

Category	Position	Description	Compensation
Accreditation/Certification			
Accreditation/ Certification Report Writing	Accreditation Report Writer		L2 S2 UA2* hourly not to exceed forty (40) hours unless approved by supervising administrator. Hours are required to be tracked and submitted to the Dean for approval.
American Bar Association (ABA) Certification Report Writing	American Bar Association Report Writer		L2 S2 UA2* hourly not to exceed sixty (60) hours unless approved by supervising administrator. Hours are required to be tracked and submitted to the Dean for approval.
American Bar Association (ABA) Site Visit Coordination	American Bar Association Site Visit Coordinator		L2 S2 UA2* hourly not to exceed forty (40) hours unless approved by supervising administrator. Hours are required to be tracked and submitted to the Dean for approval.
Human Services Site	Human Services Site		L2 S2 UA2* hourly not to exceed thirty (30) hours unless approved

Visit Coordination	Visit Coordinator		by supervising administrator. Hours are required to be tracked and submitted to Dean for approval.
Bridge Programs (not including credit) Unless otherwise specified in a grant			
Youth and Adult		Coordination, curriculum development, teaching, and prep	L2S2 UA2*/hour
TRIO Summer Academy	Instructor	Curriculum development, teaching, and grading.	1 VOL per contact hour
Coaches/Advisors/Assistants			
ECC Observer	Advisor		3 hrs. VOL per semester or release time from instruction equivalent to three credit/contact hours per semester
Forensic Team AND Mock Trial Team	Coach Per Team		6 hrs. release/semester

Spire	Advisors (1 Art Faculty, 1 Lit Faculty)	Supervise and schedule student production of Spire	1.5 hrs. VOL/year for Lit Faculty 1.5 hrs. VOL/year for Art Faculty 1 hr. VOL/year for primary layout/technical for Art Faculty
Tournament or Event—not including compensated Fulltime coaches	UA Driver or Assistant	Drive time and/or time at event	FA2026 \$32/hr 2027 \$35/hr 2028 \$40/hr
Adult Ed National Honor Society	Advisor	Drafting documents, outreach to faculty, establishing member database, reaching out to students, planning induction ceremonies, establishing structure of the group, reviewing potential candidates, regular meetings with students, communicating with the national organization and other campus organizations	1.5 hrs VOL/semester
Committee Chairs			
Technology Advisory Committee	Co-chair		1 hour release or VOL/semester

Assessment Committee	Chair		3 hrs. release/semester
GIST	Co-chair		3 hrs. VOL/semester
MAGIC	Chair (or Co-chairs)		3 hrs. VOL/semester (shared)
Textbook and Course Materials Cost Reduction Strategy and Implementation Team	Co-chair		3 hrs. VOL/semester; summer 1.5 VOL or L2S2 UA2* not to exceed \$1400 without prior administration approval.
Teaching/Learning for Inclusivity, Diversity, and Equity (TIDE)	Co-chair		3 hrs. Vol/semester
Undocumented Student Support Committee	Co-chair		3 hrs. VOL/semester; summer 1.5 VOL or L2S2 UA2* hourly for meeting time in summer not to exceed \$1,400 without prior administration approval.

Curriculum Development			
Program Development	UAs (if no FT available)	(in FT job description)	L2S2 UA2* hourly up to not to exceed \$2500 without prior administration approval.
New Course/Curriculum Development	UAs (if no FT available)	(in FT job description)	3 x L2S2 UA2*/course contact hour not to exceed \$1050 without prior administration approval.
Transitional Course Support	Faculty (FT and/or PT)	Assist high schools with instructional design and necessary professional development Collect and manage documentation for the Local Advisory Panel and State Portability Panels, including course syllabi Annually meet with D509 high school staff and faculty to review student learning data Annually meet with D509 high school staff and faculty to strengthen student learning and/or teaching practices Provide ongoing support for D509 high school faculty teaching transitional courses	\$52/hour

Directors			
Alliance for College Readiness	Director		6 hrs. release/academic semester and L2S2UA2* hourly during summer term not to exceed \$4500 without prior administration approval
Writers' Center	Director	Plan & schedule literary events and authors visits	3 hrs. release/academic semester plus 3 hrs. VOL/academic semester
The Write Place	Director	Set operating schedule, recruit and recommend tutors for hire, provide training to tutors, hire and supervise student workers, complete all reports	3 hrs. release/academic semester plus 3 hrs. VOL/academic semester 3 hrs. release/summer, if applicable
Math Lab	Director	Set operating schedule, recruit and recommend tutors for hire, hire and supervise student workers, complete all reports	3 hrs. release/academic semester plus 3 hrs. VOL/academic semester 3 hrs. release/summer, if applicable
Honors Program	Director	Recruit faculty, work with deans to schedule honors sections, program development, attend conferences . . .	6 hours release/semester (including summer as necessary)

Undergraduate Research, Innovation, & Creativity Program	CURIC Director	Recruiting faculty mentors, develop and implement center processes and procedures, marketing center opportunities to students, facilitating informational sessions for faculty and students, providing workshops for students on research topics, encouraging faculty engagement with the ECC grants office, providing an annual platform for a student research showcase, collaborating with other campus stakeholders, facilitating administrative center tasks, conference attendance and presentation, annual reporting	6 hrs release/semester and L2S2UA2* hourly during summer term not to exceed \$4500 without prior administration approval.
Center for Civic Engagement (CCE)	Director/Co-Directors	Recruit, train, & supervise ECC student Civic Leaders and projects; Supervise student Civic Leaders travel; Establish and maintain the CCE; Develop workshops or national or local issue forums; Determine the qualifications for the ALL IN Campus Democracy Challenge and the college-wide efforts required to achieve ALL IN excellence in nonpartisan student democratic engagement; Establish relationships and partnerships with nonpartisan organizations that serve to advance civic education; Establish a relationship with the Kane County Board of Elections in order to facilitate requests for ECC to serve as an early voting location; Coordinate a service-learning effort(s) with a local nonprofit(s); In conjunction with Student Life, co-create college-wide programming and voter registration efforts for Constitution	6 hours release/semester; summer L2S2UA2* hourly during summer term not to exceed \$4500 without prior administration approval (may be split between co-directors)

		Day and National Voter Registration Day; The CCE will make every effort to invite elected, appointed, or other officials on a nonpartisan and/or bipartisan basis to Center events, including but not limited to an annual Lobbying Day. The invitations extended to Center events will depend (1) upon the topical nature of the event, (2) the applicable level/s of government, and (3) the applicable jurisdiction of elected, appointed or other officials being extended an invitation to nonpartisan and/or bipartisan events (e.g., local school board/s, Community College District 509, state and/or federal legislators, City of Elgin legislators, Elgin City Council members, etc.); Coordinate efforts with Career Services to refer Civic Leaders to legislative and other governmental internships and employment opportunities; Coordinate marketing/promotion; Assist with budget development and tracking; Track, analyze, and report data	
Grants			
Grant Writing		Preparing grant narrative budgets	L2S2UA2*/hour
ICAPS	Instructor	Special Agreement	See Fall 2011 Agreement
Humanities			

Humanities Center Committee	Chair/Director	1) Monthly meeting coordination; 2)event/program marketing and implementation support; 3) assessment reporting; 4) annual planning and budget recommendations; 5) liaison to other program/initiatives	3 hours release or VOL/ year
Humanities Center Programs	Coordinator	Schedule, advertise, and run programs	1.5hours VOL/ Each program
Lab Manuals/Adjunct Faculty Handbooks			
Initial Development or Revision	Writer/ compiler/ Reviser	Create or update manual	L2S2UA2* hourly not to exceed \$2000 without prior administration approval
Learning Communities			
Learning Communities	Development per Faculty Member		\$500/1st time
Learning Communities	Teaching per Faculty Member		15% stipend in 1 st semester and for both faculty whenever one faculty member changes
Music/Theater			

Concert Band, Concert Choir, Steel Band, Jazz, Improvisation, American Roots, Electronic Music, Hip Hop	Ensemble Director	Maintain inventory of equipment and music library; Prepare rehearsal space; Choose repertoire and arrange parts; Present a minimum of one performance each semester; Monitor and assist with planning ensemble budget; Organize recruiting activities and promotional materials.	1.5 hours release or VOL/semester
Conservatory	Manager	Coordinate private music lesson instruction, schedule juries and recitals, serve as liaison between private music lesson instructors and Arts Center staff	FA2026 \$32/hr 2027 \$35/hr 2028 \$40/hr
Exhibition Assistance			FA2026 \$32/hr 2027 \$35/hr 2028 \$40/hr
Music/Theater	Music Lessons		L2 S2 UA2* hourly or \$50.61, whichever is greater
Music/Theater	Producer	Research and select show to produce; recommends contractors to hire for production; coordinates auditions; attends production meetings; monitors production spending	6 hours release time or voluntary overload in the semester the production takes place
Guest Curator		Create curatorial projects	

			L2S2UA2*/hour not to exceed a maximum of \$8000 without prior administration approval
Orientation/Workshop CETAL or Other			
New FT Orientation	Presenter (Typically 4 hours Opening Week)		L2S2 UA2*/hour (presentation time only)
New Adjunct Orientation, CETL New Hires (Special Initiatives)	Presenter Unit Adjunct Attendee		L2S2 UA2*/hour (presentation time only) FA2026 \$32/hr 2027 \$35/hr 2028 \$40/hr
Nursing Clinical Orientation & Training	Nursing Trainee	Complete onsite and/or online orientation and training in compliance w/requirements of ECC's Heath Professions Partner Agencies	FA2026 \$32/hr 2027 \$35/hr 2028 \$40/hr
Peer Mentoring	Mentor-Coaching	Mentoring	L2S2UA2* hourly rate for mentor and FA2026 \$32/hr 2027 \$35/hr

			2028 \$40/hr for mentee with a limit of 5 hours not to be exceeded without prior administration approval. Note: Rate applies for mentor/coach assisting faculty on improvement plan, but in this case mentee is unpaid
Math Mentoring (Added April 2014) SSI Project	Mentee-Unit Adjunct + Mentor		L2S2UA2* hourly rate for mentor Mentee: FA2026 \$32/hr 2027 \$35/hr 2028 \$40/hr Limit of 5 hours not to be exceeded without prior administration approval
ECC Teaching Pairs	Mentor and Mentee	Mentor: Attend one initial 60 minute training session Mentor: Identify resources, develop discussion questions, respond to ongoing questions, and participate in five one-hour mentoring sessions Mentee: Prepare for one-on-one sessions by developing questions and sharing teaching materials such as syllabus, assignment descriptions, and instructional videos	Pay at committee meeting rate in Article 8.15 to attend training session L2 S2 UA2 hourly* for five one-hour sessions Pay at committee meeting rate in Article 8.15 to attend five one-hour sessions

Mandatory Workshop Attendance	Unit Adjunct Attendance		FA2026 \$32/hr 2027 \$35/hr 2028 \$40/hr
Workshop Presentation	Workshop Presenter		L2S2 UA2*/hour, Not to exceed \$400 without prior administration approval
Other Mentoring	Mentor		L2S2UA2* hourly rate for mentor with a limit of 5 hours not to be exceeded without prior administration approval
Undergraduate Research, Innovation & Creativity	CURIC Mentor	Engaging in a semester or year-long research project with an ECC student, providing a project description to advertise and attract students, providing project outcomes, preparing students to present at the annual student research showcase	\$1000 stipend/semester
Assessment of Student Learning Outcomes	Faculty Assessment Liaison	Support college's course assessment process; collaborate with faculty from assigned departments for a period of three academic years (excluding summer) to support outcomes assessment and document activity on LIR forms. Attend SLAAC meetings, FAL	3 hours VOL/semester

		meetings with CETAL (2x/term), and co-lead related CETAL workshops.	
Skills Assessment			
Skills Validation	Skills Validator	Includes but is not limited to presenting/tutoring/assessing practical skills	L2 S2 UA2 hourly*
English Placement Reading	Coordinator	Recruit Readers; Schedule Readings Assemble Reports; Update Test Prompts; Schedule norming readings	3 hrs. release/semester; Summer L2S2 UA2* hourly, not to exceed \$2500 without prior administration approval
Developmental Math Coordination	Developmental Math Coordinator	Develop, maintain, and distribute materials to support Math 090 faculty in implementing first-week remediation in every Math 090 class.	L2S2 UA2* hourly not to exceed 50 hrs for initial development of materials; L2S2 UA2* hourly not to exceed 70 hours for coordination with Math 090 faculty and/or classroom visits and/or coordination with testing center
		Collaborate with Academic Advisors and/or Student Success Coaches on relevant and effective intervention strategies, services, programs and/or initiatives that would benefit students' progress in developmental math	L2S2 UA2* hourly not to exceed 80 hours

		courses and report these efforts to the math department.	
		Conduct Math 099 content-specific interventions regularly throughout the semester.	L2S2 UA2* hourly not to exceed 20 hours
English Placement Reading	Contingent English Essay Reader	Reads and scores English placement essays	\$4/essay
Final Course Grading	Instructor	Complete final course grading in cases of unexpected faculty absence. May include re-grading assignments, creation and administration of assessments, and submission of final grades.	L2S2 UA2*/hr.
SkillsUSA			
SkillsUSA	Chapter Liaison**	Serves as the College Liaison for SkillsUSA Illinois State Leadership and Skills Conference participation	.5 hour VOL/Fall semester Additional .5 hour VOL/Fall semester when participating in the Leadership Conference 3 hrs. VOL/Spring semester
SkillsUSA	Contest Supervisor	Prepares for and hosts SkillsUSA Illinois State Qualifying Conference North competition in ECC classroom	L2 S2 UA2* hourly Not to exceed 10 hours unless approval has been received from the supervising administrator

SkillsUSA	Skills Practice Facilitator	Provides extra support and skills practice opportunities to students preparing to participate in SkillsUSA Illinois State Leadership & Skills Conference competition	1 hour VOL/year (may be divided among more than one faculty member)
Special Tutoring			
Math Final Exam Review	Instructor		L2 S2 UA2* Hourly or \$50/hr., whichever is greater
Early Childhood Education Lab Visitation	Instructor		L2 S2 UA2* Hourly
Student Success -AtD			
Faculty Research Community	Approved participant	Annual (two installments)	\$1,200
Faculty Research Community	Director		3 hours VOL/semester or 1.5 each if split/shared

ESSAC (Equity, & Student Success Action Council)	Strategy Team Leaders	Co-chair strategy teams focusing on special topics identified by ESSAC (# of taskforces to be determined, as needed)	3 hours VOL/semester; summer 1.5 VOL if SSI actively meeting or L2S2 UA2* hourly meeting time in summer, not to exceed \$1400 without prior administration approval
Miscellaneous			
Cadaver Proseccion	Qualified Faculty	When class not available	\$150/hour, not to exceed 27 hours
Assessment Committee Project	Reading/ Assessing Essays		Current Placement Reading Rate
Skyway Co-Curricular Competition	Event Host Coordinators or Music Festival Director(host year)	Assist with planning for Skyway competition hosted by ECC for art, jazz, STEM or writing. During a competition year, faculty assigned also coordinate ECC student submissions.	3 hours VOL/year
	Event Coordinators	Faculty Organize submission, collection, and judging of entries for ECC for art, jazz, STEM or writing competition	L2 S2 UA2* hourly not to exceed twenty-five (25) hours unless approved by supervising administrator.

PIE Project Work	Qualitative Data Analyst	Qualitative projects under direction of IR	L2 S2 UA2*/hour max number of hours to be determined by IR
Specialized Report Writing	Specialized Report Writer	Special projects requiring data collection, analysis, and report writing	L2S2 UA2*/hour max number of hours to be determined by project, if applicable
Application Review: Adjuncts Serving on Search Committees		In addition to receiving the committee meeting rate of pay for attending search committee meetings, adjunct faculty shall also be compensated at the committee meeting rate for the purpose of reviewing applications.	Application review compensation not to exceed \$200 without prior administration approval. 2026 \$32/hr, 2027 \$35/hr, 2028 \$40/hr.

Note: References to the VOL rate refer to the Voluntary Overload Teaching Faculty rate per 6.15 at a rate equivalent to 77.5% in 2026, and at a rate equivalent to 80% of Appendix A-2 UAFII Teaching Salary Schedule Lane II Step 2 thereafter.

References to 8.15 Committee Appointment and Participation to take effect in Fall 2026; the rate is thirty-two dollars (\$32) (for Calendar Year 2026), thirty-five dollars (\$35) (for Calendar Year 2027), and forty dollars (\$40) (for Calendar Year 2028) per committee meeting

***L2S2 UA2 HOURLY SCHEDULE (per Appendix A-3 of the ECCFA contract)**

2026	\$ 58.32
2027	\$ 59.78
2028	\$ 61.57