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This counteroffer is dependent upon the Governor signing the budget that supports salary increases, and available funding.

14.1 Initial Placement in Salary Schedule

- A.** A faculty member shall meet the minimum qualifications established for a position, which may include a Bachelor's degree, Master's degree, Master's degree with sixty (60) semester hours, or an earned Doctorate degree from a regionally accredited college or university or international equivalent as verified by a credentialing agency approved by the College.
- B.** A faculty member shall be assigned to one of the following salary grades which will determine the individual's salary level:

Salary Grade

Grade III

Grade II

Grade II+

Grade I

The minimum criteria for each salary grade will be as follows:

- 1. Grade III.** A faculty member shall have met criteria for a Bachelor's degree plus college faculty experience, or for disciplines in which the terminal degree is at a degree level below the Master's degree, the faculty member shall have met the criteria for that degree plus teaching experience
 - 2. Grade II.** A faculty member shall have met criteria for a Master's degree with a minimum of eighteen (18) graduate semester hours in the field.
 - 3. Grade II+.** A faculty member shall have met criteria for a Level II+ Master's degree by having earned at least 60 graduate semester hours in the field or in those areas directly related to or which enhance classroom instruction (including education/teaching coursework or coursework in a separate field that can be used to credential the faculty member to teach in a separate discipline that is taught at the College).
 - 4. Grade I.** A faculty member shall have met criteria for a Doctorate degree in major field.
- C.** A new faculty member (including full-time temporary) will be assigned an initial step placement on the Salary Schedule and may be paid above the minimum based on the faculty member's prior experience. The prior experience must be relevant teaching, librarian or counselor experience, or relevant, directly related teaching or non-teaching experience in instructional, technical or

vocational fields, in business, libraries, counseling, or in the Armed Forces as defined hereinafter. Relevant, related teaching or non-teaching experience is defined as work experience as an instructor or at the journeyman, technician, engineer, or trained employee level in the field for which hired. The amount of pay above minimum shall be determined by the Executive Director of Human Resources, provided that it cannot exceed an additional four (4) steps above the minimum for the salary grade under Article 14.2.

A new faculty member will complete a survey that lists their prior experience. The survey will be provided by Human Resources and must be completed within two (2) weeks of receipt. The Executive Director of Human Resources may require the faculty member to provide proof of the experience.

Categories of prior experience will include:

1. Number of years of full-time teaching in higher education (1 year experience equals 1 year of full-time credit). Summer between major terms does not count as additional experience.
2. Number of years teaching in a secondary school, or adjunct teaching at a community college or university. Years will be calculated by semesters. Two semesters shall equal one year experience. Summer will count as one additional semester (2 years of high school or adjunct experience equals 1 year of full-time credit).
3. Number of years for relevant, directly related non-teaching experience. This experience must be directly related to the academic position (1 year experience equals 1 year of full-time credit).
4. A maximum adjustment of four (4) steps will be awarded.

Under extraordinary circumstances, when qualified a faculty member cannot be obtained because of the College's inability to match a critically required specialty, the President can approve an additional four (4) steps.

- D. If a previously tenured faculty member is rehired via an official screening committee into a tenure-track position per 6.16.Q, the faculty member will be placed into the step system at their previous step if they are rehired within the time period as set forth in Article 6.16.Q. This excludes faculty who have retired from the Florida Retirement System (FRS).

For a rehired faculty member who left the College prior to 2016, the faculty member will be placed in the step system in accordance with 14.1.C, plus an additional step for each year of completed full-time faculty service at Hillsborough College. No additional credit will be given for experience gained after the employee left HC.

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 Faculty Salary Schedule – Basic Year Contract				
2025-2026 Salary Schedule				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$49,515.56	\$51,934.60	\$54,594.23	\$57,255.05
2	\$50,755.23	\$53,234.83	\$55,961.04	\$58,688.48
3	\$51,994.90	\$54,535.05	\$57,327.86	\$60,121.92
4	\$53,234.56	\$55,835.28	\$58,694.68	\$61,555.34
5	\$54,474.24	\$57,135.51	\$60,061.50	\$62,988.78
6	\$55,713.91	\$58,435.75	\$61,428.32	\$64,422.23
7	\$56,953.56	\$59,735.98	\$62,795.14	\$65,855.65
8	\$58,193.24	\$61,036.21	\$64,161.95	\$67,289.08
9	\$59,432.92	\$62,336.44	\$65,528.78	\$68,722.51
10	\$60,672.58	\$63,636.67	\$66,895.59	\$70,155.95
11	\$61,912.25	\$64,936.90	\$68,262.41	\$71,589.39
12	\$63,151.92	\$66,237.14	\$69,629.23	\$73,022.81
13	\$64,391.58	\$67,537.37	\$70,996.04	\$74,456.25
14	\$65,631.25	\$68,837.60	\$72,362.86	\$75,889.69
15	\$66,870.92	\$70,137.83	\$73,729.68	\$77,323.12
16	\$68,110.58	\$71,438.06	\$75,096.50	\$78,756.55
17	\$69,350.26	\$72,738.28	\$76,463.31	\$80,189.98
18	\$70,589.92	\$74,038.50	\$77,830.13	\$81,623.41
19	\$71,829.58	\$75,338.74	\$79,196.95	\$83,056.85
20	\$73,069.26	\$76,638.97	\$80,563.77	\$84,490.27
21	\$74,308.92	\$77,939.20	\$81,930.58	\$85,923.71
22	\$75,548.59	\$79,239.43	\$83,297.40	\$87,357.14
23	\$76,788.26	\$80,539.67	\$84,664.21	\$88,790.58
24	\$78,027.92	\$81,839.90	\$86,031.04	\$90,224.01
25	\$79,267.61	\$83,140.13	\$87,397.85	\$91,657.44
26	\$80,507.27	\$84,440.36	\$88,764.67	\$93,090.89
27	\$81,746.94	\$85,740.59	\$90,131.49	\$94,524.33
28	\$82,986.61	\$87,040.82	\$91,498.30	\$95,957.74
29	\$84,226.26	\$88,341.05	\$92,865.12	\$97,391.18
30	\$85,465.94	\$89,641.28	\$94,231.94	\$98,824.61

Full-Time Faculty Salary Schedule – Basic Year Contract				
2026-2027 Salary Schedule				
Step	Grade III	Grade II	Grade II+	Grade I
<u>1</u>	<u>\$53,981.65</u>	<u>\$56,570.02</u>	<u>\$59,415.83</u>	<u>\$62,262.90</u>
<u>2</u>	<u>\$55,308.10</u>	<u>\$57,961.27</u>	<u>\$60,878.31</u>	<u>\$63,796.67</u>
<u>3</u>	<u>\$56,634.54</u>	<u>\$59,352.50</u>	<u>\$62,340.81</u>	<u>\$65,330.45</u>
<u>4</u>	<u>\$57,960.98</u>	<u>\$60,743.75</u>	<u>\$63,803.31</u>	<u>\$66,864.21</u>
<u>5</u>	<u>\$59,287.44</u>	<u>\$62,135.00</u>	<u>\$65,265.81</u>	<u>\$68,397.99</u>
<u>6</u>	<u>\$60,613.88</u>	<u>\$63,526.25</u>	<u>\$66,728.30</u>	<u>\$69,931.79</u>

<u>7</u>	<u>\$61,940.31</u>	<u>\$64,917.50</u>	<u>\$68,190.80</u>	<u>\$71,465.55</u>
<u>8</u>	<u>\$63,266.77</u>	<u>\$66,308.74</u>	<u>\$69,653.29</u>	<u>\$72,999.32</u>
<u>9</u>	<u>\$64,593.22</u>	<u>\$67,699.99</u>	<u>\$71,115.79</u>	<u>\$74,533.09</u>
<u>10</u>	<u>\$65,919.66</u>	<u>\$69,091.24</u>	<u>\$72,578.28</u>	<u>\$76,066.87</u>
<u>11</u>	<u>\$67,246.11</u>	<u>\$70,482.48</u>	<u>\$74,040.78</u>	<u>\$77,600.65</u>
<u>12</u>	<u>\$68,572.55</u>	<u>\$71,873.74</u>	<u>\$75,503.28</u>	<u>\$79,134.41</u>
<u>13</u>	<u>\$69,898.99</u>	<u>\$73,264.99</u>	<u>\$76,965.76</u>	<u>\$80,668.19</u>
<u>14</u>	<u>\$71,225.44</u>	<u>\$74,656.23</u>	<u>\$78,428.26</u>	<u>\$82,201.97</u>
<u>15</u>	<u>\$72,551.88</u>	<u>\$76,047.48</u>	<u>\$79,890.76</u>	<u>\$83,735.74</u>
<u>16</u>	<u>\$73,878.32</u>	<u>\$77,438.72</u>	<u>\$81,353.26</u>	<u>\$85,269.51</u>
<u>17</u>	<u>\$75,204.78</u>	<u>\$78,829.96</u>	<u>\$82,815.74</u>	<u>\$86,803.28</u>
<u>18</u>	<u>\$76,531.21</u>	<u>\$80,221.20</u>	<u>\$84,278.24</u>	<u>\$88,337.05</u>
<u>19</u>	<u>\$77,857.65</u>	<u>\$81,612.45</u>	<u>\$85,740.74</u>	<u>\$89,870.83</u>
<u>20</u>	<u>\$79,184.11</u>	<u>\$83,003.70</u>	<u>\$87,203.23</u>	<u>\$91,404.59</u>
<u>21</u>	<u>\$80,510.54</u>	<u>\$84,394.94</u>	<u>\$88,665.72</u>	<u>\$92,938.37</u>
<u>22</u>	<u>\$81,836.99</u>	<u>\$85,786.19</u>	<u>\$90,128.22</u>	<u>\$94,472.14</u>
<u>23</u>	<u>\$83,163.44</u>	<u>\$87,177.45</u>	<u>\$91,590.70</u>	<u>\$96,005.92</u>
<u>24</u>	<u>\$84,489.87</u>	<u>\$88,568.69</u>	<u>\$93,053.21</u>	<u>\$97,539.69</u>
<u>25</u>	<u>\$85,816.34</u>	<u>\$89,959.94</u>	<u>\$94,515.70</u>	<u>\$99,073.46</u>
<u>26</u>	<u>\$87,142.78</u>	<u>\$91,351.19</u>	<u>\$95,978.20</u>	<u>\$100,607.25</u>
<u>27</u>	<u>\$88,469.23</u>	<u>\$92,742.43</u>	<u>\$97,440.69</u>	<u>\$102,141.03</u>
<u>28</u>	<u>\$89,795.67</u>	<u>\$94,133.68</u>	<u>\$98,903.18</u>	<u>\$103,674.78</u>
<u>29</u>	<u>\$91,122.10</u>	<u>\$95,524.92</u>	<u>\$100,365.68</u>	<u>\$105,208.56</u>
<u>30</u>	<u>\$92,448.56</u>	<u>\$96,916.17</u>	<u>\$101,828.18</u>	<u>\$106,742.33</u>

Full-Time Faculty Salary Schedule – Basic Year Contract
2027–2028 Salary Schedule

<u>Step</u>	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>1</u>	<u>\$54,981.65</u>	<u>\$57,570.02</u>	<u>\$60,415.83</u>	<u>\$63,262.90</u>
<u>2</u>	<u>\$56,308.10</u>	<u>\$58,961.27</u>	<u>\$61,878.31</u>	<u>\$64,796.67</u>
<u>3</u>	<u>\$57,634.54</u>	<u>\$60,352.50</u>	<u>\$63,340.81</u>	<u>\$66,330.45</u>
<u>4</u>	<u>\$58,960.98</u>	<u>\$61,743.75</u>	<u>\$64,803.31</u>	<u>\$67,864.21</u>
<u>5</u>	<u>\$60,287.44</u>	<u>\$63,135.00</u>	<u>\$66,265.81</u>	<u>\$69,397.99</u>
<u>6</u>	<u>\$61,613.88</u>	<u>\$64,526.25</u>	<u>\$67,728.30</u>	<u>\$70,931.79</u>
<u>7</u>	<u>\$62,940.31</u>	<u>\$65,917.50</u>	<u>\$69,190.80</u>	<u>\$72,465.55</u>
<u>8</u>	<u>\$64,266.77</u>	<u>\$67,308.74</u>	<u>\$70,653.29</u>	<u>\$73,999.32</u>
<u>9</u>	<u>\$65,593.22</u>	<u>\$68,699.99</u>	<u>\$72,115.79</u>	<u>\$75,533.09</u>
<u>10</u>	<u>\$66,919.66</u>	<u>\$70,091.24</u>	<u>\$73,578.28</u>	<u>\$77,066.87</u>
<u>11</u>	<u>\$68,246.11</u>	<u>\$71,482.48</u>	<u>\$75,040.78</u>	<u>\$78,600.65</u>
<u>12</u>	<u>\$69,572.55</u>	<u>\$72,873.74</u>	<u>\$76,503.28</u>	<u>\$80,134.41</u>
<u>13</u>	<u>\$70,898.99</u>	<u>\$74,264.99</u>	<u>\$77,965.76</u>	<u>\$81,668.19</u>
<u>14</u>	<u>\$72,225.44</u>	<u>\$75,656.23</u>	<u>\$79,428.26</u>	<u>\$83,201.97</u>
<u>15</u>	<u>\$73,551.88</u>	<u>\$77,047.48</u>	<u>\$80,890.76</u>	<u>\$84,735.74</u>
<u>16</u>	<u>\$74,878.32</u>	<u>\$78,438.72</u>	<u>\$82,353.26</u>	<u>\$86,269.51</u>

<u>17</u>	<u>\$76,204.78</u>	<u>\$79,829.96</u>	<u>\$83,815.74</u>	<u>\$87,803.28</u>
<u>18</u>	<u>\$77,531.21</u>	<u>\$81,221.20</u>	<u>\$85,278.24</u>	<u>\$89,337.05</u>
<u>19</u>	<u>\$78,857.65</u>	<u>\$82,612.45</u>	<u>\$86,740.74</u>	<u>\$90,870.83</u>
<u>20</u>	<u>\$80,184.11</u>	<u>\$84,003.70</u>	<u>\$88,203.23</u>	<u>\$92,404.59</u>
<u>21</u>	<u>\$81,510.54</u>	<u>\$85,394.94</u>	<u>\$89,665.72</u>	<u>\$93,938.37</u>
<u>22</u>	<u>\$82,836.99</u>	<u>\$86,786.19</u>	<u>\$91,128.22</u>	<u>\$95,472.14</u>
<u>23</u>	<u>\$84,163.44</u>	<u>\$88,177.45</u>	<u>\$92,590.70</u>	<u>\$97,005.92</u>
<u>24</u>	<u>\$85,489.87</u>	<u>\$89,568.69</u>	<u>\$94,053.21</u>	<u>\$98,539.69</u>
<u>25</u>	<u>\$86,816.34</u>	<u>\$90,959.94</u>	<u>\$95,515.70</u>	<u>\$100,073.46</u>
<u>26</u>	<u>\$88,142.78</u>	<u>\$92,351.19</u>	<u>\$96,978.20</u>	<u>\$101,607.25</u>
<u>27</u>	<u>\$89,469.23</u>	<u>\$93,742.43</u>	<u>\$98,440.69</u>	<u>\$103,141.03</u>
<u>28</u>	<u>\$90,795.67</u>	<u>\$95,133.68</u>	<u>\$99,903.18</u>	<u>\$104,674.78</u>
<u>29</u>	<u>\$92,122.10</u>	<u>\$96,524.92</u>	<u>\$101,365.68</u>	<u>\$106,208.56</u>
<u>30</u>	<u>\$93,448.56</u>	<u>\$97,916.17</u>	<u>\$102,828.18</u>	<u>\$107,742.33</u>

Full-Time Faculty Salary Schedule – Basic Year Contract

2026-2027 Salary Schedule

Step	Grade III	Grade II	Grade II+	Grade I
<u>1</u>	<u>\$51,001.03</u>	<u>\$53,492.64</u>	<u>\$56,232.06</u>	<u>\$58,972.70</u>
<u>2</u>	<u>\$52,277.89</u>	<u>\$54,831.87</u>	<u>\$57,639.87</u>	<u>\$60,449.13</u>
<u>3</u>	<u>\$53,554.75</u>	<u>\$56,171.10</u>	<u>\$59,047.70</u>	<u>\$61,925.58</u>
<u>4</u>	<u>\$54,831.60</u>	<u>\$57,510.34</u>	<u>\$60,455.52</u>	<u>\$63,402.00</u>
<u>5</u>	<u>\$56,108.47</u>	<u>\$58,849.58</u>	<u>\$61,863.35</u>	<u>\$64,878.44</u>
<u>6</u>	<u>\$57,385.33</u>	<u>\$60,188.82</u>	<u>\$63,271.17</u>	<u>\$66,354.90</u>
<u>7</u>	<u>\$58,662.17</u>	<u>\$61,528.06</u>	<u>\$64,678.99</u>	<u>\$67,831.32</u>
<u>8</u>	<u>\$59,939.04</u>	<u>\$62,867.30</u>	<u>\$66,086.81</u>	<u>\$69,307.75</u>
<u>9</u>	<u>\$61,215.91</u>	<u>\$64,206.53</u>	<u>\$67,494.64</u>	<u>\$70,784.19</u>
<u>10</u>	<u>\$62,492.76</u>	<u>\$65,545.77</u>	<u>\$68,902.46</u>	<u>\$72,260.63</u>
<u>11</u>	<u>\$63,769.62</u>	<u>\$66,885.01</u>	<u>\$70,310.28</u>	<u>\$73,737.07</u>
<u>12</u>	<u>\$65,046.48</u>	<u>\$68,224.25</u>	<u>\$71,718.11</u>	<u>\$75,213.49</u>
<u>13</u>	<u>\$66,323.33</u>	<u>\$69,563.49</u>	<u>\$73,125.92</u>	<u>\$76,689.94</u>
<u>14</u>	<u>\$67,600.19</u>	<u>\$70,902.73</u>	<u>\$74,533.75</u>	<u>\$78,166.38</u>
<u>15</u>	<u>\$68,877.05</u>	<u>\$72,241.96</u>	<u>\$75,941.57</u>	<u>\$79,642.81</u>
<u>16</u>	<u>\$70,153.90</u>	<u>\$73,581.20</u>	<u>\$77,349.40</u>	<u>\$81,119.25</u>
<u>17</u>	<u>\$71,430.77</u>	<u>\$74,920.43</u>	<u>\$78,757.21</u>	<u>\$82,595.68</u>
<u>18</u>	<u>\$72,707.62</u>	<u>\$76,259.66</u>	<u>\$80,165.03</u>	<u>\$84,072.11</u>
<u>19</u>	<u>\$73,984.47</u>	<u>\$77,598.90</u>	<u>\$81,572.86</u>	<u>\$85,548.56</u>
<u>20</u>	<u>\$75,261.34</u>	<u>\$78,938.14</u>	<u>\$82,980.68</u>	<u>\$87,024.98</u>
<u>21</u>	<u>\$76,538.19</u>	<u>\$80,277.38</u>	<u>\$84,388.50</u>	<u>\$88,501.42</u>
<u>22</u>	<u>\$77,815.05</u>	<u>\$81,616.61</u>	<u>\$85,796.32</u>	<u>\$89,977.85</u>
<u>23</u>	<u>\$79,091.91</u>	<u>\$82,955.86</u>	<u>\$87,204.14</u>	<u>\$91,454.30</u>
<u>24</u>	<u>\$80,368.76</u>	<u>\$84,295.10</u>	<u>\$88,611.97</u>	<u>\$92,930.73</u>

<u>25</u>	<u>\$81,645.64</u>	<u>\$85,634.33</u>	<u>\$90,019.79</u>	<u>\$94,407.16</u>
<u>26</u>	<u>\$82,922.49</u>	<u>\$86,973.57</u>	<u>\$91,427.61</u>	<u>\$95,883.62</u>
<u>27</u>	<u>\$84,199.35</u>	<u>\$88,312.81</u>	<u>\$92,835.43</u>	<u>\$97,360.06</u>
<u>28</u>	<u>\$85,476.21</u>	<u>\$89,652.04</u>	<u>\$94,243.25</u>	<u>\$98,836.47</u>
<u>29</u>	<u>\$86,753.05</u>	<u>\$90,991.28</u>	<u>\$95,651.07</u>	<u>\$100,312.92</u>
<u>30</u>	<u>\$88,029.92</u>	<u>\$92,330.52</u>	<u>\$97,058.90</u>	<u>\$101,789.35</u>

Again, this counteroffer is dependent upon the Governor signing the budget that supports salary increases, and available funding.

B. Academic Year 2025-2026 ~~and, 2026-2027, and 2027-2028~~

Again, this counteroffer is dependent upon the Governor signing the budget that supports salary increases, and available funding.

1. An eligible full-time faculty member shall receive an additional step.

- a. To be eligible for the 2025-2026 step, the faculty member must have been employed at the College by December 31, 2024.
- b. To be eligible for the 2026-2027 step, the faculty member must have been employed at the College by December 31, 2025.
- a. To be eligible for the 2027-2028 step, the faculty member must have been employed at the College by December 31, 2026.

- 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. 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.

B.C. Academic Years ~~2026-2027 and 2027-2028~~ Wage Re-Opener

The parties shall have the right to reopen this Agreement on matters pertaining to the academic years of ~~2026-2027 and 2027-2028~~ by giving written notice prior to October ~~17⁶~~, 2025~~6~~. 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.

G.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.

D.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).

E.F. Salary Increase Limitations

Faculty salary increases are contingent upon funding availability.

F.G. 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.

14.3 Promotions

A. Criteria

For the term of this agreement, a faculty member who meets the minimum qualifications approved by the Board and who meets the following criteria shall be promoted to a higher salary grade:

1. The faculty member must obtain the specified number of identified college credits from a regionally accredited college or university or international equivalent as verified by a College-approved credentialing agency.
2. For an instructional faculty member, the credits must be earned in those areas in which the faculty member is qualified to teach; in a second teaching, librarian, or counseling field; or in those areas directly related to or which enhance classroom instruction.
3. For librarian or counselor faculty, the credits must be directly related to the faculty member's field; in a second teaching, librarian, or counseling field; or in those areas directly related to or which enhance classroom instruction.

It shall be the responsibility of the faculty member to notify the Administration regarding the earning of additional credits.

B. Level II+ Masters

A Level II+ Masters will be awarded to a faculty member who has earned at least 60 graduate semester hours in the field or in those areas directly related to or which enhance classroom instruction (including education/teaching coursework or coursework in a separate field that can be used to credential the faculty member to teach in a separate discipline that is taught at the College).

C. Compensation for Promotion

A faculty member shall receive compensation for promotion to a higher salary grade and be placed in the salary schedule in the higher salary grade. This salary increase and the promotion to a higher salary grade shall be effective at the beginning of the next academic semester in which a faculty member presented the documentation of the credits earned for a promotion.

14.4 Overload Compensation

For an overload assignment awarded in accordance with Article 8.4, 8.5, and 8.6, faculty members shall receive \$78.00 per overload point for teaching overloads in the 2025-2026 year (except as otherwise provided for accredited Health Science Programs).

The overload rate will increase to \$82.79\$80 per overload point for teaching overloads in the 2026-2027 year. and to \$84.00 per overload point for teaching overloads in the 2027-2028 year (except as otherwise provided for accredited Health Science Programs).

14.5 Department Chair, Program Manager, Division Chair, and Coach Compensation

A. Instructional Department Chair Compensation

- 1. Tier One.** Tier One Department Chairs are defined as having responsibility for more than thirty (30) sections (equivalent to at least 600 load points) per Fall or Spring semester or at least ten (10) adjunct faculty per Fall or Spring semester. A Tier One Department Chair will receive thirty (30) release points per Fall and Spring semesters applied to their contractual load obligation, plus paid compensation equivalent to thirty (30) overload points per Fall and Spring semesters. Department Chairs who perform their duties during the Summer semester will receive paid compensation equivalent to thirty (30) overload points for the Summer semester. If they are available to complete their duties for a portion of the Summer semester, the compensation will be prorated.
- 2. Tier Two.** Tier Two Department Chairs are defined as having responsibility for more than seventy-five (75) sections (equivalent to at least a minimum of 2,400 load points) per Fall and Spring semesters or at least twenty-five (25) adjunct faculty per Fall or Spring semesters. A Tier Two Department Chair will receive sixty (60) release points per Fall and Spring Terms, applied to their contractual load obligation, plus paid compensation equivalent to forty-five (45) overload points per Fall and Spring Terms. If they are available to complete their duties for a portion of the Summer semester, the compensation will be prorated.

B. Program Manager Compensation

A faculty member will be compensated for performing the basic duties of a Program Manager per semester as follows:

1. **Tier One.** Tier One Instructional Program Managers are defined as having responsibility for the implementation of the curriculum and/or for performing related duties for one or more instructional programs. Tier one (1) units total five (5) units or less as calculated in the Tier Table. A Tier One Program Manager will receive thirty (30) release points per Fall and Spring semesters applied to their contractual load obligation, plus paid compensation equivalent to thirty (30) overload points per Fall and Spring semesters. Release time will be applied to the faculty member's contractual load obligation. Instructional Program Managers on a Faculty College Year Contract will receive the same paid compensation and release for the Summer semester. If they only complete their duties for a portion of the Summer semester due to the needs of the program or their availability, the faculty member's compensation will be prorated.

2. **Tier Two.** Tier Two Instructional Program Managers are defined as having responsibility for the implementation of the curriculum and/or for performing related duties for one or more instructional programs. Tier Two units total 6 units or more as calculated in the Tier Table. Tier Two Program Managers shall receive the same paid compensation as Tier One plus an additional thirty (30) points release time per Fall or Spring semesters applied to their contractual load obligation. Release time will be applied to the faculty member's contractual load obligation. Instructional Program Managers on a Faculty College Year Contract will receive the same paid compensation and release for the Summer semester. If they only complete their duties for a portion of the Summer semester due to the needs of the program or their availability, the faculty member's compensation will be prorated.

Instructional Program Manager Tier Table					
# of Course Sections		# of Adjuncts or Part-time Staff		Duties	
1-30	1 unit	1-10	1 unit	Accredited Program	1 unit
31-74	2 units	11-24	2 units	Perkins Business Plan	1 unit
75-99	3 units	25-40	3units	Annual Accreditation Report	1 unit
100+	4 units	40+	4 units	Self-Study or Site Visit	2 units
				Initial Program Design	2 units

3. **College-Wide Librarian or Counselor Program Manager.** A College-wide Librarian or Counselor Program Manager also serves as Co-Chair of the Division of Academic Support Services. For the Fall and Spring semesters, College-wide Librarian or Counselor Program Managers will receive the equivalent of sixty (60) points of overload pay, taken either as paid compensation, release time (where ten (10) points equates to one hour of release time per week during the term), or a combination thereof, as determined by mutual agreement with their supervising administrator. Program Managers who perform their duties during the Summer semester will receive the

equivalent of thirty (30) points of overload pay for the Summer semester. If they are available to complete their duties for a portion of the Summer semester, the compensation will be prorated.

C. Academic Division Chair Compensation

A faculty member who serves as an Academic Division Chair will receive sixty (60) points of release time and paid compensation equivalent to thirty (30) overload points for Fall and Spring semesters. Release time will be applied to the faculty member's contractual load obligation. Academic Division Chairs who perform their duties during the summer semester will be compensated equivalent to thirty (30) overload points for the Summer semester. If they are only available to complete their duties for a portion of the Summer semester, the compensation will be prorated.

A faculty member serving as a College-wide Librarian or Counselor Program Manager will not receive additional compensation for acting as co-chair for the Division of Academic Support Services.

D. Discipline Chair Compensation

For the Fall and Spring semesters, a faculty member who serves as an Academic Discipline Chair will receive either ten (10) points of release time for the term, ten (10) points of compensation paid at the overload rate, or a combination thereof, as determined by mutual agreement with their supervising dean. Release time will be applied to the faculty member's contractual load obligation. Academic Discipline Chairs who perform their duties during the Summer semester will be compensated equivalent to ten (10) overload points for the Summer semester. If they are only available to complete their duties for a portion of the Summer semester, the compensation will be prorated.

E. Coach Compensation

A faculty member who serves as an Interscholastic Coach for the College will be compensated with 50% release time for each of the Fall and Spring semesters during which the faculty member serves as a coach.

14.6 Supplemental Activity Compensation

A. Online Learning Course Development

Upon approval by the Director of Online Learning, a faculty member will be compensated points per credit hour or by additional supplemental activity agreement and/or release time for online course development. The amount of compensation shall be mutually agreed upon in advance of the course development by the Director of Online Learning and the faculty member.

The supplemental agreement shall indicate the tier level agreed upon for payment. The amount of compensation will be determined by the approved recommendations of the Online Learning committee.

<p>Tier 1. Remuneration Formula</p> <p>Credit hours x 15 Load Points x Overload Point Compensation = \$</p> <p>Course meets QM standards Course is 100% ADA compliant 80% - 100% instructor-created, original content; Ready-made materials and publisher resources are not present, or are present but 20% or less of total content.</p>
<p>Tier 2, Remuneration Formula</p> <p>Credit hours x 10 Load Points x Overload Point Compensation = \$</p> <p>Course meets QM standards Course is 100% ADA compliant 51% - 79% instructor-created, original content; Ready-made materials and publisher resources account for less than half of total content.</p>
<p>Tier 3, Remuneration Formula</p> <p>Credit hours x 5 Load Points x Overload Point Compensation = \$</p> <p>Course meets QM standards Course is 100% ADA compliant 21% - 50% instructor-created, original content; Ready-made materials and publisher resources account for half or more of total content.</p>
<p>Tier 4. No Remuneration</p> <p>20% or less original content</p> <p>Compensate faculty serving as QM internal peer reviewers.</p>

B. Other Supplemental Activities

A faculty member may enter into a supplemental activity agreement with the Administration for services outside of contractual duties for the College at a compensatory rate which is mutually agreed upon between the faculty member and the Administration.

14.7 Substitute Teaching

In accordance with Article 8.8, for a substitute teaching assignment of up to and including two consecutive weeks, a faculty member shall be paid at the rate of fifty dollars (\$50) per contact hour. Compensation for a substitute teaching assignment in excess of two consecutive weeks shall be paid at the established instructional overload rate prorated over the number of class meetings and retroactive to the first day of substitution.

14.8 Professional Conferences

The College will encourage faculty to attend professional conferences. If a faculty member's request to attend a professional conference is approved, a faculty member will be reimbursed to the full extent allowed by the laws of the State of Florida for the expenses incurred.

14.9 Union Release Time

The College shall provide either thirty (30) points of release time or thirty (30) points of compensation paid at the overload rate in the Fall and Spring semesters to the Union president to engage in activities directly related to grievances, arbitration, meetings with faculty and/or administration, bargaining, or other such Union matters as may be required. For Summer terms, work will be compensated at ten (10) points.

For a non-instructional faculty member, time equivalent to the credit hours shall be provided as released time in the above instances, where 30 release points is equivalent to 7.5 clock hours release per week.

A faculty member on release time pursuant to this section shall retain all rights and responsibilities as other faculty members including, but not limited to, salary increases.