



A Union of Educators
& Classified Professionals

Part-Time Faculty Salary Comparisons

California Community Colleges

2020-21

Part-Time Faculty Salary Comparisons in the California Community Colleges 2020-21

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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 five separate areas. Rates are shown with and without office hour differential. This study examined salary schedules in effect as of August 2021.

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 CFT.

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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

With Office Hour Differential
Factored Out

District	With Office Hour Differential Included		With Office Hour Differential Factored Out		Office Hours Included in Rate				
	Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Col, Step 5 or 9th Sem	Rank		Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Col, Step 5 or 9th Sem	Rank
Allan Hancock Joint	55.90	60	60.98	62	No	55.90	59	60.98	60
Antelope Valley	77.07	19	80.55	26	No	77.07	16	80.55	23
Barstow	55.00	61	55.00	65	No	55.00	60	55.00	64
Butte	59.59	57	62.57	57	No	59.59	53	62.57	56
Cabrillo	74.40	22	87.49	17	Yes	58.23	57	68.47	43
Cerritos	70.73	26	84.51	22	No	70.73	21	84.51	18
Chabot-Las Positas	91.12	9	108.51	8	No	91.12	4	108.51	3
Chaffey	74.00	23	81.00	25	No	74.00	18	81.00	22
Citrus	75.71	20	78.69	29	Yes	64.90	33	67.44	49
Coast	65.39	37	84.11	23	No	65.39	30	84.11	19
Compton	44.79	72	49.56	72	No	44.79	71	49.56	71
Contra Costa	79.22	15	85.18	20	No	79.22	12	85.18	15
Copper Mountain	54.17	65	54.17	69	No	54.17	64	54.17	68
Desert	64.11	42	74.75	33	No	64.11	37	74.75	27
El Camino	89.92	10	104.64	10	No	89.92	5	104.64	4
Feather River	47.89	71	53.05	70	No	47.89	70	53.05	69
Foothill-DeAnza	101.36	6	111.66	6	Yes	79.32	11	87.38	13
Gavilan	70.94	25	79.36	28	Yes	53.21	66	59.52	61
Glendale	63.93	43	69.46	47	No	63.93	38	69.46	41
Grossmont-Cuyamaca	64.13	40	71.07	42	No	64.13	35	71.07	35
Hartnell	64.11	41	69.34	48	No	64.11	36	69.34	42
Imperial	70.00	28	70.00	45	No	70.00	23	70.00	38
Kern	60.00	55	62.50	58	No	60.00	51	62.50	57
Lake Tahoe	51.66	69	54.29	68	No	51.66	68	54.29	67
Lassen	51.23	70	51.23	71	No	51.23	69	51.23	70
Long Beach	59.85	56	73.47	35	No	59.85	52	73.47	29
Los Angeles	104.16	4	114.73	4	Yes	88.03	6	98.60	6
Los Rios	67.13	34	72.59	38	No	67.13	27	72.59	32
Marin	122.69	1	130.59	2	Yes	92.01	3	97.94	7
Mendocino-Lake	61.09	51	64.16	55	No	61.09	46	64.16	52
Merced	54.98	62	56.03	64	No	54.98	61	56.03	63
Mira Costa	78.16	18	94.54	13	No	78.16	14	94.54	10
Monterey Peninsula	52.62	67	62.48	59	Yes	39.47	72	46.86	72
Mt. San Antonio	83.64	13	92.51	15	No	83.64	9	92.51	11
Mt. San Jacinto	59.33	58	62.23	60	No	59.33	54	62.23	58
Napa Valley	61.16	50	66.15	54	No	61.16	45	66.15	51
North Orange County	68.76	30	80.44	27	Yes	57.30	58	67.03	50
Ohlone	75.15	21	91.35	16	No	75.15	17	91.35	12
Palo Verde	60.39	53	67.97	51	No	60.39	49	67.97	46
Palomar	63.41	45	70.98	43	No	63.41	40	70.98	36

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

With Office Hour Differential
Included

With Office Hour Differential
Factored Out

District	Salary (\$)		Rank		Office Hours Included in Rate	Salary (\$)		Rank	
	MA Col, Step 1	MA Col, Step 5 or 9th Sem	MA Col, Step 1	MA Col, Step 5 or 9th Sem		MA Col, Step 1	MA Col, Step 5 or 9th Sem		
Pasadena Area	65.24	77.67	38	30	No	65.24	77.67	31	24
Peralta	60.17	67.59	54	53	No	60.17	67.59	50	48
Rancho Santiago	66.52	73.32	36	36	No	66.52	73.32	29	30
Redwoods	70.17	76.00	27	32	No	70.17	76.00	22	26
Rio Hondo	71.30	85.76	24	18	No	71.30	85.76	20	14
Riverside	69.44	81.83	29	24	No	69.44	81.83	24	21
San Bernardino	68.00	72.00	31	39	Yes	60.52	64.08	48	53
San Diego	66.74	70.46	35	44	No	66.74	70.46	28	37
San Francisco	107.95	116.70	3	3	No	107.95	116.70	1	1
San Joaquin Delta	60.78	73.32	52	36	No	60.78	73.32	47	30
San Jose/Evergreen	97.53	112.02	7	5	Yes	84.63	97.21	7	8
San Luis Obispo County	64.98	71.15	39	41	No	64.98	71.15	32	34
San Mateo County	81.54	100.58	14	11	No	81.54	100.58	10	5
Santa Barbara	84.09	95.90	12	12	No	84.09	95.90	8	9
Santa Clarita	67.25	69.98	33	46	No	67.25	69.98	26	39
Santa Monica	91.72	107.39	8	9	Yes	72.41	84.78	19	17
Sequoias	62.08	68.40	47	49	No	62.08	68.40	42	44
Shasta-Tehama-Trinity Joint	54.41	56.79	64	63	No	54.41	56.79	63	62
Sierra Joint	62.67	63.92	46	56	No	62.67	63.92	41	55
Siskiyou Joint	54.45	54.45	63	67	No	54.45	54.45	62	66
Solano County	61.37	71.79	49	40	No	61.37	71.79	44	33
Sonoma County	103.62	110.29	5	7	Yes	77.72	82.72	15	20
South Orange County	85.90	92.77	11	14	Yes	64.43	69.58	34	40
Southwestern	78.70	85.40	16	19	Yes	59.03	64.05	55	54
State Center	53.74	54.79	66	66	No	53.74	54.79	65	65
Ventura County	78.51	84.95	17	21	No	78.51	84.95	13	16
Victor Valley	62.00	62.00	48	61	No	62.00	62.00	43	59
West Hills	68.00	68.00	31	50	No	68.00	68.00	25	45
West Kern	63.51	74.62	44	34	No	63.51	74.62	39	28
West Valley-Mission	109.20	134.23	2	1	Yes	93.60	115.05	2	2
Yosemite	58.44	67.96	59	52	No	58.44	67.96	56	47
Yuba	52.36	77.66	68	31	No	52.36	77.66	67	25
• Average (Mean)						70.16	78.11	66.54	74.09
• Highest						122.69	134.23	107.95	116.70
• 3rd quartile						77.34	85.49	72.81	84.21
• Median						65.95	73.32	64.11	70.72
• 1st quartile						60.13	65.65	59.26	64.02
• Lowest						44.79	49.56	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	56	78.33	51
Antelope Valley	87.45	32	87.45	40
Barstow	55.00	69	55.00	69
Butte	72.44	52	79.84	48
Cabrillo	109.37	12	119.83	15
Cerritos	87.95	29	87.95	39
Chabot-Las Positas	130.26	7	130.26	11
Chaffey	81.00	41	81.00	45
Citrus	86.46	35	90.06	36
Coast	95.39	20	101.33	25
Compton	56.57	68	72.27	56
Contra Costa	105.96	15	129.73	13
Copper Mountain	54.17	71	54.17	71
Desert	78.70	45	78.70	50
El Camino	108.33	13	108.33	21
Feather River	60.59	65	78.27	52
Foothill-DeAnza	132.26	6	152.86	6
Gavilan	100.89	19	100.89	27
Glendale	75.53	48	78.73	49
Grossmont-Cuyamaca	89.08	27	101.28	26
Hartnell	78.00	46	84.36	42
Imperial	70.00	54	70.00	58
Kern	62.50	62	62.50	68
Lake Tahoe	54.29	70	54.29	70
Lassen	51.23	72	51.23	72
Long Beach	81.29	40	81.29	43
Los Angeles	129.98	8	129.98	12
Los Rios	89.82	26	147.96	7
Marin	149.34	3	199.42	2
Mendocino-Lake	74.25	50	77.97	53
Merced	62.20	63	68.43	61
Mira Costa	114.53	11	117.18	16
Monterey Peninsula	78.95	44	85.31	41
Mt. San Antonio	92.51	24	95.77	30
Mt. San Jacinto	65.12	60	65.12	65
Napa Valley	77.38	47	77.38	54
North Orange County	80.44	43	80.44	47
Ohlone	105.90	16	112.35	18
Palo Verde	67.97	59	67.97	63
Palomar	82.31	39	88.64	37

Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
69.37	52	78.33	46
87.45	28	87.45	36
55.00	69	55.00	69
72.44	49	79.84	43
85.60	31	93.78	29
87.95	24	87.95	35
130.26	3	130.26	8
81.00	37	81.00	40
74.11	47	77.19	50
95.39	16	101.33	23
56.57	68	72.27	53
105.96	12	129.73	9
54.17	71	54.17	71
78.70	39	78.70	45
108.33	10	108.33	19
60.59	64	78.27	47
103.51	15	119.63	12
75.67	43	75.67	51
75.53	44	78.73	44
89.08	23	101.28	24
78.00	40	84.36	37
70.00	50	70.00	54
62.50	61	62.50	68
54.29	70	54.29	70
51.23	72	51.23	72
81.29	36	81.29	38
113.85	8	113.85	15
89.82	22	147.96	6
112.01	9	149.56	5
74.25	46	77.97	48
62.20	62	68.43	58
114.53	7	117.18	13
59.21	65	63.98	66
92.51	20	95.77	27
65.12	58	65.12	63
77.38	41	77.38	49
67.03	56	67.03	61
105.90	13	112.35	16
67.97	55	67.97	60
82.31	35	88.64	33

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
Pasadena Area	93.21	23	105.62	24
Peralta	87.81	31	165.38	5
Rancho Santiago	80.84	42	80.84	46
Redwoods	87.17	33	112.33	19
Rio Hondo	107.84	14	137.19	10
Riverside	94.52	21	94.52	31
San Bernardino	72.00	53	72.00	57
San Diego	84.27	37	92.91	34
San Francisco	134.19	5	182.30	4
San Joaquin Delta	85.20	36	88.26	38
San Jose/Evergreen	136.01	4	147.06	8
San Luis Obispo County	83.45	38	111.25	20
San Mateo County	123.29	9	127.00	14
Santa Barbara	104.76	17	107.71	22
Santa Clarita	73.55	51	81.24	44
Santa Monica	149.94	2	207.50	1
Sequoias	68.40	57	68.40	62
Shasta-Tehama-Trinity Joint	61.48	64	65.07	66
Sierra Joint	69.83	55	98.03	29
Siskiyou Joint	57.19	67	63.05	67
Solano County	94.34	22	114.61	17
Sonoma County	116.95	10	138.10	9
South Orange County	103.07	18	106.51	23
Southwestern	88.86	28	92.46	35
State Center	58.81	66	69.15	60
Ventura County	91.58	25	98.17	28
Victor Valley	64.00	61	67.00	64
West Hills	68.00	58	70.00	58
West Kern	74.62	49	74.62	55
West Valley-Mission	177.61	1	197.39	3
Yosemite	87.10	34	93.43	32
Yuba	87.93	30	93.43	32
• Average (Mean)	88.51		98.70	
• Highest	177.61		207.50	
• 3rd quartile	101.44		112.34	
• Median	84.74		89.35	
• 1st quartile	69.96		76.69	
• Lowest	51.23		51.23	

Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
93.21	19	105.62	21
87.81	26	165.38	3
80.84	38	80.84	41
87.17	29	112.33	17
107.84	11	137.19	7
94.52	17	94.52	28
64.08	59	64.08	65
84.27	33	92.91	32
134.19	2	182.30	1
85.20	32	88.26	34
118.03	6	128.13	10
83.45	34	111.25	18
123.29	4	127.00	11
104.76	14	107.71	20
73.55	48	81.24	39
118.38	5	163.82	4
68.40	53	68.40	59
61.48	63	65.07	64
69.83	51	98.03	26
57.19	67	63.05	67
94.34	18	114.61	14
87.71	27	103.58	22
77.30	42	79.88	42
66.65	57	69.48	56
58.81	66	69.15	57
91.58	21	98.17	25
64.00	60	67.00	62
68.00	54	70.00	54
74.62	45	74.62	52
152.24	1	169.19	2
87.10	30	93.43	30
87.93	25	93.43	30
83.83		93.41	
152.24		182.30	
93.49		109.06	
81.15		85.91	
67.99		70.00	
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	90.45	PhD rate - Column 3, Step 4, 15+ semesters
Barstow	55.00	One rate for all
Butte	79.84	PhD or MA+48 - 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	130.26	Steps only salary schedule. Step 10, 180 hours
Chaffey	81.00	Steps only salary schedule. Step 3, 9-12 semesters
Citrus	90.06	MA+50 - Column 4, Step 6, 11+ semesters
Coast	101.33	PhD or MA+60 - Column 3, Step 7
Compton	72.27	MA+72 - Column 6, Step 4, Year 10+
Contra Costa	129.73	PhD or MA+60 or BA+90 - Column 7, Step 22
Copper Mountain	56.39	PhD rate - Column 3, Step 1
Desert	82.81	PhD rate - Column 3, Step 5, 72+ SIU
El Camino	108.33	MA - Column 2, Step 6, 11+ semesters
Feather River	Stipend	\$900 Stipend x (# of units taught in a year)/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	78.83	MA+14 - Column 4, Step 6, 21st semester
Grossmont-Cuyamaca	101.28	PhD or MA+15 - Column 5, Step 15
Hartnell	87.74	PhD rate - Column E, Step 6, 21+ semesters
Imperial	70.00	One rate for all; Additional 3% off schedule payment equal to 3% of total compensation earned in 2019/2020.
Kern	62.50	Rates are not based on degrees
Lake Tahoe	54.29	Rates are not based on degrees
Lassen	51.23	One rate for all
Long Beach	Stipend	\$100 stipend per semester
Los Angeles	132.48	\$2.19 doctoral degree addition; 20 wks paid 17.5 weeks semester = \$2.50/hour
Los Rios	155.35	PhD rate - Column V, Longevity Step 2, 25+ years
Marin	203.71	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	119.82	PhD rate - Column 6, Step 10, 19+ semesters
Monterey Peninsula	88.96	PhD rate - Column 6, Step 11
Mt. San Antonio	95.77	PhD or MA+50 - Column 3, Step 4, 90+LHE
Mt. San Jacinto	65.12	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	115.15	PhD rate - Column 3, Step 12
Palo Verde	77.97	PhD rate - Column 3, Step 3, 9+ semester

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

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Palomar	90.75	PhD or 2 MA - Column 4, Step 10, 4050+ hours
Pasadena Area	108.76	PhD rate - Column 5, Step 25, 3750 hours
Peralta	165.38	PhD or MA+90 - Column 5, Step 25
Rancho Santiago	80.84	MA+30 - Column 4, Step 5, 6th semester
Redwoods	112.33	PhD or MA and BA+70 - Column 5, Step 10
Rio Hondo	141.17	PhD rate - Column 5, Step 20, 25+ years
Riverside	94.52	MA+15 through PhD rate - Column 3, step 3, 4 semesters
San Bernardino	74.00	PhD rate - Column 3, Step 3, 5+ semesters
San Diego	94.02	PhD or MA+105 - Column 6, Step 5
San Francisco	182.30	PhD or MA+60 - Column 5, Step 14, 53+ semesters
San Joaquin Delta	90.72	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	127.00	Rates are not based on degrees; 21+ semesters
Santa Barbara	111.77	PhD rate - Column 2, Step 9, 21+ semesters
Santa Clarita	89.36	PhD rate - Column 3, Step 20, 39+ semesters
Santa Monica	212.94	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 PhD stipend added.
Sierra Joint	102.93	PhD rate - Column 4, Step 14, 390+ units
Siskiyou Joint	63.05	MA+60
Solano County	119.19	PhD rate - Column 5, Step 13
Sonoma County	140.86	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	106.51	Same rate as without PhD, 181+ LHE
Southwestern	Stipend	\$523 Stipend per Semester
State Center	69.15	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	74.62	Rates are not based on degrees; Step 3, 5-6th semesters
West Valley-Mission	201.34	PhD rate - Column 1, Step 21
Yosemite	95.89	PhD rate - Column 5, Step 11, 21+ semesters
Yuba	95.38	PhD rate - Column 3, Step 2L, 180+ units

Details about 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 ¹ ; Step 3: 5 years (10 semesters) or 60 LHE; Step 4: 7 1/2 years (15 semesters) or 90 LHE at Antelope during regular academic year. Per salary schedule.
Barstow	1/1	One rate. Per Section 8.3.1 of CBA.
Butte-Glenn	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. Per salary schedule.
Chabot-Las Positas	10/1	18 faculty hours. Per Section 211.1 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	7/3	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	Step 1: 1-2 years; Step 2: 3-4 years; Step 3: 5-9 years; Step 4: 10+ years. Per Appendix E of CBA.
Contra Costa	22/7	1 year FTE ² 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, Appendix E in CBA.
Desert	5/3	Step I: 0-17 SIU ³ ; Step II: 18-35 SIU; Step III: 36-53 SIU; Step IV: 54-71 SIU; Step V: 72+ SIU. Per salary schedule.
El Camino	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. Per Article 19, Section B.3 of CBA.
Foothill-DeAnza	8/5	Yearly after completing equivalent of full time load. Per Appendix C (Advancement on the Salary Schedule) 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 2019/2020. 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.

Details about Steps and Columns and Step Advancement

District	# of Steps/ Columns	Step Advancement Process
Lassen	1/1	One rate.
Long Beach	6/3	Advancement occurs every two semesters of part-time employment. Per salary schedule.
Los Angeles	10/1	Annually. Per Article 30.C of CBA and per previous CFT survey.
Los Rios	17/5	30 formula hours. Per Article 2.7.2.1 of CBA.
Marin	16/5	30 teaching units. Per 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. Per Article 12.5.a of CBA.
Monterey Peninsula	11/6	100 hours over two terms. Per Article 16.2.8 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. Per salary schedule
Napa Valley	7/1	3 semesters. Per Article 13.4.1 of CBA.
North Orange County	5/3	4 regular semesters. Per Article 11.2.4 of CBA.
Ohlone	12/3	Any calendar year or "experience year." Per 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. Per Appendix A9.E of CBA.
Rancho Santiago	3/4	Advancement every 2 semesters. Per Article 7.3 of CBA.
Redwoods	10/5	45 TLU ⁴ . Per 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. Per 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	11/5	Annually. Per Article 9.7 of CBA.
San Luis Obispo County	14/7	Every four semesters. Per Appendix B-9 re: Placement Procedures, section C of CBA.
San Mateo County	11/1	Must have served in 2 academic semesters. Per Article 8.11 of CBA.
Santa Barbara	9/2	Steps 1-6: 2 semesters; Steps 7-9: 4 semesters. Per Article 2.18.2.1 of CBA.
Santa Clarita	20/4	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	22/7	Every 30 LHE. Per salary schedule.
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.

Details about Steps and Columns and Step Advancement

District	# of Steps/ Columns	Step Advancement Process
Sierra Joint	14/4	Every 30 units. Per Article 9: Salary Schedules 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. Per Article 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.
State Center	7/6	Every 4 semesters. Per Article XVI, Section 2.A of CBA.
Ventura County	7/3	Every 4 semesters of service. Per Article 3.4.E of CBA.
Victor Valley	1/5	Not applicable (only column advancement based on degree as described in salary schedule).
West Hills	1/3	Not applicable (only column advancement based on degree as described in salary schedule).
West Kern	3/1	Every 2 semesters. Per Article 7.2.6 of CBA.
West Valley-Mission	21/6	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 the type (Lecture, Lab or Non-Instructional) of associate faculty.
Yosemite	11/5	Every 2 years or 180 class hours. Per Article 16.3.1 of CBA.
Yuba	9/3	Steps 1-7: every 15 load units within district, per Article 7.3 of CBA. Longevity steps 1L and step 2L: after completing 75 semester units, per Article 7.3.4 of CBA.

¹ LHE = lecture hour equivalent

² FTE = full-time equivalent

³ SIU = semester instructional units

⁴ 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		\$35.00	14.3: Eligibility rules; 14.5: rate of \$35
Antelope Valley	No	Yes		Stipend	Appendix GG: 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 office 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 (FT) shall schedule and hold the same ratio of office hours as their teaching assignment bears to FT assignment. Per JG, 2.5 office hours for every 9 hours teaching.
Cerritos	No	Yes		\$50.00	14.d: Part Time (PT) Faculty are encouraged to hold office hours. Pay of \$50 per office hour.
Chabot-Las Positas	No	Yes		\$50.26	Salary schedule
Chaffey	No	No		\$40.00	18.3.7: \$89,000 pool, certain eligibility requirements. 18.3.7.f: \$40 per office hour
Citrus	Yes	No	\$10.82 to \$12.87		11.1: Unit members shall hold office hours for students one-half hour each week.
Coast	No	Yes		\$36.51	13.17.c: District will allocate \$150,000 per year to pay for PT faculty office hours. Funding based on general fund balance and negotiations. Compensation for office hours shall be paid at the Misc. Non-Instructional Rate.
Compton	No	No	NA	NA	
Contra Costa	No	Yes		\$36.51 to \$64.93	7.8.4: PT Faculty participation is optional. 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: Other Academic Services Salary Schedule.
Copper Mountain	No	Yes		\$43.64 to \$45.42	Article IX, Section 10: 30 minutes per week for each 1.5 course SIU ¹ on an 18-week semester. For courses less than 18-weeks shall be pro-rated accordingly. Compensation at established lab rate.

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
Desert	No	Yes		\$54.50 to \$70.38	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	Yes		\$89.92	Article 8, Section 3.(g): PT faculty may offer up to 2 hours of office hours per semester. Compensation at the appropriate column of Appendix D-1, Lecture, Step 1 rate.
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 PT 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		Article 22.2: PT shall hold office hours proportionate to FT office hours. Salary schedule: The workload per unit includes PT faculty office hours (Prorated).
Glendale	No	Yes		Formula	Appendix B1: Conference pay shall be determined by taking the step-column placement from appendix B1 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 office hour.
Imperial	No	No		\$70.00	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 the current hourly rate.
Kern	No	No	NA	NA	
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.

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
Lassen	No	Yes		\$51.23	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.
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 office hours vary by assignment; Compensation rate Class 1, Step 1, Salary Schedule B2.
Marin	Yes	No	\$30.67 to 50.93		3.10.a,d: Based on number of ATU ² . 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.
Mendocino-Lake	No	Yes		\$25.00	16.10: Must be eligible and meet requirements. 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.
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		15.13.3.2: Proportionate # of office hours as PT assignment relates to that of a FT instructor.
Mt. San Antonio	No	Yes		\$30.00	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 lists office hour pay, which is only for instructors who teach ENGL, ESL, and Math courses.
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	2.3.i.(7)(d): Beginning in the 2017 Fall Semester, all PT unit members will be paid for one office hour per week at the lab rate (0.67 of current hourly rate).
Palomar	No	Yes		\$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.

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
Pasadena Area	No	Yes		Hourly rate	5.8.6: PT 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: Based on instructional load: 1-2.99 equated hours, 0 paid office hours; 3-5.99 equated hours, 1 paid office hour; 6+ equated hours, 2 paid office hours. Compensated at their non-instructional rate.
Rancho Santiago	No	No	NA	NA	
Redwoods	No	No		\$40.00	3.12.1.2: Participation is voluntary. Based on TLU load: less than 7 TLU, eligible for 1 paid office hour; 7+ TLU, eligible for up to 2 paid office hours. Compensated at \$40 per hour.
Rio Hondo	No	No	NA	NA	
Riverside	No	No	NA	NA	
San Bernardino	Yes	No	\$7.48 to \$8.14		10.E.1: PT pay 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: divide the resource by the total number of hours submitted	Appendix VIII: Maximum office hours based on semester FTEF ³ . The compensation to be distributed each semester will come from the AFT share of the Resource Allocation Formula.
San Francisco	No	Yes		\$46.26 to \$78.13	Salary Schedule: PT Office Hours, Exhibit C-4 (7/1/20 - 6/30/21)
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-4 (Temporary, Part-Time and Full-time Overload Two Thirds Laboratory/Hourly Faculty Salary Schedule), Column D, Step 9.
San Mateo County	No	Yes		Monthly payment	19.6: one office hour for every 3 Faculty Load Credits taught; refer to formula for monthly compensation.
Santa Barbara	No	No	NA	NA	

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
Santa Clarita	No	Yes		\$40.00	Appendix H: Scheduled Office Hours Compensation
Santa Monica	Yes	No	\$19.31 to \$44.83		6.4 and 14.3: PT faculty perform same number of office hours as FT faculty based on assignment. Compensation is included in salary schedule B-1. Rates shown are assuming 1.0 load factor.
Sequoias	No	Yes		\$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 Joint	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		\$51.17 to \$59.76	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	\$25.91 to \$35.22		Salary schedule: 20 minutes per hour taught and compensation is included in hourly rate.
South Orange County	Yes	No	\$21.48 to \$26.63		14.3.b: 20 minutes of student consultation and appointments per week for each assigned Lecture Hour Equivalent of classroom instruction. Per Salary Schedule, office hour (student consultation time) included in pay.
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."

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
State Center	No	Yes	NA	\$30.00	Article XI-C, Section 5: Limited # of available paid office hours from a pool of \$100,000. Article XVI, Section 10.d: Compensation of \$30 per hour.
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 office hours per semester: Load 0-.2, 2 office hours; Load .21-.4, 4 office hours; Load .41-.67, 6 office hours. Compensation paid using faculty hourly salary schedule found at 3.4.B.(1).
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	\$15.60 to \$28.76		100.8: Associate members are responsible for keeping office hours for each class taught. Minimum of .5 hours for each class taught. Per Salary Schedule office hour pay is included in compensation.
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.

¹ SIU = semester instructional units

² ATU = assigned teaching units

³ 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	2020-2021
Barstow	Southern	7/1/2019
Butte	Northern	2020-2021
Cabrillo	Bay Area	2019-2020
Cerritos	Southern	2019-2020
Chabot-Las Positas	Bay Area	2020-2021
Chaffey	Southern	8/1/2020
Citrus	Southern	1/1/2021 - 12/31/23
Coast	Southern	2020-2021
Compton	Southern	7/1/2019
Contra Costa	Bay Area	2020-2021
Copper Mountain	Southern	7/1/2018
Desert	Southern	2020-2021
El Camino	Southern	1/1/2020
Feather River	Northern	2020-2021
Foothill-DeAnza	Bay Area	2019-2020
Gavilan	Central	2019-2020
Glendale	Southern	7/1/2019
Grossmont-Cuyamaca	Southern	7/1/2019
Hartnell	Bay Area	2020-2021
Imperial	Southern	Fall 2020
Kern	Central	2020-2023
Lake Tahoe	Central	2020-2021
Lassen	Northern	2019-2020
Long Beach	Southern	Fall 2019
Los Angeles	Southern	2020-2021
Los Rios	Northern	2020-2021
Marin	Bay Area	6/1/2020
Mendocino-Lake	Northern	6/1/2020
Merced	Central	2020-2021
Mira Costa	Southern	2020-2021
Monterey Peninsula	Bay Area	2020-2021
Mt. San Antonio	Southern	2019-2022
Mt. San Jacinto	Southern	8/1/2020
Napa Valley	Northern	2020-2021
North Orange County	Southern	8/26/2019
Ohlone	Bay Area	8/1/2020
Palo Verde	Southern	7/1/2020
Palomar	Southern	2020-2021
Pasadena Area	Southern	7/1/2019
Peralta	Bay Area	8/1/2020
Rancho Santiago	Southern	2020-2021

District Regions and Part-Time Salary Schedule Dates

District	CCD Region	Salary Schedule Date
Redwoods	Northern	2020-2021
Rio Hondo	Southern	2020-2021
Riverside	Southern	2020-2021
San Bernardino	Southern	7/1/2019
San Diego	Southern	1/1/2020
San Francisco	Bay Area	2020-2021
San Joaquin Delta	Central	2020-2021
San Jose/Evergreen	Bay Area	2019-2020
San Luis Obispo County	Southern	7/1/2019
San Mateo County	Bay Area	8/17/2020
Santa Barbara	Southern	2018-2019
Santa Clarita	Southern	2020-2021
Santa Monica	Southern	8/25/2020
Sequoias	Central	8/1/2019
Shasta-Tehama-Trinity Joint	Northern	2020-2021
Sierra Joint	Northern	2019-2020
Siskiyou Joint	Northern	2020-2021
Solano County	Northern	2020-2021
Sonoma County	Northern	2020-2021
South Orange County	Southern	2020-2021
Southwestern	Southern	7/1/2019
State Center	Central	7/1/2020
Ventura County	Southern	7/1/2020
Victor Valley	Southern	Fall 2018
West Hills	Central	2015-2016
West Kern	Southern	2020-2021
West Valley-Mission	Bay Area	2020-2021
Yosemite	Central	2020-2021
Yuba	Northern	7/1/2019

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, 2020	86.30	42	98.65	49
Antelope Valley	Southern	2020-2021	85.09	48	100.36	42
Barstow	Southern	2019-2020	84.67	50	98.95	48
Butte	Northern	2020-2021	83.75	53	100.23	44
Cabrillo	Bay Area	2019-2020	84.29	51	99.13	47
Cerritos	Southern	2019-2020	100.12	12	119.62	7
Chabot-Las Positas	Bay Area	2020-2021	94.91	22	113.03	16
Chaffey	Southern	Fall 2020	98.14	17	106.71	26
Citrus	Southern	January 1, 2020	92.37	27	101.45	39
Coast	Southern	2020-2021	88.57	34	104.17	32
Compton	Southern	July 1, 2019	86.33	41	95.52	57
Contra Costa	Bay Area	July 1, 2020	92.98	26	100.49	41
Copper Mountain	Southern	July 1, 2018	74.38	69	87.86	69
Desert	Southern	2020-2021	98.06	18	115.83	12
El Camino	Southern	January 1, 2020	97.72	19	113.69	15
Feather River	Northern	2020-2021	83.56	55	99.88	45
Foothill-DeAnza	Bay Area	2019-2020	91.04	30	109.54	21
Gavilan	Central	2019-2020	91.58	29	106.35	27
Glendale	Southern	July 1, 2019	93.76	25	108.62	24
Grossmont-Cuyamaca	Southern	July 1, 2019	88.36	35	97.91	50
Hartnell	Bay Area	2020-2021	85.64	46	102.66	35
Imperial	Southern	2020-2021	85.57	47	96.32	54
Kern	Central	July 1, 2019	110.40	4	121.86	5
Lake Tahoe	Central	2020-2021	78.38	65	91.60	66
Lassen	Northern	2019-2020	86.67	39	104.52	31
Long Beach	Southern	July 1, 2020	102.10	9	117.38	10
Los Angeles	Southern	2020-2021	88.70	33	102.19	37
Los Rios	Northern	2020-2021	73.18	71	85.62	71
Marin	Bay Area	June 1, 2020	96.86	21	109.34	23
Mendocino-Lake	Northern	July 1, 2020	86.05	44	101.38	40
Merced	Central	2020-2021	78.60	64	92.88	64
Mira Costa	Southern	2020-2021	112.22	1	135.75	1
Monterey Peninsula	Bay Area	2019-2020	80.43	59	94.22	59
Mt. San Antonio	Southern	2019-2022	99.75	13	114.36	13
Mt. San Jacinto	Southern	2019-2020	82.54	57	92.90	63
Napa Valley	Northern	2020-2021	75.96	67	94.20	60
North Orange County	Southern	January 1, 2021	101.19	11	109.91	20
Ohlone	Bay Area	August 1, 2020	101.49	10	117.95	9
Palo Verde	Southern	July 1, 2020	86.28	43	97.10	52
Palomar	Southern	2020-2021	93.95	24	110.36	19
Pasadena Area	Southern	July 1, 2019	106.06	6	106.06	28

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
Peralta	Bay Area	July 1, 2019	60.17	72	74.92	72
Rancho Santiago	Southern	2020-2021	97.10	20	113.75	14
Redwoods	Northern	2020-2021	73.24	70	85.69	70
Rio Hondo	Southern	2020-2021	89.12	32	107.19	25
Riverside	Southern	2020-2021	98.37	14	117.15	11
San Bernardino	Southern	July 1, 2019	98.35	15	112.86	18
San Diego	Southern	January 1, 2020	84.05	52	93.69	62
San Francisco	Bay Area	2020-2021	94.14	23	109.40	22
San Joaquin Delta	Central	2020-2021	86.83	38	104.74	30
San Jose/Evergreen	Bay Area	2019-2020	106.97	5	122.87	4
San Luis Obispo County	Southern	2019-2020	81.51	58	96.97	53
San Mateo County	Bay Area	August 17, 2020	111.38	3	132.98	2
Santa Barbara	Southern	2018-2019	90.10	31	102.75	34
Santa Clarita	Southern	2019-2020	91.59	28	104.07	33
Santa Monica	Southern	August 20, 2019	83.23	56	96.05	56
Sequoias	Central	2020-2021	98.19	16	112.87	17
Shasta-Tehama-Trinity Joint	Northern	2020-2021	79.41	61	95.24	58
Sierra Joint	Northern	2019-2020	79.05	62	96.08	55
Siskiyou Joint	Northern	2020-2021	77.79	66	87.89	68
Solano County	Northern	2020-2021	78.73	63	92.04	65
Sonoma County	Northern	2020-2021	104.82	8	118.30	8
South Orange County	Southern	2020-2021	111.47	2	127.11	3
Southwestern	Southern	July 1, 2019	85.90	45	100.33	43
State Center	Central	July 1, 2020	88.17	36	105.21	29
Ventura County	Southern	July 1, 2020	75.30	68	90.36	67
Victor Valley	Southern	2019-2020	79.59	60	93.70	61
West Hills	Central	2020-2021	86.66	40	99.48	46
West Kern	Southern	2020-2021	84.77	49	102.41	36
West Valley-Mission	Bay Area	2020-2021	105.61	7	121.19	6
Yosemite	Central	2020-2021	87.67	37	101.93	38
Yuba	Northern	2019-2020	83.75	54	97.72	51
• Average (Mean)			89.74		104.08	
• Highest			112.22		135.75	
• 3rd quartile			97.80		110.98	
• Median			87.92		102.30	
• 1st quartile			83.70		96.26	
• 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

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

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	122.02	56	154.74	63	158.31	64
Antelope Valley	126.09	45	163.27	52	168.55	49
Barstow	123.93	53	166.76	47	170.00	46
Butte	127.69	43	168.33	41	173.41	42
Cabrillo	123.94	52	160.45	58	165.90	55
Cerritos	148.86	8	187.84	11	192.72	12
Chabot-Las Positas	141.54	13	182.32	19	190.06	18
Chaffey	130.00	35	174.44	34	181.58	30
Citrus	129.16	36	184.11	17	189.70	19
Coast	130.67	31	186.05	14	190.60	15
Compton	109.00	70	162.09	53	162.09	61
Contra Costa	130.08	34	167.21	45	167.21	52
Copper Mountain	117.57	63	144.77	70	150.93	69
Desert	155.00	2	179.05	24	186.51	23
El Camino	131.19	29	166.53	48	171.97	45
Feather River	124.70	48	152.08	66	153.36	67
Foothill-DeAnza	137.30	15	160.42	59	160.42	62
Gavilan	137.04	16	174.59	33	179.61	34
Glendale	136.83	17	177.63	28	181.13	32
Grossmont-Cuyamaca	122.73	54	159.01	61	162.98	58
Hartnell	128.78	37	167.67	42	172.51	44
Imperial	128.18	39	167.26	44	177.29	37
Kern	147.52	9	178.59	25	191.09	14
Lake Tahoe	114.73	67	154.38	64	157.38	65
Lassen	132.26	27	142.02	72	142.73	72
Long Beach	140.65	14	167.28	43	174.58	40
Los Angeles	128.04	40	176.63	29	181.96	28
Los Rios	114.56	68	161.32	55	169.37	48
Marin	130.97	30	191.61	9	195.00	11
Mendocino-Lake	125.58	47	163.79	50	167.93	50
Merced	118.58	61	178.21	27	185.84	24
Mira Costa	173.16	1	224.05	2	228.06	2
Monterey Peninsula	117.18	64	147.04	69	151.32	68
Mt. San Antonio	147.45	10	191.34	10	196.43	9
Mt. San Jacinto	127.84	42	181.21	23	201.34	6
Napa Valley	116.82	65	148.04	68	148.04	70
North Orange County	136.13	19	175.45	30	181.52	31
Ohlone	142.45	12	191.66	8	195.60	10
Palo Verde	118.85	60	159.41	60	162.57	60
Palomar	136.08	21	186.90	13	189.10	20
Pasadena Area	123.99	51	173.29	36	182.25	27

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

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

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
Peralta	102.13	72	165.38	49	165.38	57
Rancho Santiago	143.47	11	187.76	12	192.39	13
Redwoods	110.50	69	160.49	57	162.63	59
Rio Hondo	134.80	23	171.49	38	176.46	38
Riverside	152.54	5	191.86	7	198.24	8
San Bernardino	136.78	18	172.60	37	178.64	35
San Diego	118.30	62	174.81	31	174.81	39
San Francisco	136.10	20	181.87	21	181.87	29
San Joaquin Delta	127.12	44	178.31	26	182.27	26
San Jose/Evergreen	149.18	7	185.79	15	190.52	16
San Luis Obispo County	123.99	50	160.85	56	165.57	56
San Mateo County	154.59	4	192.53	6	201.99	5
Santa Barbara	127.95	41	173.51	35	177.85	36
Santa Clarita	132.98	25	197.23	5	201.03	7
Santa Monica	134.04	24	185.52	16	190.40	17
Sequoias	130.09	33	204.23	4	207.84	4
Shasta-Tehama-Trinity Joint	118.97	59	151.68	67	154.53	66
Sierra Joint	116.79	66	158.17	62	166.08	54
Siskiyou Joint	107.50	71	142.35	71	145.21	71
Solano County	121.02	58	153.45	65	159.33	63
Sonoma County	135.16	22	182.11	20	185.76	25
South Orange County	152.53	6	219.02	3	224.94	3
Southwestern	125.60	46	170.19	40	173.18	43
State Center	131.43	28	171.08	39	174.06	41
Ventura County	124.25	49	161.88	54	169.42	47
Victor Valley	121.52	57	166.98	46	166.98	53
West Hills	128.32	38	183.80	18	187.37	22
West Kern	132.30	26	181.83	22	187.63	21
West Valley-Mission	154.93	3	226.75	1	231.28	1
Yosemite	130.65	32	163.65	51	167.33	51
Yuba	122.18	55	174.59	32	179.83	33
• Average (Mean)	130.46		173.48		178.19	
• Highest	173.16		226.75		231.28	
• 3rd quartile	136.29		182.69		189.79	
• Median	128.97		172.94		177.57	
• 1st quartile	122.60		161.74		166.03	
• Lowest	102.13		142.02		142.73	

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

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	9,746.02	47	89,146,953	9,147.02	51
Antelope Valley	11,064.76	42	109,292,882	9,877.56	33
Barstow	2,596.28	66	29,793,799	11,475.58	18
Butte	9,548.60	48	162,240,276	16,991.00	2
Cabrillo	8,928.51	49	91,629,947	10,262.62	28
California Online (Calbright)	111.37	73	(17,824,077)	-160,041.74	73
Cerritos	17,937.15	21	153,104,543	8,535.61	68
Chabot-Las Positas	16,689.01	24	156,803,105	9,395.59	42
Chaffey	16,599.45	25	163,431,259	9,845.58	34
Citrus	12,105.31	38	105,229,881	8,692.87	65
Coast	33,961.68	4	289,935,456	8,537.13	67
Compton	4,544.28	61	54,607,690	12,016.81	16
Contra Costa	30,270.33	10	255,602,196	8,443.98	69
Copper Mountain	1,295.04	72	21,162,804	16,341.47	4
Desert	11,510.78	40	101,871,309	8,850.08	58
El Camino	17,510.42	22	163,625,179	9,344.45	45
Feather River	1,828.97	70	22,432,830	12,265.27	15
Foothill-DeAnza	27,482.75	11	288,139,133	10,484.36	24
Gavilan	5,301.72	59	50,960,496	9,612.07	37
Glendale	12,996.30	36	129,994,526	10,002.43	30
Grossmont-Cuyamaca	15,002.53	31	204,432,162	13,626.51	9
Hartnell	7,838.96	53	76,212,363	9,722.26	35
Imperial	8,251.69	51	78,553,082	9,519.63	39
Kern	25,810.17	14	240,909,176	9,333.88	46
Lake Tahoe	1,912.70	69	26,966,406	14,098.58	8
Lassen	1,653.94	71	25,411,183	15,364.06	5
Long Beach	19,948.83	17	180,730,796	9,059.72	53
Los Angeles	94,266.40	1	872,931,883	9,260.27	48
Los Rios	52,710.87	2	462,493,771	8,774.16	62
Marin*	3,402.72	63	76,354,077	22,439.11	1
Mendocino-Lake	2,929.26	64	33,647,826	11,486.80	17
Merced	9,863.63	45	87,056,041	8,825.97	60
Mira Costa*	10,478.30	44	151,500,224	14,458.47	7
Monterey Peninsula	5,878.69	58	58,275,587	9,913.03	31
Mt. San Antonio	33,319.87	6	268,717,659	8,064.79	72
Mt. San Jacinto	11,388.31	41	117,876,779	10,350.68	27
Napa Valley*	4,931.90	60	54,276,624	11,005.21	22
North Orange County	33,008.65	9	288,734,605	8,747.24	64
Ohlone	8,407.93	50	77,403,983	9,206.07	50
Palo Verde	1,977.83	68	25,093,578	12,687.40	12
Palomar	18,573.61	19	167,404,373	9,013.02	55

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

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Pasadena Area	24,732.46	15	207,617,277	8,394.53	70
Peralta	19,286.84	18	179,966,592	9,331.06	47
Rancho Santiago	33,140.62	7	333,631,525	10,067.15	29
Redwoods	3,912.34	62	40,943,213	10,465.15	25
Rio Hondo	13,049.26	35	120,162,556	9,208.38	49
Riverside	33,019.39	8	311,582,338	9,436.34	40
San Bernardino	15,638.49	28	150,166,688	9,602.38	38
San Diego	44,703.82	3	371,887,796	8,318.93	71
San Francisco	17,969.89	20	201,241,280	11,198.81	21
San Joaquin Delta	14,842.23	32	130,840,562	8,815.42	61
San Jose/Evergreen*	12,938.96	37	162,973,406	12,595.55	13
San Luis Obispo County	8,168.57	52	72,384,218	8,861.31	57
San Mateo County*	16,322.11	26	249,472,754	15,284.35	6
Santa Barbara	13,570.15	34	142,920,830	10,532.00	23
Santa Clarita	15,909.62	27	149,446,863	9,393.49	43
Santa Monica	23,740.71	16	230,211,954	9,696.93	36
Sequoias	10,591.81	43	95,519,992	9,018.28	54
Shasta-Tehama-Trinity Joint	7,040.99	55	69,779,920	9,910.53	32
Sierra Joint*	14,711.34	33	128,789,077	8,754.41	63
Siskiyou Joint	2,084.90	67	25,877,727	12,412.00	14
Solano County	6,960.73	56	65,551,002	9,417.27	41
Sonoma County	17,242.53	23	152,252,742	8,830.07	59
South Orange County*	26,201.83	13	351,470,474	13,413.97	10
Southwestern	15,358.70	30	137,941,590	8,981.33	56
State Center	33,582.49	5	304,744,449	9,074.50	52
Ventura County	27,123.97	12	235,606,050	8,686.27	66
Victor Valley	9,807.73	46	91,648,614	9,344.53	44
West Hills	5,914.22	57	66,731,967	11,283.32	20
West Kern	2,856.23	65	37,204,156	13,025.61	11
West Valley-Mission*	12,020.94	39	200,112,098	16,646.96	3
Yosemite	15,508.39	29	161,718,164	10,427.79	26
Yuba	7,538.77	54	85,840,610	11,386.56	19

¹Source: FTES Datamart 2019-20 Credit and Non-Credit

²Source: Total Funding California Community College Chancellor's Office Statewide Report 2019-20

*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.