

## FULL-TIME FACULTY COMPENSATION PLAN

### Initial Placement

All newly hired full-time faculty are paid according to the Full-Time Faculty Salary Schedule and in a manner commensurate with their education and experience.

### Education

FA	Less than an Associate's degree*
FB	Associate's degree*
FC	Associate's degree, plus 30 semester hours*
FD	Bachelor's degree*
FE	Bachelor's degree and 12 additional graduate semester hours*
FF	Bachelor's degree and 24 additional graduate semester hours*
FG	Master's degree*
FH	Master's degree and 12 additional graduate semester hours*
FI	Master's degree and 24 additional graduate semester hours or equivalency* **
FJ	Master's degree and 36 additional graduate semester hours*
FK	Master's degree and 48 additional graduate semester hours*
FL	Earned Doctorate* ***

\* See Salary Schedule - Faculty for additional information.

\*\* Masters plus 24 hours equivalent: For salary schedule placement, individuals who have obtained the following level of achievement will be credited with the equivalent of a Master's degree plus 24 hours:

## **Experience**

Initial placement above the minimum or base salary in each range is based on approved levels of relevant experience. For placement purposes, prior work experience will be determined as follows up to a maximum of 12.0%:

- 1.60% (.016) over minimum of range for each year of full-time teaching experience at Galveston College (Number of years x .016 x base of assigned range).
- 0.50% (.005) over minimum of range for each year of part-time teaching experience at an accredited college or university.
- 0.80% (.008) over minimum of range for each year of full-time teaching experience at an accredited college or university (other than Galveston College).
- 0.80% (.008) over minimum of range for each year of full-time teaching experience in elementary, middle, junior and/or senior high school.
- 0.80% (.008) over minimum of range for each year of full-time business/industry or experience/training not specifically identified under education, but directly related to the teaching assignment in a technical area.
- 0.50% (.005) over minimum of range for each year of part-time business/industry or experience/training not specifically identified under education, but directly related to the teaching assignment in a technical area.
- Initial salary credit may also be granted for relevant experience in business, industry, military service, and/or for teaching experiences not listed above.

## **Business/Industry Stipends**

A non-permanent additional stipend (pay) above the salary as provided for in the above schedule may be offered to recruit employees in high demand fields. Business/Industry Stipends will be evaluated prior to the beginning of each fiscal year, before renewal, and must be applicable to the job description requirement.



Twelve-Month Appointment

In certain situations for certain programs, full-time faculty may need to be on a full-time