

APPENDIX A: FACULTY PAY SCALE

(Effective July 1, 2023 – June 30, 2024)

PROBATIONARY PROFESSOR BASE SALARY

\$67,300.00 annually

TENURED PROFESSOR BASE SALARY

\$71,863.00 annually

Tier 1 Faculty Stipends – as identified in Appendix A-1

\$6,400.00 annually

Tier 2 Faculty Stipends – as identified in Appendix A-1

\$5,000.00 annually

Tier 3 Faculty Stipends – as identified in Appendix A-1

\$3,200.00 annually

Nursing Faculty Stipend

6 week summer stipend of \$9,000

RETENTION AND PROGRESSION SALARY ENHANCEMENT

\$1500.00 added to salary in the 5th, 10th, and 15th year after tenure for Tier 1 and Tier 2 faculty as identified in Appendix A-1

\$1000.00 added to salary in the 5th, 10th, and 15th year after tenure for Tier 3 faculty as identified in Appendix A-1

ADJUNCT PROFESSOR SALARY

\$1068.00 per credit

**Nursing Clinical premium is an additional 25% per credit*

ASSOCIATE PROFESSOR SALARY

\$1,090.00 per credit

**Nursing Clinical premium is an additional 25% per credit*

ADDITIONAL SERVICE-WORK RATE

\$935.00 per unit or hourly as below

FACULTY HOURLY RATE

\$46.75 per hour

TRAINING RATE

\$20.00 per hour

ADJUNCT TRAINING STIPEND (HR TRAININGS)

\$200.00 one-time stipend

INDEPENDENT STUDY/SPECIAL PROJECT/LOW & OVER ENROLLMENT RATE

\$68.00 per student per credit

CO-OP RATE

\$229.00 per student

INDIVIDUAL MUSIC LESSONS

Faculty who teach one-credit individual music lessons (MUSL) will be paid one credit at the adjunct rate.

PROFESSIONAL DEVELOPMENT FUND

\$3,000.00 maximum for each professor

\$67,300.00 budget per fiscal year

YEAR END AWARD

5% of operating budget close, not to exceed \$50,000 to be split among qualifying Tenured Professors

COLA's

July 1, 2023: Current Individual Tenured and Probationary Professor salaries will receive the greater of new base rate or current salary plus the 8.9% COLA.

Adjunct and Associate Professor salary bases are inclusive of the 8.9% COLA.

July 1, 2023: Add 8.9% to current Tenured and Probationary Professor salaries. Add 8.9% to Probationary and Tenure base rates, Adjunct salary, Associate salary, Independent Study/Special Projects/Low & Over Enrollment rate, and CO-OP rate.

July 1, 2024: Add 5.87% to current Tenured and Probationary Professor salaries. Add 5.87% to Probationary and Tenure base rates, Adjunct salary, Associate salary, Independent Study/Special Projects/Low & Over Enrollment rate, and CO-OP rate.

Appendix A-1

Tier 1 Faculty

- Accounting
- Advanced Manufacturing
- Architecture/Engineering and Construction
- Automotive
- Baking & Pastry Arts
- Computer Information Systems (CIS)
- Culinary Arts
- Cyber Security and Network Administration
- Dental Assisting
- Medical Assisting
- Nursing
- Office Administration
- Paralegal
- Welding

Tier 2 Faculty

- Biology
- Business
- Chemistry
- Digital media (film)
- Math
- Physics

Tier 3 Faculty

- ABE/GED
- Anthropology
- Art
- ASL
- Communication Studies
- Counseling
- Criminal Justice
- Drama
- Early Childhood/Parent Education
- Economics
- English
- ESL/EFL
- History
- Library – Instructional
- Library – Technical
- Music
- Philosophy
- Political Science
- Psychology
- Sociology
- Spanish

APPENDIX B: COMMITTEES IN THIS AGREEMENT

Academic Calendar Committee:

Article 5.3.8.

3 Professors, 3 Administrators

Probationary Review Committee: Article 5.6.3.

3 Professors, 1 Administrator, 1 Full-time Student

Teaching Excellence Community: Article 5.7.3.

Up to 4 Professors, 1 Administrator

Faculty Awards Committee: Article 5.11.4 and 7.1.

4 Professors, 2 Administrators

Faculty Professional Development Fund Committee: Article 7.3.2.

4 Professors

RIF Review Committee: Article 10.7.

3 Professors, 1 Administrator, 1 Student

Dismissal Review Committee: Article 11.11.

3 Professors, 1 Administrator, 1 Full-time Student

Labor Management Communications Committee: Article 14.

Safety and Health Committee Article 4.11

2 Professors