

CARROLL COMMUNITY COLLEGE
CREDIT ADJUNCT FACULTY SCALE

(Effective August 31, 2026)

<u>LEVEL 1</u>	\$1,114 per teaching credit hour (Adjusted from \$1,084 ¹) <i>With recommendation after six semesters teaching at Carroll and has had positive classroom observation.</i>
<u>LEVEL 2</u>	\$1,053 per teaching credit hour (Adjusted from \$1,025 ¹) <i>New hire with terminal degree in the discipline to be taught and at least 15 credits or 3-5 courses taught at the college level based on professional reference check.</i>
<u>LEVEL 3</u>	\$993 per teaching credit hour (Adjusted from \$966 ¹) <i>New hire with master's degree in related area with graduate credits in teaching discipline as required or discipline-specific credential.</i>

Hourly Rate for attending approved meetings/special projects etc., not associated with teaching of courses is as follows:

Adjunct level 1	\$33.00	\$1,114/33.75 (1 TLH)
Adjunct level 2	\$31.20	\$1,053/33.75 (1 TLH)
Adjunct level 3	\$29.42	\$993/33.75 (1 TLH)

Substitute rates equal the adjunct's hourly rates for levels 1,2 or 3.

Promotion to next level may occur after the adjunct faculty member:

- has taught for six semesters, AND
- has been recommended for promotion to the next level by Division Chair/Program Director and the VP, Academic Student Affairs after a positive classroom observation.

Full-time faculty who receive adjunct pay for teaching on overload are paid at Level 1, regardless of length of service. New credit adjunct faculty are normally hired at Level 2 or 3 based on credentials. Salary placements for credit adjunct faculty are normally made by the VP, Academic and Student Affairs in accordance with the above criteria. However, exceptions may be made under special circumstances.

MUSIC LESSONS \$58.69 per hour (Adjusted from \$57.12 per hour)

NURSING CLINICAL ADJUNCT - \$67.08 per contact hour (Adjusted from \$65.28 per contact hour)

¹ Rates include the mid-year additional 2% scale increase effective December 29, 2025.