

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

FY 2020-2021 — Effective July 1, 2020 *

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised 6/3/2020

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- * This revision reflects an adjustment to the 2019-20 Faculty Salary Schedule of 2.00% 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. The salaries reflected herein are effective July 1, 2020.

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 2020-2021 — Effective July 1, 2020 ***

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
 FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2020-2021)**

STEP	C O L U M N			
	II	III	IV	V
1	61,760	66,440	70,542	75,962
2	64,928	69,608	73,713	79,130
3	68,101	72,782	76,884	82,301
4	71,273	75,954	80,057	85,472
5	74,442	79,123	83,226	88,645
6	77,612	82,294	86,398	91,817
7	80,786	85,466	89,568	94,985
8	83,956	88,638	92,741	98,158
9	87,126	91,805	95,910	101,327
10	90,298	94,979	99,081	104,499
11	93,468	98,149	102,252	107,670
12	96,641	101,322	105,421	110,842
13	99,812	104,493	108,595	114,013
14	102,981	107,663	111,766	117,183
15-19	106,151	110,835	114,937	120,354
20-24	109,324	114,006	118,108	123,526
25-26	112,496	117,178	121,283	126,698
27-29	115,667	120,350	124,455	129,869
30	118,841	123,522	127,627	133,042

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 2020-2021 — Effective July 1, 2020 ***

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
 ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2020-21)**

STEP	C O L U M N			
	II	III	IV	V
1	67,937	73,085	77,596	83,558
2	71,420	76,569	81,084	87,043
3	74,911	80,059	84,573	90,532
4	78,401	83,549	88,063	94,020
5	81,886	87,035	91,549	97,509
6	85,373	90,523	95,037	100,999
7	88,864	94,013	98,524	104,483
8	92,351	97,502	102,015	107,974
9	95,839	100,985	105,501	111,460
10	99,328	104,477	108,990	114,949
11	102,815	107,963	112,478	118,437
12	106,306	111,455	115,962	121,926
13	109,792	114,942	119,455	125,415
14	113,279	118,429	122,942	128,902
15-19	116,766	121,918	126,431	132,389
20-24	120,256	125,406	129,919	135,878
25-26	123,746	128,896	133,410	139,367
27-29	127,234	132,385	136,900	142,856
30	130,725	135,875	140,389	146,346

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 2020-2021 — Effective July 1, 2020 ***

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

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)	HOURLY LECTURE RATE ** (Faculty Hour A)	HOURLY LABORATORY RATE *** (Faculty Hour B.1)	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E)
	72% pro-rata scale	72% pro-rata scale	72% pro-rata scale	76.5% pro-rata scale
1	1,594.56	91.12	68.34	58.09
2	1,670.59	95.46	71.60	60.86
3	1,746.77	99.82	74.86	63.63
4	1,822.90	104.17	78.12	66.41
5	1,898.95	108.51	81.38	69.18
6	1,975.06	112.86	84.65	71.95
7	2,051.18	117.21	87.91	74.72
8	2,127.31	121.56	91.17	77.49
9	2,203.32	125.90	94.43	80.26
10	2,279.50	130.26	97.69	83.04

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: \$50.26 per hour

Alternate Duty/F-Hour Assignment: \$2,198.76 per CAH, or \$50.26 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): \$150.78

Reference: Definition of duties and compensation: 21C.1f.

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 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
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PART D: SCHEDULE OF NON-CREDIT SERVICE RATES

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	1,594.56	68.34	91.12	49.20
2	1,670.59	71.60	95.46	51.55
3	1,746.77	74.86	99.82	53.90
4	1,822.90	78.12	104.17	56.25
5	1,898.95	81.38	108.51	58.60
6	1,975.06	84.65	112.86	60.94
7	2,051.18	87.91	117.21	63.29
8	2,127.31	91.17	121.56	65.64
9	2,203.32	94.43	125.90	67.99
10	2,279.50	97.69	130.26	70.34

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.