

**Memorandum of Understanding
between
El Camino Community College District
and
El Camino College Federation of Teachers
March 25, 2021**

**Lecture/Lab Parity,
Article 8, Section 5 and Appendix B, Teaching Load**

This Memorandum of Understanding (MOU) pertains to implementing Article 8, Section 5 and Appendix B related to lecture/lab parity and approved extensive lab classes commencing Fall semester 2021. It is hereby agreed between the parties as follows:

1. Effective Fall semester, 2021, all of the extensive lab sections identified on **Attachment A** shall also be entitled to load and overload on parity with lecture courses. As a result of this designation, the formula for extensive load for full-time instructors shall be calculated as follows:

$$\frac{\text{hrs. lecture}}{15} + \frac{\text{hrs. extensive lab}}{15} + \frac{\text{hrs. lab}}{20} \times (100\%) = \% \text{ load}$$

Example: for illustration purposes the hourly rate is for Fall 2021, \$69.28 per hour if an instructor were assigned a load of 125% made up of 9 lecture hours, 9 lab hours, and 3 extensive lab hours.

Overload: $(9 \text{ lec} + 3 \text{ xlab})/15 + 9 \text{ lab}/20 \times 100 = 125\%$

Overload pay: $(4 \times \$69.28 \times 25 \times 21)/125 = \1164

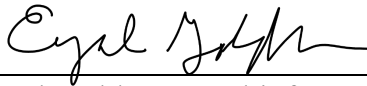
Other examples are provided in proposed update to the Agreement, Appendix B, see **Attachment C**.

Attachment C provides the updated Agreement language and load formulas with respect to “extensive laboratory” (Article 8, Section 5, Instructor Teaching Load, (b), (iii), see page 28).

2. Hours for any labs without the “extensive” designation shall continue to be loaded as “labs” without the “extensive” designation, i.e., hrs. lab / 20 or 21 or 22 (see page 167 and 168).
3. Part-time instructors (adjunct faculty) assigned to teach an extensive lab class shall be compensated in accordance with Article 10, Section 9, at the updated extensive lab rate provided in Appendix D-1.

4. This Memorandum of Understanding shall settle all impacts and effects relating to the actions and decisions in implementing lecture/lab parity commencing Fall 2021. This Memorandum of Understanding is not intended to establish or support any claim of “past practice” regarding the next round of submittals or negotiations pertaining to lecture/lab parity.
5. This Memorandum of Understanding is subject to ratification by the Federation Membership and the District’s Board of Trustees. Both parties recommend ratification of this Memorandum of Understanding.

For the Federation:



Eyal Goldmann, Chief Negotiator

March 25, 2021

Date

For the District:



Jane Miyashiro, Chief Negotiator

March 25, 2021

Date

ATTACHMENT A

Count	Course	Division
1	ACRP 1A	I&T
2	ACRP 1B	I&T
3	ACRP 1C	I&T
4	ACRP 1D	I&T
5	ACRP 2A	I&T
6	ACRP 2B	I&T
7	ACRP 2C	I&T
8	ANAT 30	NS
9	ANAT 32	NS
10	APHY 34A	NS
11	APHY 34B	NS
12	ARCH 119	I&T
13	ARCH 170	I&T
14	ARCH 171	I&T
15	ARCH 172	I&T
16	ARCH 199	I&T
17	ART 160	FA
18	ART 173	FA
19	ART 181	FA
20	ART 187	FA
21	ART 210	FA
22	ART 219	FA
23	ART 220	FA
24	ART 274	FA
25	ART 275	FA
26	ART 288	FA
27	ASTR 12	NS
28	ASTR 13	NS
29	ATEC 34	I&T
30	ATEC 35	I&T
31	ATEC 43	I&T
32	AUTO 14	I&T
33	AUTO 16	I&T
34	AUTO 22A	I&T
35	AUTO 22B	I&T
36	AUTO 27	I&T
37	AUTO 28	I&T
38	BIOL 10	NS
39	BIOL 10H	NS
40	BIOL 101	NS
41	BIOL 101H	NS
42	BIOL 102	
43	BIOL 102H	NS
44	BIOL 11	NS
45	BIOL 12	NS
46	BIOL 16	NS

47	BIOL 18	NS
48	BIOL 8	NS
49	CHEM 1A	NS
50	CHEM 1B	NS
51	CHEM 20	NS
52	CHEM 21A	NS
53	CHEM 21B	NS
54	CHEM 4	NS
55	CHEM 4H	NS
56	CHEM 7A	NS
57	CHEM 7B	NS
58	CIS 11	BUS
59	CIS 119	BUS
60	CIS 120	BUS
61	CIS 121	BUS
62	CIS 122	BUS
63	CIS 13	BUS
64	CIS 137	BUS
65	CIS 150	BUS
66	CIS 152	BUS
67	CIS 154	BUS
68	CIS 156	BUS
69	CIS 18	BUS
70	CIS 2	BUS
71	CIS 26	BUS
72	CIS 28	BUS
73	CIS 29	BUS
74	COSM 2A	I&T
75	CSCI 1	MATH
76	CSCI 14	MATH
77	CSCI 16	MATH
78	CSCI 2	MATH
79	CSCI 23	MATH
80	CSCI 3	MATH
81	CSCI 30	MATH
82	CSCI 40	MATH
83	CSCI 7	MATH
84	CSCI 8	MATH
85	CTEC 100	I&T
86	CTEC 110	I&T
87	CTEC 121	I&T
88	CTEC 122	I&T
89	CTEC 131	I&T
90	CTEC 132	I&T
91	CTEC 141	I&T
92	CTEC 142	I&T
93	CTEC 172	I&T

94	CTEC 180	I&T
95	CTEC 200	I&T
96	CTEC 201	I&T
97	CTEC 202	I&T
98	CTEC 203	I&T
99	CTEC 210	I&T
100	CTEC 211	I&T
101	CTEC 212	I&T
102	CTEC 213	I&T
103	CTEC 220	I&T
104	CTEC 221	I&T
105	CTEC 222	I&T
106	CTEC 230	I&T
107	CTEC 231	I&T
108	DANC 120A	FA
109	DANC 120B	FA
110	ECHT 11	I&T
111	ECHT 110	I&T
112	EDEV 10	HSA
113	EDEV 11	HSA
114	EDEV 121	HSA
115	EDEV 140	HSA
116	EDEV 35	HSA
117	EDEV 36	HSA
118	EDEV 37	HSA
119	EDEV 38	HSA
120	EDEV 41	HSA
121	ENGR 12	MATH
122	Env Tech 165	I&T
123	FTEC 15	HSA
124	GEOL 3	NS
125	GEOL 30	NS
126	GEOL 32	NS
127	GEOL 34	NS
128	GEOL 36	NS
129	GEOL 4	NS
130	JOUR 11	HUM
131	JOUR 14	HUM
132	JOUR 9	HUM
133	MATH 110	MATH
134	MATH 115	MATH
135	MATH 116	MATH
136	MICR 33	NS
137	NURS 240	HSA
138	NURS 242	HSA
139	NURS 247	HSA
140	OCEA 10	NS

141	OCEA 10H	NS
142	PHYO 31	NS
143	PHYS 12	NS
144	PHYS 1A	NS
145	PHYS 1B	NS
146	PHYS 1C	NS
147	PHYS 1D	NS
148	PHYS 2A	NS
149	PHYS 2B	NS
150	PHYS 3A	NS
151	PHYS 3B	NS
152	PSCI 25	NS
153	PSYC 9A	BSS
154	PSYC 9B	BSS
155	RTEC 111	HSA
156	RTEC 123	HSA
157	RTEC 124	HSA
158	RTEC 233	HSA
159	RTEC 93	HSA
160	SLAN 230	HSA
161	SLAN 210	HSA
162	SLAN 211	HSA
163	SLAN 220	HSA
164	SLAN 221	HSA
165	SOCI 109A	BSS
166	THEA 184	FA
167	THEA 185	FA
168	THEA 189	HA

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Division	Department	Initial Load	Load Change	OL % (P)	Clock hours (N)	Hours per Week	Total Hours per Semester	Cost Estimate	Revised Cost Estimate per Month	Cost per Semester
Fine Arts	Art	99.99	120.00	20.00	18.39	3.00	48.00	\$3,325.44	\$849.37	\$3,397.49
	Art	100.00	106.67	0.00	18.39	0.00	0.00	\$0.00	\$0.00	\$0.00
I&T	ACRP	100.00	124.75	24.75	19.30	3.71	59.40	\$4,115.23	\$1,061.11	\$4,244.43
	ATEC	100.00	110.00	10.00	17.06	1.50	24.00	\$1,662.72	\$429.79	\$1,719.15
HUM	Journalism	100.00	110.00	10.00	25.36	1.50	24.00	\$1,662.72	\$638.89	\$2,555.55
HSA	Ed Dev	98.33	111.67	11.67	22.88	1.75	28.01	\$1,940.39	\$662.61	\$2,650.44
	Nursing	94.15	116.65	16.65	17.64	2.50	39.96	\$2,768.43	\$697.74	\$2,790.97
	Nursing	104.15	126.15	26.15	26.62	3.92	62.76	\$4,348.01	\$1,529.19	\$6,116.74
Math	CSci	100.00	120.00	20.00	18.12	3.00	48.00	\$3,325.44	\$836.90	\$3,347.61
	CSci	106.66	126.66	26.66	19.18	4.00	63.98	\$4,432.81	\$1,118.76	\$4,475.04
	Math	99.99	114.99	14.99	18.03	2.25	35.98	\$2,492.42	\$651.34	\$2,605.34
NatSci	A&P	100.00	128.33	28.33	19.06	4.25	67.99	\$4,710.49	\$1,166.03	\$4,664.11
	Biology	100.00	120.00	20.00	18.12	3.00	48.00	\$3,325.44	\$836.90	\$3,347.61
	Chemistry	106.66	120.00	20.00	17.78	3.00	48.00	\$3,325.44	\$821.20	\$3,284.80
	Chemistry	95.00	106.67	0.00	16.18	0.00	0.00	\$0.00	\$0.00	\$0.00

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ARTICLE 10, Section 8. Summer and Other Sessions Compensation

(a) Compensation of Full-Time Faculty Members assigned to teach in a summer session shall be at the rate of one-nine hundredth (1/900th) for lecture and extensive lab; one-thousandth (1/1000th) for lab instruction of the annual salary for the prior semester of the Faculty Member, as set forth on the Salary Schedule for Faculty Members employed on Academic Year basis (Appendix C-1), for each hour of instruction in the classroom and the laboratory. It does not apply to office hours required by Article 8, Section 3(a).

(b) For assignments other than classroom teaching, Full-Time Faculty Members employed on an Academic Year basis shall be compensated according to Article 10, Sections 13(a) and (b).

(c) Compensation of Part-Time Faculty Members assigned to teach in a summer session shall be at the rate of one-nine hundredth (1/900th) for lecture and extensive lab; and one one-thousandth (1/1000th) for lab instruction of the annual salary of the appropriate Class and Step of the previous semester's Salary Schedule (Appendix C-1) for each hour of instruction in the classroom and the laboratory. Placement on the Salary Schedule is commensurate with their earned degrees and units and their years of full-time equivalent service with the District and other California accredited colleges and universities. The Part-Time Faculty Member is responsible for providing the appropriate documentation of the Faculty Member's service with other accredited colleges and universities prior to the start of the summer session. The placement in effect at the start of the summer session is final. It is understood that placement on the salary schedule is for summer session only. Part-Time Faculty Members are also required to maintain office hours as required by Article 8, Section 3(f).

(d) Assignments to teach in any winter intersession or spring break will be compensated on the same basis as summer sessions.

(e) Retirees will be placed at the class and step (minus any longevity or anniversary increments) on which they were placed at the time of their retirement from the College.

Section 9. Part-Time Faculty Members

For purposes of defining parity between Full-Time and Part-Time Faculty, "standard assignments" will be used. These standard assignments are not intended to alter full-time faculty

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obligations as defined in the remainder of the agreement.

(a)(1) The standard teaching assignment for full-time El Camino College classroom teaching faculty members is based on forty (40) hours per week with thirty (30) hours given to instruction load, preparation, and grading (75%), five (5) office hours (12.5%), and five (5) hours of other professional obligations (12.5%). Therefore, Part-Time Faculty compensation parity will be 75% of the Full-Time Faculty Schedule (Appendix C-1) for instruction hours and 87.5% of Full-Time Faculty Salary Schedule if office hours or equivalent obligations are included, excluding five (5) hours of other professional obligations. Should office space be unavailable other hours may be assigned upon mutual agreement between the Part-Time Faculty Member and Dean. Office hours or equivalent obligations will be assigned at the rate of one-half ($\frac{1}{2}$) hour for each ten percent (10%) of load.

(a)(2) The standard assignment for full-time non-classroom faculty members is based on forty (40) hours per week with twenty-eight (28) hours given to student contact, seven (7) hours of preparation, and five (5) hours of other professional obligations. Therefore, Part-Time Non-Classroom Faculty compensation parity will be 87.5% of the Full-Time Faculty Salary Schedule (Appendix C-1).

(b) The Part-time Lecture and extensive lab Stipend Per Semester Schedule will be adjusted to provide a six-step schedule with a Bachelor's Column I and a Master's Column II. The same academic preparation will be required for each column as provided in the Agreement for Full-Time Faculty. Each of the six (6) steps shall be equivalent to 64% of a full-time lecture load on Columns I and II, Steps 4 through 9 of the Full-Time Academic Salary Schedule. The only unit members who will be placed on Column I will be those initially hired on or after August 1, 2001 who do not qualify for Column II (see Lecture Schedule in Appendix D-1).

(c) The Part-time Laboratory Stipend per Semester Schedule will be adjusted to provide a six-step schedule with Bachelor's Column I and a Master's Column II. The same academic preparation will be required for each column as provided in the Agreement for Full-time Faculty. Each of the six (6) steps shall be equivalent to 68% of a full-time laboratory load on Columns I and II, Steps 4 through 9 of the Full-Time Academic Salary Schedule. The only unit members who will be placed on Column I will be those initially hired on or after August 1, 2001, who do not qualify for Column II (see Lab Schedule in Appendix D-1).

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Section 5. Part-Time Faculty Members' Plan

Any Part-Time Faculty Member who has not elected to be covered pursuant to the California STRS plan, the Part-Time Faculty Member is required to participate in the STRS Cash Balance Plan. The Part-Time Faculty Member shall contribute four percent (4%) of pay to the STRS Cash Balance Plan and the District shall contribute five percent (5%) of the Part-Time Faculty Member's pay to the STRS Cash Balance Plan.

For any Part-Time Faculty Member who has elected to be covered pursuant to the California STRS plan, the minimum standard hours for a Part-Time Faculty Member is five hundred twenty-five (525) hours per school year for lecture and extensive lab; and seven hundred (700) hours per school year for lab. The minimum standard hours for a non-instructional Faculty Member, which includes but not limited to counselors, librarians, nurse practitioners, nurses, and clinical psychologists is one thousand four hundred (1400) per school year. The minimum hours for any creditable special assignments will be one thousand four hundred (1400) per school year.

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APPENDIX B Teaching Load

I. General

The normal teaching load (based on the El Camino College traditional eighteen week semester) shall be fifteen (15) lecture hours and extensive lab hours or equivalent, twenty (20), twenty-one (21), or twenty-two (22) laboratory hours or equivalent, plus or minus one lecture hour or equivalent laboratory hours. A teaching load exceeding sixteen (16) lecture hours, or equivalent, shall be compensated at the overload hourly rate for load in excess of fifteen (15) lecture hours, or equivalent, or may be balanced without additional compensation within the following semester thereafter subject to approval of the District. A teaching assignment of less than fourteen (14) lecture hours, or equivalent, shall be balanced the following semester or as soon as possible thereafter subject to approval of the District, or may be equated by special assignment as provided in Part IV of this policy.

II. Definition and Calculation of Teaching Load

A. The Dean shall determine combinations of courses falling within the range of 15 plus or minus one lecture or equivalent (93.33% to 106.67% inclusive). Such load will be considered normal, and no balancing or overload pay will be required.

B. Loads falling at the same extreme end of the load-range should not be assigned in successive semesters, except:

1. In departments where the 15 lecture hour load is not easily attainable and where loads over consecutive semesters near the extremes of the range are desirable for good instruction.

2. Where the Instructor requests to teach, over consecutive semesters, a combination of courses which falls at the upper end of the range.

C. Load shall be calculated by the percentage method as follows:

$$\frac{\text{hrs. lecture} + \text{hrs. extensive lab}}{15} + \frac{\text{hrs. lab}}{20 \text{ or } 21 \text{ or } 22} \times (100\%) = \% \text{ load}$$

Example A: If an Instructor teaches three classes with 4 hours lecture and 2 hrs lab (12 hours lecture, 6 hour laboratory), ~~his~~ their load would be:

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$$\frac{12 \text{ hrs. lecture}}{15} + \frac{6 \text{ hrs. lab}}{22} \times (100\%) = 107.27\%$$

$$\frac{12 \text{ hrs. lecture}}{15} + \frac{6 \text{ hrs. lab}}{21} \times (100\%) = 108.57\%$$

$$\frac{12 \text{ hrs. lecture}}{15} + \frac{6 \text{ hrs. lab}}{20} \times (100\%) = 110.00\%$$

Example B: If an Instructor teaches three classes with 2 hours lecture and 4 hrs lab, one of which is extensive (6 hours lecture, 8 hours laboratory, 4 hours extensive lab), their load would be:

$$\frac{6 \text{ hrs. lecture} + 4 \text{ hrs ext lab}}{15} + \frac{8 \text{ hrs. lab}}{22} \times (100\%) = 103.03\%$$

$$\frac{6 \text{ hrs. lecture} + 4 \text{ hrs ext lab}}{15} + \frac{8 \text{ hrs. lab}}{21} \times (100\%) = 104.76\%$$

$$\frac{6 \text{ hrs. lecture} + 4 \text{ hrs ext lab}}{15} + \frac{8 \text{ hrs. lab}}{20} \times (100\%) = 106.67\%$$

Example C: If an Instructor teaches three classes with 3 hours lecture and 3 hrs extensive lab, (9 hours lecture, 9 hours extensive lab), their load would be:

$$\frac{9 \text{ hrs. lecture} + 9 \text{ hrs ext lab}}{15} \times (100\%) = 120.00\%$$

III. Overloads and Underloads

A. Overloads are loads greater than 16 lecture hours or equivalent (greater than 106.67%) Underloads are loads less than 14 lecture hours or equivalent (less than 93.33%)

1. A one semester overload or underload may be assigned by the District in an emergency, or if no other arrangement is desirable for good instruction. This kind of overload or underload must be compensated for by balancing, or special assignment, as described in C below.

2. An overload may be assigned if, before receiving an assignment, an Instructor requests in writing to teach, without overload pay, a load that exceeds the load range. Such overload must be approved by the Dean and the Vice President of Academic

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Affairs. In no event shall such overload exceed 143.4%. This overload shall be compensated for by load balancing. If denied, the Faculty Member will be provided with a statement in writing giving the reason(s) for such denial.

3. An underload (less than 93.33%) may be assigned if an Instructor requests such underload for personal reasons. The underload, if granted, must be compensated for by reduced pay in the proportion which his teaching assignment bears to a full assignment - a 100% load.

B. Except under extraordinary circumstances, an overload over the period of an academic year (fall and spring semesters) shall be limited to the greater of a total load of 260% over the two semesters, or one class each semester.

C. The methods of compensating for overloads and underloads will be the following:

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1. Balancing

a. Balancing is a planned, recurrent scheduling of loads above 16 lecture-hour equivalents (above 106.67%) and below 14 lecture-hour equivalents (below 93.33%).

For example, 18 lecture hours in a fall semester and 12 lecture hours in a spring semester constitute a balanced load. Balancing is to be accomplished in successive semesters if possible. Loads of two semesters will be considered balanced if the sum of the percent loads for the two semesters falls within the range of 186.67% - 213.33%.

b. If an unforeseen underload occurs (e.g., from the failure of a class to fill), it should be compensated for by balancing with a subsequent overload, or by special assignment.

c. If the balancing over a two-semester period cannot be planned to fall within the range, but exceeds an average of 16 lecture hours or equivalent (exceeds a total of 32 lecture hours or equivalent, 213.33%, for two semesters), the percent above 200% will be paid as overload.

d. If the balancing over a two-semester period cannot be planned to fall within the range, but is less than an average of 14 lecture hours or equivalent (the sum of percentages for the two semesters is less than 186.67%), the percent below 200.00% may be compensated for by special assignment in the semester with the lower load, or in each semester with the lower load, or in each semester if both are underloads.

e. If unforeseen conditions make it impossible to adhere to the formulated pattern in the second semester of a planned two-semester balanced load, the compensation may be made by special assignment in the second semester or by balancing carried over to the third semester.

2. Overload Pay

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a. Loads totaling more than 16 lecture hours or equivalent (more than 106.67%) which do not fit under C.1 above (balancing) will be compensated for by overload pay, which will be calculated as described below.

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b. Formula for overload pay calculation: The following formula (or an equivalent method) shall be used to calculate the overload pay for each pay period. The formula regards the overtime hours as those in excess of the 100% load, when the overload and the 100% load are taken to consist of the same relative proportion of lecture and laboratory percentages. It then considers the overload hours so determined as equivalent clock hours*. The overload pay is based on the overload hourly rate, but it will be treated as contract pay to the extent that it will be paid in four-week periods during the semester in which the overload occurs and will not be subject to deductions as specified in Article 19, Section 3.

Overload pay (in dollars for a 4-week period) =

$$\frac{4 R P N}{100 + P}$$

Where P = the overload percentage in excess of 100%
Where R = the pay rate in dollars per hour for overtime hours
Where N = the total number of clock hours (with 50% credit for special assignment hours) in the total load

*Note: A “clock hour”, as defined by the Chancellor’s Office Student Attendance and Accounting Manual, is a 60 minute time frame which may begin at any time. For example 0800 to 0900, 0810 to 0910, 0820 to 0920. A clock hour is composed of a class hour of 50 minutes (also called a contact hour) and a 10 minute break.

Example: For illustration purposes, the overload hourly rate for 201720 is ~~\$66.41~~ \$69.28 per hour; and if an Instructor were assigned a load of 120% made up of 9 lecture hours and 12 laboratory hours (in courses where 20 laboratory hours equals a full load [9/15 + 12/20] X 100 = 120%) then this would be an overload because it exceeds 106.67%; the overload percent, P would be 20%; ~~his~~ their total number of hours, N, would be 21; and overload pay would be as listed below.

Overload pay + 4 (\$66.41 ~~69.28~~) (20) (21) = ~~\$929.74~~ 969.92 per 4 wks.

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A. To calculate the percent load for special assignment, the number of weekly hours of special assignment will be divided by forty (40) hours and the quotient multiplied by 100. Example: If an Instructor has a special assignment that requires 8 hours per week of the Instructor's time, the load factor will be equivalent to:

$$\frac{8 \times 100}{40} = 20\%.$$

B. If an underload is not balanced by an overload, or if a balanced load is less than 28 lecture hours or equivalent over the two semesters (186.67%), the underload may be compensated for by approved special assignment, such as Learning Resource Center assignments, institutional research or departmental projects, arranged by the Dean and the Instructor, with the approval of the Vice President - Academic Affairs.

C. To determine the number of hours of special assignment that is required to make up the underload, the percentage of underload below a 100% load will be applied to forty (40) hours per week. Example: If an Instructor has a load of 87.5%, then the underload is equivalent to 12.5% so the special assignment time would equate to five (5) hours per week. (.125 X 40 = 5).

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APPENDIX D-1
EL CAMINO COMMUNITY COLLEGE DISTRICT
PART-TIME FACULTY SALARY SCHEDULE
Effective **JANUARY 1, 2020**
Extensive Labs Effective Fall 2021

<u>LECTURE & EXTENSIVE LAB</u>	<u>Class I – BA</u>	<u>Class II - MA</u>
Step	Hourly	Hourly
1	\$84.86	\$89.92
2	\$88.55	\$93.61
3	\$92.23	\$97.31
4	\$95.89	\$100.96
5	\$99.59	\$104.64
6	\$103.23	\$108.33

<u>LAB</u>	<u>Class I – BA</u>	<u>Class II - MA</u>
Step	Hourly	Hourly
1	\$64.32	\$68.15
2	\$67.09	\$70.93
3	\$69.88	\$73.73
4	\$72.67	\$76.50
5	\$75.40	\$79.29
6	\$78.23	\$82.09

<u>ACTIVITY</u>	<u>Class I – BA</u>	<u>Class II - MA</u>
Step	Hourly	Hourly
1	\$61.11	\$64.79
2	\$63.77	\$67.43
3	\$66.41	\$70.09
4	\$69.06	\$72.73
5	\$71.71	\$75.35
6	\$74.38	\$78.02

<u>NON-INSTRUCTIONAL</u>	<u>Class I – BA</u>	<u>Class II - MA</u>
Step	Hourly	Hourly
1	\$48.02	\$50.90
2	\$50.11	\$52.98
3	\$52.19	\$55.04
4	\$54.27	\$57.14
5	\$56.35	\$59.21
6	\$58.42	\$61.32

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APPENDIX D-3 SPECIAL RATES OF PAY FOR FACULTY Effective JANUARY 1, 2020

RATE I \$69.28

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 only).

Clinical Psychologists

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 \$51.95

Counselor, librarian, physician assistant, faculty coordinator, registered nurse and nurse practitioner duties, all of which involve student contact, in excess of 40 hours/per week during the academic year. See Article X, Section 13.

Substitute rate for counselors, librarians and nurses.

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 \$34.64

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