

**APPENDIX C1, C2, C3, D2, D3, D4 –
SALARY SCHEDULES AND OTHER FORMS OF PAY
Effective July 1, 2023**

The following tentative agreement regarding Appendix C1, C2, C3, D2, D3, and D4 salary schedule and other forms of pay changes is agreed effective July 1, 2023.

For the El Camino College Federation of Teachers

By: *Jaura C. Saldivaraga*
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, 2023

Step	Class I - Bachelor	Class II - Masters	Class III - MA + 24 units	Class IV - MA + 48 units	Class V - Doctorate
4	\$ 80,071	\$ 84,855	\$ 89,646	\$ 94,427	\$ 99,210
5	\$ 83,543	\$ 88,325	\$ 93,106	\$ 97,891	\$ 102,675
6	\$ 87,018	\$ 91,794	\$ 96,577	\$ 101,361	\$ 106,153
7	\$ 90,477	\$ 95,265	\$ 100,047	\$ 104,843	\$ 109,616
8	\$ 93,948	\$ 98,725	\$ 103,518	\$ 108,299	\$ 113,079
9	\$ 97,415	\$ 102,201	\$ 106,982	\$ 111,767	\$ 116,551
10	\$ 100,889	\$ 105,667	\$ 110,452	\$ 115,236	\$ 120,023
11	\$ -	\$ 109,137	\$ 113,920	\$ 118,703	\$ 123,483
12	\$ -	\$ 112,607	\$ 117,389	\$ 122,182	\$ 126,945
13	\$ -	\$ 112,607	\$ 117,389	\$ 125,642	\$ 130,427
14	\$ -	\$ 112,607	\$ 117,389	\$ 129,110	\$ 133,894
15	\$ 107,161	\$ 119,197	\$ 124,107	\$ 136,142	\$ 141,055
16	\$ 110,724	\$ 122,758	\$ 127,671	\$ 139,706	\$ 144,618
20	\$ 114,288	\$ 126,322	\$ 131,234	\$ 143,271	\$ 148,183
24	\$ 117,849	\$ 129,885	\$ 134,798	\$ 146,831	\$ 151,743
28	\$ 121,414	\$ 133,447	\$ 138,361	\$ 150,396	\$ 155,306
30	\$ 127,091	\$ 139,365	\$ 144,377	\$ 156,653	\$ 161,661

APPENDIX C-2
EL CAMINO COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR FACULTY MEMBERS
EMPLOYED ON FISCAL YEAR BASIS
Effective July 1, 2023

Step	Class I - Bachelor	Class II - Masters	Class III - MA + 24 units	Class IV - MA + 48 units	Class V - Doctorate
4	\$ 104,100	\$ 110,319	\$ 116,541	\$ 122,761	\$ 128,978
5	\$ 108,608	\$ 114,821	\$ 121,057	\$ 127,277	\$ 133,490
6	\$ 113,125	\$ 119,341	\$ 125,555	\$ 131,785	\$ 137,996
7	\$ 117,645	\$ 123,882	\$ 130,071	\$ 136,289	\$ 142,509
8	\$ 122,145	\$ 128,369	\$ 134,587	\$ 140,796	\$ 147,020
9	\$ 126,657	\$ 132,881	\$ 139,181	\$ 145,318	\$ 151,534
10	\$ 131,168	\$ 137,383	\$ 143,608	\$ 149,828	\$ 156,040
11	\$ 131,168	\$ 141,905	\$ 148,120	\$ 154,341	\$ 160,271
12	\$ 131,168	\$ 146,405	\$ 152,628	\$ 158,853	\$ 165,062
13	\$ 131,168	\$ 146,405	\$ 152,628	\$ 163,364	\$ 169,577
14	\$ 131,168	\$ 146,405	\$ 152,628	\$ 167,872	\$ 174,087
15	\$ 138,258	\$ 153,903	\$ 160,290	\$ 175,945	\$ 182,328
16	\$ 141,819	\$ 157,465	\$ 163,855	\$ 179,508	\$ 185,889
20	\$ 145,381	\$ 161,030	\$ 167,417	\$ 183,072	\$ 189,454
24	\$ 148,945	\$ 164,592	\$ 170,981	\$ 186,635	\$ 193,015
28	\$ 152,508	\$ 168,155	\$ 174,544	\$ 190,198	\$ 196,579
30	\$ 158,807	\$ 174,766	\$ 181,284	\$ 197,250	\$ 203,759

APPENDIX C-3
EL CAMINO COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR FACULTY MEMBERS
EMPLOYED ON ACADEMIC YEAR BASIS
(200 DAYS)
Effective July 1, 2023

Step	Class I - Bachelor	Class II - Masters	Class III - MA + 24 units	Class IV - MA + 48 units	Class V - Doctorate
4	\$ 96,814	\$ 102,597	\$ 108,383	\$ 114,168	\$ 119,949
5	\$ 101,005	\$ 106,784	\$ 112,583	\$ 118,368	\$ 124,145
6	\$ 105,207	\$ 110,987	\$ 116,766	\$ 122,560	\$ 128,337
7	\$ 109,411	\$ 115,210	\$ 120,967	\$ 126,749	\$ 132,534
8	\$ 113,595	\$ 119,382	\$ 125,166	\$ 130,940	\$ 136,729
9	\$ 117,791	\$ 123,580	\$ 129,438	\$ 135,146	\$ 140,927
10	\$ 121,987	\$ 127,765	\$ 133,556	\$ 139,341	\$ 145,117
11	\$ 121,987	\$ 131,972	\$ 137,752	\$ 143,538	\$ 149,052
12	\$ 121,987	\$ 136,157	\$ 141,943	\$ 147,734	\$ 153,508
13	\$ 121,987	\$ 136,157	\$ 141,943	\$ 151,929	\$ 157,706
14	\$ 121,987	\$ 136,157	\$ 141,943	\$ 156,122	\$ 161,900
15	\$ 128,579	\$ 143,129	\$ 149,070	\$ 163,628	\$ 169,565
16	\$ 131,891	\$ 146,443	\$ 152,385	\$ 166,943	\$ 172,877
20	\$ 135,204	\$ 149,758	\$ 155,699	\$ 170,257	\$ 176,193
24	\$ 138,519	\$ 153,070	\$ 159,012	\$ 173,570	\$ 179,504
28	\$ 142,595	\$ 157,225	\$ 163,199	\$ 177,834	\$ 183,800
30	\$ 148,696	\$ 163,618	\$ 169,711	\$ 184,640	\$ 190,725

Appendix D-2
Coaching Stipends
Effective July 1, 2023

Sport	Stipend	Sport	Stipend
Head Football	17,358	M Track	4,918
Defensive Coach	9,836	W Track	4,918
Offensive Coach	9,836	M/W Track	11,572
M Basketball	11,572	M Water Polo	4,918
W Basketball	11,572	W Water Polo	4,918
M Soccer	9,836	M/W Water Polo	11,572
W Soccer	9,836	M Swimming	4,918
Baseball	9,836	W Swimming	4,918
Softball	9,836	M/W Swimming	11,572
M Volleyball	9,836	M Tennis	4,918
W Volleyball	9,836	W Tennis	4,918
M/W Cross Country	11,572	M/W Tennis	11,572
M Cross Country	4,918	Badminton	4,918
W Cross Country	4,918	Pep Squad	3,472
M Golf	4,918	Sand Volleyball	9,836

APPENDIX D-3
SPECIAL RATES OF PAY FOR FACULTY
Effective **July 1, 2023**

RATE I \$85.95

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.

NOTE: Overload pay captured in Appendix D5

~~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 \$64.44

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 \$42.97

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, 2023

FT	\$4,365 per year
PT	\$713 per week