File: GCBC-E

Additional Pay for Instruction of Concurrent Education

North Conejos School District offers additional pay for the instruction of concurrent education classes to instructors that meet the following criteria. Instructional staff that meet the criteria will be paid according to their defined role. The school district will pay $750 for each class that is instructed each semester. The percentage of pay for each role is defined.

Defined Roles and Policies for Instructional Pay

Instructor of Record Teaching the Course – Certified instructor who has a Master Degree in the content area, has met the criteria established by the institution of higher learning, and is teaching the course.

Instructor of Record Only – Certified instructor who has a Master Degree in the content area and has met the criteria established by the institution of higher learning, but is not teaching the course. The instructor of record will oversee the curriculum and ensure the course instructor is following a course syllabus and instructing under their supervision.

Instructor Not of Record Teaching the Course – Certified instructor teaching accredited college course, but does not have a Master Degree in the content area and does not meet the criteria to be the Instructor of Record. The instructor not of record teaching the course, will work under the certification and supervision of the instructor or record.

Salaries for Concurrent Instructional Pay

Instructor of Record Teaching the Course – Receives 100% of the $750 per class per semester

Instructor of Record Only – Receives 20% of $750 or $150 per class per semester

Instructor Not of Record – Receives 80% of $750 or $600 per class per semester

All instructors desiring to be paid for instructing concurrent education must fulfill the obligations set forth by the school district under concurrent education instruction policies as well as those policies of the participating institution of higher learning. Any additional pay listed in this policy exhibit is contingent on the employee's ability to complete all expectations and obligations set forth.

These guidelines are in effect beginning the 2025-2026 School Year. All additional pay for instructing concurrent education classes will be paid to instructors in January and June.

Issued: May 20, 2025