

**Santa Barbara City College**  
**Faculty Salary Study**  
**2018-2019 Academic Year**

By Anna Parmely

Conducted in March 2019

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.

It is important to note that two of the comparison colleges – Monterey and Santa Clarita - are currently in active negotiations, thus their salary data is from 2017-18. The median salary of many steps will increase if Santa Clarita negotiates an increase for 2018-19, and this study will be updated accordingly.

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 34<sup>th</sup> 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.

Salary Schedule Reference Links:

[Cabrillo College](#)

[Cerritos CC](#)

[Glendale CC](#)

[MiraCosta College](#)

[Monterey Peninsula CCD](#)

[Palomar College](#)

[San Luis Obispo \(Cuesta College\)](#)

[Santa Barbara City College](#)

[Santa Clarita \(College of the Canyons\)](#)

[Santa Monica College](#)

[Southwestern CCD](#) – according to Eric Maag, Southwestern's faculty lead negotiator, they have signed a contract which includes a 1.56% increase retroactive to 2017-18 and an additional 2.91% increase for 2018-19. These increases have been included in this study.

**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		
<b>S T E P</b>	1	57,499	67,871	64,033	75,135	54,118	63,686	46,850	59,556	55,998	57,670	63,071	\$4,458.33	7.07%
	2	59,604	71,175	64,033	79,078	56,434	66,468	49,446	59,556	58,395	60,090	65,286	\$5,438.94	8.33%
	3	62,278	74,478	64,033	83,014	58,761	69,249	52,056	61,920	60,795	62,512	67,499	\$5,103.85	7.56%
	4	64,949	77,784	64,033	86,951	61,083	72,029	54,667	64,824	63,193	64,938	69,713	\$4,832.63	6.93%
	5	67,624	81,090	66,430	90,888	63,400	74,811	57,276	67,680	65,593	67,361	71,927	\$4,434.86	6.17%
	6	70,299	84,391	68,908	94,824	65,728	77,593	59,905	70,548	67,993	69,785	74,142	\$4,100.41	5.53%
	7	72,975	87,693	71,494	98,761	68,049	80,378	62,493	73,428	70,391	72,208	76,356	\$3,764.90	4.93%
	8	75,646	90,997	74,182	102,700	70,377	83,158	65,084	76,308	80,370	74,631	78,570	\$2,592.92	3.30%
	9	78,317	94,305	76,982	106,637	72,706	86,188	67,691	79,188	82,770	77,053	80,785	\$2,032.10	2.52%
	10	80,994	97,609	79,886	110,573	75,008	89,218	70,305	82,068	85,167	79,477	82,999	\$1,467.76	1.77%
	11	80,994	97,609	82,907	114,510	77,330	92,248	72,910	84,948	87,569	81,900	85,214	\$1,286.16	1.51%
	12	80,994	97,609	86,056	118,447	77,330	95,276	75,520	87,804	89,996	84,325	87,427	\$497.49	0.57%
	13	80,994	97,609	89,332	122,383	77,330	98,309	78,124	90,696	92,363	86,747	89,641	-\$372.86	-0.42%
	14	80,994	97,609	89,332	126,322	77,330	99,067	80,729	94,164	94,764	89,170	91,855	\$106.73	0.12%
	15	80,994	97,609	89,332	130,244	77,330	99,825	80,729	94,644	97,163	91,594	91,855	-\$1,264.35	-1.38%
	16	80,994	97,609	91,882	131,026	77,330	100,582	80,729	95,124	99,561	94,018	91,855	-\$2,716.21	-2.96%
	17	80,994	97,609	91,882	131,807	77,330	101,341	84,765	96,444	101,961	94,018	91,855	-\$3,376.21	-3.68%
	18	80,994	97,609	91,882	132,588	77,330	102,100	84,765	96,948	104,360	94,018	91,855	-\$3,628.21	-3.95%
	19	80,994	97,609	94,528	133,369	77,330	102,855	84,765	97,416	106,761	97,383	94,152	-\$3,247.64	-3.45%
	20	80,994	97,609	94,528	134,150	77,330	103,614	89,004	99,360	109,160	97,383	94,152	-\$3,344.14	-3.55%
	21	80,994	97,609	94,528	134,932	77,330	104,373	89,004	99,804	111,559	97,383	94,152	-\$3,344.14	-3.55%
	22	80,994	97,609	94,528	135,712	77,330	105,132	89,004	100,320	113,960	100,801	96,447	-\$2,517.32	-2.61%
	23	80,994	97,609	94,528	136,494	77,330	105,889	93,455	102,228	113,960	100,801	96,448	-\$2,756.78	-2.86%
	24	80,994	97,609	94,528	137,274	77,330	106,648	93,455	102,720	113,960	100,801	96,448	-\$2,756.78	-2.86%
	25	80,994	97,609	94,528	138,055	77,330	107,405	93,455	103,212	113,960	104,280	98,744	-\$1,666.14	-1.69%
	26	80,994	97,609	94,528	138,837	77,330	107,883	93,455	105,096	113,960	104,280	98,744	-\$2,200.26	-2.23%
	27	80,994	97,609	94,528	139,618	77,330	108,362	93,455	107,964	113,960	104,280	98,744	-\$2,200.26	-2.23%
	28	80,994	97,609	94,528	140,397	77,330	108,840	93,455	107,964	113,960	104,280	101,042	\$97.55	0.10%
	29	80,994	97,609	94,528	141,179	77,330	109,319	93,455	107,964	113,960	104,280	101,042	\$97.55	0.10%

**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	80,994	97,609	94,528	141,962	77,330	109,798	93,455	107,964	113,960	104,280	<b>100,945</b>	101,042	\$97.55	0.10%
31	80,994	97,609	94,528	141,962	77,330	110,276	93,455	107,964	113,960	104,280	<b>100,945</b>	103,337	\$2,392.70	2.32%
32	80,994	97,609	94,528	141,962	77,330	110,755	93,455	107,964	113,960	104,280	<b>100,945</b>	103,337	\$2,392.70	2.32%
33	80,994	97,609	94,528	141,962	77,330	110,755	93,455	107,964	113,960	104,280	<b>100,945</b>	103,337	\$2,392.70	2.32%
34	80,994	97,609	94,528	141,962	77,330	110,755	93,455	107,964	113,960	104,280	<b>100,945</b>	105,633	\$4,687.92	4.44%
													0.11%	

\*\*\*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			
<b>S T E P</b>	1	64,701	77,784	70,664	83,182	61,787	74,066	57,276	67,092	68,739	67,361	68,050	69,713	\$1,663.27	2.39%
	2	66,725	81,090	70,664	87,121	64,102	77,096	59,905	69,948	71,138	69,785	70,306	71,927	\$1,620.97	2.25%
	3	69,400	84,391	70,664	91,057	66,430	80,130	62,493	72,840	73,538	72,208	72,524	74,142	\$1,618.57	2.18%
	4	72,072	87,693	73,137	94,995	68,748	83,158	65,084	75,720	75,937	74,631	75,176	76,356	\$1,180.55	1.55%
	5	74,745	90,997	75,915	98,932	71,072	86,188	67,691	78,588	78,335	77,053	77,694	78,570	\$875.95	1.11%
	6	77,422	94,305	78,756	102,871	73,386	89,218	70,305	81,456	80,733	79,477	80,105	80,785	\$679.78	0.84%
	7	80,095	97,609	81,734	106,802	75,722	92,248	72,910	84,348	83,132	81,900	82,516	82,999	\$482.58	0.58%
	8	82,766	100,913	84,837	110,745	78,042	95,276	75,520	87,216	93,111	84,325	86,027	87,933	\$1,906.03	2.17%
	9	85,443	104,217	88,061	114,681	80,368	98,309	78,124	90,096	95,513	86,747	89,079	90,325	\$1,246.17	1.38%
	10	88,113	107,516	91,414	118,617	82,689	101,339	80,729	92,988	97,910	89,170	92,201	92,852	\$651.31	0.70%
	11	89,619	110,826	94,893	122,558	84,878	104,369	83,343	95,832	100,308	91,594	95,363	95,406	\$43.54	0.05%
	12	91,126	114,129	98,516	126,493	87,334	107,397	85,955	98,724	102,707	94,018	98,620	97,981	-\$638.50	-0.65%
	13	92,633	114,129	102,289	130,429	89,650	110,427	88,554	101,616	105,106	96,443	101,953	100,558	-\$1,394.46	-1.39%
	14	94,136	115,780	102,289	134,366	89,650	111,186	91,227	104,484	107,504	98,863	103,387	102,496	-\$890.20	-0.87%
	15	95,648	115,780	102,289	138,297	89,650	111,943	91,227	106,308	109,903	101,288	104,299	103,463	-\$835.99	-0.81%
	16	96,717	117,430	105,227	139,077	89,650	112,700	91,227	108,144	112,302	103,711	106,686	105,613	-\$1,072.29	-1.02%
	17	97,787	117,430	105,227	139,858	89,650	113,459	95,787	109,968	114,701	103,711	107,598	105,613	-\$1,984.29	-1.88%
	18	98,856	119,084	105,227	140,640	91,972	114,218	95,787	111,792	117,099	103,711	108,510	105,613	-\$2,896.29	-2.74%
	19	99,925	119,084	108,257	141,420	91,972	114,979	95,787	113,616	119,496	107,170	110,937	108,254	-\$2,682.53	-2.48%
	20	100,999	120,736	108,257	142,202	91,972	115,736	100,577	115,452	121,897	107,170	111,855	108,254	-\$3,600.53	-3.33%
	21	102,066	120,736	108,257	142,983	94,302	116,493	100,577	117,276	124,297	107,170	112,375	108,254	-\$4,121.03	-3.81%
	22	103,137	122,388	111,375	143,762	94,302	117,251	100,577	119,100	126,697	110,690	114,313	110,892	-\$3,420.51	-3.08%
	23	104,206	122,388	111,375	144,545	94,302	118,008	105,606	120,936	126,697	110,690	114,692	110,892	-\$3,799.01	-3.43%
	24	105,275	124,038	111,375	145,326	96,624	118,767	105,606	122,760	126,697	110,690	115,071	110,892	-\$4,178.51	-3.77%
	25	106,342	124,038	114,588	146,107	96,624	119,526	105,606	124,584	126,697	114,265	117,057	113,533	-\$3,523.85	-3.10%
	26	108,374	125,690	114,588	146,887	96,624	120,004	105,606	126,408	126,697	114,265	117,296	113,533	-\$3,762.85	-3.31%
	27	105,834	125,690	114,588	147,668	98,940	120,482	105,606	128,244	126,697	114,265	117,535	113,533	-\$4,001.85	-3.52%
	28	105,834	127,339	117,896	148,450	98,940	120,960	105,606	128,244	126,697	114,265	119,428	116,173	-\$3,255.28	-2.80%

**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	127,339	117,896	149,232	98,940	121,439	105,606	128,244	126,697	114,265	<b>119,668</b>	116,173	<b>-\$3,494.78</b>	<b>-3.01%</b>
30	105,834	127,339	117,896	150,012	98,940	121,917	105,606	128,244	126,697	114,265	<b>119,907</b>	116,173	<b>-\$3,733.78</b>	<b>-3.21%</b>
31	105,834	127,339	121,305	150,012	98,940	122,396	105,606	128,244	126,697	114,265	<b>121,851</b>	118,813	<b>-\$3,037.12</b>	<b>-2.56%</b>
32	105,834	127,339	121,305	150,012	98,940	122,870	105,606	128,244	126,697	114,265	<b>122,088</b>	118,813	<b>-\$3,274.12</b>	<b>-2.76%</b>
33	105,834	127,339	121,305	150,012	98,940	123,350	105,606	128,244	126,697	114,265	<b>122,328</b>	118,813	<b>-\$3,514.12</b>	<b>-2.96%</b>
34	105,834	127,339	121,305	150,012	98,940	123,830	105,606	128,244	126,697	114,265	<b>122,568</b>	121,454	<b>-\$1,113.46</b>	<b>-0.92%</b>
														-1.63%

\*\*\*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.

\*This college faculty are currently negotiating their contract.

**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
<b>S T E P</b>	1	57,499	**	**	75,135	54,118	63,686	46,850	59,556	55,998	57,670	63,071
	2	59,604	**	**	79,078	56,434	66,468	49,446	59,556	58,395	60,090	65,286
	3	62,278	67,871	**	83,014	58,761	69,249	52,056	61,920	60,795	62,512	67,499
	4	64,949	71,175	64,033	86,951	61,083	72,029	54,667	64,824	63,193	64,938	69,713
	5	67,624	74,478	66,430	90,888	63,400	74,811	57,276	67,680	65,593	67,361	71,927
	6	70,299	77,784	68,908	94,824	65,728	77,593	59,905	70,548	67,993	69,785	74,142
	7	72,975	81,090	71,494	98,761	68,049	80,378	62,493	73,428	70,391	72,208	76,356
	8	75,646	84,391	74,182	102,700	70,377	83,158	65,084	76,308	80,370	74,631	78,570
	9	78,317	87,693	76,982	106,637	72,706	86,188	67,691	79,188	82,770	77,053	80,785
	10	80,994	90,997	79,886	110,573	75,008	89,218	70,305	82,068	85,167	79,477	82,999
	11	80,994	94,305	82,907	114,510	77,330	92,248	72,910	84,948	87,569	81,900	85,214
	12	80,994	97,609	86,056	118,447		95,276	75,520	87,804	89,996	84,325	87,427
	13	80,994		89,332	122,383		98,309	78,124	90,696	92,363	86,747	89,641
	14	80,994		89,332	126,322		99,067	80,729	94,164	94,764	89,170	91,855
	15			89,332	130,244		99,825	80,729	94,644	97,163	91,594	91,855
	16			91,882	131,026		100,582	80,729	95,124	99,561	94,018	91,855
	17			91,882	131,807		101,341	84,765	96,444	101,961	94,018	91,855
	18			91,882	132,588		102,100	84,765	96,948	104,360	94,018	91,855
	19			94,528	133,369		102,855	84,765	97,416	106,761	97,383	94,152
	20				134,150		103,614	89,004	99,360	109,160	97,383	94,152
	21				134,932		104,373	89,004	99,804	111,559	97,383	94,152
	22				135,712		105,132	89,004	100,320	113,960	100,801	96,447
	23				136,494		105,889	93,455	102,228		100,801	96,448
	24				137,274		106,648		102,720		100,801	96,448



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

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138,055
138,837
139,618
140,397
141,179
141,962

107,405
107,883
108,362
108,840
109,319
109,798
110,276
110,755
111,233
111,710
112,189
112,666
113,144
113,623
114,101
114,580

103,212
105,096
107,964

104,280
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98,744
98,744
98,744
101,042
101,042
101,042
103,337
103,337
103,337
105,633

\*\*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
<b>S</b>	1	64,701	**	**	83,182	61,787	74,066	57,276	67,092	68,739	67,361	69,713
	2	66,725	**	**	87,121	64,102	77,096	59,905	69,948	71,138	69,785	71,927
	3	69,400	77,784	**	91,057	66,430	80,130	62,493	72,840	73,538	72,208	74,142
	4	72,072	81,090	73,137	94,995	68,748	83,158	65,084	75,720	75,937	74,631	76,356
	5	74,745	84,391	75,915	98,932	71,072	86,188	67,691	78,588	78,335	77,053	78,570
	6	77,422	87,693	78,756	102,871	73,386	89,218	70,305	81,456	80,733	79,477	80,785
	7	80,095	90,997	81,734	106,802	75,722	92,248	72,910	84,348	83,132	81,900	82,999
	8	82,766	94,305	84,837	110,745	78,042	95,276	75,520	87,216	93,111	84,325	87,933
	9	85,443	97,609	88,061	114,681	80,368	98,309	78,124	90,096	95,513	86,747	90,325
	10	88,113	100,913	91,414	118,617	82,689	101,339	80,729	92,988	97,910	89,170	92,852
	11	89,619	104,217	94,893	122,558	84,878	104,369	83,343	95,832	100,308	91,594	95,406
	12	91,126	107,516	98,516	126,493	87,334	107,397	85,955	98,724	102,707	94,018	97,981
	13	92,633	110,826	102,289	130,429	89,650	110,427	88,554	101,616	105,106	96,443	100,558
	14	94,136	114,129	102,289	134,366	89,650	111,186	91,227	104,484	107,504	98,863	102,496
	15	95,648	114,129	102,289	138,297	89,650	111,943	91,227	106,308	109,903	101,288	103,463
	16	96,717	115,780	105,227	139,077	89,650	112,700	91,227	108,144	112,302	103,711	105,613
<b>T</b>	17	97,787	115,780	105,227	139,858	89,650	113,459	95,787	109,968	114,701	103,711	105,613
	18	98,856	117,430	105,227	140,640	91,972	114,218	95,787	111,792	117,099	103,711	105,613
	19	99,925	117,430	108,257	141,420	91,972	114,979	95,787	113,616	119,496	107,170	108,254
	20	100,999	119,084	108,257	142,202	91,972	115,736	100,577	115,452	121,897	107,170	108,254
	21	102,066	119,084	108,257	142,983	94,302	116,493	100,577	117,276	124,297	107,170	108,254
	22	103,137	120,736	111,375	143,762	94,302	117,251	100,577	119,100	126,697	110,690	110,892
	23	104,206	120,736	111,375	144,545	94,302	118,008	105,606	120,936		110,690	110,892
	24	105,275	122,388	111,375	145,326	96,624	118,767		122,760		110,690	110,892
	25	106,342	122,388	114,588	146,107	96,624	119,526		124,584		114,265	113,533

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

26	108,374	124,038	114,588	146,887	96,624	120,004	126,408	113,533
27		124,038	114,588	147,668	98,940	120,482	128,244	113,533
28		125,690	117,896	148,450		120,960		116,173
29		125,690	117,896	149,232		121,439		116,173
30		127,339	117,896	150,012		121,917		116,173
31			121,305			122,396		118,813
32						122,870		118,813
33						123,350		118,813
34						123,830		121,454
35						124,308		
36						124,787		
37						125,264		
38						125,742		
39						126,221		
40						126,670		
41								
42								
43								
44								
45								

\*\*Step does not exist

\*Step not used