

Adjunct wage comparison, Cuesta College vs similar districts.

Wages at Cuesta rank lower than the average for approximately 70% of adjunct faculty

	date	MA beg	MA step 5 or 9th sem	MA 30 step 10	Max non-PhD	Max max PhD	includes office hour pay
1	Cabrillo	17-18	\$ 69.89	\$ 82.23	\$ 102.80	\$ 110.80 \$ 115.31	Yes
2	Citrus	17-18	\$ 67.31	\$ 69.94	\$ 76.86	\$ 80.06 \$ 80.06	Yes
3	Hartnell	17-18	\$ 58.62	\$ 63.41	\$ 71.32	\$ 74.18 \$ 77.14	Yes
4	Santa Barbara City	17-18	\$ 75.79	\$ 86.43	\$ 94.41	\$ 97.07 \$ 100.73	No
5	Antelope Valley	17-18	\$ 72.63	\$ 75.90	\$ 82.41	\$ 82.41 \$ 85.24	No
6	Victor Valley	15-16	\$ 57.00	\$ 58.00	\$ 60.00	\$ 62.00 \$ 68.25	No
7	Desert	15-16	\$ 55.25	\$ 67.82	\$ 67.82	\$ 67.82 \$ 71.36	No
8	Mt. San Jacinto	15-16	\$ 54.84	\$ 57.51	\$ 60.19	\$ 60.19 \$ 60.19	No
9	Allan Hancock	17-18	\$ 53.75	\$ 58.63	\$ 66.70	\$ 75.31 \$ 79.85	No
10	San Luis Obispo	15-16	\$ 51.82	\$ 57.11	\$ 66.28	\$ 99.47 \$ 102.40	No
11	Monterey Peninsula	17-18	\$ 49.12	\$ 58.33	\$ 73.70	\$ 79.64 \$ 83.05	Yes
Average all districts			\$ 60.55	\$ 66.85	\$ 74.77	\$ 80.81 \$ 83.96	
Amount Above (Below Average)			\$ (8.73)	\$ (9.74)	\$ (8.49)	\$ 18.66 \$ 18.44	
Percent needed to match average			16.8%	17.0%	12.8%	-18.8% -18.0%	
Average unpaid office hour districts			\$ 60.15	\$ 65.91	\$ 71.12	\$ 77.75 \$ 81.15	
Amount Above (Below Average)			\$ (8.33)	\$ (8.80)	\$ (4.84)	\$ 21.72 \$ 21.25	
Percent needed to match average			16.1%	15.4%	7.3%	-21.8% -20.8%	

- There are 10 districts in our comparable group, for a total of 11 districts.
- Adjunct faculty are placed on a payment schedule depending on their degree and experience.
- For adjunct faculty with no experience (MA beginning) up through 10 years of experience (MA 30 units +10 years), the wages are far below the average (13-16% lower) of the other districts, and only 2nd from the bottom in the first 2 categories (columns D and E).
- Faculty who reach the maximum payment available do have higher wages than our comparable districts. However, the number of faculty that can reach this level is very small, with only about 40 faculty out of 340 who are at or near the wages shown in columns G and H.
- About 70% of adjunct faculty are placed in salary ranges that rank lower than the average wage shown in the table above.