Lakeland
COMMUNITY COLLEGE

Benefits for Adjunct Faculty

- Lakeland compensates part-time faculty at $792 per unit of load (part-time faculty are limited to 18 units of load per academic year and 11.99 units of load per semester) for teaching faculty and $29.75/hour for non-teaching faculty. Clinical instructors are paid $52.80 and lab instructors are paid $47 per hour.
- Part-time faculty teaching 16-week or full-session courses are eligible to apply for two days of paid leave during the session or one day of leave for an eight-week session.
- ***Free parking*** in our gated faculty/staff parking lot.
- State Teachers Retirement System – Contribution toward the state's retirement system. The adjunct faculty member and the college each pay 14 percent into the employee's account.
- An option to participate in the college's 403(b) and 457(b) ***deferred compensation*** plans.
- NO COST ***Employee Assistance Program*** providing an informative website and assistance with counseling for mental health, alcohol/drug abuse, child and elder care, and financial issues for employees and eligible dependents.
- Use of the Athletic and Fitness Center at no charge during the semester they are teaching.
- In the second semester of teaching, a partial ***waiver of the in-county instructional fees*** (based on units of load taught in current or immediately preceding semester) for credit classes taken by the employee, spouse, and child dependents as defined by the IRS (generally under the age of 24); partial waiver of the cost of many non-credit classes taken by the employee, spouse, and child dependents as defined by the IRS (generally under the age of 24).
- ***Bookstore discounts:*** 10% discount on new and used books and 20% discount on all trade books, supplies, electronics, clothing, gifts and greeting cards.

We hope this information is helpful. If you have specific questions or concerns, we encourage you to contact the Human Resources Department at 440-525-7575.

6/24/26