

Santa Fe Community College

Proposed Agenda Item

Governing Board Meeting

E-100

Complete this form and submit it to the Office of the President by noon on the Wednesday eight days before the Thursday evening meeting of the Governing Board. If this form does not provide enough space, you may use an expanded version **as long as you follow the format specified below**. Please note: Subject line **must always** match both Agenda and Agenda Items.

Date of Board Meeting: 8/20/13

Date of This Proposal: 8/7/13

Check one: **Information Item** **Action Item**

SUBJECT: Faculty Salary Schedule

RECOMMENDATION: Approval of amended FY 2013-2014 Regular Status Faculty Salary Schedule

BACKGROUND/RATIONALE: Entry salary rate is proposed to change from a maximum of three steps to five steps (years of experience), as new faculty members are declining the job offers based on entry salary being too low. Previous academic year faculty entry salaries were authorized to the maximum of step 7, the highest step of the salary schedule.

Estimated Cost and Budgetary Support (how will this be paid for?): \$ 2,239.00 increase in the level difference for entry maximum rate for the 9-month faculty contract for each new faculty member. Each new faculty rate will vary based on degree level and contract term (9-month, 10.5 and 12-month contracts)

RESOURCE PERSON(S) [name(s) and title(s)]: [Authorized person(s)/Originator]

Karla Quintana—Assistant VP for Human Resources

SIGNATURES:

Originator(s)

Date

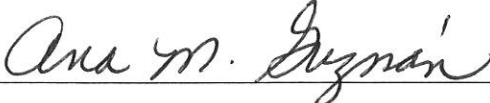
Supervisor

Date

Vice President or Other Cabinet-level Supervisor

Date

PRESIDENT'S APPROVAL:



E-101

Santa Fe Community College
FY 2013-2014 Regular Status Faculty Salary Schedule
Effective Fall Semester, 2013

9-Month Contract				
Steps	BA	MA	MA+45	Doctorate
1	42,103	43,787	45,847	48,735
2	43,156	44,838	45,977	49,710
3	44,235	45,915	46,948	50,704
4	45,341	47,016	48,074	51,718
5	46,474	48,145	49,228	52,753
6	47,636	49,300	50,410	53,808
7	48,827	50,484	51,619	54,884
8	50,048	51,695	52,858	55,982
9	51,299	52,936	54,127	57,101
10	52,581	54,206	55,426	58,243

10.5-Month Contract				
Steps	BA	MA	MA+45	Doctorate
1	49,120	51,085	53,488	56,858
2	50,349	52,311	53,640	57,995
3	51,608	53,568	54,773	59,155
4	52,898	54,852	56,086	60,338
5	54,220	56,169	57,433	61,545
6	55,575	57,517	58,812	62,776
7	56,965	58,898	60,222	64,031
8	58,389	60,311	61,668	65,312
9	59,849	61,759	63,148	66,618
10	61,345	63,240	64,664	67,950

12-Month Contract				
Steps	BA	MA	MA+45	Doctorate
1	56,137	58,383	61,129	64,980
2	57,541	59,784	61,303	66,280
3	58,980	61,220	62,597	67,605
4	60,455	62,688	64,099	68,957
5	61,965	64,193	65,637	70,337
6	63,515	65,733	67,213	71,744
7	65,103	67,312	68,825	73,179
8	66,731	68,927	70,477	74,643
9	68,399	70,581	72,169	76,135
10	70,108	72,275	73,901	77,657

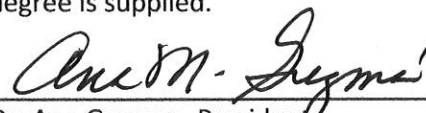
Notes:

Entry salary will be determined by the greater of: A maximum of five years related experience or 1/2 the total number of years of previous SFCC full-time regular status faculty experience.

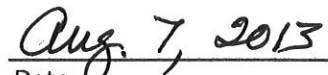
Current faculty will advance one step at the completion of each contract to a maximum of 10 steps.

It is the responsibility of the faculty member to provide **official** transcripts for proof of degrees at the time of hiring. Absent proof, pay will be calculated at the Bachelor level.

Faculty members are responsible for providing **official** transcripts to the Office of Human Resources when there is a change in degree. All adjustments to pay will affect the contract subsequent to the one in which proof is supplied. degree is supplied.



Dr. Ana Guzman, President



Date