

PROFESSIONAL AND STUDENT PAY RATES

EFFECTIVE JULY 1, 2008

Description of Work	Starting Salary
Part-time Instructor (Credit Classes)	\$622 per credit hour
Full-time Instructor Overload	\$777 per credit hour
Full-time Summer Session	\$933 per credit hour
Retired Faculty Rate	\$933 per credit hour
Daily Rate for Instruction (<i>full time faculty only – TEC, etc.</i>)	\$271.00 per day
New Faculty Learning Academy	\$150.00 per day
Professional Hourly Rates:	
<i>To be used for short term contract periods only; not to be used as a basis for full-time salaries</i>	
▪ Portfolio Reading	\$16.75 per hour
Articulated Course with High Schools:	
▪ Coordination duties per high school	\$250 per high school
▪ Each Student that completes the course requirements	\$16.75 per student
▪ Musical Accompaniment	\$16.75 per hour
▪ Cosmetology Adjunct Instruction	\$17.00 per hour
▪ ABE/GED	\$15.00 per hour or \$18.00 per hour
▪ Cooperative Education: Course that involves student work experience; course must be equal to three credits.	\$622 per course (not # of students)
▪ Independent Study: One-on-one arranged learning; course must be equal to three credits.	\$622 per course (not # of students)
▪ General Projects; Grant Projects and non-instructional duties (i.e., data collection, proposal and grant writing, advising) (Rate depends on complexity of work and the level of specialized credential or experience required for assignment.)	\$19.30 per hour \$21.40 per hour or \$23.40 per hour
▪ Specialized classroom instruction (i.e., dental, PTA, instrumentation, oil & gas, etc.), research, and special projects which directly benefit SJC	\$25.50 per hour \$27.50 per hour
▪ Developing new curriculum for implementation	\$26.50 per hour
▪ Nursing clinical instruction	\$31.50 per hour
▪ Contact credit hour classroom instruction	\$38.80 per hour
▪ Research (grant funded only)	\$38.80 per hour
▪ Licensed Medical Professional (MD, DDS, etc. i.e., clinical supervision, adjunct instruction)	\$53.00 per hour

Re-Assigned Time: is limited to a maximum of three credit hours per term; Faculty may chose those hours to be included in workload, be compensated at overload rate, or banked hours.	
Stacked Courses: is when two or more courses are taught concurrently; the courses are counted as a single course and paid as one class.	\$622 per credit hour
On-Line Courses: are considered for workload assignment exactly the same as traditional lecture courses.	\$622 per credit hour
Team Teaching: is when two or more faculty members share the instruction of a single course; the course credits will be prorated based on the contribution of each faculty member to total 100% when considered for workload and compensation.	\$622 per credit hour
Learning Communities: is when two or more courses are combined as a learning experience with integrated projects common to each course; <ul style="list-style-type: none"> ▪ First time a faculty member teaches a course ▪ Second time teaching same course with different instructor ▪ Second time teaching same course with same instructors 	\$23.40/hour up to 30 hours \$23.40/hour up to 30 hours \$23.40/hour up to 20 hours
Business and Industry Training Rates	\$29.50, \$33.60 or \$38.80 per hour
Fire Science Instruction Rates	\$25.50, \$27.50, \$31.50, \$38.80 per hour
STUDENT/SPECIAL TEMPORARY RATES	
Workstudy, Student Workers, and Student Tutors	\$6.55 per hour
Non-Student Tutors	
Less than 60 credit hours	\$8.14 per hour
Associate's Degree/60 credit hours or more	\$8.49 per hour
Bachelor's Degree	\$10.00 per hour
Master's Degree	\$12.50 per hour
Aviation Phone Recruiters	\$8.14 per hour
HHPC	
Fitness Aid/Service Aid	\$8.85 per hour
Climbing Aid	\$8.85 per hour
Lead Fitness Aid	\$9.63 per hour

Equipment Maintenance Helper	\$10.93 per hour
Aerobics Instructor (credit or non-credit)	\$12.30 per hour
Assessment Lab Assistant	\$12.30 per hour
Facility Manager (opening, closing, weekend)	\$14.67 per hour
Co-facilitator (ropes)	\$14.50 per hour
Facilitator (ropes)	\$16.50 per hour
Senior Facilitator (ropes)	\$18.50 per hour
OLER Daily Trip rate	\$80.00 for the day
Computer Labs	
Lab Aid II (temporary worker)	\$8.82 per hour
Shift Differential (\$1040/year)	\$0.50 per hour
Grant and Contract Wages: are to be consistent with college wage and salary administration policy regardless of the source of the funding.	
Independent Contractors: College employees cannot be considered independent contractors as prohibited by the IRS and NM State Law.	

CULTURAL RESOURCES MANAGEMENT

Crew Member I (1-3 years experience, BA preferred)	\$11.50 per hour
Crew Member II (3+ years experience, BA preferred)	\$12.50 per hour
Crew Leader I (3-5 years experience, BA required)	\$14.50 per hour
Crew Leader II (5+ years experience, MA required)	\$17.50 per hour

WAGE SCALE FOR SPECIAL SERVICES FOR DISABLED ON CAMPUS

State or National Certified Sign Interpreter or 10 years of experience	\$37.00 per hour
Non-Certified Sign Interpreters	\$30.00 per hour
Professional Services	\$21.40 per hour
Tutor (non-student, degreed)	
Instructional Aid I	\$11.37 per hour
Instructional Aid II (Reader's)	\$12.30 per hour