

**Summary of Rankings for the Bay 10 districts
2016-17 Full-Time Salaries**

	Init		Step 6		MA Step 12		Step 18		Step 18 w/sp incr		Highest		Highest w/sp incr	
	Chabot-Las Positas	\$60,228	3	\$74,600	4	\$ 91,848	3	\$100,471	3	\$100,471	4	\$109,098	2	\$109,098
Contra Costa	\$58,452	6	\$66,384	8	\$ 79,872	9	\$ 79,872	10	\$ 79,872	10	\$ 79,872	10	\$ 79,872	10
Foothill-De Anza*	\$60,121	4	\$75,394	3	\$ 93,722	2	\$ 96,777	5	\$103,527	1	\$ 96,777	7	\$112,277	1
Marin	\$59,064	5	\$69,984	7	\$ 83,088	7	\$ 96,192	6	\$ 96,192	6	\$109,296	1	\$109,296	2
Ohlone	\$57,184	8	\$70,479	6	\$ 86,433	6	\$102,387	1	\$102,387	2	\$102,387	4	\$102,387	5
Peralta	\$40,179	10	\$52,524	10	\$ 67,032	10	\$ 81,552	8	\$ 81,552	9	\$ 98,492	6	\$ 98,492	7
San Francisco*	\$57,600	7	\$70,745	5	\$ 86,523	5	\$ 99,662	4	\$ 99,662	5	\$ 99,662	5	\$ 99,662	6
San Jose-Evergreen	\$66,242	1	\$78,827	2	\$ 90,188	4	\$ 90,188	7	\$ 90,188	7	\$ 90,188	8	\$ 90,188	8
San Mateo	\$65,268	2	\$81,096	1	\$ 93,732	1	\$102,012	2	\$102,012	3	\$105,228	2	\$105,228	4
West Valley-Mission	\$55,565	9	\$65,994	9	\$ 81,126	8	\$ 81,126	9	\$ 86,903	8	\$ 81,126	9	\$ 89,945	9

**MA + 60
2016-17 Salaries**

	Init		Step 6		Step 12		Step 18		Step 18 w/sp incr		Highest		Highest w/sp incr	
	Chabot-Las Positas	\$63,945	3	\$78,319	4	\$95,564	4	\$104,191	3	\$104,191	4	\$112,818	2	\$112,818
Contra Costa	\$63,768	4	\$71,808	8	\$87,960	7	\$93,240	8	\$93,240	9	\$98,556	8	\$ 98,556	10
Foothill-De Anza*	\$63,176	5	\$78,449	3	\$96,777	3	\$99,831	6	\$106,581	1	\$99,831	7	\$115,331	1
Marin	\$61,938	6	\$73,378	5	\$87,106	9	\$100,834	5	\$100,834	6	\$114,562	1	\$114,562	2
Ohlone	\$59,734	9	\$73,029	7	\$88,983	6	\$104,937	2	\$104,937	3	\$107,596	4	\$107,596	5
Peralta	\$46,350	10	\$58,633	10	\$72,992	10	\$ 87,503	9	\$ 87,503	10	\$104,443	5	\$104,443	6
San Francisco*	\$60,232	7	\$73,377	6	\$89,147	5	\$102,290	4	\$102,290	5	\$102,290	6	\$102,290	9
San Jose-Evergreen	\$71,511	1	\$85,096	2	\$98,503	1	\$98,503	7	\$100,817	7	\$98,503	9	\$103,186	8
San Mateo	\$69,132	2	\$85,104	1	\$97,872	2	\$106,296	1	\$106,296	2	\$109,524	3	\$109,524	4
West Valley-Mission	\$59,811	8	\$71,038	9	\$87,323	8	\$87,323	10	\$93,544	8	\$87,323	10	\$103,712	7

Highest Non-Doc

2016-17 Salaries

	Init		Step 6		Step 12		Step 18		Step 18 w/sp incr		Highest		Highest w/sp incr	
Chabot-Las Positas	\$63,945	6	\$78,319	4	\$95,564	4	\$104,191	7	\$104,191	7	\$112,818	3	\$112,818	5
Contra Costa	\$66,384	4	\$74,508	8	\$90,540	9	\$95,976	8	\$95,976	9	\$101,316	9	\$101,316	10
Foothill-De Anza*	\$69,285	2	\$84,558	3	\$102,886	2	\$105,941	3	\$112,691	1	\$105,941	6	\$121,441	1
Marin	\$64,756	5	\$76,716	5	\$91,068	7	\$105,420	4	\$105,420	5	\$119,772	1	\$119,772	2
Ohlone	\$62,294	8	\$75,589	7	\$91,543	6	\$107,497	1	\$107,497	3	\$115,474	2	\$115,474	4
Peralta	\$52,579	10	\$64,627	10	\$79,010	10	\$93,481	9	\$93,481	10	\$110,421	4	\$110,421	7
San Francisco*	\$62,861	7	\$76,005	6	\$91,780	5	\$104,921	5	\$104,921	6	\$104,921	7	\$104,921	9
San Jose-Evergreen	\$74,266	1	\$88,431	1	\$104,843	1	\$104,843	6	\$109,829	2	\$104,843	8	\$112,409	6
San Mateo	\$69,132	3	\$85,104	2	\$97,872	3	\$106,296	2	\$106,296	4	\$109,524	5	\$109,524	8
West Valley-Mission	\$62,055	9	\$73,701	9	\$90,597	8	\$90,597	10	\$97,051	8	\$90,597	10	\$119,300	3

Highest Non-Doc is the highest salary a faculty member without a doctoral degree can earn in these districts

PhD

2016-17 Salaries

	Init		Step 6		Step 12		Step 18		Step 18 w/sp incr		Highest		Highest w/sp incr	
Chabot-Las Positas	\$68,859	5	\$83,232	4	\$100,478	4	\$109,101	3	\$109,101	5	\$117,727	3	\$117,727	5
Contra Costa	\$69,108	4	\$77,256	6	\$93,240	7	\$98,556	8	\$98,556	9	\$104,028	9	\$104,028	10
Foothill-De Anza*	\$69,285	3	\$84,558	3	\$102,886	3	\$105,941	6	\$112,691	1	\$105,941	7	\$121,441	3
Marin	\$67,131	6	\$76,091	7	\$93,443	6	\$107,795	4	\$107,795	6	\$122,147	1	\$122,147	1
Ohlone	\$64,844	7	\$78,139	5	\$94,093	5	\$110,047	2	\$110,047	4	\$118,024	2	\$118,024	4
Peralta	\$52,579	10	\$64,627	10	\$79,010	10	\$93,481	9	\$93,481	10	\$110,421	5	\$110,421	8
San Francisco*	\$62,861	9	\$76,005	8	\$91,780	9	\$104,921	7	\$104,921	7	\$104,921	8	\$104,921	9
San Jose-Evergreen	\$76,766	1	\$90,931	1	\$107,514	1	\$107,514	5	\$112,626	2	\$107,514	6	\$115,273	6
San Mateo	\$74,784	2	\$90,588	2	\$103,260	2	\$111,708	1	\$111,708	3	\$114,912	4	\$114,912	7
West Valley-Mission	\$63,295	8	\$75,175	9	\$92,409	8	\$92,409	10	\$98,991	8	\$92,409	10	\$121,686	2

**Summary of Rankings for the Bay 10 districts
2016-17 Full-Time Total Compensation (Salary + Max Medical Benefits Contribution)**

	MA													
	Init	Step 6	Step 12	Step 18	Step 18 w/sp incr	Highest	Highest w/sp incr							
Chabot-Las Positas	\$99,720	\$114,092	\$131,340	\$139,963	\$139,963	\$148,590	\$148,590							
Contra Costa	\$105,276	\$113,208	\$126,696	\$126,696	\$126,696	\$126,696	\$126,696							
Foothill-De Anza	\$83,307	\$98,580	\$116,908	\$119,963	\$126,713	\$119,963	\$135,463							
Marin	\$82,197	\$93,117	\$106,221	\$119,325	\$119,325	\$132,429	\$132,429							
Ohlone	\$70,792	\$84,087	\$100,041	\$115,995	\$115,995	\$115,995	\$115,995							
Peralta	\$69,579	\$81,924	\$96,432	\$110,952	\$110,952	\$127,892	\$127,892							
San Francisco	\$77,222	\$90,367	\$106,145	\$119,284	\$119,284	\$119,284	\$119,284							
San Jose-Evergreen	\$111,770	\$124,355	\$135,716	\$135,716	\$135,716	\$135,716	\$135,716							
San Mateo	\$82,476	5	\$98,304	5	\$110,940	5	\$119,220	7	\$119,220	7	\$122,436	6	\$122,436	7
West Valley-Mission	\$73,613	\$84,042	\$99,174	\$99,174	\$104,951	\$99,174	\$107,993							

**MA + 60
2016-17 Total Compensation (Salary + Max Medical Benefits Contribution)**

	MA + 60													
	Init	Step 6	Step 12	Step 18	Step 18 w/sp incr	Highest	Highest w/sp incr							
Chabot-Las Positas	\$103,437	\$117,811	\$135,056	\$143,683	\$143,683	\$152,310	\$152,310							
Contra Costa	\$110,592	\$118,632	\$134,784	\$140,064	\$140,064	\$145,380	\$145,380							
Foothill-De Anza	\$86,362	\$101,635	\$119,963	\$123,017	\$129,767	\$123,017	\$138,517							
Marin	\$85,071	\$96,511	\$110,239	\$123,967	\$123,967	\$137,695	\$137,695							
Ohlone	\$73,342	\$86,637	\$102,591	\$118,545	\$118,545	\$121,204	\$121,204							
Peralta	\$75,750	\$88,033	\$102,392	\$116,903	\$116,903	\$133,843	\$133,843							
San Francisco	\$79,854	\$92,999	\$108,769	\$121,912	\$121,912	\$121,912	\$121,912							
San Jose-Evergreen	\$117,039	\$130,624	\$144,031	\$144,031	\$146,345	\$144,031	\$148,714							
San Mateo	\$86,340	5	\$102,312	4	\$115,080	5	\$123,504	5	\$123,504	6	\$126,732	6	\$126,732	7
West Valley-Mission	\$77,859	\$89,086	\$105,371	\$105,371	\$111,592	\$105,371	\$121,760							

Highest Non-Doc

2016-17 Total Compensation (Salary + Max Medical Benefits Contribution)

	Init	Step 6	Step 12	Step 18	Step 18 w/sp incr	Highest	Highest w/sp incr
Chabot-Las Positas	\$103,437	\$117,811	\$135,056	\$143,683	\$143,683	\$152,310	\$152,310
Contra Costa	\$113,208	\$121,332	\$137,364	\$142,800	\$142,800	\$148,140	\$148,140
Foothill-De Anza	\$92,471	\$107,744	\$126,072	\$129,127	\$135,877	\$129,127	\$144,627
Marin	\$87,889	\$99,849	\$114,201	\$128,553	\$128,553	\$142,905	\$142,905
Ohlone	\$75,902	\$89,197	\$105,151	\$121,105	\$121,105	\$129,082	\$129,082
Peralta	\$81,979	\$94,027	\$108,410	\$122,881	\$122,881	\$139,821	\$139,821
San Francisco	\$82,483	\$95,627	\$111,402	\$124,543	\$124,543	\$124,543	\$124,543
San Jose-Evergreen	\$119,794	\$133,959	\$150,371	\$150,371	\$155,357	\$150,371	\$157,937
San Mateo	\$86,340	\$102,312	\$115,080	\$123,504	\$123,504	\$126,732	\$126,732
West Valley-Mission	\$80,103	\$91,749	\$108,645	\$108,645	\$115,099	\$108,645	\$137,348

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PhD

2016-17 Total Compensation (Salary + Max Medical Benefits Contribution)

	Init	Step 6	Step 12	Step 18	Step 18 w/sp incr	Highest	Highest w/sp incr
Chabot-Las Positas	\$108,351	\$122,724	\$139,970	\$148,593	\$148,593	\$157,219	\$157,219
Contra Costa	\$115,932	\$124,080	\$140,064	\$145,380	\$145,380	\$150,852	\$150,852
Foothill-De Anza	\$92,471	\$107,744	\$126,072	\$129,127	\$135,877	\$129,127	\$144,627
Marin	\$90,264	\$99,224	\$116,576	\$130,928	\$130,928	\$145,280	\$145,280
Ohlone	\$78,452	\$91,747	\$107,701	\$123,655	\$123,655	\$131,632	\$131,632
Peralta	\$81,979	\$94,027	\$108,410	\$122,881	\$122,881	\$139,821	\$139,821
San Francisco	\$82,483	\$95,627	\$111,402	\$124,543	\$124,543	\$124,543	\$124,543
San Jose-Evergreen	\$122,294	\$136,459	\$153,042	\$153,042	\$158,154	\$153,042	\$160,801
San Mateo	\$91,992	\$107,796	\$120,468	\$128,916	\$128,916	\$132,120	\$132,120
West Valley-Mission	\$81,343	\$93,223	\$110,457	\$110,457	\$117,039	\$110,457	\$139,734