

ARTICLE 23 - WAGES

1. **Contract Period.** Teaching faculty are granted a nine-month contract. Library and counseling faculty are granted a twelve-month contract.
2. **Starting Salary.** A Faculty member's starting salary shall be based on the position for which they are hired, years of experience and academic credential as verified by Human Resources.

Effective upon ratification of this Agreement, the starting salaries for non-healthcare Faculty on a nine-month contract are as follows:

STARTING SALARY						
Academic Credentials	Less than 1 year of Experience	1 Year of Experience	2 Years of Experience	3 Years of Experience	4 Years of Experience	5 or More Years of Experience
Doctorate	\$51,253.65	\$51,971.31	\$52,688.97	\$53,406.66	\$54,124.30	\$54,841.96
Masters	\$48,129.46	\$48,803.27	\$49,477.08	\$50,150.89	\$50,824.70	\$51,498.51
Bachelors	\$45,830.00	\$46,471.53	\$47,113.07	\$47,754.60	\$48,396.13	\$49,037.67
Associate Degree and program specific credentials	\$44,280.69	\$44,546.49	\$44,812.273	\$45,078.06	\$45,343.84	\$45,609.63

Effective upon ratification of this Agreement, the starting salaries for healthcare Faculty on a nine-month contract are as follows:

STARTING SALARY						
Academic Credentials	Less than 1 year of Experience	1 Year of Experience	2 Years of Experience	3 Years of Experience	4 Years of Experience	5 or More Years of Experience
Doctorate	\$61,504.38	\$62,365.58	\$63,226.77	\$64,088.01	\$64,949.16	\$65,810.35
Masters	\$57,755.35	\$58,563.92	\$59,372.50	\$60,181.07	\$60,989.64	\$61,798.21
Bachelors	\$54,996.00	\$55,765.84	\$56,535.68	\$57,305.52	\$58,075.36	\$58,845.20
Associate Degree and program specific credentials	\$53,136.85	\$53,455.79	\$53,774.73	\$54,093.67	\$54,412.61	\$54,763.35

Effective upon ratification of this Agreement, the starting salaries for Librarians and counselors on a twelve-month contract are as follows:

STARTING SALARY						
Academic Credentials	Less than 1 year of Experience	1 Year of Experience	2 Years of Experience	3 Years of Experience	4 Years of Experience	5 or More Years of Experience
Doctorate	\$53,090.10	\$53,833.58	\$54,577.07	\$55,320.55	\$56,062.92	\$56,806.41
Masters	\$50,085.00	\$50,786.19	\$51,487.38	\$52,188.57	\$52,889.76	\$53,590.95

Additional consideration may be necessary for positions that are determined “hard-to-fill” due to market conditions, in cases where specialized credentials or experience are required, or other reasons. These situations will be determined based on an analysis conducted by Human Resources. Upon completion of the analysis, salary adjustments will be effective the beginning of the month succeeding the analysis. Under these circumstances, the Provost in consultation with Human Resources is authorized to offer additional compensation of up to thirty percent (30%) of the starting salary, as outlined in the table above. Such compensation may be a one-time payment, a temporary increase, or an increase to the base salary at the College’s discretion. The College will provide the Union with notice when such a situation occurs and will provide the Union with the analysis within two (2) weeks of its completion.

The President may authorize greater than thirty percent (30%) for “hard to fill” positions based upon justification and appropriate recommendations of the Provost and Human Resources Director. Justifications may include, but are not limited to, new academic programs and current programs where student learning or program viability is affected due to difficult to fill assignments.

3. **Salary Adjustments.**

Faculty shall receive a 6% increase to their base salary upon ratification of this Agreement.

Adjustments may be made for existing positions due to market conditions or in cases where specialized credentials or experience are required. This determination will be based on the same analysis conducted by Human Resources for new hires. The College is authorized to increase compensation of existing positions as needed and in accordance with this analysis. Such compensation may be a one-time payment, a temporary increase, or an increase to the base salary at the College’s discretion. The College will provide the Union with notice when such a situation occurs and will provide the Union with the analysis within two (2) weeks of its completion.

4. **Salary Incentive Supplements.** All salary supplements are subject to all applicable taxes and withholdings.

A. **Student Success Supplement.** If the Florida Legislature appropriates performance-based funding to the College, all eligible Faculty will receive a non-recurring incentive supplement based on improvement in the College’s overall

completion rate. The supplement cannot exceed the state performance allocation to the College. To be eligible for the student success supplement, a Faculty member must have completed one (1) full academic year at TCC as a regular, full-time Faculty member and be employed and in good standing at the time of payment.

Faculty members will receive a non-recurring percentage supplement calculated from their base salary at the time of payment for the achievement of every half (1/2) of one (1) percentage point increase in the completion rate, starting at 1%. The amount will be adjusted as shown in the table below.

Example:

Completion Rate Increase	Salary Supplement
1.0 %	0.5 %
1.1 - 1.5 %	0.75 %
1.6 – 2.0 %	1.0 %
2.1 - 2.5 %	1.25 %
2.6 – 3.0 %	1.5 %

This supplement will be determined from data provided by TCC’s Office of Institutional Effectiveness based on Integrated Postsecondary Education Data System (IPEDS) methodology (percent of credit students that complete their degree program within 150% of the normal time to degree). Again, this supplement is contingent on the performance-based funding appropriated by the Florida Legislature to the College.

- B. **Faculty Incentive Supplement.** The College will provide a specialized program to enhance Faculty Knowledge, skills, and abilities that should lead to an increase in student success. Participation is voluntary. To be eligible, Faculty must complete this program no later than twelve (12) months from its implementation. Upon program completion, Faculty will receive a \$750.00 stipend.

As part of the program, a Faculty member must submit a plan to their Dean for approval that implements strategies to enhance instructional effectiveness in and/or outside the classroom as well as evidence-based outcomes. Faculty can participate only once in the program and may use a corresponding number of professional development work hours.

- 5. **Compensation for Supplemental Assignments.** Supplemental assignments are beyond the faculty members regular work responsibilities, as outlined in Article 13, Work Responsibilities.

Payroll periods for supplemental pay shall correspond to regular pay dates during the period the supplemental work is performed. Supplemental pay assignments may be continued, revised, added or deleted as work duties specified by these assignments are relevant to institutional needs.

- A. **Extra Teaching Assignment.** If eligible for an extra course teaching assignment pursuant to Article 13, Work Responsibilities, it shall be compensated according to the tables below. In healthcare programs, lecture classes will be paid at the appropriate credit or equivalent contact hour rate (“clock/contact hour rate”). Clinical and healthcare labs will be paid at the clock hour rate.

Fall and Spring Extra Teaching Assignment and Summer Teaching Assignments		
Academic Credential	Credit Hour Rate	Clock/Contact Hour Rate
Doctorate	\$1,100	\$24.45
Masters	\$1,000	\$22.22
Bachelors	\$900	\$20.00
Associate Degree and program specific credentials	\$750	\$17.00

Extra Teaching Assignment in Clinical Settings	
Academic Credential	Clock Hour Rate
Doctorate	\$83
Masters	\$76
Bachelors	\$70
Associate Degree and program specific credentials	\$60

- B. **Program Chair.** Program Chairs will be determined annually by the Provost. Program Chairs shall receive a \$2,000.00 stipend for each of the Fall, Spring and Summer semesters, if assigned, and their duties may extend beyond their contractual duty days. Total reassigned time shall not exceed forty percent (40%) of the regular contracted teaching load. Summer assignments as a Program Chair are dependent on institutional need.
- C. **Non-teaching Pay Assignments.** For Faculty members who provide leadership in a non-teaching capacity, and exceed their College Service requirements. Faculty must complete all obligations as set forth in Article 13, section 3., Work Responsibilities (e.g., instructional and office hours, professional development, College service, and Faculty advising), before they will be eligible to receive a Salary Supplement for a Non-Teaching Pay Assignment. The salary supplements are as follows:

Non-teaching Pay Assignments	
New Course Development	\$1,250
Academic Enrichment	\$2,500 per semester
Faculty Enrichment	\$1,250 per semester
Open Educational Resource Development	\$4,000 per course

The Addendum at the end of this Article entitled Non-Teaching Pay Assignments provides a listing of existing non-teaching pay assignments.

- D. **Directed Independent Study (DIS) and Continuing Education.** Full-time Faculty members who teach directed individual study (DIS) methods beyond their regular contracted teaching load shall be compensated per student per credit hour according to the table below. Classes with sixteen (16) or more students will be paid at the standard class rate.

Directed Independent Study (DIS) allows students to take regular TCC courses on an individual or small group basis. It is intended to be used in exceptional circumstances, such as taking a course required for graduation during a term when the course is not offered as a scheduled class. It must adhere to the same standards, competencies and content as the regularly scheduled class. DIS is a mode of instruction where the student assumes the major responsibility for completing the independent study with guidance of the instructor. The instructor is expected to meet weekly at a scheduled time (minimum of 50 minutes per week) with the student(s) to discuss new content, review previously discussed content, and provide assignments and student experiences. The instructor is also expected to maintain office hours in addition to the weekly scheduled meeting time.

Full-time Faculty members who teach continuing education classes that are aligned with their academic preparation and are beyond their regular contracted teaching load shall be compensated per student per credit hour according to the table below. Clock hour load shall be compensated per student according to the clock hour rate in the table below.

Directed Independent Study and Continuing Education		
Academic Credential	Credit Hour Rate	Clock Hour Rate
Doctorate	\$73	\$35.04
Masters	\$66	\$31.68
Bachelors	\$60	\$28.80
Associate Degree and program specific credentials	\$50	\$24.00

- E. **Honors Module.** Full-time Faculty members who teach honors modules beyond their regular contracted teaching load shall be compensated \$250 for the first student and \$50 for each additional student. Classes with sixteen (16) or more students will be paid at the standard class rate.
- F. **Pay Supplements Based on Class Size.** There will be no pay supplements based on the size of the class other than those identified for Directed Independent Study or Honors Modules, as listed in sections 5.D. and 5.E. above. The College maintains its management right to establish class sizes.

6. **Substitute Pay.** Substituting for another full-time Faculty member in their absence is considered a professional courtesy, but must be pre-approved by the appropriate Dean. Full-time Faculty may only receive supplemental pay for substituting for another Faculty member if the time required exceeds two (2) consecutive class periods and requires instruction, including preparation or student meetings. If these factors apply, the Faculty member shall be compensated in accordance with the tables below.

Substitute Pay		
Academic Credential	Credit Hour Rate	Clinical Hour Rate
Doctorate	\$27	\$40
Masters	\$25	\$36
Bachelors	\$23	\$28
Associate Degree and program specific credentials	\$21	\$25

7. **Increase Pay for Additional Educational Degree Attainment.** Faculty who complete additional educational attainment above what is the minimum degree required for the Faculty member’s position may be eligible for an increase in base salary.

To be eligible, Faculty must have “meets requirements” on their most recent evaluation, and the additional educational attainment must meet at least one (1) of the following criteria:

- A. Graduate degree from an accredited college or university in the assigned teaching field, subject to prior approval at department level and by the Vice President of Academic Affairs/Provost.
- B. Graduate degree from an accredited college or university in related fields, subject to prior approval at department level and by the Vice President of Academic Affairs/Provost.

Official transcripts must be furnished to the Office of the Vice President of Academic Affairs/Provost. A two percent (2%) pay increase to the base salary will be effective upon verification. Such pay increases will not be retroactive.

The salary increase shall be effective the first month following receipt of the official transcript by Human Resources. It is the employee’s responsibility to obtain and submit the official transcript to Human Resources. Credit for educational attainment shall be granted only when an official transcript reflecting the degree is received in Human Resources. The processing of the increase will be effective with the pay period following receipt of the required documentation by Human Resources.

8. **Certifications and Graduate Course Attainment.** The College may pay for certain professional licenses, certifications, or additional graduate course(s) beyond a Faculty member’s existing professional degrees when the following criteria are met:

- A. Earning and maintaining a professional license or certification directly related to, required for, or specifically recognized in a Faculty member’s teaching area or

field of expertise, subject to prior approval at the department level and by the Vice President of Academic Affairs/Provost.

- B. Attaining up to eighteen (18) graduate hours above a Faculty member's existing graduate degree in order to teach in another discipline, per SACSCOC standards, and as deemed necessary by the College and pre-approved by the Vice President of Academic Affairs/Provost.
- C. The Faculty member agrees in writing to remain employed by the College for one (1) academic year following completion of the professional license, certification or additional graduate courses. The Faculty member must also agree in writing that if he or she does not remain employed by the College for one (1) academic year following completion of the professional license, certification or additional graduate courses, that the Faculty member will repay the College for the cost of attaining the professional license, certification or additional graduate courses.

No pay raise is associated with the attainment of professional licenses or certifications or additional graduate hours above the Faculty member's existing graduate degree, except for additional educational degree attainment pursuant to section 7 of this Article.

- 9. **Pay Dates.** All faculty shall be paid on a monthly basis. Pay dates for all employees shall be the last College business day (Monday - Friday) of each month, unless otherwise established by the Vice President of Administrative Services and Chief Business Officer. The College will publish and distribute information relating to the pay dates for each of the terms within each semester.