

STEP	FA	12	24	36	48	72	PHD
A	\$45,621	\$46,421	\$47,221	\$48,021	\$48,821	\$49,821	\$50,821
B	\$46,534	\$47,334	\$48,134	\$48,934	\$49,734	\$50,734	\$51,734
C	\$47,465	\$48,265	\$49,065	\$49,865	\$50,665	\$51,665	\$52,665
1	\$48,415	\$49,215	\$50,015	\$50,815	\$51,615	\$52,615	\$53,615
2	\$49,384	\$50,184	\$50,984	\$51,784	\$52,584	\$53,584	\$54,584
3	\$50,372	\$51,172	\$51,972	\$52,772	\$53,572	\$54,572	\$55,572
4	\$51,380	\$52,180	\$52,980	\$53,780	\$54,580	\$55,580	\$56,580
5	\$52,407	\$53,207	\$54,007	\$54,807	\$55,607	\$56,607	\$57,607
6	\$53,456	\$54,256	\$55,056	\$55,856	\$56,656	\$57,656	\$58,656
7	\$54,527	\$55,327	\$56,127	\$56,927	\$57,727	\$58,727	\$59,727
8	\$55,618	\$56,418	\$57,218	\$58,018	\$58,818	\$59,818	\$60,818
9	\$56,731	\$57,531	\$58,331	\$59,131	\$59,931	\$60,931	\$61,931
10	\$57,866	\$58,666	\$59,466	\$60,266	\$61,066	\$62,066	\$63,066
11	\$59,023	\$59,823	\$60,623	\$61,423	\$62,223	\$63,223	\$64,223
12	\$60,204	\$61,004	\$61,804	\$62,604	\$63,404	\$64,404	\$65,404
13	\$61,409	\$62,209	\$63,009	\$63,809	\$64,609	\$65,609	\$66,609
14	\$62,637	\$63,437	\$64,237	\$65,037	\$65,837	\$66,837	\$67,837
15	\$63,890	\$64,690	\$65,490	\$66,290	\$67,090	\$68,090	\$69,090
16	\$65,168	\$65,968	\$66,768	\$67,568	\$68,368	\$69,368	\$70,368
17	\$66,472	\$67,272	\$68,072	\$68,872	\$69,672	\$70,672	\$71,672
18	\$67,802	\$68,602	\$69,402	\$70,202	\$71,002	\$72,002	\$73,002
19	\$69,159	\$69,959	\$70,759	\$71,559	\$72,359	\$73,359	\$74,359
20	\$70,542	\$71,342	\$72,142	\$72,942	\$73,742	\$74,742	\$75,742
21	\$71,953	\$72,753	\$73,553	\$74,353	\$75,153	\$76,153	\$77,153
22	\$73,393	\$74,193	\$74,993	\$75,793	\$76,593	\$77,593	\$78,593
23	\$74,861	\$75,661	\$76,461	\$77,261	\$78,061	\$79,061	\$80,061
24	\$76,359	\$77,159	\$77,959	\$78,759	\$79,559	\$80,559	\$81,559
25	\$77,886	\$78,686	\$79,486	\$80,286	\$81,086	\$82,086	\$83,086
26	\$79,445	\$80,245	\$81,045	\$81,845	\$82,645	\$83,645	\$84,645
27	\$81,034	\$81,834	\$82,634	\$83,434	\$84,234	\$85,234	\$86,234
28	\$82,656	\$83,456	\$84,256	\$85,056	\$85,856	\$86,856	\$87,856
29	\$84,311	\$85,111	\$85,911	\$86,711	\$87,511	\$88,511	\$89,511
30	\$85,996	\$86,796	\$87,596	\$88,396	\$89,196	\$90,196	\$91,196
31	\$87,717	\$88,517	\$89,317	\$90,117	\$90,917	\$91,917	\$92,917
32	\$89,473	\$90,273	\$91,073	\$91,873	\$92,673	\$93,673	\$94,673
33	\$91,264	\$92,064	\$92,864	\$93,664	\$94,464	\$95,464	\$96,464
34	\$93,089	\$93,889	\$94,689	\$95,489	\$96,289	\$97,289	\$98,289
35	\$94,951	\$95,751	\$96,551	\$97,351	\$98,151	\$99,151	\$100,151
36	\$96,851	\$97,651	\$98,451	\$99,251	\$100,051	\$101,051	\$102,051
37	\$98,789	\$99,589	\$100,389	\$101,189	\$101,989	\$102,989	\$103,989
38	\$100,766	\$101,566	\$102,366	\$103,166	\$103,966	\$104,966	\$105,966
39	\$102,782	\$103,582	\$104,382	\$105,182	\$105,982	\$106,982	\$107,982
40	\$104,838	\$105,638	\$106,438	\$107,238	\$108,038	\$109,038	\$110,038

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.