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

AUGUST 1994 COMMISSION REPORT 94-13

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

POSTSECONDARY EDUCATION COMMISSION
CALIFORNIA

COMMISSION REPORT 94-13
PUBLISHED AUGUST 1994

Contributing Staff Christopher W Carter

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1 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

District	Number of Faculty[1]	Mean Salary
Allan Hancock	111	$45,143
Antelope Valley	99	55,527
Barstow[2]	27	53,265
Butte	129	49,156
Cabrillo[2]	155	46,125
Cerritos[2]	219	52,669
Chabot-Las Positas[2]	228	48,467
Chaffey	148	58,479
Citrus	137	49,539
Coast[2]	509	52,083
Compton[2]	67	43,266
Contra Costa	404	53,937
Desert	113	46,013
El Camino[2]	303	50,704
Feather River[2]	19	46,873
Foothill-De Anza[2]	413	54,023
Fremont-Newark	100	50 580
Gavilan[2]	62	53,155
Glendale	164	51,968
Grossmont-Cuyamaca[2]	232	47,587
Hartnell[2]	75	45,917
Imperial[2]	84	46,298
Kern	250	45,830
Lake Tahoe[2]	20	46,778
Lassen[2]	49	48,852
Long Beach	258	53,373
Los Angeles	1,484	48,316
Los Rios	541	46,994
Marin	107	56,214
Mendocino-Lake	41	47 797
Merced	124	48,708
Mira Costa	86	52,635
Monterey Peninsula[2]	102	47,926
Mt San Antonio	276	55,841
Mt San Jacinto[2]	46	46,140
Napa[2]	82	46 639
North Orange	462	50,638
Palo Verde	18	$37,709
Palomar	235	51,078
Pasadena Area	316	48,233
Peralta	334	45,060
Rancho Santiago	284	53,298
Redwoods	103	47,978
Rio Hondo	137	55,375
Riverside	213	51,175
Saddleback	248	60,877
San Bernardino[2]	184	51,790
San Diego	570	47,761
San Francisco	592	49,535
San Joaquin Delta[2]	210	57,214
San Jose-Evergreen[2]	209	49,779
San Luis Obispo	95	46,045
San Mateo County	344	52,409
Santa Barbara	185	47 304
Santa Clarita	--[3]	--[3]
Santa Monica[2]	224	56,669
Sequoias[2]	--[3]	--[3]
Shasta-Tehama-Trinity	122	47,537
Sierra[2]	127	47,052
Siskiyou[2]	38	45,656
Solano County[2]	139	51,623
Sonoma County[2]	250	53,101
Southwestern	180	52,275
State Center	288	52,268
Ventura County[2]	391	52,603
Victor Valley[2]	74	47,734
West Hills[2]	51	45,511
West Kern	22	60,474
West Valley-Mission	230	52,249
Yosemite	206	48,107
Yuba	114	54,485
Total	14,459	$50,198
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	1987 (68)	1988 (68)	1989[3] (69)	1990[4] (71)	1991 (71)	1992 (69)	1993 (69)
	Fall Term and Number of Reporting Districts						
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	1987 (68)	1988 (68)	1989[4] (69)	1990[5] (71)	1991 (71)	1992 (69)	1993 (69)
	Fall Term and Number of Reporting Districts						
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
Siskiyous[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

Item	Fall 1987	Fall 1988	Fall 1989	Fall 1990	Fall 1991	Fall 1992	Fall 1993
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 Salary[2]	$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, Fall 1993	Cost-of-Living Adjustments 1990-91	1991-92	1992-93	1993-94
Allan Hancock	111	4 50%	0 00%	0 00%	4 00%
Antelope Valley	99	8 00	7 00	7 00	0 00
Barstow	27	5 00	6 00	0 00	[1]
Butte	129	7 00	0 00	0 00	0 00
Cabrillo	155	6 00	1 00	[1]	[1]
Cerritos	219	5 66	0 00	-1 00	[1]
Chabot-Las Positas	228	3 00	0 70	0 82	[1]
Chaffey	148	8 00	6 00	6 00	6 00
Citrus	137	4 40	1 00	1 00	2 00
Coast	509	8 61	3 00	0 00	[1]
Compton	67	0 00	0 00	[1]	[1]
Contra Costa	404	6 50	3 00	0 00	2 00
Desert	113	4 00	1 00	0 00	2 00
El Camino	303	4 65	0 00	[1]	[1]
Feather River	19	8 30	1 00	12 85	[1]
Foothill-De Anza	413	6 70	0 00	0 00	[1]
Fremont-Newark	100	5 66	1 00	0 00	2 00
Gavilan	62	5 50	2 00	2 00	[1]
Glendale	164	5 66	0 00	2 00	3 00
Grossmont-Cuyamaca	232	0 00	0 00	0 00	[1]
Hartnell	75	6 00	1 50	0 00	[1]
Imperial	84	3 00	3 00	2 00	[1]
Kern	250	5 00	0 00	0 00	0 00
Lake Tahoe	20	5 00	3 00	0 00	[1]
Lassen	49	4 66	5 00	2 00	[1]
Long Beach	258	5 50	4 80	0 00	0 00
Los Angeles	1,484	0 00	0 00	0 00	3 00
Los Rios	541	5 82	0 00	0 00	0 90
Marin	107	11 75	0 80	1 30	0 00
Mendocino-Lake	41	5 66	2 00	1 50	0 00
Merced	124	5 60	1 00	0 00	0 00
Mira Costa	86	6 40	1 04	2 00	0 00
Monterey Peninsula	102	5 50	0 00	0 00	[1]
Mt San Antonio	276	6 00	5 00	5 50	0 00
Mt San Jacinto	46	8 00	5 00	3 36	[1]
Napa	82	7 00	0 00	0 00	[1]
North Orange	462	1 30	1 00	1 00	2 00
Palo Verde	18	7 74	2 84	0 00	0 00
Palomar	235	5 70	0 00	0 00	0 00
Pasadena Area	316	5 00	0 00	1 00	0 00
Peralta	334	10 00	2 00	0 00	0 00
Rancho Santiago	284	7 62	4 46	0 00	2 53
Redwoods	103	5 98	1 75	0 00	0 00
Rio Hondo	137	5 00	5 00	0 00	0 00
Riverside	213	7 00	2 00	2 00	2 00
Saddleback	248	4 66	2 00	2 00	2 50
San Bernardino	184	5 00	1 50	0 00	[1]
San Diego	570	7 00	0 00	0 00	2 00
San Francisco	592	7 40	2 50	0 00	2 20
San Joaquin Delta	210	6 00	2 50	3 00	[1]
San Jose-Evergreen	209	5 50	0 00	0 00	[1]
San Luis Obispo	95	5 84	3 37	0 00	4 30
San Mateo County	344	6 50	[1]	0 00	2 00
Santa Barbara	185	7 43	2 00	0 00	0 00
Santa Clarita	--[2]	5 00	2 00	2 00	1 00
Santa Monica	224	6 66	2 00	2 00	[1]
Sequoias	--[2]	4 25	0 00	1 50	[1]
Shasta-Tehama-Trinity	122	8 50	3 00	0 00	0 00
Sierra	127	7 30	3 21	0 00	[1]
Siskiyou	38	5 18	3 00	0 00	[1]
Solano County	139	7 00	2 25	0 00	[1]
Sonoma County	250	5 50	1 50	3 65	[1]
Southwestern	180	6 00	2 00	1 00	1 00
State Center	288	6 95	4 00	2 00	2 00
Ventura County	391	8 00	[1]	0 00	[1]
Victor Valley	74	4 00	4 00	2 00	[1]
West Hills	51	1 00	4 50	0 00	[1]
West Kern	22	10 00	0 00	0 00	3 80
West Valley-Mission	230	4 50	0 00	2 00	0 00
Yosemite	206	5 00	0 00	0 00	0 00
Yuba	114	5 00	5 00	0 00	0 00
Total Faculty	14 459				
Unweighted Mean District COLA		5 55%	1 95%	1 08%	1 27%
Weighted Mean District COLA[3]		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

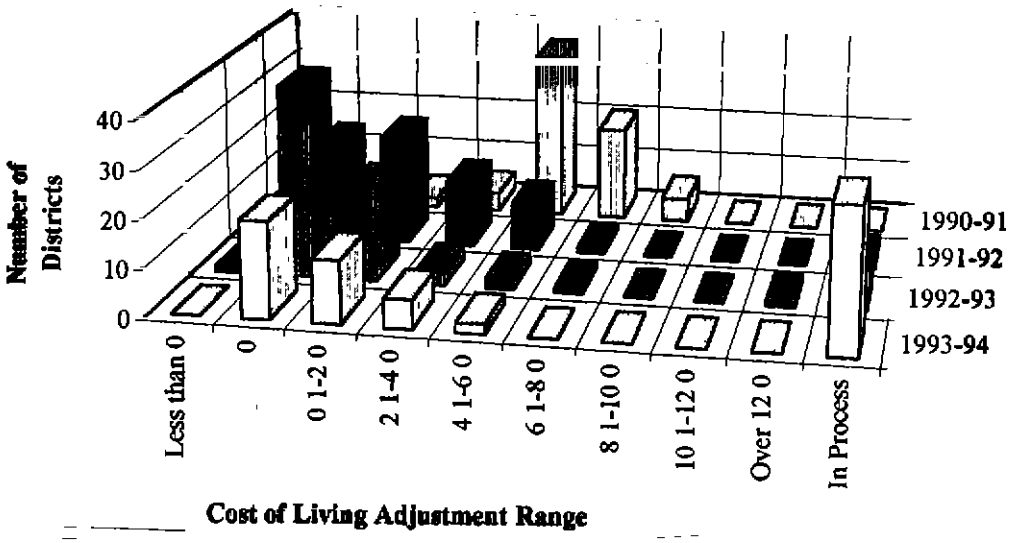
The salary schedules of the 71 districts generally provide a number of salary categories or classes through which faculty members can advance depending on educational qualifications, and another series of steps that provide salary increases based on longevity Sample schedules are reproduced as Displays 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*

Item	Fall 1989	Fall 1990	Fall 1991	Fall 1992	Fall 1993[1]
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

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

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

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

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

	Percentage Receiving Specified Salary Amount										
District	$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+	Total	No of Faculty	Mean Salary	Total Salary
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

	Percentage Receiving Specified Salary Amount										
District	$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+	Total	No of Faculty	Mean Salary	Total Salary
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%	334	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

	Percentage of Faculty Teaching Within Specified Weekly Faculty Contact Hour Range										WFCH	District
District	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+	Total Percent	No of Faculty	per Faculty	Total WFCH
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	3 8%	1 9%	26 0%	31 7%	23 1%	9 6%	1 9%	1 9%	100 0%	104	17 7	1,843
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

	Percentage of Faculty Teaching Within Specified Weekly Faculty Contact Hour Range										WFCH	District
District	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+	Total Percent	No of Faculty	per Faculty	Total WFCH
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 9%	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 6%	0 2%	0 2%	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 6%	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

Percentage of Faculty Teaching Within Specified Range

District	Below $29 99	$30 00-34 99	$35 00-39 99	$40 00-44 99	$45 00-49 99	$50 00+	Total Percent	Number of Faculty	Dollars per WFCH
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
Redwoodsn/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

	Percentage of Faculty Teaching Within Specified Range								
District	$12 00 24 99	$25 00- 29 99	$30 00- 34 99	$35 00- 39 99	$40 00- 44 99	$45 00+	Total Percent	Number of Faculty	Dollars per WFCH
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 83
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,

Kyhl 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 98514-2938, 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)

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

Commission Report 94-13