

3357:13-16-454 Procedure on Compensation for Adjunct Faculty/ Full-Time Faculty Overload

(full-time faculty see [Article 21.02 and Article 25.23](#) of the latest [Collective Bargaining Agreement](#))

- (A) “Adjunct faculty” means any instructional employee hired on a temporary and part-time basis. Adjunct faculty are employed on a semester by semester basis.

- (B) Adjunct faculty are responsible for providing instructional services including, but not limited to, classroom instruction, course development, course preparation and evaluation, and counseling/advising students.

- (C) Compensation of adjunct faculty members will be at the salary rate designated by the Board.
 - (1) Current adjunct rate is \$40 per contact hour.

 - (2) No fringe benefits or any other supplementary employment benefits shall be provided to adjunct faculty unless expressly granted by the Board.

 - (3) Contribution to the "State Teachers Retirement System" is required by the state of Ohio for all adjunct faculty.

 - (4) Adjunct faculty and their dependents may be eligible for additional benefits under the College’s tuition remission of fees procedure.

- (D) Appointments may be terminated at any time by the College without any liability to the employee, except for payment for services rendered, in the event the College finds:
 - (1) Insufficient enrollment for the class section(s).

 - (2) Insufficient enrollment of class section(s) assigned to full-time instructors (full-time continuing faculty). In the event a full-time instructor does not have sufficient class section assignments to fulfill the full-time contract, class section(s) assigned to an adjunct faculty may be reassigned to a full- time faculty member.

 - (3) Insufficient need for instructional, as determined by the appropriate administrator.

Effective: January 16, 2024

Next Review: January 14, 2027

Review dates: 12/17/08, 8/27/14, 8/23/17, 12/1/21, 01/16/24