

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

FY 2023-2024 — Effective July 1, 2023

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised 5/30/2023

- * This revision reflects an adjustment to the 2022-23 Faculty Salary Schedule of 4.00% 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, 2023.

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 2023-2024 — Effective July 1, 2023**

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
 FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2023-2024)**

STEP	C O L U M N			
	II	III	IV	V
2	79,804	84,768	89,119	94,869
3	83,169	88,133	92,485	98,235
4	86,535	91,499	95,850	101,600
5	89,900	94,864	99,215	104,966
6	93,266	98,230	102,581	108,331
7	96,631	101,595	105,946	111,696
8	99,996	104,960	109,312	115,062
9	103,362	108,326	112,677	118,427
10	106,727	111,691	116,043	121,793
11	110,093	115,057	119,408	125,158
12	113,458	118,422	122,774	128,524
13	116,824	121,788	126,139	131,889
14	120,189	125,153	129,504	135,255
15-17	123,555	128,518	132,870	138,620
18-20	126,920	131,884	136,235	141,985
21-23	130,285	135,249	139,601	145,351
24-25	133,651	138,615	142,966	148,716
26-27	137,016	141,980	146,332	152,082
28-29	140,382	145,346	149,697	155,447
30	143,747	148,711	153,062	158,813

- 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 2023-2024 — Effective July 1, 2023**

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
 ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2023-24)**

STEP	C O L U M N			
	II	III	IV	V
2	87,785	93,245	98,031	104,356
3	91,486	96,947	101,734	108,059
4	95,189	100,649	105,435	111,760
5	98,890	104,351	109,137	115,463
6	102,593	108,053	112,840	119,165
7	106,295	111,755	116,541	122,866
8	109,996	115,456	120,244	126,569
9	113,699	119,159	123,945	130,270
10	117,400	122,861	127,648	133,973
11	121,103	126,563	131,349	137,674
12	124,804	130,265	135,052	141,377
13	128,507	133,967	138,753	145,078
14	132,208	137,669	142,455	148,781
15-17	135,911	141,370	146,157	152,482
18-20	139,612	145,073	149,859	156,184
21-23	143,314	148,774	153,562	159,887
24-25	147,017	152,477	157,263	163,588
26-27	150,718	156,178	160,966	167,291
28-29	154,421	159,881	164,667	170,992
30	158,122	163,583	168,369	174,695

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 2023-2024 — Effective July 1, 2023**

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 ** (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
	2	2,034.43	116.25	87.19
3	2,115.19	120.87	90.65	69.59
4	2,195.98	125.48	94.11	72.25
5	2,276.74	130.10	97.57	74.91
6	2,357.52	134.72	101.04	77.56
7	2,438.28	139.33	104.50	80.22
8	2,519.04	143.95	107.96	82.88
9	2,599.82	148.56	111.42	85.54
10	2,680.58	153.18	114.88	88.19
11	2,761.37	157.79	118.34	90.85

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: \$62.95 per hour

Alternate Duty/F-Hour Assignment: \$2,392 per CAH, or \$62.95 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: \$188.85, or \$251.80 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	2,034.43	87.19	116.25	60.45
3	2,115.19	90.65	120.87	62.85
4	2,195.98	94.11	125.48	65.25
5	2,276.74	97.57	130.10	67.65
6	2,357.52	101.04	134.72	70.05
7	2,438.28	104.50	139.33	72.45
8	2,519.04	107.96	143.95	74.85
9	2,599.82	111.42	148.56	77.25
10	2,680.58	114.88	153.18	79.65
11	2,761.37	118.34	157.79	82.05

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.