

10-18-17

ARTICLE 16 SALARY

Section 1. Salary Increase

Upon ratification of this Agreement by the parties, the base salary of each faculty member shall be increased two (2%) percent effective August 2~~4~~¹⁸, ~~2016~~²⁰¹⁷ up to the maximum of the assigned salary range indicated in Section 2.

Section 2. Salary Ranges

~~Effective August 18, 2016 for the 2016-17 academic year, faculty salary range minimums and maximums shall be increased by 2%. The ranges for 2017-18 are as follows:~~

Minimum and Maximum Salary Ranges for Academic Year 201~~7~~⁶-1~~8~~⁷

Rank	Minimum Base	Maximum Base
Instructor	\$46,633	\$65,835
Assistant Professor	\$52,229	\$73,735
Associate Professor	\$58,496	\$82,582
Associate Professor, Senior	\$65,514	\$92,490
Professor	\$74,688	\$105,441

Section 3. Doctoral Stipend

Personnel awarded the Doctoral Stipend will have an annual maximum salary as follows effective August 2~~4~~¹⁸, 201~~7~~⁶ (See Article 17, Section 3):

No change of date

Rank	Maximum Salary with Doctoral Stipend
Instructor	\$68,835
Assistant Professor	\$76,735
Associate Professor	\$85,582
Associate Professor, Senior	\$95,490
Professor	\$108,441


October 10, 2017

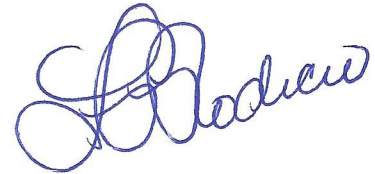


Section 4. **Future Negotiations/Contract Re-Openers**

At least one hundred twenty (120) days prior to August 1, 201~~8~~⁷, the parties will meet to engage in salary/compensation negotiations for the academic year beginning August 201~~8~~⁷.

Section 5.

Where calculated salary increases would otherwise exceed the maximum salary indicated in Section 2, base salary will be increased to the base salary maximum and fifty percent (50%) of any remaining calculated salary increase will be provided in the form of a one-time payment. This one-time payment will be distributed to affected faculty members by February 20, 2014 ~~Dec.~~ 2017.

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October 10, 2017

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ARTICLE 23 DURATION

This Agreement shall be effective as of August 21, 2014, following ratification by the faculty and by the MDC District Board of Trustees, and continue until the last day of the last pay period for the 2017-18 2018-19 academic year.

**District Board of Trustees
Miami Dade College**

**United Faculty of Miami Dade
College Local 4253, FEA, AFT,
AFL-CIO**

BY

BY

CHAIR

PRESIDENT

ATTEST

ATTEST

SECRETARY

SECRETARY

[Signature]
October 10, 2017

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ARTICLE 7 **FACULTY ADVANCEMENT**

Section 5. **Promotion Process**

- A. Faculty Qualifications for Promotion. Faculty members who apply for a promotion in rank following ratification of this Agreement must have been in their current rank for a minimum of three (3) years, must have continuing contract or must have been recommended for continuing contract by their campus president, and must have completed the following graduate credits* in courses and degrees within their academic discipline or another area approved by the College. For faculty with multiple degrees, all credits beyond the first master's degree will count toward promotion. For all master's degrees with more than thirty-six (36) credits, any additional credits will count toward promotion.

1. Professor	Earned Doctorate, or College-approved program**
Associate Professor, Senior	Masters + 39 credits
Associate Professor	Masters + 24 credits
Assistant Professor	Masters + 9 credits

* Exceptions to graduate credits (45 hours = 3 graduate credits) may include non-graduate credits, continuing education units, or other professional training appropriate to the advancement of the discipline/department and approved in advance by the Academic Dean, with the understanding that exceptions to graduate credits for promotion and/or Endowed Chair will be subject to a more stringent evaluation than those for Faculty Professional Development. Response to such requests will be made within ten (10) working days. As a further exception, the College may permit certain Faculty Professional Development programs to count as graduate credits.



Lenore Rodicio, EVP and Provost
Miami Dade College



Elizabeth Ramsay, President
UFMDC