

## Adjunct 2012 Pro Rata and % of Parity

HND Initial Step Adjunct Lecture Salary Rate Pro Rata (w/o BA districts)				HND SRJC 9th Step Equivalent Adjunct Lecture Salary Rate Pro Rata (w/o BA districts)			
	College District	Pro Rata	% of Parity		College District	Pro Rata	% of Parity
1	San Francisco	0.860	98%	1	San Francisco	0.860	98%
2	Foothill-DeAnza	0.760	87%	2	Los Rios	0.729	83%
3	Los Rios	0.729	83%	3	Sonoma	0.725	83%
4	Sonoma	0.725	83%	4	Redwoods	0.686	78%
5	Redwoods	0.660	75%	5	Foothill-DeAnza	0.686	78%
6	Chabot-Las Positas	0.659	75%	6	Chabot-Las Positas	0.647	74%
7	San Jose-Evergreen	0.650	74%	7	West Valley-Mission	0.641	73%
8	Los Angeles	0.649	74%	8	San Jose-Evergreen	0.637	73%
9	West Valley-Mission	0.641	73%	9	Cabrillo	0.630	72%
10	San Diego	0.638	73%	10	Santa Barbara	0.623	71%
11	Cabrillo	0.630	72%	11	Rio Hondo	0.600	69%
12	El Camino	0.620	71%	12	Los Angeles	0.598	68%
13	Southwestern	0.618	71%	13	Peralta	0.583	67%
14	Santa Barbara	0.609	70%	14	El Camino	0.577	66%
15	Mt San Antonio	0.608	70%	15	San Luis Obispo	0.562	64%
16	Solano	0.601	69%	16	Southwestern	0.538	61%
17	Rio Hondo	0.600	69%	17	Solano	0.536	61%
18	Citrus	0.597	68%	18	Ventura	0.530	61%
19	Santa Monica	0.589	67%	19	Yuba	0.527	60%
20	Peralta	0.588	67%	20	Contra Costa	0.526	60%
21	Antelope Valley	0.599	69%	21	San Mateo	0.525	60%
22	Chaffey	0.566	65%	22	San Diego	0.513	59%
23	Gavilan	0.565	65%	23	Citrus	0.511	58%
24	Napa	0.560	64%	24	Antelope Valley	0.519	59%
25	Hartnell	0.551	63%	25	Gavilan	0.501	57%
26	San Luis Obispo	0.546	62%	26	Monterey	0.499	57%
27	Contra Costa	0.542	62%	27	Yosemite	0.498	57%
28	Sierra	0.532	61%	28	Napa	0.492	56%
29	Imperial	0.536	61%	29	Mt San Antonio	0.482	55%
	STATEWIDE AVG	0.526	60%	30	Allan Hancock	0.482	55%
30	Mendocino-Lake	0.524	60%		STATEWIDE AVG	0.478	55%
31	San Bernardino	0.518	59%	31	San Joaquin Delta	0.473	54%
32	San Joaquin Delta	0.507	58%	32	Grossmont	0.470	54%
33	Glendale	0.518	59%	34	Siskiyou	0.465	53%
34	Yosemite	0.498	57%	35	Santa Monica	0.463	53%
35	Kern	0.496	57%	33	Ohlone	0.451	52%
36	Allan Hancock	0.495	57%	36	Chaffey	0.447	51%
37	Long Beach	0.494	56%	37	Mendocino-Lake	0.439	50%
38	San Mateo	0.490	56%	38	Butte	0.438	50%
39	Siskiyou	0.488	56%	39	Feather River	0.432	49%
40	Riverside	0.486	56%	40	Riverside	0.429	49%
41	Ventura	0.485	55%	41	Long Beach	0.426	49%
42	Shasta	0.483	55%	42	Imperial	0.423	48%
43	Copper Mountain	0.483	55%	43	Hartnell	0.422	48%
44	Butte	0.483	55%	44	Coast	0.408	47%
45	Palo Verde	0.471	54%	45	San Bernardino	0.407	46%
46	Grossmont	0.470	54%	46	Pasadena	0.407	46%
47	Merced	0.469	54%	47	Shasta	0.406	46%
48	Santa Clarita	0.469	54%	48	Sierra	0.405	46%
49	Monterey	0.469	54%	49	Palomar	0.401	46%
50	North Orange	0.460	53%	50	Lake Tahoe	0.397	45%
51	Lake Tahoe	0.460	53%	51	North Orange	0.395	45%
52	Palomar	0.458	52%	52	Palo Verde	0.394	45%
53	Feather River	0.455	52%	53	Cerritos	0.389	44%
54	Rancho Santiago	0.451	52%	54	Santa Clarita	0.385	44%
55	West Hills	0.445	51%	55	Merced	0.378	43%
56	Coast	0.443	51%	56	Kern	0.377	43%
57	Ohlone	0.443	51%	58	Glendale	0.372	42%
58	State Center	0.441	50%	57	West Hills	0.372	42%
59	Lassen	0.427	49%	60	Rancho Santiago	0.367	42%
60	Pasadena	0.425	49%	59	Victor Valley	0.359	41%
61	Cerritos	0.421	48%	61	Copper Mountain	0.349	40%
62	Yuba	0.404	46%	62	Desert	0.343	39%
63	West Kern	0.403	46%	65	State Center	0.341	39%
64	Desert	0.387	44%	63	West Kern	0.338	39%
65	Sequoias	0.380	43%	64	Sequoias	0.334	38%
66	Barstow	0.378	43%	66	Barstow	0.322	37%
67	Victor Valley	0.335	38%	67	Mt San Jacinto	0.320	37%
68	Mt San Jacinto	0.334	38%	68	Lassen	0.294	34%
	Basic Aid Districts				Basic Aid Districts		
	Marin	0.950	108.6%		Marin	0.950	108.6%
	Mira Costa	0.525	60.0%		Mira Costa	0.543	62.0%
	South Orange	0.497	56.8%		South Orange	0.400	45.7%

HND: Highest salary rate class not requiring a doctorate from the district's most current 10-month contract salary schedule. (Basic aid districts not included in ranking.)

Initial HND Salary: Minimum adjunct salary rate in HND.

9th HND Salary: Salary in HND after SRJC Step 9 equivalent

Pro Rata: Contract-defined pro rata, or if no contract-defined pro rata ratio is evident, then ratio of one

FTEF compensation adjunct lecture hourly rate to one contract FTEF lecture hour at same step in HND.

% of Parity: Based on full parity defined as 0.875