

**AGENDA ITEM #VIII-D-3  
DECEMBER 20, 2011  
HIGHLAND COMMUNITY COLLEGE BOARD**

**PART-TIME INSTRUCTOR REIMBURSEMENT RATES**

**RECOMMENDATION OF THE PRESIDENT:** That the Board of Trustees approve the following part-time instructor salary rates effective starting in the Spring 2012 semester.

Part-time Instructors:

	<u>Current Rate</u>	<u>2% Increase</u>	<u>Proposed New Rate</u>
Less than MA:	\$435.48	\$ 8.71	\$444.19
MA (or more):	\$488.47	\$ 9.77	\$498.24

A merit increment of \$15 per contact hour over salary rate is available when the following qualifications are met:

- a) Recommendation of dean.
- b) Four or more previous semesters of service.
- c) A satisfactory evaluation is on file.

Community Education Part-time Lecturers:

	<u>Current Rate</u>	<u>2% Increase</u>	<u>Proposed New Rate</u>
Per clock hour	\$23.40	\$0.47	\$23.87

Adult Education Part-time Lecturers:

Up to 2% percent increase in hourly rate used for Fall 2011 semester depending on availability of grant dollars.

**BACKGROUND:** Part-time instructor salary rates were last raised for the 2011 spring semester (FY'11 academic year). Part-time instructors are not covered under the faculty union contract. This increase is consistent with the 2% increase recommended for administrative, professional, and non-union classified staff.

BOARD ACTION: \_\_\_\_\_