

Santa Barbara City College
Faculty Salary Study
2017-2018 Academic Year

By Anna Parmely

The intent of this study was to survey the full-time faculty salaries at several community colleges to determine how Santa Barbara City College compares to the marketplace. The colleges surveyed were chosen by SBCC and are the same as those used for the classified staff and management salary study commissioned by the District that was completed fall 2013. The ten community colleges included in this survey are Cabrillo, Cerritos, Glendale, MiraCosta, Monterey, Palomar, San Luis Obispo, Santa Clarita, Santa Monica, and Southwestern.

Throughout the study of faculty pay, two salary classes are used:

- 1) The lowest salary class with a minimum requirement of a Master's degree (SBCC Class II);
- 2) The highest salary class not requiring a Ph.D. or equivalent (SBCC Class V).

For clarity, these two classes will heretofore be referred to as Class II and Highest Non-Doctorate (HND) Class, regardless of their respective names at the other sample colleges.

The following is a brief description of the survey results and methodology, presented in the form of two exhibits.

Exhibit A: Full-Time Faculty, Class II and HND Class Steps 1-34 Comparison (Adjusted, with Median)

This exhibit provides a step-to-step comparison of SBCC's full-time salary schedule for Class II and HND Class to those of the ten sample colleges. The salary at any college with less than 34 steps was extended to the 34th step. This analysis also includes the dollar differential between SBCC and the median salary at each of the 34 steps, as well as the percentage increase that would be needed to recalibrate SBCC's faculty salaries to the market median (SBCC's salary is used as the base in these percentage difference calculations).

Note: Two colleges have an atypical start to their salary schedules. In order to make suitable comparisons, this has been addressed as follows: Glendale does not have steps 1-3, and the value of step 4 is applied to steps 1 through 3; Cerritos does not have steps 1 or 2, and their step 3 is used effectively as Step 1. Thus Cerritos' step 3 is equivalent to SBCC's step 1 and was renumbered as step 1 (and their step 4 was renumbered as step 2, etc.).

Exhibit B: Full-Time Faculty, Class II and HND Class Steps 1-16 (Supporting Information for Exhibit A)

This exhibit displays the steps of the ten sample colleges' full-time faculty salary schedules exactly as they appear in the contract, and is provided as reference material for Exhibit A. It was not appropriate to calculate median salaries using this exhibit since some colleges do not use their first few steps and some colleges do not have the same number of steps. These variances were accounted for in Exhibit A.

**FULL-TIME FACULTY: SBCC CLASS II COMPARISON
STEPS 1-34 WITH MEDIAN**

	Cabrillo College	Cerritos CCD	Glendale CCD	Mira Costa CCD	Monterey Peninsula CCD	Palomar CCD	San Luis Obispo CCD	Santa Clarita CCD	Santa Monica CCD	South western CCD	Market Median	Santa Barbara City College	\$ Difference between SBCC and Median	% Difference of SBCC and Median**	
CLASS	2	B	II	II	III	C	B	B	II	II		II			
STEP	1	56,151	64,818	61,868	73,482	54,118	62,005	45,036	59,556	54,900	55,178	57,854	58,944	\$1,090.50	1.85%
	2	58,207	67,973	61,868	77,338	56,434	64,714	47,531	59,556	57,250	57,494	58,882	61,014	\$2,132.50	3.50%
	3	60,818	71,128	61,868	81,187	58,761	67,422	50,040	61,920	59,604	59,811	61,343	63,082	\$1,738.96	2.76%
	4	63,427	74,286	61,868	85,038	61,083	70,129	52,550	64,824	61,954	62,132	62,780	65,152	\$2,372.26	3.64%
	5	66,039	77,442	64,183	88,888	63,400	72,837	55,058	67,680	64,307	64,451	65,245	67,221	\$1,976.00	2.94%
	6	68,651	80,596	66,578	92,737	65,728	75,545	57,585	70,548	66,659	66,770	67,711	69,291	\$1,580.50	2.28%
	7	71,265	83,749	69,076	96,588	68,049	78,257	60,073	73,428	69,011	69,088	70,177	71,360	\$1,183.50	1.66%
	8	73,873	86,905	71,674	100,440	70,377	80,964	62,563	76,308	78,794	71,407	75,091	73,429	-\$1,661.60	-2.26%
	9	76,481	90,063	74,379	104,290	72,706	83,914	65,069	79,188	81,146	73,724	77,835	75,499	-\$2,335.81	-3.09%
	10	79,096	93,218	77,185	108,140	75,008	86,864	67,582	82,068	83,498	76,043	80,582	77,568	-\$3,014.00	-3.89%
	11	79,096	93,218	80,103	111,990	77,330	89,814	70,086	84,948	85,852	78,362	82,526	79,638	-\$2,887.50	-3.63%
	12	79,096	93,218	83,146	115,841	77,330	92,762	72,595	87,804	88,201	80,682	85,475	81,707	-\$3,768.00	-4.61%
	13	79,096	93,218	86,311	119,690	77,330	95,715	75,098	90,696	90,553	82,999	88,432	83,776	-\$4,655.97	-5.56%
	14	79,096	93,218	86,311	123,542	77,330	96,453	77,602	94,164	92,906	85,318	89,608	85,845	-\$3,763.88	-4.38%
	15	79,096	93,218	86,311	127,378	77,330	97,191	77,602	94,644	95,257	87,637	90,428	85,845	-\$4,582.89	-5.34%
	16	79,096	93,218	88,775	128,143	77,330	97,928	81,482	95,124	97,610	89,956	91,587	85,845	-\$5,742.39	-6.69%
	17	79,096	93,218	88,775	128,907	77,330	98,667	81,482	96,444	99,962	89,956	91,587	85,845	-\$5,742.39	-6.69%
	18	79,096	93,218	88,775	129,670	77,330	99,406	81,482	96,948	102,314	89,956	91,587	85,845	-\$5,742.39	-6.69%
	19	79,096	93,218	91,332	130,434	77,330	100,141	85,557	97,416	104,668	93,176	93,197	87,992	-\$5,205.42	-5.92%
	20	79,096	93,218	91,332	131,198	77,330	100,880	85,557	99,360	107,020	93,176	93,197	87,992	-\$5,205.42	-5.92%
	21	79,096	93,218	91,332	131,963	77,330	101,619	85,557	99,804	109,372	93,176	93,197	87,992	-\$5,205.42	-5.92%
	22	79,096	93,218	91,332	132,726	77,330	102,358	89,835	100,320	111,725	96,446	94,832	90,138	-\$4,694.45	-5.21%
	23	79,096	93,218	91,332	133,490	77,330	103,095	89,835	102,228	111,725	96,446	94,832	90,138	-\$4,694.45	-5.21%
	24	79,096	93,218	91,332	134,253	77,330	103,834	89,835	102,720	111,725	96,446	94,832	90,138	-\$4,694.45	-5.21%
	25	79,096	93,218	91,332	135,017	77,330	104,571	89,835	103,212	111,725	99,775	96,497	92,284	-\$4,212.99	-4.57%
	26	79,096	93,218	91,332	135,782	77,330	105,037	89,835	105,096	111,725	99,775	96,497	92,284	-\$4,212.99	-4.57%
	27	79,096	93,218	91,332	136,546	77,330	105,502	89,835	107,964	111,725	99,775	96,497	92,284	-\$4,212.99	-4.57%
	28	79,096	93,218	91,332	137,308	77,330	105,969	89,835	107,964	111,725	99,775	96,497	94,431	-\$2,065.50	-2.19%
	29	79,096	93,218	91,332	138,072	77,330	106,435	89,835	107,964	111,725	99,775	96,497	94,431	-\$2,065.50	-2.19%

Exhibit A.1

**SBCC's salary is used as the base for the percentage calculations.

**FULL-TIME FACULTY: SBCC CLASS II COMPARISON
STEPS 1-34 WITH MEDIAN**

30	79,096	93,218	91,332	138,838	77,330	106,901	89,835	107,964	111,725	99,775	96,497	94,431	-\$2,065.50	-2.19%
31	79,096	93,218	91,332	138,838	77,330	107,366	89,835	107,964	111,725	99,775	96,497	96,576	\$79.50	0.08%
32	79,096	93,218	91,332	138,838	77,330	107,833	89,835	107,964	111,725	99,775	96,497	96,576	\$79.50	0.08%
33	79,096	93,218	91,332	138,838	77,330	108,298	89,835	107,964	111,725	99,775	96,497	96,576	\$79.50	0.08%
34	79,096	93,218	91,332	138,838	77,330	108,763	89,835	107,964	111,725	99,775	96,497	98,722	\$2,225.50	2.25%

***Steps for Cerritos were renumbered for more applicable comparisons, since their first two steps aren't used. Their first step used is now called step 1, their second step used is now called step 2, and so on.

Exhibit A.1

**SBCC's salary is used as the base for the percentage calculations.

**FULL-TIME FACULTY: HIGHEST NON-DOCTORATE (HND) CLASS COMPARISON
STEPS 1-34 WITH MEDIAN**

	Cabrillo College	Cerritos CCD	Glendale CCD	Mira Costa CCD	Monterey Peninsula CCD	Palomar CCD	San Luis Obispo CCD	**Santa Clarita CCD	Santa Monica CCD	South western CCD	Market Median	Santa Barbara City College	\$ Difference between SBCC and Median	% Difference of SBCC and Median**	
CLASS	6	E	V	V	V	G	F	G	VI	VI		V			
STEP	1	63,185	74,285	70,664	81,352	61,787	72,112	55,058	67,092	67,391	64,451	67,241	65,152	-\$2,089.60	-3.21%
	2	65,161	77,442	70,664	85,204	64,102	75,062	57,585	69,948	69,743	66,770	69,846	67,221	-\$2,624.99	-3.91%
	3	67,773	80,596	70,664	89,053	66,430	78,016	60,073	72,840	72,096	69,088	71,380	69,291	-\$2,089.21	-3.02%
	4	70,383	83,749	70,664	92,905	68,748	80,964	62,563	75,720	74,448	71,407	72,927	71,360	-\$1,567.35	-2.20%
	5	72,993	86,905	73,347	96,755	71,072	83,914	65,069	78,588	76,799	73,724	75,261	73,429	-\$1,832.59	-2.50%
	6	75,607	90,063	76,092	100,607	73,386	86,863	67,582	81,456	79,150	76,043	77,621	75,499	-\$2,122.44	-2.81%
	7	78,218	93,218	78,970	104,452	75,722	89,813	70,087	84,348	81,503	78,362	80,236	77,568	-\$2,668.29	-3.44%
	8	80,826	96,374	81,968	108,308	78,042	92,762	72,595	87,216	91,285	80,682	84,592	82,179	-\$2,413.00	-2.94%
	9	83,440	99,529	85,083	112,157	80,368	95,715	75,098	90,096	93,639	82,999	87,590	84,415	-\$3,174.86	-3.76%
	10	86,048	102,679	88,323	116,007	82,689	98,665	77,602	92,988	95,991	85,318	90,656	86,777	-\$3,878.57	-4.47%
	11	87,519	105,842	91,684	119,861	84,878	101,616	80,115	95,832	98,341	87,637	93,758	89,164	-\$4,594.41	-5.15%
	12	88,990	108,995	95,185	123,710	87,334	104,564	82,626	98,724	100,692	89,956	96,955	91,571	-\$5,383.94	-5.88%
	13	90,462	108,995	98,830	127,559	89,650	107,514	85,124	101,616	103,045	92,276	100,223	93,979	-\$6,244.45	-6.64%
	14	91,930	110,572	98,830	131,409	89,650	108,252	87,693	104,484	105,396	94,592	101,657	95,790	-\$5,867.00	-6.12%
	15	93,406	110,572	98,830	135,254	89,650	108,990	87,693	106,308	107,748	96,912	102,569	96,693	-\$5,876.00	-6.08%
	16	94,450	112,148	101,669	136,017	89,650	109,726	92,077	108,144	110,100	99,230	104,907	98,703	-\$6,203.50	-6.29%
17	95,495	112,148	101,669	136,780	89,650	110,466	92,077	109,968	112,452	99,230	105,819	98,703	-\$7,115.50	-7.21%	
18	96,539	113,727	101,669	137,545	91,972	111,204	92,077	111,792	114,803	99,230	106,437	98,703	-\$7,733.50	-7.84%	
19	97,583	113,727	104,596	138,308	91,972	111,945	96,681	113,616	117,153	102,540	108,271	101,171	-\$7,099.50	-7.02%	
20	98,632	115,305	104,596	139,073	91,972	112,682	96,681	115,452	119,507	102,540	108,639	101,171	-\$7,468.00	-7.38%	
21	99,674	115,305	104,596	139,837	94,302	113,419	96,681	117,276	121,860	102,540	109,008	101,171	-\$7,836.50	-7.75%	
22	100,720	116,883	107,609	140,599	94,302	114,158	101,515	119,100	124,213	105,908	110,884	103,637	-\$7,246.60	-6.99%	
23	101,764	116,883	107,609	141,364	94,302	114,895	101,515	120,936	124,213	105,908	111,252	103,637	-\$7,615.10	-7.35%	
24	102,808	118,459	107,609	142,128	96,624	115,633	101,515	122,760	124,213	105,908	111,621	103,637	-\$7,984.10	-7.70%	
25	103,850	118,459	110,713	142,892	96,624	116,372	101,515	124,584	124,213	109,328	113,543	106,105	-\$7,437.69	-7.01%	
26	105,834	120,036	110,713	143,655	96,624	116,838	101,515	126,408	124,213	109,328	113,776	106,105	-\$7,670.69	-7.23%	
27	105,834	120,036	110,713	144,419	98,940	117,303	101,515	128,244	124,213	109,328	114,008	106,105	-\$7,903.19	-7.45%	
28	105,834	121,611	113,909	145,183	98,940	117,769	101,515	128,244	124,213	109,328	115,839	108,572	-\$7,267.30	-6.69%	

Exhibit A.2

**SBCC's salary is used as the base for the percentage calculations.

**FULL-TIME FACULTY: HIGHEST NON-DOCTORATE (HND) CLASS COMPARISON
STEPS 1-34 WITH MEDIAN**

29	105,834	121,611	113,909	145,948	98,940	118,235	101,515	128,244	124,213	109,328	116,072	108,572	-\$7,500.30	-6.91%
30	105,834	121,611	113,909	146,711	98,940	118,701	101,515	128,244	124,213	109,328	116,305	108,572	-\$7,733.30	-7.12%
31	105,834	121,611	117,203	146,711	98,940	119,166	101,515	128,244	124,213	109,328	118,185	111,040	-\$7,144.89	-6.43%
32	105,834	121,611	117,203	146,711	98,940	119,629	101,515	128,244	124,213	109,328	118,416	111,040	-\$7,376.39	-6.64%
33	105,834	121,611	117,203	146,711	98,940	120,095	101,515	128,244	124,213	109,328	118,649	111,040	-\$7,609.39	-6.85%
34	105,834	121,611	117,203	146,711	98,940	120,562	101,515	128,244	124,213	109,328	118,883	113,508	-\$5,374.98	-4.74%

***Steps for Cerritos were renumbered for more applicable comparisons, since their first two steps aren't used. Their first step used is now called step 1, their second step used is now called step 2, and so on.

Exhibit A.2

**SBCC's salary is used as the base for the percentage calculations.

FULL-TIME FACULTY: CLASS II ALL STEPS
(Supporting Information for Exhibit A)

		Cabrillo College	Cerritos CCD	Glendale CCD	Mira Costa CCD	Monterey Peninsula CCD	Palomar CCD	San Luis Obispo CCD	Santa Clarita CCD	Santa Monica CCD	South western CCD	Santa Barbara City College
CLASS		2	B	II	II	III	C	B	B	II	II	II
S T E P	1	56,151	**	**	73,482	54,118	62,005	45,036	59,556	54,900	55,178	58,944
	2	58,207	**	**	77,338	56,434	64,714	47,531	59,556	57,250	57,494	61,014
	3	60,818	64,818	**	81,187	58,761	67,422	50,040	61,920	59,604	59,811	63,082
	4	63,427	67,973	61,868	85,038	61,083	70,129	52,550	64,824	61,954	62,132	65,152
	5	66,039	71,128	64,183	88,888	63,400	72,837	55,058	67,680	64,307	64,451	67,221
	6	68,651	74,286	66,578	92,737	65,728	75,545	57,585	70,548	66,659	66,770	69,291
	7	71,265	77,442	69,076	96,588	68,049	78,257	60,073	73,428	69,011	69,088	71,360
	8	73,873	80,596	71,674	100,440	70,377	80,964	62,563	76,308	78,794	71,407	73,429
	9	76,481	83,749	74,379	104,290	72,706	83,914	65,069	79,188	81,146	73,724	75,499
	10	79,096	86,905	77,185	108,140	75,008	86,864	67,582	82,068	83,498	76,043	77,568
	11	79,096	90,063	80,103	111,990	77,330	89,814	70,086	84,948	85,852	78,362	79,638
	12	79,096	93,218	83,146	115,841		92,762	72,595	87,804	88,201	80,682	81,707
	13	79,096		86,311	119,690		95,715	75,098	90,696	90,553	82,999	83,776
	14	79,096		86,311	123,542		96,453	77,602	94,164	92,906	85,318	85,845
	15			86,311	127,378		97,191		94,644	95,257	87,637	85,845
	16			88,775	128,143		97,928	81,482	95,124	97,610	89,956	85,845
	17			88,775	128,907		98,667		96,444	99,962	89,956	85,845
	18			88,775	129,670		99,406		96,948	102,314	89,956	85,845
	19			91,332	130,434		100,141	85,557	97,416	104,668	93,176	87,992
	20				131,198		100,880		99,360	107,020	93,176	87,992
	21				131,963		101,619		99,804	109,372	93,176	87,992
	22				132,726		102,358	89,835	100,320	111,725	96,446	90,138
	23				133,490		103,095		102,228		96,446	90,138
	24				134,253		103,834		102,720		96,446	90,138

Exhibit B.1

FULL-TIME FACULTY: CLASS II ALL STEPS
(Supporting Information for Exhibit A)

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135,017
135,782
136,546
137,308
138,072
138,838

104,571
105,037
105,502
105,969
106,435
106,901
107,366
107,833
108,298
108,763
109,228
109,693
110,159
110,625
111,091
111,557

103,212
105,096
107,964

99,775

92,284
92,284
92,284
94,431
94,431
94,431
96,576
96,576
96,576
98,722

**Step not used

FULL-TIME FACULTY: HND CLASS ALL STEPS
(Supporting Information for Exhibit A)

		Cabrillo College	Cerritos CCD	Glendale CCD	Mira Costa CCD	Monterey Peninsula CCD	Palomar CCD	San Luis Obispo CCD	Santa Clarita CCD	Santa Monica CCD	South western CCD	Santa Barbara City College
CLASS	6	E	V	V	V	G	F	G	VI	VI	V	
S	1	63,185	**	**	81,352	61,787	72,112	55,058	67,092	67,391	64,451	65,152
	2	65,161	**	**	85,204	64,102	75,062	57,585	69,948	69,743	66,770	67,221
	3	67,773	74,286	**	89,053	66,430	78,016	60,073	72,840	72,096	69,088	69,291
	4	70,383	77,442	70,664	92,905	68,748	80,964	62,563	75,720	74,448	71,407	71,360
	5	72,993	80,596	73,347	96,755	71,072	83,914	65,069	78,588	76,799	73,724	73,429
	6	75,607	83,749	76,092	100,607	73,386	86,863	67,582	81,456	79,150	76,043	75,499
	7	78,218	86,905	78,970	104,452	75,722	89,813	70,087	84,348	81,503	78,362	77,568
	8	80,826	90,063	81,968	108,308	78,042	92,762	72,595	87,216	91,285	80,682	82,179
	9	83,440	93,218	85,083	112,157	80,368	95,715	75,098	90,096	93,639	82,999	84,415
	10	86,048	96,374	88,323	116,007	82,689	98,665	77,602	92,988	95,991	85,318	86,777
	11	87,519	99,529	91,684	119,861	84,878	101,616	80,115	95,832	98,341	87,637	89,164
	12	88,990	102,679	95,185	123,710	87,334	104,564	82,626	98,724	100,692	89,956	91,571
	13	90,462	105,842	98,830	127,559	89,650	107,514	85,124	101,616	103,045	92,276	93,979
	14	91,930	108,995	98,830	131,409	89,650	108,252	87,693	104,484	105,396	94,592	95,790
	15	93,406	108,995	98,830	135,254	89,650	108,990		106,308	107,748	96,912	96,693
	16	94,450	110,572	101,669	136,017	89,650	109,726	92,077	108,144	110,100	99,230	98,703
T	17	95,495	110,572	101,669	136,780	89,650	110,466		109,968	112,452	99,230	98,703
	18	96,539	112,148	101,669	137,545	91,972	111,204		111,792	114,803	99,230	98,703
	19	97,583	112,148	104,596	138,308	91,972	111,945	96,681	113,616	117,153	102,540	101,171
	20	98,632	113,727	104,596	139,073	91,972	112,682		115,452	119,507	102,540	101,171
	21	99,674	113,727	104,596	139,837	94,302	113,419		117,276	121,860	102,540	101,171
	22	100,720	115,305	107,609	140,599	94,302	114,158	101,515	119,100	124,213	105,908	103,637
	23	101,764	115,305	107,609	141,364	94,302	114,895		120,936		105,908	103,637
	24	102,808	116,883	107,609	142,128	96,624	115,633		122,760		105,908	103,637
	25	103,850	116,883	110,713	142,892	96,624	116,372		124,584		109,328	106,105

Exhibit B.2

**FULL-TIME FACULTY: HND CLASS ALL STEPS
(Supporting Information for Exhibit A)**

26	105,834	118,459	110,713	143,655	96,624	116,838	126,408	106,105
27		118,459	110,713	144,419	98,940	117,303	128,244	106,105
28		120,036	113,909	145,183		117,769		108,572
29		120,036	113,909	145,948		118,235		108,572
30		121,611	113,909	146,711		118,701		108,572
31			117,203			119,166		111,040
32						119,629		111,040
33						120,095		111,040
34						120,562		113,508
35						121,028		
36						121,495		
37						121,959		
38						122,424		
39						122,891		
40						123,357		

**Step does not exist

*Step not used