

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

FY 2024-2025 — Effective July 1, 2024

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised 7/1/2024

- * This revision reflects an adjustment to the 2023-24 Faculty Salary Schedule of 2.00% for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement effective July 1, 2022— ratified by the faculty and approved by the Board of Trustees in October, 2022. The salaries shown are effective July 1, 2024.

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.5.
- 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 3 CAH or more: 18D.1.
 - Summer Office Hour for Full-Time and Part-Time Faculty: 10D.3(a), 17D, 17E.2

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) FY 2024-2025 — Effective July 1, 2024**

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
 FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2024-2025)**

STEP	C O L U M N			
	II	III	IV	V
2	81,401	86,464	90,902	96,767
3	84,833	89,896	94,335	100,200
4	88,266	93,329	97,767	103,632
5	91,698	96,762	101,200	107,066
6	95,132	100,195	104,633	110,498
7	98,564	103,627	108,065	113,930
8	101,996	107,060	111,499	117,364
9	105,430	110,493	114,931	120,796
10	108,862	113,925	118,364	124,229
11	112,295	117,359	121,797	127,662
12	115,728	120,791	125,230	131,095
13	119,161	124,224	128,662	134,527
14	122,593	127,657	132,095	137,961
15-17	126,027	131,089	135,528	141,393
18-20	129,459	134,522	138,960	144,825
21-23	132,891	137,954	142,394	148,259
24-25	136,325	141,388	145,826	151,691
26-27	139,757	144,820	149,259	155,124
28-29	143,190	148,253	152,691	158,556
30	146,622	151,686	156,124	161,990

- NOTES:*
- Step I Eliminated as of the 2022-23 Academic Year (See 2022-25 CBA).
 - Column I Eliminated as of the 2002-03 Academic Year (See 2002-05 CBA).

Reference: Salary Adjustment Procedures: 21A.
 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 2024-2025 — Effective July 1, 2024**

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
 ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2024-25)**

STEP	C O L U M N			
	II	III	IV	V
2	89,541	95,110	99,992	106,444
3	93,316	98,886	103,769	110,221
4	97,093	102,662	107,544	113,996
5	100,868	106,439	111,320	117,773
6	104,645	110,215	115,097	121,549
7	108,421	113,991	118,872	125,324
8	112,196	117,766	122,649	129,101
9	115,973	121,543	126,424	132,876
10	119,748	125,319	130,201	136,653
11	123,526	129,095	133,976	140,428
12	127,301	132,871	137,754	144,205
13	131,078	136,647	141,529	147,980
14	134,853	140,423	145,305	151,757
15-17	138,630	144,198	149,081	155,532
18-20	142,405	147,975	152,857	159,308
21-23	146,181	151,750	156,634	163,085
24-25	149,958	155,527	160,409	166,860
26-27	153,733	159,302	164,186	170,637
28-29	157,510	163,079	167,961	174,412
30	161,285	166,855	171,737	178,189

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

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FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2024-2025 — Effective July 1, 2024**

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

- 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 **	HOURLY LECTURE RATE **	HOURLY LABORATORY RATE ***	HOURLY COUNSELOR/ LIBRARIAN RATE
	(Instructional Assignments) 72% pro-rata scale	(Faculty Hour A) 72% pro-rata scale	(Faculty Hour B.1) 72% pro-rata scale	(Faculty Hour D, E) 76.5% pro-rata scale
2	2,075.12	118.58	88.93	68.27
3	2,157.49	123.29	92.46	70.98
4	2,239.90	127.99	95.99	73.70
5	2,322.27	132.70	99.52	76.41
6	2,404.67	137.41	103.06	79.11
7	2,487.05	142.12	106.59	81.82
8	2,569.42	146.83	110.12	84.54
9	2,651.82	151.53	113.65	87.25
10	2,734.19	156.24	117.18	89.95
11	2,816.60	160.95	120.71	92.67

NOTES: ** Pay by Assignment defined in Article 21F.5. CAH values reflect load factors specified in Article 10D.1(a)-(c).

For assignments involving Faculty C.1 or C.2, the equivalent hourly rate for C.1 or C.2 instruction can be obtained by multiplying the hourly lecture rate shown above by the appropriate load factor shown in Article 10D.1(c).

*** 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.1(b), 21F.5 and 21G.1.

- 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: \$64.21 per hour

Alternate Duty/F-Hour Assignment: \$2,440 per CAH, or \$64.21 per hour

Reference: Workload Definitions for Faculty Coordinator: 1C.1(g); Definition of F-Hour: 10D.1(f).

Parameters for pay by CAH (1 CAH equivalent to 2.17 hours/week or 38 total hours): 10C.3, 10D.1(f).

Pay by Assignment: 21F.5(d); Setting of Pay Rates as reflected herein: 21G.2.

Evaluation of Part-time Unit Member: \$192.63, or \$256.84 for Online Asynchronous class

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

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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) 52% of Lecture Rate
2	2,075.12	88.93	118.58	61.66
3	2,157.49	92.46	123.29	64.11
4	2,239.90	95.99	127.99	66.56
5	2,322.27	99.52	132.70	69.00
6	2,404.67	103.06	137.41	71.45
7	2,487.05	106.59	142.12	73.90
8	2,569.42	110.12	146.83	76.35
9	2,651.82	113.65	151.53	78.80
10	2,734.19	117.18	156.24	81.24
11	2,816.60	120.71	160.95	83.69

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 10H.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.1(g) and 10H.6.
 Definition of Non-Credit Faculty Hours G.1 and G.2: 10D.1(g).
 Definition of Non-Credit Tutorial Hour: 10D.1(h).
 Other Parameters for Non-Credit Instruction: Article 10H.
 Step Placement and Advancement for Faculty teaching Part-time and Overload: 21I.