




EXHIBIT "M"

OFFICE OF THE PRESIDENT

Item 8.2

PRESENT TO BOARD: JUNE 21, 2023
TO: SOUTH FLORIDA STATE COLLEGE
DISTRICT BOARD OF TRUSTEES
FROM: THOMAS C. LEITZEL 
SUBJECT: FY2023-24 SALARY SCHEDULE

Pursuant to District Board of Trustees Policy 5.14 – Salary Schedule and Compensation, the Board approves all salary schedules and directs the President to administer the salary schedules and employee compensation for regular, temporary, and supplemental work assignments. We will distribute the recommended Salary Schedule for FY2023-24 reflecting positions added, deleted, or amended as of June 1, 2023; establishing a minimum wage rate of \$15.00 per hour for all regularly established positions; implementing a salary increase for all full-time employees of \$2.50 per hour or \$5,200 per annum effective July 1, 2023 for all administrative, career service, and professional employees and August 14, 2023 for all faculty; increase overload and adjunct pay of \$2.50 per contact hour; and add Dental and Vision benefits for all full-time regularly established employees. The financial impact of the changes in the Salary Schedule is an increase in personnel cost of \$2.995 million which is incorporated into the College’s proposed budget for FY2023-24.

SUGGESTED MOTION:
Move to approve the amended Salary Schedule establishing a minimum wage rate of \$15.00 per hour for all regularly established positions; implementing a salary increase for all full-time employees of \$2.50 per hour or \$5,200 per annum effective July 1, 2023 for all administrative, career service, and professional employees and August 14, 2023 for all faculty; increase overload and adjunct pay of \$2.50 per contract hour; and add Dental and Vision benefits for all full-time regularly established employees as presented.

SOUTH FLORIDA STATE COLLEGE

SALARY SCHEDULE

2023-24

Approved by the District Board of Trustees
06/21/2023

TABLE OF CONTENTS

INTRODUCTION.....	3
CAREER SERVICE EMPLOYEES.....	4
PROFESSIONAL STAFF	6
PART-TIME SALARY RATES	8
FACULTY (full-time)	9
ADJUNCTS AND OVERLOADS	11
ADMINISTRATIVE STAFF	14
SALARY SUPPLEMENTS.....	15

INTRODUCTION

The 2023-24 Salary Schedule for South Florida State College personnel immediately follows this introduction. This is a living document and positions shown may change over the course of the fiscal year, depending on the needs of the college. This document is current as of the time of approval by the DBOT. 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 June 30th 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 increases.

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, 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, Human Resources will review the request and recommend a salary level in accordance with the Salary Schedule to the appropriate Executive Administrator.

Individuals preparing grant proposals will be responsible for obtaining from the Director, Human Resources the salary ranges applicable to the positions included in the grant proposal. These salary figures will then be used in the preparation of the budget for the grant. See Procedure 5142.

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 three levels, depending upon the relative complexity and level of responsibility of the tasks involved.

Initial Salary Determination: Full-time employees are initially assigned 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: Salary adjustments will be considered in accordance with Administrative Procedure 5080. Area administrators may recommend a current employee 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, 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 three basic Career Service classifications include those listed below and on the next page. Newly established positions will be assigned to the appropriate level as recommended by the Director, 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 a 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.

*Salary hourly rates are rounded to two decimal places.

LEVEL ONE

SALARY RANGE: \$31,200 - \$42,200 (\$15.00 – \$ 20.29)*

POSITION TITLES:

- Administrative Assistant I
- Courier
- Custodian
- Food Service Worker
- Front Desk Clerk, Jacaranda
- General Maintenance
- Library Assistant I, Technical Services
- Staff Assistant I

LEVEL TWO

SALARY RANGE: \$32,634 - \$46,100 (\$15.69 – \$22.16)*

POSITION TITLES:

- Accounts Payable Specialist
- Administrative Assistant II
- Box Office Cashier
- Cashier II
- Case, Data Specialist (FCDP)
- Community Relations Specialist
- Financial Aid Data Specialist
- Front Office Manager, Dental Education Clinic
- GPS Orientation Specialist

- Grounds Maintenance
- Lead Evening Maintenance
- Lead Grounds Maintenance
- Learning Management Systems Support Assistant
- Library Assistant II, Circulation
- Library Assistant II, Public Services
- Night Auditor, Hotel Jacaranda
- Office Manager
- Personnel Specialist
- Proctor, Testing/Assessment Center
- Purchasing Specialist
- Records Specialist, Criminal Justice
- Reference Assistant
- Security
- Specialized Maintenance
- Staff Assistant II
- Technical Support, Specialized Maintenance

LEVEL THREE

SALARY RANGE: \$35,338 - \$50,120 (\$16.99 – \$24.10)*

POSITION TITLES:

- Accounting Specialist
- Administrative Assistant III
- Admission, Records, and Registration Specialist
- Cultural Programs Events Specialist
- Cultural Programs Specialist
- Curriculum Support Assistant
- Employee Benefits Specialist
- Financial Aid Program Assistant
- Financial Services Specialist
- Grants Development Specialist
- Grounds Maintenance Technician
- Health Sciences Specialist
- Help Desk Technician
- Lead Maintenance, Campus, Center, or Jacaranda Hotel
- Office Manager, Physical Plant Operations and Maintenance
- Science Lab Specialist
- Security Supervisor
- Student Data Systems Specialist
- Supervisor, Custodial Services
- Supervisor, Grounds Maintenance
- Technical Assistant, Cultural Programs
- TLC Specialist

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 have been reviewed in accordance with the 2020 Fair Labor Standards Act (FLSA) modifications related to overtime compensation. Accordingly, SFSC's positions in Professional Level One are eligible for overtime, also referred to as "non-exempt". Positions in Professional Levels Two and Three are exempt from overtime.

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

Salary Adjustments: Salary adjustments will be considered in accordance with Administrative Procedure 5080. 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, 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 are based on a 12-month, year-round employment. Professional Staff positions may be established for fewer than 12 months with appropriate salaries determined by the Director, 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, 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.

*Salary hourly rates are rounded to two decimal places.

LEVEL ONE

SALARY RANGE: \$37,400 - \$60,400 (\$17.98 – \$29.04)*
Positions in this level are overtime compensable ("non-exempt")

- Accountant
- Advisor, Dual enrollment
- Advisor, PATHways
- Advisor, Workforce Pathways
- Cafeteria Manager
- Case Manager, Farmworker CDP
- Coordinator, Recruitment and Retention
- Coordinator, Student Services
- Educational Technology Specialist
- End User Support Analyst I
- End User Support Analyst II
- Executive Assistant, Institutional Advancement
- Financial Aid Advisor
- Fitness Center Trainer
- Health Sciences Advisor
- HVAC/Building Trades Specialist
- Network Systems Support Specialist
- Quality Assurance and Compliance Specialist
- Program Specialist, PYP
- Project Specialist
- Risk Management Specialist
- Senior Accountant
- Student Services Advisor
- Student Services Specialist
- Testing Specialist
- TSIC College Success Coach (DeSoto)

LEVEL TWO

SALARY RANGE: \$44,968 - \$70,600 (\$21.62 – \$33.94)*
Positions in this level are exempt from overtime compensation

- Assistant Registrar
- College Recruiter
- Coordinator, Accounting
- Coordinator, Adult Education
- Coordinator, Career Pathways Coach
- Coordinator, Community Relations
- Coordinator, Construction Trade Programs
- Coordinator, Corporate and Community Education
- Coordinator, Critical Workforce Needs Grant
- Coordinator, Cultural Programs
- Coordinator, Curriculum Support
- Coordinator, Grants and Foundation Accounting
- Coordinator, Farmworker Career Development Program
- Coordinator, Financial Aid
- Coordinator, Human Resources Operations
- Coordinator, Institutional Advancement and Alumni Development
- Coordinator, Learning Management System
- Coordinator, Internal Communications
- Coordinator, Multimedia Development and Support
- Coordinator, Panther Youth Partners
- Coordinator, Purchasing
- Coordinator, Retired and Senior Volunteer (RSVP)
- Coordinator, Student Life
- Coordinator, Take Stock in Children Student Services
- Coordinator, Student Services and Special Projects
- Coordinator, Truck Driving Academy
- Coordinator, Welding
- Executive Assistant to the President
- Executive Assistant, Vice President Academic Affairs and Student Services
- Executive Assistant, Vice President for Administrative Services
- Front Desk Manager
- Institutional Planning, Research and Assessment Associate
- Manager, Custodial Services and Grounds Maintenance
- Manager, Facilities, Maintenance and Operations
- Manager, Planning and Construction
- MOFAC Curator
- Network Systems Analyst
- Nursing Success Coach
- Reports Coordinator
- Software Security Specialist
- TSIC College Success Coach

LEVEL THREE

SALARY RANGE: \$56,876 - \$102,284 (\$27.34 – \$49.18)*
Positions in this level are exempt from overtime compensation

- Coordinator, Criminal Justice Programs
- Coordinator, Engineering Program
- Coordinator, Student Financial Services and Accounting
- Director, Adult Education and Technical Dual Enrollment
- Director, Career Development Center
- Director, Corporate and Community Education
- Director, Criminal Justice Programs
- Director, EMS and Fire Science Programs
- Director, Financial Aid
- Director, HSI-STEM Project
- Director, Information Technology
- Director, Nursing Education
- Director, QEP and Special Projects
- Director, Radiography
- Director, Safety and Risk Management
- Director, Surgical Services
- Director, Testing/Assessment Center
- ERP Business Analyst
- General Manager, Hotel Jacaranda
- Head Coach
- Head Coach, Men's Baseball/Athletic Director
- Network Engineer
- Simulation Technology Specialist
- 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. 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, Human Resources within the range approved for the position. Also listed are several special, temporary, or as-needed positions with pre-determined hourly rates.

<u>POSITION/CLASSIFICATION</u>	<u>HOURLY RATES</u>
<u>Established Positions:</u>	
Career Service, Level One.....	\$15.00
Career Service, Level Two.....	\$16.25
Career Service, Level Three	\$17.65
Professional Staff	\$18.40 - \$49.05
 <u>Special, Temporary, or As-Needed Positions:</u>	
Auxiliary Aide	\$15.00
Lifeguard.....	\$15.00
Panther Mascot (minimum 3 hours per event)	\$15.00
Tutor	\$15.00
 <u>Youth Activity/Camp Positions:</u>	
Leader.....	\$21.20
Assistant	\$17.00
Worker.....	\$15.00
Sports Camp Student Assistant	\$15.00
 <u>Cultural Programs:</u>	
Production Assistant I	\$17.35
Production Assistant II	\$18.50
Events Technician/Technical Specialist**	\$18.50
Hospitality Assistant	\$17.65
Usher (Auditorium Rentals; min. 3 hours)	\$16.65
House Manager.....	\$26.70
 Internal Work Study Student.....	 \$15.00*
Federal/Florida Work Experience Program (F.W.E.P.) Student.....	\$15.00

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

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 a satisfactory or above satisfactory rating on their annual evaluation 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. Upon achieving continuing contract status at SFSC, faculty will be awarded a 3% increase at the beginning of the academic year coincident with the start of their continuing contract. An additional 5% will be awarded to faculty on continuing contract at the beginning of the academic year after the completion of their 5th year of employment in that status at SFSC. Also, faculty earning approved advancement in rank under Procedure 5061, *Advancement in Rank of Faculty*, will be compensated as follows:

Rank IV to Rank IIIB	5%
Rank IV to Rank III	10%
Rank III B to Rank III	5%
Rank III to Rank II or Rank IIIA	10%
Rank II to Rank IIA	5%
Rank II to Rank IA	5%
Rank IIA to Rank IA	5%
Rank IA to Rank I	10%

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

<u>LEVEL</u>	<u>10-MO. FACULTY SALARY RANGE</u>	<u>CLASSIFICATION</u>
1	\$47,691 - \$80,664	Bachelor's degree or less --Rank III, IIIB, or IV
2	\$51,396 - \$87,456	Master's degree or equivalent --Rank II or IIIA
3	\$53,151 - \$89,049	Master's degree plus 30 or Specialist --Rank IIA or IA
4	\$56,395 - \$94,883	Doctorate in field--Rank I

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.

Nursing Faculty

Nursing salaries were adjusted in FY 2021-22. The reason for the adjustment is to compensate for the contact hours taught but not incorporated with the current salary ranges. All Nursing new hires starting on or after July 1, 2022 will be offered compensation according to the Entry Level Salaries for Nursing Faculty ranges shown below. The salaries were adjusted using the Overload Difference times the Overload Rate then adding to the Budgeted Salary amount. We do not expect the salary amount to adjust in the future if the overload rate changes in future salary schedules. Salaries will only change for across the board recurring or non-recurring changes approved by the Board. (This reflects the proposed FY23-24 across the board change)

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.

Entry Level Salaries for Nursing Faculty – FY2023-24						
	9 Month Range		10 Month Range		11 Month Range	12 Month Range
Bachelor	48,064		\$53,631		\$58,998	\$64,805
	53,976		\$60,200		\$66,224	\$72,688
Master	51,398		\$57,336		\$63,074	\$69,251
	75,232		\$83,818		\$92,204	\$101,030
Master + 30	52,978		\$59,091		\$65,004	\$71,357
	77,596		\$86,444		\$95,092	\$104,181
Doctorate	55,898		\$62,335		\$68,573	\$75,250
	81,964		\$91,297		\$100,431	\$110,005

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:

		<u>3-credit course</u>
Rank III, IIIB, IV (Bachelor's degree or less).....	\$577.60 per credit	\$1,732.80
Rank II (Master's degree).....	\$612.80 per credit	\$1,838.40
Rank IIA/IA (Master's + 30/Specialist)	\$628.80 per credit	\$1,886.40
Rank I (Doctorate).....	\$646.40 per credit	\$1,939.20

Exceptions: Adjunct instructors teaching –

- (1) Laboratory components for college credit and developmental courses will be paid at 0.75 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 student semester credit, not to exceed the credit rate for the appropriate rank.
- (3) Instructors of two-way synchronous 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, IIIB, IV (Bachelor's degree or less)	\$24.40 per contact hour
Rank II (Master's degree)	\$28.30 per contact hour
Rank IIA/IA (Master's + 30/Specialist).....	\$29.50 per contact hour
Rank I (Doctorate)	\$30.70 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, IIIB, IV (Bachelor's degree or less)	\$24.40 per contact hour
Rank II (Master's degree)	\$28.30 per contact hour
Rank IIA/IA (Master's + 30/Specialist).....	\$29.50 per contact hour
Rank I (Doctorate)	\$30.70 per contact hour
- Clinical and lab courses in health-related fields will be paid the following rates, regardless of academic rank:

Dental.....	\$34.80 per contact hour
EMS/Paramedic.....	\$24.40 per contact hour
Nursing.....	\$34.80 per contact hour
Radiography	\$28.30 per contact hour
- Apprenticeship courses will be paid at the rate of \$29.10 per contact hour, regardless of academic rank.
- Electrical Line Repair courses will be paid at the rate of \$29.10 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 \$23.00 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: \$15.00/hr. for 5-7; \$17.80/hr. for 8-11; or \$21.20/hr. for 12 or more students.
- Driver Education and Parent, Children & Divorce classes will be paid \$21.20 per contact hour, regardless of academic rank.
- CDL Examiners will be paid at the rate of \$125.50 per test.
- CPR and First Aid Instructors will be paid at the rate of \$28.80 per hour.

LIFETIME LEARNERS INSTITUTE

- Lifetime Learners Institute instructors, regardless of academic rank, will be paid at the rate of \$43.40 per lecture.

CONTINUING WORKFORCE EDUCATION RATES

Continuing Workforce Education (C.W.E.) instructors will be paid at a market rate as determined by the Director, Corporate and Community Education. C.W.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, IIIB, IV (Bachelor’s degree or less).....	\$641.60 per credit
Rank II (Master’s degree).....	\$697.60 per credit
Rank IIA/IA (Master’s + 30/Specialist/ABD).....	\$705.60 per credit
Rank I (Doctorate).....	\$726.40 per credit

<u>3 credit course</u>
\$1,924.80
\$2,092.80
\$2,116.80
\$2,179.20

- Occupational certificate courses and substitutes (other than as specified below)

Rank III, IIIB, IV (Bachelor’s degree or less).....	\$27.60 per contact hour
Rank II (Master’s degree).....	\$30.20 per contact hour
Rank IIA/IA (Master’s + 30/Specialist/ABD).....	\$31.20 per contact hour
Rank I (Doctorate).....	\$32.20 per contact hour
- Clinical and lab courses in health-related fields will be paid the following rates, regardless of academic rank:

Dental	\$35.80 per contact hour
EMS/Paramedic	\$25.00 per contact hour
Nursing	\$35.80 per contact hour
Radiography	\$29.10 per contact hour
- Apprenticeship courses will be paid at the rate of \$29.90 per contact hour, regardless of academic rank.
- Electrical Line Repair courses will be paid at the rate of \$29.90 per contact hour, regardless of academic rank.
- Adult Education courses will be paid at the rate of \$23.50 per contact hour, regardless of academic rank.
- Driver Education and Parent, Children & Divorce classes will be paid \$21.70 per contact hour, regardless of academic rank.

SALARY RATES FOR ADJUNCT INSTRUCTION AND OVERLOADS (continued)

- Full-time staff acting as CDL Examiners will be paid at the rate of \$129.20 per test.
- Full-time instructional faculty/staff teaching college credit labs will receive 0.75 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 \$17.10 per hour
- Instructional Aide, Electrical Lineworker.....\$20.00 per hour
- Learning Lab Specialist..... \$19.05 per hour

MISCELLANEOUS

- Accelerated Learning Evaluation (per course evaluated):
 - Adjunct: \$37.10
 - Overload: \$38.10
- FCCPC Observation (per observation):
 - Adjunct: \$75.40
 - Overload: \$77.50
- Adjunct faculty attending a required training workshop/event will be paid as follows:
 - \$30.00 per Educational Technology online workshop and Adult Education professional development workshop; and \$50.00 per Educational Technology on-campus workshop, regardless of academic rank. There will be no compensation for the Adjunct Basic workshop provided by Educational Technology.
- EMS Preceptor Orientation \$55.00 per session attended

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

ADMINISTRATIVE STAFF

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	<u>POSITION TITLES</u>
LEVEL ONE	\$84,400 - \$105,400	Director, Cultural Programs Director, DeSoto Campus Director, Hardee Campus Director, Human Resources Director, Institutional Communications Director, Lake Placid Center Director, Facilities and Plant Operations
LEVEL TWO	\$89,400 - \$126,777	Controller Dean, Applied Sciences and Technologies Dean, Arts and Sciences Dean, Health Sciences Dean, Student Services Executive Director, Institutional Effectiveness, Planning, and Technology Registrar

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

Apprenticeship Coordinator (per program).....	\$600 to \$1,270
Head Coach, Cross Country.....	\$7,500
Assistant Coach, Baseball.....	up to \$6,225
Assistant Coach, Cross Country.....	up to \$1,540
Assistant Coach, Softball.....	up to \$5,225
Assistant Coach, Volleyball.....	up to \$4,725
Chair, Counseling.....	\$3,800
Chair, Library Services.....	\$3,800
Course Development*.....	up to 2 load credits
Curator.....	\$1,900
Instructional Lab Coordinator, Electrical Distribution.....	\$3,165
Leadership Highlands.....	\$3,955
President's Awards (each award).....	\$500 to \$1,500
Student Organization Advisor (per major semester).....	\$309 to \$1,236

*Faculty may receive up to two load credits, as determined by the appropriate Dean and approved by the Vice President for Academic Affairs and Student Services, for: 1) developing a new course; 2) modifying an existing course to become a synchronous or asynchronous online course; 3) substantially modifying an existing course. See Procedure 5220.

Note: Supplements shown are “annual” amounts unless otherwise determined.

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.