



A Union of Educators  
& Classified Professionals

---

# Full-Time Faculty Salary Comparisons

*California Community Colleges*

2023-24

# Full-Time Faculty Salary Comparisons in the California Community Colleges 2023-24

## Table of Contents

### OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of full-time (FT) faculty in all 72 community college districts in California. We do this by analyzing the salary schedules and comparing pay rates in five separate areas. This study examined salary schedules in effect for the 2023-24 school year.

### SALARY COMPARISONS

<b>FT Masters Degree (Step 1)</b>	<a href="#">Page 3</a>
<b>FT Masters Degree +5 Years (Step 6)</b>	<a href="#">Page 3</a>
<b>FT Masters Degree +30 Units +10 Years (Step 11)</b>	<a href="#">Page 5</a>
<b>FT Masters Degree +60 Units +20 Years (Step 21)</b>	<a href="#">Page 5</a>
<b>FT Highest Salary with Doctorate</b>	<a href="#">Page 7</a>

### ADDITIONAL INFORMATION

<b>FTES and General Fund Revenue Ranking per FTES</b>	<a href="#">Page 9</a>
<b>Basic Aid Districts</b>	<a href="#">Page 9</a>
<b>Date of FT Faculty Salary Schedule</b>	<a href="#">Page 11</a>
<b>District Region (Southern, Northern, Bay Area, Central)</b>	<a href="#">Page 11</a>

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

*Aimee Shreck, Research Director*

[ashreck@cft.org](mailto:ashreck@cft.org)

*Lucia Hernandez, Research Assistant*

[lhernandez@cft.org](mailto:lhernandez@cft.org)

June 5, 2024



## Full-Time Faculty at Masters Degree (Step 1) and Masters Degree +5 Years (Step 6)

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Allan Hancock Joint	63,481	64	75,034	66
Antelope Valley	67,305	53	82,403	52
Barstow	66,596	55	80,632	57
Butte-Glenn	73,304	36	91,322	28
Cabrillo	70,995	45	86,827	40
Cerritos	86,325	7	107,335	2
Chabot-Las Positas	84,768	12	101,595	10
Chaffey	82,539	18	93,127	24
Citrus	74,000	33	84,912	48
Coast	75,121	32	91,668	26
Compton	62,880	65	70,289	71
Contra Costa	71,496	44	81,072	56
Copper Mountain	62,684	66	77,186	62
Desert	83,174	17	102,416	7
El Camino	84,855	11	102,201	9
Feather River	71,933	40	89,408	33
Foothill-De Anza	75,785	29	95,038	20
Gavilan Joint	71,831	41	86,289	42
Glendale	70,983	46	85,337	45
Grossmont-Cuyamaca <sup>1</sup>	66,036	58	75,078	65
Hartnell	73,694	34	90,351	31
Imperial	76,340	27	88,503	35
Kern	85,717	8	96,981	18
Lake Tahoe	64,866	62	78,539	61
Lassen	73,514	35	92,917	25
Long Beach	83,651	16	99,302	14
Los Angeles	76,640	26	91,460	27
Los Rios	56,160	71	72,900	69
Marin	78,832	22	90,080	32
Mendocino-Lake	69,512	48	84,992	47
Merced	60,520	69	74,262	68
MiraCosta	83,974	14	105,979	4
Monterey Peninsula	71,759	43	87,154	38
Mt. San Antonio	81,395	19	97,640	16
Mt. San Jacinto	78,507	23	91,011	29
Napa Valley	64,474	63	83,867	49
North Orange County	87,986	3	99,100	15
Ohlone	83,923	15	100,933	11
Palo Verde	75,468	30	87,488	37
Palomar	79,681	20	97,081	17
Pasadena Area	87,651	4	87,651	36
Peralta	52,171	72	68,200	72
Rancho Santiago	77,931	24	94,637	21

## Full-Time Faculty at Masters Degree (Step 1) and Masters Degree +5 Years (Step 6)

District	Salary (\$) MA no experience, Step 1	Rank	Salary (\$) MA 5 years experience, Step 6	Rank
Redwoods	72,440	37	85,899	43
Rio Hondo	76,308	28	95,658	19
Riverside	85,112	10	105,439	5
San Bernardino	72,285	38	85,023	46
San Diego	65,673	60	75,213	64
San Francisco	71,831	42	86,383	41
San Joaquin Delta	69,218	49	87,067	39
San Jose/Evergreen	89,273	1	106,232	3
San Luis Obispo County	67,799	52	83,853	50
San Mateo County	88,044	2	109,404	1
Santa Barbara	77,182	25	90,730	30
Santa Clarita	79,308	21	93,936	22
Santa Monica <sup>2</sup>	67,173	54	81,561	55
Sequoias	83,977	13	99,367	13
Shasta-Tehama-Trinity Joint	68,272	50	82,070	54
Sierra Joint	65,247	61	83,273	51
Siskiyou Joint	61,711	67	71,888	70
Solano	66,167	57	80,502	59
Sonoma County	85,535	9	99,570	12
South Orange County	87,107	5	102,387	8
Southwestern	67,960	51	82,237	53
State Center	75,134	31	93,282	23
Ventura County	60,391	70	75,487	63
Victor Valley	65,909	59	80,518	58
West Hills	72,198	39	85,545	44
West Kern	70,531	47	88,881	34
West Valley-Mission	86,397	6	103,857	6
Yosemite	66,367	56	79,865	60
Yuba	61,595	68	74,445	67
<hr/>				
• Average (Mean)	73,842		88,747	
• Highest	89,273		109,404	
• 3rd Quartile	81,681		95,989	
• Median	72,872		87,570	
• 1st Quartile	67,029		81,943	
• Lowest	52,171		68,200	

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

<sup>2</sup> Steps 23-30 only accessible to Academic Senate and Faculty Association Presidents.

## Full-Time Faculty at Masters Degree +30 Units +10 years (Step 11) and Masters Degree +60 units +20 Years (Step 21)

District	Salary (\$) MA+30 units, 10 years, Step 11	Rank	Salary (\$) MA+60 units, 20 years, Step 21	Rank
Allan Hancock Joint	91,191	70	113,826	69
Antelope Valley	102,757	56	123,110	61
Barstow	100,283	61	131,164	42
Butte-Glenn	115,365	23	141,080	24
Cabrillo	107,773	39	128,117	48
Cerritos	132,551	5	149,356	11
Chabot-Las Positas	122,774	9	139,601	27
Chaffey	112,706	30	132,995	38
Citrus	107,106	42	129,305	46
Coast	114,131	27	147,759	14
Compton	80,204	72	104,489	72
Contra Costa	106,260	45	126,300	54
Copper Mountain	103,293	54	122,004	62
Desert	137,056	1	150,654	10
El Camino	117,389	20	143,271	21
Feather River	111,588	34	123,824	59
Foothill-De Anza	118,141	17	129,693	45
Gavilan Joint	110,420	36	136,602	33
Glendale	103,584	51	117,981	68
Grossmont-Cuyamaca <sup>1</sup>	91,724	68	123,641	60
Hartnell	110,796	35	143,535	19
Imperial	114,570	26	145,140	17
Kern	117,406	19	138,667	29
Lake Tahoe	97,680	63	127,758	50
Lassen	112,180	33	126,260	56
Long Beach	117,448	18	140,701	25
Los Angeles	114,610	25	152,590	8
Los Rios	95,040	64	119,470	64
Marin	106,216	47	135,684	36
Mendocino-Lake	104,569	50	133,372	37
Merced	94,201	66	111,995	71
MiraCosta	133,975	4	159,803	4
Monterey Peninsula	107,640	40	131,192	41
Mt. San Antonio	128,997	6	147,409	15
Mt. San Jacinto	116,321	21	148,670	13
Napa Valley	102,773	55	121,304	63
North Orange County	121,331	11	143,558	18
Ohlone	121,206	12	158,508	5
Palo Verde	106,245	46	139,440	28
Palomar	119,205	14	138,167	32
Pasadena Area	106,169	48	128,391	47
Peralta	91,651	69	130,810	43
Rancho Santiago	118,495	16	145,685	16

## Full-Time Faculty at Masters Degree +30 Units +10 years (Step 11) and Masters Degree +60 units +20 Years (Step 21)

District	Salary (\$) MA+30 units, 10 years, Step 11	Rank	Salary (\$) MA+60 units, 20 years, Step 21	Rank
Redwoods	107,791	38	152,065	9
Rio Hondo	119,277	13	142,952	22
Riverside	136,038	2	162,141	1
San Bernardino	102,042	59	126,858	52
San Diego	94,969	65	130,082	44
San Francisco	106,755	43	132,947	39
San Joaquin Delta	107,532	41	127,776	49
San Jose/Evergreen	126,986	7	155,052	7
San Luis Obispo County	106,356	44	127,593	51
San Mateo County	126,480	8	143,412	20
Santa Barbara	112,594	32	132,472	40
Santa Clarita	118,944	15	156,156	6
Santa Monica <sup>2</sup>	112,682	31	149,101	12
Sequoias	114,752	24	135,833	35
Shasta-Tehama-Trinity Joint	103,571	52	119,406	65
Sierra Joint	100,255	62	125,532	58
Siskiyou Joint	87,930	71	112,930	70
Solano	105,779	49	126,564	53
Sonoma County	113,605	29	140,484	26
South Orange County	122,252	10	161,982	2
Southwestern	102,225	58	126,293	55
State Center	115,620	22	138,535	30
Ventura County	102,658	57	126,204	57
Victor Valley	103,554	53	138,277	31
West Hills	109,570	37	141,609	23
West Kern	113,746	28	136,569	34
West Valley-Mission	134,386	3	161,544	3
Yosemite	101,851	60	118,518	66
Yuba	92,433	67	118,130	67
• Average (Mean)	110,384		135,415	
• Highest	137,056		162,141	
• 3rd Quartile	117,416		143,541	
• Median	109,995		134,528	
• 1st Quartile	103,163		126,298	
• Lowest	80,204		104,489	

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

<sup>2</sup> Steps 23-30 only accessible to Academic Senate and Faculty Association Presidents.

## Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Allan Hancock Joint	116,326	21	71
Antelope Valley	133,325	26	56
Barstow	133,715	20	54
Butte-Glenn	151,771	24	29
Cabrillo	142,031	27	43
Cerritos	166,154	30+	7
Chabot-Las Positas	158,813	30	15
Chaffey	151,556	28	30
Citrus	151,970	35	28
Coast	161,660	26	10
Compton	118,062	35	70
Contra Costa	132,264	27	59
Copper Mountain	127,189	14	67
Desert	157,734	35+	16
El Camino	161,661	30	9
Feather River	131,832	15	61
Foothill-De Anza	133,544	13	55
Gavilan Joint	143,608	22	39
Glendale	137,118	31	49
Grossmont-Cuyamaca <sup>1</sup>	129,466	30	64
Hartnell	147,677	19	36
Imperial	153,845	18	25
Kern	148,372	15	34
Lake Tahoe	130,244	20	63
Lassen	129,260	21	65
Long Beach	146,842	20	37
Los Angeles	157,200	28+	17
Los Rios	128,628	25	66
Marin	150,449	30	33
Mendocino-Lake	140,517	31+	45
Merced	143,099	41	41
MiraCosta	170,657	30	6
Monterey Peninsula	134,482	17	53
Mt. San Antonio	160,282	30+	12
Mt. San Jacinto	156,104	16	20
Napa Valley	125,650	24+	69
North Orange County	156,120	25	18
Ohlone	161,771	21	8
Palo Verde	142,201	21	42
Palomar	160,384	40	11
Pasadena Area	150,612	33	32
Peralta	143,379	25	40
Rancho Santiago	154,414	25+	23

## Full-Time Faculty at Highest Salary with Doctorate

District	Maximum salary (\$) with doctorate	Step # of maximum salary	Rank
Redwoods	153,565	23	26
Rio Hondo	151,092	25	31
Riverside	171,520	22	5
San Bernardino	131,298	21	62
San Diego	136,586	19	51
San Francisco	138,768	30	46
San Joaquin Delta	145,295	25	38
San Jose/Evergreen	159,001	19(PG)*	14
San Luis Obispo County	137,715	23	48
San Mateo County	159,684	25	13
Santa Barbara	152,350	34	27
Santa Clarita	174,072	27	4
Santa Monica <sup>2</sup>	155,981	22	21
Sequoias	177,810	33	2
Shasta-Tehama-Trinity Joint	132,478	28	58
Sierra Joint	137,081	24	50
Siskiyou Joint	114,930	16	72
Solano	133,006	25	57
Sonoma County	153,875	28(PG)*	24
South Orange County	175,771	25	3
Southwestern	140,893	28+	44
State Center	148,205	30	35
Ventura County	135,869	31+	52
Victor Valley	138,277	20	47
West Hills	155,615	25	22
West Kern	156,109	26+	19
West Valley-Mission	201,474	36	1
Yosemite	126,680	25	68
Yuba	132,263	33	60
• Average (Mean)	146,656		
• Highest	201,474		
• 3rd Quartile	156,112		
• Median	147,260		
• 1st Quartile	133,672		
• Lowest	114,930		

\* PG indicates that Personal Growth steps have been included

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

<sup>2</sup> Steps 23-30 only accessible to Academic Senate and Faculty Association Presidents.



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

District	FTES <sup>1</sup>	Rank in # FTES	General Fund Revenue (\$) <sup>2</sup>	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	8,513.60	48	113,530,019	13,335.14	50
Antelope Valley	8,969.60	46	145,148,546	16,182.28	27
Barstow	2,750.82	64	43,843,866	15,938.47	28
Butte-Glenn	8,240.43	49	245,214,179	29,757.45	1
Cabrillo	6,186.60	55	116,817,108	18,882.28	13
California Online (Calbright)	1,047.27	73	17,127,084	16,354.03	26
Cerritos	13,441.43	29	197,923,823	14,724.91	31
Chabot-Las Positas	13,332.85	30	197,235,555	14,793.20	30
Chaffey	14,646.81	22	202,283,406	13,810.75	43
Citrus	9,268.12	44	116,468,116	12,566.53	63
Coast	26,807.50	9	351,244,941	13,102.49	56
Compton	3,093.50	63	70,753,356	22,871.62	5
Contra Costa	24,747.69	11	306,924,121	12,402.13	66
Copper Mountain	1,547.36	70	28,067,530	18,138.98	17
Desert	9,079.25	45	129,241,773	14,234.85	36
El Camino	19,628.99	16	210,376,816	10,717.66	69
Feather River	1,600.27	69	31,227,851	19,514.11	12
Foothill-De Anza	23,359.57	13	333,823,692	14,290.66	35
Gavilan Joint	4,261.98	59	58,281,589	13,674.77	45
Glendale	10,907.01	37	149,458,207	13,702.95	44
Grossmont-Cuyamaca	11,265.97	35	249,134,652	22,113.91	6
Hartnell	6,401.27	53	93,083,404	14,541.40	33
Imperial	8,619.75	47	102,652,095	11,908.94	67
Kern	24,765.80	10	350,682,058	14,159.93	37
Lake Tahoe	1,967.06	67	32,313,591	16,427.35	25
Lassen	1,278.40	72	29,846,211	23,346.54	4
Long Beach	18,811.26	19	248,633,454	13,217.27	51
Los Angeles	76,195.93	1	1,073,537,984	14,089.18	39
Los Rios	44,648.05	2	606,407,051	13,581.94	48
Marin*	3,268.78	62	91,886,833	28,110.44	2
Mendocino-Lake	2,617.09	65	46,412,488	17,734.39	18
Merced	9,958.59	41	126,955,481	12,748.34	60
MiraCosta*	9,386.60	43	191,869,341	20,440.77	10
Monterey Peninsula	5,280.23	57	73,600,368	13,938.86	41
Mt. San Antonio	32,223.08	5	336,351,982	10,438.23	70
Mt. San Jacinto	11,967.15	33	153,034,360	12,787.87	59
Napa Valley*	3,370.84	61	59,592,280	17,678.76	19
North Orange County	28,262.16	8	351,261,039	12,428.67	65
Ohlone	6,909.47	51	86,327,158	12,494.03	64
Palo Verde	2,014.25	66	37,190,221	18,463.56	15
Palomar	14,429.15	23	200,542,943	13,898.46	42

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

District	FTES <sup>1</sup>	Rank in # FTES	General Fund Revenue (\$) <sup>2</sup>	Revenue per FTES (\$)	Rank in revenue per FTES
Pasadena Area	19,044.59	18	291,891,813	15,326.76	29
Peralta	17,229.59	20	226,299,706	13,134.36	53
Rancho Santiago	39,712.85	4	308,126,556	7,758.86	73
Redwoods	3,382.46	60	56,905,420	16,823.68	23
Rio Hondo	11,006.91	36	203,812,466	18,516.77	14
Riverside	28,555.48	7	388,785,609	13,615.10	47
San Bernardino	11,892.94	34	203,007,162	17,069.55	21
San Diego	42,241.13	3	439,251,097	10,398.66	71
San Francisco	21,747.83	15	222,628,637	10,236.82	72
San Joaquin Delta	15,568.99	21	170,284,559	10,937.42	68
San Jose/Evergreen*	10,330.03	40	207,327,020	20,070.32	11
San Luis Obispo County	7,218.15	50	92,810,616	12,857.95	58
San Mateo County*	14,179.38	25	292,963,604	20,661.24	9
Santa Barbara	12,595.73	31	177,057,885	14,056.98	40
Santa Clarita	14,070.69	26	179,154,721	12,732.48	61
Santa Monica	19,226.41	17	250,242,844	13,015.58	57
Sequoias	9,823.45	42	128,884,816	13,120.12	54
Shasta-Tehama-Trinity Joint	5,769.90	56	95,565,797	16,562.82	24
Sierra Joint*	12,238.40	32	178,617,129	14,594.81	32
Siskiyou Joint	1,313.76	71	27,556,090	20,974.98	8
Solano	6,315.24	54	83,339,873	13,196.63	52
Sonoma County	13,975.72	28	188,881,300	13,514.96	49
South Orange County*	23,027.73	14	402,015,526	17,457.89	20
Southwestern	14,017.45	27	191,131,149	13,635.23	46
State Center	30,529.35	6	400,201,652	13,108.75	55
Ventura County	24,025.83	12	303,147,886	12,617.58	62
Victor Valley	10,726.36	38	151,399,768	14,114.74	38
West Hills	4,599.97	58	83,620,961	18,178.59	16
West Kern	1,820.15	68	45,768,649	25,145.54	3
West Valley-Mission*	10,433.05	39	223,851,596	21,456.01	7
Yosemite	14,359.84	24	206,679,753	14,392.90	34
Yuba	6,405.62	52	108,795,052	16,984.31	22

<sup>1</sup>Source: FTES Datamart 2022-23 Credit and Non-Credit

<sup>2</sup>Source: Total Funding California Community College Chancellor's Office Statewide Report 2022-23

\*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.

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

District	Region	Salary Schedule Date	District	Region	Salary Schedule Date
Allan Hancock Joint	Southern	July 1, 2023	North Orange County	Southern	July 1, 2023
Antelope Valley	Southern	2023-2024	Ohlone	Bay Area	Fall 2023
Barstow	Southern	2023-2024	Palo Verde	Southern	July 1, 2023
Butte-Glenn	Northern	2023-2024	Palomar	Southern	2023-2024
Cabrillo	Bay Area	2023-2024	Pasadena Area	Southern	July 1, 2023
Cerritos	Southern	2023-2024	Peralta	Bay Area	July 1, 2023
Chabot-Las Positas	Bay Area	2023-2024	Rancho Santiago	Southern	2023-2024
Chaffey	Southern	July 1, 2023	Redwoods	Northern	2023-2024
Citrus	Southern	July 1, 2023	Rio Hondo	Southern	2023-2024
Coast	Southern	2023-2024	Riverside	Southern	2023-2024
Compton	Southern	2021-2022	San Bernardino	Southern	July 1, 2022
Contra Costa	Bay Area	2023-2024	San Diego	Southern	January 1, 2024
Copper Mountain	Southern	July 1, 2023	San Francisco	Bay Area	2023-2024
Desert	Southern	2023-2024	San Joaquin Delta	Central	2023-2024
El Camino	Southern	July 1, 2023	San Jose/Evergreen	Bay Area	2023-2024
Feather River	Northern	2023-2024	San Luis Obispo County	Southern	2023-2024
Foothill-De Anza	Bay Area	2023-2024	San Mateo County	Bay Area	August 14, 2023
Gavilan Joint	Central	2023-2024	Santa Barbara	Southern	2023-2024
Glendale	Southern	July 1, 2023	Santa Clarita	Southern	2023-2024
Grossmont-Cuyamaca	Southern	July 1, 2023	Santa Monica	Southern	August 22, 2023
Hartnell	Bay Area	2023-2024	Sequoias	Central	2023-2024
Imperial	Southern	2023-2024	Shasta-Tehama-Trinity Joint	Northern	2023-2024
Kern	Central	July 1, 2023	Sierra Joint	Northern	July 1, 2023
Lake Tahoe	Central	2023-2024	Siskiyou Joint	Northern	July 1, 2023
Lassen	Northern	2023-2024	Solano	Northern	2023-2024
Long Beach	Southern	July 1, 2023	Sonoma County	Northern	2023-2024
Los Angeles	Southern	2023-2024	South Orange County	Southern	2023-2024
Los Rios	Northern	2023-2024	Southwestern	Southern	July 1, 2022
Marin	Bay Area	July 1, 2023	State Center	Central	July 1, 2023
Mendocino-Lake	Northern	August 1, 2023	Ventura County	Southern	July 1, 2023
Merced	Central	2023-2024	Victor Valley	Southern	2023-2024
MiraCosta	Southern	2023-2024	West Hills	Central	2023-2024
Monterey Peninsula	Bay Area	2023-2024	West Kern	Southern	2023-2024
Mt. San Antonio	Southern	2023-2024	West Valley-Mission	Bay Area	2023-2024
Mt. San Jacinto	Southern	2022-2023	Yosemite	Central	2023-2024
Napa Valley	Northern	2023-2024	Yuba	Northern	2021-2022