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# Part-Time Faculty Salary Comparisons

*California Community Colleges*

2022-23

# Part-Time Faculty Salary Comparisons in the California Community Colleges 2022-23

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### OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of part-time (PT) 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 for the 2022-23 school year.

### 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)
- 35 weeks x 15 units (hours) = 525 hours annually
- Convert full-time salary from annual to hourly using the formula: (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 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	With Office Hour Differential Factored Out		Office Hours Included in Rate	With Office Hour Differential Factored Out	
	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank		Salary (\$) MA, Step 1	Rank		Salary (\$) MA, Step 5 or 9th Sem	Rank
Allan Hancock Joint	58.70	67	64.03	63	No	58.70	65	64.03	61	
Antelope Valley	77.07	27	80.55	37	No	77.07	23	80.55	32	
Barstow	60.00	65	60.00	70	No	60.00	63	60.00	69	
Butte-Glenn	69.62	44	73.10	52	No	69.62	37	73.10	46	
Cabrillo	85.77	22	100.91	18	Yes	67.13	45	78.98	35	
Cerritos	88.22	17	105.41	14	No	88.22	13	105.41	10	
Chabot-Las Positas	111.78	7	125.09	6	No	111.78	1	125.09	2	
Chaffey	82.80	23	90.70	25	No	82.80	19	90.70	22	
Citrus	75.71	29	78.69	40	Yes	64.90	51	67.44	55	
Coast	73.22	33	94.17	23	No	73.22	27	94.17	18	
Compton	46.15	72	51.06	72	No	46.15	72	51.06	72	
Contra Costa	80.46	25	86.96	27	Yes	60.35	60	65.22	59	
Copper Mountain	56.63	69	56.63	71	No	56.63	67	56.63	70	
Desert	69.68	42	81.25	35	No	69.68	35	81.25	30	
El Camino	96.39	11	112.17	10	No	96.39	7	112.17	5	
Feather River	54.42	71	63.28	65	No	54.42	70	63.28	63	
Foothill-De Anza	114.44	6	126.07	5	Yes	89.56	11	98.66	15	
Gavilan Joint	74.14	32	82.94	29	Yes	55.60	68	62.20	65	
Glendale	67.13	52	72.93	53	No	67.13	45	72.93	47	
Grossmont-Cuyamaca	69.35	45	76.85	47	No	69.35	38	76.85	41	
Hartnell	66.67	53	72.11	54	No	66.67	48	72.11	49	
Imperial	75.00	31	75.00	49	No	75.00	26	75.00	44	
Kern	60.00	65	62.50	66	No	60.00	63	62.50	64	
Lake Tahoe	57.32	68	60.25	68	No	57.32	66	60.25	67	
Lassen	60.12	64	60.12	69	No	60.12	62	60.12	68	
Long Beach	63.78	57	78.29	41	No	63.78	54	78.29	36	
Los Angeles	116.72	4	128.57	4	Yes	98.66	6	110.51	6	
Los Rios	72.22	36	80.83	36	No	72.22	30	80.83	31	
Marin	138.49	1	146.40	2	Yes	103.87	4	109.80	7	
Mendocino-Lake	66.07	55	69.39	56	No	66.07	50	69.39	51	
Merced	62.13	60	63.31	64	No	62.13	57	63.31	62	
MiraCosta	86.57	20	101.27	16	No	86.57	16	101.27	12	
Monterey Peninsula	62.56	59	74.28	50	Yes	46.92	71	55.71	71	
Mt. San Antonio	87.65	19	97.20	20	No	87.65	15	97.20	16	
Mt. San Jacinto	63.19	58	66.27	60	No	63.19	56	66.27	57	
Napa Valley	68.66	48	74.26	51	No	68.66	41	74.26	45	
North Orange County	76.99	28	90.07	26	Yes	64.16	52	75.05	43	
Ohlone	90.47	14	105.14	15	No	90.47	10	105.14	11	
Palo Verde	69.09	47	77.76	44	No	69.09	40	77.76	39	
Palomar	70.99	39	79.48	39	No	70.99	32	79.48	34	
Pasadena Area	72.66	34	86.51	28	No	72.66	28	86.51	23	
Peralta	69.65	43	78.24	42	No	69.65	36	78.24	37	

# Part-Time Faculty Salary 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 (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank	Office Hours Included in Rate
Rancho Santiago	72.63	35	80.07	38	No
Redwoods	93.00	12	99.50	19	No
Rio Hondo	80.59	24	96.93	22	No
Riverside	92.94	13	107.34	13	No
San Bernardino	71.00	38	77.00	46	Yes
San Diego	71.81	37	75.81	48	No
San Francisco	107.95	8	116.70	8	No
San Joaquin Delta	67.53	51	81.46	34	No
San Jose/Evergreen	117.10	3	134.51	3	Yes
San Luis Obispo County	75.48	30	82.36	30	No
San Mateo County	87.88	18	108.40	12	No
Santa Barbara	88.72	16	101.17	17	No
Santa Clarita	78.52	26	81.72	32	No
Santa Monica	99.61	10	116.61	9	Yes
Sequoias	70.85	40	78.06	43	No
Shasta-Tehama-Trinity Joint	61.74	62	64.44	62	No
Sierra Joint	69.28	46	70.67	55	No
Siskiyou Joint	60.35	63	60.35	67	No
Solano	66.18	54	77.41	45	No
Sonoma County	114.93	5	122.07	7	Yes
South Orange County	102.29	9	110.48	11	Yes
Southwestern	89.31	15	96.96	21	Yes
State Center	64.12	56	65.38	61	No
Ventura County	86.48	21	93.60	24	No
Victor Valley	68.55	49	68.55	57	No
West Hills	68.00	50	68.00	58	No
West Kern	69.75	41	81.96	31	No
West Valley-Mission	123.47	2	151.78	1	Yes
Yosemite	61.75	61	66.78	59	No
Yuba	55.01	70	81.60	33	No
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• Average (Mean)	77.85		86.50		
• Highest	138.49		151.78		
• 3rd Quartile	87.71		99.85		
• Median	72.02		80.69		
• 1st Quartile	66.15		71.75		
• Lowest	46.15		51.06		

Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank
72.63	29	80.07	33
93.00	8	99.50	14
80.59	20	96.93	17
92.94	9	107.34	9
63.19	55	68.53	53
71.81	31	75.81	42
107.95	2	116.70	4
67.53	44	81.46	29
101.62	5	116.72	3
75.48	25	82.36	25
87.88	14	108.40	8
88.72	12	101.17	13
78.52	22	81.72	27
78.64	21	92.06	20
70.85	33	78.06	38
61.74	59	64.44	60
69.28	39	70.67	50
60.35	60	60.35	66
66.18	49	77.41	40
86.20	18	91.55	21
76.72	24	82.86	24
66.98	47	72.72	48
64.12	53	65.38	58
86.48	17	93.60	19
68.55	42	68.55	52
68.00	43	68.00	54
69.75	34	81.96	26
105.83	3	130.10	1
61.75	58	66.78	56
55.01	69	81.60	28
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73.51		81.69	
111.78		130.10	
83.65		93.74	
69.64		78.27	
63.63		67.86	
46.15		51.06	

## Part-Time Faculty at Masters Degree +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	72.84	58	85.64	52
Antelope Valley	87.45	41	87.45	49
Barstow	60.00	70	60.00	71
Butte-Glenn	84.63	46	93.27	42
Cabrillo	126.17	11	140.00	15
Cerritos	109.70	21	109.70	26
Chabot-Las Positas	147.28	6	151.72	12
Chaffey	95.20	32	95.20	40
Citrus	86.46	43	90.06	44
Coast	113.72	18	128.67	18
Compton	58.28	71	74.46	62
Contra Costa	110.36	20	139.08	16
Copper Mountain	56.63	72	56.63	72
Desert	85.54	45	85.54	53
El Camino	116.13	15	116.13	25
Feather River	70.73	60	88.17	47
Foothill-De Anza	149.32	5	172.58	7
Gavilan Joint	107.54	22	107.54	31
Glendale	79.31	51	82.67	54
Grossmont-Cuyamaca	96.33	31	109.52	27
Hartnell	81.12	49	87.73	48
Imperial	75.00	57	75.00	61
Kern	62.50	67	62.50	68
Lake Tahoe	60.25	68	60.25	69
Lassen	60.12	69	60.12	70
Long Beach	81.29	48	86.62	51
Los Angeles	145.65	7	148.85	13
Los Rios	100.69	29	155.00	10
Marin	165.90	2	216.73	3
Mendocino-Lake	80.31	50	88.54	45
Merced	70.29	61	77.33	59
MiraCosta	114.53	17	117.18	23
Monterey Peninsula	93.85	34	101.42	33
Mt. San Antonio	97.20	30	100.63	34
Mt. San Jacinto	69.35	64	69.35	67
Napa Valley	86.87	42	86.87	50
North Orange County	90.07	39	90.07	43
Ohlone	123.47	12	130.80	17
Palo Verde	77.76	54	77.76	58
Palomar	92.16	37	99.25	36
Pasadena Area	103.82	25	117.64	22
Peralta	101.64	27	191.43	4

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
72.84	56	85.64	47
87.45	36	87.45	44
60.00	70	60.00	71
84.63	40	93.27	39
98.74	24	109.57	24
109.70	17	109.70	23
147.28	2	151.72	10
95.20	28	95.20	36
74.11	55	77.19	57
113.72	15	128.67	15
58.28	71	74.46	61
82.77	41	104.31	29
56.63	72	56.63	72
85.54	39	85.54	48
116.13	12	116.13	21
70.73	58	88.17	42
116.86	11	135.06	12
80.66	45	80.66	52
79.31	47	82.67	49
96.33	27	109.52	25
81.12	44	87.73	43
75.00	54	75.00	60
62.50	67	62.50	68
60.25	68	60.25	69
60.12	69	60.12	70
81.29	43	86.62	46
127.59	7	130.79	14
100.69	23	155.00	8
124.43	8	162.55	6
80.31	46	88.54	40
70.29	60	77.33	56
114.53	14	117.18	19
70.39	59	76.07	58
97.20	25	100.63	30
69.35	63	69.35	66
86.87	37	86.87	45
75.05	53	75.05	59
123.47	9	130.80	13
77.76	51	77.76	55
92.16	32	99.25	32
103.82	19	117.64	18
101.64	21	191.43	1

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

With Office Hour Differential Included

District	Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
Rancho Santiago	88.28	40	88.28	46
Redwoods	116.08	16	145.83	14
Rio Hondo	121.89	14	155.06	9
Riverside	107.34	23	107.34	32
San Bernardino	77.00	56	77.00	60
San Diego	90.67	38	99.97	35
San Francisco	134.19	8	182.30	5
San Joaquin Delta	94.65	33	98.06	39
San Jose/Evergreen	163.31	3	177.30	6
San Luis Obispo County	92.55	35	123.38	21
San Mateo County	132.88	9	164.72	8
Santa Barbara	110.52	19	116.75	24
Santa Clarita	85.88	44	94.86	41
Santa Monica	162.83	4	225.33	1
Sequoias	78.06	53	78.06	57
Shasta-Tehama-Trinity Joint	69.78	63	73.84	64
Sierra Joint	77.20	55	108.37	29
Siskiyou Joint	63.38	66	69.88	66
Solano	101.73	26	123.58	20
Sonoma County	129.21	10	152.09	11
South Orange County	122.77	13	126.87	19
Southwestern	105.14	24	109.34	28
State Center	70.17	62	78.83	56
Ventura County	100.88	28	108.15	30
Victor Valley	70.76	59	74.08	63
West Hills	68.00	65	70.00	65
West Kern	81.96	47	81.96	55
West Valley-Mission	200.83	1	223.20	2
Yosemite	78.33	52	98.73	37
Yuba	92.39	36	98.17	38
• Average (Mean)	97.72		109.81	
• Highest	200.83		225.33	
• 3rd Quartile	111.32		127.32	
• Median	92.28		98.99	
• 1st Quartile	77.62		82.49	
• Lowest	56.63		56.63	

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
88.28	35	88.28	41
116.08	13	145.83	11
121.89	10	155.06	7
107.34	18	107.34	28
68.53	64	68.53	67
90.67	34	99.97	31
134.19	4	182.30	3
94.65	29	98.06	35
141.72	3	153.85	9
92.55	30	123.38	17
132.88	5	164.72	5
110.52	16	116.75	20
85.88	38	94.86	38
128.55	6	177.89	4
78.06	50	78.06	54
69.78	62	73.84	63
77.20	52	108.37	26
63.38	66	69.88	65
101.73	20	123.58	16
96.91	26	114.07	22
92.08	33	95.15	37
78.86	48	82.01	50
70.17	61	78.83	53
100.88	22	108.15	27
70.76	57	74.08	62
68.00	65	70.00	64
81.96	42	81.96	51
172.14	1	191.31	2
78.33	49	98.73	33
92.39	31	98.17	34
92.07		103.38	
172.14		191.43	
104.70		117.30	
87.16		95.18	
74.78		77.99	
56.63		56.63	

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

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Allan Hancock Joint	90.79	PhD rate - Column 7, Step 8, 29+ semesters
Antelope Valley	90.45	PhD rate - Column 3, Step 4, 15+ semesters
Barstow	60.00	One rate for all
Butte-Glenn	93.27	PhD or MA+48 or MA&BA+84 - Column 3, Step V, 23+ semesters
Cabrillo	Stipend	\$97 PhD Stipend per unit
Cerritos	126.88	PhD rate - Column 3, Step 6, 11+ semesters
Chabot-Las Positas	151.72	Steps only salary schedule. Step 11, 163+ hours
Chaffey	95.20	PhD or MA&BA+60 or BA+75 - Column 2, Step 4, 13+ semesters
Citrus	90.06	MA&BA+80 - Column 4, Step 6, 11+ semesters
Coast	128.67	PhD or MA+60 - Column 3, Step 15, 29+ semesters
Compton	74.46	MA+102 - Column 6, Step 4, 10+ years
Contra Costa	139.08	PhD or MA+60 or BA+90 - Column 7, Step 22, 21+ years
Copper Mountain	58.95	PhD rate - Column 3, Step 1
Desert	90.00	PhD rate - Column 3, Step 5, 72+ SIU's
El Camino	116.13	MA - Column 2, Step 6, 11+ semesters
Feather River	Stipend	PhD Stipend: \$900 Stipend x (# of units taught in a year)/30
Foothill-De Anza	172.58	PhD or MA+72 or MA&BA+108 - Column 5, Step 8, 8+ Full-Time equivalent years
Gavilan Joint	111.97	PhD rate - Column 5, Step 9, 19+ terms
Glendale	82.67	MA+14 - Column 4, Step 6, 21+ semesters
Grossmont-Cuyamaca	109.52	PhD or MA+15 - Column 5, Step 15, 29+ semesters
Hartnell	91.25	PhD rate - Column E, Step 6, 21+ semesters
Imperial	75.00	One rate for all; Additional 3% off schedule payment equal to 3% of total compensation earned in 2022/2023.
Kern	62.50	Rates are not based on degrees; 2.0+ FTE
Lake Tahoe	60.25	Rates are not based on degrees; 10+quarters
Lassen	53.83	One rate for all
Long Beach	Stipend	\$100 PhD stipend per semester
Los Angeles	151.65	\$2.45 doctoral degree addition; 20 wks paid 17.5 weeks semester = \$2.80/hour
Los Rios	161.94	PhD rate - Column V, Step 25, 721+ hours
Marin	221.03	PhD rate - Column 5, Step 16, 451+ teaching units
Mendocino-Lake	92.97	PhD rate - Column 6, Step 4, 19+ semesters
Merced	77.33	MA+45 - Column 5, Step 8, 43+ semesters
MiraCosta	119.82	PhD rate - Column 6, Step 10, 19+ semesters
Monterey Peninsula	105.75	PhD rate - Column 6, Step 11, 21+ terms
Mt. San Antonio	100.63	PhD or MA&BA+80 - Column 3, Step 4, 90+LHE
Mt. San Jacinto	69.35	Rates are not based on degrees; 13+ semesters
Napa Valley	86.87	Rates are not based on degrees; 19+ semesters
North Orange County	94.34	PhD rate - Column 3, Step 5, 17+ semesters
Ohlone	141.37	PhD rate - Column 3, Step 12, 11+ years
Palo Verde	89.21	PhD rate - Column 3, Step 3, 9+ semesters
Palomar	101.31	PhD or 2 MA - Column 4, Step 10, 4050+ hours

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

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Pasadena Area	121.13	PhD rate - Column 5, Step 25, 3600+ hours
Peralta	191.43	PhD or MA+90 - Column 5, Step 25, 721+ equated hours
Rancho Santiago	88.28	MA+30 - Column 4, Step 5, 5+ semesters
Redwoods	145.83	PhD or MA&BA+70 - Column 5, Step 11, 30+ semesters
Rio Hondo	159.56	PhD rate - Column 5, Step 20, 25+ years
Riverside	107.34	MA through PhD rate - Column 3, Step 3, 4+ semesters
San Bernardino	79.00	PhD rate - Column 3, Step 4, 7+ semesters
San Diego	102.15	PhD or MA+105 - Column 6, Step 5, 1800+ hours
San Francisco	182.30	PhD or BA&MA+90 - Column 5, Step 14, 53+ semesters
San Joaquin Delta	100.79	PhD rate - Column 7, Step 7, 1740+ hours
San Jose/Evergreen	181.82	PhD rate - Column 5, Step 11, 11+ years
San Luis Obispo County	126.99	PhD rate - Column 7, Step 14, 45+ semesters
San Mateo County	172.82	PhD rate - Column 5, Step 25, 49+ semesters
Santa Barbara	121.03	PhD rate - Column 2, Step 10, 25+ semesters
Santa Clarita	104.35	PhD rate - Column 3, Step 20, 39+ semesters
Santa Monica	231.22	PhD rate - Column VII, Step 22, 631+ LHE
Sequoias	79.69	PhD rate - Column 4, Step 5, 5+ years
Shasta-Tehama-Trinity Joint	75.74	PhD or MA&BA+78 - Column V, Step 8, 240+ Units (includes PhD differential of \$1.90)
Sierra Joint	113.80	PhD rate - Column 4, Step 14, 391+ units
Siskiyou Joint	69.88	MA+60
Solano	128.52	PhD rate - Column 5, Step 13, 25+ terms
Sonoma County	155.14	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	126.87	Rates based on LHE, 181+ LHE
Southwestern	Stipend	\$550 Stipend per Semester
State Center	82.51	PhD or MFA - Column 6, Step 7, 25+ semesters
Ventura County	122.48	PhD rate - Column 3, Step 7, 25+ semesters
Victor Valley	Stipend	\$125 per unit for academic year, not to exceed \$3,000
West Hills	70.00	Rates based on degree; BA+90 or MA&BA+75
West Kern	81.96	Rates are not based on degrees; Step 3, 5+ semesters
West Valley-Mission	227.67	PhD rate - Column 1, Step 21, 211+ units
Yosemite	101.32	PhD rate - Column 5, Step 11, 41+ semesters
Yuba	100.22	PhD rate - Column 3, Step 2L, 181+ units



## Details about Columns and Steps in Salary Schedules, and Step Advancement Process

District	# of columns	# of Steps	Step Advancement Process
Allan Hancock Joint	7	8	Step advancement every 2 years or 4 semesters. 1 year = 2 semesters or 1 semester + summer. Per salary schedule.
Antelope Valley	3	4	Step 2: 2 1/2 years (5 semesters) or 30 LHE <sup>1</sup> ; Step 3: 5 years (10 semesters) or 60 LHE; Step 4: 7 1/2 years (15 semesters) or 90 LHE at Antelope during regular academic year. Per salary schedule.
Barstow	1	1	One rate. Per Section 8.3 of CBA.
Butte-Glenn	3	5	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	6	13	Article 13.3.2 of CBA: Associate 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	3	6	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	1	10	18 faculty hours. Per Article 211.1 of CBA.
Chaffey	2	4	Every 4 academic terms. Per Article 21.2.7 of CBA.
Citrus	4	6	One step increase per year for each two-semester periods completed. Per salary schedule.
Coast	3	15	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 11.6.b of CBA.
Compton	6	4	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	7	22	1 year FTE <sup>2</sup> service. Per Article 20.3.2.6.1 and previous CFT survey.
Copper Mountain	3	1	Move columns based on degree of BA, MA or PhD. Per salary schedule, Appendix E in CBA.
Desert	3	5	Step I: 0-17 SIU <sup>3</sup> ; Step II: 18-35 SIU; Step III: 36-53 SIU; Step IV: 54-71 SIU; Step V: 72+ SIU. Per salary schedule.
El Camino	2	6	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	5	15	20 equated hours. Per Article 19, Section B.3 of CBA.
Foothill-De Anza	5	8	Yearly after completing equivalent of full time load. Per Appendix C (Advancement on the Salary Schedule) of CBA.
Gavilan Joint	5	9	Step 1: 1-4 terms; Step 2: 5-6 terms; Step 3: 7-8 terms; Step 4: 9-10 terms; Step 5: 11-12 terms; Step 6: 13-14 terms; Step 7: 15-16 terms; Step 8: 17-18 terms; Step 9: 19+ terms. Per salary schedule.
Glendale	4	6	Step 1: 1-4 semesters; Step 2: 5-8 semesters; Step 3: 9-12 semesters; Step 4: 13-20 semester; Step 6: 21+ semester. Per Article VIII, Section 9.E. of CBA.
Grossmont-Cuyamaca	5	15	Must have taught one unit in two different half year periods to progress to the next step. Per salary schedule.
Hartnell	5	6	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 2022/23 to be paid in July 2023. Per Article 13.1 of CBA.
Kern	1	3	Step 1: 0-.99 FTE; Step 2: 1-1.99 FTE; Step 3: 2.0 or higher FTE. Per salary schedule.

## Details about Columns and Steps in Salary Schedules, and Step Advancement Process

District	# of columns	# of Steps	Step Advancement Process
Lake Tahoe	1	2	Tier I: 0-9 quarters; Tier II: 10+ quarters at LTCC. Per salary schedule.
Lassen	1	1	One rate.
Long Beach	3	6	Advancement occurs every two semesters of part-time employment. Per salary schedule.
Los Angeles	1	10	Annually. Per Article 30.C of CBA and per previous CFT survey.
Los Rios	5	25	30 formula hours. Per Article 2.7.2.1 of CBA.
Marin	5	16	30 teaching units. Per Article 3.14.3 of CBA.
Mendocino-Lake	6	4	6 semesters of service with the district. Per salary schedule.
Merced	5	8	30 units or 6 semesters. Per salary schedule.
MiraCosta	6	10	One year or two semesters. Per Article 12.5.a of CBA.
Monterey Peninsula	6	11	100 hours (or two 3-unit classes) over two terms. Per Article 16.2.8 of CBA.
Mt. San Antonio	3	4	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	1	3	Step 3: 1-6 semesters; Step 4: 7-12 semesters; Step 5: 13+ semesters. Per salary schedule
Napa Valley	1	7	3 semesters. Per Article 13.5.1 of CBA.
North Orange County	3	5	4 regular semesters. Per Article 11.2.4 of CBA.
Ohlone	3	12	Any calendar year or "experience year." Per Article 16.10.2 of CBA.
Palo Verde	3	3	Step I: 1-4 semesters; Step II: 5-8 semesters; Step III: 9+ semesters. Per salary schedule.
Palomar	4	10	450 hours. Per Article 15.5.4.2 of CBA.
Pasadena Area	5	25	150 hours. Per salary schedule.
Peralta	5	25	30 semester hours. Per Appendix A9.E of CBA.
Rancho Santiago	4	4	Advancement every 2 semesters. Per Article 7.3 of CBA.
Redwoods	5	11	45 TLU <sup>4</sup> . Per Article 3.10.7 of CBA.
Rio Hondo	5	20	Annually up to step 18: Step 18 at 17 years; Step 19 at 20 years; Step at 25 years. Per salary schedule.
Riverside	3	3	Step 1: 1-2 semesters, Step 2: 3-4 semesters, Step 3: 4+ semesters Per salary schedule.
San Bernardino	3	4	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5-6 semesters; Step IV: 7+ semesters. Per Appendix A-2 of CBA.
San Diego	6	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+ hours. Per salary schedule.
San Francisco	5	14	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: 1740+ hours. Per salary schedule.
San Jose/Evergreen	5	11	Annually. Per Article 9.7 of CBA.
San Luis Obispo County	7	14	Every four semesters. Per Appendix B-9, Section C (Salary Step Advancement and Column Changes) of CBA.
San Mateo County	5	25	Must have served in 2 academic semesters. Per Article 8.11 of CBA.
Santa Barbara	2	10	Steps 1-6: 2 semesters; Steps 7-10: 4 semesters. Per Article 2.18.2.1 of CBA.

## Details about Columns and Steps in Salary Schedules, and Step Advancement Process

District	# of columns	# of Steps	Step Advancement Process
Santa Clarita	4	20	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	7	22	Every 30 LHE. Per Article 14.3, Section 4 of CBA.
Sequoias	4	5	Annually. Per salary schedule.
Shasta-Tehama-Trinity Joint	5	8	Every 30 units. Per Board Policy 4141.1; Previously confirmed by district.
Sierra Joint	4	14	Every 30 units. Per Article 9, section Part-Time Faculty and Full-Time Faculty Overload - Lecture Rate, in CBA
Siskiyou Joint	4	1	Not applicable (only columns based on degree).
Solano	5	13	Annually upon completion of 2 terms. Per Article 20.4.2 section B of CBA.
Sonoma County	4	9	Every 4 qualifying semesters. Per Article 27.03.B of CBA.
South Orange County	1	7	Every 30 LHE. Per Article 30.5.b of CBA.
Southwestern	3	5	Class A: 4 semesters; Class B: 5-8 semesters; Class C: 9-12 semesters; Class D: 13-16 semesters; Class E: 17+ semesters. Per salary schedule.
State Center	6	7	Every 4 semesters. Per Article 16, Section 2.A of CBA.
Ventura County	3	7	Every 4 semesters of service. Per Article 3.4.E of CBA.
Victor Valley	5	1	Not applicable (only column advancement based on degree as described in salary schedule).
West Hills	3	1	Not applicable (only column advancement based on degree as described in salary schedule).
West Kern	1	3	Every 2 semesters. Per Article 7.2.6 of CBA.
West Valley-Mission	6	21	Steps 1-12: Every .80 FTE load taught; Steps 15, 18, 21: every 2.2 FTE load taught. Per Appendix BB, Section I.C 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	5	11	Every 2 years or 180 class hours. Per Article 16.3.1 of CBA.
Yuba	3	9	Steps 1-7: every 15 load units. Longevity Step 1L and Step 2L: after completing 75 semester units. Per Article 7.3 of CBA.

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

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

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

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

## Details about Office Hours

District	Office hours included in hourly rate?	District pays 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		\$200 Stipend	Appendix GG: beginning 2016-17 through 6/30/18, requires teaching 4 one-hour sessions. Funding determined on year-to-year basis dependent upon state funding.
Barstow	No	No	NA	NA	
Butte-Glenn	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	\$18.65 to \$31.64		8.6: Associate 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 Local, 2.5 office hours for every 9 hours teaching.
Cerritos	No	Yes		\$50.00	14.2: Part-time (PT) Faculty are encouraged to hold office hours. Per semester: 1 unit or less, 3 office hours; 1-3 units, 9 office hours; 3-6 units, 12 office hours; 6-10 units, 15 office hours. \$50 per office hour.
Chabot-Las Positas	No	Yes		\$60.53	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		\$40.88	11.7: 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	Yes	No	\$20.12 to \$34.77		7.8.4: PT Faculty shall hold regularly scheduled office hours. 1 office hour for every 20% load, rounded to nearest 1/2 hour, maximum 5 hours. Office hour rates shown are assuming a 60% load.
Copper Mountain	No	Yes		\$45.62 to \$47.49	Article IX, Section 10: 30 minutes per week for each 1.5 course SIU <sup>1</sup> on an 18-week semester. For courses less than 18-weeks shall be pro-rated accordingly. Compensation at established lab rate.

## Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Desert	No	Yes		\$59.23 to \$76.50	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		\$96.39	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.b: Eligible PT faculty will be paid for office hours at 50% of the associate faculty lecture rate.
Foothill-De Anza	Yes	No	\$24.88 to \$37.52		Article 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 Joint	Yes	No	\$18.53 to \$27.99		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		\$67.13 to \$82.67	Compensated at instructional hourly pay rate, per Local 2276. Rates shown are from Appendix B1, MA to MA+14.
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		\$75.00	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; 6-9 units, 2 office hours; 9+units, 3 office hours. Office hours are compensated at the current hourly rate.
Kern	No	No	NA	NA	
Lake Tahoe	No	Yes		50% of hourly rate	5.5.2: For PT faculty who teach at least 3.2 units and meet other criteria. Compensated at extra duty assignment rate which is 50% of hourly rate.

## Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Lassen	No	Yes		\$60.12	24.3: 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	\$18.06		Salary Schedule
Los Rios	No	Yes		\$38.21	4.10.11: Voluntary, # of office hours vary by assignment; Compensation rate Class 1, Step 1, Salary Schedule B2.
Marin	Yes	No	\$34.62 to \$55.26		8.3.1: Based on number of ATU <sup>2</sup> . 0.1 to 3.0 ATU: 1 office hour; 3.1 to 6 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; 15.1 to 18 ATU: 5 office hours; 18.1 to 21 ATU: 6.5 office hours; 21.1 to 24 ATU: 7 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	
MiraCosta	No	Yes		\$50.00	11.4: Office hours shall be paid at a flat rate of \$50 per hour.
Monterey Peninsula	Yes	No	\$15.64 to \$26.44		15.13.3.2: Proportionate # of office hours as PT assignment relates to that of a FT instructor.
Mt. San Antonio	No	Yes		\$35.00	10.B.5: Shall be paid 1 office hour per week per term. Rate of \$35 per hour
Mt. San Jacinto	No	No	NA	NA	
Napa Valley	No	Yes		\$47.97 to \$60.69	Salary Schedule has rates listed for office hour pay. Optional 1 hour per week only for instructors who teach ENGL, ESL, and Math courses.
North Orange County	Yes	No	\$12.83 to \$15.72		13.1: Pay rates include compensation for 10 minutes of office hour time for each 50 minutes of assignment.
Ohlone	No	No		\$42.00	18.11: PT optional 1 office hour per week, per instructor, per semester at \$42 per hour.
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).

## Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Palomar	No	Yes		\$69.89 to \$100.33	15.5.6: Participation is voluntary, 1.5 office hours per unit per semester, and need to apply. Compensated at the PT faculty member's non-instructional hourly rate. Rates shown are for faculty with at least a MA.
Pasadena Area	No	Yes		\$68.55 to \$114.27	5.8.6: PT faculty will be paid for 8 hours per semester at the employee's hourly rate. Rates shown are for faculty with at least a BA+54 or MA+18.
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	NA	NA	3.12.1: Student consultation hours are part of associate faculty member's professional responsibility. No details provided on expectations of consultation hours.
Rio Hondo	No	No	NA	NA	
Riverside	No	No	NA	NA	
San Bernardino	Yes	No		\$7.81 to \$8.69	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 <sup>3</sup> . 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	2022-2023 Salary Schedule: PT Office Hours
San Joaquin Delta	No	No	NA	NA	
San Jose/Evergreen	Yes	No		\$14.56 to \$22.61	9.14: Standard of 1/2 hour for each 20% course load. Rates shown are assuming 60% course load with 1.5 office hours.

## Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
San Luis Obispo County	No	Yes		\$49.69	4.18: Temporary faculty teaching 40%+ shall be paid for 18 office hours per semester; temporary faculty teaching 20-39.9% 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	
Santa Clarita	No	Yes		\$40.00	Appendix H: Scheduled Office Hours Compensation beginning Fall 2017.
Santa Monica	Yes	No	\$20.97 to \$48.68		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		\$37.65	Salary Schedule: \$37.65. 12.1.2: District budgets pool of money. 12.2: Office hours not required. Adjunct faculty may apply for office-hour funding.
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		\$56.72 to \$66.24	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	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; payrate shown is based on degree of MA to PhD.
Sonoma County	Yes	No	\$28.73 to \$38.79		Salary schedule: 20 minutes per hour taught and compensation is included in hourly rate.
South Orange County	Yes	No	\$25.57 to \$31.72		14.3.b: 20 minutes of student consultation and appointments per week for each assigned LHE of classroom instruction. Per Salary Schedule, student consultation time included in pay.



## Details about Office Hours

District	Office hours included in hourly rate?	District pays for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Southwestern	Yes	No	\$22.33 to \$27.34		Article 4.7.3: "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	\$35.00	Article 11-B, Section 6: Limited # of available paid office hours from a pool of \$250,000 per semester. Exhibit B: Compensation of \$35 per hour.
Ventura County	No	Yes		\$71.84 to \$114.26	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.
Victor Valley	No	No	NA	NA	
West Hills	No	No	NA	NA	
West Kern	No	Yes		\$69.75 to \$81.98	6.6.2: Subject to state funding, optional office hour time based on the assigned teaching load. Compensated at hourly rate.
West Valley-Mission	Yes	No	\$17.64 to \$32.52		100.8: Associate faculty 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	\$30.00	7.5: PT shall provide 10 minutes of office time for each unit of lecture/lab taught.
Yuba	No	Yes		\$375 per semester	8.3 and 8.4: Eligibility for unit members to participate in the office hour program - minimum load of 20% or 3 units. Paid \$375 per semester.

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

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

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

## Date of Part-Time Faculty Salary Schedule and CCD Region

District	Region	Salary Schedule Date	District	Region	Salary Schedule Date
Allan Hancock Joint	Southern	7/1/2021	North Orange County	Southern	8/22/2022
Antelope Valley	Southern	2020-2021	Ohlone	Bay Area	8/1/2022
Barstow	Southern	2022-2023	Palo Verde	Southern	7/1/2022
Butte-Glenn	Northern	2022-2023	Palomar	Southern	2022-2023
Cabrillo	Bay Area	2022-2023	Pasadena Area	Southern	7/1/2022
Cerritos	Southern	2022-2023	Peralta	Bay Area	1/1/2023
Chabot-Las Positas	Bay Area	2022-2023	Rancho Santiago	Southern	2022-2023
Chaffey	Southern	8/1/2022	Redwoods	Northern	2022-2023
Citrus	Southern	1/1/2021-12/31/2023	Rio Hondo	Southern	2022-2023
Coast	Southern	2022-2023	Riverside	Southern	2022-2023
Compton	Southern	2021-2022	San Bernardino	Southern	7/1/2022
Contra Costa	Bay Area	2022-2023	San Diego	Southern	1/1/2023
Copper Mountain	Southern	7/1/2022	San Francisco	Bay Area	2022-2023
Desert	Southern	2022-2023	San Joaquin Delta	Central	2022-2023
El Camino	Southern	12/1/2021	San Jose/Evergreen	Bay Area	2022-2023
Feather River	Northern	2022-2023	San Luis Obispo County	Southern	7/1/2022
Foothill-De Anza	Bay Area	2022-2023	San Mateo County	Bay Area	8/15/2022
Gavilan Joint	Central	2022-2023	Santa Barbara	Southern	2021-2022
Glendale	Southern	7/1/2021	Santa Clarita	Southern	2022-2023
Grossmont-Cuyamaca	Southern	1/1/2023	Santa Monica	Southern	8/23/2022
Hartnell	Bay Area	2021-2022	Sequoias	Central	2022-2023
Imperial	Southern	Fall 2022	Shasta-Tehama-Trinity Joint	Northern	2022-2023
Kern	Central	2020-2023	Sierra Joint	Northern	2022-2023
Lake Tahoe	Central	2022-2023	Siskiyou Joint	Northern	2022-2023
Lassen	Northern	2022-2023	Solano	Northern	2022-2023
Long Beach	Southern	Fall 2022	Sonoma County	Northern	2022-2023
Los Angeles	Southern	2022-2023	South Orange County	Southern	2022-2023
Los Rios	Northern	2022-2023	Southwestern	Southern	7/1/2022
Marin	Bay Area	7/1/2022	State Center	Central	7/1/2022
Mendocino-Lake	Northern	8/15/2022	Ventura County	Southern	7/1/2022
Merced	Central	2022-2023	Victor Valley	Southern	2022-2023
MiraCosta	Southern	2022-2023	West Hills	Central	2015-2016
Monterey Peninsula	Bay Area	2022-2023	West Kern	Southern	2022-2023
Mt. San Antonio	Southern	2019-2022	West Valley-Mission	Bay Area	2022-2023
Mt. San Jacinto	Southern	7/1/2022	Yosemite	Central	2022-2023
Napa Valley	Northern	2022-2023	Yuba	Northern	7/1/2021

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

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

District	Region	FT Salary Schedule Date	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5	Rank
Allan Hancock Joint	Southern	July 1, 2022	89.35	57	102.13	60
Antelope Valley	Southern	2020-2021	85.09	66	100.36	61
Barstow	Southern	2022-2023	88.09	58	102.94	57
Butte-Glenn	Northern	2022-2023	96.77	39	115.80	32
Cabrillo	Bay Area	2022-2023	94.59	46	111.28	42
Cerritos	Southern	2022-2023	113.43	10	135.52	3
Chabot-Las Positas	Bay Area	2022-2023	116.44	5	134.93	4
Chaffey	Southern	August 1, 2022	109.86	16	119.45	24
Citrus	Southern	January 1, 2023	103.64	25	113.83	35
Coast	Southern	2022-2023	99.16	33	116.63	30
Compton	Southern	2021-2022	89.83	56	99.39	65
Contra Costa	Bay Area	2022-2023	100.58	29	108.70	48
Copper Mountain	Southern	July 1, 2022	77.20	70	91.18	71
Desert	Southern	2022-2023	109.79	18	129.68	11
El Camino	Southern	December 1, 2021	104.75	23	121.88	19
Feather River	Northern	2022-2023	94.96	45	113.50	36
Foothill-De Anza	Bay Area	2022-2023	100.97	27	121.50	21
Gavilan Joint	Central	2022-2023	95.71	41	111.13	43
Glendale	Southern	July 1, 2021	98.45	35	114.06	34
Grossmont-Cuyamaca	Southern	January 1, 2023	94.34	47	104.54	55
Hartnell	Bay Area	2021-2022	86.49	60	103.69	56
Imperial	Southern	2022-2023	100.54	30	113.16	38
Kern	Central	July 1, 2022	114.91	9	126.84	13
Lake Tahoe	Central	2022-2023	85.63	64	100.07	63
Lassen	Northern	2022-2023	97.04	38	117.02	29
Long Beach	Southern	July 1, 2022	110.42	15	126.95	12
Los Angeles	Southern	2022-2023	99.33	31	114.41	33
Los Rios	Northern	2022-2023	74.29	71	92.00	70
Marin	Bay Area	July 1, 2022	109.34	19	121.82	20
Mendocino-Lake	Northern	July 1, 2022	93.53	49	110.19	45
Merced	Central	2022-2023	86.46	61	102.17	59
MiraCosta	Southern	2022-2023	117.90	3	142.62	1
Monterey Peninsula	Bay Area	2022-2023	95.61	43	112.01	40
Mt. San Antonio	Southern	2019-2022	104.81	22	120.16	23
Mt. San Jacinto	Southern	2022-2023	112.15	12	126.23	15
Napa Valley	Northern	2022-2023	85.28	65	105.75	54
North Orange County	Southern	July 1, 2022	116.15	8	125.92	16
Ohlone	Bay Area	August 1, 2022	112.57	11	130.82	9
Palo Verde	Southern	July 1, 2022	98.71	34	111.10	44
Palomar	Southern	2022-2023	105.18	21	123.56	18
Pasadena Area	Southern	July 1, 2022	118.13	2	118.13	28
Peralta	Bay Area	January 1, 2023	69.65	72	86.72	72
Rancho Santiago	Southern	2022-2023	106.03	20	124.22	17

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

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

District	Region	FT Salary Schedule Date	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5	Rank
Redwoods	Northern	2022-2023	95.63	42	109.55	46
Rio Hondo	Southern	2022-2023	100.73	28	121.16	22
Riverside	Southern	2022-2023	111.24	14	132.48	8
San Bernardino	Southern	July 1, 2022	103.26	26	118.50	25
San Diego	Southern	January 1, 2023	90.02	55	100.34	62
San Francisco	Bay Area	2022-2023	94.14	48	109.40	47
San Joaquin Delta	Central	2022-2023	96.47	40	116.37	31
San Jose/Evergreen	Bay Area	2022-2023	120.31	1	138.20	2
San Luis Obispo County	Southern	2022-2023	90.40	52	107.55	52
San Mateo County	Bay Area	August 16, 2021	111.96	13	133.66	6
Santa Barbara	Southern	2021-2022	95.06	44	108.40	49
Santa Clarita	Southern	2022-2023	104.06	24	118.23	27
Santa Monica	Southern	August 23, 2022	90.39	53	105.88	53
Sequoias	Central	2022-2023	109.84	17	126.25	14
Shasta-Tehama-Trinity Joint	Northern	2022-2023	90.12	54	108.08	50
Sierra Joint	Northern	2022-2023	86.31	62	98.97	66
Siskiyou Joint	Northern	2022-2023	86.22	63	97.42	67
Solano	Northern	2022-2023	82.72	68	96.77	68
Sonoma County	Northern	2022-2023	116.25	7	130.70	10
South Orange County	Southern	2022-2023	117.78	4	134.31	5
Southwestern	Southern	July 1, 2022	97.09	37	113.40	37
State Center	Central	July 1, 2022	99.18	32	118.34	26
Ventura County	Southern	July 1, 2022	82.95	67	99.54	64
Victor Valley	Southern	2019-2020	79.59	69	93.70	69
West Hills	Central	2022-2023	97.10	36	111.46	41
West Kern	Southern	2022-2023	93.11	50	112.48	39
West Valley-Mission	Bay Area	2022-2023	116.43	6	133.61	7
Yosemite	Central	2022-2023	92.63	51	107.71	51
Yuba	Northern	2021-2022	87.99	59	102.68	58
• Average (Mean)			98.64		114.29	
• Highest			120.31		142.62	
• 3rd Quartile			109.45		122.30	
• Median			97.09		113.45	
• 1st Quartile			90.10		105.45	
• Lowest			69.65		86.72	

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

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

District	Salary (\$) MA 30, Step 10	Rank	Salary (\$) Highest without PhD	Rank	Salary (\$) Highest with PhD	Rank
Allan Hancock Joint	126.33	64	160.20	69	163.77	70
Antelope Valley	126.09	65	163.27	67	168.55	65
Barstow	128.94	59	173.50	55	176.87	56
Butte-Glenn	147.52	25	194.48	30	200.35	32
Cabrillo	139.19	43	183.12	43	189.24	41
Cerritos	168.65	5	212.81	7	218.34	8
Chabot-Las Positas	164.02	7	210.25	10	218.15	9
Chaffey	145.52	28	195.26	29	203.25	25
Citrus	144.92	31	206.57	14	212.84	13
Coast	146.30	27	208.30	13	213.40	12
Compton	113.42	72	168.66	62	168.66	64
Contra Costa	137.95	46	177.33	53	177.33	55
Copper Mountain	122.02	67	150.25	72	156.64	72
Desert	173.55	2	200.13	20	208.48	19
El Camino	140.64	41	178.52	48	184.35	48
Feather River	141.71	39	173.10	56	174.38	59
Foothill-De Anza	152.28	18	177.93	51	177.93	54
Gavilan Joint	143.21	37	186.09	39	191.34	39
Glendale	143.67	34	186.51	38	190.18	40
Grossmont-Cuyamaca	131.03	56	169.76	60	174.01	61
Hartnell	130.07	58	169.34	61	174.23	60
Imperial	146.49	26	191.15	36	202.62	28
Kern	153.56	15	185.90	40	198.91	35
Lake Tahoe	125.33	66	168.65	63	171.93	62
Lassen	148.08	22	166.67	65	170.96	63
Long Beach	152.13	19	185.73	41	193.84	37
Los Angeles	143.37	36	197.79	25	203.76	24
Los Rios	121.29	69	159.43	70	166.57	68
Marin	144.05	32	205.27	16	208.67	18
Mendocino-Lake	136.50	50	177.59	52	182.09	50
Merced	130.44	57	196.04	28	204.43	23
MiraCosta	181.92	1	235.39	2	239.60	2
Monterey Peninsula	139.30	42	174.80	54	179.50	53
Mt. San Antonio	154.93	14	201.05	19	206.39	20
Mt. San Jacinto	161.33	8	212.39	9	223.01	7
Napa Valley	131.15	55	166.20	66	166.20	69
North Orange County	155.27	13	199.30	22	206.09	21
Ohlone	158.01	10	212.60	8	216.98	10
Palo Verde	135.98	52	182.38	45	186.00	47
Palomar	152.36	17	209.26	11	211.72	14
Pasadena Area	138.09	44	193.00	33	202.98	27
Peralta	118.21	71	191.43	35	191.43	38

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

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

District	Salary (\$) MA 30, Step 10	Rank	Salary (\$) Highest without PhD	Rank	Salary (\$) Highest with PhD	Rank
Rancho Santiago	156.67	11	205.03	17	210.09	15
Redwoods	137.34	48	196.99	26	199.14	34
Rio Hondo	152.36	16	193.83	31	199.45	33
Riverside	172.49	3	216.96	6	224.18	6
San Bernardino	143.62	35	181.23	47	187.57	44
San Diego	126.69	63	187.22	37	187.22	45
San Francisco	136.10	51	181.87	46	181.87	51
San Joaquin Delta	141.23	40	198.10	24	202.50	29
San Jose/Evergreen	167.79	6	208.96	12	214.29	11
San Luis Obispo County	137.52	47	178.39	49	183.63	49
San Mateo County	155.40	12	193.53	32	203.04	26
Santa Barbara	134.99	54	183.05	44	187.63	43
Santa Clarita	151.06	20	224.06	5	228.39	5
Santa Monica	147.76	24	204.51	18	209.89	16
Sequoias	145.52	29	228.46	4	232.57	4
Shasta-Tehama-Trinity Joint	135.02	53	172.13	59	174.99	58
Sierra Joint	127.51	61	172.69	58	181.32	52
Siskiyou Joint	119.16	70	157.78	71	160.64	71
Solano	127.15	62	160.90	68	167.08	66
Sonoma County	148.75	21	196.52	27	200.45	31
South Orange County	161.18	9	231.43	3	237.68	3
Southwestern	141.96	38	198.13	23	201.28	30
State Center	147.84	23	192.45	34	195.90	36
Ventura County	136.87	49	178.33	50	186.63	46
Victor Valley	121.52	68	166.98	64	166.98	67
West Hills	143.77	33	205.93	15	209.50	17
West Kern	145.31	30	199.71	21	206.07	22
West Valley-Mission	170.81	4	249.99	1	254.99	1
Yosemite	138.05	45	172.93	57	176.82	57
Yuba	128.38	60	183.44	42	188.95	42
• Average (Mean)	142.98		189.99		194.95	
• Highest	181.92		249.99		254.99	
• 3rd Quartile	152.17		201.91		208.53	
• Median	143.29		189.19		194.87	
• 1st Quartile	134.03		174.47		177.78	
• Lowest	113.42		150.25		156.64	

## 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	8,184.19	47	108,712,139	13,283.19	45
Antelope Valley	8,326.93	45	138,549,920	16,638.79	19
Barstow	2,221.88	65	36,645,271	16,492.93	20
Butte-Glenn	8,297.43	46	199,702,431	24,067.99	3
Cabrillo	6,923.58	52	107,660,216	15,549.79	29
California Online (Calbright)	491.14	73	15,750,387	32,068.85	1
Cerritos	11,191.16	33	182,262,974	16,286.34	22
Chabot-Las Positas	13,789.92	26	182,107,731	13,205.86	46
Chaffey	13,812.76	25	206,540,817	14,952.90	31
Citrus	9,024.19	43	123,278,840	13,660.93	41
Coast	25,880.55	9	307,408,071	11,877.96	62
Compton	2,965.91	62	64,712,842	21,818.87	5
Contra Costa	25,632.21	10	295,146,856	11,514.69	66
Copper Mountain	1,234.40	72	25,023,506	20,271.80	8
Desert	9,136.99	41	116,455,498	12,745.49	53
El Camino	14,954.92	21	193,383,182	12,931.08	51
Feather River	1,577.09	69	26,461,430	16,778.60	17
Foothill-De Anza	23,724.57	13	281,794,205	11,877.74	63
Gavilan Joint	4,031.03	59	52,815,734	13,102.30	48
Glendale	10,995.00	34	172,486,491	15,687.72	26
Grossmont-Cuyamaca	10,837.14	35	232,757,808	21,477.79	6
Hartnell	6,398.68	53	85,877,430	13,421.13	43
Imperial	7,944.58	49	100,132,160	12,603.83	55
Kern	22,621.20	14	268,555,295	11,871.84	64
Lake Tahoe	1,811.18	68	28,359,853	15,658.23	28
Lassen	1,350.97	71	26,779,172	19,822.20	9
Long Beach	18,107.34	17	217,537,234	12,013.76	61
Los Angeles	71,824.17	1	1,026,377,911	14,290.15	34
Los Rios	42,870.95	2	557,197,473	12,997.09	50
Marin*	3,090.57	61	85,388,156	27,628.58	2
Mendocino-Lake	2,401.67	64	43,482,983	18,105.31	12
Merced	8,990.57	44	110,437,211	12,283.67	60
MiraCosta*	9,358.57	40	181,588,408	19,403.44	11
Monterey Peninsula	4,919.09	57	68,677,997	13,961.52	38
Mt. San Antonio	31,453.82	5	332,136,618	10,559.50	71
Mt. San Jacinto	9,958.44	39	135,335,968	13,590.07	42
Napa Valley*	3,453.38	60	57,927,459	16,774.16	18
North Orange County	30,102.13	6	336,677,142	11,184.50	68
Ohlone	7,255.78	50	82,228,002	11,332.75	67
Palo Verde	1,829.33	67	29,836,251	16,309.90	21
Palomar	14,474.80	23	190,960,247	13,192.60	47
Pasadena Area	17,425.51	18	273,041,062	15,669.04	27
Peralta	15,443.42	20	221,955,712	14,372.18	33

## 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
Rancho Santiago	42,089.46	4	297,793,609	7,075.25	73
Redwoods	2,909.32	63	50,299,501	17,289.09	16
Rio Hondo	10,817.90	36	148,154,628	13,695.33	40
Riverside	26,002.17	8	370,553,473	14,250.86	35
San Bernardino	11,813.55	32	166,808,453	14,120.09	37
San Diego	42,353.69	3	448,883,185	10,598.44	70
San Francisco	12,657.94	28	227,046,747	17,937.09	13
San Joaquin Delta	16,362.93	19	158,903,227	9,711.17	72
San Jose/Evergreen*	10,017.95	37	178,369,249	17,804.97	14
San Luis Obispo County	7,129.85	51	89,547,492	12,559.53	56
San Mateo County*	18,447.03	16	269,382,217	14,603.01	32
Santa Barbara	11,834.04	31	167,586,351	14,161.38	36
Santa Clarita	13,818.82	24	173,139,485	12,529.25	57
Santa Monica	19,847.70	15	245,604,632	12,374.46	59
Sequoias	9,047.43	42	124,566,495	13,768.17	39
Shasta-Tehama-Trinity Joint	5,346.15	56	80,627,070	15,081.33	30
Sierra Joint*	11,893.42	30	150,611,866	12,663.46	54
Siskiyou Joint	1,422.72	70	27,903,297	19,612.65	10
Solano	6,166.81	54	72,212,644	11,709.89	65
Sonoma County	13,691.22	27	179,007,006	13,074.59	49
South Orange County*	23,858.14	12	374,965,639	15,716.47	25
Southwestern	12,184.34	29	196,136,575	16,097.43	23
State Center	27,679.82	7	368,333,818	13,306.94	44
Ventura County	25,316.75	11	276,100,264	10,905.84	69
Victor Valley	8,130.19	48	105,020,752	12,917.39	52
West Hills	4,363.34	58	76,898,218	17,623.71	15
West Kern	1,914.27	66	43,686,427	22,821.44	4
West Valley-Mission*	9,986.50	38	202,475,241	20,274.90	7
Yosemite	14,852.34	22	185,162,208	12,466.87	58
Yuba	6,156.39	55	97,262,208	15,798.58	24

<sup>1</sup>Source: FTES Datamart 2021-22 Credit and Non-Credit

<sup>2</sup>Source: Total Funding California Community College Chancellor's Office Statewide Report 2021-22

\*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. Basic Aid Districts may also be referred to as community-funded or community-supported Districts.