

## **6Hx19-2.28            CRITERIA FOR APPOINTMENT TO INSTRUCTIONAL SALARY SCHEDULE**

The purpose of this Board Rule is to establish Board policy and criteria for appointment to the instructional salary schedule.

Newly hired faculty will be granted up to a maximum of eight years for previous teaching and/or related work experience. Years of previous experience may be granted by either of two methods to accumulate the maximum of eight:

1. One year for each year of full-time teaching experience.
2. One year for each year of full-time work experience related to the subject area, as evaluated by the President, or designee.

One year shall be defined as full-time employment and shall be for one day more than one-half of a contract year. No more than one year is to be granted during any fiscal year.

Consideration will be given for years of experience in military service that was of a direct instructional nature such as appointments as Professor or Assistant Professor of Military Science and Tactics or full-time instructor duty assignments where such instruction consisted primarily of lecture-laboratory activities. One year may be granted for each year of documented experience. These years of experience may be included in the maximum of eight years that are awarded for work experience for new employees.

A non-faculty College employee who is selected to be a full-time faculty member will be granted up to a maximum of eight years for previous full-time teaching and/or related work experience in accordance with this Board Rule plus the years of full-time teaching and /or related work experience at Pasco-Hernando Community College.

The salary schedule for faculty consists of salary ranges and five separate levels based on educational degrees earned. Faculty who have earned a Bachelor's Degree or less are placed on the Level III Salary Schedule. Faculty who have earned a Master's Degree are placed on the Level II Salary Schedule. Faculty who have earned 15 graduate hours above the Master's Degree are placed on the Master's +15 Salary Schedule. Faculty who have earned 30 graduate hours above the Master's Degree are placed on the Master's +30 Salary Schedule. Faculty who have earned a Doctorate Degree are placed on the Level I Salary Schedule. All degrees must be granted from a regionally accredited institution.

To employ a new faculty member above the base salary level, the following will be used to calculate the hiring salary:

1. Faculty hired at Pay Level III will be granted a 1% increase for each year of verified previous teaching /related work experience explained above, up to a maximum of 8% above the base for 8 years of previous experience;

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2. Faculty hired at Pay Level II will be granted a 1.5% increase for each year of verified previous work experience explained above, up to a maximum of 12% above the base for 8 years of previous experience;
3. Faculty hired at Pay Level II +15 will be granted a 1.75% increase for each year of verified previous experience explained above, up to a maximum of 14% above the base for 8 years of previous experience;
4. Faculty hired at Pay Level II +30 will be granted a 2% increase for each year of verified previous work experience explained above, up to a maximum of 16% above the base for 8 years of previous experience;
5. Faculty hired at Pay Level I will be granted a 2.5% increase for each year of verified previous work experience explained above, up to a maximum of 20% above the base for 8 years of previous work experience.

Rule Adopted: 3/14/74; 8/25/75; 4/12/76; 9/17/79; 12/16/85; 11/16/87; 10/21/97; 7/17/01; \*7/19/05; 9/20/05; \*6/20/06; 7/18/06; ■08/18/08; 09/15/09

Effective Date: 3/14/74; 10/7/75; 5/31/76; 9/17/79; 12/16/85; 11/16/87; 10/21/97; 7/17/01; \*7/19/05; +7/19/05; \*7/1/06; +7/1/06; ■08/18/08; 09/15/09

Legal Authority:

General Authority: FS 1001.64; 1001.65

Other References:

Law Implemented: FS 1001.64(1)(2)(4)(18)(43)(44); 1001.65(1)(3)(12)(16)(25)

Proposer: Katherine M. Johnson, President

\*Emergency Approval

+Retroactive

■President's Cabinet Approval – Non-Substantive/Editorial