

Retired faculty members have often continued to enrich our campus with their presence in various ways, most particularly, in the classroom through continuing to teach after their retirement.

We have been asked on more than one occasion to allow retired faculty to teach more than 2 courses each semester. Unfortunately, our adjunct budget cannot cover paying retired faculty 7.5% of their last 9 month salary for more than 2 courses. In fact, not all retired faculty who have asked for teaching can be accommodated under the current adjunct budget and policy of limiting retired faculty to 2 courses per semester at this level of compensation.

We have tried to provide chairs and retired faculty with more flexibility for the coming academic year. Chairs and deans who have been unable to hire retired faculty to teach for budgetary reasons may work with a retired faculty member to determine compensation for each of the first two courses taught at an amount between \$3750 for a retired tenured faculty member (\$3000 for a retired Instructor) and 7.5% of the last base salary. We will allow a retired faculty member to teach more than 2 courses per semester, but we must limit the compensation received for courses taught beyond the first two to the standard adjunct rate.

This salary arrangement does not guarantee teaching to any particular retired faculty member; the department chair and dean must determine that the proposed teaching meets curricular and other needs of the department and that even the negotiated compensation can be accommodated within the school's adjunct budget.