

**Petition to urge the San Diego Community College District (SDCCD) to address the pressing issue of inequitable faculty compensation, particularly within STEM disciplines, to ensure the recruitment and retention of qualified educators to serve our students.**

- SDCCD has made public commitments to building a workforce that reflects the diversity of its student population.
- Hiring committees have devoted significant effort to recruiting from underrepresented communities and identifying instructors with a proven commitment to student success.
- These efforts are undermined when competitive salaries and career sustainability are not supported by the district hiring policies and salary scale.

	1	2	3	4	5	6	7
A	\$6,248.85	\$6,567.28	\$6,895.64	\$7,240.42	\$7,602.44	\$7,982.57	\$8,381.70
B	\$6,420.68	\$6,747.88	\$7,085.27	\$7,439.53	\$7,811.51	\$8,202.09	\$8,612.19
C	\$6,597.26	\$6,933.44	\$7,280.12	\$7,644.12	\$8,026.33	\$8,427.64	\$8,849.03
D	\$6,778.70	\$7,124.11	\$7,480.32	\$7,854.34	\$8,247.05	\$8,659.40	\$9,092.38
E	\$6,965.11	\$7,320.03	\$7,686.03	\$8,070.33	\$8,473.85	\$8,897.54	\$9,342.42
F	\$7,156.65	\$7,521.33	\$7,897.39	\$8,292.26	\$8,706.88	\$9,142.22	\$9,599.33
G	\$7,353.46	\$7,728.16	\$8,114.57	\$8,520.30	\$8,946.32	\$9,393.63	\$9,863.31
H	\$7,555.68	\$7,940.69	\$8,337.72	\$8,754.61	\$9,192.34	\$9,651.96	\$10,134.55
I	\$7,763.45	\$8,159.06	\$8,567.01	\$8,995.36	\$9,445.13	\$9,917.39	\$10,413.25
J	\$7,976.96	\$8,383.43	\$8,802.60	\$9,242.73	\$9,704.87	\$10,190.11	\$10,699.62
K	\$8,196.32	\$8,613.98	\$9,044.67	\$9,496.91	\$9,971.75	\$10,470.34	\$10,993.86
L	\$8,421.71	\$8,850.86	\$9,293.40	\$9,758.07	\$10,245.98	\$10,758.28	\$11,296.19
M	\$8,653.31	\$9,094.26	\$9,548.97	\$10,026.42	\$10,527.74	\$11,054.13	\$11,606.84
N	\$8,891.28	\$9,344.35	\$9,811.57	\$10,302.15	\$10,817.25	\$11,358.12	\$11,926.02
O				\$10,585.46	\$11,114.73	\$11,670.47	\$12,253.99
P						\$11,991.40	\$12,590.97
Q						\$12,321.17	\$12,937.23
R						\$12,660.00	\$13,293.00
S						\$13,008.15	\$13,658.56

# Department of Labor Statistics - 2023

Percentile	10%	25%	50%	75%	90%
Hourly	38.92	54.14	74.85	89.58	111.99
Annual	80,950	112,610	155,680	186,330	232,940

Stock Clerk II

Stock Clerk II

San Diego City College

Range 24 (\$5,350.77-\$7,026.74) per month based on the [2024 Classified salary schedule](#). New employees will begin on Step E (\$5,350.77). Step placement is non-negotiable. Promoted or transferred employees will be placed as specified in the current [Classified Bargaining Agreement](#). This position is FLSA Non-exempt (may accrue overtime). Excellent Benefits are provided to all Contract employees with assignments greater than, or equal to, 50% (0.50 FTE) and all eligible dependents. A temporary probationary period will apply to the employee entering this assignment. The SDCCD Employment Web Page provides a link to employee collective bargaining agreements/handbooks and more information about terms and conditions of employment to include salary and benefits.

1.0 FTE

12 Months

00120468

Non-Exempt (accrues overtime)

Qualifications for the job –  
high school diploma

Annual compensation:  
5,350.77X12=\$64,209.24  
Living wage – entry salary

## Retention crisis and an equity failure

- STEM faculty from historically underrepresented groups are more likely to enter the classroom without a doctorate, often due to systemic barriers in higher education.
- Yet they bring rich lived experiences, exceptional teaching ability, and deep cultural relevance that are essential for equitable student outcomes.
- When those faculty are placed at the bottom of the salary scale, with no recognition for experience and no viable path for advancement, they leave—and our students are the ones who suffer for it.
- High faculty turnover leads to reduced mentoring, inconsistent curriculum, burden on remaining faculty.
- This is not just a pay issue—it is a retention crisis and an equity failure. If SDCCD cannot provide competitive compensation, our district will continue to lose its talented and diverse faculty, eroding the very progress the district administration claims to value.

# Salary Comparison (out of 72 colleges)

	MA +0 years	MA + 5
2017	36	55
2018	42	60
2019	47	61
2020	52	63
2021	54	63
2022	55	65
2023	60	64

Out of 72 colleges in CA, SDCCD pay for their incoming faculty with an MS degree lower than 83% of schools, despite San Diego is among the most expensive cities in the United States. With 5 years of experience teaching, SDCCD pay ranks lower than 88% of other colleges.

<https://www.cft.org/faculty-salary-comparisons>

The failure of the current compensation structure and its consequences is illustrated by the story of Prof. Joseph Martinez, San Diego Mesa College's first - and only - tenure track Hispanic physics faculty member.



## Retention crisis and an equity failure – more case studies

Our recently hired Astronomy faculty – Prof. Walter Thompson

- holds a MS degree in Astrophysics from John Hopkins University
- 17 years of experience as a full-time community college professor and honors program coordinator.
- Despite his extensive experience, he started at the same step-level as all other faculty.
- His starting salary was about 10% lower than at his previous position in Houston, even though the cost of living in San Diego is about 60% higher.

## Retention crisis and an equity failure – more case studies

Our recently hired Geology faculty – Prof. Dr. Ashley Manning Berg

- Mesa's first female geology faculty.
- 5 years of experience as a full-time University professor and many more years of teaching.
- Moved to CA to be closer to her husband who is a geology professor at CC in Orange county.
- He didn't apply for geology faculty City College position because he would take a \$40k pay cut.
- Ashley moved from Chattanooga, TN where the cost of living is 64% lower. She started at \$88,490 and should have started at \$127,000 in San Diego to have an equivalent salary.

## Retention crisis and an equity failure – more case studies

Prof. Danica Moore – chemistry

Prof. Thu (Tiffy) Nguyen – biology

# Salary Increase 2024

[illegible]

# Inverse Salary Increase 2024

	1	2	3	4	5	6	7
A	\$540	\$523	\$510	\$500	\$492	\$487	\$483
B	\$512	\$499	\$489	\$482	\$476	\$472	\$470
C	\$488	\$479	\$472	\$466	\$462	\$460	\$458
D	\$468	\$461	\$456	\$452	\$450	\$449	\$449
E	\$451	\$446	\$442	\$440	\$439	\$439	\$440
F	\$436	\$433	\$431	\$430	\$430	\$431	\$432
G	\$423	\$421	\$420	\$420	\$421	\$423	\$426
H	\$412	\$411	\$411	\$412	\$414	\$417	\$420
I	\$402	\$403	\$404	\$405	\$408	\$411	\$415
J	\$394	\$395	\$397	\$399	\$402	\$406	\$411
K	\$386	\$388	\$391	\$394	\$397	\$402	\$407
L	\$379	\$382	\$385	\$389	\$393	\$398	\$404
M	\$374	\$377	\$381	\$385	\$390	\$395	\$401
N	\$369	\$372	\$377	\$381	\$387	\$392	\$399
O				\$378	\$384	\$390	\$397
P						\$388	\$395
Q						\$387	\$394
R						\$386	\$394
S						\$385	\$393

Range	A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)	9 (I)	J (10)	K (11)	L (12)
1	\$2,770.91	\$2,909.46	\$3,054.93	\$3,207.68	\$3,368.06	\$3,536.47	\$3,713.29	\$3,854.40	\$3,989.30	\$4,128.93	\$4,273.44	\$4,423.01
2	\$2,801.45	\$2,941.53	\$3,088.60	\$3,243.03	\$3,405.19	\$3,575.45	\$3,754.22	\$3,896.88	\$4,033.27	\$4,174.43	\$4,320.54	\$4,471.76
3	\$2,836.17	\$2,977.98	\$3,126.88	\$3,283.23	\$3,447.39	\$3,619.76	\$3,800.74	\$3,945.17	\$4,083.25	\$4,226.17	\$4,374.08	\$4,527.18
4	\$2,869.48	\$3,012.95	\$3,163.60	\$3,321.78	\$3,487.87	\$3,662.27	\$3,845.38	\$3,991.50	\$4,131.21	\$4,275.80	\$4,425.45	\$4,580.34
5	\$2,900.02	\$3,045.02	\$3,197.27	\$3,357.14	\$3,524.99	\$3,701.24	\$3,886.31	\$4,033.98	\$4,175.17	\$4,321.31	\$4,472.55	\$4,629.09
6	\$2,943.05	\$3,090.20	\$3,244.72	\$3,406.95	\$3,577.30	\$3,756.16	\$3,943.97	\$4,093.84	\$4,237.13	\$4,385.43	\$4,538.92	\$4,697.78
7	\$2,986.08	\$3,135.39	\$3,292.16	\$3,456.77	\$3,629.60	\$3,811.08	\$4,001.64	\$4,153.70	\$4,299.08	\$4,449.55	\$4,605.28	\$4,766.47
8	\$3,031.91	\$3,183.50	\$3,342.68	\$3,509.81	\$3,685.30	\$3,869.56	\$4,063.04	\$4,217.44	\$4,365.05	\$4,517.83	\$4,675.95	\$4,839.61
9	\$3,081.88	\$3,235.98	\$3,397.78	\$3,567.66	\$3,746.05	\$3,933.35	\$4,130.02	\$4,286.96	\$4,437.00	\$4,592.30	\$4,753.03	\$4,919.38
10	\$3,133.24	\$3,289.90	\$3,454.40	\$3,627.11	\$3,808.47	\$3,998.89	\$4,198.84	\$4,358.39	\$4,510.94	\$4,668.82	\$4,832.23	\$5,001.36
11	\$3,194.33	\$3,354.05	\$3,521.75	\$3,697.84	\$3,882.73	\$4,076.86	\$4,280.71	\$4,443.37	\$4,598.89	\$4,759.85	\$4,926.45	\$5,098.87
12	\$3,247.09	\$3,409.44	\$3,579.91	\$3,758.91	\$3,946.85	\$4,144.20	\$4,351.40	\$4,516.76	\$4,674.84	\$4,838.46	\$5,007.81	\$5,183.08
13	\$3,312.32	\$3,477.94	\$3,651.83	\$3,834.43	\$4,026.15	\$4,227.46	\$4,438.83	\$4,607.50	\$4,768.77	\$4,935.67	\$5,108.42	\$5,287.22
14	\$3,376.19	\$3,545.00	\$3,722.25	\$3,908.36	\$4,103.78	\$4,308.97	\$4,524.42	\$4,696.35	\$4,860.72	\$5,030.84	\$5,206.92	\$5,389.17
15	\$3,451.15	\$3,623.71	\$3,804.90	\$3,995.14	\$4,194.90	\$4,404.64	\$4,624.87	\$4,800.62	\$4,968.64	\$5,142.54	\$5,322.53	\$5,508.82
16	\$3,534.45	\$3,711.17	\$3,896.73	\$4,091.57	\$4,296.14	\$4,510.95	\$4,736.50	\$4,916.49	\$5,088.56	\$5,266.66	\$5,451.00	\$5,641.78
17	\$3,612.19	\$3,792.80	\$3,982.44	\$4,181.56	\$4,390.64	\$4,610.17	\$4,840.68	\$5,024.62	\$5,200.48	\$5,382.50	\$5,570.89	\$5,765.87
18	\$3,707.97	\$3,893.37	\$4,088.04	\$4,292.44	\$4,507.07	\$4,732.42	\$4,969.04	\$5,157.86	\$5,338.39	\$5,525.23	\$5,718.62	\$5,918.77
19	\$3,802.38	\$3,992.50	\$4,192.13	\$4,401.73	\$4,621.82	\$4,852.91	\$5,095.56	\$5,289.19	\$5,474.31	\$5,665.91	\$5,864.22	\$6,069.47
20	\$3,909.26	\$4,104.73	\$4,309.96	\$4,525.46	\$4,751.73	\$4,989.32	\$5,238.79	\$5,437.86	\$5,628.19	\$5,825.17	\$6,029.05	\$6,240.07
21	\$4,020.33	\$4,221.35	\$4,432.42	\$4,654.04	\$4,886.74	\$5,131.08	\$5,387.63	\$5,592.36	\$5,788.09	\$5,990.67	\$6,200.35	\$6,417.36
22	\$4,136.95	\$4,343.79	\$4,560.98	\$4,789.03	\$5,028.48	\$5,279.91	\$5,543.90	\$5,754.57	\$5,955.98	\$6,164.44	\$6,380.20	\$6,603.50
23	\$4,268.82	\$4,482.26	\$4,706.37	\$4,941.69	\$5,188.78	\$5,448.21	\$5,720.63	\$5,938.01	\$6,145.84	\$6,360.94	\$6,583.58	\$6,814.00
24	\$4,402.09	\$4,622.20	\$4,853.31	\$5,095.97	\$5,350.77	\$5,618.31	\$5,899.22	\$6,123.40	\$6,337.71	\$6,559.53	\$6,789.12	\$7,026.74
25	\$4,543.69	\$4,770.87	\$5,009.42	\$5,259.89	\$5,522.88	\$5,799.03	\$6,088.98	\$6,320.36	\$6,541.57	\$6,770.53	\$7,007.50	\$7,252.76
26	\$4,692.23	\$4,926.85	\$5,173.19	\$5,431.85	\$5,703.44	\$5,988.61	\$6,288.04	\$6,526.99	\$6,755.43	\$6,991.87	\$7,236.59	\$7,489.87
27	\$4,856.05	\$5,098.85	\$5,353.79	\$5,621.48	\$5,902.56	\$6,197.68	\$6,507.57	\$6,754.85	\$6,991.27	\$7,235.97	\$7,489.23	\$7,751.35
28	\$5,040.68	\$5,292.71	\$5,557.35	\$5,835.21	\$6,126.97	\$6,433.32	\$6,754.99	\$7,011.68	\$7,257.09	\$7,511.08	\$7,773.97	\$8,046.06
29	\$5,228.09	\$5,489.50	\$5,763.97	\$6,052.17	\$6,354.78	\$6,672.52	\$7,006.15	\$7,272.38	\$7,526.91	\$7,790.36	\$8,063.02	\$8,345.22
30	\$5,429.39	\$5,700.86	\$5,985.91	\$6,285.20	\$6,599.46	\$6,929.44	\$7,275.91	\$7,552.39	\$7,816.73	\$8,090.31	\$8,373.47	\$8,666.54
31	\$5,641.78	\$5,923.87	\$6,220.07	\$6,531.07	\$6,857.62	\$7,200.51	\$7,560.53	\$7,847.83	\$8,122.51	\$8,406.79	\$8,701.03	\$9,005.57
32	\$5,873.61	\$6,167.29	\$6,475.66	\$6,799.44	\$7,139.41	\$7,496.38	\$7,871.20	\$8,170.31	\$8,456.27	\$8,752.24	\$9,058.57	\$9,375.62
33	\$6,116.57	\$6,422.39	\$6,743.51	\$7,080.69	\$7,434.72	\$7,806.46	\$8,196.78	\$8,508.26	\$8,806.05	\$9,114.26	\$9,433.26	\$9,763.43
34	\$6,378.93	\$6,697.88	\$7,032.78	\$7,384.41	\$7,753.63	\$8,141.32	\$8,548.38	\$8,873.22	\$9,183.78	\$9,505.22	\$9,837.90	\$10,182.22
35	\$6,659.61	\$6,992.59	\$7,342.22	\$7,709.33	\$8,094.80	\$8,499.54	\$8,924.51	\$9,263.64	\$9,587.87	\$9,923.45	\$10,270.77	\$10,630.24

## Retention crisis and an equity failure – conclusions

The current compensation structure hampers SDCCD's ability to attract and retain qualified STEM faculty, leading to:

- Reduced diversity among faculty, impacting representation and inclusivity. We have reached the brink of a crisis which, should it continue, would only serve to further homogenize the faculty body. Or have no faculty at all.
- Increased faculty turnover, disrupting student learning and program continuity.
- Burnout among the remaining faculty from inequitable distribution of administrative tasks, loss of new ideas and perspectives.
- Diminished reputation and competitiveness of SDCCD's STEM programs.

# Call to Action

## **1. Reevaluate and Adjust the Faculty Salary Scale:**

- Ensure that starting salaries for STEM faculty reflect their qualifications and experience.

## **2. Implement Credit for Prior Experience:**

- Recognize and compensate prior teaching and industry experience in salary determinations.

## **3. Align Compensation with State and National Standards:**

- Benchmark salaries against state and national averages to maintain competitiveness.

## **4. Consider the Cost of Living:**

- Adjust salaries to reflect the high cost of living in San Diego.

## **5. Provide Meaningful Access to Advancement**

- Provide support to faculty members pursuing advancement on salary schedule



# Thank you!

- We encourage leadership to consider action that would live up to the mission statement of uplifting diverse individuals in our community by providing equitable compensation for those faculty members lower on the pay schedule and meaningful access to advancement.
- The district should strive to provide all faculty an equitable salary that at minimum meets the cost to live in San Diego and uphold the stated value of this district which, in part, is to provide every individual, faculty included, the opportunity to experience an environment in which they can belong and become.