

California Community Colleges Salary Study

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<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 Salaries

PT/FT Pro Rata

Data

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

- 2016-2017 salary schedules
- PT and FT salaries @ 5 different class/step combinations
- Some information on office hour inclusion in PT hourly rates
- I filled in missing data on maximum compensation for required 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 w/ Cost-of-Living Adjustment

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 w/ Cost-of-Living

Master's

Master's

Master's

Master's

3.4

PhD, Max



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97th 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 Part-Time Salary 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

**Average PT
Ranking:**

16/72

**78th percentile
(lower first
quartile)**

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 pay for 1-2 hours at a **flat rate** (usually \$20–50/hr), very few pay on **instructional schedule**, a few on **non-instructional (lab) schedule**. Some districts pay **nothing**. Most districts require **at least 40% load** for *any* compensation.
3. I increased PT rates at other districts to **include per-unit compensation** at maximum PT load for **required office hours**, assuming all PT faculty qualify (which is untrue).
4. CFT data compares PT rates at one step lower than FT rates, **lowering the actual ratio**

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

**Average Pro-Rata
Ranking:**

15/72

**79th percentile
(lower first
quartile)**

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

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%

Comparative Rankings, Cabrillo College, 2016-2017

**Average FT
Ranking:**

51/72

**29th percentile
(lower third
quartile)**

**Average PT
Ranking:**

16/72

**78th percentile
(lower first
quartile)**

**Average Pro-Rata
Ranking:**

15/72

**79th percentile
(lower first
quartile)**

Average FT
Ranking:

51/72

29th percentile
(lower third
quartile)

Average PT
Ranking:

16/72

78th percentile
(lower first
quartile)

Average Pro-Rata
Ranking:

15/72

79th percentile
(lower first
quartile)

If we increase pro rata further:

1. Cabrillo part-time rates likely move **higher in the first quartile** in **both overall pay and pro rata**.
2. We are **competing with the richest** basic-aid districts in the state for **highest PT rates**.
3. FT ranking likely decreases, lower into the **third or maybe fourth quartile**. Still **#1 least-affordable district** for a full-time teaching career.