

Frederick Community College
FY 2020 Rates
Adjunct Pay Scale and Procedures
 Effective July 1, 2019 – June 30, 2020

| Entry Level* | Intermediate Level | Master Level |
|--|---|--|
| Professional Development Begins | 45 to 89 Credits/Hrs* and Demonstrated Professional Growth** and Demonstrated Positive Teaching Experiences*** | 90 Credits/Hrs* and Demonstrated Professional Growth** and Demonstrated Positive Teaching Experiences at FCC*** |
| \$769 | \$809 | \$865 |

Posted rates are per credit

ENTRY LEVEL:

Faculty are hired based on discipline required educational credentials.
 Entry level faculty have less than 45 credits of teaching experience and/or are lacking documentation of professional development and/or positive teaching experience.

INTERMEDIATE LEVEL:

Faculty document 45 to 89 credits of teaching experience.
 Faculty document professional growth in teaching.
 Faculty document positive teaching experience.

MASTER LEVEL:

Faculty document 90 and above credits of teaching experience.
 Faculty document professional growth in teaching.
 Faculty document positive teaching experience.

Initial Placement:

Adjunct Faculty are hired to teach courses based on discipline required educational credential:

**30 hours/credits at the college level equals a year. Each full year of secondary/elementary or other non-college-level teaching is credited with one-half of a year. **

Previous experience and professional development (degrees, certifications, etc.) determines where initial placement occurs.

****Professional Growth:**

Adjunct Faculty must demonstrate professional growth to advance to the next level.

Adjunct faculty must contact the appropriate department chair, program manager, or coordinator and provide evidence of professional growth that is consistent with the College's definition of professional and organizational development and other appropriate educational experiences (certificates, degrees, etc.) Professional development includes, but is not limited to, participation in departmental and Center for Teaching and Learning events.

*****Positive Teaching Experience:**

Teaching experience is calculated using hours taught at the college level. *30 hours/credits at the college level equals one year. *Each full year of secondary/elementary or other non-college-level teaching is credited with one-half of a year.* *

Demonstrated successful teaching experience must be documented (letters of recommendation, observation feedback, student evaluations, etc.)

Administrators who teach a class as a part of their job description during their scheduled work hours will not receive additional compensation for the teaching assignment.

Administrators who teach a class outside of their scheduled work hours/job description will be compensated according to the criteria of the FCC adjunct salary scale.

Retired full-time faculty are paid at the level they were paid for overload before retiring.