

# FACULTY SALARY PLANS AND RATES

## FACULTY SALARY PLAN BY LEVEL

### FY 2017-2018

A newly employed faculty member is placed on the faculty salary placement chart according to a Step and Level Formula. A maximum of 8 steps is allowed for the initial placement of new faculty on the schedule.

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V	LEVEL VI	LEVEL VII	
Step	Associate	Assoc. +30	Bachelor	Bach +18	Master	Master +30	Doctorate	Step
0	\$38,182	\$38,668	\$39,154	\$40,547	\$42,166	\$44,629	\$47,288	0
1	\$39,136	\$39,635	\$40,132	\$41,560	\$43,220	\$45,744	\$48,470	1
2	\$40,115	\$40,626	\$41,136	\$42,599	\$44,301	\$46,888	\$49,682	2
3	\$41,118	\$41,641	\$42,164	\$43,664	\$45,408	\$48,060	\$50,924	3
4	\$42,145	\$42,682	\$43,218	\$44,756	\$46,543	\$49,262	\$52,197	4
5	\$43,199	\$43,749	\$44,299	\$45,875	\$47,707	\$50,493	\$53,502	5
6	\$44,279	\$44,843	\$45,406	\$47,022	\$48,900	\$51,755	\$54,839	6
7	\$45,386	\$45,964	\$46,541	\$48,197	\$50,122	\$53,049	\$56,210	7
8	\$46,521	\$47,113	\$47,705	\$49,402	\$51,375	\$54,376	\$57,615	8
9	\$47,451	\$48,056	\$48,659	\$50,390	\$52,403	\$55,463	\$58,768	9
10	\$48,400	\$49,017	\$49,632	\$51,398	\$53,451	\$56,572	\$59,943	10
11		\$49,997	\$50,625	\$52,426	\$54,520	\$57,704	\$61,142	11
12		\$50,997	\$51,637	\$53,475	\$55,610	\$58,858	\$62,365	12
13		\$52,017	\$52,670	\$54,544	\$56,722	\$60,035	\$63,612	13
14		\$53,057	\$53,723	\$55,635	\$57,857	\$61,236	\$64,884	14
15		\$53,853	\$54,529	\$56,469	\$58,725	\$62,154	\$65,858	15
16			\$55,347	\$57,317	\$59,606	\$63,087	\$66,845	16
17			\$56,177	\$58,176	\$60,500	\$64,033	\$67,848	17
18			\$57,020	\$59,049	\$61,407	\$64,993	\$68,866	18
19			\$57,875	\$59,935	\$62,328	\$65,968	\$69,899	19
20			\$58,743	\$60,834	\$63,263	\$66,958	\$70,947	20
21					\$64,212	\$67,962	\$72,012	21
22					\$65,175	\$68,982	\$73,092	22
23					\$66,153	\$70,016	\$74,188	23
24					\$67,145	\$71,067	\$75,301	24
25					\$68,152	\$72,133	\$76,430	25
26					\$68,834	\$72,854	\$77,195	26
27					\$69,522	\$73,582	\$77,967	27
28					\$70,217	\$74,318	\$78,746	28
29					\$70,920	\$75,061	\$79,534	29
30					\$71,629	\$75,812	\$80,329	30

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In support of, and to accomplish the College’s mission and vision, faculty are highly encouraged to continue professional growth and achieve educational attainment to obtain the highest degree in their discipline. All faculty are responsible for meeting and maintaining the academic and professional credential requirements published in Board Policy 4151, Academic and Professional Credentials of Faculty.

Faculty who have earned additional college level credit or degrees since previous placement on the salary schedule should request to have their official transcripts submitted directly to the Office of Human Resources for review and eligibility of educational increase.

Placement on the faculty salary plan provides for a maximum step based on educational level as listed below. Faculty who have reached the maximum step in prior fiscal year will be placed into the next step (shaded area) at current salary with a 2% increase for FY2017-2018 and remain at that level. Movement to the next educational level may be achieved by attainment of additional college level credit or higher degrees. Official transcripts sent directly from the issuing institution must be received by September 18, 2017 to be effective for the Fall 2017 semester, or by March 1, 2018 to be effective for the Spring 2018 semester, by June 5, 2018 for Summer I and III, and by July 10, 2018 for Summer II. An adjustment in compensation may be made based on the evaluation and review of eligibility for educational increase or movement on pay plan.

<b>Level</b>		<b>Step</b>
I	Associate degree	10
II	Associate degree + 30	15
III	Bachelor degree	20
IV	Bachelor degree + 18	20
V	Master	30
VI	Master + 30	30
VII	Doctorate	30

**Placement on the appropriate Step is based on the following:**

1. College/university teaching experience is equated on a 1-to-1 ratio.
2. Public school teaching experience is equated on a 2-to-1 ratio. Two years of public school teaching experience is equal to one year of college teaching experience.
3. Professional and/or practical related work experience may be equated on a 2-to-1 ratio. Two years of professional and/or practical experience may be equal to 1 year of college teaching experience.

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### **FY 2017-2018**

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4. International teaching experience is equated on a 2-to-1 ratio. Two years of international school teaching experience is equal to one year of college teaching experience.

#### **Placement on the appropriate Level will be based on the following:**

Upon employment faculty are placed on Levels based on educational degrees and hours earned from regionally accredited institutions of higher education.

#### **Additional Educational, Certification, and/or Professional Salary Stipend\* for Nursing and Allied Health Faculty:**

Associate Degree Nursing, Vocational Nursing, Patient Care Assistant, Pharmacy Technology, Radiological Technology, Diagnostic Medical Sonography, Respiratory Therapy, Occupational Therapy, Pharmacy Technology, and Physical Therapy

##### **Educational Stipend**

- Bachelor's degree - \$5,000
- Master's degree - \$10,000
- Doctorate degree - \$15,000

##### **Certification Stipend**

Patient Care Assistant Faculty with:

- EKG Certification - \$1,000
- Phlebotomy Certification - \$1,000

Diagnostic Medical Sonography Faculty with:

- Certification for Abdomen - \$1,000
- Certification for Obstetrics and Gynecology - \$1,000
- Certification of Vascular Technology - \$1,000

##### **Professional Stipend**

Patient Care Assistant Faculty with:

- One Year experience in long term care – \$2,500

\*All stipend amounts indicated are annual amounts

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#### **Core Values**

*Innovation: We encourage creativity and champion innovative approaches to teaching, learning and services.*

#### **Criteria for faculty not having completed a minimum of an Associate Degree**

Under special circumstances, with the approval of the Vice President for Academic Affairs, faculty not having a minimum of an Associate's Degree may be employed in specific workforce programs on a full-time, but temporary basis.

Salary placement will be at the Associate Degree level, Step 0, and there will be no additional salary steps or salary increases in regard to practical experience until the Associate Degree is completed.

#### **Applicable to Faculty Salary Plan and Rates Only**

(Board Provision effective as of FY2013-2014)

- The Southern Association of Colleges and Schools Commission on Colleges has provided verification through the College's SACS liaison that the MFA is recognized as a terminal degree.
- The Texas Higher Education Coordinating Board has confirmed that the MFA is an eligible doctoral equivalent.

Faculty with a Master of Fine Arts (MFA) will be placed at the doctoral degree level.