



Northwestern
Michigan
College

To: Academic Area Offices
From: Bill Hendry, Executive Director of Human Resources
Date: May 12, 2008
Subject: 2008-2009 Overload/Adjunct Rates

The 2008-2009 pay scale for adjunct instructors has been approved as shown below. The scale has increased by 2.08%. This was identified as the peer average scale increase during the study for faculty increases.

Step	Summer 2008 thru Spring 2009 Rates ⁽³⁾
1	0
2	434
3	458
4	486
5 ⁽¹⁾	522
6	558
7	601
8	644
9	685
10 ⁽²⁾	723

- (1) Starting rate for adjunct faculty with master's degree (not including steps for other placement criteria)
(2) Regular faculty overload rate
(3) Step increments are 5.5%, steps 2-9

Timothy J. Nelson, President
Approved

May 12, 2008
Date

BH:ck
cc: Educational Services