Exhibit 1 – General Personnel Policy

Adjunct Faculty Compensation Rates

* 1. Part‑time instructional personnel shall be paid on the basis of the credit or non-credit hours taught at community colleges and on the basis of clock hours taught at TCATs, pursuant to the rates set forth below which shall be considered maximum rates for compensation of part-time faculty.
		1. Community Colleges
			1. Level         Rate per Semester Credit Hour
				1. $700
				2. $750
				3. $800
				4. $850
		2. Colleges of Applied Technology
			1. Level          Rate per Clock Hour
				1. $30
				2. $32
				3. $35
				4. $40
	2. Each institution will develop criteria for assigning part-time faculty to the four levels. The criteria may include such factors as educational qualifications, market differentials, and professional experience.
	3. Exceptions to the schedule may be approved by presidents based on bona fide market conditions.
	4. Colleges should attempt to provide total compensation that is:
		1. Competitive within the relevant markets;
		2. Reflects employees’ skills, experience and performance;
		3. Consistent with equal opportunity principles and applicable laws.