

California Community Colleges Salary Study

Jeffrey Bergamini

Cabrillo College Federation of Teachers

jebergam@cabrillo.edu

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[`https://jeff.cis.cabrillo.edu/ccs-salary-study/`](https://jeff.cis.cabrillo.edu/ccs-salary-study/)

Purpose

Empirically determine Cabrillo's statewide rankings in:

Full-Time Salaries

Full-Time Salaries vs. Cost of Living

Part-Time Rates

PT/FT Pro Rata

Why?

- To inform decisions like today's
- So we can approach the Board with concrete data

Data

Salary reports from Joanna Valentine, Administrative Assistant for Research, CFT Sacramento:

- 2016–2017 salary schedules
- PT rates and FT salaries @ 5 different class/step combinations
- Some information on office hour inclusion in PT hourly rates
- I filled in missing data on compensation for PT office hours

Zillow Home Value Index:

- Median single-family home price per ZIP code

District ZIP codes:

- ZIP codes of all campuses in all districts

All data and source code
[available on GitHub.](#)

Cabrillo's Full-Time Salary Ranking (1 is highest, 72 is lowest)

Master's Degree, Step 1: **43/72 → 40th percentile**

Master's Degree, Step 6: **38/72 → 47th percentile**

Master's Degree + 30 units, Step 11: **47/72 → 35th percentile**

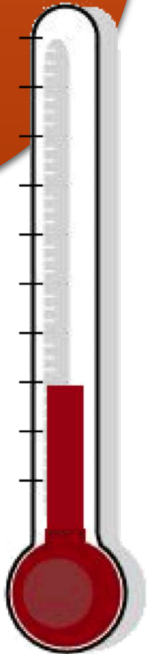
Master's Degree + 60 units, Step 21: **59/72 → 18th percentile**

PhD, Maximum Step: **54/72 → 25th percentile**

Average FT
Ranking:

51/72

29th percentile
(lower third
quartile)



Cabrillo's Full-Time Salary Ranking Relative to Cost of Living

Master's Degree, Step 1: **6.15 salaries** → **97th percentile**

Master's Degree, Step 6: **5.03 salaries** → **97th percentile**

Master's Degree + 30 units, **Step 11: 4.13 salaries** → **97th percentile**

Master's Degree + 60 units, Step 21:
3.46 salaries → **99th percentile**

PhD, Maximum Step: **3.15 salaries** → **99th percentile**

Average FT
Ranking:

4.61 FT salaries
to qualify for loan

1.6/72
98th percentile

Methodology:

Number of FT salaries
required to qualify for
median single-family home
loan within 70 km, using
National Association of
Realtors guidelines.

Cabrillo's Full-Time Salary Ranking Relative to Cost of Living



Methodology:

Number of FT salaries
required to qualify for
median single-family home
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Cabrillo's Part-Time Rates Ranking (1 is highest, 72 is lowest)

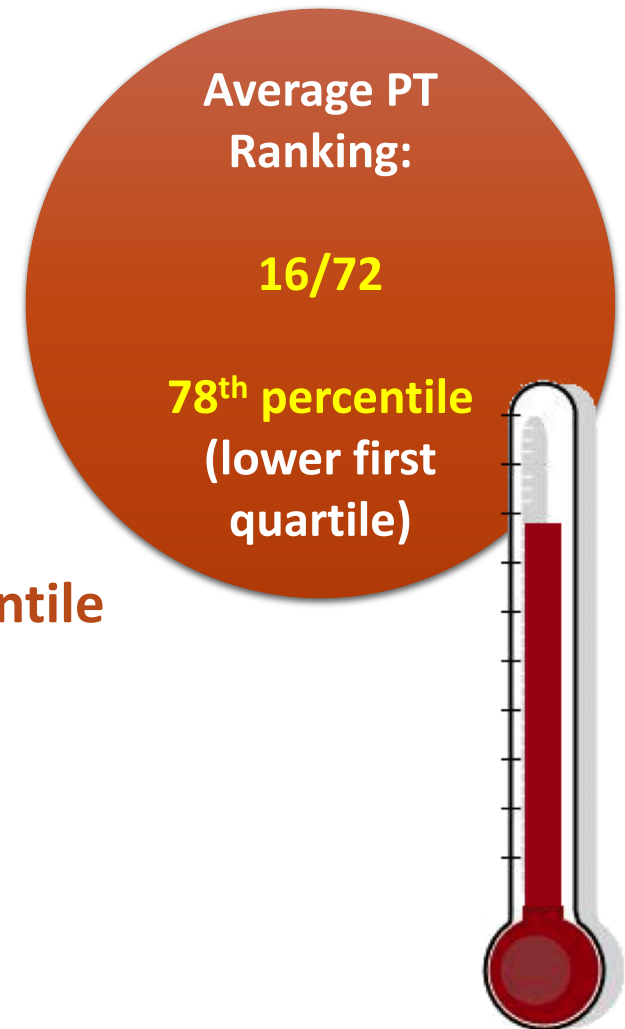
Master's Degree, Step 1: **24/72 → 67th percentile**

Master's Degree, Step 5: **17/72 → 76th percentile**

Master's Degree + 30 units, Step 10: **13/72 → 82nd percentile**

Maximum Without PhD: **16/72 → 78th percentile**

Maximum With PhD: **15/72 → 79th percentile**



Cabrillo's Pro-Rata Ranking

Background (per CFT and contracts)

1. All full-time salaries include **office-hour and governance** pay, usually specified in contracts as **12.5% each**.
2. *Some* part-time rates include office-hour pay. Some districts instead pay extra for 1-2 hours at a **flat rate** (usually \$20–50/hr), very few pay on an **instructional schedule**, a few on a **non-instructional (lab) schedule**. 20 districts pay **nothing**. Many districts require **at least 40% load** for *any* office-hour pay.
3. I increased PT rates at other districts to **include per-unit compensation** at maximum PT load for **required office hours**, i.e. to opt for highest hourly rates in other districts.

PT/FT Pro-Rata Calculation Formula:

$$\frac{PT \text{ Hourly Rate}}{\frac{(FT)(.875)}{(17.5)(15)(2)}}$$

(87.5% of FT to
remove
governance pay)

Cabrillo's Pro-Rata Ranking (1 is highest, 72 is lowest)

Master's Degree, Step 1: **21/72 → 71st percentile**

Master's Degree, Step 5(PT)/6(FT)*: **16/72 → 78th percentile**

Master's Degree + 30 units, Step 10(PT)/11(FT)*: **10/72 → 86th percentile**

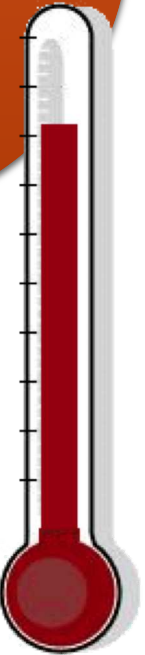
Maximum With PhD: **13/72 → 82nd percentile**

*Ratios are slightly lower than actual, due to CFT's use of different steps.

Average Pro-Rata
Ranking:

13/72

82nd percentile
(mid first
quartile)



Cabrillo 2017–2018 Pro Rata

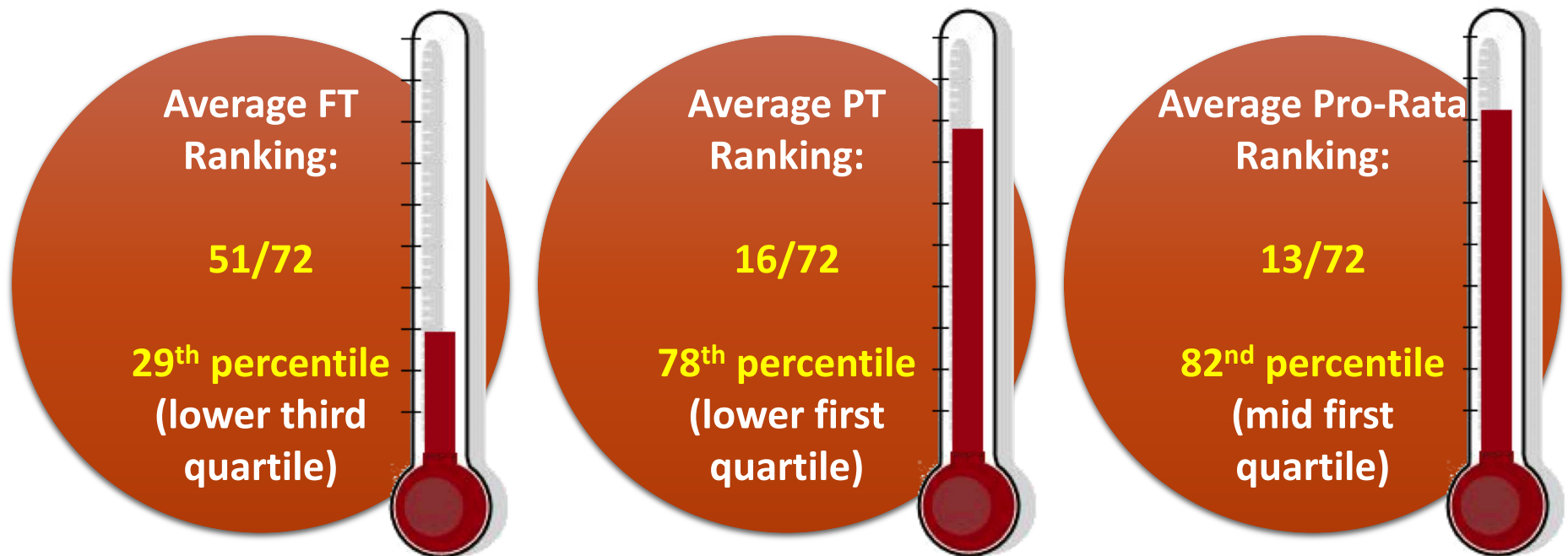
Cabrillo PT/FT Pro Rata 2017–2018						
Step↓ / Class→	1	2	3	4	5	6
1	74.69%	74.68%	74.72%	74.70%	74.68%	74.72%
2	74.68%	74.69%	74.70%	74.70%	74.71%	74.72%
3	74.69%	74.70%	74.70%	74.71%	74.71%	74.72%
4	74.70%	74.70%	74.71%	74.71%	74.72%	74.68%
5	74.70%	74.71%	74.71%	74.72%	74.67%	74.68%
6	74.71%	74.71%	74.72%	74.72%	74.68%	74.69%
7	74.71%	74.72%	74.68%	74.68%	74.69%	74.69%
8	74.72%	74.68%	74.68%	74.69%	74.69%	74.70%
9	74.68%	74.69%	74.69%	74.69%	74.69%	74.70%
10	74.68%	74.69%	74.69%	74.70%	74.70%	74.71%
11	74.68%	74.69%	74.69%	74.71%	74.69%	74.71%
12	74.68%	74.69%	74.69%	74.68%	74.71%	74.71%

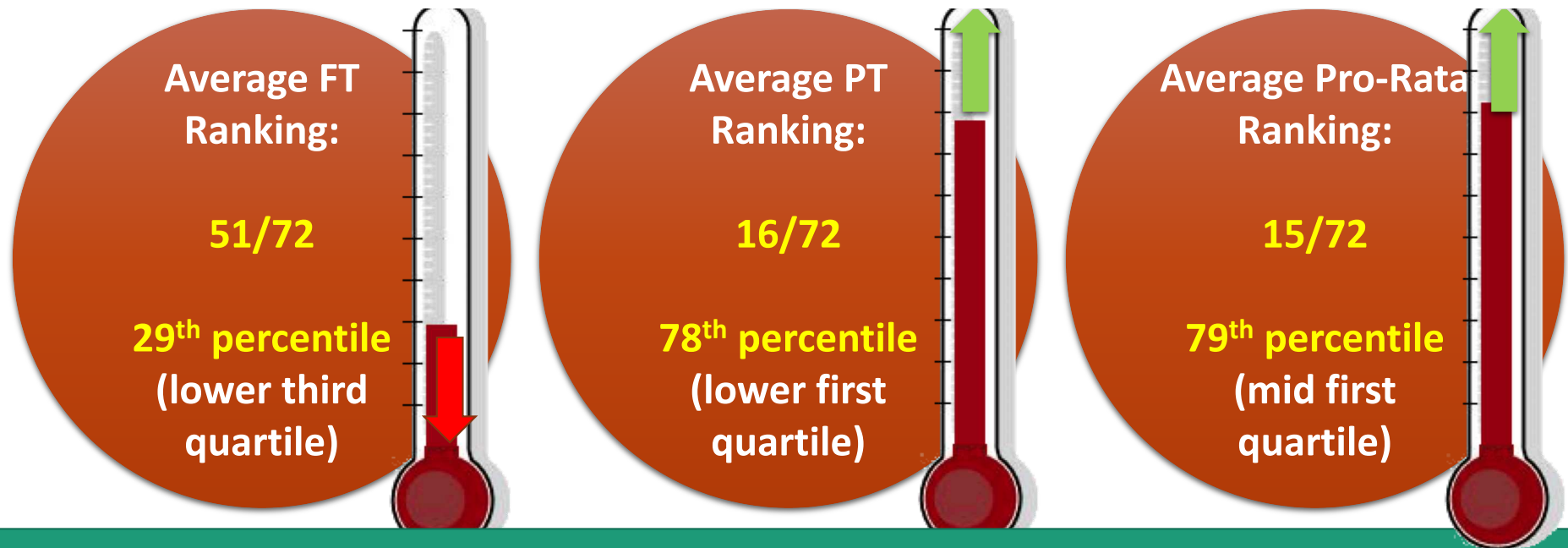
**PT/FT Pro-Rata
Calculation
Formula:**

$$\frac{PT \text{ Hourly Rate}}{(FT)(.875)} \\ \frac{(17.5)(15)(2)}{(17.5)(15)(2)}$$

(87.5% of FT to
remove
governance pay)

Comparative Rankings, Cabrillo College, 2016-2017





If we dedicate funds toward further increasing PT/FT pro rata:

1. Cabrillo part-time rates move **higher in the first quartile** in **both overall pay and pro rata**, toward the top 15% of districts.
2. We **actively compete with some of the highest-funded districts** in the state for **highest PT rates** and **highest pro rata**.
3. FT ranking **decreases**, lower into the **third or fourth quartile**; we voluntarily aim toward **lowest-paid district** for full-time teaching **career** WRT cost of living.

From Jo-Ann Panzardi, Engineering Chair

I am speaking on behalf for the newer hired full-time faculty, (not for me as a long time faculty).....

The f-t salary is causing newer full-time faculty to leave ... Damian and Joe in Math; Beth in Anthro

I fully support all the salary increase to go to newer full-time faculty.

Or, if this is too non-conventional, I support the full amount going to full-time faculty in the hopes that this will support [sic] us keeping newer faculty and enticing new faculty recruits.

You can voice my concern that we need to attract new faculty and keep new faculty, so my support is to pay any full-time faculty hired in the last ten years more.