

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR
CONTRACT, REGULAR, TEMPORARY AND PART-TIME (ADJUNCT)

FY 2019-2020 — Effective July 1, 2019 *

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised 11/22/2019

- * This revision reflects an adjustment to the 2018-19 Faculty Salary Schedule of 5.00% for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement, as adopted by the Board of Trustees on November 12, 2019, effective Fall Semester, 2019, retroactive to July 1, 2019.

For Part-time and Overload service, the 5% adjustment takes effect at the start of Fall Semester, 2019. Additional provisions are effective as noted herein, and in Article 21 of the Agreement.

References herein pertain to the Agreement.

- Salary Adjustment Procedures for Regular, Contract and Temporary Unit Members: 21A and 21B.
- Provisions for Faculty on 11-Month Assignments: 10C.4
- Payment of Salaries for Regular, Contract and Temporary Unit Members: 21F.
- Specific Provisions for Regular, Contract and Temporary Unit Members Teaching Overload: 21D.4
- Payment of Salaries for Part-time/Overload Service: 21F.4.
- Definition of Equivalent Hourly Rates for Part-time/Overload Service: 21G.1.
- Compensation provisions for Intercollegiate Athletics, 21J.
- Definition of Office Hour pay: 21G.1.
 - Applicability to Adjunct Faculty with 33% Load or Higher: 18J.4-6.
 - Summer Office Hour for Full-Time and Part-Time Faculty: 10D.3a, 17D, 17E.2

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) FY 2019-2020 — Effective July 1, 2019 ***

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY ON
 TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2019-2020)**

STEP	C O L U M N			
	II	III	IV	V
1	60,549	65,137	69,158	74,472
2	63,654	68,243	72,267	77,578
3	66,765	71,354	75,376	80,687
4	69,875	74,464	78,487	83,796
5	72,982	77,571	81,594	86,906
6	76,090	80,680	84,703	90,016
7	79,201	83,790	87,811	93,122
8	82,309	86,900	90,922	96,233
9	85,417	90,004	94,029	99,340
10	88,527	93,116	97,138	102,450
11	91,635	96,224	100,247	105,558
12	94,746	99,335	103,353	108,668
13	97,854	102,444	106,465	111,777
14	100,961	105,551	109,574	114,885
15-19	104,069	108,661	112,683	117,994
20-24	107,180	111,770	115,792	121,103
25-26	110,290	114,880	118,904	124,213
27-29	113,399	117,990	122,014	127,322
30	116,510	121,100	125,124	130,433

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

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

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**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) FY 2019-2020 — Effective July 1, 2019 ***

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
 ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2019-20)**

STEP	C O L U M N			
	II	III	IV	V
1	66,604	71,651	76,074	81,919
2	70,019	75,067	79,494	85,336
3	73,442	78,489	82,914	88,756
4	76,863	81,910	86,336	92,176
5	80,280	85,328	89,753	95,597
6	83,699	88,748	93,173	99,018
7	87,121	92,169	96,592	102,434
8	90,540	95,590	100,014	105,856
9	93,959	99,004	103,432	109,274
10	97,380	102,428	106,852	112,695
11	100,799	105,846	110,272	116,114
12	104,221	109,269	113,688	119,535
13	107,639	112,688	117,112	122,955
14	111,057	116,106	120,531	126,374
15-19	114,476	119,527	123,951	129,793
20-24	117,898	122,947	127,371	133,213
25-26	121,319	126,368	130,794	136,634
27-29	124,739	129,789	134,215	140,054
30	128,161	133,210	137,636	143,476

Reference: Provisions for Faculty on 11-Month Assignments: 10C.4
 Salary Adjustment Procedures: 21B.
 Payment of Salaries: 21F.

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**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2019-2020 — Effective July 1, 2019 ***

General Provisions of the Faculty Salary Schedule

1. Full-time unit members with Contract, Regular or Temporary 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.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
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PART B: SCHEDULE OF PART-TIME SERVICE RATES. Effective Fall Semester, 2019 *

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

STEP	INSTRUCTIONAL COMPENSATION PER CAH ** (Instructional Assignments) 72% pro-rata scale	HOURLY LECTURE RATE ** (Faculty Hour A) 72% pro-rata scale	HOURLY LABORATORY RATE *** (Faculty Hour B.1) 72% pro-rata scale	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E) 76.5% pro-rata scale
1	1,563.29	89.33	67.00	56.95
2	1,637.83	93.59	70.19	59.66
3	1,712.50	97.86	73.39	62.38
4	1,787.14	102.12	76.59	65.10
5	1,861.70	106.38	79.79	67.82
6	1,936.32	110.65	82.99	70.54
7	2,010.96	114.91	86.18	73.26
8	2,085.60	119.18	89.38	75.98
9	2,160.10	123.43	92.58	78.69
10	2,234.78	127.70	95.78	81.41

NOTES: ** Effective Fall Semester, 2016: For assignments involving Faculty C.1 or C.2, the appropriate load factor applies in accordance with Articles 21F.4 and 21G.1.

*** Hourly Laboratory Rates shown are for Faculty Hour B.1 (Load factor 0.75) only. For assignments involving Faculty Hour B.2, B.3, B.4 or B.5, the appropriate load factor applies in accordance with Articles 10D.1b, 21F.4 and 21G.1.

2. Placement and Advancement on the Schedule.

In accordance with Sections 21H and 21I in the District/Faculty Collective Bargaining Agreement.

PART C: MISCELLANEOUS RATES DEFINED IN ARTICLE 21

Office Hour: \$49.27 per hour (effective Spring Semester, 2020)

Alternate Duty/F-Hour Assignment: \$2155.65 per CAH, or \$49.27 per hour

Reference: Workload Definitions for Faculty Coordinator: 1C.1g; Definition of 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.

Evaluation of Part-time Unit Member (flat rate): \$147.81 (effective Spring Semester, 2020)

Reference: Definition of duties: 21C.1f (face-to-face) and 21C.1g (online).

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
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PART D: SCHEDULE OF NON-CREDIT SERVICE RATES. Effective Spring Semester, 2020 *

1. Unit members performing Non-Credit instruction (part-time or overload) during the Academic Year, including Summer Sessions and Intersessions, will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH ** (If Applicable) 72% pro-rata scale	HOURLY NON-CREDIT RATE (Faculty Hour G.1) 75% of Lecture Rate	HOURLY CDCP LECTURE RATE (Faculty Hour G.2) Lecture Rate Equivalent	HOURLY TUTORIAL RATE *** (Faculty Hour H) 54% of Lecture Rate
1	1,563.29	67.00	89.33	48.24
2	1,637.83	70.19	93.59	50.54
3	1,712.50	73.39	97.86	52.84
4	1,787.14	76.59	102.12	55.15
5	1,861.70	79.79	106.38	57.45
6	1,936.32	82.99	110.65	59.75
7	2,010.96	86.18	114.91	62.05
8	2,085.60	89.38	119.18	64.36
9	2,160.10	92.58	123.43	66.65
10	2,234.78	95.78	127.70	68.96

NOTES: ** The Calculated A-Hour (CAH) Rate is provided in order to enable pay-by-course, or pay by assignment for faculty performing both Credit and Non-Credit instruction on a Part-time or Overload basis. Load Value (defined in Articles 10D.1g and 10I.6) is also used to ensure compliance with faculty load limitations.

For Faculty Hours G.1 and G.2:

Faculty Hour G.1 (Load Factor 0.75): 1 CAH = 23.333 Hours.

Faculty Hour G.2 (Load Factor 1.0): 1 CAH = 17.5 Hours

*** Faculty Hour H carries no load value, and does not toll against the 67% Law for Part-time faculty (see Article 18J.3)

References: Definition of Non-Credit Pay Rates: 21G.1
 Equivalent CAH Load Value for Assignments consisting of Faculty Hours G.1 and G.2: 10D.1g and 10I.6.
 Definition of Non-Credit Faculty Hours G.1 and G.2: 10D.1g.
 Definition of Non-Credit Tutorial Hour: 10D.1h.
 Other Parameters for Non-Credit Instruction: Article 10I.
 Step Placement and Advancement for Faculty teaching Part-time and Overload: 21I.