

**Part-Time, Hourly Credit and CDCP Noncredit Faculty Salary Schedule¹
2024-2025 ACADEMIC YEAR**

SCHEDULE 1
(Instructor/Counselor/Librarian Hours)

<u>STEP</u>	<u>HOURLY RATE*</u>
1	\$74.84
2	77.86
3	80.94
4	84.17
5	87.55
6	91.05
7	94.69

SCHEDULE 2
(Student Consultation Time and Professional Ancillary
Activity Extra Pay Assignments²)

<u>STEP</u>	<u>HOURLY RATE*</u>
1	\$52.29
2	54.37
3	56.56
4	58.82
5	61.16
6	63.60
7	66.15

*Final 2024-2025 hourly rates will be determined in accordance with Article 13.1 of the NVCCD/NVC Faculty Association/CCA/CTA/NEA 2021-2024 Agreement.

¹ *CDCP Noncredit Faculty applies to noncredit instructors teaching Career Development and College Preparation courses as defined by the Office of Academic Affairs.*

² See Pages 2 & 3 for additional information regarding office hours and professional ancillary activity extra pay assignments.

STUDENT CONSULTATION TIME FOR PART-TIME, HOURLY CREDIT AND CDCP NONCREDIT INSTRUCTORS

Beginning fall semester 2023, Article 13.1 of the 2021-2024 NVCCD-Faculty/Association/CCA/CTA/NEA Agreement will be replaced by the following:

13.7 WEEKLY STUDENT CONSULTATION TIME FOR PART-TIME HOURLY CREDIT AND CDCP NONCREDIT INSTRUCTORS

- 13.7.1 Part-time hourly credit instructors teaching ENGL, ESL, or MATH courses will be paid one hour per week per class for student consultation time. Health Occupations instructors with clinical-only assignments paid on an hourly timecard (NOA) are not provided student consultation time.
- 13.7.2 Part-time, hourly credit and CDCP noncredit instructors teaching courses not addressed in Article 13.7.1, will hold weekly student consultation time to be paid as follows:

Faculty teaching a load of 40% or above are eligible to receive a maximum of seventeen (17) paid hours of student consultation time during the semester.

Faculty teaching a 20% to 39% workload are eligible to receive a maximum of eight and a half (8.5) paid hours of student consultation time during the semester.

- 13.7.3 Faculty will ensure their scheduled student consultation times (office hours) will be reasonably convenient to their students. Faculty will specify the times, places and modalities allocated for student consultation in class syllabi, subject to approval by the supervisor.

PROFESSIONAL ANCILLARY ACTIVITY EXTRA PAY ASSIGNMENTS

Article 8.10 of the NVCCD/Faculty Association/CTA/CCA/NEA Agreement states the following for regular/contract faculty:

8.10 PROFESSIONAL ANCILLARY ACTIVITY EXTRA PAY ASSIGNMENTS

In addition to a regular/contract faculty member's regular hours of employment/instructional load, additional professional ancillary activities may be assigned by the District administration to unit members as extra pay assignments. These assignments must be approved via the Request for Employee Contract process and reviewed and validated by the Office of Human Resources, Training & Development. Unit members may perform these extra pay assignments after receiving an approved Request for Employee Contract detailing the terms of the extra pay assignment from the Office of Human Resources, Training & Development.

When professional ancillary activities are approved and assigned as noted above, unit members will be paid hourly based on the unit member's current step on the Part-Time, Hourly Credit and CDCP Noncredit Faculty Salary Schedule, Schedule 2 under the terms of the approved Request for Employee Contract. Head coach assignments are excluded from this provision as compensation is addressed in Article 8.7. Professional ancillary extra pay assignments may include, but are not limited to the following:

ANCILLARY TYPE

- A. Administrative Assignment, which can include, but is not limited to Grant Writing, Implementation and Management; and Program/Project Management
- B. Advising Student Organization
- C. Contract Education
- D. Academic Senate assignment outside of regular Academic Senate duties, which can include, but is not limited to Curricular, Instructional Design Institute, and Board Policies/Procedures assignments.
- E. Governance
- F. Head Coaching
- G. Staff Development
- H. Student Success Center Facilitator
- I. Training/Workshop/Orientation Attendee
- J. Training/Workshop/Orientation Trainer/Presenter

Article 13.13 of the NVCCD/Faculty Association/CTA/CCA/NEA Agreement states:

13.13 PROFESSIONAL ANCILLARY ACTIVITIES FOR PART-TIME, HOURLY FACULTY

- 13.13.1 Education Code Section 87482.5 provides that service in professional ancillary activities by person employed under this section, including, but not limited to, governance, staff development, grant writing, and advising student organizations, shall not be used for purposes of calculating eligibility for contract or regular status unless otherwise provided for in a collective bargaining agreement applicable to a person employed under this section.
- 13.13.2 The District and Association agree that non-classified, extra pay assignments given to part-time faculty which are not specifically teaching, counseling, or librarian assignments will be considered professional ancillary activities. These types of professional ancillary assignments include, but are not limited to:

ANCILLARY TYPE

- A. Administrative Assignment, which can include, but is not limited to Grant Writing, Implementation and Management; and Program/Project Management
- B. Advising Student Organization
- C. Contract Education
- D. Academic Senate assignment outside of part-time, hourly instructor/counselor/librarian duties, which can include, but is not limited to Curricular, Instructional Design Institute, and Board Policies/Procedures assignments.
- E. Governance
- F. Head Coaching
- G. Staff Development
- H. Student Success Center Facilitator
- I. Training/Workshop/Orientation Attendee
- J. Training/Workshop/Orientation Trainer/Presenter

Professional ancillary activities may be assigned by the District administration to part-time and full-time, temporary faculty as extra pay assignments provided the faculty member has an approved Notice of Assignment to serve as a faculty member during the corresponding semester. These assignments must be approved via the Request for Employee Contract process and reviewed and validated by the Office of Human Resources, Training & Development. Faculty members may perform these extra pay assignments after receiving an approved Request for Employee Contract detailing the terms of the extra pay assignment from the Office of Human Resources, Training & Development.

When professional ancillary activity extra pay assignments are approved and assigned as noted above, faculty members will be paid hourly based on the faculty member's current step on the Part-Time, Hourly Credit and CDCP Noncredit Faculty Salary Schedule, Schedule 2 under the terms of the approved Request for Employee Contract. Head coach assignments are excluded from this provision as compensation is addressed in Article 13.9.