Full-Time Faculty Pay Scale (Nine-Months Contract)

**Base**

- Bachelor’s Degree: $35,000
- Master’s Degree: 40,000
- Master’s Degree plus 12 hours*: 41,200
- Master’s Degree plus 24 hours*: 42,400
- Master’s Degree plus 36 hours*: 43,600
- Doctor’s Degree: 45,400
- Division Chairman Supplement: 3,000
- Assistant Division Chair Supplement: 1,500

*Degrees and Hours above must be in the teaching field and approved by the President of the College.

Salary increases for degrees or additional hours earned in the past academic year in your teaching field are granted only at the beginning of the fall semester. Official transcripts documenting this information must be on file with the Academic Affairs office prior to the start of the fall semester. All salary increments and other increases of any kind are subject to the availability of funds and approval by the Board of Trustees. This salary schedule does not constitute a promise of any salary increase or continued employment not specifically provided for in the employee’s contract.

**Teaching Load for Full-Time Faculty, Per Semester**

The standard teaching load for full-time faculty employed on an academic year contract basis is 30 instructional load units (ILU’s). Overload pay for full-time faculty is paid at $733.33 per ILU over 30. The chart below indicates how credit hours convert to instructional load units (ILU’s).

<table>
<thead>
<tr>
<th>Credit Hours</th>
<th>Lecture Hours</th>
<th>Lab Hours</th>
<th>ILU’s *</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>2</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
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<td>2</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
<td>2</td>
<td>4.33</td>
</tr>
<tr>
<td>4</td>
<td>3</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>

**Contracts Longer Than Nine Months for Full-Time Faculty**

Salaries for faculty members employed on contracts longer than 9 months in length will be set by the Board and will receive increases only as approved by the Board.

**Teaching Experience Increment for Full-Time Faculty**

Approved teaching experience at accredited colleges and schools other than Blinn College will be credited at $100.00 per year for high school experience and $300.00 per year for college experience. Teaching experience in a full-time faculty status at Blinn College will be credited at $400.00 per year. Teaching experience increments are granted only at the beginning of the fall semester. These increments levels are effective for experience earned during the school year 1999-2000 and thereafter.

**Part-Time Faculty Pay Scale***

Part-time faculty members will be paid at the rates shown below:
### Pay Per One Hour Course
- Bachelor’s Degree: $750.00
- Master’s Degree: $750.00
- Doctor’s Degree: $750.00

### Pay Per Three Hour Course
- Bachelor’s Degree: $1,925.00
- Master’s Degree: $2,200.00
- Doctor’s Degree: $2,300.00

### Pay Per Three Hour Course with Lab Course
- Bachelor’s Degree: $2,200.00
- Master’s Degree: $2,650.00
- Doctor’s Degree: $2,750.00

### Pay Per Four Hour Course
- Bachelor’s Degree: $2,650.00
- Master’s Degree: $3,200.00
- Doctor’s Degree: $3,300.00

### Teaching Load for Part-Time Faculty, Per Semester

<table>
<thead>
<tr>
<th>On Campus Duty Hours per Week</th>
<th>Credit Hours</th>
<th>Lecture/Lab Hours</th>
<th>Contact Hours</th>
<th>Maximum # Courses/Long Semester</th>
<th>Weekly Class Hours Per Course</th>
<th>Weekly Office Hours Per Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 or less</td>
<td>3</td>
<td>3/0</td>
<td>48</td>
<td>4</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>17 or less</td>
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<td>2/2</td>
<td>64</td>
<td>3</td>
<td>4</td>
<td>1</td>
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<tr>
<td>17 or less</td>
<td>3</td>
<td>3/2</td>
<td>80</td>
<td>2</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>17 or less</td>
<td>4</td>
<td>3/3</td>
<td>96</td>
<td>2</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>17 or less</td>
<td>3</td>
<td>2/4</td>
<td>96</td>
<td>2</td>
<td>6</td>
<td>1</td>
</tr>
</tbody>
</table>

### Summer Term Pay Schedule

The instructional pay for the summer term(s) will be paid the “Part-Time Faculty Pay Scale.” The Pay Scale is based on Semester Credit Hours taught, regardless of the length of the course.

A faculty member teaching summer courses should not teach more than five courses over a ten week period (including the 10-week summer session) with this proviso: an instructor teaching only Internet courses during the summer session may teach a total of four (4) Internet courses. For all other summer session teaching scenarios, the normal teaching load would be as follows: two courses summer I, two courses summer II, and one ten-week course (which may include an Internet course). A faculty member wishing to deviate from this normal summer teaching load should consult with his or her division chair. If a faculty member wishes to teach an additional course, s/he must have the approval of the respective division chair and dean.

### Substitute Teaching Pay Schedule

Substitute teaching will be paid at the following rates:

- 50 Minute Lecture Class: $20.00
- 50 Minute Lab Class: $10.00
- 115 Minute Lecture Class: $46.00
- 115 Minute Lab Class: $23.00
- 75 Minute Lecture Class: $30.00
- 75 Minute Lab Class: $15.00

### Professional Development

Full-time teaching faculty must complete at least two professional development activities in a two year academic cycle. One of the activities MUST be a Professional Activity so that the faculty member participates in some enterprise focused toward academic or scholarly improvement. The following lists present approved Professional and Service Activities.
Professional Activities

1. Conference/seminar presentation or attendance
2. Completing job related continuing education
3. Publication of scholarly work
4. Holding an office in a national, regional, or district professional organization

Service Activities

1. Officer of the Faculty Senate
2. Officer of the Council of Division Chairs
3. Officer of the Blinn College Professional Association
4. Appointment to standing or ad hoc committees
5. Sponsor of institutionally recognized student organizations
6. Arts shows (not job related)
7. Theater productions (not job related)
8. Participant in a formal program of mentoring an honors program student in an approved honors project.

Documentation of participation in any of the above must be filed with the appropriate Division Chairperson. An on line form for reporting involvement in any of the above activities is found under “Employee Information” on the college web site.

Faculty are also encouraged to earn additional graduate hours in their respective teaching field(s). The Faculty Salary Schedule provides information regarding the salary increment increases based upon additional graduate study beyond the base degree for full time faculty teaching in an academic or technical program. Both the Vice President Academic Affairs and the college President must approve requests to take graduate courses for salary adjustments. Faculty may earn up to six graduate hours from courses that are either pedagogy or closely related to their teaching discipline. Requests are to be sent to the Vice President Academic Affairs.

Full-time faculty teaching in a technical program where graduate study is not appropriate may earn the equivalent of graduate hours by enrolling in specialized continuing education courses which have been pre-approved by the Dean, Vice President Academic Affairs, and the college President. The experience must relate directly to the faculty member’s program and must directly enhance the certificate or degree program offered at Blinn College.

Participation in these pre-approved activities will equate to formal graduate coursework based on actual attendance hours, i.e., 15 contact hours will equal one credit hour. If the college pays for the training costs, including tuition and travel, then the experience will not be eligible for salary enhancement.

A review of the professional development activities of each faculty member will be included in the faculty evaluation process to insure the continued professional growth of the faculty.

Contract Renewals

Policies and procedures governing faculty contract renewal dates and notifications relative to renewal or non-renewal are governed by Board Policies DDA (Local and Exhibit), DMAA (Local), and DMAB (Local), et al. Board policies may be viewed on the college’s web site.

Leave information is available in the Board Policy Manual, the Administrative Policy Manual and the Faculty Handbook. Please refer to these documents for complete texts on the Blinn Home Page.