

STEP	FA	12	24	36	48	72	PHD
A	\$53,694	\$54,494	\$55,294	\$56,094	\$56,894	\$57,894	\$58,894
B	\$54,768	\$55,568	\$56,368	\$57,168	\$57,968	\$58,968	\$59,968
C	\$55,864	\$56,664	\$57,464	\$58,264	\$59,064	\$60,064	\$61,064
1	\$56,982	\$57,782	\$58,582	\$59,382	\$60,182	\$61,182	\$62,182
2	\$58,122	\$58,922	\$59,722	\$60,522	\$61,322	\$62,322	\$63,322
3	\$59,285	\$60,085	\$60,885	\$61,685	\$62,485	\$63,485	\$64,485
4	\$60,471	\$61,271	\$62,071	\$62,871	\$63,671	\$64,671	\$65,671
5	\$61,681	\$62,481	\$63,281	\$64,081	\$64,881	\$65,881	\$66,881
6	\$62,915	\$63,715	\$64,515	\$65,315	\$66,115	\$67,115	\$68,115
7	\$64,174	\$64,974	\$65,774	\$66,574	\$67,374	\$68,374	\$69,374
8	\$65,459	\$66,259	\$67,059	\$67,859	\$68,659	\$69,659	\$70,659
9	\$66,768	\$67,568	\$68,368	\$69,168	\$69,968	\$70,968	\$71,968
10	\$68,104	\$68,904	\$69,704	\$70,504	\$71,304	\$72,304	\$73,304
11	\$69,466	\$70,266	\$71,066	\$71,866	\$72,666	\$73,666	\$74,666
12	\$70,857	\$71,657	\$72,457	\$73,257	\$74,057	\$75,057	\$76,057
13	\$72,274	\$73,074	\$73,874	\$74,674	\$75,474	\$76,474	\$77,474
14	\$73,719	\$74,519	\$75,319	\$76,119	\$76,919	\$77,919	\$78,919
15	\$75,193	\$75,993	\$76,793	\$77,593	\$78,393	\$79,393	\$80,393
16	\$76,698	\$77,498	\$78,298	\$79,098	\$79,898	\$80,898	\$81,898
17	\$78,233	\$79,033	\$79,833	\$80,633	\$81,433	\$82,433	\$83,433
18	\$79,798	\$80,598	\$81,398	\$82,198	\$82,998	\$83,998	\$84,998
19	\$81,394	\$82,194	\$82,994	\$83,794	\$84,594	\$85,594	\$86,594
20	\$83,023	\$83,823	\$84,623	\$85,423	\$86,223	\$87,223	\$88,223
21	\$84,683	\$85,483	\$86,283	\$87,083	\$87,883	\$88,883	\$89,883
22	\$86,377	\$87,177	\$87,977	\$88,777	\$89,577	\$90,577	\$91,577
23	\$88,105	\$88,905	\$89,705	\$90,505	\$91,305	\$92,305	\$93,305
24	\$89,868	\$90,668	\$91,468	\$92,268	\$93,068	\$94,068	\$95,068
25	\$91,666	\$92,466	\$93,266	\$94,066	\$94,866	\$95,866	\$96,866
26	\$93,500	\$94,300	\$95,100	\$95,900	\$96,700	\$97,700	\$98,700
27	\$95,371	\$96,171	\$96,971	\$97,771	\$98,571	\$99,571	\$100,571
28	\$97,279	\$98,079	\$98,879	\$99,679	\$100,479	\$101,479	\$102,479
29	\$99,225	\$100,025	\$100,825	\$101,625	\$102,425	\$103,425	\$104,425
30	\$101,211	\$102,011	\$102,811	\$103,611	\$104,411	\$105,411	\$106,411
31	\$103,236	\$104,036	\$104,836	\$105,636	\$106,436	\$107,436	\$108,436
32	\$105,302	\$106,102	\$106,902	\$107,702	\$108,502	\$109,502	\$110,502
33	\$107,408	\$108,208	\$109,008	\$109,808	\$110,608	\$111,608	\$112,608
34	\$109,557	\$110,357	\$111,157	\$111,957	\$112,757	\$113,757	\$114,757
35	\$111,748	\$112,548	\$113,348	\$114,148	\$114,948	\$115,948	\$116,948
36	\$113,985	\$114,785	\$115,585	\$116,385	\$117,185	\$118,185	\$119,185
37	\$116,265	\$117,065	\$117,865	\$118,665	\$119,465	\$120,465	\$121,465
38	\$118,591	\$119,391	\$120,191	\$120,991	\$121,791	\$122,791	\$123,791
39	\$120,963	\$121,763	\$122,563	\$123,363	\$124,163	\$125,163	\$126,163
40	\$123,384	\$124,184	\$124,984	\$125,784	\$126,584	\$127,584	\$128,584

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.