

**Frederick Community College**  
**FY 2021 Hourly Rates**  
**AA Clinical Instructors**  
Effective July 1, 2020 – June 30, 2021

Level I* Professional Development Begins	Level II 45 To 89 Credits/Hrs* and Demonstrated Professional Growth** and Demonstrated Positive Teaching Experiences***	Level III 90 Credits/Hrs* and Demonstrated Professional Growth** and Demonstrated Positive Teaching Experience at FCC***
<b>\$53.03</b>	<b>\$55.75</b>	<b>\$59.71</b>

**LEVEL I:**

Clinical Instructors are hired based on discipline required educational credentials.  
Entry level clinical instructors have less that 45 credits of teaching experience and/or are lacking documentation of professional development and/or positive teaching experience.

**LEVEL II:**

Document 45 to 89 credits of teaching experience (1,801-3,560 clinical instruction hours).  
Document professional growth in teaching.  
Document positive teaching experience.

**LEVEL III:**

Document 90 and above credits of teaching experience (3,561+ clinical instruction hours).  
Document professional growth in teaching.  
Document positive teaching experience.

**Initial Placement:**

Clinical Instructors are hired to teach courses based on discipline required educational credentials.

**Previous experience and professional development (degrees, certifications, etc.) determines where initial placement occurs.**

**\*\*Professional Growth:**

Clinical Instructors must demonstrate professional growth to advance to the next level.

**Clinical Instructors must contact the appropriate department chair, program manager, or coordinator and provide evidence of professional growth that is consistent with the college's definition of professional and organizational development and other appropriate educational experiences (certificates, degrees, etc.) Professional development includes but is not limited to participation in departmental and Center for Teaching and Learning events.**

**\*\*\*Positive Teaching Experience:**

Teaching experience is calculated using hours taught at the college level. \*30 hours/credits at the college level equals a year. Each full year of secondary/elementary or other noncol/lege- level teaching is credited with one- half of a year. \*

**Demonstrated successful teaching experience must be documented (letters of recommendation, observation feedback, student evaluations, etc.)**

#### **SCALE MOVEMENT PROCEDURES**

In consultation with department chairs/program manager or coordinator, all Clinical Instructors document requirements to move up scale. Documentation is kept by the department chair and subject to approval by the Associate Vice President and/or the Provost/Vice President of for Academic Affairs.

**Change in the clinical instructor pay rate is determined by the department chair/program manager/coordinator.**

**It is the responsibility of the clinical instructor to present documentation of amount of positive teaching experience and professional development at FCC and other colleges to the department chair/program manager for the purpose of increasing payment on the scale. It is the responsibility of the department chair/program manager to keep a record of the rationale and decision to increase pay for each adjunct faculty.**