

**ADJUNCT FACULTY
PART TIME LAB TECH & INSTRUCTIONAL LAB FACULTY
STARTING RATES
2009-10**

Starting Rate Guidelines:

Rates to be used for new hires for the 2009-2010 academic year for the following classifications are based on the education level of the newly hired employee and reflected the following schedules:

Adjunct Faculty:

Education Level	Hire Rates	
	Step 1 (Non-ACC)	Step 2 (ACC)
High School	\$ 38.87	\$43.77
Assoc Degree	\$ 41.71	\$46.98
Bach Degree	\$ 44.55	\$50.18
Bach + 30	\$ 45.98	\$51.78
Master's Degree	\$ 47.40	\$53.38
Master's +30 or Master's of Fine Arts	\$ 48.35	\$54.45
PhD	\$ 49.31	\$55.54

Discussing Rate Assignment with Candidate:

The Department will attempt to contact all new hires to notify them of their starting rates. In the event that we are unable to contact the new hire, we will enter the approved teaching rate in order to make first pay.

Summary:	
<i>To be completed by Department</i>	<i>To be completed by Supervisor</i>
Highest Degree Earned: _____	Approved: _____
Recommended Salary: \$ _____ (Using chart above, please enter the amount that corresponds to the HIGHEST DEGREE EARNED)	Date instructor notified: _____
	Name of Instructor: _____
Recommended Salary done by: _____	

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Adjunct Librarians and Counselors Service/Clock Hour Schedule:

Education Level	Hire Rates	
	Step 1 (Non-ACC)	Step 2 (ACC)
High School	\$ 19.44	\$21.89
Assoc Degree	\$ 20.86	\$23.49
Bach Degree	\$ 22.28	\$25.09
Bach + 30	\$ 22.99	\$25.89
Master's Degree	\$ 23.70	\$26.69
Master's +30 or Master's of Fine Arts	\$ 24.18	\$27.23
PhD	\$ 24.66	\$27.77

Rates to be used for new hires for the 2009-2010 academic year for the following classifications are based on the education level and employment at the College, if applicable, of the employee; and reflected the following guidelines and schedules:

Lab Tech:

“New part time Lab Tech bargaining unit members placement on the salary schedule shall be in accordance with their employment at the college (1 FTE year = 1 step) plus one step for each full time equated year of experience both outside of and within LCC (part time) up to a maximum of four (4) years, (1 FTE year = 1 step); thus a member with 4 years experience would be placed on step 5.” Rates to be used for new hires for the 2009-2010 academic year are based on the **education level of the position** (not necessarily the degree held) and the following schedule:

	High School	Assoc Deg	Bach Deg	Bach + 30	Master's
1	\$13.94	\$14.96	\$15.98	\$16.48	\$16.99
2	\$14.82	\$15.90	\$16.98	\$17.53	\$18.07
3	\$15.70	\$16.84	\$17.99	\$18.57	\$19.14
4	\$16.58	\$17.79	\$19.00	\$19.61	\$20.21
5	\$17.45	\$18.73	\$20.01	\$20.65	\$21.29

Instructional Lab:

“New part time Instructional Lab bargaining unit members placement on the salary schedule shall be in accordance with their employment at the college (1 FTE year = 1 step) plus one step for each full time equated year of experience both outside of and within LCC (part time) up to a maximum of four (4) years, (1 FTE year = 1 step); thus a member with 4 years experience would be placed on step 5.” Rates to be used for new hires for the 2009-2010

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academic year are based on the **education level of the position** (not necessarily the degree held) and the following schedule:

Degree	High School	Assoc Deg	Bach Deg	Bach + 30	Master's	
Interpreter Certification		QAI	QAII		QAIII	National Certification
Step 1	\$14.93	\$16.02	\$17.12	\$17.66	\$18.21	\$18.94
Step 2	\$15.87	\$17.04	\$18.20	\$18.78	\$19.36	\$20.14
Step 3	\$16.82	\$18.05	\$19.28	\$19.89	\$20.51	\$21.34
Step 4	\$17.76	\$19.06	\$20.36	\$21.01	\$21.66	\$22.53
Step 5	\$18.70	\$20.07	\$21.44	\$22.12	\$22.81	\$23.73