

Title: #IV-16A. Adjunct and Supplemental Employment of Instructional Personnel

Date: May 23, 2008 (replaces version dated May 1, 2008)

I. Adjunct Faculty in Credit Courses

A. One-hour course:

<u>Prior # of Semesters Taught</u>	<u>Bachelors</u>	<u>Masters</u>
0 to 4	\$ 375	\$ 402
5 to 10	402	430
11 to 16	402	457
17 to 22	402	485
23 to 28	402	513

B. Two-hour course:

<u>Prior # of Semesters Taught</u>	<u>Bachelors</u>	<u>Masters</u>
0 to 4	\$ 750	\$ 804
5 to 10	804	860
11 to 16	804	914
17 to 22	804	970
23 to 28	804	1,026

C. Three-hour course:

<u>Prior # of Semesters Taught</u>	<u>Bachelors</u>	<u>Masters</u>
0 to 4	\$1,125	\$1,206
5 to 10	1,206	1,290
11 to 16	1,206	1,371
17 to 22	1,206	1,455
23 to 28	1,206	1,539

D. Four-hour course:

<u>Prior # of Semesters Taught</u>	<u>Bachelors</u>	<u>Masters</u>
0 to 4	\$1,500	\$1,608
5 to 10	1,608	1,720
11 to 16	1,608	1,828
17 to 22	1,608	1,940
23 to 28	1,608	2,052

E.	Four-hour lab course:		
	<u>Prior # of Semesters Taught</u>	<u>Bachelors</u>	<u>Masters</u>
	0 to 4	\$1,850	\$1,985
	5 to 10	1,985	2,125
	11 to 16	1,985	2,260
	17 to 22	1,985	2,400
	23 to 28	1,985	2,540

II. Adjunct Supervision of Student Teachers

Master's Degree or higher \$300 per student teacher

III. Adjunct Clinical Faculty in Nursing

A. First-Year Clinics (225 hrs. per semester, maximum)

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|----|--------------------------------------|----------------|-------------------|
| 1. | Bachelor's Degree | \$28/hr. | \$6,300/sem. max. |
| 2. | Bachelor's Degree + 8 semesters exp. | \$28/hr.+\$300 | \$6,600/sem. max. |
| 3. | Master's Degree | \$28/hr.+\$600 | \$6,900/sem. max. |
| 4. | Master's Degree + 8 semesters exp. | \$28/hr.+\$900 | \$7,200/sem. max. |

B. Second-Year Clinics (285 hrs. per semester, maximum)

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|----|--------------------------------------|----------------|-------------------|
| 1. | Bachelor's Degree | \$28/hr. | \$7,980/sem. max. |
| 2. | Bachelor's Degree + 8 semesters exp. | \$28/hr.+\$300 | \$8,280/sem. max. |
| 3. | Master's Degree | \$28/hr.+\$600 | \$8,580/sem. max. |
| 4. | Master's Degree + 8 semesters exp. | \$28/hr.+\$900 | \$8,880/sem. max. |

C. Laboratory Instruction \$28/hr.

IV. Adjunct Laboratory Course Instructors

(Three-credit classes in Applied Technology programs that meet for six clock hours per week.)

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|----|---|--------------------------|
| 1. | Bachelor's Degree or less | \$13.00 per contact hour |
| 2. | Bachelor's Degree or less
+ 8 semesters exp. | \$14.00 per contact hour |
| 3. | Master's Degree or higher | \$14.00 per contact hour |
| 4. | Master's Degree or higher
+ 8 semesters exp. | \$15.00 per contact hour |

V. Full-Time Faculty Supplemental Salaries

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|----|---|---------------|
| A. | Overload classes in Fall or Spring Sem. | \$432/cr. hr. |
| B. | Special non-instructional projects | \$20/hour |

C. Full-Time Faculty in Summer Classes

Full-time faculty are compensated for summer work with the expectation that they will be available to meet with students, advise first-time and transient students and perform other duties normally associated with their courses/programs/divisions. Faculty will be compensated for summer classes according to the following schedule:

<u>Number of Students</u>	<u>Pay Per Load Hour</u>
5 or fewer	\$400.00
6-9	\$620.00
10 or more	\$840.00

All faculty contracts will be written with a base pay of \$400 per load hour payment with the salary differential paid at the conclusion of the applicable summer term.

VI. Non-Credit Instruction

A. Workforce and Community Education
(WCE) Instructors

Basic rate is \$25 per contact hour. In instances where market demands require a higher rate, the Dean of Workforce and Community Education may approve contracts up to a maximum of \$70 per contact hour.

B. Contract Courses Negotiated rate

Business, industries, or organizations that contract the college to develop and deliver a course specifically for their own personnel may negotiate a salary and other expenses (e.g., travel, preparation, etc.) that will be covered entirely by the sponsoring agency.

C. Professional Development & Technical Certifications Negotiated rate

Highly qualified persons for Professional Development courses or courses resulting in technical certification may be hired at fee levels commensurate with existing custom and practice in the business and industry market. Exceptions to stated rates may be approved by the president.

D. Travel and per diem expenses, Negotiated rate
where appropriate, may be included
in WCE contracts. Except in unusual
circumstances, these shall apply only
in contracts under B and C above.