

## 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.

<b>FACULTY CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2015</b>			
<b>STEP</b>	<b>CLASS I Credential</b>	<b>CLASS II Masters</b>	<b>CLASS III Earned Doctorate</b>
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.

<b>FACULTY NON-CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2015</b>			
<b>STEP</b>	<b>CLASS I Credential</b>	<b>CLASS II Masters</b>	<b>CLASS III Earned Doctorate</b>
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.