

Federation proposal 3

Date: 3/10/23

Red = Federation new language

The Federation proposes an increase of all current Appendix D pay rates and stipends (shown below) of 7.00% effective July 1, 2022 (per Article 10 proposal). Subsequently, effective July 1, 2023, the Federation proposes an increase of all Appendix D pay rates (at that time) equal to the state-funded COLA (per Article 10 proposal).

**APPENDIX D-1**  
**EL CAMINO COMMUNITY COLLEGE DISTRICT**  
**PART-TIME FACULTY SALARY SCHEDULE**  
**EFFECTIVE DECEMBER 1, 2021**

<u>LECTURE</u>		<u>Class I - BA</u>	<u>Class II - MA</u>
Step		Hourly	Hourly
	1	90.97	96.39
	2	94.93	100.35
	3	98.87	104.32
	4	102.79	108.23
	5	106.76	112.17
	6	110.66	116.13

<u>LAB</u>		<u>Class I - BA</u>	<u>Class II - MA</u>
Step		Hourly	Hourly
	1	68.95	73.06
	2	71.92	76.04
	3	74.91	79.04
	4	77.90	82.01
	5	80.83	85.00
	6	83.86	88.00

<u>ACTIVITY</u>		<u>Class I - BA</u>	<u>Class II - MA</u>
Step		Hourly	Hourly
	1	65.51	69.45
	2	68.36	72.28
	3	71.19	75.14
	4	74.03	77.97
	5	76.87	80.78

	<b>6</b>	<b>79.74</b>	<b>83.64</b>
<b>NON-INSTRUCTIONAL</b>		<b><u>Class I - BA</u></b>	<b>Class II - MA</b>
<b>Step</b>		<b>Hourly</b>	<b>Hourly</b>
	1	51.48	54.56
	2	53.72	56.79
	3	55.95	59.00
	4	58.18	61.25
	5	60.41	63.47
	6	62.63	65.74

Lecture and Lab Schedules in D-1 apply to part-time credit and non-credit instructional faculty, as applicable.

Two years after reaching step 6, part-time faculty shall receive a 4.0% longevity increase to their previous step 6 hourly rate.

**APPENDIX D-2  
COACHING STIPENDS**

<b>Sport</b>	<b>Stipend</b>	<b>Sport</b>	<b>Stipend</b>
Head Football	15,000	M Track	4,250
Defensive Coach	8,500	W Track	4,250
Offensive Coach	8,500	M/W Track	10,000
M Basketball	10,000	M Water Polo	4,250
W Basketball	10,000	W Water Polo	4,250
M Soccer	8,500	M/W Water Polo	10,000
W Soccer	8,500	M Swimming	4,250
Baseball	8,500	W Swimming	4,250
Softball	8,500	M/W Swimming	10,000
M Volleyball	8,500	M Tennis	4,250
W Volleyball	8,500	W Tennis	4,250
M/W Cross Country	10,000	M/W Tennis	10,000
M Cross Country	4,250	Badminton	4,250
W Cross Country	4,250	Pep Squad	3,000
M Golf	4,250	Sand Volleyball	8,500

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

**OVERLOAD HOURLY RATE**

Overload hourly rate is computed as 1/900th annual salary/hour (for lecture/extensive laboratory hours or equivalent) and 1/1000th annual salary/hour (for laboratory hours or equivalent) or the hourly part-time rate at the applicable step and column of Appendix D-1, whichever is higher.

Use for:

Overload rate (instruction/non-instruction).

Full-Time Faculty Substitute rate.

Part-Time Faculty Substitute rate.

Full-Time Instructor of record for non-credit courses.

**RATE I \$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).

**APPENDIX D-4**  
**EL CAMINO COMMUNITY COLLEGE**  
**DISTRICT SALARY SCHEDULE FOR**  
**COACHING STIPEND PER SEMESTER FOR**  
**ONE CLASS HOUR PER WEEK (BASED ON**  
**18-WEEK SEMESTER)**  
**EFFECTIVE DECEMBER 1,**  
**2021**

FT	\$3,772 per year
PT	\$616 per week