

Part-Time Faculty Salary Comparisons in California Community Colleges 2016

Methodology and Index

There are eight (8) tabs on this workbook

Goals:

- 1 Salary comparison of part-timers in all 72 districts utilizing salary schedules
- 2 Convert all salaries to hourly rate if not already an hourly rate
- 3 Compare hourly rates and note if rate includes office hours.
- 4 Compare pay rates in four separate areas:
 - A Masters Degree/Step 1 [Tab 2] [Tab 2](#)
 - B Masters Degree/at beginning of 5th Year or 9th Semester [Tab 2] [Tab 2](#)
 - C Highest Salary (including longevity) without a PhD [Tab 3] [Tab 3](#)
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- 5 Comparative rank of each district on the above four areas [Tabs 2 & 3] [Tab 2](#) [Tab 3](#)
- 6 Convert full-time salaries to hourly rate for equivalent work [Tabs 6 & 7] [Tab 6](#) [Tab 7](#)
- 7 Comparative rank of full-time hourly rates on the above four areas [Tabs 6 & 7] [Tab 6](#) [Tab 7](#)

Assumptions:

Part-time = 9 units per semester (although a part-timer can now 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 those contracts that move adjuncts up steps according to specified # of units, the assumption will be that faculty member 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)

Assumed that full-timer receives 75% of their annual salary for prep & grading only (no office hours, no governance work) $40 \text{ hours}/30 \text{ hours} = .75$

Unless otherwise noted by district: semester is 17 ½ weeks

17 ½ weeks x 15 units (hours) = 525 hours

To convert full-time annual salary to hourly: $(\text{annual amt} \times .75)/525$

Other information provided:

- # of steps and columns on part-time faculty schedules [Tab 4] [Tab 4](#)
- How one moves up steps [Tab 4] [Tab 4](#)
- Date of Salary Schedules [Tab 2] [Tab 2](#)
- Information regarding office hours including if PT Office Hour funding was received [Tab 5] [Tab 5](#)
- 2014-15 FTES and General Fund Revenue Ranking [Tab 8] [Tab 8](#)

California Federation of Teachers
Research Department

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

| District Name | CCD Region | Salary Schedule Date | MA Column Step 1 | Rank at MA Col, Step 1 | MA Column Step 5 or 9th Sem | Rank at MA Col Step 5 or 9th Sem | Office Hours Included in Rate |
|-------------------------|------------|----------------------|------------------|------------------------|-----------------------------|----------------------------------|-------------------------------|
| Allan Hancock Jt CCD | Southern | Fall 2015 | \$52.25 | 56 | \$57.00 | 55 | No |
| Antelope Valley CCD | Southern | 7/1/2014 | \$68.74 | 19 | \$71.82 | 24 | No |
| Barstow CCD | Southern | 7/1/2015 | \$50.00 | 63 | \$50.00 | 67 | No |
| Butte-Glenn CCD | Northern | Fall 2015 | \$50.53 | 61 | \$53.06 | 62 | No |
| Cabrillo CCD | Bay Area | 2015-16 | \$66.51 | 22 | \$81.31 | 14 | Yes |
| Cerritos CCD | Southern | 7/1/2014 | \$53.29 | 52 | \$65.84 | 37 | No |
| Chabot CCD | Bay Area | 2015-16 | \$78.32 | 10 | \$93.27 | 5 | No |
| Chaffey CCD | Southern | Fall 2015 | \$69.00 | 18 | \$74.00 | 23 | No |
| Citrus CCD | Southern | 2016 | \$65.94 | 23 | \$68.57 | 29 | Yes |
| Coast CCD | Southern | 7/1/2015 | \$59.50 | 37 | \$76.56 | 18 | No |
| Compton CCD | Southern | 7/1/2016 | \$42.66 | 71 | \$47.20 | 70 | No |
| Contra Costa CCD | Bay Area | 2015-16 | \$59.70 | 36 | \$64.19 | 42 | No |
| Copper Mt CCD | Southern | 7/1/2015 | \$51.29 | 58 | \$51.29 | 66 | No |
| Desert CCD | Southern | 2015-16 | \$53.17 | 53 | \$65.26 | 39 | No |
| El Camino CCD | Southern | 1/1/2016 | \$82.10 | 6 | \$95.54 | 4 | No |
| Feather River CCD | Northern | 2015-16 | \$44.46 | 70 | \$49.25 | 68 | No |
| Foothill-Deanza CCD | Bay Area | 2015-16 | \$92.28 | 3 | \$101.65 | 3 | Yes |
| Gavilan CCD | Central | 2013-14 | \$61.01 | 30 | \$68.26 | 31 | Yes |
| Glendale CCD | Southern | 2015-16 | \$61.43 | 29 | \$66.75 | 36 | No |
| Grossmont-Cuyamaca CCD | Southern | 1/1/2016 | \$60.45 | 31 | \$66.99 | 35 | No |
| Hartnell CCD | Bay Area | 2014-17 | \$57.75 | 40 | \$62.47 | 45 | Yes |
| Imperial CCD | Southern | 2015-16 | \$60.00 | 33 | \$60.00 | 50 | No |
| Kern CCD | Central | 2014-17 | \$60.00 | 33 | \$61.25 | 48 | Yes |
| Lake Tahoe CCD | Central | 2015 | \$46.09 | 69 | \$46.09 | 71 | No |
| Lassen CCD | Northern | 2015-16 | \$38.72 | 72 | \$38.72 | 72 | No |
| Long Beach CCD | Southern | Fall 2015 | \$55.99 | 45 | \$68.72 | 27 | No |
| Los Angeles CCD | Southern | 2015-16 | \$93.46 | 2 | \$102.97 | 2 | Yes |
| Los Rios CCD | Northern | 2015-16 | \$63.28 | 26 | \$68.43 | 30 | No |
| Marin CCD | Bay Area | 1/1/2016 | \$106.88 | 1 | \$114.78 | 1 | Yes |
| Mendocino-Lake CCD | Northern | 8/24/2015 | \$54.86 | 51 | \$57.61 | 53 | No |
| Merced CCD | Central | 2015-16 | \$47.95 | 67 | \$48.88 | 69 | Yes |
| MiraCosta CCD | Southern | 2015-16 | \$72.04 | 14 | \$87.13 | 11 | No |
| Monterey Peninsula CCD | Bay Area | 7/1/2015 | \$47.68 | 68 | \$52.17 | 65 | Yes |
| Mt. San Antonio CCD | Southern | 2015-16 | \$80.19 | 9 | \$85.91 | 12 | No |
| Mt. San Jacinto CCD | Southern | Jul-15 | \$52.73 | 55 | \$55.30 | 58 | No |
| Napa Valley CCD | Northern | 2015-16 | \$55.95 | 46 | \$60.52 | 49 | No |
| North Orange County CCD | Southern | 8/24/2015 | \$61.92 | 28 | \$69.48 | 25 | Yes |
| Ohlone CCD | Bay Area | 1/1/2016 | \$69.06 | 17 | \$83.95 | 13 | No |
| Palo Verde CCD | Southern | 7/1/2009 | \$50.15 | 62 | \$53.20 | 61 | No |
| Palomar CCD | Southern | 2015-16 | \$57.15 | 41 | \$63.98 | 43 | No |
| Pasadena Area CCD | Southern | 7/1/2015 | \$56.98 | 43 | \$67.82 | 33 | No |
| Peralta CCD | Bay Area | 7/1/2015 | \$55.44 | 50 | \$62.27 | 46 | No |
| Rancho Santiago CCD | Southern | 7/1/2015 | \$56.79 | 44 | \$62.60 | 44 | No |
| Redwoods CCD | Northern | Fall 2014 | \$59.08 | 38 | \$61.42 | 47 | No |
| Rio Hondo CCD | Southern | 2015-16 | \$62.71 | 27 | \$75.43 | 19 | No |
| Riverside CCD | Southern | 2015-16 | \$67.14 | 21 | \$77.55 | 17 | No |
| San Bernardino CCD | Southern | 7/1/2014 | \$60.00 | 33 | \$60.00 | 50 | No |
| San Diego CCD | Southern | 1/1/2016 | \$63.30 | 25 | \$68.67 | 28 | No |
| San Francisco CCD | Bay Area | 1/1/2015 | \$85.23 | 5 | \$93.01 | 6 | No |
| San Joaquin Delta CCD | Central | 2016-17 | \$57.02 | 42 | \$68.78 | 26 | No |
| San Jose-Evergreen CCD | Bay Area | 2014-15 | \$80.54 | 7 | \$92.51 | 7 | Yes |
| San Luis Obispo CCD | Southern | 7/1/2015 | \$51.52 | 57 | \$57.11 | 54 | No |
| San Mateo CCD | Bay Area | 8/13/2015 | \$65.13 | 24 | \$80.35 | 15 | No |
| Santa Barbara CCD | Southern | 2016 | \$74.63 | 13 | \$79.86 | 16 | No |
| Santa Clarita CCD | Southern | 2015-16 | \$60.28 | 32 | \$64.50 | 40 | No |
| Santa Monica CCD | Southern | 8/26/2014 | \$80.34 | 8 | \$87.26 | 10 | No |
| Sequoias CCD | Central | Feb-16 | \$50.83 | 60 | \$56.00 | 57 | No |

Part-Time Faculty Salary Comparisons in California Community Colleges 2016

| District Name | CCD Region | Salary Schedule Date | MA Column Step 1 | Rank at MA Col, Step 1 | MA Column Step 5 or 9th Sem | Rank at MA Col Step 5 or 9th Sem | Office Hours Included in Rate |
|---------------------------|------------|----------------------|------------------|------------------------|-----------------------------|----------------------------------|-------------------------------|
| Shasta-Tehama-Trinity CCD | Northern | 2015-16 | \$51.00 | 59 | \$53.23 | 60 | No |
| Sierra Jt CCD | Northern | 2015-16 | \$55.46 | 49 | \$56.57 | 56 | No |
| Siskiyou Jt CCD | Northern | 1/1/2015 | \$52.86 | 54 | \$52.86 | 63 | No |
| Solano County CCD | Northern | 2015-16 | \$55.48 | 48 | \$64.34 | 41 | No |
| Sonoma CCD | Northern | 2015-16 | \$85.56 | 4 | \$91.27 | 8 | Yes |
| South Orange County CCD | Southern | 2015-16 | \$75.40 | 12 | \$75.40 | 20 | Yes |
| Southwestern CCD | Southern | 7/1/2014 | \$71.15 | 15 | \$74.69 | 22 | Yes |
| State Center CCD | Central | 7/1/2015 | \$48.83 | 64 | \$53.63 | 59 | No |
| Ventura CCD | Southern | 7/1/2015 | \$69.26 | 16 | \$75.01 | 21 | Yes |
| Victor Valley CCD | Southern | Winter 2016 | \$58.00 | 39 | \$58.00 | 52 | No |
| West Hills CCD | Central | 2015-16 | \$68.00 | 20 | \$68.00 | 32 | No |
| West Kern CCD | Southern | 2015-16 | \$55.79 | 47 | \$65.56 | 38 | No |
| West Valley-Mission CCD | Bay Area | 2015-16 | \$77.86 | 11 | \$89.35 | 9 | Yes |
| Yosemite CCD | Central | 2015-16 | \$48.23 | 66 | \$52.50 | 64 | No |
| Yuba CCD | Northern | 8/1/2015 | \$48.61 | 65 | \$67.44 | 34 | No |
| | | | | | | | |
| Average (Mean) | | | \$61.99 | | \$68.37 | | |
| Highest | | | \$106.88 | | \$114.78 | | |
| 3rd quartile | | | \$68.81 | | \$75.71 | | |
| Median | | | \$59.60 | | \$66.30 | | |
| 1st quartile | | | \$52.83 | | \$57.08 | | |
| Lowest | | | \$38.72 | | \$38.72 | | |

Part-Time Faculty Salary Comparison in California Community Colleges 2016

Part-Time Faculty Salary Comparison at highest without a PhD and highest with a PhD

| District Name | CCD Region | Highest w/o PhD | Rank Highest w/o PhD | Highest w PhD | Rank Highest with PhD | Office Hours Included in Rate |
|-------------------------|------------|-----------------|----------------------|---------------|-----------------------|-------------------------------|
| Allan Hancock Jt CCD | Southern | \$73.22 | 43 | \$77.63 | 38 | No |
| Antelope Valley CCD | Southern | \$77.99 | 35 | \$80.67 | 34 | No |
| Barstow CCD | Southern | \$50.00 | 70 | \$50.00 | 70 | No |
| Butte-Glenn CCD | Northern | \$67.71 | 53 | \$67.71 | 56 | No |
| Cabrillo CCD | Bay Area | \$105.43 | 15 | \$109.71 | 14 | Yes |
| Cerritos CCD | Southern | \$67.49 | 54 | \$69.85 | 52 | No |
| Chabot CCD | Bay Area | \$108.22 | 14 | \$108.22 | 15 | No |
| Chaffey CCD | Southern | \$74.00 | 42 | \$74.00 | 44 | No |
| Citrus CCD | Southern | \$78.46 | 34 | \$78.46 | 37 | Yes |
| Coast CCD | Southern | \$86.83 | 23 | \$86.83 | 26 | No |
| Compton CCD | Southern | \$68.83 | 52 | \$68.83 | 54 | No |
| Contra Costa CCD | Bay Area | \$97.76 | 19 | \$97.76 | 21 | No |
| Copper Mt CCD | Southern | \$51.29 | 69 | \$53.39 | 69 | No |
| Desert CCD | Southern | \$65.26 | 56 | \$68.67 | 55 | No |
| El Camino CCD | Southern | \$98.90 | 17 | \$98.90 | 18 | No |
| Feather River CCD | Northern | \$72.12 | 45 | \$73.55 | 45 | No |
| Foothill-Deanza CCD | Bay Area | \$134.48 | 4 | \$134.48 | 5 | Yes |
| Gavilan CCD | Central | \$78.51 | 33 | \$81.75 | 33 | Yes |
| Glendale CCD | Southern | \$75.64 | 41 | \$75.64 | 43 | No |
| Grossmont-Cuyamaca CCD | Southern | \$86.59 | 26 | \$86.59 | 27 | No |
| Hartnell CCD | Bay Area | \$73.08 | 44 | \$76.00 | 42 | Yes |
| Imperial CCD | Southern | \$60.00 | 62 | \$60.00 | 63 | No |
| Kern CCD | Central | \$62.50 | 58 | \$62.50 | 60 | Yes |
| Lake Tahoe CCD | Central | \$48.43 | 71 | \$48.43 | 71 | No |
| Lassen CCD | Northern | \$38.72 | 72 | \$38.72 | 72 | No |
| Long Beach CCD | Southern | \$76.04 | 39 | \$76.04 | 41 | No |
| Los Angeles CCD | Southern | \$113.77 | 11 | \$116.01 | 12 | Yes |
| Los Rios CCD | Northern | \$131.48 | 5 | \$138.05 | 3 | No |
| Marin CCD | Bay Area | \$216.73 | 1 | \$221.03 | 1 | Yes |
| Mendocino-Lake CCD | Northern | \$70.02 | 47 | \$73.52 | 46 | No |
| Merced CCD | Central | \$59.92 | 64 | \$59.92 | 65 | Yes |
| MiraCosta CCD | Southern | \$113.73 | 12 | \$116.30 | 11 | No |
| Monterey Peninsula CCD | Bay Area | \$77.31 | 37 | \$80.61 | 35 | Yes |
| Mt. San Antonio CCD | Southern | \$111.61 | 13 | \$115.72 | 13 | No |
| Mt. San Jacinto CCD | Southern | \$57.87 | 66 | \$57.87 | 67 | No |
| Napa Valley CCD | Northern | \$70.79 | 46 | \$70.79 | 49 | No |
| North Orange County CCD | Southern | \$69.48 | 49 | \$72.96 | 48 | Yes |
| Ohlone CCD | Bay Area | \$83.95 | 27 | \$83.95 | 29 | No |
| Palo Verde CCD | Southern | \$53.20 | 68 | \$61.30 | 61 | No |
| Palomar CCD | Southern | \$68.89 | 51 | \$70.54 | 50 | No |
| Pasadena Area CCD | Southern | \$92.26 | 22 | \$94.99 | 22 | No |
| Peralta CCD | Bay Area | \$121.37 | 7 | \$121.37 | 8 | No |
| Rancho Santiago CCD | Southern | \$69.02 | 50 | \$69.02 | 53 | No |

Part-Time Faculty Salary Comparison in California Community Colleges 2016

| District Name | CCD Region | Highest w/o PhD | Rank Highest w/o PhD | Highest w PhD | Rank Highest with PhD | Office Hours Included in Rate |
|---------------------------|------------|-----------------|----------------------|---------------|-----------------------|-------------------------------|
| Redwoods CCD | Northern | \$94.42 | 21 | \$94.42 | 23 | No |
| Rio Hondo CCD | Southern | \$120.66 | 8 | \$124.16 | 7 | No |
| Riverside CCD | Southern | \$77.55 | 36 | \$77.55 | 39 | No |
| San Bernardino CCD | Southern | \$60.00 | 62 | \$60.00 | 63 | No |
| San Diego CCD | Southern | \$83.01 | 29 | \$83.01 | 31 | No |
| San Francisco CCD | Bay Area | \$135.80 | 3 | \$135.80 | 4 | No |
| San Joaquin Delta CCD | Central | \$82.79 | 31 | \$85.10 | 28 | No |
| San Jose-Evergreen CCD | Bay Area | \$116.72 | 9 | \$119.70 | 9 | Yes |
| San Luis Obispo CCD | Southern | \$99.47 | 16 | \$102.40 | 16 | No |
| San Mateo CCD | Bay Area | \$98.50 | 18 | \$98.50 | 19 | No |
| Santa Barbara CCD | Southern | \$95.58 | 20 | \$99.18 | 17 | No |
| Santa Clarita CCD | Southern | \$64.50 | 57 | \$73.08 | 47 | No |
| Santa Monica CCD | Southern | \$180.57 | 2 | \$184.86 | 2 | No |
| Sequoias CCD | Central | \$56.00 | 67 | \$57.18 | 68 | No |
| Shasta-Tehama-Trinity CCD | Northern | \$60.99 | 61 | \$62.89 | 59 | No |
| Sierra Jt CCD | Northern | \$86.78 | 24 | \$91.12 | 24 | No |
| Siskiyou Jt CCD | Northern | \$61.21 | 60 | \$61.21 | 62 | No |
| Solano County CCD | Northern | \$75.81 | 40 | \$78.75 | 36 | No |
| Sonoma CCD | Northern | \$114.89 | 10 | \$117.18 | 10 | Yes |
| South Orange County CCD | Southern | \$82.95 | 30 | \$82.95 | 32 | Yes |
| Southwestern CCD | Southern | \$83.75 | 28 | \$86.92 | 25 | Yes |
| State Center CCD | Central | \$58.86 | 65 | \$58.86 | 66 | No |
| Ventura CCD | Southern | \$86.59 | 25 | \$98.10 | 20 | Yes |
| Victor Valley CCD | Southern | \$62.00 | 59 | \$67.55 | 57 | No |
| West Hills CCD | Central | \$70.00 | 48 | \$70.00 | 51 | No |
| West Kern CCD | Southern | \$65.56 | 55 | \$65.56 | 58 | No |
| West Valley-Mission CCD | Bay Area | \$126.04 | 6 | \$126.04 | 6 | Yes |
| Yosemite CCD | Central | \$76.64 | 38 | \$76.89 | 40 | No |
| Yuba CCD | Northern | \$81.63 | 32 | \$83.33 | 30 | No |
| | | | | | | |
| Average (Mean) | | \$84.97 | | \$86.81 | | |
| Highest | | \$216.73 | | \$221.03 | | |
| 3rd quartile | | \$97.95 | | \$98.60 | | |
| Median | | \$77.43 | | \$78.61 | | |
| 1st quartile | | \$67.01 | | \$68.79 | | |
| Lowest | | \$38.72 | | \$38.72 | | |

Part-Time Faculty Salary Comparisons in California Community Colleges 2016

2016 Part-Time Faculty Salary Comparison - Details re: Columns, Steps, and Advancement

| District | # of Steps/ Columns | How do you move steps? |
|---------------------|------------------------|---|
| Allan Hancock Joint | 7/7 | Step movement 2 years, 1 year = 2 semesters or 1 semester + summer. Every 2 years or 4 semesters |
| Antelope Valley | 4/3 | Step 2 2 1/2 years (5 Semesters) or 30 LHE; Step 3 5 yrs, 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 - 1/1/15; 7/1/15; 7/1/16 |
| Butte | 5/3 | Step I 1-6 semesters, Step II 7-9 semesters, Step III 10-12 semesters, Step IV 13-22 semesters, Step V 23+ semesters. Per Salary Schedule |
| Cabrillo | 12/6 | 13.3.2 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 | 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 |
| Chabot-Las Positas | 9/1 | 18 faculty hours CAH, Section 21I of Faculty Contract |
| Chaffey | 3/2 | Every 4 academic terms, page 65 |
| Citrus | 6/4 | One step increase per year for each two-semester periods completed per salary schedule |
| Coast | 6/3 | Annual, every calendar year per survey |
| Compton | 4/6 | Step I 1-2 yrs (4 semesters), Step II 3-4 yrs (8 semesters), Step III 5-9 years (18 semesters), Step IV 10+ years per salary schedule |
| Contra Costa | 22/7 | 1 year FTE service per survey |
| Copper Mountain | 1/3 | Move columns with PhD per salary schedule |
| Desert | 5/3 | Step I 0-17 SIU, Step II 18-35 SIU, Step III 36-53 SIU, Step IV 5-71 SIU, Step IV 72+ SIU per salary schedule |
| El Camino | 6/2 | Article 10, Section F: 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 |
| Feather River | 15/5 | 30 equated hours page 32, article 22 |
| Foothill-DeAnza | 7/5 | Yearly after completing equivalent of full time load, page 167 |
| Gavilan | 5/5 | Step I 1-4 terms, II 5-6 terms, III 7-8 terms, IV 9-20 terms, IV 11+ terms per salary schedule |
| Glendale | 5/4 | Step 2 becomes effective the 5th semester of service at the College. Step 3 9th, Step 4 13th, Step 6 21st semester at college. Article VII, Section 9.E., page 91 |
| Grossmont-Cuyamaca | 15/3 | Must have taught one unit in two different half year periods to progress to the next step. Per salary schedule. 2.5 years accumulated credit |
| Hartnell | 5/5 | 4 Semesters. Per salary schedule. |
| Imperial | 1/1 | Not applicable, one rate |
| Kern | 3/1 | 0-.99, 1-1.99, 2.0 or higher per schedule |
| Lake Tahoe | 2/1 | Tier I 0-9 quarters, Tier II Over 9 quarters. Per salary schedule. |
| Lassen | 1/1 | Not applicable, one rate |
| Long Beach | 3/3 | Advancement occurring every two semesters of part-time employment per salary schedule |
| Los Angeles | 9/1 | Annually - per survey |
| Los Rios | 15/5 | 30 formula hours - page 12 |
| Marin | 24/5 | every 30 units |
| Mendocino-Lake | 3/6 | 6 semesters of service with the district. Per salary schedule. |
| Merced | 8/5 | 30 units or 6 semesters. Per salary schedule. |
| Mira Costa | 10/6 | One year - two semesters |
| Monterey Peninsula | 11/6 | 30 Units. 14.4.6.1 - page 114 |
| 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 - salary schedule |

Part-Time Faculty Salary Comparisons in California Community Colleges 2016

| District | # of Steps/ Columns | How do you move steps? |
|---|------------------------|---|
| Mt. San Jacinto | 5/1 | 1-6 Semesters Step 3, 7-12 Semesters Step 4, 13+ Semesters Step 5 per salary schedule |
| Napa Valley | 7/1 | 3 semesters. Page 28 of contract. |
| North Orange Co. | 4/3 | 18 LHE or 3 regular semesters per page 22 |
| Ohlone | 5/1 | Any calendar year - "experience year" |
| Palo Verde | 2/3 | Step I 1-4 Semesters, Step II 5+ Semesters - salary schedule |
| Palomar | 4/4 | Step 2: 450 hours, Step 3: 900 hours, Step 4: 1,350 hours - page attached to salary schedule |
| Pasadena Area | 25/5 | 150 hours to move to next step - salary schedule |
| Peralta | 25/5 | 30 semester hours for advancement - Pg 21 (schedule is 75% pro-rata) |
| Rancho Santiago | 3/4 | Advancement every 2 semesters - per salary schedule |
| Redwoods | 10/5 | Completion of one full-time equivalent year. Per salary schedule. |
| Rio Hondo | 20/5 | Annually up to step 19 which is 20 years and step 20 is 25 years - salary schedule |
| Riverside | 3/3 | Step 2: 2 Semesters, Step 3: 4 Semesters - salary schedule |
| San Bernardino | 1/1 | Not applicable - one rate |
| San Diego | 11/7 | Hours Step B: 4, C: 900, D:1,350, E:1,800,F:2,250, G:2,700, H:3,150, I:3,600, J:4,050, K:12,000 per salary schedule |
| San Francisco | 12/5 | 4 semesters of service = one step advance per salary schedule |
| San Joaquin Delta | 7/7 | Less than 290, 290-579, 580-869, 870-1159, 1160-1449, 1450-1739, greater than 1740 hours |
| San Jose/Evergreen | 9/5 | Annually - per survey |
| San Luis Obispo Co. (Cuesta) | 14/7 | Four semesters |
| San Mateo Co. | 10/1 | Must have 2 academic semesters |
| Santa Barbara | 9/2 | Every 4 semesters, pp 19-20 |
| Santa Clarita (College of the Canyons) | 3/2 | Step 2: 4 Semesters at step 1, Step 3: 6 semesters at step 2. On sal sched |
| Santa Monica | 22/7 | Every 30 semester units of college-level teaching |
| Sequoias | 5/4 | Annually - SALARY SCHEDULE |
| Shasta-Teh.-Tri. | 8/5 | every 30 units - Board Policy 4141.1 |
| Sierra Joint | 14/4 | Every 30 units - Salary Schedule |
| Siskiyou Joint | 5/1 | Not applicable |
| Solano Co. | 6/5 | Every 2 semesters, per salary schedule |
| Sonoma Co. (Santa Rosa) | 9/4 | 4 qualifying semesters, 27.03 |
| South Orange Co. | 5/5 | 30 LHE - D, 1, b |
| Southwestern | 4/3 | Class A 6 Semesters, Class B 7-12 Semesters, Class C 13-18 Semesters, Class D: 19+ Semesters - salary schedule |
| State Center | 5/5 | Education and length of service |
| Ventura Co. | 7/3 | |
| Victor Valley | 1/5 | Not applicable |
| West Hills | 1/3 | Not applicable |
| West Kern (Taft) | 3/1 | 2 semesters (per district) |
| West Valley-Mission | 15/1 | Annually to step 12, then 15, 18, 21 |
| Yosemite | 10/5 | 2 years or 180 class hours - page 50 |
| Yuba | 8/3 | 15 load units within district - survey and article 7.3, page 7 |

Part-Time Faculty Salary Comparisons in California Community Colleges 2016

| District | Are Office Hours Included in Hourly Rate? | Does the district pay for office hours separately? | Office hour explanation/amount if applicable |
|---------------------|---|--|---|
| Allan Hancock Joint | No | Yes | Yes, if certain criteria met. \$30.00 hour effective Fall 2013. Page 37 of contract |
| Antelope Valley | No | Yes | Page 56, \$44.25/hour, maximum of 18 hours |
| Barstow | No | No | NA |
| Butte | No | Yes | Page 29, \$25/hour up to 14 hours a semester. 11.2.6 |
| Cabrillo | Yes | No | Pages 11-12, Section 11.1.3.3.2, "...adjunct unit members who teach less than full-time schedule shall hold the same ratio of office hours as their teaching assignment bears to a full time assignment." |
| Cerritos | No | Yes | Hourly rate, per MOU of 5/20/15 (May not still be in effect) |
| Chabot-Las Positas | No | Yes | Page 233, rate of \$44/hour 21.G.I |
| Chaffey | No | No | NA |
| Citrus | Yes | No | Page 20, 1/2 hour a week required |
| Coast | No | Yes | MOU of May 2016, 13.18.c; District will allocate \$150,000 per year to pay for part-time faculty office hours. For Spring 2016, compensation will be at the Misc. Non-Instructional rate of \$35.00 per hour. |
| Compton | No | No | NA |
| Contra Costa | No | Yes | Article 7.8.4.Voluntary 1/2 hour at .2 load to 1 hour per .6 load. Rate: Other Academic Salary Schedule. Paid for with Partnership for Excellence Funds. |
| Copper Mountain | No | Yes | Section 10, page 11. 30 minutes per week for each 1 1/2 course SIUs (Semester Instructional Unit). Pay is lab rate per hour. BA \$39.69, MA \$41.32, PhD \$43. |
| Desert | No | Yes | Page 9, Section 5 - 1/2 hour for 3 SIUs and 6 SIUs. 9 SIUs or more will have two half-hours of office time to be paid at the lab rate. 5 Steps, 3 Columns SIU = Semester Instructional Unit \$40.72-\$55.36 |
| El Camino | No | No | Winter and Summer Sessions Only |
| Feather River | No | Yes | Article 14, Section 5, page 15 - Office hours paid at 50% of the full time associate faculty lecture rate |
| Foothill-DeAnza | Yes | No | Section 7.24, all part-time faculty employees compensated on Appendix C shall be required to hold regularly scheduled office hours |
| Gavilan | Yes | No | Page 47, 22.2 "Faculty members who teach less than full-time shall hold the proportionate amount of full-time faculty office hours." |
| Glendale | No | Yes | 2016 MOU. Wkly Contact Hrs 3-5.5=.67 office hours, 6-8.5=1.33 hours, 9+=2 hours. Paid at instructional rate. |

Part-Time Faculty Salary Comparisons in California Community Colleges 2016

| District | Are Office Hours Included in Hourly Rate? | Does the district pay for office hours separately? | Office hour explanation/amount if applicable |
|--------------------|---|--|--|
| Grossmont-Cuyamaca | No | No | NA |
| Hartnell | Yes | No | R, page 8-4. All faculty are responsible to hold office hours. One office hour for every lecture hour taught. |
| Imperial | No | No | NA |
| Kern | Yes | No | Article 11.H.4 1/2 hour per each class taught |
| Lake Tahoe | No | Yes | Page 20-21, section 5.7.2. If funds available, the rate is 50% of credit lecture rate. Appendix 4 |
| Lassen | No | Yes | Page 67-68, not required, but if they do paid normal hourly rate if money received from State of California. |
| Long Beach | No | No | NA |
| Los Angeles | Yes | No | See salary schedule - \$14.50 for each classroom hour = office hour differential |
| Los Rios | No | Yes | Pages 49, stipend based on funds received. |
| Marin | Yes | No | Page 14, 3.10.a,d: Assigned teaching units: 0.1 to 3.0 (1 OH), 3.1 to 6.0 (1.5 OH), 6.1 to 9 (2 OH), 9.1 to 12 (3 OH), 12.1 to 15 (4 OH) |
| Mendocino-Lake | No | Yes | Page 20, \$20 an hour |
| Merced | Yes | No | Page 23, 1 hour for every 3 hours of lecture |
| Mira Costa | No | Yes | Separate rate \$44.00 per hour |
| Monterey Peninsula | Yes | No | Page 107, 15.11.3.2 proportionate # of office hours as their assignment relates to that of a full time instructor |
| Mt. San Antonio | No | Yes | Page 20, \$21 an hour |
| Mt. San Jacinto | No | No | NA |
| Napa Valley | No | Yes | Page 25 and salary schedule 2 \$39.09-49.46 for certain courses |
| North Orange Co. | Yes | No | 10 min of each hour minutes, page 26, article 13, 3.1 |
| Ohlone | No | No | Pages 45-46 and page 23 |
| Palo Verde | No | No | NA |
| Palomar | No | Yes | Page 143, \$45/hour |
| Pasadena Area | No | Yes | Page 12, 6 hours per semester, paid at hourly rate. |
| Peralta | No | Contingent | Page 27, 7.(1) Office hours paid at non-instructional hourly rate |
| Rancho Santiago | No | No | NA |
| Redwoods | No | No | NA |
| Rio Hondo | No | No | NA |
| Riverside | No | No | NA |
| San Bernardino | No | No | Page 32 |
| San Diego | No | Yes | Page 206 - amount varies - separate from hourly rate |
| San Francisco | No | Yes | Page 105. Not mandatory, if they do they are eligible for pay. |

Part-Time Faculty Salary Comparisons in California Community Colleges 2016

| District | Are Office Hours Included in Hourly Rate? | Does the district pay for office hours separately? | Office hour explanation/amount if applicable |
|--|---|--|---|
| San Joaquin Delta | No | No | NA |
| San Jose/Evergreen | Yes | No | Page 40, Article 9.15 |
| San Luis Obispo Co. (Cuesta) | No | Yes | Page 7, hourly rate |
| San Mateo Co. | No | Yes | Pro rated - 1.5 hours for every 3 FLC (Faculty Load Credit) taught. Pages 43 of contract |
| Santa Barbara | No | No | NA |
| Santa Clarita (College of the Canyons) | No | Yes | Page 56, \$20/hour |
| Santa Monica | No | Yes | Page 77, formula |
| Sequoias | No | Yes | \$27.32 per salary schedule |
| Shasta-Teh.-Tri. | No | Yes | \$30.00/hour. Article 7.4.1.c |
| Sierra Joint | No | Yes | Page 12.6 \$25/hour, if certain criteria met |
| Siskiyou Joint | No | No | NA |
| Solano Co. | No | Yes | Page 69, available at lower hourly rate of pay |
| Sonoma Co. (Santa Rosa) | Yes | No | 20 minutes per hour taught per salary schedule |
| South Orange Co. | Yes | No | Page 24, 20 minutes per hour taught in consultation |
| Southwestern | Yes | No | Page 11, Article 4.4.3 As a percentage of full-time teaching load |
| State Center | No | No | NA |
| Ventura Co. | Yes | No | Page 23, 8. Part-time faculty members shall be assigned duties and responsibilities in proration of a comparable full-time assignment |
| Victor Valley | No | No | NA |
| West Hills | No | No | NA |
| West Kern | No | Yes | Article 6.6.2, optional, hourly rate |
| West Valley-Mission | Yes | No | Page 233, 20 min a week per class |
| Yosemite | No | No | NA |
| Yuba | No | Yes | Pooled dollars, if certain criteria met, stipend paid |

Full-time "Hourly" Rates

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

Hourly rate determined by multiplying annual rate by .75* and dividing by 525

| District | CCD Region | Sal Sch Date | MA Column Step 1 | Rank at MA Col, Step 1 | MA Column Step 5 or 9th Sem | Rank at MA Col Step 5 or 9th Sem |
|-------------------------|------------|----------------|------------------|------------------------|-----------------------------|----------------------------------|
| Allan Hancock Jt CCD | Southern | Fall 2015 | \$ 79.17 | 33 | \$ 90.51 | 41 |
| Antelope Valley CCD | Southern | 7/1/2014 | \$ 75.88 | 47 | \$ 89.50 | 48 |
| Barstow CCD | Southern | 2015-16 | \$ 76.08 | 45 | \$ 88.91 | 49 |
| Butte-Glenn CCD | Northern | 7/1/2015 | \$ 74.21 | 54 | \$ 88.80 | 51 |
| Cabrillo CCD | Bay Area | 2015-16 | \$ 76.99 | 44 | \$ 90.55 | 40 |
| Cerritos CCD | Southern | 7/1/2014 | \$ 83.94 | 17 | \$ 100.29 | 13 |
| Chabot CCD | Bay Area | 2015-16 | \$ 82.73 | 23 | \$ 98.52 | 16 |
| Chaffey CCD | Southern | Fall 2015 | \$ 83.44 | 19 | \$ 98.29 | 19 |
| Citrus CCD | Southern | 1/1/2016 | \$ 82.10 | 28 | \$ 90.16 | 42 |
| Coast CCD | Southern | 7/1/2015 | \$ 77.24 | 40 | \$ 90.85 | 36 |
| Compton CCD | Southern | 7/1/2015 | \$ 82.65 | 25 | \$ 91.45 | 32 |
| Contra Costa CCD | Bay Area | 2015-16 | \$ 83.50 | 18 | \$ 91.10 | 33 |
| Copper Mt CCD | Southern | 7/1/2015 | \$ 70.70 | 67 | \$ 83.34 | 63 |
| Desert CCD | Southern | 7/1/2015 | \$ 85.61 | 14 | \$ 100.70 | 11 |
| El Camino CCD | Southern | 1/1/2016 | \$ 89.22 | 12 | \$ 103.80 | 9 |
| Feather River CCD | Northern | 7/1/15-6/30/16 | \$ 73.93 | 55 | \$ 88.38 | 52 |
| Foothill-Deanza CCD | Bay Area | 2014-15 | \$ 82.89 | 22 | \$ 99.73 | 14 |
| Gavilan CCD | Central | 2013-14 | \$ 79.56 | 31 | \$ 92.38 | 29 |
| Glendale CCD | Southern | 7/1/15-6/30/16 | \$ 86.65 | 13 | \$ 100.38 | 12 |
| Grossmont-Cuyamaca CCD | Southern | 1/1/2016 | \$ 73.26 | 57 | \$ 81.18 | 65 |
| Hartnell CCD | Bay Area | 2014-15 | \$ 77.01 | 43 | \$ 92.39 | 28 |
| Imperial CCD | Southern | 7/1/2015 | \$ 72.09 | 62 | \$ 81.14 | 66 |
| Kern CCD | Central | 7/1/2015 | \$ 97.94 | 2 | \$ 108.11 | 4 |
| Lake Tahoe CCD | Central | 2015-16 | \$ 76.08 | 45 | \$ 88.91 | 49 |
| Lassen CCD | Northern | 2013-14 | \$ 75.19 | 48 | \$ 90.67 | 38 |
| Long Beach CCD | Southern | 2014-15 | \$ 90.58 | 10 | \$ 104.14 | 8 |
| Los Angeles CCD | Southern | 2015-16 | \$ 79.76 | 30 | \$ 91.87 | 31 |
| Los Rios CCD | Northern | 2015-16 | \$ 69.34 | 69 | \$ 81.11 | 67 |
| Marin CCD | Bay Area | 1/1/2016 | \$ 84.38 | 16 | \$ 96.86 | 22 |
| Mendocino-Lake CCD | Northern | 2015-16 | \$ 77.18 | 42 | \$ 90.93 | 35 |
| Merced CCD | Central | 2015-16 | \$ 72.67 | 61 | \$ 85.87 | 58 |
| MiraCosta CCD | Southern | 2015-16 | \$ 102.40 | 1 | \$ 123.87 | 1 |
| Monterey Peninsula CCD | Bay Area | 2015-16 | \$ 75.05 | 49 | \$ 87.92 | 53 |
| Mt. San Antonio CCD | Southern | 2015-16 | \$ 91.29 | 8 | \$ 104.66 | 7 |
| Mt. San Jacinto CCD | Southern | 7/1/2015 | \$ 71.57 | 64 | \$ 80.55 | 69 |
| Napa Valley CCD | Northern | 2015-16 | \$ 69.50 | 68 | \$ 86.18 | 57 |
| North Orange County CCD | Southern | 7/1/2015 | \$ 89.92 | 11 | \$ 97.67 | 20 |
| Ohlone CCD | Bay Area | Summer 2016 | \$ 92.86 | 6 | \$ 107.90 | 5 |
| Palo Verde CCD | Southern | 2009-10 | \$ 71.64 | 63 | \$ 80.63 | 68 |
| Palomar CCD | Southern | 2015-16 | \$ 84.68 | 15 | \$ 99.47 | 15 |
| Pasadena Area CCD | Southern | 7/1/2015 | \$ 96.36 | 4 | \$ 96.36 | 23 |
| Peralta CCD | Bay Area | 7/1/2015 | \$ 57.40 | 72 | \$ 71.46 | 72 |
| Rancho Santiago CCD | Southern | 7/1/2015 | \$ 82.90 | 21 | \$ 97.12 | 21 |
| Redwoods CCD | Northern | 7/1/2013 | \$ 63.02 | 71 | \$ 73.72 | 71 |

Full-time "Hourly" Rates

Hourly rate determined by multiplying annual rate by .75* and dividing by 525

| District | CCD Region | Sal Sch Date | MA Column Step 1 | Rank at MA Col, Step 1 | MA Column Step 5 or 9th Sem | Rank at MA Col Step 5 or 9th Sem |
|---------------------------|------------|--------------|------------------|------------------------|-----------------------------|----------------------------------|
| Rio Hondo CCD | Southern | 2015-16 | \$ 78.38 | 36 | \$ 94.28 | 26 |
| Riverside CCD | Southern | 7/1/2015 | \$ 82.72 | 24 | \$ 98.51 | 17 |
| San Bernardino CCD | Southern | 7/1/2014 | \$ 72.73 | 60 | \$ 84.63 | 62 |
| San Diego CCD | Southern | 1/1/2016 | \$ 80.84 | 29 | \$ 90.11 | 43 |
| San Francisco CCD | Bay Area | 1/1/2015 | \$ 74.33 | 53 | \$ 87.90 | 54 |
| San Joaquin Delta CCD | Central | 2012-13 | \$ 77.57 | 39 | \$ 93.57 | 27 |
| San Jose-Evergreen CCD | Bay Area | 2014-15 | \$ 91.88 | 7 | \$ 105.53 | 6 |
| San Luis Obispo CCD | Southern | 2015-16 | \$ 71.49 | 65 | \$ 85.82 | 59 |
| San Mateo CCD | Bay Area | 7/1/2015 | \$ 93.24 | 5 | \$ 111.33 | 2 |
| Santa Barbara CCD | Southern | 2015-16 | \$ 82.91 | 20 | \$ 94.55 | 24 |
| Santa Clarita CCD | Southern | 2014-15 | \$ 79.05 | 35 | \$ 89.83 | 46 |
| Santa Monica CCD | Southern | 8/26/2014 | \$ 73.04 | 59 | \$ 85.56 | 61 |
| Sequoias CCD | Central | 2015-16 | \$ 78.09 | 37 | \$ 89.76 | 47 |
| Shasta-Tehama-Trinity CCD | Northern | 2015-16 | \$ 70.73 | 66 | \$ 85.56 | 60 |
| Sierra Jt CCD | Northern | 2015-16 | \$ 74.52 | 50 | \$ 90.58 | 39 |
| Siskiyou Jt CCD | Northern | 1/1/2015 | \$ 73.25 | 58 | \$ 82.77 | 64 |
| Solano County CCD | Northern | 2015-16 | \$ 69.30 | 70 | \$ 80.39 | 70 |
| Sonoma CCD | Northern | 2015-16 | \$ 91.23 | 9 | \$ 103.39 | 10 |
| South Orange County CCD* | Southern | 2015-16 | \$ 96.64 | 3 | \$ 110.20 | 3 |
| Southwestern CCD | Southern | 7/1/2014 | \$ 77.66 | 38 | \$ 90.71 | 37 |
| State Center CCD | Central | 7/1/2015 | \$ 82.49 | 26 | \$ 98.43 | 18 |
| Ventura CCD | Southern | 7/1/2015 | \$ 74.36 | 52 | \$ 87.88 | 55 |
| Victor Valley CCD | Southern | 2015-16 | \$ 73.87 | 56 | \$ 86.97 | 56 |
| West Hills CCD | Central | 2015-16 | \$ 82.26 | 27 | \$ 94.43 | 25 |
| West Kern CCD | Southern | 2015-16 | \$ 74.47 | 51 | \$ 89.97 | 45 |
| West Valley-Mission CCD | Bay Area | 2015-16 | \$ 79.38 | 32 | \$ 91.09 | 34 |
| Yosemite CCD | Central | 2015-16 | \$ 79.12 | 34 | \$ 92.00 | 30 |
| Yuba CCD | Northern | 2015-16 | \$ 77.22 | 41 | \$ 90.10 | 44 |
| | | | | | | |
| Average (Mean) | | | \$79.63 | | \$92.56 | |
| Highest | | | \$102.40 | | \$123.87 | |
| 3rd quartile | | | \$83.45 | | \$98.32 | |
| Median | | | \$78.24 | | \$90.78 | |
| 1st quartile | | | \$74.14 | | \$87.89 | |
| Lowest | | | \$57.40 | | \$71.46 | |

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

Full-time "Hourly" Rates

Full-Time Faculty Hourly Salary Comparison at Highest Step without and with PhD

Hourly rate determined by multiplying annual rate by .75 and dividing by 525*

| District Name | CCD Region | Highest w/o PhD | Rank Highest w/o PhD | Highest w PhD | Rank Highest with PhD | # of Steps/Yrs to Highest |
|-------------------------|------------|-----------------|----------------------|---------------|-----------------------|---------------------------|
| Allan Hancock Jt CCD | Southern | \$ 141.96 | 61 | \$ 145.53 | 61 | |
| Antelope Valley CCD | Southern | \$ 145.61 | 53 | \$ 150.32 | 53 | |
| Barstow CCD | Southern | \$ 149.85 | 45 | \$ 152.77 | 45 | |
| Butte-Glenn CCD | Northern | \$ 145.84 | 52 | \$ 145.84 | 59 | |
| Cabrillo CCD | Bay Area | \$ 145.11 | 56 | \$ 150.09 | 54 | |
| Cerritos CCD | Southern | \$ 157.48 | 25 | \$ 161.57 | 29 | |
| Chabot CCD | Bay Area | \$ 154.97 | 35 | \$ 161.71 | 28 | |
| Chaffey CCD | Southern | \$ 154.40 | 36 | \$ 160.81 | 31 | |
| Citrus CCD | Southern | \$ 163.62 | 13 | \$ 168.59 | 10 | |
| Coast CCD | Southern | \$ 162.26 | 15 | \$ 166.37 | 17 | |
| Compton CCD | Southern | \$ 155.18 | 33 | \$ 155.18 | 43 | |
| Contra Costa CCD | Bay Area | \$ 148.61 | 47 | \$ 148.61 | 57 | |
| Copper Mt CCD | Southern | \$ 136.54 | 66 | \$ 142.28 | 62 | |
| Desert CCD | Southern | \$ 151.49 | 40 | \$ 157.83 | 34 | |
| El Camino CCD | Southern | \$ 152.05 | 38 | \$ 157.01 | 36 | |
| Feather River CCD | Northern | \$ 134.34 | 68 | \$ 135.41 | 69 | |
| Foothill-Deanza CCD | Bay Area | \$ 146.06 | 51 | \$ 146.06 | 58 | |
| Gavilan CCD | Central | \$ 151.66 | 39 | \$ 155.96 | 39 | |
| Glendale CCD | Southern | \$ 164.15 | 11 | \$ 167.38 | 14 | |
| Grossmont-Cuyamaca CCD | Southern | \$ 142.22 | 60 | \$ 145.78 | 60 | |
| Hartnell CCD | Bay Area | \$ 146.08 | 50 | \$ 150.39 | 52 | |
| Imperial CCD | Southern | \$ 142.28 | 59 | \$ 149.42 | 55 | |
| Kern CCD | Central | \$ 158.44 | 22 | \$ 169.53 | 9 | |
| Lake Tahoe CCD | Central | \$ 149.85 | 45 | \$ 152.77 | 45 | |
| Lassen CCD | Northern | \$ 114.74 | 72 | \$ 115.46 | 72 | |
| Long Beach CCD | Southern | \$ 145.57 | 54 | \$ 151.93 | 48 | |
| Los Angeles CCD | Southern | \$ 158.80 | 21 | \$ 163.59 | 24 | |
| Los Rios CCD | Northern | \$ 155.83 | 31 | \$ 163.61 | 23 | |
| Marin CCD | Bay Area | \$ 171.10 | 5 | \$ 174.50 | 6 | |
| Mendocino-Lake CCD | Northern | \$ 146.69 | 49 | \$ 150.41 | 51 | |
| Merced CCD | Central | \$ 150.79 | 42 | \$ 150.79 | 50 | |
| MiraCosta CCD | Southern | \$ 204.44 | 1 | \$ 208.10 | 1 | |
| Monterey Peninsula CCD | Bay Area | \$ 137.20 | 65 | \$ 141.32 | 63 | |
| Mt. San Antonio CCD | Southern | \$ 175.10 | 4 | \$ 179.76 | 4 | |
| Mt. San Jacinto CCD | Southern | \$ 157.12 | 27 | \$ 174.58 | 5 | |
| Napa Valley CCD | Northern | \$ 135.44 | 67 | \$ 135.44 | 68 | |
| North Orange County CCD | Southern | \$ 155.91 | 29 | \$ 161.30 | 30 | |
| Ohlone CCD | Bay Area | \$ 178.87 | 3 | \$ 182.47 | 3 | |
| Palo Verde CCD | Southern | \$ 132.37 | 70 | \$ 135.22 | 70 | |
| Palomar CCD | Southern | \$ 168.46 | 7 | \$ 170.44 | 8 | |
| Pasadena Area CCD | Southern | \$ 157.44 | 26 | \$ 165.58 | 18 | |
| Peralta CCD | Bay Area | \$ 157.74 | 24 | \$ 157.74 | 35 | |
| Rancho Santiago CCD | Southern | \$ 160.31 | 17 | \$ 164.26 | 20 | |
| Redwoods CCD | Northern | \$ 138.08 | 62 | \$ 140.22 | 66 | |
| Rio Hondo CCD | Southern | \$ 150.83 | 41 | \$ 155.21 | 42 | |
| Riverside CCD | Southern | \$ 161.33 | 16 | \$ 166.70 | 16 | |
| San Bernardino CCD | Southern | \$ 150.71 | 43 | \$ 155.60 | 41 | |
| San Diego CCD | Southern | \$ 168.15 | 8 | \$ 168.15 | 12 | |
| San Francisco CCD | Bay Area | \$ 131.99 | 71 | \$ 131.99 | 71 | |
| San Joaquin Delta CCD | Central | \$ 155.76 | 32 | \$ 159.22 | 33 | |

Full-time "Hourly" Rates

Hourly rate determined by multiplying annual rate by .75 and dividing by 525*

| District Name | CCD Region | Highest w/o PhD | Rank Highest w/o PhD | Highest w PhD | Rank Highest with PhD | # of Steps/Yrs to Highest |
|---------------------------|------------|-----------------|----------------------|---------------|-----------------------|---------------------------|
| San Jose-Evergreen CCD | Bay Area | \$ 155.91 | 30 | \$ 159.88 | 32 | |
| San Luis Obispo CCD | Southern | \$ 145.02 | 57 | \$ 149.40 | 56 | |
| San Mateo CCD | Bay Area | \$ 156.46 | 28 | \$ 164.16 | 21 | |
| Santa Barbara CCD | Southern | \$ 159.66 | 19 | \$ 163.66 | 22 | |
| Santa Clarita CCD | Southern | \$ 166.32 | 9 | \$ 168.55 | 11 | |
| Santa Monica CCD | Southern | \$ 163.70 | 12 | \$ 168.05 | 13 | |
| Sequoias CCD | Central | \$ 162.42 | 14 | \$ 165.35 | 19 | |
| Shasta-Tehama-Trinity CCD | Northern | \$ 138.03 | 64 | \$ 140.88 | 64 | |
| Sierra Jt CCD | Northern | \$ 143.37 | 58 | \$ 156.56 | 38 | |
| Siskiyou Jt CCD | Northern | \$ 138.07 | 63 | \$ 140.65 | 65 | |
| Solano County CCD | Northern | \$ 133.80 | 69 | \$ 137.23 | 67 | |
| Sonoma CCD | Northern | \$ 159.27 | 20 | \$ 162.46 | 27 | |
| South Orange County CCD* | Southern | \$ 189.89 | 2 | \$ 195.02 | 2 | |
| Southwestern CCD | Southern | \$ 153.87 | 37 | \$ 156.72 | 37 | |
| State Center CCD | Central | \$ 160.06 | 18 | \$ 162.95 | 25 | |
| Ventura CCD | Southern | \$ 145.34 | 55 | \$ 152.10 | 47 | |
| Victor Valley CCD | Southern | \$ 154.99 | 34 | \$ 154.99 | 44 | |
| West Hills CCD | Central | \$ 164.39 | 10 | \$ 166.96 | 15 | |
| West Kern CCD | Southern | \$ 150.70 | 44 | \$ 155.79 | 40 | |
| West Valley-Mission CCD | Bay Area | \$ 170.43 | 6 | \$ 173.84 | 7 | |
| Yosemite CCD | Central | \$ 148.13 | 48 | \$ 151.53 | 49 | |
| Yuba CCD | Northern | \$ 157.75 | 23 | \$ 162.59 | 26 | |
| | | | | | | |
| Average (Mean) | | \$153.31 | | \$157.36 | | |
| Highest | | \$204.44 | | \$208.10 | | |
| 3rd quartile | | \$159.76 | | \$165.41 | | |
| Median | | \$154.14 | | \$156.87 | | |
| 1st quartile | | \$145.51 | | \$149.93 | | |
| Lowest | | \$114.74 | | \$115.46 | | |

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

Total FTES and Total General Fund Revenue 2014-15

Source: Chancellor's Office 311 Reports

| District | FTES (2014-15 Fiscal Data Abstract) | Rank in terms of FTES | Total General Fund Revenue (2014-15 Fiscal Data Abstract) | Revenue per FTES | Rank in terms of Revenue per FTES |
|---------------------|--|-----------------------------|--|---------------------|--|
| Allan Hancock Joint | 9,639 | 46 | \$63,747,150 | \$ 6,613.46 | 42 |
| Antelope Valley | 11,382 | 41 | 74,419,613 | \$ 6,538.36 | 49 |
| Barstow | 2,641 | 66 | 18,880,917 | \$ 7,149.15 | 27 |
| Butte | 10,891 | 44 | 100,499,864 | \$ 9,227.79 | 5 |
| Cabrillo | 11,160 | 42 | 73,358,683 | \$ 6,573.36 | 45 |
| Cerritos | 18,177 | 24 | 110,549,440 | \$ 6,081.83 | 69 |
| Chabot-Las Positas | 17,553 | 26 | 126,497,689 | \$ 7,206.61 | 26 |
| Chaffey | 14,937 | 35 | 98,912,944 | \$ 6,622.01 | 41 |
| Citrus | 12,135 | 39 | 75,624,701 | \$ 6,231.95 | 67 |
| Coast | 32,817 | 5 | 213,701,133 | \$ 6,511.90 | 52 |
| Compton | 5,309 | 61 | 40,259,537 | \$ 7,583.26 | 20 |
| Contra Costa | 26,850 | 12 | 208,585,116 | \$ 7,768.53 | 19 |
| Copper Mountain | 1,432 | 72 | 14,887,444 | \$ 10,396.26 | 3 |
| Desert | 8,370 | 50 | 54,468,287 | \$ 6,507.56 | 53 |
| El Camino | 20,112 | 20 | 131,028,816 | \$ 6,514.96 | 51 |
| Feather River | 1,978 | 68 | 17,437,050 | \$ 8,815.50 | 8 |
| Foothill-DeAnza | 32,158 | 6 | 221,861,783 | \$ 6,899.12 | 33 |
| Gavilan | 5,332 | 59 | 38,845,321 | \$ 7,285.32 | 25 |
| Glendale | 16,331 | 29 | 99,922,882 | \$ 6,118.60 | 68 |
| Grossmont-Cuyamaca | 18,977 | 22 | 125,915,731 | \$ 6,635.18 | 40 |
| Hartnell | 7,260 | 52 | 51,626,022 | \$ 7,111.02 | 29 |
| Imperial | 6,919 | 56 | 47,055,774 | \$ 6,800.95 | 36 |
| Kern | 20,097 | 21 | 136,282,975 | \$ 6,781.26 | 37 |
| Lake Tahoe | 1,844 | 71 | 16,472,977 | \$ 8,933.28 | 7 |
| Lassen | 1,900 | 70 | 15,478,831 | \$ 8,146.75 | 14 |
| Long Beach | 21,101 | 17 | 135,553,271 | \$ 6,424.02 | 58 |
| Los Angeles | 108,551 | 1 | 688,882,263 | \$ 6,346.16 | 60 |
| Los Rios | 52,956 | 2 | 330,379,847 | \$ 6,238.76 | 65 |
| Marin | 3,966 | 63 | 57,563,904 | \$ 14,514.35 | 1 |
| Mendocino-Lake | 3,125 | 64 | 24,628,136 | \$ 7,881.00 | 18 |
| Merced | 9,941 | 45 | 64,002,505 | \$ 6,438.24 | 56 |
| Mira Costa | 11,485 | 40 | 111,697,129 | \$ 9,725.48 | 4 |
| Monterey Peninsula | 6,682 | 57 | 43,828,310 | \$ 6,559.16 | 47 |
| Mt. San Antonio | 31,546 | 7 | 178,930,756 | \$ 5,672.06 | 72 |
| Mt. San Jacinto | 10,898 | 43 | 70,784,590 | \$ 6,495.19 | 54 |
| Napa Valley | 5,716 | 58 | 40,759,523 | \$ 7,130.78 | 28 |
| North Orange Co. | 36,784 | 4 | 210,193,375 | \$ 5,714.26 | 71 |
| Ohlone | 8,761 | 49 | 59,108,846 | \$ 6,746.81 | 38 |
| Palo Verde | 1,934 | 69 | 15,757,328 | \$ 8,147.53 | 13 |
| Palomar | 20,196 | 19 | 132,549,177 | \$ 6,563.14 | 46 |
| Pasadena Area | 24,599 | 16 | 146,782,890 | \$ 5,967.03 | 70 |

Total FTES and Total General Fund Revenue 2014-15

Source: Chancellor's Office 311 Reports

| District | FTES (2014-15 Fiscal Data Abstract) | Rank in terms of FTES | Total General Fund Revenue (2014-15 Fiscal Data Abstract) | Revenue per FTES | Rank in terms of Revenue per FTES |
|-----------------------|--|-----------------------------|--|---------------------|--|
| Peralta | 21,042 | 18 | 149,369,915 | \$ 7,098.66 | 30 |
| Rancho Santiago | 29,464 | 9 | 185,643,576 | \$ 6,300.69 | 62 |
| Redwoods | 4,181 | 62 | 31,564,297 | \$ 7,549.46 | 21 |
| Rio Hondo | 12,774 | 37 | 83,672,145 | \$ 6,550.19 | 48 |
| Riverside | 28,267 | 10 | 187,600,727 | \$ 6,636.74 | 39 |
| San Bernardino | 15,078 | 34 | 96,470,939 | \$ 6,398.13 | 59 |
| San Diego | 43,510 | 3 | 271,371,791 | \$ 6,237.00 | 66 |
| San Francisco | 25,011 | 15 | 209,864,512 | \$ 8,390.89 | 12 |
| San Joaquin Delta | 16,045 | 30 | 101,085,851 | \$ 6,300.15 | 63 |
| San Jose/Evergreen | 12,691 | 38 | 106,524,300 | \$ 8,393.69 | 11 |
| San Luis Obispo Co. | 7,251 | 53 | 58,495,571 | \$ 8,067.24 | 15 |
| San Mateo Co. | 18,851 | 23 | 164,865,325 | \$ 8,745.71 | 9 |
| Santa Barbara | 17,164 | 27 | 113,080,601 | \$ 6,588.24 | 44 |
| Santa Clarita | 15,712 | 32 | 100,976,692 | \$ 6,426.72 | 57 |
| Santa Monica | 26,319 | 14 | 179,765,522 | \$ 6,830.26 | 34 |
| Sequoias | 9,468 | 47 | 59,736,112 | \$ 6,309.26 | 61 |
| Shasta-Teh.-Tri. | 7,099 | 54 | 49,401,476 | \$ 6,958.93 | 32 |
| Sierra Joint | 15,128 | 33 | 94,759,279 | \$ 6,263.83 | 64 |
| Siskiyou Joint | 2,678 | 65 | 19,730,291 | \$ 7,367.55 | 24 |
| Solano Co. | 6,999 | 55 | 55,697,213 | \$ 7,957.88 | 16 |
| Sonoma Co. | 17,709 | 25 | 120,940,868 | \$ 6,829.34 | 35 |
| South Orange Co. | 29,571 | 8 | 234,235,484 | \$ 7,921.12 | 17 |
| Southwestern | 15,716 | 31 | 102,547,853 | \$ 6,525.06 | 50 |
| State Center | 27,923 | 11 | 184,539,261 | \$ 6,608.86 | 43 |
| Ventura Co. | 26,390 | 13 | 170,041,680 | \$ 6,443.41 | 55 |
| Victor Valley | 9,079 | 48 | 67,393,843 | \$ 7,423.05 | 23 |
| West Hills | 5,314 | 60 | 48,400,525 | \$ 9,108.12 | 6 |
| West Kern | 2,599 | 67 | 30,158,717 | \$ 11,603.97 | 2 |
| West Valley-Mission | 13,918 | 36 | 120,242,123 | \$ 8,639.32 | 10 |
| Yosemite | 16,764 | 28 | 118,024,450 | \$ 7,040.35 | 31 |
| Yuba | 7,726 | 51 | 57,801,490 | \$ 7,481.43 | 22 |
| Statewide FTES | 1,181,883 | | \$8,061,724,959 | | |