

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

(Basic Salary Schedule Effective July 1, 2007)
Deficit Rates Effective January 1, 2012 through June 30, 2013*

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised 12/1/2011
(1113 SalaryA)

* This salary schedule reflects a temporary 1.0% reduction to faculty salaries, effective Academic Years 2011-12 and 2012-13 as per Article 21A.1 of the Collective Bargaining Agreement between the District and Faculty Association, from January 1, 2012 to December 31, 2014.

The 1.0% reduction for Academic Year 2011-12 is to be expressed as a 2% reduction in payments from the basic salary schedule, January 1 through June 30, 2012, as follows:

- For Contract, Regular and Temporary Faculty (PART A), regular payments of salaries for January 2012 through June 2012, based on the amounts shown in this document, shall be multiplied by a deficit coefficient of 0.9899 to effect the 2% reduction for that period.
- For compensation in accordance with PART B, PART C, and PART D, effective rates for January 2012 through June 2012, as well as for Academic Year 2012-13, are provided in this document.

References therein pertain to the Agreement.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

**PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY
 Deficit Rates Effective Academic Years 2011-2012 and 2012-13**

STEP	C O L U M N			
	II	III	IV	V
1	51,720	55,640	59,075	63,614
2	54,373	58,294	61,731	66,268
3	57,030	60,951	64,386	68,922
4	59,688	63,607	67,043	71,579
5	62,341	66,262	69,697	74,236
6	64,997	68,917	72,354	76,892
7	67,654	71,575	75,009	79,545
8	70,308	74,230	77,666	82,202
9	72,963	76,883	80,320	84,857
10	75,620	79,540	82,976	87,514
11	78,276	82,195	85,632	90,169
12	80,932	84,852	88,286	92,825
13	83,588	87,508	90,943	95,481
14	86,241	90,163	93,599	98,136
15-19	88,898	92,818	96,255	100,791
20-24	91,555	95,475	98,909	103,447
25	94,209	98,129	101,567	106,104

NOTE: Deficit coefficient of 0.9899 applies to payments made January through June, 2012. See page 1.

Reference: Salary Adjustment Procedures: 21A and 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) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

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.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

PART B: SCHEDULE OF PART-TIME (ADJUNCT) SERVICE RATES

Deficit Rates Effective January 1, 2012 through June 30, 2012*

1. Unit members performing hourly service (part-time adjunct or overload) during the academic year will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH (Faculty Hour A, B & C*) 70% pro-rata scale	HOURLY LECTURE RATE (Faculty Hour A, C) 70% pro-rata scale	HOURLY LABORATORY RATE ** (Faculty Hour B.1) 70% pro-rata scale	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E) 92% pro-rata scale
1	1,286	73.44	55.08	48.26
2	1,347	76.94	57.71	50.56
3	1,408	80.45	60.34	52.87
4	1,470	83.95	62.96	55.17
5	1,531	87.46	65.59	57.47
6	1,592	90.96	68.22	59.77
7	1,654	94.47	70.85	62.08
8	1,715	97.97	73.48	64.38

All rates above are based on Part A: Annual Salary for Contract, Regular and Temporary Faculty, Column III, Steps 1 through 8, as follows:

Instructional CAH Rate = $0.9899 \times 70\%$ of Annual Salary divided by 30
 Hourly Lecture Rate = $0.9899 \times 70\%$ of Annual Salary divided by 525 hours.
 Hourly Laboratory Rate = $0.9899 \times 70\%$ of Annual Salary divided by 700 hours.
 Hourly Counselor Rate = $0.9899 \times 92\%$ of Annual Salary divided by 1050 hours.

- * 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 CAH rate applies.

2. Placement on the Schedule.
 In accordance with Section 21H in the District/Faculty Collective Bargaining Agreement.
3. Advancement on the Schedule.
 In accordance with Section 21I in the District/Faculty Collective Bargaining Agreement.

Reference: Definition of Hourly Rates: 21G.1.
 Payment of Salaries, and Pay by the Course: 21F.4.
 Provision for Regular, Contract and Temporary Unit Members Teaching Overload: 21D.4.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

SCHEDULE OF PART-TIME (ADJUNCT) SERVICE RATES

Deficit Rates Effective July 1, 2012 through June 30, 2013 *

1. Unit members performing hourly service (part-time adjunct or overload) during the academic year will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH (Faculty Hour A, B & C*) 70% pro-rata scale	HOURLY LECTURE RATE (Faculty Hour A, C) 70% pro-rata scale	HOURLY LABORATORY RATE ** (Faculty Hour B.1) 70% pro-rata scale	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E) 92% pro-rata scale
1	1,299	74.19	55.64	48.75
2	1,361	77.73	58.29	51.08
3	1,423	81.27	60.95	53.40
4	1,485	84.81	63.61	55.73
5	1,547	88.35	66.26	58.06
6	1,609	91.89	68.92	60.38
7	1,671	95.43	71.58	62.71
8	1,733	98.97	74.23	65.04

All rates above are based on Part A: Annual Salary for Contract, Regular and Temporary Faculty, Column III, Steps 1 through 8, as follows:

Instructional CAH Rate = 70% of Annual Salary divided by 30
 Hourly Lecture Rate = 70% of Annual Salary divided by 525 hours.
 Hourly Laboratory Rate = 70% of Annual Salary divided by 700 hours.
 Hourly Counselor Rate = 92% of Annual Salary divided by 1050 hours.

- * 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 CAH rate applies.

2. Placement on the Schedule.
 In accordance with Section 21H in the District/Faculty Collective Bargaining Agreement.
3. Advancement on the Schedule.
 In accordance with Section 21I in the District/Faculty Collective Bargaining Agreement.

Reference: Definition of Hourly Rates: 21G.1.
 Payment of Salaries, and Pay by the Course: 21F.4.
 Provision for Regular, Contract and Temporary Unit Members Teaching Overload: 21D.4.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

PART C: MISCELLANEOUS RATES DEFINED IN ARTICLE 21

Rates Effective January 1, 2012 through June 30, 2012 *

Office Hour: \$43.20 per hour

Reference: Definition: 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.

Alternate Duty/F-Hour Assignment: \$2,013 per CAH, or
\$45.98 per hour

Reference: Workload Definitions: (Faculty Coordinator) 1C.1g; (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.

Substitute Service: Instructional Assignment — \$54 per hour

Reference: Definition, and Provision for Long-Term Service: 21C.1c.

Non-Instructional Assignment — \$45 per hour

Reference: 21C.1d.

Evaluation of Adjunct Unit Member: \$135 flat rate

Reference: Definition: 21C.1f.

Rates Effective July 1, 2012 through June 30, 2013*

Office Hour: \$43.20 per hour

Reference: Definition: 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.

Alternate Duty/F-Hour Assignment: \$2,033 per CAH, or
\$46.45 per hour

Reference: Workload Definitions: (Faculty Coordinator) 1C.1g; (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.

Substitute Service: Instructional Assignment — \$54 per hour

Reference: Definition, and Provision for Long-Term Service: 21C.1c.

Non-Instructional Assignment — \$45 per hour

Reference: 21C.1d.

Evaluation of Adjunct Unit Member: \$135 flat rate

Reference: Definition: 21C.1f.
Specific Rates Impacted by Salary Reductions: 21A.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) — Deficit Rates Effective January 1, 2012-June 30, 2013 ***

**PART D: INTERCOLLEGIATE ATHLETICS, FORENSICS AND NEWSPAPER PRODUCTION
 ADVISOR LOAD ASSIGNMENT AND COMPENSATION**

Deficit Rates Effective January 1, 2012 through June 30, 2012 *

<u>CATEGORY A</u>	<u>CATEGORY B</u>
Head Coach — <i>Baseball, Basketball, Cross Country, Football, Golf, Soccer, Softball, Swimming, Tennis, Track, Volleyball, Water Polo, Wrestling</i>	Associate Head Coach - <i>see contract for list of sports</i>
Forensics Coach	Option 1: 6.0 CAH Load Credit
Newspaper Production Advisor	Option 2: 3.0 CAH + \$4,828
Option 1: 8.1 CAH Load Credit	<u>CATEGORY C</u>
Option 2: 4.05 CAH + \$7,291	Head Coach — <i>Diving</i>
	Assistant Coach
	Flat Rate: \$4,828

Deficit Rates Effective July 1, 2012 through June 30, 2013 *

<u>CATEGORY A</u>	<u>CATEGORY B</u>
Head Coach — <i>Baseball, Basketball, Cross Country, Football, Golf, Soccer, Softball, Swimming, Tennis, Track, Volleyball, Water Polo, Wrestling</i>	Associate Head Coach - <i>see contract for list of sports</i>
Forensics Coach	Option 1: 6.0 CAH Load Credit
Newspaper Production Advisor	Option 2: 3.0 CAH + \$4,877
Option 1: 8.1 CAH Load Credit	<u>CATEGORY C</u>
Option 2: 4.05 CAH + \$7,365	Head Coach — <i>Diving</i>
	Assistant Coach
	Flat Rate: \$4,877

Each Option shown above is considered to be all-inclusive concerning all duties, responsibilities and activities related to the assignment.

For Regular, Contract and Temporary unit members, Option 2 is the default. Exercise of Option 1 must be made by December 30th of the year preceding the next Fall Semester.

Part-time (Adjunct) unit members, when assigned in categories A or B, will be paid twice the dollar amount shown in Option 2.

Reference: 21J.