

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 \$1,968 and \$3,344 per semester per 10% load with a starting salary between \$1,968 and \$3,047 per 10% load depending on level of educational attainment and years of teaching experience.

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 4, which requires a minimum of six years of full-time (or full-time equivalent) teaching experience.

FACULTY CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2023			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	1,968	2,361	2,754
2	2,064	2,462	2,852
3	2,163	2,555	2,953
4	2,265	2,655	3,047
5	2,361	2,754	3,146
6	2,462	2,852	3,245
7	2,555	2,953	3,344

Salary Placement Example: An instructor with a master's degree and less than two years of full-time (or full-time equivalent) teaching experience will be placed on column II, step 1 (\$2,361) of the salary schedule. Assuming the instructor is assigned to teach one 3-unit lecture class (.2 load), the instructor will be compensated as follows: $\$2,361 \times 2 = \$4,722$ total wages for the semester. 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 \$2,625 and \$4,458 per semester per 10% load with a starting salary between \$2,625 and 4,065 per 10% load depending on the level of educational attainment and years of teaching experience.

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 4, which requires a minimum of two years of full-time (or full-time equivalent) teaching experience.

FACULTY NON-CLASSROOM SALARY SCHEDULE PER .1 LOAD EFFECTIVE FALL 2023			
STEP	CLASS I Credential	CLASS II Masters	CLASS III Earned Doctorate
1	2,625	3,146	3,669
2	2,754	3,279	3,802
3	2,884	3,409	3,935
4	3,017	3,539	4,065
5	3,146	3,669	4,195
6	3,279	3,802	4,328
7	3,409	3,935	4,458

Salary Placement Example: A counselor with a master’s degree and less than two years of full-time (or full-time equivalent) teaching experience will be placed on column II, step 1 (\$3,146) of the salary schedule. Assuming the instructor is assigned a 30% load (10 ½ hours per week) (.3 load), the instructor will be compensated as follows: \$3,146 x 3 = \$9,438 total wages for the semester. Factor of 3 is based on a .3 load. The rates provided in the table are for a load of .1.