

ARTICLE: 14.2A and 14.2B, Salary Schedules and Academic Years (FUSA Counter #~~2~~ 07-15-2022))

Brief paragraph explaining the item change and goal

14.2.A: Provide a raise to the Step Salary Schedule including the mins and maxes.

14.2.B.3: Change the language from 30-34 years to faculty who are already at Step 30.

Set Grade III, Step 1 at \$47,500, spread costs overs Years 1, 2 and 3. Same step value as previous contract, with 5% between pay grades.

Supporting argument

SB 2500 passed by Governor Ron DeSantis raises the starting teacher salary across the state to \$47,500. HCPS established a minimum bachelor's degree salary of \$47,500 for 2022; Pinellas County also approved a starting base of \$48,675 for 2022. HCC has not raised the min and max salaries since 2014.

Evergreen Salary Study recommended reevaluating steps and salaries every 5 years. The study is 8 years old, and we will be in the 7th year of the step salary system in Fall 2022.

Per the 2021 FCS Factbook, HCC salaries have now dropped below the average instructional pay in the state.

Marked Up Language

14.2 Salary Schedules

A. Salary Schedules

Faculty members shall be assigned to the appropriate salary grade based on Article 14.1.

**Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Years 2019-2020, 2020-2021, 2021-2022**

Step	Grade III	Grade II	Grade II+	Grade I
1	\$42,187.00	\$44,248.00	\$46,514.00	\$48,781.00
2	\$43,243.194	\$45,355.79	\$47,678.52	\$50,002.28
3	\$44,299.38	\$46,463.58	\$48,843.04	\$51,223.56
4	\$45,355.57	\$47,571.37	\$50,007.56	\$52,444.83
5	\$46,411.76	\$48,679.16	\$51,172.08	\$53,666.11
6	\$47,467.95	\$49,786.95	\$52,336.61	\$54,887.39
7	\$48,524.14	\$50,894.74	\$53,501.13	\$56,108.67
8	\$49,580.33	\$52,002.53	\$54,665.65	\$57,329.94
9	\$50,636.53	\$53,110.32	\$55,830.17	\$58,551.22
10	\$51,692.72	\$54,218.11	\$56,994.69	\$59,772.50
11	\$52,748.91	\$55,325.90	\$58,159.21	\$60,993.78
12	\$53,805.10	\$56,433.69	\$59,323.73	\$62,215.05
13	\$54,861.29	\$57,541.48	\$60,488.25	\$63,436.33
14	\$55,917.48	\$58,649.27	\$61,652.77	\$64,657.61
15	\$56,973.67	\$59,757.06	\$62,817.30	\$65,878.89
16	\$58,029.86	\$60,864.85	\$63,981.82	\$67,100.16
17	\$59,086.05	\$61,972.64	\$65,146.34	\$68,321.44
18	\$60,142.24	\$63,080.42	\$66,310.86	\$69,542.72
19	\$61,198.43	\$64,188.21	\$67,475.38	\$70,764.00
20	\$62,254.62	\$65,296.00	\$68,639.90	\$71,985.27
21	\$63,310.81	\$66,403.79	\$69,804.42	\$73,206.55
22	\$64,367.00	\$67,511.58	\$70,968.94	\$74,427.83
23	\$65,423.19	\$68,619.37	\$72,133.46	\$75,649.11
24	\$66,479.38	\$69,727.16	\$73,297.99	\$76,870.38
25	\$67,535.58	\$70,834.95	\$74,462.51	\$78,091.66
26	\$68,591.77	\$71,942.74	\$75,627.03	\$79,312.94
27	\$69,647.96	\$73,050.53	\$76,791.55	\$80,534.22
28	\$70,704.15	\$74,158.32	\$77,956.07	\$81,755.49
29	\$71,760.34	\$75,266.11	\$79,120.59	\$82,976.77
30	\$72,816.53	\$76,373.90	\$80,285.11	\$84,198.05

**Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Years 2019-2020, 2020-2021, 2021-2022**

	Grade III	Grade II	Grade II+	Grade I
	\$42,187.00	\$44,248.00	\$46,514.00	\$48,781.00

Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Year 2022-2023

<u>Step</u>	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>1</u>	\$45,500.00	\$47,775.00	\$50,163.75	\$52,671.94
<u>2</u>	\$46,556.00	\$48,883.80	\$51,327.99	\$53,894.39
<u>3</u>	\$47,612.00	\$49,992.60	\$52,492.23	\$55,116.84
<u>4</u>	\$48,668.00	\$51,101.40	\$53,656.47	\$56,339.29
<u>5</u>	\$49,724.00	\$52,210.20	\$54,820.71	\$57,561.75
<u>6</u>	\$50,780.00	\$53,319.00	\$55,984.95	\$58,784.20
<u>7</u>	\$51,836.00	\$54,427.80	\$57,149.19	\$60,006.65
<u>8</u>	\$52,892.00	\$55,536.60	\$58,313.43	\$61,229.10
<u>9</u>	\$53,948.00	\$56,645.40	\$59,477.67	\$62,451.55
<u>10</u>	\$55,004.00	\$57,754.20	\$60,641.91	\$63,674.01
<u>11</u>	\$56,060.00	\$58,863.00	\$61,806.15	\$64,896.46
<u>12</u>	\$57,116.00	\$59,971.80	\$62,970.39	\$66,118.91
<u>13</u>	\$58,172.00	\$61,080.60	\$64,134.63	\$67,341.36
<u>14</u>	\$59,228.00	\$62,189.40	\$65,298.87	\$68,563.81
<u>15</u>	\$60,284.00	\$63,298.20	\$66,463.11	\$69,786.27
<u>16</u>	\$61,340.00	\$64,407.00	\$67,627.35	\$71,008.72
<u>17</u>	\$62,396.00	\$65,515.80	\$68,791.59	\$72,231.17
<u>18</u>	\$63,452.00	\$66,624.60	\$69,955.83	\$73,453.62
<u>19</u>	\$64,508.00	\$67,733.40	\$71,120.07	\$74,676.07
<u>20</u>	\$65,564.00	\$68,842.20	\$72,284.31	\$75,898.53
<u>21</u>	\$66,620.00	\$69,951.00	\$73,448.55	\$77,120.98
<u>22</u>	\$67,676.00	\$71,059.80	\$74,612.79	\$78,343.43
<u>23</u>	\$68,732.00	\$72,168.60	\$75,777.03	\$79,565.88
<u>24</u>	\$69,788.00	\$73,277.40	\$76,941.27	\$80,788.33
<u>25</u>	\$70,844.00	\$74,386.20	\$78,105.51	\$82,010.79
<u>26</u>	\$71,900.00	\$75,495.00	\$79,269.75	\$83,233.24
<u>27</u>	\$72,956.00	\$76,603.80	\$80,433.99	\$84,455.69
<u>28</u>	\$74,012.00	\$77,712.60	\$81,598.23	\$85,678.14
<u>29</u>	\$75,068.00	\$78,821.40	\$82,762.47	\$86,900.59
<u>30</u>	\$76,124.00	\$79,930.20	\$83,926.71	\$88,123.05

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Years 2022-2023

	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
	\$45,500.00	\$47,775.00	\$50,163.75	\$52,671.94

Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Year 2023-2024

<u>Step</u>	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>1</u>	\$46,500.00	\$48,825.00	\$51,266.25	\$53,829.56
<u>2</u>	\$47,556.00	\$49,933.80	\$52,430.49	\$55,052.01
<u>3</u>	\$48,612.00	\$51,042.60	\$53,594.73	\$56,274.47
<u>4</u>	\$49,668.00	\$52,151.40	\$54,758.97	\$57,496.92
<u>5</u>	\$50,724.00	\$53,260.20	\$55,923.21	\$58,719.37
<u>6</u>	\$51,780.00	\$54,369.00	\$57,087.45	\$59,941.82
<u>7</u>	\$52,836.00	\$55,477.80	\$58,251.69	\$61,164.27
<u>8</u>	\$53,892.00	\$56,586.60	\$59,415.93	\$62,386.73
<u>9</u>	\$54,948.00	\$57,695.40	\$60,580.17	\$63,609.18
<u>10</u>	\$56,004.00	\$58,804.20	\$61,744.41	\$64,831.63
<u>11</u>	\$57,060.00	\$59,913.00	\$62,908.65	\$66,054.08
<u>12</u>	\$58,116.00	\$61,021.80	\$64,072.89	\$67,276.53
<u>13</u>	\$59,172.00	\$62,130.60	\$65,237.13	\$68,498.99
<u>14</u>	\$60,228.00	\$63,239.40	\$66,401.37	\$69,721.44
<u>15</u>	\$61,284.00	\$64,348.20	\$67,565.61	\$70,943.89
<u>16</u>	\$62,340.00	\$65,457.00	\$68,729.85	\$72,166.34
<u>17</u>	\$63,396.00	\$66,565.80	\$69,894.09	\$73,388.79
<u>18</u>	\$64,452.00	\$67,674.60	\$71,058.33	\$74,611.25
<u>19</u>	\$65,508.00	\$68,783.40	\$72,222.57	\$75,833.70
<u>20</u>	\$66,564.00	\$69,892.20	\$73,386.81	\$77,056.15
<u>21</u>	\$67,620.00	\$71,001.00	\$74,551.05	\$78,278.60
<u>22</u>	\$68,676.00	\$72,109.80	\$75,715.29	\$79,501.05
<u>23</u>	\$69,732.00	\$73,218.60	\$76,879.53	\$80,723.51
<u>24</u>	\$70,788.00	\$74,327.40	\$78,043.77	\$81,945.96
<u>25</u>	\$71,844.00	\$75,436.20	\$79,208.01	\$83,168.41
<u>26</u>	\$72,900.00	\$76,545.00	\$80,372.25	\$84,390.86
<u>27</u>	\$73,956.00	\$77,653.80	\$81,536.49	\$85,613.31
<u>28</u>	\$75,012.00	\$78,762.60	\$82,700.73	\$86,835.77
<u>29</u>	\$76,068.00	\$79,871.40	\$83,864.97	\$88,058.22
<u>30</u>	\$77,124.00	\$80,980.20	\$85,029.21	\$89,280.67

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Years 2023-2024

	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
	\$46,500.00	\$48,825.00	\$51,266.25	\$53,829.56

Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Year 2024-2025

<u>Step</u>	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>1</u>	\$47,500.00	\$49,875.00	\$52,368.75	\$54,987.19
<u>2</u>	\$48,556.00	\$50,983.80	\$53,532.99	\$56,209.64
<u>3</u>	\$49,612.00	\$52,092.60	\$54,697.23	\$57,432.09
<u>4</u>	\$50,668.00	\$53,201.40	\$55,861.47	\$58,654.54
<u>5</u>	\$51,724.00	\$54,310.20	\$57,025.71	\$59,877.00
<u>6</u>	\$52,780.00	\$55,419.00	\$58,189.95	\$61,099.45
<u>7</u>	\$53,836.00	\$56,527.80	\$59,354.19	\$62,321.90
<u>8</u>	\$54,892.00	\$57,636.60	\$60,518.43	\$63,544.35
<u>9</u>	\$55,948.00	\$58,745.40	\$61,682.67	\$64,766.80
<u>10</u>	\$57,004.00	\$59,854.20	\$62,846.91	\$65,989.26
<u>11</u>	\$58,060.00	\$60,963.00	\$64,011.15	\$67,211.71
<u>12</u>	\$59,116.00	\$62,071.80	\$65,175.39	\$68,434.16
<u>13</u>	\$60,172.00	\$63,180.60	\$66,339.63	\$69,656.61
<u>14</u>	\$61,228.00	\$64,289.40	\$67,503.87	\$70,879.06
<u>15</u>	\$62,284.00	\$65,398.20	\$68,668.11	\$72,101.52
<u>16</u>	\$63,340.00	\$66,507.00	\$69,832.35	\$73,323.97
<u>17</u>	\$64,396.00	\$67,615.80	\$70,996.59	\$74,546.42
<u>18</u>	\$65,452.00	\$68,724.60	\$72,160.83	\$75,768.87
<u>19</u>	\$66,508.00	\$69,833.40	\$73,325.07	\$76,991.32
<u>20</u>	\$67,564.00	\$70,942.20	\$74,489.31	\$78,213.78
<u>21</u>	\$68,620.00	\$72,051.00	\$75,653.55	\$79,436.23
<u>22</u>	\$69,676.00	\$73,159.80	\$76,817.79	\$80,658.68
<u>23</u>	\$70,732.00	\$74,268.60	\$77,982.03	\$81,881.13
<u>24</u>	\$71,788.00	\$75,377.40	\$79,146.27	\$83,103.58
<u>25</u>	\$72,844.00	\$76,486.20	\$80,310.51	\$84,326.04
<u>26</u>	\$73,900.00	\$77,595.00	\$81,474.75	\$85,548.49
<u>27</u>	\$74,956.00	\$78,703.80	\$82,638.99	\$86,770.94
<u>28</u>	\$76,012.00	\$79,812.60	\$83,803.23	\$87,993.39
<u>29</u>	\$77,068.00	\$80,921.40	\$84,967.47	\$89,215.84
<u>30</u>	\$78,124.00	\$82,030.20	\$86,131.71	\$90,438.30

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract
Academic Years 2022-2023

	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
	\$47,500.00	\$49,875.00	\$52,368.75	\$54,987.19

B. Academic Years ~~2019-2020, 2020-2021, 2021-2022~~ 2022-2023, 2023-2024, 2024-2025

1. At the beginning of each academic year, the faculty will be placed at the step assignment based on steps initially assigned for prior experience, steps earned through rank, and a step for each completed year as a full-time tenure track faculty at the College.

~~1.2.~~ Each tenure-track faculty member will receive an additional step for each additional completed year as a full-time, tenure-track faculty at the College.

~~2.3.~~ Faculty whose current basic year salary exceeds the salary for the step into which they are placed will retain their current salary.

~~3.4.~~ Faculty ~~with 30-34 years of faculty service who are at Step 30~~ will receive a one-time payment equivalent to the amount of one (1) step of their pay grade. Faculty with 35 years or more of faculty service will receive a one-time payment equivalent to the amount of two (2) steps of their pay grade.

C. Administrators Returning to a Tenure-track Position

Administrators returning to a tenure-track faculty position within five (5) years of separation will be placed on the salary schedule in accordance with Article 14.2. Years of service in administration will count towards years of service as a full-time regular faculty member.

D. Non-Tenure-Track Faculty

All full-time non-tenure-track faculty will be paid at a flat rate in accordance with the Full-Time Non-Tenure-Track salary schedule.

E. College Year Faculty

College Year faculty salaries will be prorated based on the number of days in the College year contract from the start of the academic year. (Basic Year Salary/160*number of days in the College year contract = College Year Salary).

F. Salary Increase Limitations

Faculty salary increases are contingent upon funding availability.