



HENRY FORD COMMUNITY COLLEGE

Office of Human Resources

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LETTER OF AGREEMENT BETWEEN HENRY FORD COMMUNITY COLLEGE AND ADJUNCT FACULTY ORGANIZATION (AFO)

The new salary schedules take effect at the beginning of the Fall 2011 semester. ~~Two (2)~~ **Three (3)** salary schedules are maintained: one (1) for Teaching Adjuncts, and a second one (1) for non-teaching adjuncts, **and a third one (1) for non-teaching advisors.**
(See Appendix B for Salary Schedules.)

Effective Winter 2012, the Adjunct Faculty Organization (AFO) salary schedule is as follows:

FALL 2011						
Adjunct salary Schedule Per Contact Hour Rate						
Teaching						
	Step		LMA	MA	MA+	PHD
	1		\$34.40	\$35.88	\$37.37	\$38.85
	2		\$36.98	\$38.58	\$40.18	\$41.78
	3		\$39.77	\$41.48	\$43.20	\$44.93
	4		\$42.76	\$44.61	\$46.45	\$48.30
Non-Teaching						
	Step		LMA	MA		
	1		\$20.39	\$24.62		
	2		\$21.91	\$26.48		
	3		\$23.56	\$28.47		
	4		\$25.34	\$30.62		
12 Month-Advisor						
	Step	RATE				
	1	\$20.39				
	2	\$21.91				
	3	\$23.56				
	4	\$25.34				

FALL 2012						
Adjunct salary Schedule Per Contact Hour Rate						
Teaching						
	Step		LMA	MA	MA+	PHD
	1		\$34.91	\$36.41	\$37.93	\$39.43
	2		\$37.54	\$39.16	\$40.78	\$42.41
	3		\$40.37	\$42.10	\$43.85	\$45.60
	4		\$43.40	\$45.28	\$47.15	\$49.02
Non-Teaching						
	Step		LMA	MA		
	1		\$20.69	\$24.99		
	2		\$22.24	\$26.87		
	3		\$23.92	\$28.90		
	4		\$25.72	\$31.08		
12 Month-Advisor						
	Step	RATE				
	1	\$20.69				
	2	\$22.24				
	3	\$23.92				
	4	\$25.72				

FALL 2013						
Adjunct salary Schedule Per Contact Hour Rate						
Teaching						
	Step		LMA	MA	MA+	PHD
	1		\$35.26	\$36.78	\$38.31	\$39.82
	2		\$37.91	\$39.55	\$41.19	\$42.83
	3		\$40.77	\$42.53	\$44.29	\$46.06
	4		\$43.84	\$45.73	\$47.62	\$49.51
Non-Teaching						
	Step		LMA	MA		
	1		\$20.90	\$25.24		
	2		\$22.47	\$27.14		
	3		\$24.16	\$29.19		
	4		\$25.98	\$31.39		
12 Month-Advisor						
	Step	RATE				
	1	\$20.90				
	2	\$22.47				
	3	\$24.16				
	4	\$25.98				

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By: *Steve Miller*

Date: *Jan 3, 2012*

AFO

By: *Thomas Anderson*

Date: *Jan. 6, 2012*