
ARTICLE 14: SALARIES AND COMPENSATION

Section 14.1 – The intent of this section is to establish salaries for a uniform 165-day maximum annual base contract for faculty members. Certain faculty whose positions require summer or other extended work-year shall receive daily-rate of pay for the additional days in excess of 165. The parties agree to establish salaries for all returning unit members employed as of August 1, 2010 for the 2010-2011 academic year as described in this section.

A. For all faculty members. For academic year 2010-2011, basic year annual salary for all faculty members shall be increased by \$ 1,000, plus an additional \$ 155.00 for each year of full-time faculty employment at BCC.

B. To calculate salaries for contracts in excess of the standard academic year:

1. Instructional faculty members in certain programs such as health sciences, nursing, and certain other disciplines that require a longer contract length because the faculty member must teach in the summer or because the faculty member must serve as a department chairperson, program manager, or program coordinator, shall receive an Extended Year Contract of appropriate length in excess of 165 days. The annual salary shall be calculated by multiplying the daily-rate of pay by the actual number of days contracted.

2. Library and counseling faculty members shall receive an Extended Year Contract of 189 days, or more, as necessary to meet the departmental needs. The annual salary shall be calculated by multiplying the daily-rate of pay by the actual number of days contracted.

3. Counseling faculty members shall receive a Basic Academic-Year or Extended Year Contract of 165 days, or more, as necessary to meet the departmental needs. The annual salary shall be calculated by multiplying the daily-rate of pay by the actual number of days contracted.

D. All new faculty hired for the 2010-2011 academic year will start with an annual salary as identified in Appendix D.

E. Unit members achieving an advance in education category and who request a promotion in salary/pay grade pursuant to Article 11.3 shall receive an increase in base salary based on the difference between the current educational category and the new educational category as provided below. This will be applied to the faculty member's base annual salary prior to calculation daily rate of pay or any applicable Extended-Year Contract.

1. Promotion to Baccalaureate level: \$1,000
2. Promotion from Baccalaureate to Masters' Degree: \$1,250
3. Promotion from Masters' Degree to Masters +30: \$1,250
4. Promotion from Masters' +30 to Masters +60: \$1,500

5. Promotion from any level to Doctorate: \$2,000

Official transcripts must be furnished to the Executive Director of Human Resources by October 1 of the contract year. If a unit member has achieved an advance in educational category prior to the start of the contract year, but furnishes the official transcripts after October 1 of the contract year, the appropriate increase will be applied to the base salary as of the date submitted, but will be non-retroactive.

Section 14.2 – Each contract year, the contract period for faculty will be defined by start of the academic calendar plus 364 days adjusted to include required in-service days prior to the start of classes.

Section 14.3 – Except as provided herein, new faculty members will be placed on the Faculty Minimum Salary Schedule (Appendix D) in effect at the time of hiring, at the salary appropriate for their years experience and educational category. The College retains the right to make reasonable deviations from the Schedule under special circumstances such as hiring or retaining hard-to-fill positions or in cases where specialized credentials or experience merit such consideration. The UFF-BCC President or designee shall be consulted prior to implementation of any such deviation involving existing faculty. “Consulted” as used in this section means to confer and, upon request of either party, meet in person (provided the UFF-BCC President or designee is available to meet on an expedited basis if necessary), but does not require agreement. However, the College President may not exceed the stated minimum salary by more than ten (10) percent.

Section 14.4 – An applicant recommended for a bargaining unit position will receive a contract, conditional on Board approval, stating the starting annual salary and the base contract type and length (in days). Starting salary will comply with the Guidelines for Faculty Starting Salaries (Appendix D). Salary will be conditional on the Human Resources Office receiving verification of the applicant’s credentials (college transcripts, work experience, etc.)

Newly hired unit members who desire credit toward a more advanced educational category classification for previously completed course work must submit the appropriate documentation to the Human Resources Office within 60 days after the first day of employment.

Section 14.5 – Unit members recommended for supplemental contracts or overload instruction shall receive a contract stating the rate of pay and the total pay as detailed in this Article.

The recommendation form will be provided within 30 days after the work commences. In the event that the monetary recommendation is materially changed prior to submission to the Board of Trustees, the affected unit member will be promptly notified, and upon request shall be relieved from the assignment. The unit member shall be paid for services rendered up to that point. This section does not apply to Staff and Program Development contracts, or to independent contractor agreements for special projects.

Section 14.6 – The Board agrees to pay the appropriate monetary supplement to any unit member who performs additional duties as indicated.

A. No unit member will be paid any compensation except what is established in this contract or its appendices, providing that compensation is established in this contract or appendices.

B. Full-time faculty used as substitutes will be paid \$25.00 per contact hour.

C. Overload courses will be paid per point according to the following rates based on educational degree:

1. Doctoral Degree, \$62.50;
2. Specialist, Masters +30, or Masters +60, \$57.50;
3. Masters Degree, \$55.00; or Baccalaureate Degree, \$50.00.

D. Supplemental Instruction-Related Duties: The President is authorized to employ personnel on appropriate employment contracts in order to perform instruction-related duties. When employing personnel in this manner, the President will be responsible for determining the appropriate salary to be paid for the work performed. The College will pay the following amounts for the duties indicated. In the case of a range specification, the determining factors will include qualifications, experience, and time devoted to the duties:

1. Co-op Student supervision: \$25.00 per student per semester hour.
2. CAEL (assessment of prior learning): \$31.00 for each course review.
3. Credit by Exam: \$29.00 per student per exam administered.
4. Department Chairperson (DC) compensation: The DC will be scheduled for a 35-hour work week and will be required to work an additional 5 days beyond the number required by his/her base contract.
 - a. The DC will receive six (6) credit hours (one-fifth of minimum annual load) release time plus a \$10,000 annual supplement payable \$5,000 per major semester. Optionally, the DC and the supervising administrator may mutually agree that the DC shall receive 12 credit hours release time plus a \$7500 annual supplement payable \$3750 per major semester.
 - b. The DC may opt to have their salary annualized over 26 pay periods. Option to annualize must be communicated to Payroll by the first week of the Fall semester.
 - c. The DC will receive his/her daily rate for each extra day worked beyond the number required by his/her base contract.
 - d. A DC may teach overloads and receive payment for additional supplements subject to his/her supervisor's approval.

e. A Department Chair is eligible for compensation for developing and/or facilitating an S & PD workshop, contingent upon S & PD funding availability.

5. Program Manager (PM) compensation: The PM will be scheduled for a 35-hour work week and will be required to work additional days beyond the number required by his/her base contract as necessitated by the specific program and accreditation needs.

- a. The PM will receive six (6) credit hours (one-fifth of minimum annual load) release time plus a \$7,000 annual supplement payable \$3,500 per major semester.
- b. The PM may opt to have their salary annualized over 26 pay periods. Option to annualize must be communicated to Payroll by the first week of the Fall semester.
- c. The PM will receive his/her daily rate for each extra day worked beyond the number required by his/her base contract.
- d. A PM may teach overloads and receive payment for additional supplements subject to his/her supervisor's approval.
- e. A Program Manager is eligible for compensation for developing and/or facilitating an S & PD workshop, contingent upon S & PD funding availability.

E. Unit members may be appointed as Program/Curriculum Coordinators in the following categories:

1. Curriculum Coordinator – Annual payment of \$1,000 for the first year of service, \$1,500 for the second year of service, and \$2,000 for the third and all subsequent years of service.
2. Program Coordinator – Annual payment of \$2,000 for the first year of service, \$2,500 for the second year of service, and \$3,000 for the third and all subsequent years of service.

The duties of each level of coordinator will be listed on a job description maintained in the Human Resources Office and the Faculty Handbook. Coordinator positions will be opened and advertised internally using College communication media. The Coordinators are appointed at the sole discretion of the administration, and serve for a period of one year. A Coordinator may be reappointed to the same position or another Coordinator position within his/her discipline in consecutive years. The administration may appoint a temporary Coordinator to complete the duties of an individual unable to fulfill the term appointment. Any paid leave approved by the College will not be considered a break in service and, therefore, will have no impact on curriculum coordinator and program coordinator compensation levels.

By mutual agreement between the Coordinator and the supervising administrator, release time may be granted in lieu of an annual stipend.

F. Annual Payment for Coaching and Coordinating Duties. The College and UFF-Brevard shall mutually negotiate annual payments for coaching and coordinating duties that may be assigned to members of the bargaining unit.

Faculty members who perform such duties for the 2010-2011 academic year shall be compensated at not less than the levels below:

Assistant Baseball Coach	1,300-1,600
Assistant Basketball Coach	1,300-1,600
Assistant Golf Coach	1,300-1,600
Assistant Softball Coach	1,300-1,600
Assistant Volleyball Coach	1,300-1,600
Baseball Coach	2,650-5,250
Basketball Coach	2,650-5,250
Brain Bowl Sponsor/Coach	1,100-1,600
Campus Intramural Director	700-1,100
Choral Director	1,100-1,600
Concert Band Director	1,100-1,600
Debate/Forensic Sponsor/Coach	1,300
Environmental Club Sponsor	500
Florida Future Educators Sponsor	500
Golf Teaching Facility Coordinator	2,650-5,250
Nursing Student Association.....	1,100-1,600
Phi Theta Kappa Sponsor	500
Psi Beta Sponsor	500
Student American Dental Hygiene Association.....	1,100-1,600
Student Government Association Sponsor	1,100
Study Abroad Marketing	5,250
Veterinary Technology Club.....	1,100-1,600
Volleyball Coach	2,650-5,250
Wellness Coordinator	800

The College agrees to seek additional funding levels from student activity fees. If successful, the following schedule shall be implemented beginning with the 2010-2011 academic year:

Assistant Coaches	1300-1800
Head Coaches	3000-5750
Student Club Sponsors	1000-2000
Professional Association Advisors	1300-1800
Performing Arts Director	2000-2500
Study Abroad Director	5250-5750
Other	1000-5500

Club Sponsors/coaches may receive equivalent release time in lieu of supplemental contracts, as budget and schedule permit and subject to approval by the Campus Provost.

Section 14.7 – ADPA

A. The parties agree to the benefits of providing recognition and rewards to faculty members whose performance is exemplary and outstanding. The parties agree to expand current non-monetary and supplemental monetary recognition programs to include enhancements to the base salaries of deserving unit members.

B. There shall be an Academic Discipline Peer Award (ADPA) commencing in academic year 2007-2008. There shall be “Discipline Cluster” Academic Discipline Peer Awards (ADPA) in the amount of \$1,250 each. The standards and procedures for the Academic Discipline Peer Awards (ADPA) shall be defined in the Appendix.

Section 14.8 – Promotion in Rank (Title)

A faculty member who meets the requirements for a promotion in rank (title) as provided in Article 11.4 based upon either an increase in years of service or additional education shall receive a one-time stipend of \$1,000.00.