

**ARTICLE TWENTY
SALARIES**

20.1 Floor salaries for full-time Faculty are as follows:

Faculty Rank	Floor Salary
Professor	\$65,000
Associate Professor	\$55,000
Assistant Professor	\$47,000
Instructor	\$42,000

20.1.1 The full-time Library Faculty shall have a floor salary that is \$2,000 higher than the floor salaries in 20.1.

20.1.2 The University reserves the right to exceed the posted ranges when negotiating salary with prospective faculty in areas of critical need as agreed with the RFF.

20.2 The base salaries of full-time Faculty for 2019-2020 through 2022-2023 shall be increased as follows:

Year	Raise	Conditional
9/1/2019 - 8/31/2020	4%	
9/1/2020 - 8/31/2021	3.6%	
9/1/2021 - 8/31/2022	3.4%	
9/1/2022 - 8/31/2023	2.6%	

20.2.1 The annual increase will not be awarded in the contract year hired.

20.3 Promoted Faculty shall receive the higher of the new rank floor salary as shown above or the increase for the promotion added to their current salary. The annual percentage increase will then be applied to this amount.

20.3.1 Increases for promotion in rank:

Promotion	Increase
Instructor to Assistant Professor	\$2,500
Assistant Professor to Associate Professor	\$3,000
Associate Professor to Professor	\$4,000

20.4 Full-time Faculty will receive additional compensation for teaching overloads and summer courses in keeping with the following schedules:

20.4.1 Excluding internships, all Individualized Instruction, Independent Study and Private Instruction approved by the Faculty member's Dean shall be paid at the rate of \$140 per credit with a cap of \$400 total per student, per Individualized Instruction, Independent Study, or Private Instruction, regardless of the number of credits supervised.

20.4.2 Internships shall be compensated as follows:

20.4.2.1 Faculty advising independent internships shall receive a teaching stipend at the rate of \$50 per credit per student, per internship, regardless of the number of credits supervised. All independent internships must be approved by the Faculty member's Dean.

20.4.3 Each contact hour calculated to the nearest tenth of a percent shall be paid at \$1,320.

20.4.4 Faculty teaching more than twelve (12) contact hours per semester shall be paid at the 20.4.3 rate or receive an equivalent reduced load before the end of the next academic year.

20.4.5 When it becomes necessary for a full-time Faculty member to exceed three (3) course preparations in a semester as a part of his or her normal course load, excepting when additional preparations are required for overload courses which s/he is voluntarily teaching, the Faculty member shall be credited with an additional 1 contact hour during the semester in which the course requiring the involuntary fourth (4th) preparation is taught.

20.5 Part-time Faculty will receive compensation for teaching their regular classes and summer courses in keeping with the following schedules:

20.5.1 Payments for Individualized Instruction and Independent Study approved by the Dean shall be paid according to the following schedule:

Years of Service	Pay
0-6 years	\$400
7+ years	\$460

Payments for Private Instruction (music) approved by the Dean shall be paid according to the following schedule:

Years of Service	Pay
0-6 years	\$600
7+ years	\$680

Part-time Faculty shall be paid in full for any student who remains registered for Private instruction thirty-five calendar days after the first day of classes each semester. If a student remains registered for Private instruction for less than thirty-five calendar days but for a sufficient period of time that the University is not obligated to return the entirety of the student's payment related the registration, part-time Faculty shall be paid an amount equal to the amount retained by the University pursuant to the University's refund policy.

20.5.2 Each contact hour calculated to the nearest tenth of a percent shall be paid according to the following schedule:

Years of Service	9/1/2019 - 8/31/2020	9/1/2020 - 8/31/2021	9/1/2021 - 8/31/2022	9/1/2022 - 8/31/2023
0-6 years	\$1,280	\$1,326	\$1,371	\$1,407
7+ years	\$1,320	\$1,368	\$1,415	\$1,452

20.5.3 Part-time Faculty holding Senior Lecturer status shall receive compensation at 125% of 20.5.1 and 20.5.2

- 20.5.4 Any part-time or adjunct Faculty who teaches a course at the Rindge campus shall be paid not less than the minimum amount provided in Section 20.5 above.
- 20.6 Classes with eight (8) or fewer students will only be held if approved by the Dean and will qualify for contact hours per credit hour taught without proration. The Dean reserves the right to combine under-enrolled sections of the same course without the permission of the affected Faculty member(s). At the Dean's discretion, part-time Faculty teaching a Music ensemble shall be paid either three (3) contact hours or at the individual private instruction rate per student.
- 20.7 Members of the Faculty working in the Writing Center will be compensated at \$22 per hour. Preference in hiring will be given to qualified full-time Faculty, followed by qualified part-time or adjunct Faculty.