

LAKELAND COMMUNITY COLLEGE
Kirtland, Ohio
Human Resources Department

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. Placement on the salary schedule reflects degree earned (column) and credit given for relevant experience (step). Here are the first two steps of the Bachelor's (18 steps), Master's (20 steps) and Doctorate (18 steps) columns, taken from the 2018-19 faculty salary schedule for faculty hired after August 2011:

BA Step 0 - \$46,573	BA Step 1 - \$47,970
MA Step 0 - \$51,370	MA Step 1 - \$52,911
DR Step 0 - \$62,408	DR Step 1 - \$64,280

- 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 are opportunities for additional compensation in the form of overload during the fall and spring semesters. Overload is currently paid at \$769/unit and the 'max' is 18 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 hr overload course - Fall & Spring (\$769/unit)	Plus one 3-credit hr course during the Summer
Master's	0 - \$51,370	$\begin{aligned} & \$51,370 + \$4,614 \\ & = \\ & \$55,984 \end{aligned}$	$\begin{aligned} & \$51,370 + \$3,503 = \$54,873 \text{ without} \\ & \text{overload} \\ & \$51,370 + \$4,614 + \$3,503 = \$59,487 \text{ w/} \\ & \text{overload} \end{aligned}$
Master's	1 - \$52,911	$\begin{aligned} & \$52,911 + \$4,614 \\ & = \\ & \$57,525 \end{aligned}$	$\begin{aligned} & \$52,911 + \$3,608 = \$56,519 \text{ without} \\ & \text{overload} \\ & \$52,911 + \$4,614 + \$3,608 = \$61,133 \text{ w/} \\ & \text{overload} \end{aligned}$

- Faculty members hired after August 2011 and employed as of August 16, 2018 will receive a \$1,000 professional enhancement stipend on August 31, 2018. Likewise, faculty members hired after August 2011 and employed as of August 16, 2019 will receive a \$1,000 professional enhancement stipend on August 31, 2019.
- All faculty members employed as of August 1, 2020 will receive a one-time bonus equal to 2% of their 2019-2020 base salary (from the salary schedule) paid on August 15, 2020.

SCROLL DOWN FOR INFORMATION ABOUT THE COLLEGE'S BENEFITS

- Faculty members have their choice of four medical plans for **health insurance (including varying levels of prescription coverage)**. The chart below shows **in-network** benefits, deductibles and co-insurance amounts.

	PPO Plan 1	PPO Plan 2	PPO Plan 3	Bronze Plan
Deductible Single/Family	\$500/\$1000	\$250/\$500	\$100/\$200	\$6,000/\$12,000
Coinsurance	80%	90%	90%	100%
Coinsurance Maximum	\$2,000/\$4,000	\$1,000/\$2,000	\$500/\$1,000	\$6,000/\$12,000
Max Out of Pocket	\$6,600/\$13,200	\$6,600/\$13,200	\$6,000/\$13,200	\$6,000/\$12,000
Employee Cost Share	\$0	Single: \$20/mo. Family: \$40/mo.	Single: \$95/mo. Family: \$190/mo.	\$0

- Employees who have alternate equivalent medical coverage are presently eligible for a \$2,000 **annual waiver of insurance bonus**.
- High-quality, NO COST **dental insurance** for employees and eligible dependents
- High-quality, NO COST **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 assistance with mental health counseling, treatment for alcohol/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
- Bookstore discounts:** 10% discount on new and used books and 20% discount on trade books, supplies, electronics, clothing, gifts and greeting cards
- 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.

In addition to learning more about the College, we thought you might want to research our Lake County community via these web resources:

<http://www.lakevisit.com>

https://www.youtube.com/watch?feature=player_embedded&v=j2hk-M6a3rY