

BREVARD COMMUNITY COLLEGE
FACULTY MINIMUM SALARY BY CATEGORY AND GUIDELINES
BASIC ACADEMIC YEAR CONTRACT (165 DAYS)

Years	< Bachelors	Bachelors	Masters	M+30	M+60	Doctoral
0 to 5		40,000	40,000	40,500	41,000	41,500
6 to 12*	40,000	40,500	40,500	41,000	41,500	42,000
13 to 16	40,500	-	-	-	-	-

*10 years max. for masters and above

GUIDELINES FOR FACULTY STARTING SALARIES

VOCATIONAL CERTIFICATE PROGRAMS

Go to appropriate column based on degree. In the absence of a BA/BS degree, an instructor assigned to a Certificate Program is required to have had six (6) years of relevant work experience. With these credentials, the Certificate Program instructor would enter the salary schedule at 6 years of experience in Column 1. Credit may then be given for each year of relevant experience beyond six (6), not to exceed ten (10), additional years.

ASSOCIATE IN SCIENCE TECHNICAL PROGRAMS

Go to appropriate column based on degree. An instructor assigned to an Associate in Science Program should possess a BA/BS and two (2) years of relevant work experience. With these credentials, the AS Program instructor would enter the salary schedule at 2 years of experience in Column 2. Credit may then be given for each year of relevant work experience beyond two (2), not to exceed ten (10), additional years.

**ASSOCIATE IN ARTS, UNIVERSITY PARALLEL, PRE-PROFESSIONAL PROGRAMS
(COLLEGE TRANSFER)**

Go to appropriate columns column based on degree. An instructor assigned to a program of college transfer must possess, as a minimum, the appropriate Master's degree, including at least 18 graduate semester hours in the primary teaching area to which assigned. Years of experience, as charted, are considered to indicate full-time college teaching experience in the primary teaching area.

In a highly competitive teaching field and in special circumstances, the President may approve higher or lower starting salaries based on appropriate justification and recommendation pursuant to Article 14.3 of this agreement. UFF-BCC will be notified when lower salaries are awarded. Nursing faculty shall start at \$45,000.