

L.A. COUNTY SALARY COMPARISONS-April 2014
(Using Initial Placement + years)

Salary Sch effective	entry step	Min Masters Initial Step	BA + 56 Initial Step + 3 years	BA + 70 Initial Step + 7 years	BA + 84 Initial Step + 10 years	Max Non-Doctoral Initial Step + 20 years	Max Non-Doctoral Max Step (n)	Doctorate Max Step
Jan-13	4	El Camino 59426	Mt SAC 70568	Mt SAC* 85529	Mt SAC 97226	Santa Monica 106981	Mt SAC (35) 119970	Mt SAC 122022
Jul-07	6	PCC 58082	El Camino 70066	El Camino 83132	Cerritos 92815	Mt SAC 106930	Canyons (45) 112644	Canyons 114180
Jul-13	1	Mt SAC 56842	PCC 68332	Cerritos 81745	El Camino 90421	Cerritos 101114	Citrus (35) 109020	Citrus 112331
Jul-13	3	Cerritos 56841	Cerritos 67910	GLENDALE 79550	GLENDALE 89713	Rio Hondo 99982	Santa Monica (21) 106981	Santa Monica 109877
Jul-13	4	GLENDALE 56160	Citrus 65730	Santa Monica 78153	Citrus 87514	Canyons 98400	Cerritos (30) 106644	Cerritos 109413
Apr-13	3	Citrus 54699	GLENDALE 65544	Citrus* 77965	Santa Monica 87175	Citrus 98267	GLENDALE (31) 106391	GLENDALE 108461
2007-08	11	Compton 53571	Rio Hondo 64465	Rio Hondo* 76795	Rio Hondo 86415	GLENDALE 97682	Rio Hondo (25) 102697	Rio Hondo 105675
Jul-07	1	Rio Hondo 53370	Ant Valley 63776	PCC 76019	Los Angeles 84880	Compton 96603	Los Angeles (28) 102510	Los Angeles 105600
2013-14	1	Canyons 52920	Compton 63240	Ant Valley 75268	Ant Valley 84398	Ant Valley 96199	Ant Valley (26) 100916	PCC 104206
Jul-13	1	Ant Valley 52592	Canyons 61476	Canyons 73644	Canyons** 84216	Los Angeles 95500	Compton (35) 100583	Ant Valley 104181
Jul-13	1	Los Angeles 51480	Long Beach 60920	Los Angeles 72700	PCC 83706	El Camino 94905	El Camino (30) 99391	El Camino 102739
2008-09	1	Long Beach 50555	Santa Monica 60457	Long Beach 72365	Long Beach 81426	Long Beach 93219	PCC (33) 99081	Long Beach 102163
Aug-12	1	Santa Monica 48666	Los Angeles 60110	Compton 71935	Compton 80455	PCC 91394	Long Beach (30) 97894	Compton 100583

Median position (7th) is boxed
assumes 30 unit Masters for all columns
*--averaged 60/80 unit columns
**--averaged 78/90 unit columns

Prepared by: Steve Marsden
Glendale College Guild

L.A. COUNTY SALARY COMPARISONS-April 2014
(Using Steps)

Salary Sch effective	entry step	Min Masters Step 3	BA + 56 Step 6	BA + 70 Step 10	BA + 84 Step 13	Max Non-Doctoral Step 20	Max Non-Doctoral Max Step (n)	Doctorate Max Step
Jul-13	1	Mt SAC 63328	Mt SAC 77044	Mt SAC* 91964	Mt SAC 103670	Mt SAC 106930	Mt SAC (35) 119970	Mt SAC 122022
Jan-13	4	El Camino 59426	Rio Hondo 69875	Santa Monica 82324	Cerritos 92815	Santa Monica 105938	Canyons (45) 112644	Canyons 114180
Jul-07	1	Rio Hondo 58780	Ant Valley 68496	Rio Hondo* 82222	Rio Hondo 91840	Rio Hondo 99982	Citrus (35) 109020	Citrus 112331
Jul-07	6	PCC 58082	PCC (9) 68332	Cerritos 81745	Santa Monica 91346	Cerritos 98345	Santa Monica (21) 106981	Santa Monica 109877
Jul-13	1	Ant Valley 57312	Cerritos 67910	El Camino 80705	Los Angeles 91100	Canyons 97980	Cerritos (30) 106644	Cerritos 109413
Jul-13	3	Cerritos 56841	El Camino 67637	Ant Valley 79986	GLENDALE 89713	Ant Valley 96199	GLENDALE (31) 106391	GLENDALE 108461
Jul-13	4	GLENDALE 56160	Canyons 66588	Canyons 78756	Canyons** 89340	Citrus 95579	Rio Hondo (25) 102697	Rio Hondo 105675
2008-09	1	Long Beach 55300	Citrus 65730	Los Angeles 78030	Ant Valley 89118	Los Angeles 95500	Los Angeles (28) 102510	Los Angeles 105600
Jul-13	1	Los Angeles 55250	Long Beach 65666	Citrus* 77965	El Camino 87991	GLENDALE 94947	Ant Valley (26) 100916	PCC 104206
2013-14	1	Canyons 55020	Los Angeles 64510	Long Beach 77105	Citrus 87514	Compton (28) 93573	Compton (35) 100583	Ant Valley 104181
Apr-13	3	Citrus 54699	Compton (14) 63240	GLENDALE 76640	Long Beach 86172	Long Beach 93219	El Camino (30) 99391	El Camino 102739
2007-08	11	Compton 53571	GLENDALE 63182	PCC (13) 76019	PCC (16) 83706	El Camino 92661	PCC (33) 99081	Long Beach 102163
Aug-12	1	Santa Monica 52836	Santa Monica 61858	Compton (18) 71935	Compton (21) 80455	PCC (23) 88831	Long Beach (30) 97894	Compton 100583

Median position (7th) is boxed
assumes 30 unit Masters for all columns
*--averaged 60/80 unit columns
**--averaged 78/90 unit columns

GLENDALE RANK

2014	7	12	11	6	9	6	6
2012	9	13	12	10	12	6	6
2008	8	13	12	7	new	6	6
2007	5	10	7	3		4	5
2004	12	11	11	7		5	5
2000	9	10	9	5		8	10
1997	9	10	7	3		6	7
1994	8	9	6	4		5	5

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Adjunct Salaries: CFT modified (MA/9th Sem)

RANK	DISTRICT	RATE/hr.
1	El Camino	\$90.91
2	LACC	\$81.17
3	Mt.SAC	\$77.88
4	R.Hondo	\$73.36
5	AVCC	\$69.08
6	SMC	\$67.61
7	PCC	\$60.39
8	Cerritos	\$60.33
9	GCC	\$59.15
10	Citrus	\$55.93
11	Compton	\$44.68
12	COC	\$44.48
13	LBCC	\$43.59

From CFT's 2013 Part-Time Faculty Salary Comparisons in CA Community Colleges, CBAs found online, and phone conversations with Human Resource personnel. Much inconsistency and plenty of errors found in each.

Adjunct Salaries w/ office hr. adj

COLLEGE	CFT RPT	PAID OH	MATH	EFF. HRLY RATE
LACC	\$81.17	\$13.37/hr for every hour taught	\$13.37	\$94.54
El Camino	\$90.91	no		\$90.91
MtSAC	\$77.88	1hr/week per sem for all loads at \$20/hr	+\$20/3	\$83.55
R Hondo	\$73.36	no		\$73.36
GCC	\$59.15	0.67 hr./week for semester	+\$59.15(2/3)/3	\$72.29
AVCC	\$69.08	no		\$69.08
SMC	\$67.61	no		\$67.61
PCC	\$60.39	6 hours/sem for all loads at hrly rate	+\$60.39(6)/{17.5(3)}	\$67.29
Cerritos	\$60.33	8 hours/semester at \$40/hr	+\$40(8)/{17.5(3)}	\$66.43
LBCC	\$43.59	included in hourly	\$18.57	\$62.16
COC	\$44.48	included in hourly	\$12.53	\$57.01
Citrus	\$55.93	no		\$55.93
Compton	\$44.68	no		\$44.68

MA/MS in 9th semester, including pay for office hours (one 3-unit course in 15-unit load discipline). From CFT's 2013 Part-Time Faculty Salary Comparisons in CA Community Colleges, bargaining agreements found online, and phone conversations with HR personnel. There was much inconsistency and plenty of errors in each.