

**Grays Harbor College**  
**Salary Rates for Ancillary and Other Duties**  
**Effective 7/1/2025**

**Section 1. Part-time Faculty Pay Rates**

- A. The part-time compensation for classroom instruction shall be \$937.46 per quarter load hour, as defined by Article IV, Section 6.B. Nursing courses will be paid the part-time rate plus \$100 per quarter load hour subject to funding by the legislature.
- B. The part-time compensation for counseling and library activities shall be \$56.19 per hour.
- C. The part-time compensation for community special interest instruction shall be \$31.22 per hour.
- D. The compensation for hourly non-instructional ancillary activities shall be \$52.99 per hour.
- E. The compensation for independent study shall be [ $\$207.08 + 73.04 \times \text{number of students}$ ] per quarter load hour as defined by Article IV, Section 6.B.
- F. The compensation for cooperative learning, internships and practicums shall be \$255.67 per student. (This value is calculated by taking the \$937.46 from Section 1A, dividing by 11 and multiplying by 3. The 3 represents the average number of hours a faculty member is expected to spend per student.)
- G. The compensation for the Bishop Center Ensemble group conductors listed below shall be \$1874.92 per quarter per group. For each quarter a group meets, there is an expectation of at least one public performance by each group in a venue/setting to be determined in consultation between the conductor, Student Services, and the Ensemble Group Coordinator. (This value is calculated by taking the \$937.46 from Section 1A and multiplying by 2.)

Ensemble groups paid as described in "G".

Symphony  
Concert Band  
Opera Series  
Civic Choir

Coordination of the Bishop Center Ensemble groups shall be \$1486.67 per quarter for, fall, winter, and spring.

**Section 2. Ancillary Salaries**

The compensation for serving as Division/Department Chair is \$7698.20 per year, plus an annual stipend of \$700.45 for every full-time tenure-track faculty member over five (5) in the division/department.

The compensation for serving as advisor to the student newspaper is \$5598.19

**Section 3. Development of Online Courses**

The compensation for development of online courses shall be:

- A. \$1853.16 for first course (subject) converted to wholly online.
- B. \$1235.07 for second course (subject) converted to wholly online.
- C. \$616.99 for every subsequent course (subject) converted to wholly online.