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ARTICLE 25: COMPENSATION

25.1. Faculty Compensation Plan

- A. Upon ratification of this Agreement, all compensation of members of the bargaining unit shall be governed by provisions of this Article.
- B. “Base Salary/Pay” is the initial salary amount assigned to the bargaining unit member within the salary range. The base salary is paid to the bargaining unit member over the assigned contract length for performing the basic duties and responsibilities of the bargaining unit member’s job. Base salary will not include supplemental pay, overload pay, bonuses, stipends, or similar types of additional compensation.

25.2. Salary Payment

- A. For their first year of employment, bargaining unit members will be paid on a biweekly basis. For years subsequent to the first year, the bargaining unit member may elect to change status and be paid over the length of their contract or over a twelve (12) month period, with prior notice to the Director, Human Resources no later than July 1 of that year. Overload payments will be clearly itemized on regular paychecks.
- B. Bargaining unit members who are employed full-time for an additional summer term will be paid on a biweekly basis.
- C. Those new bargaining unit members who begin employment after the regular start of the fall semester will have their pay pro-rated and paid through the final pay date of the 12-month deferred pay schedule.
- D. The College will provide automatic payroll deposits with a biweekly electronic copy provided to the employee.

25.3. Academic Rank - the Professorial Ranking System recognizes the following ranks:

- 1. Instructor
- 2. Assistant Professor
- 3. Associate Professor
- 4. Professor

25.4. Salary Schedule

- A. Full-time faculty bargaining unit members are those faculty bargaining unit members who carry a full credit teaching load which is defined as a minimum of 15 instructional load hours or on-line contact hours per week, or its equivalent, in each semester. A full-time faculty bargaining unit member's contract will state the amount of the salary and the term of employment.
- B. The following salary schedule will be used for all full-time 9-month faculty:

Level	Rank	Minimum	Maximum
A1	Lecturer	\$24,000	\$34,731
A2	Instructor	\$42,489	\$48,189
A3	Assistant Professor	\$49,980	\$56,393
A4	Associate Professor	\$58,494	\$65,612
A5	Professor	\$69,108	\$86,600

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36 C. The President may authorize variations in hiring practices, travel reimbursements, leaves,
37 special compensation, severance and pay in lieu of notice, subject to legal requirements and
38 based upon justification and appropriate recommendations of the Director, Human Resources
39 and executive staff. Special rates of pay that have been adopted for services requiring special
40 certification, and for unique or difficult to fill assignments may be continued or revised to meet
41 College needs and market conditions as deemed necessary by the President. Examples include,
42 but are not limited to, assignments in support of Health Professions Programs; contracts with
43 industry; local, state or federal grant programs; high technology programs; new College
44 initiatives; and special Staff and Program Development activities.

45 25.5. One-Time, Non-Recurring Wage Action 2019-2020

- 46 A. Effective upon ratification, the College will provide a one-time, non-recurring wage-action to
47 eligible in-unit employees.
- 48 B. The non-recurring wage action to in-unit faculty will be equal to \$1,100.00, subject to
49 applicable deductions and withholdings including retirement, social security/Medicare and
50 taxes.
- 51 C. In order to be eligible for the 2019-2020 non-recurring wage action Employees must have been
52 employed on or before March 31, 2017 and continuously employed through the pay date of the
53 wage action.

54 25.6. Salary Increase for 2019-2020

- 55 A. Effective the first pay period upon ratification, the College will provide a 2% across-the-board
56 recurring wage increase to eligible in-unit employees' base salaries.
- 57 B. In order to be eligible for the 2019-2020 salary increase:
- 58 1. Employees must have been employed on or before March 31, 2019 and continuously
59 employed through the pay date of the wage action; and,
 - 60 2. Have not received a notice of non-renewal or termination prior to the effective date of
61 this wage increase.
 - 62 3. The wage increase is retroactive for eligible employees as of July 1, 2019.

63 25.7. Initial Placement & Promotion

- 64 A. Assignment of Academic Rank to new faculty will be made according to the following criteria:
- 65 1. Academic degree(s) obtained;
 - 66 2. Additional credits which may be used for promotion;
 - 67 3. Years of experience credited towards assigned placement;

- 76 4. Additional experience which may be used for promotion including;
77 a. Semester hour equivalency for approved semester hours beyond highest degree; and
78 b. Years of work experience for approved years of related work experience.

79 B. Post-secondary Teaching Experience: one half year of experience credit shall be given for each
80 semester (fall or spring) of full-time academic employment in an accredited institution of
81 higher (post-secondary) education or international equivalent. In the case of a faculty member
82 who is hired with the rank of Associate Professor, only time spent as an Associate Professor
83 or with an equivalent or higher title shall be considered under this provision. One half year of
84 experience credit shall be given for each thirty (30) credit hours of adjunct teaching at an
85 accredited institution of higher (post-secondary) education or international equivalent.

86 C. Military Service will be accepted as credit for initial placement provided the instructor was
87 teaching immediately preceding and immediately following obligatory military service, up to
88 a maximum of 5 years.

89 D. Professional and Industrial Experience directly related to the assignment at State College of
90 Florida, Manatee-Sarasota may be accepted in lieu of teaching experience up to a maximum
91 of 5 years.

92 E. Hospital Work Experience may be accepted, therefore, full-time experience (not internship)
93 may be credited for health science education faculty, up to a maximum of 5 years.

94 F. Divided Time Experience. Employment of less than 9 months in one position can be added to
95 those months of employment of another location during a single calendar year for credit of one
96 year's experience. For example: 6 months of professional work, plus 4 months of teaching
97 during one calendar year will equate to one year of credit experience.

98 G. New Bargaining Unit Faculty will be placed within the range provided in 25.4 based on an
99 evaluation of experience in accordance with the factors listed in this section 25.7. Each credited
100 year of experience (up to a maximum of seven (7) years) will provide an increase in salary
101 upon hire of 1.65% above the minimum salary for the new faculty member's rank, provided
102 that no new hire shall be placed at a salary amount greater than that given to a current faculty
103 member with equivalent rank and experience.

104 H. Faculty salaries will move within the range in accordance with the salary schedule and any
105 salary increases in accordance with this Agreement. Faculty members reaching the established
106 maximum for his/her pay range will remain at the maximum level.

107 I. Faculty who have been awarded a promotion will receive the minimum salary for the next rank
108 at the beginning of the next academic year.

109 25.8. Other Teaching Assignments

110 A. Summer. Full-time faculty who have been recommended for employment for the next
111 academic year, and who teach during the Summer term will be compensated at a rate of
112 ~~\$2,621.32~~ per 3 semester hours up to a maximum of 12 ILH total for all summer sessions.

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114 B. Summer Benefits. Full-time faculty who have been recommended for employment for the next
115 academic year, will be maintained on benefits, including health and other benefits paid for by
116 the College between contract years.

117 C. Overload assignments. Overload faculty (credit) will be compensated at a rate of ~~\$2,000.00~~
118 per 3 semester hours. Overload faculty will have ~~\$35.00~~ deducted from their total
119 compensation for each hour of class time for which he/she is absent.

120 D. Substitutes. Substitutes will be paid ~~\$35.00~~ per teaching hour. A full-time faculty member in a
121 regular, budgeted position will receive the substitute rate when substituting outside of his/her
122 regularly established schedule.

123 25.9. Stipends, Release time, and Miscellaneous Duties – Release time and stipends,
124 compensation for supplemental positions and miscellaneous duties shall be status quo.

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127 25.10. Salary Increase for 2021-2022

128 A. Effective the first pay period upon ratification, the College will provide a 9% across-the-board
129 recurring wage increase to eligible in-unit employees' base salaries.

130 B. In order to be eligible for the 2021-2022 salary increase:

131 1. Employees must have been employed on or before June 30, 2021 and continuously
132 employed through the pay date of the wage action.

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134 25.11. One-Time, Non-Recurring Wage Action for 2021-2022

135 A. Effective upon ratification, the College will provide a one-time, non-recurring wage-action to
136 eligible in-unit employees.

137 B. The non-recurring wage action to in-unit faculty will be equal to \$2,000.00, subject to
138 applicable deductions and withholdings including retirement, social security/Medicare and
139 taxes.

140 C. In order to be eligible for the 2021-2022 non-recurring wage action Employees must have been
141 employed on or before June 30, 2021 and continuously employed through the pay date of the
142 wage action.

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