



EXHIBIT "I"

OFFICE OF THE PRESIDENT

Item 8.2

PRESENT TO BOARD: OCTOBER 29, 2025

TO: SOUTH FLORIDA STATE COLLEGE
DISTRICT BOARD OF TRUSTEES

FROM: FRED HAWKINS 

SUBJECT: NON-RECURRING PAY – DECEMBER 2025

On June 25, 2025, the District Board of Trustees adopted the operating budget for the 2025-26 fiscal year and the related college salary schedule for the year, implementing new salary rates and adopting the schedule of regularly established positions. Pursuant to Section 215.425(1), Florida Statutes, the College salary schedule provides that “upon recommendation of the President and at the discretion of the 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 addition to or in lieu of regular salary increases.” Included in the operating budget approved June 25, 2025, the President reserved the ability to recommend a non-recurring salary increase in accordance with the College salary schedule for later in the fiscal year.

In acknowledgement of the current economic conditions and the impact inflation has had on employee households, staff has designated sufficient funds to implement a non-recurring salary increase for all active employees as of December 1, 2025, payable on December 12, 2025, in the amount of \$1,000 for all employees in regularly established full-time positions, and \$500 for all employees in regularly established part-time positions. The fiscal impact of this proposal is approximately \$300,000.

SUGGESTED MOTION:

Move to approve a non-recurring salary increase for all active employees as of December 1, 2025, in the amount of \$1,000 for all employees in regularly established full-time positions and \$500 for all employees in regularly established part-time positions as presented.