

Effective at the beginning of~~on or after~~ the first full pay period after ratification of this Agreement, the following appendix shall be in effect:

**APPENDIX C-1**

2016-17

**PART-TIME TEACHING FACULTY RATE PER ASSIGNED WORKLOAD HOUR  
BASED ON HIGHEST RELATED DEGREE**

	<b>HS</b>	<b>AD</b>	<b>BD</b>	<b>MD</b>	<b>MD2/ MFA</b>	<b>MSN/ PD</b>
<b>Adjunct Instructor Step 1 (post 5/21/12)</b>	\$510	\$570	\$610	\$650	\$690	\$730
<b>Adjunct Instructor Step 2 (includes all pre 5/21/12)</b>	\$630	\$675	\$730	\$775	\$790	\$805
<b>Adjunct Associate Professor Step 1</b>	\$718	\$770	\$833	\$885	\$903	\$920
<b>Adjunct Associate Professor Step 2</b>			\$843	\$895	\$913	\$930
<b>Adjunct Professor</b>			\$883	\$935	\$953	\$970

**PART-TIME TEACHING FACULTY RATE PER ASSIGNED TEACHING CONTACT HOUR  
BASED ON HIGHEST RELATED DEGREE**

	<b>HS</b>	<b>AD</b>	<b>BD</b>	<b>MD</b>	<b>MD2/ MFA</b>	<b>MSN/ PD</b>
<b>Adjunct Instructor Step 1 (post 5/21/12)</b>	\$31.88	\$35.63	\$38.13	\$40.63	\$43.13	\$45.63
<b>Adjunct Instructor Step 2 (includes all pre 5/21/12)</b>	\$39.38	\$42.19	\$45.63	\$48.44	\$49.38	\$50.31
<b>Adjunct Associate Professor Step 1</b>	\$44.88	\$48.13	\$52.06	\$55.31	\$56.44	\$57.50
<b>Adjunct Associate Professor Step 2</b>			\$52.69	\$55.94	\$57.06	\$58.13
<b>Adjunct Professor</b>			\$55.19	\$58.44	\$59.56	\$60.63

**PART-TIME TEACHING FACULTY RATE PER ASSIGNED NON-TEACHING HOUR  
BASED ON HIGHEST RELATED DEGREE**

	<b>HS</b>	<b>AD</b>	<b>BD</b>	<b>MD</b>	<b>MD2/ MFA</b>	<b>MSN/ PD</b>
<b>Adjunct Instructor Step 1 (post 5/21/12)</b>	\$15.94	\$17.81	\$19.06	\$20.31	\$21.56	\$22.81
<b>Adjunct Instructor Step 2 (includes all pre 5/21/12)</b>	\$19.69	\$21.09	\$22.81	\$24.22	\$24.69	\$25.16
<b>Adjunct Associate Professor Step 1</b>	\$22.44	\$24.06	\$26.03	\$27.66	\$28.22	\$28.75
<b>Adjunct Associate Professor Step 2</b>			\$26.34	\$27.97	\$28.53	\$29.06
<b>Adjunct Professor</b>			\$27.59	\$29.22	\$29.78	\$30.31

Effective at the beginning of the first full pay period of the 2017-18 academic year, the following schedules shall be in effect:

2017-18  
PART-TIME TEACHING FACULTY RATE PER ASSIGNED WORKLOAD HOUR  
BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$519	\$580	\$621	\$661	\$702	\$743
<b>Adjunct Instructor Step 2</b>	\$641	\$687	\$743	\$789	\$804	\$819
<b>Adjunct Associate Professor Step 1</b>	\$731	\$783	\$848	\$900	\$919	\$936
<b>Adjunct Associate Professor Step 2</b>			\$858	\$911	\$929	\$946
<b>Adjunct Professor</b>			\$898	\$951	\$970	\$987

PART-TIME TEACHING FACULTY RATE PER ASSIGNED TEACHING CONTACT HOUR  
BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$32.44	\$36.25	\$38.81	\$41.31	\$43.88	\$46.44
<b>Adjunct Instructor Step 2</b>	\$40.06	\$42.94	\$46.44	\$49.31	\$50.25	\$51.19
<b>Adjunct Associate Professor Step 1</b>			\$53.00	\$56.25	\$57.44	\$58.50
<b>Adjunct Associate Professor Step 2</b>			\$53.63	\$56.94	\$58.06	\$59.13
<b>Adjunct Professor</b>			\$56.13	\$59.44	\$60.63	\$61.69

PART-TIME TEACHING FACULTY RATE PER ASSIGNED NON-TEACHING HOUR  
BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$16.22	\$18.13	\$19.41	\$20.66	\$21.94	\$23.22
<b>Adjunct Instructor Step 2</b>	\$20.03	\$21.47	\$23.22	\$24.66	\$25.13	\$25.59
<b>Adjunct Associate Professor Step 1</b>	\$22.84	\$24.47	\$26.50	\$28.13	\$28.72	\$29.25
<b>Adjunct Associate Professor Step 2</b>			\$26.81	\$28.47	\$29.03	\$29.56
<b>Adjunct Professor</b>			\$28.06	\$29.72	\$30.31	\$30.84

Effective at the beginning of the first full pay period of the 2018-19 academic year, the following schedules shall be in effect:

2018-19

PART-TIME TEACHING FACULTY RATE PER ASSIGNED WORKLOAD HOUR  
BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$528	\$590	\$632	\$673	\$714	\$756
<b>Adjunct Instructor Step 2</b>	\$652	\$699	\$756	\$802	\$818	\$833
<b>Adjunct Associate Professor Step 1</b>	\$744	\$797	\$862	\$916	\$935	\$952
<b>Adjunct Associate Professor Step 2</b>			\$873	\$927	\$945	\$963
<b>Adjunct Professor</b>			\$914	\$968	\$987	\$1,004

PART-TIME TEACHING FACULTY RATE PER ASSIGNED TEACHING CONTACT HOUR  
BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$33.00	\$36.88	\$39.50	\$42.06	\$44.63	\$47.25
<b>Adjunct Instructor Step 2</b>	\$40.75	\$43.69	\$47.25	\$50.13	\$51.13	\$52.06
<b>Adjunct Associate Professor Step 1</b>	\$46.50	\$49.81	\$53.88	\$57.25	\$58.44	\$59.50
<b>Adjunct Associate Professor Step 2</b>			\$54.56	\$57.94	\$59.06	\$60.19
<b>Adjunct Professor</b>			\$57.13	\$60.50	\$61.69	\$62.75

PART-TIME TEACHING FACULTY RATE PER ASSIGNED NON-TEACHING HOUR  
BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$16.50	\$18.44	\$19.75	\$21.03	\$22.31	\$23.63
<b>Adjunct Instructor Step 2</b>	\$20.38	\$21.84	\$23.63	\$25.06	\$25.56	\$26.03
<b>Adjunct Associate Professor Step 1</b>	\$23.25	\$24.91	\$26.94	\$28.63	\$29.22	\$29.75
<b>Adjunct Associate Professor Step 2</b>			\$27.28	\$28.97	\$29.53	\$30.09
<b>Adjunct Professor</b>			\$28.56	\$30.25	\$30.84	\$31.38

Effective at the beginning of the first full pay period of the 2019-20 academic year, the following schedules shall be in effect:

2019-20

PART-TIME TEACHING FACULTY RATE PER ASSIGNED WORKLOAD HOUR  
 BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$537	\$600	\$643	\$685	\$727	\$769
<b>Adjunct Instructor Step 2</b>	\$664	\$711	\$769	\$816	\$832	\$848
<b>Adjunct Associate Professor Step 1</b>	\$757	\$811	\$878	\$932	\$951	\$969
<b>Adjunct Associate Professor Step 2</b>			\$888	\$943	\$962	\$980
<b>Adjunct Professor</b>			\$930	\$985	\$1,004	\$1,022

PART-TIME TEACHING FACULTY RATE PER ASSIGNED TEACHING CONTACT HOUR  
 BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$33.56	\$37.50	\$40.19	\$42.81	\$45.44	\$48.06
<b>Adjunct Instructor Step 2</b>	\$41.50	\$44.44	\$48.06	\$51.00	\$52.00	\$53.00
<b>Adjunct Associate Professor Step 1</b>	\$47.31	\$50.69	\$54.88	\$58.25	\$59.44	\$60.56
<b>Adjunct Associate Professor Step 2</b>			\$55.50	\$58.94	\$60.13	\$61.25
<b>Adjunct Professor</b>			\$58.13	\$61.56	\$62.75	\$63.88

PART-TIME TEACHING FACULTY RATE PER ASSIGNED NON-TEACHING HOUR  
 BASED ON HIGHEST RELATED DEGREE

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
<b>Adjunct Instructor Step 1</b>	\$16.78	\$18.75	\$20.09	\$21.41	\$22.72	\$24.03
<b>Adjunct Instructor Step 2</b>	\$20.75	\$22.22	\$24.03	\$25.50	\$26.00	\$26.50
<b>Adjunct Associate Professor Step 1</b>	\$23.66	\$25.34	\$27.44	\$29.13	\$29.72	\$30.28
<b>Adjunct Associate Professor Step 2</b>			\$27.75	\$29.47	\$30.06	\$30.63
<b>Adjunct Professor</b>			\$29.06	\$30.78	\$31.38	\$31.94

Pursuant to the parties' agreement that all Teaching Faculty should model completion of College Degree(s) related to their field from an accredited College or University, Adjunct Instructors hired after May 21, 2012, who are on the HS or AD Level will not advance beyond Adjunct

Instructor Steps until they achieve BD Level or higher and are approved for Adjunct Associate Professor status.

An Adjunct Instructor on Step 1 will advance to Step 2 at the beginning of the academic year after achieving the following requirements and submitting a written request for advancement to Human Resources by June 30:

1. Satisfactory completion of at least four (4) semesters of teaching credit courses in the position;
2. Satisfactorily teaching a cumulative total of forty-eight (48) workload hours in the position;
3. Successful completion of sixteen (16) hours of Center for Teaching Excellence (CTE) workshops or the equivalent in participation in professional development activities of like value. The eight (8) hours of professional activities must be approved by the member's immediate supervisor. Thus, members are encouraged to seek preapproval;
4. Completion of a performance review for the position pursuant to Article XIV establishing that the member is effective in performing assigned work and achieving student success goals and is otherwise satisfying performance-related expectations.

An Adjunct Instructor on Step 1 or Step 2 will advance to Adjunct Associate Professor Step 1 at the beginning of the academic year after achieving the status of Adjunct Associate Professor.

An Adjunct Associate Professor on Step 1 will advance to Step 2 at the beginning of the academic year after achieving the following requirements and submitting a written request for advancement to Human Resources by June 30:

1. Satisfactory completion of at least ten (10) semesters of teaching credit courses in the position;
2. Satisfactorily teaching a cumulative total of one hundred eight (108) workload hours in the position;
3. Successful completion of twenty-four (24) hours of Center for Teaching Excellence (CTE) workshops or the equivalent in participation in professional development activities of like value. The eight (8) hours of professional activities must be approved by the member's immediate supervisor. Thus, members are encouraged to seek preapproval;
4. Completion of a performance review for the position pursuant to Article XIV within the preceding six years establishing that the member is effective in performing assigned work and achieving student success goals and is otherwise satisfying performance-related expectations.

An Adjunct Associate Professor on Step 1 or Step 2 will advance to Adjunct Professor at the beginning of the academic year after achieving the status of Adjunct Professor and remain there for so long as that status continues.

NOTE: Adjunct Instructors hired into their positions prior to May 21, 2012, will be folded into Adjunct Instructor 2 effective upon ratification. Other Adjunct Teaching Faculty will move as they satisfy the contractual requirements.

NOTE: Contact hour (1/16) and non-teaching hour (1/32) rate tables will be developed and inserted when agreement is reached on overall rates.