



A Union of Educators
& Classified Professionals

Part-Time Faculty Salary Comparisons

California Community Colleges

2023-24

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

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OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of part-time (PT) faculty in all 72 community college districts in California. We do this by analyzing the salary schedules and comparing pay rates in five separate areas. Rates are shown with and without office hour differential. This study examined salary schedules in effect for the 2023-24 school year.

SALARY COMPARISONS

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ASSUMPTIONS

- Part-time = 9 units per semester (although a part-timer can teach up to 67% or 10.5 hours)
- Unless otherwise noted by district: 17 ½ weeks per semester
- 17 ½ weeks x 9 units = 157.50 hours a semester for part-time faculty
- For those schedules where part-time faculty move steps according to a specified number of units, the assumption was that they carried a 9 unit/hour load each semester.
- Full-time loads were counted as 15 units a semester
- Full-time hours were considered to be 40 hours (30 hours class and prep, 5 office hours, 5 governance and committees)
- Full-time faculty were assumed to receive 75% of their annual salary for prep & grading only (no office hours, no governance work)
- 35 weeks x 15 units (hours) = 525 hours annually
- Convert full-time salary from annual to hourly using the formula: (Full-time annual salary x .75)/525

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

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Part-Time Faculty Salary at Masters Degree (Step 1) and Masters Degree (Step 5 or 9th Semester)

With Office Hour Differential Included

With Office Hour Differential Factored Out

District	With Office Hour Differential Included		With Office Hour Differential Factored Out		Office Hours Included in Rate	With Office Hour Differential Factored Out			
	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	65.74	62	71.71	60	No	65.74	60	71.71	58
Antelope Valley	87.09	26	91.02	29	No	87.09	23	91.02	26
Barstow	63.00	66	63.00	70	No	63.00	65	63.00	70
Butte-Glenn	75.34	44	79.11	52	No	75.34	37	79.11	46
Cabrillo	94.34	19	110.97	17	Yes	73.83	44	86.85	32
Cerritos	95.91	18	114.60	15	No	95.91	14	114.60	10
Chabot-Las Positas	116.25	9	130.10	6	No	116.25	3	130.10	3
Chaffey	87.00	27	95.00	26	No	87.00	24	95.00	23
Citrus	84.80	29	88.11	35	Yes	72.69	46	75.53	50
Coast	79.22	32	101.89	22	No	79.22	26	101.89	17
Compton	46.15	72	51.06	72	No	46.15	72	51.06	72
Contra Costa	85.73	28	92.65	27	Yes	64.30	63	69.49	60
Copper Mountain	68.52	58	68.52	62	No	68.52	55	68.52	61
Desert	75.41	43	87.92	36	No	75.41	36	87.92	30
El Camino	111.54	10	129.80	7	No	111.54	5	129.80	4
Feather River	58.89	70	68.48	63	No	58.89	70	68.48	62
Foothill-De Anza	122.70	5	135.17	5	Yes	92.03	15	101.38	18
Gavilan Joint	79.49	31	88.92	32	Yes	59.62	69	66.69	65
Glendale	92.20	20	100.16	23	Yes	69.15	53	75.12	51
Grossmont-Cuyamaca	69.35	55	76.85	53	No	69.35	51	76.85	47
Hartnell	73.81	51	79.83	49	No	73.81	45	79.83	43
Imperial	75.00	47	75.00	55	No	75.00	40	75.00	52
Kern	65.00	64	65.00	68	No	65.00	62	65.00	68
Lake Tahoe	61.99	68	65.24	66	No	61.99	67	65.24	66
Lassen	65.06	63	65.06	67	No	65.06	61	65.06	67
Long Beach	69.02	57	84.73	42	No	69.02	54	84.73	36
Los Angeles	128.41	4	141.47	4	Yes	108.50	6	121.56	7
Los Rios	78.00	34	87.30	37	No	78.00	27	87.30	31
Marin	142.65	1	150.79	3	Yes	106.99	7	113.09	11
Mendocino-Lake	70.15	53	73.67	58	No	70.15	49	73.67	55
Merced	62.13	67	63.31	69	No	62.13	66	63.31	69
MiraCosta	88.08	24	103.05	21	No	88.08	20	103.05	16
Monterey Peninsula	67.08	60	79.64	50	No	67.08	57	79.64	44
Mt. San Antonio	97.24	16	107.84	19	No	97.24	12	107.84	14
Mt. San Jacinto	69.82	54	73.23	59	No	69.82	50	73.23	56
Napa Valley	74.15	49	80.20	48	No	74.15	42	80.20	42
North Orange County	83.32	30	90.12	31	Yes	66.65	59	72.09	57
Ohlone	96.36	17	111.98	16	No	96.36	13	111.98	12
Palo Verde	75.46	42	84.93	41	No	75.46	35	84.93	35
Palomar	76.83	38	90.41	30	No	76.83	31	90.41	27
Pasadena Area	77.02	37	81.70	46	No	77.02	30	81.70	40
Peralta	74.53	48	83.72	44	No	74.53	41	83.72	38

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	
	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5 or 9th Sem	Rank
Rancho Santiago	76.27	39	84.08	43
Redwoods	101.92	15	109.08	18
Rio Hondo	87.21	25	104.90	20
Riverside	102.03	14	117.84	13
San Bernardino	79.02	33	85.70	38
San Diego	75.18	46	79.37	51
San Francisco	117.67	7	127.20	10
San Joaquin Delta	69.22	56	83.49	45
San Jose/Evergreen	134.34	2	154.30	2
San Luis Obispo County	77.85	35	85.23	40
San Mateo County	103.45	12	127.60	9
Santa Barbara	102.90	13	117.35	14
Santa Clarita	88.30	23	91.90	28
Santa Monica	105.73	11	123.85	12
Sequoias	77.39	36	85.26	39
Shasta-Tehama-Trinity Joint	66.82	61	69.74	61
Sierra Joint	75.29	45	76.80	54
Siskiyou Joint	61.70	69	61.70	71
Solano	75.62	40	88.46	34
Sonoma County	120.80	6	128.73	8
South Orange County	116.87	8	126.27	11
Southwestern	89.31	22	96.96	25
State Center	72.60	52	74.02	56
Ventura County	89.94	21	97.33	24
Victor Valley	74.00	50	74.00	57
West Hills	68.00	59	68.00	65
West Kern	75.49	41	88.70	33
West Valley-Mission	134.16	3	167.32	1
Yosemite	63.20	65	68.35	64
Yuba	55.01	71	81.60	47
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• Average (Mean)	84.26		93.45	
• Highest	142.65		167.32	
• 3rd Quartile	94.73		108.15	
• Median	77.21		87.61	
• 1st Quartile	69.71		76.35	
• Lowest	46.15		51.06	

With Office Hour Differential Factored Out	
Salary (\$) MA, Step 1	Rank
76.27	32
101.92	11
87.21	22
102.03	10
70.33	48
75.18	39
117.67	1
69.22	52
116.57	2
77.85	28
103.45	8
102.90	9
88.30	19
83.47	25
77.39	29
66.82	58
75.29	38
61.70	68
75.62	33
90.60	16
87.65	21
89.31	18
72.60	47
89.94	17
74.00	43
68.00	56
75.49	34
114.99	4
63.20	64
55.01	71
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79.72	88.45
117.67	143.42
88.55	98.68
75.37	84.41
68.90	73.92
46.15	51.06

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

With Office Hour Differential Included

District	Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
Allan Hancock Joint	81.58	56	95.92	49
Antelope Valley	98.82	36	98.82	44
Barstow	63.00	71	63.00	72
Butte-Glenn	91.59	48	100.94	41
Cabrillo	138.80	11	154.00	15
Cerritos	119.27	19	119.27	25
Chabot-Las Positas	153.18	8	157.79	14
Chaffey	101.00	33	101.00	40
Citrus	96.86	39	100.86	42
Coast	123.06	18	139.22	20
Compton	58.28	72	74.46	66
Contra Costa	117.59	21	151.16	16
Copper Mountain	68.52	65	68.52	68
Desert	92.57	45	92.57	54
El Camino	134.39	13	134.39	22
Feather River	77.55	59	94.95	50
Foothill-De Anza	160.11	6	185.04	8
Gavilan Joint	115.31	23	115.31	29
Glendale	108.92	25	113.54	32
Grossmont-Cuyamaca	91.74	47	115.00	31
Hartnell	89.81	49	97.13	48
Imperial	75.00	63	75.00	64
Kern	65.00	69	65.00	71
Lake Tahoe	65.24	67	65.24	69
Lassen	65.06	68	65.06	70
Long Beach	93.74	43	93.74	52
Los Angeles	160.29	5	168.67	10
Los Rios	108.76	26	171.15	9
Marin	170.88	4	223.23	3
Mendocino-Lake	89.56	50	98.74	45
Merced	70.29	64	77.33	62
MiraCosta	114.53	24	117.18	28
Monterey Peninsula	100.63	34	108.74	36
Mt. San Antonio	107.84	29	111.64	34
Mt. San Jacinto	76.64	60	76.64	63
Napa Valley	93.82	42	93.82	51
North Orange County	97.47	37	97.47	47
Ohlone	131.50	15	139.31	19
Palo Verde	84.93	54	84.93	59
Palomar	102.23	32	115.21	30
Pasadena Area	108.19	28	124.70	24
Peralta	108.75	27	204.83	4

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
81.58	54	95.92	45
98.82	33	98.82	41
63.00	71	63.00	72
91.59	43	100.94	39
108.63	22	120.52	22
119.27	16	119.27	23
153.18	4	157.79	11
101.00	30	101.00	38
83.02	52	86.45	54
123.06	14	139.22	15
58.28	72	74.46	66
88.19	47	113.37	29
68.52	65	68.52	68
92.57	40	92.57	50
134.39	8	134.39	18
77.55	58	94.95	46
120.08	15	138.78	17
86.48	48	86.48	53
81.69	53	85.16	56
91.74	42	115.00	28
89.81	44	97.13	44
75.00	63	75.00	64
65.00	69	65.00	71
65.24	67	65.24	69
65.06	68	65.06	70
93.74	38	93.74	48
140.38	6	148.76	12
108.76	20	171.15	7
128.16	12	167.42	9
89.56	45	98.74	42
70.29	64	77.33	61
114.53	19	117.18	26
100.63	31	108.74	34
107.84	24	111.64	31
76.64	59	76.64	62
93.82	37	93.82	47
77.97	57	77.97	60
131.50	10	139.31	14
84.93	50	84.93	57
102.23	29	115.21	27
108.19	23	124.70	20
108.75	21	204.83	2

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	92.69	44	92.69	53
Redwoods	127.25	17	165.75	12
Rio Hondo	131.91	14	167.81	11
Riverside	117.84	20	117.84	26
San Bernardino	85.70	52	85.70	57
San Diego	94.92	41	104.65	38
San Francisco	146.27	9	198.71	6
San Joaquin Delta	97.02	38	100.51	43
San Jose/Evergreen	187.34	2	203.39	5
San Luis Obispo County	99.97	35	133.27	23
San Mateo County	156.41	7	193.90	7
Santa Barbara	128.19	16	139.04	21
Santa Clarita	96.58	40	106.68	37
Santa Monica	172.84	3	239.23	2
Sequoias	85.26	53	85.26	58
Shasta-Tehama-Trinity Joint	75.51	62	79.91	61
Sierra Joint	83.89	55	117.77	27
Siskiyou Joint	64.81	70	71.45	67
Solano	116.25	22	141.21	18
Sonoma County	136.66	12	161.66	13
South Orange County	140.36	10	145.06	17
Southwestern	105.14	30	109.34	35
State Center	79.45	58	89.25	55
Ventura County	104.91	31	112.50	33
Victor Valley	76.00	61	81.00	60
West Hills	68.00	66	75.00	64
West Kern	88.70	51	88.70	56
West Valley-Mission	224.62	1	250.84	1
Yosemite	80.17	57	101.05	39
Yuba	92.39	46	98.17	46
• Average (Mean)	105.96		119.55	
• Highest	224.62		250.84	
• 3rd Quartile	120.22		139.79	
• Median	98.15		107.71	
• 1st Quartile	84.67		91.74	
• Lowest	58.28		63.00	

With Office Hour Differential Factored Out

Salary (\$) MA+30, Step 10 or 19th Sem	Rank	Salary (\$) Highest w/o PhD	Rank
92.69	39	92.69	49
127.25	13	165.75	10
131.91	9	167.81	8
117.84	17	117.84	24
76.27	60	76.27	63
94.92	36	104.65	36
146.27	5	198.71	3
97.02	34	100.51	40
162.57	2	176.49	6
99.97	32	133.27	19
156.41	3	193.90	4
128.19	11	139.04	16
96.58	35	106.68	35
136.45	7	188.87	5
85.26	49	85.26	55
75.51	62	79.91	59
83.89	51	117.77	25
64.81	70	71.45	67
116.25	18	141.21	13
102.50	28	121.25	21
105.27	25	108.80	33
105.14	26	109.34	32
79.45	56	89.25	51
104.91	27	112.50	30
76.00	61	81.00	58
68.00	66	75.00	64
88.70	46	88.70	52
192.53	1	215.01	1
80.17	55	101.05	37
92.39	41	98.17	43
100.08		112.84	
192.53		215.01	
114.96		133.55	
94.37		102.85	
81.23		86.15	
58.28		63.00	

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

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Allan Hancock Joint	101.68	PhD rate - Column 7, Step 8, 29+ semesters
Antelope Valley	102.21	PhD rate - Column 3, Step 4, 15+ semesters
Barstow	66.00	One rate by type of earned degree
Butte-Glenn	100.94	PhD or MA+48 or MA&BA+84 - Column 3, Step V, 23+ semesters
Cabrillo	Stipend	\$107 PhD Stipend per unit
Cerritos	137.94	PhD rate - Column 3, Step 6, 11+ semesters
Chabot-Las Positas	157.79	Steps only salary schedule. Step 11, 163+ hours
Chaffey	101.00	PhD or MA&BA+60 or BA+75 - Column 2, Step 5, 17+ semesters
Citrus	100.86	MA&BA+80 - Column 4, Step 6, 11+ semesters
Coast	139.22	PhD or MA+60 - Column 3, Step 15, 29+ semesters
Compton	74.46	MA+102 - Column 6, Step 4, 10+ years
Contra Costa	151.16	PhD or MA+60 or BA+90 - Column 7, Step 27, 26+ years
Copper Mountain	71.33	PhD rate - Column 3, Step 1
Desert	97.40	PhD rate - Column 3, Step 5, 72+ SIU's
El Camino	139.34	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	185.04	PhD or MA+72 or MA&BA+108 - Column 5, Step 8, 8+ Full-Time equivalent years
Gavilan Joint	120.06	PhD rate - Column 5, Step 9, 19+ terms
Glendale	113.54	MA+14 - Column 4, Step 6, 21+ semesters
Grossmont-Cuyamaca	115.00	PhD or MA+60 - Column 6, Step 15, 29+ semesters
Hartnell	101.03	PhD rate - Column E, Step 6, 21+ semesters
Imperial	75.00	One rate for all; Additional 2.5% off schedule payment equal to 2.5% of total compensation earned in 2023/24.
Kern	65.00	One rate for all
Lake Tahoe	65.24	Rates are not based on degrees; 10+quarters
Lassen	65.06	One rate for all
Long Beach	Stipend	\$100 PhD stipend per semester
Los Angeles	171.76	\$2.70 doctoral degree addition; 20 wks paid 17.5 weeks semester = \$3.22/hour
Los Rios	178.65	PhD rate - Column V, Step 25, 721+ hours
Marin	227.66	PhD rate - Column 5, Step 16, 451+ teaching units
Mendocino-Lake	103.68	PhD rate - Column 6, Step 5, 21+ semesters
Merced	77.33	MA+45 - Column 5, Step 8, 43+ semesters
MiraCosta	119.82	PhD rate - Column 6, Step 10, 19+ semesters
Monterey Peninsula	113.39	PhD rate - Column 6, Step 11, 21+ terms
Mt. San Antonio	111.64	PhD or MA&BA+80 - Column 3, Step 4, 90+LHE
Mt. San Jacinto	76.64	Rates are not based on degrees; 13+ semesters
Napa Valley	93.82	Rates are not based on degrees; 19+ semesters
North Orange County	102.10	PhD rate - Column 3, Step 5, 17+ semesters
Ohlone	150.56	PhD rate - Column 3, Step 12, 11+ years
Palo Verde	97.43	PhD rate - Column 3, Step 3, 9+ semesters
Palomar	117.93	PhD - Column 7, Step 10, 3258+ hours

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

District	Salary (\$) PhD Highest Rate or Stipend	Notes
Pasadena Area	128.40	PhD rate - Column 5, Step 25, 3600+ hours
Peralta	204.83	PhD or MA+90 - Column 5, Step 25, 721+ equated hours
Rancho Santiago	92.69	MA+30 - Column 4, Step 5, 5+ semesters
Redwoods	165.75	PhD or MA&BA+70 - Column 5, Step 12, 30+ semesters
Rio Hondo	172.68	PhD rate - Column 5, Step 20, 25+ years
Riverside	117.84	MA through PhD rate - Column 3, Step 3, 4+ semesters
San Bernardino	87.93	PhD rate - Column 3, Step 4, 7+ semesters
San Diego	108.02	PhD or MA+105 - Column 6, Step 6, 2250+ hours
San Francisco	198.71	PhD or BA&MA+90 - Column 5, Step 14, 53+ semesters
San Joaquin Delta	103.31	PhD rate - Column 7, Step 7, 1740+ hours
San Jose/Evergreen	208.57	PhD rate - Column 5, Step 11, 11+ years
San Luis Obispo County	137.17	PhD rate - Column 7, Step 14, 45+ semesters
San Mateo County	203.43	PhD rate - Column 5, Step 25, 49+ semesters
Santa Barbara	144.00	PhD rate - Column 2, Step 11, 25+ semesters
Santa Clarita	117.35	PhD rate - Column 3, Step 20, 39+ semesters
Santa Monica	245.53	PhD Rate - Column VII, Step 22, 631+ LHE
Sequoias	87.04	PhD Rate - Column 4, Step 5, 5+ years
Shasta-Tehama-Trinity Joint	81.81	PhD or MA&BA+78 - Column V, Step 8, 3676+ Units (includes PhD differential of \$1.90)
Sierra Joint	123.67	PhD rate - Column 4, Step 14, 390+ units
Siskiyou Joint	71.45	MA+60
Solano	146.86	PhD rate - Column 5, Step 13, 25+ terms
Sonoma County	164.90	PhD rate - Column 4, Step 9, 33+ semesters
South Orange County	145.06	Rates based on LHE, 181+ LHE
Southwestern	Stipend	\$550 Stipend per Semester
State Center	93.42	PhD or MFA - Column 6, Step 7, 25+ semesters
Ventura County	127.39	PhD rate - Column 3, Step 7, 25+ semesters
Victor Valley	Stipend	\$125 per unit for academic year, not to exceed \$3,000
West Hills	75.00	BA+90 or MA&BA+75
West Kern	88.70	Rates are not based on degrees; Step 3, 5+ semesters
West Valley-Mission	260.25	PhD rate - Column 1, Step 21, 211+ units
Yosemite	103.70	PhD rate - Column 5, Step 11, 41+ semesters
Yuba	100.22	PhD rate - Column 3, Step 2L, 181+ units

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

District	# of columns	# of Steps	Step Advancement Process
Allan Hancock Joint	7	8	Step advancement every 2 years or 4 semesters. 1 year = 2 semesters or 1 semester + summer. Per salary schedule.
Antelope Valley	3	4	Step 2: 2 1/2 years (5 semesters) or 30 LHE 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 by type of earned degree. Per Section 8.3 of CBA.
Butte-Glenn	3	5	Step I: 1-6 semesters; Step II: 7-9 semesters; Step III: 10-12 semesters; Step IV: 13-22 semesters; Step V: 23+ semesters. Per salary schedule.
Cabrillo	6	13	Article 13.3.2 of CBA: Associate unit members shall receive one step advancement within the appropriate class in the adjunct salary schedule, for each two terms of service to the District (fall, winter, spring, summer). Only one step may be achieved per academic year.
Cerritos	3	6	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5-6 semesters; Step IV: 7-8 semesters; Step V: 9-10 semesters; Step VI: 11 or more semesters. Per salary schedule.
Chabot-Las Positas	1	10	18 faculty hours. Per Article 211.1 of CBA.
Chaffey	2	5	Every 4 academic terms. Per Article 21.2.7 of CBA.
Citrus	4	6	One step increase per year for each two-semester periods completed. Per salary schedule.
Coast	3	15	Annual basis at beginning of fall semester, if served at least the equivalent of one lecture hour per week for one semester during preceding academic year (summer assignments included). Per Section 11.6.b of CBA.
Compton	6	4	Step 1: 1-2 years; Step 2: 3-4 years; Step 3: 5-9 years; Step 4: 10+ years. Per Appendix E of CBA.
Contra Costa	7	27	1 year FTE ² service. Per Article 20.3.2.6.1 and previous CFT survey.
Copper Mountain	3	1	Move columns based on degree of BA, MA or PhD. Per salary schedule, Appendix E in CBA.
Desert	3	5	Step I: 0-17 SIU 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	2	6	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5-6 semesters; Step IV: 7-8 semesters; Step V: 9-10 semesters; Step VI: 11+ semesters. Per Article 10, Section 9.(f) of CBA.
Feather River	5	15	20 equated hours. Per Article 19, Section B.3 of CBA.
Foothill-De Anza	5	8	Yearly after completing equivalent of full time load. Per Appendix C (Advancement on the Salary Schedule) of CBA.
Gavilan Joint	5	9	Step 1: 1-4 terms; Step 2: 5-6 terms; Step 3: 7-8 terms; Step 4: 9-10 terms; Step 5: 11-12 terms; Step 6: 13-14 terms; Step 7: 15-16 terms; Step 8: 17-18 terms; Step 9: 19+ terms. Per salary schedule.
Glendale	4	6	Step 1: 1-4 semesters; Step 2: 5-8 semesters; Step 3: 9-12 semesters; Step 4: 13-20 semester; Step 6: 21+ semester. Per Article VIII, Section 9.E. of CBA.
Grossmont-Cuyamaca	6	15	Must have taught one unit in two different half year periods to progress to the next step. Per salary schedule.
Hartnell	5	6	Every 4 semesters. Per Article 21 Section A.1.2 of CBA.
Imperial	1	1	One rate for all; Additional 2.5% off schedule payment equal to 2.5% of total compensation earned in 2023/24 to be paid in July 2024. Per Article 13.1 of CBA.
Kern	1	1	One rate for all
Lake Tahoe	1	2	Tier I: 0-9 quarters; Tier II: 10+ quarters at LTCC. Per salary schedule.

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

District	# of columns	# of Steps	Step Advancement Process
Lassen	1	1	One rate for all
Long Beach	3	6	Advancement occurs every two semesters of part-time employment. Per salary schedule.
Los Angeles	1	10	Step advance shall be granted each year. Per Article 30.C of CBA
Los Rios	5	25	30 formula hours. Per Article 2.7.2.1 of CBA.
Marin	5	16	30 teaching units. Per Article 3.14.3 of CBA.
Mendocino-Lake	6	5	6 semesters of service with the district. Per salary schedule.
Merced	5	8	30 units or 6 semesters. Per salary schedule.
MiraCosta	6	10	One year or two semesters. Per Article 12.5.a of CBA.
Monterey Peninsula	6	11	100 hours (or two 3-unit classes) over two terms. Per Article 16.2.8 of CBA.
Mt. San Antonio	3	4	Step I: 0-29.9 LHE; Step II: 30-59.9 LHE; Step III: 60-89.9 LHE; Step IV: 90+ LHE. Per salary schedule.
Mt. San Jacinto	1	3	Step 3: 1-6 semesters; Step 4: 7-12 semesters; Step 5: 13+ semesters. Per salary schedule
Napa Valley	1	7	3 semesters. Per Article 13.5.1 of CBA.
North Orange County	3	5	4 regular semesters. Per Article 11.2.4 of CBA.
Ohlone	3	12	Any calendar year or "experience year." Per Article 16.10.2 of CBA.
Palo Verde	3	3	Step I: 1-4 semesters; Step II: 5-8 semesters; Step III: 9+ semesters. Per salary schedule.
Palomar	7	10	362 hours. Per Article 15.5.6 of CBA.
Pasadena Area	5	25	150 hours. Per salary schedule.
Peralta	5	25	30 semester hours. Per Appendix A9.E of CBA.
Rancho Santiago	4	3	Advancement every 2 semesters. Per Article 7.3 of CBA.
Redwoods	5	12	45 TLU ⁴ . Per Article 3.10.7 of CBA.
Rio Hondo	5	20	Annually up to step 18: Step 18 at 17 years; Step 19 at 20 years; Step at 25 years. Per salary schedule.
Riverside	3	3	Step 1: 1-2 semesters, Step 2: 3-4 semesters, Step 3: 4+ semesters Per salary schedule.
San Bernardino	3	4	Step I: 1-2 semesters; Step II: 3-4 semesters; Step III: 5-6 semesters; Step IV: 7+ semesters. Per Appendix A-2 of CBA.
San Diego	6	7	Step A: 0-449 hours; Step B: 450-899 hours; Step C: 900-1349 hours, Step D: 1350-1799 hours, Step E: 1800-2249 hours; Step F: 2250+ hours. Per salary schedule.
San Francisco	5	14	Every 4 semesters. Per salary schedule.
San Joaquin Delta	7	7	Step 1: Less than 290 hours; Step 2: 290-579 hours; Step 3: 580-869 hours; Step 4: 870-1159 hours; Step 5: 1160-1449 hours; Step 6: 1450-1739 hours; Step 7: 1740+ hours. Per salary schedule.
San Jose/Evergreen	5	11	Annually. Per Article 9.7 of CBA.
San Luis Obispo County	7	12	Every four semesters. Per Appendix B-9, Section C (Salary Step Advancement and Column Changes) of CBA.
San Mateo County	5	25	Must have served in 2 academic semesters. Per Article 8.11 of CBA.
Santa Barbara	2	11	Steps 1-6: 2 semesters; Steps 7-10: 4 semesters. Per Article 2.18.2.1 of CBA.
Santa Clarita	4	20	Every two semesters, per salary schedule. Not using the two columns for the Associate range which requires completion of Skilled Teacher Certificate (Article 19).
Santa Monica	7	22	Every 30 LHE. Per Article 14.3, Section 4 of CBA.

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

District	# of columns	# of Steps	Step Advancement Process
Sequoias	4	5	Annually. Per salary schedule.
Shasta-Tehama-Trinity Joint	5	8	Each equivalent full-time experience. 525 hours of credit instruction (lecture, lab, or clinical/activity) equates to one year of full-time experience. Per Article 7.2.2.1 of CBA.
Sierra Joint	4	14	Every 30 units. Per Article 9, section Part-Time Faculty and Full-Time Faculty Overload - Lecture Rate, in CBA
Siskiyou Joint	4	1	Columns based on degree. Each column only has 1 step.
Solano	5	13	Annually upon completion of 2 terms. Per Article 20.4.2 section B of CBA.
Sonoma County	4	9	Every 4 qualifying semesters. Per Article 27.03.B of CBA.
South Orange County	1	7	Every 30 LHE. Per Article 30.5.b of CBA.
Southwestern	3	5	Class A: 4 semesters; Class B: 5-8 semesters; Class C: 9-12 semesters; Class D: 13-16 semesters; Class E:17+ semesters. Per salary schedule.
State Center	6	7	Every 4 semesters. Per Article 16, Section 2.A of CBA.
Ventura County	3	7	Every 4 semesters of service. Per Article 3.10.B of CBA.
Victor Valley	5	1	Not applicable (only column advancement based on degree as described in salary schedule).
West Hills	3	1	Not applicable (only column advancement based on degree as described in salary schedule).
West Kern	1	3	Every 2 semesters. Per Article 7.2.6 of CBA.
West Valley-Mission	6	21	Steps 1-12: Every .80 FTE load taught; Steps 15, 18, 21: every 2.2 FTE load taught. Per Appendix BB, Section I.C of CBA. Special note: hourly associate salary schedule is divided into 6 pages to represent each of the 6 columns (columns A, B, C, D, E, F) in the load based associate salary schedule; within each of the 6 pages it is then divided into the type (Lecture, Lab or Non-Instructional) of associate faculty.
Yosemite	5	11	Every 2 years or 180 class hours, where a year is defined as 2 semesters. Per Article 16.3.1 of CBA.
Yuba	3	9	Steps 1-7: every 15 load units. Longevity Step 1L and Step 2L: after completing 75 semester units. Per Article 7.3 of CBA.

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		\$40.00	11.13: Rate of \$40; 14.3: Eligibility rules.
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	\$20.51 to \$34.81		8.6: Associate unit members are required to hold pro rata office hours. 11.1.3.3.2: Adjunct unit members who teach less than full-time (FT) shall schedule and hold the same ratio of office hours as their teaching assignment bears to FT assignment. Per Local, 2.5 office hours for every 9 hours teaching.
Cerritos	No	Yes		\$50.00	14.2: Part-time (PT) Faculty are encouraged to hold office hours. Per semester: 1 unit or less, 3 office hours; 1-3 units, 9 office hours; 3-6 units, 12 office hours; 6-10 units, 15 office hours.
Chabot-Las Positas	No	Yes		\$62.95	Salary schedule
Chaffey	No	No		\$40.00	18.3.9: Annual fund of \$100,000 and eligibility requirements. 18.3.9(f): \$40 per office hour
Citrus	Yes	No	\$12.11 to \$14.41		11.1: Unit members shall hold office hours for students one-half hour each week.
Coast	No	Yes		\$44.24	11.7: District will allocate \$150,000 per year to pay for PT faculty office hours. Funding based on general fund balance and negotiations. Compensation for office hours shall be paid at the Misc. Non-Instructional Rate.
Compton	No	No	NA	NA	
Contra Costa	Yes	No	\$21.43 to \$37.79		7.8.4: PT Faculty shall hold office hours at 1 office hour for every 20% load, rounded to nearest 1/2 hour (max 5 hours). Office hour rates shown are assuming a 60% load.
Copper Mountain	No	Yes		\$55.20 to \$57.46	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		\$64.10 to \$82.79	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		\$111.54	Article 10, Section 9(a)(1): PT faculty may offer up to 3 hours of office hours per week. Office hour payable at the Appendix D-1, Lecture, Step 1 rate.
Feather River	No	Yes		50% of lecture rate	Article 14, Section A.5: The CIO and AFUP will make recommendations on classes eligible to have office hours. Eligible PT faculty will be paid for office hours at 50% of the associate faculty lecture rate.
Foothill-De Anza	Yes	No	\$30.68 to \$46.26		Article 7.25: All PT faculty employees compensated on Appendix C shall be required to hold regularly scheduled office hours. Number of hours proportionate to load. For 9 units, 3 office hours per week.
Gavilan Joint	Yes	No	\$19.87 to \$30.01		Article 22.2: PT faculty shall hold office hours proportionate to FT faculty office hours. Salary schedule: The workload per unit includes PT faculty office hours (Prorated).
Glendale	Yes	No	\$23.08 to \$28.39		Article VI Section 3.C: PT faculty shall hold office hours proportional to FT faculty office hours. A 16 week course assigned 3 unit course requires 1 office hour. Rates shown are based on 1 office hour per week using the 15 load rates of Appendix B1 salary schedule.
Grossmont-Cuyamaca	No	Yes	NA	\$40.00	Tentative Agreement, Mid-Term Changes to Faculty Contract, Nov 2021
Hartnell	No	No		\$40.00	Article 21 Section D.8: Office hour program OSCAR, based on instructional load: 0-29% load 30 minutes per week; 30-49% load 60 minutes per week; 50%+ load 90 minutes per week.
Imperial	No	No		\$75.00	10.10: Weekly office hours based on number of units: 2.99 or less units, 0.5 office hours; 3-6 units, 1 office hour; 6-9 units, 2 office hours; 9+units, 3 office hours. Office hours are compensated at the current hourly rate.
Kern	No	No	NA	NA	

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
Lake Tahoe	No	Yes		50% of hourly rate	5.5.2: For PT faculty teaching 3.2+ units and meet other criteria. Compensated at extra duty assignment rate which is 50% of hourly rate.
Lassen	No	Yes		\$65.06	24.3: Available on first-come, first-serve basis and must fill out application. Compensation will be paid for one hour per week for each 3 unit class. Paid at normal hourly rate.
Long Beach	No	No	NA	NA	
Los Angeles	Yes	No	\$19.91		Salary Schedule
Los Rios	No	Yes		\$45.66 to \$104.58	4.10.11: Voluntary, number of office hours vary by assignment; Compensated at their regular Class & Step on Salary Schedule B2.
Marin	Yes	No	\$35.66 to \$56.91		8.3.1: Based on number of ATU ² : 0.1-3.0 ATU, 1 office hour; 3.1-6 ATU, 1.5 office hours; 6.1-9 ATU, 2 office hours; 9.1-12 ATU, 3 office hours; 12.1-15 ATU, 4 office hours; 15.1-18 ATU, 5 office hours; 18.1-21 ATU, 6.5 office hours; 21.1-24 ATU, 7 office hours
Mendocino-Lake	No	Yes		\$30.00	16.10: Must be eligible and meet requirements. Pool of \$24,000 per semester. Compensated at \$30 per hour. If 20% annual load or greater eligible for \$480 per semester and if 10-19% annual load will be eligible for \$240 per semester.
Merced	No	No	NA	\$50.00	XI.1.a: Starting Fall 2023, may opt in to receive 8 total paid office hours per semester. Eligible in fall and spring semesters only.
MiraCosta	No	Yes		\$50.00	11.4: Unit members teaching credit courses, eligible for 2 paid office hours per assigned LHE ³ . Office hours rate of \$50 per hour.
Monterey Peninsula	No	Yes		\$50.00 (paid as stipend per semester)	15.13.3.2: PT instructional faculty shall be paid a stipend for office hours based on hourly semester teaching assignments: Teaching 0.1-3.99 hrs/wk, 2 office hrs/sem, \$100 stipend/sem; Teaching 4.0-6.99 hrs/wk, 4 office hrs/sem, \$200 stipend/sem; Teaching 7-10 hrs/wk, 6 office hrs/sem, \$300 stipend/sem.
Mt. San Antonio	No	Yes		\$40.00	10.B.5: Shall be paid 1 office hour per week per term. Rate of \$40 per hour
Mt. San Jacinto	No	No	NA	NA	

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
Napa Valley	No	Yes		\$51.81 to \$65.55	Salary Schedule has rates listed for office hour pay. One office hour per week only for instructors who teach ENGL, ESL, and Math courses.
North Orange County	Yes	No	\$16.66 to \$20.42		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 faculty 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: 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).
Palomar	No	Yes		\$75.63 to \$116.45	15.5.9: Participation is voluntary, 1.5 office hours per unit per semester, and need to apply. Compensated at the PT faculty member's non-instructional hourly rate. Rates shown are for faculty with at least a MA.
Pasadena Area	No	Yes		\$68.55 to \$114.27	5.8.6: Semester office hours are based on load: 0.5 to 3 units, 8 office hours; 3 to 8 units, 10 office hours; 8+ units, 12 office hours. Paid at employee's hourly rate. Rates shown are for faculty with at least a BA+54 or MA+18.
Peralta	No	Yes		Non-instructional assignments equated at 0.50, per Article 18, section A.5.d.	Article 18, Section A.7: Based on instructional load: 1-2.99 equated hours, 0 paid office hours; 3-5.99 equated hours, 1 paid office hour; 6+ equated hours, 2 paid office hours. Compensated at their non-instructional rate.
Rancho Santiago	No	No	NA	NA	
Redwoods	No	No	NA	NA	3.12.1: Student consultation hours are part of associate faculty member's professional responsibility. No details provided on expectations of consultation hours.
Rio Hondo	No	No	NA	NA	
Riverside	No	No	NA	NA	
San Bernardino	Yes	No	\$8.69 to \$9.67		10.E.1: PT pay inclusive of office hours, based on load: Load up to 0.400, 0.5 office hours/week; load 0.401+, 1.00 office hour/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 ⁴ . The compensation to be distributed each semester will come from the AFT share of the Resource Allocation Formula.

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 Francisco	No	Yes		\$50.43 to \$85.16	Salary Schedule
San Joaquin Delta	No	No		Semester Stipend: \$200 to \$500	17.18.6: As of 2022-23, the District will provide stipend for PT faculty for fall and spring semesters (no summer). Semester stipend based on load: 0.5-2.99 units, \$200; 3-6 units, \$300; 6+ units \$500.
San Jose/Evergreen	Yes	No	\$17.76 to \$27.58		9.14: Standard of 1/2 hour for each 20% course load. Rates shown are assuming 60% course load with 1.5 office hours.
San Luis Obispo County	No	Yes		\$53.68	4.10: Temporary faculty teaching 40%+ shall be paid for 18 office hours per semester; temporary faculty teaching 20-39.9% shall be paid for 9 office hours per semester. Compensation is based on Appendix B-4 (Temporary, Part-Time and Full-time Overload Two Thirds Laboratory/Hourly Faculty Salary Schedule), Column D, Step 9.
San Mateo County	No	Yes		Monthly payment	19.6: One office hour for every 3 Faculty Load Credits taught; refer to formula for monthly compensation.
Santa Barbara	No	No	NA	NA	
Santa Clarita	No	Yes		65% of Instructional Rate/Hour	Appendix G: Beginning Fall 2023, scheduled Office Hours compensated at 65% of Instructional rate/hour. Unscheduled office hour will not be compensated.
Santa Monica	Yes	No	\$22.26 to \$51.69		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		\$41.13	Salary Schedule: \$41.13. 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: District has annual contribution of \$150,000 for office hour program. Participation of PT faculty is voluntary. Office hours shall be paid at the rate of \$30.00 per hour.
Sierra Joint	No	Yes		\$25.00	Article 12, Section: Part-Time Instructional Faculty Office Hours Program. Voluntary and need to apply. Compensation is provided for 1 hour/week up to 17 hours/semester for faculty with a minimum 40% FTE assignment.

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
Siskiyou Joint	No	Yes		\$57.99 to \$67.73	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		\$57.74 to \$81.95	19.8.2 section D: Optional and need to request in writing. Semester office hours based on load: 40%+, maximum 18 office hours; 20% to 39%, maximum 9 office hours. Paid at the Category 3 rate; payrate shown is based on degree of MA to PhD.
Sonoma County	Yes	No	\$30.20 to \$41.23		Salary schedule: 20 minutes per hour taught and compensation is included in hourly rate.
South Orange County	Yes	No	\$29.22 to \$36.27		14.3.b: 20 minutes of student consultation and appointments per week for each assigned LHE of classroom instruction. Per Salary Schedule, student consultation time included in pay.
Southwestern	No	Yes		\$74.13 to \$90.76	Appendix H: PT Office Hours Paid Program, where optional office hours are based on the term (Fall & Spring or Winter & Summer) and assigned LHE. PT Office Hours paid at PT/Equity lab rate. Semester office hours, Fall & Spring terms: ≤ 3LHE, 6 hours; 3 to 6 LHE, 12 hours; 6LHE+, 18 hours.
State Center	No	Yes	NA	\$35.00	Article 11-B, Section 6: Limited number of available paid office hours from a pool of \$250,000 per semester. Exhibit B: Compensation of \$35 per hour.
Ventura County	No	Yes		\$74.71 to \$118.83	5.7.A: Non-Contract faculty assigned to teaching duties shall be compensated for up to 9 office hours per semester: Load 0-0.2, 3 office hours; Load 0.21-0.4, 6 office hours; Load 0.41-0.67, 9 office hours. Compensation paid using faculty hourly salary schedule.
Victor Valley	No	Yes		Hourly rate	12.6 and MOU: Additional 1-hour pay for each section taught each semester for time spent with students outside of contracted time. Starting Spring 2024, PT faculty will include office hours in their syllabus.
West Hills	No	No	NA	NA	
West Kern	No	Yes		\$75.49 to \$88.70	6.6.2: Subject to state funding, optional office hour time based on the assigned teaching load. Compensated at 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
West Valley-Mission	Yes	No	\$19.17 to \$37.18		100.8: Associate faculty are responsible for keeping office hours for each class taught. Minimum of .5 hours for each class taught. Per Salary Schedule office hour pay is included in compensation.
Yosemite	No	No	NA	\$30.00	7.5: PT shall provide 10 minutes of office time for each unit of lecture/lab taught.
Yuba	No	Yes		\$375 per semester	8.3 and 8.4: Eligibility for unit members to participate in the office hour program - minimum load of 20% or 3 units. Paid \$375 per semester.

¹ SIU = semester instructional units

² ATU = assigned teaching units

³ LHE = lecture hour equivalent

⁴ 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	Fall 2023	North Orange County	Southern	8/21/2023
Antelope Valley	Southern	2023-2024	Ohlone	Bay Area	Fall 2023
Barstow	Southern	2023-2024	Palo Verde	Southern	7/1/2023
Butte-Glenn	Northern	2023-2024	Palomar	Southern	2023-2024
Cabrillo	Bay Area	2023-2024	Pasadena Area	Southern	7/1/2023
Cerritos	Southern	2023-2024	Peralta	Bay Area	7/1/2023
Chabot-Las Positas	Bay Area	2023-2024	Rancho Santiago	Southern	2023-2024
Chaffey	Southern	8/1/2023	Redwoods	Northern	2023-2024
Citrus	Southern	7/1/2023	Rio Hondo	Southern	2023-2024
Coast	Southern	2023-2024	Riverside	Southern	2023-2024
Compton	Southern	2021-2022	San Bernardino	Southern	2023-2024
Contra Costa	Bay Area	2023-2024	San Diego	Southern	1/1/2024
Copper Mountain	Southern	7/1/2023	San Francisco	Bay Area	2023-2024
Desert	Southern	2023-2024	San Joaquin Delta	Central	2023-2024
El Camino	Southern	7/1/2023	San Jose/Evergreen	Bay Area	2023-2024
Feather River	Northern	2023-2024	San Luis Obispo County	Southern	7/1/2023
Foothill-De Anza	Bay Area	2023-2024	San Mateo County	Bay Area	8/14/2023
Gavilan Joint	Central	2023-2024	Santa Barbara	Southern	2023-2024
Glendale	Southern	7/1/2023	Santa Clarita	Southern	2023-2024
Grossmont-Cuyamaca	Southern	7/1/2023	Santa Monica	Southern	8/22/2023
Hartnell	Bay Area	2023-2024	Sequoias	Central	2023-2024
Imperial	Southern	2023-2024	Shasta-Tehama-Trinity Joint	Northern	2023-2024
Kern	Central	2023-2024	Sierra Joint	Northern	2023-2024
Lake Tahoe	Central	2023-2024	Siskiyou Joint	Northern	7/1/2023
Lassen	Northern	2023-2024	Solano	Northern	2023-2024
Long Beach	Southern	7/1/2023	Sonoma County	Northern	2023-2024
Los Angeles	Southern	2023-2024	South Orange County	Southern	Fall 2023
Los Rios	Northern	2023-2024	Southwestern	Southern	7/1/2022
Marin	Bay Area	7/1/2023	State Center	Central	7/1/2023
Mendocino-Lake	Northern	2023-2024	Ventura County	Southern	7/1/2023
Merced	Central	2023-2024	Victor Valley	Southern	7/1/2023
MiraCosta	Southern	2023-2024	West Hills	Central	2023-2024
Monterey Peninsula	Bay Area	2023-2024	West Kern	Southern	2023-2024
Mt. San Antonio	Southern	2022-2025	West Valley-Mission	Bay Area	2023-2024
Mt. San Jacinto	Southern	7/1/2022	Yosemite	Central	2023-2024
Napa Valley	Northern	2023-2024	Yuba	Northern	7/1/2021

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

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

District	Region	FT Salary Schedule Date	Salary (\$) MA, Step 1	Rank	Salary (\$) MA, Step 5	Rank
Allan Hancock Joint	Southern	July 1, 2023	90.69	64	103.67	65
Antelope Valley	Southern	2023-2024	96.15	53	113.40	51
Barstow	Southern	2023-2024	95.14	55	111.18	56
Butte-Glenn	Northern	2023-2024	104.72	36	125.32	31
Cabrillo	Bay Area	2023-2024	101.42	45	119.31	39
Cerritos	Southern	2023-2024	123.32	7	147.34	2
Chabot-Las Positas	Bay Area	2023-2024	121.10	12	140.33	10
Chaffey	Southern	July 1, 2023	117.91	18	129.65	22
Citrus	Southern	July 1, 2023	105.71	33	116.10	48
Coast	Southern	2023-2024	107.32	32	126.22	27
Compton	Southern	2021-2022	89.83	65	99.39	70
Contra Costa	Bay Area	2023-2024	102.14	44	110.93	57
Copper Mountain	Southern	July 1, 2023	89.55	66	105.77	62
Desert	Southern	2023-2024	118.82	17	140.34	9
El Camino	Southern	July 1, 2023	121.22	11	141.04	8
Feather River	Northern	2023-2024	102.76	40	122.83	34
Foothill-De Anza	Bay Area	2023-2024	108.26	29	130.27	21
Gavilan Joint	Central	2023-2024	102.62	41	119.15	42
Glendale	Southern	July 1, 2023	101.40	46	117.48	46
Grossmont-Cuyamaca	Southern	July 1, 2023	94.34	58	104.54	64
Hartnell	Bay Area	2023-2024	105.28	34	124.32	33
Imperial	Southern	2023-2024	109.06	27	122.75	35
Kern	Central	July 1, 2023	122.45	8	135.16	16
Lake Tahoe	Central	2023-2024	92.67	62	108.29	61
Lassen	Northern	2023-2024	105.02	35	126.64	25
Long Beach	Southern	July 1, 2023	119.50	16	137.39	14
Los Angeles	Southern	2023-2024	109.49	26	126.11	28
Los Rios	Northern	2023-2024	80.23	71	99.32	71
Marin	Bay Area	July 1, 2023	112.62	22	125.47	30
Mendocino-Lake	Northern	August 1, 2023	99.30	48	116.99	47
Merced	Central	2023-2024	86.46	69	102.17	68
MiraCosta	Southern	2023-2024	119.96	14	145.11	4
Monterey Peninsula	Bay Area	2023-2024	102.51	43	120.10	38
Mt. San Antonio	Southern	2023-2024	116.28	19	133.31	18
Mt. San Jacinto	Southern	2022-2023	112.15	23	126.23	26
Napa Valley	Northern	2023-2024	92.11	63	114.21	50
North Orange County	Southern	July 1, 2023	125.69	3	136.27	15
Ohlone	Bay Area	Fall 2023	119.89	15	139.33	11
Palo Verde	Southern	July 1, 2023	107.81	30	121.34	37
Palomar	Southern	2023-2024	113.83	20	133.71	17
Pasadena Area	Southern	July 1, 2023	125.22	4	125.22	32
Peralta	Bay Area	July 1, 2023	74.53	72	92.79	72
Rancho Santiago	Southern	2023-2024	111.33	24	130.43	20

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	2023-2024	103.49	37	118.56	43
Rio Hondo	Southern	2023-2024	109.01	28	131.12	19
Riverside	Southern	2023-2024	121.59	10	144.80	5
San Bernardino	Southern	July 1, 2022	103.26	38	118.50	44
San Diego	Southern	January 1, 2024	93.82	60	104.57	63
San Francisco	Bay Area	2023-2024	102.62	42	119.25	41
San Joaquin Delta	Central	2023-2024	98.88	49	119.28	40
San Jose/Evergreen	Bay Area	2023-2024	127.53	1	146.49	3
San Luis Obispo County	Southern	2023-2024	96.86	52	115.23	49
San Mateo County	Bay Area	August 14, 2023	125.78	2	150.17	1
Santa Barbara	Southern	2023-2024	110.26	25	125.74	29
Santa Clarita	Southern	2023-2024	113.30	21	128.73	23
Santa Monica	Southern	August 22, 2023	95.96	54	112.40	55
Sequoias	Central	2023-2024	119.97	13	137.90	13
Shasta-Tehama-Trinity Joint	Northern	2023-2024	97.53	50	113.01	54
Sierra Joint	Northern	July 1, 2023	93.21	61	113.30	53
Siskiyou Joint	Northern	July 1, 2023	88.16	67	99.61	69
Solano	Northern	2023-2024	94.52	57	110.58	59
Sonoma County	Northern	2023-2024	122.19	9	138.23	12
South Orange County	Southern	2023-2024	124.44	5	141.90	7
Southwestern	Southern	July 1, 2022	97.09	51	113.40	52
State Center	Central	July 1, 2023	107.33	31	128.07	24
Ventura County	Southern	July 1, 2023	86.27	70	103.52	66
Victor Valley	Southern	2023-2024	94.16	59	110.85	58
West Hills	Central	2023-2024	103.14	39	118.39	45
West Kern	Southern	2023-2024	100.76	47	121.73	36
West Valley-Mission	Bay Area	2023-2024	123.42	6	143.00	6
Yosemite	Central	2023-2024	94.81	56	110.24	60
Yuba	Northern	2021-2022	87.99	68	102.68	67
• Average (Mean)			105.49		122.34	
• Highest			127.53		150.17	
• 3rd Quartile			116.69		131.67	
• Median			104.10		121.54	
• 1st Quartile			95.76		112.86	
• Lowest			74.53		92.79	

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	128.22	69	162.61	71	166.18	71
Antelope Valley	142.48	55	184.50	59	190.46	56
Barstow	139.25	61	187.38	54	191.02	54
Butte-Glenn	159.65	24	210.47	29	216.82	29
Cabrillo	149.23	39	196.34	45	202.90	43
Cerritos	183.36	5	231.37	7	237.36	7
Chabot-Las Positas	170.58	9	218.66	15	226.88	15
Chaffey	157.28	30	207.89	32	216.51	30
Citrus	147.81	45	210.70	28	217.10	28
Coast	158.33	27	225.43	10	230.94	10
Compton	113.42	72	168.66	70	168.66	70
Contra Costa	146.98	47	188.95	52	188.95	59
Copper Mountain	141.55	59	174.29	69	181.70	67
Desert	187.81	2	216.29	20	225.33	16
El Camino	162.74	20	223.79	11	230.94	9
Feather River	153.36	36	186.90	55	188.33	61
Foothill-De Anza	163.27	19	190.78	51	190.78	55
Gavilan Joint	153.55	34	199.53	39	205.15	39
Glendale	147.98	44	192.10	49	195.88	49
Grossmont-Cuyamaca	131.03	64	180.44	64	184.95	64
Hartnell	153.52	35	205.05	34	210.97	36
Imperial	158.90	26	207.34	33	219.78	25
Kern	163.63	18	198.10	43	211.96	34
Lake Tahoe	135.64	62	182.51	62	186.06	63
Lassen	160.26	22	180.37	65	184.66	65
Long Beach	164.63	15	201.00	38	209.77	37
Los Angeles	158.04	29	217.99	16	224.57	17
Los Rios	130.99	65	176.04	68	183.75	66
Marin	148.37	42	211.43	27	214.93	33
Mendocino-Lake	144.92	50	195.96	47	200.74	45
Merced	130.44	66	196.04	46	204.43	41
MiraCosta	185.11	3	239.51	5	243.80	6
Monterey Peninsula	149.36	38	187.42	53	192.12	53
Mt. San Antonio	171.88	8	223.04	12	228.97	12
Mt. San Jacinto	161.33	21	212.39	25	223.01	20
Napa Valley	141.65	58	179.50	66	179.50	69
North Orange County	168.03	12	215.68	22	223.03	18
Ohlone	168.29	11	226.44	9	231.10	8
Palo Verde	148.52	41	199.20	40	203.14	42
Palomar	164.88	14	226.46	8	229.12	11
Pasadena Area	146.38	48	204.58	36	215.16	32
Peralta	126.49	70	204.83	35	204.83	40

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	164.50	16	215.29	24	220.59	23
Redwoods	148.63	40	217.24	18	219.38	26
Rio Hondo	164.89	13	209.76	30	215.85	31
Riverside	188.53	1	237.15	6	245.03	5
San Bernardino	143.62	53	181.23	63	187.57	62
San Diego	132.04	63	195.12	48	195.12	51
San Francisco	148.35	43	198.24	41	198.24	46
San Joaquin Delta	144.76	51	203.06	37	207.56	38
San Jose/Evergreen	177.86	6	221.50	13	227.14	14
San Luis Obispo County	147.33	46	191.13	50	196.74	48
San Mateo County	174.60	7	217.42	17	228.12	13
Santa Barbara	156.58	33	212.32	26	217.64	27
Santa Clarita	164.49	17	243.96	4	248.67	4
Santa Monica	156.86	32	217.11	19	222.83	21
Sequoias	158.94	25	249.52	2	254.01	2
Shasta-Tehama-Trinity Joint	142.61	54	186.40	57	189.25	58
Sierra Joint	129.91	67	186.51	56	195.83	50
Siskiyou Joint	121.84	71	161.33	72	164.19	72
Solano	145.30	49	182.95	61	190.01	57
Sonoma County	158.28	28	215.51	23	219.82	24
South Orange County	170.28	10	244.50	3	251.10	3
Southwestern	141.96	57	198.13	42	201.28	44
State Center	160.00	23	208.27	31	211.72	35
Ventura County	142.35	56	185.47	58	194.10	52
Victor Valley	143.76	52	197.54	44	197.54	47
West Hills	152.71	37	218.74	14	222.31	22
West Kern	157.25	31	216.12	21	223.01	19
West Valley-Mission	185.04	4	277.42	1	287.82	1
Yosemite	141.29	60	176.99	67	180.97	68
Yuba	128.38	68	183.44	60	188.95	60
• Average (Mean)	152.95		204.13		209.51	
• Highest	188.53		277.42		287.82	
• 3rd Quartile	163.36		217.14		223.02	
• Median	153.04		203.82		210.37	
• 1st Quartile	142.58		187.26		190.96	
• Lowest	113.42		161.33		164.19	

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	8,513.60	48	113,530,019	13,335.13	50
Antelope Valley	8,969.60	46	145,148,546	16,182.27	27
Barstow	2,750.82	64	43,843,866	15,938.45	28
Butte-Glenn	8,240.43	49	245,214,179	29,757.44	1
Cabrillo	6,186.60	55	116,817,108	18,882.29	13
California Online (Calbright)	1,047.27	73	17,127,084	16,354.08	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	22,871.65	5
Contra Costa	24,747.69	11	306,924,121	12,402.13	66
Copper Mountain	1,547.36	70	28,067,530	18,139.01	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	19,514.10	12
Foothill-De Anza	23,359.57	13	333,823,692	14,290.66	35
Gavilan Joint	4,261.98	59	58,281,589	13,674.78	45
Glendale	10,907.01	37	149,458,207	13,702.95	44
Grossmont-Cuyamaca	11,265.97	35	249,134,652	22,113.90	6
Hartnell	6,401.27	53	93,083,404	14,541.39	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	16,427.32	25
Lassen	1,278.40	72	29,846,211	23,346.45	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	28,110.41	2
Mendocino-Lake	2,617.09	65	46,412,488	17,734.38	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	12,494.04	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
Pasadena Area	19,044.59	18	291,891,813	15,326.75	29
Peralta	17,229.59	20	226,299,706	13,134.37	53

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	39,712.85	4	308,126,556	7,758.86	73
Redwoods	3,382.46	60	56,905,420	16,823.66	23
Rio Hondo	11,006.91	36	203,812,466	18,516.78	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	12,857.96	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	16,562.80	24
Sierra Joint*	12,238.40	32	178,617,129	14,594.81	32
Siskiyou Joint	1,313.76	71	27,556,090	20,975.01	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	18,178.58	16
West Kern	1,820.15	68	45,768,649	25,145.48	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	16,984.30	22

¹Source: FTES Datamart 2022-23 Credit and Non-Credit

²Source: 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.