



PALOMAR COMMUNITY COLLEGE DISTRICT

Part-Time Faculty Salary Placement Information

Grade Placement

Salary grade placement is based upon the completion of upper division or graduate level coursework at an accredited institution and (when indicated below) experience in the discipline. Only earned degrees (as distinguished from honorary and others) from an accredited institution meet the requirements listed below. Quarter and trimester units of credit shall be converted to semester unit equivalents for placement purposes (1 quarter or trimester unit = 2/3 of a semester unit).

Grade	Qualifications
B	Must meet <u>one</u> of the following qualifications listed under a) through c): a) Associate Degree and 6 years of experience in the discipline, plus the appropriate license or certificate. b) Bachelor's Degree and 2 years of experience in the discipline, plus the appropriate license or certificate. c) Bachelor's Degree and 24 semester units of college work completed subsequent to receiving the Bachelor's Degree.
C	Master's Degree.
D	Must meet <u>both</u> of the following qualifications listed under a) through b): a) Bachelor's Degree and 48 semester units of coursework completed subsequent to receiving the Bachelor's Degree. b) Master's Degree.
E	Must meet <u>both</u> of the following qualifications listed under a) through b): a) Bachelor's Degree and 72 semester units of coursework completed subsequent to receiving the Bachelor's Degree. b) Master's Degree.
F	Must meet <u>both</u> of the following qualifications listed under a) through b): a) Bachelor's Degree and 96 semester units of coursework completed subsequent to receiving the Bachelor's Degree. b) Master's Degree.
G	Must meet <u>one</u> of the qualifications listed under a) through b): a) Bachelor's Degree, 120 semester units of coursework completed subsequent to receiving the Bachelor's Degree, <u>and</u> a Master's Degree. b) Two Master's Degrees.
H	Doctorate Degree

Step Placement

Part-time faculty movement between steps on the salary schedule occur after every 362 hours of employment with the District. Compensation increases will occur in the semester following the achievement of a step increase.

- Movement from Step 1 to Step 2: 362 hours
- Movement from Step 2 to Step 3: 724 hours
- Movement from Step 3 to Step 4: 1086 hours
- Movement from Step 4 to Step 5: 1448 hours
- Movement from Step 5 to Step 6: 1810 hours
- Movement from Step 6 to Step 7: 2172 hours
- Movement from Step 7 to Step 8: 2534 hours
- Movement from Step 8 to Step 9: 2896 hours
- Movement from Step 9 to Step 10: 3258 hours

All hours paid in an academic assignment are considered in the accumulation of hours for movement within a step. Each individual's accumulation of hours for movement within the step will begin with the effective date of employment, but no earlier than 7/1/96 (the initial implementation date of the Part-time [Adjunct] Faculty Salary Schedule). The "effective date of employment" for anyone rehired after at least two years' break in service shall be their rehire date (not the original hire date).

Early Childhood Education Lab School (ECELS) part-time faculty shall advance one step on the salary schedule for every 1895 hours taught at Palomar College without a break in service. A break in service is two semesters without an assignment.

A retiree (faculty or other) who returns to teach as a part-time instructor will NOT be placed on the part-time salary schedule, but instead will be placed at the rate closest to the hourly rate in effect at the time of retirement for the duration of the part-time assignment.