Side Letter of Agreement 2026-27.9

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

DC Matrix 2026-2027

The District and CCFT have reviewed the DC matrix and agreed on the attached changes for the 2026-2027 academic year. This update replaces the previous agreement in Side Letter 2025-26.13 and now reflects the un-grouping of Welding (W) and Construction Engineering Management (CEM).

11/13/2026	11/13/26
Date	Date
Angela Hoyt	Greg Hanlon
For Cabrillo Community College District	For Cabrillo College Federation of Teachers (CCFT)

2026-2027 Department Chair Compensation Matrix

DC Matrix TU's for 2026-2027
Using 2025-2026 (Spring, Summer, Fall) Data

Division	Departments	Contract Faculty	Adjunct Faculty	Courses Offered	Sections Offered	Students Enrolled	Majors/ C. Fac	Industry Advisory	Accredi-tation	Facilities Business	Perform-ance	Budget & Ancillary	Leader-ship	Row Totals
VAPA	AH	1.5	0.5	0.325	0.21	0.56	2.11						2	**7.21**
BSS	ANTHR	1.5	0.6	0.25	0.59	0.99	1.05						2	**6.98**
VAPA	AP	1.5	0.7	0.75	0.26	0.56	3	2					2	**10.77**
VAPA	ART	1.4	1.2	0.8	0.45	0.57	3					1	2	**10.42**
STEM	ASTRO	1.5	0.1	0.225	0.1	0.12	0.73						2	**4.78**
STEM	BIO	1.2	0.9	0.4	0.74	1.14	2.19	2				1	2	**11.57**
BSS	BusAcctFin	1.4	0.9	0.675	0.64	1.19	3	2					2	**11.81**
BSS	CABT	1.5	0.7	0.925	0.65	0.64	0.73	2					2	**9.15**
CEWD	CAHM	1.4	0.4	0.7	0.39	0.5	1.73	2		7		2	2	**18.12**
NAS	CEM	1.5	0.6	0.65	0.27	0.41	3	2		1			2	**11.43**
STEM	CHEM	1.2	0.8	0.25	0.68	1.02	0.55					1	2	**7.50**
STEM	CIS	1.4	0.2	0.575	0.28	0.28	1.09	2					2	**7.83**
BSS	CJ	1.5	0.3	0.25	0.15	0.27	3	2					2	**9.47**
BSS	COMM	1	0.6	0.25	0.87	1.26	0.89						2	**6.87**
STEM	CS	1.4	0.1	0.225	0.23	0.28	3						2	**7.24**
VAPA	DANCE	1.5	0.8	0.6	0.19	0.27	1.75				1		2	**8.11**
HPS	DH	1.5	1.3	0.225	0.15	0.14	0.43	2	3	5		1	2	**16.75**
VAPA	DM	1.5	0.4	0.425	0.19	0.32	3	2					2	**9.84**
BSS	ECE	1.5	1	0.7	0.53	0.57	3	2		2			2	**13.30**
BSS	ECON	1.5	0.2	0.05	0.17	0.44	3						2	**7.36**
ELLA	EnglJourn	2	1.9	1	2.09	2.82	0.49						2	**12.30**
STEM	ENGR	1.4	0.9	0.375	0.26	0.32	3						2	**8.26**
STEM	EsGeolOcean	1.5	0.5	0.325	0.26	0.35	3						2	**7.94**
ELLA	ESL	1.5	0.7	0.4	0.38	0.43	1.25						2	**6.66**
STEM	ETECH	1.5	0.6	0.225	0.1	0.13	3	2		0		0	2	**9.56**
BSS	ETHN	1.5	0.1	0.175	0.2	0.54	0.25						2	**4.77**
HPS	FT	1.5	0.4	0.35	0.23	0.41	3	2					2	**9.89**
STEM	GEOG	1.5	0.3	0.2	0.19	0.42	0.91						2	**5.52**
BSS	HIST	1.4	0.6	0.4	0.39	0.71	0.71						2	**6.21**
STEM	HORT	1.5	0.5	0.575	0.22	0.24	3	2		5		2.5	2	**17.54**
BSS	HSERV	1.5	0.2	0.325	0.17	0.19	3	2		1			2	**10.39**
HPS	HsNutr	1.5	0.7	0.275	0.44	0.83	3	2					2	**10.75**
HPS	MA	1.5	0.6	0.25	0.42	0.72	0.63	2	3	2.5			2	**13.62**
STEM	MATH	2	0.9	0.725	1.61	2.34	0.25						2	**9.83**
VAPA	MUS	1	1.6	2	1.04	1.8	2.91	2			2	2	2	**18.35**
BSS	PHILO	1.5	0.2	0.2	0.24	0.54	0.89						2	**5.57**
STEM	PHYS	1.4	0.3	0.2	0.33	0.48	0.59					1	2	**6.30**
BSS	PS	1.5	0.3	0.15	0.23	0.52	1.19						2	**5.89**
BSS	PSYCH	1.4	0.5	0.325	0.56	1.27	3						2	**9.06**
HPS	RT	1.5	0.2	0.65	0.32	0.18	0.27	2	3	1			2	**11.12**
BSS	SocWS	1.5	0.4	0.35	0.38	0.7	2.43						2	**7.76**
VAPA	TA	1.5	0.5	0.425	0.28	0.24	3				2	1.5	2	**11.45**
NAS	W	1.5	0.3	0.25	0.37	0.21	3	2		2.5			2	**12.13**
ELLA	World Languages	1.5	1.4	0.4	0.59	0.72	2.21						2	**8.82**
Column Totals		**64.5**	**26.9**	**19.8**	**19.04**	**28.64**	**85.23**	**40**	**9**	**27**	**5**	**13**	**88**	**426.11**