

Frederick Community College
FY 2022 Rates
CEWD Adjunct Pay Scale
Effective July 1, 2021 – June 30, 2022

Program/Area	Base rate per contact hour	Maximum rate per contact hour
Lifelong Learning	\$27.45	\$33.05
Workforce Development	\$27.45	\$38.65
MACEM/EM	\$44.25	\$66.10
Adult Education/ESL	\$27.45	\$27.45
CEWD Fee-Based Employees	\$19.99	\$27.45

The base rate per contact hour may be incrementally increased to the maximum in circumstances such as:

- Advanced Degree related to area taught;
- 3+ years of teaching experience;
- Specialized Training or certification in area taught;
- 3+ years Industry experience performing work in the area taught;

The increased rate will be requested in writing, citing the reason, and must be approved by the supervising AVP, Executive Director, or Director. It will apply only to the courses or subjects specified in the written request. In rare circumstances, a “per-head” compensation rate may be requested with written justification.

Syllabi and lesson plan preparation are considered to be included in the instructor pay.

Any additional “Course Preparation” compensation must result in deliverables to FCC that become the intellectual property of FCC. The college will not compensate for course preparation more than once unless customization is required at the direction of the College.