

2008/2009 ACADEMIC YEAR ANNUAL POINT LIMITATIONS

(Includes overload and part-time assignments for credit and vocational credit and non-credit courses as well as administrative task assignments)

ACADEMIC YEAR/TERM LIMITATIONS

ACTIVE EMPLOYEES

FULL-TIME INSTRUCTIONAL/ CONTRACTUAL

72 total overload points for contractual year. Not to exceed 42 points for Fall and 42 points for Spring with the two terms combined not to exceed 60 overload points; and the total combined overload points for Summer A and B not to exceed 48 points overload.

Note: Permitted to exceed this limit where it is impossible to teach the exact limitation of overload.

Paid at overload rate.

200 hours per academic year of non-credit courses (e.g. adult education, continuing workforce education, lifelong learning or recreational combined)

Not part of in-load assignment; must be taught outside of the 35 hour work week.

Paid at appropriate adjunct non-credit rate

45 points for administrative tasks

Paid at administrative task rate

Exception: Virtual College conversion to ANGEL may exceed the 45 point annual limit with prior written approval by Campus President per MOU 4/27/07. This is for an 18-24 month period.

PROFESSIONAL EXEMPT CONTRACTUAL GRADES 18-25

36 Instructional points (credit and non-credit combined); maximum of 12 points per term

Paid at appropriate adjunct rate

Not eligible for administrative task points

PROFESSIONAL EXEMPT CONTRACTUAL GRADES 15-17

60 Instructional points (credit and non-credit combined); maximum of 24 points per term

Paid at appropriate adjunct rate

45 points administrative tasks

Paid at administrative task rate

PROFESSIONAL EXEMPT NON-CONTRACTUAL GRADES 12-14

60 Instructional points (credit and non-credit combined); maximum of 24 points per term

Paid at appropriate adjunct rate

45 points administrative tasks

Paid at administrative task rate

SUPPORT NON-EXEMPT GRADES 1-14

60 Instructional points (credit and non-credit combined); maximum of 24 points per term

Paid at appropriate adjunct rate

Not eligible for administrative task points

ADJUNCT FACULTY

108 Instructional points (includes credit, non-credit, and instructional tasks combined)

Not to exceed 48 points in Fall or 48 points in Spring or 24 points in Summer A/B

Paid at appropriate adjunct rate

RETIREEES

Note: Retirees may not be employed during the first (1st) month after retirement

INSTRUCTIONAL/CONTRACTUAL REGULAR RETIREES

48 Instructional points during third (3rd) year of the preferential hiring period
Paid at overload rate
108 Instructional points starting the fourth (4th) year
Paid at appropriate adjunct rate

PROFESSIONAL EXEMPT CONTRACTUAL; PROFESSIONAL EXEMPT NON- CONTRACTUAL; AND SUPPORT NON-EXEMPT

60 Instructional points during second (2nd) to twelfth (12th) month following retirement
Paid at appropriate adjunct rate

108 Instructional points after first (1st) full year of retirement
Paid at appropriate adjunct rate

POINT RATE EQUIVALENTS

Credit

1 Point = 4 instructional hours 12 Points = 48 instructional hours

Overload rate (includes hard
to hire): \$56.25 hour

Overload rate: \$225 per point
12 Points = \$2700

Adjunct rate:
\$43.75 hour
\$55 hard to hire

Adjunct rate:
\$175 per point (regular)
12 Points = \$2100 (regular);
\$220 per point (hard to hire);
\$2640 (hard to hire)

Vocational Credit

1 Point = 4.5 contact hours
(H Component); 5 contact
hours (D Component)

Points vary based on course contact hours

Overload rate (includes hard
to hire): \$45 hour

Overload rate: \$225 per point

Adjunct rate: \$33.75 regular;
\$49.50 hard to hire

Non-Credit

(e.g. adult education,
continuing workforce
education, lifelong
learning or recreational)

1 Point = 5 contact hours

Points vary based on course contact hours

Adjunct rates:
G1 = \$25 per hour
G2 = \$32 per hour
G3 = \$42 per hour
G4 = \$55 per hour

Administrative Task

1 Point = 5 hours
Part-time Rate: \$20 hour

Points vary based on task
1 Point = \$100