NorthWest Arkansas Community College Administrative

Policies and Procedures

Faculty Salary Scale 3-8-10(1)

Policy:

Periodically at the direction of the President, a committee will be appointed to study NorthWest Arkansas Community College full-time and part-time faculty salaries in relation to regional salaries of secondary and post-secondary teachers. The purpose of this periodic review is to remain competitive with regional institutions in hiring the best faculty and to make sure that the College faculty are compensated appropriately.

The FY 2003 faculty salary scale stipulates entry-level salaries based on educational level and teaching experience up to Level 6, with credits up to Level 8 based on concrete market data that show certain positions are hard-to-fill based on regional salaries. It also continues the same salary scale for associate faculty that was approved for FY 2000, which gave a 14.1% raise to all part-time faculty (See Section 3-8-9(2).

The Salary Scale Committee that recommended the above entry rates and schedule for associate faculty also recommended the following formula to figure the raise for continuing full-time faculty: Base salary X 1.25% + $300 = adjusted base rate for additional experience. That figure is then multiplied by the state-recommended cost-of-living adjustment in figuring the salary for the subsequent year.

In the event that budget precludes both the COLA and the experience adjustment, the committee recommended the cost-of-living adjustment take precedence.

Adopted: September, 2000

NorthWest Arkansas Community College Administrative

Policies and Procedures

NWACC Faculty Scale **3-8-10(2)**

	B	B+	M	M+12	M+24	M+36	M+48	PhD	
0	35,625	36,325	37,325	37,998	38,678	39,365	40,059	40,759	1st Quartile
1	36,298	36,998	37,998	38,678	39,365	40,059	40,759	41,467	
2	36,978	37,678	38,678	39,365	40,059	40,759	41,467	42,182	
3	37,665	38,365	39,365	40,059	40,759	41,467	42,182	42,903	
4	38,359	39,059	40,059	40,759	41,467	42,182	42,903	43,632	
5	39,059	39,759	40,759	41,467	42,182	42,903	43,632	44,369	2nd Quartile
6	39,767	40,467	41,467	42,182	42,903	43,632	44,369	45,112	
7	40,482	41,182	42,182	42,903	43,632	44,369	45,112	45,863	
8	41,203	41,903	42,903	43,632	44,369	45,112	45,863	46,622	
9	41,932	42,632	43,632	44,369	45,112	45,863	46,622	47,388	3rd Quartile
10	42,669	43,369	44,369	45,112	45,863	46,622	47,388	48,162	

11	43,412	44,112	45,112	45,863	46,622	47,388	48,162	48,944	
12	44,163	44,863	45,863	46,622	47,388	48,162	48,944	49,733	
13	44,922	45,622	46,622	47,388	48,162	48,944	49,733	50,531	
14	45,688	46,388	47,388	48,162	48,944	49,733	50,531	51,336	
15	46,462	47,162	48,162	48,944	49,733	50,531	51,336	52,149	
16	47,244	47,944	48,944	49,733	50,531	51,336	52,149	52,971	4th Quartile
17	48,033	48,733	49,733	50,531	51,336	52,149	52,971	53,800	
18	48,831	49,531	50,531	51,336	52,149	52,971	53,800	54,639	
19	49,636	50,336	51,336	52,149	52,971	53,800	54,639	55,485	
20	50,449	51,149	52,149	52,971	53,800	54,639	55,485	**56,340**	Exceeds Max

Step Increase	**1.00%**	**+**	**300**
Lateral Shift	**1.00%**	**+**	**300**

Comp Committee	**80%**	**37,325**
	90%	**41,990**
	100%	**46,656**
	110%	**51,322**
	120%	**55,987**
Arkansas 2004-05 Line Item Max		**62,829**

Increase Amounts Not including COLA

	B	B+	M	M+12	M+24	M+36	M+48	PhD
0								
1	673	673	673	680	687	694	701	708
2	680	680	680	687	694	701	708	715
3								

	687	687	687	694	701	708	715	722
4	694	694	694	701	708	715	722	729
5	701	701	701	708	715	722	729	736
6	708	708	708	715	722	729	736	744
7	715	715	715	722	729	736	744	751
8	722	722	722	729	736	744	751	759
9	729	729	729	736	744	751	759	766
10	736	736	736	744	751	759	766	774
11	744	744	744	751	759	766	774	782
12	751	751	751	759	766	774	782	789
13	759	759	759	766	774	782	789	797
14	766	766	766	774	782	789	797	805
15	774	774	774	782	789	797	805	813

16	782	782	782	789	797	805	813	821
17	789	789	789	797	805	813	821	830
18	797	797	797	805	813	821	830	838
19	805	805	805	813	821	830	838	846
20	813	813	813	821	830	838	846	855

Revised: March 2007