

UNIVERSITY OF GUAM UNIBETSEDÅT GUÅHAN Board of Regents

Resolution No. 21-11

RELATIVE TO CORRECTING THE FACULTY SABBATICAL LEAVE SALARY SCHEDULE

WHEREAS, the University of Guam is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the Western Pacific region;

WHEREAS, pursuant to 17 GCA § 16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel, defined as faculty and administrators;

WHEREAS, sabbatical leave is intended for the mutual benefit of the University and the person granted leave;

WHEREAS, the Sabbatical Leave Salary was last revised on November 19, 2015 pursuant to Resolution 15-35 and which this resolution will supersede;

WHEREAS, the Human Resources Office has determined that an error exists within the Sabbatical Salary Schedule needing correction;

WHEREAS, the schedule in its current form provides no pay adjustment to faculty on sabbatical leave between six to twelve months as intended; and

WHEREAS, the Administration and the BOR Committees on Academic, Personnel, and Tenure, and Budget, Finance, and Audit, having reviewed and discussed the Corrected Faculty Sabbatical Leave Salary Schedule, recommends the enclosed documents to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the Corrected Faculty Sabbatical Leave Salary Schedule attached;

BE IT FURTHER RESOLVED, that the BOR hereby delegates to the President the correction of clerical errors in University policies that have been adopted by the BOR; and

BE IT FURTHER RESOLVED, that the BOR hereby delegates authority to the President to make minor changes (changes affecting one or two positions) to the various salary scales of the University changes with a report back to the BOR of such changes.

Adopted this 22nd day of April, 2021.

Jerold/W. Filush, Chairperson

ATTESTED:

Zala

Thomas W. Krise, Ph.D., Executive Secretary

FACULTY SALARY SCHEDULE Revised: April 22, 2021, BOR RESOLUTION No. 21-11; Supercedes Res No. 15-35 NINE & TWELVE MONTH ACADEMIC EMPLOYEES AS PER BOR RESOLUTION No. 15-35, November 19, 2015 (Recommended for Implementation FY2016) Effective: October 1, 2015			
POSITION <u>TITLE</u>	<u>STEP</u>	NINE-MONTH <u>SALARY</u>	TWELVE-MONTH <u>SALARY</u>
	1	\$30,617	\$39,801
I	2	\$31,549	\$41,013
	3	\$32,527	\$42,284
Assistant Instructor/	4	\$33,553	\$43,619
Extension Agent I	5	\$34,630	\$45,020
	6	\$35,762	\$46,491
	7	\$36,952	\$48,036
	8	\$38,198	\$49,664
	9	\$39,509	\$51,361
	1	\$34,169	\$44,419
II	2	\$35,264	\$45,845
	3	\$36,418	\$47,343
	4	\$37,629	\$48,917
	5	\$38,899	\$50,569
	6	\$40,234	\$52,302
	7	\$41,633	\$54,122
	8	\$43,105	\$56,037
	9	\$44,648	\$58,043
	10	\$46,272	\$60,152
	11	\$47,976	\$62,368
Instructor/	12	\$49,764	\$64,694
Extension Agent II	13	\$51,645	\$67,139
	14	\$53,623	\$69,710
	15	\$55,703	\$72,414
	16	\$57,892	\$75,261
	17	\$60,195	\$78,256
	18	\$62,622	\$81,409
	19	\$65,177	\$84,731
	20	\$67,869	\$88,231
	1	\$39,473	\$51,314
III	2	\$40,805	\$53,047
	3	\$42,205	\$54,866
	4	\$43,673	\$56,774
	5	\$45,218	\$58,784
	6	\$46,837	\$60,889
	7	\$48,539	\$63,101
	8	\$50,326	\$65,424
	9	\$52,203	\$67,864
	10	\$54,169	\$70,421
	11	\$56,237	\$73,109
Assistant Professor/	12	\$58,409	\$75,932
Extension Agent III	13	\$60,689	\$78,896
	10	\$63,084	\$82,008
	15	\$65,596	\$85,276
	16	\$68,237	\$88,707
	17	\$71,006	\$92,307
	18	\$73,917	\$96,092
	19	\$76,973	\$100,066
	20	\$80,182	\$104,238

Page 2
Faculty Salary Schedule

	1	\$43,703	\$56,813
IV	2	\$45,269	\$58,848
	3	\$46,913	\$60,987
	4	\$48,641	\$63,232
	5	\$50,454	\$65,590
	6	\$52,356	\$68,062
	7	\$54,354	\$70,659
	8	\$56,453	\$73,387
	9	\$58,656	\$76,252
	10	\$60,969	\$79,261
Associate Professor/	11	\$63,398	\$82,419
Extension Agent IV	12	\$65,950	\$85,736
Extension Agent IV	13	\$68,628	\$89,215
	14	\$71,440	\$92,874
	15	\$74,395	\$96,714
	16	\$77,498	\$100,746
	17	\$80,751	\$104,647
	18	\$83,173	\$108,125
	19	\$85,669	\$111,369
	20	\$88,238	\$114,709
			* (2,440
	1	\$53,399	\$69,419
V	2	\$55,438	\$72,068
	3	\$57,578	\$74,852
	4	\$59,826	\$77,773
	5	\$62,186	\$80,842
	6	\$64,664	\$84,062
	7	\$67,267	\$87,446
	8	\$69,995	\$90,994
	9	\$72,865	\$94,725
	10	\$75,879	\$98,643
Professor/	11	\$79,042	\$102,755
Extension Specialist	12	\$82,361	\$107,069
	13	\$84,830	\$110,280
	14	\$87,377	\$113,589
	15	\$89,999	\$116,998
	16	\$92,699	\$120,508
	17	\$95,480	\$124,124
	18	\$98,343	\$127,846
	19	\$101,294	\$131,683
	20	\$104,333	\$135,632

1. This Faculty Salary Schedule is for nine-month and twelve-month faculty. Compensation for both nine-month and twelve month faculty shall continue to be at parity as per the BOR-GFT Agreement Article VII. F.

2. All faculty in the ranks of Instructor/Extension Agent II and Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV may reach Step 16 of the respective ranks. All faculty have the potential to reach Step 20 of the Professional/Extension Specialist rank.

3. Additionally, absent extraordinary circumstances, Steps 17 and above at the Instructor/Extension Agent II and Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV ranks (bolded/shaded area) are reserved for hard-hire positions. See HRO for procedures using hard-to-hire scale for any faculty rank.

4. The ability for all faculty to reach Step 20 of the Professor/Extension Specialist rank replaces the policy of increment eligibility every three years for Step 12 at this rank. This shall mean that the salary at Professor/Extension Specialist Step 20 is the highest nine-month faculty salary that can be achieved at the University. Absent extraordinary circumstances, Steps 17 and above at Assistant Professor/Extension Agent III and Associate Professor/Extension Agent IV (shaded area) are reserved for hard-to-hire positions with a terminal degree. See HRO for procedures using the hard-to-hire scale for any faculty rank.

5. A Faculty when promoted to the next faculty rank, shall receive a salary increase closer to and not less than a two-step salary increase in the faculty rank held prior to the promotion.

SABBATICAL SALARY SCHEDULE A Revised: April 22, 2021, BOR RESOLUTION No. 21-11; Supersedes Res No. 15-35 NINE & TWELVE MONTH ACADEMIC EMPLOYEES AS PER BOR RESOLUTION No. 15-35, November 19, 2015 (Recommended for Implementation FY2016) Effective: October 1, 2015			
POSITION <u>TITLE</u>	STEP	NINE-MONTH <u>SALARY</u>	TWELVE-MONTH <u>SALARY</u>
	1	\$30,617	\$39,801
Ι	2	\$31,549	\$41,013
	3	\$32,527	\$42,284
Assistant Instructor/	4	\$33,553	\$43,619
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	13	\$51,645	\$67,139
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	15	\$55,703	\$72,414
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	18	\$62,622	\$78,238
	19	\$65,177	\$84,731
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		. ,	
	1	\$39,473	\$51,314
III	2	\$40,805	\$53,047
	3	\$42,205	\$54,866
	4	\$43,673	\$56,774
	5	\$45,218	\$58,784
	6	\$46,837	\$60,889
	7 8	\$48,539	\$63,101 \$65,424
	9	\$50,326 \$52,203	\$65,424 \$67,864
	10	\$52,203	\$70,421
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Assistant Professor/	11 12	\$58,409	\$75,932
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Page 2 Sabbatical Salary Schedule A

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	5	\$50,454	\$65,590
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	7	\$54,354	\$70,659
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	15	\$74,395	\$96,714
	16	\$77,498	\$100,746
	17	\$80,751	\$104,647
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Extension specialist	10	\$84,830	\$110,280
	13		
	14	\$87,377	\$113,589
	14 15	\$87,377 \$89,999	\$113,589 \$116,998
	14 15 16	\$87,377 \$89,999 \$92,699	\$113,589 \$116,998 \$120,508
	14 15 16 17	\$87,377 \$89,999 \$92,699 \$95,480	\$113,589 \$116,998 \$120,508 \$124,124
	14 15 16 17 18	\$87,377 \$89,999 \$92,699 \$95,480 \$98,343	\$113,589 \$116,998 \$120,508 \$124,124 \$127,846
	14 15 16 17	\$87,377 \$89,999 \$92,699 \$95,480	\$113,589 \$116,998 \$120,508 \$124,124

1. This Faculty Salary Schedule is for nine-month and twelve-month faculty. Compensation for both nine-month and twelve month faculty shall continue to be at parity as per the BOR-GFT Agreement Article VII. F.

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POSITION <u>TITLE</u>	STEP	NINE-MONTH SALARY	TWELVE-MONTH <u>SALARY</u>	
	1	\$20,411	\$26,534	
Ι	2	\$21,033	\$27,342	
	3	\$21,685	\$28,189	
Assistant Instructor/	4	\$22,369	\$29,079	
Extension Agent I	5	\$23,087	\$30,013	
	6	\$23,841	\$30,994	
	7	\$24,635	\$32,024	
	8	\$25,465	\$33,109	
	9	\$26,339	\$34,241	
	1	\$22,779	\$29,613	
II	2	\$23,509	\$30,563	
	3	\$24,279	\$31,562	
	4	\$25,086	\$32,611	
	5	\$25,933	\$33,713	
	6	\$26,823	\$34,868	
	7	\$27,755	\$36,081	
	8	\$28,737	\$37,358	
	9	\$29,765	\$38,695	
	10	\$30,848	\$40,101	
Instructor/	11	\$31,984	\$41,579	
Extension Agent II	12	\$33,176	\$43,129	
_	13	\$34,430	\$44,759	
	14	\$35,749	\$46,473	
	15	\$37,135	\$48,276	
	16	\$38,595	\$50,174	
	17	\$40,130	\$52,171	
	18	\$41,748	\$54,273	
	<u>19</u> 20	\$43,451 \$45,246	\$56,487 \$58,821	
	20	\$43,240	\$30,021	
	1	\$26,315	\$34,209	
III	2	\$27,203	\$35,365	
	3	\$28,137	\$36,577	
	4	\$29,115	\$37,849	
	5	\$30,145	\$39,189	
	6	\$31,225	\$40,593	
	7	\$32,359	\$42,067	
	8	\$33,551	\$43,616	
	9	\$34,802	\$45,243	
	10	\$36,113	\$46,947	
Assistant Professor/	11	\$37,491	\$48,739	
Extension Agent III	12	\$38,939	\$50,621	
	13	\$40,459	\$52,597	
	14	\$42,056	\$54,672	
	15	\$43,731	\$56,851	
	16	\$45,491	\$59,138	
	17	\$47,337	\$61,538	
	18	\$49,278	\$64,061	
	<u>19</u> 20	\$51,315 \$53,455	\$66,711 \$69,492	

Page 2 Sabbatical Salary Schedule B

	1	\$29,135	\$37,875
IV	2	\$30,179	\$39,232
	3	\$31,275	\$40,658
	4	\$32,427	\$42,155
	5	\$33,636	\$43,727
	6	\$34,904	\$45,375
	7	\$36,236	\$47,106
	8	\$37,635	\$48,925
	9	\$39,104	\$50,835
	10	\$40,646	\$52,841
	11	\$42,265	\$54,946
Associate Professor/ Extension Agent IV	12	\$43,967	\$57,157
Extension Agent IV	13	\$45,752	\$59,477
	14	\$47,627	\$61,916
	15	\$49,597	\$64,476
	16	\$51,665	\$67,164
	17	\$53,834	\$69,765
	18	\$55,449	\$72,083
	19	\$57,113	\$74,246
	20	\$58,825	\$76,473
	1	\$35,599	\$46,279
V	2	\$36,959	\$48,045
	3	\$38,385	\$49,901
	4	\$39,884	\$51,849
	5	\$41,457	\$53,895
	6	\$43,109	\$56,041
	7	\$44,845	\$58,297
	8	\$46,663	\$60,663
	8 9	\$46,663 \$48,577	\$60,663 \$63,150
	8 9 10	\$46,663 \$48,577 \$50,586	\$60,663 \$63,150 \$65,762
Professor/	8 9 10 11	\$46,663 \$48,577 \$50,586 \$52,695	\$60,663 \$63,150 \$65,762 \$68,503
Professor/ Extension Specialist	8 9 10 11 12	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379
Professor/ Extension Specialist	8 9 10 11 12 13	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907 \$56,553	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379 \$73,520
	8 9 10 11 12 13 14	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907 \$56,553 \$58,251	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379 \$73,520 \$75,726
	8 9 10 11 12 13 14 15	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907 \$56,553 \$58,251 \$59,999	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379 \$73,520 \$75,726 \$77,999
	8 9 10 11 12 13 14 15 16	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907 \$56,553 \$58,251 \$59,999 \$61,799	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379 \$73,520 \$75,726 \$77,999 \$80,339
	8 9 10 11 12 13 14 15 16 17	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907 \$56,553 \$58,251 \$59,999 \$61,799 \$63,653	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379 \$73,520 \$75,726 \$77,999 \$80,339 \$82,749
	8 9 10 11 12 13 14 15 16 17 18	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907 \$56,553 \$58,251 \$59,999 \$61,799 \$63,653 \$65,562	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379 \$73,520 \$75,726 \$77,999 \$80,339 \$82,749 \$85,231
	8 9 10 11 12 13 14 15 16 17	\$46,663 \$48,577 \$50,586 \$52,695 \$54,907 \$56,553 \$58,251 \$59,999 \$61,799 \$63,653	\$60,663 \$63,150 \$65,762 \$68,503 \$71,379 \$73,520 \$75,726 \$77,999 \$80,339 \$82,749

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