

**ARTICLE 12
COMPENSATION**

Section 1. Wages and Substitute Pay

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 <u>\$53.30</u>	\$209 <u>\$213.20</u> per point 12 Points = \$2,508 <u>\$2,558.40</u>
Adjunct I (Hard to Hire)	\$57.25 <u>\$58.40</u>	\$229 <u>\$233.60</u> per point 12 Points = \$2,748 <u>\$2,803.20</u>
Adjunct II	\$57.25 <u>\$58.40</u>	\$229 <u>\$233.60</u> per point 12 Points = \$2,748 <u>\$2,803.20</u>
Adjunct II (Hard to Hire)	\$62.25 <u>\$63.50</u>	\$249 <u>\$254</u> per point 12 points = \$2,988 <u>\$3,048</u>

Vocational Credit	Rate per Hour (1 Point = 5 contact hours)	Rate Per Point
Adjunct I	\$43.35 <u>\$44.22</u>	Points vary based on course contact hours
Adjunct I (Hard to Hire)	\$51.50 <u>\$52.53</u>	Points vary based on course contact hours
Adjunct II	\$48.35 <u>\$49.32</u>	Points vary based on course contact hours
Adjunct II (Hard to Hire)	\$56.50 <u>\$57.63</u>	Points vary based on course contact hours

Non-Credit (e.g. adult education, continuing workforce education, lifelong learning or recreational)	Rate per Hour (1 Point = 5 contact hours)	Rate Per Point

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G1	\$25	Points vary based on course contact hours
G2	\$32	Points vary based on course contact hours
G3	\$42	Points vary based on course contact hours
G4	\$55	Points vary based on course contact hours

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

Substitute Pay	Rate per hour
	\$22

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). 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 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 proportionately. 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.

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Number of Students		Points Paid	Number of Students		Points Paid
From	To		From	To	
50	54	13	90	94	21
55	59	14	95	99	22
60	64	15	100	104	23
65	69	16	105	109	24
70	74	17	110	114	24
75	79	18	115	119	24
80	84	19	120	124	24
85	89	20			

Section 4. Compensation for Small Class Size

Credit 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 for the reduced points or hourly rate. Faculty will be notified of the assigned points for the course in writing in advance of the beginning of the start of the course.


Section 5. Non-Credit Course Adjustment

Non-credit courses may have hourly rates and/or points adjusted by the Department Chairs based on enrollment, course content or other variables. No course shall have the hourly rate reduced or points reduced without the written consent of the faculty member. Other selected courses may have the hourly rates/points increased.

Section 6. Faculty Award

In appreciation of faculty's commitment to educational excellence during the COVID-19 Pandemic and for participating in training on pedagogy that fosters student success and/or restructuring course deliveries to meet the multiple modalities introduced to accommodate student learning, the College will provide to all eligible active faculty a one-time, non-recurring award as follows:

- Faculty who complete by December 31, 2022, a minimum of three (3) College designated Learning Management System (LMS) workshops (total of 12 hours), will receive a one-time award of \$240 no later than January 31, 2023. The programming for this training is intended to provide a coordinated approach to professional development opportunities for faculty to support student success at MDC. No more than 12 hours of training shall be required in order to receive the one-time \$240 Faculty Award. The College will make the sole determination as to whether faculty have completed the training entitling them to \$240.

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