

Santa Fe Community College

Proposed Agenda Item
Governing Board Meeting

Complete this form and submit it to the Office of the President by noon thirteen days before the Wednesday evening meeting of the Governing Board. If this form does not provide enough space, you may use an expanded version **as long as you follow the format specified below**. Please note: Subject line **must always** match both Agenda and Agenda Items.

Date of Board Meeting: 04/29/19

Date of This Proposal: 04/18/19

Check one: **Information Item** **Action Item**

SUBJECT: Approval of Adjunct Faculty Salary Schedule for FY20

RECOMMENDATION:

Management is recommending that the Governing Board approve the Adjunct Faculty Salary Schedule as submitted.

BACKGROUND/RATIONALE:

SFCC policy 4-36 Compensation and Benefits requires that the governing board approves salary schedules annually.

Estimated Cost and Budgetary Support (how will this be paid for?):

See board budget books.

RESOURCE PERSON(S) [name(s) and title(s)]: [Authorized person(s)/Originator]

Mr. Nick Telles, VP of Finance, SFCC

SIGNATURES:

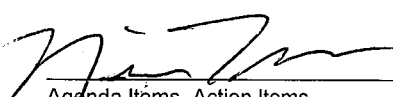
Originator(s)

Date

Vice President or Other Cabinet-level Supervisor

Date

PRESIDENT'S APPROVAL:

 for Dr. Cecilia Covantes 4/18/19
Covantes

Santa Fe Community College
FY 2018-2019 Adjunct Faculty Salary Schedule
Effective Fall Semester, 2019

SFCC Teaching Experience	Degree (Supported by Official Transcript)			
	Baccalaureate	Masters	Master's +45	Doctorate
0-12	730	746	756	773
13-24	753	769	780	795
25-36	776	790	802	818
37-48	799	814	826	844
49-60	825	842	854	870
61-72	852	868	882	899
73+	882	899	913	931

NOTES:

Adjunct Faculty are hired on a semester-by-semester basis and have "temporary" status.

Pay hours equal the combination of lecture and lab/studio hours included in the course credit hours taught. Lecture hours are compensated at a rate of 1 pay hour per scheduled lecture hour. Lab hours are compensated at a rate of .75 pay hours per scheduled lab/studio hour. Clinical lab pay hours are compensated as stipulated in the course syllabus.

It is the responsibility of the adjunct faculty member to provide official transcripts for proof of degree at the time of hiring. Absent proof, pay will be calculated at Level 1 Baccalaureate.

Adjunct Faculty members are responsible for providing official transcripts to the Office of Human Resources department when there is a change in degree level. All adjustments to pay levels will only affect the semesters subsequent to the one in which proof is supplied.

Accumulated pay hours which result in a move to the next highest pay level will be used to calculate the rate of pay for subsequent semesters Adjunct Faculty Contracts.

Full-time faculty teaching summer or overloads begin at Level II unless a higher level has been attained in an Adjunct capacity, in which case, compensation will be at the level held; continued movement will occur upon completion of required number of pay hours.

Only adjunct teaching hours earned at Santa Fe community College count toward the determination of an adjunct faculty member's salary schedule pay level.

Dr. Cecilia Y.M. Cervantes, Interim President

Date