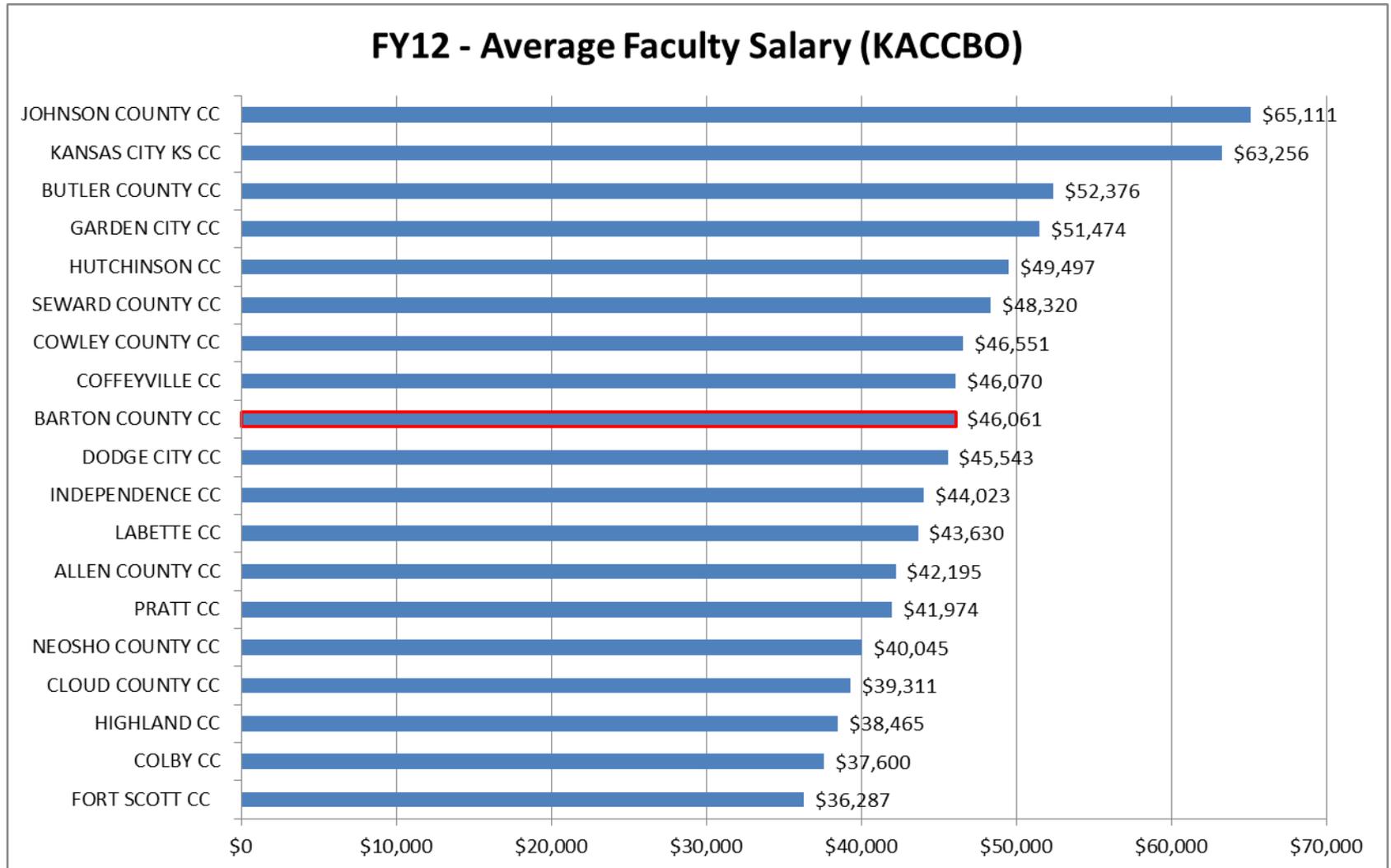


Barton Community College

**November 14, 2013
Study Session**

Full Time Faculty Salaries

Faculty Salaries



Faculty Salaries

The following information compares the faculty salary schedules for the following institutions:

- Barton CC
- USD 428
- Hutchinson CC
- Butler CC
- Pratt CC

Barton, USD 428, and Pratt all use a step scale for a number of years. Hutch and Butler stop calculating steps at year 12 and provide increases for those above step 12 based on the negotiated contract. All institutions other than Barton have a negotiated contract for multiple years.

- USD 428's scale appears to pay more for newer faculty members, and levels off over the years.
- The Community College's scales appear to pay less for new faculty, and pay more for longevity.

Benefits:

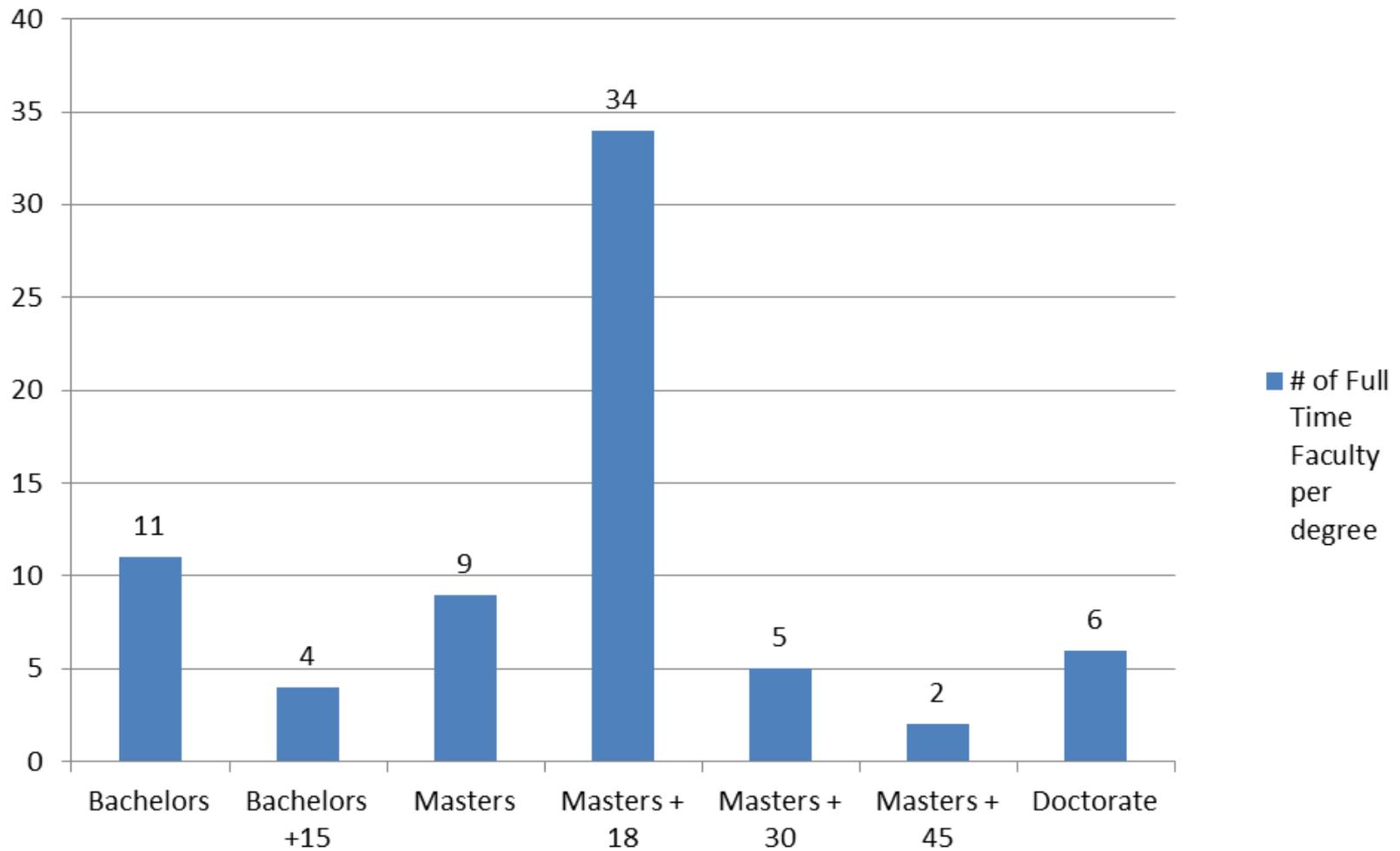
In addition to the salary schedules provided, benefits vary greatly between the institutions. All provide some level of health insurance, life insurance, sick leave, paid days off, etc.

- Hutch and Pratt pay a flat amount toward benefits and the employee uses this amount to select the level of benefits they want and the employee then pays the difference.
- USD 428 pays 95% of the employees health insurance, 50% of the employee plus plan, and 50% of the full family plan.
- Barton pays 100% of the employees health insurance (\$615/month), 81% of the employee/child (\$890 per month), 75% of employee/spouse (\$870 per month)/ and 74% of the full family plan (\$1,200 per month).

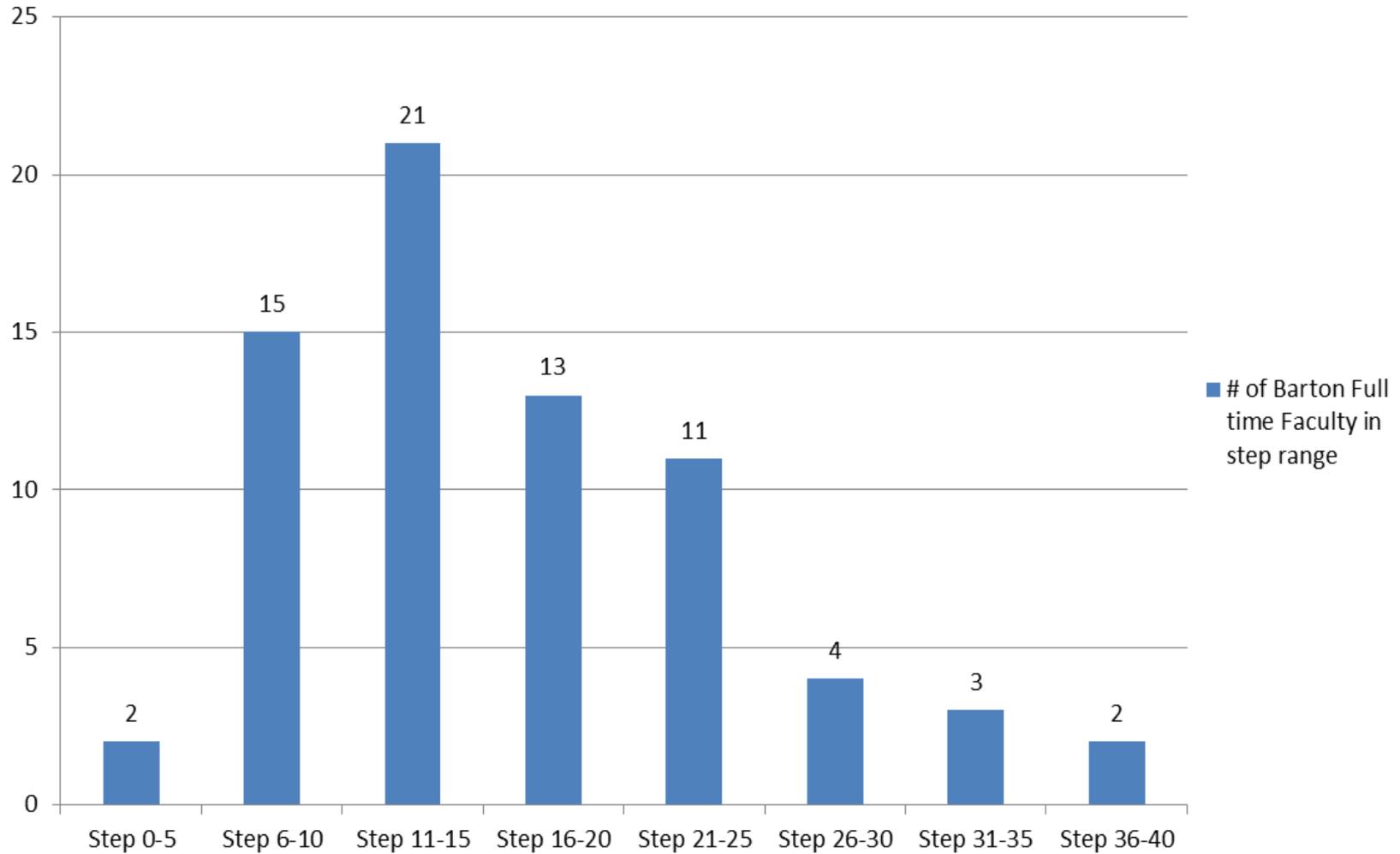
Barton Faculty:

- 37 out of 71 faculty members are on 9 month contracts. All others are on 10, 11, or 12 month contracts. Two of these faculty members are part time.
- Step Credit Note: 1 step for each full year of applicable Barton experience; 1 step credit for every three full years of applicable non-Barton experience.
- Note: The factor to calculate a 10-month salary is 1.1; 11-month salary 1.15; and 12-month salary 1.2. The base salary is multiplied by this factor.
- The salary information and calculations provided are based on the faculty base 9 month salary. There are a large number of faculty that teach BOL, Summer, Overload and/or are on 10, 11, or 12 month contracts. Each of these adds to the base salary.

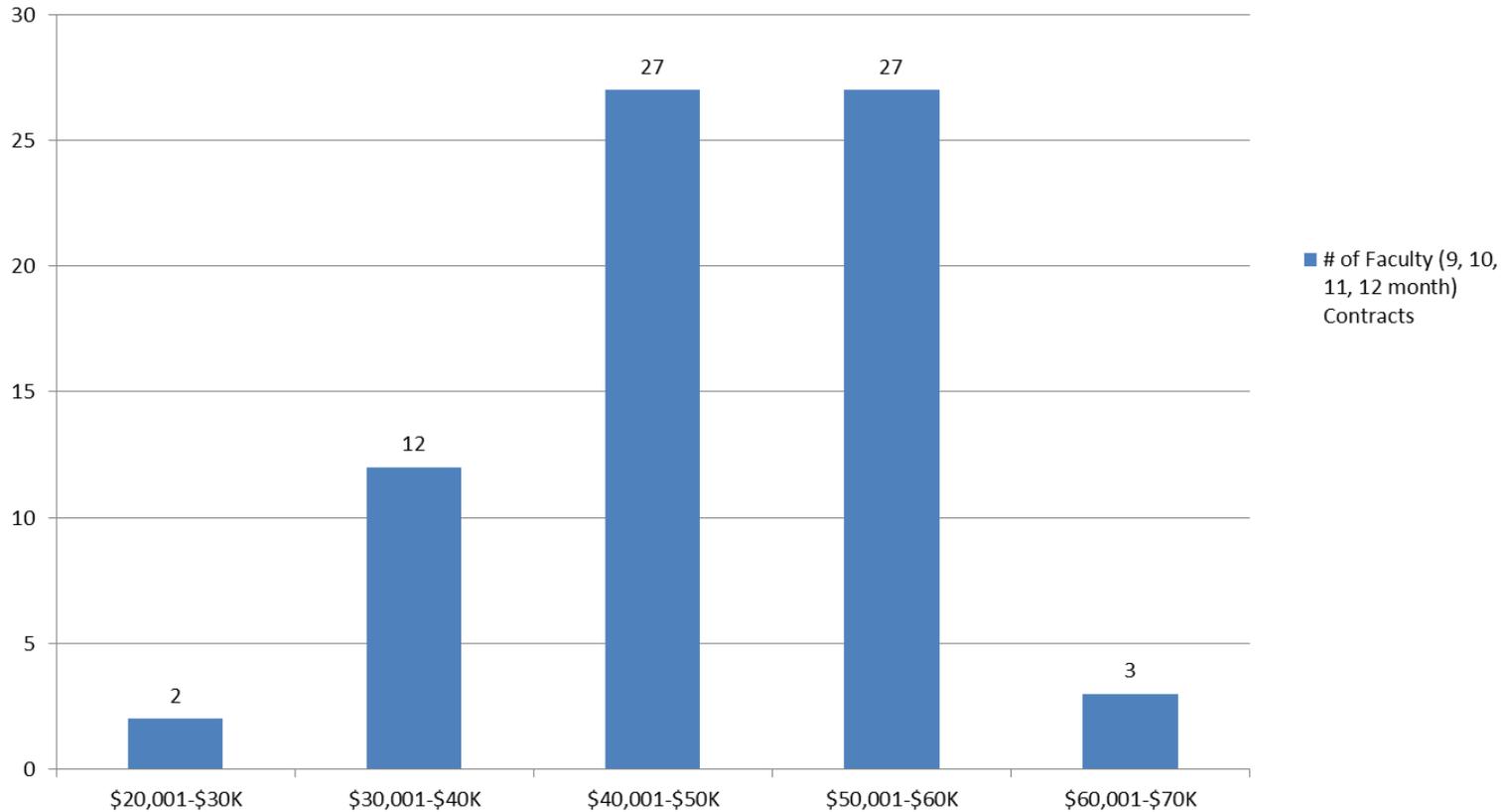
of Full Time Faculty per degree



of Barton Full time Faculty in step range



of Faculty (9, 10, 11, 12 month) Contracts



* Faculty in the \$20K-30K range are not full time

2013-14 SALARY SCHEDULE COMPARISON 9-MONTH FACULTY

Bachelors

	Barton (GB Campus)	Barton (FR Campus)	USD 428	Hutchinson	Butler	Pratt
Step						
0	28,945	29,329	34,750	28,400	35,216	30,000
1	29,512	29,896	34,750	28,400	35,716	30,000
2	30,078	30,463	34,750	29,770	36,216	30,600
3	30,645	31,029	34,750	31,140	36,716	31,200
4	31,211	31,596	35,150	32,510	37,216	31,800
5	31,778	32,162	35,550	33,880	37,716	32,400
6	32,344	32,729	35,950	35,250	38,216	33,000
7	32,911	33,295	36,350	36,620	38,716	33,600
8	33,477	33,862	36,750	37,990	39,216	34,200
9	34,044	34,429	37,150	39,360	39,716	34,800
10	34,611	34,995	37,550	40,730	40,216	35,400
11	35,177	35,562		42,100	40,716	36,000
12	35,744	36,128		43,470	41,216	36,600
13	36,310	36,695				37,200
14	36,877	37,261				37,800
15	37,443	37,828				38,400
16	38,010	38,394				39,000
17	38,576	38,961				39,600
18	39,143	39,527				40,200
19	39,710	40,094				40,800
20	40,276	40,661				41,400
21						42,000
22						42,600
23						43,200

2013-14 SALARY SCHEDULE COMPARISON 9-MONTH FACULTY

Bachelors+15

	Barton (GB Campus) - 15 hrs	Barton (FR Campus) - 15 hrs	USD 428 - 16 hrs	Hutchinson - 15 hrs	Butler - 15 hrs	Pratt - 15 hrs
Step						
0	29,730	30,124	35,950	28,400	35,216	30,000
1	30,296	30,691	35,950	28,400	35,716	30,000
2	30,863	31,258	35,950	29,770	36,216	30,600
3	31,430	31,824	35,950	31,140	36,716	31,200
4	31,996	32,391	36,350	32,510	37,216	31,800
5	32,563	32,958	36,750	33,880	37,716	32,400
6	33,129	33,524	37,150	35,250	38,216	33,000
7	33,696	34,091	37,550	36,620	38,716	33,600
8	34,262	34,657	37,950	37,990	39,216	34,200
9	34,829	35,224	38,350	39,360	39,716	34,800
10	35,395	35,790	38,750	40,730	40,216	35,400
11	35,962	36,357	39,150	42,100	40,716	36,000
12	36,529	36,923	39,550	43,470	41,216	36,600
13	37,095	37,490	39,950			37,200
14	37,662	38,057	40,350			37,800
15	38,228	38,623				38,400
16	38,795	39,190				39,000
17	39,361	39,756				39,600
18	39,928	40,323				40,200
19	40,494	40,889				40,800
20	41,061	41,456				41,400
21						42,000
22						42,600
23						43,200

2013-14 SALARY SCHEDULE COMPARISON 9-MONTH FACULTY

Masters

	Barton (GB Campus)	Barton (FR Campus)	USD 428	Hutchinson	Butler	Pratt
Step						
0	29,769	30,189	37,150	28,400	36,016	30,600
1	30,572	30,992	37,150	28,400	36,516	30,600
2	31,375	31,795	37,150	29,770	37,016	31,200
3	32,179	32,598	37,150	31,140	37,516	31,800
4	32,982	33,402	37,550	32,510	38,016	32,400
5	33,785	34,205	37,950	33,880	38,516	33,000
6	34,588	35,008	38,350	35,250	39,016	33,600
7	35,391	35,811	38,750	36,620	39,516	34,200
8	36,195	36,614	39,150	37,990	40,016	34,800
9	36,998	37,418	39,550	39,360	40,516	35,400
10	37,801	38,221	39,950	40,730	41,016	36,000
11	38,604	39,024	40,350	42,100	41,516	36,600
12	39,407	39,827	40,750	43,470	42,016	37,200
13	40,211	40,631	41,150			37,800
14	41,014	41,434	41,550			38,400
15	41,817	42,237	41,950			39,000
16	42,620	43,040	42,350			39,600
17	43,424	43,843	42,750			40,200
18	44,227	44,647	43,150			40,800
19	45,030	45,450				41,400
20	45,833	46,253				42,000
21	46,636	47,056				42,600
22	47,440	47,859				43,200
23	48,243	48,663				43,800
24	49,046	49,466				44,400
25	49,849	50,269				

2013-14 SALARY SCHEDULE COMPARISON 9-MONTH FACULTY

Masters +18

	Barton (GB Campus)- 18 hrs	Barton (FR Campus) - 18 hrs	USD 428 - 16 hrs	Hutchinson - 15 hrs	Butler - 15 hrs	Pratt - 15 hrs
Step						
0	30,980	31,414	38,350	30,400	36,816	31,200
1	31,784	32,217	38,350	30,400	37,316	31,200
2	32,587	33,020	38,350	31,770	37,816	31,800
3	33,390	33,823	38,350	33,140	38,316	32,400
4	34,193	34,627	38,750	34,510	38,816	33,000
5	34,996	35,430	39,150	35,880	39,316	33,600
6	35,800	36,233	39,550	37,250	39,816	34,200
7	36,603	37,036	39,950	38,620	40,316	34,800
8	37,406	37,839	40,350	39,990	40,816	35,400
9	38,209	38,643	40,750	41,360	41,316	36,000
10	39,012	39,446	41,150	42,730	41,816	36,600
11	39,816	40,249	41,550	44,100	42,316	37,200
12	40,619	41,052	41,950	45,470	42,816	37,800
13	41,422	41,855	42,350			38,400
14	42,225	42,659	42,750			39,000
15	43,028	43,462	43,150			39,600
16	43,832	44,265	43,550			40,200
17	44,635	45,068	43,950			40,800
18	45,438	45,871	44,350			41,400
19	46,241	46,675	44,750			42,000
20	47,044	47,478	45,150			42,600
21	47,848	48,281	45,550			43,200
22	48,651	49,084	45,950			43,800
23	49,454	49,887				44,400
24	50,257	50,691				45,000
25	51,060	51,494				45,600
26	51,864	52,297				
27	52,667	53,100				
28	53,470	53,903				
29	54,273	54,707				
30	55,076	55,510				

2013-14 SALARY SCHEDULE COMPARISON 9-MONTH FACULTY

Masters +30

	Barton (GB Campus) - 30 hrs	Barton (FR Campus) - 30 hrs	USD 428 - 32 hrs	Hutchinson - 30 hrs	Butler - 30 hrs	Pratt - 30 hrs
Step						
0	32,212	32,659	39,550	32,400	38,416	31,800
1	33,015	33,463	39,550	32,400	38,916	31,800
2	33,819	34,266	39,550	33,770	39,416	32,400
3	34,622	35,069	39,550	35,140	39,916	33,000
4	35,425	35,872	39,950	36,510	40,416	33,600
5	36,228	36,675	40,350	37,880	40,916	34,200
6	37,031	37,479	40,750	39,250	41,416	34,800
7	37,835	38,282	41,150	40,620	41,916	35,400
8	38,638	39,085	41,550	41,990	42,416	36,000
9	39,441	39,888	41,950	43,360	42,916	36,600
10	40,244	40,691	42,350	44,730	43,416	37,200
11	41,047	41,495	42,750	46,100	43,916	37,800
12	41,851	42,298	43,150	47,470	44,416	38,400
13	42,654	43,101	43,550			39,000
14	43,457	43,904	43,950			39,600
15	44,260	44,707	44,350			40,200
16	45,063	45,511	44,750			40,800
17	45,867	46,314	45,150			41,400
18	46,670	47,117	45,550			42,000
19	47,473	47,920	45,950			42,600
20	48,276	48,723	46,350			43,200
21	49,079	49,527	46,750			43,800
22	49,883	50,330	47,150			44,400
23	50,686	51,133	47,550			45,000
24	51,489	51,936	47,950			45,600
25	52,292	52,739	48,350			46,200
26	53,095	53,543	48,750			46,800
27	53,899	54,346	49,150			
28	54,702	55,149	49,550			
29	55,505	55,952	49,950			
30	56,308	56,755	50,350			

2013-14 SALARY SCHEDULE COMPARISON 9-MONTH FACULTY

Masters + 45

	Barton (GB Campus) - 45 hrs	Barton (FR Campus) - 45 hrs	USD 428 - 48 hrs	Hutchinson - 45 hrs	Butler - 45 hrs	Pratt - 45 hrs
Step						
0	33,540	34,003	40,750	34,400	40,016	32,400
1	34,343	34,806	40,750	34,400	40,516	32,400
2	35,146	35,610	40,750	35,770	41,016	33,000
3	35,949	36,413	40,750	37,140	41,516	33,600
4	36,753	37,216	41,150	38,510	42,016	34,200
5	37,556	38,019	41,550	39,880	42,516	34,800
6	38,359	38,822	41,950	41,250	43,016	35,400
7	39,162	39,626	42,350	42,620	43,516	36,000
8	39,966	40,429	42,750	43,990	44,016	36,600
9	40,769	41,232	43,150	45,360	44,516	37,200
10	41,572	42,035	43,550	46,730	45,016	37,800
11	42,375	42,838	43,950	48,100	45,516	38,400
12	43,178	43,642	44,350	49,470	46,016	39,000
13	43,982	44,445	44,750			39,600
14	44,785	45,248	45,150			40,200
15	45,588	46,051	45,550			40,800
16	46,391	46,854	45,950			41,400
17	47,194	47,658	46,350			42,000
18	47,998	48,461	46,750			42,600
19	48,801	49,264	47,150			43,200
20	49,604	50,067	47,550			43,800
21	50,407	50,870	47,950			44,400
22	51,210	51,674	48,350			45,000
23	52,014	52,477	48,750			45,600
24	52,817	53,280	49,150			46,200
25	53,620	54,083	49,550			46,800
26	54,423	54,886	49,950			47,400
27	55,226	55,690	50,350			48,000
28	56,030	56,493	50,750			
29	56,833	57,296	51,150			
30	57,636	58,099	51,550			

2013-14 SALARY SCHEDULE COMPARISON 9-MONTH FACULTY

Doctorate

	Barton (GB Campus)	Barton (FR Campus)	USD 428	Hutchinson	Butler	Pratt
Step						
0	35,788	36,278	41,350	38,400	42,416	33,000
1	36,592	37,081	41,350	38,400	42,916	33,000
2	37,395	37,884	41,350	39,770	43,416	33,600
3	38,198	38,687	41,350	41,140	43,916	34,200
4	39,001	39,490	41,750	42,510	44,416	34,800
5	39,804	40,293	42,150	43,880	44,916	35,400
6	40,608	41,097	42,550	45,250	45,416	36,000
7	41,411	41,900	42,950	46,620	45,916	36,600
8	42,214	42,703	43,350	47,990	46,416	37,200
9	43,017	43,506	43,750	49,360	46,916	37,800
10	43,820	44,309	44,150	50,730	47,416	38,400
11	44,624	45,113	44,550	52,100	47,916	39,000
12	45,427	45,916	44,950	53,470	48,416	39,600
13	46,230	46,719	45,350			40,200
14	47,033	47,522	45,750			40,800
15	47,836	48,325	46,150			41,400
16	48,640	49,129	46,550			42,000
17	49,443	49,932	46,950			42,600
18	50,246	50,735	47,350			43,200
19	51,049	51,538	47,750			43,800
20	51,852	52,341	48,150			44,400
21	52,656	53,145	48,550			45,000
22	53,459	53,948	48,950			45,600
23	54,262	54,751	49,350			46,200
24	55,065	55,554	49,750			46,800
25	55,868	56,357	50,150			47,400
26	56,672	57,161	50,550			48,000
27	57,475	57,964	50,950			48,600
28	58,278	58,767	51,350			49,200
29	59,081	59,570	51,750			
30	59,884	60,373	52,150			

Summary:

- The spread of faculty (number in each step, longevity) will impact the calculations significantly.
- Butler and Hutchinson consistently have the highest pay scales as they relate to our current faculty population.
- USD 428 is slightly higher than Barton as related to our current faculty population.
- Pratt is consistently the lowest pay scale as related to our current faculty population.
- Both Butler and Hutchinson use a 12 step scale and assign all faculty starting to one of these steps. Once the faculty member is hired, from that point on increases in salary are based on their negotiated contract (flat amount given to all faculty) with no maximum.
- Barton, USD 428, and Pratt all use a scale that goes out much further, however there is a maximum for each degree.

Recommendation:

For FY15, the recommendation is to move to a Faculty starting schedule much like Butler and Hutchinson use (budget permitting). Steps 1-12 are calculated for a faculty member just starting their employment.

If Barton were to replace the current faculty schedule with a starting schedule using steps 1-12, the following amounts would be needed in excess of what is currently funded up to a step 12.

- Barton Schedule : \$0
- 428 schedule from step 1-12: \$83,065 (does not account for reductions in faculty salaries above step 12)
- Hutchinson's schedule from step 1-12: \$113,862 (plus \$42,250 for steps above 12).
- Butler's schedule from step 1-12: **\$114,592** (plus \$43,950 for steps above 12).
- Pratt's schedule from step 1-12: **-\$16, 758** (does not account for reductions in faculty salaries above step 12).

* Since some faculty salaries above a step 12 are currently below the proposed starting schedule, these faculty members would need to be increased to match a new employee at level 12.

Recommendation:

Both the current salary schedule and the recommended Faculty salary schedule are provided below. Significant changes to the new salary schedule below are as follows:

- The salary schedule is a starting salary schedule. New Faculty are hired at the levels published in this schedule.
- After hire, faculty raises are determined by the Board of Trustees and are processed as a percentage of the faculty members current salary.
- Bachelor + 15 hours has been eliminated from the schedule (Both Hutchinson and Butler use the same salary for Bachelor and Bachelor +15).
- The starting salary schedule will be adjusted by the same percentage as faculty increases as approved by the Board.
- Step credit is 1 to 1 for applicable Higher Educational experience and 1 to 2 for applicable non-Higher Educational experience.
- The new starting schedule uses an average of Hutchinson's and Butler's schedules. Barton would need approximately \$158,000 to implement the new₁₈ schedule.

Recommendation:

- Offsets would be established for Fort Riley and Nursing Faculty.
- The new Faculty salary schedule would only be implemented for FY15 if the budget allows for the increase in salaries.

2013-14 SALARY SCHEDULE FOR **BARTON CAMPUS** 9-MONTH FACULTY

	Bachelors	Bachelors+15	"Masters Equivalent" (Masters not in Instructional area)	"NCA Certified" (Masters +18 hrs in teaching field)	"NCA Certified" (Masters +30)	"NCA Certified" (Masters +45)	Doctorate (In Teaching Discipline)
	13-14	13-14	13-14	13-14	13-14	13-14	13-14
Step	Up to:	Up to:	Up to:	Up to:	Up to:	Up to:	Up to:
0	28,945	29,730	29,769	30,980	32,212	33,540	35,788
1	29,512	30,296	30,572	31,784	33,015	34,343	36,592
2	30,078	30,863	31,375	32,587	33,819	35,146	37,395
3	30,645	31,430	32,179	33,390	34,622	35,949	38,198
4	31,211	31,996	32,982	34,193	35,425	36,753	39,001
5	31,778	32,563	33,785	34,996	36,228	37,556	39,804
6	32,344	33,129	34,588	35,800	37,031	38,359	40,608
7	32,911	33,696	35,391	36,603	37,835	39,162	41,411
8	33,477	34,262	36,195	37,406	38,638	39,966	42,214
9	34,044	34,829	36,998	38,209	39,441	40,769	43,017
10	34,611	35,395	37,801	39,012	40,244	41,572	43,820
11	35,177	35,962	38,604	39,816	41,047	42,375	44,624
12	35,744	36,529	39,407	40,619	41,851	43,178	45,427
13	36,310	37,095	40,211	41,422	42,654	43,982	46,230
14	36,877	37,662	41,014	42,225	43,457	44,785	47,033
15	37,443	38,228	41,817	43,028	44,260	45,588	47,836
16	38,010	38,795	42,620	43,832	45,063	46,391	48,640
17	38,576	39,361	43,424	44,635	45,867	47,194	49,443
18	39,143	39,928	44,227	45,438	46,670	47,998	50,246
19	39,710	40,494	45,030	46,241	47,473	48,801	51,049
20	40,276	41,061	45,833	47,044	48,276	49,604	51,852
21			46,636	47,848	49,079	50,407	52,656
22			47,440	48,651	49,883	51,210	53,459
23			48,243	49,454	50,686	52,014	54,262
24			49,046	50,257	51,489	52,817	55,065
25			49,849	51,060	52,292	53,620	55,868
26				51,864	53,095	54,423	56,672
27				52,667	53,899	55,226	57,475
28				53,470	54,702	56,030	58,278
29				54,273	55,505	56,833	59,081
30				55,076	56,308	57,636	59,884

Step Credit Note: 1 step for each full year of applicable Barton experience; 1 step credit for every three full years of applicable non-Barton experience.

Note: The factor to calculate a 10-month salary is 1.1; 11-month salary 1.15; and 12-month salary 1.2.

Educational levels will only be changed at the beginning of the contract year (official transcripts must be provided).

Faculty increases start at the beginning of the faculty contract.

Recommended Starting Salary Schedule

	Bachelors	Masters	Masters +18	Masters +30	Masters + 45	Doctorate
Step						
0	31,808	32,208	33,608	35,408	37,208	40,408
1	32,058	32,458	33,858	35,658	37,458	40,658
2	32,993	33,393	34,793	36,593	38,393	41,593
3	33,928	34,328	35,728	37,528	39,328	42,528
4	34,863	35,263	36,663	38,463	40,263	43,463
5	35,798	36,198	37,598	39,398	41,198	44,398
6	36,733	37,133	38,533	40,333	42,133	45,333
7	37,668	38,068	39,468	41,268	43,068	46,268
8	38,603	39,003	40,403	42,203	44,003	47,203
9	39,538	39,938	41,338	43,138	44,938	48,138
10	40,473	40,873	42,273	44,073	45,873	49,073
11	41,408	41,808	43,208	45,008	46,808	50,008
12	42,343	42,743	44,143	45,943	47,743	50,943

Step Credit Note: 1 step for each full year of applicable Higher Education experience;

Step Credit Note: 1 step credit for every two full years of applicable non-Higher Education experience.

Note: The factor to calculate a 10-month salary is 1.1; 11-month salary 1.15; and 12-month salary 1.2.

Note: Fort Riley and Nursing differentials exist.

Educational levels will only be changed at the beginning of the contract year (official transcripts must be provided).

Faculty increases start at the beginning of the faculty contract.