




OFFICE OF THE PRESIDENT

Item 8.2

PRESENT TO BOARD: OCTOBER 27, 2021
TO: SOUTH FLORIDA STATE COLLEGE
DISTRICT BOARD OF TRUSTEES
FROM: THOMAS C. LEITZEL 
SUBJECT: ADJUNCT AND OVERLOAD PAY RATE

The College, through its salary schedule, establishes rates of pay for full time College faculty and staff when they deliver instruction outside of their regular employment contract in the form of overload pay on a per hour or per course basis depending upon the program. Similarly, the College also employs adjunct instructors on a per hour or per course basis to provide additional instructional capacity in areas where the College has need for specific expertise and/or additional instructional capacity.

As part of the College’s efforts to maintain competitive salary rates we recommend increasing adjunct and overload pay on average by 3% pursuant to the enclosed schedule effective for classes and activities beginning after January 1, 2022. This is the same percentage increase that was provided to full-time faculty and staff when the FY22 Budget was approved by the Board in May, 2021. The projected budgetary impact of this change is approximately \$70,000 and the College has sufficient budgeted contingency in the personnel/payroll budget to cover this change.

SUGGESTED MOTION:
Move to approve amendments to the College Salary Schedule effective January 1, 2022, to implement a 3% increase to adjunct and overload pay rates pursuant to the schedule presented.