

CIO ListServ Survey

Regarding Salary Schedule and Faculty Load

1) Is your salary schedule for faculty teaching enhanced funded noncredit courses (college preparation/career development) based on a percentage of the credit salary schedules?

If yes....What is the ratio that you apply?

Is that ratio applied to full time credit faculty who teach an overload in noncredit?

If No ... What method are you using to differentiate the adjunct salary schedules for credit and noncredit classes?

2) Is faculty load different (that is factored) for noncredit courses?

David Norton Copper Mountain College	1) For our college, the answer is "no." Adjuncts are paid based on an hourly rate determined by the negotiation process. We have a three-tier pay scale for adjuncts based on their highest degree (AA/BA; MA/MS; Ph.D.). Noncredit adjuncts are paid at our "lab rate" which is about 80.5% of what credit adjuncts make.
	2) Our faculty load is based on SIUs of FT faculty. Part-time faculty are allowed 10 SIUs which, for noncredit adjuncts, means about fifteen hours in the classroom, and noncredit adjuncts are not paid for Office hours (but we do allow it for credit adjuncts). Our one full-time noncredit faculty member is a Coordinator who works an eleven month contract (205 days) and forty hours weekly. I know of some colleges that base noncredit adjunct work hours as 67% of what full-time noncredit faculty work which, in our case, would allow our adjunct noncredit faculty to work 26+ hours a week rather than our maximum of 15 hours or 10 SIUs. During an online training with our legal firm—Liebert Cassidy Whitmore—I posed the question to the attorney on the call—which method should we use, and his response was that he didn't know.

Kimberlee Messina Foothill College	FHDA has a credit and a non-credit faculty schedule. We do not distinguish between enhanced and other non-credit. With 2 exceptions, we have no FT faculty who teach non-credit as part of load,. Adj and FT faculty teaching overloads in non-credit are paid on the same hourly schedule.
W. Cherry Li-Bugg North Orange County CCD	Our credit and non-credit are completely separate; however, the pay for full time faculty, credit or noncredit is exactly the same. There is a difference between adjunct pay as fulltime workload for our noncredit faculty is 25 hours per not 15. Please follow this link for our adjunct salary schedule http://www.nocccd.edu/Employment/documents/ADFACSalarySchedule2015-2016.pdf
Ken Sherwood Oxnard College	The Ventura District has only one salary schedule for faculty. There is not differentiation for non-credit.
Kathy Werle Saddleback College	For SOCCCD, noncredit (including adult education) faculty earn the same as credit faculty, regardless of funding. I suspect that only districts that developed adult ed programs during the last shake-up will be the only ones with differential funding.
Duncan Graham San Jose City College	We have not had noncredit offerings but with the advent of AB86 this is now in negotiation with our faculty union.

<p>Jose Vargas Santiago Canyon College Rancho Santiago Community College District</p>	<p>1) No. There is one bargaining group for ALL full-time faculty AND credit part-time faculty and a separate bargaining group for noncredit part-time faculty. Each bargaining group negotiates the salaries for the parties that they represent.</p>
	<p>2) Yes. This has to do with being assigned sufficient teaching hours to meet the STRS requirement to be credited 1 year of service. The contract days of all full-time teaching faculty (credit and noncredit) are 175 days, however, credit faculty are assigned 15 LHE (equivalent to 15 teaching hours per week) to meet the STRS requirement, whereas noncredit faculty are assigned 25 teaching hours per week. All full-time credit faculty and full-time noncredit faculty are part of the same bargaining group.</p>
<p>Leslie Minor Solano</p>	<p>1) Solano does not offer non-credit classes, and does not have salary language in the CBA for non-credit... but we're working on developing non-credit right now, and we're in CBA negotiations right now!</p>
	<p>2) My first recommendation going to the negotiations team is that it is compensated at Category 3, our lowest level of salary, which 67% of Category 1 (lecture pay).</p>