

Foothill	54,023
Fremont	50,580
Gavilan	53,155
Glendale	51,968
Grossmont	47,587
Hartnell	45,917
Imperial	46,298
Kern	45,830
Lake Tahoe	46,778

FACULTY SALARIES IN CALIFORNIA'S COMMUNITY COLLEGES, 1993-94



CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

SUMMARY

This is the Commission's latest document in its annual series of reports to the Governor and the Legislature on faculty salaries in the California Community Colleges that the Commission has produced since 1979. It indicates that cost-of-living adjustments in the 1993-94 year probably averaged between 1.0 and 1.5 percent statewide and that the mean salary for full-time faculty -- currently estimated at \$50,546 -- changed very little.

This report contains nine displays -- plus several additional ones in the appendix -- that show district-by-district salaries and cost-of-living adjustments, the number of faculty in each district, differences between high- and low-paying districts, compensation for part-time faculty, and samples of typical community college salary schedules.

Following historical tradition, the report contains neither conclusions nor recommendations, since it is intended only to provide specific information on faculty compensation in the two-year system.

The Commission voted to adopt this report at its meeting on August 29, 1994, on recommendation of its Fiscal Policy and Analysis Committee. Additional copies of the report may be obtained from the Commission at 1303 J Street, Suite 500, Sacramento, California 95814-2938.

FACULTY SALARIES IN CALIFORNIA'S COMMUNITY COLLEGES, 1993-94

*A Report to the Legislature
and the Governor in Response
to Supplemental Report Language
for the 1979 Budget Act*

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION
1303 J Street ♦ Suite 500 ♦ Sacramento, California 95814-2938





**COMMISSION REPORT 94-13
PUBLISHED AUGUST 1994**

Contributing Staff Christopher W Carter

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Executive Summary

THE CALIFORNIA Postsecondary Education Commission has produced an annual report on faculty salaries in the California Community Colleges since 1979, when the Legislature requested such reports in Supplemental Report Language to the 1979-80 State Budget. This latest report in the series presents nine displays containing data on mean salaries, the highest- and lowest-paying districts, the number of full- and part-time faculty, the number of contact hours taught, the cost-of-living adjustments granted by each district over the past four years, two examples of community college salary schedules in the current year, and a general summary of compensation for full-time, part-time, and overload faculty.

Cost-of-living adjustments

Information included in this report indicates that, while 1993-94 may be a better year for community college faculty compensation than was 1992-93, the fiscal restrictions that have been confronting all of California's public sectors for several years continue to affect community college faculty. Although information is incomplete, the estimated average salary for full-time faculty in the current year is \$50,546 -- a 1.2 percent increase from 1992-93. This compares to an average increase over the six previous years of 4.7 percent. The unweighted average cost-of-living adjustment is very similar -- 1.27 percent for the 40 districts that reported for the current year at the time of this writing. The weighted average, which is influenced by the fact that several of the largest districts in the state granted increases of at least 2.0 percent, is at 1.57 percent. This weighted average figure, while higher than the 0.71 percent reported a year ago, is still substantially lower than those figures reported prior to the start of the State's current fiscal difficulties -- 6.7 percent in 1989-90 and the 5.4 percent in 1990-91. Given the severe fiscal restrictions anticipated for the 1994-95 budget year, it is unlikely that there will be significant improvement in faculty salaries in the coming year.

Differences between the highest-paying and lowest paying districts

The disparity between California's ten highest-paying and ten lowest-paying districts over the past eight years has averaged between 25 and 30 percent and for 1993-94 stands at 26.0 percent. The gap between the highest-paying district (Saddleback at \$60,877) and the lowest-paying district (Palo Verde at \$37,709) is considerably higher -- 61.4 percent -- and up from 53.0 percent in 1992-93.

Salaries of full-time and part-time faculty

In previous reports, the Commission has noted the considerable disparity between the compensation received by full-time faculty versus part-time faculty. While smaller for 1993-94, that disparity continues, even when adjustments are made

for other responsibilities such as advising and counseling that are part of the full-time faculty member's responsibilities. In the current year, full-time faculty are paid more than twice as much as part-time faculty -- exclusive of fringe benefits and adjustments for responsibilities such as advising and counseling -- on a contact-hour basis. A similar gap exists between the compensation received by full-time faculty for regular instruction versus overload instruction.

Weekly faculty contact hours

The percentage of weekly faculty contact hours (WFCH) taught by full-time faculty, part-time faculty, and full-time faculty on overload assignments fluctuated little between Fall 1991 and Fall 1993. Part-time faculty taught between 36.8 and 37.0 percent of contact hours over that time. This small fluctuation comes despite the pressures to increase less expensive part-time faculty that come with the budget pressures that California's community colleges currently are facing. These pressures may have been resisted due, in part, to AB 1725, which established the goal that 75 percent of all credit classes be taught by full-time faculty. While this goal has not been achieved, the community colleges have not been moving away from it despite fiscal pressures to do so.

2

Description of the Data

Development of the community college faculty salary reports

In February 1979, the Legislative Analyst recommended in his *Analysis of the Budget Bill, 1979-80*, that the Commission include information on California Community College faculty salaries in its annual faculty salary reports. Responding to this recommendation, the Commission presented data on community college faculty salaries for the 1977-78 fiscal year in its April 1979 report, *Faculty Salaries in California Public Higher Education, 1979-80* -- but it was unable to include data for 1978-79 because the Chancellor's Office had abandoned such data collection as part of the cutbacks resulting from the passage of Proposition 13 in June 1978.

Subsequently, Commission staff proposed that the submission of community college faculty salary data be formalized. In August 1979, it outlined for the Chancellor's Office staff the specific information desired and asked staff to submit 1978-79 data by November 1, 1979, and subsequent fiscal-year data by March 1 of the year involved. The Chancellor's Office agreed to do so, and since 1981-82 it has been able to do so, in large part because during that year it initiated the Staff Data File -- a computerized data collection system.

During these 11 years, the Chancellor's Office has submitted much information from the Staff Data File on average salaries and salary ranges, cost-of-living adjustments, teaching loads, numbers of full- and part-time faculty, age, sex, and ethnicity of its faculty, number of new hires, promotions, and separations, and qualifications and schedules for various salary categories. Some of the more detailed data arrays for 1993-94 regarding the number of faculty, teaching load ranges, and compensation appear in Appendix A of this report.

Unlike the Commission's reports that discuss faculty salaries at the California State University and the University of California, its reports on community college salaries are not designed to assist the Governor and the Legislature in determining cost-of-living salary adjustments for the coming fiscal year. While the Commission's report for the two university systems presents data collected from national groups of selected comparison universities, projects salaries at those institutions into the coming fiscal year, and determines California's anticipated parity deficiencies with those institutions, the Commission's reports on community college faculty salaries do not. Rather, they simply present an overview of compensation for both full-time and part-time faculty in California's community colleges that may provide substance for the policy discussions surrounding community college finance generally.

Despite improvement in the reporting of data each year by the community colleges, two problems persist

- ♦ The first relates to incomplete data, due primarily to protracted collective bargaining negotiations. When negotiations extend into the spring of the current academic year, and cost-of-living adjustments are accordingly allocated retroactively, there is seldom sufficient time to include the increases in the mean salary figures reported. The result is that many of the mean salaries reported are inaccurate. In addition, 30 of the system's 71 districts had not report cost-of-living adjustments for this year as of this writing.
- ♦ The second problem is that complete salary adjustments are not always reported. In 1993-94, for example, one-time "off-schedule" or "add-on" adjustments were reported for faculty in six districts.

Average salaries

Display 1 on the opposite page shows 1992-93 mean full-time contract and regular faculty salaries as reported by 69 of the 71 community college districts (Santa Clarita and Sequoia Community College Districts did not report this year). The second footnote in that display indicates that 30 districts report not having concluded negotiations on cost-of-living increases for 1993-94, and consequently could not incorporate such increases into their mean salary figures. As a result, the salaries reported for those districts more nearly approximate 1992-93 salaries, and it may be anticipated that the final mean salary for the system will be slightly higher than the \$50,198 reported.

The 41 districts that reported current-year salary data (57.7 percent of all districts) represented 68.3 percent of the systemwide total number of faculty in the community college system. Although several large districts (e.g. Contra Costa Coast, Foothill-De Anza, Ventura) have not yet completed contract negotiations, it is unlikely that the systemwide weighted mean will rise much higher, given that 11 of the 15 largest districts have completed negotiations as well as the continuing austerity of public finance generally.

High-paying and low-paying districts

Displays 2 and 3 on pages 6 and 7 show mean salaries as reported in the Staff Data File for regular and contract faculty in the ten highest- and ten lowest-paying districts between Fall 1987 and Fall 1993, and the systemwide means for each of those years. In each case, those districts reporting incomplete mean salary data are indicated. Display 4 on page 8 shows mean salaries for the highest and lowest paying districts, the percentage difference between them, and their total number of faculty.

In 1992-93, the highest-paying district was Saddleback, with a mean of \$60,877. For the fourth straight year, the lowest-paying was Palo Verde, with a mean of \$37,709 -- although it should be noted that Palo Verde contract and regular faculty number only 19, and that the college is located in a relatively impoverished

DISPLAY 1 Mean Salaries for Contract and Regular Salaried Faculty, Weighted by the Number of Contract and Regular Faculty in Each District, Fall 1993

<u>District</u>	<u>Number of Faculty</u> ¹	<u>Mean Salary</u>	<u>District</u>	<u>Number of Faculty</u>	<u>Mean Salary</u>
Allan Hancock	111	\$45,143	Palo Verde	18	\$37,709
Antelope Valley	99	55,527	Palomar	235	51,078
Barstow ²	27	53,265	Pasadena Area	316	48,233
Butte	129	49,156	Peralta	334	45,060
Cabrillo ²	155	46,125	Rancho Santiago	284	53,298
Cerritos ²	219	52,669	Redwoods	103	47,978
Chabot-Las Positas ²	228	48,467	Rio Hondo	137	55,375
Chaffey	148	58,479	Riverside	213	51,175
Citrus	137	49,539	Saddleback	248	60,877
Coast ²	509	52,083	San Bernardino ²	184	51,790
Compton ²	67	43,266	San Diego	570	47,761
Contra Costa	404	53,937	San Francisco	592	49,535
Desert	113	46,013	San Joaquin Delta ²	210	57,214
El Camino ²	303	50,704	San Jose-Evergreen ²	209	49,779
Feather River ²	19	46,873	San Luis Obispo	95	46,045
Foothill-De Anza ²	413	54,023	San Mateo County	344	52,409
Fremont-Newark	100	50,580	Santa Barbara	185	47,304
Gavilan ²	62	53,155	Santa Clarita	-- ³	-- ³
Glendale	164	51,968	Santa Monica ²	224	56,669
Grossmont-Cuyamaca ²	232	47,587	Sequoias ²	-- ¹	-- ³
Hartnell ²	75	45,917	Shasta-Tehama-Trinity	122	47,537
Imperial ²	84	46,298	Sierra ²	127	47,052
Kern	250	45,830	Siskiyou ²	38	45,656
Lake Tahoe ²	20	46,778	Solano County ²	139	51,623
Lassen ²	49	48,852	Sonoma County ²	250	53,101
Long Beach	258	53,373	Southwestern	180	52,275
Los Angeles	1,484	48,316	State Center	288	52,268
Los Rios	541	46,994	Ventura County ²	391	52,603
Marin	107	56,214	Victor Valley ²	74	47,734
Mendocino-Lake	41	47,797	West Hills ²	51	45,511
Merced	124	48,708	West Kern	22	60,474
Mira Costa	86	52,635	West Valley-Mission	230	52,249
Monterey Peninsula ²	102	47,926	Yosemite	206	48,107
Mt. San Antonio	276	55,841	Yuba	114	54,485
Mt. San Jacinto ²	46	46,140			
Napa ²	82	46,639	Total	14,459	\$50,198
North Orange	462	50,638	Systemwide Estimate		\$50,546 ⁴

1 Excludes faculty on full and partial leaves, instructors with less than nine-month employment contracts, and instructors with annual salaries below \$18,001

2 Indicates districts where salary negotiations are still in process or where contracted increases have not yet been incorporated into reported salaries. In such cases, average salaries more nearly approximate 1992-93 salary levels.

3 Non-reporting districts

4 Estimate developed by the Chancellor's Office

Source: Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 2 The Ten Highest California Community College Mean Salaries Among Reporting Districts, Fall 1987 to Fall 1993

District	Fall Term and Number of Reporting Districts						
	1987 (68)	1988 (68)	1989 ³ (69)	1990 ⁴ (71)	1991 (71)	1992 (69)	1993 (69)
Saddleback	\$46,335	\$48,413	\$47,978	\$54,559	\$55,388	\$55,492	\$60,877
West Kern	44,201	45,916	48,291	55,456		55,361	60,474
Chaffey						55,158	58,479
San Joaquin Delta ¹	45,923	46,311	48,243	50,760	55,103	57,359	57,214
Santa Monica ¹				50,904	54,237	55,718	56,669
Marin	45,013	46,753	49,246		55,781	56,456	56,214
Mt. San Antonio	42,685						55,841
Antelope Valley						55,218	55,527
Rio Hondo	43,602	45,299			53,941	54,783	55,375
Yuba					52,589	56,32	54,485
Cerritos	44,097	46,009	47,835	51,166	53,225		
Foothill-DeAnza	43,466	45,363	50,499	52,962	52,756		
Merced					52,697		
Yosemite				52,667			
Rancho Santiago			47,654	50,042		54,330	
West Valley				49,973			
Long Beach				49,859			
Southwestern	42,764		48,020				
Sequoias		45,074	48,020				
Ventura			47,522				
Citrus			47,418				
Contra Costa	43,979	47,661					
San Mateo		45,323					
Statewide Mean Salary ²	\$40,046	\$42,035	\$44,286	\$47,575	\$49,074	\$49,891	\$50,198

1 Districts where 1993-94 salary negotiations are still in progress.

2 Weighted by total faculty in each district.

3 Includes both credit and non-credit instructional faculty.

4 Includes only credit instructional faculty.

Source: Derived from the Staff Data File, Chancellor's Office, California Community Colleges.

area. The average salary paid at Saddleback -- the State's highest paying district -- was 61.4 percent higher than the average salary at Palo Verde -- the State's lowest paying district. The gap between the highest and lowest paying districts was only 37.4 percent five years ago (Fall 1988).

From Display 4 on page 8, it can be seen that the higher-paying districts have tended to be the larger districts. Beginning in 1992-93, however, with many larger districts granting no increases, the size disparity has narrowed considerably.

DISPLAY 3 The Ten Lowest California Community College Mean Salaries Among Reporting Districts, Fall 1987 to Fall 1993

District	Fall Term and Number of Reporting Districts						
	1987 (68)	1988 (68)	1989 ⁴ (69)	1990 ⁵ (71)	1991 (71)	1992 (69)	1993 (69)
Palo Verde	\$34,505	\$35,731	\$39,411	\$35,824	\$34,556	\$37,497	\$37,709
Compton ¹	34,475	35,268	34,464	40,008	42,504	43,266	43,635
Peralta	36,275	37,432		41,135	42,342	43,718	45,060
Allan Hancock				42,400			45,143
West Hills ¹	36,346				43,505	45,392	45,511
Siskiyou ¹	34,843	36,524	38,330	40,204	42,301	42,541	45,656
Kern						45,4284	45,830
Hartnell ¹						45,520	45,917
Desert						44,594	46,013
San Luis Obispo						44,556	46,045
Feather River			39,411	41,246	41,884		
Lake Tahoe		38,125		41,246	42,811		
Mendocino	36,460	36,791	39,490		42,867		
Victor Valley			38,831	41,376	42,948		
Imperial ²	32,642	35,233	38,312	41,951	43,043		
Santa Barbara				42,360			
Chaffey			31,742				
Cabrillo	33,768	35,286	38,560			44,463	
San Diego			38,734				
Napa	33,099	33,581	35,453				
Mt San Jacinto		37,699					
Statewide Mean Salary ³	\$40,046	\$42,035	\$44,286	\$47,575	\$49,074	\$49,891	\$50,198

1 Districts where 1993-94 salary negotiations are still in process

2 Imperial did not report data for 1992-93

3 Weighted by total faculty in each district

4 Includes both credit and non-credit instructional faculty

5 Includes only credit instructional faculty

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

Until 1992-93, salaries paid to non-credit faculty (working principally in the evening programs) employed by the San Diego and San Francisco adult centers were excluded from the mean salary calculations. Since they tend to be paid about one-fourth less than regular faculty at the main campus, their inclusion consequently tends to reduce districtwide salary averages, as well as statewide mean salaries, although the latter are affected only slightly.

Taken as groups of the ten highest and ten lowest, the difference for 1993-94 is 26.0 percent -- a number that is generally consistent with that reported in recent years.

DISPLAY 4 Analysis of the Mean Salaries Paid by the Highest- and Lowest-Paying Community College Districts, Fall 1987 to Fall 1993

<u>Item</u>	<u>Fall 1987</u>	<u>Fall 1988</u>	<u>Fall 1989</u>	<u>Fall 1990</u>	<u>Fall 1991</u>	<u>Fall 1992</u>	<u>Fall 1993</u>
Mean Salaries							
Ten Highest-Paying Districts							
Weighted ¹	\$44,137	\$46,304	\$48,503	\$51,496	\$54,035	\$55,584	\$57,106
Unweighted	\$44,207	\$46,212	\$48,271	\$51,403	\$54,117	\$55,620	\$57,116
Ten Lowest-Paying Districts							
Weighted ¹	\$34,454	\$36,399	\$37,411	\$41,499	\$42,413	\$44,349	\$45,307
Unweighted	\$34,600	\$36,354	\$37,384	\$40,990	\$41,876	\$43,697	\$44,652
Percent by Which the Ten Highest-Paying Districts Exceed the Ten Lowest Paying (Weighted Mean)	28 1%	27 2%	29 6%	24 1%	27 4%	25 3%	26 0%
Systemwide Mean Salary²	\$40,046	\$42,035	\$44,286	\$47,575	\$49,074	\$49,891	\$50,198
Number of Regular Faculty							
Ten Highest-Paying Districts	2,022	2,121	2,012	2,537	1,725	1,667	1,585
Ten Lowest-Paying Districts	1,205	833	1,083	923	680	1,233	1,152
Percent by Which the Ten Highest-Paying Districts Exceed the Ten Lowest Paying (Total Faculty)	67 8%	154 6%	85 8%	174 9%	153 7%	35 2%	37 6%

1 Weighted by total full-time contract and regular faculty in each reporting district

2 Number of districts reporting varies slightly from year to year (range is 68 to 71)

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

Cost-of-living adjustments

Display 5 on page 9 provides cost-of-living-adjustment (COLA) information, by district, for the current and previous three years, weighted by the size of faculty in each district. Based on these weighted figures, the systemwide cost-of-living increases averaged, 5.33 percent in 1990-91, 1.54 percent in 1991-92, 0.71 percent in 1992-93, and 1.57 percent in 1993-94. While the weighted average COLA increased substantially between 1992-93 and 1993-94, the increase in the unweighted average -- from 1.08 to 1.27 percent -- was far more moderate. This is explained by the generally larger faculty salary increases at the State's larger community college districts. While in the previous three years, generally smaller faculty salary increases at the larger districts brought the weighted average COLA below the unweighted average COLA, for 1993-94, that pattern changed. The larger districts granted larger faculty salary increases, resulting in a weighted average COLA that is 23.6 percent higher than the unweighted average COLA. The three largest and six of the ten largest community college districts in California granted COLAs for 1993-94 of at least 2 percent. This includes an increase of 3.0 percent for the Los Angeles Community College District -- the State's largest district -- which employs over 10 percent of the State's community college faculty.

DISPLAY 5 Annualized Cost-of-Living Adjustments Granted to Regular and Contract California Community College Faculty, by District, Fall 1990-91 to Fall 1993-94

District	Number of Regular and Contract Full-Time Faculty, Cost-of-Living Adjustments					District	Number of Regular and Contract Full-Time Faculty, Cost-of-Living Adjustments				
	Fall 1993	1990-91	1991-92	1992-93	1993-94		Fall 1993	1990-91	1991-92	1992-93	1993-94
Allan Hancock	111	4 50%	0 00%	0 00%	4 00%	Palo Verde	18	7 74	2 84	0 00	0 00
Antelope Valley	99	8 00	7 00	7 00	0 00	Palomar	235	5 70	0 00	0 00	0 00
Barstow	27	5 00	6 00	0 00	1	Pasadena Area	316	5 00	0 00	1 00	0 00
Butte	129	7 00	0 00	0 00	0 00	Peralta	334	10 00	2 00	0 00	0 00
Cabrillo	155	6 00	1 00	1	1	Rancho Santiago	284	7 62	4 46	0 00	2 53
Cerritos	219	5 66	0 00	-1 00	1	Redwoods	103	5 98	1 75	0 00	0 00
Chabot-						Rio Hondo	137	5 00	5 00	0 00	0 00
Las Positas	228	3 00	0 70	0 82	1	Riverside	213	7 00	2 00	2 00	2 00
Chaffey	148	8 00	6 00	6 00	6 00	Saddleback	248	4 66	2 00	2 00	2 50
Citrus	137	4 40	1 00	1 00	2 00	San Bernardino	184	5 00	1 50	0 00	1
Coast	509	8 61	3 00	0 00	1	San Diego	570	7 00	0 00	0 00	2 00
Compton	67	0 00	0 00	1	1	San Francisco	592	7 40	2 50	0 00	2 20
Contra Costa	404	6 50	3 00	0 00	2 00	San Joaquin Delta	210	6 00	2 50	3 00	1
Desert	113	4 00	1 00	0 00	2 00	San Jose-Evergreen	209	5 50	0 00	0 00	1
El Camino	303	4 65	0 00	1	1	San Luis Obispo	95	5 84	3 37	0 00	4 30
Feather River	19	8 30	1 00	12 85	1	San Mateo County	344	6 50	1	0 00	2 00
Foothill-De Anza	413	6 70	0 00	0 00	1	Santa Barbara	185	7 43	2 00	0 00	0 00
Fremont-Newark	100	5 66	1 00	0 00	2 00	Santa Clarita	-- ²	5 00	2 00	2 00	1 00
Gavilan	62	5 50	2 00	2 00	1	Santa Monica	224	6 66	2 00	2 00	1
Glendale	164	5 66	0 00	2 00	3 00	Sequoias	-- ²	4 25	0 00	1 50	1
Grossmont-						Shasta-Tehama-					
Cuyamaca	232	0 00	0 00	0 00	1	Trinity	122	8 50	3 00	0 00	0 00
Hartnell	75	6 00	1 50	0 00	1	Sierra	127	7 30	3 21	0 00	1
Imperial	84	3 00	3 00	2 00	1	Siskiyou	38	5 18	3 00	0 00	1
Kern	250	5 00	0 00	0 00	0 00	Solano County	139	7 00	2 25	0 00	1
Lake Tahoe	20	5 00	3 00	0 00	1	Sonoma County	250	5 50	1 50	3 65	1
Lassen	49	4 66	5 00	2 00	1	Southwestern	180	6 00	2 00	1 00	1 00
Long Beach	258	5 50	4 80	0 00	0 00	State Center	288	6 95	4 00	2 00	2 00
Los Angeles	1,484	0 00	0 00	0 00	3 00	Ventura County	391	8 00	1	0 00	1
Los Rios	541	5 82	0 00	0 00	0 90	Victor Valley	74	4 00	4 00	2 00	1
Marin	107	11 75	0 80	1 30	0 00	West Hills	51	1 00	4 50	0 00	1
Mendocino-Lake	41	5 66	2 00	1 50	0 00	West Kern	22	10 00	0 00	0 00	3 80
Merced	124	5 60	1 00	0 00	0 00	West Valley-					
Mira Costa	86	6 40	1 04	2 00	0 00	Mission	230	4 50	0 00	2 00	0 00
Monterey						Yosemite	206	5 00	0 00	0 00	0 00
Peninsula	102	5 50	0 00	0 00	1	Yuba	114	5 00	5 00	0 00	0 00
Mt San Antonio	276	6 00	5 00	5 50	0 00	Total Faculty	14 459				
Mt San Jacinto	46	8 00	5 00	3 36	1	Unweighted Mean					
Napa	82	7 00	0 00	0 00	1	District COLA		5 55%	1 95%	1 08%	1 27%
North Orange	462	1 30	1 00	1 00	2 00	Weighted Mean					
						District COLA ¹		5 33%	1 54%	0 71%	1 57%

1 Salary negotiations were still in progress as of the deadline for this report

2 Data were unavailable, unreported, or no response was received to follow-up efforts

3 Salaries weighted by the Fall staffing pattern of applicable fiscal year

Source: Derived from the Staff Data File, Chancellor's Office, California Community Colleges

The discrepancy between the 1993-94 and 1992-93 figures will likely decline as more complete information is obtained on 1993-94 faculty salary increases and the mean district COLA figures are updated. As a result of the updates, the system-wide average cost-of-living increase typically falls. For 1992-93, the update moved the average cost-of-living increase from 89 percent with incomplete information to 71 percent with more complete information.

One of the reasons this occurs is that districts engaged in protracted salary negotiations are often those with the least financial resources. Accordingly, the final settlements are often below statewide averages. In 1993-94, it can be expected that many of the 30 districts that have not yet reported will grant no salary increases at all. Consequently, the 1.57 percent average increase for faculty calculated based on the 41 districts that did report will be lowered when all districts have reported. If all of the non-reporting districts granted no increase, the statewide weighted average would be 1.06 percent.

Display 6 on page 11 provides a graphic demonstration of how salary increases in the community colleges are receding. It can be seen that most increases in 1990-91 were in the 4.1 to 8.0 percent range. In 1991-92, that percentage fell to where most increases, if any were granted, were at 4.0 percent or below. In both 1992-93 and 1993-94, the modal increase has been zero, with most districts granting 2.0 percent or less. When the currently unreported districts do report, it is expected that most will fall into the first two categories of 2.0 percent or less.

Salary schedule categories

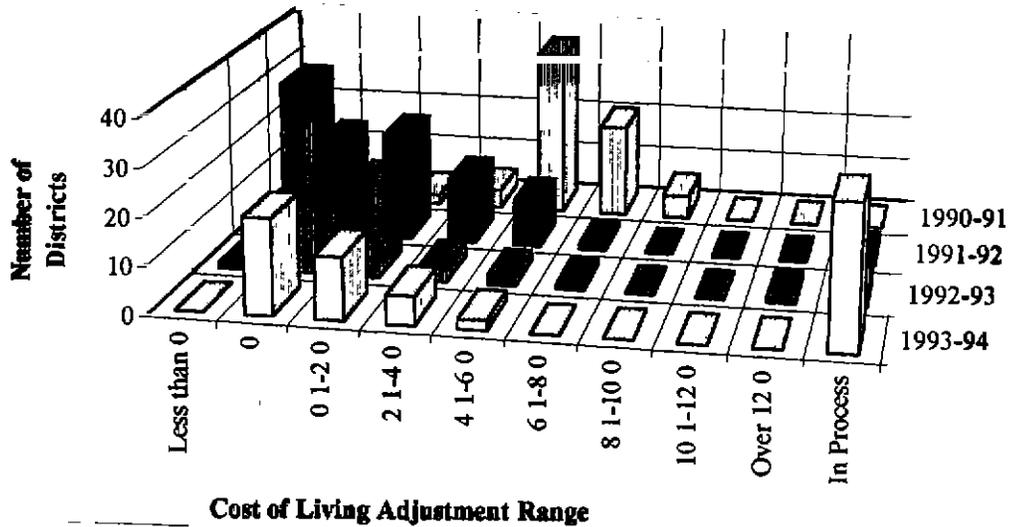
The salary schedules of the 71 districts generally provide a number of salary categories or classes through which faculty members can advance depending on educational qualifications, and another series of steps that provide salary increases based on longevity. Sample schedules are reproduced as Displays 7 and 8 on pages 11 and 12 -- those of the Rio Hondo and Contra Costa Community College Districts.

As with mean salaries, these schedules vary greatly from district to district, with some districts offering only one salary classification based on educational achievement, while others offer as many as nine. In addition, some districts have as few as 12 anniversary increments, while others have 30 or more. In some cases, additional stipends are provided to doctoral degree holders, department chairpersons, and others with special qualifications or responsibilities.

Part-time faculty and full-time faculty with overload assignments

For many years, the community colleges have employed a large number of part-time or temporary faculty, and most districts have also permitted full-time regular and contract faculty to work additional hours or overloads. Display 9 on page 13 shows several comparisons between full-time, part-time, and overload faculty between Fall 1989 and Fall 1993. For example, it shows the number of full-time faculty with and without overload assignments compared to the number of part-time faculty. It also shows workload in terms of weekly faculty contact hours.

DISPLAY 6 Range of Cost-of-Living Adjustments, California Community Colleges, 1990-91 to 1993-94



Source Derived from the Staff Data File Chancellor's Office, California Community Colleges

DISPLAY 7 Rio Hondo Community College District Salary Schedule for Full-Time Faculty, 1993-94

Step	Column 1	Column 2	Column 3	Column 4
1	\$30,118	\$31,901	\$33,679	\$35,465
2	31,734	33,518	35,297	37,085
3	33,357	35,139	36,916	38,700
4	34,977	36,761	38,536	40,322
5	36,597	38,376	40,157	41,941
6	38,211	39,998	41,775	43,562
7	39,834	41,618	43,397	45,182
8	41,454	43,238	45,017	46,803
9	43,073	44,857	46,637	48,418
10	44,694	46,479	48,254	50,040
11	46,316	48,094	49,874	51,660
12		49,715	51,496	53,281
13			53,114	54,898
14				56,520

Column 1 For less than bachelor's degree plus 30 units in an academic area use Column 1 less \$1,032

Column 2 Unit members with an earned doctorate shall be placed on Column 4 and shall receive an additional \$1,780

Column 3 On Column 2, an increment of \$1,623 shall be granted after completion of 15 years of service credited by the district

Column 4 On Column 3, an increment of \$1,623 shall be granted after completion of 16 years of service credited by the district

Column 5 On Column 4, an increment of \$1,623 shall be granted after completion of 17 years of service credited by the district

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 8 Contra Costa Community College District Certificated Salary Schedule, 1993-94

Step	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	\$28,764	\$30,408	\$32,028	\$33,612	\$35,256	\$36,864	\$38,484
2	30,408	32,028	33,612	35,256	36,864	38,484	40,056
3	32,028	33,612	35,256	36,864	38,484	40,056	41,700
4	33,612	35,256	36,864	38,484	40,056	41,700	43,332
5	35,256	36,864	38,484	40,056	41,700	43,332	44,952
6	36,864	38,484	40,056	41,700	43,332	44,952	46,596
7	38,484	40,056	41,700	43,332	44,952	46,596	48,204
8	40,056	41,700	43,332	44,952	46,596	48,204	49,812
9	41,700	43,332	44,952	46,596	48,204	49,812	51,444
10		44,952	46,596	48,204	49,812	51,444	53,076
11			48,204	49,812	51,444	53,076	54,624
12				51,444	53,076	54,624	56,268
13					54,624	56,268	57,912
14					54,624	56,268	57,912
15					54,624	56,268	57,912
16					56,268	57,912	59,496
17					56,268	57,912	59,496
18					56,268	57,912	59,496
19					57,912	59,496	61,128
20					57,912	59,496	61,128
21					57,912	59,496	61,128
22					59,496	61,128	62,784

Class I BA
 Class II BA plus 15 units
 Class III BA plus 30 units or an MA.
 Class IV BA plus 45 units or an MA plus 15 units
 Class V BA plus 60 units or an MA plus 30 units
 Class VI BA plus 75 units or an MA plus 45 units
 Class VII BA plus 90 units or an MA plus 60 units or a Doctorate
 Source Chancellor's Office, California Community Colleges

(WFCH) -- the actual number of hours faculty spend in classrooms. Comparing these two, it can be seen that, while the number of part-time faculty outnumber full-time faculty by almost two-to-one, they taught only 36.8 percent of these contact hours in Fall 1993. Regular and contract faculty taught 56.0 percent on regular assignments, with those teaching overloads accounting for the remaining 7.2 percent. Regular and contract faculty on regular assignments averaged 15.9 weekly faculty contact hours in Fall 1993, a number that has remained relatively constant for the past several years. Part-time faculty averaged 5.7 hours, and those teaching any overload averaged 4.8 additional hours. Some 42.4 percent of full-time regular and contract faculty members teach some overload. Since 1989, the number of contact hours taught per full-time faculty member on regular assignments

DISPLAY 9 Analysis of the Mean Dollars per Weekly Faculty Contact Hour (WFCH) Paid to Full-Time Faculty, Part-Time Faculty, and Full-Time Faculty Teaching Overload Assignments in the California Community Colleges, Fall 1989 to Fall 1993

<u>Item</u>	<u>Fall 1989</u>	<u>Fall 1990</u>	<u>Fall 1991</u>	<u>Fall 1992</u>	<u>Fall 1993¹</u>
1 Number of Faculty Members					
Full-Time Faculty ²	8,445	8,207	8,986	8,891	8,466
Part-Time Faculty	28,606	30,843	28,341	27,369	26,727
Overload Faculty	5,703	6,063	6,397	6,391	6,243
2 Total WFCH Taught					
Full-Time Faculty	234,249	239,016	241,779	243,817	231,933
Part-Time Faculty	158,016	169,849	159,005	161,417	152,244
Overload Faculty	27,843	28,533	30,901	30,777	29,860
3 Percentage Distribution of WFCH Taught					
Full-Time Faculty	55.8%	54.6%	56.0%	55.9%	56.0%
Part-Time Faculty	37.6%	38.8%	36.8%	37.0%	36.8%
Overload Faculty	6.6%	6.5%	7.2%	7.1%	7.2%
4 Mean WFCH Taught					
Full-Time Faculty ³	16.6	16.7	15.7	16.0	15.9
Part-Time Faculty	5.5	5.5	5.6	5.9	5.7
Overload Faculty	4.9	4.7	4.8	4.8	4.8
5 Mean Dollars Paid per WFCH					
Part-Time Faculty	\$29.68	\$31.79	\$33.09	\$34.33	34.64
Overload Faculty	\$35.04	\$37.06	\$38.12	\$39.33	39.62
6 Percent that Overload Faculty Compensation Exceeds Part-Time Faculty Compensation	18.1%	16.5%	15.2%	14.6%	14.4%
7 Mean Dollars Paid to Contract and Regular Faculty per WFCH, Assuming No Overload Assignments ⁴					
Unadjusted	\$75.42	\$81.15	\$89.30	\$87.54	\$90.24
Adjusted ⁵	\$56.57	\$60.86	\$66.98	\$65.66	\$67.68
8 Percent that Compensation of Full-Time Faculty as Adjusted in Item 7 Exceeds Part-Time and Overload Faculty Compensation per WFCH					
Part-Time Faculty	90.6%	91.5%	102.4%	91.3%	95.4%
Overload Faculty	61.4%	64.2%	75.7%	66.9%	70.8%

1 Figures are statewide estimates from the Community Colleges Chancellor's Office

2 No overload All contract and regular faculty

3 Full-time faculty teaching regular assignments only

4 Based on a 35-week year

5 Dollar amount reduced by 25 percent to reflect additional responsibilities of regular and contract faculty such as counseling, advising, committee work, office hours, and community service

Source Derived from the Staff Data File Chancellor's Office California Community Colleges

has declined slightly, while those of both part-timers and faculty teaching overloads are very close to what they were in 1989

Compensation comparisons between full-time and part-time faculty are difficult to make, since part-time faculty generally do not have responsibilities other than classroom teaching and preparation for teaching, while full-time faculty are expected to spend time in counseling, advising, committee work, office hours, and community service. The exact proportion of total workload devoted to activities not directly related to classroom teaching and preparation is not known, but an assumption used by the Chancellor's Office (1987, p. 7) is that three-fourths is instructionally related, while the remaining one-fourth is devoted to other campus activities. Although this estimate is not a precise measure, by using it as an adjustment in Item 7 of Display 9, it is possible to make the several general comparisons shown in Item 8 of that display. On a systemwide basis, full-time faculty in Fall 1993 earned substantially more in salary (78.4 percent more) per weekly faculty contact hour as did part-time faculty, and 56.0 percent more than the amount full-time faculty received for overload assignments. If fringe benefits were added into these calculations, these percentages would be even higher.

Based on hourly rates paid part-time faculty and those full-time faculty with overload assignments, Item 6 in Display 9 indicates that overload faculty are currently paid 14.4 percent more for their overload assignments than part-time faculty.

**Implications
of the data**

Over the past five years, the workload and compensation differences among regular faculty, part-time faculty, and overload faculty have changed very little. Given the continuing fiscal crisis facing California higher education, one might expect to see changes in these areas. However, perhaps more indicative of the continuing fiscal crisis in California higher education is the amount of the cost-of-living adjustments granted to contract and regular faculty. Until the current year, the average cost-of-living adjustment for community college faculty had been declining steadily since 1989-90. The weighted mean adjustment declined from 6.69 percent in that year to 0.71 percent in 1992-93, and while only two districts gave no cost-of-living adjustment in 1989-90, over 30 did so in 1992-93. Fiscal pressures have undoubtedly had an impact upon the cost-of-living adjustments granted to community college faculty. For 1993-94, however, the weighted mean cost-of-living adjustment began to climb once again. While it by no means has climbed back to the levels it was at prior to the start of California's economic difficulties, it is over twice what it was for 1992-93. One must be careful, however, about interpreting this as a sign of improved economic health. As cost-of-living adjustments are put off or delayed, as they were in both 1992-93 and 1991-92, the pressure for cost-of-living adjustments in subsequent years only increases. Thus, the increases for 1993-94 may be as much a reflection of accumulated pressures for cost-of-living adjustments as a reflection of lessening economic pressures being faced by California's community colleges.

In a previous report, the Commission noted that the community colleges expected to hire some 20,000 new faculty over the next 15 years -- a task that was assumed to be very difficult given the current budgetary austerity. No systematic studies have been conducted of community college faculty recruitment, yet all anecdotal evidence suggests that community college districts are not having difficulty filling vacancies. Most vacancies for full-time teaching positions are pursued by hundreds of applicants, many of them drawn from among the large pool of part-time teachers who often commute between campuses -- the "freeway flyers," as they are often called.

In times of fiscal crisis, one might expect the number of contact hours taught by part-time and overload faculty to increase. However, since Fall 1990, the proportion of contact hours taught by full-time and overload faculty has increased, while the proportion and number of contact hours taught by part-time faculty has decreased. This may be explained, in part, by the provisions of AB 1725 (Chapter 973, Statutes of 1988). AB 1725 established a goal -- not to be confused with a mandate -- that the share of contact hours taught by full-time faculty should be 75 percent (currently 63.2 percent). Despite the current fiscal environment's incentives to hold the line on full-time salaries and to hire as many part-time faculty as possible, the community colleges are continuing to pursue the AB 1725's 75 percent goal. The proportion of contact hours taught by full-time faculty has been virtually unchanged over the last three years.

Some districts may attempt to reduce their full-time faculty cadres by offering early retirement programs -- this could be effective given that about 27 percent of the full-time community college faculty (about 4,400 instructors) are currently 55 years of age or older. Retiring full-time faculty could be replaced with part-time faculty at a considerable savings per contact hour taught. That, however, would increase the percentage of contact hours taught by part-time faculty, thereby running the risk of legislative displeasure because of the provisions of AB 1725. Alternatively, districts could achieve a smaller level of savings by hiring less senior full-time faculty who would presumably earn less than the retiring faculty.

The problems faced by community colleges related to faculty salaries are but a part of the larger budgetary problem faced by the community colleges and the rest of public higher education in California. Given the State's structural budget problems, it appears that these problems will outlast the State's current economic slowdown. Since these fiscal pressures will likely continue, California's community colleges face few good options in the near future regarding faculty employment and compensation.

Reference Chancellor's Office, California Community Colleges *Study of Part-Time Instruction*. Sacramento: Research Analysis Unit, Chancellor's Office, January 1987.

APPENDIX Supplemental Statistical Displays

DISPLAY 10 Number of Employees by Type of Assignment, California Community Colleges, Fall 1993

<u>District</u>	<u>Full-Time Faculty</u>	<u>Part-Time Faculty</u>	<u>District</u>	<u>Full-Time Faculty</u>	<u>Part-Time Faculty</u>
Allan Hancock	114	278	Palo Verde	19	38
Antelope Valley	106	229	Palomar	253	528
Barstow	29	86	Pasadena Area	330	479
Butte	151	359	Peralta	357	413
Cabrillo	195	299	Rancho Santiago	321	774
Cerritos	230	347	Redwoods	111	273
Chabot-Las Positas	246	483	Rio Hondo	138	166
Chaffey	214	130	Riverside	219	491
Citrus	139	285	Saddleback	269	582
Coast	542	897	San Bernardino	193	275
Compton	73	75	San Diego	590	1,275
Contra Costa	424	685	San Francisco	663	837
Desert	116	274	San Joaquin Delta	217	267
El Camino	319	419	San Jose-Evergreen	225	513
Feather River	21	53	San Luis Obispo	101	152
Foothill-De Anza	537	606	San Mateo County	371	547
Fremont-Newark	109	238	Santa Barbara	207	569
Gavilan	68	142	Santa Clarita	N/A	N/A
Glendale	186	407	Santa Monica	239	444
Grossmont-Cuyamaca	242	517	Sequoias	147	155
Hartnell	97	188	Shasta-Tehama-Trinity	134	243
Imperial	n/a	n/a	Sierra	133	304
Kern	287	504	Siskiyou	44	65
Lake Tahoe	34	108	Solano County	147	217
Lassen	62	226	Sonoma County	273	779
Long Beach	277	490	Southwestern	185	338
Los Angeles	1,626	1,430	State Center	307	568
Los Rios	600	954	Ventura County	402	510
Marin	126	170	Victor Valley	90	219
Mendocino-Lake	41	141	West Hills	55	67
Merced	142	267	West Kern	23	35
Mira Costa	97	325	West Valley-Mission	255	464
Monterey Peninsula	111	161	Yosemite	248	280
Mt San Antonio	284	317	Yuba	<u>117</u>	<u>213</u>
Mt San Jacinto	53	181			
Napa	97	202	Systemwide Estimate	16,012	26,727
North Orange	497	900			

Source Derived from the Staff Data File Chancellor's Office, California Community Colleges

DISPLAY 11 Number of Full-Time-Equivalent Employees by Type of Assignment, California Community Colleges, Fall 1993

<u>District</u>	<u>Full Time Faculty</u>	<u>Part-Time Faculty</u>	<u>District</u>	<u>Full-Time Faculty</u>	<u>Part-Time Faculty</u>
Allan Hancock	91 5	73 3	Palo Verde	18 8	7 6
Antelope Valley	98 7	81 9	Palomar	204 2	181 5
Barstow	24 5	23 1	Pasadena Area	287 2	151 0
Butte	119 2	129 1	Peralta	268 9	128 3
Cabrillo	162 3	101 8	Rancho Santiago	240 0	272 0
Cerritos	198 8	114 8	Redwoods	92 4	80 6
Chabot-Las Positas	220 4	152 5	Rio Hondo	133 8	54 6
Chaffey	170 0	50 7	Riverside	187 2	147 0
Citrus	120 6	82 5	Saddleback	234 9	187 0
Coast	478 4	298 5	San Bernardino	172 2	80 1
Compton	60 7	26 8	San Diego	506 8	483 7
Contra Costa	380 7	229 6	San Francisco	531 2	329 9
Desert	90 6	97 8	San Joaquin Delta	210 1	83 6
El Camino	294 8	144 8	San Jose-Evergreen	202 1	122 2
Feather River	19 1	15 1	San Luis Obispo	84 2	59 8
Foothill-De Anza	448 6	195 6	San Mateo County	290 9	181 8
Fremont-Newark	91 6	75 5	Santa Barbara	179 6	134 0
Gavilan	58 5	43 8	Santa Clarita	N/A	N/A
Glendale	170 2	146 8	Santa Monica	195 3	150 1
Grossmont-Cuyamaca	220 7	176 6	Sequoias	112 0	51 3
Hartnell	89 2	55 8	Shasta-Tehama-Trinity	120 6	59 7
Imperial	N/A	N/A	Sierra	123 7	92 0
Kern	213 9	143 0	Siskiyou	35 4	17 2
Lake Tahoe	23 7	31 3	Solano County	124 0	73 1
Lassen	46 8	50 1	Sonoma County	215 1	232 5
Long Beach	247 4	182 1	Southwestern	175 7	117 8
Los Angeles	1,261 8	451 5	State Center	282 1	190 1
Los Rios	517 7	299 0	Ventura County	328 0	189 2
Marin	108 5	63 8	Victor Valley	79 9	66 4
Mendocino-Lake	38 2	37 9	West Hills	46 2	21 0
Merced	110 5	75 8	West Kern	19 5	9 9
Mira Costa	85 6	96 3	West Valley-Mission	230 8	155 0
Monterey Peninsula	95 8	49 6	Yosemite	215 7	86 5
Mt San Antonio	257 3	124 1	Yuba	<u>100 8</u>	<u>54 6</u>
Mt San Jacinto	45 7	60 2			
Napa	80 1	58 7	Statewide Estimate	13,861 0	8,842 0
North Orange	447 7	281 5			

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 12 Percent Distribution of Annual Salary per Schedule plus Stipends in the California Community Colleges, Credit Faculty Only, Fall 1993

District	Percentage Receiving Specified Salary Amount							Total	No of Faculty	Mean Salary	Total Salary
	\$18,000-\$40,000	\$40,001-\$45,000	\$45,001-\$50,000	\$50,001-\$55,000	\$55,001-\$60,000	\$60,001-\$65,000	\$65,001+				
Allan Hancock	19.6%	17.6%	24.5%	33.3%	3.9%	0.0%	1.0%	100.0%	102	\$45,831	\$4,674,771
Antelope Valley	2.0%	8.2%	19.4%	18.4%	12.2%	30.6%	9.2%	100.0%	98	55,582	5,447,054
Barstow	0.0%	3.8%	19.2%	50.0%	19.2%	7.7%	0.0%	100.0%	26	53,130	1,381,390
Butte	6.1%	18.4%	21.1%	37.7%	12.3%	4.4%	0.0%	100.0%	114	49,789	5,675,995
Cabrillo	24.3%	22.3%	14.9%	20.3%	18.2%	0.0%	0.0%	100.0%	148	46,391	6,865,872
Cerritos	12.2%	10.7%	10.2%	20.0%	30.2%	16.6%	0.0%	100.0%	205	52,311	10,723,749
Chabot-Las Positas	17.8%	11.6%	10.2%	46.2%	14.2%	0.0%	0.0%	100.0%	225	48,481	10,908,283
Chaffey	0.0%	2.8%	4.2%	10.4%	34.0%	42.4%	6.3%	100.0%	144	58,947	8,488,360
Citrus	13.7%	13.7%	16.9%	17.7%	21.8%	12.1%	4.0%	100.0%	124	51,491	6,384,877
Coast	9.4%	11.0%	14.1%	14.1%	49.4%	0.8%	1.2%	100.0%	490	52,018	25,488,710
Compton	33.9%	16.1%	21.0%	27.4%	1.6%	0.0%	0.0%	100.0%	62	43,958	2,725,400
Contra Costa	5.1%	11.4%	13.7%	14.5%	23.6%	31.7%	0.0%	100.0%	394	53,853	21,218,172
Desert	17.0%	26.6%	35.1%	12.8%	6.4%	2.1%	0.0%	100.0%	94	45,810	4,306,155
El Camino	9.2%	13.2%	16.3%	17.3%	43.7%	0.0%	0.3%	100.0%	295	50,665	14,946,124
Feather River	5.3%	31.6%	52.6%	0.0%	0.0%	10.5%	0.0%	100.0%	19	46,873	890,583
Foothill-De Anza	3.6%	6.7%	9.8%	23.1%	41.9%	12.3%	2.6%	100.0%	389	54,524	21,209,798
Fremont-Newark	10.8%	10.8%	11.8%	19.4%	46.2%	1.1%	0.0%	100.0%	93	50,825	4,726,754
Gavilan	3.6%	7.1%	14.3%	21.4%	42.9%	10.7%	0.0%	100.0%	56	54,019	3,025,072
Glendale	8.2%	8.9%	17.1%	19.2%	39.7%	6.2%	0.7%	100.0%	146	51,890	7,575,894
Grossmont-Cuyamaca	19.8%	10.8%	13.1%	54.5%	1.8%	0.0%	0.0%	100.0%	222	47,604	10,567,999
Hartnell	21.3%	16.0%	18.7%	44.0%	0.0%	0.0%	0.0%	100.0%	75	45,917	3,443,740
Imperial	16.5%	29.1%	12.7%	41.8%	0.0%	0.0%	0.0%	100.0%	79	46,096	3,641,609
Kern	20.5%	23.1%	20.1%	31.0%	2.6%	1.7%	0.9%	100.0%	229	45,234	10,358,499
Lake Tahoe	22.2%	22.2%	16.7%	38.9%	0.0%	0.0%	0.0%	100.0%	18	45,803	824,447
Lassen	13.5%	18.9%	45.9%	18.9%	2.7%	0.0%	0.0%	100.0%	37	46,952	1,737,208
Long Beach	2.0%	6.4%	18.5%	30.9%	30.5%	11.6%	0.0%	100.0%	249	53,291	13,269,465
Los Angeles	10.9%	10.8%	60.3%	17.1%	0.6%	0.2%	0.1%	100.0%	1,243	47,353	58,860,027
Los Rios	24.2%	13.8%	10.5%	44.0%	7.6%	0.0%	0.0%	100.0%	516	46,947	24,224,822
Marin	1.0%	2.0%	5.9%	28.4%	30.4%	32.4%	0.0%	100.0%	102	56,323	5,744,977
Mendocino-Lake	7.5%	20.0%	25.0%	45.0%	2.5%	0.0%	0.0%	100.0%	40	47,770	1,910,799
Merced	13.0%	19.1%	16.5%	33.9%	13.9%	3.5%	0.0%	100.0%	115	48,572	5,585,746
Mira Costa	13.1%	10.7%	15.5%	10.7%	25.0%	20.2%	4.8%	100.0%	84	52,639	4,421,699
Monterey Peninsula	8.2%	17.5%	34.0%	28.9%	10.3%	1.0%	0.0%	100.0%	97	48,129	4,668,504
Mt San Antonio	4.8%	10.7%	11.8%	18.4%	11.8%	25.4%	17.3%	100.0%	272	55,817	15,182,178
Mt San Jacinto	22.2%	22.2%	26.7%	6.7%	20.0%	2.2%	0.0%	100.0%	45	46,018	2,070,807
Napa	19.8%	21.0%	14.8%	39.5%	4.9%	0.0%	0.0%	100.0%	81	46,263	3,747,287
North Orange	7.3%	8.9%	20.3%	32.6%	30.8%	0.0%	0.0%	100.0%	438	50,847	22,271,179
Palo Verde	76.5%	5.9%	5.9%	11.8%	0.0%	0.0%	0.0%	100.0%	17	36,739	624,558
Palomar	3.9%	15.8%	18.4%	29.4%	30.7%	1.8%	0.0%	100.0%	228	50,989	11,625,495
Pasadena Area	11.9%	15.7%	23.1%	26.2%	19.2%	3.5%	0.3%	100.0%	286	49,049	14,028,023
Peralta	14.9%	11.5%	72.2%	1.0%	0.3%	0.0%	0.0%	100.0%	295	45,032	13,284,300
Rancho Santiago	2.7%	7.2%	10.8%	21.1%	35.0%	23.3%	0.0%	100.0%	223	54,708	12,199,983
Redwoods	13.3%	13.3%	13.3%	57.8%	2.4%	0.0%	0.0%	100.0%	83	48,335	4,011,764
Rio Hondo	0.8%	3.8%	5.3%	27.8%	61.7%	0.8%	0.0%	100.0%	133	55,477	7,378,480
Riverside	6.6%	13.2%	24.9%	21.8%	17.8%	14.7%	1.0%	100.0%	197	51,174	10,081,376
Saddleback	3.3%	5.3%	7.8%	13.6%	14.8%	16.9%	38.3%	100.0%	243	61,026	14,829,228
San Bernardino	9.4%	11.1%	21.1%	23.3%	16.7%	17.2%	1.1%	100.0%	180	51,529	9,275,149
San Diego	12.4%	17.8%	16.4%	22.7%	29.9%	0.0%	0.9%	100.0%	428	49,388	21,138,000
San Francisco	8.8%	16.9%	22.5%	20.0%	31.8%	0.0%	0.0%	100.0%	409	49,754	20,349,474
San Joaquin Delta	1.0%	1.0%	12.1%	18.8%	27.5%	36.2%	3.4%	100.0%	207	57,137	11,827,333
San Jose-Evergreen	9.7%	10.7%	21.8%	41.7%	15.5%	0.5%	0.0%	100.0%	206	49,771	10,252,883
San Luis Obispo	19.4%	22.6%	16.1%	31.2%	9.7%	1.1%	0.0%	100.0%	93	45,998	4,277,822
San Mateo County	4.7%	12.5%	10.6%	25.5%	46.4%	0.0%	0.3%	100.0%	321	52,259	16,775,229
Santa Barbara	12.9%	17.5%	23.4%	33.9%	12.3%	0.0%	0.0%	100.0%	171	48,036	8,214,143
Santa Clarita	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Santa Monica	1.4%	7.0%	9.8%	13.0%	26.0%	40.0%	2.8%	100.0%	215	56,865	12,225,945
Sequoias	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Shasta-Tehama	16.8%	16.8%	21.8%	42.0%	2.5%	0.0%	0.0%	100.0%	119	47,494	5,651,729
Sierra	22.7%	26.1%	11.8%	26.1%	13.4%	0.0%	0.0%	100.0%	119	46,772	5,565,869
Siskiyou	21.1%	23.7%	28.9%	15.8%	7.9%	2.6%	0.0%	100.0%	38	45,656	1,734,928
Solano County	7.9%	8.7%	22.0%	10.2%	49.6%	0.8%	0.8%	100.0%	127	51,722	6,568,676
Sonoma County	6.9%	7.4%	8.2%	17.3%	44.2%	16.0%	0.0%	100.0%	231	53,449	12,346,653
Southwestern	6.7%	11.7%	19.4%	18.9%	26.1%	17.2%	0.0%	100.0%	180	52,275	9,409,444
State Center	7.7%	10.2%	17.9%	23.0%	29.2%	11.3%	0.7%	100.0%	274	52,056	14,263,302
Ventura County	6.3%	10.6%	15.9%	18.8%	42.5%	5.3%	0.6%	100.0%	320	52,293	16,733,888
Victor Valley	17.6%	32.4%	10.3%	11.8%	23.5%	4.4%	0.0%	100.0%	68	47,672	3,241,692
West Hills	21.7%	15.2%	47.8%	13.0%	2.2%	0.0%	0.0%	100.0%	46	45,224	2,080,281
West Kern	0.0%	4.5%	9.1%	9.1%	22.7%	22.7%	31.8%	100.0%	22	60,474	1,330,418
West Valley-Mission	4.5%	8.2%	16.8%	37.7%	24.5%	7.7%	0.5%	100.0%	220	52,026	11,445,744
Yosemite	13.7%	9.8%	25.5%	50.0%	1.0%	0.0%	0.0%	100.0%	204	48,136	9,819,787
Yuba	10.9%	5.0%	5.0%	20.8%	38.6%	18.8%	1.0%	100.0%	101	54,141	5,468,291
Statewide Estimate	10.3%	12.2%	21.6%	24.5%	22.2%	7.6%	1.7%	100.0%	13,170	\$50,665	\$667,253,892

Source: Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 13 Percent Distribution of Annual Salary per Schedule plus Stipends in the California Community Colleges, Total Contract and Regular Faculty, Fall 1993

District	Percentage Receiving Specified Salary Amount							Total	No of Faculty	Mean Salary	Total Salary
	\$18,000- \$40,000	\$40,001- \$45,000	\$45,001- \$50,000	\$50,001- \$55,000	\$55,001- \$60,000	\$60,001- \$65,000	\$65,001+				
Allan Hancock	22.5%	16.2%	23.4%	32.4%	4.5%	0.0%	0.9%	100.0%	111	\$45,143	\$5,010,874
Antelope Valley	2.0%	8.1%	19.2%	19.2%	12.1%	30.3%	9.1%	100.0%	99	55,527	5,497,185
Barstow	0.0%	3.7%	18.5%	48.1%	22.2%	7.4%	0.0%	100.0%	27	53,265	1,438,146
Butte	10.1%	17.8%	20.9%	34.9%	11.6%	4.7%	0.0%	100.0%	129	49,156	6,341,073
Cabrillo	25.8%	21.3%	14.2%	20.0%	18.1%	0.6%	0.0%	100.0%	155	46,125	7,149,352
Cerritos	11.9%	10.5%	10.0%	20.1%	29.7%	16.0%	1.8%	100.0%	219	52,669	11,534,615
Chabot-Las Positas	18.0%	11.4%	10.1%	46.5%	14.0%	0.0%	0.0%	100.0%	228	48,467	11,050,519
Chaffey	1.4%	2.7%	4.1%	10.8%	33.1%	41.9%	6.1%	100.0%	148	58,479	8,654,911
Citrus	19.7%	13.1%	16.1%	16.1%	19.7%	10.9%	4.4%	100.0%	137	49,539	6,786,787
Coast	9.2%	11.2%	14.1%	13.9%	48.7%	1.4%	1.4%	100.0%	509	52,083	26,510,444
Compton	35.8%	14.9%	20.9%	25.4%	3.0%	0.0%	0.0%	100.0%	67	43,635	2,923,550
Contra Costa	5.0%	11.1%	13.9%	14.1%	23.8%	32.2%	0.0%	100.0%	404	53,937	21,790,447
Desert	17.7%	25.7%	31.9%	16.8%	6.2%	1.8%	0.0%	100.0%	113	46,013	5,199,501
El Camino	9.2%	12.9%	16.5%	17.5%	42.9%	0.3%	0.7%	100.0%	303	50,704	15,363,278
Feather River	5.3%	31.6%	52.6%	0.0%	0.0%	10.5%	0.0%	100.0%	19	46,873	890,583
Foothill-De Anza	6.8%	6.3%	9.2%	22.0%	39.7%	12.3%	3.6%	100.0%	413	54,023	22,311,384
Fremont-Newark	11.0%	11.0%	14.0%	19.0%	44.0%	1.0%	0.0%	100.0%	100	50,580	5,057,960
Gavilan	3.2%	11.3%	16.1%	21.0%	38.7%	9.7%	0.0%	100.0%	62	53,155	3,295,594
Glendale	7.9%	9.8%	17.1%	20.1%	36.6%	7.3%	1.2%	100.0%	164	51,968	8,522,806
Grossmont-Cuyamaca	19.8%	11.2%	13.4%	53.0%	2.6%	0.0%	0.0%	100.0%	232	47,587	11,040,076
Hartnell	21.3%	16.0%	18.7%	44.0%	0.0%	0.0%	0.0%	100.0%	75	45,917	3,443,740
Imperial	16.7%	27.4%	11.9%	44.0%	0.0%	0.0%	0.0%	100.0%	84	46,298	3,888,991
Kern	20.0%	22.0%	18.8%	30.4%	3.6%	3.2%	2.0%	100.0%	250	45,830	11,457,572
Lake Tahoe	20.0%	20.0%	15.0%	40.0%	5.0%	0.0%	0.0%	100.0%	20	46,778	935,550
Lassen	12.2%	16.3%	40.8%	20.4%	4.1%	0.0%	6.1%	100.0%	49	48,852	2,393,744
Long Beach	2.3%	6.2%	18.2%	30.6%	30.2%	11.6%	0.8%	100.0%	258	53,373	13,770,227
Los Angeles	10.8%	10.4%	53.6%	16.7%	3.0%	5.4%	0.2%	100.0%	1,484	48,316	71,700,421
Los Rios	24.0%	13.9%	10.4%	43.8%	7.9%	0.0%	0.0%	100.0%	541	46,994	25,423,582
Marin	0.9%	1.9%	5.6%	29.9%	29.9%	31.8%	0.0%	100.0%	107	56,214	6,014,848
Mendocino-Lake	7.3%	19.5%	26.8%	43.9%	2.4%	0.0%	0.0%	100.0%	41	47,797	1,959,696
Merced	12.9%	17.7%	17.7%	33.9%	14.5%	3.2%	0.0%	100.0%	124	48,708	6,039,805
Mira Costa	12.8%	11.6%	15.1%	10.5%	24.4%	20.9%	4.7%	100.0%	86	52,635	4,526,608
Monterey Peninsula	8.8%	17.6%	35.3%	27.5%	9.8%	1.0%	0.0%	100.0%	102	47,926	4,888,403
Mt. San Antonio	4.7%	10.5%	11.6%	19.2%	11.6%	25.0%	17.4%	100.0%	276	55,841	15,412,060
Mt. San Jacinto	21.7%	21.7%	26.1%	8.7%	19.6%	2.2%	0.0%	100.0%	46	46,140	2,122,419
Napa	19.5%	20.7%	14.6%	39.0%	4.9%	0.0%	1.2%	100.0%	82	46,639	3,824,415
North Orange	8.0%	8.9%	20.3%	32.9%	29.7%	0.2%	0.0%	100.0%	462	50,638	23,394,810
Palo Verde	72.2%	5.6%	5.6%	16.7%	0.0%	0.0%	0.0%	100.0%	18	37,709	678,768
Palomar	3.8%	15.7%	17.9%	29.8%	30.6%	1.7%	0.4%	100.0%	235	51,078	12,003,387
Pasadena Area	15.8%	15.5%	21.8%	25.0%	17.7%	3.2%	0.9%	100.0%	316	48,233	15,241,510
Peralta	15.6%	11.7%	69.8%	2.1%	0.9%	0.0%	0.0%	100.0%	134	45,060	15,050,115
Rancho Santiago	5.6%	5.6%	14.4%	21.5%	31.7%	21.1%	0.0%	100.0%	284	53,298	15,136,729
Redwoods	13.6%	18.4%	10.7%	55.3%	1.9%	0.0%	0.0%	100.0%	103	47,978	4,941,711
Rio Hondo	0.7%	3.6%	5.8%	28.5%	60.6%	0.7%	0.0%	100.0%	137	55,375	7,586,417
Riverside	6.6%	13.6%	23.9%	22.1%	18.8%	14.1%	0.9%	100.0%	213	51,175	10,900,263
Saddleback	3.6%	5.2%	8.1%	13.3%	14.9%	16.9%	37.9%	100.0%	248	60,877	15,097,415
San Bernardino	9.2%	10.9%	20.7%	23.4%	17.4%	17.4%	1.1%	100.0%	184	51,690	9,510,950
San Diego	20.5%	17.2%	15.3%	19.8%	24.0%	1.9%	1.2%	100.0%	570	47,761	27,223,545
San Francisco	7.8%	18.1%	23.6%	25.5%	24.7%	0.2%	0.2%	100.0%	592	49,535	29,324,641
San Joaquin Delta	1.0%	1.0%	11.9%	18.6%	27.1%	37.1%	3.3%	100.0%	210	57,214	12,015,015
San Jose-Evergreen	9.6%	10.5%	22.0%	42.1%	15.3%	0.5%	0.0%	100.0%	209	49,779	10,403,898
San Luis Obispo	18.9%	22.1%	17.9%	30.5%	9.5%	1.1%	0.0%	100.0%	95	46,045	4,374,279
San Mateo County	4.7%	12.2%	10.5%	25.0%	45.3%	2.0%	0.3%	100.0%	344	52,409	18,028,755
Santa Barbara	15.7%	17.8%	22.7%	32.4%	11.4%	0.0%	0.0%	100.0%	185	47,304	8,751,287
Santa Clarita	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Santa Monica	1.8%	7.1%	9.8%	12.9%	25.4%	39.7%	3.1%	100.0%	224	56,669	12,693,804
Sequoias	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Shasta-Tehama	16.4%	16.4%	23.0%	41.8%	2.5%	0.0%	0.0%	100.0%	122	47,537	5,799,455
Sierra	22.0%	24.4%	11.8%	27.6%	13.4%	0.8%	0.0%	100.0%	127	47,052	5,975,558
Siskiyou	21.1%	23.7%	28.9%	15.8%	7.9%	2.6%	0.0%	100.0%	38	45,656	1,734,928
Solano County	7.2%	9.4%	23.7%	10.8%	46.8%	1.4%	0.7%	100.0%	139	51,623	7,175,666
Sonoma County	7.2%	7.6%	9.6%	17.6%	43.2%	14.8%	0.0%	100.0%	250	53,101	13,275,241
Southwestern	6.7%	11.7%	19.4%	18.9%	26.1%	17.2%	0.0%	100.0%	180	52,275	9,409,444
State Center	7.3%	9.7%	17.7%	22.9%	29.2%	12.5%	0.7%	100.0%	288	52,268	15,053,112
Ventura County	7.4%	9.2%	14.6%	17.6%	41.4%	9.0%	0.8%	100.0%	391	52,603	20,567,950
Victor Valley	16.2%	31.1%	14.9%	12.2%	21.6%	4.1%	0.0%	100.0%	74	47,734	3,532,350
West Hills	19.6%	15.7%	49.0%	13.7%	2.0%	0.0%	0.0%	100.0%	51	45,511	2,321,061
West Kern	0.0%	4.5%	9.1%	9.1%	22.7%	22.7%	31.8%	100.0%	22	60,474	1,330,418
West Valley-Mission	5.2%	7.8%	16.5%	36.1%	24.8%	7.8%	1.7%	100.0%	230	52,249	12,017,299
Yosemite	13.6%	10.2%	25.7%	49.5%	1.0%	0.0%	0.0%	100.0%	206	48,107	9,910,130
Yuba	10.5%	6.1%	5.3%	19.3%	34.2%	21.1%	3.5%	100.0%	114	54,485	6,211,258
Statewide Estimate	11.0%	12.1%	21.3%	24.2%	21.4%	8.1%	1.8%	100.0%	14,511	\$50,546	\$733,470,727

Source: Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 14 Percent Distribution of Weekly Faculty Contact Hours (WFCH) Taught in the California Community Colleges, Total Contract and Regular Faculty, Fall 1993

District	Percentage of Faculty Teaching Within Specified Weekly Faculty Contact Hour Range								Total Percent	No of Faculty	WFCH per Faculty	District Total WFCH
	0-1	9-11	12-14	15-17	18-20	21-23	24-26	27-30				
Allan Hancock	17.3%	10.6%	39.4%	23.1%	7.7%	0.0%	1.0%	1.0%	100.0%	104	14.7	1,532
Antelope Valley	4.8%	11.4%	45.7%	22.9%	9.5%	1.9%	2.9%	1.0%	100.0%	105	15.6	1,636
Barstow	7.1%	25.0%	64.3%	0.0%	3.6%	0.0%	0.0%	0.0%	100.0%	28	13.6	382
Butte	10.9%	15.2%	34.8%	17.4%	15.2%	0.7%	1.4%	4.3%	100.0%	138	15.4	2,132
Cabrillo	5.2%	19.0%	24.1%	21.8%	13.8%	5.2%	4.0%	6.9%	100.0%	174	17.1	2,980
Cerritos	3.4%	2.4%	48.3%	28.0%	9.7%	6.8%	0.5%	1.0%	100.0%	207	16.3	3,381
Chabot-Las Positas	8.8%	9.6%	30.1%	30.1%	13.4%	4.6%	2.5%	0.8%	100.0%	239	15.7	3,758
Chaffey	23.8%	11.2%	18.4%	35.0%	4.4%	1.9%	4.4%	1.0%	100.0%	206	13.9	2,869
Citrus	4.0%	0.0%	44.8%	24.0%	12.8%	0.0%	11.2%	3.2%	100.0%	125	17.7	2,210
Coast	8.4%	7.6%	54.7%	20.0%	7.4%	0.4%	0.4%	1.0%	100.0%	499	14.9	7,454
Compton	13.4%	13.4%	32.8%	37.3%	3.0%	0.0%	0.0%	0.0%	100.0%	67	14.8	994
Contra Costa	4.2%	15.9%	35.3%	28.7%	13.5%	1.7%	0.7%	0.0%	100.0%	408	15.6	6,352
Desert	16.0%	2.0%	76.0%	6.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100	13.7	1,365
El Camino	4.9%	3.6%	40.1%	30.6%	8.6%	4.6%	3.6%	3.9%	100.0%	304	16.9	5,128
Feather River	9.5%	4.8%	28.6%	38.1%	14.3%	4.8%	0.0%	0.0%	100.0%	21	15.8	332
Foothill-De Anza	9.8%	25.8%	27.4%	14.8%	7.9%	5.0%	2.3%	7.1%	100.0%	481	15.9	7,655
Fremont-Newark	10.0%	5.0%	37.0%	36.0%	8.0%	4.0%	0.0%	0.0%	100.0%	100	15.5	1,549
Gavilan	4.8%	4.8%	27.4%	21.0%	6.5%	27.4%	1.6%	6.5%	100.0%	62	18.2	1,131
Glendale	3.4%	4.5%	59.6%	7.3%	12.9%	9.0%	1.1%	2.2%	100.0%	178	16.6	2,961
Grossmont-Cuyamaca	3.6%	7.7%	62.2%	24.8%	1.8%	0.0%	0.0%	0.0%	100.0%	222	15.0	3,338
Hartnell	3.2%	5.3%	36.2%	16.0%	21.3%	8.5%	3.2%	6.4%	100.0%	94	17.8	1,676
Imperial	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Kern	13.2%	12.3%	30.0%	23.5%	11.1%	4.9%	2.1%	2.9%	100.0%	243	15.3	3,729
Lake Tahoe	21.9%	37.5%	3.1%	37.5%	0.0%	0.0%	0.0%	0.0%	100.0%	32	12.1	387
Lassen	17.0%	17.0%	20.8%	11.3%	28.3%	1.9%	0.0%	3.8%	100.0%	53	15.4	817
Long Beach	8.2%	9.3%	79.5%	0.7%	0.7%	0.7%	0.7%	0.0%	100.0%	268	14.0	3,757
Los Angeles	8.2%	13.6%	60.6%	1.6%	13.5%	0.0%	0.1%	2.4%	100.0%	1,341	15.1	20,254
Los Rios	9.8%	5.5%	33.4%	26.1%	17.3%	6.4%	1.1%	0.4%	100.0%	560	16.1	8,996
Marin	5.2%	6.1%	35.7%	31.3%	11.3%	9.6%	0.0%	0.9%	100.0%	115	16.3	1,874
Mendocino Lake	5.0%	5.0%	25.0%	30.0%	25.0%	10.0%	0.0%	0.0%	100.0%	40	17.0	679
Merced	23.5%	15.4%	57.4%	0.0%	0.7%	0.0%	0.0%	2.9%	100.0%	136	12.8	1,737
Mira Costa	6.5%	11.8%	51.6%	17.2%	6.5%	1.1%	4.3%	1.1%	100.0%	93	15.5	1,445
Monterey Peninsula	14.0%	13.1%	29.0%	31.8%	7.5%	0.0%	0.0%	4.7%	100.0%	107	15.3	1,632
Mt. San Antonio	6.5%	7.2%	32.1%	37.5%	13.7%	2.2%	0.4%	0.4%	100.0%	277	15.7	4,358
Mt. San Jacinto	13.7%	2.0%	49.0%	17.6%	7.8%	9.8%	0.0%	0.0%	100.0%	51	15.2	773
Napa	15.8%	20.0%	24.2%	11.6%	26.3%	1.1%	1.1%	0.0%	100.0%	95	14.8	1,404
North Orange	5.0%	10.1%	34.0%	31.7%	16.4%	0.2%	2.7%	0.0%	100.0%	483	15.9	7,678
Palo Verde	0.0%	0.0%	11.1%	22.2%	27.8%	16.7%	22.2%	0.0%	100.0%	18	20.6	370
Palomar	10.7%	10.7%	47.2%	17.2%	10.7%	3.4%	0.0%	0.0%	100.0%	233	14.9	3,467
Pasadena Area	5.3%	5.3%	44.4%	24.0%	14.5%	2.6%	3.9%	0.0%	100.0%	304	16.1	4,899
Peralta	17.5%	6.4%	30.9%	32.5%	10.5%	1.6%	0.3%	0.3%	100.0%	314	14.4	4,535
Rancho Santiago	18.3%	6.0%	16.0%	21.6%	20.9%	10.4%	6.0%	0.7%	100.0%	268	16.0	4,297
Redwoods	2.2%	2.2%	8.6%	7.5%	3.2%	6.5%	8.6%	61.3%	100.0%	93	29.8	2,775
Rio Hondo	0.0%	0.0%	47.0%	36.6%	15.7%	0.7%	0.0%	0.0%	100.0%	134	16.7	2,233
Riverside	11.3%	3.9%	84.2%	0.5%	0.0%	0.0%	0.0%	0.0%	100.0%	203	13.7	2,787
Saddleback	10.7%	5.6%	42.9%	31.7%	6.7%	0.4%	0.8%	1.2%	100.0%	252	15.2	3,820
San Bernardino	5.9%	13.4%	39.0%	20.9%	14.4%	5.9%	0.0%	0.5%	100.0%	187	15.7	2,936
San Diego	1.3%	0.4%	48.0%	16.8%	9.1%	3.6%	19.6%	1.1%	100.0%	525	18.2	9,564
San Francisco	10.2%	12.4%	26.8%	16.8%	9.7%	5.4%	18.0%	0.7%	100.0%	589	16.7	9,851
San Joaquin Delta	0.5%	3.3%	0.0%	0.0%	95.8%	0.0%	0.0%	0.5%	100.0%	214	19.7	4,212
San Jose-Evergreen	9.5%	5.9%	34.1%	33.6%	16.4%	0.0%	0.5%	0.0%	100.0%	220	15.5	3,402
San Luis Obispo	12.4%	12.4%	26.8%	23.7%	17.5%	7.2%	0.0%	0.0%	100.0%	97	15.2	1,472
San Mateo County	17.6%	10.7%	31.5%	16.2%	10.1%	5.5%	2.3%	6.1%	100.0%	346	15.7	5,423
Santa Barbara	9.6%	13.4%	28.9%	46.5%	1.1%	0.0%	0.0%	0.5%	100.0%	187	14.4	2,699
Santa Clarita	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Santa Monica	15.1%	16.5%	35.3%	16.5%	11.0%	4.1%	1.4%	0.0%	100.0%	218	14.5	3,158
Sequoias	8.2%	9.8%	37.7%	26.2%	15.6%	1.6%	0.0%	0.8%	100.0%	122	15.8	1,922
Shasta-Tehama	4.0%	4.0%	22.2%	30.2%	19.8%	12.7%	5.6%	1.6%	100.0%	126	18.0	2,267
Sierra	2.4%	4.7%	76.4%	4.7%	6.3%	3.1%	0.0%	2.4%	100.0%	127	15.8	2,007
Siskiyou	11.9%	4.8%	31.0%	38.1%	9.5%	2.4%	0.0%	2.4%	100.0%	42	15.3	641
Solano County	9.6%	1.5%	62.2%	0.0%	24.4%	0.0%	0.0%	2.2%	100.0%	135	15.7	2,114
Sonoma County	10.7%	8.2%	35.2%	26.6%	12.7%	4.5%	1.2%	0.8%	100.0%	244	15.5	3,777
Southwestern	4.4%	2.2%	49.7%	36.5%	6.1%	1.1%	0.0%	0.0%	100.0%	181	15.8	2,857
State Center	7.4%	9.1%	32.9%	26.5%	18.8%	3.0%	0.3%	2.0%	100.0%	298	16.0	4,757
Ventura County	7.1%	3.1%	54.1%	17.0%	14.2%	3.4%	0.3%	0.8%	100.0%	353	15.8	5,584
Victor Valley	4.7%	7.1%	43.5%	21.2%	22.4%	1.2%	0.0%	0.0%	100.0%	85	16.0	1,364
West Hills	7.5%	17.0%	32.1%	37.7%	3.8%	0.0%	0.0%	1.9%	100.0%	53	15.1	800
West Kern	13.0%	30.4%	47.8%	0.0%	8.7%	0.0%	0.0%	0.0%	100.0%	23	13.5	310
West Valley-Mission	3.8%	10.8%	32.5%	29.2%	17.1%	2.1%	0.0%	4.6%	100.0%	240	16.9	4,056
Yosemite	4.1%	8.2%	17.6%	22.5%	15.2%	9.4%	7.0%	16.0%	100.0%	244	19.9	4,856
Yuba	<u>3.8%</u>	<u>1.9%</u>	<u>26.0%</u>	<u>31.7%</u>	<u>23.1%</u>	<u>9.6%</u>	<u>1.9%</u>	<u>10.0%</u>	<u>100.0%</u>	<u>104</u>	<u>17.7</u>	<u>1,843</u>
Statewide Estimate	8.5%	9.3%	40.5%	20.6%	13.0%	3.2%	2.8%	2.2%	100.0%	14,587	15.9	231,933

Source Derived from the Staff Data File Chancellor's Office California Community Colleges

DISPLAY 15 Percent Distribution of Weekly Faculty Contact Hours (WFCH) Taught in the California Community Colleges, Total Part-Time Faculty, Fall 1993

District	Percentage of Faculty Teaching Within Specified Weekly Faculty Contact Hour Range								Total Percent	No of Faculty	WFCH per Faculty	District Total WFCH
	0 1- 9 0	9 1- 12 0	12 1- 15 0	15 1- 18 0	18 1- 21 0	21 1- 24 0	24 1- 27 0	27 1+ 27 1+				
Allan Hancock	90 0%	6 1%	1 4%	2 5%	0 0%	0 0%	0 0%	0 0%	100 0%	279	5 5	1 543
Antelope Valley	97 8%	1 3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	229	5 9	1,345
Barstow	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	86	4 1	351
Butte	94 3%	3 5%	1 1%	0 5%	0 0%	0 0%	0 0%	0 5%	100 0%	367	5 9	2,183
Cabrillo	86 6%	6 9%	2 3%	2 0%	2 0%	0 0%	0 0%	0 3%	100 0%	305	6 2	1,894
Cerritos	90 2%	8 4%	0 6%	0 3%	0 0%	0 0%	0 0%	0 6%	100 0%	357	6 2	2,208
Chabot-Las Positas	96 3%	3 1%	0 2%	0 2%	0 0%	0 0%	0 0%	0 2%	100 0%	484	5 2	2,502
Chaffey	87 9%	2 3%	9 8%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	132	6 7	882
Citrus	95 2%	3 4%	0 7%	0 0%	0 0%	0 0%	0 0%	0 7%	100 0%	290	5 2	1,522
Coast	93 0%	6 6%	0 1%	0 2%	0 1%	0 0%	0 0%	0 0%	100 0%	925	5 7	5,251
Compton	94 7%	5 3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	75	5 8	433
Contra Costa	94 6%	5 0%	0 4%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	685	5 5	3 774
Desert	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	276	5 4	1 486
El Camino	92 4%	6 7%	0 0%	0 0%	0 2%	0 2%	0 0%	0 5%	100 0%	419	5 9	2,490
Feather River	92 5%	7 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	53	4 9	261
Foothill-De Anza	95 0%	3 7%	1 1%	0 0%	0 2%	0 0%	0 0%	0 0%	100 0%	618	5 4	3,349
Fremont-Newark	92 5%	7 1%	0 4%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	240	5 5	1,315
Gavilan	92 4%	3 5%	2 8%	0 7%	0 0%	0 7%	0 0%	0 0%	100 0%	144	5 4	776
Glendale	83 8%	13 0%	2 5%	0 0%	0 7%	0 0%	0 0%	0 0%	100 0%	407	6 3	2,580
Grossmont-Cuyamaca	97 1%	2 9%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	519	5 3	2,758
Hartnell	92 6%	6 9%	0 0%	0 0%	0 0%	0 0%	0 0%	0 5%	100 0%	189	5 8	1 102
Imperial	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Kern	91 0%	6 3%	0 4%	1 4%	0 4%	0 4%	0 2%	0 0%	100 0%	511	5 0	2 556
Lake Tahoe	97 3%	1 8%	0 9%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	112	4 7	527
Lassen	96 5%	1 8%	0 9%	0 0%	0 0%	0 4%	0 0%	0 4%	100 0%	226	4 5	1 010
Long Beach	88 3%	11 3%	0 2%	0 0%	0 0%	0 0%	0 0%	0 2%	100 0%	504	6 3	3 179
Los Angeles	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	1 467	4 8	6 983
Los Rios	96 0%	4 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	967	5 3	5,111
Marin	75 3%	20 6%	4 1%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	170	6 9	1 176
Mendocino-Lake	91 1%	8 9%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	146	4 8	702
Merced	89 6%	2 2%	1 5%	5 9%	0 0%	0 0%	0 0%	0 7%	100 0%	270	6 0	1 621
Mira Costa	91 7%	7 4%	0 3%	0 6%	0 0%	0 0%	0 0%	0 0%	100 0%	326	5 6	1,828
Monterey Peninsula	84 0%	11 1%	1 9%	1 9%	1 2%	0 0%	0 0%	0 0%	100 0%	162	6 1	986
Mt San Antonio	91 2%	5 8%	0 6%	2 4%	0 0%	0 0%	0 0%	0 0%	100 0%	329	6 8	2,228
Mt San Jacinto	91 2%	5 0%	1 1%	1 1%	1 7%	0 0%	0 0%	0 0%	100 0%	181	6 0	1 083
Napa	94 1%	5 4%	0 5%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	204	5 4	1,109
North Orange	90 7%	8 3%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	914	5 8	5,340
Palo Verde	97 4%	2 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	38	3 7	139
Palomar	90 7%	8 8%	0 6%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	536	5 9	3,185
Pasadena Area	90 7%	6 7%	2 4%	0 2%	0 0%	0 0%	0 0%	0 0%	100 0%	494	5 8	2,860
Peralta	96 4%	3 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	416	5 1	2,102
Rancho Santiago	75 2%	24 6%	0 3%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	777	6 8	5 291
Redwoods	55 3%	20 5%	7 0%	17 2%	0 0%	0 0%	0 0%	0 0%	100 0%	273	8 8	2 413
Rio Hondo	97 0%	3 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	166	5 6	926
Riverside	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	498	4 5	2,261
Saddleback	98 2%	1 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	601	5 2	3 139
San Bernardino	98 5%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	275	4 8	1 312
San Diego	79 4%	19 8%	0 5%	0 2%	0 1%	0 0%	0 0%	0 0%	100 0%	1 291	6 4	8,295
San Francisco	67 9%	8 6%	21 0%	1 0%	1 4%	0 0%	0 1%	0 0%	100 0%	837	8 3	6 952
San Joaquin Delta	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	267	4 7	1 256
San Jose-Evergreen	94 9%	5 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	514	4 2	2 175
San Luis Obispo	86 2%	12 5%	1 3%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	152	6 7	1 019
San Mateo County	86 3%	6 7%	2 5%	1 8%	1 3%	0 4%	0 4%	0 7%	100 0%	554	6 7	3 720
Santa Barbara	92 4%	4 1%	2 9%	0 5%	0 0%	0 0%	0 0%	0 0%	100 0%	582	4 9	2 824
Santa Clarita	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Santa Monica	97 6%	2 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	449	5 6	2,503
Sequoias	97 4%	2 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	155	5 4	832
Shasta-Tehama	93 9%	6 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	246	4 8	1 179
Sierra	96 4%	2 6%	0 3%	0 3%	0 0%	0 3%	0 0%	0 0%	100 0%	304	5 2	1 569
Siskiyou	95 5%	3 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	66	5 1	338
Solano County	88 9%	8 8%	2 3%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	217	6 0	1,299
Sonoma County	91 8%	6 7%	0 9%	0 4%	0 3%	0 0%	0 0%	0 0%	100 0%	780	5 8	4 518
Southwestern	96 5%	3 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	340	5 7	1,928
State Center	92 1%	7 6%	0 0%	0 2%	0 2%	0 0%	0 0%	0 0%	100 0%	569	5 5	3 122
Ventura County	87 1%	11 4%	0 6%	0 0%	0 2%	0 0%	0 0%	0 0%	100 0%	526	6 5	3,418
Victor Valley	90 6%	8 5%	0 4%	0 0%	0 0%	0 0%	0 0%	0 4%	100 0%	224	5 5	1 240
West Hills	94 0%	6 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	67	5 3	352
West Kern	97 4%	2 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	38	5 3	202
West Valley-Mission	93 1%	6 0%	0 6%	0 2%	0 0%	0 0%	0 0%	0 0%	100 0%	464	5 6	2,605
Yosemite	75 0%	14 3%	3 9%	2 9%	0 4%	1 8%	0 4%	1 4%	100 0%	280	7 5	2,095
Yuba	92 6%	6 0%	0 5%	0 5%	0 5%	0 0%	0 0%	0 0%	100 0%	217	5 1	1 117
Statewide Estimate	90 8%	6 9%	1 4%	0 5%	0 2%	0 1%	0 0%	0 1%	100 0%	26 727	5 7	152,244

Source Derived from the Staff Data File, Chancellor's Office California Community Colleges

DISPLAY 16 Percent Distribution by Hourly Compensation Rate for Overload Instruction, California Community Colleges, Contract and Regular Faculty, Fall 1993

District	Percentage of Faculty Teaching Within Specified Range						Total Percent	Number of Faculty	Dollars per WFCH
	Below \$29.99	\$30.00-34.99	\$35.00-39.99	\$40.00-44.99	\$45.00-49.99	\$50.00+			
Allan Hancock	13.6%	38.6%	47.7%	0.0%	0.0%	0.0%	100.0%	44	\$33.62
Antelope Valley	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	68	\$37.34
Barstow	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Butte	15.7%	84.3%	0.0%	0.0%	0.0%	0.0%	100.0%	51	\$31.65
Cabrillo	0.0%	2.6%	5.3%	92.1%	0.0%	0.0%	100.0%	38	\$43.08
Cerritos	0.6%	0.6%	11.0%	10.4%	10.4%	66.9%	100.0%	163	\$52.40
Chabot-Las Positas	0.0%	27.1%	72.9%	0.0%	0.0%	0.0%	100.0%	70	\$36.41
Chaffey	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	31	\$31.00
Citrus	10.1%	6.3%	30.4%	53.2%	0.0%	0.0%	100.0%	79	\$39.26
Coast	0.0%	0.6%	99.4%	0.0%	0.0%	0.0%	100.0%	352	\$36.95
Compton	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44	\$27.73
Contra Costa	0.0%	0.0%	3.3%	11.2%	13.1%	72.4%	100.0%	214	\$54.15
Desert	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	3	\$27.49
El Camino	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	123	\$36.61
Feather River	17.6%	35.3%	47.1%	0.0%	0.0%	0.0%	100.0%	17	\$33.09
Foothill-De Anza	0.8%	2.4%	12.9%	6.5%	10.5%	66.9%	100.0%	124	\$51.83
Fremont-Newark	45.5%	54.5%	0.0%	0.0%	0.0%	0.0%	100.0%	44	\$30.32
Gavilan	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7	\$34.29
Glendale	0.0%	14.6%	85.4%	0.0%	0.0%	0.0%	100.0%	41	\$37.03
Grossmont Cuyamaca	8.7%	17.5%	26.2%	8.7%	34.9%	4.0%	100.0%	126	\$39.77
Hartnell	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	1	\$32.39
Imperial	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Kern	55.2%	44.8%	0.0%	0.0%	0.0%	0.0%	100.0%	87	\$28.32
Lake Tahoe	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10	\$22.50
Lassen	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14	\$20.82
Long Beach	0.0%	12.6%	87.4%	0.0%	0.0%	0.0%	100.0%	151	\$34.79
Los Angeles	0.0%	5.5%	94.5%	0.0%	0.0%	0.0%	100.0%	745	\$36.64
Los Rios	5.2%	7.9%	9.5%	18.7%	27.4%	31.3%	100.0%	252	\$45.19
Marin	0.0%	11.1%	0.0%	0.0%	22.2%	66.7%	100.0%	9	\$69.25
Mendocino-Lake	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	100.0%	7	\$29.19
Merced	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	74	\$24.45
Mira Costa	0.0%	10.0%	0.0%	20.0%	14.0%	56.0%	100.0%	50	\$48.53
Monterey Peninsula	6.5%	16.1%	22.6%	48.4%	6.5%	0.0%	100.0%	31	\$39.23
Mt San Antonio	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	96	\$35.79
Mt San Jacinto	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	7	\$36.30
Napa	7.1%	92.9%	0.0%	0.0%	0.0%	0.0%	100.0%	14	\$29.64
North Orange	4.8%	39.1%	56.1%	0.0%	0.0%	0.0%	100.0%	271	\$35.03
Palo Verde	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2	\$32.00
Palomar	2.1%	26.7%	37.7%	33.6%	0.0%	0.0%	100.0%	146	\$37.32
Pasadena Area	1.2%	2.4%	7.8%	12.0%	15.0%	61.7%	100.0%	167	\$50.60
Peralta	0.0%	0.0%	23.6%	76.4%	0.0%	0.0%	100.0%	110	\$41.04
Rancho Santiago	9.8%	87.8%	0.0%	0.0%	0.0%	2.4%	100.0%	41	\$33.18
Redwoods/n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Rio Hondo	0.0%	0.0%	2.1%	18.8%	10.4%	68.8%	100.0%	48	\$52.77
Riverside	3.2%	22.6%	74.2%	0.0%	0.0%	0.0%	100.0%	93	\$37.22
Saddleback	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	156	\$44.67
San Bernardino	52.2%	48.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100	\$30.00
San Diego	0.0%	4.7%	20.8%	32.8%	41.7%	0.0%	100.0%	192	\$42.16
San Francisco	2.5%	8.3%	79.3%	9.9%	0.0%	0.0%	100.0%	121	\$39.04
San Joaquin Delta	0.0%	1.5%	6.6%	17.5%	74.5%	0.0%	100.0%	137	\$45.91
San Jose-Evergreen	0.0%	6.3%	28.8%	63.1%	0.0%	1.8%	100.0%	111	\$39.95
San Luis Obispo	0.0%	2.2%	13.0%	26.1%	21.7%	37.0%	100.0%	46	\$46.81
San Mateo County	0.0%	5.3%	1.1%	29.8%	63.8%	0.0%	100.0%	94	\$45.71
Santa Barbara	46.9%	53.1%	0.0%	0.0%	0.0%	0.0%	100.0%	32	\$29.11
Santa Clarita	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Santa Monica	0.0%	0.0%	11.3%	88.7%	0.0%	0.0%	100.0%	53	\$41.69
Sequoias	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Shasta-Tehama	6.7%	93.3%	0.0%	0.0%	0.0%	0.0%	100.0%	45	\$30.87
Sierra	43.8%	56.3%	0.0%	0.0%	0.0%	0.0%	100.0%	48	\$29.74
Siskiyou	18.8%	75.0%	6.3%	0.0%	0.0%	0.0%	100.0%	16	\$31.06
Solano County	0.0%	1.7%	25.4%	72.9%	0.0%	0.0%	100.0%	59	\$41.09
Sonoma County	0.0%	0.0%	0.0%	7.7%	4.8%	87.5%	100.0%	104	\$56.92
Southwestern	0.0%	15.6%	32.2%	52.2%	0.0%	0.0%	100.0%	90	\$39.03
State Center	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	157	\$26.01
Ventura County	0.0%	57.0%	43.0%	0.0%	0.0%	0.0%	100.0%	142	\$34.59
Victor Valley	38.7%	0.0%	0.0%	0.0%	0.0%	61.3%	100.0%	31	\$56.42
West Hills	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	19	\$25.11
West Kern	11.8%	88.2%	0.0%	0.0%	0.0%	0.0%	100.0%	17	\$29.65
West Valley-Mission	1.8%	5.5%	11.8%	15.5%	65.5%	0.0%	100.0%	110	\$44.01
Yosemite	0.0%	1.6%	3.2%	73.0%	20.6%	1.6%	100.0%	63	\$44.32
Yuba	26.0%	24.0%	12.0%	30.0%	6.0%	2.0%	100.0%	50	\$35.79
Statewide Estimate	9.9%	14.0%	38.9%	15.8%	9.2%	12.1%	100.0%	6,144	\$39.62

Source Derived from the Staff Data File Chancellor's Office California Community Colleges

DISPLAY 17 Percent Distribution by Hourly Compensation Rate for Part-Time Faculty, California Community Colleges, Fall 1993

District	Percentage of Faculty Teaching Within Specified Range						Total Percent	Number of Faculty	Dollars per WECH
	\$12 00-24 99	\$25 00-29 99	\$30 00-34 99	\$35 00-39 99	\$40 00-44 99	\$45 00+			
Allan Hancock	45 5%	41 9%	11 8%	0 7%	0 0%	0 0%	100 0%	279	\$26 26
Antelope Valley	0 0%	0 0%	10 6%	89 4%	0 0%	0 0%	100 0%	227	\$36 36
Barstow	1 2%	98 8%	0 0%	0 0%	0 0%	0 0%	100 0%	86	\$26 35
Butte	0 3%	69 5%	30 2%	0 0%	0 0%	0 0%	100 0%	367	\$29 04
Cabrillo	0 0%	0 0%	4 3%	22 2%	73 5%	0 0%	100 0%	302	\$41 57
Cerritos	0 0%	0 6%	43 7%	55 7%	0 0%	0 0%	100 0%	357	\$35 68
Chabot-Las Positas	0 0%	0 0%	49 2%	50 8%	0 0%	0 0%	100 0%	484	\$35 03
Chaffey	0 0%	0 0%	100 0%	0 0%	0 0%	0 0%	100 0%	127	\$31 00
Citrus	1 7%	22 1%	23 1%	36 9%	16 2%	0 0%	100 0%	290	\$34 53
Coast	2 5%	14 9%	33 8%	43 4%	1 3%	4 1%	100 0%	920	\$35 81
Compton	34 7%	64 0%	0 0%	1 3%	0 0%	0 0%	100 0%	75	\$26 12
Contra Costa	0 0%	0 0%	11 6%	26 9%	26 9%	34 7%	100 0%	681	\$42 71
Desert	44 9%	55 1%	0 0%	0 0%	0 0%	0 0%	100 0%	276	\$25 43
El Camino	1 0%	0 5%	29 3%	69 3%	0 0%	0 0%	100 0%	417	\$35 25
Feather River	41 5%	32 1%	26 4%	0 0%	0 0%	0 0%	100 0%	53	\$25 23
Foothill-De Anza	0 3%	3 6%	10 9%	9 3%	16 4%	59 6%	100 0%	616	\$46 97
Fremont-Newark	3 8%	57 6%	38 2%	0 4%	0 0%	0 0%	100 0%	238	\$29 42
Gavilan	0 0%	11 8%	56 9%	31 3%	0 0%	0 0%	100 0%	144	\$32 82
Glendale	0 0%	0 0%	58 0%	42 0%	0 0%	0 0%	100 0%	407	\$35 21
Grossmont-Cuyamaca	5 8%	25 6%	29 9%	17 9%	9 4%	11 4%	100 0%	519	\$34 40
Hartnell	0 0%	38 6%	61 4%	0 0%	0 0%	0 0%	100 0%	189	\$29 45
Imperial	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Kern	99 8%	0 0%	0 2%	0 0%	0 0%	0 0%	100 0%	508	\$20 28
Lake Tahoe	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	112	\$22 50
Lassen	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	213	\$18 30
Long Beach	0 0%	15 1%	33 3%	51 6%	0 0%	0 0%	100 0%	504	\$33 83
Los Angeles	0 0%	0 0%	30 2%	69 8%	0 0%	0 0%	100 0%	1 466	\$35 52
Los Rios	1 1%	8 9%	14 6%	22 9%	23 2%	29 3%	100 0%	966	\$40 53
Marin	0 0%	2 4%	9 4%	7 6%	8 2%	72 4%	100 0%	170	\$51 89
Mendocino-Lake	44 5%	52 1%	3 4%	0 0%	0 0%	0 0%	100 0%	146	\$25 93
Merced	92 1%	7 5%	0 0%	0 0%	0 0%	0 4%	100 0%	267	\$23 72
Mira Costa	0 0%	4 6%	61 6%	33 4%	0 0%	0 3%	100 0%	323	\$33 82
Monterey Peninsula	12 4%	9 9%	24 8%	26 7%	14 3%	11 8%	100 0%	161	\$35 40
Mt San Antonio	7 0%	0 0%	0 0%	93 0%	0 0%	0 0%	100 0%	327	\$34 69
Mt San Jacinto	0 0%	53 0%	47 0%	0 0%	0 0%	0 0%	100 0%	181	\$28 30
Napa	0 0%	27 0%	73 0%	0 0%	0 0%	0 0%	100 0%	204	\$28 65
North Orange	0 2%	41 4%	25 9%	32 5%	0 0%	0 0%	100 0%	911	\$31 29
Palo Verde	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	38	\$20 58
Palomar	0 9%	68 8%	28 0%	1 3%	0 9%	0 0%	100 0%	536	\$29 58
Pasadena Area	8 9%	22 9%	52 1%	11 6%	1 6%	2 8%	100 0%	493	\$31 46
Peralta	0 0%	0 7%	9 1%	11 1%	30 5%	48 6%	100 0%	416	\$45 01
Rancho Santiago	2 8%	50 4%	46 3%	0 0%	0 0%	0 5%	100 0%	774	\$30 40
Redwoods	7 3%	17 6%	47 6%	21 6%	3 7%	2 2%	100 0%	273	\$32 28
Rio Hondo	0 6%	7 8%	26 5%	16 9%	24 7%	23 5%	100 0%	166	\$40 08
Riverside	0 0%	9 0%	36 1%	54 8%	0 0%	0 0%	100 0%	498	\$35 45
Saddleback	0 0%	0 0%	0 0%	5 2%	94 8%	0 0%	100 0%	601	\$43 76
San Bernardino	0 0%	54 9%	45 1%	0 0%	0 0%	0 0%	100 0%	275	\$29 89
San Diego	6 5%	33 6%	32 2%	21 0%	4 6%	2 1%	100 0%	1 291	\$32 19
San Francisco	2 2%	0 0%	19 4%	29 0%	29 4%	20 1%	100 0%	832	\$39 89
San Joaquin Delta	0 0%	0 0%	13 1%	24 0%	34 8%	28 1%	100 0%	267	\$41 42
San Jose-Evergreen	0 0%	16 8%	38 0%	30 0%	14 2%	1 0%	100 0%	513	\$35 28
San Luis Obispo	0 7%	17 1%	30 9%	21 7%	16 4%	13 2%	100 0%	152	\$36 63
San Mateo County	0 2%	1 1%	6 1%	13 4%	27 8%	51 4%	100 0%	554	\$44 05
Santa Barbara	6 2%	64 6%	27 5%	1 7%	0 0%	0 0%	100 0%	582	\$29 16
Santa Clarita	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Santa Monica	0 0%	0 0%	0 0%	18 9%	64 8%	16 3%	100 0%	449	\$42 63
Sequoias	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Shasta-Tehama	0 0%	83 3%	16 7%	0 0%	0 0%	0 0%	100 0%	245	\$28 39
Sierra	1 0%	17 8%	18 5%	62 7%	0 0%	0 0%	100 0%	303	\$33 79
Siskiyou	13 6%	48 5%	33 3%	4 5%	0 0%	0 0%	100 0%	66	\$27 97
Solano County	0 0%	0 0%	10 2%	59 3%	30 6%	0 0%	100 0%	216	\$38 35
Sonoma County	6 1%	1 3%	0 9%	31 9%	26 1%	33 7%	100 0%	774	\$42 09
Southwestern	0 0%	6 5%	26 6%	56 2%	10 7%	0 0%	100 0%	338	\$35 90
State Center	60 9%	39 1%	0 0%	0 0%	0 0%	0 0%	100 0%	557	\$24 07
Ventura County	0 0%	0 0%	77 6%	22 4%	0 0%	0 0%	100 0%	526	\$33 22
Victor Valley	21 9%	78 1%	0 0%	0 0%	0 0%	0 0%	100 0%	224	\$26 11
West Hills	56 7%	43 3%	0 0%	0 0%	0 0%	0 0%	100 0%	67	\$23 90
West Kern	0 0%	55 3%	44 7%	0 0%	0 0%	0 0%	100 0%	38	\$28 16
West Valley-Mission	1 3%	1 9%	20 3%	24 4%	31 7%	20 3%	100 0%	463	\$39 64
Yosemite	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Yuba	35 0%	28 1%	17 5%	12 0%	5 5%	1 8%	100 0%	217	\$28 66
Systemwide Estimate	9 2%	19 0%	25 3%	25 8%	11 6%	9 2%	100 0%	26 727	\$34 64

Source Derived from the Staff Data File, Chancellor's Office California Community Colleges

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

THE California Postsecondary Education Commission is a citizen board established in 1974 by the Legislature and Governor to coordinate the efforts of California's colleges and universities and to provide independent, non-partisan policy analysis and recommendations to the Governor and Legislature.

Members of the Commission

The Commission consists of 17 members. Nine represent the general public, with three each appointed for six-year terms by the Governor, the Senate Rules Committee, and the Speaker of the Assembly. Six others represent the major segments of postsecondary education in California. Two student members are appointed by the Governor.

As of June 1995, the Commissioners representing the general public are:

Henry Der, San Francisco; *Chair*
Guillermo Rodriguez, Jr., San Francisco, *Vice Chair*
Elaine Alquist, Santa Clara
Mim Andelson, Los Angeles
C. Thomas Dean, Long Beach
Jeffrey I. Marston, San Diego
Melinda G. Wilson, Torrance
Linda J. Wong, Los Angeles
Ellen F. Wright, Saratoga

Representatives of the segments are:

Roy T. Brophy, Fair Oaks; appointed by the Regents of the University of California,
Yvonne W. Larsen, San Diego; appointed by the California State Board of Education,
Alice Petrossian, Glendale; appointed by the Board of Governors of the California Community Colleges;
Ted J. Saenger, San Francisco, appointed by the Trustees of the California State University,
Kyhle Smeby, Pasadena; appointed by the Governor to represent California's independent colleges and universities, and
Frank R. Martinez, San Luis Obispo, appointed by the Council for Private Postsecondary and Vocational Education.

The two student representatives are
Stephen Lesher, Meadow Vista
Beverly A. Sandeen, Costa Mesa

Functions of the Commission

The Commission is charged by the Legislature and Governor to "assure the effective utilization of public postsecondary education resources, thereby eliminating waste and unnecessary duplication, and to promote diversity, innovation, and responsiveness to student and societal needs."

To this end, the Commission conducts independent reviews of matters affecting the 2,600 institutions of postsecondary education in California, including community colleges, four-year colleges, universities, and professional and occupational schools.

As an advisory body to the Legislature and Governor, the Commission does not govern or administer any institutions, nor does it approve, authorize, or accredit any of them. Instead, it performs its specific duties of planning, evaluation, and coordination by cooperating with other State agencies and non-governmental groups that perform those other governing, administrative, and assessment functions.

Operation of the Commission

The Commission holds regular meetings throughout the year at which it debates and takes action on staff studies and takes positions on proposed legislation affecting education beyond the high school in California. By law, its meetings are open to the public. Requests to speak at a meeting may be made by writing the Commission in advance or by submitting a request before the start of the meeting.

The Commission's day-to-day work is carried out by its staff in Sacramento, under the guidance of its executive director, Warren Halsey Fox, Ph.D., who is appointed by the Commission.

Further information about the Commission and its publications may be obtained from the Commission offices at 1303 J Street, Suite 500, Sacramento, California 95814-2938, telephone (916) 445-7933.

FACULTY SALARIES IN CALIFORNIA'S COMMUNITY COLLEGES, 1993-94

Commission Report 94-13



ONE of a series of reports published by the California Postsecondary Education Commission as part of its planning and coordinating responsibilities. Single copies may be obtained without charge from the Commission at 1303 J Street, Suite 500, Sacramento, California 95814-2938. Recent reports include

- 94-1 *Legislative and State Budget Priorities of the Commission, 1994* A Report of the California Postsecondary Education Commission (January 1994)
- 94-2 *Good Works: The Impact of the Human Corps on California's Public Universities* An Evaluation for the Legislature of the Effects of Assembly Bill 1820 (Chapter 1245, Statutes of 1987) (April 1994)
- 94-3 *A Western Compact: A Report on California's Continued Membership in the Western Interstate Commission for Higher Education (WICHE)* (April 1994)
- 94-4 *Faculty Salaries in California's Public Universities, 1993-94* A Report to the Legislature and the Governor in Response to Senate Concurrent Resolution No. 51 (1965) (April 1994)
- 94-5 *Progress on Regional Academic Planning* A Staff Report to the Commission in Response to the First in a Series of Joint Reports on Regional Academic Planning by California's Public Systems of Higher Education (April 1994)
- 94-6 *Progress on College and University Assessments of Campus Climate* A Staff Report to the California Postsecondary Education Commission (April 1994)
- 94-7 *Will the "Three Strikes" of (1) Escalating Prison Costs, (2) An Inflexible State Budget, and (3) Frozen State Revenues Strike Down Your Children's College Chances? A Message to Every Californian from Warren Halsey Fox, Executive Director, California Postsecondary Education Commission* (April 1994)
- 94-8 *Breaking Camp -- Building a Campus* The Commission's Analysis of the Proposal to Create California State University, Monterey Bay, at Fort Ord (June 1994)
- 94-9 *Professional Degree Program Fees* A Report of the California Postsecondary Education Commission (June 1994)
- 94-10 *California's Associate Degree Programs for Preparing Licensed Teacher Assistants* A Report to the Legislature in Response to Senate Bill 156 (Chapter 1345, Statutes of 1989) (June 1994)
- 94-11 *The Role of the Commission in Achieving Educational Equity* A Declaration of Policy [Original version published in December 1988 as Commission Report 88-42] (June 1994)
- 94-12 *Appropriations in the 1994-95 State Budget for Postsecondary Education* A Staff Report to the California Postsecondary Education Commission (August 1994)
- 94-13 *Faculty Salaries in California's Community Colleges, 1993-94* A Report to the Legislature and Governor in Response to Supplemental Language for the 1979 Budget Act (August 1994)
- 94-14 *Executive Compensation in California Public Higher Education, 1993-94* The Second in a Series of Annual Reports to the Governor and Legislature in Response to the 1992 Budget Act (August 1994)