Faculty Summer Salary Scale - 9-Month

Effective September 1, 2024
(*Structure Adjusted 2%*)

LEE COLLEGE

STEP	Pay Rate Per Lecture Hour
A	$770.06
B	$785.45
C	$801.18
1	$817.20
2	$833.55
3	$850.25
4	$867.24
5	$884.60
6	$902.28
7	$920.34
8	$938.75
9	$957.53
10	$976.70
11	$996.21
12	$1,016.18
13	$1,036.49
14	$1,057.25
15	$1,078.40
16	$1,099.97
17	$1,121.99
18	$1,144.43
19	$1,167.35
20	$1,190.69
21	$1,214.49
22	$1,238.78
23	$1,263.57
24	$1,288.85
25	$1,314.65
26	$1,340.94
27	$1,367.78
28	$1,395.12
29	$1,423.04
30	$1,451.52
31	$1,480.55
32	$1,510.17
33	$1,540.38
34	$1,571.19
35	$1,602.62
36	$1,634.70
37	$1,667.37
38	$1,700.73
39	$1,734.77
40	$1,769.48
41	$1,804.88

Faculty summer loads 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](#)).

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 $51.04 per hour for lecture and $34.03 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 = $ 816.67	1 Lab Semester Hour Course = $ 544.44
2 Lecture Semester Hour Course = $ 1,633.33	2 Lab Semester Hour Course = $ 1,088.89
3 Lecture Semester Hour Course = $ 2,450.00	3 Lab Semester Hour Course = $ 1,633.33
4 Lecture Semester Hour Course = $ 3,266.67	4 Lab Semester Hour Course = $ 2,177.77

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 $51.04 per hour every following week for lecture and $34.03 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 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.