



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/25/2016.

THIS AGREEMENT, entered into this 27th day of July, 2016, by and between Stephen F. Austin State University of Nacogdoches, Texas, and

Olson Beal, Heather
SFA Box 13018
Nacogdoches TX 75962-3018

FIRST: Title/Rank Asse Professor Department Secondary Education
at Stephen F. Austin State University during the academic/fiscal year 2017, effective 09/01/2016
at a salary of \$63,229.02

Organization	Orgn Title	% Time	Contract Amount	Beginning Date	Ending Date
22500	Secondary Education	100%	\$63,229.02	09/01/2016	05/31/2017

Special Pay Comments:

SECOND: The contract is for the following type position:

X Tenured _ Non-tenured but tenure track _ Non-tenure Track _ Terminal

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

Regardless of other provisions in this contract, if the university implements furloughs or other cost saving measures for its employees in order to meet an urgent or immediate budgetary need for cost reductions or for any other reason, this appointment shall be subject to those furloughs and/or other cost saving measures.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University.

Accepted by: Heather Olson Beal

Date: 8/16/16

Stephen H. Bullard

STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Steven H. Bullard
Provost/Vice President for Academic Affairs
Date: July 27, 2016



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/26/2015.

THIS AGREEMENT, entered into this 29th day of July, 2015, by and between Stephen F. Austin State University of Nacogdoches, Texas, and

Olson Beal, Heather
SFA Box 13018
Nacogdoches TX 75962-3018

FIRST: Title/Rank Assc Professor Department Secondary Education
at Stephen F. Austin State University during the academic/fiscal year 2016, effective 09/01/2015
at a salary of \$61,989.24

<u>Organization</u>	<u>Orgn Title</u>	<u>% Time</u>	<u>Contract Amount</u>	<u>Beginning Date</u>	<u>Ending Date</u>
22500	Secondary Education	100%	\$61,989.24	09/01/2015	05/31/2016

Special Pay Comments:

SECOND: The contract is for the following type position:

X Tenured _ Non-tenured but tenure track _ Non-tenure Track Terminal

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

Regardless of other provisions in this contract, if the university implements furloughs or other cost saving measures for its employees in order to meet an urgent or immediate budgetary need for cost reductions or for any other reason, this appointment shall be subject to those furloughs and/or other cost saving measures.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University.

Accepted by:

Heather Olson Beal

Date:

8/25/15

Steven H. Bullard

STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Steven H. Bullard
Interim Provost and Vice President for Academic Affairs
Date: July 29, 2015



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/26/2014.

THIS AGREEMENT, entered into this 29th day of July, 2014, by and between Stephen F. Austin State University of Nacogdoches, Texas, and

Olson Beal, Heather
SFA Box 13018
Nacogdoches TX 75962-3018

FIRST: Title/Rank Assc Professor Department Secondary Education
at Stephen F. Austin State University during the academic/fiscal year 2015, effective 09/01/2014
at a salary of \$59,792.67

<u>Organization</u>	<u>Orgn Title</u>	<u>% Time</u>	<u>Contract Amount</u>	<u>Beginning Date</u>	<u>Ending Date</u>
22500	Secondary Education	100%	\$59,792.67	09/01/2014	05/31/2015

Special Pay Comments:

SECOND: The contract is for the following type position:

X Tenured _ Non-tenured but tenure track _ Non-tenure Track Terminal

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

Regardless of other provisions in this contract, if the university implements furloughs or other cost saving measures for its employees in order to meet an urgent or immediate budgetary need for cost reductions or for any other reason, this appointment shall be subject to those furloughs and/or other cost saving measures.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University.

Accepted by:

Heather K Olson Beal

Date:

8/18/14

Richard Berry
STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Richard Berry
Provost/Vice President for Academic Affairs
Date: July 29, 2014



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/23/2013.

THIS AGREEMENT, entered into this 17th day of July, 2013, by and between Stephen F. Austin State University of Nacogdoches, Texas, and

Olson Beal, Heather
SFA Box 13018
Nacogdoches TX 75962-3018

FIRST: Title/Rank Asst Professor Department Secondary Education
at Stephen F. Austin State University during the academic/fiscal year 2014, effective 09/01/2013
at a salary of \$55,407

<u>Orgn</u>	<u>Orgn Title</u>	<u>Job Title</u>	<u>% Time</u>	<u>Contract Amount</u>	<u>Beginning Date</u>	<u>Ending Date</u>
22500	Secondary Education	Asst Professor	100%	\$55,407	09/01/2013	05/31/2014

Special Pay Comments:

SECOND: The contract is for the following type position:

Tenured Non-tenured but tenure track Non-tenure Track Terminal

YOU HAVE 5 YEAR(S) CREDIT TOWARD TENURE.

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

Regardless of other provisions in this contract, if the university implements furloughs or other cost saving measures for its employees in order to meet an urgent or immediate budgetary need for cost reductions or for any other reason, this appointment shall be subject to those furloughs and/or other cost saving measures.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University.

Accepted by:

Heather K Olson Beal

Date:

8/2/13

Richard Berry

STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Richard Berry
Provost/Vice President for Academic Affairs
Date: July 17, 2013



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/24/2012.

THIS AGREEMENT, entered into this 17th day of July, 2012, by and between Stephen F. Austin State University of Nacogdoches, Texas, and

Olson Beal, Heather
SFA Box 13018
Nacogdoches TX 75962-3018



FIRST: Title/Rank Asst Professor Department Secondary Education
at Stephen F. Austin State University during the academic/fiscal year 2013, effective 09/01/2012
at a salary of \$52,236

<u>Organization</u>	<u>Orgn Title</u>	<u>% Time</u>	<u>Contract Amount</u>	<u>Beginning Date</u>	<u>Ending Date</u>
22500	Secondary Education	100%	\$52,236	09/01/2012	05/31/2013

Special Pay Comments:

SECOND: The contract is for the following type position:

Tenured Non-tenured but tenure track Non-tenure Track Terminal

YOU HAVE 4 YEAR(S) CREDIT TOWARD TENURE.

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

Regardless of other provisions in this contract, if the university implements furloughs or other cost saving measures for its employees in order to meet an urgent or immediate budgetary need for cost reductions or for any other reason, this appointment shall be subject to those furloughs and/or other cost saving measures.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University.

Accepted by:

Heather Olson Beal

Date:

8/22/12

Richard Berry
STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Richard Berry
Provost/Vice President for Academic Affairs
Date: July 17, 2012



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/26/2011.

THIS AGREEMENT, entered into this 22nd day of July, 2011, by and between Stephen F. Austin State University of Nacogdoches, Texas, and

Olson Beal, Heather
SFA Box 13018
Nacogdoches TX 75962-3018

FIRST: Title/Rank Asst Professor Department Secondary Education
at Stephen F. Austin State University during the academic/fiscal year 2012, effective 09/01/2011
at a salary of \$50,469.93

<u>Organization</u>	<u>Orgn Title</u>	<u>% Time</u>	<u>Contract Amount</u>	<u>Beginning Date</u>	<u>Ending Date</u>
22500	Secondary Education	100%	\$50,469.93	09/01/2011	05/31/2012

Special Pay Comments:

SECOND: The contract is for the following type position:

Tenured Non-tenured but tenure track Non-tenure Track Terminal

YOU HAVE 3 YEAR(S) CREDIT TOWARD TENURE.

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

Regardless of other provisions in this contract, if the university implements furloughs or other cost saving measures for its employees in order to meet an urgent or immediate budgetary need for cost reductions or for any other reason, this appointment shall be subject to those furloughs and/or other cost saving measures.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University.

Accepted by:

Heather K Olson Beal

Date:

8/26/11

Dr. Richard Berry

STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Richard Berry
Provost/Vice President for Academic Affairs
Date: July 22, 2011



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/28/2010.

THIS AGREEMENT, entered into this 9th day of August, 2010, by and between Stephen F. Austin State University of Nacogdoches, Texas, and

OLSON BEAL, HEATHER KATHLEEN
BOX 13018
NACOGDOCHES TX 75962-301

FIRST: Title/Rank ASST PROFESSOR Department SECONDARY EDUCATION
at Stephen F. Austin State University during the academic/fiscal year 2011, effective 09/01/2010

at a salary of \$50,470.

Account No.	Account Name	%Time	Contract Amount	Beginning Date	Ending Date
102300	SECONDARY EDUCATION	100%	\$50,470	09/01/2010	05/31/2011

Special Pay Comments:

SECOND: The contract is for the following type position:

Tenured Non-tenured but tenure track Non-tenure Track Terminal
YOU HAVE 02 YEAR(S) CREDIT TOWARD TENURE.

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University.

Accepted by:

Heather K Olson Beal
8/12/10

Date:

Richard Berry
STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Richard Berry
Provost/Vice President for Academic Affairs
Date: 08/09/2010



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/28/2009 .

THIS AGREEMENT, entered into this 10th day of August , 2009 , by and between Stephen F. Austin State University of Nacogdoches, Texas, and

OLSON BEAL, HEATHER KATHLEEN
BOX 13018
NACOGDOCHES TX 75962-301

FIRST: Title/Rank **ASST PROFESSOR** Department **SECONDARY EDUCATION**
at Stephen F. Austin State University during the academic/fiscal year 2010 , effective 09/01/2009

at a salary of \$50,470.

Account No.	Account Name	%Time	Contract Amount	Beginning Date	Ending Date
102300	SECONDARY EDUCATION	100%	\$50,470	09/01/2009	05/31/2010

Special Pay Comments:

SECOND: The contract is for the following type position:

Tenured Non-tenured but tenure track Non-tenure Track Terminal
YOU HAVE 01 YEAR(S) CREDIT TOWARD TENURE.

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University

Accepted by:

Heather K. Olson Beal

Date:

8/26/09

Dr. Richard Berry
STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Richard Berry
Provost/Vice President for Academic Affairs
Date: 08/10/2009



FACULTY CONTRACT

Please check this contract for accuracy. Sign and date to indicate your acceptance. The University is not responsible for any clerical errors. If this information is not complete and/or correct, please notify your department chair immediately. Return the original to your Dean by 08/28/2008 .

THIS AGREEMENT, entered into this 27th day of August , 2008 , by and between Stephen F. Austin State University of Nacogdoches, Texas, and

OLSON BEAL, HEATHER KATHLEEN
SFASU BOX 13018
NACOGDOCHES TX 75962-301

FIRST: Title/Rank ASST PROFESSOR Department SECONDARY EDUCATION
at Stephen F. Austin State University during the academic/fiscal year 2009 , effective 09/01/2008

at a salary of \$49,000 .

Account No.	Account Name	%Time	Contract Amount	Beginning Date	Ending Date
102300	SECONDARY EDUCATION	100%	\$49,000	09/01/2008	05/31/2009

Special Pay Comments:

SECOND: The contract is for the following type position:

Tenured Non-tenured but tenure track Non-tenure Track Terminal
YOU HAVE 00 YEAR(S) CREDIT TOWARD TENURE.

THIRD: Special provisions/responsibilities, if any:

To the extent funds are available and approved by the Board of Regents, mid year raises may be awarded during a contract period.

FOURTH: By accepting this contract the faculty member agrees to abide by the policies of the University

Accepted by:

Heather K Olson Beal

Date:

8/26/08

Dr. Richard Berry

STEPHEN F. AUSTIN STATE UNIVERSITY
Dr. Richard Berry
Provost/Vice President for Academic Affairs
Date: 07/28/2008