

Step	FA	12	24	36	48	72	PHD
A	49,116	49,951	50,786	51,621	52,456	53,540	54,624
B	50,098	50,933	51,768	52,603	53,438	54,522	55,606
C	51,100	51,935	52,770	53,605	54,440	55,524	56,608

1	52,122	52,957	53,792	54,627	55,462	56,546	57,630
2	53,165	54,000	54,835	55,670	56,505	57,589	58,673
3	54,228	55,063	55,898	56,733	57,568	58,652	59,736
4	55,313	56,148	56,983	57,818	58,653	59,737	60,821
5	56,419	57,254	58,089	58,924	59,759	60,843	61,927
6	57,547	58,382	59,217	60,052	60,887	61,971	63,055
7	58,698	59,533	60,368	61,203	62,038	63,122	64,206
8	59,872	60,707	61,542	62,377	63,212	64,296	65,380
9	61,070	61,905	62,740	63,575	64,410	65,494	66,578
10	62,291	63,126	63,961	64,796	65,631	66,715	67,799
11	63,537	64,372	65,207	66,042	66,877	67,961	69,045
12	64,808	65,643	66,478	67,313	68,148	69,232	70,316
13	66,104	66,939	67,774	68,609	69,444	70,528	71,612
14	67,426	68,261	69,096	69,931	70,766	71,850	72,934
15	68,774	69,609	70,444	71,279	72,114	73,198	74,282
16	70,150	70,985	71,820	72,655	73,490	74,574	75,658
17	71,553	72,388	73,223	74,058	74,893	75,977	77,061
18	72,984	73,819	74,654	75,489	76,324	77,408	78,492
19	74,444	75,279	76,114	76,949	77,784	78,868	79,952
20	75,932	76,767	77,602	78,437	79,272	80,356	81,440
21	77,451	78,286	79,121	79,956	80,791	81,875	82,959
22	79,000	79,835	80,670	81,505	82,340	83,424	84,508
23	80,580	81,415	82,250	83,085	83,920	85,004	86,088
24	82,192	83,027	83,862	84,697	85,532	86,616	87,700
25	83,836	84,671	85,506	86,341	87,176	88,260	89,344
26	85,512	86,347	87,182	88,017	88,852	89,936	91,020
27	87,222	88,057	88,892	89,727	90,562	91,646	92,730
28	88,967	89,802	90,637	91,472	92,307	93,391	94,475
29	90,746	91,581	92,416	93,251	94,086	95,170	96,254
30	92,561	93,396	94,231	95,066	95,901	96,985	98,069
31	94,412	95,247	96,082	96,917	97,752	98,836	99,920
32	96,301	97,136	97,971	98,806	99,641	100,725	101,809
33	98,227	99,062	99,897	100,732	101,567	102,651	103,735
34	100,191	101,026	101,861	102,696	103,531	104,615	105,699
35	102,195	103,030	103,865	104,700	105,535	106,619	107,703
36	104,239	105,074	105,909	106,744	107,579	108,663	109,747
37	106,324	107,159	107,994	108,829	109,664	110,748	111,832
38	108,450	109,285	110,120	110,955	111,790	112,874	113,958

Salary increases are considered annually based on the needs of the institution, the availability of funds, and approval from the Board of Regents. If granted, increases affect everyone uniformly.

LEE COLLEGE DISTRICT Faculty Salary Scale

The pay for sections taught by part-time faculty is based upon the rate of \$39.32 per hour for lecture and \$26.21 for lab.

1 Lecture Semester Hour Course = \$ 629.08	1 Lab Semester Hour Course = \$ 419.39
3 Lecture Semester Hour Course = \$ 1,887.24	3 Lab Semester Hour Course = \$ 1,258.18
4 Lecture Semester Hour Course = \$ 2,516.32	4 Lab Semester Hour Course = \$ 1,677.57

The pay for overload sections taught by full-time faculty is based upon the rate of \$36.46 per hour for lecture and \$24.31 per hour for lab.

1 Lecture Semester Hour Course = \$ 583.41	1 Lab Semester Hour Course = \$ 388.94
3 Lecture Semester Hour Course = \$ 1,750.24	3 Lab Semester Hour Course = \$ 1,166.83
4 Lecture Semester Hour Course = \$ 2,333.65	4 Lab Semester Hour Course = \$ 1,555.77

Full-time faculty members are expected to substitute three (3) hours as a courtesy to their colleagues; thereafter, they will be paid \$15.00 per hour/per class, for the first week and \$34.46 per hour every following week for lecture and \$24.31 for lab. Practicum/Internship Supervision will be paid at the rate of \$15.00 per hour.

Starting Salary for Faculty

New faculty will be hired and placed on the salary scale at a maximum of Step 5 according to the following schedule:

Less than a Bachelor's Degree with five (5) to seven (7) years relevant work experience	Step A
Less than a Bachelor's Degree with eight (8) to eleven (11) years relevant work experience	Step B
Less than a Bachelor's Degree with twelve (12) plus years relevant work experience	Step C
Bachelor's Degree with no applicable work experience	Step A
Bachelor's Degree with three (3) to six (6) years relevant work experience	Step B
Bachelor's Degree with seven (7) plus years of relevant work experience	Step C
Master's Degree with no work experience	Step 1
Master's Degree with work experience (maximum)	Step 5

Additional Pay for Education Beyond Master's Degree

Faculty members will be paid according to the following schedule for **APPROVED** work completed beyond a Master's degree:

Per 9 months: 12 Graduate Hours	\$ 626.00
24 Graduate Hours	\$ 1,252.00
36 Graduate Hours	\$ 1,878.00
48 Graduate Hours	\$ 2,504.00
72 Graduate Hours	\$ 3,318.00
Earned Doctorate	\$ 4,131.00

Official transcripts must be submitted to the Human Resources Office and approved by the appropriate dean prior to October 1st in order for the faculty member to receive this benefit in the current academic year.