

## 2011/2012 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

##### 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: Effective July 1, 2010*

- A. Under FRS rules, no Retiree may be re-employed during the first six (6) months after retirement.
- B. Under FRS rules, Retirees that are re-employed during the 7<sup>th</sup> – 12<sup>th</sup> month following retirement will be required to forfeit their monthly benefit for that period.

### INSTRUCTIONAL/CONTRACTUAL

Maximum of 48 Instructional points during 7<sup>th</sup> month through third (3<sup>rd</sup>) year of the preferential hiring period  
**See notes A & B above**  
Paid at appropriate overload rate

108 Instructional points starting the fourth (4<sup>th</sup>) year  
Paid at appropriate adjunct rate

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

60 Instructional points during seventh (7<sup>th</sup>) to twelfth (12<sup>th</sup>) month following retirement  
**See notes A & B above**  
Paid at appropriate adjunct rate

108 Instructional points after first (1<sup>st</sup>) 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      Adjunct rate:  
\$175 per point (regular)  
\$55 hard to hire      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