

**APPENDIX D**

**COLLEGE OF MICRONESIA-FSM  
 TEMPORARY INSTRUCTORS' RATES (w/less than 2 years teaching experience)  
 Effective Spring Semester 1997**

PL/STEP	Per Annum	BI-WKLY	HR RATE	1 Credit	2 Credits	3 Credits	4 Credits	5 Credits	6 Credits	7 Credits	8 Credits	9 Credits	10 Credits	11 Credits	12 Credits
PL I-6	16,146	621	7.76	\$297.98	\$595.96	\$893.94	\$1,191.92	\$1,489.90	\$1,787.88	\$2,085.86	\$2,383.84	\$2,681.82	\$2,979.80	\$3,277.78	\$3,575.76
PL II-6	17,810	685	8.56	\$328.70	\$657.40	\$986.10	\$1,314.80	\$1,643.50	\$1,972.20	\$2,300.90	\$2,629.60	\$2,958.30	\$3,287.00	\$3,615.70	\$3,944.40
PL III-6	20,618	793	9.91	\$380.54	\$761.08	\$1,141.82	\$1,522.16	\$1,902.70	\$2,283.24	\$2,663.78	\$3,044.32	\$3,424.86	\$3,805.40	\$4,185.94	\$4,566.48
PL IV-6	23,894	919	11.49	\$441.22	\$882.44	\$1,323.66	\$1,764.88	\$2,206.10	\$2,647.32	\$3,088.54	\$3,529.76	\$3,970.98	\$4,412.20	\$4,853.42	\$5,294.64
PL V-6	29,042	1,117	13.96	\$536.06	\$1,072.12	\$1,608.18	\$2,144.24	\$2,680.30	\$3,216.36	\$3,752.42	\$4,288.48	\$4,824.54	\$5,360.60	\$5,896.66	\$6,432.72

**Computation**

\$7.76 (hourly rate) x 2 (1 teaching hour and 1 preparation hour) = \$15.52 x 16(weeks) = \$248.32x 20%(incentive) = \$297.96 per credit

PL I Bachelor's with less than 2 years full time teaching in postsecondary level

PL II Bachelor's + 30 graduate semester units + 2 years full time teaching in postsecondary level.

PL III Master's with less than 2 years full time teaching in postsecondary level

PL IV Master's + 30 semester units beyond master's program + 2 years full time teaching in postsecondary level

PL V Doctorate Degree with less than years full time teaching in postsecondary level.

**APPENDIX C**

COLLEGE OF MICRONESIA-FSM  
 TEMPORARY INSTRUCTORS' RATES (w/at least two years teaching experience)  
 Effective Spring Semester 1997

PL/STEP	Per Annum	BI-WKLY	HR RATE	1 Credit	2 Credits	3 Credits	4 Credits	5 Credits	6 Credits	7 Credits	8 Credits	9 Credits	10 Credits	11 Credits	12 Credits
PL I-8	17,810	685	8.56	\$328.70	\$667.40	\$986.10	\$1,314.80	\$1,643.50	\$1,972.20	\$2,300.90	\$2,629.60	\$2,968.30	\$3,287.00	\$3,615.70	\$3,944.40
PL II-8	19,630	755	9.44	\$362.50	\$725.00	\$1,087.50	\$1,450.00	\$1,812.50	\$2,175.00	\$2,537.50	\$2,900.00	\$3,262.50	\$3,625.00	\$3,987.50	\$4,350.00
PL III-8	22,750	875	10.94	\$420.10	\$840.20	\$1,260.30	\$1,680.40	\$2,100.50	\$2,520.60	\$2,940.70	\$3,360.80	\$3,780.90	\$4,201.00	\$4,621.10	\$5,041.20
PL IV-8	26,338	1,013	12.66	\$486.14	\$972.28	\$1,458.42	\$1,944.56	\$2,430.70	\$2,916.84	\$3,402.98	\$3,889.12	\$4,375.26	\$4,861.40	\$5,347.54	\$5,833.68
PL V-8	32,032	1,232	15.40	\$591.36	\$1,182.72	\$1,774.08	\$2,365.44	\$2,956.80	\$3,548.16	\$4,139.52	\$4,730.88	\$5,322.24	\$5,913.60	\$6,504.96	\$7,096.32

**Computation**

\$8.56 (hourly rate) x 2 (1 teaching hour and 1 preparation hour) = \$17.12 x 16(weeks) = \$273.92x 20%(incentive) = \$328.70 per credit

PL I Bachelor's + 2 years full time teaching in postsecondary level

PL II Bachelor's + 30 graduate semester units + 2 years full time teaching in postsecondary level.

PL III Master's + 2 years full time teaching in postsecondary level

PL IV Master's + 30 semester units beyond master's program + 2 years full time teaching in postsecondary level

PL V Doctorate Degree + 2 years full time teaching in postsecondary level.