

Appendix A: Faculty Salary Schedule and Compensation Plan, FY2017/2018

**9M Educational Support and Instructional Faculty (A9)
169 Days of Accountability,**

Step	Grade					
	S	S1	M2	M3	M4	D
1	\$44,670	\$46,457	\$48,245	\$50,032	\$51,819	\$53,606
2	\$46,903	\$48,691	\$50,478	\$52,266	\$54,052	\$55,840
3	\$49,136	\$50,924	\$52,712	\$54,499	\$56,286	\$58,073
4	\$51,370	\$53,158	\$54,945	\$56,733	\$58,519	\$60,307
5	\$53,603	\$55,391	\$57,179	\$58,966	\$60,753	\$62,540
6	\$55,837	\$57,624	\$59,412	\$61,200	\$62,986	\$64,774
7	\$58,070	\$59,858	\$61,646	\$63,433	\$65,220	\$67,007
8	\$60,304	\$62,091	\$63,879	\$65,667	\$67,453	\$69,241
9	\$62,537	\$64,325	\$66,113	\$67,900	\$69,687	\$71,474
10	\$64,771	\$66,558	\$68,346	\$70,134	\$71,920	\$73,708
11	\$67,004	\$68,792	\$70,579	\$72,367	\$74,154	\$75,941
12	\$69,238	\$71,025	\$72,813	\$74,601	\$76,387	\$78,175
13	\$71,471	\$73,259	\$75,046	\$76,834	\$78,621	\$80,408
14	\$73,705	\$75,492	\$77,280	\$79,067	\$80,854	\$82,642
15	\$75,938	\$77,726	\$79,513	\$81,301	\$83,088	\$84,875
16	\$78,172	\$79,959	\$81,747	\$83,534	\$85,321	\$87,109

**9M Instructional Faculty Nursing (N9)
169 Days of Accountability**

Grade						
Step	S	S1	M2	M3	M4	D
1	\$58,458	\$60,796	\$63,133	\$65,471	\$67,809	\$70,147
2	\$61,381	\$63,719	\$66,056	\$68,394	\$70,732	\$73,070
3	\$64,304	\$66,642	\$68,979	\$71,317	\$73,655	\$75,994
4	\$67,228	\$69,566	\$71,903	\$74,241	\$76,579	\$78,917
5	\$70,151	\$72,489	\$74,826	\$77,164	\$79,502	\$81,840
6	\$73,074	\$75,412	\$77,749	\$80,087	\$82,425	\$84,763
7	\$75,998	\$78,336	\$80,673	\$83,011	\$85,349	\$87,687
8	\$78,921	\$81,259	\$83,596	\$85,934	\$88,272	\$90,610
9	\$81,844	\$84,182	\$86,519	\$88,857	\$91,195	\$93,533
10	\$84,768	\$87,106	\$89,443	\$91,781	\$94,119	\$96,457
11	\$87,691	\$90,029	\$92,366	\$94,704	\$97,042	\$99,380
12	\$90,614	\$92,952	\$95,289	\$97,627	\$99,965	\$102,303
13	\$93,537	\$95,875	\$98,212	\$100,550	\$102,888	\$105,227
14	\$96,461	\$98,799	\$101,136	\$103,474	\$105,812	\$108,150
15	\$99,384	\$101,722	\$104,059	\$106,397	\$108,735	\$111,073
16	\$102,307	\$104,645	\$106,982	\$109,320	\$111,658	\$113,996

**12M Educational Support and Instructional Faculty (F2)
221 Days of Accountability**

Grade						
Step	S	S1	M2	M3	M4	D
1	\$58,415	\$60,752	\$63,088	\$65,425	\$67,762	\$70,099
2	\$61,336	\$63,673	\$66,009	\$68,346	\$70,683	\$73,020
3	\$64,257	\$66,594	\$68,930	\$71,267	\$73,604	\$75,941
4	\$67,179	\$69,516	\$71,851	\$74,188	\$76,525	\$78,862
5	\$70,100	\$72,437	\$74,773	\$77,110	\$79,447	\$81,784
6	\$73,021	\$75,358	\$77,694	\$80,031	\$82,368	\$84,705
7	\$75,942	\$78,279	\$80,615	\$82,952	\$85,289	\$87,626
8	\$78,864	\$81,201	\$83,536	\$85,873	\$88,210	\$90,547
9	\$81,785	\$84,122	\$86,458	\$88,795	\$91,132	\$93,469
10	\$84,706	\$87,043	\$89,379	\$91,716	\$94,053	\$96,390
11	\$87,627	\$89,964	\$92,300	\$94,637	\$96,974	\$99,311
12	\$90,549	\$92,886	\$95,221	\$97,558	\$99,895	\$102,232
13	\$93,470	\$95,807	\$98,143	\$100,480	\$102,817	\$105,154
14	\$96,391	\$98,728	\$101,064	\$103,401	\$105,738	\$108,075
15	\$99,312	\$101,649	\$103,985	\$106,322	\$108,659	\$110,996
16	\$102,234	\$104,571	\$106,906	\$109,243	\$111,580	\$113,917

Faculty Compensation Plan
Approved by the Governing Board effective July 1, 2014

All new regular Faculty will be placed on the Board-approved Faculty Salary Schedule based on criteria as set forth below. After initial salary placement, range advancements (horizontal/column movement) and step increases (vertical movement) on the salary schedule will be awarded based on the criteria in this plan, recommendations from the Meet and Confer process, and available financial resources, unless the Governing Board determines that a financial exigency exists.

I. Initial Salary Placement for Faculty with an Initial, Full-time Regular Contract in Fiscal Year 2014/15.

Initial salary placement will be based on educational attainment and years of creditable previous experience.

A. Minimum Standards for Faculty Employment and Educational Attainment

Ranges:

Minimum standards for Faculty employment are based on a combination of educational attainment and years of creditable experience. Placement with the minimum standard only is Grade S, Step 1 and equates to the following.

- Associate's degree or equivalent and five years of experience
- Bachelor's degree or equivalent and three years of experience
- Master's degree

Definitions on Educational Attainment and approved experience are contained in Sections I C and III of this Appendix respectively.

Placement will be based on the highest academic degree attained, or equivalent (Section III A), as documented with an official transcript. To be creditable, all academic degrees must be earned and credit hours must be granted by or acceptable to an institution recognized by a regional accrediting commission on institutions of higher education (for example, NCA).

B. Additional Horizontal/Column Credit at Time of Hire:

1. Additional Horizontal/Column Credit will not be awarded a Faculty member whose most advanced degree is an Associate's degree, or equivalent.
2. A Faculty member whose most advanced degree is a Bachelor's degree, or equivalent, and who has earned 30 additional graduate level academic credit hours after the award of the Bachelor's degree, will be placed in Column S1.

Horizontal/Column Credit beyond S1 will not be awarded a Faculty member whose most advanced degree is a Bachelor's degree or equivalent.

3. A Faculty member whose most advanced degree is a Master's degree or equivalent will receive additional horizontal column movement based on graduate level academic credit hours attained beyond the award of a master's degree. Horizontal credit is based on completed increments of 15 semester hours (or 23 quarter hours). Salary placement with Additional Horizontal Credit beyond the award of the Master's degree is based on the following:

- Master's degree plus 15 semester credits (Grade/Column S1)
 - Master's degree plus 30 semester credits (Grade/Column M2)
 - Master's degree plus 45 semester credits (Grade/Column M3)
 - Master's degree plus 60 semester credits (Grade/Column M4)
 - M.F.A. and Ed.S. degrees will be credited at the Master's degree + 30 semester credits (Grade/Column M2). Other degrees may be added to this category by administrative determination, based upon national recognition that the criteria, requirements, and standards for the award of the degree clearly and substantially exceed those of typical master's degree programs.
4. A Faculty member whose most advanced degree is a doctorate degree will be placed in Column D.
 5. No partial credit will be awarded. To be creditable, courses used for Horizontal/Column Credit must be documented with an official transcript, and submitted to the Human Resources Office. See Article V B for information on requesting a review of initial salary determination.

C. Additional Vertical Credit at Time of Hire

1. Additional Vertical Credit (step placement) may be granted at time of hire for previous work experience as defined below. Credit will be given for approved teaching and/or occupational (non-teaching) experience in the field, not to exceed one year of experience for each twelve-month period.
2. Teaching Experience - Teaching a complete course in a related subject area at an accredited institution, regardless of the duration. Less than full-time experience, which meets the duration requirement, will be credited on a pro-rated basis. NOTE: Teaching assistant experience will NOT be credited unless the employee provides documentation from an appropriate official of the institution that the teaching assistant was the sole instructor of record and was responsible for course content and student evaluation.
3. Occupational Experience - Related occupational work experience in the field to be taught or the area of specialization, with a minimum duration of six months. To be creditable, the related work experience must have been the primary responsibility of the position. Less than full-time experience, which meets the duration requirement, will be credited on a pro-rated basis. Training completed to obtain related certification beyond the requirements used for placement (minimum standards) will be credited based on its experience-equivalent as stated by the certification program, subject to the overall limitation of no more than one year of experience for each twelve-month period.
4. Previous Experience - No credit will be allowed under this provision for experience required to meet the minimum standards for Faculty employment (Section I A).
5. Maximum Vertical Credit - For full-time Faculty members with an initial contract for the 2014/15 academic or fiscal year, a maximum of six steps (up to Step 6) may be awarded for previous experience as defined above.

Salary step placement will be at the rate of one step for two years of approved experience, for each of the first two steps and then three years of approved experience for each of the steps three through six, subject to the six-step maximum placement (Step 6) as noted above.

D. Initial salary placement will be predicated on the Faculty Personnel Policy Statement in force when the Faculty member receives his/her first, Full-time, Regular Contract.

II. Guidelines for Salary Adjustments for Faculty with an Initial, Full-time, Regular Contract Prior to Fiscal Year 2014/15.

Salary adjustments in the form of horizontal and vertical movement are given according to the following guidelines. Horizontal and vertical movements on the salary schedule are independent of each other.

A. Horizontal/Column Movement

1. Additional Horizontal/Column movement is awarded based on the standards outlined in Section I B 1-4. If a Faculty member has completed additional education sufficient to advance to a new educational range, the Faculty member's new horizontal position will be determined by moving horizontally to the appropriate educational attainment range within his/her current step.
2. No partial credit will be awarded. To be creditable and effective for contracts issued on or after July 1, these hours must be documented with an official transcript, and submitted to the Human Resources Office by August 31 of that same contract year.

B. Vertical Movement

1. Vertical movement (step advancements) requires approval by the Board of Governors and will be effective the beginning of the contract year following approval. After initial placement on the salary schedule, a Faculty member will be approved for step advancement provided that he/she has satisfied the Step Progression Plan described in Appendix J.
2. When the Board grants step advancement to the Faculty group, Faculty members who are on steps 1 through 15 and are approved for step advancement will move to the next higher step within the appropriate column.

C. Initial salary placement and column/step advancement is not modified by subsequent approved changes to eligibility, definition, and salary progression criteria unless so recommended through the meet and confer process and approved by the Board of Governors.

III. Definitions

A. Educational Attainment (non-inclusive listings)

Associate's degree or equivalent - A.A. or A.S. degree. Equivalent is defined as satisfactory completion of 64 semester hours or 96 quarter hours, with or without attainment of a degree.

Bachelor's degree or equivalent - B.A., B.S., B.F.A. or B.S.N. degree. Equivalent is defined as satisfactory completion of 125 semester hours or 188 quarter hours, of which at least 42 of the credit hours must be upper division level.

Master's degree - An earned M.S., M.A., M.Ed., M.B.A., M.L.S, M.R.C., M. Div or M.N. degree or other equivalent earned master's-level degrees.

Doctorate degree - An earned Ph.D., Ed.D., D.A., or J.D. degree, or other equivalent earned doctorates.

B. Year of Service - 9 consecutive months for 9-month Faculty; 12 consecutive months for 12-month Faculty; or the equivalent number of days of accountability for flex-year Faculty.

C. Break in Service - If a Faculty member terminates employment with the College and is later rehired, the Faculty member will be placed on the salary schedule in the same manner as new hires. If a Faculty member has a break in Faculty service which does not terminate employment with the College and later returns to a Faculty position, the Faculty member will return to his/her last (most recent) Faculty salary schedule placement. Intervening service as an Administrator will be credited consistent with Section IV of this plan.

D. Credit for Approved Leave - Full credit will be given for Faculty on approved paid leave or half-pay leave approved under the Faculty Professional Development Program. No credit will be given for other approved unpaid leave of one-half year or more (as defined above under "year of service"). Upon return from non-creditable unpaid leave, the Faculty member will return to his/her last (most recent) salary schedule placement.

IV. Salary Placement for Administrators Assigned to Faculty Status

Salary placement for Administrators assigned to Faculty status will be in accordance with the Administrative Personnel Policy Statement which can be found at http://www.pima.edu/administrative-services/human-resources/personnel-policy-statements/pps-admin/admin_ApxD.pdf.

An administrator returning to Faculty shall be credited with the number of steps attained during tenure as an administrator. However, to maintain equity, adjustments to the step structure of either the Faculty or administrator salary schedule during his/her tenure will be taken into account in determining step placement as long as Human Resources has determined the employee is not disadvantaged.

V. Exceptions

The Chancellor, with the approval of the Governing Board, may establish a stipend applicable only to those specific disciplines where the District is experiencing substantial difficulty in attracting and/or retaining quality Faculty members. This stipend would be variable, depending on the degree of competition for Faculty in a particular discipline, and, once implemented, is intended to be phased out over time to bring the affected Faculty back to the core salary schedule rates.

VI. Implementation and Administration

The Administration is authorized to develop regulations and procedures as necessary to implement and administer this compensation plan. The Administration is the final authority in interpreting and applying the provisions of this plan.