

NINE MONTH FACULTY SUMMER PAY

Policy Number: 423

Categorized: [Human Resources](#)

Responsible Office: Human Resources

Subject: Compensation for 9-month faculty teaching summer courses

Related Policies:

Procedures: N/A

Additional Information:

Effective Date:

Last Reviewed Date: 07/06/2020

1. Scope

This applies to all nine month teaching faculty.

2. Policy

The summer term shall be scheduled between the ending date of the spring semester (May 16th) and the faculty reporting date (August 15th) for the fall semester. Courses taught during the summer shall represent the equivalent of sixteen and one-half (16.5) weeks of instruction and related work regardless of the actual calendar length of the summer term.

Nine-month faculty employed during the previous academic year shall be paid during the summer term according to the credit-hour/contact-hour-equivalent fraction of a full teaching load during the academic year and based upon the weekly equivalent of one thirty-ninth (1/39th) of the previous year's salary. The normal maximum full-time teaching load during the summer term is ten (10) credit hours or the equivalent. Operationally, the normal full-time faculty summer term salary rate translates to the formula: 1 credit hour or equivalent = $1/15 \times 16.5/39 \times$ previous year's salary with a normal maximum full-time summer teaching load of 10 credit hours or equivalent. The rate of pay for new faculty during the summer term shall be five (5) percent less than the permanent annual salary proposed for the coming academic year.

Faculty may be offered a teaching overload of not more than three credit hours or equivalent during the summer term. A faculty member shall not be considered as working an overload unless more than ten (10) credit hours or equivalent are taught. Pay for overloads shall be at current rates for adjunct faculty as based on rank.

The college president has authority to develop optional summer pay plans which 1) compensate faculty at a proration of the normal summer salary rate when a given course does not meet minimum enrollment standards as defined by the college; and 2) limit to less than ten (10) the maximum credit hour or equivalent assignment to be paid at the full time faculty summer term salary rate. Optional plans shall specify any proration calculations to be used and any limitations to the maximum teaching assignment to be paid at the full-time faculty summer term salary rate. Credit hours or equivalent taught beyond the limitations specified in the institutional plan shall be compensated at the adjunct rate. Optional summer pay plans shall be developed in consultation with the faculty.

As a guideline, no more than seventy-five (75) percent of the credit hours taught at a college during the summer term should be paid at the full-time faculty summer term salary rate.

3. Definitions

N/A

4. Procedures

N/A

5. Authority

VCCS Policy 3.8.2 Nine-month Faculty Summer Pay