

ARTICLE: 14.2.A Salary Schedule (FUSA Proposal 10-16-2023) - B

Brief paragraph explaining the item change and goal

14.2.A: Provide a 1% raise to the Step Salary Schedule, for all steps and pay grades.

Supporting argument

Salary increases need to include both a pay scale increase for cost of living, along with annual step increases for years of experience, for recruitment and retention of faculty.

RE: Newport Salary Study information and references:

- CUPA-HR 2023 Workforce Surveys: Average salary increase for tenure-track faculty from 2016-2023 did not keep pace with inflation for any of those years.
- World at Work Salary Budget Survey (2022-2023) was used to recommend our 3% faculty salary increase for 2023-2024. World at Work Salary Budget Survey (2023-2024) is projecting an average pay increase of 4% for 2024.
- Current U.S. Inflation Rate for 2023: 3.7%

Recruitment: HCC faculty starting salaries remain below those for Hillsborough and Pinellas County Schools (starting salaries with a Master's degree are \$50,399 and \$52,810 respectively).

14.2 Salary Schedules

A. Salary Schedules.

A faculty member shall be assigned to the appropriate salary grade based on Article 14.1.

Full-Time, Tenure Track Faculty Salary Schedule – Basic Year Contract 2022 - 2023 Salary Schedule				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$ 43,757.00	\$ 45,818.00	\$ 48,084.00	\$ 50,351.00
2	\$ 44,813.19	\$ 46,925.79	\$ 49,248.52	\$ 51,572.28
3	\$ 45,869.38	\$ 48,033.58	\$ 50,413.04	\$ 52,793.56
4	\$ 46,925.57	\$ 49,141.37	\$ 51,577.56	\$ 54,014.83
5	\$ 47,981.76	\$ 50,249.16	\$ 52,742.08	\$ 55,236.11
6	\$ 49,037.95	\$ 51,356.95	\$ 53,906.61	\$ 56,457.39
7	\$ 50,094.14	\$ 52,464.74	\$ 55,071.13	\$ 57,678.67
8	\$ 51,150.33	\$ 53,572.53	\$ 56,235.65	\$ 58,899.94
9	\$ 52,206.53	\$ 54,680.32	\$ 57,400.17	\$ 60,121.22
10	\$ 53,262.72	\$ 55,788.11	\$ 58,564.69	\$ 61,342.50
11	\$ 54,318.91	\$ 56,895.90	\$ 59,729.21	\$ 62,563.78
12	\$ 55,375.10	\$ 58,003.69	\$ 60,893.73	\$ 63,785.05
13	\$ 56,431.29	\$ 59,111.48	\$ 62,058.25	\$ 65,006.33
14	\$ 57,487.48	\$ 60,219.27	\$ 63,222.77	\$ 66,227.61
15	\$ 58,543.67	\$ 61,327.06	\$ 64,387.30	\$ 67,448.89
16	\$ 59,599.86	\$ 62,434.85	\$ 65,551.82	\$ 68,670.16
17	\$ 60,656.05	\$ 63,542.64	\$ 66,716.34	\$ 69,891.44
18	\$ 61,712.24	\$ 64,650.42	\$ 67,880.86	\$ 71,112.72
19	\$ 62,768.43	\$ 65,758.21	\$ 69,045.38	\$ 72,334.00
20	\$ 63,824.62	\$ 66,866.00	\$ 70,209.90	\$ 73,555.27
21	\$ 64,880.81	\$ 67,973.79	\$ 71,374.42	\$ 74,776.55
22	\$ 65,937.00	\$ 69,081.58	\$ 72,538.94	\$ 75,997.83
23	\$ 66,993.19	\$ 70,189.37	\$ 73,703.46	\$ 77,219.11
24	\$ 68,049.38	\$ 71,297.16	\$ 74,867.99	\$ 78,440.38
25	\$ 69,105.58	\$ 72,404.95	\$ 76,032.51	\$ 79,661.66
26	\$ 70,161.77	\$ 73,512.74	\$ 77,197.03	\$ 80,882.94
27	\$ 71,217.96	\$ 74,620.53	\$ 78,361.55	\$ 82,104.22
28	\$ 72,274.15	\$ 75,728.32	\$ 79,526.07	\$ 83,325.49
29	\$ 73,330.34	\$ 76,836.11	\$ 80,690.59	\$ 84,546.77
30	\$ 74,386.53	\$ 77,943.90	\$ 81,855.11	\$ 85,768.05

Full-Time, -Non-Tenure-Track - Basic Year Contract 2022 - 2023 Salary Schedule			
Grade III	Grade II	Grade II+	Grade I
\$ 43,757.00	\$ 45,818.00	\$ 48,084.00	\$ 50,351.00

Full-Time, Tenure Track Faculty Salary Schedule – Basic Year Contract 2023 – 2024, 2024 – 2025 Salary Schedule				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$47,597.39	\$ 49,922.71	\$ 52,479.32	\$ 55,037.06
2	\$48,789.03	\$ 51,172.57	\$ 53,793.18	\$ 56,414.96
3	\$49,980.68	\$ 52,422.43	\$ 55,107.05	\$ 57,792.87
4	\$51,172.32	\$ 53,672.29	\$ 56,420.92	\$ 59,170.76
5	\$52,363.97	\$ 54,922.15	\$ 57,734.79	\$ 60,548.67
6	\$53,555.61	\$ 56,172.02	\$ 59,048.66	\$ 61,926.58
7	\$54,747.25	\$ 57,421.88	\$ 60,362.53	\$ 63,304.48
8	\$55,938.90	\$ 58,671.74	\$ 61,676.40	\$ 64,682.38
9	\$57,130.55	\$ 59,921.60	\$ 62,990.27	\$ 66,060.28
10	\$58,322.20	\$ 61,171.46	\$ 64,304.13	\$ 67,438.19
11	\$59,513.84	\$ 62,421.32	\$ 65,618.00	\$ 68,816.10
12	\$60,705.49	\$ 63,671.19	\$ 66,931.87	\$ 70,193.99
13	\$61,897.13	\$ 64,921.05	\$ 68,245.73	\$ 71,571.90
14	\$63,088.77	\$ 66,170.91	\$ 69,559.60	\$ 72,949.81
15	\$64,280.42	\$ 67,420.77	\$ 70,873.48	\$ 74,327.71
16	\$65,472.06	\$ 68,670.63	\$ 72,187.35	\$ 75,705.61
17	\$66,663.71	\$ 69,920.49	\$ 73,501.21	\$ 77,083.51
18	\$67,855.35	\$ 71,170.34	\$ 74,815.08	\$ 78,461.42
19	\$69,046.99	\$ 72,420.21	\$ 76,128.95	\$ 79,839.33
20	\$70,238.64	\$ 73,670.07	\$ 77,442.82	\$ 81,217.22
21	\$71,430.28	\$ 74,919.93	\$ 78,756.68	\$ 82,595.13
22	\$72,621.93	\$ 76,169.79	\$ 80,070.55	\$ 83,973.03
23	\$73,813.57	\$ 77,419.65	\$ 81,384.42	\$ 85,350.94
24	\$75,005.21	\$ 78,669.51	\$ 82,698.30	\$ 86,728.84
25	\$76,196.87	\$ 79,919.38	\$ 84,012.16	\$ 88,106.74
26	\$77,388.51	\$ 81,169.24	\$ 85,326.03	\$ 89,484.65
27	\$78,580.16	\$ 82,419.10	\$ 86,639.90	\$ 90,862.56
28	\$79,771.80	\$ 83,668.96	\$ 87,953.76	\$ 92,240.45
29	\$80,963.44	\$ 84,918.82	\$ 89,267.63	\$ 93,618.36
30	\$82,155.09	\$ 86,168.68	\$ 90,581.50	\$ 94,996.26

Full-Time, Non-Tenure-Track Faculty - Basic Year Contract 2023 – 2024, 2024 – 2025 Salary Schedule			
Grade III	Grade II	Grade II+	Grade I
\$47,597.39	\$ 49,922.71	\$ 52,479.32	\$ 55,037.06

<u>Full-Time, Tenure Track Faculty Salary Schedule – Basic Year Contract</u> <u>2024-2025, Salary Schedule</u>				
<u>Step</u>	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>1</u>	<u>\$ 48,073.36</u>	<u>\$ 50,421.94</u>	<u>\$ 53,004.11</u>	<u>\$ 55,587.43</u>
<u>2</u>	<u>\$ 49,276.92</u>	<u>\$ 51,684.30</u>	<u>\$ 54,331.11</u>	<u>\$ 56,979.11</u>
<u>3</u>	<u>\$ 50,480.49</u>	<u>\$ 52,946.65</u>	<u>\$ 55,658.12</u>	<u>\$ 58,370.80</u>
<u>4</u>	<u>\$ 51,684.04</u>	<u>\$ 54,209.01</u>	<u>\$ 56,985.13</u>	<u>\$ 59,762.47</u>
<u>5</u>	<u>\$ 52,887.61</u>	<u>\$ 55,471.37</u>	<u>\$ 58,312.14</u>	<u>\$ 61,154.16</u>
<u>6</u>	<u>\$ 54,091.17</u>	<u>\$ 56,733.74</u>	<u>\$ 59,639.15</u>	<u>\$ 62,545.85</u>
<u>7</u>	<u>\$ 55,294.72</u>	<u>\$ 57,996.10</u>	<u>\$ 60,966.16</u>	<u>\$ 63,937.52</u>
<u>8</u>	<u>\$ 56,498.29</u>	<u>\$ 59,258.46</u>	<u>\$ 62,293.16</u>	<u>\$ 65,329.20</u>
<u>9</u>	<u>\$ 57,701.86</u>	<u>\$ 60,520.82</u>	<u>\$ 63,620.17</u>	<u>\$ 66,720.88</u>
<u>10</u>	<u>\$ 58,905.42</u>	<u>\$ 61,783.17</u>	<u>\$ 64,947.17</u>	<u>\$ 68,112.57</u>
<u>11</u>	<u>\$ 60,108.98</u>	<u>\$ 63,045.53</u>	<u>\$ 66,274.18</u>	<u>\$ 69,504.26</u>
<u>12</u>	<u>\$ 61,312.54</u>	<u>\$ 64,307.90</u>	<u>\$ 67,601.19</u>	<u>\$ 70,895.93</u>
<u>13</u>	<u>\$ 62,516.10</u>	<u>\$ 65,570.26</u>	<u>\$ 68,928.19</u>	<u>\$ 72,287.62</u>
<u>14</u>	<u>\$ 63,719.66</u>	<u>\$ 66,832.62</u>	<u>\$ 70,255.20</u>	<u>\$ 73,679.31</u>
<u>15</u>	<u>\$ 64,923.22</u>	<u>\$ 68,094.98</u>	<u>\$ 71,582.21</u>	<u>\$ 75,070.99</u>
<u>16</u>	<u>\$ 66,126.78</u>	<u>\$ 69,357.34</u>	<u>\$ 72,909.22</u>	<u>\$ 76,462.67</u>
<u>17</u>	<u>\$ 67,330.35</u>	<u>\$ 70,619.69</u>	<u>\$ 74,236.22</u>	<u>\$ 77,854.35</u>
<u>18</u>	<u>\$ 68,533.90</u>	<u>\$ 71,882.04</u>	<u>\$ 75,563.23</u>	<u>\$ 79,246.03</u>
<u>19</u>	<u>\$ 69,737.46</u>	<u>\$ 73,144.41</u>	<u>\$ 76,890.24</u>	<u>\$ 80,637.72</u>
<u>20</u>	<u>\$ 70,941.03</u>	<u>\$ 74,406.77</u>	<u>\$ 78,217.25</u>	<u>\$ 82,029.39</u>
<u>21</u>	<u>\$ 72,144.58</u>	<u>\$ 75,669.13</u>	<u>\$ 79,544.25</u>	<u>\$ 83,421.08</u>
<u>22</u>	<u>\$ 73,348.15</u>	<u>\$ 76,931.49</u>	<u>\$ 80,871.26</u>	<u>\$ 84,812.76</u>
<u>23</u>	<u>\$ 74,551.71</u>	<u>\$ 78,193.85</u>	<u>\$ 82,198.26</u>	<u>\$ 86,204.45</u>
<u>24</u>	<u>\$ 75,755.26</u>	<u>\$ 79,456.21</u>	<u>\$ 83,525.28</u>	<u>\$ 87,596.13</u>
<u>25</u>	<u>\$ 76,958.84</u>	<u>\$ 80,718.57</u>	<u>\$ 84,852.28</u>	<u>\$ 88,987.81</u>
<u>26</u>	<u>\$ 78,162.40</u>	<u>\$ 81,980.93</u>	<u>\$ 86,179.29</u>	<u>\$ 90,379.50</u>
<u>27</u>	<u>\$ 79,365.96</u>	<u>\$ 83,243.29</u>	<u>\$ 87,506.30</u>	<u>\$ 91,771.19</u>
<u>28</u>	<u>\$ 80,569.52</u>	<u>\$ 84,505.65</u>	<u>\$ 88,833.30</u>	<u>\$ 93,162.85</u>
<u>29</u>	<u>\$ 81,773.07</u>	<u>\$ 85,768.01</u>	<u>\$ 90,160.31</u>	<u>\$ 94,554.54</u>
<u>30</u>	<u>\$ 82,976.64</u>	<u>\$ 87,030.37</u>	<u>\$ 91,487.32</u>	<u>\$ 95,946.22</u>

<u>Full-Time, Non-Tenure-Track Faculty - Basic Year Contract</u> <u>2024-2025, Salary Schedule</u>			
<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>\$ 48,073.36</u>	<u>\$ 50,421.94</u>	<u>\$ 53,004.11</u>	<u>\$ 55,587.43</u>

B. Academic Years 2022-2023, ~~and 2023-2024, and 2024-2025 only~~

1. An eligible, full-time, tenure-track faculty member shall receive an additional step.
 - a. To be eligible for the 2022 – 2023 step, the faculty member must have been employed at the College by December 31, 2021.
 - b. To be eligible for the 2023 – 2024 step, the faculty member must have been employed at the College by December 31, 2022.
 - c. To be eligible for the 2024 – 2025 step, the faculty member must have been employed at the College by December 31, 2023.
2. A faculty member whose current basic year salary exceeds the salary for the step into which they are placed shall retain their current salary.
3. For 2023-2024, a faculty member who was eligible for a step increase (or a lump sum payment) in 2021-2022 shall receive one additional step at the beginning of the 2023-24 academic year. The step increase for 2023 – 2024 shall not be subject to the salary increase limitations set forth in Article 14.2.G. There is no retroactivity of this increase.
4. A faculty member with less than 35 years of service and who is at Step 30 or whose current basic year salary exceeds the step into which they are placed will receive a one-time payment equivalent to the amount of one (1) step of their pay grade. A faculty member 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. Academic Year 2024 – 2025 Wage Re-Opener

The parties shall have the right to reopen this Agreement on matters pertaining to Article 14.2.B for the academic year of 2024-2025 by giving written notice prior to October 16, 2023. Negotiations shall commence under this section within ten (10) days after such notice is given. The terms and conditions of this Agreement shall remain in full force and effect during such negotiations. The time requirements in this Article may be adjusted by mutual written agreement by the parties.

D. Administrators Returning to a Tenure-track Position

An administrator returning to a tenure-track faculty position within five (5) years of separation will be placed on the salary schedule in accordance with Article 14.1. Years of service in administration will count towards years of service as a full-time regular faculty member.

E. Non-Tenure-Track Faculty

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

F. 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).

G. Salary Increase Limitations

Faculty salary increases are contingent upon funding availability.

H. Retroactive Payment Eligibility

Retroactive payment eligibility applies to full-time faculty who are employed in a full-time faculty position at the time of payment.



Richard F. Gaspar, FUSA Chief Negotiator

October 16, 2023



Digitally signed by Richard Senker
DN: cn=Richard Senker, o=Hillsborough Community College,
ou=Academic Affairs, email=rsenker@hccfl.edu, c=US
Date: 2023.10.16 13:57:57 -04'00'