



**Part-Time Faculty  
Salary Comparisons**  
*in the California  
Community Colleges*

**2019-20**

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

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

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### OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of part-time faculty in all 72 community college districts in California. We do this by analyzing the salary schedules and comparing pay rates in four separate areas. This study examined salary schedules in effect for 2019-2020. Rates are shown with and without office hour differential.

### 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 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) 30 hours/40 hours = .75

35 weeks x 15 units (hours) = 525 hours annually

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

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

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

With Office Hour Differential Included					
District	Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank	Office Hours Included in Rate
Allan Hancock Joint	55.90	60	60.98	62	No
Antelope Valley	75.56	18	78.97	28	No
Barstow	55.00	61	55.00	65	No
Butte	59.59	55	62.57	57	No
Cabrillo	74.40	19	87.49	17	Yes
Cerritos	70.73	25	84.51	21	No
Chabot-Las Positas	89.33	9	106.38	8	No
Chaffey	74.00	21	81.00	25	No
Citrus	74.23	20	77.14	31	Yes
Coast	65.39	35	84.11	22	No
Compton	42.66	72	47.20	72	No
Contra Costa	76.17	17	81.91	23	No
Copper Mountain	54.17	64	54.17	66	No
Desert	60.77	51	70.85	42	No
El Camino	89.92	8	104.64	9	No
Feather River	47.89	71	53.05	68	No
Foothill-DeAnza	101.36	6	111.66	6	Yes
Gavilan	70.94	24	79.36	27	Yes
Glendale	63.35	41	68.84	46	No
Grossmont-Cuyamaca	64.13	38	71.07	40	No
Hartnell	61.88	47	66.93	51	No
Imperial	69.00	28	69.00	45	No
Kern	60.00	52	62.50	58	No
Lake Tahoe	50.15	70	52.71	70	No
Lassen	51.23	69	51.23	71	No
Long Beach	59.85	53	73.47	32	No
Los Angeles	104.10	3	114.67	3	Yes
Los Rios	67.13	32	72.59	34	No
Marin	118.74	1	126.64	2	Yes
Mendocino-Lake	61.09	50	64.16	55	No
Merced	54.98	62	56.03	64	No
Mira Costa	76.44	16	92.46	12	No
Monterey Peninsula	52.62	67	62.48	59	Yes
Mt. San Antonio	80.79	13	89.59	14	No
Mt. San Jacinto	58.17	59	61.01	61	No
Napa Valley	61.16	49	66.15	54	No
North Orange County	68.76	29	80.44	26	Yes
Ohlone	72.76	22	88.44	16	No
Palo Verde	59.62	54	67.10	50	No
Palomar	63.41	40	70.98	41	No
Pasadena Area	65.24	36	77.67	29	No
Peralta	59.15	56	66.43	53	No
Rancho Santiago	63.96	39	70.50	43	No
Redwoods	66.50	34	71.92	36	No
Rio Hondo	70.59	26	84.91	20	No

With Office Hour Differential Factored Out

Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank
55.90	59	60.98	60
75.56	15	78.97	23
55.00	60	55.00	64
59.59	51	62.57	56
58.23	55	68.47	40
70.73	19	84.51	16
89.33	3	106.38	3
74.00	16	81.00	22
63.62	33	66.12	51
65.39	28	84.11	17
42.66	71	47.20	71
76.17	14	81.91	20
54.17	63	54.17	65
60.77	46	70.85	35
89.92	2	104.64	4
47.89	70	53.05	67
79.32	10	87.38	13
53.21	64	59.52	61
63.35	35	68.84	39
64.13	31	71.07	33
61.88	42	66.93	47
69.00	23	69.00	38
60.00	48	62.50	57
50.15	69	52.71	69
51.23	68	51.23	70
59.85	49	73.47	26
87.97	6	98.54	5
67.13	25	72.59	28
89.05	5	94.98	8
61.09	45	64.16	52
54.98	61	56.03	63
76.44	13	92.46	9
39.47	72	46.86	72
80.79	9	89.59	10
58.17	57	61.01	59
61.16	44	66.15	50
57.30	58	67.03	46
72.76	17	88.44	12
59.62	50	67.10	45
63.41	34	70.98	34
65.24	29	77.67	24
59.15	52	66.43	49
63.96	32	70.50	36
66.50	27	71.92	29
70.59	20	84.91	15

With Office Hour Differential Included

District	Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank	Office Hours Included in Rate
Riverside	69.44	27	81.83	24	No
San Bernardino	68.00	30	72.00	35	Yes
San Diego	66.74	33	70.46	44	No
San Francisco	104.35	2	113.09	4	No
San Joaquin Delta	59.01	57	71.18	38	No
San Jose/Evergreen	97.53	7	112.02	5	Yes
San Luis Obispo County	64.98	37	71.15	39	No
San Mateo County	71.87	23	88.65	15	No
Santa Barbara	84.09	11	95.90	11	No
Santa Clarita	62.83	42	66.74	52	No
Santa Monica	88.17	10	103.22	10	Yes
Sequoias	62.08	44	68.40	47	No
Shasta-Tehama-Trinity Joint	54.41	63	56.79	63	No
Sierra Joint	62.67	43	63.92	56	No
Siskiyou Joint	52.86	65	52.86	69	No
Solano County	61.37	48	71.79	37	No
Sonoma County	102.99	5	109.70	7	Yes
South Orange County	83.13	12	89.76	13	Yes
Southwestern	78.70	14	85.40	18	Yes
State Center	52.81	66	53.85	67	No
Ventura County	78.51	15	84.95	19	No
Victor Valley	62.00	46	62.00	60	No
West Hills	68.00	30	68.00	48	No
West Kern	62.07	45	72.93	33	No
West Valley-Mission	104.00	4	127.84	1	Yes
Yosemite	58.21	58	67.69	49	No
Yuba	52.36	68	77.66	30	No
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• Average (Mean)	69.11		76.95		
• Highest	118.74		127.84		
• 3rd quartile	74.69		85.06		
• Median	65.11		71.86		
• 1st quartile	59.61		65.65		
• Lowest	42.66		47.20		

With Office Hour Differential Factored Out

Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank
69.44	22	81.83	21
60.52	47	64.08	53
66.74	26	70.46	37
104.35	1	113.09	1
59.01	54	71.18	31
84.63	7	97.21	6
64.98	30	71.15	32
71.87	18	88.65	11
84.09	8	95.90	7
62.83	36	66.74	48
70.53	21	82.58	18
62.08	39	68.40	41
54.41	62	56.79	62
62.67	37	63.92	55
52.86	65	52.86	68
61.37	43	71.79	30
77.24	12	82.28	19
62.35	38	67.32	44
59.03	53	64.05	54
52.81	66	53.85	66
78.51	11	84.95	14
62.00	41	62.00	58
68.00	24	68.00	42
62.07	40	72.93	27
89.14	4	109.58	2
58.21	56	67.69	43
52.36	67	77.66	25
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65.55		73.01	
104.35		113.09	
71.02		82.36	
62.75		70.48	
58.82		64.02	
39.47		46.86	

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

With Office Hour Differential  
Included

With Office Hour Differential  
Factored Out

District	Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
Allan Hancock Joint	69.37	54	78.33	47
Antelope Valley	85.74	33	85.74	39
Barstow	55.00	68	55.00	69
Butte	72.44	51	79.84	46
Cabrillo	109.37	11	119.83	14
Cerritos	87.95	29	87.95	38
Chabot-Las Positas	127.70	8	127.70	12
Chaffey	81.00	41	81.00	44
Citrus	84.74	34	88.29	37
Coast	95.39	20	101.33	25
Compton	53.88	70	68.83	58
Contra Costa	101.89	17	124.74	13
Copper Mountain	54.17	69	54.17	70
Desert	74.59	48	74.59	53
El Camino	108.33	13	108.33	20
Feather River	60.59	65	78.27	48
Foothill-DeAnza	132.26	5	152.86	5
Gavilan	100.89	18	100.89	27
Glendale	78.00	44	78.00	49
Grossmont-Cuyamaca	89.08	27	101.28	26
Hartnell	75.29	47	81.43	42
Imperial	69.00	55	69.00	57
Kern	62.50	62	62.50	67
Lake Tahoe	52.71	71	52.71	71
Lassen	51.23	72	51.23	72
Long Beach	81.29	40	81.29	43
Los Angeles	129.92	6	129.92	11
Los Rios	89.82	25	147.96	6
Marin	145.20	2	195.09	2
Mendocino-Lake	74.25	49	77.97	50
Merced	62.20	63	68.43	60
Mira Costa	113.96	10	116.59	15
Monterey Peninsula	78.95	43	85.31	41
Mt. San Antonio	89.59	26	92.75	34
Mt. San Jacinto	63.84	61	63.84	66
Napa Valley	77.38	46	77.38	52
North Orange County	80.44	42	80.44	45
Ohlone	102.53	16	108.77	19
Palo Verde	67.10	59	67.10	63
Palomar	82.31	39	88.64	36

Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
69.37	50	78.33	41
85.74	29	85.74	35
55.00	68	55.00	69
72.44	48	79.84	40
85.60	30	93.78	28
87.95	24	87.95	34
127.70	3	127.70	9
81.00	37	81.00	39
72.64	47	75.67	48
95.39	16	101.33	23
53.88	70	68.83	55
101.89	15	124.74	10
54.17	69	54.17	70
74.59	44	74.59	50
108.33	10	108.33	18
60.59	64	78.27	42
103.51	13	119.63	11
75.67	41	75.67	48
78.00	38	78.00	43
89.08	23	101.28	24
75.29	42	81.43	37
69.00	51	69.00	54
62.50	61	62.50	67
52.71	71	52.71	71
51.23	72	51.23	72
81.29	36	81.29	38
113.79	7	113.79	14
89.82	21	147.96	4
108.90	8	146.32	5
74.25	45	77.97	44
62.20	62	68.43	57
113.96	6	116.59	12
59.21	65	63.98	65
89.59	22	92.75	32
63.84	60	63.84	66
77.38	40	77.38	46
67.03	56	67.03	61
102.53	14	108.77	17
67.10	55	67.10	60
82.31	35	88.64	33

With Office Hour Differential  
Included

District	Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
Pasadena Area	93.21	23	105.62	23
Peralta	86.31	32	146.25	8
Rancho Santiago	77.73	45	77.73	51
Redwoods	82.42	38	106.25	22
Rio Hondo	106.77	14	135.83	10
Riverside	94.52	21	94.52	30
San Bernardino	72.00	52	72.00	55
San Diego	84.27	35	92.91	33
San Francisco	129.13	7	176.51	4
San Joaquin Delta	82.71	37	85.69	40
San Jose/Evergreen	136.01	4	147.06	7
San Luis Obispo County	83.45	36	111.25	18
San Mateo County	108.67	12	111.94	17
Santa Barbara	104.76	15	107.71	21
Santa Clarita	68.75	56	68.75	59
Santa Monica	144.11	3	199.44	1
Sequoias	68.40	57	68.40	61
Shasta-Tehama-Trinity Joint	61.48	64	65.07	65
Sierra Joint	69.83	53	98.03	29
Siskiyou Joint	55.52	67	61.21	68
Solano County	94.34	22	114.61	16
Sonoma County	116.42	9	137.64	9
South Orange County	99.70	19	103.01	24
Southwestern	88.86	28	92.46	35
State Center	57.80	66	67.96	62
Ventura County	91.58	24	98.17	28
Victor Valley	64.00	60	67.00	64
West Hills	68.00	58	70.00	56
West Kern	72.93	50	72.93	54
West Valley-Mission	169.15	1	187.99	3
Yosemite	86.76	31	93.06	32
Yuba	87.93	30	93.43	31
• Average (Mean)	87.21		96.89	
• Highest	169.15		199.44	
• 3rd quartile	100.00		109.39	
• Median	83.08		88.46	
• 1st quartile	69.28		72.70	
• Lowest	51.23		51.23	

With Office Hour Differential  
Factored Out

Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
93.21	19	105.62	21
86.31	28	146.25	6
77.73	39	77.73	45
82.42	34	106.25	20
106.77	11	135.83	7
94.52	17	94.52	27
64.08	58	64.08	64
84.27	31	92.91	31
129.13	2	176.51	1
82.71	33	85.69	36
118.03	4	128.13	8
83.45	32	111.25	16
108.67	9	111.94	15
104.76	12	107.71	19
68.75	52	68.75	56
115.29	5	159.56	3
68.40	53	68.40	58
61.48	63	65.07	63
69.83	49	98.03	26
55.52	67	61.21	68
94.34	18	114.61	13
87.32	26	103.23	22
74.78	43	77.26	47
66.65	57	69.48	53
57.80	66	67.96	59
91.58	20	98.17	25
64.00	59	67.00	62
68.00	54	70.00	52
72.93	46	72.93	51
144.99	1	161.13	2
86.76	27	93.06	30
87.93	25	93.43	29
82.62		91.70	
144.99		176.51	
93.49		107.87	
81.15		83.56	
67.78		68.96	
51.23		51.23	

## Part-Time Faculty Salary Comparison of Highest with PhD or Stipend Where Applicable

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Allan Hancock Joint	83.05	PhD rate - Column 7, Step 7, 25+ semesters
Antelope Valley	88.68	PhD rate - Column 3, Step 4, 15+ semesters
Barstow	55.00	On rate for all
Butte	79.84	MA+48 or PhD - Column 3, Step V, 23+ semesters
Cabrillo	Stipend	\$84 Stipend per unit
Cerritos	101.72	PhD rate - Column 3, Step 6, 11th & 12th semesters
Chabot-Las Positas	127.70	Steps only salary schedule. Step 10, 180 hours
Chaffey	81.00	Steps only salary schedule. Step 3, 9-12 semesters
Citrus	88.29	MA+50 - Column 4, Step 6, 11+ semesters
Coast	101.33	MA+60 or PhD - Column 3, Step 6
Compton	68.83	MA+72 - Column 6, Step 4, Year 10+
Contra Costa	124.74	BA+90 or MA+60 or PhD - Column 7, Step 22
Copper Mountain	56.39	PhD rate - Column 3, Step 1
Desert	78.49	PhD rate - Column 3, Step 5, 72+ SIU
El Camino	108.33	MA - Column 2, Step 6, 11th-12th semester is highest step
Feather River	Stipend	\$900 Stipend x # of units/30
Foothill-DeAnza	152.86	PhD or MA+72 or MA and BA+108, Annual load equivalent - Column 5, step 8
Gavilan	105.05	PhD rate - Column 5, Step 8, 17 Terms+
Glendale	78.00	MA+14 - Column 4, Step 6, 21st semester
Grossmont-Cuyamaca	101.28	MA+15 or PhD - Column 5, Step 15
Hartnell	84.69	PhD rate - Column E, Step 6, 21+ semesters
Imperial	69.00	One rate for all; Additional 3% off schedule payment equal to 3% of total compensation earned in 2018/2019.
Kern	62.50	Rates are not based on degrees
Lake Tahoe	52.71	Rates are not based on degrees
Lassen	51.23	One rate for all
Long Beach	Stipend	\$100 stipend per semester
Los Angeles	132.42	\$2.19 doctoral degree addition, 20 weeks paid 17.5 weeks semester = \$2.50/hour
Los Rios	155.35	PhD rate - Column V, Longevity Step 2, 25+ years
Marin	199.39	PhD rate - Column 5, Step 16
Mendocino-Lake	81.87	PhD rate - Column 3, Step 3, 18+ semesters
Merced	68.43	MA+45, Step 8, 48 semesters
Mira Costa	119.22	PhD rate - Column 6, Step 10, 19+ semesters
Monterey Peninsula	88.96	PhD rate - Column 6, Step 11
Mt. San Antonio	92.75	MA+50 or PhD - Column 3, Step 4, 90+LHE
Mt. San Jacinto	63.84	Rates are not based on degrees; 13+ semesters
Napa Valley	77.38	Rates are not based on degrees; 19+ semesters
North Orange County	84.26	PhD rate - Column 3, Step 5
Ohlone	108.77	Rates are not based on degrees
Palo Verde	76.97	PhD rate - Column 3, Step 3, 9th+ Semester

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Palomar	90.75	Rate for 2 MA or PhD. Column 4, Step 10, 4050+ hours
Pasadena Area	108.76	PhD rate - Column 5, Step 25, 3750 hours
Peralta	146.25	MA+90 or PhD - Column 5, Step 25
Rancho Santiago	77.73	MA+30 - Column 4, Step 5, 6th Semester
Redwoods	106.25	MA and BA+70 or PhD - Column 5, Step 10
Rio Hondo	139.77	PhD rate - Column 5, Step 20, 25+ Years
Riverside	94.52	MA+15 to PhD rate - Column 3, step 3, 4 semesters
San Bernardino	74.00	PhD rate - Column 3, Step 3, 5+ semesters
San Diego	94.02	MA+105 or PhD - Column 6, Step 5
San Francisco	176.51	MA+60 or PhD - Column 5, Step 14, 53+ semesters
San Joaquin Delta	88.08	PhD rate - Column 7, Step 7, 1740+ hours
San Jose/Evergreen	151.42	PhD rate - Column 5, Step 11
San Luis Obispo County	114.50	PhD rate - Column 7, Step 14, 45+ semesters
San Mateo County	111.94	Rates are not based on degrees; 21+ semesters
Santa Barbara	111.77	PhD rate - Column 2, Step 9, 21+ semesters
Santa Clarita	75.62	PhD rate - Column 3, Step 3, 11+ semesters
Santa Monica	204.67	PhD Rate - Column VII, Step 22
Sequoias	69.83	PhD Rate - Column 4, Step 5, Year 5
Shasta-Tehama-Trinity Joint	66.97	Differential of \$1.90 per hour for PhD. This is Class V, Step 8, 240 Units MA+48 rate with stipend added.
Sierra Joint	102.93	PhD rate - Column 4, Step 14, 390+ units
Siskiyou Joint	61.21	MA+60
Solano County	119.19	PhD rate - Column 5, Step 13
Sonoma County	140.39	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	103.01	Same rate as without PhD, 181+ LHE
Southwestern	Stipend	\$523 Stipend per Semester
State Center	67.96	PhD or MA+60 - Column 6, Step 7C, 25+ semesters
Ventura County	111.20	PhD rate - Column 3, Step 7, 25+ semesters
Victor Valley	Stipend	\$100 per unit for academic year, not to exceed \$3,000
West Hills	70.00	BA+90 or MA & BA+75
West Kern	72.93	Step 3, 5-6th semesters, rates are not based on degrees
West Valley-Mission	191.75	PhD rate - Column 1, Step 21
Yosemite	95.51	PhD rate - Column 5, Step 11, 21+ semesters
Yuba	95.38	PhD rate - Column 3, Step 2L, 180+ Units



## Details re: Steps and Columns and Step Advancement

District	# of Steps/ Columns	Step Advancement Process
Allan Hancock Joint	7/7	Step advancement every 2 years or 4 semesters. 1 year = 2 semesters or 1 semester + summer. Per salary schedule.
Antelope Valley	4/3	Step 2: 2 1/2 years (5 semesters) or 30 LHE <sup>1</sup> ; 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. Per section 8.3.1 of CBA.
Butte	5/3	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	13/6	Article 13.3.2 of CBA: Adjunct 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.
Cerritos	6/3	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 or more semesters.
Chabot-Las Positas	10/1	18 faculty hours per Section 21.I.1 of CBA.
Chaffey	3/2	Every 4 academic terms. Per article 21.2.7 of CBA.
Citrus	6/4	One step increase per year for each two-semester periods completed. Per salary schedule.
Coast	6/3	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 13.17.a. of CBA.
Compton	4/6	Every two semesters. Per Salary Schedule.
Contra Costa	22/7	1 year FTE <sup>2</sup> service. Per Article 20.3.2.6.1 and previous CFT survey.
Copper Mountain	1/3	Move columns based on degree of BA, MA or PhD. Per salary schedule.
Desert	5/3	Step I: 0-17 SIU <sup>3</sup> ; Step II: 18-35 SIU; Step III: 36-53 SIU; Step IV: 5-71 SIU; Step IV: 72+ SIU. Per salary schedule. (SIU: Semester Instructional Unit.)
El Camino	6/2	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+ semesters. Per Article 10, Section 9.(f) of CBA.
Feather River	15/5	30 equated hours. Article 19 Section B.3 of CBA.
Foothill-DeAnza	8/5	Yearly after completing equivalent of full time load. Appendix C, page 201 of CBA.
Gavilan	8/5	Step I 1-4 terms, II 5-6 terms, III 7-8 terms, IV 9-10 terms, V 11-12 terms, VI 13-14 terms, VII 15-16 terms, VIII 17+ terms. Per salary schedule.
Glendale	5/4	Step 2 becomes effective the 5th semester of service at the College. Step 3: 9th semester; Step 4: 13th semester; Step 6: 21st semester. Per Article VIII, Section 9.E. of CBA.
Grossmont-Cuyamaca	15/5	Must have taught one unit in two different half year periods to progress to the next step. Per salary schedule.
Hartnell	6/5	Every 4 semesters. Per Article 21 section A.1.2 of CBA.
Imperial	1/1	One rate for all; Additional 3% off schedule payment equal to 3% of total compensation earned in 2018/2019, per Article 13.1 of CBA.
Kern	3/1	Step 1: 0-.99 FTE; Step 2: 1-1.99 FTE; Step 3: 2.0 or higher FTE. Per salary schedule.
Lake Tahoe	2/1	Tier I: 0-9 quarters; Tier II: 10+ quarters at LTCC. Per salary schedule.
Lassen	1/1	One rate.
Long Beach	6/3	Advancement occurs every two semesters of part-time employment. Per salary schedule.

District	# of Steps/ Columns	Step Advancement Process
Los Angeles	10/1	Annually. Per Article 30.C of CBA and per previous CFT survey.
Los Rios	17/5	30 formula hours. Article 2.7.2.1 of CBA.
Marin	16/5	30 teaching units. Article 3.8.6.3 of CBA.
Mendocino-Lake	3/6	6 semesters of service with the district. Per salary schedule.
Merced	8/5	30 units or 6 semesters. Per salary schedule.
Mira Costa	10/6	One year or two semesters. Article 12.5.a.
Monterey Peninsula	11/6	100 hours over two terms. Article 16.4.8 of CBA.
Mt. San Antonio	4/3	Step I: 0-29.9 LHE; Step II: 30-59.9 LHE; Step III: 60-89.9 LHE; Step IV: 90+ LHE. Per salary schedule.
Mt. San Jacinto	3/1	Step 3: 1-6 semesters; Step 4: 7-12 semesters; Step 5: 13+ semesters.
Napa Valley	7/1	3 semesters. Article 13.4.1 of CBA.
North Orange County	5/3	4 regular semesters. Article 11.2.4 of CBA.
Ohlone	12/1	Any calendar year or "experience year." Article 8.10.2 of CBA.
Palo Verde	3/3	Step I: 1-4 semesters; Step II: 5-8 semesters; Step III: 9+ semesters. Per salary schedule.
Palomar	10/4	450 hours. Per Article 15.4.5.2 of CBA.
Pasadena Area	25/5	150 hours. Per salary schedule.
Peralta	25/5	30 semester hours. A9.E of CBA Appendix.
Rancho Santiago	3/4	Advancement every 2 semesters. Per article 7.3 of CBA.
Redwoods	10/5	45 TLU <sup>4</sup> . Article 3.10.7 of CBA.
Rio Hondo	20/5	Annually up to step 19 which is 20 years. Step 20 is 25 years. Per salary schedule.
Riverside	3/3	Step 2: 2 semesters, Step 3: 4 semesters. Per salary schedule.
San Bernardino	3/3	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5 or more semesters. Per Appendix A-2a of CBA.
San Diego	6/6	Step A: 0-449 hours; Step B: 450-899 hours; C: 900-1349 hours, D: 1350-1799 hours, E: 1800-2249 hours; F: 2250 hours. Per salary schedule.
San Francisco	14/5	Every 4 semesters. Article 20.C section 2.1.2 of CBA.
San Joaquin Delta	7/7	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: greater than 1740 hours. Per salary schedule.
San Jose/Evergreen	10/5	Annually. Article 9.7 of CBA.
San Luis Obispo County	14/7	Every four semesters. Appendix B-2 re Placement Procedures, section C.
San Mateo County	11/1	Must have served in 2 academic semesters. Article 8.11 of CBA.
Santa Barbara	9/2	Steps 1-6: 2 semesters; Steps 7-9: 4 semesters. Article 2.18.2.1.
Santa Clarita	3/2	Step 2: 4 semesters at step 1; Step 3: 6 semesters at step 2. Per salary schedule.
Santa Monica	22/7	Every 30 weekly teaching hours. Per salary schedule. Confirmed by district.
Sequoias	5/4	Annually. Per salary schedule.
Shasta-Tehama-Trinity Joint	8/5	Every 30 units. Per Board Policy 4141.1; Previously confirmed by district.
Sierra Joint	14/4	Every 30 units. Per salary schedule, Article 9 in CBA re:Part-Time Faculty and Full-Time Faculty Overload Lecture Rate.
Siskiyou Joint	1/4	Not applicable (only columns based on degree).
Solano County	13/5	Annually upon completion of 2 terms. Per Article 20.4.2 section B of CBA.
Sonoma County	9/4	Every 4 qualifying semesters. Per article 27.03.B of CBA.
South Orange County	7/1	30 LHE. Article XXX 30.5.b of CBA
Southwestern	4/3	Class A: 4 semesters; Class B: 5-8 semesters; Class C: 9-12 semesters; Class D: 13+ semesters. Per salary schedule.

District	# of Steps/ Columns	Step Advancement Process
State Center	7/6	Every 4 semesters. Article XVI, Section 2.A
Ventura County	7/3	Every 4 semesters of service. Per article 3.4.E of CBA.
Victor Valley	1/5	Not applicable (no step advancement only column advancement as described in salary schedule).
West Hills	1/3	Not applicable (only columns based on degree).
West Kern	3/1	Every 2 semesters. Per district and article 7.2.6 of CBA.
West Valley-Mission	15/6	Steps 1-12: Every .80 FTE load taught; Steps 15, 18, 21: every 2.2 FTE load taught. Per Appendix BB, Section II.A 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 type of associate faculty.
Yosemite	11/5	Every 2 years or 180 class hours. Article 16.3.1 of CBA.
Yuba	9/3	Every 15 load units within district (steps 1-7), per previous CFT survey and Article 7.3 of CBA. Per Article 7.3.4 part-time faculty receive longevity steps (step 1L and step 2L) after completing 75 semester units.

<sup>1</sup> LHE = lecture hour equivalent

<sup>2</sup> FTE = full-time equivalent

<sup>3</sup> SIU = semester instructional units

<sup>4</sup> TLU = teaching load units

## Office Hours

District	Are office hours included in hourly rate?	Does the district pay for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Allan Hancock Joint	No	Yes		\$30.00	14.3: Eligibility rules, 14.5: rate of \$30
Antelope Valley	No	Yes		Stipend	Appendix EE: beginning 2016-17 through 6/30/18, stipend will be issued. Funding determined on year to year basis dependent upon state funding.
Barstow	No	No	NA	NA	
Butte	No	Yes		\$25.00	11.2.3: Each year pool of money, based on state funding, but no less than \$100,000; 11.2.4: \$25 per hour; 11.2.5: Eligibility rules.
Cabrillo	Yes	No	\$16.17 to \$27.09		8.6: Adjunct unit members are required to hold pro rata office hours. 11.1.3.3.2: Adjunct unit members who teach less than full time shall schedule and hold the same ratio of office hours as their teaching assignment bears to full time assignment. Per JG, 2.5 office hours for every 9 hours teaching.
Cerritos	No	Yes		\$50.00	14.d: PT Faculty are encouraged to hold office hours. Pay of \$50/hour.
Chabot-Las Positas	No	Yes		\$49.27	Salary schedule
Chaffey	No	No		\$40.00	18.3.7: \$80,000 pool, certain eligibility requirements. 18.3.7.f: \$40/hour
Citrus	Yes	No	\$10.60 to \$12.61		11.1: Unit members shall hold office hours for students one-half hour each week.
Coast	No	Yes		\$35.00	13.17.c: District will allocate \$150,000 per year to pay for part-time faculty office hours. Funding based on general fund balance and negotiations. For Spring 2016, compensation will be at the Misc. Non-Instructional rate of \$35.00 per hour.
Compton	No	No	NA	NA	
Contra Costa	No	Yes		\$36.51 to \$64.93	7.8.4: PT Faculty are eligible to participate. 1/2 hour at .2 to .399 load; 1 hour at .4 to .599 load; 1 1/2 hours at .6 or more load. Rate: Non-instructional salary rate.
Copper Mountain	No	Yes		\$41.92 to \$45.42	Section 10: 30 minutes per week for each 1.5 course SIU <sup>1</sup> on an 18-week semester. For courses less than 18-weeks shall be pro-rated accordingly. Compensation at established lab rate.
Desert	No	Yes		\$51.65 to \$66.71	Article VII, Section 5: Adjunct faculty weekly office hours required 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 or more SIU. Compensation at lab rate.
El Camino	No	No	NA	NA	From past reports: Per the local, PT Faculty do not maintain offices hours as they are not paid for them. Per HR at district.
Feather River	No	Yes		50% of lecture rate	Article 14 Section A.5.c: Eligible PT faculty will be paid for office hours at 50% of the associate faculty lecture rate.
Foothill-DeAnza	Yes	No	\$22.03 to \$33.23		Section 7.24: All part-time faculty employees compensated on Appendix C shall be required to hold regularly scheduled office hours. # of hours proportionate to load. For 9 units, 2.5 office hours per week.
Gavilan	Yes	No	\$17.74 to \$26.26		Salary schedule: The workload per unit includes part-time faculty office hours...(Prorated)
Glendale	No	Yes		Formula	B2: Conference pay shall be determined by taking the step-column placement from appendix B2 x weekly conference hour(s) x 17.5 divided by 5 = monthly office/conference hours.
Grossmont-Cuyamaca	No	Yes	NA	\$30.00	11.10.4: Paid Office Hours
Hartnell	No	No		\$40.00	Article 21 section D.8: Office hour program OSCAR, available time based on instructional load: 0-29% load 30 minutes per week; 30-49% load 60 minutes per week; 50% or higher load 90 minutes per week. Compensated at rate of \$40 per hour.

District	Are office hours included in hourly rate?	Does the district pay for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Imperial	No	No		\$34.50	10.10: Weekly office hours based on number of units teaching. 2.99 or less units: .5 office hours; 3-6 units: 1 office hour; 6.01 or more units: 2 office hours. Office hours are compensated at half of the current hourly rate.
Kern	No	No	NA	NA	New contract does not have language regarding office hours for adjunct faculty.
Lake Tahoe	No	Yes		50% of hourly rate	5.8.2.1: Available to adjunct faculty who teach at least 3.2 units and meet other criteria, compensation is at extra duty rate which is 50% of hourly rate 24.3.2: 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.
Lassen	No	Yes		Hourly rate	
Long Beach	No	No	NA	NA	
Los Angeles	Yes	No	\$16.13		Salary Schedule
Los Rios	No	Yes		\$35.50	4.10.11: Voluntary, # of hours vary by assignment; Compensation rate Class 1, Step 1, Salary Schedule B2
Marin	Yes	No	\$29.68 to \$49.85		3.10.a,d: Based on number of ATU <sup>2</sup> : 0.1 to 3.0 ATU: 1 office hour; 3.1 to 6.0 ATU: 1.5 office hours; 6.1 to 9 ATU: 2 office hours; 9.1 to 12 ATU: 3 office hours; 12.1 to 15 ATU: 4 office hours. 2020 CBA 16.10: Pool of \$20,000 per semester. Compensated at \$25 per hour. If 20% annual load or greater eligible for \$400 per semester and if 10-19% annual load will be eligible for \$200 per semester. Must be eligible and meet requirements.
Mendocino-Lake	No	Yes		\$25.00	
Merced	No	No	NA	NA	
Mira Costa	No	Yes		\$44.00	11.4: Office hours shall be paid at a flat rate of \$44 per hour.
Monterey Peninsula	Yes	No	\$13.16 to \$22.24		15.11.3.2: Proportionate # of office hours as part-time assignment relates to that of a full-time instructor.
Mt. San Antonio	No	Yes		27	7.B: Rate of \$27 per hour
Mt. San Jacinto	No	No	NA	NA	
Napa Valley	No	Yes		\$42.73 to \$54.06	Salary Schedule 2: Steps 1 to Step 7; for instructors who teach ENGL, ESL, and Math courses only.
North Orange County	Yes	No	\$11.46 to \$14.04		13.1: Pay rates include compensation for ten (10) minutes of office hour time for each 50 minutes of assignment.
Ohlone	No	No		\$42.00	Appendix M, MOU re: Office Hours : beginning Fall 2017 until fund of \$500,000 runs out.
Palo Verde	No	No		0.67 of hourly rate or \$39.95 to \$51.57	2.3.i.(7).d: Beginning in the 2017 Fall Semester, all part-time unit members will be paid for one office hour per week at the lab rate (0.67 of current hourly rate); rates showed are for 5 categories of MA to PhD
Palomar	No	Yes		\$55.00	15.4.8: Participation is voluntary, office hours based on units taught per semester, and need to apply. 15.4.8(d): Compensation is \$55 per hour.
Pasadena Area	No	Yes		Hourly rate	5.4.6: Effective Fall semester of 2015, part-time faculty will be paid for 8 hours per semester at the employee's hourly rate.
Peralta	No	Yes		Non instructional assignments equated at .50 per Article 18, section A.5.d.	Article 18, section A.7.g: Will be compensated at their non-instructional rate. # of hours depends on instructional load.
Rancho Santiago	No	No	NA	NA	
Redwoods	No	No		\$40.00	3.12.1.2: Each eligible documented office hour is compensated at \$40.
Rio Hondo	No	No	NA	NA	
Riverside	No	No	NA	NA	

District	Are office hours included in hourly rate?	Does the district pay for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
San Bernardino	Yes	No	\$7.48 to \$8.14		10.E.1: Part-time pay will be inclusive of office hours, based on load. Load up to 0.400 requires 0.5 office hours/week. and load above 0.401 requires 1.00 office hours/week. Values listed for office hour differential are with the assumption load is above 0.401.
San Diego	No	Yes		Rate is determined by dividing the resource by the total number of hours submitted	Appendix VIII.8: Maximum office hours based on semester FTEF <sup>3</sup> . The total resources shall be distributed each semester will come from the AFT share of the Resource Allocation Formula.
San Francisco	No	Yes		\$44.72 to \$75.65	Salary Schedule: PT Office Hours, Exhibit C2-4 (7/1/19 - 6/3/20)
San Joaquin Delta	No	No	NA	NA	
San Jose/Evergreen	Yes	No	\$12.90 to \$20.02		9.14: Standard of 1/2 hour for each 20% course load. 60% course load would be 1.5 hours.
San Luis Obispo County	No	Yes		\$44.81	4.18: Temporary faculty teaching 40% or more shall be paid for 18 office hours per semester; temporary faculty teaching 20% to 39.9% shall be paid for 9 office hours per semester. Compensation is based on Appendix B-1-H (Temporary, Part-Time and Full-time Overload Two Thirds Laboratory/Hourly faculty Salary Schedule), Column D, Step 9.
San Mateo County	No	Yes		Hourly rate	19.6: one (1) office hour for every 3 Faculty Load Credits taught.
Santa Barbara	No	No	NA	NA	
Santa Clarita	No	Yes		\$40.00	Appendix H: Scheduled Office Hours Compensation
Santa Monica	Yes	No	\$17.63 to \$40.93		14.4: 15 minutes of office hours per unit.
Sequoias	No	Yes		\$32.07	Salary Schedule: \$32.07. 12.1.2: District budgets pool of money. 12.2: Office hours not required. Adjunct faculty must teach at least 3 lecture hour equivalents to apply and there is limit of how many office hours they can hold.
Shasta-Tehama-Trinity Jo	No	Yes		\$30.00	7.4.1.c: Office hours shall be paid at the rate of \$30.00 per hour
Sierra Joint	No	Yes		\$25.00	Article 12, re:Part-Time Instructional Faculty Office Hours Program : Voluntary if certain criteria met.
Siskiyou Joint	No	Yes		\$49.68 to \$58.02	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 County	No	Yes		\$50.53 to \$71.72	19.8.2 section D: Optional and need to request in writing. Faculty teaching load of 40% or more are eligible for a maximum of 18 office hours per semester and faculty teaching 20% to 39% are eligible for a maximum of 9 office hours per semester. Compensation rate is at Category 3 rate of pay; listed rate based on degree of MA to PhD.
Sonoma County	Yes	No	\$25.75 to \$35.10		Salary schedule: 20 minutes per hour taught
South Orange County	Yes	No	\$20.78 to \$25.75		XIV 14.3.b : 20 minutes of student consultation and appointments per week for each assigned Lecture Hour Equivalent of classroom instruction.
Southwestern	Yes	No	\$19.68 to \$23.16		Article 4.4.3: "An instructor teaching under temporary contract or a reduced load will maintain the number of office hours as the percentage of teaching load is to a full-time teaching load."
State Center	No	Yes	NA	\$30.00	Article XI-C, Section 5: Limited # available from a pool of \$100,000. Article XVI, Section 10.d: Compensation of \$30 per hour.

District	Are office hours included in hourly rate?	Does the district pay for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Ventura County	No	Yes		\$65.22 to \$103.73	5.9.A: Non-Contract faculty assigned to teaching duties shall be compensated for up to six (6) hours per semester: Load 0-2: 2 office hours Load .21-.4: 4 office hours Load .41-.67 6 office hours Schedule 3.4.b (1) in salary schedule go up to 2018. 2020 salary schedule shows rates are between \$65.22 to \$103.73
Victor Valley	No	No	NA	NA	
West Hills	No	No	NA	NA	
West Kern	No	Yes		Hourly rate	6.6.2: Subject to state funding, optional office hour time based on the assigned teaching load.
West Valley-Mission	Yes	No	\$14.86 to \$27.39		100.8: Associate members are responsible for keeping office hours for each class taught. Minimum of .5 hours for each class taught.
Yosemite	No	No	NA	NA	7.5: District and Yosemite Faculty Association discussing options but not available yet.
Yuba	No	Yes		\$375 per semester	8.3 and 8.4: Eligibility for unit members to participate in the office hour program - minimum load of 20% or 3 units. Paid \$375 per semester.

<sup>1</sup> SUI = semester instructional units

<sup>2</sup> ATU = assigned teaching units

<sup>3</sup> FTEF = full time equivalent faculty

## District Regions and Part-Time Salary Schedule Dates

District	CCD Region	Salary Schedule Date
Allan Hancock Joint	Southern	Fall 2019
Antelope Valley	Southern	2019-2020
Barstow	Southern	7/1/19
Butte	Northern	2019-2020
Cabrillo	Bay Area	2019-2020
Cerritos	Southern	2019-2020
Chabot-Las Positas	Bay Area	2019-2020
Chaffey	Southern	Fall 2019
Citrus	Southern	1/1/20
Coast	Southern	2019-2020
Compton	Southern	7/1/16
Contra Costa	Bay Area	2020-2021
Copper Mountain	Southern	7/1/18
Desert	Southern	2019-2020
El Camino	Southern	1/1/19
Feather River	Northern	2019-2020
Foothill-DeAnza	Bay Area	2019-2020
Gavilan	Central	2019-2020
Glendale	Southern	7/1/19
Grossmont-Cuyamaca	Southern	7/1/19
Hartnell	Bay Area	2019-2020
Imperial	Southern	Fall 2019
Kern	Central	2017-2020
Lake Tahoe	Central	2019-2020
Lassen	Northern	2019-2020
Long Beach	Southern	Fall 2019
Los Angeles	Southern	2019-2020
Los Rios	Northern	2019-2020
Marin	Bay Area	1/1/19
Mendocino-Lake	Northern	6/1/20
Merced	Central	2019-2020
Mira Costa	Southern	2019-2020
Monterey Peninsula	Bay Area	2019-2020
Mt. San Antonio	Southern	2017-2019
Mt. San Jacinto	Southern	8/1/19
Napa Valley	Northern	2019-2020
North Orange County	Southern	8/26/19
Ohlone	Bay Area	1/1/19
Palo Verde	Southern	7/1/19
Palomar	Southern	2019-2020
Pasadena Area	Southern	7/1/19
Peralta	Bay Area	8/1/19
Rancho Santiago	Southern	2019-2020
Redwoods	Northern	2019-2020



District	CCD Region	Salary Schedule Date
Rio Hondo	Southern	2019-2020
Riverside	Southern	2020-2021
San Bernardino	Southern	7/1/19
San Diego	Southern	1/1/20
San Francisco	Bay Area	2019-2020
San Joaquin Delta	Central	2019-2020
San Jose/Evergreen	Bay Area	2019-2020
San Luis Obispo County	Southern	7/1/19
San Mateo County	Bay Area	8/13/18
Santa Barbara	Southern	2018-2019
Santa Clarita	Southern	2017-2018
Santa Monica	Southern	1/1/19
Sequoias	Central	8/1/19
Shasta-Tehama-Trinity Joint	Northern	7/1/19
Sierra Joint	Northern	2019-2020
Siskiyou Joint	Northern	2019-2020
Solano County	Northern	2019-2020
Sonoma County	Northern	2019-2020
South Orange County	Southern	2019-2020
Southwestern	Southern	7/1/19
State Center	Central	7/1/19
Ventura County	Southern	7/1/20
Victor Valley	Southern	Fall 2018
West Hills	Central	2015-2016
West Kern	Southern	2019-2020
West Valley-Mission	Bay Area	2019-2020
Yosemite	Central	2018-2019
Yuba	Northern	7/1/19

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

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

District	CCD Region	Salary Schedule Date	Salary (\$) MA Col, Step 1	Rank MA Col, Step 1	Salary (\$) MA Col, Step 5	Rank MA Col, Step 5
Allan Hancock Joint	Southern	July 1,2019	84.94	42	97.10	49
Antelope Valley	Southern	2019-2020	83.42	52	98.39	47
Barstow	Southern	2019-2020	84.67	43	98.95	46
Butte	Northern	July 1,2019	83.75	50	100.23	40
Cabrillo	Bay Area	2019-2020	84.29	46	99.13	45
Cerritos	Southern	2019-2020	100.12	9	119.62	6
Chabot-Las Positas	Bay Area	2019-2020	93.05	24	110.82	15
Chaffey	Southern	Fall 2019	98.14	14	106.71	22
Citrus	Southern	January 1, 2020	92.37	25	101.45	37
Coast	Southern	2019-2020	88.57	33	104.17	31
Compton	Southern	July 1, 2016	85.00	41	94.05	58
Contra Costa	Bay Area	2020-2021	90.27	30	97.56	48
Copper Mountain	Southern	July 1, 2018	74.38	69	87.86	67
Desert	Southern	2019-2020	98.06	15	115.83	9
El Camino	Southern	January 1, 2019	97.72	16	113.69	13
Feather River	Northern	2019-2020	83.56	51	99.88	42
Foothill-DeAnza	Bay Area	2019-2020	91.04	28	109.54	19
Gavilan	Central	2019-2020	91.58	27	106.35	23
Glendale	Southern	July 1, 2019	93.76	21	108.62	21
Grossmont-Cuyamaca	Southern	July 1, 2019	77.72	63	86.12	68
Hartnell	Bay Area	2019-2020	83.96	48	100.65	38
Imperial	Southern	2019-2020	83.90	49	94.43	55
Kern	Central	July 1, 2019	110.40	1	121.86	4
Lake Tahoe	Central	2019-2020	77.23	64	90.25	65
Lassen	Northern	2019-2020	86.67	37	104.52	28
Long Beach	Southern	2019-2020	99.35	10	114.22	11
Los Angeles	Southern	2019-2020	88.70	32	102.19	34
Los Rios	Northern	2019-2020	73.55	70	86.04	69
Marin	Bay Area	January 1, 2019	93.74	22	106.22	25
Mendocino-Lake	Northern	July 1, 2019	84.37	44	99.39	44
Merced	Central	2019-2020	78.60	62	92.88	63
Mira Costa	Southern	July 1, 2019	109.75	2	132.76	1
Monterey Peninsula	Bay Area	2019-2020	80.43	57	94.22	56
Mt. San Antonio	Southern	2017-2019	96.60	17	110.75	16
Mt. San Jacinto	Southern	2019-2020	82.54	54	92.90	62
Napa Valley	Northern	2019-2020	75.96	66	94.20	57
North Orange County	Southern	July 1, 2017	95.91	19	104.18	30
Ohlone	Bay Area	February 1, 2019	98.27	13	114.19	12
Palo Verde	Southern	July 1, 2019	85.17	40	95.86	52
Palomar	Southern	2019-2020	93.95	20	110.36	18
Pasadena Area	Southern	July 1, 2019	106.06	5	106.06	27

District	CCD Region	Salary Schedule Date	Salary (\$) MA Col, Step 1	Rank MA Col, Step 1	Salary (\$) MA Col, Step 5	Rank MA Col, Step 5
Peralta	Bay Area	July 1, 2019	60.17	72	74.92	72
Rancho Santiago	Southern	2019-2020	93.36	23	109.38	20
Redwoods	Northern	2019-2020	73.24	71	85.69	70
Rio Hondo	Southern	2019-2020	88.24	34	106.13	26
Riverside	Southern	2020-2021	98.37	11	117.15	8
San Bernardino	Southern	July 1, 2019	98.35	12	112.86	14
San Diego	Southern	January 1, 2020	84.05	47	93.69	61
San Francisco	Bay Area	2019-2020	91.00	29	106.26	24
San Joaquin Delta	Central	2019-2020	84.30	45	101.69	35
San Jose/Evergreen	Bay Area	2019-2020	106.97	4	122.87	3
San Luis Obispo County	Southern	2019-2020	81.51	55	96.97	50
San Mateo County	Bay Area	August 13, 2018	101.90	7	121.65	5
Santa Barbara	Southern	2018-2019	90.10	31	102.75	33
Santa Clarita	Southern	2019-2020	91.59	26	104.07	32
Santa Monica	Southern	January 1, 2019	80.00	58	93.70	59
Sequoias	Central	2019-2020	96.27	18	110.65	17
Shasta-Tehama-Trinity Joint	Northern	2019-2020	79.41	60	95.24	53
Sierra Joint	Northern	2019-2020	79.05	61	96.08	51
Siskiyou Joint	Northern	2019-2020	75.52	67	85.33	71
Solano County	Northern	2019-2020	76.71	65	89.74	66
Sonoma County	Northern	2019-2020	104.18	6	117.76	7
South Orange County	Southern	2019-2020	108.31	3	123.51	2
Southwestern	Southern	July 1, 2019	85.90	39	100.33	39
State Center	Central	July 1, 2019	87.52	35	104.42	29
Ventura County	Southern	July 1, 2020	75.30	68	90.36	64
Victor Valley	Southern	2019-2020	79.59	59	93.70	59
West Hills	Central	2018-2019	86.66	38	99.48	43
West Kern	Southern	2019-2020	82.85	53	100.09	41
West Valley-Mission	Bay Area	2019-2020	100.58	8	115.42	10
Yosemite	Central	2018-2019	87.32	36	101.53	36
Yuba	Northern	2018-2019	81.10	56	94.64	54
• Average (Mean)			88.49		102.67	
• Highest			110.40		132.76	
• 3rd quartile			96.00		109.75	
• Median			87.00		101.49	
• 1st quartile			82.28		94.59	
• Lowest			60.17		74.92	

## Full-Time Faculty Hourly Salary Comparison at MA+30 (Step 10), Highest Step without PhD, and Highest Step with PhD

District	Salary (\$) MA 30, Step 10	Rank MA 30, Step 10	Salary (\$) Highest w/o PhD	Rank Highest w/o PhD	Salary (\$) Highest with PhD	Rank Highest w/ PhD
Allan Hancock Joint	120.10	55	152.31	63	155.88	63
Antelope Valley	123.62	51	160.07	56	165.25	55
Barstow	123.93	50	166.76	41	170.00	46
Butte	127.69	39	168.33	39	173.41	39
Cabrillo	123.94	49	160.45	54	165.90	52
Cerritos	148.86	5	187.84	8	192.72	8
Chabot-Las Positas	138.77	11	178.75	21	186.33	19
Chaffey	130.00	30	157.57	61	178.00	31
Citrus	129.16	32	184.11	14	189.70	14
Coast	130.67	27	186.05	10	190.60	11
Compton	107.33	70	159.60	58	159.60	62
Contra Costa	126.29	41	162.34	49	162.34	59
Copper Mountain	117.57	61	144.77	70	150.93	69
Desert	155.00	2	179.05	20	186.51	18
El Camino	131.19	25	166.53	42	171.97	43
Feather River	124.70	45	152.08	65	153.36	67
Foothill-DeAnza	137.30	14	160.42	55	160.42	61
Gavilan	137.04	15	174.59	30	179.61	29
Glendale	136.83	17	177.63	25	181.13	28
Grossmont-Cuyamaca	107.95	69	159.01	59	162.98	57
Hartnell	126.26	42	164.38	45	169.12	47
Imperial	125.67	43	163.98	47	173.81	38
Kern	147.52	8	178.59	22	191.09	10
Lake Tahoe	113.03	67	152.10	64	155.06	65
Lassen	132.26	23	142.02	71	142.73	71
Long Beach	136.88	16	161.22	51	168.25	48
Los Angeles	128.04	35	176.63	27	181.96	27
Los Rios	115.13	66	162.12	50	170.22	45
Marin	127.71	38	188.19	7	191.58	9
Mendocino-Lake	123.12	53	159.96	57	164.02	56
Merced	118.58	57	178.21	23	185.84	20
Mira Costa	169.35	1	219.12	1	223.04	1
Monterey Peninsula	117.18	63	147.04	69	151.32	68
Mt. San Antonio	142.79	9	185.29	13	190.22	13
Mt. San Jacinto	127.84	37	181.21	17	201.34	5
Napa Valley	116.82	64	148.04	68	148.04	70
North Orange County	129.03	33	166.30	43	172.05	42
Ohlone	137.92	13	185.55	12	189.36	15
Palo Verde	117.32	62	157.37	62	160.48	60
Palomar	136.08	19	186.90	9	189.10	16
Pasadena Area	123.99	48	173.29	32	182.25	26
Peralta	102.13	72	165.38	44	165.38	54

District	Salary (\$) MA 30, Step 10	Rank MA 30, Step 10	Salary (\$) Highest w/o PhD	Rank Highest w/o PhD	Salary (\$) Highest with PhD	Rank Highest w/ PhD
Rancho Santiago	137.95	12	180.54	19	184.99	23
Redwoods	110.50	68	160.49	53	162.63	58
Rio Hondo	133.47	21	169.79	37	174.71	36
Riverside	152.54	3	191.86	6	198.24	7
San Bernardino	136.78	18	172.60	34	178.64	30
San Diego	118.30	59	174.81	29	174.81	35
San Francisco	131.69	24	176.82	26	176.82	34
San Joaquin Delta	123.42	52	173.12	33	176.96	33
San Jose/Evergreen	149.18	4	185.79	11	190.52	12
San Luis Obispo County	123.99	47	160.85	52	165.57	53
San Mateo County	141.41	10	176.13	28	184.78	24
Santa Barbara	127.95	36	173.51	31	177.85	32
Santa Clarita	132.98	22	197.23	5	201.03	6
Santa Monica	130.77	26	181.00	18	185.76	21
Sequoias	127.54	40	200.23	4	203.87	4
Shasta-Tehama-Trinity Joint	118.97	56	151.68	66	154.53	66
Sierra Joint	116.79	65	158.17	60	166.08	51
Siskiyou Joint	104.18	71	138.07	72	140.93	72
Solano County	117.92	60	149.69	67	155.42	64
Sonoma County	134.74	20	182.11	16	185.76	22
South Orange County	148.21	6	212.81	3	218.56	3
Southwestern	125.60	44	170.19	35	173.18	40
State Center	130.45	28	169.81	36	172.78	41
Ventura County	124.25	46	164.14	46	171.68	44
Victor Valley	121.52	54	166.98	40	166.98	49
West Hills	128.32	34	183.80	15	187.37	17
West Kern	129.30	31	177.71	24	183.37	25
West Valley-Mission	147.56	7	215.95	2	220.27	2
Yosemite	130.13	29	163.01	48	166.68	50
Yuba	118.32	58	169.08	38	174.16	37
• Average (Mean)	128.71		171.24		176.08	
• Highest	169.35		219.12		223.04	
• 3rd quartile	136.25		180.65		186.38	
• Median	127.90		169.80		174.44	
• 1st quartile	121.17		160.44		165.34	
• Lowest	102.13		138.07		140.93	

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

District	FTES <sup>1</sup>	Rank in # FTES	General Fund Revenue (\$) <sup>2</sup>	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	9,881.01	47	85,746,723	8,677.93	54
Antelope Valley	11,085.00	42	88,313,758	7,966.96	67
Barstow	2,514.95	67	28,947,644	11,510.24	16
Butte	10,444.74	43	155,182,799	14,857.51	2
Cabrillo	9,169.89	49	89,666,433	9,778.35	24
Cerritos	17,319.42	24	139,622,579	8,061.62	65
Chabot-Las Positas	16,847.03	26	237,159,111	14,077.21	5
Chaffey	16,950.87	25	144,693,016	8,536.02	56
Citrus	12,429.02	39	102,777,921	8,269.19	64
Coast	36,403.01	5	275,728,901	7,574.34	71
Compton	4,576.80	61	52,561,906	11,484.43	17
Contra Costa	30,187.59	10	266,503,614	8,828.25	49
Copper Mountain	1,448.41	72	20,728,721	14,311.38	4
Desert	10,007.84	45	94,035,298	9,396.16	31
El Camino	18,140.33	23	166,520,847	9,179.59	36
Feather River	2,122.43	69	20,903,286	9,848.74	23
Foothill-DeAnza	28,400.05	11	273,379,126	9,626.01	28
Gavilan	5,281.07	59	50,954,949	9,648.61	27
Glendale	13,681.69	36	122,075,970	8,922.58	44
Grossmont-Cuyamaca	16,158.41	28	199,955,068	12,374.68	10
Hartnell	7,652.95	53	71,071,557	9,286.82	34
Imperial	7,864.97	52	76,790,367	9,763.60	25
Kern	25,038.31	15	208,405,493	8,323.46	62
Lake Tahoe	3,844.13	63	23,152,824	6,022.91	72
Lassen	1,747.28	71	21,558,707	12,338.47	11
Long Beach	19,477.63	20	169,874,725	8,721.53	52
Los Angeles	94,162.43	1	892,058,177	9,473.61	30
Los Rios	54,017.85	2	460,015,525	8,515.99	57
Marin*	3,649.65	64	76,295,595	20,904.93	1
Mendocino-Lake	2,929.95	65	34,283,821	11,701.15	15
Merced	9,933.02	46	82,860,484	8,341.92	61
Mira Costa*	11,261.03	41	153,790,763	13,656.90	7
Monterey Peninsula	6,244.41	57	56,784,338	9,093.63	37
Mt. San Antonio	33,756.17	7	257,228,567	7,620.19	70
Mt. San Jacinto	12,210.55	40	101,337,859	8,299.21	63
Napa Valley*	5,151.59	60	48,862,282	9,484.89	29
North Orange County	38,326.54	4	296,438,628	7,734.55	69
Ohlone	8,266.44	50	77,418,378	9,365.38	32
Palo Verde	1,966.54	70	23,768,598	12,086.52	13
Palomar	18,695.79	22	169,625,453	9,072.92	39
Pasadena Area	25,649.51	14	202,321,361	7,887.92	68
Peralta	19,916.40	19	177,801,899	8,927.41	43

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

<sup>1</sup>Source: FTES Datamart 2018-19 Credit and Non-Credit

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

\*Basic Aid District: A district that does not receive State General Apportionment because its revenues from local property taxes provide more than it would receive under state formulas. The district still receives EPA and special funding such as Full-Time Faculty Hiring.