SOUTH FLORIDA STATE COLLEGE

SALARY SCHEDULE

2017-18

Approved by the District Board of Trustees
May 24, 2017
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INTRODUCTION

The 2016-17 Salary Schedule for South Florida State College personnel immediately follows this introduction. It is divided into six sections, in the following employee classification sequence: 1) Career Service, 2) Professional Staff, 3) Part-Time, 4) Faculty, 5) Administrative, and 6) Salary Supplements (stipends).

Employees hired prior to February 1st and whose performance evaluations are satisfactory will be eligible for regular across-the-board increases as approved by the District Board of Trustees and in accordance with the current salary schedule. Increases typically become effective July 1st for staff and at the beginning of the new academic year for faculty. Upon recommendation of the President and at the discretion of the District Board of Trustees, a non-recurring salary increase to all eligible employees may be awarded at any time during the fiscal year (July 1 through June 30), contingent upon available funds. This non-recurring salary increase may be in addition to or in lieu of a regular salary increase.

In order to maintain a competitive salary schedule, an in-depth salary study is conducted periodically within the market area for positions in each classification. The study is reviewed by a committee appointed by the President to make recommendations for any needed adjustments in minimum and maximum salary levels. Adjustments to the salary schedule are contingent upon approval by the District Board of Trustees and may be phased in over multiple years as funding permits.

Requests for new positions, classification changes, and level changes must be submitted to the Director of Human Resources on the South Florida State College “Position Request” form. The request must include justification and a current or proposed position description. The Director of Human Resources will review the request and recommend a salary level in accordance with the Salary Schedule to the appropriate Executive Administrator.
CAREER SERVICE EMPLOYEES

Positions within this classification are eligible for overtime compensation and require limited educational attainment and/or managerial skills. Positions are assigned to one of four levels, depending upon the relative complexity and level of responsibility of the tasks involved.

Initial Salary Determination: Full-time employees are initially assigned to a salary within the appropriate level based upon the following criteria:

1. The minimum salary within the level is the base salary for the position.
2. Two percent may be granted for each year of relevant full-time work experience, up to a maximum of six (6) years or twelve percent above the base salary for the position.
3. A higher salary may be granted for unusual expertise, skill, or value to the College at the discretion of the President.

Salary Adjustments: Area administrators may recommend a current employee to be assigned to a different level and/or salary based upon a significant change in job responsibilities using the “Position Request” form. Such recommendations will be reviewed by the Director of Human Resources and forwarded to the appropriate Executive Administrator for approval. Also, employees receiving satisfactory or above satisfactory ratings on their annual evaluations are eligible for an annual increase in salary in those years in which an increase is awarded, if the current salary plus raise does not exceed the maximum salary for their position’s classification level.

Positions and Salary Ranges: Positions established within the four basic Career Service classifications include those listed on the next page. Newly established positions will be assigned to the appropriate level as recommended by the Director of Human Resources and approved by the appropriate Executive Administrator. An employee’s salary (exclusive of overtime and stipend pay) may not exceed the maximum salary assigned to the level within which his/her position is classified.

The Career Service Employee Salary Schedule is based on 12-month, year-round employment. Salaries for positions established for fewer than 12 months will be calculated by deducting 1/12th of the appropriate salary level for each month fewer than 12.
### LEVEL ONE

**Position Titles:**
- Auxiliary Aide
- Student Worker

**Salary Range:** $16,848 - $24,000

### LEVEL TWO

**Position Titles:**
- Administrative Assistant I
- Clerk
- Courier
- Custodian
- Evening Assistant
- Events Facilitator
- Food Service Worker
- General Maintenance
- Library Assistant I
- Receptionist
- Staff Assistant I
- Switchboard Operator

**Salary Range:** $17,886 - $29,620

### LEVEL THREE

**Position Titles:**
- Accounts Payable Specialist
- Administrative Assistant II
- Backstage Attendant
- Box Office Cashier
- Career Center Specialist
- Cashier
- Cultural Programs Assistant
- Data Specialist
- eLearning Assistant
- Financial Aid Specialist
- GPS Orientation Specialist
- Grounds Maintenance
- Lead Custodian
- Lead Evening Maintenance
- Lead Grounds Maintenance
- Library Assistant II
- Night Auditor
- Office Manager
- Personnel Specialist
- Purchasing Specialist
- Revenues and Receivables Specialist
- Security
- Specialized Maintenance
- Staff Assistant II
- Technical Assistant, Cultural Programs
- Welcome Center Support Assistant

**Salary Range:** $20,268 - $33,376

### LEVEL FOUR

**Position Titles:**
- Academic Support Liaison
- Accountant
- Accounting Specialist
- Administrative Assistant III
- Community Relations Specialist
- Cultural Programs Specialist
- Curriculum Assistant
- Energy Management Specialist
- Executive Assistant
- Financial Services Specialist
- Front Office Manager, Dental Clinic
- Grants Development Specialist
- Health Sciences Specialist
- Instructional Designer/Technologist
- Lead Maintenance, Campus or Center
- Maintenance Technician
- Security Supervisor
- Student Data Systems Specialist
- TLC Specialist

**Salary Range:** $22,927 - $39,922
PROFESSIONAL STAFF

This classification includes those College employees who are responsible for supervising the work of a number of other employees and/or those College employees whose work requires a high level of technical knowledge and skill. Most Professional Staff positions require a bachelor's degree or higher. Positions in this classification are exempt from overtime compensation and compensatory time.

Initial Salary Determination: The starting salary of full-time Professional Staff will be established after careful review of applicable experience, educational attainments, and the value of the position to the institution as determined by the Director of Human Resources within the range approved for the position.

Salary Adjustments: Area Administrators may recommend a salary increase for current employees who have obtained additional related education or training, or whose positions have seen significant change in job responsibilities. Such recommendations will be reviewed by the Director of Human Resources and forwarded to the appropriate Executive Administrator for approval. Employees receiving satisfactory or above satisfactory ratings on their annual evaluations are eligible for an annual increase in salary in those years in which an increase is awarded, if the current salary plus raise does not exceed the maximum salary for their position's classification level.

Professional Staff positions may be established for fewer than 12 months with appropriate salaries determined by the Director of Human Resources.

Positions and Salary Ranges: Positions established within this classification are divided into three basic levels as listed below. Newly established positions will be assigned to the appropriate level as recommended by the Director of Human Resources and approved by the appropriate Executive Administrator. An employee's salary (exclusive of overtime or stipend pay) may not exceed the maximum salary assigned to the level within which his/her position is classified.

**LEVEL ONE**

**SALARY RANGE $26,000 - $50,000**

- Benefits Coordinator
- Cafeteria Manager
- Case Manager
- College Recruiter
- College Success Coach
- Coordinator, Accounting
- Coordinator, Admissions
- Coordinator, Building Maintenance, Remodeling, and Renovations
- Coordinator, Community Relations
- Coordinator, Corporate and Community Education
- Coordinator, ESOL
- Coordinator, Farmworker Career Development Program
- Coordinator, Financial Aid
- Coordinator, Financial Services
- Coordinator, Grounds Maintenance
- Coordinator, Multimedia Development and Support
- Coordinator, Panther Youth Partners
- Coordinator, Physical Plant Operations
- Coordinator, Purchasing
- Coordinator, Student Support Services
- End User Support Analyst I
- End User Support Analyst II
- Executive Assistant to the President
- Financial Aid Advisor
- Fitness Center Trainer
- Front Desk Manager
- Network Systems Analyst
- Network Systems Associate
- Physical Plant Operations Specialist
- Program Specialist
- Project Specialist
- Resource Development Specialist
- Senior Accountant
- Software Security Specialist
- Student Services Advisor
- Supervisor, Jacaranda Maintenance
- Technical Program Assistant, Financial Aid
- Testing Specialist

PROFESSIONAL STAFF (continued)
LEVEL TWO

SALARY RANGE: $36,000 - $60,000

- Assistant Registrar
- Coordinator, Student and Academic Success
- Coordinator, Cultural Programs
- Coordinator, Curriculum Support
- Coordinator, Human Resources Operations
- Coordinator, Internal Communications
- Coordinator, Residence Life and Title IX
- Coordinator, Retired and Senior Volunteer (RSVP)
- Coordinator, Student Life
- Coordinator, Take Stock in Children Program
- Institutional Planning, Research and Assessment Associate
- Interim Director, Testing/Assessment
- Reports Coordinator

LEVEL THREE

SALARY RANGE: $47,476 - $92,884

- Application Software Developer
- Athletic Director
- Coordinator, Criminal Justice Training
- Coordinator, Information Technology
- Coordinator, Restricted Accounting
- Director, Adult Education and Technical Dual Enrollment
- Director, Career Development Center
- Director, Corporate and Community Education
- Director, Criminal Justice Programs
- Director, eLearning
- Director, EMS and Fire Science Programs
- Director, Information Technology
- Director, Financial Aid
- Director, Grants Development and Federal Relations
- Director, HSI-STEM Program
- Director, Nursing Education
- Director, Outreach and Academic Support
- Director, Radiography
- Director, Safety and Security
- Director, Student Support Services
- Director, Testing/Assessment
- Director, Xcel-IT Program
- Executive Chef
- Head Coach
- General Manager, Hotel Jacaranda
- MOFAC Curator
- Technical Director, Cultural Programs
PART-TIME SALARY RATES

Career Service and Professional Staff employees employed on a part-time basis (less than 40 hours per week) will be paid at an hourly rate. For established Career Service positions (indicated on page 5), the hourly rate for initial placement will be determined by dividing the base salary for the parallel full-time position by 2,080 hours. The results are provided below. The hourly rate for initial placement of Professional Staff will be established after careful review of applicable experience, educational attainments, and the value of the position to the institution as determined by the Director of Human Resources within the range approved for the position. Also listed are several special, temporary, or as-needed positions with pre-determined hourly rates.

<table>
<thead>
<tr>
<th>POSITION/CLASSIFICATION</th>
<th>HOURLY RATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Established Positions:</td>
<td></td>
</tr>
<tr>
<td>Career Service, Level One</td>
<td>$8.10*</td>
</tr>
<tr>
<td>Career Service, Level Two</td>
<td>$8.60</td>
</tr>
<tr>
<td>Career Service, Level Three</td>
<td>$9.74</td>
</tr>
<tr>
<td>Career Service, Level Four</td>
<td>$11.02</td>
</tr>
<tr>
<td>Professional Staff</td>
<td>$12.50 - $44.65</td>
</tr>
<tr>
<td>Special, Temporary, or As-Needed Positions:</td>
<td></td>
</tr>
<tr>
<td>Front Desk Clerk**</td>
<td>$8.76</td>
</tr>
<tr>
<td>Lifeguard</td>
<td>$8.50</td>
</tr>
<tr>
<td>Panther Mascot (minimum 3 hours per event)</td>
<td>$8.50</td>
</tr>
<tr>
<td>Tutor</td>
<td>$9.00 - $10.50</td>
</tr>
<tr>
<td>Youth Activity/Camp Positions:</td>
<td></td>
</tr>
<tr>
<td>Leader</td>
<td>$16.80</td>
</tr>
<tr>
<td>Assistant</td>
<td>$12.60</td>
</tr>
<tr>
<td>Worker</td>
<td>$8.50</td>
</tr>
<tr>
<td>Aide</td>
<td>$8.10*</td>
</tr>
<tr>
<td>Sports Camp Student Assistant</td>
<td>$8.10*</td>
</tr>
<tr>
<td>Cultural Programs:</td>
<td></td>
</tr>
<tr>
<td>Production Assistant I</td>
<td>$12.72</td>
</tr>
<tr>
<td>Production Assistant II</td>
<td>$13.80 - $14.21</td>
</tr>
<tr>
<td>Events Technician/Technical Specialist**</td>
<td>$13.80</td>
</tr>
<tr>
<td>Catering Assistant</td>
<td>$10.00</td>
</tr>
<tr>
<td>Usher (Auditorium Rentals; min. 3 hours)</td>
<td>$12.00</td>
</tr>
<tr>
<td>Work/Study Student</td>
<td>$8.10*</td>
</tr>
<tr>
<td>Florida Work Experience Program (F.W.E.P.) Student</td>
<td>$8.35</td>
</tr>
</tbody>
</table>

* Federal or State of Florida minimum wage level (whichever is higher), subject to change.

** May be classified as a regularly-established position for Florida Retirement System (FRS) purposes and eligibility for annual increases when awarded.

The President may approve special, part-time assignments and establish the appropriate compensation.
FACULTY

Full-time instructional Faculty, Counselors, and Librarians are classified in four levels depending upon the educational level and rank attained in the field of assigned responsibility as defined in South Florida State College’s Professional Standards. Faculty are initially assigned to a salary within the appropriate level based upon the following criteria:

1. The minimum salary within the level is the base salary for the position.
2. Two percent may be granted for each year of directly related full-time work experience prior to SFSC employment up to a maximum of six (6) years or twelve (12) percent above the base salary for the position.
3. A higher salary may be granted for unusual expertise, skill, or value to the College at the discretion of the President.

Salary Adjustments: Current employees receiving satisfactory or above satisfactory ratings on their annual evaluations are eligible for an annual increase in salary in those years in which an increase is awarded, if the current salary plus raise does not exceed the maximum salary for the assigned level. Faculty in continuing contract positions will be awarded a 3% increase upon achievement of continuing contract status at SFSC. An additional 5% will be awarded to faculty on continuing contract after the completion of 10 years of faculty service at SFSC. Also, faculty earning approved advancement in rank under Procedure 5061, Advancement in Rank of Faculty, will be compensated as follows:

<table>
<thead>
<tr>
<th>Rank IV to Rank IIIB</th>
<th>5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rank IV to Rank III</td>
<td>10%</td>
</tr>
<tr>
<td>Rank III B to Rank III</td>
<td>5%</td>
</tr>
<tr>
<td>Rank III to Rank II or Rank IIIA</td>
<td>10%</td>
</tr>
<tr>
<td>Rank II to Rank IIA</td>
<td>5%</td>
</tr>
<tr>
<td>Rank II to Rank IA</td>
<td>5%</td>
</tr>
<tr>
<td>Rank IIA to Rank IA</td>
<td>5%</td>
</tr>
<tr>
<td>Rank IA to Rank I</td>
<td>10%</td>
</tr>
</tbody>
</table>

Note: Annual salary shall not exceed the maximum for the range, regardless of adjustment.

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>SALARY RANGE</th>
<th>CLASSIFICATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$38,756 - $71,082</td>
<td>Bachelor’s degree or less --Rank III, IIIb, or IV</td>
</tr>
<tr>
<td>2</td>
<td>$42,388 - $77,741</td>
<td>Master’s degree or equivalent --Rank II or IIIA</td>
</tr>
<tr>
<td>3</td>
<td>$44,109 - $79,303</td>
<td>Master’s degree plus 30 or Specialist --Rank IIa or IA</td>
</tr>
<tr>
<td>4</td>
<td>$47,289 - $85,023</td>
<td>Doctorate in field--Rank I</td>
</tr>
</tbody>
</table>

Full-time faculty employed in positions other than the standard 10-month contract (upon which faculty salary ranges are based) will receive more or less than the corresponding 10-month salary, as follows: 9-month – 10% less; 11-month – 10% more; 12-month – 20% more.
SALARY RATES FOR ADJUNCT INSTRUCTION AND OVERLOADS

EFFECTIVE DATE
Any approved increase to adjunct and overload rates is effective for classes which begin on or after July 1.

CREDIT RATES
Adjunct instructors teaching college credit, institutional credit, and college preparatory (developmental) courses will be paid in accordance with their academic rank as follows:

| Rank III, IIIIB, IV (Bachelor’s degree or less) | $511.50 per credit | $1,534.50 |
| Rank II (Master’s degree) | $545.50 per credit | $1,636.50 |
| Rank IIA/IA (Master’s + 30/Specialist) | $560.75 per credit | $1,682.25 |
| Rank I (Doctorate) | $577.25 per credit | $1,731.75 |

Exceptions: Adjunct instructors teaching –
(1) Laboratory components for college credit and developmental courses will be paid at .75 of the credit rate for each course lab hour (e.g. a course with 3 credits of assigned load and 2 lab hours will receive payment for a total of 4.5 credits).
(2) Independent Study and Co-op courses, regardless of modality, will be paid at 1/12th of the adjunct/overload rate per semester credit, not to exceed the credit rate for the appropriate rank.
(3) Instructors of two-way interactive and asynchronous on-line courses will receive one additional load credit for each 3 (or more) credit class taught.
(4) Substitute instructors will be paid in accordance with their academic rank as follows:

| Rank III, IIIIB, IV (Bachelor’s degree or less) | $20.80 per contact hour |
| Rank II (Master’s degree) | $24.60 per contact hour |
| Rank IIA/IA (Master’s + 30/Specialist) | $25.70 per contact hour |
| Rank I (Doctorate) | $26.80 per contact hour |

CONTACT HOUR RATES
Adjunct and substitute instructors teaching –
• Occupational certificate courses will be paid in accordance with their academic rank as follows:

| Rank III, IIIIB, IV (Bachelor’s degree or less) | $20.80 per contact hour |
| Rank II (Master’s degree) | $24.60 per contact hour |
| Rank IIA/IA (Master’s + 30/Specialist) | $25.70 per contact hour |
| Rank I (Doctorate) | $26.80 per contact hour |

• Clinical and lab courses in health-related fields will be paid the following rates, regardless of academic rank:

| Dental | $30.70 per contact hour |
| EMS/Paramedic | $20.80 per contact hour |
| Nursing | $30.70 per contact hour |
| Radiography | $24.60 per contact hour |

• Apprenticeship courses will be paid at the rate of $25.30 per contact hour, regardless of academic rank.
• Electrical Line Repair courses will be paid at the rate of $25.30 per contact hour, regardless of academic rank.
• Lead instructors in high liability Criminal Justice courses will be paid at the applicable contact hour rate plus $2.00 per contact hour.
• Adult Education courses will be paid at the rate of $19.50 per contact hour, regardless of academic rank.
Salary Schedule

Effective 07/01/2017

Salary Rates for Adjunct Instruction and Overloads (continued)

- Community Education classes will be paid based on class size, regardless of academic rank, as follows: $11.40/hr. for 5-7; $14.55/hr. for 8-11; or $17.75/hr. for 12 or more students.
- Driver Education and Parent, Children & Divorce classes will be paid $17.75 per contact hour, regardless of academic rank.
- Environmental Services and Nursery Operations classes taught at ARC facilities within the district will be paid $19.50 per contact hour, regardless of academic rank.
- CDL Examiners will be paid at the rate of $117.10 per test.
- CPR and First Aid Instructors will be paid at the rate of $82.00 per 4-hour session.

Lifetime Learners Institute

- Lifetime Learners Institute instructors, regardless of academic rank, will be paid at the rate of $36.90 per lecture.

Corporate and Continuing Education Rates

Corporate and Continuing Education (C.C.E.) instructors will be paid at a market rate as determined by the appropriate academic dean in accordance with established guidelines. For full-time College employees, this rate will not exceed the employee’s hourly rate (based upon current annual salary) or the published adjunct/overload rate, whichever is higher. C.C.E. may be assigned as regular load.

Overloads

Courses taught by full-time SFSC employees and retirees will be paid as provided below, except as noted*

- College credit, institutional credit (E.P.I.), and college preparatory (developmental) courses
  
  Rank III, IIIIB, IV (Bachelor’s degree or less).......................... $573.25 per credit
  Rank II (Master’s degree)....................................................... $613.50 per credit
  Rank IIA/IA (Master’s + 30/Specialist/ABD)........................... $633.50 per credit
  Rank I (Doctorate)................................................................. $653.30 per credit
  3 credit course
  $1,719.75
  $1,840.50
  $1,900.50
  $1,959.90

- Occupational certificate courses and substitutes (other than as specified below)
  Rank III, IIIIB, IV (Bachelor’s degree or less).......................... $23.90 per contact hour
  Rank II (Master’s degree)....................................................... $26.30 per contact hour
  Rank IIA/IA (Master’s + 30/Specialist/ABD)........................... $27.30 per contact hour
  Rank I (Doctorate)................................................................. $28.30 per contact hour

- Health Sciences clinical and lab courses, regardless of rank:
  Dental ................................................................. $31.65 per contact hour
  Nursing ................................................................. $31.65 per contact hour

- Apprenticeship courses will be paid at the rate of $26.10 per contact hour, regardless of academic rank.
- Electrical Line Repair courses will be paid at the rate of $26.10 per contact hour, regardless of academic rank.
- Adult Education courses will be paid at the rate of $23.60 per contact hour, regardless of academic rank.
SALARY RATES FOR ADJUNCT INSTRUCTION AND OVERLOADS (continued)

- Community Education classes will be paid based on class size, regardless of academic rank, as follows: $11.75/hr. for 5-7; $15.00/hr. for 8-11; or $18.25/hr. for 12 or more students.
- Driver Education and Parent, Children & Divorce classes will be paid $18.25 per contact hour, regardless of academic rank.
- Full-time staff acting as CDL Examiners will be paid at the rate of $120.60 per test.
- Full-time instructional faculty teaching college credit and developmental labs will receive .75 load credits for each course lab hour. Any resulting overload will be paid at the overload credit rate.

*NOTE: Courses taught by current full-time, non-exempt employees will be paid at the overload rate or the employee’s overtime rate, whichever is greater.

INSTRUCTIONAL AIDES
Instructional Aide positions may be approved for programs with extensive laboratory or individualized instruction components. Part-time Instructional Aide positions are temporary, term-by-term positions, subject to program enrollment. Program enrollment criterion related to instructional aides is subject to approval by the President (or designee).

- Instructional Aide .......................................................... $11.25 per hour
- Learning Lab Specialist..................................................... $13.15 per hour

MISCELLANEOUS
- Accelerated Learning Evaluation (per course evaluated):
  Adjunct: $32.95
  Overload: $33.90
- FCCPC Observation (per observation):
  Adjunct: $69.35
  Overload: $71.40
- Adjunct faculty attending a required Technology Training Workshop will be paid up to $60.00 per 8 hour block, regardless of academic rank.
- EMS Preceptor Orientation .................................................. $50.00 per session attended

The President may authorize higher hourly or credit rates for courses requiring special consideration.
### ADMINISTRATIVE STAFF

<table>
<thead>
<tr>
<th>CLASSIFICATION</th>
<th>SALARY RANGE</th>
<th>POSITION TITLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEVEL ONE</td>
<td>$48,630 - $96,000</td>
<td>Director, Cultural Programs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Director, DeSoto Campus</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Director, Hardee Campus</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Director, Human Resources</td>
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<td></td>
<td></td>
<td>Director, Institutional Communications</td>
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<tr>
<td></td>
<td></td>
<td>Director, Lake Placid Center</td>
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<tr>
<td></td>
<td></td>
<td>Director, Remodeling, Renovation, and Maintenance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Registrar</td>
</tr>
<tr>
<td>LEVEL TWO</td>
<td>$67,000 - $115,075</td>
<td>Controller</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Dean, Applied Sciences and Technologies</td>
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<td>Dean, Arts and Sciences</td>
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<td></td>
<td></td>
<td>Dean, Health Sciences</td>
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<tr>
<td></td>
<td></td>
<td>Dean, Student Services</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Executive Director, Institutional Advancement</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Executive Director, Institutional Effectiveness, Planning, and Technology</td>
</tr>
</tbody>
</table>

Specific salaries within the range for each administrative level are based upon rank, degree, years of experience, and level of responsibility as determined by the President.

Part-time administrators will be paid at an hourly rate within the salary ranges established for specific administrative classifications.

### VICE PRESIDENT

The Vice Presidents' salaries are set by the President.

### PRESIDENT

The President's salary is set by the District Board of Trustees.
### SALARY SUPPLEMENTS FOR PERSONNEL WITH SPECIAL RESPONSIBILITIES

<table>
<thead>
<tr>
<th>Position</th>
<th>Supplement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprenticeship Coordinator (per program)</td>
<td>$1,270</td>
</tr>
<tr>
<td>Head Coach (cross-country)</td>
<td>$5,125</td>
</tr>
<tr>
<td>Assistant Coach (baseball, softball, volleyball)</td>
<td>$4,225</td>
</tr>
<tr>
<td>Assistant Coach (cross-country)</td>
<td>$1,540</td>
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<tr>
<td>Chair, Academic Quality Committee</td>
<td>$1,025</td>
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<tr>
<td>Chair, Counseling</td>
<td>$3,800</td>
</tr>
<tr>
<td>Chair, Library Services</td>
<td>$3,800</td>
</tr>
<tr>
<td>Course Development* (up to 2 load credits)</td>
<td>$1,900</td>
</tr>
<tr>
<td>Curator</td>
<td>$1,900</td>
</tr>
<tr>
<td>House Manager (Auditorium Rentals–min. 3 hrs.)</td>
<td>$24.20/hr. or overtime rate, whichever is higher</td>
</tr>
<tr>
<td>Instructional Lab Coordinator, Electrical Distribution</td>
<td>$3,165</td>
</tr>
<tr>
<td>Leadership Highlands**</td>
<td>$3,955</td>
</tr>
<tr>
<td>President’s Awards (each award)</td>
<td>$500 to $1,500</td>
</tr>
<tr>
<td>SPD Committee Chair</td>
<td>$3,165</td>
</tr>
<tr>
<td>Student Organization Advisor (per major semester)</td>
<td>$309 to $1,236</td>
</tr>
</tbody>
</table>

* Faculty may receive up to two load credits, as determined by the appropriate Dean and approved by the Vice President for Educational and Student Services, for: 1) developing a new course; 2) modifying an existing course to become an asynchronous online course; 3) substantially modifying an existing course.

** Grant or Special funded.

Note: Supplements shown are “annual” unless otherwise noted.

Based upon need and the level of responsibility, personnel with special responsibilities may be assigned reduced teaching loads and/or extended contracts.

The President may approve temporary assignments, establish appropriate compensation, and adjust salary supplements as needed.