

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

FY 2016-2017 — Effective July 1, 2016 *

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

- * This revision reflects an adjustment to the 2015-16 Faculty Salary Schedule of 4.00% 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 4% adjustment is effective July 1, 2016. Additional provisions for Part-time and Overload service defined herein are effective Fall Semester, 2016, in accordance with Article 21F.4(a) and 21G.1 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 2016-2017 — Effective July 1, 2016 ***

**PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY
 (ACADEMIC YEAR 2016-2017)**

STEP	C O L U M N			
	II	III	IV	V
1	55,985	60,228	63,945	68,859
2	58,856	63,100	66,820	71,731
3	61,733	65,976	69,695	74,605
4	64,608	68,852	72,571	77,480
5	67,481	71,725	75,444	80,356
6	70,355	74,600	78,319	83,232
7	73,232	77,475	81,193	86,103
8	76,105	80,350	84,069	88,980
9	78,979	83,221	86,942	91,853
10	81,855	86,098	89,817	94,729
11	84,729	88,971	92,692	97,602
12	87,605	91,848	95,564	100,478
13	90,479	94,723	98,441	103,353
14	93,352	97,596	101,316	106,227
15-19	96,226	100,471	104,191	109,101
20-24	99,102	103,346	107,066	111,976
25-26	101,978	106,222	109,942	114,852
27	104,853	109,098	112,818	117,727

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 2016-2017 — Effective July 1, 2016 ***

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, 2016*

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 ** (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	1,445.47	82.60	61.95	52.66
2	1,514.40	86.54	64.90	55.17
3	1,583.42	90.48	67.86	57.68
4	1,652.45	94.43	70.82	60.20
5	1,721.40	98.37	73.77	62.71
6	1,790.40	102.31	76.73	65.22
7	1,859.40	106.25	79.69	67.74
8	1,928.40	110.19	82.65	70.25
9	1,997.30	114.13	85.60	72.76

NOTES: • The Hourly Counselor/Librarian rates shown above are effective July 1, 2016.

• Implementation of Step 9 is effective Fall Semester, 2015.

** Effective Fall Semester, 2016: For assignments involving Faculty C.1, C.2 or C.3, 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 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).