



**UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
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

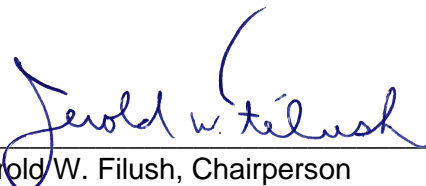
WHEREAS, the Administration and the BOR Committees on Academic, Personnel, and Tenure, and Budget, Finance, and Audit, having reviewed and discussed the Corrected Faculty Sabbatical Leave Salary Schedule, recommends the enclosed documents to the BOR for approval.

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:



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 TITLE	STEP	NINE-MONTH SALARY	TWELVE-MONTH SALARY
I Assistant Instructor/ Extension Agent I	1	\$30,617	\$39,801
	2	\$31,549	\$41,013
	3	\$32,527	\$42,284
	4	\$33,553	\$43,619
	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
II Instructor/ Extension Agent II	1	\$34,169	\$44,419
	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
	12	\$49,764	\$64,694
	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	
III Assistant Professor/ Extension Agent III	1	\$39,473	\$51,314
	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
	12	\$58,409	\$75,932
	13	\$60,689	\$78,896
14	\$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	

IV Associate Professor/ Extension Agent IV	1	\$43,703	\$56,813
	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
	11	\$63,398	\$82,419
	12	\$65,950	\$85,736
	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
V Professor/ Extension Specialist	1	\$53,399	\$69,419
	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
	11	\$79,042	\$102,755
	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
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I Assistant Instructor/ Extension Agent I	1	\$20,411	\$26,534
	2	\$21,033	\$27,342
	3	\$21,685	\$28,189
	4	\$22,369	\$29,079
	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
II Instructor/ Extension Agent II	1	\$22,779	\$29,613
	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
	11	\$31,984	\$41,579
	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	
19	\$43,451	\$56,487	
20	\$45,246	\$58,821	
III Assistant Professor/ Extension Agent III	1	\$26,315	\$34,209
	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
	11	\$37,491	\$48,739
	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	
19	\$51,315	\$66,711	
20	\$53,455	\$69,492	

