

STEP	FA	12	24	36	48	72	PHD
A	\$61,604	\$62,404	\$63,204	\$64,004	\$64,804	\$65,804	\$66,804
B	\$62,836	\$63,636	\$64,436	\$65,236	\$66,036	\$67,036	\$68,036
C	\$64,094	\$64,894	\$65,694	\$66,494	\$67,294	\$68,294	\$69,294
1	\$65,376	\$66,176	\$66,976	\$67,776	\$68,576	\$69,576	\$70,576
2	\$66,684	\$67,484	\$68,284	\$69,084	\$69,884	\$70,884	\$71,884
3	\$68,020	\$68,820	\$69,620	\$70,420	\$71,220	\$72,220	\$73,220
4	\$69,379	\$70,179	\$70,979	\$71,779	\$72,579	\$73,579	\$74,579
5	\$70,768	\$71,568	\$72,368	\$73,168	\$73,968	\$74,968	\$75,968
6	\$72,182	\$72,982	\$73,782	\$74,582	\$75,382	\$76,382	\$77,382
7	\$73,627	\$74,427	\$75,227	\$76,027	\$76,827	\$77,827	\$78,827
8	\$75,100	\$75,900	\$76,700	\$77,500	\$78,300	\$79,300	\$80,300
9	\$76,602	\$77,402	\$78,202	\$79,002	\$79,802	\$80,802	\$81,802
10	\$78,136	\$78,936	\$79,736	\$80,536	\$81,336	\$82,336	\$83,336
11	\$79,697	\$80,497	\$81,297	\$82,097	\$82,897	\$83,897	\$84,897
12	\$81,294	\$82,094	\$82,894	\$83,694	\$84,494	\$85,494	\$86,494
13	\$82,919	\$83,719	\$84,519	\$85,319	\$86,119	\$87,119	\$88,119
14	\$84,580	\$85,380	\$86,180	\$86,980	\$87,780	\$88,780	\$89,780
15	\$86,272	\$87,072	\$87,872	\$88,672	\$89,472	\$90,472	\$91,472
16	\$87,997	\$88,797	\$89,597	\$90,397	\$91,197	\$92,197	\$93,197
17	\$89,759	\$90,559	\$91,359	\$92,159	\$92,959	\$93,959	\$94,959
18	\$91,554	\$92,354	\$93,154	\$93,954	\$94,754	\$95,754	\$96,754
19	\$93,388	\$94,188	\$94,988	\$95,788	\$96,588	\$97,588	\$98,588
20	\$95,255	\$96,055	\$96,855	\$97,655	\$98,455	\$99,455	\$100,455
21	\$97,159	\$97,959	\$98,759	\$99,559	\$100,359	\$101,359	\$102,359
22	\$99,102	\$99,902	\$100,702	\$101,502	\$102,302	\$103,302	\$104,302
23	\$101,086	\$101,886	\$102,686	\$103,486	\$104,286	\$105,286	\$106,286
24	\$103,108	\$103,908	\$104,708	\$105,508	\$106,308	\$107,308	\$108,308
25	\$105,172	\$105,972	\$106,772	\$107,572	\$108,372	\$109,372	\$110,372
26	\$107,275	\$108,075	\$108,875	\$109,675	\$110,475	\$111,475	\$112,475
27	\$109,422	\$110,222	\$111,022	\$111,822	\$112,622	\$113,622	\$114,622
28	\$111,610	\$112,410	\$113,210	\$114,010	\$114,810	\$115,810	\$116,810
29	\$113,843	\$114,643	\$115,443	\$116,243	\$117,043	\$118,043	\$119,043
30	\$116,122	\$116,922	\$117,722	\$118,522	\$119,322	\$120,322	\$121,322
31	\$118,444	\$119,244	\$120,044	\$120,844	\$121,644	\$122,644	\$123,644
32	\$120,814	\$121,614	\$122,414	\$123,214	\$124,014	\$125,014	\$126,014
33	\$123,230	\$124,030	\$124,830	\$125,630	\$126,430	\$127,430	\$128,430
34	\$125,695	\$126,495	\$127,295	\$128,095	\$128,895	\$129,895	\$130,895
35	\$128,209	\$129,009	\$129,809	\$130,609	\$131,409	\$132,409	\$133,409
36	\$130,776	\$131,576	\$132,376	\$133,176	\$133,976	\$134,976	\$135,976
37	\$133,390	\$134,190	\$134,990	\$135,790	\$136,590	\$137,590	\$138,590
38	\$136,058	\$136,858	\$137,658	\$138,458	\$139,258	\$140,258	\$141,258
39	\$138,781	\$139,581	\$140,381	\$141,181	\$141,981	\$142,981	\$143,981
40	\$141,558	\$142,358	\$143,158	\$143,958	\$144,758	\$145,758	\$146,758
41	\$144,390	\$145,190	\$145,990	\$146,790	\$147,590	\$148,590	\$149,590

*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 \$51.04 per hour for lecture and \$34.03 for lab. Adjunct and full-time faculty loads that are based on a contact-hour formula will have contact hours converted to lecture hours using the ratio of full-time lecture hours to full-time contact hours ([Administrative Regulation DJ-R - Faculty Load](#)).

1 Lecture Semester Hour Course = \$ 816.67	1 Lab Semester Hour Course = \$ 544.44
2 Lecture Semester Hour Course = \$ 1,633.33	2 Lab Semester Hour Course = \$ 1,088.89
3 Lecture Semester Hour Course = \$ 2,450.00	3 Lab Semester Hour Course = \$ 1,633.33
4 Lecture Semester Hour Course = \$ 3,266.67	4 Lab Semester Hour Course = \$ 2,177.77

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 \$51.04 per hour every following week for lecture and \$34.03 for lab.

The pay for full-time and adjunct (part-time) faculty who are supervising internships, practicums and cooperative learning courses is outlined in [Administrative Regulation DJ-R – Faculty Load](#).

The pay for adjunct (part-time) faculty teaching the clinical and/or lab component of nursing courses and not the didactic (lecture) component will be \$60.00 per scheduled contact hour of clinical or lab supervision. This rate for nursing adjuncts will not be applied to full-time faculty teaching overloads.

### **Starting Salary for Faculty**

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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 ( <b>maximum</b> )	Step 5

### **Additional Pay for Full-Time Faculty for Education Beyond Master’s Degree**

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Full-time 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 Associate Vice President and Provost prior to October 1<sup>st</sup> in order for the faculty member to receive this benefit in the current academic year.