

## Appendix A

### Faculty Salary Schedule

STEPS	SALARY 2013/2014	Increase 2.85% SALARY 2014/2015	COLA Increase 1.02% SALARY 2015/2016	COLA Increase % <b>TBD</b> SALARY 2016/2017
1	\$52,635.00	\$54,135.00	\$54,687.00	\$54,687.00
2	\$55,150.00	\$56,722.00	\$57,300.00	\$57,300.00
3	\$57,790.00	\$59,437.00	\$60,043.00	\$60,043.00
4	\$60,562.00	\$62,288.00	\$62,923.00	\$62,923.00
5	\$63,472.00	\$65,281.00	\$65,947.00	\$65,947.00
6	\$66,527.00	\$68,423.00	\$69,121.00	\$69,121.00
7	\$69,735.00	\$71,722.00	\$72,454.00	\$72,454.00
8	\$73,100.00	\$75,183.00	\$75,950.00	\$75,950.00
9	\$76,640.00	\$78,824.00	\$79,628.00	\$79,628.00
10	\$80,319.00	\$82,608.00	\$83,451.00	\$83,451.00
15		\$84,591.00	\$85,454.00	\$85,454.00
18			\$87,504.00	\$87,504.00
21				\$89,605.00
<b>Adjunct and full-time overload rate</b>				
<b>HOURLY</b>	\$37.27	\$38.33	\$38.72	\$38.72
<b>Pro-rata compensation rate</b>				
<b>PRO-RATA</b>	\$60.50	\$62.23	\$62.86	\$62.86

Hourly pro-rata compensation rate will be based on step 10  
 Adjunct and overload rate will be calculated on step 8

The hourly rate shall be applied to full-time faculty overload, adjunct faculty load, full-time and adjunct faculty summer load and any intercession load.

Pro-rata rate shall be applied for Chair Compensation when required by contract provisions. The hourly pro-rata compensation formula:

#### Pro-Rata Hourly Schedule

<b>Step 10 Divided by 177 days per academic year</b>	<b>\$466.71</b>	<b>\$471.47</b>	<b>471.47</b>
<b>Divided by 7.5 hours per day</b>	<b>\$62.23</b>	<b>\$62.86</b>	<b>\$62.86</b>

#### Adjunct and Overload Hourly Schedule

<b>Step 8 Divided by 2 semesters</b>	<b>\$37,592.00</b>	<b>\$37,975.00</b>	<b>\$37,975.00</b>
<b>Divided by 5 courses</b>	<b>\$7,518.00</b>	<b>\$7,595.00</b>	<b>\$7,595.00</b>
<b>Times 26%</b>	<b>\$1,955.00</b>	<b>\$1,975.00</b>	<b>\$1,975.00</b>
<b>Divided by 51 Hours</b>	<b>\$38.33</b>	<b>\$38.72</b>	<b>\$38.72</b>
<b>Adjunct and Overload Hourly Rate</b>	<b>\$38.33</b>	<b>\$38.72</b>	<b>\$38.72</b>