

	<b>2017-2018 salary</b>	<b>Beginning with MA</b>	<b>MA +5years, Step 6</b>	<b>MA+30 units, 10 years</b>	<b>MA+60 units, 20 years</b>	<b>Max incl PhD</b>	<b>average of the 5 salary categories</b>	<b>ave Rank</b>	<b>average salary with 1% increase</b>	<b>average salary with 2.5% increase</b>
1	Desert	\$ 63,579	\$ 77,890	\$ 103,650	\$ 113,700	\$ 119,606	\$ 95,685	1		
2	Mt. San Jacinto	\$ 53,402	\$ 61,908	\$ 85,195	\$ 117,241	\$ 130,268	\$ 89,603	2		
3	Citrus	\$ 58,616	\$ 67,258	\$ 84,839	\$ 102,423	\$ 120,376	\$ 86,702	3		
4	Santa Barbara	\$ 58,943	\$ 69,290	\$ 85,989	\$ 101,171	\$ 116,352	\$ 86,349	4		
5	Hartnell	\$ 53,906	\$ 70,061	\$ 84,401	\$ 105,021	\$ 108,091	\$ 84,296	5		
6	Victor Valley	\$ 52,383	\$ 63,994	\$ 82,302	\$ 109,900	\$ 109,900	\$ 83,696	7		
7	Antelope Valley	\$ 55,366	\$ 67,764	\$ 81,996	\$ 101,188	\$ 111,181	\$ 83,499	6		
8	Cabrillo	\$ 55,376	\$ 67,703	\$ 82,367	\$ 98,298	\$ 107,955	\$ 82,340	8		
9	Allan Hancock	\$ 55,988	\$ 66,175	\$ 80,426	\$ 100,389	\$ 102,889	\$ 81,173	9		
10	Monterey Peninsula	\$ 54,118	\$ 65,728	\$ 81,177	\$ 94,304	\$ 101,910	\$ 79,447	10		
11	<b>San Luis Obispo</b>	<b>\$ 50,039</b>	<b>\$ 62,563</b>	<b>\$ 77,602</b>	<b>\$ 96,680</b>	<b>\$ 104,577</b>	<b>\$ 78,292</b>	11	\$ 79,075	\$ 80,250
	<b>Average</b>	\$ 55,611	\$ 67,303	\$ 84,540	\$ 103,665	\$ 112,100	\$ 84,644			
	Amount Below Average	\$ (5,572)	\$ (4,740)	\$ (6,938)	\$ (6,985)	\$ (7,523)	\$ (6,352)			
	Percent increase needed to reach average	11.13	7.58	8.94	7.22	7.19	8.11			

Cuesta College faculty are placed on a salary schedule based on their education level and experience. There are 10 comparable districts plus Cuesta College. There are 5 salary categories commonly used for comparison in the community college system.

The current FT faculty salaries at Cuesta College are the lowest of the 11 in columns C, D, and E, 10th in column F, and 9th in column G. Cuesta FT faculty salary is last out of 11 when comparing the average of the 5 categories. Monterey Peninsula College is currently in mediation for 2017-2018. Increasing salary by 1% does not change the relative standing in any category. Salaries would have to be increased by over 8% to reach the current average.

The health and welfare benefit package at Cuesta College is \$2,000 below the average for individuals, and \$6,000 below the average for faculty with dependents. To bring total compensation to the current average, Cuesta FT faculty would need a 10-15% increase in salary and benefits for 2016-2018. The faculty are asking for a 2.5% increase for 2016-2017.

District	benefit annual sum			ave salary	single+salary	family+salary
	single	pair	family			
Allan Hancock	\$ 4,712	\$ 9,308	\$ 13,172	\$ 81,576	\$ 86,288	\$ 94,748
Antelope Valley	\$ 14,000	\$ 14,000	\$ 14,000	\$ 83,499	\$ 97,499	\$ 97,499
Cabrillo	\$ 11,249	\$ 21,571	\$ 30,260	\$ 83,492	\$ 94,741	\$ 113,752
Citrus	\$ 8,388	\$ 16,116	\$ 22,608	\$ 86,702	\$ 95,090	\$ 109,310
Desert	\$ 16,800	\$ 16,800	\$ 16,800	\$ 97,564	\$ 114,364	\$ 114,364
Hartnell	\$ 10,656	\$ 20,352	\$ 26,784	\$ 85,742	\$ 96,398	\$ 112,526
Monterey Peninsula	\$ 7,488	\$ 14,436	\$ 20,328	\$ 79,447	\$ 86,935	\$ 99,775
Mt. San Jacinto	\$ 8,182	\$ 8,182	\$ 9,273	\$ 90,238	\$ 98,420	\$ 99,511
Santa Barbara City	\$ 8,816	\$ 16,893	\$ 23,679	\$ 86,349	\$ 95,165	\$ 110,028
Victor Valley	\$ 7,368	\$ 14,436	\$ 20,328	\$ 83,696	\$ 91,064	\$ 104,024
<b>San Luis Obispo</b>	<b>\$ 7,608</b>	<b>\$ 9,960</b>	<b>\$ 12,360</b>	<b>\$ 78,292</b>	<b>\$ 85,900</b>	<b>\$ 90,652</b>
average	\$ 9,570	\$ 14,732	\$ 19,054	\$ 85,145	\$ 94,715	\$ 104,199
Percent increase to reach average	25.8%	47.9%	54.2%	8.75%	<b>10.3%</b>	<b>14.9%</b>
dollar amount below ave	\$ 1,962	\$ 4,772	\$ 6,694	\$ 6,853	\$ 8,815	\$ 13,547