

## 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 \$1,718 and \$2,919 per semester per 10% load with a starting salary between \$1,718 and \$2,489 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 2020</b>			
<b>STEP</b>	<b>CLASS I Credential</b>	<b>CLASS II Masters</b>	<b>CLASS III Earned Doctorate</b>
1	1,718	2,061	2,404
2	1,802	2,149	2,489
3	1,888	2,230	2,577
4	1,977	2,318	2,660
5	2,061	2,404	2,746
6	2,149	2,489	2,832
7	2,230	2,577	2,919

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 (\$2,061) of the salary schedule. Assuming the instructor is assigned to teach one 3 unit lecture class, the instructor will be compensated as follows:  $\$2,061 \times 2^{**} = \$4,122$  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 \$2,291 and \$3,891 per semester per 10% load with a starting salary between \$2,291 and \$3,319 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 2018</b>			
<b>STEP</b>	<b>CLASS I Credential</b>	<b>CLASS II Masters</b>	<b>CLASS III Earned Doctorate</b>
1	2,291	2,746	3,203
2	2,404	2,862	3,319
3	2,518	2,975	3,435
4	2,633	3,089	3,548
5	2,746	3,203	3,662
6	2,862	3,319	3,778
7	2,975	3,435	3,891

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 (\$2,746) of the salary schedule. Assuming the instructor is assigned a 30% load (10 ½ hours per week), the instructor will be compensated as follows: \$2,746 x 3\*\* = \$8,238 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.