



Human Resources Department
For Academic Year 2023-2024

Dear Potential Full-time Faculty Member:

As you begin to consider the College as an employer, it will be beneficial for you to compare our total compensation package with that of your current employer and/or other prospective employers. Our full-time faculty members are represented by a union (Lakeland Faculty Association or the LFA and OEA/NEA) and are paid in accordance with a salary schedule incorporated into their collective bargaining agreement.

- Our faculty are contracted to work 178 days (two, sixteen-week semesters plus 18 days for other duties) per year.
- The collectively-bargained faculty schedule for base salaries is divided into three columns representing educational degree (Bachelor’s, Master’s, and PhD), with each column divided into many steps. **New faculty members are assigned to the educational column reflective of their highest degree earned. Initial step placement within a column is based on the new faculty member’s relevant work experience as compared to the work experience and initial placement of other faculty in the program or discipline at the time of their hire.** Below are the first two steps of the Bachelor’s (18 steps), Master’s (20 steps), and Doctorate (18 steps) columns from the **2023-24** faculty salary schedule for faculty hired after August 2011.

BA Step 0 - \$49,924	BA Step 1 - \$51,422
MA Step 0 - \$55,066	MA Step 1 - \$56,719
DR Step 0 - \$66,898	DR Step 1 - \$68,905

- Faculty members hired after August 2011 advance through the steps of the salary schedule at the rate of one step per every two semesters of full-time service, excluding summer sessions. **Presently, the salary associated with each step represents a 3% increase over the previous step.**
- There may be opportunities for additional compensation in the form of overload during the fall and spring semesters. Overload is currently paid at \$792/unit and the ‘max’ is 21 units per year. Additionally, faculty members who teach in the summer are paid, per unit of load, at a rate of 1/44th of their base contract salary for the first nine units, at a rate of 1/48th for the second nine units and at the current overload rate for up to ten additional units. Below, we’ve illustrated how a faculty member’s salary can increase with these additional teaching opportunities.

Degree	Basic Contract Step & Base Salary	Plus one 3-credit hour overload course Fall & Spring (\$792/unit)	Plus one 3-credit hour course during the Summer
Master’s	0 - \$55,066	$ \begin{aligned} &\$55,066 + \$4,752 \\ &= \\ &\$59,818 \end{aligned} $	$ \begin{aligned} &\$55,066 + 3,750 = \$58,816 \text{ without overload} \\ &\$55,066 + \$4,752 + \$3,750 = \$63,568 \text{ w/overload} \end{aligned} $
Master’s	1 - \$56,719	$ \begin{aligned} &\$56,719 + \$4,752 \\ &= \\ &\$61,471 \end{aligned} $	$ \begin{aligned} &\$56,719 + \$3,867 = \$60,586 \text{ without overload} \\ &\$55,054 + \$4,752 + \$3,867 = \$63,673 \text{ w/overload} \end{aligned} $

- Faculty members have their choice of three medical plans for health insurance (including varying levels of prescription coverage). The chart below shows in-network benefits, deductibles and co-insurance amounts for the period August 16, 2023-August 15, 2024.

PER YEAR	PPO Plan 1.5 (with HRA)	PPO Plan 1	CDHP
Deductible	Single: \$500 Family: \$1000	Single: \$500 Family: \$1000	Single: \$3,200 Family: \$6,000
Coinsurance %	90%	80%	90%
Coinsurance Max	Single: \$2,000 Family: \$4,000	Single: \$2,000 Family: \$4,000	Single: \$1,000 Family: \$2,000
Max Out of Pocket	Single: \$6,600 Family: \$13,200	Single: \$6,600 Family: \$13,200	Single: \$4,000 Family: \$8,000
Employee Monthly Cost	Single: \$91 EE + Child(ren): \$154 EE + Spouse: \$190 Family: \$267	Single: \$50 EE + Child(ren): \$115 EE + Spouse: \$142 Family: \$200	\$0; single coverage employees receive annual maximum contribution into Health Savings Acct.

Employees who have an alternative to the College’s medical coverage are presently eligible for an annual waiver of insurance bonus of \$5,000 for single coverage or \$10,000 for family coverage, which includes employee & spouse or employee & child(ren), paid out in equal installments across the 24 pay periods between January 1 and December 31.

High-quality, NO COST dental and vision insurance for employees and eligible dependents.

NO COST life and AD&D insurance for employees, equal to twice the annual salary.

NO COST long-term disability insurance for employees who become disabled and who are not yet vested in the state retirement system, after which this coverage becomes supplemental to the STRS disability coverage.

IRS Section 125 plan available for employees choosing to use pre-tax dollars to pay child or elder dependent care expenses and non-reimbursed medical, dental, vision, and/or prescription drug bills.

NO COST Employee Assistance Program providing mental health counseling, treatment for alcohol and drug abuse, child and elder care, credit and financial counseling, etc., for employees and eligible dependents.

FULL waiver of the in-county instructional fees for credit classes taken by the employee, his/her spouse, and IRS dependents; full or partial waiver of the entire cost of many non-credit classes taken by the employee, his/her spouse, and IRS dependents.

Enrollment in the State Teachers Retirement System as mandated by the state of Ohio for income after retirement or disability OR election to participate in the Alternative Retirement Plan. Learn more at: www.strsoh.org.