

Comparing salary schedules of the Bay 10 Colleges										
	Chabot Las Positas	Contra Costa	Foothill DeAnza	Ohlone	Marin	Peralta	San Jose Evergreen	San Mateo	West Valley Mission	San Francisco
Column analysis										
Number of distinct salary columns (see separate sheets)	4	6	5	6	5	5	6	5	6	6
Number of potential salary increases by moving columns	3	5	4	5	4	4	5	4	5	5
Amount of increase from column to column at Step 1. (Note: Salary increase from column to column is the same for all steps at all but Marin and San Jose. For Marin the variation is minor. For San Jose the variation is very large.)	E to F <u>\$4,370;</u> F to F+30 <u>\$3,830;</u> F+30 to PhD, <u>\$5061</u>	E to F <u>\$2,796;</u> F to F+15 <u>\$2676;</u> F+15 to F+30 <u>\$2,748;</u> f+30 to f+45 <u>\$2,676;</u> F+45 to F+60 <u>\$2,772</u>	All column changes= \$3055	E to F <u>\$3,840;</u> F to F+30 <u>\$2,550;</u> F+30 to F+45 <u>\$1,280;</u> F+45 to F+60 <u>\$1,280;</u> F+60 to PhD <u>\$2,550</u>	E to F <u>\$5,943;</u> F to F+30 <u>\$2,874;</u> F+30 to F+60 <u>\$2,818;</u> F+60 to PhD <u>\$2,375</u>	All column changes= \$3080	E to F <u>\$2,555;</u> F to F+15 <u>\$2,555;</u> F+15 to F+30 <u>\$2,793;</u> F+30 to F+45 <u>\$2,796;</u> F+45 to PhD <u>\$2,537</u>	E to F <u>\$3,324;</u> F to F+45 <u>\$1,668;</u> F+45 to F+60 <u>\$2,388;</u> F+60 to PhD <u>\$5,952</u>	E to F <u>\$2,307;</u> F to F+15 <u>\$2,396;</u> F+15 to F+30 <u>\$2,483;</u> F+30 to F+45 <u>\$2,580;</u> F+45 to PhD <u>\$1,425</u>	E to F <u>\$2670;</u> Others <u>\$1335;</u>
Change from column F, step 1 to highest column, step 1	\$8,890	\$10,872	\$9,164	\$7,660	\$8,067	\$12,418	\$10,681	\$10,008	\$8,884	\$5,343
Change from column F, step 30 to highest column, step 30	\$8,888	\$26,760	\$9,164	\$15,637	\$12,851	\$12,251	\$25,461	\$10,476	\$27,181	\$5,341
Change from column F, step 1 to highest column, step 30	\$62,186	\$48,612	\$45,820	\$60,840	\$63,083	\$56,941	\$49,766	\$55,776	\$66,694	\$48,059
PhD column	Yes No F+60	No	Yes No F+60	F+60 and PhD	F+60 and PhD	Yes No F+60	Yes No F+60	F+60 and PhD	Yes No F+60	No

Comparing salary schedules of the Bay 10 Colleges											
	Chabot	Contra	Foothill				San Jose	San	West Valley	San	
	Las Positas	Costa	DeAnza	Ohlone	Marin	Peralta	Evergreen	Mateo	Mission	Francisco	
Step analysis											
Number of distinct salary salary increases, not counting longevity steps	15	Varies by column; E has 7; F has 8; F+15 has 9; highest 3 have 10	12	Varies by column; E has 14; F has 17; F+30 = 18; F+45 = 19; F+60 = 20; PhD = 20	23	18	10	8	11	16	
Step increase	\$2,960	About \$2,700	\$3,055	\$2,659	Varies by column; E = \$1,896; F = \$2,184; F+30 = \$2,288; F+60 = \$2,392; PhD = \$2,392	About \$2,475	Varies both by column and step. See detailed table.	About \$3,325	All steps=3.5% of previous step; range E-1 to PhD-12 \$2,155 to \$3,588	\$2,668	
Longevity steps	\$2,960 at 20, 25, 27 and 30	About \$2,800 at 16, 19, 22 and 30 <u>for highest 3 columns</u>	none	none	none	none	none	at 14 and 17 for F+30, F+45 and PhD; at 19 for F+45 and PhD	varies slightly by column, 11 = \$3,325; 14 = \$4,284; 18 = \$4,416; 23 = \$3,372; 25 = \$3,325	For all at 15,18,21: For F+15 & F+30 24 and 27; For F+45 & PhD 30, 33, 36 Each increase is 3.5% of previous step	none

Comparing salary schedules of the Bay 10 Colleges										
	Chabot	Contra	Foothill				San Jose	San	West Valley	San
	Las Positas	Costa	DeAnza	Ohlone	Marin	Peralta	Evergreen	Mateo	Mission	Francisco
Total number of potential step increases	19	Varies by column E=7; F=8; F+15=9; F+30, F+45. F+60 = 14	12	Varies by column E=14; F=17; F+30=19; F+45=19, F+60, PhD = 20	23	18	Varies by column, E, F & F+15=10; F+30=12; F+45 & PhD=14	13	Varies by column, E & F=14; F+15 & F+30=16; F+45 & PhD=19	17
Maximum number of step increases for any column, of any type	19	14	12	20	23	18	14	13	19	17