

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**THE BOARD OF REGENTS FOR HIGHER
EDUCATION**

AND

**THE FEDERATION OF TECHNICAL COLLEGE
TEACHERS,
AMERICAN FEDERATION OF TEACHERS, LOCAL
1942, AFL-CIO**

2021-2025

SCHEDULE D

SUMMARY OF MISCELLANEOUS RATES OF PAY (2022-2024)

MISCELLANEOUS RATES OF PAY FY22			
	FY22	Effective Date	
Part-Time Educational Assistants		7/1/2021	These hourly rates are for part-time Educational Assistants working fewer than 20 hours per week. The rate is based upon the degree required for the position and not the education preparation for the candidate.
Associate's Degree	29.22		
Bachelor's Degree	33.83		
Master's Degree	40.52		
Master's Degree + 4 years	50.12		
Part-Time Lecturers		7/1/2021	These rates are the per-credit hour rates. The lower rate is for adjuncts who have not yet completed the teaching of 18 credit hours in the community college system. The higher rate is for adjunct faculty who have already completed teaching 18 credit hours in the system.
Level 1	1,811		
Level 2	1,948		
PTL with Clinical Component	13,413	7/1/2021	This is the rate to be paid to adjuncts who are teaching a course which includes both the didactic and clinical portion of the course.
Part-Time Clinical Faculty - Educational Assistant	90.80	7/1/2021	This is the rate of pay for part-time, less than 20 hours per week Educational Assistants hired as Clinical Faculty in Nursing and Allied Health Programs.
Nursing Course Leader	5,573	7/1/2021	This is the rate of pay per semester for Nursing and Allied Health Course Leaders.
Program Coordinator	5,844	7/1/2021	This rate is based upon the PTL rate for a 3 credit course and is paid to PCs in lieu of release time. Per the PC agreement, PC Level I get 3 credits release or pay per year; PC Level II gets 6 credits release or pay per year; PC Level III gets 6 credits release or pay per semester.
Department Chair		7/1/2021	This is the rate per FTE for full and part-time faculty supervised by the Department Chair in accordance with the DC agreement.
<17 FTE	236		
>17 FTE	600		
Summer Call-In Per Diem Rate	497	7/1/2021	These are the per diem rates of pay for summer call in rate pursuant to the Department Chair Agreement and the arbitration award for Nursing and Allied Health.
Teaching compensation in lieu of Additional Responsibility (5th course).	2,625	7/1/2021	All faculty employed on or before June 30, 2017 shall elect to either complete AR or teach a 3-credit course for \$2,625 compensation. The parties understand that compensation shall be pro-rated based on the number of credits taught, not necessarily the number of courses. Said election shall be made by the faculty member no later than May 15 of the preceding academic year. AR approval decisions shall be made no later than June 1 of the preceding academic year. The existing practices and rules regarding AR proposals/approvals shall remain in place.

MISCELLANEOUS RATES OF PAY FY23

	FY23	Effective Date	
Part-Time Educational Assistants		7/1/2022	These hourly rates are for part-time Educational Assistants working fewer than 20 hours per week. The rate is based upon the degree required for the position and not the education preparation for the candidate.
Associate's Degree	30.75		
Bachelor's Degree	35.61		
Master's Degree	42.65		
Master's Degree + 4 years	52.75		
Part-Time Lecturers		7/1/2022	These rates are the per-credit hour rates. The lower rate is for adjuncts who have not yet completed the teaching of 18 credit hours in the community college system. The higher rate is for adjunct faculty who have already completed teaching 18 credit hours in the system.
Level 1	1,906		
Level 2	2,050		
PTL with Clinical Component	14,117	7/1/2022	This is the rate to be paid to adjuncts who are teaching a course which includes both the didactic and clinical portion of the course.
Part-Time Clinical Faculty - Educational Assistant	95.57	7/1/2022	This is the rate of pay for part-time, less than 20 hours per week Educational Assistants hired as Clinical Faculty in Nursing and Allied Health Programs.
Nursing Course Leader	5,852	7/1/2022	This is the rate of pay per semester for Nursing and Allied Health Course Leaders.
Program Coordinator	6,151	7/1/2022	This rate is based upon the PTL rate for a 3 credit course and is paid to PCs in lieu of release time. Per the PC agreement, PC Level I get 3 credits release or pay per year; PC Level II gets 6 credits release or pay per year; PC Level III gets 6 credits release or pay per semester.
Department Chair		7/1/2022	This is the rate per FTE for full and part-time faculty supervised by the Department Chair in accordance with the DC agreement.
<17 FTE	248		
>17 FTE	630		
Summer Call-In Per Diem Rate	522	7/1/2022	These are the per diem rates of pay for summer call in rate pursuant to the Department Chair Agreement and the arbitration award for Nursing and Allied Health.
Teaching compensation in lieu of Additional Responsibility (5th course).	2,756	7/1/2022	All faculty employed on or before June 30, 2017 shall elect to either complete AR or teach a 3-credit course for \$2,756 compensation. The parties understand that compensation shall be pro-rated based on the number of credits taught, not necessarily the number of courses. Said election shall be made by the faculty member no later than May 15 of the preceding academic year. AR approval decisions shall be made no later than June 1 of the preceding academic year. The existing practices and rules regarding AR proposals/approvals shall remain in place.

MISCELLANEOUS RATES OF PAY FY24

	FY24	Effective Date	
Part-Time Educational Assistants		7/1/2023	These hourly rates are for part-time Educational Assistants working fewer than 20 hours per week. The rate is based upon the degree required for the position and not the education preparation for the candidate.
Associate's Degree	32.36		
Bachelor's Degree	37.48		
Master's Degree	44.89		
Master's Degree + 4 years	55.52		
Part-Time Lecturers		7/1/2023	These rates are the per-credit hour rates. The lower rate is for adjuncts who have not yet completed the teaching of 18 credit hours in the community college system. The higher rate is for adjunct faculty who have already completed teaching 18 credit hours in the system.
Level 1	2,006		
Level 2	2,158		
PTL with Clinical Component	14,859	7/1/2023	This is the rate to be paid to adjuncts who are teaching a course which includes both the didactic and clinical portion of the course.
Part-Time Clinical Faculty - Educational Assistant	100.58	7/1/2023	This is the rate of pay for part-time, less than 20 hours per week Educational Assistants hired as Clinical Faculty in Nursing and Allied Health Programs.
Nursing Course Leader	6,145	7/1/2023	This is the rate of pay per semester for Nursing and Allied Health Course Leaders.
Program Coordinator	6,474	7/1/2023	This rate is based upon the PTL rate for a 3 credit course, and is paid to PCs in lieu of release time. Per the PC agreement, PC Level I gets 3 credits release or pay per year; PC Level II gets 6 credits release or pay per year; PC Level III gets 6 credits release or pay per semester.
Department Chair		7/1/2023	This is the rate per FTE for full and part-time faculty supervised by the Department Chair in accordance with the DC agreement.
<17 FTE	260		
>17 FTE	661		
Summer Call-In Per Diem Rate	548	7/1/2023	These are the per diem rates of pay for summer call in rate pursuant to the Department Chair Agreement and the arbitration award for Nursing and Allied Health.
Teaching compensation in lieu of Additional Responsibility (5th course).	2,894	7/1/2023	All faculty employed on or before June 30, 2017 shall elect to either complete AR or teach a 3-credit course for \$2,894 compensation. The parties understand that compensation shall be pro-rated based on the number of credits taught, not necessarily the number of courses. Said election shall be made by the faculty member no later than May 15 of the preceding academic year. AR approval decisions shall be made no later than June 1 of the preceding academic year. The existing practices and rules regarding AR proposals/approvals shall remain in place.

Parties agree to negotiate wages and steps for fiscal year 2025.

SUMMARY OF MISCELLANEOUS RATES OF PAY (2022-2024)

FY22 Effective for 7/1/2021

Title	Compensation Basis	FY22 Effective for 7/1/2021				
		Step 1	Step 2	Step 3	Step 4	Step 5
Athletic Director (annual)	Annual	\$15,243	\$16,545	\$17,851	\$19,153	\$20,459
Coach (major)	Season	\$10,440	\$11,382	\$12,321	\$13,263	\$14,204
Assistant Coach (major)	Season	\$6,263	\$6,790	\$7,309	\$7,834	\$8,357
Coach (minor)	Season	\$4,178	\$4,512	\$4,842	\$5,177	\$5,512
Assistant Coach (minor)	Season	\$2,089	\$2,255	\$2,424	\$2,588	\$2,755

Title	Compensation Basis	FY22 Effective for 7/1/2021				
		Step 6	Step 7	Step 8	Step 9	Step 10
Athletic Director (annual)	Annual	\$20,571	\$21,750	\$22,928	\$24,189	\$25,520
Coach (major)	Season	\$14,312	\$15,161	\$16,010	\$16,891	\$17,820
Assistant Coach (major)	Season	\$8,394	\$8,867	\$9,340	\$9,854	\$10,396
Coach (minor)	Season	\$5,527	\$5,829	\$6,131	\$6,468	\$6,824
Assistant Coach (minor)	Season	\$2,763	\$2,914	\$3,065	\$3,234	\$3,411

FY23 Effective for 7/1/2022

Title	Compensation Basis	FY23 Effective for 7/1/2022				
		Step 1	Step 2	Step 3	Step 4	Step 5
Athletic Director (annual)	Annual	\$15,928	\$17,290	\$18,655	\$20,015	\$21,380
Coach (major)	Season	\$10,910	\$11,894	\$12,875	\$13,860	\$14,843
Assistant Coach (major)	Season	\$6,545	\$7,096	\$7,638	\$8,186	\$8,733
Coach (minor)	Season	\$4,366	\$4,715	\$5,060	\$5,410	\$5,760
Assistant Coach (minor)	Season	\$2,183	\$2,357	\$2,533	\$2,704	\$2,879

Title	Compensation Basis	FY23 Effective for 7/1/2022				
		Step 6	Step 7	Step 8	Step 9	Step 10
Athletic Director (annual)	Annual	\$21,497	\$22,728	\$23,960	\$25,278	\$26,668
Coach (major)	Season	\$14,956	\$15,843	\$16,731	\$17,651	\$18,622
Assistant Coach (major)	Season	\$8,772	\$9,266	\$9,760	\$10,297	\$10,864
Coach (minor)	Season	\$5,775	\$6,091	\$6,407	\$6,759	\$7,131
Assistant Coach (minor)	Season	\$2,887	\$3,045	\$3,203	\$3,379	\$3,565

FY24 Effective for 7/1/2023

Title	Compensation					
	Basis	Step 1	Step 2	Step 3	Step 4	Step 5
Athletic Director (annual)	Annual	\$16,645	\$18,068	\$19,494	\$20,916	\$22,342
Coach (major)	Season	\$11,401	\$12,430	\$13,455	\$14,483	\$15,511
Assistant Coach (major)	Season	\$6,840	\$7,415	\$7,982	\$8,554	\$9,126
Coach (minor)	Season	\$4,562	\$4,927	\$5,288	\$5,653	\$6,019
Assistant Coach (minor)	Season	\$2,281	\$2,463	\$2,647	\$2,826	\$3,009

Title	Compensation					
	Basis	Step 6	Step 7	Step 8	Step 9	Step 10
Athletic Director (annual)	Annual	\$22,464	\$23,751	\$25,038	\$26,415	\$27,868
Coach (major)	Season	\$15,629	\$16,556	\$17,483	\$18,445	\$19,460
Assistant Coach (major)	Season	\$9,167	\$9,683	\$10,200	\$10,761	\$11,353
Coach (minor)	Season	\$6,035	\$6,365	\$6,695	\$7,063	\$7,452
Assistant Coach (minor)	Season	\$3,017	\$3,182	\$3,347	\$3,531	\$3,725