

COMPENSATION PLAN FOR ADJUNCT OR PART-TIME INSTRUCTORS (former Policy 277)

Purpose

The adjunct instructor is an important part of the instructional program at Cowley College. A compensation plan that recognizes the importance of education and professional development will enhance the instructional program provided by the adjunct faculty.

General Education and Career and Technical Education Adjunct Pay

- \$600 per credit hour

Non-Destructive Testing (NDT) Online Adjunct Pay

No. of Students Enrolled	Pay Rate
1	\$ 500
2	\$1,000
3	\$1,500
4 or more	\$1,800

Additional Points of the Plan:

- Natural Science Instructors who teach a lab science class that includes on-campus lab will be compensated a stipend of one credit hour to include lab preparation and lab classroom extension time.
- An internal professional development system will be based on 10 points per year (July –June) whereby if an adjunct faculty completes the points during the year they will be awarded a once per year stipend of \$500 to be paid in August payroll. It is the responsibility of the adjunct faculty to keep documentation of their professional development attendance on the *Professional Development Tracking Form* and turn their completed form into the Academic Affairs Office at the Ark City campus by July 10 of each year for compensation.

Revised July 21, 2008
Revised April 15, 2013
Revised 2019
Revised September 24, 2024
Revised August 2025
Revised June 16, 2026