

Faculty/Instructor compensation:

- i. Program development: Faculty requested to develop new academic course curriculum will be compensated at a rate of \$500/credit.
- ii. Faculty teaching academic credit courses shall be paid using the EC

Salary Schedule - Faculty Pay

Credit Courses (Academic Degree or Certificate)

Pay Rate - Per Credit

Number of students	Part-time Faculty	Rank		
		City College/ Assistant Professor	Associate Professor	Full Professor
1	70	80	80	80
2	140	160	160	160
3	210	240	240	240
4	280	320	320	320
5	350	400	400	400
6	420	480	480	480
7	490	560	560	560
8	560	640	640	640
9	630	720	720	720
10	700	800	800	800
11	770	880	880	880
12	800	960	960	960
13	800	1020	1020	1020
14	800	1120	1120	1120
15	800	1200	1200	1200
16	800	1280	1280	1280
17	800	1360	1360	1360
18	800	1440	1440	1440
19	800	1440	1520	1520
20	800	1440	1600	1600
21	800	1440	1600	1680
22	800	1440	1600	1760
23	800	1440	1600	1760
24	800	1440	1600	1760
25 or more	800	1440	1600	1760

This scale shall apply unless pay is otherwise specified at a different rate as part of an approved grant award. Payment shall be made by EC or an alternative source (e.g. grant) but not by both. In certain cases where high demand courses are offered through EC, the Provost may authorize a pay rate that exceeds the rates in attachment A.

- iii. A faculty member who serves as a Program Manager for an academic degree program will be compensated \$600/month for the actual length of the program (e.g. for a 17-month program an individual will receive 17 x \$600 = \$10,200). This is true even if effort is required prior to start of the program, (e.g. student recruitment or advising). An individual may not receive both release time and compensation from EC for the same assignment.
- iv. A faculty member who serves as the Program Coordinator for an academic certificate program will be compensated \$800 per cohort. This is true even if effort is required prior to start of the program, (e.g. student recruitment, review of applications or advising). An individual may not receive both release time and compensation from EC for the same assignment.
- v. Instructor pay for Professional Development courses and other non-credit programs, including workforce training, kid's campus, and enrichment type community courses shall be as follows (unless pay is otherwise specified at a different rate as part of an approved grant award):
 - a. Instructor pay for Instructor of Record (grading only) - Professional Development credit courses for educators or professionals - \$25/person/credit.
 - b. Instructor pay for Professional Development (589) courses (including instruction and grading) or OPI units::

Enrollment	Instructor Pay
12 or More	\$50/hour
11	\$41/hour
10	\$32/hour
9	\$24/hour
8 - minimum	\$21/hour

If the minimum enrollment is not achieved, EC may cancel the course or renegotiate a mutually agreed upon lower pay rate for the instructor. However, in no case shall instructor pay be less than the State of Montana minimum wage.

- c. Instructor pay for Customized Workforce Training/ Faculty Consulting and or Contracted Projects – Pay rate varies based upon expertise needed, scope of project or training and participant/project charges.

- d. Instructor Pay for Enrichment Programs, Workshops, etc. - \$38/hour with a minimum enrollment of 10 participants. No preparation time is paid. If the minimum enrollment is not achieved, EC may cancel the course/activity or renegotiate a mutually agreed upon lower pay rate for the instructor. However, in no case shall instructor pay be less than the State of Montana minimum wage.

- e. Instructor Pay for Summer Camps: Pay rate is based upon enrollment (see table below). Minimum enrollment is 10 participants. No preparation time is paid. If the minimum enrollment is not achieved, EC may cancel the camp or renegotiate a mutually agreed upon lower pay rate for the instructor. However, in no case shall instructor pay be less than the State of Montana minimum wage.

Enrollment	Rate per Hour
10	\$35
11	\$35
12	\$35
13	\$45
14	\$45
15	\$45
16	\$50
17	\$50
18	\$50
19	\$55
20	\$55

*Exception:
Payrates for camp instructors that were previously offered or negotiated for summer 2014 or earlier may be paid at negotiated pay rate.*

Compensation Limit: Total compensation is limited to 20% above base salary during the academic year and 20% above an amount equivalent to the State – paid maximum salary summer salary. For example, a faculty member who makes \$40,000 for the academic year may make an additional \$8,000 during the academic year. This same faculty member can make an additional 20% above an amount equivalent the State – paid maximum summer salary (whether teaching summer session or not). The following table illustrates pay maximums for this example:

Salary Academic Year	Salary Summer
\$40,000	\$8800
Additional Pay – Maximum*	Additional Pay – Maximum*
\$8,000 (20%)	\$1760 (20%)
Maximum Total Pay Academic Year	Maximum Total Pay Summer
\$48,000	\$10,560

* Please note that this is the total amount of additional compensation available through all university sources.

The Provost may authorize pay above this maximum in unforeseen cases (e.g. covering a class for an ill faculty colleague at the request of administration).

Limit for PT faculty is less than 20 hours per week. If a PT faculty meets the maximum teaching load through academic assignments, no additional work is available through EC or any other MSUB source.

University Faculty

Faculty Appointment	FTE	Rank	AY Work Assignment	Max. Workload	Additional Compensation Limit
Tenured/Tenure Track	1.0	Professor Associate Assistant	Teaching Service Research	NA	20%
Nontenureable: Fixed Term	.50-1.00	Assistant Instructor	Teaching Service Research	NA	20% above 1.00 FTE
Nontenureable: Lecturer	.50-1.00	Lecturer	Teaching	NA	20% above 1.00 FTE
Nontenureable: Adjunct	.50-1.00	All	Varies	NA	20% above 1.00 FTE
PT Faculty (paid by credit hours)	<.50	No Rank	Teaching	11 credits per AY	Total workload (all MSUB sources) must remain less than 20 hours/week.

City College Faculty

Faculty Appointment	FTE	Rank	AY Work Assignment	Max. Workload	Additional Compensation Limit
Tenured/Tenure Track	1.00	Instructor	Teaching Service Research	Generally 30 credit or 25 contact hours	20%
Nontenureable: RNTTA	.50-1.00	Instructor	Teaching Service Research	Generally 30 credit or 25 contact hours	20% above 1.00 FTE

Nontenureable: Temp One Semester only	1.00 for one semester only	Instructor	Teaching	18 credits for one semester	20% above 1.00 FTE
PT Faculty (paid by credit hours)	<.50	No Rank	Teaching	17 credits per AY	Total workload (all MSUB sources) must remain less than 20 hours/week.