

\$CCCD

\$SCORECARD

2025-2026

State Center Community College District
Financial Information
Compiled by SCFT 1533

Fall 2025

The intent of the \$CCCD Scorecard is to present district financial information in a transparent and informative manner to allow interested parties to make good business decisions.

2024 - 2026 SCCCD Trustee Goals and Priorities

(Adopted at the September 3, 2024 Board of Trustees Regular Meeting)

Goal 2: State Center Community College District Employee Environment Priorities:

Goal/Priority:

The SCCCD will create an exemplary work environment that values and respects all employees by ***implementing competitive pay structures***, investing in professional development, and establishing policies that promote work-life balance, inclusivity, and career growth.

Strategies:

- Demonstrate commitment to supporting SCCCD workforce wellbeing. Review competitive pay for all employees.
- Develop a policy that supports faculty proficiency in multiple modes of instructional delivery.
- Promote and support District's efforts to nurture an equitable environment where all employees can thrive.
- Create policies that support the creation of spaces that address multicultural needs, including reflection rooms, multicultural social justice centers, accessible technology, and sign language interpreters
- Integrate DEIA professional development into onboarding and safe space training for employees

What steps will State Center take to achieve Goal 2?

Current SCCCD Salary Schedule vs COS

SCCCD 2024-2025 FT (178 Days)					
CLASS	I	II	III	IV	V
LOW	\$71,054	\$75,938	\$80,183	\$84,432	\$88,669
6	\$89,391	\$94,280	\$98,524	\$102,772	\$106,970
11	\$107,730	\$112,616	\$116,857	\$121,106	\$125,342
21	\$115,065	\$123,624	\$131,529	\$135,764	\$140,017
30	\$122,397	\$130,947	\$138,863	\$143,109	\$147,346
HIGH 30	\$122,397	\$130,947	\$138,863	\$143,109	\$147,346
AVG	\$105,894	\$113,188	\$119,726	\$123,969	\$128,211
MEDIAN	\$109,563	\$118,115	\$126,031	\$130,274	\$134,517
TOTAL	\$3,388,612	\$3,622,016	\$3,831,221	\$3,966,996	\$4,102,737
COS 2025-2026 (175 DAYS) (3.3%)					
CLASS	I	II	III	IV	V
LOW	\$ 77,769	\$ 83,255	\$ 88,544	\$ 93,995	\$ 99,481
6	\$ 93,132	\$ 98,784	\$ 104,770	\$ 110,921	\$ 116,739
11	\$ 108,126	\$ 114,643	\$ 120,993	\$ 127,346	\$ 133,328
21	\$ 125,951	\$ 133,035	\$ 139,386	\$ 146,066	\$ 152,951
30	\$ 131,875	\$ 139,293	\$ 145,941	\$ 152,935	\$ 160,144
HIGH 32	\$ 151,656	\$ 160,187	\$ 167,832	\$ 175,875	\$ 184,165
AVG	\$114,807	\$121,542	\$127,843	\$134,364	\$140,965
MEDIAN	\$123,108	\$130,191	\$136,541	\$143,220	\$150,107
TOTAL	\$3,673,820	\$3,889,338	\$4,090,990	\$4,299,663	\$4,510,865
(SCCCD 2024-2025) - (COS 2025-2026)					
CLASS	I	II	III	IV	V
LOW	\$ (6,715)	\$ (7,317)	\$ (8,361)	\$ (9,563)	\$ (10,812)
6	\$ (3,741)	\$ (4,504)	\$ (6,246)	\$ (8,149)	\$ (9,769)
11	\$ (396)	\$ (2,027)	\$ (4,136)	\$ (6,240)	\$ (7,986)
21	\$ (10,886)	\$ (9,411)	\$ (7,857)	\$ (10,302)	\$ (12,934)
30	\$ (9,478)	\$ (8,346)	\$ (7,078)	\$ (9,826)	\$ (12,798)
HIGH	\$ (29,259)	\$ (29,240)	\$ (28,969)	\$ (32,766)	\$ (36,819)
AVG	\$ (8,913)	\$ (8,354)	\$ (8,118)	\$ (10,396)	\$ (12,754)
MEDIAN	\$ (13,545)	\$ (12,077)	\$ (10,510)	\$ (12,947)	\$ (15,590)
TOTAL	\$ (285,208)	\$ (267,322)	\$ (259,769)	\$ (332,667)	\$ (408,128)

Source: SCCCD & COS Salary Schedules

*The current SCCCD salary schedule is significantly behind COS' salary schedule.

SCCCD Proposal 10/23/2025 (+3.3%) vs COS

SCCCD PROPOSAL 10/23/2025 (+3.3%)					
CLASS	I	II	III	IV	V
LOW	\$ 73,399	\$ 78,444	\$ 82,829	\$ 87,218	\$ 91,595
6	\$ 92,341	\$ 97,391	\$ 101,775	\$ 106,163	\$ 110,500
11	\$ 111,285	\$ 116,332	\$ 120,713	\$ 125,102	\$ 129,478
21	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638
30	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208
HIGH 34	\$ 130,223	\$ 139,055	\$ 147,212	\$ 151,619	\$ 155,995
AVG	\$109,389	\$116,923	\$123,677	\$128,060	\$132,441
MEDIAN	\$113,178	\$122,012	\$130,190	\$134,573	\$138,956
TOTAL	\$3,500,436	\$3,741,543	\$3,957,651	\$4,097,907	\$4,238,127
COS 2025-2026 (175 DAYS) (3.3%)					
CLASS	I	II	III	IV	V
LOW	\$ 77,769	\$ 83,255	\$ 88,544	\$ 93,995	\$ 99,481
6	\$ 93,132	\$ 98,784	\$ 104,770	\$ 110,921	\$ 116,739
11	\$ 108,126	\$ 114,643	\$ 120,993	\$ 127,346	\$ 133,328
21	\$ 125,951	\$ 133,035	\$ 139,386	\$ 146,066	\$ 152,951
30	\$ 131,875	\$ 139,293	\$ 145,941	\$ 152,935	\$ 160,144
HIGH 32	\$ 151,656	\$ 160,187	\$ 167,832	\$ 175,875	\$ 184,165
AVG	\$114,807	\$121,542	\$127,843	\$134,364	\$140,965
MEDIAN	\$123,108	\$130,191	\$136,541	\$143,220	\$150,107
TOTAL	\$3,673,820	\$3,889,338	\$4,090,990	\$4,299,663	\$4,510,865
(SCCCD Proposal 10/23/2025) - (COS 2025-2026)					
CLASS	I	II	III	IV	V
LOW	\$ (4,370)	\$ (4,811)	\$ (5,715)	\$ (6,777)	\$ (7,886)
6	\$ (791)	\$ (1,393)	\$ (2,995)	\$ (4,757)	\$ (6,239)
11	\$ 3,159	\$ 1,689	\$ (279)	\$ (2,243)	\$ (3,850)
21	\$ (7,089)	\$ (5,332)	\$ (3,517)	\$ (5,822)	\$ (8,313)
30	\$ (5,439)	\$ (4,024)	\$ (2,496)	\$ (5,103)	\$ (7,935)
HIGH	\$ (21,433)	\$ (21,131)	\$ (20,620)	\$ (24,257)	\$ (28,170)
AVG	\$ (5,418)	\$ (4,619)	\$ (4,167)	\$ (6,305)	\$ (8,523)
MEDIAN	\$ (9,930)	\$ (8,179)	\$ (6,351)	\$ (8,648)	\$ (11,151)
TOTAL	\$ (173,384)	\$ (147,796)	\$ (133,338)	\$ (201,756)	\$ (272,738)

Source: SCCC & COS Salary Schedules

*The proposed SCCC salary schedule does little to close the gap with COS.

HEALTHCARE

- COS healthcare contribution to employees: about \$21,500 per year.
- SCCCCD healthcare contribution to employees: about \$15,500 per year.
- The SCCCCD health care contribution is more than 35% behind COS, about \$6,000.
- SCCCCD proposed district increase to employee premiums for 2025-2026: COLA, 2.3% or about \$30/mo.
- SCCCCD withheld COLA from healthcare contributions for more than a decade.
- Healthcare premiums are projected to increase by about 9% in 2026-2027.

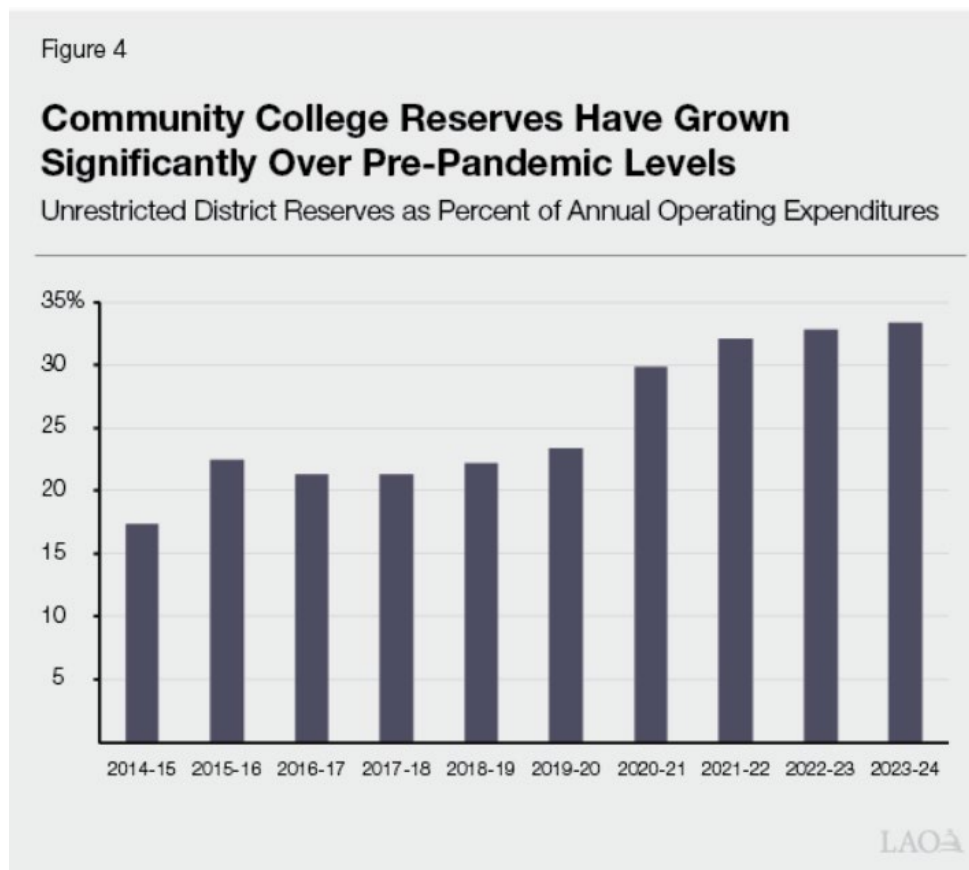
SALARY AND HEALTH BENEFITS

- The differences in pay and healthcare benefits between State Center and COS are substantial and across the board.
- The lower earnings compound over time and result in a significant deficit at retirement.
- Faculty members retirement is based on the highest year's salary.

RESERVES

Systemwide Reserves Continue to Increase. Community college districts maintain local reserves to help manage revenue declines or unexpected costs. Based on best practices from the Government Finance Officers Association, the Chancellor’s Office recommends that districts maintain unrestricted reserves worth a minimum of 16.7 percent (two months) of annual expenditures. As Figure 4 shows, districts’ unrestricted reserves have increased over the past several years. Whereas unrestricted reserves totaled \$1.8 billion (22 percent of expenditures) in 2018-19, they grew to \$3.5 billion (33 percent of expenditures) in 2023-24. The increase in reserves over the past five years is likely the result of several factors—including significant increases in state funding, an influx of federal relief funds during the pandemic, and lower student enrollment and staffing levels during the pandemic.²

² LAO March 5, 2025 [The 2025-26 Budget](#) California Community Colleges



Senator Archuleta requests audit of excessive reserves in California community colleges

Senator Archuleta highlighted that many community colleges are holding excessive unrestricted reserves, which have ballooned from \$1.8 billion in 2018-2019 to approximately \$3.5 billion in 2023-2024. The average reserve across all 73 districts stands at 37%, significantly above the recommended 16.67%. This accumulation of funds raises concerns about the potential diversion of resources away from essential student services, such as counseling and tutoring, which are critical for student retention and success.

Supporters of the audit, including representatives from faculty associations, emphasized the need for accountability in how these reserves are managed. They argue that while prudent reserves are necessary for fiscal stability, the current levels suggest a failure to prioritize educational needs and support for faculty. The audit aims to investigate the reasons behind these high reserve levels and assess their impact on student outcomes.

SCCCD RESERVE BUDGETED				
FISCAL YEAR	ADOPTED	PROJECTED	ACTUAL	%AGE
2025-26	\$101,610,658	\$125,978,880	?	37.1%
2024-25	\$95,602,702	\$95,602,702	\$ 106,594,902	31.5%
2023-24	\$97,797,625	\$97,797,625	\$ 96,132,453	29.9%
2022-23	\$97,903,662	\$97,849,532	\$ 95,819,214	34.1%
2021-22	\$78,948,245	\$78,924,622	\$ 84,606,831	32.6%
2020-21	\$75,766,922	\$75,711,703	\$ 80,483,642	32.8%
2019-20	\$40,601,407	\$40,542,386	\$ 73,065,354	34.3%
2018-19	\$39,378,149	\$39,378,149	\$ 46,101,407	20.7%
2017-18	\$30,739,174	\$30,732,278	\$ 39,378,149	20.7%
2016-17	\$30,271,141	\$30,266,055	\$ 31,395,124	17.4%

Source: SCCC 311 Reports

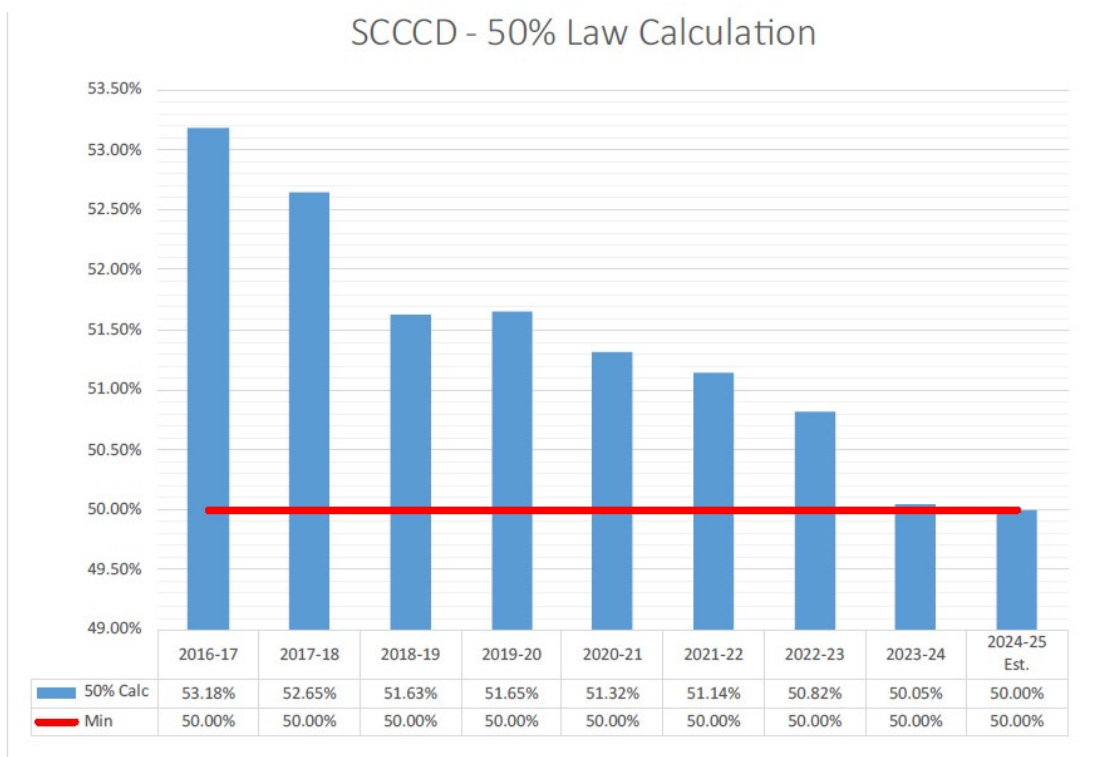
Why does State Center choose to grow the reserve to more than double the recommended amount?

How much of the reserve was built upon the healthcare COLAs that were not passed on to faculty and staff?

Will State Center use the reserve or lose the reserve?

FIFTY PERCENT LAW

The “Fifty Percent Law” (50% Law), as defined in Education Code Section 84362 and California Code of Regulations Section 59200 et seq., requires each district to spend at least half of its current expense of education each fiscal year for salaries and benefits of classroom instructors.



Source: 2025-26 Adoption Budget Presentation SCCC

In February 2025, an audit of California Community Colleges and their compliance with the 50% Law reported that the Chancellor’s Office’s limited oversight allowed multiple districts to inaccurately report their compliance rates and investment in administration increased at a greater rate than that for faculty. State Center grew its administration by 101% with total spent on salary increasing by 163%. Meanwhile, faculty increased by 23% with total spent on salary increasing by 43%.

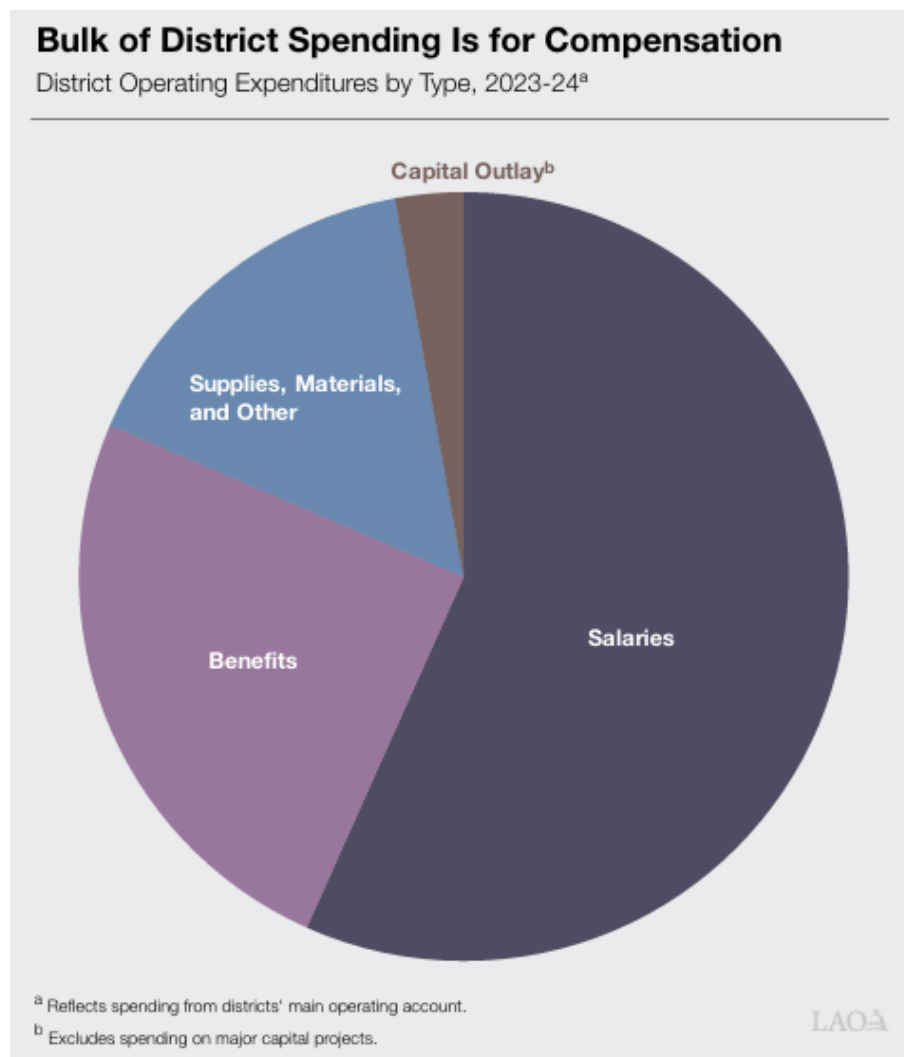
State Center claims, “With the pressure of increasing operational costs for the District, we foresee potential challenges with continued compliance with the 50% law.”

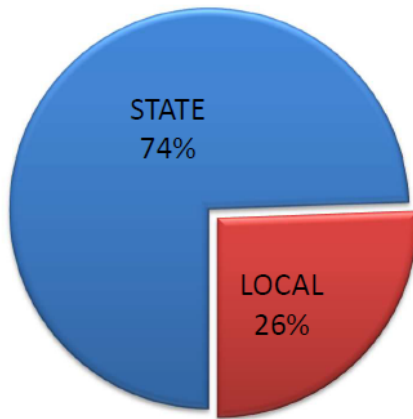
Given the reserve and budgeting decisions, this statement is false. The 50% Law acts as a funding floor for instruction.

PERSONNEL COSTS

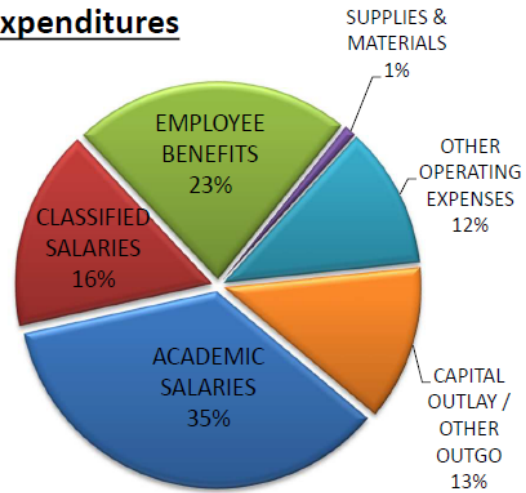
Compensation Is Largest Community College Operating Cost. Community college districts use the bulk of their apportionment funding on employee compensation. As Figure 3 shows, salaries and benefits (including retirement benefits, health care benefits, workers' compensation, and unemployment insurance) accounted for more than 80 percent of district spending in 2023-24. The remainder of a district spending was for various other core operating costs, including utilities, insurance, software licenses, equipment and supplies.¹

¹ LAO March 5, 2025 [The 2025-26 Budget](#) California Community Colleges



Revenues

REVENUES		
STATE	267,165,920	74.5%
LOCAL	91,677,620	25.5%
TOTAL REVENUES	358,843,540	100.0%

Expenditures

EXPENDITURES		
ACADEMIC SALARIES	128,154,844	35.5%
CLASSIFIED SALARIES	59,483,134	16.5%
EMPLOYEE BENEFITS	82,233,872	22.7%
SUPPLIES & MATERIALS	3,547,931	1.0%
OTHER OPERATING EXPENSES	41,903,522	11.6%
CAPITAL OUTLAY/OTHER OUTGO	46,116,567	12.7%
TOTAL EXPENDITURES	361,439,870	100.0%

Source: 2025-26 Adoption Budget Presentation SCCCD

2025-2026 Budgeted Salary and Benefits for State Center Personnel is 74.3%.

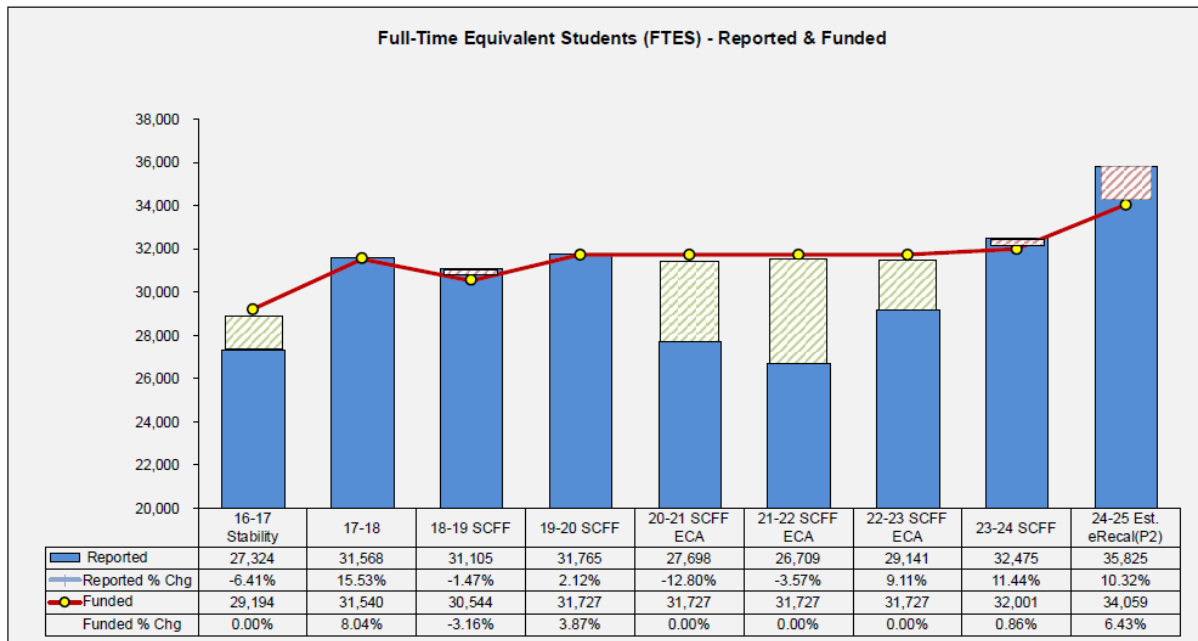
Budgeted Salary and Benefits for State Center Personnel should be 85% to 90%.

ACCA Great Deans –November 18, 2021:

- Personnel –85% To 90% Of Budget
- Includes Salaries and Fixed Costs
- Unemployment, Worker's Comp, STRS, PERS, Etc.

*State Center spends less on personnel, 74%, than guidance allows, 85%-90%.

SCCCD is the 5th largest community college district in California.



Exh A - ~Unfunded FTES	549	1,804
Exh A - ~Unfunded Revenue	\$ 4,034,567	\$ 9,552,364

Source: 2025-26 Adoption Budget Presentation SCCC

- State Center Special Admits increased by almost 14,000 from 2014-2015 to 2023-2024.
- State Center Regular Admits decreased by more than 800 from 2014-15 to 2023-2024.
- Dual Enrollment accounts for at least 20% of FTES.
- State Center does not receive apportionment for all enrolled students.
- State Center enrollment is strong due in large part to the efforts of faculty.

SCFF General Background

The SCFF consists of three principal components – the base allocation, supplemental allocation, and student success allocation with the following parameters:

- The base allocation: consisting of 1) the basic allocation which relies on college and center size based on prior year data, and 2) the Full Time Equivalent Student (FTES) allocation which is based on current year FTES enrollment and a three-year average for credit FTES.
- The supplemental allocation is based on prior year data.
- The student success allocation is based on an average of three prior years of data.

Generally, the Chancellor's Office certifies apportionments three times per year with the Advance Apportionment (AD) released in July, First Principal (P1) and Recalculation (R1) in February, and Second Principal (P2) in June. Additional certification revisions are completed as necessary.

At the Advance apportionment, the Chancellor's Office uses estimates and previously reported data to calculate the components of the SCFF to disburse resources for the first seven months of the fiscal year.

The table below reflects the SCFF rates at 2024-25 AD as modified by COLA in the 2024 Budget Act.

Category	2023-24 Rates (rounded)	2024-25 Rates (rounded)
FTES – Credit*	\$5,238	\$5,294
FTES – Incarcerated Credit*	\$7,346	\$7,425
FTES – Special Admit Credit*	\$7,346	\$7,425
FTES – CDCP	\$7,346	\$7,425
FTES – Noncredit	\$4,417	\$4,465
Supplemental Point Value	\$1,239	\$1,252

CCCCO 2024-25 Advance Apportionment Memo Fiscal Services Unit

- FTES – Credit > \$5,300
- FTES – Special Admit Credit > \$7,500
- FTES – Special Admit Credit = High School Enrichment and Dual Enrollment



Students, employees, and community members-

The Budget Act of 2025 reflects a slight increase in overall funding to community colleges over 2024-25 levels, primarily through ongoing funding provided in funded COLA (2.3%) and enrollment growth (2.35%) supported by withdrawal of funds from the Proposition 98 reserve. Starting in 2025-26, districts will be funded at their SCFF generated amount that year or their “floor” (2024-25 funding amount), whichever is higher. This revised hold harmless provision will no longer include adjustments to reflect cumulative COLAs over time, as is the case with the provision in effect through 2024-25. This means a district’s hold harmless amount would not grow but would re-main at the 2024-25 figure. Fortunately, the SCFF generated amount at the College of the Sequoias continues to be higher than the hold harmless amount.

Despite the recent budget uncertainty seen at the federal level and trickling down to the state, the District has been able to maintain a General Fund reserve of approximately 30%; provide a salary increase to all four primary employee groups, fully-fund the Other Post-Employment Benefits (OPEB) fund with over \$14.0M; pay down most of its long-term debt; and fund several notable improvement projects across its three campuses including the Educational Support Services building, the Marketplace, a new stadium (Visalia), new solar (Hanford and Tulare), and the new Trades and Technical Complex in Tulare which opened in January of 2025.

In all, while the budget challenges facing the nation, state, and the System are as great as they have ever been, the District is poised to face them without substantial adverse impacts to students or its employee groups during the 2025-26 year. This financial stability will allow the District to continue its ongoing commitment to the four District Goal areas of Growth, Success & Achievement, Equitable Offerings, and Continuous Improvement outlined in the recently-released 2025-35 Master Plan.

A handwritten signature in black ink, reading "Brent Calvin".

Brent Calvin Superintendent/President

2025-2026 COS Superintendent/President contract:

- Base Salary: \$350,000
- Car Allowance: \$1,000/mo.
- District healthcare contribution: \$21,420/yr.

COS maintains a 30% reserve and provided COLA +1% increase to salary and benefits.



Chancellor's Message



On June 27, 2025, Governor Gavin Newsom signed the 2025 Budget Bill and various pieces of related legislation that were passed by the Legislature to implement the budget for the 2025-26 fiscal year. The budget spends \$321.1 billion in total state funds, consisting of approximately \$228.4 billion from the General Fund, \$88.8 billion from special funds, and \$3.9 billion from bond funds.

This year's budget comes at a time when California continues to confront significant fiscal pressures fueled by the federal administration's frenzied and disruptive economic and immigration policies that are negatively impacting the people of California and the state budget, including its General Fund which has an \$11.8 billion deficit for 2025-26. This deficit is being addressed through a combination of expenditure reductions, borrowing, funding shifts, one-time funding solutions, and deferrals.

Exacerbating the state's near-term financial challenges, the California Department of Finance has noted that federal tariff implementations are projected to cost the state an estimated \$16 billion in lost General Fund revenue through the next fiscal year. Additionally, the Bay Area Council Economic Institute, in collaboration with UC Merced, found that Trump's mass deportations could slash \$275 billion from California's economy, eliminate \$23 billion in annual tax revenue, and severely disrupt key industries such as agriculture, construction, and hospitality.

Given the continually evolving financial and political environment, we are grateful this year's state budget is a solid budget for California Community Colleges and includes NO major core reductions to our programs and services. Of exceptional importance, the budget provides a 2.3% COLA as well as a significant \$140 million across the 2024-25 and 2025-26 budget years to support a combined enrollment growth of 2.35%. This substantial increase from the traditional and previously communicated .5% growth factor for each of the years was a meaningfully positive outcome that resulted from a focused, multi-pronged advocacy effort.

For State Center CCD, the 2.35% growth funding enabled the District to earn growth funding of \$14.7 million in ongoing funds that have been allocated to the colleges and district. Concurrently, our unfunded FTES amount was reduced by \$11.3 million.

Also of significance, I am pleased to share that we are able to budget \$16 million as a Fiscal Safeguards set-aside to protect our students and employees from the recent unpredictability in federal education and grant funding policies that have traditionally provided a stable and reliable source of federal funding to provide affordable, high-quality education, workforce training, and student support services. Unfortunately, many federal grants have been abruptly withdrawn, cancelled, or gone unapproved at many institutions. A few SCCC federal grants have reached a similar conclusion. Worse yet, the District is still awaiting news and/or receipt of approximately \$12 million of previously approved federal grants. The Fiscal Safeguards set-aside exists to protect the District's students and employees from abrupt federal funding reductions if they occur and to sustain staffing and services for up to one year in the event of reduced or eliminated federal support.

The 2025-26 State Budget does not include a deficit factor as one of its budget management tools. However, the state budget does include a \$430 million systemwide cash deferral from 2025-26 into 2026-27. For State Center CCD, this means that approximately \$13 million of apportionment funds that we normally would receive in 2025-26 will be deferred for allocation in 2026-27. We are thankful the District maintains adequate reserves to mitigate this delayed receipt of \$13 million without disruption of any type to our students, employees, or vendor partners.

On another note of excellent news, I am extremely proud of the exemplary efforts districtwide that have brought us to surpass our pre-pandemic FTES this past fiscal year. One particularly extraordinary milestone was Fresno City College earning the formal statewide designation of becoming the district's first "large" college exceeding the 20,000 FTES milestone with 20,187.39. Notably, each campus has increased their FTES each year since 2021-22.

Despite substantial, ongoing economic and federal policy uncertainty, for higher education the 2025-26 State Budget reflects a continued focus on achieving the goals of the multiyear compacts with the University of California and the California State University, and the multiyear roadmap with the California Community Colleges, which outline shared goals to increase access to the UC and CSU, improve student success while advancing equity, increase the affordability of higher education, increase intersegmental collaboration, and support workforce preparedness and high-demand career pipelines. For community colleges, key programs and related budget augmentations are highlighted below:

Career Passport and Credit for Prior Learning—An increase of \$25 million one-time Proposition 98 General Fund for the development of a Career Passport, and \$15 million one-time and

\$5 million ongoing Proposition 98 General Fund for the Credit for Prior Learning Initiative.

Common Cloud Data Platform—An increase of \$12 million one-time Proposition 98 General Fund for the Common Cloud Data Platform, which will leverage existing local districts' student data systems to provide near real-time data reporting.

Rising Scholars—An increase of \$10 million ongoing Proposition 98 General Fund for the Rising Scholars Network.

Student Support Block Grant—An increase of \$60 million one-time Proposition 98 for a flexible Student Support Block Grant for the community colleges system.

Dreamer Resource Liaisons—An increase of \$15 million one-time Proposition 98 for community colleges to support Dreamer Resource Liaisons. Districts may use the funds to provide additional student support services.

Emergency Financial Assistance Grants—An increase of \$20 million one-time Proposition 98 to provide emergency financial aid assistance to specified student populations.

In Summary

The 2025-26 State Budget was enacted amidst profound and consequential financial and economic uncertainty. The budget has provided both good news and financial challenges for community colleges.

State Center Community College District has an exemplary history of fiscal stability and responsible budget planning even during times of great uncertainty. In good times and uncertain

times, faculty, classified professionals, administrators, labor partners, and all stakeholders work collaboratively to meet or exceed the needs of our students.

This 2025-26 SCCCDC Final Budget prioritizes and leverages all available funding to well serve as many students as possible through robust, best-in-class educational programs and services. SCCCDC finances are sound and our budget is built on a secure foundation for a sustainable future. As the fifth largest community college district in California, we are collegially steadfast in our focus on providing affordable higher education to our diverse communities, particularly while maximizing all aspects of college access, equity, and student success.

With your sustained partnership, we will continue to soar to even greater heights during this upcoming academic year and beyond.



Carole Goldsmith, Ed.D.

2025-2026 SCCCDC Chancellor's contract:

- Total Compensation approx. \$450,000/yr
- Salary \$384,100
- Lifetime healthcare paid by district \$1800/mo
- Retirement Annuity \$1500/mo
- Expense Allowance \$800/mo
- Transportation Allowance \$800/mo

Years	SCCCDC Chancellor Base Salary
2016-2017	\$ 265,000.00
2017-2018	\$ 268,975.00
2018-2019	\$ 285,113.50
2019-2020	\$ 302,220.00
2020-2021	\$ 302,220.00
2021-2022	\$ 320,000.00
2022-2023	\$ 340,992.00
2023-2024	\$ 369,022.00
2024-2025	\$ 384,100.00
2025-2026	\$ 384,100.00

Source: SCCCDC website

The head of Fresno's community colleges just got a pay raise. And tuition is rising

This article originally appeared in the Fresno Bee on Jul 18, 2018

The head of community colleges in Fresno received a pay raise that will eventually bump his salary to \$321,421 per year, months after supporting a tuition increase for out-of-state students.

[State Center Community College District](#) Chancellor [Paul Parnell](#) will get a **6 percent** raise effective July 1, 2018 and another **6 percent** next year, “contingent upon the Chancellor receiving a satisfactory evaluation for the 2018-19 year.”

Parnell also had **1.5 percent** added to his paycheck retroactively from last July, and received an additional one-time bonus payment of **1.5 percent**.

The district's trustees approved the increases in a 5-1-1 vote, with Trustee Miguel Arias voting no and Trustee Eric Payne abstaining.

Trustee Bobby Kahn said the district was acting on the advice of its human resources department, which has found it difficult to attract candidates to the Central Valley.

“They’ve told us there are job applicants who may not want to live here, especially if our compensation is below the average,” Kahn said. “We want the best and brightest for our students, and then we want to retain them.”

Kahn said the district looked at **comparable salaries for heads of community college districts in the San Joaquin Valley, as well as the entire state**, and found that Parnell was making less than the median.

Parnell's salary and benefits totaled \$275,000 per year in 2016. Kahn said the median salary calculated by the board was \$300,000.

Kahn added that he felt Parnell had earned his raise, having received satisfactory reviews from the board since taking the job in 2015.

Arias disagreed. He cited major pending issues facing the district — an IRS audit and [a gender discrimination lawsuit](#) — as two reasons Parnell did not deserve the raise he got.

“He earned a pay adjustment, but he did not earn the exorbitant amount he asked for,” Arias said.

Merit aside, public officials in the Central Valley can’t expect to earn as much as their counterparts in the Bay Area and Los Angeles, according to Arias, due to the lower cost of living here.

“We have students who are working two jobs to afford tuition,” Arias said. “And we just approved an increase that affects DREAMers and student athletes. This is not in the best interest of our students.”

The board approved [a tuition increase](#) for out-of-state students in January that raised the cost per unit by \$24.

Parnell said at the time that the district hadn’t increased tuition for this group in years.

ARIAS, PAYNE VOICE DISAGREEMENT

Arias said his vehement opposition to the proposal stemmed from the fact that the district recently renegotiated the way it handles staff salary increases, eliminating a Me Too clause that mandated that if one person got a raise, everyone else in the salary class would, too.

Parnell’s retroactive payment was based on a staff salary increase that went into effect last year.

“That’s what really got under my skin, that he would ask for that Me Too payment,” Arias said. “And when he recommends his staff for raises, he asks for less than he asked for for himself.”

“I expect our chancellor to lead by example, and this struck me as a selfish request,” Arias said.

Parnell's new salary means he makes more than almost anyone else in a comparable position in the Valley, according to Arias, including Fresno Unified superintendent Bob Nelson, who takes home \$295,000. Arias is FUSD's spokesman.

As superintendent, Nelson oversees a billion-dollar budget and 74,000 enrolled students. SCCC's budget is about \$180 million in general funds and another \$93 million in categorical funds. The district has approximately 50,000 students.

For another comparison, Fresno State president Joseph Castro made \$431,856 in salary and benefits in 2016 — \$314,655 of it in base pay.

Approving the new salary was “unconscionable,” according to Payne, who said the increase was too large for one person given the economy of the Valley.

Payne also said he wanted his fellow trustees to consider that they may have a new funding formula in the next few years.

The [proposal by Gov. Jerry Brown](#) would make community college funding look more like the formula currently in place for K-12 schools, tying some monies to how many low-income students the district enrolls.

Another proposal would place a salary cap on public executive's salaries, so that no one could make more than the governor's base pay of \$195,803 per year.

DISTRICT RELEASES STATEMENT

District spokeswoman Lucy Ruiz sent a statement on behalf of Parnell and the district that said the chancellor's salary is just below the state average.

“The philosophy of State Center Community College District is to pay all of its employees just above the average based on comparable positions throughout the Central Valley and the state,” the statement read.

Aleksandra Appleton, @aleksappleton, 559-341-3747

Academic Salary Schedule 2025-2026

Effective: August 1, 2025

Step	I	II	III	IV	V
1	77,769.24	83,255.40	88,544.29	93,995.30	99,481.48
2	81,128.49	86,050.21	91,536.42	97,354.56	102,639.59
3	83,587.40	89,241.58	94,893.73	100,711.89	106,162.90
4	86,946.69	92,434.83	98,417.03	104,071.16	109,688.20
5	89,772.79	95,958.13	101,776.31	107,229.27	113,379.50

6	93,132.04	98,784.24	104,770.39	110,920.57	116,738.77
7	95,958.13	101,940.38	108,125.72	113,777.91	119,764.07
8	98,784.24	104,934.42	111,119.80	117,137.19	123,455.33
9	101,940.38	108,125.72	113,945.84	120,992.52	126,978.70
10	104,934.42	111,486.94	117,305.11	123,787.38	129,804.77
11	108,125.72	114,643.09	120,992.52	127,345.87	133,328.08
12	111,119.80	117,305.11	124,185.80	130,503.97	136,689.29
13	113,945.84	120,992.52	127,345.87	133,695.23	140,212.66
14	117,137.19	123,787.38	130,336.01	137,052.59	144,267.21
15	120,262.06	127,345.87	133,695.23	140,376.70	147,261.28
16	123,107.69	130,191.46	136,540.87	143,220.37	150,106.87
17					
18					
19					
20	125,951.36	133,035.12	139,386.49	146,065.96	152,950.55
21					
22					
23					
24	128,470.80	135,697.18	142,173.53	148,987.77	156,010.98
25					
26					
27					
28	131,875.02	139,292.75	145,941.00	152,934.94	160,143.68
29					
30					
31					
32	151,656.24	160,186.63	167,832.15	175,875.17	184,165.24

Class Definitions	
Class I	[a] BA, or [b] Special Secondary Credential, or [c] Vocational Credential (partial fulfillment)
Class II	[a] BA + 30 semester units, or [b] General Secondary Credential, or [c] Permanent Vocational Credential
Class III	[a] MA, or [b] BA + 45 semester units, or [c] Vocational Credential plus AA
Class IV	[a] MA + 60 units beyond the BA, or [b] Vocational Credential + BA or BVE
Class V	[a] MA + 75 semester units beyond BA, or [b] Vocational Credential + MA or MVE or, [c] Doctorate
	Only those collegiate units may be counted which were taken subsequent
	to the awarding of the bachelor's degree or equivalent
	Must have at least a master's degree or equivalent

Full time COS faculty members with earned doctorates or two (2) earned Masters will receive the following yearly stipend: \$3,314.12 (This amount shall increase at same % as Academic Salary Schedule)	
A	Newly hired faculty will be given full credit for past teaching experience, not to exceed a maximum of five (5) years.

Public Comment SCCCD BOT 11/04/2025

Hello. My name is Doug Gong. I am a Full-Time Math Instructor at Reedley College. I am also the Treasurer for the State Center Federation of Teachers AFT Local 1533.

Thank you to the faculty members that spoke up for competitive pay.

In 2018, State Center Chancellor Parnell was rewarded with a 13.5% raise over two years. At the time, Trustee Bobby Kahn said, “We want the best and brightest for our students, and then we want to retain them.”

In 2024, the Board of Trustees adopted Goal 2 that prioritizes, “*An exemplary work environment that values and respects all employees by implementing competitive pay structures, investing in professional development, and establishing policies that promote work-life balance, inclusivity, and career growth.*”

Two months ago, the Trustees were presented with the 2025-2026 Final Budget Book. It listed the budgeted reserve at \$101.6 million. Tonight the 311 Report projects a reserve of \$126 million or 37% of the budget. The Budget Book also shows salary and benefits for all personnel to be 74% of the unrestricted fund, significantly lower than the recommended 85 to 90%.

State Center can make Goal 2 a reality. However, State Center has invested in Administrative Capital while allowing faculty and staff to fall further behind economically. Does the Board of Trustees value administration more than faculty and staff?

- COS FT faculty earn nearly \$10,000 more on average than State Center faculty.
- COS contributes about \$5,000 more per year per employee for healthcare than State Center.
- State Center requires 15 more units than COS to advance from Class to Class.
- State Center faculty are roughly \$15,000 per year behind their counterparts at COS.

COS adheres to the 50% Law, has a 30% reserve, and is setting the standard in the valley for competitive pay structures. Treat for COS.

State Center has provided an offer to faculty that does not demonstrate an investment in human capital. Not only is the offer not competitive, the gap between State Center and neighboring districts is increasing. Trick for State Center.

Have the Trustees given up on Goal 2? Is it impossible for State Center to match COS and create the exemplary work environment they have prioritized?

Trick or Treat?

Doug.Gong@ReedleyCollege.edu



State Center Federation of Teachers, AFT Local 1533

1575 N. Van Ness Ave. Fresno, CA 93728
Phone (559) 369-4120 Web site: www.scftunion.org

SCCCD Proposal 10/23/2025 vs COS 2025-2026

SCCCD PROPOSAL 10/23/2025						COS 2025-2026 (3.3%) 175 DAYS						SCCCD PROPOSAL - COS					
R	I	II	III	IV	V	R	I	II	III	IV	V	R	I	II	III	IV	V
1	\$ 73,399	\$ 78,444	\$ 82,829	\$ 87,218	\$ 91,595	1	\$ 77,769	\$ 83,255	\$ 88,544	\$ 93,995	\$ 99,481	1	\$ (4,370)	\$ (4,811)	\$ (5,715)	\$ (6,777)	\$ (7,886)
2	\$ 77,182	\$ 82,240	\$ 86,619	\$ 91,001	\$ 95,388	2	\$ 81,128	\$ 86,050	\$ 91,536	\$ 97,355	\$ 102,640	2	\$ (3,947)	\$ (3,810)	\$ (4,917)	\$ (6,353)	\$ (7,251)
3	\$ 80,972	\$ 86,019	\$ 90,404	\$ 94,788	\$ 99,173	3	\$ 83,587	\$ 89,242	\$ 94,894	\$ 100,712	\$ 106,163	3	\$ (2,616)	\$ (3,223)	\$ (4,490)	\$ (5,924)	\$ (6,990)
4	\$ 84,758	\$ 89,814	\$ 94,200	\$ 98,576	\$ 102,958	4	\$ 86,947	\$ 92,435	\$ 98,417	\$ 104,071	\$ 109,688	4	\$ (2,189)	\$ (2,621)	\$ (4,217)	\$ (5,495)	\$ (6,730)
5	\$ 88,546	\$ 93,600	\$ 97,986	\$ 102,364	\$ 106,746	5	\$ 89,773	\$ 95,958	\$ 101,776	\$ 107,229	\$ 113,379	5	\$ (1,227)	\$ (2,358)	\$ (3,790)	\$ (4,865)	\$ (6,633)
6	\$ 92,341	\$ 97,391	\$ 101,775	\$ 106,163	\$ 110,500	6	\$ 93,132	\$ 98,784	\$ 104,770	\$ 110,921	\$ 116,739	6	\$ (791)	\$ (1,393)	\$ (2,995)	\$ (4,757)	\$ (6,239)
7	\$ 96,124	\$ 101,177	\$ 105,556	\$ 109,945	\$ 114,331	7	\$ 95,958	\$ 101,940	\$ 108,126	\$ 113,778	\$ 119,764	7	\$ 166	\$ (763)	\$ (2,570)	\$ (3,833)	\$ (5,433)
8	\$ 99,927	\$ 104,968	\$ 109,350	\$ 113,735	\$ 118,118	8	\$ 98,784	\$ 104,934	\$ 111,120	\$ 117,137	\$ 123,455	8	\$ 1,143	\$ 34	\$ (1,770)	\$ (3,402)	\$ (5,337)
9	\$ 103,707	\$ 108,758	\$ 113,137	\$ 117,520	\$ 121,911	9	\$ 101,940	\$ 108,126	\$ 113,946	\$ 120,993	\$ 126,979	9	\$ 1,767	\$ 633	\$ (809)	\$ (3,472)	\$ (5,068)
10	\$ 107,490	\$ 112,536	\$ 116,930	\$ 121,318	\$ 125,695	10	\$ 104,934	\$ 111,487	\$ 117,305	\$ 123,787	\$ 129,805	10	\$ 2,555	\$ 1,049	\$ (375)	\$ (2,470)	\$ (4,109)
11	\$ 111,285	\$ 116,332	\$ 120,713	\$ 125,102	\$ 129,478	11	\$ 108,126	\$ 114,643	\$ 120,993	\$ 127,346	\$ 133,328	11	\$ 3,159	\$ 1,689	\$ (279)	\$ (2,243)	\$ (3,850)
12	\$ 111,285	\$ 120,117	\$ 124,506	\$ 128,889	\$ 133,280	12	\$ 111,120	\$ 117,305	\$ 124,186	\$ 130,504	\$ 136,689	12	\$ 165	\$ 2,812	\$ 321	\$ (1,614)	\$ (3,410)
13	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058	13	\$ 113,946	\$ 120,993	\$ 127,346	\$ 133,695	\$ 140,213	13	\$ (2,661)	\$ (875)	\$ 950	\$ (1,017)	\$ (3,154)
14	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058	14	\$ 117,137	\$ 123,787	\$ 130,336	\$ 137,053	\$ 144,267	14	\$ (5,852)	\$ (3,670)	\$ (2,041)	\$ (4,374)	\$ (7,209)
15	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058	15	\$ 120,262	\$ 127,346	\$ 133,695	\$ 140,377	\$ 147,261	15	\$ (8,977)	\$ (7,229)	\$ (5,400)	\$ (7,698)	\$ (10,203)
16	\$ 111,285	\$ 120,117	\$ 128,296	\$ 132,679	\$ 137,058	16	\$ 123,108	\$ 130,191	\$ 136,541	\$ 143,220	\$ 150,107	16	\$ (11,823)	\$ (10,074)	\$ (8,245)	\$ (10,542)	\$ (13,048)
17	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853	17	\$ 123,108	\$ 130,191	\$ 136,541	\$ 143,220	\$ 150,107	17	\$ (8,037)	\$ (6,284)	\$ (4,457)	\$ (6,754)	\$ (9,254)
18	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853	18	\$ 123,108	\$ 130,191	\$ 136,541	\$ 143,220	\$ 150,107	18	\$ (8,037)	\$ (6,284)	\$ (4,457)	\$ (6,754)	\$ (9,254)
19	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853	19	\$ 123,108	\$ 130,191	\$ 136,541	\$ 143,220	\$ 150,107	19	\$ (8,037)	\$ (6,284)	\$ (4,457)	\$ (6,754)	\$ (9,254)
20	\$ 115,071	\$ 123,907	\$ 132,084	\$ 136,467	\$ 140,853	20	\$ 125,951	\$ 133,035	\$ 139,386	\$ 146,066	\$ 152,951	20	\$ (10,880)	\$ (9,128)	\$ (7,303)	\$ (9,599)	\$ (12,098)
21	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638	21	\$ 125,951	\$ 133,035	\$ 139,386	\$ 146,066	\$ 152,951	21	\$ (7,089)	\$ (5,332)	\$ (3,517)	\$ (5,822)	\$ (8,313)
22	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638	22	\$ 125,951	\$ 133,035	\$ 139,386	\$ 146,066	\$ 152,951	22	\$ (7,089)	\$ (5,332)	\$ (3,517)	\$ (5,822)	\$ (8,313)
23	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638	23	\$ 125,951	\$ 133,035	\$ 139,386	\$ 146,066	\$ 152,951	23	\$ (7,089)	\$ (5,332)	\$ (3,517)	\$ (5,822)	\$ (8,313)
24	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638	24	\$ 128,471	\$ 135,697	\$ 142,174	\$ 148,988	\$ 156,011	24	\$ (9,609)	\$ (7,994)	\$ (6,304)	\$ (8,744)	\$ (11,373)
25	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427	25	\$ 128,471	\$ 135,697	\$ 142,174	\$ 148,988	\$ 156,011	25	\$ (5,823)	\$ (4,212)	\$ (2,511)	\$ (4,941)	\$ (7,584)
26	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427	26	\$ 128,471	\$ 135,697	\$ 142,174	\$ 148,988	\$ 156,011	26	\$ (5,823)	\$ (4,212)	\$ (2,511)	\$ (4,941)	\$ (7,584)
27	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427	27	\$ 128,471	\$ 135,697	\$ 142,174	\$ 148,988	\$ 156,011	27	\$ (5,823)	\$ (4,212)	\$ (2,511)	\$ (4,941)	\$ (7,584)
28	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427	28	\$ 131,875	\$ 139,293	\$ 145,941	\$ 152,935	\$ 160,144	28	\$ (9,227)	\$ (7,807)	\$ (6,278)	\$ (8,888)	\$ (11,717)
29	\$ 122,648	\$ 131,485	\$ 139,663	\$ 144,047	\$ 148,427	29	\$ 131,875	\$ 139,293	\$ 145,941	\$ 152,935	\$ 160,144	29	\$ (9,227)	\$ (7,807)	\$ (6,278)	\$ (8,888)	\$ (11,717)
30	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208	30	\$ 131,875	\$ 139,293	\$ 145,941	\$ 152,935	\$ 160,144	30	\$ (5,439)	\$ (4,024)	\$ (2,496)	\$ (5,103)	\$ (7,935)
31	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208	31	\$ 131,875	\$ 139,293	\$ 145,941	\$ 152,935	\$ 160,144	31	\$ (5,439)	\$ (4,024)	\$ (2,496)	\$ (5,103)	\$ (7,935)
32	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208	32	\$ 151,656	\$ 160,187	\$ 167,832	\$ 175,875	\$ 184,165	32	\$ (25,220)	\$ (24,918)	\$ (24,387)	\$ (28,044)	\$ (31,957)
33	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208	33	\$ 151,656	\$ 160,187	\$ 167,832	\$ 175,875	\$ 184,165	33	\$ (25,220)	\$ (24,918)	\$ (24,387)	\$ (28,044)	\$ (31,957)
34	\$ 130,223	\$ 139,055	\$ 147,212	\$ 151,619	\$ 155,995	34	\$ 151,656	\$ 160,187	\$ 167,832	\$ 175,875	\$ 184,165	34	\$ (21,433)	\$ (21,131)	\$ (20,620)	\$ (24,257)	\$ (28,170)

Orange cells = COS > SCCC, Blue cells = SCCC > COS

SCCCD Proposal is NOT COMPETITIVE

SCCCD PROPOSAL 10/23/2025						COS 2025-2026 (175 DAYS) (3.3%)					
CLASS	I	II	III	IV	V	CLASS	I	II	III	IV	V
LOW	\$ 73,399	\$ 78,444	\$ 82,829	\$ 87,218	\$ 91,595	LOW	\$ 77,769	\$ 83,255	\$ 88,544	\$ 93,995	\$ 99,481
6	\$ 92,341	\$ 97,391	\$ 101,775	\$ 106,163	\$ 110,500	6	\$ 93,132	\$ 98,784	\$ 104,770	\$ 110,921	\$ 116,739
11	\$ 111,285	\$ 116,332	\$ 120,713	\$ 125,102	\$ 129,478	11	\$ 108,126	\$ 114,643	\$ 120,993	\$ 127,346	\$ 133,328
21	\$ 118,862	\$ 127,704	\$ 135,869	\$ 140,244	\$ 144,638	21	\$ 125,951	\$ 133,035	\$ 139,386	\$ 146,066	\$ 152,951
30	\$ 126,436	\$ 135,268	\$ 143,445	\$ 147,832	\$ 152,208	30	\$ 131,875	\$ 139,293	\$ 145,941	\$ 152,935	\$ 160,144
HIGH 34	\$ 130,223	\$ 139,055	\$ 147,212	\$ 151,619	\$ 155,995	HIGH	\$ 151,656	\$ 160,187	\$ 167,832	\$ 175,875	\$ 184,165
AVG	\$109,389	\$116,923	\$123,677	\$128,060	\$132,441	AVG	\$114,807	\$121,542	\$127,843	\$134,364	\$140,965
MEDIAN	\$113,178	\$122,012	\$130,190	\$134,573	\$138,956	MEDIAN	\$123,108	\$130,191	\$136,541	\$143,220	\$150,107
TOTAL	\$3,500,436	\$3,741,543	\$3,957,651	\$4,097,907	\$4,238,127	TOTAL	\$3,673,820	\$3,889,338	\$4,090,990	\$4,299,663	\$4,510,865

- The lower earnings early in a career are compounded losses over time.
- A 34-year career dedicated to State Center would yield \$173,000 to \$273,000 less because our district chose to be less competitive.
- Consider the impact in retirement by these differences between COS and the State Center Proposal.
- Healthcare, inflation, and home repairs are some of the top considerations for retirees.

COS				
I	II	III	IV	V
BA or Voc Cred	BA + 30	MA or BA + 45	MA & BA + 60	MA & BA + 75
SCCCD				
I	II	III	IV	V
No Degree	MA or BA + 2yrs Pro Exp	MA & BA + 60 or MA + 30	MA & BA + 75 or MA + 45	MA & BA + 90 or MA + 60

- State Center requires more education for Class Advancement.
- The additional units require additional time and money from faculty.