

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

**FY 2021-2022 — Effective July 1, 2021**

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Chabot-Las Positas Faculty Association  
District/Human Resources  
Revised 6/1/2021

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- \* This revision reflects an adjustment to the 2020-21 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, 2021.

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 2021-2022 — Effective July 1, 2021 \***

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY  
 FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2021-2022)**

STEP	C O L U M N			
	II	III	IV	V
1	62,996	67,769	71,953	77,482
2	66,227	71,001	75,188	80,713
3	69,464	74,238	78,422	83,948
4	72,699	77,474	81,659	87,182
5	75,931	80,706	84,891	90,418
6	79,165	83,940	88,126	93,654
7	82,402	87,176	91,360	96,885
8	85,636	90,411	94,596	100,122
9	88,869	93,642	97,829	103,354
10	92,104	96,879	101,063	106,589
11	95,338	100,112	104,298	109,824
12	98,574	103,349	107,530	113,059
13	101,809	106,583	110,767	116,294
14	105,041	109,817	114,002	119,527
15-19	108,275	113,052	117,236	122,762
20-24	111,511	116,287	120,471	125,997
25-26	114,746	119,522	123,709	129,232
27-29	117,981	122,757	126,945	132,467
30	121,218	125,993	130,180	135,703

*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 2021-2022 — Effective July 1, 2021 \***

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN  
 ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2021-22)**

STEP	C O L U M N			
	II	III	IV	V
1	69,296	74,547	79,148	85,230
2	72,849	78,101	82,706	88,784
3	76,410	81,661	86,265	92,343
4	79,970	85,220	89,825	95,901
5	83,524	88,776	93,380	99,460
6	87,081	92,334	96,938	103,019
7	90,642	95,894	100,495	106,573
8	94,199	99,453	104,056	110,134
9	97,756	103,005	107,612	113,690
10	101,315	106,567	111,170	117,248
11	104,872	110,123	114,728	120,806
12	108,433	113,685	118,282	124,365
13	111,988	117,241	121,845	127,924
14	115,545	120,798	125,401	131,481
15-19	119,102	124,357	128,960	135,037
20-24	122,662	127,915	132,518	138,596
25-26	126,221	131,474	136,079	142,155
27-29	129,779	135,033	139,638	145,714
30	133,340	138,593	143,197	149,273

*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 2021-2022 — Effective July 1, 2021 \***

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	1,626.46	92.94	69.71	59.25
2	1,704.02	97.37	73.03	62.08
3	1,781.71	101.81	76.36	64.91
4	1,859.38	106.25	79.69	67.73
5	1,936.94	110.68	83.01	70.56
6	2,014.56	115.12	86.34	73.39
7	2,092.22	119.56	89.67	76.22
8	2,169.86	123.99	92.99	79.05
9	2,247.41	128.42	96.32	81.87
10	2,325.10	132.86	99.65	84.70

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: \$51.26 per hour

Alternate Duty/F-Hour Assignment: \$2,242.74 per CAH, or \$51.26 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): \$153.78

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

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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	1,626.46	69.71	92.94	50.19
2	1,704.02	73.03	97.37	52.58
3	1,781.71	76.36	101.81	54.98
4	1,859.38	79.69	106.25	57.38
5	1,936.94	83.01	110.68	59.77
6	2,014.56	86.34	115.12	62.16
7	2,092.22	89.67	119.56	64.56
8	2,169.86	92.99	123.99	66.96
9	2,247.41	96.32	128.42	69.35
10	2,325.10	99.65	132.86	71.75

*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.