

VCCS-18: 2010-2011
 Approved May 20, 2010
 Effective 11/25/2010
 No increase from 2009-2010

SYSTEM
VIRGINIA COMMUNITY COLLEGE SYSTEM
SALARY SCHEDULE

<u>Position</u>	<u>Category/FTES</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Executive VP	IV	\$122,938	\$137,507	\$152,076
	V	\$128,169	\$142,791	\$157,412
	VI	\$133,401	\$148,074	\$162,748
Campus Size				
Provost	I	\$91,550	\$106,072	\$120,594
	II	\$96,781	\$111,355	\$125,930
	III	\$102,012	\$116,906	\$131,799
	IV	\$107,244	\$122,189	\$137,135
	V	\$112,475	\$127,740	\$143,005
	VI	\$117,707	\$133,024	\$148,341
College Size				
Vice President	I	\$88,934	\$103,430	\$117,926
	II	\$94,165	\$108,713	\$123,262
	III	\$99,397	\$114,264	\$129,131
	IV	\$104,628	\$119,548	\$134,467
	V	\$109,859	\$125,098	\$140,337
	VI	\$115,091	\$130,382	\$145,673
Associate (or Assistant) Vice President/Dean/ Campus Dean/Director		\$62,777	\$87,416	\$112,056
Coordinator/Associate (or Assistant) Director		\$57,545	\$79,198	\$100,850
Assistant Coordinator/ Administrative Officer Counselor/Librarian		\$52,314	\$70,979	\$89,645
<u>Twelve Month Salary Ranges by Rank</u>				
<i>(Teaching Faculty)</i>				
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Instructor		\$40,061	\$48,634	\$57,207
Instructor		\$53,415	\$66,753	\$80,090
Assistant Professor		\$61,427	\$76,479	\$91,531
Associate Professor		\$69,440	\$86,206	\$102,973
Professor		\$77,452	\$95,933	\$114,414
<u>Nine Month Salary Ranges by Rank</u>				
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Instructor		\$30,046	\$36,475	\$42,905
Instructor		\$40,061	\$50,064	\$60,067
Assistant Professor		\$46,070	\$57,359	\$68,648
Associate Professor		\$52,079	\$64,654	\$77,229
Professor		\$58,088	\$71,949	\$85,810

SYSTEM

VIRGINIA COMMUNITY COLLEGE SYSTEM
SALARY SCHEDULE FOR FACULTY PERSONNEL

I. NINE-MONTH APPOINTMENTS

A. Academic Year Employment:

All teaching faculty, assistant deans, and program heads in the Virginia Community College System normally shall be on a nine-month basic contract covering a nine-month appointment period to include the Fall Semester and Spring Semester. Salary for nine-month faculty shall be in accordance with the salary ranges as listed below. Starting salaries for nine-month teaching faculty are based on academic rank with consideration given for previous related occupational and educational experiences, and training.

<u>Faculty Rank</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Instructor	\$30,046	\$36,475	\$42,905
Instructor	\$40,061	\$50,064	\$60,067
Assistant Professor	\$46,070	\$57,359	\$68,648
Associate Professor	\$52,079	\$64,654	\$77,229
Professor	\$58,088	\$71,949	\$85,810

B. Summer Session Employment:

The Summer Session shall be scheduled between the ending date of the Spring Semester and the faculty reporting date for the Fall Semester. Courses taught during the summer will represent the equivalent of sixteen and one-half (16.5) weeks of instruction and related work regardless of the actual calendar length of the Summer Session. Nine-month faculty employed during the previous academic year shall be paid during the Summer Session according to the credit-hour/contact-hour-equivalent fraction of a full teaching load during the academic year and based on the weekly equivalent of one thirty-ninth (1/39th) of the previous year's salary. The normal maximum full-time teaching load during the Summer Session is ten (10) credit hours or the equivalent. The college president has the authority to develop an optional summer pay plan in consultation with the faculty.

II. TWELVE-MONTH APPOINTMENTS

All twelve-month administrative faculty shall be on a twelve-month basic contract covering a twelve-month appointment period (July 1-June 30). Starting salaries for twelve-month administrative faculty must be within the range for the type of position; director, coordinator etc., with consideration given for previous related occupational and educational experiences and training. Vice President and Provost salaries are determined by the college president with the approval of the Chancellor. Unranked, restricted faculty appointments are not subject to these guidelines.

FACULTY LOADS IN THE VIRGINIA COMMUNITY COLLEGE SYSTEM

The primary responsibility of a faculty member in the Virginia Community College System shall be to provide quality instruction for the students. The major emphasis shall be on good teaching by working with students in classrooms, laboratories, individual conferences, and related activities to help the student develop his interests and abilities to his fullest capacity in order to become a better person, a better worker, and a better citizen. To accomplish this goal, the following work loads are expected of faculty:

Classes:

Faculty teaching loads during the academic year will include such combinations of day, evening, and weekend classes as the needs of the college require. Twelve-fifteen (12-15) credit hours and fifteen-twenty (15-20) contact hours per semester are required for all full-time faculty. For the purpose of workload calculations, every lecture hour shall equate to one (1) credit hour and one (1) contact hour; and every laboratory hour shall equate to one-half (1/2) credit hour and one (1) contact hour. When the number of credit hours falls below twelve (12) because of the number of laboratory hours involved, the number of contact hours should be increased to bring the teaching load to the minimum of twelve (12) credit hours (utilizing the standard of two (2) laboratory hours equal one (1) credit hour) or to a maximum of twenty-four (24) contact hours.

Faculty teaching loads shall be calculated for the academic year, with a teaching load less than or in excess of normal for the Fall Semester being compensated for with adjustments in teaching load in the Spring Semester.

A faculty teaching load may also be adjusted by the college to take into consideration such factors as the use of instructional assistance, team teaching, the use of non-traditional instructional delivery systems, special assignments, and curriculum development. Curriculum development should be primarily for the development of a new program or new course in a program and/or the completed revision of an existing course or program.

Teaching-load adjustments shall be expressed in terms of an equivalent teaching load for the purpose of computing a faculty member's total teaching load.

Office Hours:

To promote the availability of faculty to work with individual students, all full-time faculty members are required to post on or near their office doors a minimum of 10 hours per week as office hours to be available to work with students on their individual academic and occupational problems. All adjunct faculty are required to provide for student advising and related activities. Each adjunct faculty member shall ensure that all students have been informed of the contact details including location and time.

Exception due to distance learning, off-campus assignments, or use of technology to serve students may be approved by the Academic Vice President or designee.

Additional activities:

Faculty responsibilities include committee work, student activities, community activities, student advising and professional activities.

**Approved by the State Board for Community Colleges
May 20, 2010**

Colleges Ranked by Category/FTES
(Based on Annual 2009-10 Enrollment Both On and Off Campus)

Category I/Less than 1500

Dabney S. Lancaster
Eastern Shore
Paul D. Camp

Category II/1500/2499

Mountain Empire
Rappahannock
Virginia Highlands
Wytheville

Category III/2500-4999

Blue Ridge
Central Virginia
Danville
Germanna
Lord Fairfax
New River
Patrick Henry
Piedmont Virginia
Southside Virginia
Southwest Virginia
Virginia Western

Category IV/5000-9999

J. Sargeant Reynolds
John Tyler
Thomas Nelson

Category V/10,000-17,499

Category VI/17,500 and above

Northern Virginia
Tidewater

Multi-Campus Colleges
Campuses Ranked by Category/FTES
(Based on Annual 2009-10 Enrollment)

Category I/Less than 1500

Germanna-Locust Grove
J. Sargeant Reynolds - Western
Lord Fairfax - Fauquier
Northern Virginia-Medical Campus
Paul D. Camp-Franklin
Paul D. Camp-Suffolk
Rappahannock-Glenns
Rappahannock-Warsaw
Thomas Nelson - Historic Triangle

Category II/1500-2499

J. Sargeant Reynolds - Downtown
John Tyler-Chester
John Tyler-Midlothian
Southside Virginia - Christanna
Southside Virginia - Daniels

Category III/2500-4999

Germanna - Fredericksburg
Lord Fairfax - Middletown
Northern Virginia - Loudoun
Northern Virginia - Manassas
Northern Virginia - Woodbridge
Tidewater - Chesapeake
Tidewater - Norfolk
Tidewater - Portsmouth

Category IV/5000-9999

J. Sargeant Reynolds - Parham Road
Northern Virginia - Alexandria
Northern Virginia - Annandale
Thomas Nelson - Hampton
Tidewater - Virginia Beach

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**NORTHERN VIRGINIA
VIRGINIA COMMUNITY COLLEGE SYSTEM
SALARY SCHEDULE**

<u>Position</u>	<u>Category/FTES</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Executive VP	IV	\$141,378	\$158,133	\$174,887
	V	\$147,394	\$164,209	\$181,024
	VI	\$153,411	\$170,285	\$187,160
Provost	Campus Size			
	I	\$105,282	\$121,982	\$138,683
	II	\$111,298	\$128,058	\$144,819
	III	\$117,314	\$134,442	\$151,569
	IV	\$123,330	\$140,518	\$157,705
	V	\$129,346	\$146,901	\$164,456
Vice President	College Size			
	I	\$102,274	\$118,944	\$135,614
	II	\$108,290	\$125,020	\$141,751
	III	\$114,306	\$131,403	\$148,501
	IV	\$120,322	\$137,480	\$154,637
	V	\$126,338	\$143,863	\$161,387
Associate (or Assistant) Vice President/Dean/ Campus Dean/Director	VI	\$132,354	\$149,939	\$167,524
		\$72,193	\$100,529	\$128,864
		\$66,177	\$91,078	\$115,978
Coordinator/Associate (or Assistant) Director		\$60,161	\$81,626	\$103,092
Assistant Coordinator/ Administrative Officer Counselor/Librarian				
<u>Twelve Month Salary Ranges by Rank</u>				
<i>(Teaching Faculty)</i>				
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Instructor		\$46,109	\$55,976	\$65,843
Instructor		\$61,478	\$76,829	\$92,181
Assistant Professor		\$70,700	\$88,025	\$105,349
Associate Professor		\$79,921	\$99,220	\$118,518
Professor		\$89,143	\$110,415	\$131,687
<u>Nine Month Salary Ranges by Rank</u>				
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Instructor		\$34,562	\$41,959	\$49,355
Instructor		\$46,083	\$57,590	\$69,097
Assistant Professor		\$52,995	\$65,982	\$78,968
Associate Professor		\$59,908	\$74,374	\$88,839
Professor		\$66,820	\$82,765	\$98,711

NORTHERN VIRGINIA

VIRGINIA COMMUNITY COLLEGE SYSTEM
SALARY SCHEDULE FOR FACULTY PERSONNEL

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Central Virginia
Danville
Germanna
Lord Fairfax
New River
Patrick Henry
Piedmont Virginia
Southside Virginia
Southwest Virginia
Virginia Western

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Thomas Nelson

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Lord Fairfax - Middletown
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Northern Virginia - Manassas
Northern Virginia - Woodbridge
Tidewater - Chesapeake
Tidewater - Norfolk
Tidewater - Portsmouth

Category IV/5000-9999

J. Sargeant Reynolds - Parham Road
Northern Virginia - Alexandria
Northern Virginia - Annandale
Thomas Nelson - Hampton
Tidewater - Virginia Beach

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VCCS ADJUNCT FACULTY RATES 2010-2011

No increase from 2009-2010

Effective 1/1/2011

	System		Northern	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Adjunct I (Assistant Instructor)		\$570		\$652
Adjunct II (Instructor)	\$595	\$949	\$685	\$1,092
Adjunct III (Assistant Professor)	\$674	\$1,022	\$775	\$1,175
Adjunct IV (Associate Professor)	\$744	\$1,102	\$856	\$1,266
Adjunct V (Professor)	\$817	\$1,173	\$934	\$1,348

* Per Semester Credit Hour