



## ADJUNCT FACULTY PAY FOR FORMER EMPLOYEES OF KASKASKIA COLLEGE PROCEDURE

**Board Bylaw:**  
**Policy Number: 4.3041**  
**Subject Area: Personnel**  
**Adopted: 01/01/0001**  
**Revised: 11/15/2007**

Beginning with the Fall 2007 semester, former College employees who left the College in good standing after at least twelve (12) years of employment with the College and who serve as Adjunct faculty members, shall be paid at the overload teaching rate that is in effect, pursuant to the applicable full-time faculty collective bargaining agreement in place at the time the course is taught. This rate is not applicable to former College employees who teach as adjunct faculty members in Adult Education, non-credit community education and continuing education courses, and credit and non-credit business and industry courses. Adjunct faculty members in those areas will be paid according to departmental guidelines.

Former College employees who were employed for less than twelve (12) years prior to leaving the College will be placed on the regular adjunct teaching pay schedule according to their level of experience, pursuant to Policy and Procedure 2.303.

This procedure is effective beginning with the Fall 2007 semester and no retroactive payments will be made.

Approval History: Replacement for Adjunct Faculty Pay for Former Employees of Kaskaskia College

Approved 11/15/2007