

SALARY RATES FOR ADJUNCT INSTRUCTION AND OVERLOADS

EFFECTIVE DATE

Any approved increase to adjunct and overload rates is effective for classes which begin on or after July 1.

CREDIT RATES

Adjunct instructors teaching college credit, institutional credit, and college preparatory (developmental) courses will be paid in accordance with their academic rank as follows:

	<u>3-credit course</u> \$1,565.19 \$1,669.23 \$1,715.91 \$1,766.40
Rank III, IIIB, IV (Bachelor's degree or less).....	\$521.73 per credit
Rank II (Master's degree).....	\$556.41 per credit
Rank IIA/IA (Master's + 30/Specialist)	\$571.97 per credit
Rank I (Doctorate).....	\$588.80 per credit

Exceptions: Adjunct instructors teaching –

- (1) Laboratory components for college credit and developmental courses will be paid at 0.75 of the credit rate for each course lab hour (e.g. a course with 3 credits of assigned load and 2 lab hours will receive payment for a total of 4.5 credits).
- (2) Independent Study and Co-op courses, regardless of modality, will be paid at 1/12th of the adjunct/overload rate per student semester credit, not to exceed the credit rate for the appropriate rank.
- (3) Instructors of two-way interactive and asynchronous on-line courses will receive one additional load credit for each 3 (or more) credit class taught.
- (4) Substitute instructors will be paid in accordance with their academic rank as follows:

Rank III, IIIB, IV (Bachelor's degree or less)	\$21.22 per contact hour
Rank II (Master's degree)	\$25.09 per contact hour
Rank IIA/IA (Master's + 30/Specialist).....	\$26.21 per contact hour
Rank I (Doctorate)	\$27.34 per contact hour

CONTACT HOUR RATES

Adjunct and substitute instructors teaching –

- Occupational certificate courses will be paid in accordance with their academic rank as follows:

Rank III, IIIB, IV (Bachelor's degree or less)	\$21.22 per contact hour
Rank II (Master's degree)	\$25.09 per contact hour
Rank IIA/IA (Master's + 30/Specialist).....	\$26.21 per contact hour
Rank I (Doctorate)	\$27.34 per contact hour
- Clinical and lab courses in health-related fields will be paid the following rates, regardless of academic rank:

Dental.....	\$31.31 per contact hour
EMS/Paramedic.....	\$21.22 per contact hour
Nursing.....	\$31.31 per contact hour
Radiography	\$25.09 per contact hour
- Apprenticeship courses will be paid at the rate of \$25.81 per contact hour, regardless of academic rank.
- Electrical Line Repair courses will be paid at the rate of \$25.81 per contact hour, regardless of academic rank.
- Lead instructors in high liability Criminal Justice courses will be paid at the applicable contact hour rate plus \$2.00 per contact hour.
- Adult Education courses will be paid at the rate of \$19.89 per contact hour, regardless of academic rank.

SALARY RATES FOR ADJUNCT INSTRUCTION AND OVERLOADS (continued)

- Community Education classes will be paid based on class size, regardless of academic rank, as follows: \$11.63/hr. for 5-7; \$14.84/hr. for 8-11; or \$18.11/hr. for 12 or more students.
- Driver Education and Parent, Children & Divorce classes will be paid \$18.11 per contact hour, regardless of academic rank.
- CDL Examiners will be paid at the rate of \$119.44 per test.
- CPR and First Aid Instructors will be paid at the rate of \$25.50 per hour.

LIFETIME LEARNERS INSTITUTE

- Lifetime Learners Institute instructors, regardless of academic rank, will be paid at the rate of \$37.69 per lecture.

CONTINUING WORKFORCE EDUCATION RATES

Continuing Workforce Education (C.W.E.) instructors will be paid at a market rate as determined by the Director, Corporate and Community Education. C.W.E. may be assigned as regular load.

OVERLOADS

Courses taught by full-time SFSC employees and retirees will be paid as provided below, except as noted*:

- College credit, institutional credit (E.P.I.), and college preparatory (developmental) courses

		<u>3 credit course</u>
Rank III, IIIB, IV (Bachelor's degree or less).....	\$584.72 per credit	\$1,754.16
Rank II (Master's degree).....	\$638.29 per credit	\$1,914.87
Rank IIA/IA (Master's + 30/Specialist/ABD).....	\$646.17 per credit	\$1,938.51
Rank I (Doctorate).....	\$666.37 per credit	\$1,999.11

- Occupational certificate courses and substitutes (other than as specified below)
 - Rank III, IIIB, IV (Bachelor's degree or less)..... \$24.38 per contact hour
 - Rank II (Master's degree)..... \$26.83 per contact hour
 - Rank IIA/IA (Master's + 30/Specialist/ABD)..... \$27.85 per contact hour
 - Rank I (Doctorate)..... \$28.87 per contact hour
- Clinical and lab courses in health-related fields will be paid the following rates, regardless of academic rank:
 - Dental \$32.28 per contact hour
 - EMS/Paramedic \$21.84 per contact hour
 - Nursing \$32.28 per contact hour
 - Radiography \$25.85 per contact hour
- Apprenticeship courses will be paid at the rate of \$26.62 per contact hour, regardless of academic rank.
- Electrical Line Repair courses will be paid at the rate of \$26.62 per contact hour, regardless of academic rank.
- Adult Education courses will be paid at the rate of \$20.40 per contact hour, regardless of academic rank.
- Driver Education and Parent, Children & Divorce classes will be paid \$18.62 per contact hour, regardless of academic rank.

SALARY RATES FOR ADJUNCT INSTRUCTION AND OVERLOADS (continued)

- Full-time staff acting as CDL Examiners will be paid at the rate of \$123.01 per test.
- Full-time instructional faculty/staff teaching college credit labs will receive 0.75 load credits for each course lab hour. Any resulting overload will be paid at the overload credit rate.

*NOTE: Courses taught by current full-time, non-exempt employees will be paid at the overload rate or the employee's overtime rate, whichever is greater.

INSTRUCTIONAL AIDES

Instructional Aide positions may be approved for programs with extensive laboratory or individualized instruction components. Part-time Instructional Aide positions are temporary, term-by-term positions, subject to program enrollment. Program enrollment criterion related to instructional aides is subject to approval by the President (or designee).

- Instructional Aide \$11.48 per hour
- Learning Lab Specialist..... \$13.41 per hour

MISCELLANEOUS

- Accelerated Learning Evaluation (per course evaluated):

Adjunct:	\$33.61
Overload:	\$34.58

- FCCPC Observation (per observation):

Adjunct:	\$70.74
Overload:	\$72.83

- Adjunct faculty attending a required training workshop/event will be paid as follows:
\$30.00 per Educational Technology online workshop and Adult Education professional development workshop; and \$50.00 per Educational Technology on-campus workshop, regardless of academic rank. There will be no compensation for the Adjunct Basic workshop provided by Educational Technology.
- EMS Preceptor Orientation \$51.00 per session attended

The President may authorize higher hourly or credit rates for courses requiring special consideration.