

**APPENDIX D-5 – OVERLOAD PAY RATE PER LECTURE HOUR EQUIVALENT (LHE) FOR ALL FULL-TIME FACULTY (CREDIT AND NON-CREDIT)**

The following tentative agreement regarding Appendix D-5 language changes is agreed.

For the El Camino College Federation of Teachers

By: *Laura C. Saldivar*  
Chief Negotiator

Date: 9/27/2023

For the El Camino College District

By: *Jane Miyashiro*  
Chief Negotiator

Date: 9/23/2023

**Effective July 1, 2023**

**Overload pay rate per LHE for instructional and non-instructional faculty - \$110.00**

**Refer to Appendix B for LHE faculty load rates and overload formula.**