

SPC Response to UFF

TAUCEL
9/18/25
J. Magnum
9/18/25

Article 10: Compensation

10-1 Initial Placement

- A. Upon hire, each faculty member shall be assigned to an appropriate salary grade based on his or her experience and credentials. The salary grades and minimum criteria for each salary grade are as follows:
1. Grade I – The faculty member shall have met criteria for a bachelor's degree or have equivalent teaching qualifications and comparable work experience appropriate to the program area.
 2. Grade II – The faculty member shall have met criteria for a master's degree with a minimum of eighteen (18) semester hours in the field.
 3. Grade III – The faculty member shall have met criteria for a Doctorate or other appropriate terminal degree (such as a Master of Fine Arts) in the field/or related field.
- B. Only a degree from a regionally accredited college or university or international equivalent as verified by a credentialing agency approved by the College may be used to establish qualification for a given salary grade.
- C. In addition, each faculty member shall be appointed an annual contract term of nine (9) months, ten (10) months, or twelve (12) months to indicate the degree of annual responsibilities. The determination of the length of the contract term will be based on the needs of the College.

10-2 Salary Schedule

- A. Upon ratification, the 2024-2025 salary, payable from August 1, 2024 for full-time faculty will be as follows:
1. First, all faculty will be brought up to the minimum for their credentialed grade and annual appointment length as provided below.
 2. Then all faculty in hard to fill positions will be awarded 10 service points. Hard to fill disciplines are listed in 10-2D of this Article.
 3. Additionally, all faculty with continuing contracts by August 1, 2024 will be awarded 1 service point for each year of service. Faculty who earn continuing contract by the end of 2024 will also be awarded 1 point for each year of service to SPC, effective on the date of award.
 4. Multiply base/minimum salary times the total service points as percentages as a one-time conversion to the new pay scale.

5. Faculty who would have less than a 4% increase as a result of the transition will have a base range increase of 4% or up to 10% above the maximum for the applicable pay range for that faculty member, if applicable.

9 Mos

Bachelors/Equivalent	\$54,000.00	\$70,200.00
Masters	\$59,400.00	\$77,220.00
Doctorate/Terminal	\$65,340.00	\$84,942.00

10 Mos

Bachelors/Equivalent	\$60,750.00	\$78,975.00
Masters	\$66,825.00	\$86,872.50
Doctorate/Terminal	\$73,507.50	\$95,559.75

12 Mos

Bachelors/Equivalent	\$68,343.75	\$88,846.68
Masters	\$75,178.13	\$97,731.56
Doctorate/Terminal	\$82,695.94	\$107,504.72

B. Salary adjustments for faculty will be reopened as provided for in the Duration Article.

1. For the 2025-26 academic year, compensation adjustments will be as follows:

a. Faculty will receive 3% increase on their base compensation effective October 1, 2025 so long as the union ratifies the Agreement by September 30, October 17, 2025, regardless of the maximum or hard-to-fill adjusted maximum of the pay range. First, all faculty serving more than 30 years full-time at SPC and who were not fully compensated in the 2024-25 compensation package will be awarded the missed years as a percentage. Years of service will be calculated through 2024 and use the 2024 pay schedule formula for the adjustment.

Then salary schedule ranges in 10-2 A will be increased by 3%, and all faculty will be adjusted accordingly.

For all levels of the salary schedule, caps will be adjusted to 38 years, or 38% from the corresponding base amount. Salary adjustments for those exceeding 38 years may have increases of up to 10% above the maximum for the applicable pay range for that faculty member, if applicable.

b. All faculty will receive an additional cost-of-living adjustment of 3%.

9 Mos

<u>Bachelor/Equivalent</u>	<u>\$ 55,620.00</u>	<u>\$ 76,755.60</u>
<u>Masters</u>	<u>\$ 61,182.00</u>	<u>\$ 84,431.16</u>
<u>Doctorate/Terminal</u>	<u>\$ 67,300.20</u>	<u>\$ 92,874.28</u>
10 Mos		
<u>Bachelor/Equivalent</u>	<u>\$ 62,572.50</u>	<u>\$ 86,350.05</u>
<u>Masters</u>	<u>\$ 68,829.75</u>	<u>\$ 94,985.06</u>
<u>Doctorate/Terminal</u>	<u>\$ 75,712.73</u>	<u>\$ 104,483.57</u>
12 Mos		
<u>Bachelor/Equivalent</u>	<u>\$ 70,394.06</u>	<u>\$ 97,143.81</u>
<u>Masters</u>	<u>\$ 77,433.47</u>	<u>\$ 106,858.19</u>
<u>Doctorate/Terminal</u>	<u>\$ 85,176.82</u>	<u>\$ 117,544.01</u>

~~B.c. Additionally, all faculty who earn continuing contract by August 1, 2025 will be awarded 1% per year of full-time faculty service at SPC. Faculty who earn continuing contract by the end of 2025 will also receive 1% per year of full-time faculty service at SPC, effective on the date of the award.~~

C. The College will continue the Hard to Fill practice as follows:

1. The College annually reviews "hard to fill" faculty disciplines to evaluate the needs of the College, the market, and other relevant factors as determined by the College.
2. The College may assign up to a 10% base increase on initial hire to recruit faculty in hard to fill disciplines.
3. Current "hard to fill" fields include the disciplines found in the College of Nursing, College of Health Sciences, College of Computer and Information Technology, and the disciplines of engineering, accounting, and finance. A decision to designate other "hard to fill" disciplines may be made after providing notice to the Union and an opportunity to bargain. However, the parties agree to an expedited bargaining process which includes bargaining within four (4) weeks of notice and in the event the parties cannot agree, the matter shall be resolved pursuant to Florida statutes.

D. Faculty who earn additional credentials will be awarded as follows:

1. Faculty who earn Masters or Doctorate degrees will be moved up to the appropriate pay scale, as outlined in 10-2 A.

10-3 Compensation for Excess Contact Hours

- A. Faculty members whose instructional load requires an excess of base teaching load for each semester, in accordance with this Agreement, shall be compensated at no less than the supplemental rate of pay for all such excess contact hours. Compensation for excess contact hours shall be consistent with the faculty member's rank according to the

supplemental rate schedule for upper and lower division classes.

- B. At times, Faculty members may meet their base load requirements over the course of multiple semesters in the same academic year. In cases where the faculty member is less than 3 credit hours from making base load and has demonstrated an ability to make up the credit hours in subsequent semesters, the Supervisor shall make every effort to approve the adjusted schedule. In some instances, the Supervisor may approve a course load plan comprised of work equivalent to the course(s)/contact hours needed for the Faculty member to make his/her load or assign Faculty to teach course(s) in another discipline or area of need, if qualified.
- C. All Faculty may request a shift from a ten (10) month to nine (9) month appointment or from a twelve (12) month to ten (10) month appointment by notifying the College before the schedules of classes are set for the following academic year, and they shall be placed on the appropriate salary schedule if approved. Such requests shall not be unreasonably denied. The new salary shall be calculated according to the methodology outlined in 10-2A.

10-4 Administrative Release Time

- A. Instructors-in-Charge have programmatic administrative responsibilities, usually over the course of a year, that can be compensated via release time
- B. Lead faculty have project administrative responsibilities, usually over the course of a term, that can be compensated via release time
- C. Academic Directors have administrative leadership responsibilities usually over the course of multiple years that can be compensated with release time from a 12-month contract using the conversion as per 10-2A of this article.
- D. Faculty with administrative release time are required to consult on a regular basis with their supervisor on the scope of the role and expected hours of commitment to role responsibilities.
- E. Release time is generally calculated as a full duty day of administrative time for a 3 ECH equivalent – i.e., someone spending the equivalent of a full day a week for the entire term would have a 3 ECH release.

10-5 Honoraria and Supplemental Duties

- A. The College may prioritize service activities by incentivizing faculty with honoraria. Such duties will count as College Service.
- B. Faculty will receive either supplemental pay or release time for performance of the following duties as follows

Duty	Supplement per semester	Release Time per semester
Instructor-in-Charge/Lead Faculty		3 or 6 ECH

Academic Director		12 or 15 ECH
CETL Chair		3 ECH
Director, Center for Civic Learning and Community Engagement	\$5388.24 per semester (Fall, Spring, and Summer)	
<u>Course Coordinator or any work where faculty maintains course content, updates courses, or similar with the intention of another instructor teaching from it.</u>	<u>\$500 (12.5 hrs) per course, per semester (Fall, Spring, and Summer) with remaining hours as service.</u>	

- C. Other Supplemental Activities: A faculty member may enter into a supplemental activity agreement with the College for services outside of contractual duties and service obligations for the College at a compensatory rate of no less than \$40 per hour. Alternatively, up to three (3) credits hours of release time may be awarded for supplemental activities beyond base service. Supplemental release/pay shall not be negotiated at a lower rate than existing practices or policies.
- D. The Center for Excellence in Teaching and Learning may offer faculty honoraria or funding for faculty professional development. Such offers may vary from term to term and are voluntary.

10-6 Substitute Teaching

- A. A faculty member may be asked to substitute for an absent faculty member. This may be addressed in one of three ways: (a) faculty members exchange coverage directly, (b) a faculty member may cover and count this as College service, and (c) a Dean requests a faculty member to cover and the faculty member will be compensated with a stipend of \$40 per contact hour. If substitute teaching exceeds two (2) weeks, then it will be considered for conversion to supplemental instruction for the rest of the term.
- B. Faculty who choose to exchange class sections will not be charged personal or sick leave or deducted pay for supplemental instruction, and the faculty member covering the course shall not be paid for substitute teaching as outlined in 10-5A.

10-7 Other Temporary Duties

- A. Any faculty member who enters into an acting, interim, or temporary administrative role shall be compensated at a minimum at the faculty member's current base salary or at a minimum the same base rate as that particular administrator classification, whichever is greater.

10-8 Payroll Practices

- A. Faculty members shall receive their annual contract pay in equal biweekly installments

MEK

beginning with the pay date immediately following the last pay date in the previous contract year, in accordance with the pay cycle for College employees.

- B. An employee who teaches extra pay courses shall begin receiving payment for all such courses no later than the third pay cycle after the first day of classes each semester and after all documentation for the extra pay is complete.
- C. The College shall make payroll deductions as available to SPC employees where authorized by the employee.
- D. If an overpayment or underpayment of wages is discovered, neither the College nor the employee shall be required to make the other whole for any period of such overpayment or underpayment extending beyond two (2) years. Where an employee has been underpaid, the College shall make every effort to make the employee whole by the next pay cycle of the date the College is made aware of the underpayment and it has been verified. If an employee proves hardship approved by the Vice President of Academic Affairs, an off-cycle pay run can be completed during a non-payroll processing week. Where an employee has been overpaid, the College may recover overpaid wages via deduction from the affected employee's bi-weekly paycheck until full repayment is made, provided that no individual deduction amounts to more than 20% of the employee's gross salary.

10-9 Miscellaneous

Upon ratification of this Agreement, the parties agree that the wages set forth in this Agreement represent all the wages bargaining unit members shall be entitled to receive for the 2024-2025 Academic year. Upon ratification, the Union agrees not to pursue any financial remedy and specifically waives any claim for back wages or past pay adjustments, for outstanding and/or unresolved unfair labor practice charges as of the date of this Agreement