

Wage & Salary Schedule



2023-2024

July 1, 2023

Florida SouthWestern State College, an equal access institution, prohibits discrimination in its employment, programs and activities based on race, sex, gender identity, age, color, religion, national origin, ethnicity, disability, pregnancy, sexual orientation, marital status, genetic information or veteran status. Questions pertaining to educational equity, equal access or equal opportunity should be addressed to the College's Title IX Coordinator/Equity Officer: Angie Snyder; Room A-106A; 8099 College Parkway SW, Fort Myers, FL 33919; (239) 489-9051; equity@fsw.edu. FSW online anonymous reporting www.fsw.edu/report. Inquiries/complaints can be filed with the Title IX Coordinator/Equity Officer online, in person, via mail, via email, or with the US Department of Education, Office of Civil Rights, Atlanta Office: 61 Forsyth St. SW Suite 19T70, Atlanta, GA 30303-8927.

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PRESIDENTIAL COMPENSATION METHODOLOGY

It is the goal of the Board of Trustees to attract, motivate and retain a highly qualified individual to serve Florida SouthWestern State College as its President whose knowledge, experience and contributions advance the mission of the College.

It is therefore the intent of the Board of Trustee's to compensate the President in a manner that is fair, reasonable, competitive, and fiscally prudent.

In order to provide competitive and fair compensation, it is the intent of the Board of Trustees to attain parity with the national average salary of comparable institutions as identified in the Administrative Salary Survey conducted by the College and University Professional Association for Human Resources (CUPA).

To implement this policy, a salary mid-point range will be set at the average median salary for college presidents of peer institutions as identified in the CUPA survey. Peer institutions are defined as institutions that are comparable in size of enrollment, operating budget and academic programs. The established high and low end of the salary range is 20% of the salary mid-point. Pursuant to Florida Statute 1012.885, no more than \$200,000 in remuneration will be provided from state appropriated funds (excluding retirement and health benefits).

The Board will consider the following factors in determining presidential salary: performance, years of experience, and the advancement of institutional goals, leadership in the Florida College System and/or national settings, and market competition for Florida College Presidents. The Board has the discretion to deviate from the established salary range if, in their collective judgment, circumstances warrant such deviation. However, any deviations from the approved range must be documented in the board minutes.

The President is entitled to standard benefits offered to all employees. Standard benefits include, health insurance, life insurance, long-term disability, retirement and the 403(b) matching program. In addition, other compensation in the form of benefits or allowances may be provided to the President as deemed appropriate by the Board of Trustees. These benefits or allowances will be compensated at flat amounts and will not be calculated as a percentage of salary.

Each year the Board will evaluate the President's performance. In addition, the Board will annually review and approve the President's total compensation package to include salary, allowances and benefits in conjunction with the corresponding amount of each item.

Adopted by District Board of Trustees 5/22/12

EMPLOYEE SKILLS AND COMPENSATION PHILOSOPHY

Executive Employees

This philosophy enables the Board of Trustees to attract, motivate, and retain highly skilled executive officers who are capable of providing long term successful, effective, and sustainable growth and development for Florida SouthWestern State College. It is the desire of the Board to compensate its executive officers in a manner that reflects their performance and their dedication to the College. The following guiding principles should apply to the College and its direct support organizations.

Compensation should be based on the level of job responsibility, individual performance, years of experience, and overall College performance.

Compensation should reflect the value of the job in the marketplace. To attract and retain a highly skilled team of executive officers, the College must remain competitive with the compensation of other top quality highly successful colleges and universities who compete for their talent.

Florida SouthWestern State College is accredited by the Southern Association of Colleges and Schools as a Level II baccalaureate degree granting institution. Therefore, executive compensation shall be competitive with other four-year colleges and universities.

The College strives to provide top tier compensation based upon the expectation of top tier individual performance and overall College performance.

The College also competes with many larger colleges and universities for top executive talent. Therefore, Florida SouthWestern State College must consider compensation packages that discourage executives from pursuing more lucrative opportunities at other institutions.

Compensation should continuously insure that successful, high achieving, and dedicated executives remain highly motivated and committed to Florida SouthWestern State College for the long term.

The executive staff shall have well defined performance goals accompanied by performance evaluations designed to cultivate success, maximize performance, and instill empowerment.

Faculty

The Florida SouthWestern State College Board of Trustees recognizes that attracting competent faculty is essential to maintaining a strong academic institution. In higher education today, faculty must fulfill several roles including teacher, advisor, researcher, and community representative.

Faculty members must have the academic credentials needed to perform successfully in the classroom as well as the motivation and desire to help students achieve their goals. Faculty members must possess two important attributes—the knowledge of scholarship in their chosen field and the ability to communicate knowledge in a manner that best suits students’ learning styles.

In addition, faculty should be willing to represent Florida SouthWestern State College in service activities that promote the College's mission in the community.

The Florida SouthWestern State College District Board of Trustees recognizes its role in attracting and supporting faculty. As such, to attract and retain a highly energized and qualified faculty, the College shall provide attractive and competitive compensation packages, professional development opportunities, and excellent learning environments. This commitment should result in retaining the best faculty, compensated within the *top tier* of their peer group in the Florida College System, and who are excited about providing excellent educational experiences for Florida SouthWestern State College students.

Staff

The quality of education and service that Florida SouthWestern State College provides is a direct result of the skills, abilities, and performance of its employees. As such, the College places great value in its staff and desires to attract, retain, and motivate a qualified, creative, dedicated, and diverse workforce. The compensation philosophy is based on the following guiding principles.

The College seeks to recruit employees who have exceptional skills in their specific field, value continual learning, and demonstrate an ongoing commitment to improvement.

Total compensation will recognize the importance of each position at the College. Related policies and procedures will employ equity and sustainability standards when recognizing the relative value of each function.

Florida SouthWestern State College compensation packages will be externally competitive and internally equitable. Florida SouthWestern State College will design and administer plans and programs in a financially sustainable manner to ensure the College's mission of providing quality education.

For all skills and compensation philosophies, note that in addition to salary, Florida SouthWestern State College's total compensation approach recognizes the intrinsic value of benefits afforded to its employees. The College strives to include benefits such as health and wellness benefits, retirement programs, an excellent work environment, and the tuition reimbursement and matriculation programs. Florida SouthWestern State College complies with all applicable laws including equal employment opportunity laws, benefits regulations, and the Fair Labor Standards Act.

Adopted by District Board of Trustees 4/22/08, Amended 06/27/23

WAGE AND SALARY SCHEDULE INTRODUCTION

Florida SouthWestern State College is committed to the concept of equal access/equal opportunity in hiring individuals upon the basis of their qualifications, suitability, and abilities. The College will not discriminate on the basis of race, sex, gender identity, color, age, religion, national origin, ethnicity, disability, pregnancy, sexual orientation, marital status, genetic information, or veteran's status in its employment practices or in the granting of salaries to employees.

The Wage and Salary Schedule is established pursuant to Florida Statute 1001.65 - Community College presidents; powers and duties, paragraph (3) "Establish and implement policies and procedures to recruit, appoint, transfer, promote, compensate, evaluate, reward, demote, discipline, and remove personnel, within law and rules of the State Board of Education and in accordance with rules or policies approved by the Florida College System institution board of trustees." and pursuant to Florida SouthWestern State College Board of Trustees Policy Manual, policy number 6Hx6:5.02(3), which states:

"To pay compensation and benefits, which are nondiscriminatory and competitive with rates and benefits being paid for similar jobs by other employers in the labor market. However, all policy decisions regarding compensation and benefits must take into consideration the College's overall economic condition and competitive position. The College will pay employees on a regular basis and in a manner so that the amount, method, and timing of such payments comply with any applicable laws or regulations."

The Schedule recognizes the Florida SouthWestern Faculty Federation (FSW-FF) "...as the exclusive bargaining agent for all full-time personnel on the faculty salary schedule to include (1) instructional faculty, (2) counselors, and (3) library faculty..." (Article 1, CNA). Salaries for full-time faculty, therefore, are included in this Schedule by reference to the Agreement between the District Board of Trustees and the FSW-UFF.

It is the responsibility of the Board of Trustees to approve the compensation package and to authorize the Chairman of the Board of Trustees to execute a contract with the President of Florida SouthWestern State College. Maximum salaries for positions may be adjusted by the Consumer Price Index annually.

One-time, non-recurring payment – at the President's discretion FSW employees may receive a one-time, non-recurring payment that is not added to base salary within the fiscal year (July 1 to June 30). This payment is not a performance bonus or pay for service already rendered. The criteria for the payment is solely based on being employed at FSW. These payments are not subject to FRS deductions.

Board approval of the operating budget including the following wage and salary schedules constitutes authority for the President of the College, or his designated representative, to execute all other contracts and appointments. The President of the College has the authority to establish compensation and make adjustments in the staffing, as he deems necessary for carrying out the mission of the College.

EXECUTIVE/ADMINISTRATOR SALARY SCHEDULE

COLLEGE EXECUTIVES

<u>Job Code</u>	<u>Title</u>	<u>Minimum</u>
3620	Associate Vice President, Academic Affairs	\$130,000.00
3850	Chief Human Resources & Organizational Development Officer	\$130,000.00
1120	Chief of Staff	\$130,000.00
4078	Deputy Chief of Staff for Strategic Priorities	\$130,000.00
3858	Executive Director, FSW Foundation	\$130,000.00
3936	Executive Director, Marketing and Media	\$130,000.00
3909	General Counsel	\$130,000.00
1000	President*	---
4088	Senior Vice President / Chief Operating Officer (COO)	\$130,000.00
4032	Vice President, Academic Affairs	\$130,000.00
T066	Vice President, Information Technology and Digital Strategies/Chief Technology and Innovation Officer (CTIO)/CIO	\$130,000.00
4025	Vice President, Institutional Advancement	\$130,000.00
4093	Vice President, Student Life/Director, Collier Campus	\$130,000.00

**The District Board of Trustees shall determine the compensation of the President.*

COLLEGE ADMINISTRATORS

Job Code	Title	Grade	Minimum	Midpoint	Maximum
4092	Assistant Vice President, Capital Projects, Facility Planning and Maintenance	A126	\$98,746.11	\$130,838.60	\$162,931.08
4089	Assistant Vice President, Finance and Accounting	A128	\$108,867.59	\$144,249.55	\$179,631.52
4091	Assistant Vice President, Financial Planning and Athletics	A129	\$114,310.97	\$151,462.03	\$188,613.09
3797	Assistant Vice President, Institutional Research, Assessment, and Effectiveness	A126	\$98,746.11	\$130,838.60	\$162,931.08
4081	Assistant Vice President, Library Resources	A126	\$98,746.11	\$130,838.60	\$162,931.08
4050	Assistant Vice President, Strategic Innovation & Online Learning	A127	\$103,683.42	\$137,380.53	\$171,077.64
4094	Assistant Vice President, Student Life/ Director, Lee Campus	A127	\$103,683.42	\$137,380.53	\$171,077.64
2151	Associate Dean, Nursing Programs	A126	\$98,746.11	\$130,838.60	\$162,931.08
2150	Associate Dean, School of Arts, Humanities, and Social Sciences	A123	\$85,300.60	\$113,023.30	\$140,745.99
2112	Associate Dean, School of Business and Technology	A123	\$85,300.60	\$113,023.30	\$140,745.99
4048	Associate Dean, School of Pure and Applied Sciences	A123	\$85,300.60	\$113,023.30	\$140,745.99
047	Associate Dean, Teaching and Learning Center	A123	\$85,300.60	\$113,023.30	\$140,745.99
4049	Associate Dean, Workforce/Technical Education	A123	\$85,300.60	\$113,023.30	\$140,745.99
4095	Associate Vice President, Academic Success	A130	\$120,026.51	\$159,035.13	\$198,043.75
3765	Campus/Center Director	A123	\$85,300.60	\$113,023.30	\$140,745.99
3819	Chief Development Officer, Foundation	A124	\$89,565.63	\$118,674.46	\$147,783.29
3822	Chief of Police	A124	\$89,565.63	\$118,674.46	\$147,783.29
3818	Chief Operations Officer, Foundation	A124	\$89,565.63	\$118,674.46	\$147,783.29
2154	Dean, School of Arts, Humanities and Social Sciences	A128	\$108,867.59	\$144,249.55	\$179,631.52
2153	Dean, School of Business and Technology	A128	\$108,867.59	\$144,249.55	\$179,631.52
2127	Dean, School of Education and Charter Schools	A128	\$108,867.59	\$144,249.55	\$179,631.52
2106	Dean, School of Health Professions	A129	\$114,310.97	\$151,462.03	\$188,613.09
2100	Dean, School of Pure and Applied Sciences	A128	\$108,867.59	\$144,249.55	\$179,631.52
3617	Director, Academic Advising	A123	\$85,300.60	\$113,023.30	\$140,745.99
3396	Director, Academic Support Programs	A120	\$73,685.87	\$97,633.77	\$121,581.68
3764	Director, Accelerated Pathways Programs	A120	\$73,685.87	\$97,633.77	\$121,581.68

Job Code	Title	Grade	Minimum	Midpoint	Maximum
3193	Director, Admissions	A124	\$89,565.63	\$118,674.46	\$147,783.29
T063	Director, Application Development and Administration	A129	\$114,310.97	\$151,462.03	\$188,613.09
4096	Director, Athletic and Housing Operations	A122	\$81,238.67	\$107,641.24	\$134,043.80
3088	Director, Auxiliary Services	A124	\$89,565.63	\$118,674.46	\$147,783.29
3994	Director, Budget	A124	\$89,565.63	\$118,674.46	\$147,783.29
4016	Director, CARE Services	A120	\$73,685.87	\$97,633.77	\$121,581.68
4057	Director, Collegewide Curriculum and Academic Enhancement	A123	\$85,300.60	\$113,023.30	\$140,745.99
4059	Director, Corporate and Community Education	A123	\$85,300.60	\$113,023.30	\$140,745.99
3076	Director, Exhibitions and Collections	A120	\$73,685.87	\$97,633.77	\$121,581.68
4028	Director, Honors Scholar Program and Center for Undegraduate Research & Creativity (CURC)	A123	\$85,300.60	\$113,023.30	\$140,745.99
3438	Director, Intercollegiate Athletics	A123	\$85,300.60	\$113,023.30	\$140,745.99
3745	Director, International Education	A120	\$73,685.87	\$97,633.77	\$121,581.68
4004	Director, Learning Technologies	A123	\$85,300.60	\$113,023.30	\$140,745.99
3813	Director, Marketing and Media	A121	\$77,370.16	\$102,515.46	\$127,660.77
3993	Director, Online Teaching and Learning Experience	A123	\$85,300.60	\$113,023.30	\$140,745.99
3990	Director, Payroll Services	A123	\$85,300.60	\$113,023.30	\$140,745.99
3201	Director, Procurement Services	A120	\$73,685.87	\$97,633.77	\$121,581.68
4090	Director, Risk and Contract Management	A124	\$89,565.63	\$118,674.46	\$147,783.29
3957	Director, Student Affairs	A121	\$77,370.16	\$102,515.46	\$127,660.77
3667	Director, Student Engagement and Retention Initiatives	A122	\$81,238.67	\$107,641.24	\$134,043.80
3222	Director, Student Financial Aid	A124	\$89,565.63	\$118,674.46	\$147,783.29
4067	Director, Workforce Scholarships, Events, and Employment Pathways	A119	\$70,177.02	\$92,984.55	\$115,792.08
3210	Registrar	A124	\$89,565.63	\$118,674.46	\$147,783.29
4006	Sr. Director, Health Professions Administration and Simulation Education	A124	\$89,565.63	\$118,674.46	\$147,783.29

PROFESSIONAL AND CAREER SERVICE STAFF

Professional and career service staff positions at Florida SouthWestern State College are assigned a pay grade with corresponding salary ranges as outlined below. Employees in part-time regular positions are limited to working no more than 25 hours per week and do not receive benefits except those required by statute or regulation. Separate Pay Grade tables for IT, Campus Police, and the Collegiate High Schools are found on the pages to follow.

Grade	Minimum	Midpoint	Maximum
101	\$ 29,160.00	\$ 38,637.00	\$ 48,114.00
102	\$ 30,618.00	\$ 40,568.85	\$ 50,519.70
103	\$ 32,148.90	\$ 42,597.29	\$ 53,045.69
104	\$ 33,756.35	\$ 44,727.16	\$ 55,697.97
105	\$ 35,600.00	\$ 46,963.51	\$ 58,482.87
106	\$ 37,216.37	\$ 49,311.69	\$ 61,407.01
107	\$ 39,077.19	\$ 51,777.28	\$ 64,477.36
108	\$ 41,031.05	\$ 54,366.14	\$ 67,701.23
109	\$ 43,082.60	\$ 57,084.45	\$ 71,086.29
110	\$ 45,236.73	\$ 59,938.67	\$ 74,640.61
111	\$ 47,498.57	\$ 62,935.60	\$ 78,372.64
112	\$ 49,873.50	\$ 66,082.38	\$ 82,291.27
113	\$ 52,367.17	\$ 69,386.50	\$ 86,405.83
114	\$ 54,985.53	\$ 72,855.83	\$ 90,726.12
115	\$ 57,734.81	\$ 76,498.62	\$ 95,262.43
116	\$ 60,621.55	\$ 80,323.55	\$100,025.55
117	\$ 63,652.62	\$ 84,339.73	\$105,026.83
118	\$ 66,835.25	\$ 88,556.71	\$110,278.17
119	\$ 70,177.02	\$ 92,984.55	\$115,792.08
120	\$ 73,685.87	\$ 97,633.77	\$121,581.68
121	\$ 77,370.16	\$102,515.46	\$127,660.77
122	\$ 81,238.67	\$107,641.24	\$134,043.80
123	\$ 85,300.60	\$113,023.30	\$140,745.99
124	\$ 89,565.63	\$118,674.46	\$147,783.29
125	\$ 94,043.91	\$124,608.19	\$155,172.46
126	\$ 98,746.11	\$130,838.60	\$162,931.08
127	\$103,683.42	\$137,380.53	\$171,077.64
128	\$108,867.59	\$144,249.55	\$179,631.52
129	\$114,310.97	\$151,462.03	\$188,613.09
130	\$120,026.51	\$159,035.13	\$198,043.75

PROFESSIONAL AND CAREER SERVICE STAFF, continued

The following pages contain a listing of all staff positions, by title, with pay grade and related classification information. Key as follows:

- Job code = unique position identification code
- FLSA = The Fair Labor Standards Act (FLSA) provides guidelines for exemption status. Positions listed as E are salaried positions exempt from the overtime provisions of the FLSA. Those designated as NE are not exempt from the overtime provisions, will be paid on an hourly basis and all applicable overtime provisions apply.
- Pay Grade = grade level for the position.
- Minimum/Maximum = salary range for the position.

* Salaries listed for professional and career service staff are based on a 243 duty day calendar, unless otherwise noted. Exempt employee salaries are calculated at 1,944 hours per year (243 duty days x 8 hours/day), yet the expectation for exempt employees is that work may be required beyond the 243 duty day calendar and 8 hour day. Effective July 1, 2023, full-time, non-exempt employee salaries are also calculated at 1,944 hours per year (243 duty days x 8 hours/day) and include a paid thirty (30) minute meal break. Non-exempt employees will be paid for all hours worked, and receive overtime pay for hours worked over 40 in a workweek (Monday-Sunday). Overtime for non-exempt employees requires supervisory approval.

PROFESSIONAL AND CAREER SERVICE STAFF

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Access Services Assistant	4014	NE	102	\$30,618.00	\$50,519.70
Access Services Associate	4012	NE	103	\$32,148.90	\$53,045.69
Access Services Coordinator	3918	E	109	\$43,082.60	\$71,086.29
Accountant I	3661	E	110	\$45,236.73	\$74,640.61
Accountant II	3806	E	113	\$52,367.17	\$86,405.83
Accounting Specialist	4477	NE	109	\$43,082.60	\$64,477.36
Accounts Payable Specialist I	3660	NE	107	\$39,077.19	\$64,477.36
Accounts Payable Specialist II	3807	NE	109	\$43,082.60	\$71,086.29
Accounts Payable Supervisor	3502	E	112	\$49,873.50	\$82,291.27
Accounts Receivable Collections Specialist	3775	E	109	\$43,082.60	\$71,086.29
Accounts Receivable Specialist I	3727	NE	107	\$39,077.19	\$64,477.36
Accounts Receivable Specialist II	3726	E	109	\$43,082.60	\$71,086.29
Administrative Assistant	3465	E	105	\$35,600.00	\$58,482.87
Administrative Coordinator, Operations & Contracts	3823	E	112	\$49,873.50	\$82,291.27
Administrative Coordinator, Student Affairs	3681	E	112	\$49,873.50	\$82,291.27
Administrative Coordinator, Teaching and Learning	4071	E	112	\$49,873.50	\$82,291.27
Administrative Coordinator, Workforce Programs	3398	E	112	\$49,873.50	\$82,291.27
Admissions Counselor I	3442	E	107	\$39,077.19	\$64,477.36
Admissions Counselor II	3885	E	109	\$43,082.60	\$71,086.29
Admissions CRM Coordinator	3952	E	111	\$47,498.57	\$78,372.64
Admissions Processing Specialist I	4121	NE	105	\$35,600.00	\$58,482.87
Admissions Processing Specialist II	3752	NE	107	\$39,077.19	\$64,477.36
Admissions Processing Supervisor	3976	E	109	\$43,082.60	\$71,086.29
Assistant Bursar, Student Account Services	3524	E	116	\$60,621.55	\$100,025.55
Assistant Coach	3592	E	109	\$43,082.60	\$71,086.29
Assistant Director, Academic Advising	3897	E	116	\$60,621.55	\$100,025.55
Assistant Director, Accounting Services	4104	E	119	\$70,177.02	\$115,792.08
Assistant Director, Adaptive Services	3749	E	115	\$57,734.81	\$95,262.43
Assistant Director, Auxiliary Services	3523	E	114	\$54,985.53	\$90,726.12
Assistant Director, Community Standards	4074	E	115	\$57,734.81	\$95,262.43
Assistant Director, Event Services	3712	E	114	\$54,985.53	\$90,726.12
Assistant Director, Financial Services	3900	E	119	\$70,177.02	\$115,792.08
Assistant Director, Recruitment	4035	E	115	\$57,734.81	\$95,262.43
Assistant Registrar	3979	E	111	\$47,498.57	\$78,372.64
Associate Access Services Coordinator	3919	NE	104	\$33,756.35	\$55,697.97
Associate Director, Academic Advising	3439	E	118	\$66,835.25	\$110,278.17
Associate Director, Admissions Operations	3272	E	117	\$63,652.62	\$105,026.83

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Associate Director, Auxiliary Services	3939	E	116	\$60,621.55	\$100,025.55
Associate Director, Campus Operations, Student Financial Aid	3890	E	118	\$66,835.25	\$110,278.17
Associate Director, Campus Student Engagement	4036	E	115	\$57,734.81	\$95,262.43
Associate Director, Enrollment Communications and Systems	3954	E	114	\$54,985.53	\$90,726.12
Associate Director, Event Services	3940	E	116	\$60,621.55	\$100,025.55
Associate Registrar, Student Records	3987	E	113	\$52,367.17	\$86,405.83
Associate Registrar, Systems and Reporting	3944	E	113	\$52,367.17	\$86,405.83
Athletic Trainer	3905	E	109	\$43,082.60	\$71,086.29
Budget Analyst	3331	E	111	\$47,498.57	\$78,372.64
Bursar	3499	E	119	\$70,177.02	\$115,792.08
Campus Coordinator, Academic Advising and Community Outreach	4039	E	112	\$49,873.50	\$82,291.27
Campus Grounds Maintenance Lead	3941	NE	108	\$41,031.05	\$67,701.23
Capital Planning & Design Specialist	3844	E	117	\$63,652.62	\$105,026.83
CARE Coordinator	4013	E	112	\$49,873.50	\$82,291.27
Career Coordinator	4083	E	110	\$45,236.73	\$74,640.61
Career Services Specialist	4021	NE	106	\$37,216.37	\$61,407.01
Classification and Compensation Specialist	3984	E	110	\$45,236.73	\$74,640.61
Clinical Coordinator	3283	E	111	\$47,498.57	\$78,372.64
Clinical Coordination Manager, Nursing	4055	E	118	\$66,835.25	\$110,278.17
Clinical Coordinator, Dental Hygiene	4041	E	111	\$47,498.57	\$78,372.64
Clinical Coordinator I, Nursing Simulation*	3906	E	113	\$52,367.17	\$86,405.83
Clinical Coordinator I, Simulation*	4044	E	113	\$52,367.17	\$86,405.83
Clinical Instructor/Placement Coordinator (School of Education)*	3809	E	115	\$57,734.81	\$95,262.43
Clinical/Simulation Coordinator, CVT*	3978	E	114	\$54,985.53	\$90,726.12
Communications and Marketing Coordinator, Workforce Education	4084	E	110	\$45,236.73	\$74,640.61
Communications and Promotions Coordinator, Operations Division	4018	E	110	\$45,236.73	\$74,640.61
Compensation Analyst	3966	E	111	\$47,498.57	\$78,372.64
Construction Manager/Building Official	3112	E	117	\$63,652.62	\$105,026.83
Controller, Foundation	3886	E	124	\$89,565.63	\$147,783.29
Coordinator, Academic Affairs	3955	E	109	\$43,082.60	\$71,086.29
Coordinator, Academic Affairs, Arts & Humanities	4030	E	107	\$39,077.19	\$64,477.36
Coordinator, Academic Affairs – Business and Technology	4073	E	107	\$39,077.19	\$64,477.36

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Coordinator, Academic Affairs – Collier Campus	3565	E	107	\$39,077.19	\$64,477.36
Coordinator, Academic Support Programs	3689	E	107	\$39,077.19	\$64,477.36
Coordinator, Accelerated Pathways Programs-Academic Affairs	4079	E	108	\$41,031.05	\$67,701.23
Coordinator, Accelerated Pathways Programs-Student Affairs	4080	E	108	\$41,031.05	\$67,701.23
Coordinator, Arena Events and Operations	3714	E	110	\$45,236.73	\$74,640.61
Coordinator, Assessment, Accountability and Effectiveness	3746	E	111	\$47,498.57	\$78,372.64
Coordinator, Business Services and Student Success for Intercollegiate Athletics	4017	E	112	\$49,873.50	\$82,291.27
Coordinator, Campus Experience	3953	E	111	\$47,498.57	\$78,372.64
Coordinator, Campus Student Engagement	3612	E	107	\$39,077.19	\$64,477.36
Coordinator, Center for Undergraduate Research and Creativity (CURC)	4082	E	107	\$39,077.19	\$64,477.36
Coordinator, Department of Nursing	4056	E	107	\$39,077.19	\$58,744.46
Coordinator, Fitness and Campus Recreation	3713	E	110	\$45,236.73	\$74,640.61
Coordinator, Grants and Assessments	3868	E	111	\$47,498.57	\$78,372.64
Coordinator, Health Professions	3960	E	108	\$41,031.05	\$67,701.23
Coordinator, Housing and Residence Life	3670	E	107	\$39,077.19	\$64,477.36
Coordinator, Institutional Research	3869	E	111	\$47,498.57	\$78,372.64
Coordinator, Institutional Research & Reporting	3916	E	112	\$49,873.50	\$82,291.27
Coordinator, Investigative Institutional Research	4019	E	113	\$52,367.17	\$86,405.83
Coordinator, Retention and Student Success	3249	E	110	\$45,236.73	\$74,640.61
Coordinator, School of Education	3810	E	107	\$39,077.19	\$64,477.36
Coordinator, Veterans and Military Services	3881	E	112	\$49,873.50	\$82,291.27
Coordinator, Student Transitions	4054	E	107	\$39,077.19	\$64,477.36
Coordinator, Workforce Initiatives	3934	E	110	\$45,236.73	\$74,640.61
Corporate Training and Simulation Coordinator, Health Professions	4023	E	107	\$39,077.19	\$64,477.36
Dental Clinic Assistant	4482	NE	103	\$32,148.90	\$53,045.69
Dental Clinic Manager/Instructor	3903	E	111	\$47,498.57	\$78,372.64
Dental Clinic Supervisor	4103	E	120	\$73,685.87	\$121,581.68
Director, Adaptive Services	3466	E	118	\$66,835.25	\$110,278.17
Director, Corporate Sponsorships	3639	E	119	\$70,177.02	\$115,792.08
Director, Corporate Training & Simulation Education, School of Health Professions	4022	E	118	\$66,835.25	\$110,278.17
Director, Development	3111	E	119	\$70,177.02	\$115,792.08

Job Title	Job Code	FLSA	Pay Grade	Minimum	Mazimum
Director, Emergency Services	4024	E	119	\$70,177.02	\$115,792.08
Director, Facilities Planning and Space Management	3824	E	119	\$70,177.02	\$115,792.08
Director, Student Transitions	4052	E	117	\$63,652.62	\$105,026.83
Director, Testing Services	3075	E	118	\$66,835.25	\$110,278.17
Employment and Engagement Specialist I	3826	E	109	\$43,082.60	\$71,086.29
Employment and Engagement Specialist II	4026	E	113	\$52,367.17	\$86,405.83
EMS Support Specialist	3835	NE	105	\$33,756.35	\$58,482.87
Enrollment Counselor	3956	E	107	\$39,077.19	\$64,477.36
Event Services Specialist	3716	E	107	\$39,077.19	\$64,477.36
Executive Assistant/Project Coordinator	3873	E	113	\$52,367.17	\$86,405.83
Executive Assistant to Vice President of Academic Affairs	4070	E	108	\$41,031.05	\$67,701.23
Exhibitions and Collections Specialist	3651	E	106	\$37,216.37	\$61,407.01
Facilities Coordinator	3444	E	111	\$47,498.57	\$78,372.64
Facilities Quality Control Manager	3947	E	112	\$49,873.50	\$82,291.27
Facilities Scheduler	3832	NE	107	\$39,077.19	\$64,477.36
Financial Aid Operations Officer	4015	NE	105	\$35,600.00	\$58,482.87
Financial Aid Specialist I	4337	NE	106	\$37,216.37	\$61,407.01
Financial Aid Specialist II	3644	E	110	\$45,236.73	\$74,640.61
Financial/Business Analyst	3854	E	110	\$45,236.73	\$74,640.61
Fire Academy Supervisor	4051	E	117	\$63,652.62	\$105,026.83
Fiscal Specialist II, Foundation	3849	E	108	\$41,031.05	\$67,701.23
Fixed Asset/Construction Accountant	3992	E	113	\$52,367.17	\$86,405.83
Foundation Specialist I	4150	E	105	\$35,600.00	\$58,482.87
Foundation Specialist II	3690	E	108	\$41,031.05	\$67,701.23
Grant Analyst	4086	E	111	\$47,498.57	\$78,372.64
Head Athletic Trainer**	3762	E	111	\$47,498.57	\$78,372.64
Head Coach **	3509	E	113	\$52,367.17	\$86,405.83
Human Resources Manager, Employee Relations/Title IX Coordinator/Equity	3840	E	116	\$60,621.55	\$100,025.55
Human Resources Representative, Operations	3395	NE	105	\$35,600.00	\$58,482.87
Human Resources Specialist I	3352	E	109	\$43,082.60	\$71,086.29
Human Resources Specialist II	3673	E	112	\$49,873.50	\$82,291.27
Information Desk Associate	3911	NE	103	\$32,148.90	\$53,045.69
Instructional Assistant	4575	NE	103	\$32,148.90	\$53,045.69
Instructional Support Associate, Academic Support Programs	4005	NE	104	\$33,756.35	\$55,697.97
Legislative and Legal Analyst	4097	E	118	\$66,835.25	\$110,278.17

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Library Billing and Intralibrary Loan Associate	3985	NE	103	\$32,148.90	\$53,045.69
Library Digital Initiatives and Scholarly Communications Manager	4042	E	115	\$57,734.81	\$95,262.43
Library eResources Specialist	4043	NE	104	\$33,756.35	\$55,697.97
Maintenance Manager	3829	NE	116	\$60,621.55	\$100,025.55
Maintenance Specialist I	3995	NE	107	\$39,077.19	\$64,477.36
Maintenance Specialist II	3996	NE	110	\$45,236.73	\$74,640.61
Manager, Facilities and Small Projects	3831	E	116	\$60,621.55	\$100,025.55
Manager, Media Relations and Content	4062	E	116	\$60,621.55	\$100,025.55
Marketing and Communications Coordinator, Student Affairs	3921	E	110	\$45,236.73	\$74,640.61
Operations Associate, Teaching and Learning Center	3787	NE	104	\$33,756.35	\$55,697.97
Payroll Specialist I	4187	NE	107	\$39,077.19	\$64,477.36
Payroll Specialist II	3974	E	109	\$43,082.60	\$71,086.29
Payroll Supervisor	3975	E	112	\$49,873.50	\$82,291.27
Procurement Specialist I	3820	NE	107	\$39,077.19	\$64,477.36
Procurement Specialist II	3821	NE	109	\$43,082.60	\$71,086.29
Program Coordinator, EMS	3789	E	118	\$66,835.25	\$110,278.17
Program Coordinator, Respiratory Care	4064	E	117	\$63,652.62	\$105,026.83
Program Coordinator, School of Business and Technology	4087	E	107	\$39,077.19	\$64,477.36
Program Coordinator, Social and Human Services	4029	E	116	\$60,621.55	\$100,025.55
Program Director	3230	E	119	\$70,177.02	\$115,792.08
Program Director, AS CVT	3935	E	119	\$70,177.02	\$115,792.08
Program Director, AS Nursing	3309	E	120	\$73,685.87	\$121,581.68
Program Director, BS Nursing	3738	E	120	\$73,685.87	\$121,581.68
Program Director, Health Information Technology and Medical Coding and Billing	4040	E	120	\$73,685.87	\$121,581.68
Program Director, Human Services	3902	E	118	\$66,835.25	\$110,278.17
Program Manager, EMS	4046	E	119	\$70,177.02	\$115,792.08
Program Specialist, Center for International Education	3780	E	107	\$39,077.19	\$64,477.36
Program Specialist, Corporate and Community Education	4065	E	107	\$39,077.19	\$64,477.36
Program Specialist, Workforce Education	4066	E	107	\$39,077.19	\$64,477.36
Program Support Specialist	3372	NE	104	\$33,756.35	\$55,697.97
Receiving and Distribution Clerk I	3997	NE	105	\$35,600.00	\$58,482.87
Receiving and Distribution Supervisor	4171	NE	108	\$41,031.05	\$67,701.23
Records Coordinator	3683	E	109	\$43,082.60	\$71,086.29

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Records Specialist	3983	NE	104	\$33,756.35	\$55,697.97
Recruiting and Advising Specialist, SOE	3625	E	113	\$52,367.17	\$86,405.83
Registration Manager	3943	E	110	\$45,236.73	\$74,640.61
Registration Specialist I	4203	NE	105	\$35,600.00	\$58,482.87
Registration Specialist II	3659	NE	107	\$39,077.19	\$64,477.36
Science Lab Manager	3379	E	108	\$41,031.05	\$67,701.23
Science Lab Manager/Instructor	3679	E	112	\$49,873.50	\$82,291.27
Science Lab Technician	4440	NE	104	\$33,756.35	\$55,697.97
Senior Brand and Graphic Design Coordinator	4061	E	115	\$57,734.81	\$95,262.43
Senior Campus Associate, Information Desk and Administrative Support	4034	NE	104	\$33,756.35	\$55,697.97
Senior Campus Coordinator, Academic Advising and Community Outreach	4038	E	114	\$54,985.53	\$90,726.12
Senior Coordinator, Academic Scheduling	3932	E	112	\$49,873.50	\$82,291.27
Senior Coordinator, Academic Support Programs	3882	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Campus Student Engagement	4037	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, International Student Services	3805	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Risk and Records Management	4063	E	114	\$54,985.53	\$90,726.12
Senior Coordinator, Student Transitions	4053	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Testing Services	3951	E	111	\$47,498.57	\$78,372.64
Senior Director, Development	3388	E	121	\$77,370.16	\$127,660.77
Senior Financial Aid Officer	3891	E	111	\$47,498.57	\$78,372.64
Senior Financial Aid Officer, Athletics, Scholarships, and State Programs	3802	E	112	\$49,873.50	\$82,291.27
Senior Foundation Specialist	3766	E	109	\$43,082.60	\$71,086.29
Senior Human Resources Manager, Classification & Compensation	3970	E	118	\$66,835.25	\$110,278.17
Senior Human Resources Manager, Employee Benefits & Talent Acquisition	3968	E	118	\$66,835.25	\$110,278.17
Senior Human Resources Manager, Operations	3967	E	118	\$66,835.25	\$110,278.17
Senior Staff Assistant	4465	NE	104	\$33,756.35	\$55,697.97
Simulation Operations Specialist	4085	E	118	\$66,835.25	\$110,278.17
Sports Information Director	3602	E	110	\$45,236.73	\$74,640.61
Staff Assistant	4470	NE	103	\$32,148.90	\$53,045.69
Student Account Services Supervisor	3776	E	112	\$49,873.50	\$82,291.27
Student Account Specialist	3774	NE	105	\$35,600.00	\$58,482.87

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Student Engagement and CARE Services Coordinator	3888	E	109	\$43,082.60	\$71,086.29
Student Services and Testing Representative	3595	NE	105	\$35,600.00	\$58,482.87
Student Services Specialist	4510	NE	104	\$33,756.35	\$55,697.97
Student Success Advisor I	3653	E	110	\$45,236.73	\$74,640.61
Student Success Advisor I, School of Health Professions	3701	E	110	\$45,236.73	\$74,640.61
Student Success Advisor II	3654	E	113	\$52,367.17	\$86,405.83
Student Success Advisor II, Adaptive Services	3838	E	113	\$52,367.17	\$86,405.83
Student Success Advisor II, Intercollegiate Athletics	3674	E	113	\$52,367.17	\$86,405.83
Student Success Advisor II, International	3696	E	113	\$52,367.17	\$86,405.83
Student Success Advisor II, School of Business and Technology	3965	E	113	\$52,367.17	\$86,405.83
Student Success Advisor II, School of Health Professions	3702	E	113	\$52,367.17	\$86,405.83
Student Support Specialist, Hendry Glades Center	3794	E	108	\$41,031.05	\$67,701.23
Supervisor, Facilities Maintenance and Operations	3830	NE	113	\$52,367.17	\$86,405.83
Test Proctor	3731	NE	103	\$32,148.90	\$53,045.69
Test Proctor, Outreach	3998	NE	103	\$32,148.90	\$53,045.69
Testing Specialist I	4350	NE	105	\$35,600.00	\$58,482.87
Testing Specialist II	3946	NE	107	\$39,077.19	\$64,477.36
Transfer Transcript Evaluator I	4355	NE	105	\$35,600.00	\$58,482.87
Transfer Transcript Evaluator II	3698	NE	107	\$39,077.19	\$64,477.36
Travel and P-Card Specialist	3991	E	110	\$45,236.73	\$74,640.61
Veterans and Military Services Specialist	3880	E	109	\$43,082.60	\$71,086.29
Videographer and Content Producer	4060	E	114	\$54,985.53	\$90,726.12
Workforce Education Recruiter	4072	E	106	\$37,216.37	\$61,407.01

*Indicates 10.5-month position

**Indicates non-Administrator position on contract

IT Wage and Salary Schedule

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA Status</u>	<u>Pay Grade/ Complexity</u>	<u>Developmental</u>	<u>Proficient</u>	<u>Master</u>
Application Development Specialist I	T015	E	TB010	\$50,000 - \$53,499	\$53,500- \$56,999	\$57,000 - \$60,499
Application Development Specialist II	T018	E	TB030	\$60,500 - \$63,999	\$64,000- \$67,499	\$67,500- \$70,999
Application Development Specialist III	T021	E	TB050	\$71,000 - \$74,499	\$74,500- \$77,999	\$78,000- \$81,999
Applications Support Analyst I	T051	E	TD040	\$70,000 - \$73,999	\$74,000- \$77,999	\$78,000- \$81,999
Applications Support Analyst II	T056	E	TD070	\$82,000 - \$85,999	\$86,000- \$89,999	\$90,000- \$93,999
Applications Support Analyst III	T057	E	TD080	\$94,000 - \$96,999	\$97,000- \$100,999	\$101,000 - \$104,999
Applications Support Specialist I	T022	E	TC010	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$56,999
Applications Support Specialist II	T032	E	TC040	\$57,000 - \$60,999	\$61,000 - \$64,999	\$65,000 - \$68,999
Applications Support Specialist III	T041	E	TC060	\$69,000 - \$72,999	\$73,000 - \$76,999	\$77,000 - \$79,999
Applications Systems Administrator I	T046	E	TD010	\$60,000 - \$62,999	\$63,000 - \$65,999	\$66,000 - \$69,999
Applications Systems Administrator II	T049	E	TD030	\$70,000 - \$72,999	\$73,000 - \$75,999	\$76,000 - \$79,999
Applications Systems Administrator III	T054	E	TD060	\$80,000 - \$82,999	\$83,000 - \$85,999	\$86,000 - \$89,999
Assistant Director, Application Development	T052	E	TD050	\$80,000 - \$86,999	\$87,000- \$97,999	\$98,000- \$109,999
Assistant Director, Technology Services	T031	E	TC030	\$55,000 - \$57,999	\$58,000- \$69,999	\$70,000- \$84,999
Assistant Director, Web Applications	T048	E	TD020	\$70,000 - \$76,999	\$77,000- \$87,999	\$88,000- \$104,999
Coordinator, Accessibility & LMS Administration	T028	E	TC020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Coordinator, Instructional Design	T027	E	TC020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA Status</u>	<u>Pay Grade/ Complexity</u>	<u>Developmental</u>	<u>Proficient</u>	<u>Master</u>
Coordinator, Technology Refresh	T017	E	TB020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Coordinator, Technology Services	T029	E	TC020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Coordinator, Technology Support Services	T030	E	TC020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Database Administrator, Lead	T058	E	TE010	\$80,000 - \$91,667	\$91,668 - \$103,335	\$103,336 - \$115,000
Digital Communications Technology Analyst I	T023	E	TC010	\$50,000 - \$53,499	\$53,500 - \$56,999	\$57,000 - \$60,499
Digital Communications Technology Analyst II	T033	E	TC040	\$60,500 - \$63,999	\$64,000 - \$67,499	\$67,500 - \$70,999
Digital Technology Communications Analyst III	T042	E	TC060	\$71,000 - \$74,499	\$74,500 - \$77,999	\$78,000 - \$81,999
Director, Network Systems & Infrastructure	T059	E	TE010	\$88,000 - \$96,999	\$97,000 - \$105,999	\$106,000 - \$115,000
Director, Technology Services	T060	E	TE010	\$88,000 - \$96,999	\$97,000 - \$105,999	\$106,000 - \$115,000
Information Security Officer	T061	E	TE010	\$88,000 - \$96,999	\$97,000 - \$105,999	\$106,000 - \$115,000
Instructional Designer I	T024	E	TC010	\$49,000 - \$51,999	\$52,000 - \$54,999	\$55,000 - \$57,999
Instructional Designer II	T034	E	TC040	\$58,000 - \$62,999	\$63,000 - \$65,999	\$66,000 - \$68,999
Instructional Designer III	T043	E	TC060	\$69,000 - \$72,999	\$73,000 - \$76,999	\$77,000 - \$79,999
Instructional Technologist I	T001	NE	TA010	\$36,000 - \$38,999	\$39,000 - \$41,999	\$42,000 - \$44,999
Instructional Technologist II	T006	E	TA030	\$45,000 - \$47,999	\$48,000 - \$50,999	\$51,000 - \$53,999
Instructional Technologist III	T010	E	TA040	\$54,000 - \$56,999	\$57,000 - \$59,999	\$60,000 - \$62,999
IT Operations Coordinator	T005	E	TA020	\$35,600 - \$39,499	\$40,000 - \$44,999	\$45,000 - \$49,999
IT Project Manager	T053	E	TD050	\$70,000 - \$76,999	\$77,000 - \$87,999	\$88,000 - \$104,999
Manager, Technology Support Services	T065	E	TC025	\$58,000 - \$61,999	\$62,000 - \$65,999	\$66,000 - \$69,999

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA Status</u>	<u>Pay Grade/ Complexity</u>	<u>Developmental</u>	<u>Proficient</u>	<u>Master</u>
Network Administrator I	T025	E	TC010	\$52,000 - \$55,999	\$56,000 - \$59,999	\$60,000 - \$63,999
Network Administrator II	T035	E	TC040	\$64,000 - \$67,999	\$68,000 - \$71,999	\$72,000 - \$75,999
Network Administrator III	T044	E	TC060	\$76,000 - \$79,999	\$80,000 - \$83,999	\$84,000 - \$87,999
Network Systems Administrator I	T026	E	TC010	\$52,000 - \$55,999	\$56,000 - \$59,999	\$60,000 - \$63,999
Network Systems Administrator II	T036	E	TC040	\$64,000 - \$67,999	\$68,000 - \$71,999	\$72,000 - \$75,999
Network Systems Administrator III	T045	E	TC060	\$76,000 - \$79,999	\$80,000 - \$83,999	\$84,000 - \$87,999
Network Technician I	T002	E	TA015	\$42,000 - \$43,499	\$43,500- \$44,999	\$45,000 - \$46,499
Network Technician II	T007	E	TA030	\$46,500 - \$47,999	\$48,000- \$49,499	\$49,500- \$51,999
Network Technician III	T011	E	TA040	\$52,000 - \$53,499	\$54,000- \$55,499	\$55,500- \$56,999
Programmer Analyst I	T047	E	TD010	\$82,000 - \$83,999	\$84,000 - \$85,999	\$86,000 - \$87,999
Programmer Analyst II	T050	E	TD030	\$88,000 - \$89,999	\$90,000 - \$91,999	\$92,000 - \$93,999
Programmer Analyst III	T055	E	TD060	\$94,000 - \$95,999	\$96,000 - \$97,999	\$98,000 - \$99,999
Sr. Coordinator, Accessibility & LMS Administration	T038	E	TC050	\$58,000 - \$61,999	\$62,000 - \$65,999	\$66,000 - \$69,999
Sr. Coordinator, Instructional Design	T037	E	TC050	\$58,000 - \$61,999	\$62,000 - \$65,999	\$66,000 - \$69,999
Sr. Coordinator, Technology Refresh	T020	E	TB040	\$58,000 - \$61,999	\$62,000 - \$65,999	\$66,000 - \$69,999
Sr. Coordinator, Technology Services	T039	E	TC050	\$58,000 - \$61,999	\$62,000 - \$65,999	\$66,000 - \$69,999
Sr. Coordinator, Technology Support Services	T040	E	TC050	\$58,000 - \$61,999	\$62,000 - \$65,999	\$66,000 - \$69,999
Sr. IT Operations Coordinator	T014	E	TA060	\$50,000 - \$54,999	\$55,000 - \$58,999	\$59,000 - \$62,999
Technology Services Specialist I	T003	NE	TA010	\$36,000 - \$38,999	\$39,000 - \$41,999	\$42,000 - \$44,999
Technology Services Specialist II	T008	NE	TA030	\$45,000 - \$47,999	\$48,000 - \$50,999	\$51,000 - \$53,999
Technology Services Specialist III	T012	E	TA050	\$54,000 - \$56,999	\$57,000 - \$59,999	\$60,000 - \$62,999

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA Status</u>	<u>Pay Grade/ Complexity</u>	<u>Developmental</u>	<u>Proficient</u>	<u>Master</u>
Technology Support Specialist I	T004	NE	TA010	\$36,000 - \$38,999	\$39,000 - \$41,999	\$42,000 - \$44,999
Technology Support Specialist II	T009	NE	TA030	\$45,000 - \$47,999	\$48,000 - \$50,999	\$51,000 - \$53,999
Technology Support Specialist III	T013	E	TA050	\$54,000 - \$56,999	\$57,000 - \$59,999	\$60,000 - \$62,999
Web Applications Developer I	T016	E	TB010	\$50,000 - \$53,499	\$53,500 - \$56,999	\$57,000 - \$60,499
Web Applications Developer II	T019	E	TB030	\$60,500 - \$63,999	\$64,000 - \$67,499	\$67,500 - \$70,999
Web Applications Developer III	T062	E	TB050	\$71,000 - \$74,499	\$74,500 - \$77,999	\$78,000 - \$81,999

Campus Police Wage and Salary Schedule

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA Status</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative					
Accreditation Manager*	3908	NE	CA030	\$60,000.00	\$99,000.00
Campus Police Coordinator	3878	NE	CA020	\$46,000.00	\$75,900.00
Campus Police Systems Specialist*	4077	NE	CA010	\$41,700.00	\$68,805.00
Technicians					
Community Service Technician*	4160	NE	CT010	\$34,646.00	\$57,165.90
Sworn Officers					
Campus Police Officer*	4155	NE	CP010	\$47,000.00	\$77,550.00
Captain	3792	E	CP040	\$77,000.00	\$127,000.00
Chief of Police	3822	E/College Administrator	A124	\$89,565.63	\$147,783.29
Lieutenant	3504	E	CP030	\$67,000.00	\$110,550.00
Sergeant*	3326	NE	CP020	\$60,000.00	\$99,000.00

* Indicates 40 hour per week/2,080 hour per year position/bi-weekly pay cycle/shift differential

FULL-TIME FACULTY

A. New Faculty Nine-Month Contract Salary for Semesters Fall and Spring (for those Faculty whose Full-Time Contracts began on or after July 1, 2023):

Degree	Base
Bachelor's Degree	\$49,108.56
Master's Degree	\$51,207.89
Master's Degree plus 30 approved Semester Hours beyond Master's or 45 approved	\$53,305.31
Master's Degree plus 60 approved Semester Hours beyond Master's or 90 approved Quarter Hours or MFA when it is a terminal degree within field.	\$57,502.99
Doctorate	\$58,762.46

The following steps are to be followed in computing a new faculty member's salary:

1. The faculty member is placed on one of the five schedules above according to academic degree earned. The degree used for placement on the schedule must normally be in the subject area to be taught, with the approval of the Academic Dean/Supervising Administrator and Vice President of Academic Affairs.
2. \$200 is allowed an incoming faculty member for each year of verifiable teaching experience (10 years maximum), and this total is added to the base on the appropriate schedule.

Returning Instructional and Library Faculty Nine-Month Contract for Semesters Fall and Spring

B. For Those Full-Time Faculty Returning for the Fall 2023 Semester

For 2023-2024, returning faculty member's contracted salary for nine (9) months (exclusive of any supplemental, substitute, overload, or unique or special contracts for instructional support services above and beyond the faculty member's usual contracted services to the College) will be increased by 5% on current salary (2022-23 rate). This is effective 7/1/23 for library faculty and 8/14/23 for instructional faculty. In addition, all faculty will receive a 2% non-recurring (calculated on the new 2023-24 pay rate) paid no later than August 31, 2023.

NOTE: No returning faculty member will earn less than the beginning salary for new faculty described in Section A. above.

FULL-TIME FACULTY, continued

C. Changes in Current Placement for Faculty on the Salary Schedule

Verification of hours and changes in schedule placement must be approved by the Academic Dean/Supervising Administrator and Vice President of Academic Affairs and must be accomplished prior to September 15 for full year salary change and February 1 for second half of the year salary change. Verification shall be on the basis of official transcripts. The placement on a different schedule will be effective retroactively to the

beginning of the contract year if verification is accomplished prior to September 15. Placement verified after September 15 but prior to February 1 will be effective with the second pay period in February. Once a faculty member is qualified in his or her subject area, any additional graduate hours may be counted, with prior approval of the Academic Dean/Supervising

Administrator and Vice President of Academic Affairs for placement on Schedule III (Master's degree plus 30 graduate semester hours) and Schedule IV (Master's degree plus 60 graduate semester hours).

D. Library Faculty and Counselors Assigned to A Basic Contract of 208 Duty Days:

For **2023-2024**, the Library Faculty member's 2023-2024 contracted salary for two hundred and eight (208) duty days (exclusive of any supplemental, substitute, overload, unique or special contracts for instructional support services above and beyond the faculty member's usual contracted services to the College) will be calculated as 208 x the average daily rate of pay for the 2022-2023 contract. This amount will be increased by 5% on the (2022-23 rate) beginning July 1, 2023. In addition, all faculty will receive a 2% non-recurring (calculated on the new 2023-24 pay rate) paid no later than August 31, 2023.

New Library Faculty and Counselors hired on or after 8/15/22 are assigned a Basic Contract of 166 Duty Days.

E. Salaries for Full-Time Instructors Used as Substitutes and for Supplemental Instructional Hours (Effective 7/1/2023)

If the assignment leads to the instructor becoming a substitute for 50% or more of the class sessions, pro-rated overload pay rather than substitute pay would apply.

Degree	Per Contact Hour
Bachelor's	\$37.93
Master's	\$40.10
Master's+ 30	\$42.27
Master's+ 60	\$44.55
Doctorate	\$46.75

FULL-TIME FACULTY, continued

F. Overload Pay (Effective 8/16/16)

Full-time professors are paid for additional teaching beyond their normal contractual commitments during a regular semester, and for all Summer A, Summer B or a Summer A and B combination full-semester teaching on a per-instructional hour basis. The amount of pay is determined by (a) the degree held by the professor, and (b) the number of instructional hours of the additional teaching, as determined in Section 8.1.4 of this Agreement.

Degree	Per Instructional
Bachelor's	\$722
Master's	\$807
Master's+ 30	\$841
Master's+ 60	\$855
Doctorate	\$891

*Compensation for portions of an instructional hour shall be computed by multiplying the rate for one instructional hour by the appropriate fraction to be paid of the instructional hour.

G. Individualized Study (Effective 8/16/19)

Full-time professors will be paid \$125 per contact hour per student for Individualized Study. A maximum of \$2,400, is permitted per semester for a faculty member. (Note: \$200 will be paid to faculty who have only one (1) contact hour for a semester of individualized study.

H. Faculty Senate President

Effective the 2023-24 academic year, the Faculty Senate President receives three (3) contact hours of reassigned time in both Fall and Spring Semesters.

I. Online Course Development Payment

The following is done in collaboration and agreement between the Academic Dean/Supervising Administrator, department chair, and faculty member:

1. The College will pay faculty who have completed the QM Peer Review Certification Course a stipend of \$300 for each QM Peer Review of FSW courses they complete.
2. The College will pay faculty a \$1,000 stipend for the rights to distribute a departmental course that passes the FSW internal quality review.
3. The College will pay faculty who further develop a departmental course to receive Quality Matters certification an additional stipend of \$500.

PART-TIME INSTRUCTIONAL FACULTY

A. SALARIES FOR PART-TIME CREDIT INSTRUCTORS

1. Part-time instructors are paid on a per-course basis. Part-time instructors are limited to a schedule of up to a maximum of twelve (12) credit hours per fall or spring semester and no more than nine (9) credit hours at any one time during the summer semester. The amount of pay per course is determined by the number of contact hours normally expected per course. For part-time instructors, load hours per course refers to the total number of hours per term the instructor is normally expected to meet each class. Normally, 16 contact hours equal one load hour.

Per Assigned Load Hour
\$825.00*

Total Salary for 3-Hour Course
\$2,475*

2. The College may also wish to contract with part-time instructors for periods shorter than a full term. Such contracts will be based on the actual number of contact hours to be worked.

\$ 54.68 per contact hour

B. SALARIES FOR SUBSTITUTE INSTRUCTORS

\$40.63 per contact hour

C. PART-TIME FACULTY WHO DO NOT COMPLETE A COURSE AS CONTRACTED ARE PAID AS FOLLOWS:

Total contract amount per course x % of class taught (see below) = Salary to be paid.

% of class taught = number of sessions taught ÷ total number of sessions scheduled.

Example: The scheduled course taught meets 2 times per week for 16 weeks = 32 sessions. Each class is 75 minutes. The contract amount is \$2,475.00. The faculty member taught 21 sessions.

- 1) Total minutes scheduled for this course are 32 sessions x 75 minutes = 2,400 minutes
- 2) Total minutes faculty member taught is 21 sessions x 75 minutes = 1,575 minutes
- 3) $1,575 \div 2,400 = 65.6\%$
- 4) The faculty member would be paid $\$2,475.00 \times .656 = \$1,623.60$

D. SUBSTITUTES FOR ABOVE COURSES ARE PAID AS FOLLOWS:

Number of class days x hours per day taught = total hours taught x amount paid per hour (using Substitute Salary Schedule) = SALARY PAID.

E. AUTHORIZED REASSIGNMENTS

Adjunct faculty members may be reassigned or released from a course(s) in order to perform curriculum development, instructional supervision, student services, or other related work other than classroom instruction. These activities are compensated in accordance with Section A, number 1 of this Section. The specific terms and conditions of these special contracts will be determined by the College in view of program or service needs and delineated in a special contract letter to the Adjunct faculty member. *Effective Fall 2018.*

PART-TIME INSTRUCTIONAL FACULTY, continued

F. INDEPENDENT STUDY, INDIVIDUAL PRACTICA AND INDIVIDUAL COOPERATIVE INTERNSHIPS:

Adjunct professors will be paid \$200.00 per student up to \$1,200.00 for a group of six students. Any practica taught in groups of seven or more would be compensated according to the existing wage and salary schedule. These hours will not count toward total faculty load hours.

**FLORIDA SOUTHWESTERN STATE
COLLEGIATE HIGH SCHOOL**

**Wage and Salary Schedule
2023-2024**

Compensation Schedule

High School Principal (243 duty days) – 6500 (Lee)/6300 (Charlotte)

The Principal will be compensated in alignment with existing College policies and procedures. This is an administrator on annual contract position.

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
A126	\$98,746.11	\$130,838.60	\$162,931.08

Classroom Teacher (196 duty days) – 6503 (Lee)/6303 (Charlotte)

School Counselor (211 duty days) – 6502 (Lee)/6302 (Charlotte)

Career Specialist (211 duty days) - 3847 (Charlotte)

A Classroom Teacher, School Counselor, or Career Specialist’s salary will be placed in a range based on their previous effective teaching experience and in consideration of the local host district. Pay and benefits will be delivered based on current College processes and procedures. The Career Specialist and School Counselor compensation will be prorated to account for the additional duty days required (211 duty days). These positions requires a valid teaching certification (or eligibility to be certified), and are annual contract positions.

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
\$48,250.00	\$ 63,931.25	\$ 79,612.50

Credit for prior teaching service will determine starting salary.

Professional and Career Service Staff

<u>Job Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant	4014	E	105	\$35,600.00	\$58,482.87
Staff Assistant	4470	NE	103	\$32,148.90	\$53,045.69
Instructional Assistant	4575	NE	103	\$32,148.90	\$53,045.69
Registration and Information Specialist	3872(Lee)/ 4010(Char)	E	107	\$39,077.19	\$64,477.36
Student Supervision Specialist	3937	NE	104	\$33,756.35	\$55,697.97

Overload (teaching extra classes) and Part-Time Classroom Teachers

Payment for service is based on highest documented degree earned and should be delivered incrementally following the College's current payroll procedures:

	<u>Per Class/Per Semester</u>
Bachelor's Degree	\$2,250.00
Master's Degree	\$2,500.00
Doctorate Degree	\$2,750.00

Teachers may be compensated for teaching during their planning period at a daily rate of \$27.77 for each occurrence per semester with the Principal's prior approval.

Substitutes

Each school shall maintain a list of qualified substitute teachers who have been hired through the appropriate College Human Resource procedures and have been fingerprinted at the local school districts. Long-term substitute teachers can be hired at the higher rate for openings that require, in advance, more than 10 consecutive days of teaching. On the 11th consecutive day of teaching, or if the position changes to long-term assignment, a substitute teacher's pay is increased to the long-term rate.

District substitute teacher wages are used as a guide in setting our rates. Rates should be updated annually to remain competitive in the region.

Short-term substitution	\$18.00 per hour
Long-term substitution	\$25.00 per hour

Supplemental Compensation

Major Club Sponsor

A major club sponsor is working with students after school several days a week, sometimes in the evening and sometimes on weekends. The established club is a pivotal part of the school's activity program.

\$800.00 max/semester*

Staff Development or Student Supervision

Per Title IIa guidelines, employees will be compensated at the federally established \$15.00/hour plus the current social security rate.

Supplemental Compensation, continued

Academic/Service Club Sponsor

An academic/service club sponsor is working with students after school one or more days a week, sometimes in the evening and sometimes on weekends. An academic club is an outgrowth of the academic program. These clubs stem from a desire of both teacher and students to explore issues and concepts in greater depth or in a different framework than the classroom. Service clubs are designed to provide opportunities for students to be of service to their school or to their community.

\$400.00 max/semester*

Special Project Club Advisor

A special project club advisor works with students less than one (1) day per week, and meets for a defined purpose such as completing a project, participating in an academic competition, or completing another dedicated task.

\$200.00 max/semester*

*May be prorated for partial semester service.

Professional Academic Services

Employees working on items that are of academic nature, but happen outside the scope of normal teaching will be compensated accordingly. Examples of professional academic services, includes, but are not limited to, new course development, grant-funded activities, or other duties assigned by the principal that are academic and /or content specific. Payment for these services will be calculated using the hourly rate equivalent from the employee's base salary and the number of hours spent completing the service(s).

Homebound/Hospital Instruction

When a student is ill for an extended period of time and unable to attend school, he/she may have a legally binding IEP that indicates that homebound/hospital instruction is necessary. In cases that warrant this type of instructional service, high school teachers must provide that instruction. Payment for these services will be calculated using the hourly rate equivalent from the employee's base salary, the number of hours spent completing the instruction, plus 20%. Employees will also be compensated for mileage.

Supplemental Compensation, continued

Advanced Degrees

In accordance with F.S. 1012.22 (1)(c)3, instructional personnel hired on or after July 1, 2011 will be paid an appropriate salary supplement each academic year, not added to base salary, as long as their advanced degree is in the employee's teaching discipline.

Master's Degree	\$2,500.00 supplement
Doctorate Degree	\$4,000.00 supplement

Salary Increases

Salary increase recommendations are influenced by the individual's annual evaluation and changes in Florida Education Finance Program (FEFP) aid levels. Section 1012.34, F.S., requires that schools implement personnel evaluations that include a contribution from student performance on standardized test as well as other subjective factors. 101.22, F.S. further requires that there be differentiated raises based on these final personnel evaluation ratings. Personnel are evaluated by their supervisor before leaving for the summer and based upon the early fall availability of student performance data, final performance evaluations are finalized.

Principals may prepare a memo recommending salary increases and submit to the Vice President of Academic Affairs for review by June 1st. Approved compensation changes will take effect on July 1st for employees on annual contract, or August 1st for employees on 10-month contracts. Only instructional staff are eligible for performance-based raises following the schedule below. Actual rates may vary from year to year based on FEFP, Principal's recommendations, and/or other College-wide factors. The value of a salary increase for a teach rated as "highly effective" must be at least 50% more than the value established for teachers rated as "effective."

Value of Highly Effective Rating	Minimum Salary Increase	1%
Value of Effective Rating	Minimum Salary Increase	.5%
Value of Needs Improvement Rating	No Increase	
Value of Unsatisfactory Rating	No Increase	

Recurring Salary Increases from external funding for High School Personnel

If increases for high school staff and/or classroom teachers are explicitly included as a directive thru FEFP funding or local (county) initiatives, the high school staff and/or teachers will receive the increase in a method that follows the intent of the directive.

Examples:

- External funding is specifically for "Teacher Salary Increases"
- External funding is provided as a categorical through the FEFP such as the Teacher Salary Increase Allocation.

Salary Increases, continued

In this instance, the classroom teachers would receive the increase allocated, while staff of the high school will not receive an increase. However, if College staff were given an increase, then the high school staff would receive the same % increase and type of increase (recurring vs. non-recurring) as College staff.

External Funding is provided for "Teacher and High School Staff Salary Increases":

In this instance, the high school staff and classroom teachers would receive the increase allocated, but will not also receive an increase given by the College. However, if the increase from FEFP or a local initiative is less than what is granted by the College for that same fiscal year, high school staff and/or classroom teachers would receive the difference resulting in their total increase being equal to the increase offered by the College. For example, high school staff and teachers receive a 1% increase from FEFP; however, in the same fiscal year, the College has granted a 2% increase. The 1% difference would be paid to HS staff and teachers.

Recurring Salary Increases when there is no external funding for High School Personnel

If increases for high school staff and/or classroom teachers are not explicitly included as a directive thru FEFP funding or local initiatives, the high school staff and teachers should receive the same increase approved for College professional and career staff.

Non-recurring payments

In the event a one-time, non-recurring payment is given to College staff, the high school staff and teachers will also receive the same amount in any fiscal year unless a non-recurring payment has already been provided or is planned to be provided to high school teachers and staff through other high school funding sources (excluding school recognition awards, Best and Brightest awards, Florida Teachers Lead Program).

OPS TEMPORARY POSITIONS

Temporary and On-Call OPS positions are established to meet a workload of a temporary, casual or seasonal nature and are filled on an as-needed basis. Hours scheduled on an as-needed basis only, determined by the type of assignment, the location, or by the availability of the employee. Employees in temporary OPS positions are limited to working no more than 25 hours per week. The College does not guarantee a specific length of employment, or a set number of hours per week. Temporary OPS positions do not receive benefits except those required by statute or regulation.

<u>Job Code</u>	<u>Title</u>	<u>Minimum Rate</u>
9092A	OPS College Temp	Varies
3633A	Assistant Coach, Intercollegiate Athletics	Varies; Nominal Fee Volunteer
9092A	Athletic Trainer, Intercollegiate Athletics	Varies
3632A	Camp Coach, Intercollegiate Athletics	Varies; Nominal Fee Volunteer
9094A 9106A 9108A	Non-Student Assistants Event Services Staff Intramural Official Intramural Scorekeeper	\$11.00 - <i>Moves to \$12.00 on 9/30/23</i>
9110A 9109A	Bartender Intramural Supervisor	\$12.00
9103A	Peak Partner (On-Call)	\$11.00 - <i>Moves to \$12.00 on 9/30/23; may vary.</i>
9090A 9107A 9097A	Audio Visual Technician Personal Trainer (non-student) Group Fitness Instructor	\$12.00
PROCT	Test Proctor	\$12.50
9099A	FSW Blackbeard Mascot	\$15.00
4101A 4180A 4181A	Clinical Associate Clinical Associate, Dental Hygiene/ Radiology Tech Clinical Associate, Nursing/Respiratory Care	\$22.00 (Varies by Department)
3597A	Clinical Associate, EMS	\$25.00
4106A	Instructor, Firefighter Program	\$25.00
9096A	Public Safety Detail Assignment	\$40.00
9106A	Human Resources - Professional Development Instructor	Varies
8100A 8103A 8104A 8104A 8105A	Student Assistants Student Assistant Event Services Staff Fitness Center Attendant I (student) Fitness Center Attendant II (student) Intramural Official (student)	\$11.00 - <i>Moves to \$12.00 on 9/30/23</i>

8101A 8100A 9203A 9094A	Intramural Scorekeeper (student) Work Study FSWCHS Student Assistant (Thomas Edison Campus) Concession Stand Worker/Supervisor	
8100D	Student Assistant Student Peer Mentor	\$11.15 - <i>Moves to \$12.00 on 9/30/23</i>
8100A 8101C 8102A	Student Assistant Bartender, Event Services Intramural Supervisor Academic Support Peer Tutor	\$12.00
8101E 8102E	Student Assistant Group Fitness Instructor Personal Trainer	\$12.00
8100F	Student Assistant FSW Blackbeard Mascot	\$15.00
8200A	Student Resident Advisor	Stipend

NON-CREDIT INSTRUCTION

A. CONTINUING WORKFORCE EDUCATION INSTRUCTION

A non-credit continuing education instructor is paid an hourly rate within a wage range determined by internal and external market conditions and based on verifiable, professional related experience. The amount of hours paid per course is determined by the number of contact hours normally expected per course. The wage range provides the College the ability to generate revenue at least equal to the full cost of instruction. The specific cost for each class must be specified in the contract for that class.

Arts & Crafts classes	\$25.00 - \$50.00 per hour
Vocational	\$25.00 - \$50.00 per hour
Health	\$25.00 - \$50.00 per hour
Professional/Corporate CE training	\$25.00 - \$50.00 per hour
Speech Pathology	\$80.00 per hour
Dental Hygienist Local Anesthesia	\$100.00 per hour

BENEFITS SCHEDULE

1. **RETIREMENT:** Florida SouthWestern State College employees participate in the Florida Retirement System. Eligible employees may elect to withdraw from the Florida Retirement System and participate in an optional retirement program. Contributions will be made to the FRS by eligible employees and the College, as provided in the FRS membership guidelines, statutes, policies and/or rules.
2. **MEDICAL INSURANCE:** The College pays 100% of the premium for all full-time employees for two of four plans, with employees contributing for employee only coverage for a premium plan. Florida Blue provides coverage. Dependent coverage is available at the employees' cost on all medical plans.
3. **LIFE INSURANCE:** A \$15,000 term life and accidental death/dismemberment policy is provided for all full-time Florida SouthWestern State College employees. This coverage is purchased by the College at a cost of approximately \$25.00 per year per employee. The employee may purchase additional supplemental term life insurance.
4. **LONG-TERM DISABILITY INSURANCE:** The College will pay 100% of the premium for all full-time employees. Standard Insurance Company provides coverage. The employee may purchase short-term disability insurance.
5. **VOLUNTARY DEFERRED COMPENSATION PLAN:** 403(b) Match Plan – For non-faculty full time employees, the College will match up to 3% of the employee's salary if the employee is contributing an equal portion to the annuity program.
6. **VACATION LEAVE:** Full-time Professional and Career Service staff with 0-60 months of service earns 12 days' vacation leave each year (one day per month). The rate increases to 15 days per year for employees with 61-120 months of service, and 18 days per year for employees with 121 months or more. Full-time administrators earn 24 days per year and executives earn 48 days per year.

Full-time staff members who have more than 44 unused vacation days will automatically receive payment for up to five (5) unused vacation days by the end of January of the following year. To receive the maximum vacation day payout a staff member needs to have a minimum of 49 unused vacation days as of December 31st of each year.

For College Administrators, unused vacation days as of December 31 of each year, in excess of 44 up to 51, will automatically roll into the Bencor National Plan (401(a) qualified retirement plan) for administrators. Additional unused vacation days after 51 days, up to a maximum of 10 unused vacation days will automatically be paid to the employee by the end of January of the following year. To receive the maximum vacation day payout a staff member needs to have a minimum of 61 unused vacation days as of December 31st of each year.

BENEFITS SCHEDULE, continued

7. **SICK LEAVE:** All full-time employees accrue one day of sick leave per month of service (given they have worked the majority of the month). This leave may accumulate from year to year. Sick leave may also be approved for illness or death of an immediate member of the family or household, or other close relative.
8. **PERSONAL LEAVE:** Employees are entitled to use four (4) days of sick leave as personal leave days during each fiscal year, which is charged to the employee's unused sick leave. Personal leave days do not accumulate from year to year.
9. **HOLIDAYS:** The College observes most national holidays as non-duty days.
10. **EDUCATION BENEFITS:**

Tuition Scholarships allow eligible employees or dependents (as defined by policy) to take some Florida SouthWestern State College credit classes per college operating policy. The scholarship may also apply to employees taking some non-credit classes.

Tuition Reimbursement pays a designated amount for eligible regular status, full time employee's coursework at another accredited institution (as defined by policy). Tuition reimbursement is based on the availability of funds during each fiscal year.

11. **ALTERNATIVE PLAN TO SOCIAL SECURITY:** The Alternate Plan to Social Security is provided to adjunct instructors (both credit and non-credit), substitute instructors, clinical associates/fire academy instructors, clinical supervisors, clinical assistants and nursing preceptors. These employees contribute 7.5% of salary to purchase tax sheltered annuities instead of contributing 6.2% to Social Security.

*Additional benefits may be available at the employee's expense.