

# California Community Colleges Salary Study

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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 → 40<sup>th</sup> percentile**

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

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

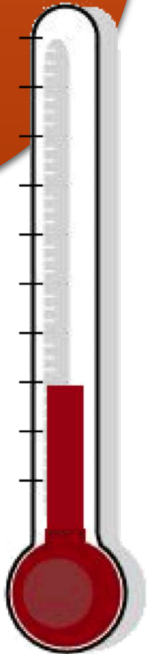
Master's Degree + 60 units, Step 21: **59/72 → 18<sup>th</sup> percentile**

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

Average FT  
Ranking:

**51/72**

**29<sup>th</sup> percentile**  
(lower third  
quartile)



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

Master's Degree, Step 1: **6.15 salaries** → **97<sup>th</sup> percentile**

Master's Degree, Step 6: **5.03 salaries** → **97<sup>th</sup> percentile**

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

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

PhD, Maximum Step: **3.15 salaries** → **99<sup>th</sup> percentile**

Average FT  
Ranking:

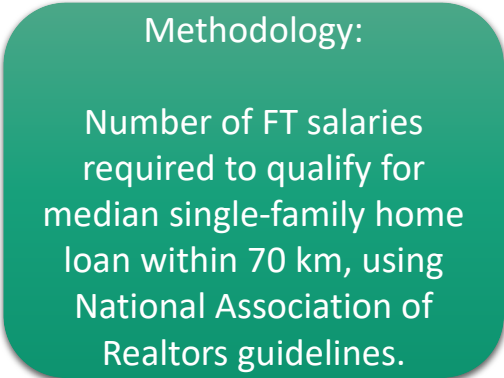
4.61 FT salaries  
to qualify for loan

1.6/72  
98<sup>th</sup> 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



# Cabrillo's Part-Time Rates Ranking (1 is highest, 72 is lowest)

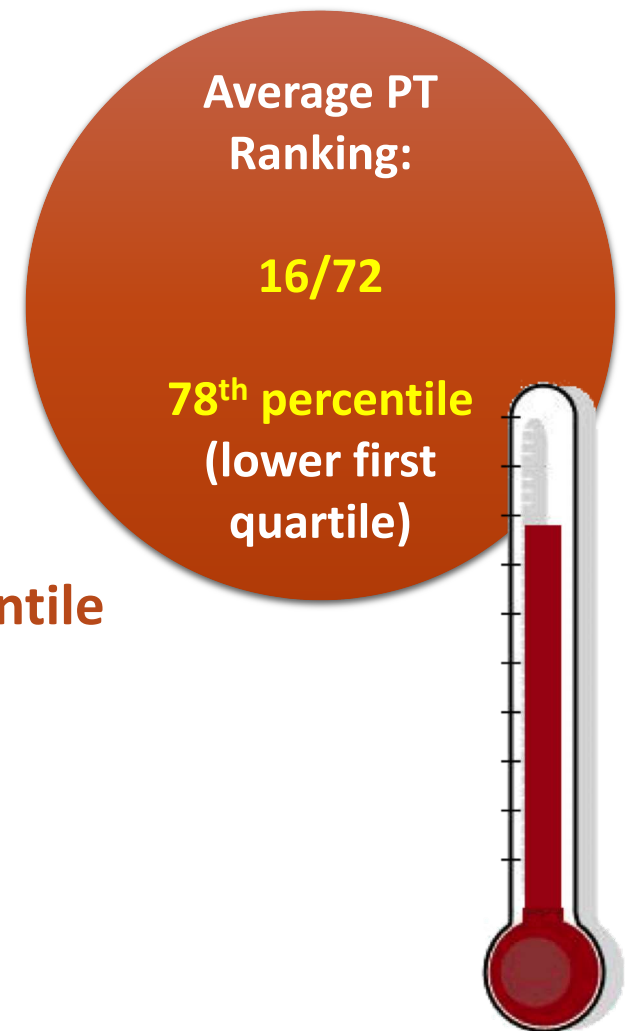
Master's Degree, Step 1: **24/72 → 67<sup>th</sup> percentile**

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

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

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

Maximum With PhD: **15/72 → 79<sup>th</sup> 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 → 71<sup>st</sup> percentile**

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

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

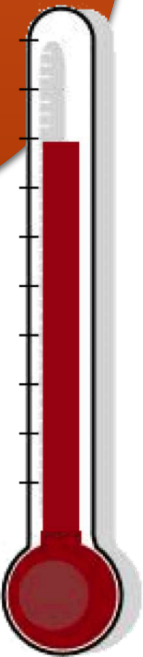
Maximum With PhD: **13/72 → 82<sup>nd</sup> percentile**

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

Average Pro-Rata  
Ranking:

**15/72**

**79<sup>th</sup> percentile**  
(lower first  
quartile)



# Cabrillo 2017–2018 Pro Rata

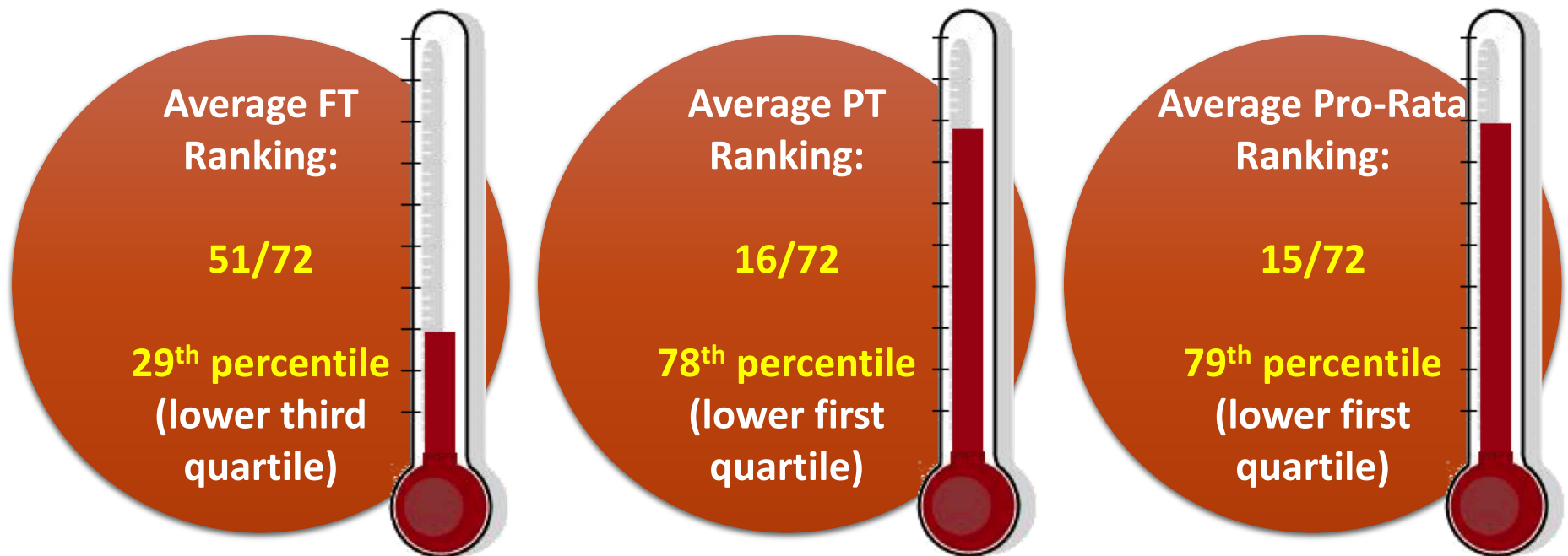
Cabrillo PT/FT Pro Rata 2017–2018						
Step↓ / Class→	1	2	3	4	5	6
1	74.69%	74.68%	74.72%	74.70%	74.68%	74.72%
2	74.68%	74.69%	74.70%	74.70%	74.71%	74.72%
3	74.69%	74.70%	74.70%	74.71%	74.71%	74.72%
4	74.70%	74.70%	74.71%	74.71%	74.72%	74.68%
5	74.70%	74.71%	74.71%	74.72%	74.67%	74.68%
6	74.71%	74.71%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

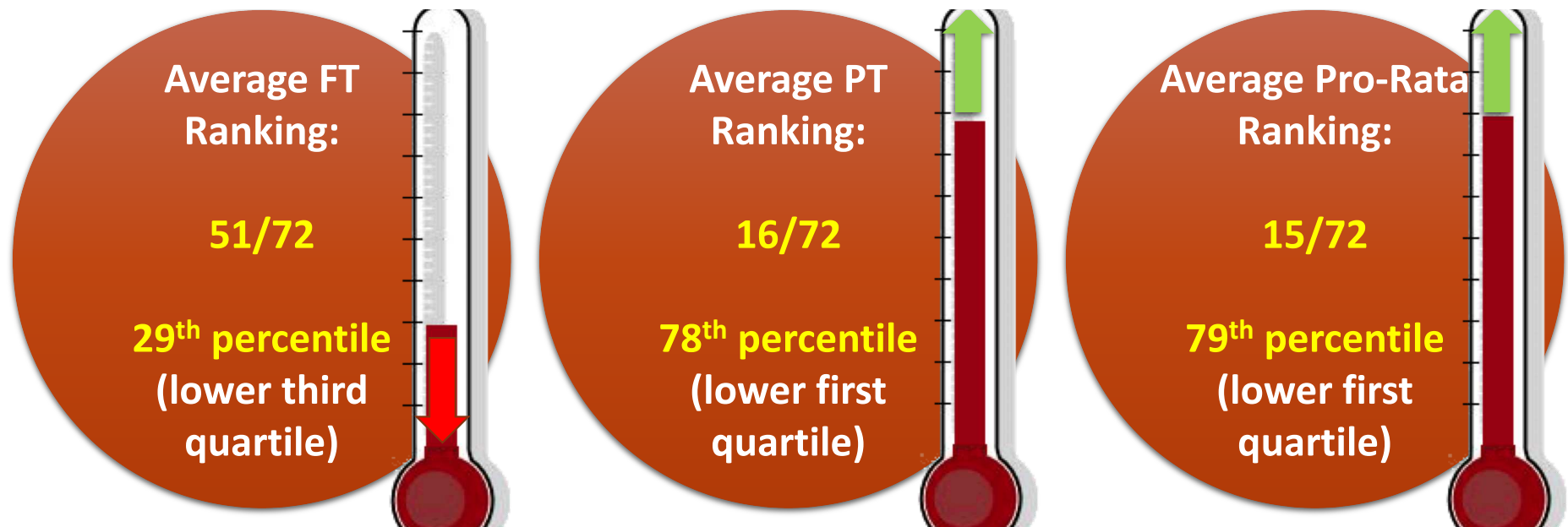
**PT/FT Pro-Rata  
Calculation  
Formula:**

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

(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.