

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

FY 2025-2026 — Effective July 1, 2025

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised 3/17/2026

- * This revision reflects an adjustment to the 2025-26 Faculty Salary Schedule of 7.50% for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement effective July 1, 2025 by the faculty and approved by the Board of Trustees on March 17, 2026. The salaries shown are effective July 1, 2025.

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 2025-2026 — Effective July 1, 2025**

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
 FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2025-2026)**

STEP	C O L U M N			
	II	III	IV	V
2	87,507	92,949	97,720	104,025
3	91,196	96,639	101,411	107,715
4	94,886	100,329	105,100	111,405
5	98,576	104,020	108,790	115,096
6	102,267	107,710	112,481	118,786
7	105,957	111,400	116,170	122,475
8	109,646	115,090	119,862	126,167
9	113,338	118,780	123,551	129,856
10	117,027	122,470	127,242	133,547
11	120,718	126,161	130,932	137,237
12	124,408	129,851	134,623	140,928
13	128,099	133,541	138,312	144,617
14	131,788	137,232	142,003	148,309
15-17	135,480	140,921	145,693	151,998
18-20	139,169	144,612	149,382	155,687
21-23	142,858	148,301	153,074	159,379
24-25	146,550	151,993	156,763	163,068
26-27	150,239	155,682	160,454	166,759
28-29	153,930	159,372	164,143	170,448
30	157,619	163,063	167,834	174,140

- 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 2025-2026 — Effective July 1, 2025**

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
 ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2025-26)**

STEP	C O L U M N			
	II	III	IV	V
2	96,257	102,244	107,492	114,428
3	100,315	106,303	111,552	118,488
4	104,375	110,362	115,610	122,546
5	108,434	114,422	119,669	126,606
6	112,494	118,482	123,730	130,666
7	116,553	122,541	127,788	134,724
8	120,611	126,599	131,848	138,784
9	124,671	130,659	135,906	142,842
10	128,730	134,718	139,967	146,902
11	132,791	138,778	144,025	150,961
12	136,849	142,837	148,086	155,021
13	140,909	146,896	152,144	159,079
14	144,967	150,955	156,203	163,139
15-17	149,028	155,013	160,263	167,197
18-20	153,086	159,074	164,322	171,257
21-23	157,145	163,132	168,382	175,317
24-25	161,205	167,192	172,440	179,375
26-27	165,263	171,250	176,500	183,435
28-29	169,324	175,310	180,559	187,493
30	173,382	179,370	184,618	191,554

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 2025-2026 — Effective July 1, 2025**

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

1. 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	2,230.78	127.47	95.60	73.88
3	2,319.34	132.53	99.40	76.81
4	2,407.90	137.59	103.20	79.74
5	2,496.48	142.66	106.99	82.68
6	2,585.04	147.72	110.79	85.61
7	2,673.60	152.78	114.58	88.54
8	2,762.16	157.84	118.38	91.47
9	2,850.72	162.90	122.17	94.41
10	2,939.28	167.96	125.97	97.34
11	3,027.86	173.02	129.77	100.27

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.

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: \$69.03 per hour

Alternate Duty/F-Hour Assignment: \$2,623 per CAH, or \$69.03 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: \$207.09, or \$276.12 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	2,230.78	95.60	127.47	66.29
3	2,319.34	99.40	132.53	68.92
4	2,407.90	103.20	137.59	71.55
5	2,496.48	106.99	142.66	74.18
6	2,585.04	110.79	147.72	76.81
7	2,673.60	114.58	152.78	79.44
8	2,762.16	118.38	157.84	82.08
9	2,850.72	122.17	162.90	84.71
10	2,939.28	125.97	167.96	87.34
11	3,027.86	129.77	173.02	89.97

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.