

**FREDERICK COMMUNITY COLLEGE**  
**FY 2018 CEWD Adjunct and Fee-based Employee Pay Scale**  
**Effective July 1, 2017 – June 30, 2018**

<b>Program/Area</b>	<b>Base rate per contact hour</b>	<b>Maximum rate per contact hour</b>
<b>CEWD Adjunct</b>		
Lifelong Learning	\$ 25.00	\$ 30.00
Workforce Development	\$ 25.00	\$ 35.00
MACEM/Emergency Management	\$ 40.00	\$ 60.00
Adult Education/ESL	\$ 25.00	\$ 25.00
<b>CEWD Fee-Based Employees</b>	\$ 18.00	\$ 25.00

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

- an advanced degree earned in the area being taught
- 3+ years of teaching experience
- specialized training or certification in the area being taught
- 3+ years industry experience performing work in the area taught

Syllabi and lesson plan preparation are considered to be included in the rate per contact hour.