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# Full-Time Faculty Salary Comparisons

*California Community Colleges*

2020-21

# Full-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 full-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. This study examined salary schedules in effect as of August 2021.

### SALARY COMPARISONS

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This analysis is provided by the Research Department of the CFT.

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## Masters Degree (Step 1) and Masters +5 Years (Step 6)

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Allan Hancock Joint	60,411	42	71,404	49
Antelope Valley	59,562	48	72,923	43
Barstow	59,268	50	71,760	48
Butte	58,628	53	73,038	42
Cabrillo	59,000	51	72,134	46
Cerritos	70,084	12	87,142	7
Chabot-Las Positas	66,440	22	82,294	16
Chaffey	68,700	17	76,700	27
Citrus	64,661	27	74,195	36
Coast	61,997	34	75,654	32
Compton	60,431	41	67,551	61
Contra Costa	65,088	26	73,236	41
Copper Mountain	52,068	69	64,113	68
Desert	68,644	18	84,525	12
El Camino	68,403	19	82,386	15
Feather River	58,490	55	72,699	45
Foothill-DeAnza	63,728	30	79,918	21
Gavilan	64,109	29	77,013	26
Glendale	65,634	25	78,906	23
Grossmont-Cuyamaca <sup>1</sup>	61,852	35	70,322	54
Hartnell	59,947	46	74,843	33
Imperial	59,902	47	69,445	56
Kern	77,278	4	87,433	6
Lake Tahoe	54,869	65	66,433	66
Lassen	60,672	39	76,686	28
Long Beach	71,467	9	84,838	11
Los Angeles	62,090	33	74,100	38
Los Rios	51,229	71	62,328	71
Marin	67,800	21	78,720	24
Mendocino-Lake	60,237	44	73,652	40
Merced	55,018	64	67,511	62
Mira Costa	78,555	1	99,140	1
Monterey Peninsula	56,299	59	68,377	59
Mt. San Antonio	69,827	13	83,764	13
Mt. San Jacinto	57,776	57	66,979	65
Napa Valley	53,174	67	69,168	58
North Orange County	70,830	11	80,003	20
Ohlone	71,046	10	85,441	8
Palo Verde	60,393	43	70,013	55
Palomar	65,762	24	80,122	19
Pasadena Area	74,245	6	74,245	35
Peralta	42,122	72	55,065	72

## Masters Degree (Step 1) and Masters +5 Years (Step 6)

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Rancho Santiago	67,967	20	82,537	14
Redwoods	51,271	70	62,379	70
Rio Hondo	62,384	32	78,203	25
Riverside	68,860	14	85,305	9
San Bernardino	68,843	15	80,974	18
San Diego	58,838	52	67,385	63
San Francisco	65,900	23	79,250	22
San Joaquin Delta	60,783	38	76,457	30
San Jose/Evergreen	74,878	5	89,103	4
San Luis Obispo County	57,057	58	70,568	53
San Mateo County	77,964	3	96,876	2
Santa Barbara	63,071	31	74,142	37
Santa Clarita	64,116	28	75,948	31
Santa Monica	58,259	56	70,738	51
Sequoias	68,735	16	81,331	17
Shasta-Tehama-Trinity Joint	55,590	61	69,435	57
Sierra Joint	55,334	62	70,622	52
Siskiyou Joint	54,451	66	63,431	69
Solano County	55,109	63	67,048	64
Sonoma County	73,372	8	85,172	10
South Orange County	78,028	2	91,717	3
Southwestern	60,127	45	72,758	44
State Center	61,720	36	76,628	29
Ventura County	52,711	68	65,888	67
Victor Valley	55,714	60	68,063	60
West Hills	60,665	40	71,881	47
West Kern	59,340	49	74,778	34
West Valley-Mission	73,926	7	87,802	5
Yosemite	61,366	37	73,846	39
Yuba	58,623	54	70,852	50
• Average (Mean)	62,816		75,519	
• Highest	78,555		99,140	
• 3rd quartile	68,463		80,335	
• Median	61,543		74,169	
• 1st quartile	58,590		70,245	
• Lowest	42,122		55,065	

<sup>1</sup> The first step placement on this report is step 6 on the GCCCD Salary Schedule and all subsequent step placements are from step 6. Per Local 1931 steps 1-5 on the GCCCD Salary Schedule do not apply.

## Masters Degree +30 Units +10 years (Step 11) and Masters +60 units +20 Years (Step 21)

District	Salary (\$) MA+30 units, 10 years, Step 11	Rank	Salary (\$) MA+60 units, 20 years, Step 21	Rank
Allan Hancock Joint	86,780	57	108,320	55
Antelope Valley	90,935	45	108,947	53
Barstow	89,249	52	116,732	30
Butte	92,267	41	112,834	38
Cabrillo	87,756	55	104,730	63
Cerritos	107,614	7	121,258	19
Chabot-Las Positas	102,252	13	118,108	24
Chaffey	93,200	36	110,300	47
Citrus	93,588	35	112,985	36
Coast	94,193	30	121,946	18
Compton	77,080	71	100,419	68
Contra Costa	94,044	32	111,768	42
Copper Mountain	85,799	60	101,341	66
Desert	113,115	2	124,133	13
El Camino	94,629	28	108,287	56
Feather River	90,701	46	100,727	67
Foothill-DeAnza	99,346	15	109,059	51
Gavilan	98,550	16	119,526	21
Glendale	95,778	25	109,090	50
Grossmont-Cuyamaca <sup>1</sup>	85,913	59	108,955	52
Hartnell	93,126	37	117,367	25
Imperial	92,420	40	117,079	27
Kern	105,847	10	125,015	12
Lake Tahoe	82,624	68	108,066	58
Lassen	92,584	39	99,411	71
Long Beach	100,341	14	117,095	26
Los Angeles	92,860	38	123,640	14
Los Rios	83,400	67	110,708	46
Marin	93,970	33	122,164	16
Mendocino-Lake	90,616	47	112,901	37
Merced	85,637	61	101,814	65
Mira Costa	125,329	1	149,490	1
Monterey Peninsula	84,449	66	102,927	64
Mt. San Antonio	106,924	8	122,719	15
Mt. San Jacinto	92,173	42	126,845	10
Napa Valley	84,760	65	100,044	69
North Orange County	98,350	18	116,695	31
Ohlone	102,597	12	134,161	3
Palo Verde	85,023	64	111,588	44
Palomar	98,382	17	114,031	34
Pasadena Area	89,930	49	108,753	54
Peralta	73,999	72	105,615	62

## Masters Degree +30 Units +10 years (Step 11) and Masters +60 units +20 Years (Step 21)

District	Salary (\$) MA+30 units, 10 years, Step 11	Rank	Salary (\$) MA+60 units, 20 years, Step 21	Rank
Rancho Santiago	103,345	11	127,059	8
Redwoods	80,447	69	112,344	40
Rio Hondo	97,513	21	116,868	29
Riverside	110,062	5	131,180	5
San Bernardino	97,182	22	120,817	20
San Diego	85,085	62	116,543	32
San Francisco	97,940	19	121,970	17
San Joaquin Delta	94,428	29	112,206	41
San Jose/Evergreen	106,510	9	130,050	6
San Luis Obispo County	89,505	51	107,378	59
San Mateo County	111,984	4	126,984	9
Santa Barbara	92,009	44	108,253	57
Santa Clarita	96,168	24	126,252	11
Santa Monica	97,729	20	129,315	7
Sequoias	93,923	34	111,178	45
Shasta-Tehama-Trinity Joint	86,048	58	97,162	72
Sierra Joint	85,024	63	106,460	60
Siskiyou Joint	77,586	70	99,645	70
Solano County	88,100	53	105,913	61
Sonoma County	96,971	23	119,358	22
South Orange County	109,512	6	145,103	2
Southwestern	90,442	48	111,735	43
State Center	94,978	27	113,800	35
Ventura County	89,604	50	110,157	48
Victor Valley	87,535	56	116,888	28
West Hills	92,068	43	118,989	23
West Kern	95,698	26	114,900	33
West Valley-Mission	112,249	3	133,640	4
Yosemite	94,176	31	109,587	49
Yuba	87,975	54	112,430	39
• Average (Mean)	94,027		115,163	
• Highest	125,329		149,490	
• 3rd quartile	98,043		121,430	
• Median	93,163		112,943	
• 1st quartile	87,920		108,645	
• Lowest	73,999		97,162	

<sup>1</sup> The first step placement on this report is step 6 on the GCCCD Salary Schedule and all subsequent step placements are from step 6. Per Local 1931 steps 1-5 on the GCCCD Salary Schedule do not apply.

## Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Allan Hancock Joint	110,820	21	64
Antelope Valley	117,987	26	49
Barstow	119,002	20	46
Butte	121,385	24	42
Cabrillo	116,131	27	55
Cerritos	134,904	30X	13
Chabot-Las Positas	133,042	30	18
Chaffey	127,104	27	30
Citrus	132,790	35	19
Coast	133,419	26	16
Compton	113,464	35	61
Contra Costa	117,048	27	52
Copper Mountain	105,648	14	69
Desert	130,558	40-44	23
El Camino	120,380	30	45
Feather River	107,354	15	67
Foothill-DeAnza	112,297	13	62
Gavilan	125,725	22	34
Glendale	126,788	31	32
Grossmont-Cuyamaca <sup>1</sup>	114,088	30	58
Hartnell	120,754	20	44
Imperial	124,102	18	37
Kern	133,765	15	15
Lake Tahoe	110,168	20	65
Lassen	99,911	21	72
Long Beach	122,206	20	40
Los Angeles	127,370	28+	28
Los Rios	118,561	25+	48
Marin	136,499	30	11
Mendocino-Lake	117,550	31+	50
Merced	130,090	41	24
Mira Costa	159,644	30	2
Monterey Peninsula	105,925	17	68
Mt. San Antonio	137,501	35	9
Mt. San Jacinto	140,939	16	6
Napa Valley	103,628	24	70
North Orange County	127,062	25	31
Ohlone	136,922	21	10
Palo Verde	113,797	21	60
Palomar	132,368	40	20
Pasadena Area	127,576	33	27
Peralta	115,764	25	57

# Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Rancho Santiago	134,671	25+	14
Redwoods	113,844	21	59
Rio Hondo	123,523	25	38
Riverside	138,768	22	8
San Bernardino	125,046	21	35
San Diego	122,370	19	39
San Francisco	127,310	30	29
San Joaquin Delta	127,589	25	26
San Jose/Evergreen	133,363	19(PG)*	17
San Luis Obispo County	115,897	23	56
San Mateo County	141,396	25	5
Santa Barbara	124,497	34	36
Santa Clarita	140,724	27	7
Santa Monica	135,282	22**	12
Sequoias	145,485	34	4
Shasta-Tehama-Trinity Joint	108,173	28	66
Sierra Joint	116,255	24	54
Siskiyou Joint	101,645	16	71
Solano County	111,530	25	63
Sonoma County	130,030	28 (PG)*	25
South Orange County	157,457	26	3
Southwestern	121,223	25+	43
State Center	121,839	30	41
Ventura County	118,592	31+	47
Victor Valley	116,888	20	53
West Hills	131,157	25	22
West Kern	131,340	26+	21
West Valley-Mission	161,898	36	1
Yosemite	117,134	25	51
Yuba	125,881	33	33
•Average (Mean)	124,762		
• Highest	161,898		
• 3rd quartile	132,853		
• Median	124,299		
• 1st quartile	116,224		
• Lowest	99,911		

\*PG indicates that Personal Growth steps have been included

\*\*Steps 23, 24, 25 are only accessible to the Faculty Chairs of Health Sciences and Library, as described in Article 22 of CBA.

<sup>1</sup> The first step placement on this report is step 6 on the GCCCD Salary Schedule and all subsequent step placements are from step 6. Per Local 1931 steps 1-5 on the GCCCD Salary Schedule do not apply.



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

District	FTES <sup>1</sup>	Rank in # FTES	General Fund Revenue (\$) <sup>2</sup>	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	9,746.02	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

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

District	FTES <sup>1</sup>	Rank in # FTES	General Fund Revenue (\$) <sup>2</sup>	Revenue per FTES (\$)	Rank in revenue per FTES
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
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

<sup>1</sup>Source: FTES Datamart 2019-20 Credit and Non-Credit

<sup>2</sup>Source: 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.

## Date of District Salary Schedule

District	Date of Salary Schedule	District	Date of Salary Schedule
Allan Hancock	July 1, 2020	North Orange County	January 1, 2021
Antelope Valley Joint	2020-2021	Ohlone	August 1, 2020
Barstow	2019-2020	Palo Verde	July 1, 2020
Butte-Glenn	2020-2021	Palomar	2020-2021
Cabrillo	2019-2020	Pasadena Area	July 1, 2019
Cerritos	2019-2020	Peralta	July 1, 2019
Chabot-Las Positas	2020-2021	Rancho Santiago	2020-2021
Chaffey	Fall 2020	Redwoods	2020-2021
Citrus	January 1, 2020	Rio Hondo	2020-2021
Coast	2020-2021	Riverside	2020-2021
Compton	July 1, 2019	San Bernardino	July 1, 2019
Contra Costa	July 1, 2020	San Diego	January 1, 2020
Copper Mountain	July 1, 2018	San Francisco	2020-2021
Desert	2020-2021	San Joaquin Delta	2020-2021
El Camino	January 1, 2020	San Jose-Evergreen	2019-2020
Feather River	2020-2021	San Luis Obispo County	2019-2020
Foothill-De Anza	2019-2020	San Mateo County	August 17, 2020
Gavilan	2019-2020	Santa Barbara	2018-2019
Glendale	July 1, 2019	Santa Clarita	2019-2020
Grossmont-Cuyamaca	July 1, 2019	Santa Monica	August 25, 2020
Hartnell	2020-2021	Sequoias	2020-2021
Imperial	2020-2021	Shasta-Tehama-Trinity Joint	2020-2021
Kern	July 1, 2019	Sierra Joint	2019-2020
Lake Tahoe	2020-2021	Siskiyou	2020-2021
Lassen	2019-2020	Solano County	2020-2021
Long Beach	July 1, 2020	Sonoma County (Santa Rosa)	2020-2021
Los Angeles	2020-2021	South Orange County	2020-2021
Los Rios	2020-2021	Southwestern	July 1, 2019
Marin	June 1, 2020	State Center	July 1, 2020
Mendocino-Lake	July 1, 2020	Ventura County	July 1, 2020
Merced	2020-2021	Victor Valley	2019-2020
Mira Costa	2020-2021	West Hills	2020-2021
Monterey Peninsula	2019-2020	West Kern (Taft)	2020-2021
Mt. San Antonio	2019-2022	West Valley-Mission	2020-2021
Mt. San Jacinto	2019-2020	Yosemite	2020-2021
Napa Valley	2020-2021	Yuba	2019-2020