

VCCS-18: 2018-2019
 Reapproved May 2018
 Effective July 10, 2017

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	\$133,033	\$161,734	\$190,434
	V	\$138,694	\$167,905	\$197,116
	VI	\$144,355	\$174,077	\$203,798
	VII	\$150,130	\$180,327	\$210,524
Campus Size				
Provost	I	\$99,067	\$125,039	\$151,011
	II	\$104,728	\$131,211	\$157,693
	III	\$110,389	\$137,716	\$165,043
	IV	\$116,050	\$143,888	\$171,725
	V	\$121,711	\$150,393	\$179,075
	VI	\$127,372	\$156,565	\$185,757
	VII	\$133,231	\$162,931	\$192,630
College Size				
Vice President	I	\$96,237	\$121,954	\$147,670
	II	\$101,898	\$128,125	\$154,352
	III	\$107,559	\$134,631	\$161,702
	IV	\$113,220	\$140,802	\$168,384
	V	\$118,881	\$147,308	\$175,734
	VI	\$124,542	\$153,479	\$182,416
	VII	\$130,395	\$159,935	\$189,476
Associate (or Assistant) Vice President/Dean/Campus Dean/Director		\$67,932	\$104,126	\$140,320
Coordinator/Associate (or Assistant) Director		\$62,270	\$94,279	\$126,288
Assistant Coordinator/ Administrative Officer/Counselor Librarian		\$56,610	\$84,433	\$112,256
<u>Twelve Month Salary Ranges by Rank</u>				
<i>(Teaching Faculty)</i>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Instructor		\$43,776	\$58,057	\$72,339
Instructor		\$58,368	\$79,821	\$101,275
Assistant Professor		\$67,123	\$91,433	\$115,742
Associate Professor		\$75,878	\$103,044	\$130,210
Professor		\$84,634	\$114,656	\$144,678
<u>Nine Month Salary Ranges by Rank</u>				
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Instructor		\$32,832	\$43,543	\$54,254
Instructor		\$43,776	\$59,866	\$75,955
Assistant Professor		\$50,342	\$68,574	\$86,806
Associate Professor		\$56,908	\$77,283	\$97,657
Professor		\$63,475	\$85,991	\$108,508
<u>Associate Instructor Salary Range</u>				
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Associate Instructor 1		\$35,021	\$47,422	\$59,824
Associate Instructor 2		\$45,527	\$61,649	\$77,771

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VCCS ADJUNCT FACULTY RATES 2018-2019

	System		Northern	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Adjunct I (Assistant Instructor)		\$686		\$785
Adjunct II (Instructor)	\$650	\$1,143	\$749	\$1,315
Adjunct III (Assistant Professor)	\$737	\$1,232	\$848	\$1,415
Adjunct IV (Associate Professor)	\$814	\$1,327	\$935	\$1,524
Adjunct V (Professor)	\$893	\$1,413	\$1,021	\$1,623

* Per Semester Credit Hour

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	\$32,832	\$43,543	\$54,254
Instructor	\$43,776	\$59,866	\$75,955
Assistant Professor	\$50,342	\$68,574	\$86,806
Associate Professor	\$56,908	\$77,283	\$97,657
Professor	\$63,475	\$85,991	\$108,508
Associate Instructor 1	\$35,021	\$47,422	\$59,824
Associate Instructor 2	\$45,527	\$61,649	\$77,771

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. Teaching faculty on twelve-month appointments accrue and use leave like administrators.

NOTE: The interim salary scale for the newly approved Associate Dean position is the same scale used for coordinators, and assistant and associate directors.

VCCS-18 2018-2019
Approved May 17, 2018
Policy Language Effective May 17, 2018

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/her interests and abilities to his/her 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 shall include such combinations of on- and off- campus, day, evening, distance learning, 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 17, 2018

VCCS-18
College Categories Effective 7/1/2018

Colleges Ranked by Category/FTES
(Based on Annual 2017-2018 Enrollment Both On and Off Campus)

Category I - Less than 1500

Dabney S. Lancaster
Eastern Shore
Paul D. Camp
Virginia Highlands

Lord Fairfax
New River
Piedmont Virginia
Virginia Western

Category II - 1500/2499

Blue Ridge
Central Virginia
Danville
Mountain Empire
Patrick Henry
Rappahannock
Southside Virginia
Southwest Virginia
Wytheville

Category IV - 5000-9999

J. Sargeant Reynolds
John Tyler
Thomas Nelson

Category V - 10,000-17,499

Tidewater

Category VI - 17,500-29,999

Category VII - 30,000 and above
Northern Virginia

Category III - 2500-4999

Germanna

Multi-Campus Colleges
Campuses Ranked by Category/FTES
(Based on Annual 2017-18 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 - Glens
Rappahannock - Warsaw
Southside Virginia - Christanna
Southside Virginia - Daniels
Thomas Nelson - Historic Triangle

Tidewater - Portsmouth

Category IV - 5000-9999

Northern Virginia - Alexandria
Northern Virginia - Loudoun
Tidewater - Virginia Beach

Category V - 10,000 and above

Northern Virginia - Annandale

Category II - 1500-2499

J. Sargeant Reynolds - Downtown
John Tyler - Chester

Category III - 2500-4999

Germanna - Fredericksburg
John Tyler - Midlothian
J. Sargeant Reynolds - Parham Road
Lord Fairfax - Middletown
Northern Virginia - Manassas
Northern Virginia - Woodbridge
Thomas Nelson - Hampton
Tidewater - Chesapeake
Tidewater - Norfolk