

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

**FY 2015-2016 — Effective July 1, 2015 \***

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Chabot-Las Positas Faculty Association  
District/Human Resources  
Revised 9/23/2015

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- \* This revision reflects an adjustment to the 2013-14 Faculty Salary Schedule of 3.04% for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement, as adopted by the Board of Trustees on September 15, 2015, and effective July 1, 2015.

For Part-time and Overload service, the 3.04% adjustment is effective July 1, 2015. Additional provisions for Part-time and Overload service defined herein are effective Fall Semester, 2015, in accordance with Article 21F.4(a) of the Agreement.

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 2015-2016 — Effective July 1, 2015 \***

**PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY  
 (ACADEMIC YEAR 2015-2016)**

STEP	C O L U M N			
	II	III	IV	V
1	53,831	57,911	61,485	66,210
2	56,592	60,673	64,250	68,972
3	59,358	63,438	67,014	71,735
4	62,123	66,203	69,779	74,500
5	64,885	68,966	72,542	77,265
6	67,649	71,730	75,306	80,030
7	70,415	74,495	78,070	82,791
8	73,177	77,259	80,835	85,557
9	75,941	80,020	83,598	88,320
10	78,706	82,786	86,362	91,085
11	81,470	85,549	89,126	93,848
12	84,235	88,315	91,888	96,613
13	86,999	91,079	94,654	99,377
14	89,761	93,842	97,419	102,141
15-19	92,525	96,606	100,183	104,904
20-24	95,290	99,371	102,948	107,669
25-26	98,055	102,136	105,713	110,434
27	100,820	104,901	108,478	113,199

*NOTES:* • Column I Eliminated as of the 2002-03 Academic Year. (See 2002-05 CBA)  
 • Implementation of Step 27 is effective July 1, 2015

*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 2015-2016 — Effective July 1, 2015 \***

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 Fall Semester, 2015\***

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 (Faculty Hour A, B & C**)	HOURLY LECTURE RATE (Faculty Hour A, C)	HOURLY LABORATORY RATE *** (Faculty Hour B.1)	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E)
	71% pro-rata scale	71% pro-rata scale	71% pro-rata scale	76.5% pro-rata scale
1	1,370.56	78.32	58.74	50.63
2	1,435.93	82.05	61.54	53.05
3	1,501.37	85.79	64.34	55.46
4	1,566.80	89.53	67.15	57.88
5	1,632.20	93.27	69.95	60.30
6	1,697.61	97.01	72.75	62.71
7	1,763.05	100.75	75.56	65.13
8	1,828.46	104.48	78.36	67.55
9*	1,893.81	108.22	81.16	69.96

NOTES: • The Hourly Counselor/Librarian rates shown above are effective July 1, 2015.

\* Implementation of Step 9 is effective Fall Semester, 2015.

\*\* For application of CAH rate to Faculty Hour C.1 or C.2, see Article 21F.4c.

\*\*\* 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).