



**Full-Time Faculty  
Salary Comparisons**  
*in the California  
Community Colleges*  
**2018-19**

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

# Full-Time Faculty Salary Comparisons in the California Community Colleges 2018-19

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### OBJECTIVE AND METHODOLOGY

The CFT wants to determine the comparative salary of full-time 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 as of June 2019.

### SALARY COMPARISONS AND LINKS TO DATA

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This analysis is provided by the Research Department of the California Federation of Teachers.

**Contact:** *Joanna Valentine, Research Director*

**Email:** [jvalentine@cft.org](mailto:jvalentine@cft.org)

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## Masters Degree (Step 1) and Masters +5 Years (Step 6)

District	Salary (\$): MA with no experience, Step 1	Rank	Salary (\$): MA 5 years experience, Step 6	Rank
Allan Hancock Joint	58,294	40	68,900	47
Antelope Valley	56,126	52	68,717	49
Barstow	57,397	44	69,495	45
Butte	56,777	48	70,732	39
Cabrillo	57,499	43	70,299	40
Cerritos	67,871	10	84,391	5
Chabot-Las Positas	62,035	27	76,838	17
Chaffey	66,000	16	74,000	28
Citrus	63,393	22	72,740	32
Coast	59,463	37	72,562	33
Compton	59,503	35	66,513	59
Contra Costa	59,616	34	67,716	55
Copper Mountain	52,068	68	64,113	66
Desert	66,477	14	81,857	9
El Camino	68,403	8	82,386	8
Feather River	55,949	56	69,541	44
Foothill-DeAnza	60,121	33	75,394	22
Gavilan	62,394	25	74,952	23
Glendale	64,033	20	76,982	16
Grossmont-Cuyamaca	52,817	66	60,050	70
Hartnell	55,973	55	69,881	41
Imperial	56,873	47	65,934	62
Kern	73,767	2	83,460	6
Lake Tahoe	55,079	57	66,688	58
Lassen	58,757	39	74,265	26
Long Beach	68,284	9	81,060	11
Los Angeles	60,130	32	71,770	36
Los Rios	46,660	71	56,769	71
Marin	65,616	17	76,536	19
Mendocino-Lake	56,513	50	69,098	46
Merced	55,018	58	67,511	56
Mira Costa	76,826	1	96,958	1
Monterey Peninsula	54,659	60	66,385	60
Mt. San Antonio	67,622	11	81,119	10
Mt. San Jacinto	56,094	53	65,028	65
Napa Valley	52,131	67	67,812	54
North Orange County	67,137	12	75,832	21
Ohlone	68,786	7	82,721	7
Palo Verde	57,018	45	66,101	61
Palomar	63,686	21	77,593	14

District	Salary (\$): MA with no experience, Step 1	Rank	Salary (\$): MA 5 years experience, Step 6	Rank
Pasadena Area	72,082	5	72,082	34
Peralta	40,793	72	53,327	72
Rancho Santiago	62,839	24	76,310	20
Redwoods	51,271	69	62,379	67
Rio Hondo	59,242	38	74,265	25
Riverside	64,097	19	79,404	13
San Bernardino	57,964	41	68,843	48
San Diego	60,729	30	69,551	43
San Francisco	61,200	28	74,550	24
San Joaquin Delta	57,017	46	71,720	37
San Jose/Evergreen	73,052	4	86,930	3
San Luis Obispo County	55,016	59	68,044	51
San Mateo County	71,328	6	88,620	2
Santa Barbara	63,071	23	74,142	27
Santa Clarita	62,160	26	73,632	30
Santa Monica	55,998	54	67,993	52
Sequoias	64,795	18	76,669	18
Shasta-Tehama-Trinity Joint	53,710	62	67,087	57
Sierra Joint	53,206	64	67,905	53
Siskiyou Joint	52,865	65	61,585	68
Solano County	53,699	63	65,333	64
Sonoma County	66,407	15	77,032	15
South Orange County	73,714	3	86,646	4
Southwestern	57,670	42	69,785	42
State Center	59,477	36	73,843	29
Ventura County	48,751	70	60,939	69
Victor Valley	53,955	61	65,914	63
West Hills	60,665	31	71,881	35
West Kern	56,163	51	70,775	38
West Valley-Mission	67,053	13	79,639	12
Yosemite	61,125	29	73,556	31
Yuba	56,772	49	68,615	50
• Average (Mean)	60,149		72,357	
• Highest	76,826		96,958	
• 3rd quartile	64,272		76,569	
• Median	59,470		71,745	
• 1st quartile	55,992		67,788	
• Lowest	40,793		53,327	

## Masters Degree +30 Units +10 years (Step 11) and Masters Degree +60 units +20 Years (Step 21)

District	Salary (\$): MA+30 units, 10 years experience, Step 11	Rank	Salary (\$): MA+60 units, 20 years experience, Step 21	Rank
Allan Hancock Joint	89,181	39	104,521	52
Antelope Valley	85,690	53	102,663	56
Barstow	86,432	49	113,047	23
Butte	89,354	38	109,271	37
Cabrillo	85,524	55	102,066	60
Cerritos	104,217	3	119,084	13
Chabot-Las Positas	95,473	15	110,278	34
Chaffey	90,400	33	106,800	46
Citrus	91,753	28	110,770	31
Coast	90,344	34	116,963	16
Compton	75,896	69	98,877	69
Contra Costa	86,964	44	103,344	54
Copper Mountain	85,799	52	101,341	65
Desert	109,543	2	120,253	10
El Camino	94,629	17	108,287	42
Feather River	86,790	46	101,961	61
Foothill-DeAnza	93,722	20	102,886	55
Gavilan	95,912	12	116,327	17
Glendale	93,442	21	106,429	47
Grossmont-Cuyamaca	75,271	70	100,923	66
Hartnell	86,952	45	109,587	36
Imperial	87,747	42	111,159	28
Kern	101,038	10	119,335	12
Lake Tahoe	82,941	62	108,481	41
Lassen	89,661	36	96,273	71
Long Beach	95,872	13	110,802	30
Los Angeles	89,930	35	111,560	27
Los Rios	75,962	68	100,834	67
Marin	91,682	29	119,772	11
Mendocino-Lake	85,014	57	105,779	48
Merced	85,637	54	101,814	63
Mira Costa	122,571	1	146,200	1
Monterey Peninsula	81,989	64	99,929	68
Mt. San Antonio	103,548	5	115,584	19
Mt. San Jacinto	89,489	37	123,150	6
Napa Valley	83,098	61	98,083	70
North Orange County	93,223	23	110,611	32
Ohlone	99,328	11	129,882	3

District	Salary (\$): MA+30 units, 10 years experience, Step 11	Rank	Salary (\$): MA+60 units, 20 years experience, Step 21	Rank
Palo Verde	80,272	66	105,352	50
Palomar	95,276	16	110,431	33
Pasadena Area	87,311	43	105,585	49
Peralta	71,663	72	102,281	59
Rancho Santiago	95,548	14	117,473	15
Redwoods	80,447	65	112,344	24
Rio Hondo	92,603	25	110,983	29
Riverside	102,448	7	122,106	8
San Bernardino	86,741	48	112,150	25
San Diego	83,638	59	114,561	20
San Francisco	91,460	31	111,930	26
San Joaquin Delta	88,970	40	107,701	44
San Jose/Evergreen	103,912	4	126,878	4
San Luis Obispo County	86,303	50	103,537	53
San Mateo County	102,432	8	116,160	18
Santa Barbara	92,009	27	108,253	43
Santa Clarita	93,228	22	122,400	7
Santa Monica	93,937	18	124,297	5
Sequoias	88,540	41	104,806	51
Shasta-Tehama-Trinity Joint	83,138	60	93,877	72
Sierra Joint	77,860	67	102,366	57
Siskiyou Joint	75,112	71	102,365	58
Solano County	85,847	51	101,781	64
Sonoma County	92,916	24	114,275	21
South Orange County	103,457	6	137,081	2
Southwestern	86,747	47	107,170	45
State Center	91,525	30	109,663	35
Ventura County	82,874	63	101,883	62
Victor Valley	84,771	58	113,197	22
West Hills	92,068	26	118,989	14
West Kern	90,575	32	108,749	40
West Valley-Mission	101,813	9	121,215	9
Yosemite	93,806	19	109,157	38
Yuba	85,195	56	108,881	39
• Average (Mean)	90,229		110,622	
• Highest	122,571		146,200	
• 3rd quartile	93,839		115,728	
• Median	89,575		109,429	
• 1st quartile	85,609		103,230	
• Lowest	71,663		93,877	

## Highest Salary with Doctorate

District	Maximum salary (\$): with doctorate	Step # of maximum salary	Rank
Allan Hancock Joint	107,021	21	63
Antelope Valley	111,181	26	55
Barstow	115,245	20	46
Butte	117,552	24	40
Cabrillo	112,093	26	51
Cerritos	130,645	30x	10
Chabot-Las Positas	124,221	30	24
Chaffey	121,000	25	31
Citrus	130,186	35	11
Coast	127,967	26	18
Compton	111,721	35	54
Contra Costa	108,228	27	61
Copper Mountain	105,648	14	66
Desert	126,512	40-44	20
El Camino	120,380	30	34
Feather River	102,861	21	69
Foothill-DeAnza	105,941	13	64
Gavilan	122,361	22	28
Glendale	123,695	31	26
Grossmont-Cuyamaca	108,535	30	60
Hartnell	112,749	20	49
Imperial	117,828	18	39
Kern	127,687	15	19
Lake Tahoe	110,591	20	56
Lassen	96,773	21	72
Long Beach	115,639	20	45
Los Angeles	123,350	28+	27
Los Rios	105,870	20	65
Marin	134,107	30	7
Mendocino-Lake	109,999	31	57
Merced	130,090	41	13
Mira Costa	156,131	30	1
Monterey Peninsula	102,927	17	68
Mt. San Antonio	120,120	35	36
Mt. San Jacinto	136,834	16	5
Napa Valley	101,597	24	70
North Orange County	120,438	25	33
Ohlone	132,554	21	8
Palo Verde	107,438	21	62

District	Maximum salary (\$): with doctorate	Step # of maximum salary	Rank
Palomar	128,189	40	17
Pasadena Area	123,860	33	25
Peralta	112,109	25	50
Rancho Santiago	124,511	22+	21
Redwoods	113,844	21	47
Rio Hondo	117,303	25	42
Riverside	129,169	22	16
San Bernardino	121,377	24	30
San Diego	120,289	19	35
San Francisco	119,940	30	37
San Joaquin Delta	119,684	25	38
San Jose/Evergreen	130,110	18 (PG)	12
San Luis Obispo County	111,751	23	53
San Mateo County	129,348	25	15
Santa Barbara	124,496	34	22
Santa Clarita	136,428	27	6
Santa Monica	130,032	22	14
Sequoias	137,194	35	4
Shasta-Tehama-Trinity Joint	104,583	28	67
Sierra Joint	111,784	24	52
Siskiyou Joint	98,652	16	71
Solano County	108,792	25	59
Sonoma County	124,405	28 PG)	23
South Orange County	148,751	26	2
Southwestern	116,355	25+	44
State Center	117,476	30	41
Ventura County	109,684	31+	58
Victor Valley	113,197	20	48
West Hills	131,157	25	9
West Kern	120,467	26+	32
West Valley-Mission	146,847	36	3
Yosemite	116,674	25	43
Yuba	121,911	33	29
•Average (Mean)	119,668		
• Highest	156,131		
• 3rd quartile	127,757		
• Median	120,030		
• 1st quartile	111,586		
• Lowest	96,773		

PG indicates that Personal Growth steps have been included



## Full-Time Equivalent Students (FTES) with Basic Aid districts indicated

District	FTES: Datamart 2017-18 Credit/NC (\$)	Rank in terms of # FTES	Total General Fund Revenue: Statewide Report 2017-18 (\$)	Revenue per FTES (\$)	Rank in revenue per FTES
Allan Hancock Joint	10,053.89	45	81,529,096	8,109.21	50
Antelope Valley	11,069.41	43	82,726,897	7,473.47	65
Barstow	2,522.08	67	25,675,182	10,180.16	17
Butte	11,210.15	42	153,292,991	13,674.48	4
Cabrillo	9,543.93	48	83,800,738	8,780.53	33
Cerritos	17,747.48	24	126,025,089	7,101.01	68
Chabot-Las Positas	16,934.83	26	198,132,703	11,699.72	6
Chaffey	16,816.61	27	131,757,780	7,834.98	57
Citrus	12,616.26	38	92,885,191	7,362.34	66
Coast	37,580.51	5	260,481,127	6,931.28	70
Compton	4,956.19	61	50,685,299	10,226.67	14
Contra Costa	30,158.11	10	246,183,326	8,163.09	46
Copper Mountain	1,679.61	72	19,019,538	11,323.78	7
Desert	9,969.85	46	81,857,329	8,210.49	45
El Camino	18,423.25	23	155,480,098	8,439.34	41
Feather River	1,963.12	70	20,817,220	10,604.15	12
Foothill-DeAnza	29,898.90	11	266,748,070	8,921.67	28
Gavilan	5,198.11	60	50,006,188	9,620.07	20
Glendale	14,465.51	33	125,659,050	8,686.80	36
Grossmont-Cuyamaca	16,960.44	25	165,321,282	9,747.46	19
Hartnell	7,406.97	54	62,692,933	8,464.05	39
Imperial	7,954.03	52	61,616,547	7,746.58	58
Kern	23,225.36	16	189,299,351	8,150.55	47
Lake Tahoe	3,150.50	64	19,562,444	6,209.31	72
Lassen	1,786.49	71	18,239,348	10,209.60	15
Long Beach	19,995.46	20	169,352,835	8,469.56	38
Los Angeles	95,742.43	1	853,640,405	8,916.01	29
Los Rios	52,173.51	2	421,435,347	8,077.57	53
Marin*	3,717.62	63	69,541,325	18,705.87	1
Mendocino-Lake	2,893.83	65	31,246,235	10,797.54	10
Merced	9,711.38	47	76,729,393	7,900.98	56
Mira Costa*	11,557.41	41	140,421,063	12,149.87	5
Monterey Peninsula	6,268.82	57	52,707,043	8,407.81	42
Mt. San Antonio	33,945.00	6	240,536,291	7,086.06	69
Mt. San Jacinto	11,882.93	39	96,565,923	8,126.44	49
Napa Valley*	5,235.03	59	46,850,612	8,949.44	27
North Orange County	39,936.90	4	274,694,616	6,878.22	71
Ohlone	8,504.58	50	72,811,197	8,561.41	37

District	FTES: Datamart 2017-18 Credit/NC (\$)	Rank in terms of # FTES	Total General Fund Revenue: Statewide Report 2017-18 (\$)	Revenue per FTES (\$)	Rank in revenue per FTES
Palo Verde	2,100.21	69	21,512,458	10,243.00	13
Palomar	19,345.66	22	156,516,231	8,090.51	52
Pasadena Area	26,229.74	14	199,137,394	7,592.05	63
Peralta	20,306.76	19	178,861,768	8,807.99	30
Rancho Santiago	32,078.39	7	248,147,738	7,735.67	59
Redwoods	3,965.99	62	37,665,700	9,497.17	23
Rio Hondo	13,624.46	36	99,421,087	7,297.25	67
Riverside	31,114.74	9	252,212,482	8,105.88	51
San Bernardino	16,045.45	29	123,668,282	7,707.37	60
San Diego	44,986.79	3	345,380,761	7,677.38	62
San Francisco	22,175.11	17	195,002,512	8,793.76	31
San Joaquin Delta	14,148.84	35	119,677,976	8,458.50	40
San Jose/Evergreen*	12,789.32	37	143,954,141	11,255.81	8
San Luis Obispo County*	7,979.75	51	69,319,804	8,686.96	35
San Mateo County	21,186.98	18	215,733,168	10,182.35	16
Santa Barbara	15,058.12	30	120,185,689	7,981.45	55
Santa Clarita	16,289.70	28	136,343,377	8,369.91	43
Santa Monica	24,941.72	15	225,059,539	9,023.42	26
Sequoias	10,123.43	44	81,668,786	8,067.30	54
Shasta-Tehama-Trinity Joint	6,972.94	56	63,231,370	9,068.11	25
Sierra Joint*	14,449.06	34	126,040,452	8,723.09	34
Siskiyou Joint	2,472.62	68	26,371,270	10,665.31	11
Solano County	7,307.68	55	68,563,477	9,382.39	24
Sonoma County	19,365.42	21	145,701,492	7,523.80	64
South Orange County*	27,045.93	13	302,618,006	11,189.04	9
Southwestern	14,530.50	32	127,593,414	8,781.08	32
State Center	31,386.24	8	255,289,858	8,133.81	48
Ventura County	27,975.48	12	215,346,043	7,697.67	61
Victor Valley	9,369.60	49	78,021,267	8,327.06	44
West Hills	5,929.39	58	59,174,839	9,979.92	18
West Kern	2,889.06	66	41,215,249	14,265.97	2
West Valley-Mission*	11,877.43	40	166,605,841	14,027.10	3
Yosemite	14,926.76	31	143,435,534	9,609.29	21
Yuba	7,713.21	53	73,345,440	9,509.07	22

Source: FTES and Total Funding: California Community College Chancellor's Office

\*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.

## Date of District Salary Schedule

District	Date of schedule	District	Date of schedule
Allan Hancock	Fall 2018	North Orange County	July 1, 2017
Antelope Valley Joint	2018-2019	Ohlone	February 1, 2019
Barstow	2018-2019	Palo Verde	July 1, 2018
Butte-Glenn	July 1, 2018	Palomar	July 1, 2018
Cabrillo	2018-2019	Pasadena Area	July 1, 2018
Cerritos	2018-2019	Peralta	July 1, 2018
Chabot-Las Positas	2018-2019	Rancho Santiago	2018-2019
Chaffey	Fall 2018	Redwoods	2018-2019
Citrus	January 1, 2019	Rio Hondo	2018-19
Coast	2018-2019	Riverside	July 1, 2018
Compton	July 1, 2016	San Bernardino	July 1, 2018
Contra Costa	2018-2019	San Diego	January 1, 2019
Copper Mountain	July 1, 2018	San Francisco	2018-2019
Desert	2018-2019	San Joaquin Delta	2017-2018
El Camino	January 1, 2019	San Jose-Evergreen	2018-2019
Feather River	2018-2019	San Luis Obispo County	2018-2019
Foothill-De Anza	2016-2017	San Mateo County	August 13, 2018
Gavilan	2018-2019	Santa Barbara	2018-2019
Glendale	July 1, 2018	Santa Clarita	2018-2019
Grossmont-Cuyamaca	January 1, 2019	Santa Monica	January 1, 2019
Hartnell	2018-2019	Sequoias	2018-2019
Imperial	2018-2019	Shasta-Tehama-Trinity Joint	2018-2019
Kern	July 1, 2018	Sierra Joint	2017-2019
Lake Tahoe	2018-2019	Siskiyou	2016-17
Lassen	2018-2019	Solano County	2018-2019
Long Beach	2018-2019	Sonoma County (Santa Rosa)	2018-2019
Los Angeles	2018-2019	South Orange County	2018-2019
Los Rios	2018-2019	Southwestern	July 1, 2018
Marin	January 1, 2019	State Center	July 1, 2018
Mendocino-Lake	July 1, 2018	Ventura County	July 1, 2018
Merced	January 1, 2019	Victor Valley	2018-19
MiraCosta	July 1, 2019	West Hills	2018-2019
Monterey Peninsula	2018-2019	West Kern (Taft)	2018-2019
Mt. San Antonio	2017-2019	West Valley-Mission	2018-2019
Mt. San Jacinto	August 1, 2018	Yosemite	2018-2019
Napa Valley	2018-19	Yuba	2018-2019