

**APPENDIX D-3**  
**EL CAMINO COMMUNITY COLLEGE DISTRICT**  
**SPECIAL RATES OF PAY FOR FACULTY**  
**Effective December 1, 2021**

**RATE 1            \$74.27**

Use for: Full-Time Faculty Substitute rate (Full-Time Faculty Substitute Rate for continuous substitute instruction/teaching in excess of two (2) weeks shall be at Rate I plus 15% of Rate I).

Part-Time Faculty Substitute rate.

Overload rate (instruction/non-instruction)

Preparation for and conduct of instructional courses, workshops or seminars.

Instructional services assigned by the District on days not otherwise required as part of the Faculty Member's contract of service.

Consulting services of a technical/complex nature in which the Faculty Member coordinates or supervises the work of others, and/or has responsibility for oversight, reporting or accountability of a particular project or function.

**RATE II            \$55.69**

Assisting in the development of curriculum and conduct of research, if expressly approved in advance by the appropriate Vice President.

Administering or supervising assessment measures for students. Conducting laboratory courses (e.g., computer laboratory, police and fire academy.)

Certificated Tutors.

Instructor of record for non-credit courses.

**RATE III            \$37.13**

Use for: Special assignments not included in Rate I or II, such as student supervision (not as instructor of record).