

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-2

~~2012-2016-17~~

**PART-TIME TEACHING CLINICIAN
RATE PER CONTACT HOUR
BASED ON DEGREE REQUIRED FOR THE POSITION**

	AD	BD	MD
Probationary Teaching Clinician	\$24.20	\$25.85	\$27.50
Associate Continuing Contract Teaching Clinician	\$36.30	\$38.75	\$41.25

	HS	AD	BD	MD	<u>MD2/ MFA</u>	<u>MSN/ PD</u>
<u>Step 1</u>	<u>\$24.55</u>	<u>\$27.45</u>	<u>\$29.35</u>	<u>\$31.30</u>	<u>\$32.45</u>	<u>\$35.15</u>
<u>Step 2</u>	<u>\$25.75</u>	<u>\$28.65</u>	<u>\$30.55</u>	<u>\$32.50</u>	<u>\$34.40</u>	<u>\$36.35</u>
<u>Step 3</u>	<u>\$26.95</u>	<u>\$29.85</u>	<u>\$31.75</u>	<u>\$33.70</u>	<u>\$35.60</u>	<u>\$37.55</u>
<u>Step 4</u>	<u>-</u>	<u>-</u>	<u>\$40.10</u>	<u>\$42.60</u>	<u>\$43.45</u>	<u>\$44.30</u>

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

**2017-18 PART-TIME TEACHING CLINICIAN
RATE PER CONTACT HOUR
BASED ON DEGREE REQUIRED FOR THE POSITION**

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
Step 1	\$24.92	\$27.86	\$29.79	\$31.77	\$32.94	\$35.68
Step 2	\$26.14	\$29.08	\$31.01	\$32.99	\$34.92	\$36.90
Step 3	\$27.35	\$30.30	\$32.23	\$34.21	\$36.13	\$38.11
Step 4			\$40.70	\$43.24	\$44.10	\$44.96

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

**2018-19 PART-TIME TEACHING CLINICIAN
RATE PER CONTACT HOUR
BASED ON DEGREE REQUIRED FOR THE POSITION**

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
Step 1	\$25.29	\$28.28	\$30.24	\$32.25	\$33.43	\$36.21
Step 2	\$26.53	\$29.52	\$31.47	\$33.48	\$35.44	\$37.45
Step 3	\$27.76	\$30.75	\$32.71	\$34.72	\$36.68	\$38.68
Step 4			\$41.31	\$43.89	\$44.76	\$45.64

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

2019-20 PART-TIME TEACHING CLINICIAN
RATE PER CONTACT HOUR
BASED ON DEGREE REQUIRED FOR THE POSITION

	HS	AD	BD	MD	MD2/ MFA	MSN/ PD
Step 1	\$25.67	\$28.70	\$30.69	\$32.73	\$33.93	\$36.76
Step 2	\$26.93	\$29.96	\$31.95	\$33.98	\$35.97	\$38.01
Step 3	\$28.18	\$31.21	\$33.20	\$35.24	\$37.23	\$39.27
Step 4			\$41.93	\$44.55	\$45.43	\$46.32

When this Appendix becomes effective, part-time Teaching Clinicians who are not red-circled or at the top of the scale will advance from one step to the next as follows, except that a probationary part-time Teaching Clinician shall not advance beyond Step 3.

A probationary part-time Teaching Clinician will initially advance to the next Step on the compensation schedule for the member's assigned status 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 two (2) semesters of teaching clinical courses at the College;
- 2) Satisfactorily teaching a cumulative total of twenty-four (24) workload hours of clinical courses at the College;
- 3) Successful completion of eight (8) 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 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.

A probationary part-time Teaching Clinician will advance another Step (if one is remaining) on the compensation schedule for the member's assigned status 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 two (2) additional semesters of teaching clinical courses at the College since the most recent step increase;
- 2) Satisfactorily teaching a cumulative total of twenty four (24) additional workload hours of clinical courses at the College since the most recent step increase;
- 3) Successful completion of eight (8) additional hours of Center for Teaching Excellence (CTE) workshops or the equivalent in participation in professional development activities of like value since the most recent step increase. 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 an additional performance review since the most recent step increase 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.

When this Appendix becomes effective, Associate Continuing Contract Teaching Clinicians who are not red-circled or at the top of the scale will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step.

Effective at the beginning of the first full pay period of the 2017-18 Academic Year, Associate Continuing Contract Teaching Clinicians who are not red-circled or at the top of the scale will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step.

Effective at the beginning of the first full pay period of the 2018-19 Academic Year, Associate Continuing Contract Teaching Clinicians who are not red-circled or at the top of the scale will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step.

Effective at the beginning of the first full pay period of the 2019-20 Academic Year, Associate Continuing Contract Teaching Clinicians who are not red-circled or at the top of the scale will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step.