

- A. Overload:** Faculty Members will be compensated for each hour of instructional overload assignment, as weighted according to the loading factors set forth in Section 11.4., at the rate of 1/1000th of the Faculty Member's annual salary, as set forth on the salary schedule, with the maximum rate at step 6, scale IV, rounded up to the nearest dollar, **\$108.00**. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Sections 13.7.a and 13.7.b] Earn code: FT OVR.
- B. Summer School/Intersession.** Instructors assigned to teach in the summer will be compensated for each hour of instruction, as weighted according to the loading factors set forth in Section 11.4., at the rate of 1/1000<sup>th</sup> of the Faculty Member's annual salary, as set forth in the "AA" salary schedule of the previous academic year. Intersession will be compensated for each hour in instruction, as weighted according to the loading factors set for in Section 11.4. at 1/1000<sup>th</sup> of the Faculty Member's annual salary as set forth in the current year "AA" salary schedule. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.6, CFE MOU #16-23] Earn Code: FT INM (winter), PT INH (winter), FT SMM (summer), PT SMH (summer).
- C. Substitute FT Service:** Substitute assignments will be compensated at the overload pay rate as set forth in this Agreement, **\$108.00**. Each hour of instruction shall be weighted according to the loading factors set forth in Section 11.4. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.8.a] Earn Code: FT SBM.
- D. Individualized Study:** Individualized study shall be at the rate of 1/2000th of step 5, scale IV in the Salary Schedule (Appendix A of the Agreement) per student (semester) unit (one (1) student enrolled in one (1)-unit work study class) based on the enrollment of the fourth week, and an additional 1/2000th per semester unit based on the tenth week enrollment. Instructors may not exceed a maximum of twenty-four (24) students per semester or seventy-two (72) student units per semester. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.7.c] Earn Code: FT EXM. **\$51.800** per student unit
- 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:** The contract daily rate is determined by dividing the Faculty Member's annual salary by the number of duty days established for the year. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.11] Earn Code: FT PDM.
  - 2. Full-Time Miscellaneous Non-Instructional Rate:** At the rate of 1/200th of step 5, scale IV, in the Salary Schedule for each full day's eight (8)-hour assignment @ **\$518.000/day** per school year. Assignment for less than 8 hours will be prorated but no assignment will be less than four (4) hours @ **\$64.75 per hour**, based on an 8- hour day. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.10] Earn Code: FT EXM
  - 3. Part-Time Miscellaneous Non-Instructional Rate:** A miscellaneous non-instructional rate shall be paid for each hour of a part-time faculty member's service to the district for activities that are not related to direct teaching (non-FTE generating). These activities shall include but not be limited to curriculum development, programmatic coordination, consultation services, etc. The rate is **\$365.915 per day (\$45.739 per hour)**. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.17.d] Earn Code: PT EXH

4. **Counselors and Librarians Extra Service Pay:** A Counselor or Librarian assigned to perform counselor or librarian duties on any day, in addition to Faculty Member's contract days of service, as provided in Section 11.1, will be compensated at the contract daily rate. Assignments of fewer hours per day than specified in Sections 11.8 and 11.9, will be appropriately prorated. Assignments requiring less than three (3) hours under this Section, will be compensated as though three (3) hours had been worked. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.12] Earn Code: FT PDM.
5. **Head Coaches (Intercollegiate Athletic Teams) Stipend:** The District shall pay Faculty Members a non-instructional stipend, equivalent to 3 LHE at the rate set forth in Section F of Appendix A-5, to perform the duties of a Head Coach of a College-approved sport. (Reference: MOU #20-34)
- F. **Department Chair:** The District shall pay Faculty Members LHE based stipends to perform the duties of a department chair. Compensation for these assignments is defined annually. **\$2405.07** per LHE (Effective Fall 2025) [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XI, Section 11.17.a.2] Earn Code: FT IUM, PT IUH.
- G. **Cooperative Education:** A Faculty Member teaching cooperative work experience or internship academy will be paid based on five (5) students per lecture hour equivalency (.20 LHE/student), at the overload rate, with a maximum rate at step 6, scale IV, rounded up to the nearest dollar. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XI, Section 11.7.a] Earn Code: FT EXM.
- H. **Internship Academy:** A Faculty Member teaching cooperative work experience or internship academy will be paid based on five (5) students per lecture hour equivalency (.20 LHE/student), at the overload rate, with a maximum rate at step 6, scale IV, rounded up to the nearest dollar. [Agreement between CFE/AFT Local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XI, Section 11.7.a] Earn Code: FT EXM.
- I. **Military and Corporate Education Pay:** Earn Code: FT MTM or PT MTH
- **Telecourses Courses:** Full-time Faculty-**\$64.80** student (.6 X Maximum Overload Rate)  
Part-time Faculty- **\$34.77** student (.6 X Miscellaneous Instructional Rate - MTR)
  - **Online Courses:** Full-time Faculty-**\$113.40** (1.05 X Maximum Overload Rate)  
Part-time Faculty-**\$60.85** (1.05 X Miscellaneous Instructional Rate - MTR)
  - **English Online Courses:** Full Time Faculty-**\$156.60** (1.45 X Maximum Overload Rate)  
Part time Faculty-**\$84.03** (1.45 X Miscellaneous Instructional Rate - MTR)
- J. **Reader/Grader:** **\$64.75** per hour - duty day – CFE (Miscellaneous Non-Instructional Rate)  
**\$64.75** 4-hour minimum – non-duty day - CFE  
CFE [Agreement between CFE/AFT local 1911, Faculty Unit and CCCD, 7/1/2024 – 6/30/2027, Article XIII, Section 13.7.f]  
  
**\$45.739** per hour – CCA (Miscellaneous Non-Instructional Rate)  
Earn Code: FT EXM, PT EXH
- K. **Substitute PT:** **\$57.949** per hour (Same as Miscellaneous Instructional Rate)  
Earn Code: FT SBM, PT SBH.

Effective 2025-2026 Academic Year (2.3% SCFF/COLA Increase)