

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 \$1,752 and \$2,977 per semester per 10% load with a starting salary between \$1,752 and \$2,539 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 2021			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,752	2,102	2,452
2	1,838	2,192	2,539
3	1,926	2,275	2,629
4	2,017	2,364	2,713
5	2,102	2,452	2,801
6	2,192	2,539	2,889
7	2,275	2,629	2,977

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 (\$2,102) of the salary schedule. Assuming the instructor is assigned to teach one 3 unit lecture class, the instructor will be compensated as follows: \$2,102 x 2** = \$4,204 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 \$2,337 and \$3,969 per semester per 10% load with a starting salary between \$2,337 and \$3,385 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 2021			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,337	2,801	3,267
2	2,452	2,919	3,385
3	2,568	3,035	3,504
4	2,686	3,151	3,619
5	2,801	3,267	3,735
6	2,919	3,385	3,854
7	3,035	3,504	3,969

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 (\$2,801) of the salary schedule. Assuming the instructor is assigned a 30% load (10 ½ hours per week), the instructor will be compensated as follows: \$2,801 x 3** = \$8,403 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.