

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
Updated 7/18/19

References herein pertain to the Agreement.

- Salary Adjustment Procedures for Regular, Contract and Temporary Unit Members: 21A and 21B.
- 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, 17C.3, 21L.3.

**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 A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY
 (ACADEMIC YEAR 2019-2020)**

STEP	C O L U M N			
	II	III	IV	V
1	57,665	62,035	65,864	70,925
2	60,622	64,993	68,825	73,883
3	63,585	67,956	71,786	76,844
4	66,547	70,918	74,749	79,805
5	69,506	73,877	77,708	82,767
6	72,466	76,838	80,669	85,729
7	75,429	79,800	83,629	88,687
8	78,389	82,761	86,592	91,650
9	81,349	85,718	89,551	94,609
10	84,311	88,681	92,512	97,571
11	87,271	91,641	95,473	100,531
12	90,234	94,604	98,431	103,493
13	93,194	97,565	101,395	106,454
14	96,153	100,524	104,356	109,414
15-19	99,113	103,486	107,317	112,375
20-24	102,076	106,447	110,278	115,336
25-26	105,038	109,409	113,241	118,298
27-29	107,999	112,371	116,203	121,259
30	110,961	115,333	119,165	124,221

NOTES:

- Column I Eliminated as of the 2002-03 Academic Year. (See 2002-05 CBA)
- Implementation of Step 30 is effective July 1, 2017

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
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.

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PART B: SCHEDULE OF PART-TIME SERVICE RATES. Effective July 1, 2019*

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 ** (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	1,488.84	85.08	63.81	54.24
2	1,559.83	89.13	66.85	56.82
3	1,630.94	93.20	69.90	59.41
4	1,702.03	97.26	72.94	62.00
5	1,773.05	101.32	75.99	64.59
6	1,844.11	105.38	79.03	67.18
7	1,915.20	109.44	82.08	69.77
8	1,986.26	113.50	85.13	72.36
9	2,057.23	117.56	88.17	74.94
10*	2,128.34	121.62	91.21	77.53

NOTES: * Implementation of Step 10 is effective Fall Semester, 2017.

** Effective Fall Semester, 2016: For assignments involving Faculty C.1, C.2 or C.3, 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 or B.NC, the appropriate load factor applies in accordance with Articles 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: \$44.00 per hour

Alternate Duty/F-Hour Assignment: \$2053 per CAH, or \$46.92 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): \$135 (face-to-face class), or \$225 (online class)

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