

**Frederick Community College**  
**FY 2023 Rates**  
**CEWD and MACEM&PS Part-Time Faculty Pay Scale**  
Effective July 1, 2022 – June 30, 2023

<b>Program/Area</b>	<b>Base rate per contact hour</b>	<b>Maximum rate per contact hour</b>
Community Education	\$25.75	\$53.46
Workforce Development	\$36.05	\$51.20
Adult Education & ESOL	\$36.08	\$37.08
MACEM&PS	\$45.58	\$68.08

Course outline or syllabus and lesson plan preparation (including Blackboard, if applicable) are included in the instructor pay.

A "per-head" compensation rate or a contract training rate outside of this scale may be requested with written justification to the AVP or Executive Director.

The base rate per contact hour may be incrementally increased to the maximum in circumstances such as: Advanced Degree related to area taught; Years of teaching experience; Specialized Training or certification in area taught; Industry experience performing work in the area taught.