



**Part-Time Faculty
Salary Comparisons**
*in the California
Community Colleges*
2017-18

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

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Methodology and Index

There are nine (9) Pages on this workbook

Goals:

- 1 Salary comparison of part-timers in all 72 districts utilizing salary schedules
- 2 Convert all salaries to hourly rate if not already an hourly rate
- 3 Compare hourly rates and note if rate includes office hours. If so, calculate office hour differential.
- 4 Compare pay rates in four separate areas: (Show hourly rates with and without office hour differential)
 - A Masters Degree/Step 1 [Page 2](#)
 - B Masters Degree/Step 5 or beginning of 5th Year or 9th Semester [Page 2](#)
 - C MA+30/Step 10 or beginning of 10th year or 19th Semester [Page 3](#)
 - D Highest Salary (including longevity) without a PhD [Page 3](#)
 - E Highest Salary (including longevity) with a PhD [Page 3](#)
- 5 Comparative rank of each district on the above five areas [Page 2](#) [Page 3](#)
- 6 Convert full-time salaries to hourly rate for equivalent work [Page 6](#) [Page 7](#)
- 7 Comparative rank of full-time hourly rates on the above four areas [Page 6](#) [Page 7](#)

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 Pter

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

Other information provided:

- # of steps and columns on part-time faculty schedules [Page 4](#)
- Step advancement process [Page 4](#)
- Date of salary schedules [Page 9](#)
- Information regarding office hours [Page 5](#)
- CCD Region (Southern, Northern, Bay Area, Central) [Page 9](#)
- 2016-17 FTES and General Fund Revenue Ranking [Page 8](#)

*California Federation of Teachers
Research Department*

Contact: ivalentine@cft.org

9/24/2018

Part-Time Faculty Salary Comparison at MA Column/Step 1 and MA Column/5th Year or 9th Semester

District Name	With Office Hour Differential Included				Office Hours Included in Rate
	MA Column Step 1	Rank	MA Column Step 5 or 9th Semester	Rank	
Allan Hancock Jt CCD	\$53.75	57	\$58.63	57	No
Antelope Valley CCD	\$72.63	15	\$75.90	24	No
Barstow CCD	\$53.00	60	\$53.00	63	No
Butte-Glenn CCD	\$53.64	58	\$56.32	61	No
Cabrillo CCD	\$69.89	21	\$82.23	16	Yes
Cerritos CCD	\$62.55	32	\$76.63	21	No
Chabot CCD	\$85.08	10	\$101.32	9	No
Chaffey CCD	\$71.00	19	\$76.00	23	No
Citrus CCD	\$67.31	25	\$69.94	30	Yes
Coast CCD	\$60.43	35	\$77.75	20	No
Compton CCD	\$42.66	71	\$47.20	71	No
Contra Costa CCD	\$71.10	18	\$76.45	22	No
Copper Mt CCD	\$52.09	63	\$52.09	67	No
Desert CCD	\$58.15	48	\$67.80	38	No
El Camino CCD	\$87.55	9	\$101.88	8	No
Feather River CCD	\$45.15	70	\$50.02	68	No
Foothill-Deanza CCD	\$95.62	4	\$105.34	4	Yes
Gavilan CCD	\$67.69	24	\$75.73	26	Yes
Glendale CCD	\$59.71	42	\$64.89	44	No
Grossmont-Cuyamaca CCD	\$60.45	34	\$66.99	39	No
Hartnell CCD	\$58.62	46	\$63.41	49	No
Imperial CCD	\$65.00	27	\$65.00	43	No
Kern CCD	\$60.00	38	\$62.50	50	No
Lake Tahoe CCD	\$47.48	69	\$49.91	69	No
Lassen CCD	\$39.88	72	\$39.88	72	No
Long Beach CCD	\$57.11	50	\$70.09	29	No
Los Angeles CCD	\$98.42	2	\$108.40	2	Yes
Los Rios CCD	\$64.55	29	\$69.80	32	No
Marin CCD	\$106.88	1	\$114.78	1	Yes
Mendocino-Lake CCD	\$54.86	55	\$57.61	59	No
Merced CCD	\$48.95	67	\$49.88	70	No
MiraCosta CCD	\$73.12	14	\$88.44	11	No
Monterey Peninsula CCD	\$49.12	66	\$58.33	58	Yes
Mt. San Antonio CCD	\$78.66	11	\$87.23	12	No
Mt. San Jacinto CCD	\$54.84	56	\$57.51	60	No
Napa Valley CCD	\$59.96	40	\$64.85	45	No
North Orange County CCD	\$63.93	30	\$74.79	27	Yes
Ohlone CCD	\$70.84	20	\$86.11	14	No
Palo Verde CCD	\$55.51	54	\$58.90	56	No
Palomar CCD	\$59.79	41	\$66.93	40	No
Pasadena Area CCD	\$58.69	45	\$69.87	31	No
Peralta CCD	\$57.49	49	\$64.57	46	No

With Office Hour Differential Factored Out			
MA Column Step 1	Rank	MA Column Step 5 or 9th Semester	Rank
\$53.75	55	\$58.63	54
\$72.63	12	\$75.90	20
\$53.00	59	\$53.00	62
\$53.64	56	\$56.32	60
\$54.69	52	\$64.35	41
\$62.55	25	\$76.63	17
\$85.08	3	\$101.32	3
\$71.00	15	\$76.00	19
\$57.70	42	\$59.95	50
\$60.43	28	\$77.75	16
\$42.66	70	\$47.20	70
\$71.10	14	\$76.45	18
\$52.09	62	\$52.09	66
\$58.15	41	\$67.80	31
\$87.55	2	\$101.88	2
\$45.15	69	\$50.02	67
\$74.83	10	\$82.44	14
\$50.77	64	\$56.80	59
\$59.71	35	\$64.89	37
\$60.45	27	\$66.99	32
\$58.62	39	\$63.41	43
\$65.00	21	\$65.00	36
\$60.00	31	\$62.50	44
\$47.48	68	\$49.91	68
\$39.88	71	\$39.88	72
\$57.11	44	\$70.09	23
\$83.21	4	\$93.19	4
\$64.55	23	\$69.80	25
\$80.16	5	\$86.09	11
\$54.86	50	\$57.61	56
\$48.95	66	\$49.88	69
\$73.12	11	\$88.44	7
\$36.84	72	\$43.75	71
\$78.66	6	\$87.23	8
\$54.84	51	\$57.51	57
\$59.96	33	\$64.85	38
\$53.28	58	\$62.33	45
\$70.84	16	\$86.11	10
\$55.51	49	\$58.90	53
\$59.79	34	\$66.93	33
\$58.69	38	\$69.87	24
\$57.49	43	\$64.57	39

Part-Time Faculty Salary Comparison at MA Column/Step 1 and MA Column/5th Year or 9th Semester

District Name	With Office Hour Differential Included				Office Hours Included in Rate
	MA Column Step 1	Rank	MA Column Step 5 or 9th Semester	Rank	
Rancho Santiago CCD	\$58.29	47	\$64.25	48	No
Redwoods CCD	\$63.33	31	\$65.83	42	No
Rio Hondo CCD	\$65.92	26	\$79.29	18	No
Riverside CCD	\$60.80	33	\$71.64	28	No
San Bernardino CCD	\$60.00	38	\$60.00	53	No
San Diego CCD	\$64.73	28	\$68.34	36	No
San Francisco CCD	\$95.83	3	\$104.58	6	No
San Joaquin Delta CCD	\$57.02	51	\$68.78	34	No
San Jose-Evergreen CCD	\$90.11	8	\$103.50	7	Yes
San Luis Obispo CCD	\$53.60	59	\$59.41	54	No
San Mateo CCD	\$68.43	22	\$84.41	15	No
Santa Barbara CCD	\$75.79	13	\$86.43	13	No
Santa Clarita CCD	\$60.28	36	\$64.50	47	No
Santa Monica CCD	\$90.67	7	\$105.33	5	Yes
Sequoias CCD	\$56.04	53	\$61.74	51	No
Shasta-Tehama-Trinity CCD	\$52.57	62	\$54.87	62	No
Sierra Jt CCD	\$59.61	43	\$60.80	52	No
Siskiyou Jt CCD	\$52.86	61	\$52.86	64	No
Solano County CCD	\$60.14	37	\$69.77	33	No
Sonoma CCD	\$90.83	5	\$96.19	10	Yes
South Orange County CCD	\$75.90	12	\$81.93	17	Yes
Southwestern CCD	\$72.22	16	\$75.82	25	Yes
State Center CCD	\$50.78	64	\$52.82	65	No
Ventura CCD	\$72.08	17	\$78.02	19	Yes
Victor Valley CCD	\$59.00	44	\$59.00	55	No
West Hills CCD	\$68.00	23	\$68.00	37	No
West Kern CCD	\$56.68	52	\$66.60	41	No
West Valley-Mission CCD	\$90.70	6	\$107.72	3	Yes
Yosemite CCD	\$48.23	68	\$52.50	66	No
Yuba CCD	\$49.31	65	\$68.40	35	No
Average (Mean)	\$64.62		\$71.64		
Highest	\$106.88		\$114.78		
3rd quartile	\$71.03		\$78.34		
Median	\$60.21		\$68.17		
1st quartile	\$55.35		\$59.31		
Lowest	\$39.88		\$39.88		

With Office Hour Differential Factored Out			
MA Column Step 1	Rank	MA Column Step 5 or 9th Semester	Rank
\$58.29	40	\$64.25	42
\$63.33	24	\$65.83	35
\$65.92	20	\$79.29	15
\$60.80	26	\$71.64	22
\$60.00	31	\$60.00	49
\$64.73	22	\$68.34	29
\$95.83	1	\$104.58	1
\$57.02	45	\$68.78	27
\$78.20	7	\$89.82	6
\$53.60	57	\$59.41	51
\$68.43	17	\$84.41	12
\$75.79	9	\$86.43	9
\$60.28	29	\$64.50	40
\$72.35	13	\$84.27	13
\$56.04	48	\$61.74	46
\$52.57	61	\$54.87	61
\$59.61	36	\$60.80	48
\$52.86	60	\$52.86	63
\$60.14	30	\$69.77	26
\$68.12	18	\$72.14	21
\$56.93	46	\$61.45	47
\$54.17	53	\$56.87	58
\$50.78	63	\$52.82	64
\$54.06	54	\$58.51	55
\$59.00	37	\$59.00	52
\$68.00	19	\$68.00	30
\$56.68	47	\$66.60	34
\$77.74	8	\$92.33	5
\$48.23	67	\$52.50	65
\$49.31	65	\$68.40	28
\$61.17		\$67.84	
\$95.83		\$104.58	
\$68.03		\$76.11	
\$59.31		\$64.95	
\$53.98		\$58.60	
\$36.84		\$39.88	

Part-Time Faculty Salary Comparison at MA 30, Step 10 or 19th Semester, Highest with & w/out PhD

District Name	With Office Hour Differential Included					
	MA + 30, STEP 10 OR 19TH SEM	Rank	HIGHEST W/O PHD	Rank	HIGHEST W PHD	Rank
Allan Hancock Jt CCD	\$66.70	49	\$75.31	44	\$79.85	40
Antelope Valley CCD	\$82.41	27	\$82.41	35	\$85.24	33
Barstow CCD	\$53.00	68	\$53.00	69	\$53.00	70
Butte-Glenn CCD	\$65.21	54	\$71.87	50	\$71.87	53
Cabrillo CCD	\$102.80	13	\$110.74	15	\$115.31	15
Cerritos CCD	\$78.56	31	\$78.56	39	\$81.30	38
Chabot CCD	\$121.62	7	\$121.62	12	\$121.62	12
Chaffey CCD	\$76.00	37	\$76.00	42	\$76.00	45
Citrus CCD	\$76.86	35	\$80.06	37	\$80.06	39
Coast CCD	\$82.83	25	\$88.18	29	\$88.18	30
Compton CCD	\$49.66	71	\$53.88	68	\$68.83	57
Contra Costa CCD	\$95.10	15	\$116.43	13	\$116.43	14
Copper Mt CCD	\$52.09	69	\$52.09	70	\$54.22	69
Desert CCD	\$71.38	44	\$71.38	51	\$75.11	48
El Camino CCD	\$105.47	11	\$105.47	18	\$105.47	19
Feather River CCD	\$57.13	64	\$74.12	47	\$75.83	47
Foothill-Deanza CCD	\$124.77	5	\$139.35	5	\$139.35	6
Gavilan CCD	\$93.19	18	\$93.19	25	\$97.03	25
Glendale CCD	\$73.53	42	\$73.53	48	\$73.53	50
Grossmont-Cuyamaca CCD	\$76.16	36	\$86.59	31	\$86.59	32
Hartnell CCD	\$71.32	45	\$74.18	46	\$77.14	44
Imperial CCD	\$65.00	55	\$65.00	57	\$65.00	61
Kern CCD	\$62.50	56	\$62.50	60	\$62.50	64
Lake Tahoe CCD	\$49.91	70	\$49.91	71	\$49.91	71
Lassen CCD	\$39.88	72	\$39.88	72	\$39.88	72
Long Beach CCD	\$77.56	33	\$77.56	40	\$77.56	43
Los Angeles CCD	\$122.78	6	\$122.78	11	\$125.13	11
Los Rios CCD	\$83.04	24	\$134.11	7	\$140.82	5
Marin CCD	\$132.78	2	\$173.45	2	\$177.74	2
Mendocino-Lake CCD	\$66.68	50	\$70.02	53	\$73.52	51
Merced CCD	\$55.38	67	\$60.92	64	\$60.92	66
MiraCosta CCD	\$112.83	9	\$115.44	14	\$118.04	13
Monterey Peninsula CCD	\$73.70	41	\$79.64	38	\$83.05	36
Mt. San Antonio CCD	\$87.23	20	\$90.30	26	\$90.30	27
Mt. San Jacinto CCD	\$60.19	60	\$60.19	65	\$60.19	67
Napa Valley CCD	\$75.86	38	\$75.86	43	\$75.86	46
North Orange County CCD	\$74.79	40	\$74.79	45	\$78.34	42
Ohlone CCD	\$94.13	17	\$105.72	17	\$105.72	18
Palo Verde CCD	\$58.90	63	\$58.90	67	\$67.68	58
Palomar CCD	\$72.06	43	\$72.06	49	\$73.79	49
Pasadena Area CCD	\$83.85	23	\$95.03	22	\$97.84	24
Peralta CCD	\$83.89	22	\$134.90	6	\$134.90	8

District Name	With Office Hour Differential Factored Out					
	MA + 30, STEP 10 OR 19TH SEM	Rank	HIGHEST W/O PHD	Rank	HIGHEST W PHD	Rank
Allan Hancock Jt CCD	\$66.70	44	\$75.31	38	\$79.85	34
Antelope Valley CCD	\$82.41	22	\$82.41	31	\$85.24	29
Barstow CCD	\$53.00	68	\$53.00	69	\$53.00	70
Butte-Glenn CCD	\$65.21	50	\$71.87	43	\$71.87	48
Cabrillo CCD	\$80.45	25	\$86.67	27	\$90.25	24
Cerritos CCD	\$78.56	27	\$78.56	33	\$81.30	33
Chabot CCD	\$121.62	1	\$121.62	8	\$121.62	8
Chaffey CCD	\$76.00	32	\$76.00	36	\$76.00	39
Citrus CCD	\$65.88	49	\$68.62	50	\$68.62	54
Coast CCD	\$82.83	20	\$88.18	25	\$88.18	27
Compton CCD	\$49.66	71	\$53.88	68	\$68.83	53
Contra Costa CCD	\$95.10	13	\$116.43	9	\$116.43	11
Copper Mt CCD	\$52.09	69	\$52.09	70	\$54.22	69
Desert CCD	\$71.38	37	\$71.38	44	\$75.11	42
El Camino CCD	\$105.47	8	\$105.47	16	\$105.47	17
Feather River CCD	\$57.13	63	\$74.12	40	\$75.83	41
Foothill-Deanza CCD	\$97.65	12	\$109.05	12	\$109.05	13
Gavilan CCD	\$69.89	41	\$69.89	49	\$72.77	47
Glendale CCD	\$73.53	35	\$73.53	41	\$73.53	44
Grossmont-Cuyamaca CCD	\$76.16	31	\$86.59	28	\$86.59	28
Hartnell CCD	\$71.32	38	\$74.18	39	\$77.14	37
Imperial CCD	\$65.00	51	\$65.00	54	\$65.00	60
Kern CCD	\$62.50	53	\$62.50	58	\$62.50	63
Lake Tahoe CCD	\$49.91	70	\$49.91	71	\$49.91	71
Lassen CCD	\$39.88	72	\$39.88	72	\$39.88	72
Long Beach CCD	\$77.56	29	\$77.56	34	\$77.56	36
Los Angeles CCD	\$107.57	7	\$107.57	13	\$109.92	12
Los Rios CCD	\$83.04	19	\$134.11	4	\$140.82	3
Marin CCD	\$99.58	11	\$130.08	5	\$133.31	5
Mendocino-Lake CCD	\$66.68	45	\$70.02	47	\$73.52	45
Merced CCD	\$55.38	66	\$60.92	63	\$60.92	66
MiraCosta CCD	\$112.83	4	\$115.44	11	\$118.04	10
Monterey Peninsula CCD	\$55.28	67	\$59.73	66	\$62.29	64
Mt. San Antonio CCD	\$87.23	16	\$90.30	23	\$90.30	23
Mt. San Jacinto CCD	\$60.19	59	\$60.19	64	\$60.19	67
Napa Valley CCD	\$75.86	33	\$75.86	37	\$75.86	40
North Orange County CCD	\$62.33	54	\$62.33	60	\$65.28	59
Ohlone CCD	\$94.13	15	\$105.72	15	\$105.72	16
Palo Verde CCD	\$58.90	62	\$58.90	67	\$67.68	55
Palomar CCD	\$72.06	36	\$72.06	42	\$73.79	43
Pasadena Area CCD	\$83.85	18	\$95.03	20	\$97.84	21
Peralta CCD	\$83.89	17	\$134.90	3	\$134.90	4

Part-Time Faculty Salary Comparison at MA 30, Step 10 or 19th Semester, Highest with & w/out PhD

District Name	With Office Hour Differential Included					
	MA + 30, STEP 10 OR 19TH SEM	Rank	HIGHEST W/O PHD	Rank	HIGHEST W PHD	Rank
Rancho Santiago CCD	\$70.84	47	\$70.84	52	\$70.84	54
Redwoods CCD	\$75.50	39	\$101.25	20	\$101.25	21
Rio Hondo CCD	\$99.71	14	\$126.84	9	\$130.52	9
Riverside CCD	\$82.75	26	\$82.75	34	\$82.74	37
San Bernardino CCD	\$60.00	61	\$60.00	66	\$60.00	68
San Diego CCD	\$81.73	28	\$90.11	27	\$90.11	28
San Francisco CCD	\$117.69	8	\$157.06	3	\$157.06	3
San Joaquin Delta CCD	\$79.92	30	\$82.79	33	\$85.10	34
San Jose-Evergreen CCD	\$125.67	4	\$133.48	8	\$136.88	7
San Luis Obispo CCD	\$71.03	46	\$103.47	19	\$106.51	17
San Mateo CCD	\$103.48	12	\$106.59	16	\$106.59	16
Santa Barbara CCD	\$94.41	16	\$97.07	21	\$100.73	22
Santa Clarita CCD	\$66.44	52	\$66.44	56	\$73.08	52
Santa Monica CCD	\$140.22	1	\$194.06	1	\$199.17	1
Sequoias CCD	\$61.74	58	\$61.74	62	\$63.04	63
Shasta-Tehama-Trinity CCD	\$59.40	62	\$62.87	59	\$64.76	62
Sierra Jt CCD	\$66.42	53	\$93.26	24	\$97.92	23
Siskiyou Jt CCD	\$55.52	66	\$61.21	63	\$61.21	65
Solano County CCD	\$76.98	34	\$81.79	36	\$84.77	35
Sonoma CCD	\$107.64	10	\$126.14	10	\$128.66	10
South Orange County CCD	\$91.08	19	\$94.10	23	\$94.10	26
Southwestern CCD	\$81.55	29	\$85.01	32	\$88.18	30
State Center CCD	\$56.69	65	\$62.44	61	\$65.35	60
Ventura CCD	\$84.08	21	\$90.10	28	\$102.10	20
Victor Valley CCD	\$61.00	59	\$63.00	58	\$69.25	56
West Hills CCD	\$68.00	48	\$70.00	54	\$70.00	55
West Kern CCD	\$66.60	51	\$66.60	55	\$66.60	59
West Valley-Mission CCD	\$132.42	3	\$146.81	4	\$146.81	4
Yosemite CCD	\$61.93	57	\$76.64	41	\$78.89	41
Yuba CCD	\$77.92	32	\$87.98	30	\$89.81	29
Average (Mean)	\$80.38		\$88.88		\$91.01	
Highest	\$140.22		\$194.06		\$199.17	
3rd quartile	\$91.61		\$103.97		\$105.53	
Median	\$76.08		\$80.93		\$82.90	
1st quartile	\$65.16		\$69.15		\$70.63	
Lowest	\$39.88		\$39.88		\$39.88	

District Name	With Office Hour Differential Factored Out					
	MA + 30, STEP 10 OR 19TH SEM	Rank	HIGHEST W/O PHD	Rank	HIGHEST W PHD	Rank
Rancho Santiago CCD	\$70.84	40	\$70.84	45	\$70.84	49
Redwoods CCD	\$75.50	34	\$101.25	18	\$101.25	18
Rio Hondo CCD	\$99.71	10	\$126.84	6	\$130.52	6
Riverside CCD	\$82.75	21	\$82.75	30	\$82.74	32
San Bernardino CCD	\$60.00	60	\$60.00	65	\$60.00	68
San Diego CCD	\$81.73	23	\$90.11	24	\$90.11	25
San Francisco CCD	\$117.69	2	\$157.06	1	\$157.06	2
San Joaquin Delta CCD	\$79.92	26	\$82.79	29	\$85.10	30
San Jose-Evergreen CCD	\$109.05	6	\$115.83	10	\$118.78	9
San Luis Obispo CCD	\$71.03	39	\$103.47	17	\$106.51	15
San Mateo CCD	\$103.48	9	\$106.59	14	\$106.59	14
Santa Barbara CCD	\$94.41	14	\$97.07	19	\$100.73	19
Santa Clarita CCD	\$66.44	47	\$66.44	53	\$73.08	46
Santa Monica CCD	\$112.18	5	\$155.24	2	\$159.33	1
Sequoias CCD	\$61.74	56	\$61.74	61	\$63.04	62
Shasta-Tehama-Trinity CCD	\$59.40	61	\$62.87	57	\$64.76	61
Sierra Jt CCD	\$66.42	48	\$93.26	22	\$97.92	20
Siskiyou Jt CCD	\$55.52	65	\$61.21	62	\$61.21	65
Solano County CCD	\$76.98	30	\$81.79	32	\$84.77	31
Sonoma CCD	\$80.73	24	\$94.61	21	\$96.50	22
South Orange County CCD	\$68.31	42	\$70.58	46	\$70.58	50
Southwestern CCD	\$61.16	57	\$63.76	55	\$66.14	57
State Center CCD	\$56.69	64	\$62.44	59	\$65.35	58
Ventura CCD	\$63.06	52	\$67.57	51	\$76.57	38
Victor Valley CCD	\$61.00	58	\$63.00	56	\$69.25	52
West Hills CCD	\$68.00	43	\$70.00	48	\$70.00	51
West Kern CCD	\$66.60	46	\$66.60	52	\$66.60	56
West Valley-Mission CCD	\$113.50	3	\$125.84	7	\$125.84	7
Yosemite CCD	\$61.93	55	\$76.64	35	\$78.89	35
Yuba CCD	\$77.92	28	\$87.98	26	\$89.81	26
Average (Mean)	\$75.96		\$83.93		\$85.92	
Highest	\$121.62		\$157.06		\$159.33	
3rd quartile	\$83.24		\$98.12		\$100.86	
Median	\$71.72		\$75.93		\$77.35	
1st quartile	\$62.23		\$64.69		\$68.39	
Lowest	\$39.88		\$39.88		\$39.88	

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

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.
Los Rios	15/5	30 formula hours. Article 2.7.2.2 of CBA.

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Details re: Steps and Columns and Step Advancement

District	# of Steps/ Columns	Step Advancement Process
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 Co.	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 Co. (Cuesta)	14/7	Every four semesters. Appendix B-6.
San Mateo Co.	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 (College of the Canyons)	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 by district.
Sequoias	5/4	Annually. Per salary schedule.
Shasta-Teh.-Tri.	8/5	Every 30 units. Per Board Policy 4141.1; cnf by district.
Sierra Joint	14/4	Every 30 units. Per salary schedule.
Siskiyou Joint	1/4	Not applicable.
Solano Co.	6/5	Every 2 semesters. Per salary schedule.
Sonoma Co. (Santa Rosa)	9/4	Every 4 qualifying semesters. Per article 27.03.B of CBA.
South Orange Co.	7/1	30 LHE. Article V.B.3 of CBA.
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 Co.	7/3	Every 4 semesters of service. Per article 3.4.E of CBA.

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Details re: Steps and Columns and Step Advancement

District	# of Steps/ Columns	Step Advancement Process
Victor Valley	1/5	Not applicable.
West Hills	1/3	Not applicable.
West Kern (Taft)	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.

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

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	\$15.19 to 25.07		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.
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 eligibilty requirements. 18.3.7.f: \$40/hour
Citrus	Yes	No	\$9.62 to \$11.44		11.1: Unit members shall hold office hours for students one-half hour each week.
Coast	No	Yes		\$ 35.00	13.18.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 per hour	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		\$41.96 to \$43.67 per hour	Section 10: (page 11), 30 minutes per week for each 1.5 course SIU. At established lab rate.
Desert	No	Yes		\$49.43 to \$63.84 per hour	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.
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	\$16.92 to \$24.26		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	No	NA	NA	
Hartnell	No	No		\$40.00 per hour	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
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	\$ 15.21		
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	\$26.72 to \$44.44		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	\$12.28 to \$20.76		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		\$ 27.00	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 Co.	Yes	No	\$10.65 to \$13.05		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 \$37.19 to \$45.35	2.3.i.(7).d ...beginning in the 2017 Fall Semester, all part-time unit membes will be paid for one office hour per week at the lab rate (0.67 of current hourly rate)
Palomar	No	Yes		\$ 55.00	Appendix H - Part-Time Faculty Office Hours

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Office Hours					
District	Are office hours included in hourly rate?	Does the district pay for office hours separately?	Office Hour Differential	Office Hour Rate	Office Hour Reference
Pasadena Area	No	Yes		Hourly rate	5.4.6 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	20.A.6.1: Number of hours varies upon % of load. Rate from Salary Schedule C-4.
San Joaquin Delta	No	No	NA	NA	
San Jose/Evergreen	Yes	No	\$11.92 to \$18.10		9.14: Standard of 1/2 hour for each 20% course load. 60% course load would be 1.5 hours.
San Luis Obispo Co. (Cuesta)	No	Yes		\$41.42	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 Co.	No	Yes		Hourly rate	19.6: 1 office hour for every 3 Faculty Load Credits taught.
Santa Barbara	No	No	NA	NA	
Santa Clarita (College of the Canyons)	No	Yes		\$20.00	Appendix I: Scheduled Office Hours Compensation
Santa Monica	Yes	No	\$81.13 to \$39.83		14.4: 15 minutes of office hours per unit.
Sequoias	No	Yes		\$ 28.96	Salary Schedule: \$28.96
Shasta-Teh.-Tri.	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 Co.	No	Yes		\$50.53 to \$71.72	19.702.B: Optional, paid at Category 3 rate of pay.
Sonoma Co. (Santa Rosa)	Yes	No	\$22.71 to \$32.17		Salary schedule: 20 minutes per hour taught
South Orange Co.	Yes	No	\$18.98 to \$23.53		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	\$18.06 to \$22.05		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	No	NA	NA	
Ventura Co.	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	\$12.96 to \$20.97		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.

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Full-Time Faculty Hourly Salary Comparison at MA Column/Step 1 and Step 5 or 9th Semester

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

District	CCD Region	Sal Sch Date	MA Column Step 1	Rank MA Column Step 1	MA Column Step 5	Rank MA Column Step 5
Allan Hancock Jt CCD	Southern	Fall 2017	\$ 80.90	39	\$ 91.89	51
Antelope Valley CCD	Southern	7/1/2017	\$ 80.18	43	\$ 94.57	38
Barstow CCD	Southern	2016-17	\$ 77.61	52	\$ 90.69	56
Butte-Glenn CCD	Northern	7/1/2017	\$ 77.25	54	\$ 92.44	44
Cabrillo CCD	Bay Area	2017-18	\$ 80.22	42	\$ 94.34	41
Cerritos CCD	Southern	2017-18	\$ 92.60	13	\$ 110.63	7
Chabot CCD	Bay Area	7/1/2017	\$ 88.62	16	\$ 105.54	12
Chaffey CCD	Southern	2016-17	\$ 85.12	25	\$ 100.26	22
Citrus CCD	Southern	1/1/2018	\$ 87.92	19	\$ 96.56	33
Coast CCD	Southern	2017-18	\$ 81.91	37	\$ 96.34	35
Compton CCD	Southern	7/1/2016	\$ 85.00	28	\$ 94.05	42
Contra Costa CCD	Bay Area	2017-18	\$ 85.17	24	\$ 92.91	43
Copper Mt CCD	Southern	7/1/2017	\$ 71.87	67	\$ 84.89	66
Desert CCD	Southern	2017-18	\$ 92.46	14	\$ 109.21	10
El Camino CCD	Southern	1/1/2018	\$ 95.14	10	\$ 110.69	6
Feather River CCD	Northern	2017-18	\$ 77.20	55	\$ 92.28	47
Foothill-Deanza CCD	Bay Area	2016-17	\$ 85.89	23	\$ 103.34	19
Gavilan CCD	Central	2017-18	\$ 87.39	21	\$ 101.47	21
Glendale CCD	Southern	7/1/2017	\$ 88.38	18	\$ 102.39	20
Grossmont-Cuyamaca CCD	Southern	1/1/2016	\$ 73.26	65	\$ 81.19	71
Hartnell CCD	Bay Area	2017-18	\$ 78.78	46	\$ 94.44	39
Imperial CCD	Southern	7/1/2017	\$ 75.43	60	\$ 84.90	65
Kern CCD	Central	2017-18	\$ 101.73	3	\$ 112.29	4
Lake Tahoe CCD	Central	2017-18	\$ 78.02	51	\$ 91.18	55
Lassen CCD	Northern	2017-18	\$ 80.47	41	\$ 97.04	29
Long Beach CCD	Southern	2017-18	\$ 96.11	6	\$ 110.49	8
Los Angeles CCD	Southern	2017-2018	\$ 83.64	33	\$ 96.36	34
Los Rios CCD	Northern	2017-18	\$ 70.72	70	\$ 82.73	70
Marin CCD	Bay Area	1/1/2016	\$ 84.38	30	\$ 96.86	30
Mendocino-Lake CCD	Northern	7/1/2017	\$ 80.73	40	\$ 95.11	37
Merced CCD	Central	7/1/2017	\$ 72.67	66	\$ 85.87	63
MiraCosta CCD	Southern	2017-18	\$ 104.97	2	\$ 126.98	2
Monterey Peninsula CCD	Bay Area	2017-18	\$ 77.31	53	\$ 90.57	57
Mt. San Antonio CCD	Southern	2017-19	\$ 94.05	11	\$ 107.83	11
Mt. San Jacinto CCD	Southern	7/1/2017	\$ 77.05	56	\$ 86.72	62
Napa Valley CCD	Northern	2017-18	\$ 74.47	63	\$ 92.35	46
North Orange County CCD	Southern	7/1/2017	\$ 95.91	8	\$ 104.18	15
Ohlone CCD	Bay Area	1/1/2018	\$ 95.67	9	\$ 111.17	5
Palo Verde CCD	Southern	7/1/2016	\$ 78.09	50	\$ 87.89	60
Palomar CCD	Southern	2017-18	\$ 88.58	17	\$ 104.05	16
Pasadena Area CCD	Southern	7/1/2016	\$ 98.29	4	\$ 98.29	27
Peralta CCD	Bay Area	7/1/2017	\$ 58.95	72	\$ 73.39	72

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Full-Time Faculty Hourly Salary Comparison at MA Column/Step 1 and Step 5 or 9th Semester

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

District	CCD Region	Sal Sch Date	MA Column Step 1	Rank MA Column Step 1	MA Column Step 5	Rank MA Column Step 5
Rancho Santiago CCD	Southern	2017-18	\$ 85.08	26	\$ 99.68	24
Redwoods CCD	Northern	2017-18	\$ 71.81	68	\$ 84.01	67
Rio Hondo CCD	Southern	7/1/2017	\$ 82.40	35	\$ 99.11	25
Riverside CCD	Southern	7/1/2017	\$ 87.40	20	\$ 104.05	17
San Bernardino CCD	Southern	7/1/2017	\$ 74.92	61	\$ 87.19	61
San Diego CCD	Southern	1/1/2018	\$ 82.21	36	\$ 91.64	53
San Francisco CCD	Bay Area	7/1/2017	\$ 83.57	34	\$ 98.83	26
San Joaquin Delta CCD	Central	2017-18	\$ 81.45	38	\$ 98.25	28
San Jose-Evergreen CCD	Bay Area	2016-17	\$ 96.05	7	\$ 110.33	9
San Luis Obispo CCD	Southern	2017-18	\$ 74.37	64	\$ 89.28	58
San Mateo CCD	Bay Area	7/1/2017	\$ 97.95	5	\$ 116.95	3
Santa Barbara CCD	Southern	2017-18	\$ 84.21	32	\$ 96.03	36
Santa Clarita CCD	Southern	2017-18	\$ 85.08	27	\$ 96.69	32
Santa Monica CCD	Southern	8/22/2017	\$ 78.43	47	\$ 91.87	52
Sequoias CCD	Central	2017-18	\$ 86.91	22	\$ 99.90	23
Shasta-Tehama-Trinity CCD	Northern	2017-18	\$ 76.73	57	\$ 92.02	49
Sierra Jt CCD	Northern	2017-18	\$ 76.01	58	\$ 92.39	45
Siskiyou Jt CCD	Northern	2016-17	\$ 75.52	59	\$ 85.33	64
Solano County CCD	Northern	2017-18	\$ 71.38	69	\$ 82.80	69
Sonoma CCD	Northern	2017-18	\$ 92.82	12	\$ 103.76	18
South Orange County CCD	Southern	2017-18	\$ 113.46	1	\$ 129.39	1
Southwestern CCD	Southern	7/1/2017	\$ 78.83	45	\$ 92.07	48
State Center CCD	Central	7/1/2018	\$ 84.96	29	\$ 105.49	13
Ventura CCD	Southern	7/1/2017	\$ 69.64	71	\$ 83.57	68
Victor Valley CCD	Southern	2017-18	\$ 74.83	62	\$ 88.10	59
West Hills CCD	Central	2017-18	\$ 84.38	30	\$ 96.86	30
West Kern CCD	Southern	2017-18	\$ 78.12	49	\$ 94.37	40
West Valley-Mission CCD	Bay Area	2017-18	\$ 91.23	15	\$ 104.69	14
Yosemite CCD	Central	2015-16	\$ 79.12	44	\$ 92.00	50
Yuba CCD	Northern	2017-18	\$ 78.18	48	\$ 91.23	54
Average (Mean)			\$83.29		\$96.86	\$36.49
Highest			\$113.46		\$129.39	\$72.00
3rd quartile			\$88.04		\$103.45	\$54.25
Median			\$82.06		\$95.57	\$36.50
1st quartile			\$77.24		\$91.22	\$18.75
Lowest			\$58.95		\$73.39	\$1.00

*South Orange County - Full-time faculty members are expected to work no less than thirty-six (36) hours per week for their 30 LHE yearly assignment (as opposed to 40). A typical semester for Lecture: 15 hrs classroom, 15 hours grading and prep, 5 office hours and 1 committee and/or college service. Therefore: to make comparable to PT - instead of a .75 factor, a .83 factor was used. (30 hours/36 hours = .83)

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Full-Time Faculty Hourly Salary Comparison at MA 39 + 10, Highest Step without and with PhD

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

District Name	MA 30 Step 10	Rank MA 30 Step 10	Highest w/o PhD	Rank Highest w/o PhD	Rank Highest w PhD	Rank Highest with PhD
Allan Hancock Jt CCD	\$ 113.65	58	\$ 144.13	65	\$ 147.70	63
Antelope Valley CCD	\$ 118.82	38	\$ 153.85	48	\$ 158.83	47
Barstow CCD	\$ 113.59	60	\$ 152.85	51	\$ 155.82	56
Butte-Glenn CCD	\$ 117.77	44	\$ 155.25	45	\$ 159.93	42
Cabrillo CCD	\$ 117.96	40	\$ 151.19	55	\$ 156.38	54
Cerritos CCD	\$ 137.68	5	\$ 173.73	12	\$ 178.24	13
Chabot CCD	\$ 132.16	13	\$ 170.24	17	\$ 177.46	15
Chaffey CCD	\$ 125.00	24	\$ 157.51	39	\$ 164.04	36
Citrus CCD	\$ 122.94	29	\$ 175.24	11	\$ 180.56	11
Coast CCD	\$ 120.84	33	\$ 172.06	13	\$ 176.27	16
Compton CCD	\$ 107.33	68	\$ 159.60	37	\$ 159.60	44
Contra Costa CCD	\$ 120.27	34	\$ 154.61	46	\$ 154.70	58
Copper Mt CCD	\$ 113.60	59	\$ 139.88	69	\$ 145.82	65
Desert CCD	\$ 146.15	3	\$ 169.02	21	\$ 176.05	19
El Camino CCD	\$ 131.62	14	\$ 162.14	33	\$ 167.43	32
Feather River CCD	\$ 115.22	49	\$ 140.84	68	\$ 142.12	69
Foothill-Deanza CCD	\$ 129.53	16	\$ 151.34	54	\$ 151.34	61
Gavilan CCD	\$ 130.76	15	\$ 166.58	25	\$ 171.37	25
Glendale CCD	\$ 128.97	18	\$ 167.43	23	\$ 170.73	28
Grossmont-Cuyamaca CCD	\$ 101.75	71	\$ 142.22	66	\$ 145.78	66
Hartnell CCD	\$ 118.47	39	\$ 154.24	47	\$ 158.69	48
Imperial CCD	\$ 112.99	61	\$ 147.43	60	\$ 156.28	55
Kern CCD	\$ 135.94	7	\$ 164.57	29	\$ 176.09	18
Lake Tahoe CCD	\$ 114.20	56	\$ 153.67	49	\$ 156.66	53
Lassen CCD	\$ 122.79	30	\$ 131.85	72	\$ 132.56	72
Long Beach CCD	\$ 132.40	12	\$ 155.95	43	\$ 162.76	38
Los Angeles CCD	\$ 125.09	23	\$ 166.54	26	\$ 171.56	24
Los Rios CCD	\$ 110.71	63	\$ 152.83	52	\$ 160.46	40
Marin CCD	\$ 117.90	42	\$ 171.10	14	\$ 174.50	20
Mendocino-Lake CCD	\$ 117.82	43	\$ 153.26	50	\$ 157.14	50
Merced CCD	\$ 109.64	65	\$ 150.79	57	\$ 157.84	49
MiraCosta CCD	\$ 161.98	1	\$ 209.59	2	\$ 213.34	2
Monterey Peninsula CCD	\$ 112.64	62	\$ 141.34	67	\$ 145.58	67
Mt. San Antonio CCD	\$ 139.03	4	\$ 180.37	7	\$ 185.17	6
Mt. San Jacinto CCD	\$ 119.34	36	\$ 169.16	20	\$ 187.96	4
Napa Valley CCD	\$ 114.53	54	\$ 145.14	63	\$ 145.14	68
North Orange County CCD	\$ 129.03	17	\$ 166.30	27	\$ 172.05	23
Ohlone CCD	\$ 134.27	9	\$ 180.63	6	\$ 184.35	7
Palo Verde CCD	\$ 107.57	67	\$ 144.28	64	\$ 147.14	64
Palomar CCD	\$ 128.31	19	\$ 176.22	10	\$ 178.29	12
Pasadena Area CCD	\$ 114.90	53	\$ 160.59	35	\$ 168.90	29
Peralta CCD	\$ 100.04	72	\$ 162.00	34	\$ 162.00	39

Part-Time Faculty Salary Comparisons in California Community Colleges 2017-18

Full-Time Faculty Hourly Salary Comparison at MA 39 + 10, Highest Step without and with PhD

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

District Name	MA 30 Step 10	Rank MA 30 Step 10	Highest w/o PhD	Rank Highest w/o PhD	Rank Highest w PhD	Rank Highest with PhD
Rancho Santiago CCD	\$ 125.72	22	\$ 164.53	30	\$ 168.59	30
Redwoods CCD	\$ 108.34	66	\$ 157.35	40	\$ 159.45	45
Rio Hondo CCD	\$ 124.64	26	\$ 158.55	38	\$ 163.15	37
Riverside CCD	\$ 135.53	8	\$ 170.47	16	\$ 176.14	17
San Bernardino CCD	\$ 110.15	64	\$ 155.27	44	\$ 160.30	41
San Diego CCD	\$ 115.71	46	\$ 170.99	15	\$ 170.99	26
San Francisco CCD	\$ 121.71	32	\$ 152.23	53	\$ 152.23	59
San Joaquin Delta CCD	\$ 119.25	37	\$ 167.26	24	\$ 170.98	27
San Jose-Evergreen CCD	\$ 133.95	10	\$ 162.99	31	\$ 167.15	33
San Luis Obispo CCD	\$ 115.33	47	\$ 150.87	56	\$ 155.42	57
San Mateo CCD	\$ 135.94	6	\$ 169.32	19	\$ 177.63	14
Santa Barbara CCD	\$ 119.58	35	\$ 162.15	32	\$ 166.22	34
Santa Clarita CCD	\$ 123.51	28	\$ 183.21	4	\$ 186.74	5
Santa Monica CCD	\$ 128.21	20	\$ 177.45	9	\$ 182.12	10
Sequoias CCD	\$ 115.15	50	\$ 180.78	5	\$ 184.03	8
Shasta-Tehama-Trinity CCD	\$ 114.95	51	\$ 146.55	61	\$ 149.40	62
Sierra Jt CCD	\$ 116.80	45	\$ 146.24	62	\$ 159.69	43
Siskiyou Jt CCD	\$ 104.18	69	\$ 138.07	70	\$ 140.93	71
Solano County CCD	\$ 102.78	70	\$ 137.65	71	\$ 141.18	70
Sonoma CCD	\$ 124.50	27	\$ 169.94	18	\$ 173.34	21
South Orange County CCD*	\$ 155.26	2	\$ 222.94	1	\$ 228.96	1
Southwestern CCD	\$ 115.26	48	\$ 156.18	42	\$ 159.04	46
State Center CCD	\$ 126.65	21	\$ 164.86	28	\$ 167.84	31
Ventura CCD	\$ 114.91	52	\$ 149.73	58	\$ 156.69	52
Victor Valley CCD	\$ 114.26	55	\$ 157.00	41	\$ 157.00	51
West Hills CCD	\$ 124.93	25	\$ 178.95	8	\$ 182.52	9
West Kern CCD	\$ 121.92	31	\$ 167.55	22	\$ 172.90	22
West Valley-Mission CCD	\$ 133.84	11	\$ 195.87	3	\$ 199.79	3
Yosemite CCD	\$ 117.91	41	\$ 148.13	59	\$ 151.53	60
Yuba CCD	\$ 114.06	57	\$ 159.72	36	\$ 164.62	35
Average (Mean)	\$121.67		\$161.39		\$165.85	
Highest	\$161.98		\$222.94		\$228.96	
3rd quartile	\$128.47		\$169.47		\$176.06	
Median	\$119.30		\$159.66		\$163.60	
1st quartile	\$114.46		\$151.31		\$156.35	
Lowest	\$100.04		\$131.85		\$132.56	

*South Orange County - Full-time faculty members are expected to work no less than thirty-six (36) hours per week for their 30 LHE yearly assignment (as opposed to 40). A typical semester for Lecture: 15 hrs classroom, 15 hours grading and prep, 5 office hours and 1 committee and/or college service. Therefore: to make comparable to PT - instead of a .75 factor, a .83 factor was used. (30 hours/36 hours = .83)

Total FTES and Total General Fund Revenue 2016-17

Source: Chancellor's Office 311 Reports

District	Funded FTES (2016-17 Fiscal Data Abstract)	Rank in terms of FTES	Total General Fund Revenue (2016-17 Fiscal Data Abstract)	Revenue per FTES	Rank in terms of Revenue per FTES
Allan Hancock Joint	10,021.57	44	77,416,434	\$ 7,724.98	61
Antelope Valley	10,567.23	42	82,525,790	\$ 7,809.60	55
Barstow	2,582.87	66	26,108,723	\$ 10,108.42	19
Butte	9,986.60	45	153,111,554	\$ 15,331.70	2
Cabrillo	10,393.46	43	88,067,444	\$ 8,473.35	42
Cerritos	16,721.69	22	127,832,107	\$ 7,644.69	65
Chabot-Las Positas	15,625.28	29	163,968,095	\$ 10,493.77	15
Chaffey	16,385.30	26	127,824,529	\$ 7,801.17	56
Citrus	11,801.19	38	90,319,094	\$ 7,653.39	64
Coast	30,292.33	6	250,569,781	\$ 8,271.72	48
Compton	5,109.79	61	45,283,770	\$ 8,862.16	30
Contra Costa	24,116.30	13	246,082,674	\$ 10,204.00	18
Copper Mountain	1,413.84	72	17,557,274	\$ 12,418.15	5
Desert	8,537.68	49	71,420,423	\$ 8,365.32	43
El Camino	17,928.53	21	149,775,173	\$ 8,354.01	45
Feather River	1,613.59	70	21,835,250	\$ 13,532.09	3
Foothill-DeAnza	25,967.52	11	258,845,121	\$ 9,968.03	20
Gavilan	5,204.38	60	44,766,940	\$ 8,601.78	38
Glendale	15,540.60	30	115,532,109	\$ 7,434.21	69
Grossmont-Cuyamaca	19,085.15	19	164,294,588	\$ 8,608.50	37
Hartnell	7,344.79	52	61,358,243	\$ 8,353.98	46
Imperial	6,854.28	55	56,611,409	\$ 8,259.28	49
Kern	21,721.80	16	178,604,058	\$ 8,222.34	51
Lake Tahoe	1,733.81	69	19,755,363	\$ 11,394.19	12
Lassen	1,596.12	71	19,815,874	\$ 12,415.03	6
Long Beach	21,075.96	17	161,541,908	\$ 7,664.75	63
Los Angeles	107,984.28	1	811,076,366	\$ 7,511.06	67
Los Rios	52,639.76	2	394,516,536	\$ 7,494.65	68
Marin	3,723.33	63	66,556,183	\$ 17,875.45	1
Mendocino-Lake	3,065.03	64	30,352,138	\$ 9,902.72	21
Merced	9,549.88	47	74,344,612	\$ 7,784.87	58
Mira Costa	11,081.70	41	133,717,809	\$ 12,066.54	9
Monterey Peninsula	6,697.05	56	55,984,090	\$ 8,359.51	44
Mt. San Antonio	31,017.63	5	226,361,852	\$ 7,297.84	71
Mt. San Jacinto	12,420.21	36	91,920,728	\$ 7,400.90	70
Napa Valley	5,306.45	59	45,066,240	\$ 8,492.73	41
North Orange Co.	37,248.38	4	261,875,033	\$ 7,030.51	72
Ohlone	8,240.00	50	71,834,640	\$ 8,717.80	33
Palo Verde	2,095.00	68	20,728,216	\$ 9,894.14	22
Palomar	18,218.85	20	141,959,501	\$ 7,791.90	57
Pasadena Area	23,988.22	14	186,202,145	\$ 7,762.23	59

Total FTES and Total General Fund Revenue 2016-17

Source: Chancellor's Office 311 Reports

District	Funded FTES (2016-17 Fiscal Data Abstract)	Rank in terms of FTES	Total General Fund Revenue (2016-17 Fiscal Data Abstract)	Revenue per FTES	Rank in terms of Revenue per FTES
Peralta	15,768.32	28	184,144,645	\$ 11,678.14	10
Rancho Santiago	27,517.31	8	237,318,465	\$ 8,624.33	35
Redwoods	4,018.55	62	36,592,564	\$ 9,105.91	27
Rio Hondo	11,619.46	39	100,059,675	\$ 8,611.39	36
Riverside	29,652.34	7	231,611,824	\$ 7,810.91	54
San Bernardino	14,253.23	32	133,218,853	\$ 9,346.57	25
San Diego	43,521.68	3	334,340,854	\$ 7,682.17	62
San Francisco	20,521.52	18	226,740,226	\$ 11,048.90	14
San Joaquin Delta	13,513.21	33	117,733,668	\$ 8,712.49	34
San Jose/Evergreen	11,351.60	40	131,780,675	\$ 11,609.00	11
San Luis Obispo Co.	7,128.41	54	65,440,492	\$ 9,180.24	26
San Mateo Co.	16,406.71	25	200,519,877	\$ 12,221.82	8
Santa Barbara	12,379.87	37	119,761,290	\$ 9,673.87	23
Santa Clarita	16,444.08	24	136,227,094	\$ 8,284.26	47
Santa Monica	23,009.85	15	204,305,609	\$ 8,879.05	29
Sequoias	9,700.21	46	75,104,683	\$ 7,742.58	60
Shasta-Teh.-Tri.	7,223.06	53	58,725,281	\$ 8,130.25	52
Sierra Joint	12,641.64	35	112,842,319	\$ 8,926.24	28
Siskiyou Joint	2,498.89	67	27,767,854	\$ 11,112.08	13
Solano Co.	6,485.00	57	61,843,944	\$ 9,536.46	24
Sonoma Co.	16,592.19	23	141,809,742	\$ 8,546.78	39
South Orange Co.	27,365.44	9	282,229,685	\$ 10,313.36	17
Southwestern	15,877.07	27	119,988,455	\$ 7,557.34	66
State Center	27,324.02	10	232,167,705	\$ 8,496.84	40
Ventura Co.	25,406.87	12	201,625,193	\$ 7,935.85	53
Victor Valley	9,474.93	48	77,911,924	\$ 8,222.96	50
West Hills	5,500.23	58	57,162,027	\$ 10,392.66	16
West Kern	2,640.92	65	35,614,319	\$ 13,485.57	4
West Valley-Mission	12,814.73	34	157,179,707	\$ 12,265.55	7
Yosemite	15,428.65	31	134,696,013	\$ 8,730.25	32
Yuba	7,626.01	51	66,740,980	\$ 8,751.76	31
Statewide FTES	1,124,203.43		9,736,525,459		

Part-Time Faculty Salary Comprisons in California Community Colleges 2017-18

Part-time Faculty Salary Comparisons in California Community Colleges 2017
District Regions and Salary Schedule Dates

District Name	CCD Region	Salary Schedule Date
Allan Hancock Jt CCD	Southern	Fall 2017
Antelope Valley CCD	Southern	7/1/2017
Barstow CCD	Southern	2017-18
Butte-Glenn CCD	Northern	Fall 2017
Cabrillo CCD	Bay Area	2017-18
Cerritos CCD	Southern	2017-18
Chabot CCD	Bay Area	7/1/2017
Chaffey CCD	Southern	8/1/2016
Citrus CCD	Southern	2017
Coast CCD	Southern	2017-18
Compton CCD	Southern	7/1/2016
Contra Costa CCD	Bay Area	2017-18
Copper Mt CCD	Southern	7/1/2017
Desert CCD	Southern	2017-18
El Camino CCD	Southern	1/1/2018
Feather River CCD	Northern	2017-18
Foothill-Deanza CCD	Bay Area	2016-17
Gavilan CCD	Central	2017-18
Glendale CCD	Southern	8/28/2017
Grossmont-Cuyamaca CCD	Southern	1/1/2016
Hartnell CCD	Bay Area	2017-18
Imperial CCD	Southern	7/1/2017
Kern CCD	Central	2017-2020
Lake Tahoe CCD	Central	2017-18
Lassen CCD	Northern	2017.18
Long Beach CCD	Southern	Fall 2017
Los Angeles CCD	Southern	2017-18
Los Rios CCD	Northern	2017-18
Marin CCD	Bay Area	1/1/2016
Mendocino-Lake CCD	Northern	7/1/2016
Merced CCD	Central	2017-18
MiraCosta CCD	Southern	2016-17
Monterey Peninsula CCD	Bay Area	2017-18
Mt. San Antonio CCD	Southern	2017-18
Mt. San Jacinto CCD	Southern	7/1/2016
Napa Valley CCD	Northern	2017-18
North Orange County CCD	Southern	1/29/2017
Ohlone CCD	Bay Area	1/1/2018
Palo Verde CCD	Southern	7/1/2017
Palomar CCD	Southern	2017-18
Pasadena Area CCD	Southern	7/1/2016
Peralta CCD	Bay Area	7/1/2017
Rancho Santiago CCD	Southern	Fall 2016

Part-Time Faculty Salary Comprisons in California Community Colleges 2017-18

Part-time Faculty Salary Comparisons in California Community Colleges 2017
District Regions and Salary Schedule Dates

District Name	CCD Region	Salary Schedule Date
Redwoods CCD	Northern	2017-18
Rio Hondo CCD	Southern	2017-18
Riverside CCD	Southern	2017-18
San Bernardino CCD	Southern	2014
San Diego CCD	Southern	1/1/2018
San Francisco CCD	Bay Area	2017-18
San Joaquin Delta CCD	Central	2017-18
San Jose-Evergreen CCD	Bay Area	2017.18
San Luis Obispo CCD	Southern	1/1/2018
San Mateo CCD	Bay Area	8/14/2017
Santa Barbara CCD	Southern	2017-18
Santa Clarita CCD	Southern	2015-16
Santa Monica CCD	Southern	8/22/2017
Sequoias CCD	Central	Aug-17
Shasta-Tehama-Trinity CCD	Northern	2017-18
Sierra Jt CCD	Northern	2017-18
Siskiyou Jt CCD	Northern	2016-17
Solano County CCD	Northern	2017-18
Sonoma CCD	Northern	2017-18
South Orange County CCD	Southern	2017-18
Southwestern CCD	Southern	7/1/2017
State Center CCD	Central	7/1/2018
Ventura CCD	Southern	7/1/2017
Victor Valley CCD	Southern	Fall 2017
West Hills CCD	Central	2015-16
West Kern CCD	Southern	2016-17
West Valley-Mission CCD	Bay Area	2017-18
Yosemite CCD	Central	2015-16
Yuba CCD	Northern	8/1/2017