



### Faculty Pay rates beginning Summer 2017

Full-time faculty overloads and part-time faculty will be paid as follows:

- 1) **Academic classes, laboratories, and Career Technical courses stipend to part-time ("resource") faculty:** \$700 per credit hour
- 2) **Additional Scientific, EMS, and Art Ceramics Laboratories stipend:** \$700 per lab credit hour
- 3) **Physical Education Activity Classes:** \$100 per student, with a maximum of \$900 per credit hour
  - a) No minimum number of students will be required; however, faculty will be required to perform all associated duties as required of academic and career technical courses.
  - b) Class size and associated payment is determined by the number of students enrolled at 5 p.m. of the advertised drop/add deadline.
- 4) **Directed or Independent Studies:** \$325 per study [*May include multiple students*]
  - a) Directed or independent studies are available as a last resort for students needing to fulfill program requirements and when other options are not available. The Vice President of Student Learning, in consultation with the Department Chair and affected instructor, will recommend approval to the College President. Pay to Full-time Faculty available only when load has already been met (See Item 9)
- 5) **Cooperative Education or Internships:** \$700 per credit hour
  - a) Credit hours are based on the number of students enrolled times the number of credits divided by 15. For example, 5 students enrolled for 3 credits each equals 15 student credit hours; dividing 15 student credit hours by 15 equals 1 credit hour, resulting in a payment of \$700.
  - b) Co-op/Internship courses may be taken for a variable number of credits. Credits are determined using a ratio of 60 hours on-the-job to 1 credit hour.
  - c) Pay to Full-time Faculty available only when load has already been met (See Item 9)
- 6) **Dual credit:** Career-tech and academic instructors will be paid \$500 for each dual credit course taught as a school district teacher and conducted on a high school campus during the school's normal bell schedule. Dual credit instructors must meet the same requirements and deadlines as all ENMU-Ruidoso part-time faculty.
- 7) **Special pay rates** may be established and negotiated by the Vice President of Student Learning for non-regular teaching assignments as the need arises.

- 8) **Full-time faculty** overloads are paid at \$39.00 per Student Credit Hour (SCH) generated in excess of the pre-determined Proposed Load Goals as presented below. Overload payments must be approved by the Vice President of Student Learning and the College President.

Department Chair minimums: Teaching Load of 12 CHs, average 15 students enrolled in all courses, minimum 180 SCHs generated. Overload may be paid when CHs exceed 12 or more **and** SCHs exceed 192.


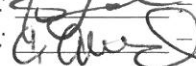
Regular Full-time Faculty minimums: Teaching Load of 15 CHs, average 15 students enrolled in all courses, minimum 225 SCHs generated. Overload may be paid when CHs exceed 15 or more **and** SCHs exceed 270.

Proposed Load Goals				SCH to Generate Overload
regular faculty	credits	enrolled	SCH	
course 1	3	15	45	48
course 2	3	15	45	48
course 3	3	15	45	48
course 4	3	15	45	48
course 5	3	15	45	48
<b>total</b>	<b>15</b>	<b>75</b>	<b>225</b>	<b>240</b>

Proposed Load Goals				SCH to Generate Overload
dept chair	credits	enrolled	SCH	
course 1	3	15	45	48
course 2	3	15	45	48
course 3	3	15	45	48
course 4	3	15	45	48
course 5	n/a	n/a	n/a	n/a
<b>total</b>	<b>12</b>	<b>60</b>	<b>180</b>	<b>192</b>

*For Fall 2014 a Hold-Harmless provision protects compensation with regard to the new overload calculation*

- 10) There is no implied condition of continued employment beyond the specified dates of individual contractual periods.
- 11) The College reserves the right to amend this policy at any time, negotiate additional pay rates, or cancel any class for extenuating circumstances when deemed necessary or in the best interest of the college, as authorized by the Vice President of Student Learning and the College President.

Approved Date:  3/10/17 Pierre Laroche, Vice President of Student Learning  
 Approved Date:  Dr. Clayton Alred, President