

EXHIBIT 8

OVERLOAD AND ALTERNATIVE TEACHING METHODS

“On-Campus” Adjunct/CCC Overload

The set threshold of student enrollment will be announced on or before the corresponding state fiscal year, July 1, during annual negotiations to determine per adjunct/overload calculation. Enrollment levels below the set threshold will only run if prior approval occurs. Prior approval will happen if the faculty member and Vice President of Academic Affairs deem the course necessary for a student to graduate within a standard academic time frame. The Vice President of Academic Affairs reserves the right to consolidate duplicative course offerings if there are multiple course offerings during the same term.

Regular semester and summer courses will be paid \$650 per credit hour, regardless of class size.

Late fall courses will be paid at \$700 per credit hour. The higher pay rate is due to the compressed timeframe and the work required during the holiday season.

Instructors teaching on the I-Can network will be paid \$100 per additional location.

Online Course Development

The Professional Employee must receive prior approval before developing a new online course. The Professional Employee will notify the Vice President of Academic Affairs once the course is completed. The course will be reviewed by someone appointed by the Vice President of Academic Affairs for quality and preparedness, and the Professional Employee will be asked to correct any issues. Once the course is approved, offered, and taught the Professional Employee will receive a supplemental contract at a rate of \$400 per credit hour for the new course design. Each course development will only be paid once, and redesigns will not be compensated.