**Recommendations:**

1.

Whereas, the Comps & Benefits committee has been tasked with finding an equitable option to the online multiplier.

The full-time faculty overload per credit rate of $750 was established in 2011 and has not been increased. (Faculty Senate minutes 1/28/2011)

The part-time instructor rate of $800 per credit was increased in Fall 2009 and is more than the current full-time rate.

Therefore, the committee recommends replacing the online multiplier with:

1. A per credit rate increase to $850 per credit and $1,062.50 (850 x.25 = 212.50) per upper division credit.
2. Implement for online, hybrid, IAV, and live courses with over 30 students enrolled.

Additional sections to be paid equal to the number of credits given for the class, with the maximum enrollment cap is 30 or more, class caps should be set in increments of 30. The determination of additional sections will be based on enrollment after the 50% refund drop date for each semester.

Classes where there are multiple sections of the same course published during one semester with sections with less than 10 students should run as independent studies. (31 – 39) Each additional section with over 10 students enrolled will be paid at the per credit rate.

1. Implement - Redevelopment of Existing Classes for classes that have substantial changes in course content or equipment shall be granted additional workload units with prior approval of the Dean. Workload units may be awarded for significant upgrade of course content based on an evaluation by the Dean if the extra work duties performed are above normal course maintenance. The amount of workload units may be determined by the extent of revisions required. This is not intended to be awarded annually. It is assumed that all instructors are continually updating the content and delivery of their courses on a routine basis as part of the assessment process.

*3(A)ii placement in policy- replace no provision for redevelopment of courses.*

1. Rate increase to be implemented July 1st 2021, and reviewed one year after implementation. Add to policy that “the compensation rate for overload pay is to be reviewed every 2 years.”

2. Remove Online Multiplier additional credit wording and calculations.

3. Remove Telecourses wording. (No longer use this form of instruction)

4

**Oversight of Student Teaching**

If a student teacher is hired by the school district as a long-term substitute due to the excess workload created for the supervising faculty, 1.5 WU will be received for each instead of 1.0 WU

3(A) i Oversight of Student Teaching

For student teaching where students are enrolled in a 14-credit section, faculty will receive 1.0 workload unit for each student being evaluated. If a student teacher is hired by the school district as a long-term substitute due to the excess workload created for the supervising faculty, 1.5 WU will be received for each instead of 1.0 WU. If the supervising faculty is required to travel 50 miles or more each way, 1.5 WU will be awarded per student instead of 1.0 WU.

5.

**Substitute Instruction**

If a full- time or part-time instructor takes over instruction of a full term (16-week) or late starting (8- week) course during a semester for a period of 2 weeks or over, the substitute instructor will be paid the appropriate rate for the class prorated by the number of weeks taught. For a course shorter than an 8-weeks it will be calculated by the percentage of days taught over the entire course, minimum of 5 consecutive instruction days.

If the full-time faculty member, who is not able to teach the class is in overload, the overload payment will be adjusted for the percentage of class time missed in relation to the amount paid to a substitute instructor.

6.

**Cumulative student Enrollment**

Raise 125 to 150 or greater, then that enrollment may constitute a full workload.