

ARTICLE ~~10~~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 ~~(with a hire date of 01/07/08 or earlier)~~ employed as of August 1, 2009 for the ~~2008-09~~2009-2010 academic year as described in this section.

A. For all faculty members. The 2008-2009, 178-day annual base salary shall be determined in order to calculate the new 2009-2010 annual base salary.

1. This shall be done by dividing the 2008-2009 annual salary paid by the number of contract days (for example 208, 202, 188, etc) to determine the 2008-2009 daily-rate of pay. Multiplying this 2008-2009 daily-rate by 178 shall establish the 2008-09 Annual Base Salary. Salaries for 2009-2010 shall be determined from these 2008-09 annual and daily rates.

2. The 2008-09 Annual Base Salary then shall be divided by 165 to determine the 2009-2010 daily-rate of pay.

3. The 2009-2010 daily rate of pay may also be calculated by multiplying the 2008-2009 daily-rate of pay by a conversion factor of 1.1125.

4. The 2009-2010 Annual Base Salary shall be calculated by multiplying the 2009-2010 daily-rate of pay by 165.

B. To calculate salaries for standard length contracts:

1. Instructional faculty members working a standard academic year shall receive a Basic Academic-Year Contract for 2009-2010 with an annual base salary determined as stated in Section 1, A, above.

C. 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 190 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.

~~a. Determine each unit member's 2007-08 annual base salary. For everyone making \$40,600 or less add the raise amount listed on the chart in Appendix L to become effective for the 2008-09 contract year.~~

~~b. Determine each unit member's 2007-08 annual base salary and for everyone making more than \$40,600, but less than \$67,500, add \$1,350 to their base salary to become effective for the 2008-09 contract year.~~

~~c. Determine each unit member's 2007-08 annual base salary and for everyone making more than \$67,500, add 2% to their base salary to become effective for the 2008-09 contract year.~~

~~d. For Librarian unit members, determine the new 2008-09 base salary calculated according to the steps above and add \$1,000 to the new base amount to become effective for the 2008-09 contract year.~~

eD. All new faculty hired for the 2008-09/2009-2010 academic year will start with an annual salary of at least \$40,000 as identified in Appendix D.

fE. Unit members achieving an advance in education category and who request a promotion in salary/pay grade pursuant to Article 11.3 will shall receive an increase in base salary pay raise based on the difference between the current educational category and the new educational category for the member's experience level in the Faculty Salary Minimum Schedule (Appendix D) 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 2. Any accrued vacation leave balance may be used by a unit member during the period of this contract. Accrued vacation leave will be paid off by the College upon the member's retirement, termination of employment or at the conclusion of this contract period, whichever is earlier. Payment will be at the member's 1981-82 daily rate.~~

Section ~~3~~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 ~~4~~14.3. ~~It is anticipated that~~ Except as provided herein, new ~~unit~~ faculty members will ~~normally~~ be placed on the Faculty Minimum Salary ~~Minimum~~ Schedule (Appendix D) in effect at the time of hiring, at the salary appropriate for their years experience and educational category. The ~~Board~~ 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 ~~5~~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 ~~ED~~ ED). 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 ~~6~~14.5. Unit members recommended for supplemental contracts or overload instruction shall receive a ~~copy of the recommendation form, conditional on Board approval, contract~~ stating the ~~approximate~~ rate of pay and the ~~approximate~~ 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 7. The President shall establish procedures whereby unit members will be paid in 26 equal pay periods per year, according to the normal pay schedule as determined by the College. Any unit member may choose a lump sum payoff of his/her contract balance upon completion of all assigned duties relating to the member's base contract. In the event that the unit member elects to receive the lump sum payment, appropriate adjustments will be made in this payment to ensure that coverage of any insurance or other deductions authorized are maintained for the remainder of the school year.~~

Section 814.6. The Board agrees to pay the appropriate monetary supplement to any unit member who performs additional duties as indicated.

aA. 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.

bB. Full-time faculty used as substitutes will be paid ~~\$25.00~~19.25 per contact hour.

eC. ~~Unit members who teach o~~Overload courses will be paid per point according to the following ~~schedu~~lerates based on educational degree:

- ~~(1)~~1. ~~College Credit Rates (per credit hour):~~ Doctoral Degree, ~~\$600.00;~~\$62.50;
2. ~~Specialist, Masters +30, or Masters +60, \$57.50;~~
3. ~~Masters Degree, \$55.00; or Specialist Degree, \$535.00; Baccalaureate Degree, \$480.00~~\$50.00.

~~(2) Contact Hour Rates (per contact Doctoral Degree, \$600.00; Masters or Specialist Degree, \$535.00; Baccalaureate Degree, \$480.00 hour): Doctoral Degree, \$25.00; Masters or Specialist Degree, \$21.50; Baccalaureate Degree, \$19.25. Teachers teaching in Health Sciences Clinical programs will be paid \$25.00 per contact hour; teachers teaching in the ADN program will be paid \$29.00 per contact hour.~~

~~(3) For those credit courses in which the compensation for the contact hours would be greater than that calculated for the credit hour, the higher rate in (1) or in (2) above will be paid.~~

dD. 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)~~1. Co-op Student supervision: \$25.00 per student per semester hour.

~~(2)~~2. CAEL (assessment of prior learning): \$31.00 for each course review.

~~(3) Independent study (not applicable to distance learning courses): \$19.25 per student per semester hour, paid at the end of the term based on all enrollments, including withdrawals, excluding drops. (4) T.V. Courses: regular course rate per credit hour based upon degree level of~~

~~instructor. The schedule of compensation and rules for division of large classes is as follows:~~

~~———— (a) Courses with 6,000 Word or more Writing Requirement:~~

Class Load Indep.	Study Rate	Second Section
(SINGLE SECTION)	(IN ADDITION TO CLASS LOAD)	(INITIATED AT)
39	40-77	78

~~———— (b) Courses with 3000-5,999 Word Writing Requirement:~~

Class Load Indep.	Study Rate	Second Section
(SINGLE SECTION)	(IN ADDITION TO CLASS LOAD)	(INITIATED AT)
53	54-91	92

~~———— (c) All Other Courses:~~

Class Load Indep.	Study Rate	Second Section
(SINGLE SECTION)	(IN ADDITION TO CLASS LOAD)	(INITIATED AT)
60	61-98	99

~~e3. Credit by Exam: \$29.00 per student per exam administered.~~

~~f4. Department Chairperson (DC) compensation: The DC will be scheduled for a 40/35-hour work week and will be required to work an additional 5 days beyond the number required by his/her base contract and will receive six (6) credit hours (4/6 one-fifth of minimum annual load) release time plus a \$10,000 annual supplement payable \$5,000 per major semester. The DC will be notified concerning the specific 5 days by July 31. The DC will receive his/her daily rate for each of the extra days worked beyond the number required by his/her base contract. A DC may teach overloads and receive payment for additional supplements subject to his/her supervisor's approval. A department Department chair-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 and 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. The PM will receive his/her daily rate for each of the extra days worked beyond the number required by his/her base contract. A PM may teach overloads and receive payment for additional supplements subject to his/her supervisor's approval. A Program Manager is eligible for compensation for developing and/or facilitating an S & PD workshop, contingent upon S & PD funding availability.~~

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

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

~~3. Program Coordinator III (Health Sciences Only) – Annual payment between \$2,500 – \$4,500.~~

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.

hF. Annual Payment for Coaching and Coordinating Duties:

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

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.

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~~i. Distance Learning – Online and Teleweb Instruction~~ NOTE these three moved to Article 8

- ~~(1) Online Sections will be considered as part of the faculty member's regular load.~~
- ~~(2) A section will have a minimum of 15 enrolled (unless otherwise approved for a lesser number by the Campus Provost).~~
- ~~(3) A section will have a maximum of 30 enrolled.~~
- ~~(4) Independent study pay rate will be 1/15 of the appropriate class rate times the number of students.~~
- ~~(5) For each online section, the faculty member will be permitted to account for advisement and on-campus time outside of the "traditional" locations and times, such as at home. The number of hours will be based on the credit hours of the course as indicated in the table of Article 20, Section 2.~~
- ~~(6) As part of the required 10 (ten) hours of on campus time per week, all full-time faculty who teach one or more classes online as part of their regular teaching load will be required to assist the Learning Lab Coordinator on their home campus with test proctoring for five hours per semester.~~

Section 9-14.7 – ADPA

~~a1.~~ 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.

~~b2.~~ 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 Appendix I.

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.

Tentative Agreement Date: _____

For BCC-BOT:

For UFF-BCC:

Date

Date