

# Appendix G

# Department Chair Compensation

Compensation for Department Chairs is initially set based on department FTE (or FTEF for counseling and library departments) as shown below. In some cases, Department Chair workload necessitates increased compensation above these standard levels. The *Department Chair Compensation Form* can be used to explain the need for increased compensation beyond this initial placement. The form is to be completed by the current Department Chair (or other department faculty representative) and the Dean, then submitted to the appropriate Vice President. The submission deadline is two weeks after the department election results are announced.

Copies of signed Department Chair Compensation Forms will be kept on file by LRCCD for at least 3 years, and will be provided to LRCFT upon request.

**Initial Department Chair Compensation Table**

<b><u>Dept FTE/FTEF:</u></b>	<b><u>Level</u></b>	<b><u>Chair Reassigned Time*</u></b>	<b><u>Anticipated Average Hours/Week**</u></b>
<u>Less than 5 FTE</u>	<u>1</u>	<u>0.1 FTE per semester</u>	<u>3.5 hours</u>
<u>5.0 to less than 10.0 FTE</u>	<u>2</u>	<u>0.2 FTE per semester</u>	<u>7 hours</u>
<u>10.0 to less than 16.0 FTE</u>	<u>3</u>	<u>0.3 FTE per semester</u>	<u>10.5 hours</u>
<u>16.0 to less than 25 FTE</u>	<u>4</u>	<u>0.4 FTE per semester</u>	<u>14 hours</u>
<u>More than 25 FTE</u>	<u>5</u>	<u>0.5 FTE per semester***</u>	<u>17.5 hours</u>

\*Chairs are required to take the chair reassigned time as part of their full-time load. Levels 1-3 chairs may combine fall and spring reassigned time if needed in order to take a course release in either fall or spring.

\*\*The anticipated average hours per week in the Chair Compensation table is for determining department chair compensation only. The anticipated average hours per week for department chairs may not accurately reflect the total number of hours a department chair is expected or required to work each work day, week, or semester. The Chair Compensation Table may not be used to determine the hourly work week expectations or work hours for any LRCFT members.

\*\*\*0.5 FTE per semester shall be the maximum reassigned time available to any Department Chair.

Effective June 30, 2026, the above changes related to Appendix G, Article 2.2.4, and the Department Chair Compensation Form shall be incorporated as part of the 2026-2029 successor agreement unless the District or Federation indicate their desire to discontinue or renegotiate the Appendix G pilot.