

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT**  
**FACULTY SALARY SCHEDULE FOR**  
**CONTRACT, REGULAR, TEMPORARY LEAVE REPLACEMENT AND PART-TIME**

**FY 2014-2015 — Effective July 1, 2014 \***

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Chabot-Las Positas Faculty Association  
District/Human Resources  
(1415SalaryA)

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\* This revision reflects a return to the salaries in effect for Academic Years 2007-08 thru 2010-11, as per Article 21A.1 of the Collective Bargaining Agreement between the District and Faculty Association, January 1, 2012 through December 31, 2014.

References herein pertain to the Agreement.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT  
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY LEAVE  
 REPLACEMENT AND PART-TIME FY 2014-2015 — Effective July 1, 2014**

**PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY LEAVE  
 REPLACEMENT FACULTY (ACADEMIC YEAR 2014-2015)**

STEP	C O L U M N			
	II	III	IV	V
1	52,242	56,202	59,671	64,256
2	54,922	58,882	62,354	66,937
3	57,606	61,566	65,036	69,618
4	60,290	64,249	67,720	72,302
5	62,970	66,931	70,401	74,985
6	65,653	69,613	73,084	77,668
7	68,337	72,297	75,766	80,348
8	71,018	74,979	78,450	83,032
9	73,700	77,659	81,131	85,714
10	76,383	80,343	83,814	88,397
11	79,066	83,025	86,496	91,079
12	81,749	85,709	89,177	93,762
13	84,432	88,391	91,861	96,445
14	87,112	91,073	94,544	99,127
15-19	89,795	93,755	97,227	101,809
20-24	92,479	96,439	99,908	104,491
25	95,160	99,120	102,592	107,175

*NOTE:* Column I Eliminated as of the 2002-03 Academic Year. (See 2002-05 CBA)

*Reference:* Salary Adjustment Procedures: 21B.  
 Payment of Salaries: 21F.

Continued on the next page.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT  
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY LEAVE  
REPLACEMENT AND PART-TIME FY 2014-2015 — Effective July 1, 2014**

General Provisions of the Faculty Salary Schedule

1. Full-time unit members with Contract, Regular or Temporary Leave Replacement status shall be paid an annual salary based on education and experience as further defined below.

2. Column Definition

II. A) Bachelor's Degree, or

\*\* B) Bachelor's Degree plus two (2) years experience in occupation\*\*\* or

\*\* C) Associate's Degree [or sixty (60) Semester Units] plus six (6) years experience in occupation\*\*\*

III. A) Master's Degree, or

\*\* B) Bachelor's Degree plus four (4) years experience in occupation\*\*\* or

\*\* C) Associate's Degree plus eight (8) years experience in occupation\*\*\*

IV. A1) Master's Degree with sixty (60) Upper Division or Graduate Semester Units beyond those normally required for the Bachelor's Degree, or

A2) Master's Degree plus thirty (30) additional Graduate Semester Units subsequent to the date of the Master's Degree, or

\*\* B) Bachelor's Degree plus six (6) years experience in occupation\*\*\* or

\*\* C) Master's Degree plus two (2) years experience in occupation\*\*\*

V. A) Doctorate (The term "Doctorate" refers to a degree earned in an accredited university in the United States. Examples of such degrees are: Ph.D., Ed.D., M.D., D.D.S., J.D. Degrees earned in universities outside the United States may be considered for this classification if such degrees are found by a competent authority recognized by the University of California (or the State Department of Education) to be equivalent to the Doctorate earned in the United States.)

\*\* Categories "B" and "C" apply to faculty in technical-vocational subjects. Experience in the occupation substitutes for education.

\*\*\* Not counted as experience in placement on salary schedule.

Note: All degrees to be counted toward salary placement must have been earned at an institution regionally accredited.

*Reference:* Column Definition: 21C.

3. Placement on the Schedule.

In accordance with Section 21D in the District/Faculty Collective Bargaining Agreement.

4. Advancement on the Schedule.

In accordance with Section 21E in the District/Faculty Collective Bargaining Agreement.

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**PART B: SCHEDULE OF PART-TIME SERVICE RATES. Effective July 1, 2014**

1. Unit members performing hourly service (part-time or overload) during the academic year will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH (Faculty Hour A, B & C*)	HOURLY LECTURE RATE (Faculty Hour A, C)	HOURLY LABORATORY RATE ** (Faculty Hour B.1)	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E)
	70% pro-rata scale	70% pro-rata scale	70% pro-rata scale	92% pro-rata scale
1	1,311.38	74.94	56.20	49.24
2	1,373.91	78.51	58.88	51.59
3	1,436.54	82.09	61.57	53.94
4	1,499.14	85.67	64.25	56.29
5	1,561.72	89.24	66.93	58.64
6	1,624.30	92.82	69.61	60.99
7	1,686.93	96.40	72.30	63.35
8	1,749.51	99.97	74.98	65.70

All rates above are based on Part A: Annual Salary for Contract, Regular and Temporary Leave Replacement Faculty, Column III, Steps 1 through 8, as follows:

- Instructional CAH Rate = 70% of Annual Salary divided by 30
- Hourly Lecture Rate = 70% of Annual Salary divided by 525 hours.
- Hourly Laboratory Rate = 70% of Annual Salary divided by 700 hours.
- Hourly Counselor Rate = 92% of Annual Salary divided by 1050 hours.

- \* For application of CAH rate to Faculty Hour C.1 or C.2, see Article 21F.4c.
- \*\* Hourly Laboratory Rates shown are for Faculty Hour B.1 (Load factor 0.75) only. For assignments involving Faculty Hour B.2, B.3 or B.NC, the CAH rate applies.

2. Placement on the Schedule.  
In accordance with Section 21H in the District/Faculty Collective Bargaining Agreement.
3. Advancement on the Schedule.  
In accordance with Section 21I in the District/Faculty Collective Bargaining Agreement.

*Reference:* Definition of Hourly Rates: 21G.1.  
 Payment of Salaries, and Pay by the Course: 21F.4.  
 Provision for Regular, Contract and Temporary Leave Replacement Unit Members Teaching Overload: 21D.4.

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**PART C: MISCELLANEOUS RATES DEFINED IN ARTICLE 21**

Office Hour: \$43.20 per hour

*Reference:* Definition: 21G.1.  
 Applicability to Faculty with 33% Load or Higher: 18J.4-6.  
 Summer Office Hour for Full-Time and Part-Time Faculty: 10D.3a, 17C.3, 21L.3.

Alternate Duty/F-Hour Assignment: \$2053 per CAH, or  
 \$46.92 per hour

*Reference:* Workload Definitions: (Faculty Coordinator) 1C.1g; (F-Hour) 10D.1f .  
 Parameters for pay by CAH: (1 CAH presumes 2.5 hours/week) 10C.3; (Pay by Assignment) 21F.4d.  
 Setting of Pay Rates as reflected herein: 21G.2.

Substitute Service: Instructional Assignment — \$54 per hour

*Reference:* Definition, and Provision for Long-Term Service: 21C.1c.

Non-Instructional Assignment — \$45 per hour

*Reference:* 21C.1d.

Evaluation of Part-time Unit Member: \$135 flat rate

*Reference:* Definition: 21C.1f.

**PART D: INTERCOLLEGIATE ATHLETICS, FORENSICS AND NEWSPAPER PRODUCTION  
 ADVISOR LOAD ASSIGNMENT AND COMPENSATION**

**CATEGORY A**

Head Coach — *Baseball, Basketball,  
 Cross Country, Football, Golf, Soccer,  
 Softball, Swimming, Tennis, Track,  
 Volleyball, Water Polo, Wrestling*

Forensics Coach

Newspaper Production Advisor

**Option 1:** 8.1 CAH Load Credit

**Option 2:** 4.05 CAH + \$7,439

**CATEGORY B**

Associate Head Coach

**Option 1:** 6.0 CAH Load Credit

**Option 2:** 3.0 CAH + \$4,926

**CATEGORY C**

Head Coach — *Diving*

Assistant Coach

**Flat Rate:** \$4,926

Each Option shown above is considered to be all-inclusive concerning all duties, responsibilities and activities related to the assignment.

For Regular, Contract and Temporary Leave Replacement unit members, Option 2 is the default. Exercise of Option 1 must be made by December 30<sup>th</sup> of the year preceding the next Fall Semester.

Part-time unit members, when assigned in categories A or B, will be paid twice the dollar amount shown in Option 2.

*Reference:* 21J.