



A Union of Educators
& Classified Professionals

Part-Time Faculty Salary Comparisons

California Community Colleges

2025-26

Part-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 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 2025-26 school year.

SALARY COMPARISONS

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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, prep, and grading; 5 office hours; 5 governance and committees).
- Full-time faculty were assumed to receive 75% of their annual salary for work directly related to instruction (class, prep, and grading; no office hours or 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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October 16, 2026



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	68	71.71	65	No
Antelope Valley	87.98	31	91.96	38	No
Barstow	65.00	70	65.00	71	No
Butte-Glenn	75.45	54	79.23	58	No
Cabrillo	98.23	18	115.54	17	Yes
Cerritos	97.54	19	116.53	16	No
Chabot-Las Positas	127.47	7	147.72	5	No
Chaffey	88.00	30	95.00	33	No
Citrus	86.46	32	90.34	41	Yes
Coast	75.72	52	99.22	28	No
Compton	51.38	72	56.85	72	No
Contra Costa	85.73	36	92.65	37	Yes
Copper Mountain	75.00	57	78.19	60	No
Desert	85.80	34	105.28	22	No
El Camino	116.73	10	135.84	9	No
Feather River	60.89	71	71.86	64	No
Foothill-De Anza	130.31	5	142.92	6	Yes
Gavilan Joint	83.52	37	93.44	34	Yes
Glendale	94.78	21	103.16	24	Yes
Grossmont-Cuyamaca	74.38	58	82.42	53	No
Hartnell	76.26	51	82.48	52	No
Imperial	85.75	35	85.75	49	No
Kern	67.00	66	67.00	69	No
Lake Tahoe	65.89	67	69.32	68	No
Lassen	70.51	62	70.51	66	No
Long Beach	81.69	40	87.80	45	No
Los Angeles	134.46	4	148.22	4	Yes
Los Rios	85.99	33	96.24	31	No
Marin	164.05	1	173.41	2	Yes
Mendocino-Lake	72.85	60	76.13	61	No
Merced	68.13	65	69.42	67	No
MiraCosta	89.79	28	95.25	32	No
Monterey Peninsula	69.14	64	82.10	54	No
Mt. San Antonio	101.40	16	108.62	21	No
Mt. San Jacinto	90.00	26	105.00	23	No
Napa Valley	79.40	45	85.87	48	No
North Orange County	94.15	23	101.83	26	No
Ohlone	97.33	20	113.10	18	No
Palo Verde	77.03	49	86.69	47	No
Palomar	77.65	48	91.38	39	No
Pasadena Area	79.63	44	96.77	30	No

With Office Hour Differential Factored Out

Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank
65.74	66	71.71	63
87.98	27	91.96	33
65.00	68	65.00	71
75.45	49	79.23	54
76.87	45	90.42	36
97.54	16	116.53	12
127.47	3	147.72	3
88.00	26	95.00	30
81.70	33	85.37	44
75.72	47	99.22	23
51.38	72	56.85	72
64.30	69	69.49	66
75.00	52	78.19	56
85.80	29	105.28	18
116.73	6	135.84	6
60.89	71	71.86	62
101.99	12	111.85	14
62.64	70	70.08	65
71.09	58	77.37	57
74.38	53	82.42	48
76.26	46	82.48	47
85.75	30	85.75	43
67.00	64	67.00	69
65.89	65	69.32	68
70.51	60	70.51	64
81.69	34	87.80	39
113.47	8	127.23	8
85.99	28	96.24	27
134.22	1	141.88	4
72.85	56	76.13	59
68.13	63	69.42	67
89.79	23	95.25	29
69.14	62	82.10	49
101.40	13	108.62	17
90.00	21	105.00	19
79.40	39	85.87	42
94.15	18	101.83	21
97.33	17	113.10	13
77.03	43	86.69	41
77.65	42	91.38	34
79.63	38	96.77	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	55	84.61	50	No
Rancho Santiago	89.95	27	99.16	29	No
Redwoods	110.33	12	126.42	12	No
Rio Hondo	91.30	25	109.81	19	No
Riverside	105.49	14	121.84	14	No
San Bernardino	82.22	39	89.18	43	Yes
San Diego	75.18	56	79.37	57	No
San Francisco	123.62	8	133.64	10	No
San Joaquin Delta	72.01	61	86.87	46	No
San Jose/Evergreen	138.43	3	173.30	3	Yes
San Luis Obispo County	82.84	38	90.70	40	No
San Mateo County	113.51	11	140.00	7	No
Santa Barbara	102.90	15	117.35	15	No
Santa Clarita	89.24	29	92.88	35	No
Santa Monica	106.58	13	124.85	13	Yes
Sequoias	81.61	41	89.91	42	No
Shasta-Tehama-Trinity Joint	70.41	63	73.48	62	No
Sierra Joint	80.00	43	81.61	55	No
Siskiyou Joint	65.48	69	65.48	70	No
Solano	75.62	53	88.46	44	No
Sonoma County	130.09	6	138.38	8	Yes
South Orange County	118.11	9	127.60	11	Yes
Southwestern	100.84	17	109.43	20	No
State Center	77.01	50	78.51	59	No
Ventura County	91.73	24	99.28	27	No
Victor Valley	80.08	42	80.08	56	No
West Hills	73.00	59	73.00	63	No
West Kern	78.86	46	92.66	36	No
West Valley-Mission	151.14	2	188.50	1	Yes
Yosemite	78.15	47	84.51	51	No
Yuba	94.63	22	102.52	25	Yes

With Office Hour Differential Factored Out

Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank
75.32	50	84.61	45
89.95	22	99.16	24
110.33	9	126.42	9
91.30	20	109.81	15
105.49	10	121.84	10
73.18	54	79.37	52
75.18	51	79.37	52
123.62	4	133.64	7
72.01	57	86.87	40
120.13	5	150.38	2
82.84	32	90.70	35
113.51	7	140.00	5
102.90	11	117.35	11
89.24	24	92.88	31
84.14	31	98.57	25
81.61	35	89.91	37
70.41	61	73.48	60
80.00	37	81.61	50
65.48	67	65.48	70
75.62	48	88.46	38
97.57	15	103.79	20
88.59	25	95.70	28
100.84	14	109.43	16
77.01	44	78.51	55
91.73	19	99.28	22
80.08	36	80.08	51
73.00	55	73.00	61
78.86	40	92.66	32
129.55	2	161.19	1
78.15	41	84.51	46
70.97	59	76.89	58

• Average (Mean)	89.72	99.60
• Highest	164.05	188.50
• 3rd Quartile	97.71	110.63
• Median	84.63	92.66
• 1st Quartile	75.42	81.98
• Lowest	51.38	56.85

85.16	94.54
134.22	161.19
92.33	105.07
80.04	90.17
73.14	79.05
51.38	56.85

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	61	95.92	56
Antelope Valley	99.83	43	99.83	53
Barstow	65.00	71	65.00	72
Butte-Glenn	91.72	54	101.09	50
Cabrillo	144.51	13	160.34	16
Cerritos	126.02	19	126.02	30
Chabot-Las Positas	173.02	5	173.02	15
Chaffey	106.00	37	106.00	45
Citrus	94.29	49	108.00	43
Coast	127.22	18	143.94	21
Compton	59.81	72	82.90	65
Contra Costa	117.59	26	151.16	18
Copper Mountain	78.19	64	78.19	67
Desert	105.28	39	105.28	46
El Camino	146.27	12	146.27	20
Feather River	80.18	62	103.69	48
Foothill-De Anza	168.07	7	205.93	8
Gavilan Joint	121.16	22	121.16	36
Glendale	112.17	31	121.90	34
Grossmont-Cuyamaca	98.40	46	123.34	33
Hartnell	92.80	50	100.36	52
Imperial	85.75	58	85.75	62
Kern	67.00	70	67.00	71
Lake Tahoe	69.32	68	69.32	70
Lassen	70.51	67	70.51	69
Long Beach	99.18	44	99.18	54
Los Angeles	168.06	8	176.91	13
Los Rios	119.89	24	191.51	10
Marin	196.51	3	261.84	2
Mendocino-Lake	92.09	53	101.53	49
Merced	77.07	65	84.79	63
MiraCosta	101.06	40	137.05	25
Monterey Peninsula	116.88	27	126.18	29
Mt. San Antonio	116.34	28	126.48	28
Mt. San Jacinto	120.00	23	120.00	37
Napa Valley	100.46	42	100.46	51
North Orange County	110.14	32	110.14	40
Ohlone	132.82	16	140.71	23
Palo Verde	86.69	57	86.69	61
Palomar	105.91	38	116.45	38
Pasadena Area	115.76	30	128.93	26

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
81.58	60	95.92	54
99.83	39	99.83	51
65.00	71	65.00	72
91.72	49	101.09	48
113.10	25	125.49	28
126.02	16	126.02	27
173.02	2	173.02	11
106.00	33	106.00	42
89.10	53	102.06	46
127.22	15	143.94	17
59.81	72	82.90	64
88.19	54	113.37	36
78.19	64	78.19	67
105.28	35	105.28	43
146.27	9	146.27	16
80.18	61	103.69	45
131.53	13	161.16	12
90.87	51	90.87	58
84.13	58	91.43	57
98.40	42	123.34	31
92.80	45	100.36	50
85.75	56	85.75	61
67.00	70	67.00	71
69.32	68	69.32	70
70.51	67	70.51	69
99.18	40	99.18	52
147.07	8	155.92	13
119.89	19	191.51	6
160.78	5	214.24	2
92.09	48	101.53	47
77.07	65	84.79	62
101.06	36	137.05	21
116.88	21	126.18	26
116.34	22	126.48	25
120.00	18	120.00	33
100.46	38	100.46	49
110.14	26	110.14	37
132.82	12	140.71	19
86.69	55	86.69	60
105.91	34	116.45	34
115.76	24	128.93	23

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	33	207.02	7
Rancho Santiago	109.31	34	109.31	41
Redwoods	153.00	10	185.92	11
Rio Hondo	138.09	15	177.68	12
Riverside	121.84	21	121.84	35
San Bernardino	89.18	55	89.18	59
San Diego	94.92	48	108.02	42
San Francisco	153.67	9	208.77	6
San Joaquin Delta	100.94	41	104.57	47
San Jose/Evergreen	196.91	2	209.59	5
San Luis Obispo County	106.37	36	141.81	22
San Mateo County	171.61	6	212.74	4
Santa Barbara	128.19	17	139.04	24
Santa Clarita	97.61	47	107.82	44
Santa Monica	174.23	4	241.15	3
Sequoias	92.16	52	96.83	55
Shasta-Tehama-Trinity Joint	79.56	63	84.20	64
Sierra Joint	89.14	56	127.64	27
Siskiyou Joint	68.78	69	75.83	68
Solano	116.25	29	152.73	17
Sonoma County	146.66	11	173.03	14
South Orange County	141.83	14	146.57	19
Southwestern	118.71	25	123.45	32
State Center	84.27	59	94.67	57
Ventura County	107.01	35	114.74	39
Victor Valley	82.16	60	87.36	60
West Hills	73.00	66	80.00	66
West Kern	92.66	51	92.66	58
West Valley-Mission	253.05	1	293.20	1
Yosemite	99.12	45	124.94	31
Yuba	122.26	20	197.27	9
• Average (Mean)				
		113.24	129.87	
• Highest				
		253.05	293.20	
• 3rd Quartile				
		126.32	147.72	
• Median				
		106.19	120.58	
• 1st Quartile				
		91.09	98.59	
• Lowest				
		59.81	65.00	

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
109.92	28	207.02	5
109.31	29	109.31	39
153.00	7	185.92	8
138.09	10	177.68	10
121.84	17	121.84	32
79.37	63	79.37	66
94.92	44	108.02	40
153.67	6	208.77	4
100.94	37	104.57	44
170.88	4	181.88	9
106.37	31	141.81	18
171.61	3	212.74	3
128.19	14	139.04	20
97.61	43	107.82	41
137.55	11	190.38	7
92.16	47	96.83	53
79.56	62	84.20	63
89.14	52	127.64	24
68.78	69	75.83	68
116.25	23	152.73	14
110.00	27	129.77	22
106.37	31	109.93	38
118.71	20	123.45	30
84.27	57	94.67	55
107.01	30	114.74	35
82.16	59	87.36	59
73.00	66	80.00	65
92.66	46	92.66	56
216.90	1	251.31	1
99.12	41	124.94	29
91.70	50	147.96	15
• Average (Mean)			
		107.28	122.75
• Highest			
		216.90	251.31
• 3rd Quartile			
		119.92	140.99
• Median			
		101.00	111.75
• 1st Quartile			
		87.82	95.61
• Lowest			
		59.81	65.00

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 VII, Step 8, 29+ semesters
Antelope Valley	103.26	PhD rate - Column III, Step 4, 15+ semesters
Barstow	68.00	One rate by type of earned degree
Butte-Glenn	101.09	PhD or MA+48 or MA&BA+84 - Column 3, Step 5, 23+ semesters
Cabrillo	Stipend	\$111 PhD Stipend per unit
Cerritos	145.02	PhD rate - Column F, Step 7, 13+ semesters
Chabot-Las Positas	173.02	Steps only salary schedule (not by degree). Step 11, 163+ hours
Chaffey	106.00	PhD or MA&BA+60 or BA+75 - Column B, Step 5, 17+ semesters
Citrus	108.00	MA&BA+80 - Column IV, Step 6, 11+ semesters
Coast	143.94	PhD or MA+60 - Column III, Step 15, 29+ semesters
Compton	Stipend	PhD Stipend - \$500 x load percentage, not to exceed 100%
Contra Costa	151.16	PhD or MA+60 or BA+90 - Column 7, Step 27, 26+ years
Copper Mountain	81.40	PhD rate - Column 3, Step 2, 4+ semesters
Desert	110.81	PhD rate - Column 3, Step 5, 72+ SIU's
El Camino	146.27	MA - Column II, Step 8, 15+ semesters
Feather River	Stipend	PhD Stipend: \$900 Stipend x [(# of units taught in a year)/30]
Foothill-De Anza	205.93	PhD or MA+72 or MA&BA+108 - Column V, Step 10, 10+ Full-Time equivalent years
Gavilan Joint	126.15	PhD rate - Column V, Step 9, 19+ terms
Glendale	121.90	MA+14 - Column IV, Step 6, 21+ semesters
Grossmont-Cuyamaca	123.34	PhD or MA+60 - Column VI, Step 15, 29+ semesters
Hartnell	104.39	PhD rate - Column E, Step 6, 21+ semesters
Imperial	85.75	One rate for all
Kern	67.00	One rate for all
Lake Tahoe	69.32	Rates are not based on degrees; 10+ LTCC quarters
Lassen	70.51	One rate for all
Long Beach	Stipend	\$100 PhD stipend per semester
Los Angeles	180.17	\$2.85 doctoral degree addition; 20 wks paid 17.5 weeks semester = \$3.26/hour
Los Rios	199.90	PhD rate - Column V, Step 25, 721+ hours
Marin	266.93	PhD rate - Column 5, Step 17, 481+ teaching units
Mendocino-Lake	106.60	PhD rate - Column F, Step 5, 21+ semesters
Merced	84.79	MA+45 or BA+75 - Column V, Step 8, 43+ semesters
MiraCosta	142.53	PhD rate - Column 6, Step 10, 37+ semesters
Monterey Peninsula	131.58	PhD rate - Column VI, Step 15, 29+ terms
Mt. San Antonio	134.73	PhD rate - Column 4, Step 5, 90+LHE & 15 years of service
Mt. San Jacinto	120.00	Rates are not based on degrees; 13+ semesters
Napa Valley	100.46	Rates are not based on degrees; 19+ semesters
North Orange County	115.37	PhD rate - Column III, 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 rate - Column 7, Step 10, 3259+ hours
Pasadena Area	132.76	PhD rate - Column 5, Step 25, 3601+ hours

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

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Peralta	207.02	PhD or MA+90 - Column 5, Step 25, 721+ equated hours
Rancho Santiago	109.31	MA+30 - Column 4, Step 5, 5+ semesters
Redwoods	185.92	MA&BA+70 - Column 5, Step 13, 361+ TLUs
Rio Hondo	183.17	PhD rate - Column V, Step 21, 25+ years
Riverside	121.84	MA through PhD rate - Column 3, Step 3, 4+ semesters
San Bernardino	91.49	PhD rate - Column 3, Step 4, 7+ semesters
San Diego	108.02	PhD or MA+105 - Column 6, Step 6, 2250+ hours
San Francisco	208.77	PhD or BA&MA+90 - Column 5, Step 14, 53+ semesters
San Joaquin Delta	107.49	PhD rate - Column VII, Step 7, 1740+ hours
San Jose/Evergreen	214.94	PhD rate - Column 5, Step 11, 101+ hours
San Luis Obispo County	145.95	PhD rate - Column 7, Step 14, 45+ semesters
San Mateo County	223.20	PhD rate - Column 5, Step 25, 49+ semesters
Santa Barbara	144.00	PhD rate - Column 2, Step 11, 21+ semesters
Santa Clarita	118.61	PhD rate - Column 3, Step 20, 39+ semesters
Santa Monica	247.50	PhD rate - Column VII, Step 22, 631+ LHE
Sequoias	98.84	PhD rate - Column 4, Step 8, 20+ years
Shasta-Tehama-Trinity Joint	86.10	PhD or MA&BA+78 - Column V, Step 8, 3676+ hours (includes PhD differential of \$1.90)
Sierra Joint	134.04	PhD rate - Column 4, Step 14, 391+ units
Siskiyou Joint	75.83	MA+60
Solano	158.84	PhD rate - Column 5, Step 15, 28+ terms
Sonoma County	176.49	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	146.57	Rates based on LHE, 181+ LHE
Southwestern	Stipend	\$550 Stipend per Semester
State Center	99.09	PhD or MFA - Column VI, Step 7, 25+ semesters
Ventura County	129.94	PhD rate - Column III, Step 7, 25+ semesters
Victor Valley	Stipend	\$125 per unit for academic year, not to exceed \$3,000
West Hills	80.00	BA+90 or MA&BA+75
West Kern	92.66	Rates are not based on degrees; Step 3, 5+ semesters
West Valley-Mission	304.19	PhD rate - Column F, Step 24, 244+ units
Yosemite	128.22	PhD rate - Column V, Step 11, 41+ semesters
Yuba	203.19	PhD rate - Column VII, Step 33, 1290+ units

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 session. Per Article 11.4.2 of CBA.
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 Article IX.1.4.1 of CBA.
Barstow	1	1	One rate by type of earned degree. Per Section 8.3.2.2 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 1: 1-2 semesters; Step 2: 3-4 semesters; Step 3: 5-6 semesters; Step 4: 7-8 semesters; Step 5: 9-10 semesters; Step 6: 11-12 semesters; Step 7: 13+ semesters. Per salary schedule.
Chabot-Las Positas	1	10	18 Faculty Calculated A Hours. Per Article 21I.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	Step changes will occur on an annual basis at beginning of fall semester for employees who served at least the equivalent of 1 lecture hour per week for 1 semester during preceding academic year (summer assignments included). Per Article XI Section 11.6.b of Part-Time CBA (CTA) and Article XIII Section 13.17.a of Full-Time CBA (CFT).
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 2019-2022 CBA.
Contra Costa	7	27	1 year FTE ² service. Per Article 20.3.2.6.1 of CBA and previous CFT survey.
Copper Mountain	3	2	PT Faculty will be placed on the appropriate step based on completion of 4 semesters of employment. Per Article 15.5.b of CBA.
Desert	3	5	Step 1: 0-17 SIU ³ ; Step 2: 18-35 SIU; Step 3: 36-53 SIU; Step 4: 54-71 SIU; Step 5: 72+ SIU. Per salary schedule.
El Camino	2	8	Step 1: 1-2 semesters; Step 2: 3-4 semesters; Step 3: 5-6 semesters; Step 4: 7-8 semesters; Step 5: 9-10 semesters; Step 6: 11-12 semesters; Step 7: 13-14 semesters; Step 8: 15+ semesters. Per Article 10.9.e of CBA.
Feather River	5	15	After teaching 20 equated hours. Per Article 19.B.3 of CBA.
Foothill-De Anza	5	10	After completing the equivalent of a full-time annual load (0.99) for one academic year. 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.

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

District	# of columns	# of Steps	Step Advancement Process
Hartnell	5	6	A "Step" on the scale is 4 semesters, including fall, spring, or summer, counting a maximum of 2 semesters per academic year. Instructor worked at least a 10% faculty load. Per Article 21.A.1.b of CBA.
Imperial	1	1	One rate for all. Per Article 13.2.1 of CBA.
Kern	1	1	One rate for all. Per Article 11, Appendix D of CBA.
Lake Tahoe	1	2	Tier 1: 0-9 quarters; Tier 2: 10+ quarters at LTCC. Per salary schedule.
Lassen	1	1	One rate for all. Per Article 24.1.4 of CBA and salary schedule.
Long Beach	3	6	After teaching a total of 30 teaching units in the District. Per Article 11.3.2 of CBA.
Los Angeles	1	10	Step advance shall be granted each year. Per Article 30.C of CBA
Los Rios	5	25	Completion of 30 formula hours of work. Per Article 2.7.2.1 of CBA.
Marin	5	17	Rate of 1 step for every 30 teaching units. Per Article 3.14.3 of CBA.
Mendocino-Lake	6	5	5 semesters of service with the district. Per Article 16.06.b of CBA and salary schedule.
Merced	5	8	After completing instruction 30 units or 6 semesters, whichever comes first. Per Article XI.3.b of CBA and salary schedule.
MiraCosta	6	10	After 2 years of service at a step. One year of service consist of two semesters of service. Per Article 12.5 of CBA.
Monterey Peninsula	6	15	100 hours (or two 3-unit classes) over two terms (Summer, Fall and/or Spring). Per Article 16.2.7.2 of CBA.
Mt. San Antonio	4	5	Step 1: 0-29.9 LHE; Step 2: 30-59.9 LHE; Step 3: 60-89.9 LHE; Step 4: 90+ LHE; Step 5: 90+LHE and 15 years of service. Per salary schedule.
Mt. San Jacinto	1	3	Step 1: 1-6 semesters; Step 2: 7-12 semesters; Step 3: 13+ semesters. Per salary schedule.
Napa Valley	1	7	3 semesters of credit instruction with equivalent of at least 3.375 hours per instructional week per semester. Per Article 13.5.1 of CBA.
North Orange County	3	5	4 regular semesters of credit instruction. One semester is defined as teaching at least 1 full semester course. Per Article 11.2.4.1.1 of CBA.
Ohlone	3	12	Any calendar year or "experience year." Per Article 16.10.2 of CBA.
Palo Verde	3	3	Step 1: 1-4 semesters; Step 2: 5-8 semesters; Step 3: 9+ semesters. Per salary schedule.
Palomar	7	10	362 hours. Per Article 15.5.6 of CBA.
Pasadena Area	5	25	150 hours. Per Article 12.6.b of CBA.
Peralta	5	25	30 semester equated hours. Per Article 21.E.11 CBA.
Rancho Santiago	4	3	Advancement every 2 semesters. Per Article 7.3.4 of CBA.
Redwoods	5	13	30 TLU ⁴ . Per Article 3.10.8 of CBA.
Rio Hondo	5	21	Eligible to move up one step when 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 1: 1-2 semesters; Step 2: 3-4 semesters; Step 3: 5-6 semesters; Step 4: 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 Article VIII.B/C4.1 and salary schedule.
San Francisco	5	14	Every 4 semesters. Per Article 20.C.2.1.2 and salary schedule.

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

District	# of columns	# of Steps	Step Advancement Process
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 Article 18.7 and salary schedule.
San Jose/Evergreen	5	11	Advance one step after completing the equivalent of 33% of an annual load for one academic year. Per Article 9.7 of CBA.
San Luis Obispo County	7	12	Every four semesters and/or summer sessions. Per Article 4.7.1 of CBA
San Mateo County	5	25	Must have served in 2 academic semesters. Per Article 8.11 of CBA.
Santa Barbara	2	11	Every 2 semesters. Per Article 2.12.2 of CBA.
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 14.3.4 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.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: 1-4 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.(1) 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 completion of a minimum of 180 class hours. Per Article 16.3.1 of CBA.

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

District	# of columns	# of Steps	Step Advancement Process
Yuba	7	33	Step 1-19: completed 30 load units; Step 22 and 25: Completed 90 load unit; Step 29 and 33: completed 120 load units. Per Side Letter (Re: Implementation of Revised Salary Schedules and Related Agreements), Sections 3 and 4.

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: \$40 per hour. 14.3: 20% load qualify for 1 hour per week; 40% load, 2 hours; 60% load, 3 hours.
Antelope Valley	No	Yes		\$300 stipend (must complete 6 OH)	X.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). Faculty must be teaching at least 3 LHE.
Barstow	No	No	NA	NA	
Butte-Glenn	No	Yes		\$25.00	11.9.1: District will establish office hour pool equal to state funding, but no less than \$100,000. 11.9.2: Faculty must teach at least 10% LHE ³ and be paid \$25 per office hour.
Cabrillo	Yes	No	\$21.35 to \$36.24		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 hours; 3-6 units, 12 hours; 6-10 units, 15 hours. Student hours will be paid at \$50 per hour.
Chabot-Las Positas	No	Yes		\$69.03	18.D.1: Assignment is 3 Calculated A Hours (CAHs) or more, 1 weekly office hour; 6 CAHs, max of 2 hours. 18E.2 & 21.G.2.a: \$69.03 per hour.
Chaffey	No	Yes		\$40.00	18.3.9 MOU: Semester fund of \$250,000, must meet eligibility requirements. 21.2.3(d): \$40 per office hour.
Citrus	Yes	No	\$4.76 to \$5.94		11.1: Unit members shall hold office hours for students 1/2 hour each week.
Coast	No	Yes		\$45.74	XI Section 11.7.b (PT/CTA) & XIII Section 13.17.c (FT/CFT): 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 Miscellaneous Non-Instructional 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
Compton	No	Yes		\$51.38 to \$82.90	17.8 PT Faculty shall maintain 30 minutes of office hours per class per week and be compensated at their hourly rate.
Contra Costa	Yes	No	\$21.43 to \$37.79		7.8.4: PT Faculty shall hold office hours at 1 office hour per week 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 \$65.57	9.11: PT Faculty are required to provide 6 office hours per 1 SIU ¹ . Compensation at their hourly lab rate and actual number of office hours held.
Desert	No	Yes		\$67.247 to \$86.853	7, Section 5: Unit members will be paid for office hours to be scheduled at 0.5 hour per week for 0.5-2.99 SIU ¹ ; 1 hour for 3-5.99 SIU; 2 hours for 6-8.99 SIU; 3 hours for 9+ SIU. Compensation at their lab rate.
El Camino	No	Yes		\$116.73	10.9.a.1: PT faculty shall be compensated at the rate of 1 hour for each 20% load, up to a maximum of 3 paid office hours per week. Office hour payable at the Appendix D-1, Lecture, Step 1 rate.
Feather River	No	Yes		50% of lecture rate	14.A.5.b: Office hours will be assigned at the rate of 20 minutes per unit of lecture load per week. Office hours assigned by the CIO and AFUP may be declined in whole or in part by the PT faculty. PT faculty will be paid for office hours at 50% of the associate faculty lecture rate.
Foothill-De Anza	Yes	No	\$28.33 to \$44.77		7.25: All PT faculty 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. Each office hour is 1 academic hour (50 minutes).
Gavilan Joint	Yes	No	\$20.88 to \$31.54		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).

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
Glendale	Yes	No	\$23.70 to \$30.48		VI Section 3.C: PT faculty shall hold office hours proportional to FT faculty office hours. A 16-week, 3 unit course requires 1 office hour. Rates shown are based on 3 office hours per week using the Load 15 rates of Appendix B1 salary schedule.
Grossmont-Cuyamaca	No	Yes		\$40.00	11.1: PT faculty must submit form. Office hour compensation rate is based on reimbursement rate from the State and can range from \$40 to \$65 per hour. Maximum hours available per FTEF ⁴ : .01-.10 FTEF, 5 office hours per semester; .11-.20 FTEF, 10 hours; .21-.30 FTEF, 15 hours; .31-.40 FTEF, 20 hours; .41-.50, 25 hours; .51-.60, 30 hours; .61-.67, 33.5 hours.
Hartnell	No	Yes		\$40.00	21.D.8: Office hour program OSCAR based on instructional load: 0-29% load, 8 hours per term; 30-49% load, 16 hours; 50%+ load, 24 hours. OSCAR compensated at \$40 per hour.
Imperial	No	Yes		\$75.00	10.10: Weekly office hours based on number of units teaching: 2.99 or less units, 0.5 office hours; 3.00-5.99 units, 1 office hour; 6.00-8.99 units, 2 office hours; 9+units, 3 office hours. Office hours are compensated at the current Extra Duty Rate.
Kern	No	No	NA	NA	
Lake Tahoe	No	Yes		50% of credit lecture rate	5.5.2: PT faculty must teach at least 3.2 units and meet other criteria. Compensated at extra duty assignment rate, which is 50% of credit lecture rate.
Lassen	No	Yes		\$70.51	24.3: Available on first-come, first-serve basis, teach 40% load, and must fill out application. Compensation will be paid for 1 hour per week for each 3 unit class. Paid at instructor's normal hourly rate.
Long Beach	No	Yes		\$50.00	MOU: Three-year pilot program ending June 30, 2026. CHI unit members during fall and spring semester with 3 units and above, may schedule up to a total of 12 office hours per semester. Compensated at \$50 per hour.
Los Angeles	Yes	No	\$20.99		Salary Schedule; 13.C.4: 10 minutes of office hours for each Standard Hour that is a part of the the faculty's member adjunct assignment.

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
Los Rios	No	Yes		\$50.34 to \$117.01	4.10.11: Voluntary Program. Adjunct faculty working 0.2-0.399 FTE will be compensated for 9 or 18 hours at the option of the faculty; minimum of 0.4 FTE will be compensated for 9, 18, 27, or 36 hours. Compensated at their regular Class and Step rate on Salary Schedule B-2.
Marin	Yes	No	\$29.83 to \$48.53		8.3.1: Based on number of ATU ² : 3.0 ATU or less, 1 expected office hour per week of instruction; 3.1-6.0 ATU, 1.5 office hours; 6.1-9.0 ATU, 2 office hours; 9.1-12.0 ATU, 3 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 annual load of 20% or more compensated \$720 per semester; if 10-19% annual load compensated \$360 per semester.
Merced	No	Yes		\$50.00	XI.1.a: Starting July 2024, PT Faculty may opt in to receive up to 12 total paid office hours per semester at the rate of \$50 per hour. Eligible in fall and spring semesters only.
MiraCosta	No	Yes		\$50.00	11: Unit members teaching credit courses, eligible for 2 paid office hours per assigned LHE ³ . Office hours paid at the rate of \$50 per hour.
Monterey Peninsula	No	Yes		\$69.14 to \$131.58	15.14.3.2: PT faculty shall be paid for office hours using their appropriate rate from Schedule B based on hourly semester teaching assignments. Teaching Assignments of 0.1-0.3 FTE ⁴ , 8 office hours per semester; 0.4+ FTE ⁴ , 16 hours.
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 the State.
Mt. San Jacinto	No	Yes		\$35.00	6.4: PT faculty may receive up to 1.5 office hours for every unit taught per semester (e.g. 9 units = 13.5 office hours per semester). Compensated at \$35 per hour, if requirements met.

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
Napa Valley	No	Yes		\$55.48 to \$70.17	13.1.2.(2) Schedule 2 includes hourly rates for office hours. 13.7: Instructors teaching ENGL, ESL, and Math courses will be paid 1 hour per week per class for student consultation time. Instructors teaching other courses will be paid as follows: teaching load of 40%+, maximum of 17 paid hours; 20%-39%, maximum of 8.5 hours.
North Orange County	No	Yes		\$45.00	13: District setting aside \$210,000 per semester for office hour pay for PT faculty. Faculty shall submit application to conduct office hours outside of the dedicated 10 minutes. Maximum number of office hours per week for assignments: <5 LHE ³ , 30 minutes; 5 LHE or more, 60 minutes. Office hours paid at the rate of \$45.00 per hour.
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) of pay for the equivalent of every 3 CTLC's taught.
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. Depending on percent reimbursement from the State ratio of hours per load paid to faculty might change.
Pasadena Area	No	Yes		\$79.63 to \$132.76	5.8.6: Semester office hours are based on load: 0.5-2.99 units, 8 office hours; 3- 7.99 units, 10 hours; 8+ units, 12 hours. Paid at employee's hourly rate.
Peralta	No	Yes		Non-instructional assignments equated at 0.50, per Article 18.A.5.d.	18.7: Based on instructional load: 0-2.99 equated hours, 0 paid office hours; 3-5.99 equated hours, 1 hour; 6-8.99 equated hours, 2 hours; 9+ equated hours, 3 hours. Compensated at their non-instructional 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
Rancho Santiago	No	No			6.1.8: District agrees to study feasibility of office hours for PT faculty during fall semester 2025. Workgroup of 2 administrators and 2 FARSCCD representatives in spring 2026 will review possible implementation of pilot program.
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	
San Bernardino	Yes	No	\$9.04 to \$10.06		10.E: PT's compensation inclusive of office hours, based on load: load up to 0.400, 0.5 office hours/week; load 0.401+, 1.00 hour. 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: Adjunct must submit completed form. 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 hours per semester.
San Francisco	No	Yes		\$52.98 to \$89.47	8.1 Part-time instructors teaching 20% of a full-time load will be paid up to 4 office hours per semester; 21-39% up to 8 hours; 40% or more up to 15 hours. PT 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: The District will provide a stipend for PT faculty for fall and spring semesters office hours. Semester stipend based on load: 0.5-2.99 load units, \$200; 3.00-6.00 units, \$300; 6.00+ units, \$500.
San Jose/Evergreen	Yes	No	\$18.31 to \$28.42		9.14: PT faculty duties include office hours. Standard of 1/2 hour for each 20% course load. Rates shown are assuming 60% course load with 1.5 office 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
San Luis Obispo County	No	Yes		\$61.43	4.10: Temporary faculty teaching load 40%+ shall be paid for 18 office hours per semester; load 20-39.9%, 9 hours. Hourly rate based on Ancillary Faculty Hourly Salary Schedule, Column D, Step 9. 4: Faculty load 5%-19%, 0.5 hours per week.
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: Scheduled office hours compensated at 65% of Instructional rate per office hour. 20: Chart of office hour requirements based on campus units per week.
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 the pay for the given assignment. Rates shown are assuming 1.0 load factor.
Sequoias	No	Yes		\$43.38	Salary Schedule: Office Hour, \$43.38. 12.1.2: District budgets pool of money. 12.2: Office hours not required and compensated one office hour per week for a maximum of 15 hours per semester. Adjunct faculty may apply for office-hour funding.
Shasta-Tehama-Trinity Joint	No	Yes		\$33.00	7.4: District has annual contribution of \$192,000 for office hour program. Participation of PT faculty is voluntary. Office hours shall be paid at the rate of \$33.00 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 office hour per week and maximum of 17 hours per semester for faculty with a minimum 5% FTE assignment. Compensation at rate of \$40.00 per hour.
Siskiyou Joint	No	Yes		\$61.55 to \$71.88	18.3: PT Faculty who teach at least 20% shall be compensated 1 office hour for each 20% load, not to exceed 3 office hours per week. Paid at hourly non-lecture rate based on faculty's placement.

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
Solano	No	Yes		\$57.74 to \$88.64	19.8.2.D: Optional and need to request in writing. Semester office hours based on load: 40%+, maximum of 18 office hours; 20%-39%, 9 hours. Paid at the Category 3 rate.
Sonoma County	Yes	No	\$32.52 to \$44.12		32.02.D and salary schedule: Hourly rate includes payment for 20 minutes of student consultation time per hour of instruction per week.
South Orange County	Yes	No	\$29.53 to \$36.64		14.3.b: Conduct 20 minutes of student consultation and appointments per week for each assigned LHE of classroom instruction. Salary Schedule: Student consultation time included in pay.
Southwestern	No	Yes		\$83.70 to \$102.47	15.5: Number of paid office hours is based on assigned LHE ³ : ≤ 3 LHE, 6 office hours; 3 to 6 LHE, 12 hours; 6 LHE+, 18 hours. PT office hours paid at PT/Equity lab rate.
State Center	No	Yes		\$35.00	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 office 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 hours; load 0.41-0.67, 9 hours. Compensation paid using faculty hourly salary schedule.
Victor Valley	No	Yes		Hourly rate	12.6: PT faculty will receive an additional 1 hour's pay per week for each section taught each semester.
West Hills	No	No	NA	NA	
West Kern	No	Yes		\$78.86 to \$92.66	6.6.2: Subject to state funding, optional office hour time based on the assigned teaching load: 20%-40% load, 1/2 hour office hour per week; 40%-60% load, 1 hour; >60% load, 1 1/2 hours. Compensated at hourly 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
West Valley-Mission	Yes	No	\$21.59 to \$43.46		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. Compensated at \$30 per hour.
Yuba	Yes	No	\$23.66 to \$50.80		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	August 25, 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	August 1, 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	July 1, 2025
Foothill-De Anza	Bay Area	2025-2026	San Mateo County	Bay Area	August 11, 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	2024-2025
Hartnell	Bay Area	2025-2026	Sequoias	Central	2025-2026
Imperial	Southern	July 1, 2025	Shasta-Tehama-Trinity Joint	Northern	2025-2026
Kern	Central	2025-2026	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	August 25, 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	2025-2026	Ventura County	Southern	July 1, 2024
Merced	Central	2025-2026	Victor Valley	Southern	July 1, 2025
MiraCosta	Southern	2025-2026	West Hills	Central	August 11, 2025
Monterey Peninsula	Bay Area	2025-2026	West Kern	Southern	2025-2026
Mt. San Antonio	Southern	July 1, 2025	West Valley-Mission	Bay Area	2025-2026
Mt. San Jacinto	Southern	August 4, 2025	Yosemite	Central	2025-2026
Napa Valley	Northern	2025-2026	Yuba	Northern	Spring 2026

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	54	116.10	60
Antelope Valley	Southern	2024-2025	100.00	59	117.94	57
Barstow	Southern	2025-2026	99.95	60	116.80	58
Butte-Glenn	Northern	2025-2026	107.96	41	129.19	31
Cabrillo	Bay Area	2025-2026	103.75	49	122.06	51
Cerritos	Southern	2025-2026	125.41	16	149.83	7
Chabot-Las Positas	Bay Area	2025-2026	132.78	4	153.87	5
Chaffey	Southern	Fall 2025	123.89	19	136.22	23
Citrus	Southern	July 1, 2025	118.79	23	124.35	44
Coast	Southern	2025-2026	110.96	30	130.50	27
Compton	Southern	July 1, 2024	96.14	66	106.37	68
Contra Costa	Bay Area	2025-2026	102.14	53	110.93	65
Copper Mountain	Southern	July 1, 2025	101.48	55	119.86	54
Desert	Southern	2025-2026	122.85	21	145.11	13
El Camino	Southern	July 1, 2025	126.86	11	147.60	10
Feather River	Northern	2025-2026	106.25	46	127.00	37
Foothill-De Anza	Bay Area	2025-2026	114.98	27	137.22	22
Gavilan Joint	Central	2025-2026	107.31	44	124.60	43
Glendale	Southern	July 1, 2025	108.87	35	126.12	39
Grossmont-Cuyamaca	Southern	July 1, 2023	100.80	57	111.70	64
Hartnell	Bay Area	2025-2026	108.78	36	128.45	33
Imperial	Southern	2025-2026	115.52	24	130.03	28
Kern	Central	July 1, 2025	136.30	3	150.45	6
Lake Tahoe	Central	2025-2026	98.52	63	115.13	61
Lassen	Northern	2025-2026	108.59	38	130.94	26
Long Beach	Southern	July 1, 2025	123.56	20	142.05	16
Los Angeles	Southern	2025-2026	115.44	25	132.99	25
Los Rios	Northern	2025-2026	88.44	70	109.53	67
Marin	Bay Area	November 1, 2024	129.51	8	144.29	14
Mendocino-Lake	Northern	July 1, 2025	108.76	37	127.31	35
Merced	Central	2025-2026	103.41	50	120.65	53
MiraCosta	Southern	2025-2026	131.62	5	159.22	1
Monterey Peninsula	Bay Area	2025-2026	105.66	47	123.79	48
Mt. San Antonio	Southern	2025-2026	125.45	15	143.83	15
Mt. San Jacinto	Southern	July 1, 2025	125.97	13	141.78	17
Napa Valley	Northern	2025-2026	98.62	61	122.29	49
North Orange County	Southern	July 1, 2025	127.90	10	138.66	20
Ohlone	Bay Area	July 1, 2024	121.09	22	140.73	18
Palo Verde	Southern	July 1, 2024	110.04	32	123.85	47
Palomar	Southern	2025-2026	115.05	26	135.15	24
Pasadena Area	Southern	July 1, 2025	129.47	9	129.47	29
Peralta	Bay Area	July 1, 2024	75.33	72	93.78	72
Rancho Santiago	Southern	2025-2026	125.05	17	146.50	11

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	2025-2026	109.14	34	125.04	42
Rio Hondo	Southern	2025-2026	114.12	28	137.27	21
Riverside	Southern	2025-2026	125.72	14	149.72	8
San Bernardino	Southern	July 1, 2025	106.38	45	122.08	50
San Diego	Southern	January 1, 2024	93.82	68	104.57	71
San Francisco	Bay Area	2025-2026	107.81	43	125.28	41
San Joaquin Delta	Central	2025-2026	102.88	51	124.10	45
San Jose/Evergreen	Bay Area	2025-2026	136.61	2	156.92	3
San Luis Obispo County	Southern	2025-2026	102.56	52	122.01	52
San Mateo County	Bay Area	August 12, 2024	129.55	7	154.68	4
Santa Barbara	Southern	2025-2026	110.26	31	125.74	40
Santa Clarita	Southern	2024-2025	113.30	29	128.73	32
Santa Monica	Southern	August 26, 2024	96.73	65	113.31	63
Sequoias	Central	2025-2026	126.49	12	145.39	12
Shasta-Tehama-Trinity Joint	Northern	2025-2026	100.75	58	116.73	59
Sierra Joint	Northern	2025-2026	98.60	62	119.84	55
Siskiyou Joint	Northern	2025-2026	93.56	69	105.71	69
Solano	Northern	2025-2026	94.52	67	110.58	66
Sonoma County	Northern	2025-2026	124.14	18	139.96	19
South Orange County	Southern	2025-2026	130.73	6	149.08	9
Southwestern	Southern	July 1, 2025	109.61	33	128.03	34
State Center	Central	July 1, 2024	108.48	40	129.44	30
Ventura County	Southern	July 1, 2024	88.00	71	105.59	70
Victor Valley	Southern	2024-2025	96.98	64	114.18	62
West Hills	Central	2024-2025	107.91	42	123.86	46
West Kern	Southern	2025-2026	105.26	48	127.17	36
West Valley-Mission	Bay Area	2025-2026	137.37	1	159.17	2
Yosemite	Central	2025-2026	108.54	39	126.20	38
Yuba	Northern	2025-2026	101.39	56	118.31	56
• Average (Mean)			111.42		129.07	
• Highest			137.37		159.22	
• 3rd Quartile			123.95		140.15	
• Median			108.77		127.09	
• 1st Quartile			101.55		119.86	
• Lowest			75.33		93.78	

Full-Time Faculty Hourly Salary at MA+30 (Step 10), Highest Step without PhD, and 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 (\$) MA 30, Step 10	Rank	Salary (\$) Highest without PhD	Rank	Salary (\$) Highest with PhD	Rank
Allan Hancock Joint	143.61	67	182.12	69	193.19	66
Antelope Valley	148.18	56	191.88	64	198.08	59
Barstow	146.30	61	196.87	57	200.69	57
Butte-Glenn	164.59	28	216.98	35	223.52	36
Cabrillo	152.67	49	200.86	52	207.57	47
Cerritos	186.46	7	235.28	15	241.39	16
Chabot-Las Positas	187.05	6	239.76	12	248.77	10
Chaffey	165.25	27	218.42	34	227.48	32
Citrus	158.31	41	225.66	24	232.87	23
Coast	163.70	31	233.08	18	238.78	17
Compton	121.39	72	180.51	70	181.94	70
Contra Costa	146.98	60	188.95	66	188.95	68
Copper Mountain	160.40	36	197.51	53	205.90	53
Desert	194.19	4	223.51	28	232.86	24
El Camino	175.50	14	234.20	16	241.69	15
Feather River	158.57	40	196.50	58	197.79	63
Foothill-De Anza	170.58	18	224.32	25	230.04	30
Gavilan Joint	160.57	35	208.65	42	214.54	42
Glendale	158.87	38	208.02	44	212.08	44
Grossmont-Cuyamaca	140.01	68	192.80	62	197.62	64
Hartnell	158.62	39	211.86	37	217.98	38
Imperial	168.32	22	219.64	32	232.81	25
Kern	182.14	10	220.50	31	235.94	19
Lake Tahoe	144.20	66	194.03	60	197.81	62
Lassen	165.70	26	186.49	68	190.78	67
Long Beach	170.22	19	207.82	45	216.90	40
Los Angeles	166.64	25	229.84	19	236.80	18
Los Rios	144.40	65	196.98	56	205.61	54
Marin	170.63	17	243.15	10	247.17	13
Mendocino-Lake	150.49	55	201.58	51	206.82	52
Merced	152.12	50	221.40	30	230.61	29
MiraCosta	203.10	2	268.99	3	274.20	3
Monterey Peninsula	153.95	48	193.17	61	197.87	61
Mt. San Antonio	185.44	8	247.33	5	253.74	5
Mt. San Jacinto	181.21	11	238.55	13	250.48	8
Napa Valley	151.66	51	187.80	67	187.80	69
North Orange County	170.98	16	219.46	33	226.94	33
Ohlone	169.99	20	244.98	8	250.02	9
Palo Verde	151.59	52	203.32	48	207.35	48
Palomar	166.65	24	228.88	20	231.57	28
Pasadena Area	151.35	53	211.52	38	222.46	37
Peralta	127.84	71	207.02	46	207.02	51
Rancho Santiago	184.77	9	241.81	11	247.77	12

Full-Time Faculty Hourly Salary at MA+30 (Step 10), Highest Step without PhD, and 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 (\$) MA 30, Step 10	Rank	Salary (\$) Highest without PhD	Rank	Salary (\$) Highest with PhD	Rank
Redwoods	156.75	43	233.46	17	235.60	20
Rio Hondo	172.62	15	222.10	29	228.97	31
Riverside	194.93	3	245.20	6	253.35	6
San Bernardino	155.32	47	192.12	63	198.83	58
San Diego	132.04	69	195.12	59	195.12	65
San Francisco	155.85	46	208.27	43	208.27	46
San Joaquin Delta	150.61	54	211.26	40	215.95	41
San Jose/Evergreen	190.52	5	237.27	14	243.32	14
San Luis Obispo County	156.00	45	202.38	50	208.31	45
San Mateo County	179.85	12	223.94	26	234.96	21
Santa Barbara	156.58	44	212.32	36	217.64	39
Santa Clarita	164.49	29	243.96	9	248.67	11
Santa Monica	158.12	42	245.12	7	251.57	7
Sequoias	167.58	23	302.56	2	307.15	2
Shasta-Tehama-Trinity Joint	147.32	59	166.09	72	168.95	72
Sierra Joint	145.67	62	197.28	55	207.15	50
Siskiyou Joint	129.30	70	171.21	71	174.07	71
Solano	145.30	63	197.35	54	204.99	55
Sonoma County	169.31	21	227.82	22	232.37	27
South Orange County	178.89	13	256.87	4	263.81	4
Southwestern	160.59	34	223.70	27	226.84	34
State Center	161.71	33	210.49	41	213.95	43
Ventura County	145.19	64	189.18	65	197.98	60
Victor Valley	148.07	57	203.46	47	203.46	56
West Hills	159.77	37	228.84	21	232.42	26
West Kern	164.28	30	225.78	23	232.98	22
West Valley-Mission	205.95	1	308.77	1	320.35	1
Yosemite	161.76	32	202.62	49	207.18	49
Yuba	147.92	58	211.36	39	224.05	35
• Average (Mean)	161.63		216.92		222.92	
• Highest	205.95		308.77		320.35	
• 3rd Quartile	170.31		230.65		236.15	
• Median	160.08		212.09		222.99	
• 1st Quartile	150.58		197.34		205.45	
• Lowest	121.39		166.09		168.95	

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
Pasadena Area	23,879.97	15	230,168,923	9,638.57	56

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
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.