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PECULIARITIES OF DETERMINING THE SALARY SIZE
OF THE LECTURER BY RATING METHOD

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The article provides a method of calculating the salary of the university lecturer which gives him the opportunity to get the same salary for the lesson he/she teaches regardless of the circumstance of his / her work being full rate or hourly rate.Various possible situations are discussed in the article that can happen with the lecturer during the academic year and their solution-calculations are also given.

Key words: higher educational institution, faculty, academic degree, academic title, personal hour load, curriculum, salary, hour rate.

Introduction
In the Soviet Union and post Soviet Armenia the salaries of university professors were calculated in the full rate + hourly rate format where the same lecturer having full rate received higher wages than teaching the same subject on hourly rate basis which is probably not fair.

Conflict setting
The article gives an opportunity to calculate the salary of the university lecturer provided that he/she receives the same salary for the lecture irrespective of the full rate or hour rate basis.
There are two ways to calculate the salary: full rate and hour rate calculation.

Research results
The lectuer is considered to be on full rate whose annual hour number comprises   175-1080 hours, in case of 175-270 hours it is 0,25 rate and in case of 271-540 it is 0,5 rate and in case of 541-1080 it is 1 rate.
1.The monthly salary of the lecturer having full rate is calculated as follows [1-5]:
➢ By $N \cdot k$ formula where N is the annual hour number of the lecturer, k- is the specifying coefficient of the salary which can be regarded as an example in appendix. If there are no changes in the annual hour number of the lecturer, then he/she gets the same $A = N \cdot k$ salary from September to June.
2.The monthly salary of the lecturer having hourly rate is calculated as follows:
➢ By $a \cdot k \cdot 10$ formula where a-is the number of hours he/she had during that month, k-is the above mentioned coefficient.
3.When the annual load of the lecturer is changed during the academic year as a result of which we note the following:
a) the lecturer continues to be on full rate and the salary calculation is done by

$$A = \left(N \pm \frac{b \cdot 10}{m} \right) k \tag{1}$$

where A –is the amount of the new salary; N –is the load at the beginning of the year, b –is the change in the load, when increasing +, when decreasing - ; m –is the number of the months from the change time till the end of the year including the changed month independent of the day of the change; k –is the specifying coefficient of the salary.

b) the lecturer is on hourly rate.

In this case the calculation of the salary is done from the changing time.

If the annual hour number was N at the beginning of the year $N \geq 175$ and after n month it decreased by b, $N\text{-}b < 175$, then $c = n \cdot \dfrac{N}{10}$ hour number is calculated for which the lecturer had already been paid.

The hours factually taught are calculated e till the change

➢ if $e - c \geq 0$, then the lecturer is paid for the certain month $E = (e - c) \cdot k \cdot 10$ money, $N - b - e$ hour number according to the performances for further months;

➢ when $e - c < 0$ and $N - b + (e - c) \geq 0$, then for the certain month the lecturer is paid less for $c - e$ hour, and $N - b - e$ hour load according to monthly reports;

➢ when $e - c < 0$ և $N - b + (e - c) < 0$, then it turns out that the lecturer had got more money $(c - e)10 \cdot k$ which should be kept out of the final payment of the lecturer or from his vacation payment and further on he will not get salary lecturing the remained $N - b - e$ hours.

When double change happens with the hour number of the lecturer then as an annual hour number of ordinal change we can use the expression of (1) formula $N' = N \pm \dfrac{b \cdot 10}{m}$ (same for following cases).

The following example can be regarded as correct work of formula (1):

➢ Suppose the annual hour number of the lecturer was 900 hours in September;

➢ It had decreased for 100 hours in November;

➢ It had increased for 200 hours in February.

As a result the annual hour number of the lecturer will become 1000 hours and he will get salary for 1000 hours during the academic year.

Suppose the specifying coefficient of the lecturer's salary is $k = 220$.

In the task conditions in September and October the lecturer will get for $\dfrac{900}{10} \cdot 2 = 180$ hours $180 \cdot 220 \cdot 10 = 396.000$(AMD) salary.

His salary will become the following since November

$$\left(900 - \frac{100 \cdot 10}{8}\right) \cdot 220 = 775 \cdot 220 = 170.500 \ (AMD)$$

In November–January it will be $170.500 \cdot 3 = 511.500 \ (AMD)$, since February it will become $\left(775 + \dfrac{200 \cdot 10}{5}\right) \cdot 220 = 258.500 \ (AMD)$ and for February–June it will be $258.500 \cdot 5 = 1.292.500$ (AMD). During the year he/she will get $1.292.500 + 511.500 + 396.000 = 2.200.000$ AMD salary, we get it also from $1000 \cdot 220 \cdot 10$ formula, i.e. (1) works correctly.

4. The annual hour numbers change for hour rate lecturer

a) continuing to work on hour rate

➢ In this case his/her salary is calculated according to the reports of following months

b) becoming full rate lecturer

In this case the salary is calculated in the following way:

➢ Suppose the number of hours of the lecturer was a, $a < 175$ hours and after n months it was increased by b hours $a + b \geq 175$. The total number of the lectures by the lecturer (and the salaries he/she got) c- is calculated as follows;

➢ The salary is calculated since the time of the change by

$$A = \left(0 + \frac{a+b-c}{m} \cdot\right) k \cdot 10 \qquad (2)$$

5. The calculation of the salary of the lecturer in case of disability or maternity holiday or pregnancy is done as follows:

➢ If the annual hour number is N and from September till the n month the lecturer presented his/her paper of disability for x day from which l was given to another lecturer, then the salary of the lecturer with disability is calculated for the proper month and further months by the following $\left(N - \frac{l \cdot 10}{m}\right) \cdot k$ formula where m is the number of the months from n till the end of the year.

The salary of the hour rate lecturer and also in case of disability paper the hours missed by the lecturer are deducted from the load of the lecturer who presented the disability paper.

If the lecturer works jointly, his/her salary is calculated only for the certain month and when he/she is main employee, he/she is also paid for the days of the disability paper.

The same approach works also in case of unpaid holiday.

6. In case of changing the academic classification of the lecturer the salary is calculated

➢ We calculate the hours till the change of classification with k coefficient he/she was paid by d;

➢ We calculate the lecturer's actually taught hours f.

If the lecturer's classification was at first k and after n month it became k', then after the change in classification the salary will be calculated by the following $N \cdot k' + \frac{(k'-k)(d-f)}{m} \cdot 10$ formula where m-is the number of the months from n till the end of the year.

7. The hour number of the lecturer who leaves the job is calculated during the academic year for which he/she has been paid c and the real hour number e.

➢ If $c - e < 0$, then the lecturer is given $(e - c) \cdot 10 \cdot k$ sum of money for taught and non paid hours;

➢ If $c - e > 0$, then from the lecturer $(e - c) \cdot 10 \cdot k$ sum of money is kept for non taught hours and paid hours.

In such cases the vacational (final) payment of the lecturer is calculated counting the sum of hour numbers.

8. In the case of change in the lecturer's rate the new rate is calculated as follows:

➢ When that change takes place after n months since September, then the rate of the lecturer for the months remained can not exceed $(10 - n) \cdot 54$ hours (from 1 rate to 0.5) and $((10 - n) \cdot 27)$ hours (from 1 and 0.5 rate to 0.25 rate), and the annual load will be

   a)   in case of change from 1 rate to 0.5

$$\frac{N}{10} \cdot n + (10 - n).54 \leq 1080$$

   b)   in case of change from 1 rate to 0.25

$$\frac{N}{10} \cdot n + (10 - n).27 \leq 1080$$

   c)   in case of change from 0.5 to 0.25

$$\frac{N}{10} \cdot n + (10 - n).27 \leq 540$$

When the change is done by growing the rate, then final payment is not done, only restrictions are needed $e + b < 540$ when 0,25 rate changes into 0,5 rate and $e + b < 1080$ into 0,5 rate.

Conclusion

Various possible situations are discussed in the article that can happen with the lecturer during the academic year and their solution-calculations are also given.

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Appendix

Table of the classifying coefficients of the salary of lecturer

N/N	Academic degree	Scientific degree/post	Classification (k)
1.	Doctor	Professor	500
2.	Doctor	Associate professor	490
3.	Doctor	Senior lecturer	360
4.	Doctor	Assistant	340
5.	Candidate	Professor	300
6.	Candidate	Associate professor	320
7.	Candidate	Senior lecturer	280
8.	Candidate	Assistant	230
9.		Professor	250
10.		Associate professor	240
11.		Senior lecturer	220
12.		Assistant	200
13.		Lecturer	170

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ՎԱՐԿԱՆԻՇԱՅԻՆ ՄԵԹՈԴՈՎ ԴԱՍԱԽՈՍԻ ՎԱՐՁԱՏՐՈՒԹՅԱՆ ՉԱՓԻ ՈՐՈՇՄԱՆ ԱՌԱՆՁՆԱՀԱՏԿՈՒԹՅՈՒՆՆԵՐԸ

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Հոդվածում տրվում է բուհի դասախոսի աշխատավարձի հաշվարկի մի մեթոդ, որը նրան հնարավորություն է տալիս դասավանդած դասաժամի համար ստանալ նույն աշխատավարձը, անկախ իր աշխատանքի դրույքով, թե ժամավճարային հիմունքներով լինելու պարագայից:

Աշխատանքում քննարկվում են ամենատարբեր հնարավոր իրավիճակներ, որոնք կարող են տեղի ունենալ դասախոսի հետ ուսումնական տարվա ընթացքում և տրվում դրանց լուծում–հաշվարկները:

Բանալի բառեր. բարձրագույն ուսումնական հաստատություն, անհատական բեռնվածություն, աշխատավարձ, դասախոս, դրույք, ժամավճար, ժամաքանակ:

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ОСОБЕННОСТИ ОПРЕДЕЛЕНИЯ РАЗМЕРА ЗАРПЛАТЫ ПРЕПОДОВАТЕЛЯ ПО РЕЙТИНГОВОМУ МЕТОДУ

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В Советском Союзе и в постсоветской Армении расчет зарабатной платы в вузах выполнялся по схеме: ставка плюс почасовой формат, где в случае работы по ставке один и тот же преподаватель преподавая один и тот же урок, получал более высокую зарплату, чем преподавая в почасовом формате.

В статье предлогаемый метод устраняет эту разницу. Приведены изменения нагрузки преподавателя для самых различных возможных случаев и способы расчета соответствующих зарплат.

Ключевые слова: преподаватель, зарплата, ставка, годовая нагрузка, часы, почасовая зарплата, высшее учебное заведение.

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