

Title: #IV-16A. Adjunct and Supplemental Employment of Instructional Personnel

Date: September 24, 2025 (replaces version dated June 14, 2022)

I. Adjunct Faculty in Credit Courses Per Each Hour of Instruction

<u>Associates</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Doctorate*</u>
\$480	\$550	\$600	\$630

*The J.D. shall be considered doctoral equivalent for pay purposes.

II. Adjunct Supervision of Residency Students

Master's Degree or higher \$350 per student teacher

III. Adjunct Clinical Faculty in Nursing

A. First-Year Clinics (225 hrs. per semester, maximum)

1. Bachelor's Degree	\$35/hr.	\$7,875/ sem. max.
2. Master's Degree	\$38/hr.	\$8,550/ sem. max.

B. Second-Year Clinics (285 hrs. per semester, maximum)

1. Bachelor's Degree	\$35/hr.	\$9,975/ sem. max.
2. Master's Degree	\$38/hr.	\$10,830/ sem. max.

C. Laboratory Instruction \$35/hr.

IV. Adjunct Laboratory Course Instructors

(Three-credit classes in Applied Technology programs that meet for six clock hours per week.)

1. Bachelor's Degree or less	\$17.00 per contact hour
2. Master's Degree or higher	\$18.00 per contact hour

V. Full-Time Faculty Supplemental Pay Rates

A. Overload classes in Fall or Spring Semester Per Each Hour of Instruction.

<u>Associates</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Doctorate*</u>
\$480	\$550	\$600	\$630

*The J.D. shall be considered doctoral equivalent for pay purposes.

B. Special non-instructional projects \$20/hour

C. Full-Time Faculty in Summer Classes Per Each Hour of Instruction

<u>Associates</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Doctorate*</u>
\$600	\$705	\$780	\$825

*The J.D. shall be considered doctoral equivalent for pay purposes.

Full-time faculty are compensated for teaching summer classes with the expectation that they will be available to meet with students, advise first-time and transient students, serve on committee assignments, and perform other duties normally associated with their courses, programs, and divisions.

VI. Non-Credit Instruction

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| A. Instructor for the delivery of short-term program through Workforce & Economic Development (WED) which does not lead to a recognized 3 rd party credential | \$ 45.00 per hour |
| B. WED Program Development/Curriculum (must be a new program and subject to availability of funds) | \$ 25.00 per hour |
| C. WED instructors for community education/personal enrichment courses | \$ 30.00 per hour |
| D. WED instructors for delivery of highly technical material or those authorized to deliver training or testing leading to a recognized 3 rd party credential | Negotiated rate not to exceed \$ 60.00 per hour |
| E. State Approved Course Program Coordinator stipend (i.e. Certified Nursing Assistant program requirement) | \$700.00 per year |
| F. WED Honorarium for Seminars | \$100.00 minimum |
| G. Contract Courses
Business, industries, or organizations that contract the college to develop and deliver a course specifically for their own personnel may negotiate a salary and other expenses (e.g., travel, preparation, etc.) that will be covered entirely by the sponsoring agency or grant | Negotiated rate |
| H. Professional Development & Technical Certifications
Highly qualified persons for Professional Development courses or courses resulting in technical certification may be hired at fee levels commensurate with existing custom and practice in the business and industry market. | Negotiated rate |

Note: All rates are effective beginning Fall 2022 term (2023-01)

Responsible Administrator: Executive Director of Human Resources, 304-424-8212