

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

FY 2026-2027 — Effective July 1, 2026

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised (Date of Ratification)

- * This revision reflects an adjustment to the 2026-27 Faculty Salary Schedule of 1.00% 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, 2026.

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 2026-2027 — Effective July 1, 2026

PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2026-2027)

STEP	C O L U M N			
	II	III	IV	V
2	88,383	93,879	98,698	105,066
3	92,108	97,606	102,426	108,793
4	95,835	101,333	106,151	112,520
5	99,562	105,061	109,878	116,247
6	103,290	108,788	113,606	119,974
7	107,017	112,514	117,332	123,700
8	110,743	116,241	121,061	127,429
9	114,472	119,968	124,787	131,155
10	118,198	123,695	128,515	134,883
11	121,926	127,423	132,242	138,610
12	125,653	131,150	135,970	142,338
13	129,380	134,877	139,696	146,064
14	133,106	138,605	143,424	149,793
15-17	136,835	142,331	147,150	153,518
18-20	140,561	146,059	150,876	157,244
21-23	144,287	149,785	154,605	160,973
24-25	148,016	153,513	158,331	164,699
26-27	151,742	157,239	162,059	168,427
28-29	155,470	160,966	165,785	172,153
30	159,196	164,694	169,513	175,882

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 2026-2027 — Effective July 1, 2026**

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2026-2027)**

STEP	C O L U M N			
	II	III	IV	V
2	97,220	103,267	108,567	115,573
3	101,319	107,367	112,668	119,673
4	105,419	111,466	116,767	123,772
5	109,519	115,567	120,866	127,873
6	113,619	119,667	124,968	131,973
7	117,719	123,767	129,066	136,072
8	121,818	127,865	133,167	140,172
9	125,918	131,966	137,266	144,271
10	130,018	136,066	141,367	148,372
11	134,119	140,166	145,466	152,471
12	138,218	144,266	149,567	156,572
13	142,319	148,365	153,666	160,670
14	146,417	152,465	157,766	164,771
15-17	150,519	156,564	161,866	168,869
18-20	154,617	160,665	165,966	172,970
21-23	158,717	164,764	170,066	177,071
24-25	162,818	168,864	174,165	181,169
26-27	166,916	172,963	178,265	185,270
28-29	171,018	177,064	182,365	189,368
30	175,116	181,164	186,465	193,470

Reference: Provisions for Faculty on 11-Month Assignments: 10C.4
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 2026-2027 — Effective July 1, 2026**

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 ** (Instructional Assignments) 72% pro-rata scale	HOURLY LECTURE RATE ** (Faculty Hour A) 72% pro-rata scale	HOURLY LABORATORY RATE *** (Faculty Hour B.1) 72% pro-rata scale	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E) 76.5% pro-rata scale
2	2,253.10	128.75	96.56	74.62
3	2,342.54	133.86	100.39	77.58
4	2,431.99	138.97	104.23	80.54
5	2,521.46	144.08	108.06	83.50
6	2,610.91	149.19	111.90	86.47
7	2,700.34	154.30	115.73	89.43
8	2,789.78	159.42	119.56	92.39
9	2,879.23	164.53	123.40	95.35
10	2,968.68	169.64	127.23	98.31
11	3,058.15	174.75	131.06	101.28

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: \$69.72 per hour

Alternate Duty/F-Hour Assignment: \$2,650 per CAH, or \$69.72 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: \$209.16, or \$278.88 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.

	INSTRUCTIONAL COMPENSATION PER CAH ** (If Applicable)	HOURLY NON-CREDIT RATE (Faculty Hour G.1)	HOURLY CDCP LECTURE RATE (Faculty Hour G.2)	HOURLY TUTORIAL RATE *** (Faculty Hour H)
STEP	72% pro-rata scale	75% of Lecture Rate	Lecture Rate Equivalent	52% of Lecture Rate
2	2,253.10	96.56	128.75	66.95
3	2,342.54	100.39	133.86	69.61
4	2,431.99	104.23	138.97	72.26
5	2,521.46	108.06	144.08	74.92
6	2,610.91	111.90	149.19	77.58
7	2,700.34	115.73	154.30	80.24
8	2,789.78	119.56	159.42	82.90
9	2,879.23	123.40	164.53	85.55
10	2,968.68	127.23	169.64	88.21
11	3,058.15	131.06	174.75	90.87

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.