

STEP	FA	12	24	36	48	72	PHD
A	\$52,364	\$53,164	\$53,964	\$54,764	\$55,564	\$56,564	\$57,564
B	\$53,410	\$54,210	\$55,010	\$55,810	\$56,610	\$57,610	\$58,610
C	\$54,480	\$55,280	\$56,080	\$56,880	\$57,680	\$58,680	\$59,680
1	\$55,570	\$56,370	\$57,170	\$57,970	\$58,770	\$59,770	\$60,770
2	\$56,681	\$57,481	\$58,281	\$59,081	\$59,881	\$60,881	\$61,881
3	\$57,817	\$58,617	\$59,417	\$60,217	\$61,017	\$62,017	\$63,017
4	\$58,972	\$59,772	\$60,572	\$61,372	\$62,172	\$63,172	\$64,172
5	\$60,152	\$60,952	\$61,752	\$62,552	\$63,352	\$64,352	\$65,352
6	\$61,355	\$62,155	\$62,955	\$63,755	\$64,555	\$65,555	\$66,555
7	\$62,583	\$63,383	\$64,183	\$64,983	\$65,783	\$66,783	\$67,783
8	\$63,835	\$64,635	\$65,435	\$66,235	\$67,035	\$68,035	\$69,035
9	\$65,112	\$65,912	\$66,712	\$67,512	\$68,312	\$69,312	\$70,312
10	\$66,415	\$67,215	\$68,015	\$68,815	\$69,615	\$70,615	\$71,615
11	\$67,742	\$68,542	\$69,342	\$70,142	\$70,942	\$71,942	\$72,942
12	\$69,100	\$69,900	\$70,700	\$71,500	\$72,300	\$73,300	\$74,300
13	\$70,481	\$71,281	\$72,081	\$72,881	\$73,681	\$74,681	\$75,681
14	\$71,893	\$72,693	\$73,493	\$74,293	\$75,093	\$76,093	\$77,093
15	\$73,331	\$74,131	\$74,931	\$75,731	\$76,531	\$77,531	\$78,531
16	\$74,798	\$75,598	\$76,398	\$77,198	\$77,998	\$78,998	\$79,998
17	\$76,295	\$77,095	\$77,895	\$78,695	\$79,495	\$80,495	\$81,495
18	\$77,821	\$78,621	\$79,421	\$80,221	\$81,021	\$82,021	\$83,021
19	\$79,379	\$80,179	\$80,979	\$81,779	\$82,579	\$83,579	\$84,579
20	\$80,967	\$81,767	\$82,567	\$83,367	\$84,167	\$85,167	\$86,167
21	\$82,585	\$83,385	\$84,185	\$84,985	\$85,785	\$86,785	\$87,785
22	\$84,237	\$85,037	\$85,837	\$86,637	\$87,437	\$88,437	\$89,437
23	\$85,923	\$86,723	\$87,523	\$88,323	\$89,123	\$90,123	\$91,123
24	\$87,641	\$88,441	\$89,241	\$90,041	\$90,841	\$91,841	\$92,841
25	\$89,396	\$90,196	\$90,996	\$91,796	\$92,596	\$93,596	\$94,596
26	\$91,184	\$91,984	\$92,784	\$93,584	\$94,384	\$95,384	\$96,384
27	\$93,009	\$93,809	\$94,609	\$95,409	\$96,209	\$97,209	\$98,209
28	\$94,868	\$95,668	\$96,468	\$97,268	\$98,068	\$99,068	\$100,068
29	\$96,766	\$97,566	\$98,366	\$99,166	\$99,966	\$100,966	\$101,966
30	\$98,703	\$99,503	\$100,303	\$101,103	\$101,903	\$102,903	\$103,903
31	\$100,677	\$101,477	\$102,277	\$103,077	\$103,877	\$104,877	\$105,877
32	\$102,692	\$103,492	\$104,292	\$105,092	\$105,892	\$106,892	\$107,892
33	\$104,746	\$105,546	\$106,346	\$107,146	\$107,946	\$108,946	\$109,946
34	\$106,841	\$107,641	\$108,441	\$109,241	\$110,041	\$111,041	\$112,041
35	\$108,978	\$109,778	\$110,578	\$111,378	\$112,178	\$113,178	\$114,178
36	\$111,160	\$111,960	\$112,760	\$113,560	\$114,360	\$115,360	\$116,360
37	\$113,381	\$114,181	\$114,981	\$115,781	\$116,581	\$117,581	\$118,581
38	\$115,650	\$116,450	\$117,250	\$118,050	\$118,850	\$119,850	\$120,850
39	\$117,964	\$118,764	\$119,564	\$120,364	\$121,164	\$122,164	\$123,164
40	\$120,324	\$121,124	\$121,924	\$122,724	\$123,524	\$124,524	\$125,524
41	\$122,732	\$123,532	\$124,332	\$125,132	\$125,932	\$126,932	\$127,932

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.