	21
South Orange County	144,824	26	2
Southwestern	111,328	25	46
State Center	117,476	30	31
Ventura County	109,684	31	52
Victor Valley	109,900	20	51
West Hills	127,762	25	9
West Kern	121,028	26	22
West Valley-Mission	139,854	36	3
Yosemite	106,068	32	60
Yuba	115,232	29	35
•Average (Mean)	115,880		
• Highest	149,335		
• 3rd quartile	123,243		
• Median	114,519		
• 1st quartile	109,448		
• Lowest	92,793		

5. Full-Time Equivalent Students (FTES) with Basic Aid districts indicated

District	FTES: Datamart 2016- 17 Credit/NC (\$)	Rank in terms of # FTES	Total General Fund Revenue: Statewide Report 2016-17 (\$)	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	10,358.41	44	77,416,434	7,473.77	61
Antelope Valley	10,906.46	42	82,525,790	7,566.69	58
Barstow	2,591.09	68	26,108,723	10,076.35	12
Butte	10,843.18	43	153,111,554	14,120.54	2
Cabrillo	9,522.18	47	88,067,444	9,248.67	20
Cerritos	18,033.90	24	127,832,107	7,088.44	68
Chabot-Las Positas	16,878.28	26	163,968,095	9,714.74	16
Chaffey	16,473.66	28	127,824,529	7,759.33	51
Citrus	12,643.42	38	90,319,094	7,143.56	67
Coast	35,777.64	5	250,569,781	7,003.53	69
Compton	5,261.79	61	45,283,770	8,606.16	25
Contra Costa	30,164.61	9	246,082,674	8,157.99	37
Copper Mountain	1,530.95	72	17,557,274	11,468.22	8
Desert	9,102.88	50	71,420,423	7,845.92	46
El Camino	19,060.98	23	149,775,173	7,857.69	45
Feather River	1,577.44	71	21,835,250	13,842.21	3
Foothill-DeAnza	32,023.53	7	258,845,121	8,082.97	41
Gavilan	5,336.32	60	44,766,940	8,389.11	28
Glendale	14,983.60	31	115,532,109	7,710.57	55
Grossmont-Cuyamaca	17,346.75	25	164,294,588	9,471.20	18
Hartnell	7,560.27	53	61,358,243	8,115.88	40
Imperial	7,312.20	55	56,611,409	7,742.05	52
Kern	21,324.59	17	178,604,058	8,375.50	29
Lake Tahoe	2,743.32	67	19,755,363	7,201.27	66
Lassen	1,707.66	70	19,815,874	11,604.08	7
Long Beach	20,180.41	19	161,541,908	8,004.89	42
Los Angeles	99,072.99	1	811,076,366	8,186.66	36
Los Rios	52,371.60	2	394,516,536	7,533.02	59
Marin*	3,802.96	63	66,556,183	17,501.17	1
Mendocino-Lake	3,092.48	64	30,352,138	9,814.83	15
Merced	9,782.75	45	74,344,612	7,599.56	57
Mira Costa*	11,890.77	41	133,717,809	11,245.52	9
Monterey Peninsula	6,297.65	57	55,984,090	8,889.68	24
Mt. San Antonio	32,668.00	6	226,361,852	6,929.16	70
Mt. San Jacinto	12,059.12	40	91,920,728	7,622.51	56
Napa Valley*	5,465.69	59	45,066,240	8,245.30	34
North Orange County	40,249.15	4	261,875,033	6,506.35	72
Ohlone	9,186.55	49	71,834,640	7,819.54	49

District	FTES: Datamart 2016- 17 Credit/NC (\$)	Rank in terms of # FTES	Total General Fund Revenue: Statewide Report 2016-17 (\$)	Revenue per FTES (\$)	Rank in revenue per FTES
Palo Verde	2,075.15	69	20,728,216	9,988.77	13
Palomar	19,649.03	20	141,959,501	7,224.76	65
Pasadena Area	27,441.77	14	186,202,145	6,785.35	71
Peralta	20,382.42	18	184,144,645	9,034.48	22
Rancho Santiago	31,599.15	8	237,318,465	7,510.28	60
Redwoods	4,081.57	62	36,592,564	8,965.31	23
Rio Hondo	12,793.56	37	100,059,675	7,821.10	47
Riverside	29,981.80	10	231,611,824	7,725.08	54
San Bernardino	14,616.16	33	133,218,853	9,114.49	21
San Diego	44,875.24	3	334,340,854	7,450.45	62
San Francisco	19,431.89	21	226,740,226	11,668.46	6
San Joaquin Delta	14,467.78	34	117,733,668	8,137.65	39
San Jose/Evergreen*	12,145.70	39	131,780,675	10,849.98	10
San Luis Obispo County*	7,852.41	52	65,440,492	8,333.81	30
San Mateo County	21,642.74	16	200,519,877	9,265.00	19
Santa Barbara	15,313.83	30	119,761,290	7,820.47	48
Santa Clarita	16,145.83	29	136,227,094	8,437.29	27
Santa Monica	25,749.91	15	204,305,609	7,934.23	43
Sequoias	9,719.08	46	75,104,683	7,727.55	53
Shasta-Tehama-Trinity Joint	6,894.85	56	58,725,281	8,517.27	26
Sierra Joint*	14,344.21	35	112,842,319	7,866.75	44
Siskiyou Joint	2,886.14	65	27,767,854	9,621.11	17
Solano County	7,456.09	54	61,843,944	8,294.42	32
Sonoma County	19,110.99	22	141,809,742	7,420.32	63
South Orange County*	27,474.28	13	282,229,685	10,272.51	11
Southwestern	14,640.45	32	119,988,455	8,195.68	35
State Center	29,887.12	11	232,167,705	7,768.15	50
Ventura County	27,860.45	12	201,625,193	7,236.97	64
Victor Valley	9,417.40	48	77,911,924	8,273.19	33
West Hills	5,773.07	58	57,162,027	9,901.50	14
West Kern	2,783.49	66	35,614,319	12,794.86	4
West Valley-Mission*	13,019.46	36	157,179,707	12,072.67	5
Yosemite	16,514.65	27	134,696,013	8,156.15	38
Yuba	8,027.26	51	66,740,980	8,314.30	31

Source: FTES and Total Funding: California Community College Chancellor's Office

*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.

4. Date of District Salary Schedule

District	Date of schedule	District	Date of schedule
Allan Hancock	Fall 2017	North Orange County	July 1, 2017
Antelope Valley Joint	July 1, 2017	Ohlone	January 1, 2018
Barstow	2016-17	Palo Verde	July 1, 2016
Butte-Glenn	July 1, 2017	Palomar	2017-18
Cabrillo	2017-18	Pasadena Area	July 1, 2016
Cerritos	2017-18	Peralta	July 1, 2017
Chabot-Las Positas	July 1, 2017	Rancho Santiago	2017-18
Chaffey	2016-17	Redwoods	2017-18
Citrus	January 1, 2018	Rio Hondo	July 1, 2017
Coast	2017-18	Riverside	July 1, 2017
Compton	July 1, 2016	San Bernardino	July 1, 2017
Contra Costa	2017-18	San Diego	January 1, 2018
Copper Mountain	July 1, 2017	San Francisco	July 1, 2017
Desert	2017-18	San Joaquin Delta	2017-18
El Camino	January 1, 2018	San Jose-Evergreen	2016-17
Feather River	2017-18	San Luis Obispo County	2017-18
Foothill-De Anza	2016-17	San Mateo County	July 1, 2017
Gavilan	2017-18	Santa Barbara	2017-18
Glendale	July 1, 2017	Santa Clarita	2017-18
Grossmont-Cuyamaca	January 1, 2016	Santa Monica	August 22, 2017
Hartnell	2017-18	Sequoias	2017-18
Imperial	July 1, 2017	Shasta-Tehama-Trinity Joint	2017-18
Kern	2017-18	Sierra Joint	2017-18
Lake Tahoe	2017-18	Siskiyou	2016-17
Lassen	2017-18	Solano County	2017-18
Long Beach	2017-18	Sonoma County (Santa Rosa)	2017-18
Los Angeles	2017-18	South Orange County	2017-18
Los Rios	2017-18	Southwestern	July 1, 2017
Marin	January 1, 2016	State Center	July 1, 2018
Mendocino-Lake	July 1, 2017	Ventura County	July 1, 2017
Merced	July 1, 2017	Victor Valley	2017-18
MiraCosta	2017-18	West Hills	2017-18
Monterey Peninsula	2017-18	West Kern (Taft)	2017-18
Mt. San Antonio	2017-19	West Valley-Mission	2017-18
Mt. San Jacinto	July 1, 2017	Yosemite	2015-16
Napa Valley	2017-18	Yuba	2017-18