

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 \$1,561 and \$2,653 per semester per 10% load with a starting salary between \$1,561 and \$2,262 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 2016			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,561	1,873	2,185
2	1,639	1,952	2,262
3	1,716	2,028	2,342
4	1,796	2,107	2,418
5	1,873	2,185	2,496
6	1,952	2,262	2,574
7	2,028	2,342	2,653

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 (\$1,873) of the salary schedule. Assuming the instructor is assigned to teach one 3 unit lecture class, the instructor will be compensated as follows: \$1,873 x 2** = \$3,746 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 \$2,082 and \$3,537 per semester per 10% load with a starting salary between \$2,082 and \$3,017 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 2016			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,082	2,496	2,912
2	2,185	2,601	3,017
3	2,288	2,705	3,122
4	2,393	2,808	3,225
5	2,496	2,912	3,329
6	2,601	3,017	3,434
7	2,705	3,122	3,537

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 (\$2,496) of the salary schedule. Assuming the instructor is assigned a 30% load (10 ½ hours per week), the instructor will be compensated as follows: \$2,496 x 3** = \$7,488 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.