

Wage & Salary Schedule



2025-2026

July 1, 2025

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/Compliance Officer: Angie Hawke; Room N-124; 8099 College Parkway SW, Fort Myers, FL 33919; (239) 489-9051; Compliance@fsw.edu. FSW online anonymous reporting www.fsw.edu/report. Inquiries/complaints can be filed with the Title IX Coordinator/Compliance 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.

Florida SouthWestern State College conducts its employment activity within the State of Florida and all employees of the College must establish and maintain legal Florida residency. All out of state applicants given a conditional offer of employment must be able to relocate and establish Florida residency within thirty (30) days from their start date of employment. Employees of the College are expected to perform their work duties and responsibilities in the State of Florida except for occasional brief and temporary pre-approved periods, either related or unrelated to College travel. Work performed in violation of this statement may be subject to discipline up to and including termination. An employee who fails to establish and/or maintain legal Florida residency for the duration of their employment with Florida SouthWestern State College may be considered to have effectively resigned and therefore separated from employment.

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.

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
3909	General Counsel	\$130,000.00
1000	President*	---
4032	Provost/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/Executive Director, FSW Foundation	\$130,000.00

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

COLLEGE ADMINISTRATORS

Job Code	Position Title	Pay Grade	Minimum	Midpoint	Maximum
4092	Assistant Vice President, Capital Projects, Facility Planning and Maintenance	A126	\$98,746.11	\$130,838.60	\$162,931.08
4301	Assistant Vice President, Collegewide Curriculum and Academic Enhancement	A124	\$89,565.63	\$118,674.46	\$147,783.29
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 Services	A126	\$98,746.11	\$130,838.60	\$162,931.08
4199	Assistant Vice President, Marketing and Digital Strategies	A128	\$108,867.59	\$144,249.55	\$179,631.52
4050	Assistant Vice President, Strategic Innovation & Online Learning	A127	\$103,683.42	\$137,380.53	\$171,077.64
4116	Asst. Vice President, Workforce Education	A126	\$98,746.11	\$130,838.60	\$162,931.08
4047	Associate Dean, Center for Teaching and Learning Excellence (CTLE)	A123	\$85,300.60	\$113,023.30	\$140,745.99
4238	Associate Dean, School of Allied Health	A124	\$89,565.63	\$118,674.46	\$147,783.29
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
4228	Associate Dean, School of Education and Charter Schools	A123	\$85,300.60	\$113,023.30	\$140,745.99
2152	Associate Dean, School of Nursing	A124	\$89,565.63	\$118,674.46	\$147,783.29
4048	Associate Dean, School of Pure and Applied Sciences	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
4257	Associate Vice President, Student Life	A130	\$120,026.51	\$159,035.13	\$198,043.75
3765	Campus/Center Director	A123	\$85,300.60	\$113,023.30	\$140,745.99
4245	Chief Financial Officer, FSW Foundation	A126	\$98,746.11	\$130,838.60	\$162,931.08
4246	Chief Philanthropy Officer, FSW Foundation	A124	\$89,565.63	\$118,674.46	\$147,783.29
3822	Chief of Police	A125	\$94,043.91	\$124,608.19	\$155,172.46
4343	Dean, School of Allied Health	A129	\$114,310.97	\$151,462.03	\$188,613.09
2154	Dean, School of Arts, Humanities and Social Sciences	A128	\$108,867.59	\$144,249.55	\$179,631.52

Job Code	Position Title	Pay Grade	Minimum	Midpoint	Maximum
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
4344	Dean, School of Nursing	A129	\$114,310.97	\$151,462.03	\$188,613.09
2100	Dean, School of Pure & 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
3764	Director, Accelerated Pathways Programs	A120	\$73,685.87	\$97,633.77	\$121,581.68
3193	Director, Admissions	A124	\$89,565.63	\$118,674.46	\$147,783.29
4117	Director, Auxiliary Services	A123	\$85,300.60	\$113,023.30	\$140,745.99
3994	Director, Budget	A124	\$89,565.63	\$118,674.46	\$147,783.29
4096	Director, Business Operations-Athletics	A122	\$81,238.67	\$107,641.24	\$134,043.80
4229	Director, Construction Management	A122	\$81,238.67	\$107,641.24	\$134,043.80
4311	Director, Donor Stewardship Advancement and Research	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
4230	Director, Facilities Maintenance	A122	\$81,238.67	\$107,641.24	\$134,043.80
3824	Director, Facilities Planning and Space Management	A122	\$81,238.67	\$107,641.24	\$134,043.80
4028	Director, Honors Scholar Program and Center for Undergraduate Research & Creativity (CURC)	A123	\$85,300.60	\$113,023.30	\$140,745.99
4313	Director, Institute of Innovation and Emerging Technologies	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
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
4248	Director, Public Engagement	A122	\$81,238.67	\$107,647.24	\$134,043.80
4090	Director, Risk and Contract Management	A124	\$89,565.63	\$118,674.46	\$147,783.29
4059	Director, Strategic Planning for Corporate and Community Education	A121	\$77,370.16	\$102,515.46	\$127,660.77
3222	Director, Student Financial Aid	A124	\$89,565.63	\$118,674.46	\$147,783.29
4213	Director, Student Technology and Strategy	A122	\$81,238.67	\$107,641.24	\$134,043.80
4388	Philanthropy Officer, FSW Foundation	A123	\$85,300.60	\$113,023.30	\$140,745.99
3210	Registrar	A124	\$89,565.63	\$118,674.46	\$147,783.29
4169	SFS-Senior Associate Director, Student Financial Aid Operations	A120	\$73,685.87	\$97,633.77	\$121,581.68

Job Code	Position Title	Pay Grade	Minimum	Midpoint	Maximum
3889	SFS-Senior Associate Director, Student Financial Aid Processing	A120	\$73,685.87	\$97,633.77	\$121,581.68
4198	Sr. Director, Application Development and Administration	A130	\$120,026.51	\$159,035.13	\$198,043.75

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	\$ 44,000.00	\$ 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, continued

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Academic Advising Desk Assistant	4124	NE	103	\$32,148.90	\$53,045.69
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	NE	106	\$37,216.37	\$61,407.01
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	\$44,000.00	\$71,086.29
Accounts Payable Specialist I	3660	NE	107	\$39,077.19	\$64,477.36
Accounts Payable Specialist II	3807	NE	109	\$44,000.00	\$71,086.29
Accounts Payable Supervisor	3502	E	112	\$49,873.50	\$82,291.27
Administrative Assistant	3465	NE	105	\$35,600.00	\$58,482.87
Administrative Coordinator, Operations	3823	E	112	\$49,873.50	\$82,291.27
Administrative Coordinator, Student Life	4254	E	112	\$49,873.50	\$82,291.27
Administrative Specialist, Academic Advising	4191	NE	106	\$37,216.37	\$61,407.01
Administrative Specialist, Care and Adaptive Services	4260	NE	106	\$37,216.37	\$61,407.01
Administrative Specialist, Nursing	4333	NE	106	\$37,216.37	\$61,407.01
Administrative Specialist, Office of the Registrar	4334	NE	106	\$37,216.37	\$61,407.01
Administrative Specialist, School of Business and Technology	4325	NE	106	\$37,216.37	\$61,407.01
Admissions Counselor I	3442	NE	107	\$39,077.19	\$64,477.36
Admissions Counselor I, Recruitment	4192	NE	107	\$39,077.19	\$64,477.36
Admission Counselor I, Selective Populations	4196	NE	107	\$39,077.19	\$64,477.36
Admissions Counselor II	3885	E	109	\$44,000.00	\$71,086.29
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
Assistant Bursar, Student Financial Services	4326	E	117	\$63,652.62	\$105,026.83
Assistant Coach	3592	E	109	\$44,000.00	\$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, Auxiliary Services	3523	E	114	\$54,985.53	\$90,726.12
Assistant Director, Care and Adaptive Services	3749	E	115	\$57,734.81	\$95,262.43
Assistant Director, Financial Services	3900	E	119	\$70,177.02	\$115,792.08
Assistant Director, Library Services	4239	E	116	\$60,621.55	\$100,025.55
Assistant Director, Residence Life	4396	E	114	\$54,985.53	\$90,726.12
Assistant Director, Student Involvement	4220	E	115	\$57,734.81	\$95,262.43
Assistant Director, Student Leadership	4730	E	115	\$57,734.81	\$95,262.43

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Assistant Director, Student Transitions	4218	E	115	\$57,734.81	\$95,262.43
Associate Access Services Coordinator-Collier	4341	NE	104	\$33,756.35	\$55,697.97
Associate Director, Academic Advising	3439	E	118	\$66,835.25	\$110,278.17
Associate Director, Auxiliary Services	3939	E	116	\$60,621.55	\$100,025.55
Associate Director, Compliance and Training (OSFA)	4215	E	117	\$63,652.62	\$105,026.83
Associate Director, Event Services	3940	E	116	\$60,621.55	\$100,025.55
Associate Registrar, Registration Operations	4162	E	115	\$57,734.81	\$95,262.43
Associate Registrar, Student Records	3987	E	115	\$57,734.81	\$95,262.43
Associate Registrar, Systems and Reporting	3944	E	115	\$57,734.81	\$95,262.43
Benefits Administrator	4303	E	113	\$52,367.17	\$86,405.83
Budget Analyst	3331	E	110	\$45,236.73	\$74,640.61
Bursar, Student Financial Services (SFS)	3499	E	119	\$70,177.02	\$115,792.08
Campus/Center Coordinator	4252	NE	107	\$39,077.19	\$64,477.36
Campus Coordinator, Academic Advising	4159	E	113	\$52,367.17	\$86,405.83
Campus Coordinator/Instructor, College Tutoring-Collier	4336	E	113	\$52,367.17	\$86,405.83
Campus Grounds Maintenance Lead	3941	NE	108	\$41,031.05	\$67,701.23
Capital Planning & Design Manager	4739	E	119	\$70,177.02	\$115,792.08
Care Case Coordinator	4259	E	109	\$44,000.00	\$71,086.29
Career Coordinator	4083	E	110	\$45,236.73	\$74,640.61
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 Coordinator, Dental Hygiene	4041	E	114	\$54,985.53	\$90,726.12
Clinical Placement Coordinator /Instructor-School of Education	3809	E	116	\$60,621.55	\$100,025.55
Communications and Promotions Coordinator, Operations Division	4018	E	110	\$45,236.73	\$74,640.61
Compensation Analyst	3966	E	113	\$52,367.17	\$86,405.83
Coordinator, Academic Affairs	3955	E	109	\$44,000.00	\$71,086.29
Coordinator, Academic Affairs-Academic Enhancement, Curriculum, Honors and Research	4300	NE	107	\$39,077.19	\$64,477.36
Coordinator, Academic Affairs-Arts, Humanities & Social Sciences	4233	NE	107	\$39,077.19	\$64,477.36
Coordinator, Academic Affairs-Business and Technology	4073	NE	107	\$39,077.19	\$64,477.36
Coordinator, Academic Affairs-Pure and Applied Sciences	4263	NE	107	\$39,077.19	\$64,477.36

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Coordinator, Academic Affairs–School of Nursing	4348	NE	108	\$41,031.05	\$67,701.23
Coordinator, Academic Student Success-Fine Arts	4732	E	111	\$47,498.57	\$78,372.64
Coordinator, Accelerated Pathways Programs-Academic Affairs	4079	NE	108	\$41,031.05	\$67,701.23
Coordinator, Accelerated Pathways Programs-Registration	4080	NE	108	\$41,031.05	\$67,701.23
Coordinator, Accountability, Effectiveness and Grants	4157	E	114	\$54,985.53	\$90,726.12
Coordinator, Admissions Operations	4305	E	109	\$44,000.00	\$71,086.29
Coordinator, Arena Events and Operations	3714	E	110	\$45,236.73	\$74,640.61
Coordinator, Assessment and Effectiveness	4156	E	110	\$45,236.73	\$74,640.61
Coordinator, Campus Events and Operations	4118	E	110	\$45,236.73	\$74,640.61
Coordinator, College Tutoring	3689	E	111	\$47,498.57	\$78,372.64
Coordinator, Community Standards	4223	E	111	\$47,498.57	\$78,372.64
Coordinator, Corporate and Community Education	4319	NE	108	\$41,031.05	\$67,701.23
Coordinator, School of Allied Health	3960	E	109	\$44,000.00	\$71,086.29
Coordinator, School of Allied Health Administration	4163	NE	108	\$41,031.05	\$67,701.23
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, Peer Tutoring	4243	E	111	\$47,498.57	\$78,372.64
Coordinator, Recreation and Wellness	4397	NE	107	\$39,077.19	\$64,477.36
Coordinator, Residential Support and Community Standards	4398	E	109	\$44,000.00	\$71,086.29
Coordinator, School of Education	3810	NE	107	\$39,077.19	\$64,477.36
Coordinator, Student Leadership and Care Services	3888	E	109	\$44,000.00	\$71,086.29
Coordinator, Student Success, Intercollegiate Athletics and International Students	4119	E	113	\$52,367.17	\$86,405.83
Coordinator, Student Transitions	4054	NE	107	\$39,077.19	\$64,477.36
Coordinator, Teacher Apprenticeship Program	4247	E	118	\$66,835.25	\$110,278.17
Coordinator, Workforce Education	4235	NE	108	\$41,031.05	\$67,701.23
Dental Clinic Assistant	4482	NE	105	\$35,600.00	\$58,482.87
Dental Clinic Manager/Instructor	3903	E	118	\$66,835.25	\$110,278.17

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Dental Clinic Supervisor	4103	E	122	\$81,238.67	\$134,043.80
Deputy Title IX Coordinator	4208	E	114	\$54,985.53	\$90,726.12
Digital Curation Specialist	4242	NE	107	\$39,077.19	\$64,477.36
Director, Care and Adaptive Services	4258	E	120	\$73,685.87	\$121,581.68
Director, Center of Healthcare Training and Simulation Excellence	4022	E	118	\$66,835.25	\$110,278.17
Director, Corporate Sponsorships	3639	E	119	\$70,177.02	\$115,792.08
Director, Development	3111	E	119	\$70,177.02	\$115,792.08
Director, Emergency Services	4024	E	119	\$70,177.02	\$115,792.08
Director, Marketing and Strategic Communications	4197	E	121	\$77,370.16	\$127,660.77
Director, Residence Life and Community Standards	4395	E	120	\$73,685.87	\$121,581.68
Director, Student Involvement	4219	E	117	\$63,652.62	\$105,026.83
Director, Student Leadership	4221	E	117	\$63,652.62	\$105,026.83
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	\$44,000.00	\$71,086.29
Employment and Engagement Specialist II	4026	E	113	\$52,367.17	\$86,405.83
EMS Support Specialist	3835	NE	105	\$35,600.00	\$58,482.87
Enrollment Communications and Media Strategist	4211	E	112	\$49,873.50	\$82,291.27
Enrollment Counselor	3956	NE	107	\$39,077.19	\$64,477.36
Event Services Specialist	3716	NE	107	\$39,077.19	\$64,477.36
Executive Assistant and Coordinator, Academic Affairs	4310	E	110	\$45,236.73	\$74,640.61
Executive Assistant/Project Coordinator	3873	E	113	\$52,367.17	\$86,405.83
Exhibitions and Collections Specialist	3651	E	109	\$44,000.00	\$71,086.29
Facilities Coordinator	3444	E	111	\$47,498.57	\$78,372.64
Facilities Planning Manager	4231	E	116	\$60,621.55	\$100,025.55
Facilities Project Manager I	4236	E	116	\$60,621.55	\$100,025.55
Facilities Project Manager II	4237	E	118	\$66,835.25	\$110,278.17
Facilities Quality Control Manager	3947	E	112	\$49,873.50	\$82,291.27
Facilities Scheduler	3832	NE	107	\$39,077.19	\$64,477.36
Fire Academy Supervisor	4051	E	117	\$63,652.62	\$105,026.83
Fiscal Specialist II, Foundation	3849	E	109	\$44,000.00	\$71,086.29
Fixed Asset/Construction Accountant	3992	E	113	\$52,367.17	\$86,405.83
Foundation Scholarship Manager	4312	E	115	\$57,734.81	\$95,262.43
Foundation Specialist I	4150	NE	105	\$35,600.00	\$58,482.87
Foundation Specialist II	3690	E	109	\$44,000.00	\$71,086.29

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
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-Compliance Officer	3840	E	116	\$60,621.55	\$100,025.55
Human Resources Office Manager	4232	E	113	\$52,367.17	\$86,405.83
Human Resources Specialist I	3352	E	109	\$44,000.00	\$71,086.29
Human Resources Specialist II	3673	E	112	\$49,873.50	\$82,291.27
Information Desk Assistant	4387	NE	101	\$29,160.00	\$48,114.00
Instructional Assistant	4575	NE	103	\$32,148.90	\$53,045.69
Instructional Associate I, College Tutoring	4005	NE	106	\$37,216.37	\$61,407.01
Instructional Associate II, College Tutoring	4240	NE	108	\$41,031.05	\$67,701.23
Instructional Associate III, College Tutoring	4241	E	110	\$45,236.73	\$74,640.61
Instructional Coordinator, Stage Technology and Studio Arts	4306	E	112	\$49,873.50	\$82,291.27
Integrated Library Systems Administrator	4335	E	109	\$44,000.00	\$71,086.29
Legislative and Legal Analyst	4097	E	118	\$66,835.25	\$110,278.17
Library Billing and Interlibrary Loan Associate	3985	NE	103	\$32,148.90	\$53,045.69
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, Creative Assets & Brand Management	4193	E	118	\$66,835.25	\$110,278.17
Manager, Veterans and Military Services	4323	E	116	\$60,621.55	\$100,025.55
Marketing and Communications Technology Specialist	4195	E	112	\$49,873.50	\$82,291.27
Marketing Specialist I	4304	E	109	\$44,000.00	\$71,086.29
Online Student Success Coach	4309	NE	104	\$33,756.35	\$55,697.97
Payroll Coordinator	3852	E	113	\$52,367.17	\$86,405.83
Payroll Specialist I	4187	NE	107	\$39,077.19	\$64,477.36
Payroll Specialist II	3974	E	109	\$44,000.00	\$71,086.29
Procurement Specialist I	3820	NE	107	\$39,077.19	\$64,477.36
Procurement Specialist II	3821	NE	109	\$44,000.00	\$71,086.29
Program and Clinical Coordinator, School of Nursing	4346	E	120	\$73,685.87	\$121,581.68
Program Coordinator, AMA	4322	E	117	\$63,652.62	\$105,026.83
Program Coordinator, CVT	4386	E	117	\$63,652.62	\$105,026.83
Program Coordinator, EMS**	3789	E	118	\$66,835.25	\$110,278.17

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Program Coordinator, Physical Therapist Assistant	4244	E	118	\$66,835.25	\$110,278.17
Program Coordinator, Radiologic Technology	4249	E	117	\$63,652.62	\$105,026.83
Program Coordinator, Respiratory Care	4064	E	117	\$63,652.62	\$105,026.83
Program Coordinator, Social and Human Services	4029	E	116	\$60,621.55	\$100,025.55
Program Coordinator, Workforce Opportunities	4225	NE	108	\$41,031.05	\$67,701.23
Program Director	3230	E	119	\$70,177.02	\$115,792.08
Program Director, Advanced Medical Assisting and Medical Assisting Specialist	4226	E	120	\$73,685.87	\$121,581.68
Program Director, AS CVT	3935	E	119	\$70,177.02	\$115,792.08
Program Director, AS Nursing (ASN)	3309	E	123	\$85,300.60	\$140,745.99
Program Director, AS Radiologic Technology	4332	E	120	\$73,685.87	\$121,581.68
Program Director, BS Nursing (BSN)	3738	E	120	\$73,685.87	\$121,581.68
Program Director, Daveler Institute of Entrepreneurship	4253	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 Director, Physical Therapist Assistant	4190	E	120	\$73,685.87	\$121,581.68
Program Director, RIST Institute for Cybersecurity	4161	E	119	\$70,177.02	\$115,792.08
Program Manager, EMS	4046	E	119	\$70,177.02	\$115,792.08
Program Marketing Specialist I	4308	NE	107	\$39,077.19	\$64,477.36
Program Specialist, Center for International Education	3780	NE	107	\$39,077.19	\$64,477.36
Program Support Specialist	3372	NE	104	\$33,756.35	\$55,697.97
Program Support Specialist, RIST Institute for Cyber Security	4158	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	\$44,000.00	\$71,086.29
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
Recruitment Supervisor	4212	E	112	\$49,873.50	\$82,291.27
Registration Associate	4391	NE	103	\$32,148.90	\$53,045.69

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
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	NE	108	\$41,031.05	\$67,701.23
Science Lab Manager II	4167	E	111	\$47,498.57	\$78,372.64
Science Lab Manager II-Charlotte/Collier	4302	E	110	\$45,236.73	\$74,640.61
Science Lab Technician	4440	NE	104	\$33,756.35	\$55,697.97
Science Lab Technician II	4168	NE	106	\$37,216.37	\$61,407.01
Senior Campus Coordinator, Academic Advising	4038	E	114	\$54,985.53	\$90,726.12
Senior Career Coordinator	4394	E	113	\$52,367.17	\$86,405.83
Senior Coordinator, Academic Affairs-Collier Campus	4314	E	112	\$49,873.50	\$82,291.27
Senior Coordinator, Academic Scheduling	3932	E	112	\$49,873.50	\$82,291.27
Senior Coordinator, Budget	4342	E	117	\$63,652.62	\$105,026.83
Senior Coordinator, College Tutoring	3882	E	113	\$52,367.17	\$86,405.83
Senior Coordinator, Curriculum and Program Planning	4320	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Retention and Student Success	4264	E	112	\$49,873.50	\$82,291.27
Senior Coordinator, Risk and Records Management	4063	E	114	\$54,985.53	\$90,726.12
Senior Coordinator, Testing Services	3951	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Workforce Education Scholarships	4392	E	113	\$52,367.17	\$86,405.83
Senior Facilities Project Manager	4738	E	121	\$77,370.16	\$127,660.77
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 Internship Coordinator	4393	E	113	\$52,367.17	\$86,405.83
Senior Staff and Digital Curation Assistant	4340	NE	105	\$35,600.00	\$58,482.87
Senior Staff Assistant	4465	NE	104	\$33,756.35	\$55,697.97
Senior Student Financial Services (SFS) Officer	4328	E	112	\$49,873.50	\$82,291.27
Senior Videographer and Content Producer	4209	E	116	\$60,621.55	\$100,025.55
SFS-Accounts Receivable Specialist II	4330	E	110	\$45,236.73	\$74,640.61
Simulation Operations Specialist I, School of Nursing	4085	E	113	\$52,367.17	\$86,405.83
Simulation Operations Specialist II, School of Nursing	4262	E	115	\$57,734.81	\$92,262.43

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Simulation Operations Specialist III, School of Nursing	4164	E	117	\$63,652.62	\$105,026.83
Specialist, Student Involvement and Athletics	4256	NE	106	\$37,216.37	\$61,407.01
Sports Information Director	3602	E	110	\$45,236.73	\$74,640.61
Staff Assistant	4470	NE	103	\$32,148.90	\$53,045.69
Student Communications and Branding Strategist	4210	E	112	\$49,873.50	\$82,291.27
Student Financial Services Associate	4318	NE	106	\$37,216.37	\$61,407.01
Student Financial Services Specialist I	4321	NE	108	\$41,031.05	\$67,701.23
Student Financial Services Specialist II	4329	E	110	\$45,236.73	\$74,640.61
Student Financial Services Processing Supervisor	4327	E	116	\$60,621.55	\$100,025.55
Student Financial Services Supervisor	4251	E	116	\$60,621.55	\$100,025.55
Student Involvement Specialist	4399	NE	106	\$37,216.37	\$61,407.01
Student Services and Testing Operations Representative	4390	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 Allied Health	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, School of Allied Health	3702	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 Nursing	4736	E	113	\$52,367.17	\$86,405.83
Student Success Manager, ASN	4234	E	119	\$70,177.02	\$115,792.08
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
Testing and Student Experience Specialist	4389	NE	107	\$39,077.19	\$64,477.36
Testing Specialist I	4350	NE	105	\$35,600.00	\$58,482.87
Testing Specialist II	3946	NE	107	\$39,077.19	\$64,477.36
Testing Specialist III	4737	E	109	\$44,000.00	\$71,086.29
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	\$44,000.00	\$71,086.29

<u>Position Title</u>	<u>Job Code</u>	<u>FLSA</u>	<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Veterans and Military Services Specialist II	4324	E	110	\$45,236.73	\$74,640.61
Workforce Education Grants Manager	4331	E	117	\$63,652.62	\$105,026.83
Workforce Outreach and Event Coordinator	4307	E	110	\$45,236.73	\$74,640.61

* Indicates non-Administrator position on contract.

**Part-time positions that do not meet the FLSA salary threshold are non-exempt.

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	TB020	\$50,000 - \$53,499	\$53,500- \$56,999	\$57,000 - \$60,499
Application Development Specialist II	T018	E	TB040	\$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	TD030	\$70,000 - \$73,999	\$74,000 - \$77,999	\$78,000 - \$81,999
Applications Support Analyst II	T056	E	TD080	\$82,000 - \$85,999	\$86,000- \$89,999	\$90,000- \$93,999
Applications Support Analyst III	T057	E	TD105	\$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 - \$57,999
Applications Support Specialist II	T032	E	TC040	\$58,000 - \$62,999	\$63,000 - \$65,999	\$66,000 - \$68,999
Applications Support Specialist III	T041	E	TC070	\$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	TD020	\$70,000 - \$72,999	\$73,000 - \$75,999	\$76,000 - \$79,999
Applications Systems Administrator III	T054	E	TD050	\$80,000 - \$82,999	\$83,000 - \$85,999	\$86,000 - \$89,999
Assistant Director, Academic Technology and Event Services	T073	E	TD040	\$70,000 - \$76,999	\$77,000 - \$87,999	\$88,000 - \$104,999
Assistant Director, Application Development	T052	E	TD060	\$80,000 - \$86,999	\$87,000- \$97,999	\$98,000- \$109,999
Assistant Director, Network Systems and Administrative Technology	T070	E	TD060	\$80,000 - \$86,999	\$87,000- \$97,999	\$98,000- \$109,999

<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>
Assistant Director, Network Systems and Operations	T072	E	TD060	\$80,000 - \$86,999	\$87,000- \$97,999	\$98,000- \$109,999
Assistant Director, Student Information Systems	T068	E	TD105	\$94,000 - \$96,999	\$97,000 - \$100,999	\$101,000 - \$104,999
Assistant Director, Financial Information Systems	T069	E	TD105	\$94,000 - \$96,999	\$97,000 - \$100,999	\$101,000 - \$104,999
Assistant Director, Web Applications	T048	E	TD040	\$70,000 - \$76,999	\$77,000- \$87,999	\$88,000- \$104,999
Coordinator, Technology Refresh	T017	E	TB010	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Coordinator, Technology Services	T029	E	TC010	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Coordinator, Technology Support Services	T030	E	TC010	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Database Administrator, Lead	T058	E	TD055	\$80,000 - \$91,667	\$91,668 - \$103,335	\$103,336 - \$115,000
Director, Network Infrastructure & Operations	T071	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
Information Technology Project and Strategy Analyst	T067	E	TB045	\$63,000 - \$66,999	\$70,000 - \$73,999	\$74,000 - \$77,999
Information Technology Project Manager	T053	E	TD040	\$70,000 - \$76,999	\$77,000 - \$87,999	\$88,000 - \$104,999
Instructional Designer I	T024	E	TC020	\$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	TC070	\$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

<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>
Instructional Technologist III	T010	E	TA050	\$54,000 - \$56,999	\$57,000 - \$59,999	\$60,000 - \$62,999
Manager, Technology Support Services	T065	E	TC050	\$58,000 - \$61,999	\$62,000 - \$65,999	\$66,000 - \$69,999
Network Administrator I	T025	E	TC030	\$52,000 - \$55,999	\$56,000 - \$59,999	\$60,000 - \$63,999
Network Administrator II	T035	E	TC060	\$64,000 - \$67,999	\$68,000 - \$71,999	\$72,000 - \$75,999
Network Administrator III	T044	E	TC073	\$70,000 - \$75,999	\$76,000 - \$82,999	\$83,000 - \$87,999
Network Systems Administrator I	T026	E	TC030	\$52,000 - \$55,999	\$56,000 - \$59,999	\$60,000 - \$63,999
Network Systems Administrator II	T036	E	TC060	\$64,000 - \$67,999	\$68,000 - \$71,999	\$72,000 - \$75,999
Network Systems Administrator III	T045	E	TC080	\$76,000 - \$79,999	\$80,000 - \$83,999	\$84,000 - \$87,999
Programmer Analyst I	T047	E	TD070	\$82,000 - \$83,999	\$84,000 - \$85,999	\$86,000 - \$87,999
Programmer Analyst II	T050	E	TD090	\$88,000 - \$89,999	\$90,000 - \$91,999	\$92,000 - \$93,999
Programmer Analyst III	T055	E	TD100	\$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. IT Operations Coordinator	T014	E	TA043	\$50,000 - \$54,999	\$5,000 - \$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
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	TB020	\$50,000 - \$53,499	\$53,500 - \$56,999	\$57,000 - \$60,499
Web Applications Developer II	T019	E	TB040	\$60,500 - \$63,999	\$64,000 - \$67,499	\$67,500 - \$70,999

<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>
Web Applications Developer III	T062	E	TB050	\$71,000 - \$74,499	\$74,500- \$77,999	\$78,000- \$81,999

*Part-time positions that do not meet the FLSA salary threshold are non-exempt.

Athletic Coaches – Performance Incentive Plan

PURPOSE:

In accordance with the FSW Performance Incentive Plan and in an effort to reward exceptional work performance when compared to similar institutions, the following plan is designed to incentivize and motivate coaches to consistently demonstrate excellence in their coaching responsibilities, foster the growth and development of student-athletes, and contribute to the overall success of our athletic program.

INCENTIVES:

COACH TYPE	QUALIFY FOR NATIONALS W/O STATE CHAMPIONSHIP	STATE CHAMPIONS	NATIONAL CHAMPIONS
Head Coach	\$1,000	\$2,000	\$4,000
Assistant Coach	\$400	\$800	\$1,200
Volunteer Assistant Coach	\$250	\$500	\$750

GUIDELINES:

- All performance incentive payments will be non-recurring.
- If performance incentive payments are earned, payments shall be made no later than thirty (30) days following the end of the respective teams' season.
- Performance incentive payments shall be made only to the coach earning the payment and cannot be shared or otherwise modified from the plan above.

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	CT034	\$34,646.00	\$57,165.90
Sworn Officers					
Campus Police Officer/School Resource Officer (SRO)*	4155	NE	CP010	\$47,000.00	\$77,550.00
Chief of Police	3822	E/College Administrator	A125	\$94,043.91	\$155,172.46
Deputy Chief	3792	E	CP040	\$84,007.00	\$138,611.55
Lieutenant	3504	E	CP030	\$75,299.00	\$124,243.35
Sergeant*	3326	NE	CP020	\$60,000.00	\$99,000.00
Training Sergeant*	4217	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, 2024):

Degree	Base
Bachelor's Degree	\$49,845.19
Master's Degree	\$51,976.01
Master's Degree plus 30 approved Semester Hours beyond Master's or 45 approved	\$54,104.89
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.	\$58,365.53
Doctorate	\$59,643.90

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 Provost/Vice President, 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 2024 Semester

For 2024-2025, 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 4% on current salary (2023-24 rate). This is effective 7/1/24 for library faculty and 8/12/24 for instructional faculty. In addition, all faculty will receive a 2% non-recurring (calculated on the new 2024-25 pay rate) paid no later than August 31, 2024.

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 Provost/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 Provost/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 **2024-2025**, the Library Faculty member's 2024-2025 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 2023-2024 contract. This amount will be increased by 4% on the (2023-24 rate) beginning July 1, 2024. In addition, all faculty will receive a 2% non-recurring (calculated on the new 2024-25 pay rate) paid no later than August 31, 2024.

New Library Faculty and Counselors hired on or after 8/12/24 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 7/1/24)

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	\$825
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 7/1/24)

Full-time professors will be paid \$125 per credit hour per student for Individualized Study. A maximum of \$4,500 is permitted per semester for a faculty member. Two (2) independent studies per term, with a maximum of six (6) students per section. (Note: \$200 will be paid to faculty who have only one (1) credit 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 2025-2026

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 require 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>
Coordinator, High School Operations	6526 (Lee)/ 4733 (Char)	E	110	\$45,236.73	\$74,640.61
Registration and Information Specialist	3872 (Lee)/ 4010 (Char)	NE	107	\$39,077.19	\$64,477.36
Senior Registration and Information Specialist	4734 (Lee)/ 4735 (Char)	E	109	\$44,000.00	\$71,086.29
Staff Assistant	4099 (Lee)/ 4045 (Char)	NE	103	\$32,148.90	\$53,045.69

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	\$2,500.00
Master's Degree	\$2,750.00
Doctorate Degree	\$3,000.00

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 FSW's Fort Myers campus location. Long-term substitute teachers can be hired at the higher rate for openings that require, in advance, more than ten (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.

\$1,000.00 max/semester*

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.

\$750.00 max/semester*

Supplemental Compensation, continued

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.

\$400.00 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.

Coordinator, Safety and Student Discipline

This supplemental position is the Principal's designee charged with managing student behavior and school operations as related to safety and security. The Coordinator is responsible for management of student discipline and issuing consequences for situations including but not limited to tardiness, excessive absenteeism, classroom disruptions, peer conflicts, and other alleged violations of the school's code of conduct. Serves as an available point of contact for teachers, parents, and/or other stakeholders. This position coordinates with school administration, the SRO, and other appropriate entities as various situations require. Staffs and supervises before school, lunchtime, and/or after school detentions as needed. Maintains appropriate records and preparing reports such as discipline referrals, safety drill reports, and other required documentation. 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).

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

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.

Covering During a Planning Period

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.

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 Provost/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 teacher 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	

Salary Increases, continued

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.

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. **Note: Minimum wage will change to \$14 per hour effective September 30, 2025.**

<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	\$13.00
9110A 9109A	Bartender Intramural Supervisor	\$13.00
9103A	Peak Partner (On-Call)	\$13.00
9090A	Audio Visual Technician	\$13.00
PROCT	Test Proctor	\$13.00
9099A	FSW Blackbeard Mascot	\$15.00
4106A	Instructor, Firefighter Program	\$28.00
9096A	Public Safety Detail Assignment	\$45.00
9106A 9107A 9097A	Human Resources - Professional Development Instructor Personal Trainer (non-student) Group Fitness Instructor	Varies
8100A 8103A 8104A 8104A 8105A 8101A 8100A 9202A 9203A 9094A	Student Assistants Student Assistant, Events DJ, Athletics Event Services Staff Fitness Center Attendant I (student) Fitness Center Attendant II (student) Intramural Official (student) Intramural Scorekeeper (student) Work Study FSWCHS Student Assistant (CharlotteCampus) FSWCHS Student Assistant (Thomas Edison Campus) Concession Stand Worker/Supervisor	\$13.00

8100D	Student Assistant Student Peer Mentor	\$13.15
8100A 8101C	Student Assistant Bartender, Event Services Intramural Supervisor	\$13.00
8101E 8102E	Student Assistant Group Fitness Instructor Personal Trainer	\$13.00
8102A	Student Assistant Peer Tutor, College Tutoring	\$13.00
8100F	Student Assistant FSW Blackbeard Mascot	\$15.00
4101A	Clinical Associate, CVT 1-3 Years Experience 3-6 Years Experience 6 or More Years Experience	\$31.00 \$33.00 \$35.00
4101A	Clinical Associate, Dental Hygiene Bachelors Degree required	\$34.00
3597A	Clinical Associate, EMS Associate's Degree Bachelor's Degree Master's Degree	\$28.00 \$30.00 \$31.00
4101A	Clinical Associate, Nursing ASN Degree with 3-5 Years Experience ASN Degree with >5 Years Experience BSN Degree MSN Degree Doctorate Degree	\$32.00 \$34.00 \$36.00 \$38.00 \$40.00
4101A	Clinical Associate, PTA ASPTA with 1-3 years Experience ASPTA with 3-5 years Experience PTA, BS in related field PTA, MSN in related field PTA Doctorate in related field	\$34.00 \$35.00 \$37.00 \$38.00 \$40.00
4101A	Clinical Associate, PT BS in Physical Therapy MS in Physical Therapy (MSPT) Doctorate in Physical Therapy (DPT)	\$45.00 \$48.00 \$50.00

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 offers eligible employees the opportunity to participate in the State Group Insurance Program. Employees may choose to cover themselves (\$50/month) or enroll in family coverage (a total of \$180/month).
3. **LIFE INSURANCE:** A \$25,000 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 \$50.00 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:** Eligible 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. Please consult the duty day calendar for specific observed holidays.

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 must contribute 7.5% of salary to purchase tax sheltered annuities in lieu of contributing 6.2% to Social Security.

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