

**Section:** Adjunct Faculty and Full Time Faculty Overload Rate

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**Sponsoring Unit/Department:** Office of the Provost

## Adjunct Faculty and Full Time Faculty Overload Rate

The rate of compensation for adjunct faculty teaching assignments and full-time faculty overload is included in the Faculty Salary Schedule. Rate adjustments are based on length and/or load hours of service as well as completion of professional development over a three-year lookback period.

Level	Minimum Requirements
Tier One	All newly hired, and those who have not completed Tier Two requirements
Tier Two	5 (five) semesters of teaching OR 30 Load Hours at PCC in the past 3 (three) years AND 9 (nine) hours of PCC professional development recorded in MyCareerCenter in the past three (3) years, including the College Directed Training & Refresher as required

To progress to Tier Two, a faculty member must meet the minimum requirements no later than June 30 of the calendar year. Tier progression happens annually on July 1, with the new rate going into effect the following fall of that same calendar year.

Tier Two is a rate increase over the Tier One rate. Base rate and percentage increase is approved annually by the Governing Board. Please see the adjunct faculty [Salary Schedule](#), under "Unclassified Pay Rates for Temporary Employees," to view Tier One and Tier Two compensation amounts.

Adjunct Faculty who progress to Tier 2 will remain at Tier 2 unless they become Inactive (i.e., do not teach for three consecutive academic years). Inactive Adjunct Faculty who wish to become Active again will start at Tier 1.