



A Union of Educators
& Classified Professionals

Part-Time Faculty Salary Comparisons

California Community Colleges

2024-25

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

Table of Contents

OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of part-time (PT) 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. Rates are shown with and without office hour differential. This study examined salary schedules in effect for the 2024-25 school year.

SALARY COMPARISONS

Part-Time Faculty Hourly Rates:

PT Masters Degree (Step 1) [Page 3](#)

PT Masters Degree (Step 5 or 9th Semester) [Page 3](#)

PT Masters Degree +30 (Step 10 or 19th Semester) [Page 5](#)

PT Highest Salary without a Doctorate [Page 5](#)

PT Information on Doctorate - Rate or Stipend [Page 7](#)

Conversion of Full-Time Faculty Salary from Annual to Hourly:

FT Masters Degree (Step 1) [Page 20](#)

FT Masters Degree (Step 5) [Page 20](#)

FT Highest with a Doctorate [Page 22](#)

ADDITIONAL INFORMATION

Details about Columns and Steps in Salary Schedules [Page 9](#)

Step Advancement Process [Page 9](#)

Details about Office Hours [Page 12](#)

Date of PT Faculty Salary Schedule [Page 19](#)

District Region (Southern, Northern, Bay Area, Central) [Page 19](#)

FTES and General Fund Revenue Ranking per FTES [Page 24](#)

ASSUMPTIONS

- Part-time = 9 units per semester (although a part-timer can teach up to 67% or 10.5 hours)
- Unless otherwise noted by district: 17 ½ weeks per semester
- 17 ½ weeks x 9 units = 157.50 hours a semester for part-time faculty
- For those schedules where part-time faculty move steps according to a specified number of units, the assumption was that they carried a 9 unit/hour load each semester.
- Full-time loads were counted as 15 units a semester
- Full-time hours were considered to be 40 hours (30 hours class and prep, 5 office hours, 5 governance and committees)
- Full-time faculty were assumed to receive 75% of their annual salary for prep & grading only (no office hours, no governance work)
- 35 weeks x 15 units (hours) = 525 hours annually
- Convert full-time salary from annual to hourly using the formula: (Full-time annual salary x .75)/525

This analysis is provided by the Research Department of the CFT.

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Part-Time Faculty Salary at Masters Degree (Step 1) and Masters Degree (Step 5 or 9th Semester)

With Office Hour Differential Included

District	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank	Office Hours Included in Rate
Allan Hancock Joint	65.74	67	71.71	62	No
Antelope Valley	90.57	24	94.66	28	No
Barstow	64.00	69	64.00	71	No
Butte-Glenn	75.34	48	79.11	53	No
Cabrillo	94.34	21	110.97	18	Yes
Cerritos	96.43	19	115.21	15	No
Chabot-Las Positas	118.58	9	118.58	13	No
Chaffey	88.00	28	97.00	26	No
Citrus	89.03	25	92.51	31	Yes
Coast	80.06	34	103.00	24	No
Compton	46.15	72	51.06	72	No
Contra Costa	85.73	29	92.65	30	Yes
Copper Mountain	75.00	51	75.00	59	No
Desert	75.41	47	87.92	39	No
El Camino	113.77	10	132.40	8	No
Feather River	59.52	71	69.21	65	No
Foothill-De Anza	124.01	6	136.61	5	Yes
Gavilan Joint	79.54	36	88.99	37	Yes
Glendale	95.91	20	104.20	23	Yes
Grossmont-Cuyamaca	74.38	55	82.42	48	No
Hartnell	74.55	54	80.63	50	No
Imperial	75.00	51	75.00	59	No
Kern	66.00	66	66.00	69	No
Lake Tahoe	62.73	70	66.04	68	No
Lassen	68.92	62	68.92	66	No
Long Beach	70.02	61	85.73	45	No
Los Angeles	130.69	4	144.01	4	Yes
Los Rios	81.12	32	90.79	34	No
Marin	164.05	1	173.41	2	Yes
Mendocino-Lake	71.53	58	74.75	61	No
Merced	66.79	65	68.06	67	No
MiraCosta	92.92	22	108.72	20	No
Monterey Peninsula	67.12	64	79.70	51	No
Mt. San Antonio	101.86	16	109.11	19	No
Mt. San Jacinto	72.62	56	76.16	58	No
Napa Valley	74.84	53	80.94	49	No
North Orange County	83.32	30	90.12	36	Yes
Ohlone	97.33	18	113.10	16	No
Palo Verde	77.03	42	86.69	43	No
Palomar	77.65	40	91.38	33	No
Pasadena Area	77.84	39	92.68	29	No

With Office Hour Differential Factored Out

Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank
65.74	64	71.71	60
90.57	20	94.66	25
64.00	67	64.00	71
75.34	41	79.11	47
73.83	49	86.85	37
96.43	15	115.21	11
118.58	4	118.58	9
88.00	24	97.00	23
84.34	25	87.65	34
80.06	29	103.00	18
46.15	72	51.06	72
64.30	65	69.49	63
75.00	44	75.00	55
75.41	40	87.92	32
113.77	6	132.40	4
59.52	71	69.21	64
93.01	17	102.46	19
59.66	70	66.74	67
71.93	51	78.15	50
74.38	48	82.42	42
74.55	47	80.63	44
75.00	44	75.00	55
66.00	63	66.00	69
62.73	68	66.04	68
68.92	58	68.92	65
70.02	57	85.73	39
110.37	7	123.69	7
81.12	27	90.79	29
134.22	1	141.88	2
71.53	53	74.75	57
66.79	61	68.06	66
92.92	18	108.72	15
67.12	60	79.70	45
101.86	12	109.11	14
72.62	50	76.16	54
74.84	46	80.94	43
66.65	62	72.09	58
97.33	14	113.10	12
77.03	35	86.69	38
77.65	33	91.38	28
77.84	32	92.68	26

Part-Time Faculty Salary at Masters Degree (Step 1) and Masters Degree (Step 5 or 9th Semester)

With Office Hour Differential Included

District	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank	Office Hours Included in Rate
Peralta	75.32	49	84.61	47	No
Rancho Santiago	79.32	37	87.44	41	No
Redwoods	104.42	13	111.67	17	No
Rio Hondo	88.14	27	106.02	21	No
Riverside	103.12	14	119.10	12	No
San Bernardino	79.81	35	86.56	44	Yes
San Diego	75.18	50	79.37	52	No
San Francisco	121.20	7	131.02	9	No
San Joaquin Delta	70.60	59	85.16	46	No
San Jose/Evergreen	132.64	3	152.35	3	Yes
San Luis Obispo County	80.18	33	87.79	40	No
San Mateo County	109.14	11	134.62	6	No
Santa Barbara	102.90	15	117.35	14	No
Santa Clarita	88.30	26	91.90	32	No
Santa Monica	106.58	12	124.85	11	Yes
Sequoias	79.00	38	87.03	42	No
Shasta-Tehama-Trinity Joint	68.16	63	71.14	63	No
Sierra Joint	77.44	41	79.00	54	No
Siskiyou Joint	64.04	68	64.04	70	No
Solano	75.62	46	88.46	38	No
Sonoma County	126.42	5	134.52	7	Yes
South Orange County	119.58	8	129.10	10	Yes
Southwestern	97.59	17	105.91	22	No
State Center	77.01	44	78.51	55	No
Ventura County	91.73	23	99.28	25	No
Victor Valley	77.00	45	77.00	57	No
West Hills	70.50	60	70.50	64	No
West Kern	77.02	43	90.50	35	No
West Valley-Mission	142.21	2	177.36	1	Yes
Yosemite	71.89	57	77.74	56	No
Yuba	82.13	31	95.83	27	Yes

• Average (Mean)	86.94	96.04
• Highest	164.05	177.36
• 3rd Quartile	96.66	109.58
• Median	79.43	89.56
• 1st Quartile	74.51	78.88
• Lowest	46.15	51.06

With Office Hour Differential Factored Out

Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank
75.32	42	84.61	41
79.32	30	87.44	35
104.42	9	111.67	13
88.14	23	106.02	16
103.12	10	119.10	8
71.03	54	77.04	52
75.18	43	79.37	46
121.20	3	131.02	6
70.60	55	85.16	40
115.10	5	132.20	5
80.18	28	87.79	33
109.14	8	134.62	3
102.90	11	117.35	10
88.30	22	91.90	27
84.14	26	98.57	22
79.00	31	87.03	36
68.16	59	71.14	61
77.44	34	79.00	48
64.04	66	64.04	70
75.62	39	88.46	31
94.82	16	100.89	20
89.69	21	96.83	24
97.59	13	105.91	17
77.01	37	78.51	49
91.73	19	99.28	21
77.00	38	77.00	53
70.50	56	70.50	62
77.02	36	90.50	30
121.89	2	152.02	1
71.89	52	77.74	51
61.60	69	71.87	59

82.23	90.82
134.22	152.02
92.03	102.60
77.02	86.94
70.92	75.87
46.15	51.06

Part-Time Faculty Salary at Masters Degree +30 (Step 10 or 19th Semester) and Highest without PhD

With Office Hour Differential Included

District	Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
Allan Hancock Joint	81.58	58	95.92	51
Antelope Valley	102.77	36	102.77	43
Barstow	64.00	71	64.00	72
Butte-Glenn	91.59	48	100.94	45
Cabrillo	138.80	13	154.00	16
Cerritos	124.59	18	124.59	26
Chabot-Las Positas	160.95	8	160.95	15
Chaffey	103.00	34	103.00	42
Citrus	101.71	37	105.89	41
Coast	124.39	19	140.72	21
Compton	58.28	72	74.46	67
Contra Costa	117.59	23	151.16	18
Copper Mountain	75.00	64	75.00	65
Desert	92.57	47	92.57	56
El Camino	142.56	12	142.56	20
Feather River	78.38	61	97.05	49
Foothill-De Anza	161.82	7	187.02	8
Gavilan Joint	115.39	25	115.39	35
Glendale	113.31	27	118.12	33
Grossmont-Cuyamaca	98.40	40	123.34	28
Hartnell	90.71	50	98.10	47
Imperial	75.00	64	75.00	65
Kern	66.00	70	66.00	71
Lake Tahoe	66.04	69	66.04	70
Lassen	68.92	67	68.92	69
Long Beach	94.74	45	94.74	52
Los Angeles	163.22	6	171.79	11
Los Rios	113.10	29	178.00	9
Marin	196.51	2	261.84	2
Mendocino-Lake	90.42	52	99.69	46
Merced	75.56	63	83.13	61
MiraCosta	120.83	20	123.62	27
Monterey Peninsula	100.70	38	108.82	38
Mt. San Antonio	112.95	30	122.78	29
Mt. San Jacinto	79.70	59	79.70	63
Napa Valley	94.69	46	94.69	53
North Orange County	97.47	41	97.47	48
Ohlone	132.82	15	140.71	22
Palo Verde	86.69	54	86.69	58
Palomar	105.91	33	116.45	34
Pasadena Area	113.16	28	126.03	25

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
81.58	56	95.92	48
102.77	32	102.77	40
64.00	71	64.00	72
91.59	43	100.94	42
108.63	25	120.52	28
124.59	14	124.59	23
160.95	4	160.95	11
103.00	30	103.00	39
96.36	38	100.31	43
124.39	15	140.72	15
58.28	72	74.46	67
88.19	50	113.37	34
75.00	64	75.00	65
92.57	42	92.57	53
142.56	8	142.56	14
78.38	59	97.05	46
121.36	16	140.27	17
86.54	52	86.54	57
84.98	54	88.59	55
98.40	35	123.34	25
90.71	45	98.10	45
75.00	64	75.00	65
66.00	70	66.00	71
66.04	69	66.04	70
68.92	67	68.92	69
94.74	40	94.74	49
142.90	7	151.47	13
113.10	22	178.00	7
160.78	5	214.24	2
90.42	47	99.69	44
75.56	63	83.13	59
120.83	17	123.62	24
100.70	33	108.82	36
112.95	23	122.78	26
79.70	57	79.70	61
94.69	41	94.69	50
77.97	60	77.97	62
132.82	11	140.71	16
86.69	51	86.69	56
105.91	29	116.45	31
113.16	21	126.03	22

Part-Time Faculty Salary at Masters Degree +30 (Step 10 or 19th Semester) and Highest without PhD

With Office Hour Differential Included

District	Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
Peralta	109.92	31	207.02	4
Rancho Santiago	96.39	43	96.39	50
Redwoods	130.33	16	175.92	10
Rio Hondo	133.32	14	169.60	13
Riverside	119.10	22	119.10	32
San Bernardino	86.56	55	86.56	59
San Diego	94.92	44	108.02	39
San Francisco	150.66	9	204.67	5
San Joaquin Delta	98.96	39	102.52	44
San Jose/Evergreen	188.66	3	200.81	7
San Luis Obispo County	102.97	35	137.27	24
San Mateo County	165.01	5	204.56	6
Santa Barbara	128.19	17	139.04	23
Santa Clarita	96.58	42	106.68	40
Santa Monica	174.23	4	241.15	3
Sequoias	89.21	53	93.73	55
Shasta-Tehama-Trinity Joint	77.02	62	81.51	62
Sierra Joint	86.29	56	121.44	30
Siskiyou Joint	67.26	68	74.16	68
Solano	116.25	24	152.73	17
Sonoma County	142.62	11	168.34	14
South Orange County	143.37	10	148.13	19
Southwestern	114.89	26	119.48	31
State Center	84.27	57	94.67	54
Ventura County	107.01	32	114.74	37
Victor Valley	79.00	60	84.00	60
West Hills	70.50	66	77.50	64
West Kern	90.50	51	90.50	57
West Valley-Mission	238.09	1	275.87	1
Yosemite	91.18	49	114.93	36
Yuba	119.82	21	171.21	12
• Average (Mean)				
		109.51	124.61	
• Highest				
		238.09	275.87	
• 3rd Quartile				
		124.44	148.89	
• Median				
		102.24	114.84	
• 1st Quartile				
		86.66	94.44	
• Lowest				
		58.28	64.00	

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
109.92	24	207.02	3
96.39	37	96.39	47
130.33	12	175.92	8
133.32	10	169.60	10
119.10	18	119.10	30
77.04	61	77.04	64
94.92	39	108.02	37
150.66	6	204.67	4
98.96	34	102.52	41
163.72	3	174.26	9
102.97	31	137.27	19
165.01	2	204.56	5
128.19	13	139.04	18
96.58	36	106.68	38
137.55	9	190.38	6
89.21	49	93.73	52
77.02	62	81.51	60
86.29	53	121.44	27
67.26	68	74.16	68
116.25	19	152.73	12
106.97	28	126.26	21
107.53	26	111.10	35
114.89	20	119.48	29
84.27	55	94.67	51
107.01	27	114.74	33
79.00	58	84.00	58
70.50	66	77.50	63
90.50	46	90.50	54
204.08	1	236.46	1
91.18	44	114.93	32
89.86	48	128.41	20
• Average (Mean)			
		103.34	117.42
• Highest			
		204.08	236.46
• 3rd Quartile			
		116.96	137.71
• Median			
		96.49	108.42
• 1st Quartile			
		84.80	90.02
• Lowest			
		58.28	64.00

Part-Time Faculty Salary at Highest with PhD or Stipend Where Applicable

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Allan Hancock Joint	101.68	PhD rate - Column 7, Step 8, 29+ semesters
Antelope Valley	106.30	PhD rate - Column 3, Step 4, 15+ semesters
Barstow	67.00	One rate by type of earned degree
Butte-Glenn	100.94	PhD or MA+48 or MA&BA+84 - Column 3, Step 5, 23+ semesters
Cabrillo	Stipend	\$107 PhD Stipend per unit
Cerritos	143.37	PhD rate - Column 3, Step 7, 13+ semesters
Chabot-Las Positas	160.95	Steps only salary schedule (not by degree). Step 11, 163+ hours
Chaffey	103.00	PhD or MA&BA+60 or BA+75 - Column 2, Step 5, 17+ semesters
Citrus	105.89	MA&BA+80 - Column 4, Step 6, 11+ semesters
Coast	140.72	PhD or MA+60 - Column 3, Step 15, 29+ semesters
Compton	74.46	MA+102 - Column 6, Step 4, 10+ years
Contra Costa	151.16	PhD or MA+60 or BA+90 - Column 7, Step 27, 26+ years
Copper Mountain	78.08	PhD rate - Column 3, Step 1
Desert	97.40	PhD rate - Column 3, Step 5, 72+ SIU's
El Camino	142.56	MA - Column 2, Step 8, 15+ semesters
Feather River	Stipend	PhD Stipend: \$900 Stipend x (# of units taught in a year)/30
Foothill-De Anza	187.02	PhD or MA+72 or MA&BA+108 - Column 5, Step 8, 8+ Full-Time equivalent years
Gavilan Joint	120.14	PhD rate - Column 5, Step 9, 19+ terms
Glendale	118.12	MA+14 - Column 4, Step 6, 21+ semesters
Grossmont-Cuyamaca	123.34	PhD or MA+60 - Column 6, Step 15, 29+ semesters
Hartnell	102.04	PhD rate - Column E, Step 6, 21+ semesters
Imperial	75.00	One rate for all; Additional 2.5% off schedule payment equal to 2.5% of total compensation earned in 2024/25.
Kern	66.00	One rate for all
Lake Tahoe	66.04	Rates are not based on degrees; 10+ LTCC quarters
Lassen	68.92	One rate for all
Long Beach	Stipend	\$100 PhD stipend per semester
Los Angeles	174.95	\$2.76 doctoral degree addition; 20 wks paid 17.5 weeks semester = \$3.15/hour
Los Rios	185.80	PhD rate - Column V, Step 25, 721+ hours
Marin	266.93	PhD rate - Column 5, Step 17, 481+ teaching units
Mendocino-Lake	104.68	PhD rate - Column 6, Step 5, 21+ semesters
Merced	83.13	MA+45 or BA+75 - Column 5, Step 8, 43+ semesters
MiraCosta	126.41	PhD rate - Column 6, Step 10, 19+ semesters
Monterey Peninsula	113.47	PhD rate - Column 6, Step 11, 21+ terms
Mt. San Antonio	122.78	PhD or MA&BA+80 - Column 3, Step 5, 90+LHE & 15 years of service
Mt. San Jacinto	79.70	Rates are not based on degrees; 13+ semesters
Napa Valley	94.69	Rates are not based on degrees; 19+ semesters
North Orange County	102.10	PhD rate - Column 3, Step 5, 17+ semesters
Ohlone	152.07	PhD rate - Column 3, Step 12, 11+ years
Palo Verde	99.45	PhD rate - Column 3, Step 3, 9+ semesters
Palomar	119.20	PhD - Column 7, Step 10, 3258+ hours

Part-Time Faculty Salary at Highest with PhD or Stipend Where Applicable

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Pasadena Area	129.77	PhD rate - Column 5, Step 25, 3600+ hours
Peralta	207.02	PhD or MA+90 - Column 5, Step 25, 721+ equated hours
Rancho Santiago	96.39	MA+30 - Column 4, Step 5, 5+ semesters
Redwoods	175.92	PhD or MA&BA+70 - Column 5, Step 13, 20+ semesters
Rio Hondo	174.52	PhD rate - Column 5, Step 20, 25+ years
Riverside	119.10	MA through PhD rate - Column 3, Step 3, 4+ semesters
San Bernardino	88.81	PhD rate - Column 3, Step 4, 7+ semesters
San Diego	108.02	PhD or MA+105 - Column 6, Step 6, 2250+ hours
San Francisco	204.67	PhD or BA&MA+90 - Column 5, Step 14, 53+ semesters
San Joaquin Delta	105.38	PhD rate - Column 7, Step 7, 1740+ hours
San Jose/Evergreen	205.93	PhD rate - Column 5, Step 11, 100+ hours
San Luis Obispo County	141.29	PhD rate - Column 7, Step 14, 45+ semesters
San Mateo County	214.62	PhD rate - Column 5, Step 25, 49+ semesters
Santa Barbara	144.00	PhD rate - Column 2, Step 11, 25+ semesters
Santa Clarita	117.35	PhD rate - Column 3, Step 20, 39+ semesters
Santa Monica	247.50	PhD Rate - Column VII, Step 22, 631+ LHE
Sequoias	95.68	PhD Rate - Column 4, Step 8, 20+ years
Shasta-Tehama-Trinity Joint	83.41	PhD or MA&BA+78 - Column V, Step 8, 3676+ hours (includes PhD differential of \$1.90)
Sierra Joint	127.21	PhD rate - Column 4, Step 14, 390+ units
Siskiyou Joint	74.16	MA+60
Solano	158.84	PhD rate - Column 5, Step 15, 28+ terms
Sonoma County	171.70	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	148.13	Rates based on LHE, 181+ LHE
Southwestern	Stipend	\$550 Stipend per Semester
State Center	99.09	PhD or MFA - Column 6, Step 7, 25+ semesters
Ventura County	129.94	PhD rate - Column 3, Step 7, 25+ semesters
Victor Valley	Stipend	\$125 per unit for academic year, not to exceed \$3,000
West Hills	77.50	BA+90 or MA&BA+75
West Kern	90.50	Rates are not based on degrees; Step 3, 5+ semesters
West Valley-Mission	286.21	PhD rate - Column 1, Step 24, 244+ units
Yosemite	117.95	PhD rate - Column 5, Step 11, 41+ semesters
Yuba	176.35	PhD rate - Column 7, Step 33, 33+years

Details about Columns and Steps in Salary Schedules, and Step Advancement Process

District	# of columns	# of Steps	Step Advancement Process
Allan Hancock Joint	7	8	Step advancement every 2 years or 4 semesters. 1 year = 2 semesters or 1 semester + summer. Per salary schedule.
Antelope Valley	3	4	Step 2: 2 1/2 years (5 semesters) or 30 LHE ¹ ; Step 3: 5 years (10 semesters) or 60 LHE; Step 4: 7 1/2 years (15 semesters) or 90 LHE at Antelope during regular academic year. Per salary schedule.
Barstow	1	1	One rate by type of earned degree. Per Section 8.3 of CBA.
Butte-Glenn	3	5	Step I: 1-6 semesters; Step II: 7-9 semesters; Step III: 10-12 semesters; Step IV: 13-22 semesters; Step V: 23+ semesters. Per salary schedule.
Cabrillo	6	13	Associate unit members shall receive one step advancement within the appropriate class in the adjunct salary schedule, for each two terms of service to the District (fall, winter, spring, summer). Only one step may be achieved per academic year. Per Article 13.3.2 of CBA
Cerritos	3	7	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5-6 semesters; Step IV: 7-8 semesters; Step V: 9-10 semesters; Step VI: 11-12 semesters; Step VII: 13+ semesters. Per salary schedule.
Chabot-Las Positas	1	10	18 faculty hours. Per Article 211.1 of CBA.
Chaffey	2	5	Every 4 academic terms. Per Article 21.2.7 of CBA.
Citrus	4	6	One step increase per year for each two-semester periods completed. Per salary schedule.
Coast	3	15	Annual basis at beginning of fall semester, if served at least the equivalent of one lecture hour per week for one semester during preceding academic year (summer assignments included). Per Section 11.6.b of CBA.
Compton	6	4	Step 1: 1-2 years; Step 2: 3-4 years; Step 3: 5-9 years; Step 4: 10+ years. Per Appendix E of CBA.
Contra Costa	7	27	1 year FTE ² service. Per Article 20.3.2.6.1 and previous CFT survey.
Copper Mountain	3	1	Move columns based on degree of BA, MA or PhD. Per salary schedule, Appendix E in CBA.
Desert	3	5	Step I: 0-17 SIU ³ ; Step II: 18-35 SIU; Step III: 36-53 SIU; Step IV: 54-71 SIU; Step V: 72+ SIU. Per salary schedule.
El Camino	2	8	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5-6 semesters; Step IV: 7-8 semesters; Step V: 9-10 semesters; Step VI: 11-12 semesters; Step VII: 13-14 semesters; Step VII: 15+ semesters. Per Article 10, Section 9.(e) of CBA.
Feather River	5	15	20 equated hours. Per Article 19, Section B.3 of CBA.
Foothill-De Anza	5	8	Yearly after completing equivalent of full time load. Per Appendix C (Advancement on the Salary Schedule) of CBA.
Gavilan Joint	5	9	Step 1: 1-4 terms; Step 2: 5-6 terms; Step 3: 7-8 terms; Step 4: 9-10 terms; Step 5: 11-12 terms; Step 6: 13-14 terms; Step 7: 15-16 terms; Step 8: 17-18 terms; Step 9: 19+ terms. Per salary schedule.
Glendale	4	6	Step 1: 1-4 semesters; Step 2: 5-8 semesters; Step 3: 9-12 semesters; Step 4: 13-20 semester; Step 6: 21+ semester. Per Article VIII, Section 9.E. of CBA.
Grossmont-Cuyamaca	6	15	Must have taught one unit in two different half year periods to progress to the next step. Per salary schedule.
Hartnell	5	6	Every 4 semesters. Per Article 21 Section A.1 of CBA.
Imperial	1	1	One rate for all; Additional 2.5% off schedule payment equal to 2.5% of total compensation earned in 2024/25 to be paid in July 2025. Per Article 13.1 of CBA.
Kern	1	1	One rate for all

Details about Columns and Steps in Salary Schedules, and Step Advancement Process

District	# of columns	# of Steps	Step Advancement Process
Lake Tahoe	1	2	Tier I: 0-9 quarters; Tier II: 10+ quarters at LTCC. Per salary schedule.
Lassen	1	1	One rate for all.
Long Beach	3	6	Advancement occurs every two semesters of part-time employment. Per salary schedule.
Los Angeles	1	10	Step advance shall be granted each year. Per Article 30.C of CBA
Los Rios	5	25	30 formula hours. Per Article 2.7.2.1 of CBA.
Marin	5	17	30 teaching units. Per Article 3.14.3 of CBA.
Mendocino-Lake	6	5	5 semesters of service with the district. Per salary schedule.
Merced	5	8	30 units or 6 semesters. Per salary schedule.
MiraCosta	6	10	One year or two semesters. Per Article 12.5.a of CBA.
Monterey Peninsula	6	11	100 hours (or two 3-unit classes) over two terms. Per Article 16.2.8 of CBA.
Mt. San Antonio	3	5	Step I: 0-29.9 LHE; Step II: 30-59.9 LHE; Step III: 60-89.9 LHE; Step IV: 90+ LHE; Step V: 90+LHE and 15 years of service. Per salary schedule.
Mt. San Jacinto	1	3	Step 3: 1-6 semesters; Step 4: 7-12 semesters; Step 5: 13+ semesters. Per salary schedule
Napa Valley	1	7	3 semesters. Per Article 13.5.1 of CBA.
North Orange County	3	5	4 regular semesters. Per Article 11.2.4 of CBA.
Ohlone	3	12	Any calendar year or "experience year." Per Article 16.10.2 of CBA.
Palo Verde	3	3	Step I: 1-4 semesters; Step II: 5-8 semesters; Step III: 9+ semesters. Per salary schedule.
Palomar	7	10	362 hours. Per Article 15.5.6 of CBA.
Pasadena Area	5	25	150 hours. Per salary schedule.
Peralta	5	25	30 semester hours. Per Appendix Article 21.D.d CBA.
Rancho Santiago	4	3	Advancement every 2 semesters. Per Article 7.3 of CBA.
Redwoods	5	13	30 TLU ⁴ . Per Article 3.10.8 of CBA.
Rio Hondo	5	20	Eligible to move up one step when one-half (1/2) of the units member's accrued percentage of load for classes taught at Rio Hondo in the spring and fall semesters exceeds 75% at the current step. Per Article 3.2.6.2 of CBA
Riverside	3	3	Step 1: 1-2 semesters, Step 2: 3-4 semesters, Step 3: 4+ semesters. Per salary schedule.
San Bernardino	3	4	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5-6 semesters; Step IV: 7+ semesters. Per Appendix A-2 of CBA.
San Diego	7	6	Step A: 0-449 hours; Step B: 450-899 hours; Step C: 900-1349 hours, Step D: 1350-1799 hours, Step E: 1800-2249 hours; Step F: 2250+ hours. Per salary schedule.
San Francisco	5	14	Every 4 semesters. Per salary schedule.
San Joaquin Delta	5	7	Step 1: Less than 290 hours; Step 2: 290-579 hours; Step 3: 580-869 hours; Step 4: 870-1159 hours; Step 5: 1160-1449 hours; Step 6: 1450-1739 hours; Step 7: 1740+ hours. Per salary schedule.
San Jose/Evergreen	5	11	Advance one step after completing equivalent of 33% of annual load for one academic year. Per Article 9.7 of CBA.
San Luis Obispo County	7	12	Every four semesters. Per Appendix B-9, Section C (Salary Step Advancement and Column Changes) of CBA.
San Mateo County	5	25	Must have served in 2 academic semesters. Per Article 8.11 of CBA.
Santa Barbara	2	11	Steps 1-6: 2 semesters; Steps 7-10: 4 semesters. Per Article 2.18.2.1 of CBA.

Details about Columns and Steps in Salary Schedules, and Step Advancement Process

District	# of columns	# of Steps	Step Advancement Process
Santa Clarita	4	20	Every two semesters. Per Salary Schedule. Not using the two columns for the Associate range which requires completion of Skilled Teacher Certificate (Article 19).
Santa Monica	7	22	Every 30 LHE. Per Article 14.3, Section 4 of CBA.
Sequoias	4	8	Steps 1-5 Annually. Steps 6-8 every 5 years of service. Per Article 12.1.1 of CBA and salary schedule.
Shasta-Tehama-Trinity Joint	5	8	Advance one step for each equivalent full-time experience. 525 hours of credit instruction (lecture, lab, or clinical/activity) equates to one year of full-time experience. Per Article 7.2.2.1 of CBA.
Sierra Joint	4	14	Every 30 units. Per Article 9, section Part-Time Faculty and Full-Time Faculty Overload - Lecture Rate, in CBA
Siskiyou Joint	4	1	Columns based on degree. Each column only has 1 step.
Solano	5	15	Annually upon completion of 2 terms at 20% load or aggregate of 40% load within the 3-term academic year(Fall-Spring-Summer). Per Article 20.4.2 section B of CBA.
Sonoma County	4	9	Step 1 or 2 will advance every 4 semesters with instructional loads greater than 6.7%. Step 4 or above will advance every 4 semesters with instructional loads greater than 13%. Per Article 27.03.B of CBA.
South Orange County	1	7	Every 30 LHE. Per Article 30.5.b.3 of CBA.
Southwestern	3	5	Class A: 4 semesters; Class B: 5-8 semesters; Class C: 9-12 semesters; Class D: 13-16 semesters; Class E:17+ semesters. Per salary schedule.
State Center	6	7	Every 4 semesters. Per Article 16, Section 2.A of CBA.
Ventura County	3	7	Every 4 semesters of service. Per Article 3.10.B of CBA.
Victor Valley	5	1	Not applicable (only column advancement based on degree as described in salary schedule).
West Hills	3	1	Not applicable (only column advancement based on degree as described in salary schedule).
West Kern	1	3	Every 2 semesters. Per Article 7.2.6 of CBA.
West Valley-Mission	6	24	Steps 1-12: Every .80 FTE ¹ load taught; Steps 15, 18, 21, 24: every 2.2 FTE ¹ load taught. Per Appendix BB, Section I.C of CBA. Special note: hourly associate salary schedule is divided into 6 pages to represent each of the 6 columns (columns A, B, C, D, E, F) in the load based associate salary schedule; within each of the 6 pages it is then divided into the type (Lecture, Lab or Non-Instructional) of associate faculty.
Yosemite	5	11	Every 2 years or 180 class hours, where a year is defined as 2 semesters. Per Article 16.3.1 of CBA.
Yuba	7	33	Salary class/range elevation shall be administered in the same manner as for full time faculty. Per Article 2.6 of CBA.

¹ LHE = lecture hour equivalent

² FTE = full-time equivalent

³ SIU = semester instructional units

⁴ TLU = teaching load units

Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Allan Hancock Joint	No	Yes		\$40.00	11.13: Rate of \$40; 14.3: Eligibility rules.
Antelope Valley	No	Yes		\$300 stipend (must complete 6 OH)	9.6: Office hour program funding between \$100,000 and \$200,000. Compensation shall be a \$300 stipend for 6 office hours (no partial payment for less than 6 OH). Details of eligibility found in CBA.
Barstow	No	No	NA	NA	
Butte-Glenn	No	Yes		\$25.00	11.9.1: Each year pool of money, based on state funding, but no less than \$100,000; 11.9.2: \$25 per office hour; 11.9.3: Eligibility rules.
Cabrillo	Yes	No	\$20.51 to \$34.81		8.6: Associate unit members are required to hold pro rata office hours. 11.1.3.3.2: Adjunct unit members who teach less than full-time (FT) shall schedule and hold the same ratio of office hours as their teaching assignment bears to FT assignment. Per Local, 2.5 office hours for every 9 hours teaching.
Cerritos	No	Yes		\$50.00	14.2: Part-time (PT) Faculty are encouraged to hold office hours. Per semester: 1 unit or less, 3 office hours; 1-3 units, 9 office hours; 3-6 units, 12 office hours; 6-10 units, 15 office hours.
Chabot-Las Positas	No	Yes		\$64.21	Salary schedule
Chaffey	No	Yes		\$40.00	18.3.9 MOU: Semester fund of \$250,000, must meet eligibility requirements. \$40 per office hour
Citrus	Yes	No	\$12.11 to \$14.41		11.1: Unit members shall hold office hours for students one-half hour each week.
Coast	No	Yes		\$44.71	11.7: District will allocate \$150,000 per year to pay for PT faculty office hours. Funding based on general fund balance and negotiations. Compensation for office hours shall be paid at the Misc. Non-Instructional Rate.
Compton	No	No	NA	NA	
Contra Costa	Yes	No	\$21.43 to \$37.79		7.8.4: PT Faculty shall hold office hours at 1 office hour for every 20% load, rounded to nearest 1/2 hour (max 5 hours). Office hour rates shown are assuming a 60% load.
Copper Mountain	No	Yes		\$60.42 to \$62.90	Article 9.10: 30 minutes per week for each 1.5 course SIU ¹ on an 18-week semester. Pro-rated accordingly, if course less than 18-weeks. Compensation at established lab rate.

Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Desert	No	Yes		\$64.10 to \$82.79	Article 7, Section 5: Adjunct faculty weekly office hours based on load. 1/2 hour at 0.5-2.99 SIU; 1 hour at 3-5.99 SIU; 2 hours for 6-8.99 SIU; 3 hours for 9+SIU. Compensation at lab rate.
El Camino	No	Yes		\$113.77	Article 10, Section 9(a)(1): PT faculty may offer up to 3 hours of office hours per week. Office hour payable at the Appendix D-1, Lecture, Step 1 rate.
Feather River	No	Yes		50% of lecture rate	Article 14, Section A.5: Office hours will be assigned to unit members. Office hours assigned by the CIO and AFUP may be declined in whole or in part by the PT member. PT faculty will be paid for office hours at 50% of the associate faculty lecture rate.
Foothill-De Anza	Yes	No	\$31.00 to \$46.76		Article 7.25: All PT faculty employees compensated on Appendix C shall be required to hold regularly scheduled office hours. Number of hours proportionate to load. For 9 units, 3 office hours per week.
Gavilan Joint	Yes	No	\$19.89 to \$30.04		Article 22.2: PT faculty shall hold office hours proportionate to FT faculty office hours. Salary schedule: The workload per unit includes PT faculty office hours (Prorated).
Glendale	Yes	No	\$23.98 to \$29.53		Article VI Section 3.C: PT faculty shall hold office hours proportional to FT faculty office hours. A 16 week course assigned 3 unit course requires 1 office hour. Rates shown are based on 1 office hour per week using the 15 load rates of Appendix B1 salary schedule.
Grossmont-Cuyamaca	No	Yes		\$40.00	Tentative Agreement, Mid-Term Changes to Faculty Contract, Nov 2021
Hartnell	No	Yes		\$40.00	Article 21 Section D.8: Office hour program OSCAR, based on instructional load: 0-29% load 30 minutes per week; 30-49% load 60 minutes per week; 50%+ load 90 minutes per week.
Imperial	No	Yes		\$75.00	10.10: Weekly office hours based on number of units: 2.99 or less units, 0.5 office hours; 3-6 units, 1 office hour; 6-9 units, 2 office hours; 9+units, 3 office hours. Office hours are compensated at the current hourly rate.
Kern	No	No	NA	NA	

Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Lake Tahoe	No	Yes		50% of hourly rate	5.5.2: For PT faculty teaching 3.2+ units and meet other criteria. Compensated at extra duty assignment rate, which is 50% of hourly rate.
Lassen	No	Yes		\$68.92	24.3: Available on first-come, first-serve basis and must fill out application. Compensation will be paid for one hour per week for each 3 unit class. Paid at normal hourly rate.
Long Beach	No	No	NA	NA	
Los Angeles	Yes	No	\$20.32		Salary Schedule
Los Rios	No	Yes		\$47.49 to \$108.76	4.10.11: Voluntary, number of office hours vary by assignment; Compensated at their regular Class & Step on Salary Schedule B2.
Marin	Yes	No	\$29.83 to \$48.53		8.3.1: Based on number of ATU ² : 0.1-3.0 ATU, 1 office hour; 3.1-6 ATU, 1.5 office hours; 6.1-9 ATU, 2 office hours; 9.1-12 ATU, 3 office hours; 12.1-15 ATU, 4 office hours; 15.1-18 ATU, 5 office hours; 18.1-21 ATU, 6.5 office hours; 21.1-24 ATU, 7 office hours
Mendocino-Lake	No	Yes		\$30.00	16.10: Must be eligible and meet requirements. Pool of \$30,000 per semester. Compensated at \$30 per hour. If 20%+ annual load eligible for \$720 per semester and if 10-19% annual load will be eligible for \$360 per semester.
Merced	No	Yes		\$50.00	XI.1.a: Starting July 2024, may opt in to receive up to 12 total paid office hours per semester. Eligible in fall and spring semesters only at \$50 per hour.
MiraCosta	No	Yes		\$50.00	11: Unit members teaching credit courses, eligible for 2 paid office hours per assigned LHE ³ . Office hours rate of \$50 per hour.
Monterey Peninsula	No	Yes		\$50.00 (paid as stipend per semester)	15.13.3.2: PT instructional faculty shall be paid a stipend for office hours based on hourly semester teaching assignments: Teaching 0.1-3.99 hrs/wk, 2 office hrs/sem, \$100 stipend/sem; Teaching 4.0-6.99 hrs/wk, 4 office hrs/sem, \$200 stipend/sem; Teaching 7-10 hrs/wk, 6 office hrs/sem, \$300 stipend/sem.
Mt. San Antonio	No	Yes		\$40.00	10.B.5: Shall be paid 1 office hour per week per term. Rate of \$40 per hour. Potential increase to rate in the future dependent on reimbursement from state.

Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Mt. San Jacinto	No	Yes		\$35.00	6.4: PT unit members may receive up to 1.5 office hours for every unit taught per sem (e.g. 9 units = 13.5 office hours/sem). Compensated at \$35 per hour, if meet requirements.
Napa Valley	No	Yes		\$52.29 to \$66.15	Salary Schedule has rates listed for office hour pay. One office hour per week per class only for instructors who teach ENGL, ESL, and Math courses.
North Orange County	Yes	No	\$16.66 to \$20.42		13.1: Pay rates include compensation for 10 minutes of office hour time for each 50 minutes of assignment.
Ohlone	No	Yes		\$42.00	18.11: PT faculty optional 1 office hour per week, per instructor, per semester at \$42 per hour.
Palo Verde	No	Yes		0.67 of hourly rate	2.3.i.7.d: Beginning in the 2017 Fall Semester, all PT unit members will be paid for one office hour per week at the lab rate (0.67 of current hourly rate).
Palomar	No	Yes		\$76.44 to \$117.69	15.5.9: Starting Fall 2024, office hours will be paid at a ratio of 9 hours per 20% load per semester. Participation is voluntary. Compensated at PT faculty member's non-instructional hourly rate. Rates shown are faculty with at least a MA
Pasadena Area	No	Yes		\$77.84 to \$129.77	5.8.6: Semester office hours are based on load: 0.5 to 3 units, 8 office hours; 3 to 8 units, 10 office hours; 8+ units, 12 office hours. Paid at employee's hourly rate. Rates shown are for faculty with at least a BA+54 or MA+18.
Peralta	No	Yes		Non-instructional assignments equated at 0.50, per Article 18, section A.5.d.	18.7.t - u: Based on instructional load: 0-2.99 equated hours, 0 paid office hours; 3-5.99 equated hours, 1 paid office hour; 6-8.99 equated hours, 2 paid office hours; 9+ equated hours, 3 paid office hours. Compensated at their non-instructional rate.
Rancho Santiago	No	No	NA	NA	
Redwoods	No	No	NA	NA	3.12.1: Student consultation hours are part of associate faculty member's professional responsibility. No details provided on expectations of consultation hours.
Rio Hondo	No	No	NA	NA	
Riverside	No	No	NA	NA	

Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
San Bernardino	Yes	No	\$8.78 to \$9.77		10.E.1: PT pay inclusive of office hours, based on load: Load up to 0.400, 0.5 office hours/week; load 0.401+, 1.00 office hour/week. Values listed for office hour differential are with the assumption load is above 0.401.
San Diego	No	Yes		Rate: divide the resource by the total number of hours submitted	Appendix VIII: The compensation to be distributed each semester will come from the AFT share of the Resource Allocation Formula. Maximum number of paid office hours per semester is determined by formula: Total Assigned Classroom FTEF ⁴ x 80 = # of paid office hrs per semester.
San Francisco	No	Yes		\$51.94 to \$87.72	8.1 Part-time instructors teaching 20% of a full-time load will be paid upto 4 office hours per semester; 21-39% upto 8 hours; 40% or more upto 15 hours. Part-time faculty shall be paid at the hourly equivalent of 86% Instructionally Related pro-rata"mirror" rate on their regular step in Exhibit C PT Office Hours.
San Joaquin Delta	No	Yes		Semester Stipend: \$200 to \$500	17.17.6.1: As of 2022-23, the District will provide stipend for PT faculty for fall and spring semesters (no summer). Semester stipend based on load: 0.5-2.99 units, \$200; 3-6 units, \$300; 6+ units \$500.
San Jose/Evergreen	Yes	No	\$17.54 to \$27.23		9.14: Standard of 1/2 hour for each 20% course load. Rates shown are assuming 60% course load with 1.5 office hours.
San Luis Obispo County	No	Yes		\$61.43	4.10: Temporary faculty teaching 40%+ shall be paid for 18 office hours per semester; temporary faculty teaching 20-39.9% shall be paid for 9 office hours per semester. Compensation is based on Appendix B-4 (Temporary, Part-Time and Full-time Overload Two Thirds Laboratory/Hourly Faculty Salary Schedule), Column D, Step 9.
San Mateo County	No	Yes		Monthly payment	19.6: One office hour for every 3 Faculty Load Credits taught; refer to formula for monthly compensation.
Santa Barbara	No	No	NA	NA	
Santa Clarita	No	Yes		65% of Instructional Rate/Hour	10.E: Beginning Fall 2023, scheduled Office Hours compensated at 65% of Instructional rate/hour. Unscheduled office hour will not be compensated.

Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Santa Monica	Yes	No	\$22.44 to \$52.11		6.4 and 14.3: PT faculty perform same number of office hours as FT faculty based on assignment. Compensation is included in salary schedule B-1. Rates shown are assuming 1.0 load factor.
Sequoias	No	Yes		\$41.99	Salary Schedule: \$41.99. 12.1.2: District budgets pool of money. 12.2: Office hours not required. Adjunct faculty may apply for office-hour funding.
Shasta-Tehama-Trinity Joint	No	Yes		\$30.00	7.4: District has annual contribution of \$150,000 for office hour program. Participation of PT faculty is voluntary. Office hours shall be paid at the rate of \$30.00 per hour.
Sierra Joint	No	Yes		\$40.00	Article 12, Section Part-Time Instructional Faculty Office Hours Program: Voluntary and need to apply. Compensation is provided for 1 hour/week up to 17 hours/semester for faculty with a minimum 5% FTE assignment.
Siskiyou Joint	No	Yes		\$60.19 to \$70.29	18.3: PT Faculty who teach at least 40% but less than 60% may apply for one office hour per week. Paid at non-instructional rate.
Solano	No	Yes		\$57.74 to \$88.64	19.8.2 section D: Optional and need to request in writing. Semester office hours based on load: 40%+, maximum 18 office hours; 20% to 39%, maximum 9 office hours. Paid at the Category 3 rate; payrate shown is based on degree of MA to PhD.
Sonoma County	Yes	No	\$31.61 to \$42.93		32.02.D and salary schedule: 20 minutes per hour taught and compensation is included in hourly rate.
South Orange County	Yes	No	\$29.90 to \$37.03		14.3.b: 20 minutes of student consultation and appointments per week for each assigned LHE of classroom instruction. Per Salary Schedule, student consultation time included in pay.
Southwestern	No	Yes		\$81.01 to \$99.18	15.5 PT Office Hours Paid Program, where optional office hours are based on the term (Fall & Spring or Winter & Summer) and assigned LHE ³ . PT Office Hours paid at PT/Equity lab rate. Semester office hours, Fall & Spring terms: ≤ 3LHE, 6 hours; 3 to 6 LHE, 12 hours; 6 LHE+, 18 hours.

Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
State Center	No	Yes		\$35.00	Article 11-B, Section 6: Limited number of available paid office hours from a pool of \$250,000 per semester. PT faculty will be compensated upto 10 hours for 20-40% load; 12 hours for 41-60%; 14 hours for >60% load. Exhibit B: Compensation of \$35 per hour.
Ventura County	No	Yes		\$78.45 to \$118.83	5.7.A: Non-Contract faculty assigned to teaching duties shall be compensated for up to 9 office hours per semester: Load 0-0.2, 3 office hours; Load 0.21-0.4, 6 office hours; Load 0.41-0.67, 9 office hours. Compensation paid using faculty hourly salary schedule.
Victor Valley	No	Yes		Hourly rate	12.6 and MOU: Additional 1-hour pay for each section taught each semester for time spent with students outside of contracted time. Starting Spring 2024, PT faculty will include office hours in their syllabus.
West Hills	No	No	NA	NA	
West Kern	No	Yes		\$77.02 to \$90.50	6.6.2: Subject to state funding, optional office hour time based on the assigned teaching load. Compensated at hourly rate.
West Valley-Mission	Yes	No	\$20.32 to \$40.89		100.8: Associate faculty are responsible for keeping office hours for each class taught. Minimum of .5 hours for each class taught. 101.1 Compensation includes office hours of 30 minutes per section.
Yosemite	No	Yes		\$30.00	7.5.1: Part-time faculty shall provide 10 minutes of office time for each unit of lecture/lab taught.
Yuba	Yes	No	\$20.53 to \$44.09		2.2: Full parity compensates part-time faculty for office hours. 2.5: Salary schedule indicates payment per unit and includes payment for office hours. 7.2: Instructional unit members shall hold office hours in the same manner and frequency as full-time faculty. Compensation shown based on the assumption of 3 lecture hours = 1 office hour.

¹ SIU = semester instructional units

² ATU = assigned teaching units

³ LHE = lecture hour equivalent

⁴ FTEF = full time equivalent faculty

Date of Part-Time Faculty Salary Schedule and CCD Region

District	Region	Salary Schedule Date	District	Region	Salary Schedule Date
Allan Hancock Joint	Southern	Fall 2023	North Orange County	Southern	8/21/2023
Antelope Valley	Southern	2024-2025	Ohlone	Bay Area	7/1/2024
Barstow	Southern	2024-2025	Palo Verde	Southern	7/1/2024
Butte-Glenn	Northern	2025-2027	Palomar	Southern	2024-2025
Cabrillo	Bay Area	2023-2024	Pasadena Area	Southern	7/1/2024
Cerritos	Southern	2024-2025	Peralta	Bay Area	7/1/2024
Chabot-Las Positas	Bay Area	2024-2025	Rancho Santiago	Southern	2024-2025
Chaffey	Southern	8/1/2024	Redwoods	Northern	2024-2025
Citrus	Southern	7/1/2024	Rio Hondo	Southern	2024-2025
Coast	Southern	2024-2025	Riverside	Southern	2024-2025
Compton	Southern	2021-2022	San Bernardino	Southern	2024-2025
Contra Costa	Bay Area	2024-2025	San Diego	Southern	1/1/2024
Copper Mountain	Southern	7/1/2024	San Francisco	Bay Area	2024-2025
Desert	Southern	2024-2025	San Joaquin Delta	Central	2024-2025
El Camino	Southern	1/1/2025	San Jose/Evergreen	Bay Area	2024-2025
Feather River	Northern	2024-2025	San Luis Obispo County	Southern	7/1/2024
Foothill-De Anza	Bay Area	2024-2025	San Mateo County	Bay Area	8/12/2024
Gavilan Joint	Central	2024-2025	Santa Barbara	Southern	2023-2024
Glendale	Southern	7/1/2024	Santa Clarita	Southern	2023-2024
Grossmont-Cuyamaca	Southern	7/1/2023	Santa Monica	Southern	8/26/2024
Hartnell	Bay Area	2024-2025	Sequoias	Central	2024-2025
Imperial	Southern	2024-2025	Shasta-Tehama-Trinity Joint	Northern	2024-2025
Kern	Central	2024-2025	Sierra Joint	Northern	2024-2025
Lake Tahoe	Central	2024-2025	Siskiyou Joint	Northern	7/1/2024
Lassen	Northern	2024-2025	Solano	Northern	2024-2025
Long Beach	Southern	7/1/2024	Sonoma County	Northern	2024-2025
Los Angeles	Southern	2024-2025	South Orange County	Southern	Fall 2024
Los Rios	Northern	2024-2025	Southwestern	Southern	7/1/2024
Marin	Bay Area	11/1/2024	State Center	Central	7/1/2024
Mendocino-Lake	Northern	2024-2025	Ventura County	Southern	7/1/2024
Merced	Central	2024-2025	Victor Valley	Southern	7/1/2024
MiraCosta	Southern	2024-2025	West Hills	Central	2024-2025
Monterey Peninsula	Bay Area	2024-2025	West Kern	Southern	2024-2025
Mt. San Antonio	Southern	7/1/2024	West Valley-Mission	Bay Area	2024-2025
Mt. San Jacinto	Southern	7/1/2024	Yosemite	Central	2024-2025
Napa Valley	Northern	2024-2025	Yuba	Northern	7/1/2023

Full-Time Faculty Hourly Salary at Masters Degree (Step 1 and Step 5)

To convert full-time salary from annual to hourly the formula used was: (Full-time annual salary x .75)/525

District	Region	FT Salary Schedule Date	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5	Rank
Allan Hancock Joint	Southern	July 1, 2024	101.57	49	116.10	54
Antelope Valley	Southern	2024-2025	100.00	54	117.94	52
Barstow	Southern	2024-2025	97.99	58	114.51	58
Butte-Glenn	Northern	2024-2025	105.84	37	126.66	31
Cabrillo	Bay Area	2023-2024	101.42	50	119.31	48
Cerritos	Southern	2024-2025	123.98	11	148.13	5
Chabot-Las Positas	Bay Area	2024-2025	123.52	13	143.14	11
Chaffey	Southern	Fall 2024	119.93	20	131.87	22
Citrus	Southern	July 1, 2024	116.46	22	121.91	41
Coast	Southern	2024-2025	108.46	33	127.57	30
Compton	Southern	2021-2022	89.83	69	99.39	71
Contra Costa	Bay Area	2024-2025	102.14	48	110.93	63
Copper Mountain	Southern	July 1, 2024	100.47	53	118.67	51
Desert	Southern	2024-2025	120.09	19	141.85	13
El Camino	Southern	January 1, 2025	123.65	12	143.86	10
Feather River	Northern	2024-2025	103.86	43	124.15	36
Foothill-De Anza	Bay Area	2024-2025	109.42	31	131.66	23
Gavilan Joint	Central	2024-2025	102.69	46	119.24	49
Glendale	Southern	July 1, 2024	105.49	39	122.21	40
Grossmont-Cuyamaca	Southern	July 1, 2023	100.80	52	111.70	62
Hartnell	Bay Area	2024-2025	106.33	34	125.56	34
Imperial	Southern	2024-2025	113.69	25	127.97	29
Kern	Central	July 1, 2024	128.73	5	142.10	12
Lake Tahoe	Central	2024-2025	93.82	64	109.65	66
Lassen	Northern	2024-2025	106.14	35	128.00	28
Long Beach	Southern	July 1, 2024	120.78	18	138.86	17
Los Angeles	Southern	2024-2025	111.76	27	128.73	26
Los Rios	Northern	2024-2025	83.44	71	103.33	70
Marin	Bay Area	November 1, 2024	129.51	4	144.29	7
Mendocino-Lake	Northern	July 1, 2024	103.27	44	121.66	43
Merced	Central	2024-2025	92.94	67	109.83	65
MiraCosta	Southern	2024-2025	126.56	8	153.09	2
Monterey Peninsula	Bay Area	2024-2025	102.58	47	120.18	45
Mt. San Antonio	Southern	July 1, 2024	121.80	16	139.64	16
Mt. San Jacinto	Southern	July 1, 2024	116.64	21	131.28	24
Napa Valley	Northern	2024-2025	92.96	66	115.27	57
North Orange County	Southern	January 1, 2025	127.58	7	138.31	18
Ohlone	Bay Area	July 1, 2024	121.09	17	140.73	15
Palo Verde	Southern	July 1, 2024	110.04	30	123.85	38
Palomar	Southern	2024-2025	115.05	24	135.15	20
Pasadena Area	Southern	July 1, 2024	126.56	9	126.56	32
Peralta	Bay Area	July 1, 2024	75.33	72	93.78	72
Rancho Santiago	Southern	2024-2025	115.78	23	135.65	19

Full-Time Faculty Hourly Salary at Masters Degree (Step 1 and Step 5)

To convert full-time salary from annual to hourly the formula used was: (Full-time annual salary x .75)/525

District	Region	FT Salary Schedule Date	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5	Rank
Redwoods	Northern	2024-2025	104.59	41	119.83	46
Rio Hondo	Southern	2024-2025	110.18	29	132.52	21
Riverside	Southern	2024-2025	122.89	14	146.35	6
San Bernardino	Southern	July 1, 2024	104.30	42	119.68	47
San Diego	Southern	January 1, 2024	93.82	65	104.57	68
San Francisco	Bay Area	2024-2025	105.69	38	122.82	39
San Joaquin Delta	Central	2024-2025	100.86	51	121.66	42
San Jose/Evergreen	Bay Area	2024-2025	132.63	1	152.35	3
San Luis Obispo County	Southern	2024-2025	99.76	56	118.69	50
San Mateo County	Bay Area	August 12, 2024	129.55	3	154.68	1
Santa Barbara	Southern	2023-2024	110.26	28	125.74	33
Santa Clarita	Southern	2023-2024	113.30	26	128.73	27
Santa Monica	Southern	August 26, 2024	96.73	61	113.31	60
Sequoias	Central	2024-2025	122.45	15	140.75	14
Shasta-Tehama-Trinity Joint	Northern	2024-2025	97.53	59	113.01	61
Sierra Joint	Northern	2024-2025	95.45	62	116.02	56
Siskiyou Joint	Northern	2024-2025	91.49	68	103.38	69
Solano	Northern	2024-2025	94.52	63	110.58	64
Sonoma County	Northern	2024-2025	127.88	6	144.26	8
South Orange County	Southern	2024-2025	126.39	10	144.13	9
Southwestern	Southern	July 1, 2024	106.09	36	123.92	37
State Center	Central	July 1, 2024	108.48	32	129.44	25
Ventura County	Southern	July 1, 2024	88.00	70	105.59	67
Victor Valley	Southern	2024-2025	96.98	60	114.18	59
West Hills	Central	2024-2025	105.20	40	120.76	44
West Kern	Southern	2024-2025	102.80	45	124.20	35
West Valley-Mission	Bay Area	2024-2025	130.83	2	151.58	4
Yosemite	Central	2024-2025	99.85	55	116.09	55
Yuba	Northern	2024-2025	99.56	57	116.17	53
• Average (Mean)			108.58		125.82	
• Highest			132.63		154.68	
• 3rd Quartile			120.26		136.31	
• Median			105.96		124.03	
• 1st Quartile			99.96		116.10	
• Lowest			75.33		93.78	

Full-Time Faculty Hourly Salary at Highest Step with PhD

To convert full-time salary from annual to hourly the formula used was: (Full-time annual salary x .75)/525

District	Salary (\$) Highest with PhD	Rank
Allan Hancock Joint	189.41	65
Antelope Valley	198.08	54
Barstow	196.75	57
Butte-Glenn	219.14	33
Cabrillo	202.90	51
Cerritos	238.65	9
Chabot-Las Positas	231.41	17
Chaffey	220.22	30
Citrus	228.30	21
Coast	233.41	14
Compton	168.66	71
Contra Costa	188.95	66
Copper Mountain	203.86	47
Desert	227.71	22
El Camino	235.56	11
Feather River	190.13	63
Foothill-De Anza	192.82	59
Gavilan Joint	205.30	44
Glendale	203.78	48
Grossmont-Cuyamaca	197.62	56
Hartnell	213.08	39
Imperial	229.12	20
Kern	222.83	29
Lake Tahoe	188.39	67
Lassen	186.59	68
Long Beach	212.02	40
Los Angeles	229.23	19
Los Rios	191.10	61
Marin	247.17	7
Mendocino-Lake	202.91	50
Merced	219.76	31
MiraCosta	257.20	3
Monterey Peninsula	192.25	60
Mt. San Antonio	246.32	8
Mt. San Jacinto	231.93	15
Napa Valley	181.16	69
North Orange County	226.37	25
Ohlone	233.45	13
Palo Verde	207.35	42
Palomar	231.57	16
Pasadena Area	217.46	36
Peralta	207.02	43
Rancho Santiago	229.42	18

Full-Time Faculty Hourly Salary at Highest Step with PhD

To convert full-time salary from annual to hourly the formula used was: (Full-time annual salary x .75)/525

District	Salary (\$) Highest with PhD	Rank
Redwoods	225.88	26
Rio Hondo	218.16	34
Riverside	247.65	6
San Bernardino	189.45	64
San Diego	195.12	58
San Francisco	204.19	46
San Joaquin Delta	211.72	41
San Jose/Evergreen	236.23	10
San Luis Obispo County	202.64	52
San Mateo County	234.96	12
Santa Barbara	217.64	35
Santa Clarita	248.67	5
Santa Monica	224.62	27
Sequoias	259.27	2
Shasta-Tehama-Trinity Joint	163.65	72
Sierra Joint	200.53	53
Siskiyou Joint	170.29	70
Solano	204.99	45
Sonoma County	222.84	28
South Orange County	255.05	4
Southwestern	219.65	32
State Center	213.95	37
Ventura County	197.98	55
Victor Valley	203.46	49
West Hills	226.68	24
West Kern	227.54	23
West Valley-Mission	305.09	1
Yosemite	190.59	62
Yuba	213.78	38
• Average (Mean)	215.40	
• Highest	305.09	
• 3rd Quartile	229.28	
• Median	215.71	
• 1st Quartile	198.06	
• Lowest	163.65	

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
Pasadena Area	23,910.36	15	349,398,851	14,612.86	27

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
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.