

## AFA 2018 Salary Study Summary

### 2018-19 Rank Ten Salary Schedules

The ten top-ranked districts and Sonoma in each benchmark category are listed for 2018-19 in Table 1.

Minimum HND Salary		16 year HND Salary		Maximum HND Salary	
1. Compton	82422	1. Mt San Jacinto	117241	1. Sequoias	128821
2. Kern	81530	2. Kern	115199	2. Santa Clarita	128244
3. Riverside	75944	3. Desert	114255	3. West Hills	125262
4. Long Beach	75281	4. Riverside	113778	4. Mt San Antonio	125221
5. Mt San Jacinto	75253	5. Mt San Antonio	112181	5. Santa Monica	124213
6. Pasadena	74619	6. Cerritos	112148	6. Cerritos	121611
7. Mt San Antonio	74600	7. Santa Monica	110100	7. Palomar	121462
8. Cerritos	74285	8. Foothill-DeAnza	108941	8. Foothill-De Anza	121441
9. El Camino	74111	9. Santa Clarita	108144	9. Coast	120442
<b>10. Sonoma</b>	<b>73001</b>	10. Palomar	108041	10. Riverside	119329
		<b>17. Sonoma</b>	<b>105295</b>	<b>13. Sonoma</b>	<b>118956</b>
Rank Ten Adjustment w/o COLA: 0.00%		Rank Ten Adjustment w/o COLA: 2.61%		Rank Ten Adjustment w/o COLA: 0.31%	

Table 1: 2018-19 Top-Ten Benchmark Rankings

The Full-time Faculty 2018-19 salary schedule and the 2018-19 estimated faculty payroll costs are shown in Tables 2 and 3 respectively. These tables are based on the FTEF counts most-recently provided by the District and assumes a COLA of 2.71%. [COLA subject to change by State.]

STEP	Class A	Class B	Class C	Class D	% Change
1	66406	70391	74614	76107	2.21%
2	68531	72643	77002	78542	2.46%
3	70658	74896	79390	80977	2.69%
4	72781	77147	81777	83413	2.92%
5	74906	79399	84165	85847	3.13%
6	77030	81653	86552	88282	3.33%
7	79158	83906	88940	90720	3.52%
8	81282	86158	91328	93154	3.70%
9	83406	88411	93715	95589	3.87%
10	85531	90662	96103	98024	4.03%
11	87656	92915	98491	100460	4.19%
12	89782	95169	100878	102896	4.34%
13	91907	97421	103266	105330	4.48%
14	94031	99673	105653	107766	4.62%
15	96157	101928	108041	110203	4.75%
16	98283	104179	110429	112638	4.88%
PG20	101704	107806	114275	116560	4.03%
PG24		111435	118120	120484	3.25%
PG28			121966	124405	2.53%

Table 2: Full-time Faculty 2018-19 Salary Schedule (Rank 10 w/ COLA)

Cost of Proposed 2018-19 Schedule				
	2017-18	2018-19 (prop)	Change	% Change
Regular	<b>\$29,080,475</b>	<b>\$30,275,796</b>	<b>\$1,195,321</b>	<b>4.11%</b>
Hrly Total	<b>\$24,315,854</b>	<b>\$25,143,890</b>	<b>\$828,036</b>	<b>3.41%</b>
Allied Hrly	\$2,622,131	\$2,711,407	\$89,276	3.40%
Lect Hrly	\$12,679,728	\$13,120,152	\$440,424	3.47%
Lab Hrly	\$6,459,496	\$6,669,156	\$209,660	3.25%
NonCr Hrly	\$910,061	\$941,408	\$31,347	3.44%
CDCP Hrly	\$1,644,440	\$1,701,768	\$57,328	3.49%
<b>Total</b>	<b>\$53,396,329</b>	<b>\$55,419,687</b>	<b>\$2,023,358</b>	<b>3.79%</b>

Table 3: 2018-19 Estimated Faculty Payroll Expense

	Allan Hancock		Antelope Valley		Barstow		Butte-Glenn		Cabrillo		Cerritos		Chabot-Las Positas		Chaffey		Citrus		Coast		Compton		Contra Costa		Copper Mountain	
1	63820	48	64887	41	63484	49	62939	54	63185	51	74285	11	65864	36	63096	53	64972	40	70975	24	82422	2	69108	27	56998	67
2	65991	47	67405	40	65774	50	65601	51	65161	54	77442	9	68825	36	65939	48	64972	55	73504	23	86712	1	69108	35	59420	67
3	68233	50	69922	40	68064	51	68258	48	67773	53	80595	7	71786	35	68783	45	64972	60	76025	22	88193	2	69108	44	61945	67
4	70554	51	72440	40	70354	53	70917	47	70383	52	83748	7	74749	32	71627	44	67852	59	78557	22	89714	3	71808	42	64578	66
5	72954	52	74959	39	72644	53	73578	45	72993	50	86904	6	77708	32	74470	43	70736	58	81080	22	91209	3	74508	42	67323	64
6	75433	50	77478	38	74934	53	76235	44	75607	47	90063	6	80669	32	77314	40	73615	56	83607	22	92157	4	77256	41	70184	65
7	77997	47	79996	39	77224	54	78888	44	78218	46	93218	5	83629	31	80158	38	76498	55	86130	21	93107	7	79872	40	73167	63
8	80649	48	82515	41	79514	54	81554	45	80826	47	96374	6	86592	30	83003	38	79377	55	88661	22	94056	10	82536	39	76276	63
9	83391	48	85034	41	81804	55	84213	45	83440	46	99529	4	89551	29	85846	38	82258	53	91181	22	95018	14	85260	39	79518	62
10	84725	54	87550	40	84094	57	86872	43	86048	47	102680	4	92512	27	87500	41	85138	51	93703	22	95966	19	87960	38	82898	59
11	86081	57	90069	40	86384	56	89630	42	87519	52	105841	4	95473	26	89155	44	88021	49	96233	23	96955	19	90540	38	86421	55
12	87458	58	92587	40	88674	56	92190	42	88990	54	108995	4	98431	25	90809	49	90902	48	98752	23	97956	27	93240	38	90094	51
13	88856	61	95107	41	90964	54	94847	42	90462	55	108995	7	101395	23	92463	50	93781	46	101283	24	98955	31	95976	37	93923	45
14	90279	63	95107	46	93254	53	94847	48	91930	55	110572	7	104356	17	94120	51	96662	42	101283	29	99944	35	95976	43	97914	40
15	91723	63	97625	43	95544	52	94847	54	93406	61	110572	8	107317	15	95774	50	96662	46	105116	20	100932	37	95976	48	97914	42
16	93192	63	100144	42	97834	49	99458	43	94450	61	112148	9	107317	17	97430	50	96662	52	105116	25	101932	36	98556	46	97914	48
17	94682	61	100144	44	100124	45	99458	47	95495	59	112148	11	107317	21	99083	48	99543	46	108948	16	102946	37	98556	51	97914	53
18	96196	59	100144	47	102414	43	99458	50	96539	58	113727	11	107317	26	100739	44	99543	49	108948	22	103935	37	98556	53	97914	55
19	97735	57	102663	43	104704	39	99458	54	97583	58	113727	13	107317	30	101418	48	99543	53	108948	23	104935	38	101316	49	97914	55
20	99300	56	102663	47	106994	33	104068	43	98632	58	115305	10	110278	25	102098	50	102423	49	112778	17	106196	36	101316	53	97914	60
21	100889	57	102663	50	106994	37	104068	46	99674	59	115305	12	110278	25	102779	49	102423	51	112778	19	107300	35	101316	54	97914	61
22	101898	54	102663	52	106994	39	104068	49	100720	60	116883	12	110278	27	110255	28	102423	53	112778	21	108405	34	104028	50	97914	62
23	102917	55	105180	49	106994	40	104068	51	101764	57	116883	12	110278	28	110255	29	105304	48	116611	13	109512	32	104028	52	97914	63
24	103946	53	105180	50	106994	42	108678	36	102808	57	118459	11	110278	30	110255	31	105304	49	116611	14	110616	29	104028	52	97914	64
25	104985	51	105180	50	106994	44	108678	40	103850	54	118459	12	113241	28	110255	32	105304	49	116611	15	111721	30	104028	53	97914	64
26	106035	51	107698	44	106994	47	108678	41	105834	53	120036	10	113241	28	110255	33	108185	42	120442	9	111721	30	104028	55	97914	64
27	107096	47	107698	45	106994	48	108678	42	105834	54	120036	11	116203	19	110255	34	108185	43	120442	10	111721	32	104028	56	97914	66
28	108167	44	107698	46	106994	48	108678	42	105834	54	121611	9	116203	22	110255	34	108185	43	120442	11	111721	32	104028	56	97914	66
29	109248	40	107698	47	106994	49	108678	44	105834	54	121611	9	116203	23	110255	36	111065	34	120442	11	111721	33	104028	56	97914	66
30	110341	37	107698	48	106994	50	108678	45	105834	54	121611	9	119165	14	110255	38	111065	35	120442	11	111721	34	104028	56	97914	67
31	111444	36	107698	48	106994	50	108678	45	105834	54	121611	10	119165	15	110255	39	111065	37	120442	12	111721	35	104028	57	97914	67
32	111444	37	107698	48	106994	50	108678	46	105834	54	121611	10	119165	15	110255	40	113945	29	120442	12	111721	36	104028	57	97914	67
33	111444	38	107698	48	106994	50	108678	46	105834	54	121611	10	119165	15	110255	41	113945	29	120442	12	111721	37	104028	57	97914	67
34	111444	38	107698	48	106994	50	108678	46	105834	54	121611	10	119165	15	110255	41	113945	29	120442	12	111721	37	104028	57	97914	67
35	111444	39	107698	48	106994	50	108678	46	105834	54	121611	11	119165	17	110255	41	116828	22	120442	13	111721	38	104028	57	97914	67
36	111444	39	107698	48	106994	50	108678	46	105834	54	121611	11	119165	17	110255	41	116828	22	120442	13	111721	38	104028	57	97914	67
Max HND Salary	111444	39	107698	48	106994	50	108678	46	105834	54	121611	11	119165	17	110255	41	116828	22	120442	14	111721	38	104028	58	97914	67
	Allan Hancock		Antelope Valley		Barstow		Butte-Glenn		Cabrillo		Cerritos		Chabot-Las Positas		Chaffey		Citrus		Coast		Compton		Contra Costa		Copper Mountain	

	Desert		El Camino		Feather River		Foothill-De Anza		Gavilan		Glendale		Grossmont-Cuyamaca		Hartnell		Imperial		Kern		Lake Tahoe		Lassen		Long Beach	
1	72925	16	74111	12	63993	45	69285	26	69015	29	71356	20	62330	57	61378	60	62433	56	81530	3	62239	58	55540	68	75281	7
2	75949	13	76829	11	66620	43	72340	26	71518	28	74066	19	63950	60	64119	58	64306	57	83568	4	64484	56	58194	68	77796	7
3	79105	13	79553	11	69174	43	75394	23	74024	27	76838	17	65613	59	66859	55	66236	58	85657	4	66729	56	60980	68	80316	8
4	82392	11	82286	12	71733	43	78449	23	76516	26	79744	15	67319	60	69600	54	68224	58	87798	4	68974	56	63904	68	82833	8
5	85821	9	84998	11	74361	44	81504	21	79025	26	82772	15	69069	62	72340	54	70271	59	89993	4	71219	56	66976	67	85348	10
6	89392	9	87720	12	76922	43	84558	19	81529	27	85917	14	70865	62	75081	52	72380	60	92243	3	73464	57	70199	64	87865	10
7	93117	6	90443	11	79472	43	87613	18	84025	29	89189	14	72707	65	77821	50	74552	61	94549	3	75709	58	73584	62	90382	12
8	96999	3	93163	11	82104	43	90668	19	86536	32	92584	13	74598	65	80562	49	76789	62	96913	4	77955	59	71735	61	92900	12
9	101048	3	95894	11	84673	42	93722	18	89034	32	96118	10	76537	67	83302	50	79093	63	99336	6	80200	61	80870	57	95417	12
10	105267	3	98610	12	87232	42	96777	16	91530	32	99799	8	78527	67	86043	48	81466	63	101819	6	82445	61	84753	53	99157	11
11	109666	2	101331	11	89856	41	99831	15	94032	31	99799	16	80569	67	88783	47	83910	63	104365	7	84690	61	84753	60	101370	10
12	114255	2	99775	19	92406	41	102886	12	96538	31	99799	18	82664	69	91524	45	86428	62	106974	7	86935	60	84753	64	101876	15
13	114255	2	102741	17	93667	47	105941	10	99038	30	102665	18	84813	70	94264	43	89021	59	109648	6	89180	58	84753	71	102381	19
14	114255	3	102741	22	94784	49	108941	9	101541	27	102665	23	87018	69	97005	41	91692	56	112390	4	91425	57	84753	71	102887	21
15	114255	4	102741	28	95585	51	108941	10	104043	21	102665	30	89281	67	99745	40	94443	56	115199	3	93670	58	86787	71	103392	25
16	114255	5	102741	33	95585	56	108941	12	106543	20	105621	23	91602	66	102486	34	97277	51	115199	4	95915	53	86787	72	104908	26
17	114255	6	105430	27	95585	58	108941	17	109050	15	105621	26	92884	65	105226	31	100196	43	115199	5	98160	52	86787	72	105920	25
18	114255	9	105430	31	95585	60	112691	12	111546	15	105621	30	93381	66	107967	23	103202	40	115199	7	100405	46	88869	71	106557	28
19	114255	10	105430	32	95585	62	112691	16	114046	12	108664	24	93881	66	107967	26	103202	42	115199	9	102651	44	88869	71	107544	29
20	114255	12	105430	37	95585	65	112691	18	114046	14	108664	30	94383	66	107967	32	103202	46	115199	11	104896	41	88869	71	109165	28
21	114255	15	108121	32	95585	66	112691	20	114046	17	108664	30	94888	67	107967	34	103202	48	115199	13	104896	45	91003	71	109165	28
22	114255	17	108121	35	95585	66	116941	11	116608	13	111798	24	95396	67	107967	37	103202	51	115199	16	104896	48	91003	71	109165	32
23	114255	19	108121	35	95585	67	116941	11	116608	14	111798	26	95906	66	107967	37	103202	54	115199	17	104896	50	91003	71	109165	34
24	114255	20	108121	37	95585	68	116941	13	116608	15	111798	27	96419	67	107967	39	103202	56	115199	17	104896	51	91003	72	109165	34
25	114255	24	110808	31	95585	68	116941	14	116608	16	115026	20	96935	65	107967	42	103202	57	115199	19	104896	52	91003	72	109165	37
26	114255	24	110808	32	95585	69	121441	8	116608	17	115026	21	97454	65	107967	43	103202	58	115199	19	104896	54	91003	72	109165	38
27	114255	26	113498	29	95585	69	121441	9	116608	17	115026	23	97975	65	107967	44	103202	58	115199	22	104896	55	91003	72	109165	39
28	114255	27	113498	29	95585	69	121441	10	116608	19	118352	17	98499	65	107967	45	103202	58	115199	25	104896	55	91003	72	109165	39
29	114255	27	113498	29	95585	69	121441	10	116608	19	118352	17	99026	64	107967	46	103202	58	115199	25	104896	55	91003	72	109165	41
30	114255	27	113498	29	95585	70	121441	10	116608	21	118352	18	99556	65	107967	47	103202	59	115199	25	104896	55	91003	72	109165	42
31	114255	27	113498	29	95585	70	121441	11	116608	21	118352	18	99556	65	107967	47	103202	59	115199	25	104896	55	91003	72	109165	42
32	114255	27	113498	30	95585	70	121441	11	116608	21	118352	18	99556	65	107967	47	103202	59	115199	25	104896	55	91003	72	109165	43
33	114255	27	113498	30	95585	70	121441	11	116608	21	118352	18	99556	65	107967	47	103202	59	115199	25	104896	55	91003	72	109165	43
34	114255	27	113498	30	95585	70	121441	11	116608	21	118352	19	99556	65	107967	47	103202	59	115199	25	104896	55	91003	72	109165	43
35	114255	29	113498	32	95585	70	121441	12	116608	23	118352	20	99556	65	107967	47	103202	59	115199	27	104896	55	91003	72	109165	43
36	114255	29	113498	32	95585	70	121441	12	116608	23	118352	20	99556	65	107967	47	103202	59	115199	27	104896	55	91003	72	109165	43
Max HND Salary	114255	29	113498	32	95585	71	121441	13	116608	23	118352	20	99556	65	107967	47	103202	60	115199	27	104896	56	91003	72	109165	43
	Desert		El Camino		Feather River		Foothill-De Anza		Gavilan		Glendale		Grossmont-Cuyamaca		Hartnell		Imperial		Kern		Lake Tahoe		Lassen		Long Beach	

STEP	Los Angeles		Los Rios		Marin		Mendocino-Lake		Merced		Mira Costa		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
1	67780	31	59404	62	67148	34	65610	38	57792	66	81352	4	61787	59	74600	10	75253	8	52131	71	72929	15	72183	18	60927	61
2	70220	30	61780	62	69540	34	68188	37	60110	65	85204	3	64102	59	77211	10	77510	8	55207	71	72929	24	74896	16	62755	61
3	72740	32	64251	63	71932	34	70767	36	62418	65	89053	1	66430	57	79913	9	79836	10	58327	71	72929	30	77609	14	64638	61
4	75360	31	66821	62	74324	35	73344	37	64738	65	92905	1	68748	57	82711	9	82231	13	61477	70	75832	28	80322	14	66577	63
5	78080	31	69494	61	76716	35	75923	36	67058	66	96755	1	71072	57	84277	13	84698	12	64644	70	78729	27	83035	14	68574	63
6	80890	31	72274	61	79108	35	78500	37	69468	66	100607	1	73386	58	87752	11	87238	13	67812	69	81629	25	85748	15	70631	63
7	83800	30	75165	59	81500	36	81077	37	71882	66	104452	1	75722	57	91205	10	89856	13	70964	68	84528	25	88461	15	72750	64
8	86820	29	78171	56	83892	36	83656	37	74316	66	108308	1	78042	58	94725	9	92551	14	74088	67	87427	25	91174	17	74933	64
9	89940	26	81298	56	86284	36	86234	37	76745	66	112157	1	80368	59	98256	8	95328	13	77162	65	90321	23	93887	17	77181	64
10	93180	24	84550	55	88676	37	88810	36	79176	66	116007	1	82689	60	101710	7	98188	13	80171	64	93223	23	96600	17	79496	65
11	96530	21	87932	50	91068	37	91390	36	81623	65	119861	1	84878	59	105208	5	101133	12	83098	64	96121	24	99313	17	81245	66
12	100010	17	91449	46	93460	37	93967	36	84067	65	123710	1	87334	59	108683	5	104167	9	85924	63	99019	21	102026	14	83033	68
13	103610	14	95107	40	95852	39	96546	36	86533	66	127559	1	89650	57	112181	4	107292	8	88629	62	101917	20	104739	12	84859	69
14	103610	20	98911	37	98244	39	99125	36	89003	65	131409	1	89650	64	112181	5	110511	8	91199	58	101917	25	107452	11	86726	70
15	103610	22	102868	27	100636	39	101700	33	89003	68	135254	1	89650	66	112181	7	113827	5	93616	59	101917	32	110165	9	88634	69
16	106080	21	94668	59	103028	32	104279	29	89893	69	136017	1	89650	70	112181	8	117241	3	95863	55	104818	28	112878	7	90584	68
17	106080	24	94668	62	105420	28	104279	33	89893	70	136780	1	89650	71	112181	10	117241	3	95863	57	104818	32	115591	4	92577	66
18	106080	29	94668	61	107812	24	104279	36	91482	70	137545	1	91972	69	115441	6	117241	4	85958	72	107717	25	118304	3	94613	63
19	108610	25	94668	64	110204	22	104279	40	91482	70	138308	1	91972	69	115441	8	117241	5	85958	72	107717	27	121017	3	96695	59
20	108610	31	106983	34	112596	19	104279	42	91482	70	139073	1	91972	69	115441	9	117241	6	85958	72	110611	24	123730	3	98823	57
21	108610	31	106983	38	114988	14	105779	42	91482	70	139837	1	94302	68	115441	11	117241	7	88158	72	110611	24	126443	3	100996	56
22	111210	26	106983	40	117380	9	105779	44	94133	69	140599	1	94302	68	115441	15	117241	10	88158	72	113513	19	126443	3	100996	58
23	111210	27	106983	41	119772	7	105779	46	94133	69	141364	1	94302	68	115441	16	117241	10	88158	72	113513	21	126443	3	100996	59
24	111210	28	106983	43	122164	7	105779	47	94133	69	142128	1	96624	66	115441	16	117241	12	91672	71	113513	23	126443	3	100996	61
25	113860	26	106983	45	122164	7	105779	48	94133	70	142892	1	96624	67	115441	18	117241	13	91672	71	116412	17	128972	3	100996	61
26	113860	26	106983	48	122164	7	107279	46	96859	66	143655	1	96624	68	118701	14	117241	16	91672	71	116412	18	128972	3	100996	61
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28	116580	20	106983	49	127556	5	107279	47	96859	67	145183	1	98940	64	118701	15	117241	18	91672	71	116412	21	128972	3	100996	63
29	116580	20	106983	50	127556	5	107279	48	96859	67	145948	1	98940	65	118701	15	117241	18	91672	71	116412	22	128972	3	100996	63
30	116580	22	106983	51	128948	4	107279	49	99668	64	146711	1	98940	66	118701	16	117241	19	91672	71	116412	23	128972	3	100996	63
31	116580	22	106983	51	128948	4	107279	49	99668	64	146711	1	98940	66	121961	9	117241	20	91672	71	116412	23	128972	3	100996	63
32	116580	22	106983	51	128948	4	107279	49	99668	64	146711	1	98940	66	121961	9	117241	20	91672	71	116412	23	128972	3	100996	63
33	116580	22	106983	51	128948	5	107279	49	99668	64	146711	1	98940	66	121961	9	117241	20	91672	71	116412	23	128972	4	100996	63
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35	116580	24	106983	51	128948	5	107279	49	102561	61	146711	1	98940	66	121961	10	117241	21	91672	71	116412	25	128972	4	100996	64
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Max HND Salary	116580	24	106983	51	128948	5	107279	49	105551	55	146711	1	98940	66	125221	9	117241	21	95863	70	116412	25	128972	4	100996	64
	Los Angeles		Los Rios		Marin (BA Dist)		Mendocino-Lake		Merced		Mira Costa (BA Dist)		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde	

STEP	Palomar		Pasadena		Peralta		Rancho Santiago		Redwoods		Rio Hondo		Riverside		San Bernardino		San Diego		San Francisco		San Joaquin Delta		San Jose-Evergreen		San Luis Obispo		
1	71004	23	74619	9	68878	30	69041	28	54286	70	64115	44	75944	5	63118	52	73449	13	63842	47	64526	42	75380	6	55058	69	
2	73909	20	74619	17	71318	29	71534	27	56458	70	67048	42	78874	5	65271	53	75469	14	66510	44	67647	39	78258	6	57585	69	
3	76817	18	74619	25	73746	28	74039	26	58716	70	69964	39	81794	5	67410	54	77544	15	69181	42	70716	37	81135	6	60073	69	
4	79720	16	74619	33	76255	27	76542	25	61065	71	72895	38	84713	5	69565	55	79677	17	71849	41	73637	36	84010	6	62563	69	
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7	88434	16	77526	53	83617	32	84044	28	68690	71	81693	34	93478	4	76002	56	86432	20	79861	41	82794	33	92646	9	70087	69	
8	91337	15	80433	51	86092	33	86546	31	71438	71	84608	35	96404	5	78144	57	88809	21	82531	40	85815	34	95524	8	72595	69	
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16	108041	15	94970	58	105945	22	101557	37	95887	54	102185	35	113778	6	95060	57	110335	10	103888	30	106677	19	108916	13	92077	65	
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18	109496	19	97877	56	110916	18	105304	32	99761	48	105120	35	113778	10	98299	54	116487	5	106558	27	109279	21	111476	17	92077	68	
19	110225	21	97877	56	113401	15	105304	34	101756	47	105120	36	116553	7	99957	52	119690	4	106558	31	111881	17	114095	11	96681	60	
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21	111677	22	100784	58	113401	18	109061	29	105866	41	108055	33	116553	8	103361	47	119690	5	106558	39	111881	21	114095	16	96681	63	
22	112404	22	100784	59	113401	20	109061	33	105866	43	108055	36	119329	6	105106	47	119690	5	106558	41	111881	23	114095	18	101515	56	
23	113130	23	100784	60	113401	22	112815	24	105866	45	108055	36	119329	9	106881	42	119690	8	106558	43	111881	25	114095	20	101515	58	
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25	114585	21	103692	55	113401	27	112815	29	105866	47	108055	41	119329	10	108687	39	119690	8	106558	46	114482	22	114095	25	101515	60	
26	115044	20	103692	56	113401	27	112815	29	105866	52	110988	31	119329	13	108687	40	119690	11	106558	49	114482	22	114095	25	101515	60	
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32	117791	19	109506	42	113401	31	112815	32	105866	53	110988	39	119329	14	108687	45	119690	13	106558	52	114482	26	114095	28	101515	62	
33	118250	19	112413	33	113401	31	112815	32	105866	53	110988	40	119329	14	108687	45	119690	13	106558	52	114482	26	114095	28	101515	62	
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36	119628	15	112413	35	113401	33	112815	34	105866	53	110988	40	119329	16	108687	45	119690	14	106558	52	114482	28	114095	30	101515	63	
Max HND Salary	121462	12	112413	35	113401	33	112815	34	105866	53	110988	40	119329	16	108687	45	119690	15	106558	52	114482	28	114095	30	101515	63	
	Palomar		Pasadena		Peralta		Rancho Santiago		Redwoods		Rio Hondo		Riverside		San Bernardino		San Diego		San Francisco		San Joaquin Delta		San Jose-Evergreen		San Luis Obispo		

STEP	San Mateo		Santa Barbara		Santa Clarita		Santa Monica		Sequoias		Shasta-Tehama-Trinity		Sierra		Siskiyou		Solano		Sonoma		South Orange		Southwestern		State Center	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
1	72624	17	65152	39	67092	35	67391	33	70633	25	59060	64	48259	72	59360	63	57959	65	73001	14	83100	1	64130	43	67424	32
2	75996	12	67221	41	69948	32	69743	33	72803	25	61737	63	50672	72	61199	64	59957	66	75154	15	85618	2	66438	45	70216	31
3	79320	12	69291	41	72840	31	72096	33	75224	24	64411	62	53206	72	63099	64	61956	66	77307	16	88136	3	68744	46	73003	29
4	82692	10	71360	45	75720	30	74448	34	77646	24	67087	61	55866	72	65053	64	63954	67	79460	18	90654	2	71052	46	75789	29
5	86040	8	73429	46	78588	29	76799	33	80182	24	69761	60	58659	72	67071	65	65952	68	81613	20	93172	2	73357	47	78578	30
6	89400	8	75499	49	81456	28	79150	34	82491	24	72438	59	61592	72	69149	67	67950	68	83766	21	95691	2	75665	46	81342	29
7	92760	8	77568	51	84348	26	81502	35	84569	24	75112	60	64672	72	71292	67	69948	70	85919	22	98209	2	77972	49	84159	27
8	96120	7	82179	42	87216	26	91285	16	87106	27	77788	60	67905	72	73504	68	71947	70	88072	23	100727	2	80281	52	86948	28
9	99480	5	84415	43	90096	25	93640	19	89527	30	80464	58	71301	72	75783	68	73945	71	90225	24	103245	2	82586	52	89741	27
10	99480	10	86777	44	92988	25	95990	18	91469	33	83138	58	74866	72	78132	68	75943	71	92378	28	105763	2	84894	52	92526	26
11	102816	8	89164	43	95832	25	98341	18	93889	33	85814	58	78609	71	80554	68	77941	72	94531	29	108281	3	87201	53	95311	27
12	102816	13	91571	44	98724	24	100693	16	96199	33	88489	57	82539	71	83050	67	79939	72	96683	29	110800	3	89508	52	98108	26
13	102816	16	93979	44	101616	22	103045	15	98620	33	88489	63	86666	65	85626	67	81938	72	98836	32	113318	3	91817	52	100890	26
14	107172	12	95790	45	104484	16	105396	14	101406	28	88489	66	91000	60	88279	67	83936	72	100989	30	115836	2	94121	50	100890	32
15	107172	17	96693	45	106308	19	107748	13	103463	23	91143	64	94640	55	91016	65	85934	72	103142	26	118354	2	96430	47	100890	38
16	107172	18	98703	45	108144	14	110100	11	103463	31	91143	67	94640	60	93837	62	89143	71	105295	24	120872	2	98736	44	100890	39
17	107172	22	98703	50	109968	13	112452	9	103463	36	91143	69	94640	63	96652	56	92353	67	105295	30	123390	2	98736	49	103683	35
18	111672	14	98703	52	111792	13	114803	8	103463	39	93877	65	94640	62	96652	57	92353	67	105295	33	125908	2	98736	51	103683	38
19	111672	18	101171	50	113616	14	117153	6	105418	33	93877	67	94640	65	96652	61	92353	68	105295	35	128427	2	102030	46	103683	41
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21	111672	23	101171	55	117276	6	121860	4	105418	43	96694	62	98425	60	96652	64	93853	69	109849	27	133463	2	102030	52	106469	40
22	111672	25	101171	57	119100	7	124213	4	105418	45	96694	64	98425	61	96652	65	93853	70	109849	30	135981	2	105381	46	106469	42
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24	115068	18	103637	55	122760	6	124213	4	107372	40	99595	62	102362	58	96652	65	93853	70	114402	19	138499	2	105381	48	106469	45
25	118524	11	103637	56	124584	5	124213	6	107372	43	99595	63	102362	58	96652	66	95353	69	114402	23	138499	2	108784	38	109259	36
26	118524	15	106105	50	126408	4	124213	6	107372	45	99595	63	102362	59	96652	67	95353	70	114402	23	141017	2	108784	39	109259	37
27	118524	15	106105	52	128244	4	124213	7	109475	37	102583	59	102362	60	96652	68	95353	70	114402	25	141017	2	108784	40	109259	38
28	118524	16	106105	52	128244	4	124213	7	109475	37	102583	59	102362	60	96652	68	95353	70	118956	14	141017	2	108784	40	109259	38
29	118524	16	108572	45	128244	4	124213	7	109475	38	102583	60	102362	61	96652	68	95353	70	118956	14	141017	2	108784	42	109259	39
30	118524	17	108572	46	128244	5	124213	8	109475	41	102583	60	102362	61	96652	69	96853	68	118956	15	141017	2	108784	43	112043	32
31	118524	17	108572	46	128244	5	124213	8	112315	32	102583	60	102362	61	96652	69	96853	68	118956	16	141017	2	108784	43	112043	33
32	118524	17	111040	38	128244	5	124213	8	112315	33	102583	60	102362	61	96652	69	96853	68	118956	16	141017	2	108784	44	112043	34
33	118524	17	111040	39	128244	6	124213	8	112315	34	102583	60	102362	61	96652	69	96853	68	118956	16	141017	2	108784	44	112043	35
34	118524	18	111040	39	128244	6	124213	8	112315	34	102583	60	102362	62	96652	69	96853	68	118956	16	141017	2	108784	44	112043	35
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36	118524	19	113508	31	128244	7	124213	10	128821	6	102583	60	102362	62	96652	69	96853	68	118956	18	141017	2	108784	44	112043	36

Max HND Salary	118524	19	113508	31	128244	7	124213	10	128821	6	102583	61	102362	62	96652	69	96853	68	118956	18	141017	2	108784	44	112043	36
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	San Mateo		Santa Barbara		Santa Clarita		Santa Monica		Sequoias		Shasta-Tehama-Trinity		Sierra		Siskiyou		Solano		Sonoma		South Orange (BA Dist)		South-western		State Center
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	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba
1	63376 50	65776 37	72174 19	71012 22	71319 21	62936 55	63860 46
2	65810 49	68098 38	74354 18	73767 22	73816 21	65495 52	66144 46
3	68249 49	70421 38	76538 19	76524 20	76398 21	68057 52	68427 47
4	70686 49	72743 39	78719 21	79279 19	79072 20	70617 50	70710 48
5	73124 49	75065 38	80903 23	82034 17	81841 19	73178 48	72993 50
6	75561 48	77387 39	83085 23	84791 17	84704 18	75735 45	75276 51
7	77997 47	79710 42	85269 23	87546 19	87670 17	78297 45	77560 52
8	80440 50	82032 44	87452 24	90301 20	90739 18	80856 46	79843 53
9	82874 51	84355 44	89639 28	93058 20	93914 16	83417 47	82126 54
10	85311 50	86676 45	91818 30	95813 20	97200 14	85976 49	84409 56
11	87748 51	88999 46	94001 32	96571 20	100604 13	88537 48	86692 54
12	90185 50	91322 47	96192 34	99216 20	104122 10	89335 53	88975 55
13	92621 49	93644 48	98369 35	99988 27	104122 13	90131 56	91259 53
14	95059 47	95967 44	100547 34	100760 33	104122 18	90930 61	93542 52
15	97496 44	98288 41	102727 29	101532 35	107767 12	91727 62	95825 49
16	100421 41	100611 40	104903 27	101532 38	107767 16	92525 64	98108 47
17	100421 41	102933 38	107092 23	102547 39	107767 20	93321 64	100391 42
18	100421 45	105256 34	109282 20	102547 42	111540 16	94120 64	102675 41
19	100421 51	107578 28	111471 20	102547 45	111540 19	94916 63	104958 37
20	100421 55	109900 26	113660 15	102547 48	111540 22	95714 64	104958 40
21	101883 53	109900 26	115849 9	107167 36	115443 10	96511 65	104958 44
22	101883 55	109900 29	118037 8	109310 31	115443 14	97309 63	107241 38
23	101883 56	109900 30	120398 6	109310 33	115443 15	98106 62	107241 39
24	101883 59	109900 32	122806 5	109310 33	119484 9	98905 63	107241 41
25	101883 59	109900 33	125262 4	109310 35	119484 9	99702 62	109524 34
26	103346 57	109900 34	125262 5	109310 36	119484 12	100500 62	109524 35
27	103346 57	109900 35	125262 6	115869 20	123665 8	101297 62	109524 36
28	103346 57	109900 35	125262 6	115869 24	123665 8	102095 61	109524 36
29	103346 57	109900 37	125262 6	115869 24	123665 8	102891 59	111807 32
30	103346 58	109900 39	125262 7	115869 24	127993 6	103694 57	111807 33
31	104808 56	109900 40	125262 7	115869 24	127993 6	103694 58	111807 34
32	104808 56	109900 41	125262 7	115869 24	127993 6	103694 58	111807 35
33	104808 56	109900 42	125262 7	115869 24	132474 3	103694 58	111807 36
34	104808 56	109900 42	125262 7	115869 24	132474 3	103694 58	111807 36
35	104808 56	109900 42	125262 8	115869 26	132474 3	103694 58	111807 37
36	104808 56	109900 42	125262 8	115869 26	137110 3	103694 58	111807 37
Max HND Salary	104808 57	109900 42	125262 8	115869 26	137110 3	103694 59	111807 37
	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba

**HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY**  
Salary by step (with statewide rank) in highest salary class not requiring a PhD or equivalent degree from the district's most current 10-month contract salary schedule.

**MAX HND SALARY**  
Maximum salary (with statewide rank) in HND class from the district's current 10-month contract salary schedule.

**MAX INIT HND SALARY**  
Maximum salary (with statewide rank) for initial salary placement of new hires in HND class from the district's current 10-month contract salary schedule.

**PREVIOUS SCHEDULE**  
Academic year of salary schedule published by the district used in previous *AFA Salary Study*.

**LATEST SCHEDULE**  
Academic year of latest salary schedule published by the district.

**% INCREASE**  
Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's schedule used in the previous *AFA Salary Study*. For some districts, this increase reflects more than one negotiated increase.

The *AFA Salary Study* is compiled each year by the All Faculty Association of Santa Rosa Junior College, as defined in Contract Article 26.02-C-1. The study is used by AFA in annual negotiations of regular faculty salaries and hourly faculty rates. AFA also makes this study available as a service to faculty associations and human resources departments statewide.

Send comments and corrections to [wruud@santarosa.edu](mailto:wruud@santarosa.edu).

AFA website: <http://www.santarosa.edu/afa>