

Article 25

COMPENSATION

- A. Attached as Exhibit 1 of this Agreement, which is made a part of this Agreement as if fully set forth herein, is the complete Adjunct Faculty Rate Scale which is to be in effect during the term of this Agreement. Increases identified for the first year of this Agreement shall be made retroactive to any members of the bargaining units whose appointments commenced on or after January 3, 2018.
- B. Senior Undergraduate Adjunct Lecturer shall be defined as a faculty member who has taught for McDaniel College during five (5) or more academic years as of May 28, 2019.
- C. A Senior Graduate Adjunct Lecturer shall be defined as a faculty member who has taught for McDaniel College during five (5) or more academic years as of May 20, 2019.

Exhibit 1-Undergraduate Adjunct Lecturer Pay Schedule Effective January 22, 2018

Type of Payment	Undergrad Payment
Teaching a 3/4 credit course with a Master's Degree	\$3,090.00
Teaching a 3/4 credit course with a Terminal Degree	\$3,399.00
EPE .5 Credit	\$618.00
Jan-Term Course on Campus	\$2,060.00
Jan-Term Trip Off-Campus	\$2,575.00
Jan-Term PE Course	\$690.10
Lab w/o terminal degree	\$2,060.00
Lab w terminal degree	\$2,060.00
Ensembles Major (PhD)	\$3,399.00
Ensembles Minor (PhD)	\$1,699.50
Ensembles Major (Master's)	\$3,090.00
Ensembles Minor(Master's)	\$1,545.00
Music Pedagogy (Masters)	\$1,030.00
Music Pedagogy (PhD)	\$1,133.00
Music Class/1 credit (Masters)	\$927.00
Music Class/1 credit (PhD)	\$1,030.00
Independent Study	\$82.40
Teaching independent music lessons for credit in 30 minute increments	\$24.46/lesson
Teaching independent music lessons for credit in 60 minute increments	\$48.93/lesson
Methods Courses – 3 credits (these are cross listed with UG but GPS pays for the course)	\$1287.50 base pay plus \$489.25 for each additional student with caps at \$3090 for masters and \$3339 for terminal degree
Methods courses – 2 credits (these are cross listed with UG but GPS pays for the course)	\$1287.50 base pay plus \$489.25 for each additional student with caps at \$2060 for masters and \$2266 for terminal degree
English Lab Mentor DED	\$1545 per semester
ASL Lab Mentor DED	\$1545 per semester

Exhibit 2-Graduate Adjunct Lecturer Pay Schedule Effective January 8, 2018

Type of Payment	Grad Payment
Teaching a 3/4 credit course a Master's Degree	\$3,090.00
Teaching a 3/4 credit course with a Terminal Degree	\$3,399.00
Independent Study	half of the tuition per student
Thesis Practicum Per Student	\$412.00
Grading Portfolio	\$25.75 per objective
Developing new course**	\$1,545.00
Serving on Master's Thesis Committee	\$103.00
Committee Chair of Master's Thesis	\$386.25
Scoring of final Capstones/Comps (C&I) Action Research Projects --	\$30.90
Action Research Projects (C&I) (average 2 hours per focus point; \$50 per point with 4 total)	\$51.50 for each of the four progress points
MLA Final Projects	half of the tuition per student
Methods Courses – 3 credits (these are cross listed with UG but GPS pays for the course)	\$1287.50 base pay plus \$489.25 for each additional student with caps at \$3090 for masters and \$3339 for terminal degree
Methods courses – 2 credits (these are cross listed with UG but GPS pays for the course)	\$1287.50 base pay plus \$489.25 for each additional student with caps at \$2060 for masters and \$2266 for terminal degree
Directed Studies in SED	\$128.75 per student
ASL Lab Mentor DED	\$1545 per semester
Conferencing for Borderline Submissions (C&I)	\$25.75 per student conference

**-Developing New Course-Must be invited to develop a new course before the work commences

Exhibit 3: Senior Undergraduate Lecturer Pay Scale Effective May 28, 2019

Teaching a 3/4 credit course a Master's Degree	\$3,182.70
Teaching a 3/4 credit course with a Terminal Degree	\$3,500.97
EPE .5 Credit	\$636.54
Jan-Term Course on Campus	\$2,121.80
Jan-Term Trip Off-Campus	\$2,652.25
Jan-Term PE Course	\$710.80
Lab w/o terminal degree	\$2,121.80
Lab w terminal degree	\$2,121.80
Ensembles Major (PhD)	\$3,500.97
Ensembles Minor (PhD)	\$1,750.49
Ensembles Major (Master's)	\$3,182.70
Ensembles Minor(Master's)	\$1,591.35
Music Pedagogy (Masters)	\$1,060.90
Music Pedagogy (PhD)	\$1,166.99
Music Class/1 credit (Masters)	\$954.81
Music Class/1 credit (PhD)	\$1,060.90
Independent Study	\$84.87
Teaching independent music lessons for credit in 30 minute increments	\$25.19/lesson
Teaching independent music lessons for credit in 60 minute increments	\$50.40/lesson
Methods Courses – 3 credits (these are cross listed with UG but GPS pays for the course)	\$1326.13 base pay plus \$503.93 for each additional student with caps at \$3182.70 for masters and \$3500.97 for terminal degree
Methods courses – 2 credits (these are cross listed with UG but GPS pays for the course)	\$1326.13 base pay plus \$503.93 for each additional student with caps at \$2121.80 for masters and \$2333.98 for terminal degree
English Lab Mentor DED	\$1591.35 per semester
ASL Lab Mentor DED	\$1591.35 per semester

Exhibit 4: Senior Graduate Adjunct Lecturer Pay Scale Effective May 20, 2019

Teaching a 3/4 credit course a Master's Degree	\$3,182.70
Teaching a 3/4 credit course with a Terminal Degree	\$3,500.97
Independent Study	half of the tuition per student
Thesis Practicum Per Student	\$424.36
Grading Portfolio	\$26.52 per objective
Developing new course**	\$1,591.35
Serving on Master's Thesis Committee	\$106.09
Committee Chair of Master's Thesis	\$397.84
Scoring of final Capstones/Comps (C&I) Action Research Projects --	\$31.83
Action Research Projects (C&I) (average 2 hours per focus point; \$50 per point with 4 total)	\$53.05 for each of the four progress points
MLA Final Projects	half of the tuition per student
Methods Courses – 3 credits (these are cross listed with UG but GPS pays for the course)	\$1326.13 base pay plus \$503.93 for each additional student with caps at \$3182.70 for masters and \$3500.97 for terminal degree
Methods courses – 2 credits (these are cross listed with UG but GPS pays for the course)	\$1326.13 base pay plus \$503.93 for each additional student with caps at \$2121.80 for masters and \$2333.98 for terminal degree
Directed Studies in SED	\$132.61 per student
ASL Lab Mentor DED	\$1591.35 per semester
Conferencing for Borderline Submissions (C&I)	\$26.53 per student conference

**-Developing New Course-Must be invited to develop a new course before the work commences