

Santa Fe Community College

Proposed Agenda Item
Governing Board Meeting

Complete this form and submit it to the Office of the President by noon thirteen days before the Wednesday 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: 04/28/21

Date of This Proposal: 04/22/21

Check one: Information Item Action Item

SUBJECT: Approval of FY2022 Compensation Schedules

RECOMMENDATION:

Management is recommending that the Governing Board approve the Fiscal Year 2022 compensation schedules as presented.

BACKGROUND/RATIONALE:

Each year the SFCC Governing Board approves the SFCC compensation schedules for the upcoming year. For FY22, the SFCC compensation schedules have been "aged" to accommodate a 1.5% pay increase approved by the NM Legislature during the 2021 Regular Legislative Session. The cost of the pay increase has been budgeted in the proposed FY22 SFCC Operating Budget.


Estimated Cost and Budgetary Support (how will this be paid for?):

Please see FY22 State Appropriations budget detail located in the board packet.

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

Mr. Nick Telles, VP of Finance, SFCC

SIGNATURES:

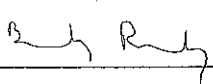


Vice President or Other Cabinet-level Supervisor

04/22/2021

Date

PRESIDENT'S APPROVAL:



4-22-21

Date

Santa Fe Community College
FY 2021-2022 Adjunct Faculty Salary Schedule
Effective Fall Semester, 2021

	FP1	FP2	FP3	FP4
SFCC Teaching Experience	Degree (Supported by Official Transcript)			
	Baccalaureate	Masters	Masters +45	Doctorate
1 0-12	748	764	774	792
2 13-24	771	788	800	814
3 25-36	795	810	822	838
4 37-48	818	834	847	866
5 49-60	845	864	875	892
6 61-72	873	890	903	921
7 73+	903	921	936	954

NOTES:

Adjunct Faculty are hired on a semester-by-semester basis and have "temporary" status.

Pay hours equal the combination of lecture and lab/studio hours included in the course credit hours taught. Lecture hours are compensated at a rate of 1 pay hour per scheduled lecture hour. Lab hours are compensated at a rate of .75 pay hours per scheduled lab/studio hour. Clinical lab pay hours are compensated as stipulated in the course syllabus.

It is the responsibility of the adjunct faculty member to provide official transcripts for proof of degree at the time of hiring. Absent proof, pay will be calculated at Level 1 Baccalaureate.

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

Accumulated pay hours which result in a move to the next highest pay level will be used to calculate the rate of pay for subsequent semesters Adjunct Faculty Contracts.

Full-time faculty teaching summer or overloads begin at Level II unless a higher level has been attained in an Adjunct capacity, in which case, compensation will be at the level held; continued movement will occur upon completion of required number of pay hours.

Only adjunct teaching hours earned at Santa Fe community College count toward the determination of an adjunct faculty member's salary schedule pay level.

 Becky Rowley, President

 Date

Santa Fe Community College
 FY 2021-2022 Faculty Salary Schedule
 For Full-Time Non-Collective Bargaining Faculty
 Effective 2021 Fall Semester for 9-month Faculty
 and July 1, 2021 for 12-month Faculty

9-Month Faculty Contracts				
STEPS	BA	MA	MA +45	Doctorate
1	42,734	44,444	46,535	49,466
2	43,803	45,511	46,667	50,456
3	44,899	46,604	47,652	51,464
4	46,022	47,721	48,795	52,493
5	47,171	48,867	49,967	53,544
6	48,351	50,039	51,166	54,615
7	49,560	51,242	52,393	55,708
8	50,799	52,471	53,651	56,822
9	52,069	53,730	54,939	57,958
10	53,370	55,019	56,258	59,117

12-Month Faculty Contracts				
STEPS	BA	MA	MA +45	Doctorate
1	56,979	59,259	62,046	65,955
2	58,404	60,681	62,223	67,274
3	59,865	62,138	63,536	68,619
4	61,362	63,628	65,060	69,991
5	62,894	65,156	66,622	71,392
6	64,468	66,719	68,221	72,820
7	66,080	68,322	69,857	74,277
8	67,732	69,961	71,534	75,763
9	69,425	71,640	73,252	77,277
10	71,160	73,359	75,010	78,822

NOTES:

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 of a degree is supplied.

 Becky Rowley, President

 Date

Santa Fe Community College

STAFF SALARY SCHEDULE

Effective July 1, 2021

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HOURLY				ANNUAL			
GRADE	MINIMUM	MID-POINT	MAXIMUM	MINIMUM	MID-POINT	MAXIMUM	GRADE
6	\$12.32	\$15.40	\$18.48	\$25,626	\$32,032	\$38,438	6
7	\$12.38	\$15.47	\$18.57	\$25,747	\$32,184	\$38,621	7
8	\$12.69	\$15.86	\$19.03	\$26,391	\$32,988	\$39,586	8
9	\$13.01	\$16.26	\$19.51	\$27,051	\$33,813	\$40,576	9
10	\$13.33	\$16.66	\$20.00	\$27,727	\$34,659	\$41,590	10
11	\$13.66	\$17.08	\$20.50	\$28,420	\$35,525	\$42,630	11
12	\$14.36	\$17.94	\$21.53	\$29,859	\$37,323	\$44,788	12
13	\$15.08	\$18.85	\$22.62	\$31,370	\$39,213	\$47,056	13
14	\$15.85	\$19.81	\$23.77	\$32,958	\$41,198	\$49,438	14
15	\$16.65	\$20.81	\$24.97	\$34,627	\$43,284	\$51,941	15
16	\$17.49	\$21.86	\$26.24	\$36,380	\$45,475	\$54,570	16
17	\$18.38	\$22.97	\$27.56	\$38,222	\$47,777	\$57,333	17
18	\$19.31	\$24.13	\$28.96	\$40,157	\$50,196	\$60,235	18
19	\$20.28	\$25.35	\$30.43	\$42,190	\$52,737	\$63,284	19
20	\$21.31	\$26.64	\$31.97	\$44,326	\$55,407	\$66,488	20
21	\$24.71	\$30.89	\$37.07	\$51,404	\$64,255	\$77,106	21
22	\$27.28	\$34.10	\$40.92	\$56,740	\$70,925	\$85,111	22
23	\$30.11	\$37.64	\$45.17	\$62,631	\$78,288	\$93,946	23
24	\$33.24	\$41.55	\$49.86	\$69,133	\$86,416	\$103,699	24
25	\$36.69	\$45.86	\$55.03	\$76,310	\$95,387	\$114,464	25
26	\$40.50	\$50.62	\$60.74	\$84,231	\$105,289	\$126,347	26

Becky Rowley, President

Date

SFCC MISCELLANEOUS WAGE AND SALARY SCHEDULE

Effective: July 1, 2021

POSITIONS	Fixed & Hourly Rate/Range
Advisor/Presenter *	\$40 - \$60
Instructor AE/GED/ESL	\$20 - \$22
Interpreter Candidate*	\$15 - \$20
Interpreter Certified*	\$25 - \$40
Ropes Instructor*	\$15 - \$23
Ropes Master Facilitator/Leadership*	\$25 - \$30
Models	\$19.00
Kid's Campus- Temp Teacher Aid	\$13.00
Safety Aid	\$12.32
Student Employee / Student Interns	\$12.32
Temp I (entry level duties)	\$12.32
Temp II (entry level duties)	\$13.50
Temp III (entry level duties)	\$16.00
Temp IV (entry level duties)	\$20.00
Temp V (entry level duties)	\$30.00

**Require Documented Justification for rate assignment*

Temp I Sample Positions:

- General Labor - Bookstore, East Wing Eatery
- FEC Labor - Lifeguard, Receptionist, Specialist
- Lab Assistant
- Note Taker
- Ropes Instructor Trainee
- Tutor (no degree)

Temp II Sample Positions:

- Kid's Campus Teacher Substitute
- Instructional Aide
- Program Assistant

TEMP III Sample Positions:

- Accuplacer Evaluator
- Lab Coordinator
- Tutor (AA or higher)

TEMP IV Sample Positions:

- Curriculum Advisor/Coordinator
- Panel Grader
- Video Assistant

TEMP V Sample Positions:

- Check-off Lab (Nursing)
- Project Manager
- Substitute Instructor
- Translator

Becky Rowley, President

Date