



**Part-Time Faculty
Salary Comparisons**
*in the California
Community Colleges*
2018-19

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

Part-Time Faculty Salary Comparisons in the California Community Colleges 2018-19

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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 2018-2019. 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 (5th Year or 9th Semester)

District	With Office Hour Differential Included					With Office Hour Differential Factored Out			
	Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank	Office Hours Included in Rate	Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank
Allan Hancock Joint	54.71	62	59.68	61	No	\$54.71	59	\$59.68	58
Antelope Valley	72.63	18	75.90	26	No	\$72.63	13	\$75.90	20
Barstow	55.00	60	55.00	65	No	\$55.00	57	\$55.00	64
Butte	57.66	54	60.54	58	No	\$57.66	49	\$60.54	55
Cabrillo	72.06	20	84.74	17	Yes	\$56.39	55	\$66.32	40
Cerritos	68.50	25	81.84	19	No	\$68.50	19	\$81.84	15
Chabot-Las Positas	85.08	10	101.32	9	No	\$85.08	5	\$101.32	3
Chaffey	72.00	21	79.00	22	No	\$72.00	14	\$79.00	18
Citrus	72.80	16	75.66	27	Yes	\$62.40	30	\$64.85	44
Coast	62.11	39	79.88	21	No	\$62.11	33	\$79.88	17
Compton	42.66	72	47.20	72	No	\$42.66	71	\$47.20	71
Contra Costa	71.69	23	77.09	25	No	\$71.69	16	\$77.09	19
Copper Mountain	54.17	63	54.17	67	No	\$54.17	61	\$54.17	66
Desert	58.15	53	67.80	42	No	\$58.15	48	\$67.80	35
El Camino	89.92	8	104.64	7	No	\$89.92	2	\$104.64	2
Feather River	46.37	71	51.37	69	No	\$46.37	70	\$51.37	68
Foothill-DeAnza	95.62	5	105.34	6	Yes	\$74.83	10	\$82.44	14
Gavilan	69.04	24	77.24	24	Yes	\$51.78	65	\$57.93	61
Glendale	61.80	41	67.16	45	No	\$61.80	35	\$67.16	38
Grossmont-Cuyamaca	62.27	38	69.00	36	No	\$62.27	32	\$69.00	29
Hartnell	59.50	50	64.36	51	No	\$59.50	45	\$64.36	47
Imperial	65.00	30	65.00	49	No	\$65.00	24	\$65.00	43
Kern	60.00	46	62.50	54	No	\$60.00	40	\$62.50	50
Lake Tahoe	48.46	70	50.93	70	No	\$48.46	69	\$50.93	69
Lassen	49.61	68	49.61	71	No	\$49.61	67	\$49.61	70
Long Beach	58.25	51	71.50	32	No	\$58.25	46	\$71.50	25
Los Angeles	100.94	2	111.19	3	Yes	\$85.32	4	\$95.57	6
Los Rios	64.55	31	69.80	35	No	\$64.55	25	\$69.80	28
Marin	118.74	1	126.64	1	Yes	\$89.05	3	\$94.98	7
Mendocino-Lake	54.86	61	60.24	60	No	\$54.86	58	\$60.24	57
Merced	57.36	55	56.03	63	No	\$57.36	50	\$56.03	62
Mira Costa	74.76	15	90.43	12	No	\$74.76	11	\$90.43	9
Monterey Peninsula	51.08	66	60.66	57	Yes	\$38.81	72	\$45.50	72
Mt. San Antonio	80.79	12	89.59	13	No	\$80.79	9	\$89.59	10
Mt. San Jacinto	55.93	59	58.66	62	No	\$55.93	56	\$58.66	60
Napa Valley	59.96	47	64.85	50	No	\$59.96	42	\$64.85	44
North Orange County	63.93	34	74.79	30	Yes	\$52.38	64	\$62.33	51
Ohlone	72.76	17	88.44	15	No	\$72.76	12	\$88.44	12
Palo Verde	57.02	56	60.50	59	No	\$57.02	51	\$60.50	56
Palomar	61.45	43	65.21	48	No	\$61.45	37	\$65.21	42
Pasadena Area	63.03	35	75.04	29	No	\$63.03	28	\$75.04	22
Peralta	56.60	58	63.57	53	No	\$56.60	54	\$63.57	49
Rancho Santiago	61.50	42	67.79	43	No	\$61.50	36	\$67.79	36

With Office Hour Differential Included

With Office Hour Differential Factored Out

District	Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank	Office Hours Included in Rate
Redwoods	65.50	28	70.83	33	No
Rio Hondo	67.71	27	81.44	20	No
Riverside	64.01	32	75.42	28	No
San Bernardino	64.00	33	64.00	52	No
San Diego	65.27	29	68.91	37	No
San Francisco	100.25	3	109.00	5	No
San Joaquin Delta	57.02	56	68.78	38	No
San Jose/Evergreen	95.15	6	109.29	4	Yes
San Luis Obispo County	62.66	36	68.60	39	No
San Mateo County	71.87	22	88.65	14	No
Santa Barbara	84.09	11	95.90	11	No
Santa Clarita	62.38	37	66.74	46	No
Santa Monica	88.17	9	103.22	8	Yes
Sequoias	59.69	48	65.76	47	No
Shasta-Tehama-Trinity Joint	52.57	65	54.87	66	No
Sierra Joint	59.61	49	60.80	56	No
Siskiyou Joint	52.86	64	52.86	68	No
Solano County	61.37	44	71.79	31	No
Sonoma County	92.84	7	98.78	10	Yes
South Orange County	80.00	13	86.39	16	Yes
Southwestern	75.48	14	81.91	18	Yes
State Center	50.78	67	55.58	64	No
Ventura County	72.61	19	78.59	23	Yes
Victor Valley	62.00	40	62.00	55	No
West Hills	68.00	26	68.00	41	No
West Kern	60.11	45	70.63	34	No
West Valley-Mission	97.77	4	116.12	2	Yes
Yosemite	58.21	52	67.69	44	No
Yuba	49.31	69	68.40	40	No
• Average (Mean)	66.97		74.35		
• Highest	118.74		126.64		
• 3rd quartile	72.62		81.86		
• Median	62.52		68.96		
• 1st quartile	57.59		62.38		
• Lowest	42.66		47.20		

Salary (\$) MA Col, Step 1	Rank	Salary (\$) MA Column Step 5 or 9th Semester	Rank
\$65.50	22	\$70.83	26
\$67.71	21	\$81.44	16
\$64.01	26	\$75.42	21
\$64.00	27	\$64.00	48
\$65.27	23	\$68.91	30
\$100.25	1	\$109.00	1
\$57.02	51	\$68.78	31
\$82.57	8	\$94.84	8
\$62.66	29	\$68.60	32
\$71.87	15	\$88.65	11
\$84.09	6	\$95.90	5
\$62.38	31	\$66.74	39
\$70.53	17	\$82.58	13
\$59.69	43	\$65.76	41
\$52.57	63	\$54.87	65
\$59.61	44	\$60.80	54
\$52.86	62	\$52.86	67
\$61.37	38	\$71.79	24
\$69.63	18	\$74.09	23
\$60.00	40	\$64.79	46
\$56.61	53	\$61.43	53
\$50.78	66	\$55.58	63
\$54.46	60	\$58.94	59
\$62.00	34	\$62.00	52
\$68.00	20	\$68.00	34
\$60.11	39	\$70.63	27
\$83.80	7	\$99.53	4
\$58.21	47	\$67.69	37
\$49.31	68	\$68.40	33
\$63.39		\$70.39	
\$100.25		\$109.00	
\$68.78		\$77.57	
\$61.48		\$67.74	
\$56.55		\$60.74	
\$38.81		\$45.50	

Part-Time Faculty Salary Comparison at MA+30 (Step 10 or 19th Semester), 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	67.89	54	76.66	45
Antelope Valley	82.41	33	82.41	41
Barstow	55.00	68	55.00	69
Butte	70.09	50	77.25	44
Cabrillo	105.94	13	114.17	16
Cerritos	85.17	26	85.17	38
Chabot-Las Positas	121.62	8	121.62	12
Chaffey	79.00	40	79.00	43
Citrus	83.09	29	86.57	36
Coast	85.11	27	90.61	32
Compton	53.88	70	68.83	56
Contra Costa	95.90	19	117.41	13
Copper Mountain	54.17	69	54.17	70
Desert	71.38	48	71.38	53
El Camino	108.33	12	108.33	19
Feather River	58.68	65	76.12	46
Foothill-DeAnza	124.77	6	139.35	7
Gavilan	98.19	17	98.19	25
Glendale	76.10	43	76.10	47
Grossmont-Cuyamaca	82.37	34	93.65	26
Hartnell	72.39	47	75.29	49
Imperial	65.00	57	65.00	62
Kern	62.50	60	62.50	65
Lake Tahoe	50.93	71	50.93	71
Lassen	49.61	72	49.61	72
Long Beach	79.11	39	79.11	42
Los Angeles	125.95	5	125.95	11
Los Rios	83.04	30	139.48	6
Marin	145.20	1	195.09	2
Mendocino-Lake	69.72	51	73.21	52
Merced	62.20	61	68.43	58
Mira Costa	113.39	9	116.01	14
Monterey Peninsula	76.65	42	82.83	39
Mt. San Antonio	89.59	22	92.75	29
Mt. San Jacinto	61.39	62	61.39	66
Napa Valley	75.86	44	75.86	48
North Orange County	74.79	45	74.79	50
Ohlone	102.53	15	108.77	18

Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
67.89	50	76.66	39
82.41	28	82.41	35
55.00	68	55.00	69
70.09	46	77.25	38
82.91	25	89.35	29
85.17	21	85.17	33
121.62	3	121.62	9
79.00	35	79.00	37
71.22	44	74.20	46
85.11	22	90.61	28
53.88	70	68.83	52
95.90	15	117.41	10
54.17	69	54.17	70
71.38	43	71.38	49
108.33	10	108.33	17
58.68	64	76.12	40
97.65	14	109.05	15
73.64	40	73.64	47
76.10	37	76.10	41
82.37	29	93.65	23
72.39	41	75.29	43
65.00	53	65.00	60
62.50	58	62.50	63
50.93	71	50.93	71
49.61	72	49.61	72
79.11	34	79.11	36
110.33	7	110.33	14
83.04	24	139.48	4
108.90	8	146.32	3
69.72	47	73.21	48
62.20	60	68.43	54
113.39	6	116.01	11
57.49	65	62.12	65
89.59	18	92.75	26
61.39	61	61.39	66
75.86	38	75.86	42
62.33	59	62.33	64
102.53	12	108.77	16

With Office Hour Differential
Included

District	Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
Palo Verde	60.50	63	60.50	68
Palomar	79.71	38	85.85	37
Pasadena Area	90.06	21	102.05	23
Peralta	82.60	31	129.04	10
Rancho Santiago	74.74	46	74.74	51
Redwoods	81.25	35	104.75	22
Rio Hondo	102.41	16	130.28	9
Riverside	87.12	23	87.12	35
San Bernardino	64.00	58	64.00	63
San Diego	82.42	32	90.87	30
San Francisco	123.58	7	165.86	3
San Joaquin Delta	79.92	37	82.79	40
San Jose/Evergreen	132.69	4	144.06	5
San Luis Obispo County	80.46	36	107.27	21
San Mateo County	108.67	11	111.94	17
Santa Barbara	104.76	14	107.71	20
Santa Clarita	68.75	52	68.75	57
Santa Monica	144.11	2	199.44	1
Sequoias	65.76	56	65.76	60
Shasta-Tehama-Trinity Joint	59.40	64	62.87	64
Sierra Joint	66.42	55	93.26	27
Siskiyou Joint	55.52	67	61.21	67
Solano County	94.34	20	114.61	15
Sonoma County	111.00	10	131.02	8
South Orange County	95.96	18	99.16	24
Southwestern	85.23	25	88.85	33
State Center	56.69	66	65.35	61
Ventura County	84.72	28	90.78	31
Victor Valley	64.00	58	67.00	59
West Hills	68.00	53	70.00	55
West Kern	70.63	49	70.63	54
West Valley-Mission	142.74	3	158.26	4
Yosemite	86.76	24	93.06	28
Yuba	77.92	41	87.98	34
• Average (Mean)	84.05		93.14	
• Highest	145.20		199.44	
• 3rd quartile	95.92		108.44	
• Median	80.19		86.21	
• 1st quartile	67.52		70.47	
• Lowest	49.61		49.61	

With Office Hour Differential
Factored Out

Salary (\$) MA + 30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
60.50	62	60.50	68
79.71	33	85.85	32
90.06	17	102.05	21
82.60	26	129.04	7
74.74	39	74.74	44
81.25	30	104.75	20
102.41	13	130.28	6
87.12	19	87.12	31
64.00	54	64.00	61
82.42	27	90.87	27
123.58	1	165.86	1
79.92	32	82.79	34
115.15	5	125.01	8
80.46	31	107.27	19
108.67	9	111.94	13
104.76	11	107.71	18
68.75	48	68.75	53
115.29	4	159.56	2
65.76	52	65.76	58
59.40	63	62.87	62
66.42	51	93.26	24
55.52	67	61.21	67
94.34	16	114.61	12
83.25	23	98.27	22
71.97	42	74.37	45
63.92	56	66.64	57
56.69	66	65.35	59
63.54	57	68.09	55
64.00	54	67.00	56
68.00	49	70.00	51
70.63	45	70.63	50
122.35	2	135.65	5
86.76	20	93.06	25
77.92	36	87.98	30
79.45		87.95	
123.58		165.86	
87.74		107.38	
77.01		79.06	
64.00		68.35	
49.61		49.61	

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

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Allan Hancock Joint	81.28	PHD rate - Column 7, Step 7, 25+ semesters
Antelope Valley	85.24	PhD rate - Column 3, Step 4, 16+ semesters
Barstow	55.00	On rate for all
Butte	77.25	MA48 or PhD, Step V, 23+ semesters
Cabrillo	Stipend	\$82 Stipend per unit
Cerritos	98.51	PhD rate - Column 3, Step 6, 11th & 12th semesters
Chabot-Las Positas	121.62	Steps only salary schedule. Step 10, 180 hours
Chaffey	79.00	Steps only salary schedule. Step 3, 9-12 semesters
Citrus	86.57	MA+50, Step 6, 11+ semesters
Coast	90.61	MA60 or PhD, Step 6
Compton	68.83	MA72, Step 4, Year 10+
Contra Costa	117.41	BA+90 or MA+60 or PhD, Step 22
Copper Mountain	56.39	PhD rate - Column 3, Step 1
Desert	75.11	PhD rate - Column 3, Step 5, 8 SIU
El Camino	108.33	MA, Step 6, 11th-12th semester is highest step
Feather River	Stipend	\$900 Stipend x # of units/30
Foothill-DeAnza	139.35	MA72, Annual load equivalent
Gavilan	102.24	PhD rate - Column 5, Step 8, 17 Terms
Glendale	76.10	MA+14, Step 6, 21st semester
Grossmont-Cuyamaca	93.65	MA+15, Step 15
Hartnell	78.30	PhD rate - Column E, Step 5, 17+ semesters
Imperial	65.00	One rate for all
Kern	62.50	Rates are not based on degrees
Lake Tahoe	50.93	Rates are not based on degrees
Lassen	49.61	One rate for all
Long Beach	Stipend	\$100 stipend per semester
Los Angeles	128.38	\$2.12 doctoral degree addition, 20 wks paid 17.5 weeks semester = \$2.43/hour
Los Rios	146.45	PhD rate - Column V, Longevity Step, 61+ semesters
Marin	199.39	PhD rate - Column 5, Step 16
Mendocino-Lake	76.87	PhD rate - Column 3, Step 3, 18+ semesters
Merced	68.43	MA+45, Step 8, 48 semesters
Mira Costa	118.63	PhD rate - Column 6, Step 10, 19+ semesters
Monterey Peninsula	86.37	PhD rate - Column 6, Step 11
Mt. San Antonio	92.75	MA+50 or PhD, Step 4, 90+ LHE
Mt. San Jacinto	61.39	Rates are not based on degrees
Napa Valley	76.86	Rates are not based on degrees
North Orange County	78.34	PhD rate - Column 3, Step 5, 8 SIU
Ohlone	108.77	Rates are not based on degrees
Palo Verde	69.51	PhD rate - Column 3, Step 2, 5th Semester

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Palomar	87.89	Rate for 2 MA or PhD. Column 4, Step 10, 4050 hours
Pasadena Area	105.08	PhD rate - Column 5, Step 25, 3750 hours
Peralta	129.04	MA+90 or PhD, Step 25
Rancho Santiago	74.74	MA + 30, Step 5, 6th Semester, Col IV is highest rate
Redwoods	104.75	BA + 70 or MA + 40, Step 10
Rio Hondo	134.06	PhD rate - Column 5, Step 20, 25+ Years
Riverside	87.12	MA 15, 4 semesters
San Bernardino	64.00	One rate for all
San Diego	91.27	MA + 105 or PhD, Step 5
San Francisco	165.86	MA + 60 or PhD, Step 13, 52 semesters
San Joaquin Delta	85.10	PhD rate - Column 7, Step 7, 1741+ hours
San Jose/Evergreen	147.73	PhD rate - Class VI, Step 11
San Luis Obispo County	110.40	PhD rate - Column G, Step 12, 45+ semesters
San Mateo County	111.94	Rates are not based on degrees
Santa Barbara	111.74	PhD rate - Column 2, Step 9, 21+ semesters
Santa Clarita	75.62	PhD rate - Column 3, Step 3, 11+ semesters
Santa Monica	204.67	Rate - Column VII, Step 22
Sequoias	67.14	Rate - Column 4, Year 5
Shasta-Tehama-Trinity Joint	64.76	Differential of \$1.90 per hour for PhD. This is Class V, Step 8, 240 Units MA+48 rate with stipend added.
Sierra Joint	97.92	PhD rate - Column 4, Step 14
Siskiyou Joint	61.21	MA + 60
Solano County	119.19	PhD rate - Column 5, Step 13
Sonoma County	133.64	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	99.16	Same rate as without PhD, 181+ LHE
Southwestern	Stipend	\$523 Stipend per Semester
State Center	65.36	MA + 90 or PhD, Step 7C, 25+ semesters
Ventura County	102.86	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	MA + 90 rate
West Kern	70.63	Step 3, 5-6th semesters, rates are not based on degrees
West Valley-Mission	158.26	Step 21 - rates are not based on degrees
Yosemite	95.51	PhD rate - Column V, Step 11, 21+ semesters
Yuba	89.81	PhD rate - Column 3, Step 22, +150 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.
Antelope Valley	4/3	Step 2: 2 1/2 years (5 semesters) or 30 LHE; 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.
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	12/6	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 21.1.1 of CBA.
Chaffey	3/2	Every 4 academic terms. Per page 72 of CBA.
Citrus	6/4	One step increase per year for each two-semester periods completed. Per salary schedule.
Coast	6/3	Annually every calendar year. Per CFT survey.
Compton	4/6	Every two semesters. Per Salary Schedule.
Contra Costa	22/7	1 year FTE service. Per CFT survey.
Copper Mountain	1/3	Move columns with PhD. Per salary schedule.
Desert	5/3	Step I: 0-17 SIU; 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 F (9) of CBA.
Feather River	15/5	30 equated hours. Article 19.3 of CBA.
Foothill-DeAnza	7/5	Yearly after completing equivalent of full time load. Per page 167 of CBA. Appendix C, page 191 of CBA.
Gavilan	7/5	Step I 1-4 terms, II 5-6 terms, III 7-8 terms, IV 9-20 terms, V 11-16 terms, VI 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 VII, Section 9.E., page 91 of CBA.
Grossmont-Cuyamaca	15/3	Must have taught one unit in two different half year periods to progress to the next step. Per salary schedule.
Hartnell	5/5	Every 4 semesters. Per salary schedule in CBA.
Imperial	1/1	One rate
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.
Los Angeles	10/1	Annually. Per CFT survey.

District	# of Steps/ Columns	Step Advancement Process
Los Rios	15/5	30 formula hours. Article 2.7.2.2 of CBA.
Marin	24/5	30 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. (LHE: Lecture Hour Equivalent.)
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. 13.4.1 of CBA.
North Orange County	5/3	18 LHE or 3 regular semesters. Article 11.2.4 of CBA. (LHE: Lecture Hour Equivalent.)
Ohlone	12/1	Any calendar year or "experience year." Article 8.10.2 of CBA.
Palo Verde	2/3	Step I: 1-4 semesters; Step II: 5+ semesters. Per salary schedule.
Palomar	4/4	Step 2: 450 hours; Step 3: 900 hours; Step 4: 1,350 hours. Per page attached to salary schedule.
Pasadena Area	25/5	150 hours. Per salary schedule.
Peralta	25/5	30 semester hours. Article 9-17 E of CBA.
Rancho Santiago	3/4	Advancement every 2 semesters. Per salary schedule.
Redwoods	10/5	45 TLU (Teaching Load Unit). Article 3.10.5 of CBA.
Rio Hondo	20/5	Annually up to step 19 which is 20 years. 20 is 25 years. Per salary schedule.
Riverside	3/3	Step 2: 2 semesters, Step 3: 4 semesters. Per salary schedule.
San Bernardino	1/1	One rate.
San Diego	11/7	Step A: 0-449 hours; Step B: 450-899 hours; C: 900-1349 hours, D:1350-1799 hours, E:1800-2249 hours; F:2250-2699 hours; G:2700-3149 hours; H:3150-3599 hours; I:3600-4049 hours; J:4050-11999hours; K:12000+ hours. Steps G-K apply to vocational only. Per salary schedule.
San Francisco	13/5	Every 4 semesters. Article 21.2 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-6.
San Mateo County	12/1	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. Cnf'd by district.
Sequoias	5/4	Annually. Per salary schedule.
Shasta-Tehama-Trinity Joint	8/5	Every 30 units. Per Board Policy 4141.1; cnf'd by district.
Sierra Joint	14/4	Every 30 units. Per salary schedule.
Siskiyou Joint	1/4	Not applicable.
Solano County	6/5	Every 2 semesters. Per salary schedule.
Sonoma County	9/4	Every 4 qualifying semesters. Per article 27.03.B of CBA.
South Orange County	7/1	30 LHE. Article V.B.3 of CBA.

District	# of Steps/ Columns	Step Advancement Process
Southwestern	4/3	Class A: 6 semesters; Class B: 7-12 semesters; Class C: 13-18 semesters; Class D: 19+ semesters. Per salary schedule.
State Center	7/6	Every 4 semesters. Article XV, 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.
West Hills	1/3	Not applicable.
West Kern	3/1	Every 2 semesters. Per district and article 7.2.6 of CBA.
West Valley-Mission	15/1	Steps 1-12: Every .80 FTE load taught; Steps 15, 18, 21: every 2.2 FTE load taught. Appendix BB, Section II of CBA.
Yosemite	10/5	Every 2 years or 180 class hours. Article 16.3.1 of CBA.
Yuba	9/3	Every 15 load units within district. Per CFT survey and article 7.3, page 7 of CBA.

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: Pool of \$100,000; 11.2.4: \$25 per hour.
Cabrillo	Yes	No	\$15.66 to 25.84		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		\$44.00	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	\$10.40 to \$12.37		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. 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: PT Faculty are eligible to participate. 1/2 hour at .2 load up to 1.5 hours per .6 and above load. Rate: Non-instructional salary rate.
Copper Mountain	No	Yes		\$41.92 to \$45.42	Section 10: (page 11), 30 minutes per week for each 1.5 course SIU. At established lab rate.
Desert	No	Yes		\$49.43 to \$60.67	Section 5: Adjunct faculty will be paid at lab rate for office hours to be scheduled 1 hour for 3 SIUs.
El Camino	No	No	NA	NA	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	5.c.: Eligible PT faculty will be paid for office hours at 50% of the associate faculty lecture rate.
Foothill-DeAnza	Yes	No	\$20.79 to \$30.29		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 hrs per week.
Gavilan	Yes	No	\$17.26 to \$25.56		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	May 19, 2017 MOU: Amount of time dependent upon % of instructional load, "may" participate", rate of \$40 per hour.
Imperial	No	No		\$32.50	10.8: 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	5.7.2.1.1: available to certain adjunct faculty, extra duty rate which is 50% of hourly rate

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		Hourly rate	24.3.2: 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	\$15.62		
Los Rios	No	Yes		\$34.13	4.10.11 Voluntary, # of hours vary by assignment. Rate Class 1, Step 1, Salary Schedule B2
Marin	Yes	No	\$29.68 to \$49.85		Page 14, 3.10.a,d: Based on number of assigned teaching units (ATU): 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		\$20.00	16.11.e Eligible for 16 office hours per semester at \$20 an hour. Appendix 37.
Merced	No	No	NA	NA	
Mira Costa	No	Yes		\$44.00	Article 11.3 - Office hours shall be paid at a flat rate of \$44 per hour.
Monterey Peninsula	Yes	No	\$12.77 to \$21.59		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		\$41.89 to \$53.00	Salary Schedule 2: Steps 1 to Step 7
North Orange County	Yes	No	\$10.66 to \$13.06		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
Palo Verde	No	No		.67 of hourly rate or \$37.18 to \$46.57	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)
Palomar	No	Yes		\$55.00	15.4.8 (c) - Part-Time Faculty Office Hours
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 18.5.d.	18.7 (1)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	
San Bernardino	No	No	NA	NA	
San Diego	No	Yes		Rate is determined by dividing the resource by the total number of hours submitted.	Appendix IX: 8. Hours available per FTEF. 5. The total resources shall be distributed each semester will come from the AFT share of the Resource Allocation Formula.
San Francisco	No	Yes		\$42.96 to \$71.08	
San Joaquin Delta	No	No	NA	NA	
San Jose/Evergreen	Yes	No	\$12.58 to \$19.53		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		\$443.20	Per Local: PT faculty teaching 40% or more are paid for 1 hour/week; 20-40% for .5 hours/wk. Schedule B-4 (ancillary), Col D, Step 9
San Mateo County	No	Yes		Hourly rate	19.6: 1 office hour for every 3 Faculty Load Credits taught.
Santa Barbara	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
Santa Clarita	No	Yes		\$40.00	Appendix I: 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		\$ 30.84	Salary Schedule: \$28.96
Shasta-Tehama-Trinity	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: 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	19.702.B: Optional, paid at Category 3 rate of pay.
Sonoma County	Yes	No	\$23.21 to \$33.41		Salary schedule: 20 minutes per hour taught
South Orange County	Yes	No	\$20.00 to \$24.79		XIV.III.B.c: 20 minutes of student consultation and appointments per week for each assigned Lecture Hour Equivalent of classroom instruction.
Southwestern	Yes	No	\$18.87 to \$25.71		Page 11, 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	Section 5: Limited # available from a pool of \$100,000. Page 21 of CBA.
Ventura County	Yes	No	\$18.02 to \$25.53		5.2.C. 8: "Part-time faculty members shall be assigned duties and responsibilities in proration of a comparable full-time assignment."
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.
West Valley-Mission	Yes	No	\$13.97 to \$22.61		100.7: 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	
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.

District Regions and Salary Schedule Dates

District	CCD Region	Salary Schedule Date
Allan Hancock Joint	Southern	Fall 2018
Antelope Valley	Southern	7/1/2017
Barstow	Southern	2018-19
Butte	Northern	Fall 2018
Cabrillo	Bay Area	2018-19
Cerritos	Southern	2018-19
Chabot-Las Positas	Bay Area	7/1/2018
Chaffey	Southern	Fall 2018
Citrus	Southern	1/1/2019
Coast	Southern	2018-19
Compton	Southern	7/1/2016
Contra Costa	Bay Area	2018-19
Copper Mountain	Southern	7/1/2016
Desert	Southern	2017-18
El Camino	Southern	1/1/2019
Feather River	Northern	Fall 2018
Foothill-DeAnza	Bay Area	2016-17
Gavilan	Central	2018-19
Glendale	Southern	7/1/2018
Grossmont-Cuyamaca	Southern	1/1/2019
Hartnell	Bay Area	2018-19
Imperial	Southern	2018-19
Kern	Central	2017-20
Lake Tahoe	Central	2018-19
Lassen	Northern	2018-19
Long Beach	Southern	Fall 2018
Los Angeles	Southern	2018-19
Los Rios	Northern	2018-19
Marin	Bay Area	1/1/2019
Mendocino-Lake	Northern	1/1/2018
Merced	Central	2018-19
Mira Costa	Southern	2018-19
Monterey Peninsula	Bay Area	2018-19
Mt. San Antonio	Southern	2017-19
Mt. San Jacinto	Southern	4/1/2019
Napa Valley	Northern	2018-19
North Orange County	Southern	1/29/2017
Ohlone	Bay Area	1/1/2019
Palo Verde	Southern	7/1/2018
Palomar	Southern	2018-19
Pasadena Area	Southern	7/1/2018
Peralta	Bay Area	7/1/2018

District	CCD Region	Salary Schedule Date
Rancho Santiago	Southern	2018-19
Redwoods	Northern	2018-19
Rio Hondo	Southern	2018-19
Riverside	Southern	2018-19
San Bernardino	Southern	7/1/2018
San Diego	Southern	1/1/2019
San Francisco	Bay Area	2018-19
San Joaquin Delta	Central	2017-18
San Jose/Evergreen	Bay Area	2018-19
San Luis Obispo County	Southern	7/1/2018
San Mateo County	Bay Area	8/13/2018
Santa Barbara	Southern	2018-19
Santa Clarita	Southern	2017-18
Santa Monica	Southern	1/1/2019
Sequoias	Central	8/1/2018
Shasta-Tehama-Trinity Joint	Northern	2018-19
Sierra Joint	Northern	2018-19
Siskiyou Joint	Northern	2016-17
Solano County	Northern	2018-19
Sonoma County	Northern	2018-19
South Orange County	Southern	2018-19
Southwestern	Southern	7/1/2018
State Center	Central	7/1/2018
Ventura County	Southern	7/1/2018
Victor Valley	Southern	Fall 2018
West Hills	Central	2015-16
West Kern	Southern	2017-20
West Valley-Mission	Bay Area	2018-19
Yosemite	Central	2018-19
Yuba	Northern	1/1/2019

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	MA Column Step 1	Rank MA Column Step 1	MA Column Step 5	Rank MA Column Step 5
Allan Hancock Joint	Southern	Fall 2018	\$ 83.28	39	\$ 95.19	45
Antelope Valley	Southern	2018-2019	\$ 80.18	52	\$ 94.57	50
Barstow	Southern	2018-2019	\$ 82.00	44	\$ 95.82	43
Butte	Northern	July 1, 2018	\$ 81.11	48	\$ 97.06	38
Cabrillo	Bay Area	2018-2019	\$ 82.14	43	\$ 96.61	40
Cerritos	Southern	2018-2019	\$ 96.96	10	\$ 115.84	6
Chabot-Las Positas	Bay Area	2018-2019	\$ 88.62	27	\$ 105.54	19
Chaffey	Southern	Fall 2018	\$ 94.29	16	\$ 102.86	25
Citrus	Southern	January 1, 2019	\$ 90.56	22	\$ 99.46	35
Coast	Southern	2018-2019	\$ 84.95	36	\$ 99.91	33
Compton	Southern	July 1, 2016	\$ 85.00	34	\$ 94.05	51
Contra Costa	Bay Area	2018-2019	\$ 85.17	33	\$ 92.91	55
Copper Mountain	Southern	July 1, 2018	\$ 74.38	68	\$ 87.86	66
Desert	Southern	2018-2019	\$ 94.97	14	\$ 112.17	9
El Camino	Southern	January 1, 2019	\$ 97.72	8	\$ 113.69	8
Feather River	Northern	2018-2019	\$ 79.93	56	\$ 95.54	44
Foothill-DeAnza	Bay Area	2016-2017	\$ 85.89	32	\$ 103.34	23
Gavilan	Central	2018-2019	\$ 89.13	25	\$ 103.50	22
Glendale	Southern	July 1, 2018	\$ 91.48	20	\$ 105.97	18
Grossmont-Cuyamaca	Southern	January 1, 2019	\$ 75.45	66	\$ 83.61	69
Hartnell	Bay Area	2018-2019	\$ 79.96	55	\$ 95.86	42
Imperial	Southern	2018-2019	\$ 81.25	47	\$ 91.45	62
Kern	Central	July 1, 2018	\$ 105.38	2	\$ 116.32	5
Lake Tahoe	Central	2018-2019	\$ 77.23	60	\$ 90.25	64
Lassen	Northern	2018-2019	\$ 83.94	38	\$ 101.22	31
Long Beach	Southern	2018-2019	\$ 97.55	9	\$ 112.15	10
Los Angeles	Southern	2018-2019	\$ 85.90	31	\$ 98.96	36
Los Rios	Northern	2018-2019	\$ 66.66	71	\$ 77.98	71
Marin	Bay Area	January 1, 2019	\$ 93.74	17	\$ 106.22	17
Mendocino-Lake	Northern	July 1, 2018	\$ 80.73	50	\$ 95.11	46
Merced	Central	January 1, 2019	\$ 78.60	57	\$ 92.88	56
Mira Costa	Southern	July 1, 2019	\$ 109.75	1	\$ 132.76	1
Monterey Peninsula	Bay Area	2018-2019	\$ 78.08	59	\$ 91.47	61
Mt. San Antonio	Southern	2017-2019	\$ 96.60	11	\$ 110.75	11
Mt. San Jacinto	Southern	August 1, 2018	\$ 80.13	53	\$ 90.19	65
Napa Valley	Northern	2018-19	\$ 74.47	67	\$ 92.35	58
North Orange County	Southern	July 1, 2017	\$ 95.91	12	\$ 104.18	21
Ohlone	Bay Area	February 1, 2019	\$ 98.27	7	\$ 114.19	7
Palo Verde	Southern	July 1, 2018	\$ 81.45	45	\$ 91.68	60

District	CCD Region	Salary Schedule Date	MA Column Step 1	Rank MA Column Step 1	MA Column Step 5	Rank MA Column Step 5
Palomar	Southern	July 1, 2018	\$ 90.98	21	\$ 106.87	15
Pasadena Area	Southern	July 1, 2018	\$ 102.97	5	\$ 102.97	24
Peralta	Bay Area	July 1, 2018	\$ 58.28	72	\$ 72.55	72
Rancho Santiago	Southern	2018-19	\$ 89.77	24	\$ 105.17	20
Redwoods	Northern	2018-19	\$ 73.24	69	\$ 85.69	67
Rio Hondo	Southern	2018-19	\$ 84.63	37	\$ 101.80	28
Riverside	Southern	July 1, 2018	\$ 91.57	19	\$ 109.05	13
San Bernardino	Southern	July 1, 2018	\$ 82.81	40	\$ 95.02	47
San Diego	Southern	January 1, 2019	\$ 82.62	41	\$ 94.63	49
San Francisco	Bay Area	2018-19	\$ 87.43	28	\$ 102.69	27
San Joaquin Delta	Central	2017-2018	\$ 81.45	46	\$ 98.25	37
San Jose/Evergreen	Bay Area	2018-19	\$ 104.36	4	\$ 119.87	4
San Luis Obispo County	Southern	2018-19	\$ 78.59	58	\$ 93.50	53
San Mateo County	Bay Area	August 13, 2018	\$ 101.90	6	\$ 121.65	2
Santa Barbara	Southern	2018-19	\$ 90.10	23	\$ 102.75	26
Santa Clarita	Southern	2018-19	\$ 88.80	26	\$ 100.90	32
Santa Monica	Southern	January 1, 2019	\$ 80.00	54	\$ 93.70	52
Sequoias	Central	2018-19	\$ 92.56	18	\$ 106.40	16
Shasta-Tehama-Trinity Joint	Northern	2018-19	\$ 76.73	62	\$ 92.02	59
Sierra Joint	Northern	2017-2019	\$ 76.01	64	\$ 92.39	57
Siskiyou Joint	Northern	2016-17	\$ 75.52	65	\$ 85.33	68
Solano County	Northern	2018-19	\$ 76.71	63	\$ 93.33	54
Sonoma County	Northern	2018-19	\$ 94.87	15	\$ 107.01	14
South Orange County	Southern	2018-19	\$ 105.31	3	\$ 120.08	3
Southwestern	Southern	July 1, 2018	\$ 82.39	42	\$ 96.23	41
State Center	Central	July 1, 2018	\$ 84.97	35	\$ 101.38	30
Ventura County	Southern	July 1, 2018	\$ 69.64	70	\$ 83.57	70
Victor Valley	Southern	2018-19	\$ 77.08	61	\$ 90.75	63
West Hills	Central	2018-19	\$ 86.66	30	\$ 99.48	34
West Kern	Southern	2018-19	\$ 80.23	51	\$ 96.93	39
West Valley-Mission	Bay Area	2018-19	\$ 95.79	13	\$ 109.92	12
Yosemite	Central	2018-19	\$ 87.32	29	\$ 101.53	29
Yuba	Northern	2018-19	\$ 81.10	49	\$ 94.64	48
• Average (Mean)			\$85.85		\$99.72	
• Highest			\$109.75		\$132.76	
• 3rd quartile			\$91.82		\$105.65	
• Median			\$84.79		\$98.61	
• 1st quartile			\$79.99		\$93.23	
• Lowest			\$58.28		\$72.55	

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

District	MA 30 Step 10	Rank MA 30 Step 10	Highest w/o PhD	Rank Highest w/o PhD
Allan Hancock Joint	\$ 117.74	56	\$ 149.32	64
Antelope Valley	\$ 118.82	51	\$ 153.85	55
Barstow	\$ 120.02	48	\$ 161.50	44
Butte	\$ 123.66	38	\$ 163.02	40
Cabrillo	\$ 120.79	43	\$ 154.82	53
Cerritos	\$ 144.16	4	\$ 181.91	10
Chabot-Las Positas	\$ 132.16	17	\$ 170.24	28
Chaffey	\$ 127.71	29	\$ 166.00	36
Citrus	\$ 126.63	33	\$ 180.50	14
Coast	\$ 125.33	34	\$ 178.44	16
Compton	\$ 108.42	68	\$ 159.60	47
Contra Costa	\$ 120.27	46	\$ 154.61	54
Copper Mountain	\$ 117.57	58	\$ 144.77	68
Desert	\$ 150.11	2	\$ 171.79	24
El Camino	\$ 135.18	13	\$ 166.53	34
Feather River	\$ 119.28	50	\$ 145.66	66
Foothill-DeAnza	\$ 129.53	21	\$ 151.34	59
Gavilan	\$ 133.37	16	\$ 169.92	29
Glendale	\$ 133.49	15	\$ 173.29	22
Grossmont-Cuyamaca	\$ 104.80	69	\$ 151.27	60
Hartnell	\$ 120.24	47	\$ 156.55	51
Imperial	\$ 121.70	41	\$ 158.80	48
Kern	\$ 140.82	9	\$ 170.48	27
Lake Tahoe	\$ 113.03	65	\$ 152.10	57
Lassen	\$ 128.09	26	\$ 137.53	72
Long Beach	\$ 134.39	14	\$ 158.29	49
Los Angeles	\$ 124.01	37	\$ 171.06	26
Los Rios	\$ 104.34	70	\$ 144.05	69
Marin	\$ 127.71	30	\$ 188.19	6
Mendocino-Lake	\$ 117.82	55	\$ 153.26	56
Merced	\$ 118.58	52	\$ 178.21	17
Mira Costa	\$ 169.35	1	\$ 219.12	1
Monterey Peninsula	\$ 113.77	64	\$ 142.76	70
Mt. San Antonio	\$ 142.79	6	\$ 185.29	8
Mt. San Jacinto	\$ 124.12	36	\$ 175.93	19
Napa Valley	\$ 114.53	63	\$ 145.14	67
North Orange County	\$ 129.03	23	\$ 166.30	35
Ohlone	\$ 137.92	12	\$ 185.69	7
Palo Verde	\$ 112.21	66	\$ 150.50	61
Palomar	\$ 131.78	18	\$ 181.00	12
Pasadena Area	\$ 120.38	45	\$ 168.25	31

District	MA 30 Step 10	Rank MA 30 Step 10	Highest w/o PhD	Rank Highest w/o PhD
Peralta	\$ 98.90	72	\$ 160.16	46
Rancho Santiago	\$ 138.36	11	\$ 173.59	20
Redwoods	\$ 110.50	67	\$ 160.49	45
Rio Hondo	\$ 128.01	27	\$ 162.85	42
Riverside	\$ 141.98	7	\$ 178.59	15
San Bernardino	\$ 120.89	42	\$ 167.53	32
San Diego	\$ 116.28	60	\$ 163.66	38
San Francisco	\$ 126.84	31	\$ 171.34	25
San Joaquin Delta	\$ 122.86	39	\$ 167.26	33
San Jose/Evergreen	\$ 145.54	3	\$ 181.25	11
San Luis Obispo County	\$ 119.56	49	\$ 155.09	52
San Mateo County	\$ 141.41	8	\$ 176.13	18
Santa Barbara	\$ 127.95	28	\$ 173.51	21
Santa Clarita	\$ 128.91	24	\$ 191.21	5
Santa Monica	\$ 130.77	19	\$ 181.00	13
Sequoias	\$ 122.63	40	\$ 192.53	4
Shasta-Tehama-Trinity Joint	\$ 114.95	61	\$ 146.55	65
Sierra Joint	\$ 116.80	59	\$ 152.09	58
Siskiyou Joint	\$ 104.18	71	\$ 138.07	71
Solano County	\$ 117.92	54	\$ 149.69	63
Sonoma County	\$ 129.52	22	\$ 157.76	50
South Orange County	\$ 144.10	5	\$ 206.91	2
Southwestern	\$ 120.46	44	\$ 163.24	39
State Center	\$ 126.65	32	\$ 164.86	37
Ventura County	\$ 114.91	62	\$ 149.73	62
Victor Valley	\$ 117.69	57	\$ 161.71	43
West Hills	\$ 128.32	25	\$ 183.80	9
West Kern	\$ 125.22	35	\$ 172.10	23
West Valley-Mission	\$ 140.53	10	\$ 205.67	3
Yosemite	\$ 130.13	20	\$ 163.01	41
Yuba	\$ 118.32	53	\$ 169.08	30
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• Average (Mean)	\$125.37		\$166.35	
• Highest	\$169.35		\$219.12	
• 3rd quartile	\$131.02		\$175.98	
• Median	\$124.07		\$165.43	
• 1st quartile	\$117.90		\$154.42	
• Lowest	\$98.90		\$137.53	

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	10,053.89	45	81,529,096	8,109.21	50
Antelope Valley	11,069.41	43	82,726,897	7,473.47	65
Barstow	2,522.08	67	25,675,182	10,180.16	17
Butte	11,210.15	42	153,292,991	13,674.48	4
Cabrillo	9,543.93	48	83,800,738	8,780.53	33
Cerritos	17,747.48	24	126,025,089	7,101.01	68
Chabot-Las Positas	16,934.83	26	198,132,703	11,699.72	6
Chaffey	16,816.61	27	131,757,780	7,834.98	57
Citrus	12,616.26	38	92,885,191	7,362.34	66
Coast	37,580.51	5	260,481,127	6,931.28	70
Compton	4,956.19	61	50,685,299	10,226.67	14
Contra Costa	30,158.11	10	246,183,326	8,163.09	46
Copper Mountain	1,679.61	72	19,019,538	11,323.78	7
Desert	9,969.85	46	81,857,329	8,210.49	45
El Camino	18,423.25	23	155,480,098	8,439.34	41
Feather River	1,963.12	70	20,817,220	10,604.15	12
Foothill-DeAnza	29,898.90	11	266,748,070	8,921.67	28
Gavilan	5,198.11	60	50,006,188	9,620.07	20
Glendale	14,465.51	33	125,659,050	8,686.80	36
Grossmont-Cuyamaca	16,960.44	25	165,321,282	9,747.46	19
Hartnell	7,406.97	54	62,692,933	8,464.05	39
Imperial	7,954.03	52	61,616,547	7,746.58	58
Kern	23,225.36	16	189,299,351	8,150.55	47
Lake Tahoe	3,150.50	64	19,562,444	6,209.31	72
Lassen	1,786.49	71	18,239,348	10,209.60	15
Long Beach	19,995.46	20	169,352,835	8,469.56	38
Los Angeles	95,742.43	1	853,640,405	8,916.01	29
Los Rios	52,173.51	2	421,435,347	8,077.57	53
Marin*	3,717.62	63	69,541,325	18,705.87	1
Mendocino-Lake	2,893.83	65	31,246,235	10,797.54	10
Merced	9,711.38	47	76,729,393	7,900.98	56
Mira Costa*	11,557.41	41	140,421,063	12,149.87	5
Monterey Peninsula	6,268.82	57	52,707,043	8,407.81	42
Mt. San Antonio	33,945.00	6	240,536,291	7,086.06	69
Mt. San Jacinto	11,882.93	39	96,565,923	8,126.44	49
Napa Valley*	5,235.03	59	46,850,612	8,949.44	27
North Orange County	39,936.90	4	274,694,616	6,878.22	71
Ohlone	8,504.58	50	72,811,197	8,561.41	37
Palo Verde	2,100.21	69	21,512,458	10,243.00	13
Palomar	19,345.66	22	156,516,231	8,090.51	52

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Pasadena Area	26,229.74	14	199,137,394	7,592.05	63
Peralta	20,306.76	19	178,861,768	8,807.99	30
Rancho Santiago	32,078.39	7	248,147,738	7,735.67	59
Redwoods	3,965.99	62	37,665,700	9,497.17	23
Rio Hondo	13,624.46	36	99,421,087	7,297.25	67
Riverside	31,114.74	9	252,212,482	8,105.88	51
San Bernardino	16,045.45	29	123,668,282	7,707.37	60
San Diego	44,986.79	3	345,380,761	7,677.38	62
San Francisco	22,175.11	17	195,002,512	8,793.76	31
San Joaquin Delta	14,148.84	35	119,677,976	8,458.50	40
San Jose/Evergreen*	12,789.32	37	143,954,141	11,255.81	8
San Luis Obispo County*	7,979.75	51	69,319,804	8,686.96	35
San Mateo County	21,186.98	18	215,733,168	10,182.35	16
Santa Barbara	15,058.12	30	120,185,689	7,981.45	55
Santa Clarita	16,289.70	28	136,343,377	8,369.91	43
Santa Monica	24,941.72	15	225,059,539	9,023.42	26
Sequoias	10,123.43	44	81,668,786	8,067.30	54
Shasta-Tehama-Trinity Joint	6,972.94	56	63,231,370	9,068.11	25
Sierra Joint*	14,449.06	34	126,040,452	8,723.09	34
Siskiyou Joint	2,472.62	68	26,371,270	10,665.31	11
Solano County	7,307.68	55	68,563,477	9,382.39	24
Sonoma County	19,365.42	21	145,701,492	7,523.80	64
South Orange County*	27,045.93	13	302,618,006	11,189.04	9
Southwestern	14,530.50	32	127,593,414	8,781.08	32
State Center	31,386.24	8	255,289,858	8,133.81	48
Ventura County	27,975.48	12	215,346,043	7,697.67	61
Victor Valley	9,369.60	49	78,021,267	8,327.06	44
West Hills	5,929.39	58	59,174,839	9,979.92	18
West Kern	2,889.06	66	41,215,249	14,265.97	2
West Valley-Mission*	11,877.43	40	166,605,841	14,027.10	3
Yosemite	14,926.76	31	143,435,534	9,609.29	21
Yuba	7,713.21	53	73,345,440	9,509.07	22

¹Source: FTES DataMart 2017-18 Credit and Non-Credit

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

*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.