

POLICIES AND PROCEDURES

Reference:	F-III-b, 5	Effective Date:	08/25/2020
Subject:	Faculty Salary Schedule		
Source:	Board of Trustees		
Approval Authority:	Board of Trustees	Approval Date:	08/25/2020
History:	Replaced previous policy dated 08/27/2019		
Remarks:			

Definitions for Faculty Salary Schedule Policy

Step – Horizontal step is based on educational attainment and vertical movement is based on experience.

Step Credit – The provision of credit for a horizontal step or for a portion of a horizontal step on the faculty salary schedule either based upon educational activities which may be considered for meeting the requirements of professional development or for use to gain benefits under the schedule are shown below. Faculty receiving funding from the college for any portion of an activity and/or course in support of their professional development will not be eligible for salary increases (step credit). When there is not a cost associated with the activity and/or course, it is the discretion of the dean as to whether or not the instructor is eligible for possible salary increases (step credit). Full-time faculty whose contracts extend more than 9 months are eligible for the same step credit incentives as those on a 9-month contract. Each activity proposed will be evaluated primarily on the basis of its potential to improve instruction or to benefit the college in some related way.

1. College courses in a faculty member’s teaching field, related fields, or teaching/learning theory.
2. Conferences, clinics, seminars, symposia, workshops and similar activities that have similar content and rigor to college course work.
3. Work experience, scholarly research and publications, professional performances and creations with content and objectives similar to college course work.
4. Educational travel with content and objectives similar to college course work.
5. Special projects with content and objectives similar to college course work.

Upon advancing from one step of the salary schedule to another, the faculty member shall receive credit for his/her applicable years of teaching experience (at any one time not to

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exceed credit for more than four years of teaching experience), or the maximum allowed for the step, whichever is less.

All proposals for step credit must have prior approval from the appropriate Dean and are to be submitted through administrative channels. Documentation of completed step credit projects will be received in the appropriate Dean's office by July 1 of each year to be considered for movement on the salary schedule.

Experience Credit – The provision of credit for previous work or teaching experience in higher education and on-going credit for years of experience at MCC, which provides for a vertical movement on the salary schedule as approved by the Board of Trustees.

Annual Increment - A salary increment for each year of teaching experience (maximum of one year) according to the current salary schedule as approved by the Board of Trustees.

Credit for Teaching Experience

Calculated at employment, a salary increment of \$1150(annual increment) per year shall be awarded for teaching experience at McLennan Community College, \$575(one-half of the annual increment) shall be awarded per year for other approved teaching experience in higher education. Such increments shall be awarded only within the limitation for years of experience of each step on the salary schedule as approved by the Board of Trustees.

It shall be the responsibility of the faculty member to provide documentation for all salary schedule credit to be awarded (prior teaching experience, prior work experience, college credits earned, special projects, etc.), except credit for teaching experience at McLennan Community College. The faculty member must provide original transcripts to document all credits acquired in regular college credit courses. Official documentation must be received by September 1. Materials received after September 1 will not be effective for the following academic year, but will be applied the next year.

Credit for Required Occupational Experience

A salary increment of \$575 (one-half annual increment) per year shall be awarded for each year of approved occupational experience required by the Texas Higher Education Coordinating Board for appointment to a faculty position. The maximum salary for persons receiving credit for required occupational experience shall be the "maximum salary" shown for each step in the faculty salary schedule, plus a maximum of three salary credit increments of \$575 (one-half annual increment) awarded for required occupational experience. The nature of individual faculty teaching loads shall be reviewed prior to the issuance of contracts each year to determine applicability of (credit for) required occupational experience for salary purposes.

Credit for Nursing Experience

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Vocational nursing instructors shall be awarded a salary credit of \$288(one-fourth annual increment) per year for each year of approved nursing experience, with a maximum of 10 years' nursing experience applicable. Nursing faculty members hired prior to August 24, 1992, may elect to receive salary credit increment(s) of \$288 (one-fourth annual increment) for nursing experience or for required occupational experience, as provided above.

Associate degree nursing instructors shall be awarded a full increment for each year of teaching experience and a full increment for nursing work experience (maximum of ten years nursing work experience). There shall be a maximum of 30 increments for teaching experience and nursing work experience.

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2020-2021 SUMMER SCHOOL AND PART-TIME SALARY SCHEDULE (Credit for Experience Not Applicable)

	Course (Hours of Load Credit)	Bachelor	B+12	B+24	Master	M+12	M+24	M+36	M+48	M+60	Doctoral
1	All 3 sem. hour courses which ordinarily meet 3 lecture hrs. per week in a long session semester. (3.00 load hours)	2,379	2,460	2,550	2,685	2,778	2,859	2,943	3,024	3,168	3,270
2	ANTH 2101; MUSP 1101, 1103, 1104, 1105, 1110, 1111, 1115, 1117, 1121, 1123, 1127, 1201, 2130, 2131, 2133, 2135, 2141, 2143, 2147, 2149, 2152, 2159; PHED 2156 (.67 load hours)	531	549	570	600	620	639	657	675	708	730
3	BASI 0100; BASM 0100; BMGT 1191; EDUC 1100; LGLA 1172; MATH 0124, 0125, 0126, 0137, 0138, 0139; MLAB 1191; MUSI 1170; NCBI 0100; NCBM 0100, 0101; PMHS 1191; POFT 1191; PSYC 1100; RNSG 1125, 1126, 1128, 1137; SRGT 2130; VNSG 1119, 1122; VTHT 1105 (1.00 load hours)	793	820	850	895	926	953	981	1,008	1,056	1,090
4	EMSP 1173, 2137; FIRS 1103; INRWL 0401, 0402 (1.33 load hours)	1,055	1,091	1,131	1,190	1,232	1,267	1,305	1,341	1,404	1,450
5	AGRI 1131; POFT 1193; RNSG 2138 (1.67 load hours)	1,324	1,369	1,420	1,495	1,546	1,592	1,638	1,683	1,764	1,820

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6	AGRI 1107, 1115, 1119; BCIS 1305; BCISL 1305; BIOL 1108, 1109, 2116; BMGT 1291; COSC 1301; COSCL 1301; EDUC 1200; ENGR 1201, 2106; ENVR 1101, 1102; GEOL 1101, 1102, 1103, 1104; HITT 1205, 2249; HPRS 1206; INSR 1209; MDCA 1154; MLAB 1231, 2232, 2238 MUAP 2201; MUSC 1327, 1331, 2141, 2427; MUSI 1116, 1117, 1160, 1161, 2116, 2117, 2160, 2161, 2427, OTHA 2201, 2211, 2235; PMHS 1291; PTHA 1225, 2217; RADR 1201, 2240; RSPT 1227, 1241, 2233, 2258; SLNG 1207, 1291; VTHT 1217 (2.00 load hours)	1,586	1,640	1,700	1,790	1,852	1,906	1,962	2,016	2,112	2,180
7	HITT 1213; MLAB 1211, 1227; SLNG 1211, 1291 (2.33 load hours)	1,848	1,911	1,981	2,085	2,158	2,220	2,286	2,349	2,460	2,540
8	EMSP 2271; MLAB 1211, 1227, 1235; OTHA 2209, 2235; RSPT 2230; (2.34 load hours)	1,856	1,919	1,989	2,094	2,167	2,230	2,296	2,359	2,471	2,551
9	MUSC 2131, 2132; MUSI 1181, 1182, 1183, 1192, 2181, 2182; MUSP 1113, 1114, 1143, 2101, 2103; PHED Activity Courses (2.50 load hours)	1,983	2,050	2,125	2,238	2,315	2,383	2,453	2,520	2,640	2,725
10	CTMT 2232; DANC 1151,1152; ENGR 2105; PMHS 1291; POFI 1204; PTHA 2205; RADR 1203, 2205, 2217, 2233; VTHT 1291, 2201, 2213	2,117	2,189	2,270	2,390	2,472	2,545	2,619	2,691	2,820	2,910

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	(2.67 load hours)										
11	HITT 1167; RNSG 1118, 1161, 1163 (2.68 load hours)	2,125	2,198	2,278	2,399	2,482	2,554	2,629	2,701	2,830	2,921
12	VTHT 2205, 2233 (3.01 load hours)	2,387	2,468	2,559	2,694	2,787	2,869	2,953	3,034	3,179	3,281
13	RNSG 2161 (3.015 load hours)	2,391	2,472	2,563	2,698	2,792	2,873	2,958	3,039	3,184	3,286
14	AGRI 1327, 1329, 2301; CJSA 1372; FIRS 1313, 1319, 1323, 1329; IMED 1301, 1316, 1391, 2309, 2311, 2313, 2315; ITNW 1337, 1345, 1354, 2352; ITSC 1302, 1305, 1307, 1309, 1315, 1325, 1347, 2339; ITSC 1309; ITSE 1331, 2302, 2309, 2317, 2349; ITSW 1301, 1304, 1307, 2337; ITSY 1342, 2301; MUSP 1146, 1150, 1153; POFI 2340; QCTC 1343; SLNG 1391 (3.33 load hours)	2,641	2,731	2,831	2,980	3,084	3,173	3,267	3,357	3,516	3,630
15	ARTC 1302, 1313, 2305, 2313; ARTV 1351, 2301; CJSA 1372; EMSP 2305, 2306; HITT 1301; PLAB 1323; VTHT 1249 (3.34 load hours)	2,649	2,739	2,839	2,989	3,093	3,183	3,277	3,367	3,527	3,641
16	EMSP 1160, 2162, 2243; MDCA 1160; OTHA 1161 (3.35 load hours)	2,657	2,747	2,848	2,998	3,102	3,193	3,286	3,377	3,538	3,652
17	AGRI 1309, 1311; CHEM 2389; COMM 1129, 1130, 2129, 2130; ENGR 2301, 2302, 2332; ITNW 2338; MRMT 1307; OTHA 2301, 2311; RADR 1313, 2305, 2309, 2331; SLNG 1315, 2303	2,910	3,009	3,120	3,285	3,398	3,498	3,600	3,699	3,876	4,000

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	(3.67 load hours)										
18	OTHA 1253, 2230; VTHT 1245 (3.68 load hours)	2,918	3,018	3,128	3,294	3,408	3,507	3,610	3,709	3,886	4,011
19	ANTH 2401; ARTS 2389; BIOL 2389; EMSP 2237; ENGR 1304, 2401, 2402; FIRS 1301; ITCC 1314, 1340, 2312, 2313; MATH 0408, 2412, 2413, 2414, 2415; MUSC 2447, 2448; POFM 1302, 1391, 2333; POFT 2301, 2333; SLNG 2334; VNSG 1420 (4.00 load hours)	3,172	3,280	3,400	3,580	3,704	3,812	3,924	4,032	4,224	4,360
20	HAMG 1313; HITT 1311; OTHA 2231; POFT 2331; PTHA 2301; RADR 2235; VTHT 1349, 2321 (4.01 load hours)	3,180	3,288	3,409	3,589	3,713	3,822	3,934	4,042	4,235	4,371
21	EMSP 1161; MDCA 1161; OTHA 1162 (4.02 load hours)	3,188	3,296	3,417	3,598	3,723	3,831	3,944	4,052	4,245	4,382
22	BMGT 1491; ENGR 2304; FREN 1411, 1412; GERM 1411, 1412; GRPH 1359; HITT 2430; INRW 0401, 0402, 0411, 0412; ITSE 1302, 1311, 2309; ITSY 2300, 2341, 2342, 2359; MATH 1442; SGNL 1401, 1402, 2301, 392; SLNG 2331, 2401, 2402; SPAN 1411, 1412 (4.33 load hours)	3,434	3,551	3,681	3,875	4,010	4,126	4,248	4,365	4,572	4,720
23	CJSA 2471, 2472; EMSP 1438, 1455, 1456, 2434, 2444; RADR 1311, 2301; SRGT 1405, 1409, 1441, 1442 (4.34 load hours)	3,442	3,559	3,689	3,884	4,019	4,136	4,258	4,375	4,583	4,731
24	AGRI 2321; HITT 2335, 2346 (4.67 load hours)	3,703	3,829	3,970	4,180	4,324	4,451	4,581	4,707	4,932	5,090

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25	FIRS 1407; MDCA 1417, 1421, 1448, 1452; MLAB 1415, 2431; OTHA 1309, 1315, 1319, 1341, 2302, 2331; RNSG 1324; VTHT 1301, 1313, 1341, 2323, 2331 (4.68 load hours)	3,711	3,838	3,978	4,189	4,334	4,460	4,591	4,717	4,942	5,101
26	EMSP 2164; MLAB 1167 (4.69 load hours)	3,719	3,846	3,987	4,198	4,343	4,470	4,601	4,728	4,953	5,112
27	AGRI 1407, 1415, 1419; Arts Studio Courses; BIOL 1406, 1407, 1408, 1409, 1411, 1413, 2401, 2402, 2404, 2420, 2421; CHEM 1405, 1407, 1411, 1412; COMM 1318, 1319, 2305, 2311, 2315; ENGR 1307, 2405, 2406; ENVR 1401, 1402; FIRS 1433; GEOL 1401, 1402, 1403, 1404; HITT 1441; MUEN 1121, 1141; MUSC 1327, 2213, 2403, 2427, 2453; PHYS 1401, 1402, 1403, 1404, 1405, 1407, 2425, 2426; VNSG 1509, 2510 (5.00 load hours)	3,965	4,100	4,250	4,475	4,630	4,765	4,905	5,040	5,280	5,450
28	EMSP 2430; MDCA 1402, 1409; MLAB 2401; OTHA 1305; PTHA 2431, 2435; RSPT 1411; VTHT 2439 (5.01 load hours)	3,973	4,108	4,259	4,484	4,639	4,775	4,915	5,050	5,291	5,461
29	PLAB 1260 (5.025 load hours)	3,985	4,121	4,271	4,497	4,653	4,789	4,930	5,065	5,306	5,477
30	MLAB 2534; SRGT 1542 (5.34 load hours)	4,235	4,379	4,539	4,779	4,945	5,089	5,239	5,383	5,639	5,821
31	VTHT 2325 (5.35 load hours)	4,243	4,387	4,548	4,788	4,954	5,099	5,248	5,393	5,650	5,832
32	HITT 2261; RNSG 1216; SRGT 1260 (5.36 load hours)	4,250	4,395	4,556	4,797	4,963	5,108	5,258	5,403	5,660	5,842
33	CHEM 1409, 2423, 2425	4,496	4,649	4,820	5,075	5,250	5,404	5,562	5,715	5,988	6,180

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	(5.67 load hours)										
34	PTHA 1409, 1413, 1431, 2409; RNSG 1430; RSPT 1410, 2414; VTHT 1313, 1413 (5.68 load hours)	4,504	4,658	4,828	5,084	5,260	5,413	5,572	5,725	5,998	6,191
35	DRAM 2331 (6.00 load hours)	4,758	4,920	5,100	5,370	5,556	5,718	5,886	6,048	6,336	6,540
36	VNSG 1423 (6.02 load hours)	4,774	4,936	5,117	5,388	5,575	5,737	5,906	6,068	6,357	6,562
37	VNSG 1260, 1261, 1262, 1263; VTHT 1166, 2166 (6.03 load hours)	4,782	4,945	5,126	5,397	5,584	5,747	5,915	6,078	6,368	6,573
38	RNSG 1533, 1538, 2539 (6.68 load hours)	5,297	5,478	5,678	5,979	6,186	6,366	6,553	6,733	7,054	7,281
39	EMSP 1501; RSPT 1260 (7.37 load hours)	5,844	6,043	6,265	6,596	6,825	7,024	7,230	7,429	7,783	8,033
40	MUSC 2286 (7.50 load hours)	5,948	6,150	6,375	6,713	6,945	7,148	7,358	7,560	7,920	8,175
41	RADR 1260, 1261; RNSG 2360, 2362, 2363 (8.04 load hours)	6,376	6,593	6,834	7,196	7,445	7,662	7,887	8,104	8,490	8,764
42	EMSP 2268; MLAB 2265, 2266 (9.38 load hours)	7,438	7,692	7,973	8,395	8,686	8,939	9,202	9,455	9,905	10,224
43	PTHA 1361, 2362, 2363 (10.05 load hours)	7,970	8,241	8,543	8,995	9,306	9,578	9,859	10,130	10,613	10,955
44	RSPT 1266, 1267, 2266, VTHT 2266 (10.72 load hours)	8,501	8,790	9,112	9,594	9,927	10,126	10,516	10,806	11,320	11,685
45	VNSG 1360 (11.39 load hours)	9,032	9,340	9,682	10,194	10,547	10,855	11,174	11,481	12,028	12,415
46	RADR 2266, 2267, 2360; RSPT 2267 (12.06 load hours)	9,564	9,889	10,251	10,794	11,168	11,493	11,831	12,156	12,735	13,145
47	SRGT 2660 (13.065 load hours)	10,361	10,713	11,105	11,693	12,098	12,451	12,817	13,170	13,797	14,241
48	CTMT 2460; OTHA 2266, 2267; RADR 1460; RNSG 2460	10,626	10,998	11,390	11,993	12,408	12,770	13,145	13,507	14,150	14,606

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	(13.40 load hours)										
49	RADR 1660, 2662 (15.41 load hours)	12,220	12,636	13,099	13,792	14,270	14,686	15,117	15,533	16,273	16,797
50	SRGT 1660 (16.08 load hours)	12,751	13,186	13,668	14,392	14,890	15,324	15,774	16,209	16,980	17,527

For courses other than those specified above, the salary should be determined by the Vice President, Instruction and approved by the President.
(Courses revised for the 2020-2021 academic year.)

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FACULTY SALARY SCHEDULE HISTORICAL INFORMATION

Definitions for Faculty Salary Schedule Policy

Unit – A plan for reimbursing faculty at the top of the previous salary schedule (with steps for 1 – 20 years of experience) based on the faculty member's completion of pre-approved professional development activities. Except for unit credits earned or approved before September 1, 2009, this program has been discontinued.

Credit for Teaching Experience

Effective with the 2008-2009 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule, with credit for the maximum number of years of experience increments (20), eligible to earn additional, permanent salary increases at the rate of \$100 per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2009-2010 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$546 (includes the \$100 approved 2008-2009 and an additional \$446 approved for 2009-2010) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2010-2011 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$663 (includes the \$100 approved 2008-2009; \$446 approved 2009-2010; and an additional \$117 approved for 2010-2011) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2011-2012 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$670 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; and an additional \$7 approved for 2011-2012) per additional year of teaching experience for 21 to 30 years of experience.

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Effective with the 2012-2013 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$670 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; and an additional \$0 approved for 2012-2013) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2013-2014 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$677 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; and an additional \$7 approved for 2013-2014) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2014-2015 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$684 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; and an additional \$7 approved for 2014-2015) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2015-2016 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$684 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; and an additional \$0 approved for 2015-2016) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2016-2017 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$705 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; and an additional \$21 approved for 2016-2017) per additional year of teaching experience for 21 to 30 years of experience.

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Effective with the 2017-2018 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$726 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; additional \$21 approved 2016-2017; and an additional \$21 approved for 2017-2018) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2018-2019 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$741 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; additional \$21 approved 2016-2017; additional \$21 approved 2017-2018; and an additional \$15 approved for 2018-2019) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2019-2020 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$756 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; additional \$21 approved 2016-2017; additional \$21 approved 2017-2018; additional \$15 approved for 2018-2019; and an additional \$15 approved for the 2019-2020) per additional year of teaching experience for 21 to 30 years of experience.

There shall be a maximum of 30 years of compensated teaching experience.

Credit for Nursing Experience

Effective with the 2008-2009 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments (20) for teaching experience and nursing work experience eligible to earn additional, permanent salary increases at the rate of \$100 per additional year for years of experience 21 to 30.

Effective with the 2009-2010 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments (20) for

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teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$546 (includes the \$100 approved 2008-2009 and an additional \$446 approved for 2009-2010) per additional year for years of experience 21 to 30.

Effective with the 2010-2011 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments (20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$663 (includes the \$100 approved 2008-2009, \$446 approved 2009-2010, and an additional \$117 approved for 2010-2011) per additional year for years of experience 21 to 30.

Effective with the 2011-2012 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments (20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$670 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; and an additional \$7 approved for 2011-2012) per additional year for years of experience 21 to 30.

Effective with the 2012-2013 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments (20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$670 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; and an additional \$0 approved for 2012-2013) per additional year for years of experience 21 to 30.

Effective with the 2013-2014 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments (20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$677 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; and an additional \$7 approved for 2013-2014) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2014-2015 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments (20) for teaching experience and nursing work experience, eligible to earn additional permanent salary increases at the rate of \$684 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; and

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an additional \$7 approved for 2014-2015) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2015-2016 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments(20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$684 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; and an additional \$0 approved for 2015-2016) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2016-2017 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments(20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$705 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; and an additional \$21 approved for 2016-2017) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2017-2018 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments(20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$726 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; additional \$21 approved 2016-2017; and an additional \$21 approved for 2017-2018) per additional year of teaching experience for 21 to 30 years of experience.

Effective with the 2018-2019 academic year, a full-time associate degree nursing instructor with credit for the maximum number of years of experience increments(20) for teaching experience and nursing work experience eligible to earn additional permanent salary increases at the rate of \$741 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; additional \$21 approved 2016-2017; additional \$21 approved 2017-2018; and an additional \$15 approved for 2018-2019) per additional year of teaching experience for 21 to 30 years of experience.

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Effective with the 2019-2020 academic year, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule with credit for the maximum number of years of experience increments (20), eligible to earn additional permanent salary increases at the rate of \$756 (includes the \$100 approved 2008-2009; additional \$446 approved 2009-2010; additional \$117 approved 2010-2011; additional \$7 approved 2011-2012; additional \$0 approved 2012-2013; additional \$7 approved 2013-2014; additional \$7 approved 2014-2015; additional \$0 approved 2015-2016; additional \$21 approved 2016-2017; additional \$21 approved 2017-2018; additional \$15 approved for 2018-2019; and an additional \$15 approved for the 2019-2020) per additional year of teaching experience for 21 to 30 years of experience.

There shall be a maximum of 30 years of compensated teaching experience and nursing work experience.

Salary Calculation for Full-Time Computer Information Systems Faculty Members

NOTE: This section does not apply to any full-time computer information systems instructor hired after August 26, 1991; it continues to apply to full-time computer information systems instructors hired prior to this date.

Salary Increases for M + 60 and Doctoral Faculty with Maximum Experience

Except for unit credits earned or approved before September 1, 2009, this program has been discontinued. The salary value of activities approved before September 1, 2009, measured in semester-hour-equivalency; each salary unit has a salary value of (one-fourth the annual increment) per contract year (9 mos. or longer).

Until the fall 2009 semester, a full-time faculty member at the M+60 (Step 18) or Doctoral (Step 19) level on the salary schedule, with credit for the maximum number of experience increments (20), was eligible to earn additional, permanent salary increases at the rate of (one-fourth the annual increment) per semester-hour equivalent by completing certain educational activities. This salary credit increment hereafter referred to as a "salary unit."

To be applicable for a salary unit under this section, each activity had to be approved, in advance of its commencement, by the appropriate Dean. Proposals were submitted in writing through appropriate administrative channels. The responsibilities of the Dean included determining the value of the activity and prescribing documentation required to verify successful completion of the activity.

The salary value of activities was measured in semester-hour- equivalency; each salary unit had a salary value of (one-fourth the annual increment) per contract year (9 mos. or longer).

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Proposals were submitted at any time, and activities involved were commenced during or after the first year in which the faculty member received the maximum salary for his/her step on the salary schedule

(M+60 and 20 years of experience or Doctoral and 20 years of experience). Salary credit for activities completed during a given year were effective the beginning of the following year. Activities accomplished prior to the 1983-84 contract year were not applicable. Except for activities earned or approved before September 1, 2009, this program has been discontinued.

The amount of salary increase earned by a faculty member under this section was limited to six salary units during a four-year period as defined below. The maximum salary credit earned under this section was 24 salary units.

All provisions of this section applied to M+60 and Doctoral faculty members alike, and advancement of a faculty member from M+60 to Doctoral after the effective date of this policy shall have no effect on the salary of the faculty member involved, or the administration of this section, except his/her salary will be increased by the difference between the M+60 and Doctoral base salaries.

Educational Activities for Salary Schedule Credit and Required Professional Development

Educational activities which may be considered for meeting the requirements of professional development or for use to gain benefits under the schedule are shown below. Faculty must first request permission from their respective Dean for credit on professional development or step credit. Each activity proposed will be evaluated primarily on the basis of its potential to improve instruction or to benefit the college in some related way. Faculty receiving funding from the college for any portion of an activity and/or course in support of their professional development will not be eligible for salary increases (step credit). Where there is not a cost associated with the activity and/or course, it is the discretion of the Dean as to whether or not the instructor is eligible for possible salary increases (step credit).

1. College courses in a faculty member's teaching field, related fields, or teaching/learning theory.
2. Conferences, clinics, seminars, symposia, workshops and similar activities. Attendance at short sessions involving only listening to speakers will not be considered for professional development or salary schedule credit. However credit for a session will be considered if active participation is required through some form of preparation, performance, testing, and/or follow-up work involving application of new knowledge to instructional responsibilities and the activity has

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at least 16 contact hours per credit hour requested. Generally no more than one credit hour will be awarded per week spent in the activity.

3. Work experience, professional performances, and creations.
4. Travel for which there is a well-defined plan of objectives.
5. Special projects.

Responsibility for Prior Approval and Documentation on Step Credit (Historical Information)

All proposals for step credit must have prior approval from the appropriate Dean. Proposals are to be submitted through administrative channels. Faculty receiving funding from the college for any portion of an activity and/or course in support of their professional development will not be eligible for salary increases (step credit). All proposals submitted will be commented on by each person in the administrative channel; a copy of action taken by the Dean will be returned in a timely manner to the faculty member submitting the proposal. To allow time for accurate and definitive salary calculations for the new academic year, all documentation for professional development must be received in the appropriate Dean's office by August 1. Failure to provide the documentation means credit for the activity and change in the individual faculty member's salary status shall be effective September 1 of the following academic year.