

Step	FA	12	24	36	48	72	PHD
A	36,837	37,463	38,089	38,715	39,341	40,155	40,968
B	37,574	38,200	38,826	39,452	40,078	40,892	41,705
C	38,326	38,952	39,578	40,204	40,830	41,644	42,457

1	39,092	39,718	40,344	40,970	41,596	42,410	43,223
2	39,874	40,500	41,126	41,752	42,378	43,192	44,005
3	40,671	41,297	41,923	42,549	43,175	43,989	44,802
4	41,485	42,111	42,737	43,363	43,989	44,803	45,616
5	42,314	42,940	43,566	44,192	44,818	45,632	46,445
6	43,161	43,787	44,413	45,039	45,665	46,479	47,292
7	44,024	44,650	45,276	45,902	46,528	47,342	48,155
8	44,904	45,530	46,156	46,782	47,408	48,222	49,035
9	45,803	46,429	47,055	47,681	48,307	49,121	49,934
10	46,719	47,345	47,971	48,597	49,223	50,037	50,850
11	47,653	48,279	48,905	49,531	50,157	50,971	51,784
12	48,606	49,232	49,858	50,484	51,110	51,924	52,737
13	49,578	50,204	50,830	51,456	52,082	52,896	53,709
14	50,570	51,196	51,822	52,448	53,074	53,888	54,701
15	51,581	52,207	52,833	53,459	54,085	54,899	55,712
16	52,613	53,239	53,865	54,491	55,117	55,931	56,744
17	53,665	54,291	54,917	55,543	56,169	56,983	57,796
18	54,738	55,364	55,990	56,616	57,242	58,056	58,869
19	55,833	56,459	57,085	57,711	58,337	59,151	59,964
20	56,950	57,576	58,202	58,828	59,454	60,268	61,081
21	58,089	58,715	59,341	59,967	60,593	61,407	62,220
22	59,250	59,876	60,502	61,128	61,754	62,568	63,381
23	60,435	61,061	61,687	62,313	62,939	63,753	64,566
24	61,644	62,270	62,896	63,522	64,148	64,962	65,775
25	62,877	63,503	64,129	64,755	65,381	66,195	67,008
26	64,135	64,761	65,387	66,013	66,639	67,453	68,266
27	65,417	66,043	66,669	67,295	67,921	68,735	69,548
28	66,726	67,352	67,978	68,604	69,230	70,044	70,857
29	68,060	68,686	69,312	69,938	70,564	71,378	72,191
30	69,421	70,047	70,673	71,299	71,925	72,739	73,552
31	70,810	71,436	72,062	72,688	73,314	74,128	74,941
32	72,226	72,852	73,478	74,104	74,730	75,544	76,357
33	73,671	74,297	74,923	75,549	76,175	76,989	77,802
34	75,144	75,770	76,396	77,022	77,648	78,462	79,275
35	76,647	77,273	77,899	78,525	79,151	79,965	80,778
36	78,180	78,806	79,432	80,058	80,684	81,498	82,311
37	79,743	80,369	80,995	81,621	82,247	83,061	83,874
38	81,338	81,964	82,590	83,216	83,842	84,656	85,469

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.