

**Appendix C**  
**Clock Hour to Credit Hour Equivalencies**

Direct Student Contact Hours per Week	Equivalent Credit Hours of Instruction	FTE
1	0.5	0.0306
2-3	1	0.06125
4-6	2	0.1225
7-9	3	0.18375
10-12	4	0.245
13-15	5	0.30625
16-18	6	0.3675
19-21	7	0.42875
22-24	8	0.49

This table of credit-hour equivalencies will be used to determine the credit-hour assignments of English Language Institute PTF hired on or after Fall, 2016, only. Such PTF will be compensated per credit hour as a minimum at salary step 2 shown in Appendix B. As such ELI PTF are evaluated and advanced to successive PTF2 or PTF3 levels, they shall be compensated as a minimum at salary step 4 for PTF2 appointments or salary step 7 for PTF3 appointments.

Instructional Assistants whose assignments are stated in terms of contact hours shall also be compensated per equivalent credit hour based upon these equivalencies. However, current Instructional Assistants whose compensation is not listed in the Appendix B salary table shall receive a 3% salary increase effective Fall, 2016, and 2.5% salary increases for the remaining years of this agreement subject to the provisions of Article XXVII.5 and 6.