

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

FY 2022-2023 — Effective July 1, 2022 *

CONTENTS

<u>PART A1</u>	Annual Salaries for Contract, Regular and Temporary Faculty	Page 2
<u>PART A2</u>	Annual Salaries Contract and Regular on an 11-Month Assignment	Page 3
<u>PART B</u>	Schedule of Part-Time (Adjunct) Service Rates	Page 5
<u>PART C</u>	Miscellaneous Rates Defined in Article 21 Office Hour, Alternative Duty, Evaluation	Page 5
<u>PART D</u>	Schedule of Non-Credit Service Rates	Page 6

Chabot-Las Positas Faculty Association
District/Human Resources
Revised 9/14/2022

- * This revision reflects an adjustment to the 2021-22 Faculty Salary Schedule for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement effective July 1, 2022— approved by the Board of Trustees on October 18, 2022. The salaries shown are effective July 1, 2022, or as noted herein.

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 2022-2023 — Effective July 1, 2022 ***

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
 FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2022-2023)**

STEP	C O L U M N			
	II	III	IV	V
2	76,734	81,507	85,691	91,220
3	79,970	84,743	88,927	94,456
4	83,206	87,979	92,163	97,692
5	86,442	91,215	95,399	100,928
6	89,678	94,451	98,635	104,164
7	92,914	97,687	101,871	107,400
8	96,150	100,923	105,107	110,636
9	99,386	104,159	108,343	113,872
10	102,622	107,395	111,579	117,108
11	105,858	110,631	114,815	120,344
12	109,094	113,867	118,051	123,580
13	112,330	117,103	121,287	126,816
14	115,566	120,339	124,523	130,052
15-17	118,802	123,575	127,759	133,288
18-20	122,038	126,811	130,995	136,524
21-23	125,274	130,047	134,231	139,760
24-25	128,510	133,283	137,467	142,996
26-27	131,746	136,519	140,703	146,232
28-29	134,982	139,755	143,939	149,468
30	138,218	142,991	147,175	152,704

- 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.

Continued on the next page.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) FY 2022-2023 — Effective July 1, 2022 ***

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
 ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2022-23)**

STEP	C O L U M N			
	II	III	IV	V
2	84,407	89,658	94,260	100,342
3	87,967	93,217	97,820	103,902
4	91,527	96,777	101,379	107,461
5	95,086	100,337	104,939	111,021
6	98,646	103,896	108,499	114,580
7	102,205	107,456	112,058	118,140
8	105,765	111,015	115,618	121,700
9	109,325	114,575	119,177	125,259
10	112,884	118,135	122,737	128,819
11	116,444	121,694	126,297	132,378
12	120,003	125,254	129,856	135,938
13	123,563	128,813	133,416	139,498
14	127,123	132,373	136,975	143,057
15-17	130,682	135,933	140,535	146,617
18-20	134,242	139,492	144,095	150,176
21-23	137,801	143,052	147,654	153,736
24-25	141,361	146,611	151,214	157,296
26-27	144,921	150,171	154,773	160,855
28-29	148,480	153,731	158,333	164,415
30	152,040	157,290	161,893	167,974

Reference: Provisions for Faculty on 11-Month Assignments: 10C.4
 Salary Adjustment Procedures: 21A.
 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 2022-2023 — Effective July 1, 2022 ***

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) FY 2022-2023 — Effective July 1, 2022 ***

PART B: SCHEDULE OF PART-TIME SERVICE RATES — Effective Fall Semester, 2022

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	1,956.17	111.78	83.84	64.78
3	2,033.83	116.22	87.16	67.35
4	2,111.50	120.66	90.49	69.93
5	2,189.16	125.09	93.82	72.50
6	2,266.82	129.53	97.15	75.07
7	2,344.49	133.97	100.48	77.64
8	2,422.15	138.41	103.81	80.21
9	2,499.82	142.85	107.13	82.79
10	2,577.48	147.28	110.46	85.36
11	2,655.14	151.72	113.79	87.93

NOTES: ** Effective Fall Semester, 2016: For assignments involving Faculty C.1 or C.2, 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, B.4 or B.5, the appropriate load factor applies in accordance with Articles 10D.1(b), 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 — Effective January 1, 2023

(For Fall Semester 2022, the rates in effect for FY 2021-22 shall continue to apply)

Office Hour: \$60.53 per hour

Alternate Duty/F-Hour Assignment: \$2,300 per CAH, or \$60.53 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.4d; Setting of Pay Rates as reflected herein: 21G.2.

Evaluation of Part-time Unit Member: \$181.59, or \$242.12 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 — Effective Fall Semester, 2022

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	1,956.17	83.84	111.78	58.13
3	2,033.83	87.16	116.22	60.43
4	2,111.50	90.49	120.66	62.74
5	2,189.16	93.82	125.09	65.05
6	2,266.82	97.15	129.53	67.36
7	2,344.49	100.48	133.97	69.66
8	2,422.15	103.81	138.41	71.97
9	2,499.82	107.13	142.85	74.28
10	2,577.48	110.46	147.28	76.59
11	2,655.14	113.79	151.72	78.90

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.