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AUTHOR Farlock, Jerry C.
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ABSTRACT

This report presents a summary of two 1972 reports that were issued by the California Agency for Educational Research to study teachers' salaries. It includes lowest, highest, and average salaries for instructors in 67 community colleges in California. The data are grouped according to size of district, and analyzed statistically. The range of salaries paid to substitutes in these colleges is also included. (RN)

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INSTRUCTORS IN CALIFORNIA FOR THE YEAR 1971-1972

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DR. JERRY C. GARLOCK

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SALARY SCHEDULES AND SALARIES PAID COMMUNITY COLLEGE INSTRUCTORS IN CALIFORNIA FOR THE YEAR 1971-1972

The California Agency for Educational Research issued two reports, April 1972, dealing with teachers' salaries. These are reports Number 3 and Number 6. The reports were summarized and are used as the basis for the present study.

The lowest and highest salaries in the salary schedules of 67 community colleges in California were determined. The average salary for instructors was provided in the report. These data were grouped according to size of district. The resulting six groups were those districts with 25,000 ADA and over; 10,000 to 24,999 ADA; 4,000 to 9,999 ADA; 1,000 to 3,999 ADA; 500 to 99 ADA; 100 to 499 ADA. For each group, the colleges were ranked according to the highest salary in the salary schedule, and the data are presented in Figure 1.

The left edge of the horizontal bar indicates the lowest salary on the salary schedule; the right edge of the bar indicates the highest salary on the salary schedule; the line separating the shaded and unshaded portion within the bar represents the average instructor's salary for that college.

The data in Figure 2 are the same as that for Figure 1 except that the colleges are arranged in rank order of instructors' salaries paid. The three vertical dotted lines in the figure represent the three values for El Camino College. Some of the horizontal bars in Figure 1 are unshaded, indicating that no average instructor's salary was provided in the data. These colleges are omitted in Figure 2. Excluding these five colleges, the following observations are made. Fifteen colleges of the 62 colleges had higher salaries paid than did El Camino College, placing El Camino College at the 76th percentile of highest salary on a salary schedule. Fifteen colleges also had higher lower salaries on their salary schedules; this, also, places El Camino College at the 76th percentile in lowest salaries on salary schedules. It is emphasized that these two sets of 15 colleges exceeding El Camino College are not necessarily the same schools in each case.

Figure 1 indicates that there is wide variability in the ranges of highest and lowest salaries on a salary schedule. Some are much more homogeneous than others.

When the average salaries paid instructors are analyzed, it is seen that four colleges exceed El Camino College. These are Contra Costa,

Pasadena, San Mateo, and Santa Monica. Thus, there is considerable variation in lowest and highest salaries on a salary schedule and salaries paid instructors at community colleges. The question is then raised, How many colleges of the 62 exceed El Camino College in average salary paid instructors as well as exceeding El Camino College in the lowest and highest salaries on the salary schedule? The answer to this question is, no colleges exceed El Camino College in all three categories.

These data are presented so that El Camino College can be compared with 13 other college districts of comparable size. Compared with these other 13 colleges, five exceed El Camino College in highest salary on the salary schedule; four exceed El Camino College in the lowest salary on the salary schedule; and three exceed El Camino College in the average salary paid instructors.

When all 62 colleges have statistical techniques applied to them, the results are shown in Tables 1 and 2.

Table 1 shows that the mean lowest salary schedule of the 62 colleges is \$8,701.42, while the standard deviation is \$502.17. The average salary of the districts is \$14,517.71, with a standard deviation of \$869.25; the highest salary on the salary schedule was \$17,939.66, with a standard deviation of \$1,289.07. The average number of teachers was 199.5, with a standard deviation of 246.5. It is somewhat unusual to have a standard deviation larger than the mean, but not in skewed distributions as is the case in this distribution.

Correlations were also obtained for these data to determine whether there is a relationship between these factors on a salary schedule. The highest correlation of .58 was between the highest salary on a salary schedule and the average salary of the district. The relationship between the highest and lowest salaries on a salary schedule was .38, while the relation between the lowest salary on a salary schedule and the average salary of the district was .26. The correlation between the number of teachers and the average salary of a district was .33, while the number of teachers related to the lowest salary on a salary schedule and the highest salary on a salary schedule of .20 and .15, respectively.

Figure 3 shows El Camino College salaries paid substitutes compared with other community college districts in California according to size of district. The figure shows that a few colleges have a single rate as does El Camino College. Most of them, however, have a range of salaries. Of those colleges having a single rate, two are higher than El Camino College and nine are lower. Of those in a similar size category, from 10,000 to 24,999 ADA, two are higher and one is lower. Two colleges stand out as having excessively high salaries. These are North Orange and Coast. The data had been checked but not verified with the college to see whether there is error in the highest salaries paid for these two colleges. El Camino College exceeds 17 colleges in amount of salaries paid substitutes, whether it is a single rate or a range. Four colleges exceed El Camino College whether single rate or a range is paid. These colleges are Coast, Los Rios, Peralta, and San Francisco. In three colleges, El Camino College is at the extreme lower end of the salary scale. These are North Orange, Foothill, and Sonoma.

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FIGURE 1

LOWEST AND HIGHEST SALARIES ON SALARY SCHEDULES AND AVERAGE SALARY
PAID COMMUNITY COLLEGE INSTRUCTORS ACCORDING TO VARIOUS SIZE DISTRICTS
1971 - 1972

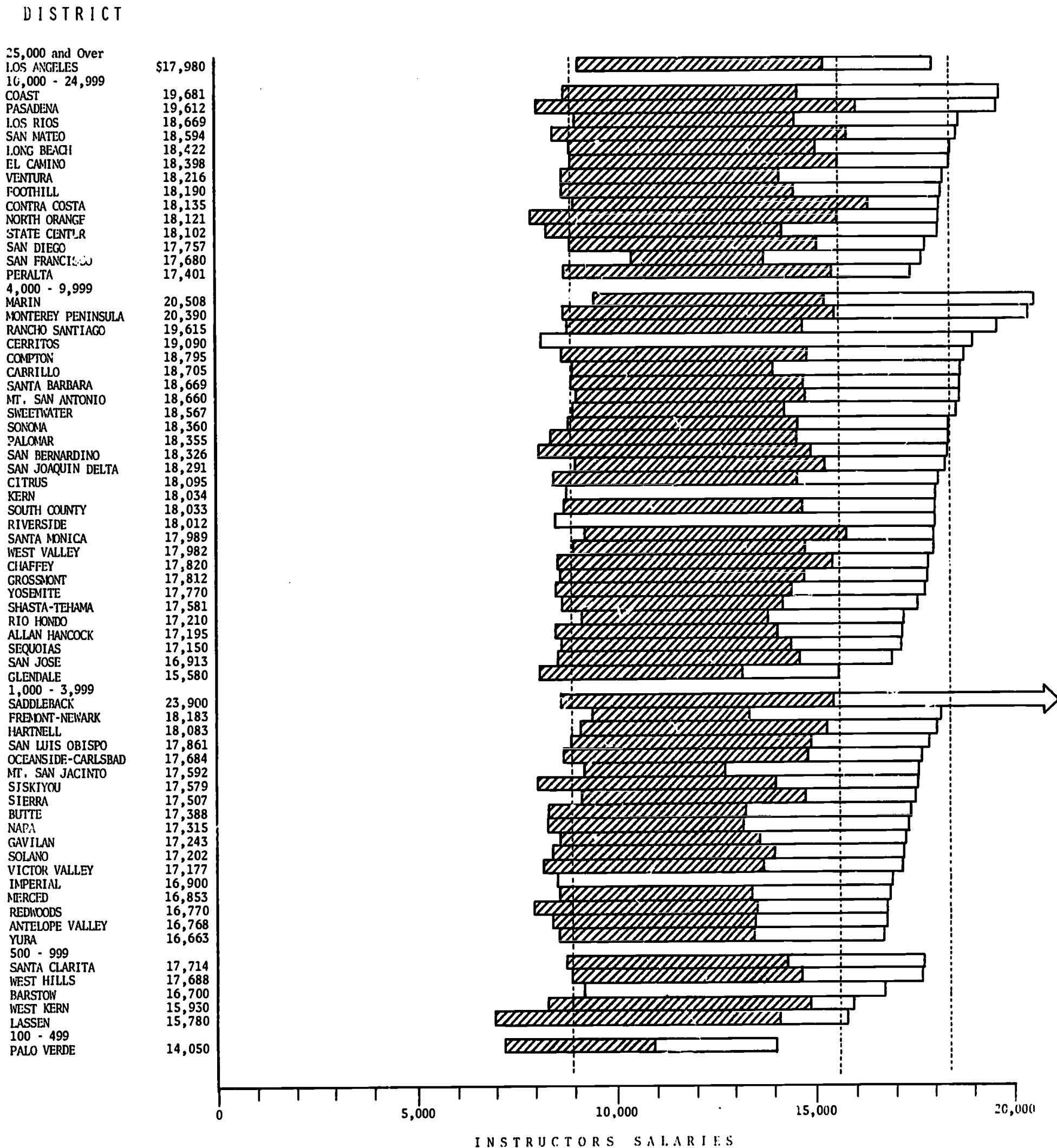


FIGURE 2
 LOWEST AND HIGHEST SALARIES ON SALARY SCHEDULES AND AVERAGE SALARY
 PAID COMMUNITY COLLEGE INSTRUCTORS ACCORDING TO VARIOUS
 SIZE DISTRICTS RANKED ACCORDING TO AVERAGE SALARY
 1971-1972

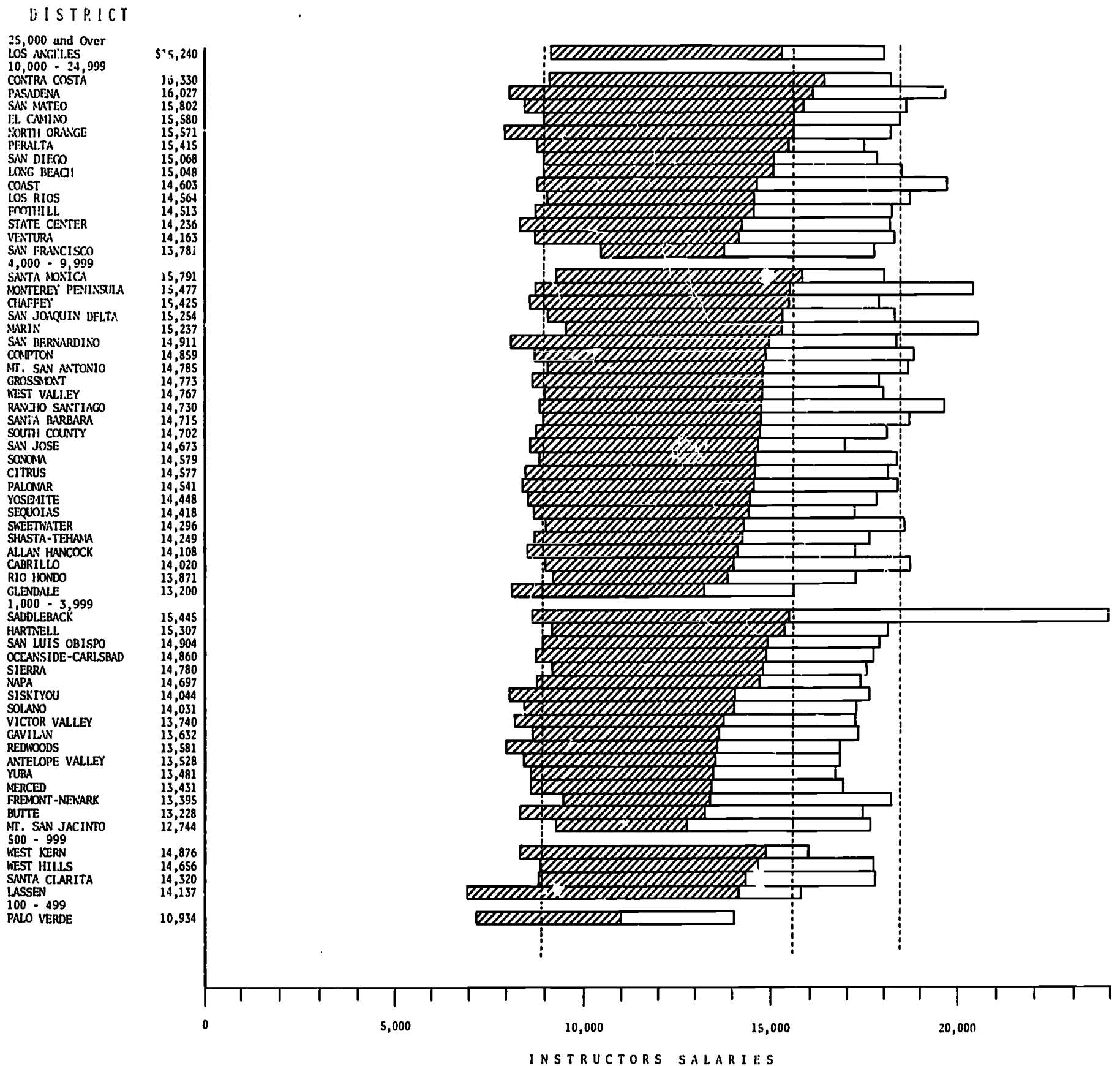


TABLE 1
MEANS AND STANDARD DEVIATIONS OF LOWEST
AND HIGHEST SALARIES ON SALARY SCHEDULES, AVERAGE SALARIES,
AND NUMBER OF TEACHERS OF 62 COMMUNITY COLLEGE DISTRICTS IN CALIFORNIA

VARIABLE	MEAN	STANDARD DEVIATION
Lowest Salary on Schedule	\$ 8,701.42	\$ 502.17
Average Salary of District	14,517.71	869.25
Highest Salary on Schedule	17,939.66	1,289.07
Number of Teachers	199.5	246.5

TABLE 2
INTERCORRELATION MATRIX OF SALARY AND TEACHER DATA OF
62 COMMUNITY COLLEGE DISTRICTS IN CALIFORNIA

	LOWEST SALARY ON SCHEDULE	AVERAGE SALARY OF DISTRICT	HIGHEST SALARY ON SCHEDULE	NUMBER OF TEACHERS
Lowest Salary on Schedule	1.00	.26	.38	.20
Average Salary of District		1.00	.58	.33
Highest Salary on Schedule			1.00	.15
Number of Teachers				1.00

FIGURE 3

EL CAMINO COMMUNITY COLLEGE SALARY PAID SUBSTITUTES COMPARED WITH OTHER
COMMUNITY COLLEGE DISTRICTS IN CALIFORNIA ACCORDING TO SIZE OF DISTRICT
1971-1972

