



CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
Office of Human Resource Services
Salary Schedule 2007-08



CONTRACT, REGULAR, TEMPORARY AND PART-TIME (ADJUNCT)

FY 2007-2008 -- Effective July 1, 2007 *

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised 5/29/07
(0708SalaryD)

* This revision reflects an adjustment to the 2006-2007 Faculty Salary Schedule of 6.00% for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement, as adopted by the Board of Trustees on September 19, 2006, and effective July 1, 2007. Other new rates indicated herein.

References herein pertain to the District/Faculty Association Collective Bargaining Agreement.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
 AND PART-TIME (ADJUNCT) FY 2007-2008 — Effective July 1, 2007 ***

**PART A: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY FACULTY
 (ACADEMIC YEAR 2007-2008)**

STEP	C O L U M N			
	II	III	IV	V
1	52,242	56,202	59,671	64,256
2	54,922	58,882	62,354	66,937
3	57,606	61,566	65,036	69,618
4	60,290	64,249	67,720	72,302
5	62,970	66,931	70,401	74,985
6	65,653	69,613	73,084	77,668
7	68,337	72,297	75,766	80,348
8	71,018	74,979	78,450	83,032
9	73,700	77,659	81,131	85,714
10	76,383	80,343	83,814	88,397
11	79,066	83,025	86,496	91,079
12	81,749	85,709	89,177	93,762
13	84,432	88,391	91,861	96,445
14	87,112	91,073	94,544	99,127
15-19	89,795	93,755	97,227	101,809
20-24	92,479	96,439	99,908	104,491
25	95,160	99,120	102,592	107,175

NOTE: Column I Eliminated as of the 2002-03 Academic Year. (See 2002-05 CBA)

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 2007-2008 — Effective July 1, 2007 ***

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.)

** A technical-vocational instructor must satisfy all the full-time life credential and special qualifications for State Plan (VTEA) reimbursement within two (2) years.

*** 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 2007-2008 — Effective July 1, 2007 ***

PART B: SCHEDULE OF PART-TIME (ADJUNCT) SERVICE RATES. Effective July 1, 2007*

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

STEP	HOURLY LECTURE RATE (Faculty Hour A, C)	HOURLY LABORATORY RATE (Faculty Hour B)	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E)
	70% pro-rata scale	70% pro-rata scale	92% pro-rata scale
1	74.94	56.20	49.24
2	78.51	58.88	51.59
3	82.09	61.57	53.94
4	85.67	64.25	56.29
5	89.24	66.93	58.64
6	92.82	69.61	60.99
7	96.40	72.30	63.35
8	99.97	74.98	65.70

Hourly Rates Based on Part A: Annual Salary for Contract, Regular and Temporary Faculty, Column III, Steps 1 through 8.

Effective July 1, 2007

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.

- Placement on the Schedule.
In accordance with Section 21H in the District/Faculty Collective Bargaining Agreement.
- 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) FY 2007-2008 — Effective July 1, 2007 ***

PART C: MISCELLANEOUS RATES DEFINED IN ARTICLE 21

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: \$2053 per CAH, or
 \$46.92 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.

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

CATEGORY A

Head Coach: Baseball, Basketball, Cross
 Country, Football, Golf, Soccer, Softball,
 Swimming, Tennis, Track, Volleyball,
 Water Polo, Wrestling

Forensics Coach

Newspaper Production Advisor

Option 1: 10.8 Total B Hour Load

Option 2: 5.4 Total B Hour Load
 + \$7,439

CATEGORY B

Head Coach: Diving

Assistant Coach: Baseball, Basketball,
 Football, Soccer, Track

Option 1: 8.0 Total B Hour Load

Option 2: 4.0 Total B Hour Load
 + \$4,926

Option 1 or Option 2 is considered to be all-inclusive concerning all duties, responsibilities and activities related to the coaching of the assignment sport, forensics activity, or newspaper activity.

For Regular, Contract and Temporary unit members, the exercise of either Option must be made by December 30th of the year preceding the next Fall Semester.

Part-time (Adjunct) unit members will be paid twice the dollar amount shown in Option 2.

Reference: 21J.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
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PART E: SUMMER RATES FOR CONTRACT AND REGULAR FACULTY (with at least one (1) year of full-time service). Effective July 1, 2007.

LECTURE ASSIGNMENT (70% Pro-Rata Scale)

STEP	Column II	Column III	Column IV	Column V
1	74.94	74.94	79.56	85.67
2	78.51	78.51	83.14	89.25
3	82.09	82.09	86.71	92.82
4	85.67	85.67	90.29	96.40
5	89.24	89.24	93.87	99.98
6	92.82	92.82	97.45	103.56
7	96.40	96.40	101.02	107.13
8	99.97	99.97	104.60	110.71
9	100.91	103.55	108.17	114.29
10	101.84	107.12	111.75	117.86
11	105.42	110.70	115.33	121.44
12	109.00	114.28	118.90	125.02
13	112.58	117.85	122.48	128.59
14	116.15	121.43	126.06	132.17

LABORATORY ASSIGNMENT (70% Pro-Rata Scale)

STEP	Column II	Column III	Column IV	Column V
1	56.20	56.20	59.67	64.26
2	58.88	58.88	62.35	66.94
3	61.57	61.57	65.04	69.62
4	64.25	64.25	67.72	72.30
5	66.93	66.93	70.40	74.99
6	69.61	69.61	73.08	77.67
7	72.30	72.30	75.77	80.35
8	74.98	74.98	78.45	83.03
9	75.68	77.66	81.13	85.71
10	76.38	80.34	83.81	88.40
11	79.07	83.03	86.50	91.08
12	81.75	85.71	89.18	93.76
13	84.43	88.39	91.86	96.45
14	87.11	91.07	94.54	99.13

Reference: Definition of Summer Rate Schedule for Regular and Contract Faculty, and Placement on Schedule: 17B, 21L.
 Provision for Counselors, Librarians, other Non Instructional Faculty: 17B.2, 21L.2.

Reference: Article 21A-1 Faculty Collective Bargaining Agreement