

ARTICLE 20

WAGES

1. **Contract Period**

Faculty may be granted a nine-, ten-, or twelve-month contract in accordance with Article 12, Work Responsibilities.

2. **Starting Salary**

A Faculty member's starting salary shall be based upon academic and professional qualifications predicated upon earned Doctorate, Masters, or Bachelor's Degrees from an accredited institution. Years of relevant experience as determined by the appropriate Vice President and the Human Resources Department upon hire at SJR State are also taken into consideration for the starting salary. Starting salary is currently listed in the annual Salary Schedule as approved by the Board of Trustees.

Additional consideration may be necessary for positions that are determined "hard-to-fill" due to market conditions, in cases where specialized credentials or experience are required, or other reasons.

3. **Salary Adjustments**

A one-time non-reoccurring two and one-half percent (2.5%) payment calculated on the base pay of bargaining unit employees will be paid if ratification of this agreement occurs prior to December 18, 2020. This 2.5 % payment will be made on the January 2021 paycheck to bargaining unit members employed as of December 31, 2020 and still employed in a bargaining unit position as of January 31, 2021. The current base pay for this calculation excludes the supplemental pay listed in Section 4 below, continuing contract supplements, administrative supplements and overload payments.

4. **Other Supplemental Pay**

Supplemental pay will be rolled into the base pay of Faculty currently receiving the following educational supplements who are employed as full-time Faculty at St. Johns River State College as of the ratification of this Agreement. However, these supplements will no longer be added to the base pay of bargaining unit members hired after ratification of this agreement, and all future supplemental pay will be handled pursuant to sections 2, 5, and 8 of this Article:

- Master's Degree plus 30 or 60 additional graduate semester hours
- Certified Public Accountant
- Professional Engineer license
- Masters/Doctorate in Nursing
- Physician, Dentist, or Veterinarian
- Doctorate in Chemistry, Genetics, Chemical Engineering, Physics, Biomedical Engineering, Mathematics, or Computer Science

5. **Salary Adjustments for Supplemental Assignments**

College needs may necessitate that supplemental assignments be created. Supplemental assignments are beyond the Faculty member's regular position. When deemed necessary by the College and approved by the Vice President for Academic Affairs/CAO or Vice President for

Workforce/CTE and in accordance with Article 12, Work Responsibilities, Faculty may receive supplemental assignments.

A salary supplement is a payment that temporarily augments the Faculty member's base salary in exchange for undertaking the work of a supplemental assignment. When the special assignment ends, the salary supplement ends.

Payroll periods for supplemental pay shall correspond to regular pay dates during the period the supplemental work is performed.

Supplemental pay assignments may be continued, revised, added, or deleted as work duties specified by these assignments are relevant to institutional needs.

Supplemental Assignments contracted at St. Johns River State College include but are not limited to:

A. Extra Teaching Assignments

If ratification of this agreement occurs prior to December 18, 2020, and if eligible for an additional credit course teaching assignment pursuant to Article 12, Work Responsibilities, it shall be compensated for spring term 2021 only at the rate of \$675 per hour as defined in the FY 20-21 College Catalog regardless of academic credential level. Subsequent term's overloads will be compensated at the fall term 2020 rate in place for bargaining unit members as shown in the 2020-21 Salary Schedule adopted by the Board of Trustees on June 17, 2020.

CTE, Clinicals, Continuing Education, Florida School of the Arts Applied Instruction, and Adult Education extra teaching assignments will be paid at the appropriate hourly rate up to \$175 per hour based on market conditions and tuition generated, as recommended by the appropriate Vice President.

B. Overload Contract for Librarians

Full-time Librarians may request an overload in the capacity of an adjunct librarian. Overloads are not guaranteed and shall be granted based on need and at the discretion of the Dean of Learning Resources and Vice President of Academic Affairs. Librarians working overloads in an adjunct librarian capacity will be paid \$26.00 per hour.

C. Arts and Sciences Curriculum Coordinator (formerly Department Chair/Assistant Department Chair Supplements)

The curricular areas within Arts and Sciences will be housed in the following academic departments beginning Fall 2020:

Communications Department: English and Student Life Skills
Humanities Department: Humanities and Foreign Language
Mathematics Department: Mathematics
Science Department: Biological Sciences and Physical Sciences
Social Science Department: Social Sciences

In addition to the general duties of instructional Faculty, Curriculum Coordinators are to:

- i. Coordinate the discussion of academic issues and program coordination in the department. This includes overseeing changes to the curriculum in the department, as well as to the Catalog, and recommending those changes to the dean.
- ii. Coordinate the assessment and discussion of student learning outcomes in the department. This includes assisting instructors with writing student learning outcomes and assessment questions, submitting assessment questions to the dean, distributing assessment data at department meetings, facilitating the discussion of assessment data at department meetings, collecting completed planning forms, entering course data and summary narratives in the online planning system, identifying instructors who miss submission deadlines, and following up with those instructors to ensure all items have been submitted.
- iii. Assist the dean with the development of Faculty class schedules.
- iv. Review all Faculty syllabi to ensure (a) the course description, textbook information, and student learning outcomes are accurate and (b) grading criteria and assessments are appropriate, provide feedback on needed changes, follow up with Faculty to ensure changes have been made, and upload revised syllabi to the Z Drive.
- v. Coordinate the adjunct and dual enrollment evaluation process in the department.
- vi. Coordinate the textbook selection process. This culminates with providing the dean with the title, edition, author, ISBN, and publisher for any textbook changes.

Following an application process, Arts and Sciences Curriculum Coordinators are selected to serve a three-year term, with no term limits, by the Vice President for Academic Affairs/CAO, the Associate Vice President for Academic Affairs, and the Dean of Arts and Sciences. Curriculum Coordinator duties may extend beyond a Faculty member’s contractual days.

Curriculum Coordinators receive tiered compensation based on the size of their curricular area. These stipends will replace department chair and assistant department chair supplements that existed during the 2020-21 academic year. Effective Fall 2021, Curriculum Coordinators in Tier 1 receive an annual stipend of \$4,000 and take a three (3) hour load reduction fall, spring, and summer terms. Curriculum Coordinators in Tier 2 receive an annual stipend of \$4,500 and no course load reduction.

Following is the compensation plan for the Arts and Sciences Curriculum Coordinators effective Fall 2021:

Tier 1: \$4,000 annual stipend + 3-hour reduction Fall/Spring/Summer	Tier 2: \$4,500 annual stipend (No course load reduction)
English	Student Life Skills
Biological Science	Foreign Language
Mathematics	Humanities
Social Science	Physical Sciences

D. Workforce Program Director

Effective Fall 2021, Faculty serving as Program Directors in Workforce Development may receive a combination of load reduction and an annual stipend for their administrative

programmatic responsibilities. Following is the compensation plan for Workforce Program Directors in the bargaining unit:

9-month or 10-month Faculty	12-month Faculty
\$4,000 annual stipend	\$2,000 annual stipend
Plus 3-hour reduction in Fall/Spring/Summer	Plus 3-hour reduction Fall/Spring/Summer

E. Florida School of the Arts Director and Technical Director

Each Florida School of the Arts production will have a named Faculty director and one or more technical director(s). Annually, performance Faculty will be awarded a stipend based on the number and scope of productions during the upcoming year that they will direct. These annual stipends will vary between instructors and by year and range between an average of \$500 and \$3,500 annually based upon the extra responsibilities being assumed. Annual stipend amounts will be determined by the Dean of the Florida School of the Arts and approved by the Vice President for Academic Affairs/CAO.

F. Campus Librarian

Campus Librarians are selected upon hire by the Vice President for Academic Affairs/CAO until contract termination/resignation. Campus Librarians’ responsibilities are detailed in Article 12 Part II. Campus Librarians shall receive a \$2,000 stipend annually.

G. Teacher Education Baccalaureate Coordinator

The Teacher Education Baccalaureate Coordinator is selected upon hire by the Vice President for Academic Affairs/CAO until contract termination/resignation and is responsible for overseeing specific curricular requirements of maintaining the College’s baccalaureate program approval. The Teacher Education Baccalaureate Coordinator receives up to a \$3,000 stipend or load reduction annually.

6. Additional Educational Degree Attainment

Faculty who complete an additional educational degree will be eligible for an increase in base salary at the beginning of the Faculty member’s next contract in the next fiscal year after the degree is earned and appropriate documentation is submitted by the Faculty member. The increase will be consistent with the difference in educational levels as shown in the Salary Schedule.

To be eligible, Faculty must receive a “satisfactory” rating on their most recent evaluation, and the additional educational attainment must be from a Council for Higher Education Accreditation (CHEA) recognized college or university in the assigned teaching field or a closely related field, subject to prior approval at department level and by the Vice President for Academic Affairs or Vice President for Workforce/CTE.

Official transcripts must be furnished to the Human Resources Office by April 1. An increase commensurate to the difference between the academic credential levels will be added to the base salary upon verification and at the beginning of the fiscal year after earning the degree. It is the employee’s responsibility to obtain and submit the official transcript to Human Resources. Such pay increases will not be retroactive.

7. **Certifications and Graduate Course Attainment**

The College may pay for certain professional licenses, certifications, or additional graduate course(s) beyond a Faculty member's existing professional degrees when earning a professional license or certification is directly related to, required for, or specifically recognized in a Faculty member's teaching area or field of expertise, subject to prior approval at the department level and by the Vice President for Academic Affairs/CAO or Vice President for Workforce/CTE.

- A. To be eligible for this benefit, the Faculty member must agree in writing to remain employed by the College for one (1) academic year following completion of the professional license, certification, or additional graduate course(s). The Faculty member must also agree in writing that if he or she does not remain employed by the College for one (1) academic year following completion of the professional license, certification, or additional graduate course(s), that the Faculty member will repay the College for the incurred cost or allow the College to deduct the incurred cost from the Faculty member's final paycheck. This agreement between the Faculty member and the College must be finalized in advance of the Faculty's enrollment.
- B. No pay raise is associated with the attainment of professional licenses or certifications or additional graduate hours above the Faculty member's existing graduate degree, except for additional educational degree attainment pursuant to section 5 of this Agreement.

8. **Supplemental Pay for Continuing Contract**

After successfully meeting all requirements for continuing contract, Faculty will receive an additional \$1,500 annually over 12 months.

9. **Pay Dates**

All bargaining unit employees shall be paid on a monthly basis on the last College business day (Monday - Friday) of each month, unless otherwise established by the Vice President for Finance and Administration/CFO. All bargaining unit employees will be paid 1/12 of their total academic year contract each month regardless of contract length (9, 10, 11 or 12 month).