

**To:** The College Community

**From:** Krista Leitch Walker  
Vice President of Human Resources and Strategic Talent Management

**Subject:** **Compensation Increases for Fiscal Year 2021**

**Date:** July 6, 2020

The following table summarizes the Board of Trustees approved salary increases for regular positions for fiscal year 2021.

Employee Constituency	Amount/Type (Effective Date)	Eligibility Conditions
<b>Bargaining Staff (AFSCME)</b>	3% general wage adjustment (07/01/2020)	In the bargaining unit at least 6-months as of 07/01/2020; increase to the extent salary does not exceed the maximum salary of the grade.
	\$500 bonus (07/01/2020)	One-time, non-precedential bonus (not in the base) for those employees at the top of the scale.
<b>Non-bargaining Staff, Department Chairs, and Administrators</b>	3% general wage adjustment (07/01/2020)	Increase to the extent salary does not exceed the maximum salary of the grade.
	\$500 payment (07/01/2020)	One-time, non-precedential payment (not in the base) for those employees at the top of the scale.
<b>Full-time Faculty (AAUP)</b>	2.3% general wage adjustment (08/24/2020)	In the bargaining unit at least one semester as of fiscal 2020 academic year (08/24/20).
	\$650 increment (08/24/2020)	One-time increment for those who are not at the top of the fiscal 2020 academic year salary range (\$62,319 to \$116,847).
	\$250 adjustment (08/24/2020)	One-time adjustment for those hired before 08/01/2012 and who are not at the top of the fiscal 2020 academic year salary range (\$62,319 to \$116,847).

## Part-time Faculty (SEIU)

Additionally, the per-ESH compensation rate for part-time faculty will also increase, effective for the fall semester in 2020.

Rank	Pay per Equivalent Semester Hour (ESH)
Lecturer	\$1,260
Adjunct I	\$1,365
Adjunct II	\$1,460
Adjunct II*	\$1,475

\* Beginning in the Fall 2017 semester, a part-time faculty member who has been employed at the Adjunct II level for three (3) Academic Years (whether for one or both semesters) and who has completed nine (9) hours of professional development training while at the Adjunct II level will receive an additional one percent (1%) in pay rate beginning in the fourth (4<sup>th</sup>) Academic Year of service as the Adjunct II level.

For questions regarding compensation for collective bargaining employees, please contact:

[Santo Scrimenti](#)

Director of Employee and Labor  
Relations 240-567-5361

Questions regarding compensation for non-bargaining staff, department chairs, and administrators may be directed to:

[Lynda von Barga](#)

Interim Director of Strategic Talent Management and Organizational Development  
240-567-5359

Thank you for your dedication and commitment to educational excellence and student success.