

**APPENDIX C1, C2, D2, D3, D4 – SALARY SCHEDULES AND OTHER FORMS OF PAY
Effective July 1, 2022**

The following tentative agreement regarding Appendix C1, C2, D2, D3, and D4 salary schedule and other forms of pay changes is agreed effective July 1, 2022.

For the El Camino College Federation of Teachers

By: *Laura C. Salas*
Chief Negotiator

Date: 9/28/2023

For the El Camino College District

By: *Jane Miyashiro*
Chief Negotiator

Date: 9/23/2023

APPENDIX C-1
EL CAMINO COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR FACULTY MEMBERS
EMPLOYED ON ACADEMIC YEAR BASIS
(175 DAYS)
Effective July 1, 2022

Step	Class I - Bachelor	Class II - Masters	Class III - MA + 24 units	Class IV - MA + 48 units	Class V - Doctorate
4	\$ 75,421	\$ 79,928	\$ 84,440	\$ 88,944	\$ 93,449
5	\$ 78,691	\$ 83,196	\$ 87,699	\$ 92,206	\$ 96,712
6	\$ 81,965	\$ 86,463	\$ 90,969	\$ 95,475	\$ 99,989
7	\$ 85,223	\$ 89,733	\$ 94,237	\$ 98,755	\$ 103,250
8	\$ 88,493	\$ 92,992	\$ 97,507	\$ 102,010	\$ 106,513
9	\$ 91,758	\$ 96,267	\$ 100,769	\$ 105,277	\$ 109,783
10	\$ 95,031	\$ 99,531	\$ 104,038	\$ 108,544	\$ 113,054
11		\$ 102,799	\$ 107,305	\$ 111,810	\$ 116,313
12		\$ 106,068	\$ 110,572	\$ 115,087	\$ 119,573
13		\$ 106,068	\$ 110,572	\$ 118,346	\$ 122,853
14		\$ 106,068	\$ 110,572	\$ 121,612	\$ 126,118
16	\$ 100,938	\$ 112,275	\$ 116,900	\$ 128,236	\$ 132,864
20	\$ 104,295	\$ 115,629	\$ 120,257	\$ 131,593	\$ 136,220
24	\$ 107,651	\$ 118,986	\$ 123,613	\$ 134,952	\$ 139,578
28	\$ 111,006	\$ 122,343	\$ 126,970	\$ 138,305	\$ 142,931
30	\$ 114,363	\$ 125,698	\$ 130,327	\$ 141,663	\$ 146,288

APPENDIX C-2
EL CAMINO COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR FACULTY MEMBERS
EMPLOYED ON FISCAL YEAR BASIS
Effective July 1, 2022

Step	Class I - Bachelor	Class II - Masters	Class III - MA + 24 units	Class IV - MA + 48 units	Class V - Doctorate
4	\$ 98,055	\$ 103,913	\$ 109,774	\$ 115,633	\$ 121,488
5	\$ 102,301	\$ 108,153	\$ 114,027	\$ 119,886	\$ 125,738
6	\$ 106,556	\$ 112,411	\$ 118,264	\$ 124,132	\$ 129,983
7	\$ 110,814	\$ 116,688	\$ 122,518	\$ 128,375	\$ 134,234
8	\$ 115,052	\$ 120,915	\$ 126,771	\$ 132,620	\$ 138,482
9	\$ 119,302	\$ 125,165	\$ 131,099	\$ 136,879	\$ 142,734
10	\$ 123,552	\$ 129,405	\$ 135,269	\$ 141,128	\$ 146,979
11	\$ 123,552	\$ 133,665	\$ 139,519	\$ 145,379	\$ 150,964
12	\$ 123,552	\$ 137,904	\$ 143,764	\$ 149,629	\$ 155,477
13	\$ 123,552	\$ 137,904	\$ 143,764	\$ 153,877	\$ 159,730
14	\$ 123,552	\$ 137,904	\$ 143,764	\$ 158,124	\$ 163,977
16	\$ 130,229	\$ 144,966	\$ 150,982	\$ 165,728	\$ 171,740
20	\$ 133,583	\$ 148,321	\$ 154,340	\$ 169,084	\$ 175,095
24	\$ 136,939	\$ 151,679	\$ 157,695	\$ 172,441	\$ 178,452
28	\$ 140,295	\$ 155,035	\$ 161,052	\$ 175,798	\$ 181,807
30	\$ 143,652	\$ 158,390	\$ 164,408	\$ 179,153	\$ 185,163

Appendix D-2
Coaching Stipends
Effective July 1, 2022

Sport	Stipend	Sport	Stipend
Head Football	16,350	M Track	4,633
Defensive Coach	9,265	W Track	4,633
Offensive Coach	9,265	M/W Track	10,900
M Basketball	10,900	M Water Polo	4,633
W Basketball	10,900	W Water Polo	4,633
M Soccer	9,265	M/W Water Polo	10,900
W Soccer	9,265	M Swimming	4,633
Baseball	9,265	W Swimming	4,633
Softball	9,265	M/W Swimming	10,900
M Volleyball	9,265	M Tennis	4,633
W Volleyball	9,265	W Tennis	4,633
M/W Cross Country	10,900	M/W Tennis	10,900
M Cross Country	4,633	Badminton	4,633
W Cross Country	4,633	Pep Squad	3,270
M Golf	4,633	Sand Volleyball	9,265

APPENDIX D-3
EL CAMINO COMMUNITY COLLEGE DISTRICT
SPECIAL RATES OF PAY FOR FACULTY
Effective July 1, 2022

RATE 1 \$80.95

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 \$60.70

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 \$40.47

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
EFFECTIVE JULY 1, 2022**

FT	\$4,111 per year
PT	\$671 per week