

# Part-time Pay Comparison for 2022-23

Counseling faculty are maintaining parity with Instructional faculty

## Part-time Pay Rates for 2022-23

NOTE: Counseling Rates now based on the 27.5 hours per week, or 962.5 per year for FT faculty

Pro-rata remains 76.5%

Formula for Hourly Rate

76.5% of Annual Salary ÷ 962.5

Step	CAH Rate	Lecture Hr	Lab Hr	Counseling
<del>1</del>	<del>1,878.50</del>	<del>107.34</del>	<del>80.51</del>	<del>62.21</del>
2	1,956.17	111.78	83.84	64.78
3	2,033.83	116.22	87.16	67.35
4	2,111.50	120.66	90.49	69.93
5	2,188.16	125.09	93.82	72.50
6	2,266.82	129.53	97.15	75.07
7	2,344.49	133.97	100.48	77.64
<b>8</b>	<b>2,422.15</b>	<b>138.41</b>	<b>103.81</b>	<b>80.21</b>
9	2,499.82	142.85	107.13	82.79
10	2,577.48	147.28	110.46	85.36
11	2,654.14	151.72	113.79	87.93

## ***PAY FOR A 40% (6 CAH) Assignment at Step 8...***

### Instructional Assignment in 2022-23

**PAY FOR 40% LOAD = (6 CAH) x (\$2,422.15) = \$14,532.90**

Pay in 2021-22 for the same assignment → \$13,019.16

### Counseling Assignment in 2022-23\*

\* Effective Spring '23, 40% Load is 11 hours per week, including one (1) paid hour for student follow-up

**PAY FOR 40% LOAD = (11 Hrs) x (\$80.21) x (16.5 wks) = \$14,558.12**

Pay in 2021-22 for a 40% assignment (10 weekly hours) → \$13,043.25

### ADDITIONAL POINTS CONSIDERED

- ♦ PT Counselor pay is actually slightly *more than* PT Instructor pay for the same workload— even though PT Counseling Faculty typically work 16.5 weeks over the semester, while their colleagues on the instructional side generally work one week more. (*Note.* The goal is to ensure pay parity for a typical scheduling pattern for the semester; PT counselors can, and sometimes do, work a full 17.5 weeks.)
- ♦ While it's true that PT Instructional Faculty often have the opportunity to serve one or two additional paid office hours, many PT Counseling Faculty can—and do—work an additional week or two prior to opening day— work that instructional faculty don't have access to.

Ultimately, the goal is for the pay opportunities on both sides of the ledger to balance out.