



A Union of Educators
& Classified Professionals

Part-Time Faculty Salary Comparisons

California Community Colleges

2021-22

Part-Time Faculty Salary Comparisons in the California Community Colleges 2021-22

Table of Contents

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 as of August 2022.

SALARY COMPARISONS

Part-Time Faculty Hourly Rates:

PT Masters Degree (Step 1)	Page 3
PT Masters Degree (Step 5 or 9th Semester)	Page 3
PT Masters Degree +30 (Step 10 or 19th Semester)	Page 5
PT Highest Salary without a Doctorate	Page 5
PT Information on Doctorate - Rate or Stipend	Page 7

Conversion of Full-Time Faculty Salary from Annual to Hourly:

FT Masters Degree (Step 1)	Page 19
FT Masters Degree (Step 5)	Page 19
FT Masters Degree +30 (Step 10)	Page 21
FT Highest without a Doctorate	Page 21
FT Highest with a Doctorate	Page 21

ADDITIONAL INFORMATION

Details about Steps and Columns in Salary Schedules	Page 9
Step Advancement Process	Page 9
Details about Office Hours	Page 12
Date of PT Faculty Salary Schedule	Page 18
District Region (Southern, Northern, Bay Area, Central)	Page 18
FTES and General Fund Revenue Ranking per FTES	Page 23

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	60	64.03	59	No	58.70	59	64.03	57	
Antelope Valley	77.07	22	80.55	30	No	77.07	18	80.55	26	
Barstow	55.00	67	55.00	70	No	55.00	65	55.00	69	
Butte-Glenn	65.33	48	68.60	53	No	65.33	42	68.60	49	
Cabrillo	79.54	19	93.54	17	Yes	62.25	50	73.21	37	
Cerritos	70.73	30	84.51	25	No	70.73	24	84.51	21	
Chabot-Las Positas	92.94	10	110.68	9	No	92.94	6	110.68	4	
Chaffey	77.00	23	84.30	26	No	77.00	19	84.30	22	
Citrus	75.71	24	78.69	33	Yes	64.90	44	67.44	53	
Coast	68.72	33	88.39	20	No	68.72	28	88.39	14	
Compton	46.15	72	51.06	72	No	46.15	71	51.06	72	
Contra Costa	79.22	20	85.18	23	No	79.22	16	85.18	20	
Copper Mountain	55.66	64	55.66	68	No	55.66	62	55.66	67	
Desert	65.39	47	76.24	38	No	65.39	41	76.24	32	
El Camino	96.39	8	112.17	7	No	96.39	4	112.17	3	
Feather River	51.07	71	56.58	65	No	51.07	70	56.58	64	
Foothill-De Anza	101.36	7	111.66	8	Yes	79.32	15	87.38	16	
Gavilan Joint	70.94	29	79.36	32	Yes	53.21	69	59.52	62	
Glendale	67.13	40	72.93	42	No	67.13	34	72.93	38	
Grossmont-Cuyamaca	65.74	45	72.85	43	No	65.74	39	72.85	39	
Hartnell	66.67	41	72.11	47	No	66.67	35	72.11	43	
Imperial	70.00	31	70.00	50	No	70.00	25	70.00	46	
Kern	60.00	56	62.50	60	No	60.00	55	62.50	58	
Lake Tahoe	53.54	70	56.27	66	No	53.54	68	56.27	65	
Lassen	53.83	69	53.83	71	No	53.83	67	53.83	70	
Long Beach	59.85	58	73.47	41	No	59.85	57	73.47	36	
Los Angeles	109.36	5	120.47	4	Yes	92.41	7	103.52	8	
Los Rios	73.84	26	79.85	31	No	73.84	21	79.85	27	
Marin	130.59	1	138.49	2	Yes	97.94	3	103.87	7	
Mendocino-Lake	62.00	54	65.12	58	No	62.00	51	65.12	55	
Merced	54.98	68	56.03	67	No	54.98	66	56.03	66	
MiraCosta	82.40	16	96.40	14	No	82.40	12	96.40	10	
Monterey Peninsula	57.76	62	68.58	54	Yes	43.32	72	51.44	71	
Mt. San Antonio	85.35	13	94.65	16	No	85.35	9	94.65	12	
Mt. San Jacinto	59.33	59	62.23	61	No	59.33	58	62.23	59	
Napa Valley	62.99	53	68.13	55	No	62.99	48	68.13	50	
North Orange County	72.25	28	84.52	24	Yes	60.21	54	70.43	45	
Ohlone	80.46	17	97.81	13	No	80.46	13	97.81	9	
Palo Verde	64.24	50	72.30	45	No	64.24	45	72.30	41	
Palomar	66.62	42	74.58	39	No	66.62	36	74.58	34	
Pasadena Area	68.55	34	81.61	28	No	68.55	29	81.61	24	
Peralta	63.18	52	70.97	49	No	63.18	47	70.97	44	

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	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank
Rancho Santiago	69.18	32	76.26	37	No	69.18	27	76.26	31
Redwoods	77.38	21	83.92	27	No	77.38	17	83.92	23
Rio Hondo	75.62	25	90.96	18	No	75.62	20	90.96	13
Riverside	72.96	27	85.98	22	No	72.96	23	85.98	19
San Bernardino	68.00	36	72.00	48	Yes	60.52	53	64.08	56
San Diego	68.43	35	72.25	46	No	68.43	30	72.25	42
San Francisco	107.95	6	116.70	6	No	107.95	1	116.70	2
San Joaquin Delta	63.37	51	76.44	36	No	63.37	46	76.44	30
San Jose/Evergreen	110.14	4	126.51	3	Yes	95.58	5	109.79	5
San Luis Obispo County	67.95	38	74.40	40	No	67.95	32	74.40	35
San Mateo County	87.88	12	108.40	11	No	87.88	8	108.40	6
Santa Barbara	84.09	14	95.90	15	No	84.09	10	95.90	11
Santa Clarita	67.25	39	69.98	51	No	67.25	33	69.98	47
Santa Monica	93.11	9	109.00	10	Yes	73.51	22	86.05	18
Sequoias	65.87	44	72.57	44	No	65.87	38	72.57	40
Shasta-Tehama-Trinity Joint	57.94	61	60.48	63	No	57.94	60	60.48	61
Sierra Joint	65.03	49	66.33	57	No	65.03	43	66.33	54
Siskiyou Joint	55.26	65	55.26	69	No	55.26	63	55.26	68
Solano	66.18	43	77.41	34	No	66.18	37	77.41	28
Sonoma County	110.32	3	117.04	5	Yes	82.74	11	87.78	15
South Orange County	92.35	11	99.70	12	Yes	69.26	26	74.78	33
Southwestern	83.47	15	90.58	19	Yes	62.60	49	67.94	52
State Center	56.46	63	57.47	64	No	56.46	61	57.47	63
Ventura County	80.08	18	86.67	21	No	80.08	14	86.67	17
Victor Valley	62.00	54	62.00	62	No	62.00	51	62.00	60
West Hills	68.00	36	68.00	56	No	68.00	31	68.00	51
West Kern	65.46	46	76.92	35	No	65.46	40	76.92	29
West Valley-Mission	116.12	2	142.75	1	Yes	99.53	2	122.36	1
Yosemite	59.91	57	69.67	52	No	59.91	56	69.67	48
Yuba	55.01	66	81.60	29	No	55.01	64	81.60	25
• Average (Mean)						72.92		81.18	
• Highest						130.59		142.75	
• 3rd quartile						79.68		90.68	
• Median						68.00		76.35	
• 1st quartile						62.00		68.47	
• Lowest						46.15		51.06	
						69.12		76.97	
						107.95		122.36	
						77.02		86.00	
						66.40		73.34	
						60.16		66.03	
						43.32		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	53	85.64	45
Antelope Valley	87.45	36	87.45	44
Barstow	55.00	71	55.00	71
Butte-Glenn	79.42	48	87.53	43
Cabrillo	117.03	11	129.83	14
Cerritos	87.95	35	87.95	41
Chabot-Las Positas	132.86	8	132.86	13
Chaffey	88.50	34	88.50	40
Citrus	86.46	40	90.06	39
Coast	106.72	17	120.78	18
Compton	58.28	67	74.46	56
Contra Costa	105.96	18	129.73	15
Copper Mountain	55.66	70	55.66	70
Desert	80.27	46	80.27	53
El Camino	116.13	12	116.13	22
Feather River	64.62	62	83.09	48
Foothill-De Anza	132.26	9	152.86	8
Gavilan Joint	100.89	21	100.89	29
Glendale	79.31	49	82.67	50
Grossmont-Cuyamaca	91.31	31	103.81	26
Hartnell	81.12	45	87.73	42
Imperial	70.00	58	70.00	61
Kern	62.50	64	62.50	68
Lake Tahoe	56.27	69	56.27	69
Lassen	53.83	72	53.83	72
Long Beach	81.29	44	81.29	51
Los Angeles	136.49	5	139.50	11
Los Rios	98.80	23	162.75	7
Marin	157.62	2	208.07	3
Mendocino-Lake	75.37	51	83.09	49
Merced	62.20	65	68.43	64
MiraCosta	114.53	13	117.18	20
Monterey Peninsula	86.65	38	96.64	34
Mt. San Antonio	94.65	27	97.98	33
Mt. San Jacinto	65.12	61	65.12	66
Napa Valley	79.70	47	79.70	54
North Orange County	84.52	42	84.52	46
Ohlone	113.38	15	120.29	19
Palo Verde	72.30	56	72.30	59
Palomar	86.49	39	93.14	37
Pasadena Area	97.94	25	110.98	24
Peralta	92.20	30	173.65	5

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
72.84	51	85.64	41
87.45	33	87.45	39
55.00	71	55.00	71
79.42	43	87.53	38
91.59	27	101.60	26
87.95	32	87.95	36
132.86	5	132.86	10
88.50	31	88.50	35
74.11	48	77.19	50
106.72	13	120.78	15
58.28	67	74.46	54
105.96	14	129.73	11
55.66	70	55.66	70
80.27	41	80.27	48
116.13	9	116.13	20
64.62	61	83.09	43
103.51	16	119.63	17
75.67	46	75.67	53
79.31	44	82.67	45
91.31	28	103.81	24
81.12	40	87.73	37
70.00	56	70.00	60
62.50	64	62.50	68
56.27	69	56.27	69
53.83	72	53.83	72
81.29	39	81.29	46
119.54	7	122.55	14
98.80	19	162.75	5
118.22	8	156.06	6
75.37	47	83.09	44
62.20	65	68.43	63
114.53	10	117.18	18
64.99	60	70.23	59
94.65	22	97.98	30
65.12	59	65.12	65
79.70	42	79.70	49
70.43	55	70.43	58
113.38	12	120.29	16
72.30	54	72.30	57
86.49	35	93.14	33
97.94	20	110.98	21
92.20	26	173.65	3

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	84.07	43	84.07	47
Redwoods	95.58	26	126.83	16
Rio Hondo	114.39	14	145.52	9
Riverside	99.31	22	99.31	31
San Bernardino	72.00	57	72.00	60
San Diego	86.40	41	95.26	36
San Francisco	134.19	6	182.30	4
San Joaquin Delta	88.82	33	92.02	38
San Jose/Evergreen	153.60	3	166.76	6
San Luis Obispo County	87.26	37	116.33	21
San Mateo County	132.88	7	136.88	12
Santa Barbara	104.76	19	107.71	25
Santa Clarita	73.55	52	81.24	52
Santa Monica	152.17	4	210.61	1
Sequoias	72.57	54	72.57	58
Shasta-Tehama-Trinity Joint	65.48	60	69.30	63
Sierra Joint	72.46	55	101.72	28
Siskiyou Joint	58.04	68	63.99	67
Solano	101.73	20	123.58	17
Sonoma County	123.75	10	145.42	10
South Orange County	110.72	16	114.40	23
Southwestern	98.26	24	102.19	27
State Center	61.79	66	72.66	57
Ventura County	93.41	28	100.15	30
Victor Valley	64.00	63	67.00	65
West Hills	68.00	59	70.00	61
West Kern	76.92	50	76.92	55
West Valley-Mission	188.88	1	209.92	2
Yosemite	89.29	32	95.78	35
Yuba	92.39	29	98.17	32
• Average (Mean)	92.20		103.20	
• Highest	188.88		210.61	
• 3rd quartile	105.06		120.41	
• Median	87.36		94.20	
• 1st quartile	72.54		79.01	
• Lowest	53.83		53.83	

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
84.07	37	84.07	42
95.58	21	126.83	12
114.39	11	145.52	7
99.31	18	99.31	28
64.08	62	64.08	66
86.40	36	95.26	32
134.19	2	182.30	1
88.82	30	92.02	34
133.29	3	144.71	8
87.26	34	116.33	19
132.88	4	136.88	9
104.76	15	107.71	23
73.55	50	81.24	47
120.13	6	166.27	4
72.57	52	72.57	56
65.48	58	69.30	62
72.46	53	101.72	25
58.04	68	63.99	67
101.73	17	123.58	13
92.81	24	109.07	22
83.04	38	85.80	40
73.70	49	76.64	52
61.79	66	72.66	55
93.41	23	100.15	27
64.00	63	67.00	64
68.00	57	70.00	60
76.92	45	76.92	51
161.90	1	179.93	2
89.29	29	95.78	31
92.39	25	98.17	29
87.28		97.60	
161.90		182.30	
98.93		116.54	
85.24		87.84	
71.83		74.01	
53.83		53.83	

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	55.00	One rate for all
Butte-Glenn	87.53	PhD or MA+48 - Column 3, Step V, 23+ semesters
Cabrillo	Stipend	\$90 Phd Stipend per unit
Cerritos	101.72	PhD rate - Column 3, Step 6, 11+ semesters
Chabot-Las Positas	132.86	Steps only salary schedule. Step 10, 180 hours
Chaffey	88.50	Steps only salary schedule. Step 4, 13+ semesters
Citrus	90.06	MA+50 - Column 4, Step 6, 11+ semesters
Coast	120.78	PhD or MA+60 - Column 3, Step 15
Compton	74.46	MA+72 - Column 6, Step 4, Year 10+
Contra Costa	129.73	PhD or MA+60 or BA+90 - Column 7, Step 22
Copper Mountain	57.94	PhD rate - Column 3, Step 1
Desert	84.46	PhD rate - Column 3, Step 5, 72+ SIU
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	152.86	PhD or MA+72 or MA&BA+108, Annual load equivalent - Column 5, Step 8
Gavilan Joint	105.05	PhD rate - Column 5, Step 8, 17 Terms+
Glendale	82.67	MA+14 - Column 4, Step 6, 21st semester
Grossmont-Cuyamaca	103.81	PhD or MA+15 - Column 5, Step 15
Hartnell	91.25	PhD rate - Column E, Step 6, 21+ semesters
Imperial	70.00	One rate for all; Additional 3% off schedule payment equal to 3% of total compensation earned in 2020/2021.
Kern	62.50	Rates are not based on degrees
Lake Tahoe	56.27	Rates are not based on degrees
Lassen	53.83	One rate for all
Long Beach	Stipend	\$100 PhD stipend per semester
Los Angeles	142.13	\$2.30 doctoral degree addition; 20 wks paid 17.5 weeks semester = \$2.63/hour
Los Rios	170.89	PhD rate - Column V, Longevity Step 2, 25+ years
Marin	212.37	PhD rate - Column 5, Step 16
Mendocino-Lake	87.25	PhD rate - Column 3, Step 4, 24+ semesters
Merced	68.43	MA+45, Step 8, 48 semesters
MiraCosta	119.82	PhD rate - Column 6, Step 10, 19+ semesters
Monterey Peninsula	97.64	PhD rate - Column 6, Step 11
Mt. San Antonio	97.98	PhD or MA+50 - Column 3, Step 4, 90+LHE
Mt. San Jacinto	65.12	Rates are not based on degrees; 13+ semesters
Napa Valley	79.70	Rates are not based on degrees; 19+ semesters
North Orange County	88.53	PhD rate - Column 3, Step 5
Ohlone	123.30	PhD rate - Column 3, Step 12
Palo Verde	82.94	PhD rate - Column 3, Step 3, 9+ semester
Palomar	95.36	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	114.27	PhD rate - Column 5, Step 25, 3600+ hours
Peralta	173.65	PhD or MA+90 - Column 5, Step 25
Rancho Santiago	84.07	MA+30 - Column 4, Step 5, 6th semester
Redwoods	126.83	PhD or MA and BA+70 - Column 5, Step 11
Rio Hondo	149.74	PhD rate - Column 5, Step 20, 25+ years
Riverside	99.31	MA+15 through PhD rate - Column 3, step 3, 4+ semesters
San Bernardino	74.00	PhD rate - Column 3, Step 3, 5+ semesters
San Diego	96.40	PhD or MA+105 - Column 6, Step 5
San Francisco	182.30	PhD or MA+60 - Column 5, Step 14, 53+ semesters
San Joaquin Delta	94.59	PhD rate - Column 7, Step 7, 1740+ hours
San Jose/Evergreen	171.01	PhD rate - Column 5, Step 11
San Luis Obispo County	119.73	PhD rate - Column 7, Step 14, 45+ semesters
San Mateo County	136.88	Rates are not based on degrees; 21+ semesters
Santa Barbara	111.77	PhD rate - Column 2, Step 9, 21+ semesters
Santa Clarita	89.36	PhD rate - Column 3, Step 20, 39+ semesters
Santa Monica	216.11	PhD Rate - Column VII, Step 22
Sequoias	74.08	PhD Rate - Column 4, Step 5, Year 5
Shasta-Tehama-Trinity Joint	71.20	Differential of \$1.90 per hour for PhD - Class V, Step 8, 240 Units MA+48 rate with PhD stipend added.
Sierra Joint	106.81	PhD rate - Column 4, Step 14, 390+ units
Siskiyou Joint	63.99	MA+60
Solano	128.52	PhD rate - Column 5, Step 13
Sonoma County	148.33	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	114.40	Same rate as without PhD, 181+ LHE
Southwestern	Stipend	\$523 Stipend per Semester
State Center	72.66	PhD or MA+60 - Column 6, Step 7C, 25+ semesters
Ventura County	113.41	PhD rate - Column 3, Step 7, 25+ semesters
Victor Valley	Stipend	\$100 per unit for academic year, not to exceed \$3,000
West Hills	70.00	BA+90 or MA & BA+75
West Kern	76.92	Rates are not based on degrees; Step 3, 5+ semesters
West Valley-Mission	214.12	PhD rate - Column 1, Step 21
Yosemite	98.30	PhD rate - Column 5, Step 11, 21+ semesters
Yuba	100.22	PhD rate - Column 3, Step 2L, 180+ units

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

District	# of Steps/ Columns	Step Advancement Process
Allan Hancock Joint	8/7	Step advancement every 2 years or 4 semesters. 1 year = 2 semesters or 1 semester + summer. Per salary schedule.
Antelope Valley	4/3	Step 2: 2 1/2 years (5 semesters) or 30 LHE ¹ ; 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 8.3.1 of CBA.
Butte-Glenn	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	13/6	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. Per salary schedule.
Chabot-Las Positas	10/1	18 faculty hours. Per Article 211.1 of CBA.
Chaffey	4/2	Every 4 academic terms. Per Article 21.2.7 of CBA.
Citrus	6/4	One step increase per year for each two-semester periods completed. Per salary schedule.
Coast	15/3	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 13.17.a. of CBA.
Compton	4/6	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	22/7	1 year FTE ² service. Per Article 20.3.2.6.1 and previous CFT survey.
Copper Mountain	1/3	Move columns based on degree of BA, MA or PhD. Per salary schedule, Appendix E in CBA.
Desert	5/3	Step I: 0-17 SIU ³ ; Step II: 18-35 SIU; Step III: 36-53 SIU; Step IV: 54-71 SIU; Step V: 72+ SIU. Per salary schedule.
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 9.(f) of CBA.
Feather River	15/5	30 equated hours. Per Article 19, Section B.3 of CBA.
Foothill-De Anza	8/5	Yearly after completing equivalent of full time load. Per Appendix C (Advancement on the Salary Schedule) of CBA.
Gavilan Joint	8/5	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+ terms. Per salary schedule.
Glendale	6/4	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 VIII, Section 9.E. of CBA.
Grossmont-Cuyamaca	15/5	Must have taught one unit in two different half year periods to progress to the next step. Per salary schedule.
Hartnell	6/5	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 2020/2021. Per Article 13.1 of CBA.
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.

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

District	# of Steps/ Columns	Step Advancement Process
Long Beach	6/3	Advancement occurs every two semesters of part-time employment. Per salary schedule.
Los Angeles	10/1	Annually. Per Article 30.C of CBA and per previous CFT survey.
Los Rios	17/5	30 formula hours. Per Article 2.7.2.1 of CBA.
Marin	16/5	30 teaching units. Per Article 3.14.3 of CBA.
Mendocino-Lake	4/6	6 semesters of service with the district. Per salary schedule.
Merced	8/5	30 units or 6 semesters. Per salary schedule.
MiraCosta	10/6	One year or two semesters. Per Article 12.5.a of CBA.
Monterey Peninsula	11/6	100 hours over two terms. Per Article 16.2.8 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.
Mt. San Jacinto	3/1	Step 3: 1-6 semesters; Step 4: 7-12 semesters; Step 5: 13+ semesters. Per salary schedule
Napa Valley	7/1	3 semesters. Per Article 13.5.1 of CBA.
North Orange County	5/3	4 regular semesters. Per Article 11.2.4 of CBA.
Ohlone	12/3	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	10/4	450 hours. Per Article 15.4.5.2 of CBA.
Pasadena Area	25/5	150 hours. Per salary schedule.
Peralta	25/5	30 semester hours. Per Appendix A9.E of CBA.
Rancho Santiago	3/4	Advancement every 2 semesters. Per Article 7.3 of CBA.
Redwoods	11/5	45 TLU ⁴ . Per Article 3.10.7 of CBA.
Rio Hondo	20/5	Annually up to step 19 which is 20 years. Step 20 is 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	3/3	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5 or more semesters. Per Appendix A-2 of CBA.
San Diego	6/6	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	14/5	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: greater than 1740 hours. Per salary schedule.
San Jose/Evergreen	11/5	Annually. Per Article 9.7 of CBA.
San Luis Obispo County	14/7	Every four semesters. Per Appendix B-9, Section C (Salary Step Advancement and Column Changes) of CBA.
San Mateo County	11/1	Must have served in 2 academic semesters. Per Article 8.11 of CBA.
Santa Barbara	9/2	Steps 1-6: 2 semesters; Steps 7-9: 4 semesters. Per Article 2.18.2.1 of CBA.
Santa Clarita	20/4	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	22/7	Every 30 LHE. Per salary schedule.
Sequoias	5/4	Annually. Per salary schedule.
Shasta-Tehama-Trinity Joint	8/5	Every 30 units. Per Board Policy 4141.1; Previously confirmed by district.

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

District	# of Steps/ Columns	Step Advancement Process
Sierra Joint	14/4	Every 30 units. Per Article 9: Salary Schedules in CBA re:Part-Time Faculty and Full-Time Faculty Overload Lecture Rate.
Siskiyou Joint	1/4	Not applicable (only columns based on degree).
Solano	13/5	Annually upon completion of 2 terms. Per Article 20.4.2 section B of CBA.
Sonoma County	9/4	Every 4 qualifying semesters. Per Article 27.03.B of CBA.
South Orange County	7/1	30 LHE. Per Article 30.5.b of CBA.
Southwestern	5/3	Class A: 4 semesters; Class B: 5-8 semesters; Class C: 9-12 semesters; Class D: 13-16; Class E:17+ semesters. Per salary schedule.
State Center	7/6	Every 4 semesters. Per Article XVI, Section 2.A of CBA.
Ventura County	7/3	Every 4 semesters of service. Per Article 3.4.E of CBA.
Victor Valley	1/5	Not applicable (only column advancement based on degree as described in salary schedule).
West Hills	1/3	Not applicable (only column advancement based on degree as described in salary schedule).
West Kern	3/1	Every 2 semesters. Per Article 7.2.6 of CBA.
West Valley-Mission	21/6	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	11/5	Every 2 years or 180 class hours. Per Article 16.3.1 of CBA.
Yuba	9/3	Steps 1-7: every 15 load units within district, per Article 7.3 of CBA. Longevity steps 1L and step 2L: after completing 75 semester units, per Article 7.3.4 of CBA.

¹ LHE = lecture hour equivalent

² FTE = full-time equivalent

³ SIU = semester instructional units

⁴ 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	\$17.29 to \$29.34		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 (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.d: Part-time (PT) Faculty are encouraged to hold office hours. Pay of \$50 per office hour.
Chabot-Las Positas	No	Yes		\$51.26	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		\$38.36	13.17.c: 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	No	Yes		\$36.51 to \$64.93	7.8.4: PT Faculty participation is optional. 1/2 hour at .2 to .399 load; 1 hour at .4 to .599 load; 1 1/2 hours at .6 or more load. Rate: Other Academic Services Salary Schedule
Copper Mountain	No	Yes		\$44.85 to \$46.67	Article IX, Section 10: 30 minutes per week for each 1.5 course SIU ¹ 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		\$55.59 to \$71.79	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	\$22.03 to \$33.23		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	\$17.74 to \$26.26		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		\$70.00	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; 6.01 or more units, 2 office hours. Office hours are compensated at the current hourly rate.
Kern	No	No	NA	NA	
Lake Tahoe	No	Yes		50% of hourly rate	5.8.2.1: 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		\$53.83	24.3.2: 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	\$16.95		Salary Schedule
Los Rios	No	Yes		\$39.05	4.10.11: Voluntary, # of office hours vary by assignment; Compensation rate Class 1, Step 1, Salary Schedule B2.
Marin	Yes	No	\$30.67 to \$50.93		8.3.1: Based on number of ATU ² . 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	\$14.44 to \$24.41		15.13.3.2: Proportionate # of office hours as PT assignment relates to that of a FT instructor.
Mt. San Antonio	No	Yes		\$30.00	7.B: Rate of \$30 per hour
Mt. San Jacinto	No	No	NA	NA	
Napa Valley	No	Yes		\$44.01 to \$55.68	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	\$12.04 to \$14.76		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		\$55.00	15.4.8: Participation is voluntary, office hours based on units taught per semester, and need to apply. 15.4.8(d): Compensation is \$55 per hour.
Pasadena Area	No	Yes		Hourly rate	5.8.6: PT 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 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		\$40.00	3.12.1: Participation is voluntary. Based on TLU load: less than 7 TLU, eligible for 1 paid office hour; 7+ TLU, eligible for up to 2 paid office hours. Compensated at \$40 per hour.
Rio Hondo	No	No	NA	NA	
Riverside	No	No	NA	NA	
San Bernardino	Yes	No	\$7.48 to \$8.14		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 ³ . 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	2020-21 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. 60% course load would be 1.5 hours.
San Luis Obispo County	No	Yes		\$46.85	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.

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 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	\$19.60 to \$45.50		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		\$35.00	Salary Schedule: \$35.00. 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		\$51.94 to \$60.66	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; listed rate based on degree of MA to PhD.
Sonoma County	Yes	No	\$27.58 to \$37.08		Salary schedule: 20 minutes per hour taught and compensation is included in hourly rate.
South Orange County	Yes	No	\$23.09 to \$28.60		14.3.b: 20 minutes of student consultation and appointments per week for each assigned Lecture Hour Equivalent of classroom instruction. Per Salary Schedule, office hour (student consultation time) included in pay.
Southwestern	Yes	No	\$20.87 to \$25.55		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."

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
State Center	No	Yes	NA	\$30.00	Article XI-C, Section 5: Limited # of available paid office hours from a pool of \$100,000. Article XVI, Section 10.d: Compensation of \$30 per hour.
Ventura County	No	Yes		\$66.52 to \$105.80	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 found at 3.4.B.(1).
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 office hour time based on the assigned teaching load.
West Valley-Mission	Yes	No	\$16.59 to \$30.59		100.8: Associate members 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.

¹ SIU = semester instructional units

² ATU = assigned teaching units

³ 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	8/23/2021
Antelope Valley	Southern	2020-2021	Ohlone	Bay Area	8/1/2021
Barstow	Southern	2019-2020	Palo Verde	Southern	7/1/2021
Butte-Glenn	Northern	2021-2022	Palomar	Southern	2021-2022
Cabrillo	Bay Area	2021-2022	Pasadena Area	Southern	7/1/2021
Cerritos	Southern	2019-2020	Peralta	Bay Area	7/1/2021
Chabot-Las Positas	Bay Area	2021-2022	Rancho Santiago	Southern	2021-2022
Chaffey	Southern	7/1/2021	Redwoods	Northern	2021-2022
Citrus	Southern	1/1/2021-12/31/2023	Rio Hondo	Southern	2021-2022
Coast	Southern	2021-2022	Riverside	Southern	2021-2022
Compton	Southern	2021-2022	San Bernardino	Southern	7/1/2019
Contra Costa	Bay Area	2021-2022	San Diego	Southern	1/1/2022
Copper Mountain	Southern	7/1/2021	San Francisco	Bay Area	2020-2021
Desert	Southern	2021-2022	San Joaquin Delta	Central	2021-2022
El Camino	Southern	12/1/2021	San Jose/Evergreen	Bay Area	2021-2022
Feather River	Northern	2021-2022	San Luis Obispo County	Southern	7/1/2021
Foothill-De Anza	Bay Area	2021-2022	San Mateo County	Bay Area	8/16/2021
Gavilan Joint	Central	2019-2020	Santa Barbara	Southern	2021-2022
Glendale	Southern	7/1/2021	Santa Clarita	Southern	2020-2021
Grossmont-Cuyamaca	Southern	7/1/2021	Santa Monica	Southern	8/24/2021
Hartnell	Bay Area	2021-2022	Sequoias	Central	8/1/2021
Imperial	Southern	Fall 2021	Shasta-Tehama-Trinity Joint	Northern	2021-2022
Kern	Central	2020-2023	Sierra Joint	Northern	2021-2022
Lake Tahoe	Central	2021-2022	Siskiyou Joint	Northern	2021-2022
Lassen	Northern	2021-2022	Solano	Northern	2021-2022
Long Beach	Southern	Fall 2019	Sonoma County	Northern	2021-2022
Los Angeles	Southern	2021-2022	South Orange County	Southern	2021-2022
Los Rios	Northern	2020-2021	Southwestern	Southern	7/1/2021
Marin	Bay Area	7/1/2021	State Center	Central	7/1/2021
Mendocino-Lake	Northern	8/11/2021	Ventura County	Southern	7/1/2021
Merced	Central	2021-2022	Victor Valley	Southern	Fall 2018
MiraCosta	Southern	2021-2022	West Hills	Central	2015-2016
Monterey Peninsula	Bay Area	2021-2022	West Kern	Southern	2021-2022
Mt. San Antonio	Southern	2019-2022	West Valley-Mission	Bay Area	2021-2022
Mt. San Jacinto	Southern	8/1/2020	Yosemite	Central	2021-2022
Napa Valley	Northern	2021-2022	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	7/1/2021	88.03	49	100.62	52
Antelope Valley	Southern	2020-2021	85.09	57	100.36	54
Barstow	Southern	2019-2020	84.67	58	98.95	59
Butte-Glenn	Northern	2021-2022	90.81	39	108.67	33
Cabrillo	Bay Area	2021-2022	88.77	47	104.43	41
Cerritos	Southern	2019-2020	100.12	20	119.62	12
Chabot-Las Positas	Bay Area	2021-2022	96.81	24	115.29	20
Chaffey	Southern	Fall 2021	102.14	16	111.06	25
Citrus	Southern	2021-2023	94.22	27	103.48	43
Coast	Southern	2021-2022	93.06	31	109.45	29
Compton	Southern	2021-2022	89.83	44	99.39	56
Contra Costa	Bay Area	2021-2022	92.98	32	100.49	53
Copper Mountain	Southern	7/1/2021	76.06	70	89.83	70
Desert	Southern	2021-2022	103.04	15	121.70	11
El Camino	Southern	12/1/2021	104.75	11	121.88	10
Feather River	Northern	2021-2022	89.11	45	106.52	35
Foothill-De Anza	Bay Area	2021-2022	91.04	38	109.54	28
Gavilan Joint	Central	2019-2020	91.58	35	106.35	37
Glendale	Southern	7/1/2021	98.45	22	114.06	21
Grossmont-Cuyamaca	Southern	7/1/2021	90.17	41	99.92	55
Hartnell	Bay Area	2021-2022	86.49	53	103.69	42
Imperial	Southern	2021-2022	94.13	29	105.95	38
Kern	Central	7/1/2021	113.71	3	125.51	6
Lake Tahoe	Central	2021-2022	79.95	64	93.43	66
Lassen	Northern	2021-2022	91.07	37	109.82	27
Long Beach	Southern	July 1, 2021	103.63	12	119.14	13
Los Angeles	Southern	2021-2022	93.21	30	107.37	34
Los Rios	Northern	2020-2021	75.95	71	88.85	71
Marin	Bay Area	7/1/2021	103.10	14	115.58	19
Mendocino-Lake	Northern	9/1/2021	87.77	51	103.41	45
Merced	Central	2021-2022	78.60	67	92.88	67
MiraCosta	Southern	2021-2022	115.59	2	139.82	1
Monterey Peninsula	Bay Area	2021-2022	88.27	48	103.42	44
Mt. San Antonio	Southern	2019-2022	102.06	18	117.00	17
Mt. San Jacinto	Southern	2021-2022	85.84	55	96.61	62
Napa Valley	Northern	2021-2022	78.24	68	97.02	60
North Orange County	Southern	2021-2022	109.17	9	118.34	14
Ohlone	Bay Area	8/1/2021	106.64	10	123.93	8
Palo Verde	Southern	7/1/2021	91.77	34	103.29	46
Palomar	Southern	2021-2022	98.71	21	115.95	18
Pasadena Area	Southern	7/1/2021	111.44	7	111.44	24
Peralta	Bay Area	7/1/2021	63.18	72	78.66	72
Rancho Santiago	Southern	2021-2022	100.98	19	118.30	15

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	2021-2022	81.17	63	94.24	64
Rio Hondo	Southern	2021-2022	94.53	26	113.70	22
Riverside	Southern	2021-2022	103.36	13	123.09	9
San Bernardino	Southern	7/1/2019	98.35	23	112.86	23
San Diego	Southern	1/1/2022	86.18	54	96.06	63
San Francisco	Bay Area	2020-2021	94.14	28	109.40	30
San Joaquin Delta	Central	2021-2022	90.53	40	109.20	32
San Jose/Evergreen	Bay Area	2021-2022	116.81	1	134.17	2
San Luis Obispo County	Southern	2021-2022	85.24	56	101.40	51
San Mateo County	Bay Area	8/16/2021	111.96	5	133.66	3
Santa Barbara	Southern	2021-2022	90.10	42	102.75	47
Santa Clarita	Southern	2021-2022	96.24	25	109.35	31
Santa Monica	Southern	8/24/2021	84.48	60	98.95	58
Sequoias	Central	2021-2022	102.12	17	117.38	16
Shasta-Tehama-Trinity Joint	Northern	2021-2022	84.58	59	101.43	50
Sierra Joint	Northern	2021-2022	81.42	62	98.97	57
Siskiyou Joint	Northern	2021-2022	78.95	66	92.07	69
Solano	Northern	2021-2022	82.72	61	96.77	61
Sonoma County	Northern	2021-2022	111.59	6	125.18	7
South Orange County	Southern	2021-2022	112.30	4	128.06	4
Southwestern	Southern	7/1/2021	91.11	36	106.42	36
State Center	Central	7/1/2021	92.64	33	110.54	26
Ventura County	Southern	7/1/2021	76.81	69	92.16	68
Victor Valley	Southern	2019-2020	79.59	65	93.70	65
West Hills	Central	2021-2022	88.86	46	102.00	49
West Kern	Southern	2021-2022	87.37	52	105.56	39
West Valley-Mission	Bay Area	2021-2022	110.89	8	127.25	5
Yosemite	Central	2021-2022	89.87	43	104.50	40
Yuba	Northern	2021-2022	87.99	50	102.68	48
• Average (Mean)			93.09		107.98	
• Highest			116.81		139.82	
• 3rd quartile			101.25		115.67	
• Median			91.09		106.38	
• 1st quartile			86.10		100.25	
• Lowest			63.18		78.66	

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	124.46	59	157.84	67	161.41	66
Antelope Valley	126.09	57	163.27	59	168.55	58
Barstow	123.93	60	166.76	57	170.00	56
Butte-Glenn	138.44	23	182.51	31	188.01	34
Cabrillo	130.62	44	171.85	47	177.59	46
Cerritos	148.86	12	187.84	20	192.72	24
Chabot-Las Positas	144.38	14	185.97	25	193.86	20
Chaffey	135.29	34	181.54	35	188.97	31
Citrus	131.74	42	187.79	21	193.49	22
Coast	137.29	28	195.48	12	200.26	13
Compton	113.42	70	168.66	50	168.66	57
Contra Costa	130.08	46	167.21	54	167.21	59
Copper Mountain	120.22	66	148.03	71	154.32	69
Desert	162.86	3	187.95	19	195.81	19
El Camino	140.64	20	178.52	39	184.35	37
Feather River	132.99	39	161.90	62	163.19	65
Foothill-De Anza	137.30	27	160.42	66	160.42	68
Gavilan Joint	137.04	30	174.59	42	179.61	41
Glendale	143.67	15	186.51	24	190.18	28
Grossmont-Cuyamaca	125.25	58	162.27	61	166.32	62
Hartnell	130.07	47	169.34	49	174.23	48
Imperial	137.15	29	178.96	38	189.70	30
Kern	151.95	8	183.95	29	196.82	16
Lake Tahoe	117.02	69	157.47	68	160.53	67
Lassen	138.97	22	149.22	70	149.93	71
Long Beach	142.76	18	174.30	43	181.91	39
Los Angeles	134.54	36	185.60	28	191.20	27
Los Rios	118.88	67	167.40	53	175.76	47
Marin	137.51	26	198.44	9	201.83	11
Mendocino-Lake	128.09	51	166.96	56	171.19	54
Merced	118.58	68	178.21	40	185.84	36
MiraCosta	178.36	1	230.78	2	234.90	2
Monterey Peninsula	128.61	49	161.39	64	166.09	63
Mt. San Antonio	150.86	9	195.78	11	200.99	12
Mt. San Jacinto	132.95	40	188.46	17	209.39	6
Napa Valley	120.32	63	152.48	69	152.48	70
North Orange County	145.89	13	187.20	23	193.58	21
Ohlone	149.68	10	201.38	8	205.52	9
Palo Verde	126.42	56	169.57	48	172.92	51
Palomar	142.98	17	196.38	10	198.68	15
Pasadena Area	130.28	45	182.07	32	191.49	26
Peralta	107.23	72	173.65	44	173.65	49

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	149.21	11	195.27	13	200.08	14
Redwoods	120.32	64	176.29	41	178.44	44
Rio Hondo	142.98	16	181.90	33	187.17	35
Riverside	160.27	5	201.59	7	208.29	7
San Bernardino	136.78	31	172.60	46	178.64	43
San Diego	121.30	62	179.25	37	179.25	42
San Francisco	136.10	33	181.87	34	181.87	40
San Joaquin Delta	132.54	41	185.91	27	190.04	29
San Jose/Evergreen	162.90	2	202.88	6	208.05	8
San Luis Obispo County	129.66	48	168.20	51	173.13	50
San Mateo County	155.40	6	193.53	14	203.04	10
Santa Barbara	127.95	52	173.51	45	177.85	45
Santa Clarita	139.71	21	207.22	5	211.23	5
Santa Monica	138.09	25	191.13	16	196.16	18
Sequoias	135.29	35	212.40	4	216.22	4
Shasta-Tehama-Trinity Joint	126.70	55	161.54	63	164.39	64
Sierra Joint	120.29	65	162.92	60	171.06	55
Siskiyou Joint	109.12	71	144.49	72	147.34	72
Solano	127.15	53	160.90	65	167.08	60
Sonoma County	142.17	19	192.62	15	196.48	17
South Orange County	153.67	7	220.65	3	226.61	3
Southwestern	133.22	38	185.94	26	188.92	33
State Center	138.09	24	179.76	36	182.73	38
Ventura County	126.73	54	165.51	58	172.81	52
Victor Valley	121.52	61	166.98	55	166.98	61
West Hills	131.57	43	188.45	18	192.03	25
West Kern	136.36	32	187.41	22	193.39	23
West Valley-Mission	162.68	4	238.08	1	242.85	1
Yosemite	133.93	37	167.77	52	171.54	53
Yuba	128.38	50	183.44	30	188.95	32
• Average (Mean)	135.19		179.94		184.81	
• Highest	178.36		238.08		242.85	
• 3rd quartile	142.32		188.08		195.90	
• Median	134.24		179.50		185.10	
• 1st quartile	126.72		167.15		171.16	
• Lowest	107.23		144.49		147.34	

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

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	8,302.41	48	90,695,796	10,924.03	46
Antelope Valley	9,278.45	45	119,682,328	12,898.96	24
Barstow	2,168.92	66	35,295,485	16,273.31	12
Butte-Glenn	8,468.82	47	181,566,736	21,439.44	3
Cabrillo	7,918.25	49	95,257,476	12,030.12	28
California Online (Calbright)	260.54	73	16,247,782	62,361.26	1
Cerritos	16,881.24	20	161,228,957	9,550.78	63
Chabot-Las Positas	15,628.90	24	168,437,116	10,777.28	50
Chaffey	14,513.10	28	168,441,973	11,606.20	34
Citrus	10,709.47	40	106,544,686	9,948.64	60
Coast	29,509.49	9	297,543,294	10,082.97	57
Compton	3,435.61	61	60,687,877	17,664.35	7
Contra Costa	27,698.54	10	278,226,090	10,044.79	58
Copper Mountain	1,321.89	72	23,768,863	17,980.98	4
Desert	9,463.69	44	108,969,550	11,514.49	36
El Camino	16,062.03	23	181,783,096	11,317.57	39
Feather River	1,584.00	68	22,890,208	14,450.91	17
Foothill-De Anza	27,370.76	11	280,468,890	10,247.03	54
Gavilan Joint	3,867.74	60	52,677,170	13,619.64	21
Glendale	12,308.51	33	148,158,255	12,037.06	27
Grossmont-Cuyamaca	12,412.57	32	188,530,005	15,188.63	14
Hartnell	7,001.54	53	75,970,666	10,850.57	47
Imperial	7,419.30	51	80,208,050	10,810.73	49
Kern	24,804.31	14	244,546,956	9,859.05	62
Lake Tahoe	1,874.20	67	22,452,465	11,979.77	31
Lassen	1,407.65	71	23,386,567	16,613.87	10
Long Beach	20,225.89	17	191,527,738	9,469.43	65
Los Angeles	83,138.13	1	924,590,117	11,121.13	42
Los Rios	45,756.83	3	490,097,294	10,710.91	51
Marin*	3,210.21	62	82,567,573	25,720.29	2
Mendocino-Lake	2,740.40	64	35,721,878	13,035.27	23
Merced	9,612.87	42	94,875,986	9,869.69	61
MiraCosta*	10,553.01	41	161,051,114	15,261.16	13
Monterey Peninsula	5,610.14	57	59,648,498	10,632.27	52
Mt. San Antonio	33,823.02	6	286,858,442	8,481.16	71
Mt. San Jacinto	10,914.40	39	121,556,104	11,137.23	41
Napa Valley*	4,351.37	59	52,159,846	11,986.98	30
North Orange County	33,960.20	5	321,414,860	9,464.46	66
Ohlone	8,711.06	46	76,758,540	8,811.62	70
Palo Verde	1,550.62	69	26,625,460	17,170.86	9
Palomar	16,529.36	21	165,996,745	10,042.54	59
Pasadena Area	23,568.03	15	213,602,029	9,063.21	68
Peralta	16,381.74	22	187,496,667	11,445.47	38

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

District	FTES ¹	Rank in # FTES	General Fund Revenue (\$) ²	Revenue per FTES (\$)	Rank in revenue per FTES
Rancho Santiago	38,020.91	4	343,090,843	9,023.74	69
Redwoods	3,137.24	63	44,392,543	14,150.18	19
Rio Hondo	12,202.33	34	115,919,760	9,499.80	64
Riverside	29,940.87	7	349,941,709	11,687.76	33
San Bernardino	13,613.53	29	147,482,231	10,833.51	48
San Diego	46,339.57	2	384,270,943	8,292.50	72
San Francisco	12,107.06	35	217,377,406	17,954.59	5
San Joaquin Delta	17,588.04	19	138,435,325	7,870.99	73
San Jose/Evergreen*	11,614.07	37	166,588,100	14,343.64	18
San Luis Obispo County	7,358.87	52	77,469,685	10,527.39	53
San Mateo County*	18,799.89	18	262,263,712	13,950.28	20
Santa Barbara	12,038.24	36	153,203,344	12,726.39	25
Santa Clarita	14,914.24	25	152,004,823	10,191.92	55
Santa Monica	22,134.63	16	243,721,775	11,010.88	44
Sequoias	9,537.78	43	106,967,114	11,215.09	40
Shasta-Tehama-Trinity Joint	6,164.45	56	77,773,302	12,616.43	26
Sierra Joint*	13,349.70	30	135,116,946	10,121.35	56
Siskiyou Joint	1,549.20	70	25,479,199	16,446.73	11
Solano	6,882.58	54	75,364,145	10,949.99	45
Sonoma County	14,764.57	27	170,711,647	11,562.25	35
South Orange County*	24,828.37	13	368,896,026	14,857.85	15
Southwestern	13,262.58	31	152,091,947	11,467.75	37
State Center	29,831.91	8	330,195,307	11,068.53	43
Ventura County	26,232.38	12	245,136,400	9,344.80	67
Victor Valley	7,909.54	50	95,070,513	12,019.72	29
West Hills	4,727.31	58	70,060,381	14,820.36	16
West Kern	2,445.16	65	43,249,417	17,687.74	6
West Valley-Mission*	11,111.34	38	192,629,400	17,336.29	8
Yosemite	14,817.51	26	176,268,779	11,895.98	32
Yuba	6,440.30	55	86,929,202	13,497.68	22

¹Source: FTES Datamart 2020-21 Credit and Non-Credit

²Source: Total Funding California Community College Chancellor's Office Statewide Report 2020-21

*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.