

FULL-TIME FACULTY COMPENSATION PLAN

Initial Placement

All newly hired full-time faculty are paid according to the Full-Time Faculty Salary Schedule and in a manner commensurate with their education and experience.

Education

Range placement is based on the highest academic degree attained specific to the teaching assignment and additional hours specific to the teaching assignment, if any, as documented with an official transcript. All academic degrees and/or hours must be earned and granted from a post-secondary institution that is accredited by a U.S. Department of Education recognized accreditor and/or an accreditor recognized by the Texas Higher Education Coordinating Board. Course work completed at a college or university outside the United States or at a college or university who is not accredited or whose accreditation is not recognized will be considered on an individual basis.

Range*

FA	Less than an Associate's degree*
FB	Associate's degree*
FC	Associate's degree, plus 30 semester hours*
FD	Bachelor's degree*
FE	Bachelor's degree and 12 additional graduate semester hours*
FF	Bachelor's degree and 24 additional graduate semester hours*
FG	Master's degree*
FH	Master's degree and 12 additional graduate semester hours*
FI	Master's degree and 24 additional graduate semester hours or equivalency* **
FJ	Master's degree and 36 additional graduate semester hours*
FK	Master's degree and 48 additional graduate semester hours*
FL	Earned Doctorate* ***

* See Salary Schedule - Faculty for additional information.

** Masters plus 24 hours equivalent: For salary schedule placement, individuals who have obtained the following level of achievement will be credited with the equivalent of a Master's degree plus 24 hours: M.F.A. which includes at least sixty (60) hours from an accredited institution.

*** An earned Doctorate is a graduate degree at the doctoral level, conferred by an institution which is fully accredited by the regional accrediting association for the region where such institution is located.

Experience

Initial placement above the minimum or base salary in each range is based on approved levels of relevant experience. For placement purposes, prior work experience will be determined as follows up to a maximum of 12.0%:

- 1.60% (.016) over minimum of range for each year of full-time teaching experience at Galveston College (Number of years x .016 x base of assigned range).
- 0.50% (.005) over minimum of range for each year of part-time teaching experience at an accredited college or university.
- 0.80% (.008) over minimum of range for each year of full-time teaching experience at an accredited college or university (other than Galveston College).
- 0.80% (.008) over minimum of range for each year of full-time teaching experience in elementary, middle, junior and/or senior high school.
- 0.80% (.008) over minimum of range for each year of full-time business/industry or experience/training not specifically identified under education, but directly related to the teaching assignment in a technical area.
- 0.50% (.005) over minimum of range for each year of part-time business/industry or experience/training not specifically identified under education, but directly related to the teaching assignment in a technical area.
- Initial salary credit may also be granted for relevant experience in business, industry, military service, and/or for teaching experiences not listed above.

Business/Industry Stipends

A non-permanent additional stipend (pay) above the salary as provided for in the above schedule may be offered to recruit employees in high demand fields. Business/Industry Stipends will be evaluated prior to the beginning of each fiscal year, before renewal, and must be applicable to the job description requirement.

Continuation/Movement within the Salary Schedule

Educational Incentives - change in range for the completion of additional education. A faculty member's salary may be increased by completing additional semester hours or by obtaining a more advanced degree from a post-secondary institution that is accredited by a U.S. Department of Education recognized accreditor and/or an accreditor recognized by the Texas Higher Education Coordinating Board. Course work completed at a college or university outside the United States or at a college or university who is not accredited or whose accreditation is not recognized will be considered on an individual basis. Upon obtaining the additional hours or the degree, a new range will be assigned, so long as the movement was planned and identified as a

professional development goal in the faculty member's annual performance evaluation and is applicable to the job description requirements.

To request these increases in pay an Annual Education Report must be submitted to the appropriate Dean and Vice-President prior to June 1st of each year. Official transcripts documenting all college work completed must be attached. If additional education is completed and a new range assigned, the employee will be given an additional increase or increment for the upcoming year.

After initial salary placement, individual faculty may receive pay increases for each additional year of full-time experience and/or cost of living adjustments up to the maximum amount within the range. Salaries are reviewed annually and increases are granted at the discretion of the Board of Regents, upon recommendation of the President, and are contingent upon available funds.

Employees who reach the top of their pay scale will be considered to be maxed out for their pay range or classification. These individuals will remain at the maximum amount of their range unless the Board, upon recommendation of the President, approves a structural change in the salary schedule.

Break in Service/ Credit for approved Leave

If a faculty member terminates employment with the College and is later rehired, the faculty member is placed on the salary schedule in the same manner as new hires. If a faculty member has a break in service which does not terminate employment with the College and later returns to a faculty position, the faculty member will return to his/her (most recent) faculty salary schedule placement.

Full credit is given for faculty on approved paid leave or half-pay leave approved under the Faculty Professional Development Program. No credit is given for other approved unpaid leave of one-half year or more.

Contract Appointments

Nine-Month Academic Appointment

All nine-month full-time faculty are on a nine-month basic contract covering the nine-month academic year which includes the fall and spring semesters. The salary for a nine-month appointment is in accordance with the nine-month faculty schedule.

Summer Sessions

Summer employment of full-time teaching faculty is performed on an extra-service basis and may include teaching, academic advising, registration, curriculum development, administrative duties and/or special projects. Summer compensation is normally based on the number of instructional load hours times the approved rate. Teaching assignments are recommended by the Dean and approved by the Vice President. Summer assignments are contingent upon enrollment and availability of funds.

Twelve-Month Appointment

In certain situations for certain programs, full-time faculty may need to be on a full-time basis and be offered a twelve-month appointment (September 1 to August 31). The salary for twelve-month faculty is based on the nine-month salary schedule, which is annualized to a twelve-month period ($[\text{9-month salary}/9] \times 12$).

Grant Appointments

Grant paid faculty positions are contingent on grant funding. Compensation for these positions will be evaluated on a case by case basis and may not, at any time, exceed the maximum salary range.