**On-line Course Load Calculation**

The College and CODAA recently collaborated to resolve an issue related to adjunct teaching faculty teaching on-line courses. CODAA approached the College and expressed a concern that the pay schedule that was used this semester to calculate adjunct faculty teaching load for on-line classes was different than the one that was used in prior semesters. In addition, it was different than the one that was in place at the time (Spring, 2012) many of our adjunct faculty colleagues agreed to teach on-line classes this semester. The College also used tenth day enrollment numbers for the load calculation. Previously, the first day enrollment was used to calculate load, which allowed adjunct faculty to know their load assignments earlier and be able to plan appropriately. The College understood the concerns and worked with CODAA to determine a fair and responsive approach to this issue.

Through productive discussion, we agreed to the following:

* Going forward, the adjunct faculty on-line teaching loads will be based on first day enrollments.
* For the Fall 2012 semester, adjunct faculty will have the online course compensation based on the matrix that was in place in the Spring 2012 semester. In addition, the individual adjunct faculty members will receive load based on the greater of first or tenth day enrollments. The College will make pay adjustments where appropriate.
* Starting with the Spring 2013 semester, the calculation of compensation will be determined using the attached matrix.

While this resolution does not change either the College’s or CODAA’s position related to whether class size, (including for online compensation), is a mandatory subject of bargaining, this resolution extends for the duration of the current collective bargaining agreement.

Both the College and CODAA are pleased that we were able to resolve this issue in a professional and collaborative manner.

**ON-LINE TEACHING LOAD COMPENSATION SCHEDULE**

Hybrid and Web-enhanced Courses will be assigned as per the assignment of Traditional Courses. These levels do not apply to Adult Fast Track, Field Studies, or Interdisciplinary Classes including Weekend Studies.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 30 students | 24 students Foreign Languages | 20 students Speech & English Composition | 15 students Developmental English |
| Course Hours |  |  |  |  |
| 1 | 7-30 =1 | 7-24 =1 | 7-20 =1 | 7-15 =1 |
| 2 | 7-15 =1  15-30 =2 | 7-13 =1  14-24 =2 | 7-10 =1  11–20 =2 | 7-10 =1  11–15 =2 |
| 3 | 7-10 =1  11-20 =2  21–30 =3 | 7-9 =1  10-17 =2  18-24 =3 | 7-8 =1  9-14 =2  15-20 =3 | 7-8 =1  9-12 =2  13-15 =3 |
| 4 | 7-8 =1  9-15 =2  16-23 =3  24-30 =4 | 7-8 =1  9-13 =2  14-19 =3  20-24 =4 | 7-8 =1  9-12 =2  12-16 =3  17-20 =4 | 7-8 =1  9-10 =2  11-12 =3  13-15 =4 |
| 5 | 7-8 =1  9-12 =2  13-18 =3  19-24 =4  25-30 =5 | 7-8 =1  9-10 =2  11-15 =3  15-19 =4  20-24 =5 | 7-8 =1  9-10 =2  11-12 =3  13-16 =4  17-20 =5 | 7-8 =1  9-10 =2  11-12 =3  13-14 =4  15 =5 |
| 6 | 7-8 = 1  9-10 =2  10-15 =3  16-20 =4  21-25 =5  26-30 =6 | 7-8 = 1  9-10 =2  10-13 =3  14-17 =4  18-21 =5  22-24 =6 | 7-8 = 1  9-10 =2  11-12 =3  13-15 =4  16-18 =5  18-20 =6 | 7 =1  8 =2  9-10 =3  11-12 =4  13-14 =5  15 =6 |
| 7 | 7-8 = 1  9-10 =2  10-13 =3  14-17 =4  18-21 =5  22-25 =6  26-30 =7 | 7-8 = 1  9-10 =2  10-12 =3  13-16 =4  17-20 =5  21-22 =6  23-24 =7 | 7-8 = 1  9-10 =2  11-12 =3  13-14 =4  15-16 =5  17-18 =6  18-20 =7 | 7 =1  8 =2  9 =3  10 =4  11 =5  12-13 =6  14-15 =7 |