

STEP	FA	12	24	36	48	72	PHD
A	\$54,231	\$55,031	\$55,831	\$56,631	\$57,431	\$58,431	\$59,431
B	\$55,316	\$56,116	\$56,916	\$57,716	\$58,516	\$59,516	\$60,516
C	\$56,423	\$57,223	\$58,023	\$58,823	\$59,623	\$60,623	\$61,623
1	\$57,552	\$58,352	\$59,152	\$59,952	\$60,752	\$61,752	\$62,752
2	\$58,704	\$59,504	\$60,304	\$61,104	\$61,904	\$62,904	\$63,904
3	\$59,879	\$60,679	\$61,479	\$62,279	\$63,079	\$64,079	\$65,079
4	\$61,077	\$61,877	\$62,677	\$63,477	\$64,277	\$65,277	\$66,277
5	\$62,299	\$63,099	\$63,899	\$64,699	\$65,499	\$66,499	\$67,499
6	\$63,545	\$64,345	\$65,145	\$65,945	\$66,745	\$67,745	\$68,745
7	\$64,816	\$65,616	\$66,416	\$67,216	\$68,016	\$69,016	\$70,016
8	\$66,113	\$66,913	\$67,713	\$68,513	\$69,313	\$70,313	\$71,313
9	\$67,436	\$68,236	\$69,036	\$69,836	\$70,636	\$71,636	\$72,636
10	\$68,785	\$69,585	\$70,385	\$71,185	\$71,985	\$72,985	\$73,985
11	\$70,161	\$70,961	\$71,761	\$72,561	\$73,361	\$74,361	\$75,361
12	\$71,565	\$72,365	\$73,165	\$73,965	\$74,765	\$75,765	\$76,765
13	\$72,997	\$73,797	\$74,597	\$75,397	\$76,197	\$77,197	\$78,197
14	\$74,457	\$75,257	\$76,057	\$76,857	\$77,657	\$78,657	\$79,657
15	\$75,947	\$76,747	\$77,547	\$78,347	\$79,147	\$80,147	\$81,147
16	\$77,466	\$78,266	\$79,066	\$79,866	\$80,666	\$81,666	\$82,666
17	\$79,016	\$79,816	\$80,616	\$81,416	\$82,216	\$83,216	\$84,216
18	\$80,597	\$81,397	\$82,197	\$82,997	\$83,797	\$84,797	\$85,797
19	\$82,209	\$83,009	\$83,809	\$84,609	\$85,409	\$86,409	\$87,409
20	\$83,854	\$84,654	\$85,454	\$86,254	\$87,054	\$88,054	\$89,054
21	\$85,532	\$86,332	\$87,132	\$87,932	\$88,732	\$89,732	\$90,732
22	\$87,243	\$88,043	\$88,843	\$89,643	\$90,443	\$91,443	\$92,443
23	\$88,988	\$89,788	\$90,588	\$91,388	\$92,188	\$93,188	\$94,188
24	\$90,768	\$91,568	\$92,368	\$93,168	\$93,968	\$94,968	\$95,968
25	\$92,584	\$93,384	\$94,184	\$94,984	\$95,784	\$96,784	\$97,784
26	\$94,436	\$95,236	\$96,036	\$96,836	\$97,636	\$98,636	\$99,636
27	\$96,325	\$97,125	\$97,925	\$98,725	\$99,525	\$100,525	\$101,525
28	\$98,252	\$99,052	\$99,852	\$100,652	\$101,452	\$102,452	\$103,452
29	\$100,218	\$101,018	\$101,818	\$102,618	\$103,418	\$104,418	\$105,418
30	\$102,223	\$103,023	\$103,823	\$104,623	\$105,423	\$106,423	\$107,423
31	\$104,268	\$105,068	\$105,868	\$106,668	\$107,468	\$108,468	\$109,468
32	\$106,354	\$107,154	\$107,954	\$108,754	\$109,554	\$110,554	\$111,554
33	\$108,482	\$109,282	\$110,082	\$110,882	\$111,682	\$112,682	\$113,682
34	\$110,652	\$111,452	\$112,252	\$113,052	\$113,852	\$114,852	\$115,852
35	\$112,866	\$113,666	\$114,466	\$115,266	\$116,066	\$117,066	\$118,066
36	\$115,124	\$115,924	\$116,724	\$117,524	\$118,324	\$119,324	\$120,324
37	\$117,427	\$118,227	\$119,027	\$119,827	\$120,627	\$121,627	\$122,627
38	\$119,776	\$120,576	\$121,376	\$122,176	\$122,976	\$123,976	\$124,976
39	\$122,172	\$122,972	\$123,772	\$124,572	\$125,372	\$126,372	\$127,372
40	\$124,616	\$125,416	\$126,216	\$127,016	\$127,816	\$128,816	\$129,816

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 adjunct (part-time) faculty and overload sections taught by full-time faculty is based upon the rate of \$40.11 per hour for lecture and \$26.73 for lab.

1 Lecture Semester Hour Course = \$ 641.76	1 Lab Semester Hour Course = \$ 427.68
3 Lecture Semester Hour Course = \$ 1,925.28	3 Lab Semester Hour Course = \$ 1,283.04
4 Lecture Semester Hour Course = \$ 2,567.04	4 Lab Semester Hour Course = \$ 1,710.72

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 \$40.11 per hour every following week for lecture and \$26.73 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:

12 Graduate Hours	\$ 800.00
24 Graduate Hours	\$ 1,600.00
36 Graduate Hours	\$ 2,400.00
48 Graduate Hours	\$ 3,200.00
72 Graduate Hours	\$ 4,200.00
Earned Doctorate	\$ 5,200.00

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