

**ARTICLE 12
COMPENSATION**

Section 1. Wages

All Faculty will be paid based on the following salary schedule:

Credit	Rate Per Hour (1 point = 4 instructional hours)	Rate Per Point (12 points = 48 instructional hours)
Adjunct I	\$52.25 \$62.70	\$209 \$250.80 per point 12 points= \$2,508 \$3,009.60
Adjunct I (Hard to Hire)	\$57.25 \$68.70	\$229 \$274.80 per point 12 points = \$2,748 \$3,297.60
Adjunct II	\$57.25 \$68.70	\$229 \$274.80 per point 12 points = \$2,748 \$3,297.60
Adjunct II (Hard to Hire)	\$62.25 \$74.70	\$249 \$298.80 per point 12 points = \$2,988 \$3,585.60

	Rate Per Hour (1 Point = 5 contact hours)	Rate Per Point
Vocational Credit		
Adjunct I	\$43.35 \$52.02	Points vary based on course contact hours
Adjunct I (Hard to Hire)	\$51.50 \$61.80	Points vary based on course contact hours
Adjunct II	\$48.35 \$58.02	Points vary based on course contact hours
Adjunct II (Hard to Hire)	\$56.50 \$67.80	Points vary based on course contact hours

	Rate Per Hour (1 point = 5 contact hours)	Rate Per Point
Non-Credit. (e.g. adult education, continuing workforce education, lifelong learning or recreational)		
G1	\$25 \$30	Points vary based on course contact hours
G2	\$32 \$37	Points vary based on course contact hours

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G3	\$42 \$47	Points vary based on course contact hours
G4	\$55 \$60	Points vary based on course contact hours

Administrative Task (including mandatory training or mandatory meetings and orientation)	1 Point= 5 hours	Points vary on task 1 Point = \$100-\$120
	\$20 \$25	

Substitute	Rate Per Hour
	\$22-\$26.40

Section 2. Level II Adjunct Faculty

Faculty who have taught credit courses for two (2) major terms in two consecutive calendar years will be designated as Level II adjunct faculty. To be elevated to Level II, adjunct faculty must possess a terminal degree and have completed the College specified professional development course(s). **1) ACUE Effective Teaching Practices and 2) ACUE Effective Online Teaching Practices.** All other adjunct faculty will be referenced as Level I adjunct faculty. Further, any Adjunct Faculty who has not taught for one (1) calendar year will be terminated unless a special exception is made by the College. If a previously terminated Adjunct Faculty reapplies to teach at the College, they will return to Level I Adjunct status.

Section 3. Compensation for Large Class Size

For credit classes with enrollment above **49 36** students, adjunct faculty will be assigned additional points, based on a three-credit 12-point class, according to the following chart. Classes with a base of other than 12 points will be adjusted proportionally. Class size will be determined by the number of paid students enrolled, as shown by the first class roll following the 100 percent refund date.

Number of Students		Points Paid	Number of Students		Points Paid
From	To		From	To	
36	49	13			
50	54	13-14	90	94	21-22
55	59	14-15	95	99	22-23

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60	64	15-16	100	104	23-24
65	69	16-17	105	109	24-25
70	74	17-18	110	114	24-25
75	79	18-19	115	119	24-25
80	84	19-20	120	124	24-25
85	89	20-21			

Section 4. Compensation for Small Class Size

Classes with low enrollment, which would normally cause a class to be canceled, may be prorated for reduced points or reduced hourly rate (as appropriate to meet departmental productivity) and offered to a bargaining unit member. If mutually agreeable, the course will be assigned to the reduced points or hourly rate. **Faculty will be notified of the course pay rate in writing in advance of the beginning of the start of the course.**