


Side Letter of Agreement 2021-22.4


**Cabrillo Community College District (District)
and the
Cabrillo College Federation of Teachers (CCFT)**

Department Chair Compensation for 2022-23

While the District and CCFT continue to negotiate and study Department Chair Compensation (“DC Matrix”), the District and CCFT agree to base Department Chair Compensation (“DC Matrix”) for the 2022-23 academic year on the calculations for the 2020-21 academic year as reflected in the attached DC Matrix.

Date **Angela R.
Hoyt**  Digitally signed by Angela
R. Hoyt
Date: 2022.05.11
08:36:04 -07'00'

For Cabrillo Community College District

Date **Tobin W.
Keller**  Digitally signed by Tobin
W. Keller
Date: 2022.05.11
08:38:51 -07'00'

For Cabrillo College Federation of Teachers
(CCFT)

2021-22 Department Chair Compensation Matrix*

Annual Teaching Units

Division	PC Cluster	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL	Last Year
		Contract Faculty	Adjunct Faculty	Courses Catalog	Sections (Calendar Year)	Students (Calendar Year)	Majors Per Contract Faculty	Industry Advisory	Accreditation	Facilities Business	Performance	Budget & Ancillary (Fiscal Year)	Leadership		
NAS	Astro/Geol/Ocean	1.5	0.4	0.4	0.3	0.4	0.72	0.0	0.0	0.0	0.0	0.0	2.0	5.75	5.75
BELA	BARE	1.4	0.9	0.6	0.7	1.0	3.00	2.0	0.0	0.0	0.0	0.0	2.0	11.50	11.50
NAS	Biology	1.4	1.1	0.4	0.9	1.2	2.32	0.0	0.0	0.0	0.0	1.0	2.0	10.25	10.25
BELA	CABT	1.5	0.6	0.6	0.2	0.2	0.25	2.0	0.0	0.0	0.0	0.0	2.0	7.50	7.50
NAS	CEM	1.5	1.0	0.6	0.2	0.3	3.00	2.0	0.0	1.0	0.0	0.0	2.0	11.50	11.50
NAS	Chemistry	1.0	0.5	0.3	0.6	0.9	0.25	0.0	0.0	0.0	0.0	0.0	2.0	5.50	5.50
NAS	Comp Science/CIS	1.2	0.4	0.8	0.6	0.6	2.22	2.0	0.0	0.0	0.0	0.0	2.0	9.75	9.75
HASS	Culinary Arts	1.4	1.0	0.6	0.6	0.9	1.36	2.0	0.0	7.0	0.0	2.0	2.0	18.75	18.75
HASS	Cultural Studies	1.2	1.5	1.0	1.3	2.1	2.50	2.0	0.0	1.0	0.0	0.0	2.0	14.50	14.50
VAPA	Dance	1.5	0.9	0.7	0.6	0.3	2.44	0.0	0.0	0.0	1.0	1.0	2.0	10.50	10.50
HAWK	Dental Hygiene	1.4	1.5	0.7	0.3	0.3	0.98	2.0	3.0	5.0	0.0	1.0	2.0	18.00	18.00
VAPA	Digital Media	1.5	0.6	0.4	0.3	0.4	2.34	2.0	0.0	0.0	0.0	0.0	2.0	9.50	9.50
HASS	ECE	1.5	1.3	0.6	0.6	0.6	3.00	2.0	0.0	2.0	0.0	0.0	2.0	13.75	13.75
NAS	Engineering	1.2	1.0	0.4	0.2	0.3	3.00	0.0	0.0	0.0	0.0	0.0	2.0	8.00	8.00
BELA	English/Journalism	2.0	2.6	1.2	2.5	3.2	0.25	2.0	0.0	0.0	0.0	0.0	2.0	15.75	15.75
BELA	ESL	1.5	1.0	0.5	0.1	0.2	0.25	0.0	0.0	0.0	0.0	0.0	2.0	5.50	5.50
NAS	Etech/Weld	1.5	1.0	0.5	0.3	0.3	3.00	4.0	0.0	2.5	0.0	1.0	2.0	16.00	16.00
HASS	Global Studies	1.4	1.9	1.0	1.3	2.5	1.42	0.0	0.0	0.0	0.0	0.0	2.0	11.50	11.50
HAWK	Health Science	1.5	0.6	0.2	0.3	0.5	3.00	0.0	0.0	0.0	0.0	0.0	2.0	8.00	8.00
NAS	Horticulture	1.5	0.5	0.5	0.2	0.3	3.00	2.0	0.0	5.0	0.0	1.5	2.0	16.50	16.50
NAS	Mathematics	2.0	2.0	1.0	2.5	3.9	0.25	0.0	0.0	0.0	0.0	0.0	2.0	13.50	13.50
HAWK	Medical Assist	1.5	0.7	0.3	0.4	0.6	2.96	2.0	3.0	2.5	0.0	0.0	2.0	16.00	16.00
VAPA	Music/MTRA	1.0	1.6	2.1	1.4	1.5	2.46	2.0	0.0	0.0	2.0	2.0	2.0	18.00	18.00
VAPA	Photography	1.5	0.8	0.5	0.3	0.4	3.00	0.0	0.0	0.0	0.0	0.0	2.0	8.50	8.50
NAS	Physics	1.4	0.3	0.2	0.3	0.4	0.25	0.0	0.0	0.0	0.0	0.0	2.0	5.00	5.00
HASS	Public Safety	1.5	0.9	0.6	0.3	0.7	3.00	4.0	0.0	0.0	0.0	0.0	2.0	13.00	13.00
HAWK	Radiologic Tech	1.5	1.3	0.8	0.4	0.2	2.20	2.0	3.0	1.0	0.0	0.0	2.0	14.50	14.50
BELA	Reading	1.5	0.4	0.2	0.0	0.0	0.25	0.0	0.0	0.0	0.0	0.0	2.0	4.50	4.50
HASS	SPECS	2.0	1.2	0.8	1.8	3.4	1.72	0.0	0.0	0.0	0.0	0.0	2.0	12.75	12.75
VAPA	Studio Arts	1.0	2.1	1.4	0.9	1.1	2.44	0.0	0.0	0.0	0.0	0.0	2.0	11.00	11.00
VAPA	Theater Arts	1.5	0.4	0.5	0.4	0.2	1.62	0.0	0.0	0.0	2.0	2.5	2.0	11.00	11.00
BELA	World Languages	1.4	1.8	0.5	0.8	1.0	2.22	0.0	0.0	0.0	0.0	0.0	2.0	9.75	9.75
		46.4	33.8	20.4	21.4	29.7	60.67	36.0	9.0	27.0	5.0	12.0	64.0	365.50	365.50

*In light of the unprecedented impacts of COVID-19 and the CZU Lightning Complex Fires on enrollment and course offerings, Department Chair Compensation for the 2021-22 academic year is based on the data and calculations for the 2020-21 academic year.