

STEP	FA	12	24	36	48	72	PHD
A	\$51,337	\$52,137	\$52,937	\$53,737	\$54,537	\$55,537	\$56,537
B	\$52,363	\$53,163	\$53,963	\$54,763	\$55,563	\$56,563	\$57,563
C	\$53,412	\$54,212	\$55,012	\$55,812	\$56,612	\$57,612	\$58,612
1	\$54,480	\$55,280	\$56,080	\$56,880	\$57,680	\$58,680	\$59,680
2	\$55,570	\$56,370	\$57,170	\$57,970	\$58,770	\$59,770	\$60,770
3	\$56,683	\$57,483	\$58,283	\$59,083	\$59,883	\$60,883	\$61,883
4	\$57,816	\$58,616	\$59,416	\$60,216	\$61,016	\$62,016	\$63,016
5	\$58,973	\$59,773	\$60,573	\$61,373	\$62,173	\$63,173	\$64,173
6	\$60,152	\$60,952	\$61,752	\$62,552	\$63,352	\$64,352	\$65,352
7	\$61,356	\$62,156	\$62,956	\$63,756	\$64,556	\$65,556	\$66,556
8	\$62,583	\$63,383	\$64,183	\$64,983	\$65,783	\$66,783	\$67,783
9	\$63,835	\$64,635	\$65,435	\$66,235	\$67,035	\$68,035	\$69,035
10	\$65,113	\$65,913	\$66,713	\$67,513	\$68,313	\$69,313	\$70,313
11	\$66,414	\$67,214	\$68,014	\$68,814	\$69,614	\$70,614	\$71,614
12	\$67,745	\$68,545	\$69,345	\$70,145	\$70,945	\$71,945	\$72,945
13	\$69,099	\$69,899	\$70,699	\$71,499	\$72,299	\$73,299	\$74,299
14	\$70,483	\$71,283	\$72,083	\$72,883	\$73,683	\$74,683	\$75,683
15	\$71,893	\$72,693	\$73,493	\$74,293	\$75,093	\$76,093	\$77,093
16	\$73,331	\$74,131	\$74,931	\$75,731	\$76,531	\$77,531	\$78,531
17	\$74,799	\$75,599	\$76,399	\$77,199	\$77,999	\$78,999	\$79,999
18	\$76,295	\$77,095	\$77,895	\$78,695	\$79,495	\$80,495	\$81,495
19	\$77,823	\$78,623	\$79,423	\$80,223	\$81,023	\$82,023	\$83,023
20	\$79,379	\$80,179	\$80,979	\$81,779	\$82,579	\$83,579	\$84,579
21	\$80,966	\$81,766	\$82,566	\$83,366	\$84,166	\$85,166	\$86,166
22	\$82,585	\$83,385	\$84,185	\$84,985	\$85,785	\$86,785	\$87,785
23	\$84,238	\$85,038	\$85,838	\$86,638	\$87,438	\$88,438	\$89,438
24	\$85,923	\$86,723	\$87,523	\$88,323	\$89,123	\$90,123	\$91,123
25	\$87,643	\$88,443	\$89,243	\$90,043	\$90,843	\$91,843	\$92,843
26	\$89,396	\$90,196	\$90,996	\$91,796	\$92,596	\$93,596	\$94,596
27	\$91,185	\$91,985	\$92,785	\$93,585	\$94,385	\$95,385	\$96,385
28	\$93,008	\$93,808	\$94,608	\$95,408	\$96,208	\$97,208	\$98,208
29	\$94,869	\$95,669	\$96,469	\$97,269	\$98,069	\$99,069	\$100,069
30	\$96,768	\$97,568	\$98,368	\$99,168	\$99,968	\$100,968	\$101,968
31	\$98,703	\$99,503	\$100,303	\$101,103	\$101,903	\$102,903	\$103,903
32	\$100,678	\$101,478	\$102,278	\$103,078	\$103,878	\$104,878	\$105,878
33	\$102,692	\$103,492	\$104,292	\$105,092	\$105,892	\$106,892	\$107,892
34	\$104,746	\$105,546	\$106,346	\$107,146	\$107,946	\$108,946	\$109,946
35	\$106,841	\$107,641	\$108,441	\$109,241	\$110,041	\$111,041	\$112,041
36	\$108,980	\$109,780	\$110,580	\$111,380	\$112,180	\$113,180	\$114,180
37	\$111,158	\$111,958	\$112,758	\$113,558	\$114,358	\$115,358	\$116,358
38	\$113,382	\$114,182	\$114,982	\$115,782	\$116,582	\$117,582	\$118,582
39	\$115,651	\$116,451	\$117,251	\$118,051	\$118,851	\$119,851	\$120,851
40	\$117,965	\$118,765	\$119,565	\$120,365	\$121,165	\$122,165	\$123,165
41	\$120,325	\$121,125	\$121,925	\$122,725	\$123,525	\$124,525	\$125,525

Salary increases are considered annually based on the needs of the institution, the availability of funds, and approval from the Board of Regents. If granted, increases affect everyone uniformly.

LEE COLLEGE DISTRICT

Faculty Salary Scale

The pay for sections taught by adjunct (part-time) faculty and overload sections taught by full-time faculty is based upon the rate of \$48.96 per hour for lecture and \$32.63 for lab. Adjunct and full-time faculty loads that are based on a contact-hour formula will have contact hours converted to lecture hours using the ratio of full-time lecture hours to full-time contact hours ([Administrative Regulation DJ-R - Faculty Load](#)).

1 Lecture Semester Hour Course = \$ 783.36	1 Lab Semester Hour Course = \$ 522.08
2 Lecture Semester Hour Course = \$ 1,566.72	2 Lab Semester Hour Course = \$ 1,044.16
3 Lecture Semester Hour Course = \$ 2,350.08	3 Lab Semester Hour Course = \$ 1,566.24
4 Lecture Semester Hour Course = \$ 3,133.44	4 Lab Semester Hour Course = \$ 2,088.32

Full-time faculty members are expected to substitute three (3) hours as a courtesy to their colleagues; thereafter, they will be paid \$15.00 per hour/per class, for the first week and \$48.96 per hour every following week for lecture and \$32.63 for lab.

The pay for full-time and adjunct (part-time) faculty who are supervising internships, practicums and cooperative learning courses is outlined in [Administrative Regulation DJ-R – Faculty Load](#).

The pay for adjunct (part-time) faculty teaching the clinical and/or lab component of nursing courses and not the didactic (lecture) component will be \$60.00 per scheduled contact hour of clinical or lab supervision. This rate for nursing adjuncts will not be applied to full-time faculty teaching overloads.

Starting Salary for Faculty

New faculty will be hired and placed on the salary scale at a maximum of Step 5 according to the following schedule:

Less than a Bachelor’s Degree with five (5) to seven (7) years relevant work experience	Step A
Less than a Bachelor’s Degree with eight (8) to eleven (11) years relevant work experience	Step B
Less than a Bachelor’s Degree with twelve (12) plus years relevant work experience	Step C
Bachelor’s Degree with no applicable work experience	Step A
Bachelor’s Degree with three (3) to six (6) years relevant work experience	Step B
Bachelor’s Degree with seven (7) plus years of relevant work experience	Step C
Master’s Degree with no work experience	Step 1
Master’s Degree with work experience (maximum)	Step 5

Additional Pay for Full-Time Faculty for Education Beyond Master’s Degree

Full-time faculty members will be paid according to the following schedule for **APPROVED** work completed beyond a Master’s degree:

12 Graduate Hours	\$ 800.00
24 Graduate Hours	\$ 1,600.00
36 Graduate Hours	\$ 2,400.00
48 Graduate Hours	\$ 3,200.00
72 Graduate Hours	\$ 4,200.00
Earned Doctorate	\$ 5,200.00

Official transcripts must be submitted to the Human Resources Office and approved by the appropriate Associate Vice President and Provost prior to October 1st in order for the faculty member to receive this benefit in the current academic year.