



LAKE MICHIGAN C O L L E G E

Part Time Faculty Compensation - Fall 2017

➤ **Tiered Pay Scale**

- \$36 per contact hour
- \$37-\$39 per contact hour after completion/competency in training objectives.
- \$50 per contact hour for MSN and CIS part time faculty

➤ **Mileage Reimbursement**

- Roundtrip mileage in excess of 30 miles per class session will be reimbursed at the completion of the semester, at a rate established by Board policy. The total mileage will not exceed 180 miles per course.
- Mileage reimbursement for part-time faculty will be received as payroll and is considered taxable earnings as defined by the IRS. However, mileage earnings are non-reportable to the retirement system and not subject to employee or employer retirement contribution rates.
- Earn 1 additional contact hour per class taught at Allegan Tech Center.
- Please see Adjunct Mileage Reimbursement – Commuting In Excess of Thirty Miles Roundtrip Procedure for more detail.

➤ **Tuition Reimbursement** (employee & dependents)

- Tuition Reimbursement for employee and eligible IRS dependents for LMC classes. Turns into a tuition waiver after 2 semesters taught. A maximum of 45 hours can be banked, and the banked amount will go away after 3 years after the last semester taught.

➤ **Professional Development Fund**

- Eligible after 24 contact hours taught. Can apply for an event and the Academic Deans decide on an annual basis. \$10,000 fund for in state events. Out of state events must be approved by the VP of Instruction and the VP of Administrative Services.
- The fund is administered by the Academic Deans.

➤ **Free Professional Development Events**

➤ **Free TLC Training Opportunities**

➤ **Mendel Center Mainstage Ticket Discount**

➤ **Business Cards - 50**

- Instructor can ask for more cards as needed

➤ **Free Wellness Center Use** (employee only)

➤ **Whirlpool VIPLink Discount**

➤ **Participation in Commencement**

➤ **Include Part Time Faculty in "Internal Only" Faculty postings**

- Post FT Faculty postings "internal only" for one week per contract.
- Positions then posted for Part Time Faculty only for one week before posting externally.

**Part time faculty paid directly by Lake Michigan College or EDUStaff are eligible for benefits.*