A. **Overload:** Contract Faculty Members employed to work on an overload assignment shall be paid at the rate of 1/1000th of their annual salary basis, with a maximum rate at step 6 scale IV, rounded up to the nearest dollar, **Fall, 2015 $75.00/hr.**

B. **Summer School/Intersession.** Teaching assignments shall be paid at the hourly rate of 1/1000th of the annual salary basis.

C. **Substitute Service:** Substitute rates will be at the overload pay rate, with a maximum rate at step 6, scale IV, rounded up to the nearest dollar.

D. **Individualized Study:** individualized study shall be at the rate of 1/2000th of step 5, scale IV in the Salary Schedule ($36.059/hr) per student (semester) unit (one student enrolled in one unit work study class) based on the enrollment of the 4th week, and an additional 1/2000th per semester unit based on the 10th week enrollment. Instructors may not exceed a maximum of 24 students per semester or 72 student units per semester.

E. **Special Assignment:** The pay rates are dependent on the special assignments; generally, the daily contract rate, or the per diem rate. These rates are computed as follows:

1. **Contract Daily Rate:** Annual base salary divided by the number of duty days in the academic year.

2. **Miscellaneous Non-Instructional Rate:** At the rate of 1/200th of step 5, scale IV, in the Salary Schedule for each full day's 8-hour assignment @+$360.59/day per school year. Assignment for less than 8 hours will be prorated but no assignment will be less than 4 hours @+$45.074 hour, based on an 8-hour day.

3. **Counselors and Librarians Extra Service Pay:** Counselors or Librarians assigned to perform duties on any day, in addition to contract days of service, will be paid at the contract daily rate. Assignments of fewer hours per day than specified will be prorated. Assignments of less than 3 hours for Counselors and Librarians will be paid as though 3 hours had been worked. Counselors and Librarians prorated on a 6-hour day.

4. **Coaches Stipend:** Coaches assigned to coach college-approved sports to be paid a stipend per semester per sport rate based on 8% of Col III, step 1, $4667.04 per sport.

F. **Department Chair:** $1,567.00 per semester hour.

G. **Cooperative Education:** Hourly rate of 1/1000th of annual base salary, based on 8 students equaling 1 lecture hour equivalency.

H. **Internship Academy:** Internship Academy rates will be at the overload pay rate, with a maximum rate at step 6, scale IV, **rounded up** to the nearest dollar.
I. Military Contract Pay:

- **CD ROM Courses:**
  - Full-time Faculty-$45,000/student (.6 X Max. Overload Rate)
  - Part-time Faculty-$27,544/student (.6 X MTR)

- **Military Online Courses:**
  - Full-time Faculty-$78,750 (1.05 X Max Overload Rate)
  - Part-time Faculty-$48,203 (1.05 X MTR)

- **Military English Online Courses:**
  - Full Time Faculty-$108,750 (1.45 X Max Overload Rate)
  - Part-time Faculty-$66,566 (1.45 X MTR)

J. Reader/Evaluator: $45.070 per hour - duty day – CFE
- 4 hour min – non duty day - CFE
  - $30.490 per hour – CCA

K. CCA Substitute: $45.908 per hour.

L. CCA Per Diem:
- Instructional = $367.27
- Non-instructional = $243.93