

EXPLANATION OF SALARY PLACEMENT FOR TEMPORARY (PART-TIME) FACULTY

A. INITIAL SALARY PLACEMENT FOR PART-TIME FACULTY WITH CLASSROOM ASSIGNMENTS

Part-time classroom faculty members are paid between \$1,515 and \$2,575 per semester per 10% load with a starting salary between \$1,515 and \$2,196 per 10% load depending on level of educational attainment*.

*Load is based on the type of assignment. Classroom faculty may be assigned any combination of lecture, lab or lecture/lab classes. The load for such assignments is as follows:

3 hour per week lecture = .2 load

3 hour per week lecture/lab = .15 load

3 hour per week lab = .1333 load (Except for those listed on Appendix F of the VCCCD/AFT Contract calculated at 75% of regular load.)

Initial placement on the salary schedule is based on the level of educational attainment (column) and full-time teaching experience (row). Initial step placement cannot exceed step 2 which requires a minimum of two years of full-time teaching experience.

| FACULTY CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2015 | | | |
|--|-------------------------------|-----------------------------|---|
| STEP | CLASS I Credential | CLASS II Masters | CLASS III Earned Doctorate |
| 1 | 1,515 | 1,818 | 2,121 |
| 2 | 1,591 | 1,895 | 2,196 |
| 3 | 1,666 | 1,969 | 2,273 |
| 4 | 1,743 | 2,045 | 2,347 |
| 5 | 1,818 | 2,121 | 2,423 |
| 6 | 1,895 | 2,196 | 2,499 |
| 7 | 1,969 | 2,273 | 2,575 |

Salary Placement Example: An instructor with a master's degree and less than two years of full-time (not full-time equivalent) teaching experience will be placed on column II, step 1 (\$1,818) of the salary schedule. Assuming the instructor is assigned to teach one 3 unit lecture class, the instructor will be compensated as follows: \$1,818 x 2** = \$3,636 total wages for the semester. **The factor of 2 is based on a .2 load. The rates provided in the table are for a load of .1.

B. INITIAL SALARY PLACEMENT FOR PART-TIME FACULTY WITH NON-CLASSROOM ASSIGNMENTS

Part-time non-classroom faculty members are paid between \$2,021 and \$3,433 per semester per 10% load with a starting salary between \$2,021 and \$2,929 per 10% load depending on the level of educational attainment*.

*Load is based on the percentage of a 35 hour work week that is assigned to the faculty member. For example, a faculty member with a 30% load works 10.5 hours per week.

Initial placement on the salary schedule is based on level of educational attainment (column) and full-time teaching experience (row). Initial step placement cannot exceed step 2 which requires a minimum of two years of full-time teaching experience.

| FACULTY NON-CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2015 | | | |
|--|-------------------------------|-----------------------------|---|
| STEP | CLASS I Credential | CLASS II Masters | CLASS III Earned Doctorate |
| 1 | 2,021 | 2,423 | 2,827 |
| 2 | 2,121 | 2,525 | 2,929 |
| 3 | 2,221 | 2,626 | 3,030 |
| 4 | 2,323 | 2,726 | 3,130 |
| 5 | 2,423 | 2,827 | 3,231 |
| 6 | 2,525 | 2,929 | 3,333 |
| 7 | 2,626 | 3,030 | 3,433 |

Salary Placement Example: A counselor with a master's degree and less than two years of full-time teaching experience will be placed on column II, step 1 (\$2,423) of the salary schedule. Assuming the instructor is assigned a 30% load (10 ½ hours per week), the instructor will be compensated as follows: \$2,423 x 3** = \$7,269 total wages for the semester. **The factor of 3 is based on a .3 load. The rates provided in the table are for a load of .1.