

Title: #IV-16A. Adjunct, Overload, and Supplemental Instruction Compensation

Date: April 2, 2026(replaces version dated September 24, 2025)

Purpose

This policy establishes compensation schedules for adjunct instructional personnel and for overload and supplemental instructional assignments performed by full-time faculty.

Authority

This policy implements Board of Governors Policy B-12 (Adjunct Faculty) and Board of Governors Policy B-29 (Salary Policy).

Scope

These schedules apply to adjunct faculty, full-time faculty assigned overload instructional duties, employees assigned supplemental instructional duties, and instructors delivering non-credit instruction through Workforce & Economic Development (WED).

I. Adjunct Faculty in Credit Courses Per Each Hour of Instruction

| <u>Associates</u> | <u>Bachelors</u> | <u>Masters</u> | <u>Doctorate*</u> |
|-------------------|------------------|----------------|-------------------|
| \$480 | \$550 | \$600 | \$630 |

*The J.D. shall be considered doctoral equivalent for pay purposes.

II. Adjunct Supervision of Residency Students

Master's Degree or higher \$350 per student teacher

III. Adjunct Clinical Faculty in Nursing

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

| | | |
|----------------------|----------|--------------------|
| 1. Bachelor's Degree | \$35/hr. | \$7,875/ sem. max. |
| 2. Master's Degree | \$38/hr. | \$8,550/ sem. max. |

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

| | | |
|----------------------|----------|---------------------|
| 1. Bachelor's Degree | \$35/hr. | \$9,975/ sem. max. |
| 2. Master's Degree | \$38/hr. | \$10,830/ sem. max. |

C. Laboratory Instruction \$35/hr.

IV. Adjunct Laboratory Course Instructors

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

- 1. Bachelor's Degree or less \$17.00 per contact hour
- 2. Master's Degree or higher \$18.00 per contact hour

V. Full-Time Faculty Supplemental Pay Rates

A. Overload classes in Fall or Spring Semester Per Each Hour of Instruction.

| <u>Associates</u> | <u>Bachelors</u> | <u>Masters</u> | <u>Doctorate*</u> |
|-------------------|------------------|----------------|-------------------|
| \$480 | \$550 | \$600 | \$630 |

*The J.D. shall be considered doctoral equivalent for pay purposes.

- B. Special non-instructional projects \$20/per hour
- C. Full-Time Faculty in Summer Classes Per Each Hour of Instruction

| <u>Associates</u> | <u>Bachelors</u> | <u>Masters</u> | <u>Doctorate*</u> |
|-------------------|------------------|----------------|-------------------|
| \$600 | \$705 | \$780 | \$825 |

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Full-time faculty are compensated for teaching summer classes with the expectation that they will be available to meet with students, advise first-time and transient students, serve on committee assignments, and perform other duties normally associated with their courses, programs, and divisions.

VI. Non-Credit Instruction

- A. Instructor for the delivery of short-term program through Workforce & Economic Development (WED) which does not lead to a recognized 3rd party credential \$ 45.00 per hour
- B. WED Program Development/Curriculum (must be a new program and subject to availability of funds) \$ 25.00 per hour
- C. WED instructors for community education/personal enrichment courses \$ 30.00 per hour
- D. WED instructors for delivery of highly technical material or those authorized to deliver training or testing leading to a recognized 3rd party credential Negotiated rate not to exceed \$ 60.00 per hour
- E. State Approved Course Program Coordinator stipend (i.e. Certified Nursing Assistant program requirement) \$700.00 per year
- F. WED Honorarium for Seminars \$100.00 minimum
- G. 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 or grant

- H. 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.

Rate Schedule Effective Date: Fall 2022 term (2023-01). These rates remain in effect until modified by institutional action.

Responsible Administrator: Executive Director of Human Resources, 304-424-8212