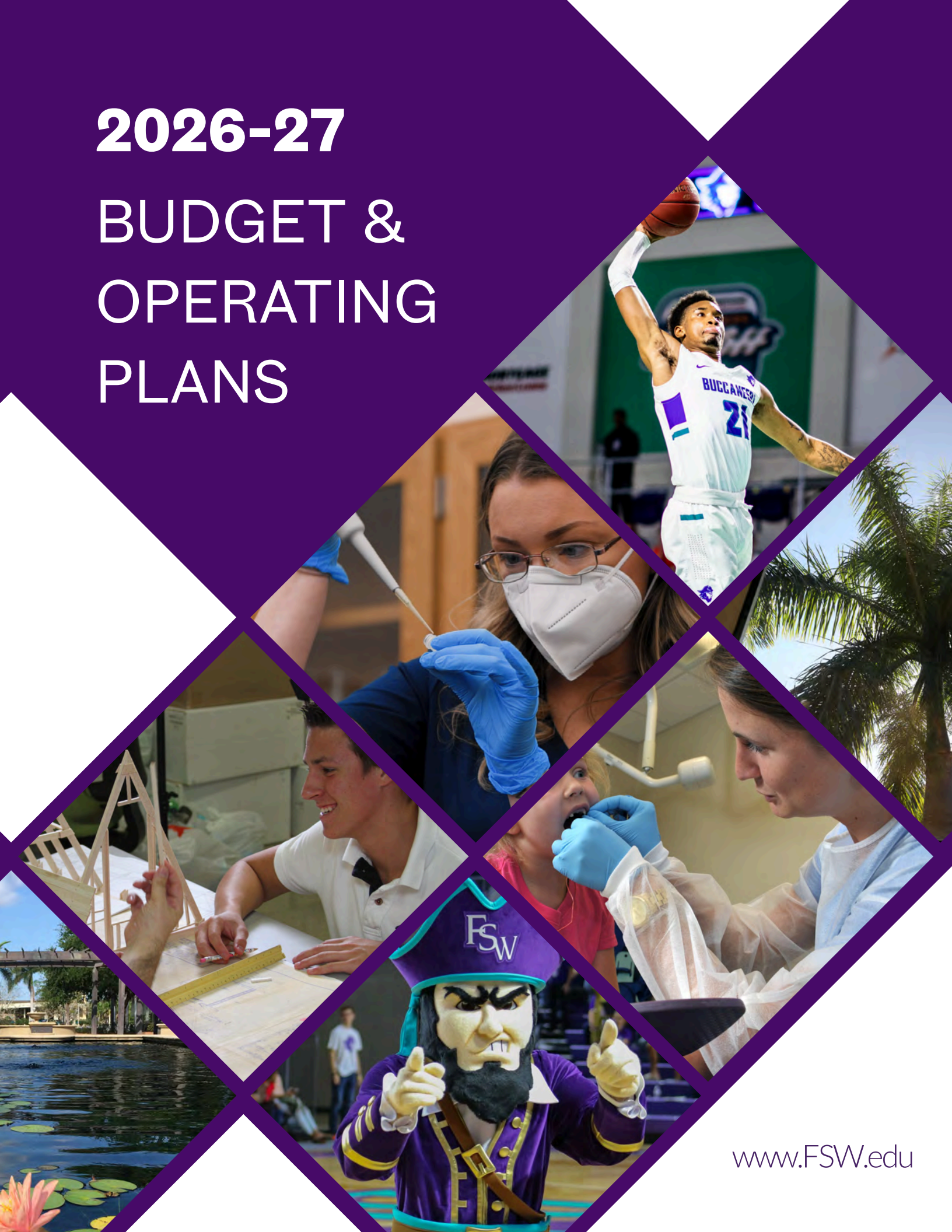


# 2026-27 BUDGET & OPERATING PLANS



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June 16, 2026

Dear Trustees,

I am pleased to present the Fiscal Year 2027 Budget and Operating Plans for Florida SouthWestern State College. This year's prolonged legislative session created complexities that impacted the timing and scale of our planning efforts, however we remain optimistic about the state's long-term support for higher education.

Within the realities of the challenging fiscal environment, this budget is aligned with our mission and priorities. FSW continues to make remarkable progress in delivering on our mission to "transform the lives of our students and enhance the economic vitality of the communities we serve." Our achievements this year have been especially impactful across our mission pillars.

Highlights Include

- **Innovation and Emerging Technology:** FSW expanded its leadership in educational innovation through the Institute of Innovative and Emerging Technologies (IET), launching new initiatives in Human-First AI and Automation, XR and Immersive Learning, and Strategic Foresight. The institute provides students, employees, and community members with hands-on opportunities to explore emerging technologies while emphasizing ethical, human-centered implementation.
- **Workforce Development and Economic Impact:** FSW strengthened Southwest Florida's talent pipeline through new workforce-focused programs, including Precision Agriculture and expanded healthcare initiatives. Precision Agriculture courses were developed to help meet the evolving needs of one of the region's largest industries, blending traditional agricultural expertise with AI, data analytics, and advanced farming technologies.
- **Entrepreneurship and Economic Growth:** Through the launch of the Frank G. Daveler Entrepreneurship Institute and the Rist Cybersecurity Institute, FSW expanded opportunities for students to develop high-demand business and technology skills. Supported by a transformational \$3.5 million gift, the Daveler Institute connects students with mentorship, innovation resources, and experiential learning designed to fuel regional economic development.
- **Academic Quality and Accreditation:** FSW successfully earned accreditation through the Higher Learning Commission, marking a major institutional milestone that reinforces academic quality, continuous improvement, and national recognition. The achievement reflects extensive collaboration among faculty, staff, administrators, and students.
- **Public Safety and Workforce Excellence:** The North Collier Fire Training Center/FSW Firefighter Program was named the 2025 Florida Fire Service Training and Education Provider of the Year, earning the statewide honor for the third time. The program graduated 71 firefighters during the year while expanding hands-on training, workforce readiness, and community service opportunities.
- **Enrollment Growth and Community Engagement:** FSW's Fall 2025 PreView FSW and Boo-caneer Bash events attracted a record 1,731 attendees across four locations, representing a 124% increase over Spring 2025 participation and demonstrating growing community interest in FSW's educational opportunities.

- 
- **Student Access and Affordability:** FSW's dual enrollment programs continued to create significant financial savings for local families while accelerating college completion pathways. Media coverage highlighted that dual enrollment students collectively saved families more than \$20 million in tuition costs while strengthening the region's future workforce.
  - **Healthcare Education Leadership:** FSW continued investing in advanced healthcare training through expanded nursing technologies, radiologic technology enhancements, and immersive learning experiences. New simulation, virtual reality, and clinical training resources are helping prepare students for critical healthcare careers throughout Southwest Florida.
  - **Student Achievement:** Student success stories highlighted the transformative impact of an FSW education, including nationally recognized examples of students overcoming barriers and achieving academic goals. These stories reinforced the college's commitment to supporting learners from all backgrounds and life experiences.
  - **Arts, Culture, and Community Enrichment:** FSW enriched cultural life across the region through theatre productions, concert series, Veterans Day programming, Kristallnacht remembrance events, observatory experiences, and ongoing exhibitions connected to the Bob Rauschenberg centennial celebration. These programs engaged thousands of residents while showcasing student and faculty talent.
  - **Strategic Planning and Institutional Engagement:** More than 80 faculty, staff, and students participated in FSW's strategic planning process, generating over 200 recommendations to guide the college's next five-year strategic plan. The effort included surveys, focus groups, podcasts, interviews, and community engagement activities, creating one of the most collaborative planning initiatives in the institution's history.
  - **Regional Reputation and Visibility:** FSW earned extensive positive media coverage highlighting workforce programs, healthcare education, entrepreneurship, precision agriculture, dual enrollment, community service initiatives, and student success. Coverage reached hundreds of thousands of viewers and readers throughout Southwest Florida, reinforcing FSW's role as a leading educational and economic development partner.

Our FY27 budget reflects a balance between fiscal responsibility and bold innovation – we are committed to adapting to external pressures while protecting the core of what makes FSW exceptional.

Thank you for your steadfast leadership and support. I look forward to the year ahead as we continue to transform lives through education.

Go Bucs!!

Dr. Jeffery Allbritten

Florida SouthWestern State College was formally established in 1961 by the Florida Legislature as Edison Junior College. Edison received accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) in 1966. Since this initial accreditation, the College has undergone reaffirmation in 1971, 1981, 1991, 2001, 2013 and 2022. In November 2025, FSW also received initial accreditation by the Higher Learning Commission to award associate and baccalaureate degrees.

Edison Junior College was renamed Edison Community College in 1972 as a reflection of its expanded mission, and opened centers in Collier and Charlotte counties that same year. The College's service area represents tremendous diversity in both geography and economy. The Gulf Coast counties of Lee, Charlotte and Collier have experienced explosive population growth. In contrast, Glades and Hendry counties to the east remain rural, agrarian communities. Aligned with area growth, the College opened two permanent campuses, the Collier Campus in Naples and the Charlotte Campus in Punta Gorda. In 2009, the College moved into a 19-acre facility in LaBelle known as the Hendry/Glades Center.

In 2001, the Florida Legislature authorized community colleges to offer limited baccalaureate degrees in areas of workforce need. Edison re-evaluated its mission statement and in 2006 enrolled 13 students into the Bachelors of Applied Science in Public Safety and Management program. In 2014, following the creation of the new Florida State College System, Edison became Florida SouthWestern State College. The mission of FSW reflects a commitment to all levels of educational attainment, our students, faculty and staff, and the community that we have served since 1961. The College now offers five baccalaureate programs as well as operates two charter high schools at the Lee and Charlotte campuses.



## OUR LOCATIONS

Charlotte Campus  
26300 Airport Rd.  
Punta Gorda, FL 33950  
[www.FSW.edu/charlotte](http://www.FSW.edu/charlotte)

Hendry/Glades Curtis Center  
1092 East Cowboy Way  
LaBelle, FL 33935  
[www.FSW.edu/hendryglades](http://www.FSW.edu/hendryglades)

Collier Campus  
7505 Grand Lely Dr.  
Naples, FL 34113  
[www.FSW.edu/collier](http://www.FSW.edu/collier)

Thomas Edison (Lee) Campus  
8099 College Parkway  
Fort Myers, FL 33919  
[www.FSW.edu/lee](http://www.FSW.edu/lee)

FSW's 10 Academic & Career Pathways represent broad areas of interest that help you select which FSW degree or certificate will get you on the path to your career.

### Associate in Arts (AA) Transfer Pathways

- Business
- Economics/Finance
- Management
- Marketing
- Software Engineering
- Elementary Education
- Communication
- English Language & Literature
- Humanities
- Journalism
- Visual & Fine Arts
- Music
- Criminal Justice
- Forensic Science
- Forensic Studies
- Law/Politics
- Biology
- Engineering
- Environmental Science
- Mathematics
- Pre-Med/Vet/Dental
- History
- Psychology
- Social Work

### Associate in Science Degrees (AS)

- Accounting Technology
- Business Administration & Management
- Business Analytics
- Supply Chain Management
- Computer Programming & Analysis
- Cybersecurity Operations
- Network Systems Technology
- Architectural Design & Construction Technology
- Civil Engineering Technology
- Early Childhood Education
- Emergency Medical Services
- Fire Science Technology
- Digital Art & Multimedia Production
- Music Production & Technology
- Crime Scene Technology
- Criminal Justice Technology
- Paralegal Studies
- Science & Engineering Technology
- Social & Human Services

### Limited Access Programs

- Advanced Medical Assisting
- Cardiovascular Technology
- Dental Hygiene
- Emergency Medical Technician
- Firefighter I/II (PSAV)
- Health Information Technology
- Medical Assisting Specialist
- Medical Information Coder/Biller
- Nursing
- Paramedic
- Physical Therapy Assistant
- Radiologic Technology
- Respiratory Care

### Bachelor's Degrees

- Supervision & Management
- Information Systems Technology
- Elementary Education
- Cardiopulmonary Sciences
- Nursing
- Public Safety Administration

### Certificate Programs

- Accounting Technology Management
- Business Development & Entrepreneurship
- Logistics & Technology Support Specialist
- Small Business Management
- Computer Programmer
- Computer Programming Specialist
- Information Technology Support Specialist
- Network Security
- Child Development Specialization
- Inclusion Specialization
- Preschool Specialization
- Computed Tomography (ATC)
- Social Media Communications
- Audio Technology
- Digital Media/Multimedia Production
- Stage Technology
- Crime Scene Technician
- Digital Forensics
- Homeland Security Specialist
- Real Estate Paralegal
- Risk Management & Insurance Management
- Scientific Workforce Preparation
- Addiction Services
- Human Services Generalist
- Youth Development Services

# FLORIDA SOUTHWESTERN STATE COLLEGE



Business



Computing Technologies



Construction, Manufacturing & Industry



Education (Teaching)



Health Sciences



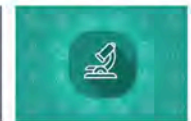
Humanities, Communication & Global Studies



Performing & Visual Arts



Public Safety & Law Studies



Science, Engineering & Math



Social and Behavioral Sciences & Human Services



Florida SouthWestern State College

## CUSTOMIZE YOUR PROGRAM

Don't see your program here?

Our AA degree can be tailored to prepare you for any bachelor's degree program!

# Accreditation

Florida SouthWestern State College is accredited by the Higher Learning Commission (HLC) to award associate and baccalaureate degrees. Questions about the accreditation of Florida SouthWestern State College may be directed in writing to the Higher Learning Commission at 230 South LaSalle, Suite 7-500, Chicago, IL 60604-1411, by calling 1-800-621-7440 or by using information available on [HLC's website](#).

Normal inquiries about Florida SouthWestern State College, such as admission requirements, financial aid, educational programs, etc., should be addressed directly to Florida SouthWestern State College and not to the Commission's office.

In addition to accreditation by the Higher Learning Commission, the following Florida SouthWestern State College programs are accredited by one of the following agencies.

- [Cardiovascular Technology \(AS\)](#): The Commission on Accreditation of Allied Health Education Programs (CAAHEP) based on the recommendation of the Joint Review Committee on Education in Cardiovascular Technology (JRC-CVT).
- [Dental Hygiene \(AS\)](#): Commission on Dental Accreditation (CODA)
- [Nursing \(AS\)](#): Accreditation Commission for Education in Nursing (ACEN)
- [Nursing \(BS\)](#): Accreditation Commission for Education in Nursing (ACEN)
- [Radiologic Technology \(AS\)](#): Joint Review Committee on Education in Radiologic Technology (JRCERT)
- [Respiratory Care \(AS\)](#): Commission on Accreditation for Respiratory Care (CoARC)
- [Health Information Technology \(AS\)](#): Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM)
- [Paramedic Certificate](#): Commission on Accreditation of Allied Health Education Programs (CAAHEP) upon the recommendation of the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP).
- [Physical Therapist Assistant](#): Commission on Accreditation in Physical Therapy Education (CAPTE)

Further, the following Florida SouthWestern State College program is approved by a Professional Association or State of Florida Bureau:

- [Fire Fighter I/II \(Career Certificate\)](#): Bureau of Fire Standards State of Florida
- [Paralegal Studies \(AS\)](#): the American Bar Association



# **COLLEGE LEADERSHIP**

# President's Executive Cabinet



## **Dr. Jeffery S. Allbritten, President**

Dr. Jeffery Allbritten has served in leadership roles at Middle Tennessee State University, Florida State College at Jacksonville, and Broward College in Fort Lauderdale. Prior to becoming FSW's fourth president, he was president of Middle Georgia State University. Since just becoming FSW's president in 2012, Dr. Allbritten has worked with college administrators on initiatives that have reestablished FSW's athletics program; secured a \$5-million-dollar gift from Suncoast Credit Union for the Suncoast Credit Union Arena; expanded FSW's international education programs by establishing university partnerships worldwide; and enhanced research opportunities for FSW faculty and students. As Chief Administrative Officer, Dr. Allbritten is responsible for the efficient administration of the institution and its programs. He provides vision and leadership and strategically leads every aspect of the college.



## **Dr. Henry Peel, Chief of Staff**

Dr. Peel is responsible for facilitating strategic planning, institutional performance, and compliance with external mandates. His role provides leadership aligned with the College's mission and goals, regularly evaluating and recommending improvements to the organizational structure. He serves as a key advisor to the President, responding to inquiries, assisting with administration, and leading strategic initiatives. Additionally, Dr. Peel oversees special projects, coordinates cross-departmental efforts, and ensures the effective execution of the President's vision for the College.



## **Dr. Judith Bilsky, Vice President of Academic Affairs**

Dr. Bilsky serves as the Chief Academic Officer and is responsible for providing leadership and integrity in the areas of academic program development, curriculum, evidence-based research and organizational effectiveness. Additionally, Dr. Bilsky promotes shared governance and develops and oversees academic policies and instructional delivery in support of the College's vision, as well as being responsible for academic affairs and the registrars office.



## **Lacey Hofmeyer, Vice President of Public Policy and General Counsel**

Mrs. Hofmeyer is responsible for advising and managing the President and Board of Trustees on all matters having legal implications for the College. Public Policy responsibilities involve communicating the needs of the institution to local, state and federal government officials for developing and monitoring legislative issues that impact the College and influencing the development of legislation advantageous to increasing student access to education, student retention and completion, and the College's mission and strategic priorities

# President's Executive Cabinet



## **Jason Dudley, Vice President, Business Affairs and Technology/CTIO**

Mr. Dudley is responsible for the creation, development and implementation of the institutional, academic, learning, and administrative technology priorities of the College, and for the allocation of resources that will support the FSW community that use these technologies. Additionally, Mr. Dudley is responsible for the oversight of Financial Services, Payroll, Financial Aid, Auxiliary Services, Budget, and Campus Police as well as implementation of the college's information security program and cybersecurity initiatives that protect its infrastructure and data.



## **Dr. Ian Neuhard, Vice President, Student Affairs and Enrollment Management**

Dr. Neuhard provides strategic vision, leadership and direction for the College's comprehensive student affairs division which includes admissions, assessment, athletics, Campus Directors, residence life, community standards, student life, student transitions, student leadership, student involvement, CARE and adaptive services, and military/veterans' services. As the chief enrollment management officer of the College, the Vice President is responsible for developing, managing, and communicating strategic enrollment management plans, projects, partnerships, goals, and outcomes across multiple divisions within the college to maximize student access and mission attainment.



## **Mat Mason, Vice President, Facilities**

Mr. Mason is responsible for overseeing the maintenance, operations, planning and construction of the College's physical assets, grounds, and the campus infrastructure; assists in the planning and management of the College's capital renewal and replacement budgets as they relate to the support of plant maintenance and improvements; works collaboratively with all units within the College to develop a high quality, fully functional physical plant that is safe, clean, well maintained and conducive to meeting the needs of students, faculty, staff and the community for a dynamic academic environment.



## **Susan Bronstein, Vice President, Human Resources / Chief Organizational Development Officer**

Mrs. Bronstein provides leadership for all aspects of the College's organizational development, human resources, and diversity programs, including: recruitment and selection; employee relations; organizational communication; conferencing and College events; employee development; talent and succession planning; workforce analysis; compensation; benefits; human resources information management; equity issues; and policies.



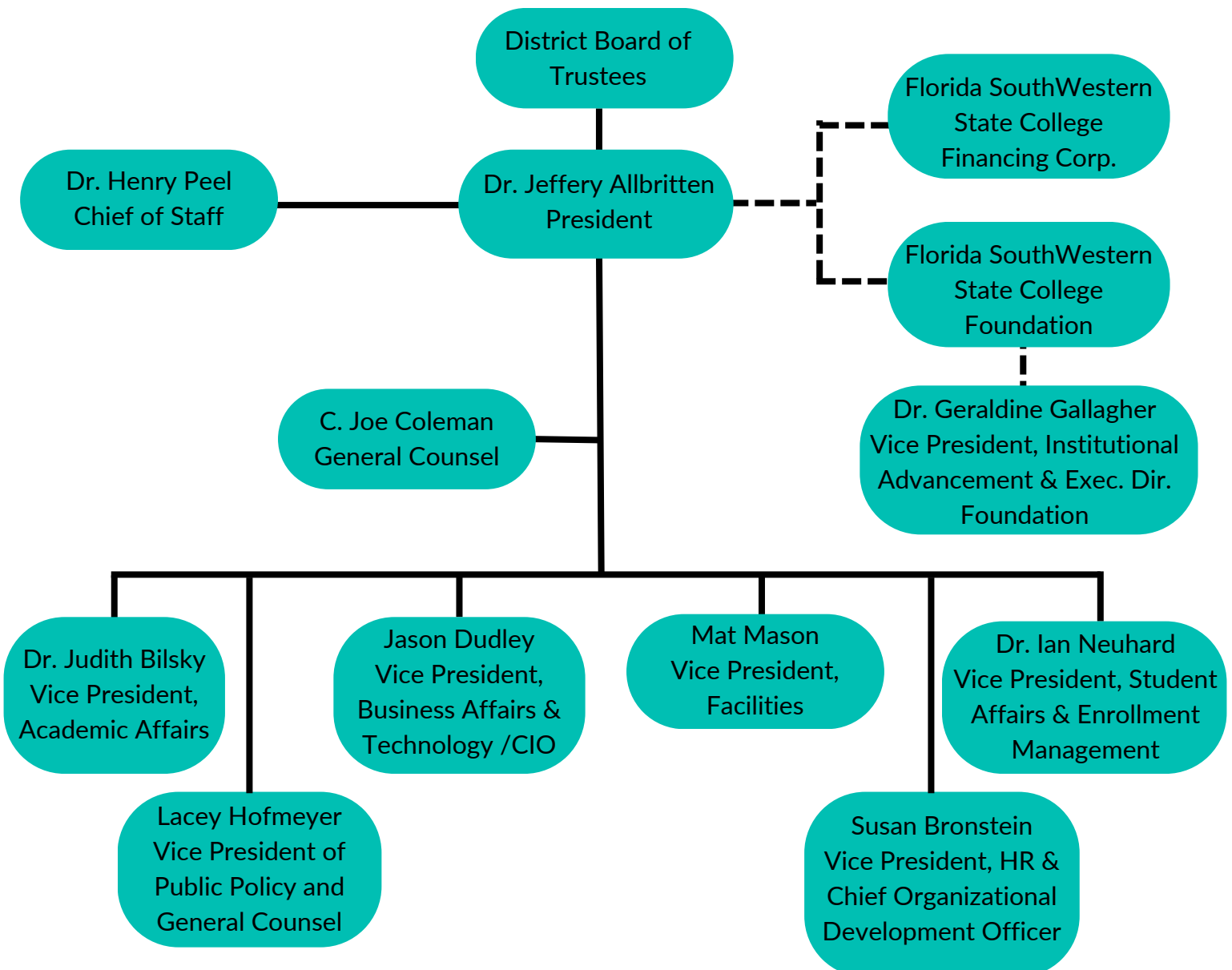
## **Dr. Geraldine Gallagher, Vice President, Institutional Advancement/Executive Director, FSW Foundation**

Dr. Gallagher is responsible for the creation of plans, execution of strategies and supervision of the philanthropic support for the programs of FSW. She works to identify, cultivate, solicit and steward donors to the college. In addition, she oversees the strategy and execution of the College's campaigns and giving programs, and manages all aspects related to advancement, development and fundraising.

# Organizational Chart

## Office of the President

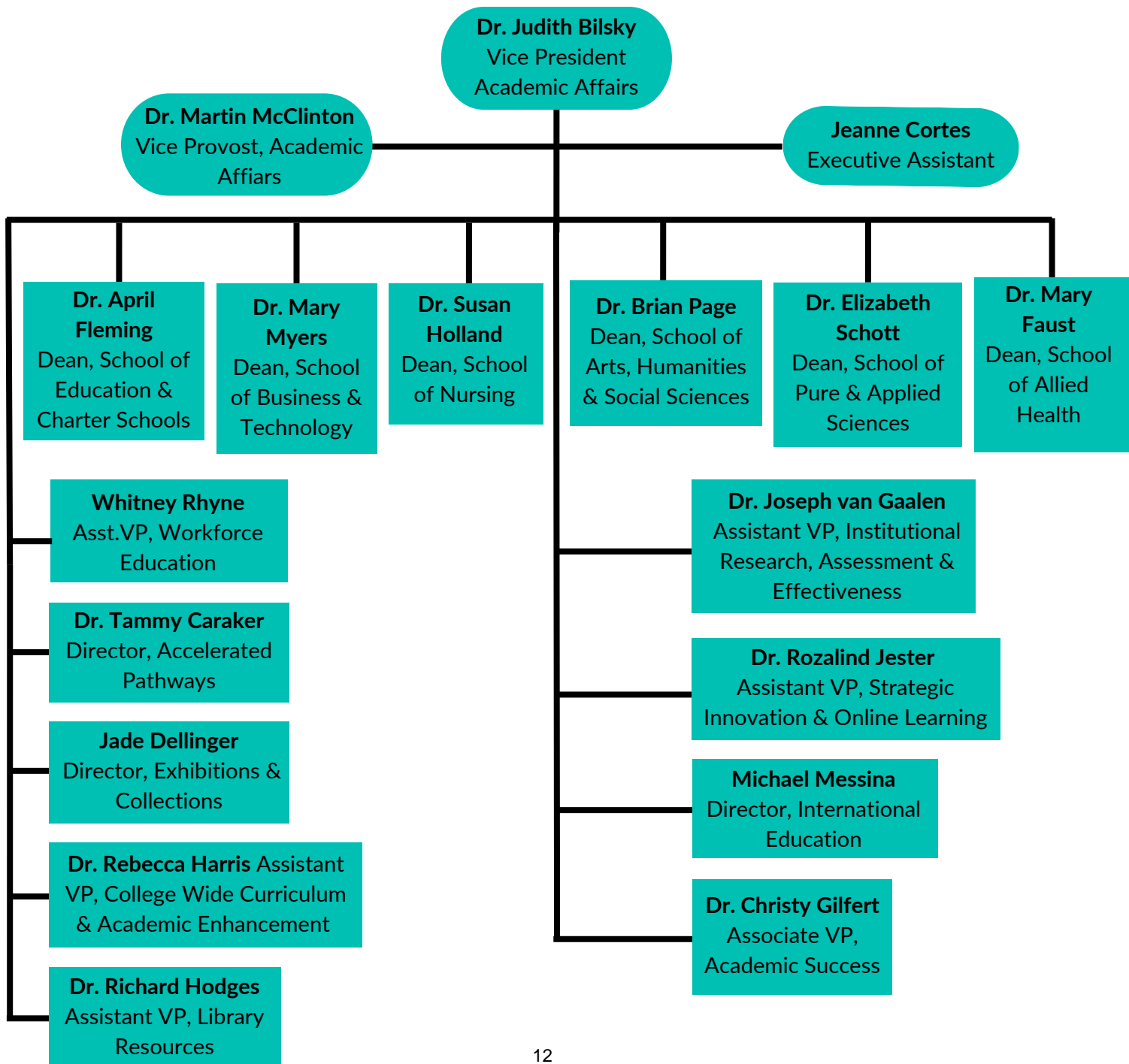
The President is authorized to perform duties and make decisions which are necessary, proper and lawful for the operation of the College. As delegated by the Board of Trustees, the President has the responsibility, authority and duties for leadership, supervision and management of the College in accordance with the Florida Statutes, State Board of Education Rules, Division of Florida Colleges, and Rules and Policies of the Board of Trustees. Within the Office of the President are the Chief of Staff, General Counsel, Business Affairs and Information Technology, Human Resources and Organization Development, Facilities, and the Foundation. All other offices ultimately report directly to the President.



# Organizational Chart

## Office of the Vice President of Academic Affairs

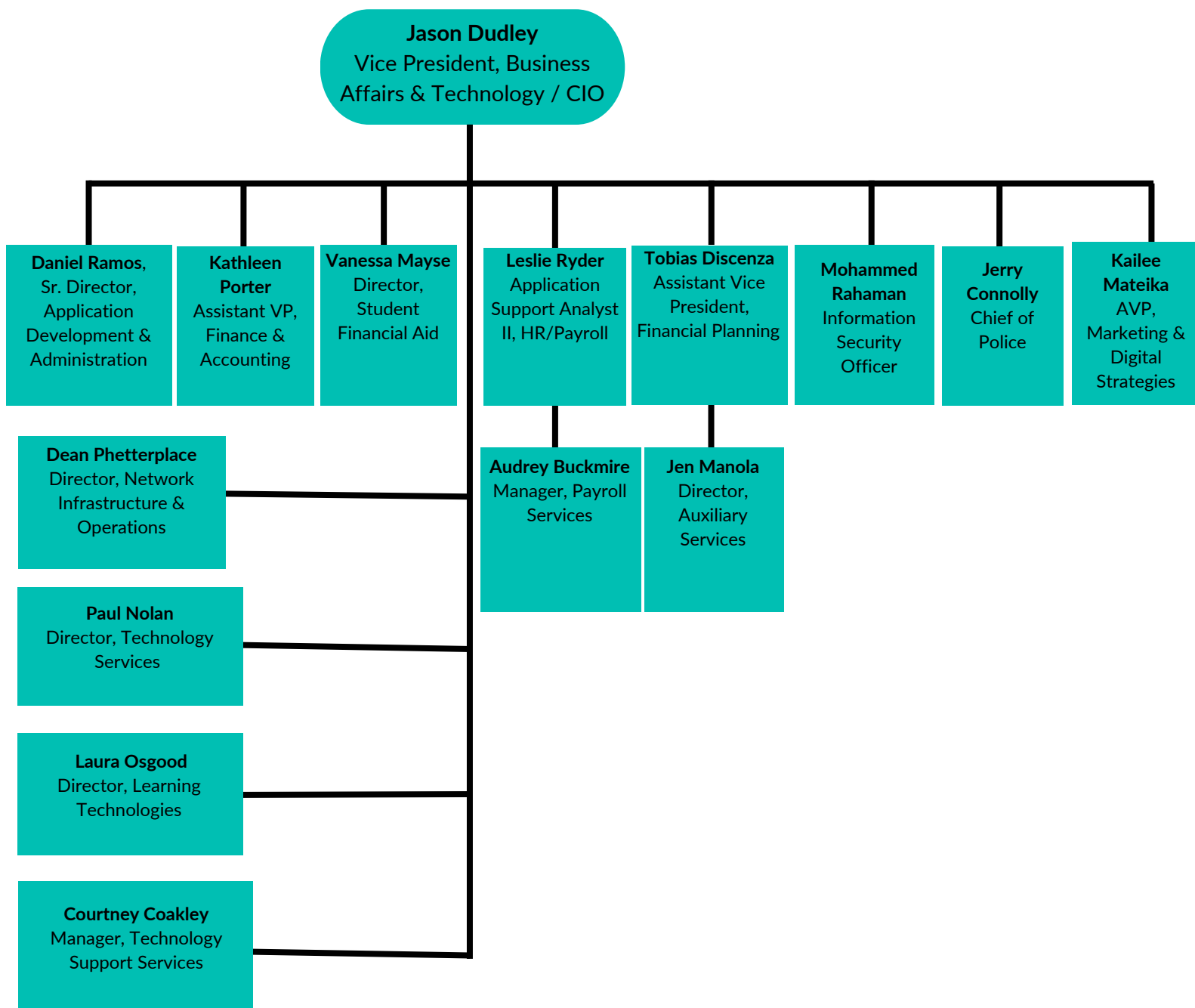
The Office of the VP, Academic Affairs provides direction and oversight to the division of Academic Affairs and is responsible for supporting faculty, overseeing curriculum, regulating academic and performance requirements, and providing leadership to the School of Business and Technology, School of Nursing, School of Pure and Applied Sciences, School of Arts, Humanities and Social Sciences, School of Education, International Education and Academic Advising.



# Organizational Chart

## Office of the Vice President, Business Affairs and Technology/Chief Technology and Information Officer

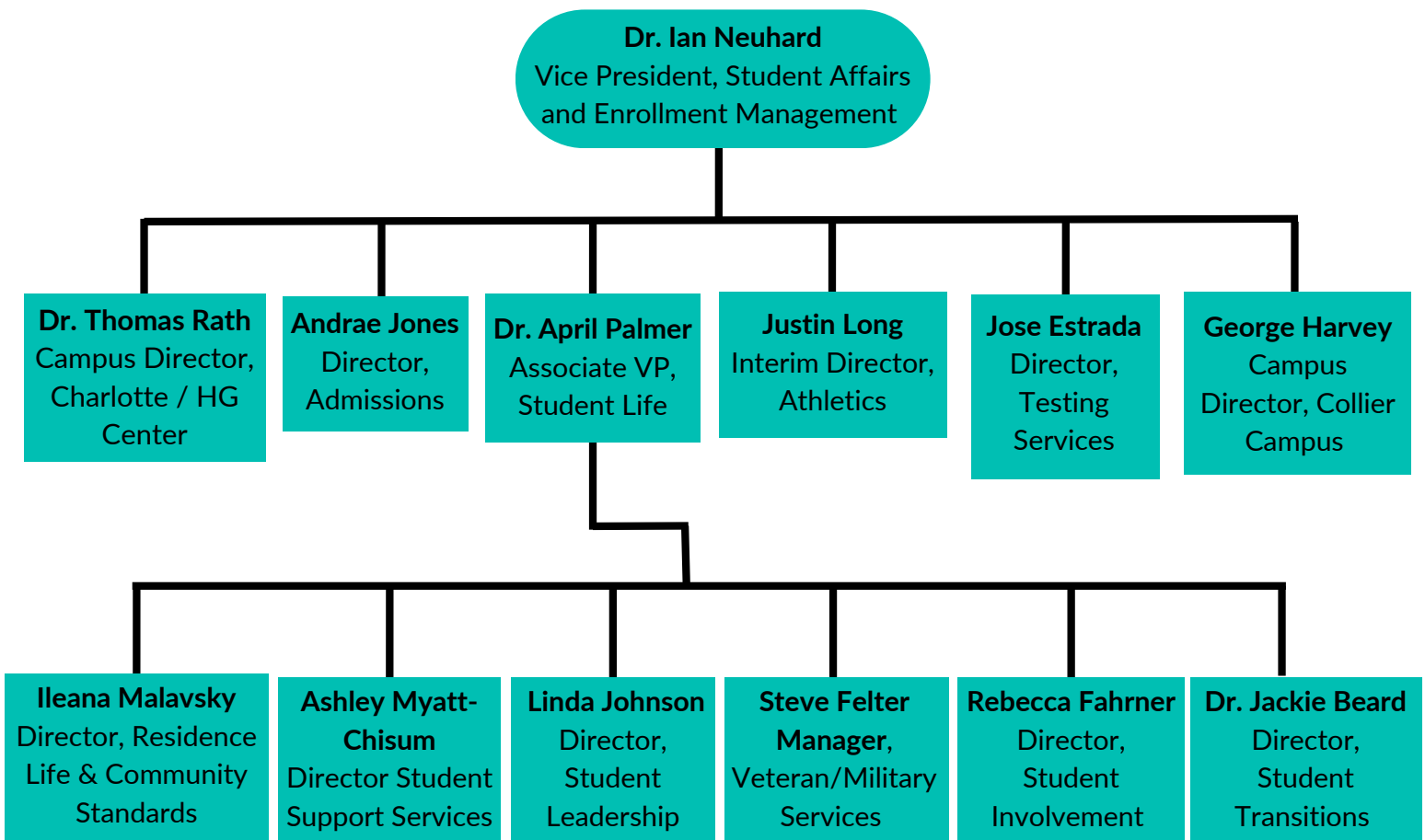
The Office of VP, Business Affairs and Technology provides oversight and support to operational units including Financial Services, Campus Police, Financial Aid, Financial Planning and Payroll Management. It is also responsible for managing and implementing technology-related initiatives and strategies, leveraging technology and digital transformation to enhance teaching, learning, student experience, cybersecurity, innovation, emerging technologies, and administrative processes. The office is responsible to ensure that technology and enrollment strategies are fully integrated and aligned with the institution's overall missions and goals.



# Organizational Chart

## Division of Student Affairs and Enrollment Management

The Division of Student Affairs and Enrollment Management is responsible for establishing a dynamic, co-curricular learning environment that fosters the holistic development, progression, and success of all students. This division includes the offices of CARE and Adaptive Services, Student Leadership, Student Involvement, Student Transitions, Residence Life and Community Standards, Veteran's Services, Admissions, Testing, and Athletics.





# **FUND, ACCOUNT & FUNCTIONAL DESCRIPTIONS**

# Fund Descriptions

## Fund Accounting

### Current Funds

Fund 1 - Unrestricted

Fund 2 - Restricted

Fund 3 - Auxiliary

Fund 5 - Scholarships

Fund 6 - Agency

### Non-Current Funds

Fund 4 - Loan,  
Endowment, Annuity  
& Life Income

Fund 7 - Unexpended  
Plan & Renewals /  
Replacement

Fund 8 -  
Retirement of  
Indebtedness

Fund 9 -  
Investment in  
Plant Fund

The colleges utilize fund accounting which is a system by which resources are allocated to and accounted for as a separate entity (fund) according to the purpose for which resources may be used in accordance with limitations, regulations or restrictions imposed by sources outside the institution or the governing board. A fund is an accounting entity with a self balancing set of accounts consisting of assets, liabilities, fund balance and changes in the fund balance.

### Fund 1 - Current Funds - Unrestricted

This fund is used to account for those economic resources which may be used to accomplish the primary and supporting objectives of the college. The only restrictions on the resources of this fund are those imposed by law, regulation or the budget. Staff and Program Development funds shall be recorded in this fund, subject to applicable rules and regulations. Other reserved funds, such as course fees, shall be accounted for in the same manner. Resources accounted for in this fund have no restrictions imposed by external agencies and it is anticipated that such resources will be utilized in the near term. All direct instructional activities of the college are accounted for in this fund or the Current Funds-Restricted as appropriate. All state appropriated general revenues and lottery funds are reported in this fund.

### Fund 2 - Current Funds - Restricted

As in Fund 1, this fund is used to account for those economic resources which may be used to accomplish the primary and supporting objectives of the college, however, such resources have been restricted by the donors or other outside agencies. Local Board of Trustees may not create restricted funds; the restrictions must be imposed by agencies or individuals outside the college. Examples of restricted current funds would be gifts or grants received which may be used only for specified purposes or programs. Restricted funds received for constructions, loans or scholarships are not credited to this fund since they are not available for current operations. Likewise, course fees, financial aid fees, parking fees, etc. are not accounted for in this fund.

# Fund Descriptions

Legislatively imposed categorical funds shall be recorded in this fund and expenditures or transfers accounted for thereto. The Division for the Florida's College System shall identify annually, those categorical funds which are subject to being recorded in this fund. Student activity and service fees may be recorded in this fund and expenditures or transfers accounted for thereto. Additionally, the Charter High Schools are included in this fund for annual reporting purposes however they are tracked separate from other restricted funds throughout the year.

## **Fund 3 - Auxiliary Funds**

Auxiliary enterprises are established primarily to provide non - instructional services for sale to students, faculty, staff and which are intended to be self - supporting. The general public may be incidentally served by auxiliary enterprises, although that is not their primary purpose. Fees charged by auxiliary enterprises are related to, but not necessarily equal to, the cost of the goods or services provided. Service departments may be accounted for in this fund if it is the policy of the college to operate the department on a self-supporting basis. This would require that the charges for the goods or services of the service department be adequate to recover all costs of operation including personnel expense. If it is the policy of the college to recover less than the full cost of operation of the service department, it should be accounted for in Fund 1. Service departments are those established to serve other departments of the institution and not to serve faculty, staff or the general public.

## **Fund 4 - Loan, Endowment, Annuity and Life Income Funds**

Loan funds are those resources available for loans to students regardless of whether the institution is responsible for the collection of the loan. Interest earned on loans as well as income and gains from investments of loan funds should also be accounted for in this fund. Endowment funds are those for which an outside agency or source stipulated that the principal of the fund is not expendable. Term endowments are accounted for as regular endowments, except that all or part of the principal may be expended after passage of a stated period of time or the occurrence of a particular event. Quasi-endowments are funds that the governing board, rather than an outside agency, has determined to be retained and invested. The principal and income may be utilized at the discretion of the Board, subject to any donor-imposed restrictions on use. Temporarily invested assets of the current or other funds are not quasi-endowments, and should be shown as investments of the current or other funds. Endowment funds of all types are classified as "restricted" if the income may be used only for certain designated purposes, such as scholarships or student loans. They are classified as "unrestricted" if the income may be used without restriction or any purpose by the college. Annuity funds consist of assets acquired by an institution under agreements whereby money or other property is made available to an institution on condition that it bind itself to pay stipulated amounts periodically to the donor or other designated individuals, which payments are to terminate at the time specified in the agreement. Life Income funds consists of charitable remainder trusts for which the institution is trustee and remainder in name. Endowment funds are typically recorded through the college's Foundation and are included in their budget and annual financial statements.

# Fund Descriptions

## **Fund 5 - Scholarship Funds**

This fund is used to account for resources available for awards to students which are not in payment for services rendered to the college and will not require repayment to the college. This category includes awards made to students as a result of selection by the institution or from an entitlement program. Recipients of grants are not required to perform a service to the institution nor are they expected to make repayment. If services are required in return for the financial assistance (i.e., College Work Study Program) the charges are not classified as scholarships, but should be charged to the organization or department which received the services. In those instances where the college has custody of the funds, but does not select the recipient and the funds are not based on entitlement, the funds will generally be accounted for in the Agency Fund. Financial Aid Fees shall be recorded in this fund and expenditures or transfers accounted for thereto.

## **Fund 6 - Agency Funds**

This fund is used to account for resources held by a college as custodian or fiscal agent for others, such as funds of student or staff organizations/clubs and temporary revenue/expenditure accounts which serve as clearing accounts for the college. Transactions of Agency Funds usually represent charges or credits to the individual asset and liability accounts. If a college wishes to, however, it may use its regular revenue and expenditure codes to record Agency Fund transactions. As a fiscal agent for other entities this fund is eliminated from the annual financial statements and is not included in the annual budget and operating plans.

## **Fund 7 - Unexpended Plant and Renewals/Replacement Funds**

This fund is used to account for resources that are available for the acquisition or construction of physical property to be used for institution purposes and resources designated for the major repair and/or replacement of institutional property, as well as associated liabilities. Appropriated funds from the state in the form of Public Education Capital Outlay (PECO) are recorded here. Capital improvement fees are included in this fund as well.

## **Fund 8 - Retirement of Indebtedness Funds**

This fund is used to account for the long - term debt of a college and for the resources which will be used to retire the debt and pay the interest on the obligation(s).

## **Fund 9 - Invested in Plant Funds**

This fund is used to account for the cumulative costs of plant assets and associated liabilities.

# Department Funding

The majority of department budgets are within the unrestricted fund however other fund types are utilized in a manner that is consistent with the intended use of the respective fund. The table below shows what funds may be used to fund department expenses.

Department	Fund 1	Fund 2	Fund 3	Fund 4	Fund 5	Fund 7
	Unrestricted Fund	Restricted Fund	Auxiliary Fund	Loan Fund	Financial Aid Fund	Capital Fund
<b>Administrative Departments</b>						
Office of the President	✓	✓				
Foundation & Alumni Relations	✓	✓	✓			
General Counsel	✓					
Studio FSW	✓	✓				
District Board of Trustees	✓					
Budget and Financial Planning	✓					
Facilities Planning/Space Management	✓					✓
Human Resources Department	✓	✓				
Contracts & Risk Management	✓					✓
Administrative Services	✓	✓	✓			
SACSCOC - Operations	✓					
Financial Services	✓					
Payroll Services	✓					
Auxiliary Services	✓	✓	✓			✓
District Facilities Planning & Management	✓	✓				✓
Facilities Management	✓	✓	✓			✓
Construction Projects		✓				✓
Bursar	✓					
Campus Police	✓	✓	✓			
Facilities Management CHA	✓					
Facilities Management COL	✓					
Facilities Management HG	✓					
Technical Support Services	✓	✓	✓			✓
Student Financial Aid	✓	✓		✓	✓	
Enterprise Application Systems	✓	✓				
Web Services	✓					
Technology Center	✓		✓			
Institutional Reporting & Analysis	✓		✓			
<b>Student Life Departments</b>						
Vice Provost-Student Affairs	✓	✓				
Admissions	✓	✓				
Testing Services	✓	✓				
Student Transitions	✓	✓				
Assistant VP, Student Life	✓	✓				
Career Services		✓				
Adaptive Services	✓	✓				
Student Engagement	✓	✓				
Residence Life	✓	✓	✓			
Campus Director- Charlotte	✓	✓				
Campus Director- Collier	✓	✓				
Hendry/Glades Site	✓	✓				
Student Services-Hendry Glades Site	✓	✓				
Athletics	✓	✓	✓			
Men's Baseball	✓	✓	✓			
Women's Softball	✓	✓	✓			
Men's Basketball	✓	✓	✓			
Women's Basketball	✓	✓	✓			
Volleyball	✓	✓	✓			

# Department Funding

Department	Fund 1	Fund 2	Fund 3	Fund 4	Fund 5	Fund 7
	Unrestricted Fund	Restricted Fund	Auxiliary Fund	Loan Fund	Financial Aid Fund	Capital Fund
<b>Academic Departments</b>						
FSW Online	✓	✓				
Provost	✓	✓				
Exhibitions & Galleries	✓	✓		✓		
Associate VP, Academic Success	✓					
Institutional Research, Assessment & Effectiveness	✓					
Academic Advising	✓	✓				
Vice Provost-Academic Affairs	✓	✓				
International Education	✓	✓				
Registrar	✓	✓				
Honors Program	✓	✓				
Professional Development Center	✓	✓				
Undergraduate Research	✓					
Academic Support	✓	✓				
Division of Libraries	✓	✓				
Vice Provost-Workforce Programs	✓	✓				
Workforce Education	✓	✓				
Continuing Education-Corporate Training	✓	✓				
School of Health Professions Administration	✓	✓				
Nursing	✓	✓				
Health Information Technology	✓					
Cardiovascular Technology	✓	✓				
Radiologic Rechnology	✓					
Respiratory Care	✓	✓				
Dental	✓	✓				
Physical Therapist Assistant	✓					
Human Services	✓					
EMS	✓					
Fire Science	✓	✓	✓			
Health Simulation Lab	✓	✓				
Nursing-Baccalaureate Program	✓					
BS Cardiopulmonary	✓					
CE-School of Health Professions	✓	✓				
CE-Phlebotomy	✓					
Nursing CHA		✓				
Nursing COL		✓				
School of Business & Technology	✓	✓				
School of Education Administration	✓	✓				
School of Education	✓	✓				
Early Childhood	✓	✓				
School of Pure & Applied Sciences	✓	✓				
College & Career Readiness	✓					
Cornerstone	✓					
School of Arts, Humanities & Social Science	✓	✓				

# Account Descriptions

Florida SouthWestern State College receives revenue from a variety of sources. Below is a description of the **revenue accounts** used by the College:

**Student Tuition & Fees** - Included in this category are all resources stemming from credit hour rates (tuition) and other fees such as parking fees, technology fees, application fees, capital improvement fees, testing fees, access/id card fees and course fees.

**Support from Federal Government** - The revenue in this category comes from grants administered through the Federal Government as well as the indirect costs associated with those grants. Florida SouthWestern State college is approved to charge up to 35% for the administration of the grant.

**Support from State Government** - Included in this category is FSW's allocation of community college program funding (CCPF) and lottery funding from the State of Florida and any performance incentive funding allocated to the College. Also included is funding from the state for the Collegiate High Schools and Capital Outlay funding (PECO) related to construction, renovation or maintenance for College facilities.

**Gifts, Contributions, Grants & Contracts** - The revenue in this category comes from the Dual Enrollment contracts with the School Districts, and from indirect costs charged to the Collegiate High Schools and Continuing Education Programs.

**Sales and Services** - Sales and services revenue is generated primarily through the College's dental clinic which provides dentistry to over 2,000 patients each year as well as a partnership with the University of Florida. This category also includes revenues received from the agreements with the Financing Corporation.

**Transfers** - Interfund transfers move resources from one fund to another . These transfers are for specific amounts and purposes.

**Other Sources** - These include resources from various activities such as fines and penalties, and investment gain or loss, interest earnings.

# Account Descriptions

Florida SouthWestern State College uses the following **expense categories** to account for expenses:

**Personnel Expenses** - All gross salary payments to employees are included in this category. Additionally, this category can be further broken down into the following:

- **Executive & Management** - this account includes personnel who exercise primary college-wide responsibility for the management of the institution.
- **Instructional Staff** - this account is used to record payments to personnel whose primary duty is to conduct organized instructional activities.
- **Other Professional Staff** - this account is used to record payments to individuals employed for the purpose of performing academic support, student services, and institutional support activities.
- **Technical, Clerical and Trade Staff** - this account is used to record salary payments to persons whose assignments require specialized knowledge or skills which may be acquired through experience or educational programs.
- **Instructional & Other Temporary Professionals** - this account is used to record payments to persons, normally other than regular salaried employees, when they conduct part-time organized instructional activities, such as adjuncts.
- **Student Employment** - this account is used to record payments to students for services rendered as student assistants.
- **Benefits** - all applicable payroll taxes, insurance, retirement contributions and any other taxes or allowances are recorded here.

**Travel** - All costs associated with travel including, mileage, rental car charges, air fare, per diem payments, etc. are recorded here.

**Operating Expenses** - A variety of expenses including postage, telephone services, printing, professional fees, repairs and maintenance, educational materials and supplies, etc. are recorded here.

**Rental - Facilities & Equipment** - Expenses related to the rentals of copy machines, equipment, facilities, etc. are recorded here.

**Insurance** - All property, fleet, general liability, student, workers compensation, etc. expenses are accounted for in this category.

**Utilities** - The cost of electricity, water, waste collection, and fuel, oil and gas is recorded here.

**Contract Services** - This account is used to record the cost of services such as institutional memberships, contracted instructional and non-instructional services, technology services, etc.

**Transfers (to other funds)** - This account is used to record the transfer of resources between funds. **Reserves** - This account is used to formally set aside funds for other purposes such as technology replacement, furniture & equipment replacement, parking lot repairs or future operating needs.

**Contingency** - This account is used to record the budget for current expense contingencies and will not be used to record actual expenditures.

**Capital Expenditures** - Capitalized personal property represents any movable personal property (furniture, machinery, fixtures, equipment, supplies and similar items) costing \$5,000 or more with an expected useful life of 1 year or more. These items are formally capitalized on the college's general ledger and depreciated over their useful lives.

# Functional Descriptions

The expenditures of Florida SouthWestern State College are grouped together by various functional categories. These categories are outlined in the State Accounting Manual for Florida 's Colleges and are described below:

**Direct Instruction** - This function includes formally organized activities designed for the purpose of transmitting knowledge, skills and attitudes to a specifically identified target or clientele group. In Florida's College System, it includes both credit and non-credit instructions in those areas generally referred to as Advance and Professional, Vocational, Developmental and Community Instructional Service.

**Academic Support** - This function includes activities that directly support, supplement or augment the instructional program of the college. Included in this category are Learning Resources, Academic Administration, Course and Curriculum Development and Academic Professional Personal Development.

**Student Support** - This function includes those activities provided by the college to assist and provide services for students, as well as to augment certain aspects of the instructional program.

**Institutional Support**- This function includes those activities undertaken to provide necessary services on a college wide basis. Included in this category are Executive Management, Fiscal Operations, General Administrative and Logistical Services, Administrative and Support Staff Services, and Community Relations.

**Physical Plant Operation and Maintenance** - This function includes those organizational units which are responsible for the operation and maintenance of the institution's physical facilities.

**Student Financial Assistance** - Legislated fee waivers for students are charged to this function.

**Contingency & Transfers** - This function includes budgeted contingencies and expenditures for all transfers.

# Capital Items

College owned and leased assets are classified into three categories as follows:

- Real Property (Land, Buildings, Construction in Progress)
- Non-capitalized Personal Property (Equipment & Supplies)
- Capitalized Personal Property (Capital Outlay)

Real property represents real estate owned by the college, including buildings and fixtures thereon, and is controlled through real estate deeds and similar legal documents. Capitalized personal property represents any movable personal property (furniture, machinery, fixtures, equipment, supplies and similar items) costing \$5,000 or more with an expected useful life of 1 year or more. These items are formally capitalized on the college's general ledger and depreciated over their useful life. Depreciation is computed on the straight-line basis over the following estimated useful lives:

- Buildings - 40 years
- Other Structures and Improvements - 10 years
- Furniture, Machinery, and Equipment:
  - Furniture - 7 years
  - Vehicles, Office Machines, and Educational Equipment - 5 years
  - Computer Equipment - 3 years

During budget development, each budget administrator has the option of moving funds within their current budget to a capital budget account. For fiscal year 2027 the beginning budget for capital expenditures within the operating budget is \$0. As departments determine their needs and funding availability during the year, we expect the budget to increase in order to purchase those items.

The college charges a technology fee of \$4.07 per credit hour which is used in part to offset the cost technology replacement and upgrades. These expenditures occur within the Plant Fund. A portion of unused funds rollover to the following year for future technological expenditures.



# **BUDGET DEVELOPMENT & AMENDMENTS**

# Budget Development

The budget and operating plans of Florida SouthWestern State College are prepared in accordance with Florida Statute and Administrative Code, specifically Rule 6A-14.0716 which states, in part:

Each fiscal year, each community college shall prepare a budget in such form as prescribed by the State Board of Education for the Current Unrestricted Fund. Two copies of the budget approved by the board of trustees shall be submitted to the Chancellor, as designee of the Commissioner of Education, by June 30 or on a later date established by the Chancellor. The original or facsimile signature of the president on both copies shall certify board approval.

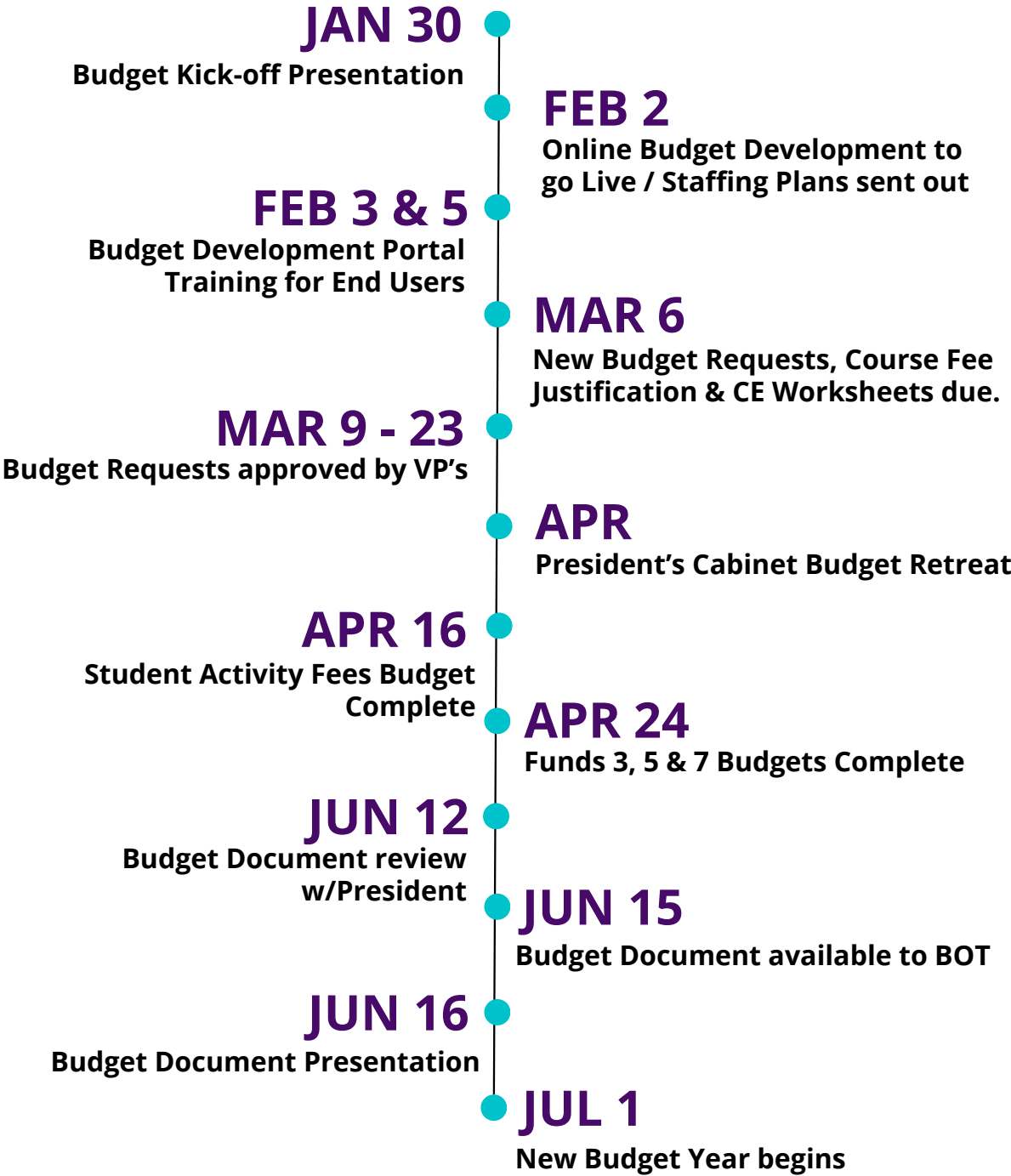
(1) The Chancellor, as designee of the Commissioner of Education, shall approve the operating budget for each community college after an examination for completeness, correctness, conformity with law and rule, State Board of Education guidelines and preparation according to accepted accounting standards. Anticipated budgeted revenues shall be reasonable and transfers from general current funds shall not handicap current operations. A contingency reserve is authorized in the general current fund.....

(4) Each fiscal year, as a part of the official budget, each community college board of trustees shall adopt a capital outlay budget for the capital outlay needs of the college for the entire fiscal year. This budget shall designate the proposed capital outlay expenditures by project for the year from all fund sources. Separate project accounts shall be kept in the Unexpended Plant Fund for all capital outlay projects.

Florida SouthWestern State College uses the economic resources measurement focus and the accrual basis of accounting to prepare the annual financial statements and uses the same method of accounting to prepare the budget and operating plans. Revenues, expenses, gains, losses, assets, and liabilities resulting from exchange and exchange-like transactions are recognized when the exchange takes place. Revenues, expenses, gains, losses, assets, and liabilities resulting from non exchange activities are generally recognized when all applicable eligibility requirements, including time requirements, are met.

The College's component units, the Florida SouthWestern State College Foundation and the Florida SouthWestern State College Financing Corporation, use the economic resources measurement focus and accrual basis of accounting whereby revenues are recognized when earned and expenses are recognized when incurred, and follow GASB standards of accounting and financial reporting. The Foundation, although legally separate from the College, is financially accountable to the College and is included within the College's reporting entity as a discretely presented component unit. The Financing Corporation, due to their substantial economic relationship with the College is also included in the College's financial statement as a blended component unit.

# FSW Budget and Operating Plan Timeline Fiscal Year 2026 - 2027



# Budget Amendments

Budget amendments can occur throughout the year for a variety of reasons. Typically there are two types of budget transfers; (1) Inter-Department Transfers which occur within the same fund between organizational units and (2) Intra-Department Transfers which occur within the same organizational unit but between different program codes or account codes.

Transfers within funds can be completed by the individual budget administrator provided the transfer is within the budget administrator's department(s) and does not involve salary categories. If the transfer does involve either of these circumstances the budget administrator must contact the Office of Budget & Financial Planning to prepare and process the transfer.

Transfers between funds must adhere to the following:

## 1. Fund 1 Operating Fund -

(a) Transfers from fund balance: Require approval of the CFO or designee and are approved by the Board of Trustees quarterly.

(b) Transfers to Other Funds: Require approval of the CFO or designee and are approved by the Board of Trustees quarterly

## 2. Fund 3 Auxiliary Fund-

(a) Transfers from fund balance: Require approval of the CFO or designee and are approved by the Board of Trustees quarterly.

(b) Transfers to Other Funds: Require approval of the CFO or designee and are approved by the Board of Trustees quarterly

3. Fund 7 - Unexpended Plant Funds. Transfers out of Fund 7 are not allowed except as permitted by State Board Rule 6A-14.0715

4. Fund 8 - Debt Service Funds. Transfers to other funds are not permitted.

5. Restricted Funds (i.e. Funds 2,4,5,6,9). These funds are by definition restricted to a particular use and may not be transferred to another fund or otherwise expended unless it is to meet the terms of the restricted use.

Each quarter, budget amendments for the Operating Fund are brought forth to the Board of Trustees as a consent agenda item. The amendments are reviewed in detail with the Business Affairs & Facilities committee, and then recommended for approval by a member of the committee.



# **CONSOLIDATED FUNDS**

# Comparative Consolidated Budgets

Fund Type	2026-27 Proposed Budget	2025-26 Original Budget	\$ Change	% Change
Operating Fund	\$104,155,366	\$94,419,108	\$9,736,258	10.3%
Restricted Fund	\$7,984,487	\$11,131,448	\$3,146,961	(28.3%)
Auxiliary Fund	\$1,943,034	\$1,956,986	(\$13,952)	(0.7%)
Loan Fund	\$75,000	\$65,077	\$9,923	15.2%
Financial Aid Fund	\$57,108,646	\$53,030,875	\$4,077,771	7.7%
Plant Fund	\$30,448,468	\$37,514,358	(\$7,068,890)	(18.8%)
<b>Total Funds Available</b>	<b>\$201,715,001</b>	<b>\$198,117,852</b>	<b>\$3,597,149</b>	<b>1.8%</b>

# Consolidated Funds

## Consolidated Budget by Fund

	Current Funds - Unrestricted	Restricted Fund	Auxiliary Fund	Loan Fund	Financial Aid Fund	Plant Fund	Grand Total
<b>SOURCES OF FUNDS</b>							
Student Fees	37,449,665	2,313,076	-	-	1,270,690	4,380,590	45,414,021
Support from State Government	57,578,351	-	-	-	4,599,400	9,756,624	71,934,375
Support from Federal Government	100,000	1,446,684	-	-	47,538,491	-	49,085,175
Gifts, Contributions, Grants & Contracts	1,774,722	4,052,681	-	-	3,600,065	-	9,427,468
Sales and Services	884,548	-	2,474,976	-	-	-	3,359,524
Other Income	470,000	-	-	75,000	-	250,000	795,000
Transfers	110,000	172,046	-	-	100,000	-	382,046
Fund Balance Transfers	5,788,080	-	-	-	-	19,511,254	25,299,334
<b>TOTAL FUNDS AVAILABLE</b>	<b>104,155,366</b>	<b>7,984,487</b>	<b>2,474,976</b>	<b>75,000</b>	<b>57,108,646</b>	<b>33,898,468</b>	<b>205,696,943</b>
<b>USE OF FUNDS</b>							
<b>Staff Costs</b>							
Executive/Admin/Managerial	8,125,346	661,753	92,524	-	-	38,893	8,918,516
Instructional Salaries	20,593,526	270,308	-	-	-	150,521	21,014,355
Other Professional Staff	12,787,905	1,661,427	295,566	-	-	30,652	14,775,550
Technical/Clerical Salaries	6,943,177	267,920	83,425	-	-	-	7,294,522
Temporary Part-Time Instruction	5,584,461	68,699	-	-	-	-	5,653,160
Student Employment	200,284	575,868	-	-	9,400	-	785,552
Personnel Benefits	22,200,478	1,344,621	231,619	-	-	134,524	23,911,242
<b>Total Staff Costs</b>	<b>76,435,177</b>	<b>4,850,596</b>	<b>703,134</b>	<b>-</b>	<b>9,400</b>	<b>354,590</b>	<b>82,352,897</b>
<b>Current Expenses</b>							
Travel	687,010	319,944	1,500	-	-	-	1,008,454
General Operating Expenses	10,406,061	2,299,807	103,000	900	-	5,190,000	17,999,768
Rental Expense	395,207	16,540	103,000	-	-	-	514,747
Insurance	1,865,603	-	-	-	-	-	1,865,603
Utilities	3,206,154	-	10,000	-	-	-	3,216,154
Contract Services	7,727,154	272,600	696,000	-	-	-	8,695,754
Scholarships/Waivers	1,698,000	-	-	-	57,099,246	-	58,797,246
Transfers to Other Funds	-	-	210,000	74,100	-	5,098,588	5,382,688
Other Expenses	-	-	37,000	-	-	-	37,000
Contingency	150,000	-	-	-	-	-	150,000
Reserves	1,585,000	-	-	-	-	-	1,585,000
<b>Total Current Expenses</b>	<b>27,720,189</b>	<b>2,908,891</b>	<b>1,160,500</b>	<b>75,000</b>	<b>57,099,246</b>	<b>10,288,588</b>	<b>99,252,414</b>
<b>Capital Expenditures</b>							
Capital Expenditures	-	225,000	79,400	-	-	19,805,290	20,109,690
<b>Total Capital Expenditures</b>	<b>-</b>	<b>225,000</b>	<b>79,400</b>	<b>-</b>	<b>-</b>	<b>19,805,290</b>	<b>20,109,690</b>
<b>TOTAL USES OF FUNDS</b>	<b>104,155,366</b>	<b>7,984,487</b>	<b>1,943,034</b>	<b>75,000</b>	<b>57,108,646</b>	<b>30,448,468</b>	<b>201,715,001</b>
<b>CHANGE IN FUND BALANCE</b>	<b>0</b>	<b>0</b>	<b>531,942</b>	<b>0</b>	<b>0</b>	<b>3,450,000</b>	<b>3,981,942</b>

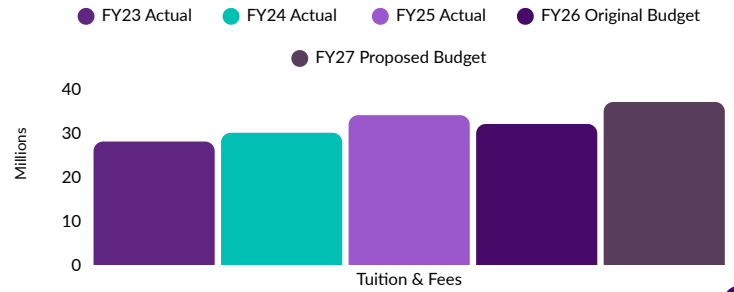


**FUND I CURRENT FUNDS  
UNRESTRICTED  
(OPERATING FUND)**

# Fund 1

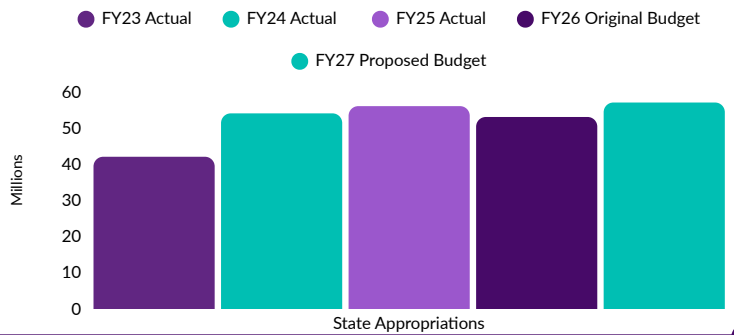
## Tuition and Fees -

For FY27, the budget assumes flat enrollment compared to FY26, a modest increase in course fee revenue, and continued revenue from traditional Dual Enrollment payments. Overall, student tuition and fee revenue is budgeted at \$37.4M for FY27.



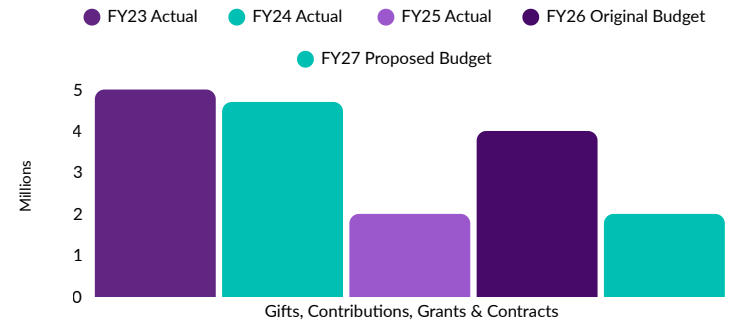
## Support from State Government -

The FY27 budget includes a \$2.8M recurring increase to the Program Fund, a \$338k non-recurring increase to the PIPELINE allocation supporting the Nursing program, and a \$1M non-recurring appropriation for equipment purchases for the Applied Science Laboratories. Overall, State Appropriations for FY27 are approximately \$4M higher than the funding received in FY26.



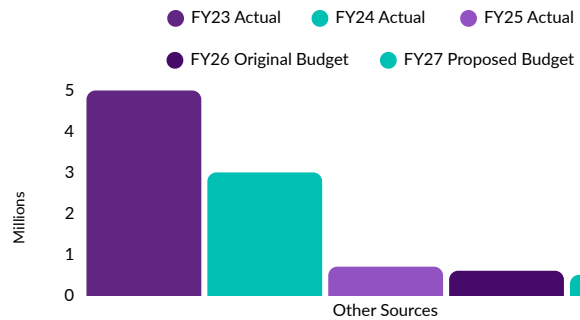
## Gifts, Contributions, Grants & Contracts -

Dual Enrollment continues to provide a stable source of revenue for FSW. The FY27 budget of \$1.8M includes indirect costs charged to the two FSW Collegiate High Schools. Revenues from traditional Dual Enrollment payments, which was reported in this category in prior years, has been reclassified under Student Tuition and Fees for FY27 in accordance with state accounting guidelines. This reclassification accounts for the decrease in this revenue category for FY27.



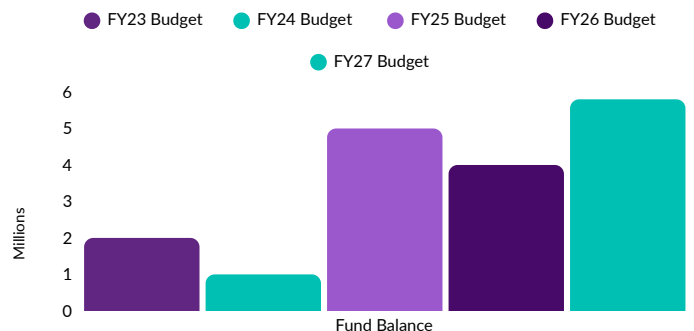
## Other Sources -

The colleges' investments have performed well over the last couple of years providing an additional revenue source to the college. The FY27 budget of almost \$500k is inline with the budget for FY26.



## Fund Balance -

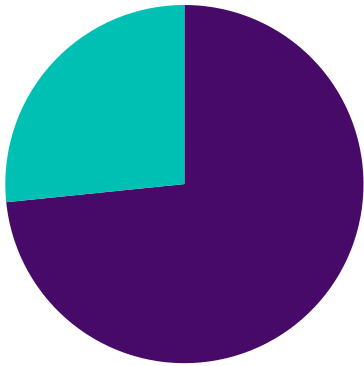
Of the \$5.8M budgeted from fund balance, \$250k relates to Cybersecurity funds received from the state in FY24; \$1.5M represents one-time funds received in FY25 for the Institute of Emerging Technology (IET) and enhancements to the Radiologic Technology Program; and \$1.8M represents one-time funds received in FY26 for the Innovation and Nursing Simulation Labs. An additional \$650k is budgeted to support travel expenses in FY27. The remaining fund balance will be used to cover other one-time expenditures and course fee-related expenses.



# Fund 1

● Personnel Expenses

● Current Expenses



## Personnel -

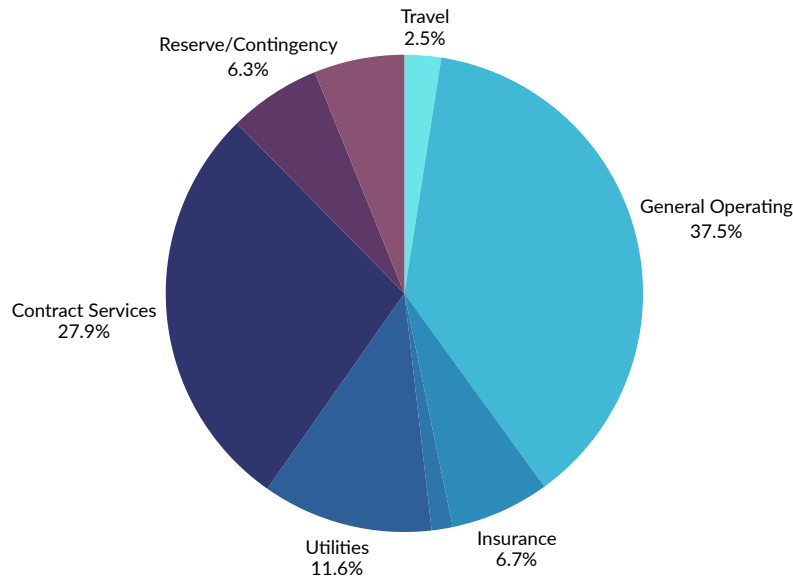
The personnel expense budget for FY27 is \$76.4M which represents 73% of the total expense budget. Included in the personnel budget are recurring increases of 2% salary for staff.

## General Operating -

The budget for general operating expenses such as printing, repairs & maintenance, and supplies is \$10.4M. This category is 37.5% of the non-personnel expense budget.

## Utilities -

The utilities budget is \$3.2M for FY27 representing 11.6% of the non-personnel budget



## Insurance

Property, Workers Compensation, Student and General Liability Insurance have a budget of \$1.9M which represents 6.7% of the budget for current expenses.

## Contract Services

Contractual agreements such as custodial, grounds maintenance and technology solutions have a budget of \$7.7M for FY27.

# Fund 1

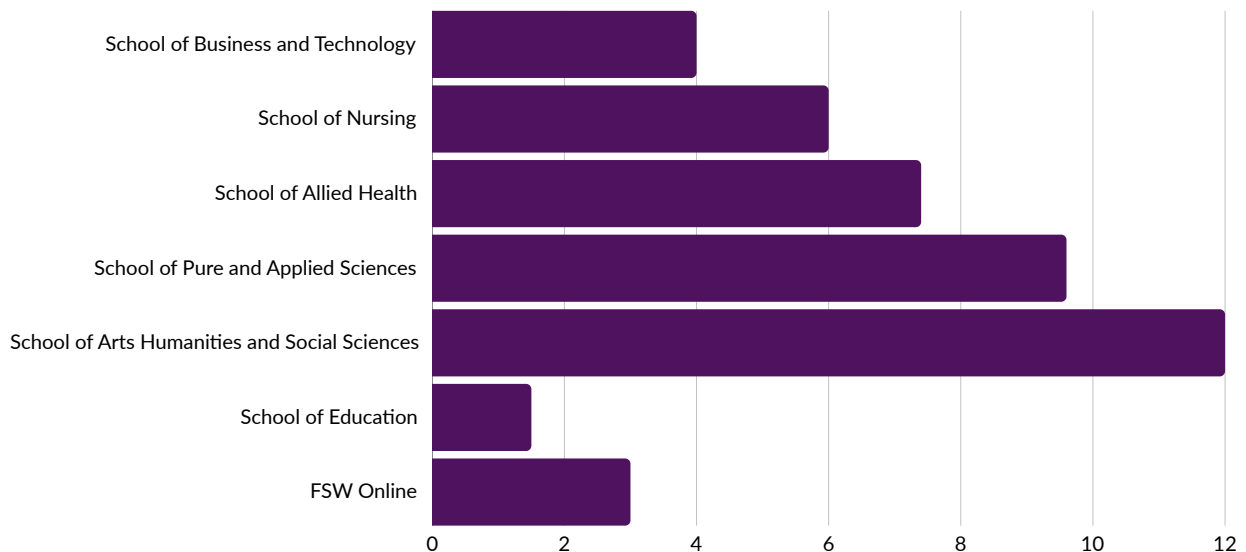
## Current Funds - Unrestricted

	2026-27 Proposed Budget	2025-26 Original Budget	2024-25 Actual Amounts	2023-24 Actual Amounts	2022-23 Actual Amounts
<b>SOURCES OF FUNDS</b>					
Student Fees	37,449,665	32,264,981	34,689,180	29,760,115	27,769,922
Support from State Government	57,578,351	52,593,519	56,489,256	53,847,585	41,924,954
Support from Federal Government	100,000	107,815	177,924	129,984	2,039,725
Gifts, Contributions, Grants & Contracts	1,774,722	3,956,128	1,535,248	5,106,637	4,769,457
Sales and Services	884,548	836,010	837,545	1,021,392	955,084
Other Income	470,000	579,025	747,764	2,849,547	5,258,474
Transfers	110,000	105,000	115,504	192,204	300,413
Fund Balance Transfers	5,788,080	3,976,630	0	0	0
<b>TOTAL FUNDS AVAILABLE</b>	<b>104,155,366</b>	<b>94,419,108</b>	<b>94,592,421</b>	<b>92,907,464</b>	<b>83,018,029</b>
<b>USE OF FUNDS</b>					
<b>Staff Costs</b>					
Executive/Admin/Managerial	8,125,346	7,491,303	7,464,634	7,389,099	7,314,108
Instructional Salaries	20,593,526	19,846,462	20,137,717	18,930,842	18,292,059
Other Professional Staff	12,787,905	11,902,769	12,212,171	12,633,959	10,736,407
Technical/Clerical Salaries	6,943,177	6,720,452	7,106,279	5,255,024	4,198,970
Temporary Part-Time Instruction	5,584,461	5,421,565	5,132,961	4,795,444	4,652,528
Student Employment	200,284	157,575	171,904	117,253	219,709
Personnel Benefits	22,200,478	19,894,259	17,287,312	22,219,254	13,688,960
<b>Total Staff Costs</b>	<b>76,435,177</b>	<b>71,434,385</b>	<b>69,512,978</b>	<b>71,340,875</b>	<b>59,102,741</b>
<b>Current Expenses</b>					
Travel	687,010	676,938	707,447	620,604	493,174
General Operating Expenses	10,406,061	8,408,137	6,684,334	6,024,500	4,588,789
Rental Expense	395,207	316,757	385,777	297,924	339,795
Insurance	1,865,603	2,172,940	1,821,220	1,859,923	1,731,653
Utilities	3,206,154	2,923,943	2,549,693	2,670,706	2,435,721
Contract Services	7,727,154	6,561,008	4,447,977	4,617,823	4,855,423
Scholarships/Waivers	1,698,000	1,775,000	1,687,174	1,726,262	1,295,315
Transfers to Other Funds	0	0	1,005,504	3,331,768	2,644,784
Other Expenses	0	0	513,330	340,080	(18,282)
Contingency	150,000	150,000	0	0	0
Reserves	1,585,000	0	0	0	0
<b>Total Current Expenses</b>	<b>27,720,189</b>	<b>22,984,723</b>	<b>19,802,456</b>	<b>21,489,590</b>	<b>18,366,372</b>
<b>Capital Expenditures</b>					
Capital Expenditures	0	0	1,268,622	1,177,219	710,548
<b>Total Capital Expenditures</b>	<b>0</b>	<b>0</b>	<b>1,268,622</b>	<b>1,177,219</b>	<b>710,548</b>
<b>TOTAL USES OF FUNDS</b>	<b>104,155,366</b>	<b>94,419,108</b>	<b>90,584,056</b>	<b>94,007,684</b>	<b>78,179,661</b>
<b>CHANGE IN FUND BALANCE</b>	<b>0</b>	<b>0</b>	<b>4,008,365</b>	<b>(1,100,220)</b>	<b>4,838,368</b>

# Fund 1

## Operating Fund - Budget by School

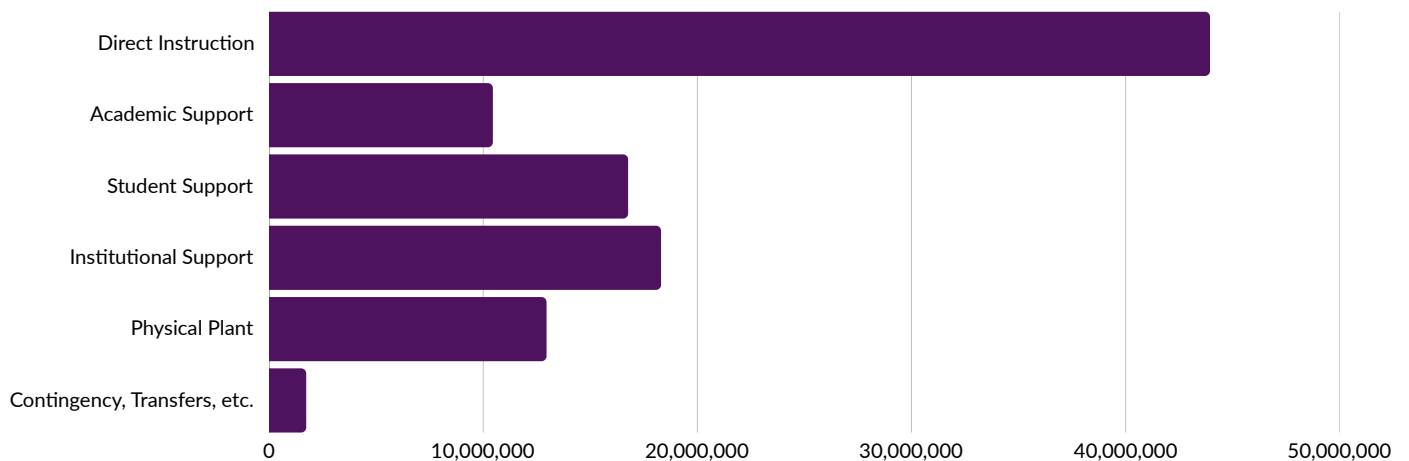
	School of Business & Technology	School of Nursing	School of Allied Health	School of Pure and Applied Sciences	School of Arts and Humanities and Social Sciences	School of Education	FSW Online
<b>USE OF FUNDS</b>							
<b>Staff Costs</b>							
Executive/Admin/Managerial	307,111	229,928	225,818	234,194	231,899	231,899	314,047
Instructional Salaries	1,797,559	2,234,167	2,282,830	6,007,441	6,596,641	692,058	
Other Professional Staff	225,398	249,088	396,626	49,526	62,218	32,717	618,060
Technical/Clerical Salaries	123,476	157,402	296,034	178,739	51,734	53,212	123,455
Temporary Part-Time Instruction	689,735	982,361	1,038,921	709,005	2,022,340	66,294	-
Student Employment			-	10,000	-	-	
Personnel Benefits	1,002,515	1,191,987	1,278,939	2,894,021	2,958,754	385,784	426,064
<b>Total Staff Costs</b>	<b>4,145,794</b>	<b>5,044,933</b>	<b>5,519,168</b>	<b>10,082,926</b>	<b>11,923,586</b>	<b>1,461,964</b>	<b>1,481,626</b>
<b>Current Expenses</b>							
Travel		4,152	29,001			7,408	30,000
General Operating Expenses	321,161	954,123	1,847,221	161,648	159,764	64,252	244,377
Rental Expense	-	3,027	15,748			-	-
Insurance	200	10,848	7,296			-	-
Utilities	-	-	232			-	-
Contract Services	-	558,678	57,197			160,062	891,100
<b>Total Current Expenses</b>	<b>321,361</b>	<b>1,530,828</b>	<b>1,956,695</b>	<b>161,648</b>	<b>159,764</b>	<b>231,722</b>	<b>1,165,477</b>
<b>TOTAL USES OF FUNDS</b>	<b>4,467,155</b>	<b>6,575,761</b>	<b>7,475,863</b>	<b>10,244,574</b>	<b>12,083,350</b>	<b>1,693,686</b>	<b>2,647,103</b>
<b>% OF TOTAL</b>	<b>9.9 %</b>	<b>14.6 %</b>	<b>16.5 %</b>	<b>22.7 %</b>	<b>26.7 %</b>	<b>3.7 %</b>	<b>5.9 %</b>



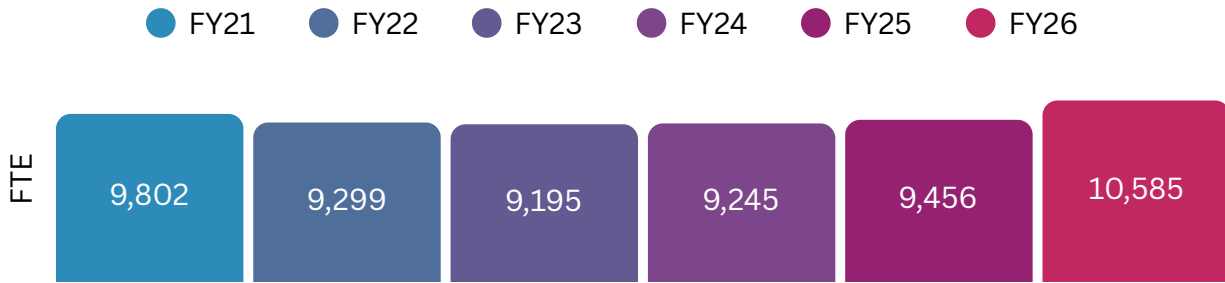
# Fund 1

## Operating Fund - Budget by Program

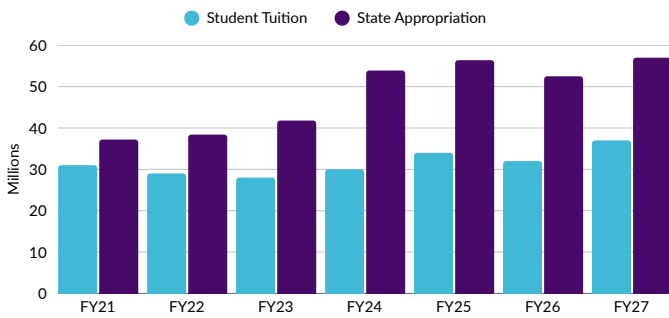
	Direct Instruction	Academic Support	Student Support	Institutional Support	Physical Plant	Contingency, Transfers, etc.	Total
<b>USE OF FUNDS</b>							
<b>Staff Costs</b>							
Executive/Admin/Managerial	317,648	2,642,574	1,607,980	2,986,912	570,232	-	8,125,346
Instructional Salaries	19,679,277	466,180	448,069	-	-	-	20,593,526
Other Professional Staff	696,436	1,891,010	4,878,058	4,830,753	491,648	-	12,787,905
Technical/Clerical Salaries	527,027	1,569,844	1,790,756	696,195	2,359,355	-	6,943,177
Temporary Part-Time Instruction	5,545,632	1,033	13,715	3,536	20,545	-	5,584,461
Student Employment	43,150	-	157,134	-	-	-	200,284
Personnel Benefits	8,923,565	2,825,799	4,159,957	4,407,359	1,883,798	-	22,200,478
<b>Total Staff Costs</b>	<b>35,732,735</b>	<b>9,396,440</b>	<b>13,055,669</b>	<b>12,924,755</b>	<b>5,325,578</b>	<b>-</b>	<b>76,435,177</b>
<b>Current Expenses</b>							
Travel	99,735	199,040	293,298	85,654	9,283	-	687,010
General Operating Expenses	6,295,192	546,629	975,134	1,039,034	1,550,072	-	10,406,061
Rental Expense	59,497	42,341	13,830	151,070	128,469	-	395,207
Insurance	18,344	-	-	1,847,259	-	-	1,865,603
Utilities	1,757	-	-	-	3,204,397	-	3,206,154
Contract Services	1,732,524	266,418	731,582	2,257,403	2,739,227	-	7,727,154
Scholarships/Waivers	-	-	1,698,000	-	-	-	1,698,000
Contingency	-	-	-	-	-	150,000	150,000
Reserves	-	-	-	-	-	1,585,000	1,585,000
<b>Total Current Expenses</b>	<b>8,207,049</b>	<b>1,054,428</b>	<b>3,711,844</b>	<b>5,380,420</b>	<b>7,631,448</b>	<b>1,735,000</b>	<b>27,720,189</b>
<b>TOTAL USES OF FUNDS</b>	<b>43,939,784</b>	<b>10,450,868</b>	<b>16,767,513</b>	<b>18,305,175</b>	<b>12,957,026</b>	<b>1,735,000</b>	<b>104,155,366</b>
<b>% OF TOTAL</b>	<b>42.2 %</b>	<b>10.0 %</b>	<b>16.1 %</b>	<b>17.6 %</b>	<b>12.4 %</b>	<b>1.7 %</b>	<b>100.0 %</b>



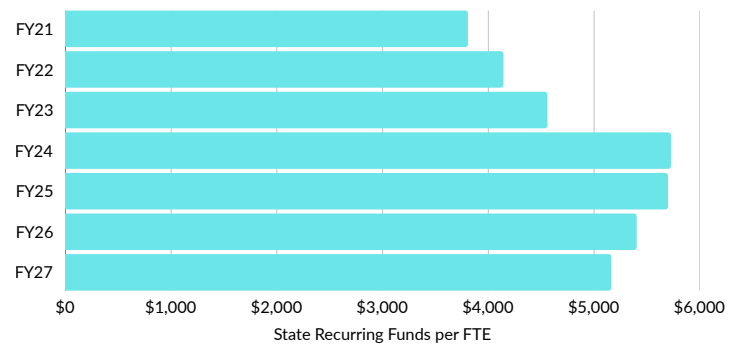
# Fund 1



The graph illustrates a steady recovery and growth in Full-Time Equivalent (FTE) enrollment at Florida SouthWestern State College over the past seven years. After a slight decline from FY21 (9,802) to FY23 (9,195), FTE numbers began to rise again, reaching 10,585 in FY26. This upward trend reflects the College's ongoing efforts to enhance student engagement, retention, and access to educational opportunities.



The graph displays a comparison of revenue from student tuition and state appropriations at Florida SouthWestern State College from FY21 to FY27. Over this period, student tuition revenue remains relatively stable, hovering just above \$30 million annually through FY27. In contrast, state appropriations show a clear upward trend, rising from approximately \$35 million in FY21 to over \$57 million in FY27. This pattern highlights the increasing role of state funding in supporting the College's operations, while tuition revenue remains consistent, reflecting efforts to maintain affordability for students.



The graph illustrates a steady increase in state recurring funds allocated per Full-Time Equivalent (FTE) student from FY21 through FY27. Starting at just under \$4,000 per FTE in FY21, funding has risen consistently each year, reaching over \$5,000 per FTE by FY24 and maintaining that level through FY27. This upward trend demonstrates the state's growing investment in each student's education at Florida SouthWestern State College, supporting enhanced academic services, infrastructure, and student success initiatives.

# Fund 1 - Fund Balance

	<u>CURRENT FUNDS - UNRESTRICTED</u>
<b>BEGINNING FUND BALANCE - JULY 1, 2026:</b>	
ESTIMATED AFR FUND BALANCE - <b>JUNE 30, 2026 (IF DEBIT BALANCE USE "MINUS SIGN" )</b>	\$29,983,157
ADD AMOUNT EXPECTED TO BE FINANCED IN FUTURE YEARS (USE PLUS SIGN )	<u>\$44,884,814</u>
<b>TOTAL RESERVE AND UNENCUMBERED FUND BALANCE - JULY 1, 2026</b>	<u>\$74,867,971</u>
ADD: REVENUES	\$98,257,286
TRANSFERS IN	<u>\$110,000</u>
<b>TOTAL RECEIPTS</b>	<u>\$98,367,286</u>
<b>TOTAL ESTIMATED AVAILABLE</b>	<u>\$173,235,257</u>
DEDUCT: EXPENDITURES	\$104,155,366
TRANSFERS OUT	<u>\$0</u>
<b>TOTAL DISBURSEMENTS</b>	<u>\$104,155,366</u>
<b>ESTIMATED FUND BALANCE - JUNE 30, 2026:</b>	
TOTAL AVAILABLE LESS DISBURSEMENTS	\$69,079,891
ADD ACCRUED LEAVE EXPENSE (GLC 59300)	<u>\$0</u>
<b>TOTAL ESTIMATED RESERVE AND UNENCUMBERED FUND BALANCE - JUNE 30, 2027</b>	\$69,079,891
LESS ESTIMATED AMOUNT EXPECTED TO BE FINANCED IN FUTURE YEARS (GLC 30800) - <b>JUNE 30, 2027</b>	<u>\$44,884,814</u>
<b>TOTAL ESTIMATED FUND BALANCE - JUNE 30, 2027</b>	<u>\$24,195,077</u>
<b>ESTIMATED UNENCUMBERED FUND BALANCE - JUNE 30, 2027</b>	<u>\$24,195,077</u>
(Includes GL's: 30200, 30300, 30400, 30500, 30600, 30700, 30900, and 31100)	
<b>PERCENT OF ESTIMATED UNENCUMBERED FUND BALANCE AS OF JUNE 30, 2027, TO ESTIMATED FUNDS AVAILABLE</b>	<u><b>13.97%</b></u>



# **FUND 2 CURRENT FUNDS RESTRICTED**

# Restricted Fund

## Restricted Fund

	2026-27 Proposed Budget	2025-26 Original Budget	2024-25 Actual Amounts	2023-24 Actual Amounts	2022-23 Actual Amounts
<b>SOURCES OF FUNDS</b>					
Student Fees	2,313,076	2,020,586	2,042,069	1,949,310	1,711,795
Support from State Government	-	300,000	256,378	280,239	1,197,982
Support from Federal Government	1,446,684	1,676,461	1,816,455	4,463,819	16,685,283
Gifts, Contributions, Grants & Contracts	4,052,681	6,967,382	4,970,802	3,181,915	2,584,724
Other Income	-	-	98,944	337,270	366,438
Transfers	172,046	167,019	1,207,361	1,444,262	1,675,653
<b>TOTAL FUNDS AVAILABLE</b>	<b>7,984,487</b>	<b>11,131,448</b>	<b>10,586,608</b>	<b>11,656,815</b>	<b>24,221,875</b>
<b>USE OF FUNDS</b>					
<b>Staff Costs</b>					
Executive/Admin/Managerial	661,753	533,736	486,721	333,850	459,402
Instructional Salaries	270,308	499,261	595,703	182,476	140,574
Other Professional Staff	1,661,427	1,684,518	1,817,132	1,542,575	1,544,433
Technical/Clerical Salaries	267,920	246,071	135,491	20,936	44,558
Temporary Part-Time Instruction	68,699	71,453	62,144	56,322	57,788
Student Employment	575,868	565,000	528,879	470,469	395,124
Personnel Benefits	1,344,621	1,332,636	1,206,025	739,665	695,172
<b>Total Staff Costs</b>	<b>4,850,596</b>	<b>4,932,675</b>	<b>4,832,095</b>	<b>3,346,293</b>	<b>3,337,051</b>
<b>Current Expenses</b>					
Travel	319,944	225,455	788,689	502,746	490,214
General Operating Expenses	2,299,807	3,823,492	1,189,866	1,061,226	6,988,467
Rental Expense	16,540	14,800	14,398	5,670	9,097
Insurance	-	-	-	-	1,978
Utilities	-	-	32,890	13,033	312
Contract Services	272,600	143,300	361,215	488,324	1,671,246
Scholarships/Waivers	-	-	64,918	180,728	1,297,460
Transfers to Other Funds	-	1,955,226	3,234,608	2,833,126	1,969,905
Other Expenses	-	1,000	36,243	2,467,322	6,554,063
<b>Total Current Expenses</b>	<b>2,908,891</b>	<b>6,163,273</b>	<b>5,722,827</b>	<b>7,552,175</b>	<b>18,982,742</b>
<b>Capital Expenditures</b>					
Capital Expenditures	225,000	35,500	762,272	825,958	2,308,485
<b>Total Capital Expenditures</b>	<b>225,000</b>	<b>35,500</b>	<b>762,272</b>	<b>825,958</b>	<b>2,308,485</b>
<b>TOTAL USES OF FUNDS</b>	<b>7,984,487</b>	<b>11,131,448</b>	<b>11,317,194</b>	<b>11,724,426</b>	<b>24,628,278</b>
<b>CHANGE IN FUND BALANCE</b>	<b>0</b>	<b>0</b>	<b>(730,586)</b>	<b>(67,611)</b>	<b>(406,403)</b>

# Restricted Fund

## Federal Grants

Title	2026-27 Proposed Budget	2025-26 Original Budget
Carl D. Perkins	\$725,816	\$766,461
Project SERV	\$0	\$60,000
Train the Trainer - Hazardous Materials*	\$145,000	\$300,000
College Work Study	\$575,868	\$550,000
<b>Total Federal Grants</b>	<b>\$1,446,684</b>	<b>\$1,676,461</b>

## State Grants

Title	2026-27 Proposed Budget	2025-26 Original Budget
Workforce Innovation and Opportunity Act	\$0	\$300,000
<b>Total State Grants</b>	<b>\$0</b>	<b>\$300,000</b>

\*Amounts for 2026-27 proposed budget represent remaining funds available from grant or contract, not the initial amount awarded

# Restricted Fund

## Gifts, Private Grants & Contracts

Title	2026-27 Proposed Budget	2025-26 Original Budget
Academic Improvement Trust Fund	\$200,122	\$199,195
Schulze Foundation	\$193,125	\$460,000
Financing Corporation	\$310,600	\$239,027
FSW Foundation Staff	\$904,020	\$899,492
Foundation Scholarships**	\$0	\$1,955,226
Copham Family Gift (Nursing)	\$0	\$458,995
Rist Family Gift (Respiratory Care)	\$200,000	\$255,000
Rist Family Gift (Cybersecurity)	\$300,000	\$500,000
Sublett Family Gift (Cardiovascular Tech.)	\$90,000	\$90,000
Daveler Entrepreneurship Institute	\$670,000	\$720,200
Daveler Innovation Center	\$985,800	\$1,000,000
SWFL Children's Charity	\$44,000	\$44,000
Foundation Program support	\$155,014	\$146,247
<b>Total Gifts, Private Grants &amp; Contracts</b>	<b>\$4,052,681</b>	<b>\$6,967,382</b>

\*Amounts for 2026-27 proposed budget represent remaining funds available from grants or contracts, not the initial amount awarded.

\*\*Due to new GASB changes to revenue account codes, Foundation scholarships will be recorded as revenues in Financial Aid funds.

# Restricted Fund

## Student Activity Fees & Transfers

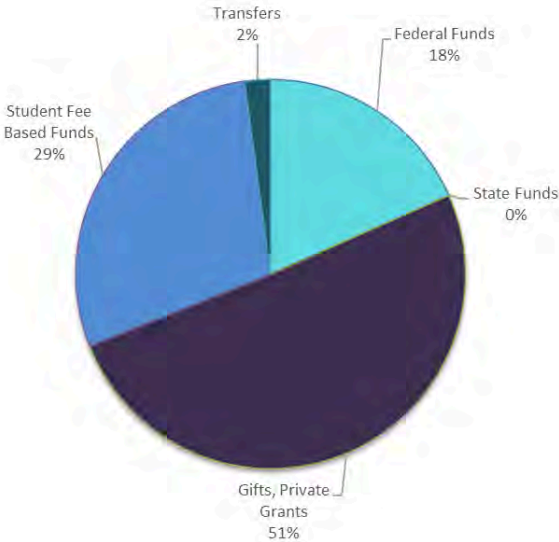
Title	2026-27 Proposed Budget	2025-26 Original Budget
Student Engagement	\$753,524	\$627,176
Athletics	\$1,559,552	\$1,393,410
<b>Total Student Activity fees &amp; Transfers</b>	<b>\$2,313,076</b>	<b>\$2,020,586</b>

## Transfers

Title	2026-27 Proposed Budget	2025-26 Original Budget
Transfers In (From Other Funds)	\$172,046	\$167,019
<b>Total Transfers</b>	<b>\$172,046</b>	<b>\$167,019</b>

<b>Total Restricted Funds</b>	<b>\$7,984,487</b>	<b>\$11,131,448</b>
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## % of Total Restricted Budget





# FUND 3 AUXILIARY FUNDS

# Auxiliary Fund

## Auxiliary Fund

	2026-27 Proposed Budget	2025-26 Original Budget	2024-25 Actual Amounts	2023-24 Actual Amounts	2022-23 Actual Amounts
<b>SOURCES OF FUNDS</b>					
Gifts, Contributions, Grants & Contracts	-	-	4,600	4,500	10,000
Sales and Services	2,474,976	2,196,800	3,096,307	2,466,436	2,128,753
Other Income	-	-	209,125	(145,980)	946,028
Transfers	-	-	141,918	7,977	568,584
Fund Balance Transfers	-	-	-	-	-
<b>TOTAL FUNDS AVAILABLE</b>	<b>2,474,976</b>	<b>2,196,800</b>	<b>3,451,950</b>	<b>2,332,933</b>	<b>3,653,365</b>
<b>USE OF FUNDS</b>					
<b>Staff Costs</b>					
Executive/Admin/Managerial	92,524	89,826	91,587	87,628	91,052
Other Professional Staff	295,566	287,532	326,279	349,784	346,755
Technical/Clerical Salaries	83,425	82,974	86,020	1,140	207,192
Temporary Part-Time Instruction	-	-	-	-	12,540
Other Temporary Personnel	-	-	98,369	115,617	69,376
Student Employment	-	-	1,037	1,752	1,801
Personnel Benefits	231,619	203,326	234,427	195,542	251,881
<b>Total Staff Costs</b>	<b>703,134</b>	<b>663,658</b>	<b>837,719</b>	<b>751,463</b>	<b>980,597</b>
<b>Current Expenses</b>					
Travel	1,500	2,000	4,713	9,819	2,495
General Operating Expenses	103,000	137,800	181,242	278,616	227,799
Rental Expense	103,000	101,500	84,571	113,705	97,885
Insurance	0	0	245	389	601
Utilities	10,000	15,000	8,435	10,802	9,773
Contract Services	696,000	706,700	605,437	758,010	746,448
Transfers to Other Funds	210,000	205,000	210,000	222,336	752,178
Other Expenses	37,000	0	41,965	13,205	28,826
<b>Total Current Expenses</b>	<b>1,160,500</b>	<b>1,168,000</b>	<b>1,136,608</b>	<b>1,406,882</b>	<b>1,866,005</b>
<b>Capital Expenditures</b>					
Capital Expenditures	79,400	125,328	165,594	194,931	166,264
<b>Total Capital Expenditures</b>	<b>79,400</b>	<b>125,328</b>	<b>165,594</b>	<b>194,931</b>	<b>166,264</b>
<b>TOTAL USES OF FUNDS</b>	<b>1,943,034</b>	<b>1,956,986</b>	<b>2,139,921</b>	<b>2,353,276</b>	<b>3,012,866</b>
<b>CHANGE IN FUND BALANCE</b>	<b>531,942</b>	<b>239,814</b>	<b>1,312,029</b>	<b>(20,343)</b>	<b>640,499</b>

# Auxiliary Fund

Area	Total Revenue	Personnel Expense	Operating Expense	Total Expense	Profit/Loss
Bookstore Operations	\$512,000	\$0	\$500	\$500	\$511,500
BB Mann Performing Arts	\$800,000	\$0	\$160,000	\$160,000	\$640,000
Food Service/Vending	\$50,000	\$0	\$387,000	\$387,000	(\$337,000)
Concessions	\$102,000	\$94,470	\$43,500	\$137,970	(\$35,970)
WEPA/Admin Printing	\$137,000	\$0	\$65,400	\$65,400	\$71,600
Arena Events	\$655,000	\$136,889	\$351,000	\$487,889	\$167,111
Facility Rentals	\$152,500	\$135,507	\$17,000	\$152,507	(\$7)
PicklePlex	\$10,000	\$0	\$0	\$0	\$10,000
Cell Tower	\$30,000	\$0	\$0	\$0	\$30,000
E-Car	\$6,000	\$0	\$0	\$0	\$6,000
Administrative	\$20,476	\$336,268	\$215,500	\$551,768	(\$531,292)
<b>Grand Total</b>	<b>\$2,474,976</b>	<b>\$703,134</b>	<b>\$1,239,900</b>	<b>\$1,943,034</b>	<b>\$531,942</b>

# AUXILIARY SERVICES

## SUPPORTING THE FSW MISSION

### Bookstore Operations    BibliU

From sweatshirts branded in FSW pride to digital textbooks loaded into Canvas, BibliU strives to make the bookstore a wonderful customer experience!

- + We now have **78 to 122** courses that offer materials utilizing the ACCESS program. Students in these courses have their materials ready and available on day one through Canvas with just one click of a mouse at a **savings of 18%** less than the national average cost!

### Dining and Vending Services    Canteen

Our partnership with Canteen allows us to serve our FSW family fast, convenient food from our cafe line, Dunkin, Starbucks, or any number of vending

- + **On campus catering** helps us maximize efficiency and deliver excellent food at a great price!
- + FSW is provisioned through PepsiCo **\$8,800** annually for marketing support and a **\$30,000** sponsorship.

### BUCCard-

The BUC Card is the FSW campus credential for students, staff, faculty, and affiliates. The physical card is used for door access, purchases, printing, and testing. Choose your perfect pie, send your request via email, and we'll have it to you in a flash!

- + The BUC Card Office is on track to produce over **5,000** BUC Cards this fiscal year.

### Trademark Licensing & Branding



The FSW Trademark Office manages and defends the usage of **60** marks and brands to ensure the protection of our reputation and maintain our high standards.

- + The Office issues Trademark License Agreements for production printing and marketing logo usage, and utilizes CLC for **branded apparel** and promotional items.

## Print Services

**RICOH**

**wepa**  
print away

imagine. change.

Through contracted agreements with RICOH as well as WEPA, the college is able to manage equipment and services for administrative and student printing at the touch of a button.

- + Through RICOH lease to purchase, FSW has the **latest and greatest** in printing equipment.
- + Students can **print from anywhere** on campus with contactless integration to their BUC Card as part of our WEPA services!

## Central and Facility Scheduling

Ensuring the right classes are in the right locations to meet instructor and student needs is no easy feat - especially when trying to also provide locations for our many patrons to host conferences and festivities!

- + With over **3,120 events and classes** scheduled annually, Central and Facility Scheduling works hard to provide all the resources and locations our faculty, students, staff, and clients may need to create memorable moments.

## Arena Events and Concessions

Supporting over **80** events ranging from business exhibitions to tournaments, concerts, graduations, and athletics practices, the arena has proven to be the venue of choice.

- + The arena is outfitted with **3** concessions stands to make your experience complete! Now including concessions on our baseball/softball fields

## EV Charging Stations **blink**

FSW now supports Electric charging stations function by converting power from the electrical grid to direct current that electric vehicles use.

- + Drivers plug their vehicles into the electric vehicle charging stations, which deliver power to the vehicle's battery charging system. When done, drivers unplug so the next EV can charge up from the ever-flowing grid power supply.

# Facility Rental Rates

## FACILITY RENTAL RATES

Posted rates are for facility rental only. Additional charges for security, IT, janitorial, tables, chairs, and other incidentals may apply. Estimates will be provided at the time of reservation based on the needs of the event.

All qualified governmental/501©3 entities will receive a 25% discount off of the posted rate. FSW-sponsored events will receive a 50% discount off of the posted rate. FSW college events will receive a 75% discount off of the posted rate.

AUDITORIUMS				
Campus	Room Location	Room Max Capacity	FSW Daily Rate	FSW Rate 4 Hours or Less
Charlotte	O-124	280	770.00	460.00
Collier	B-101	240	730.00	430.00
Lee	J-103	168	640.00	385.00

LECTURE ROOMS				
Campus	Room Location	Room Max Capacity	FSW Daily Rate	FSW Rate 4 Hours or Less
Lee	A-105	94	425.00	255.00
Lee	P-103	120	425.00	255.00

MULTIPURPOSE ROOMS				
Campus	Room Location	Room Max Capacity	FSW Daily Rate	FSW Rate 4 Hours or Less
Charlotte	O-117	48	450.00	285.00
Collier	J-103	80	550.00	360.00
Collier	J-104	40	450.00	285.00
Collier	M-201	112	770.00	500.00
Collier	N-148	115	770.00	500.00
Hendry Glades	A-119	200	1,200.00	750.00
Lee	AA-177	228	1,100.00	715.00
Lee	J-117/118	60	550.00	360.00
Lee	U-102	200	1,200.00	750.00

DINING HALLS				
Campus	Room Location	Room Max Capacity	FSW Daily Rate	FSW Rate 4 Hours or Less
Collier	C-101	150	640.00	415.00
Lee	Dining Hall	220	640.00	415.00
Lee	Glass Room	42	470.00	305.00
Charlotte	O-112	150	640.00	415.00

*"Commencing on each anniversary date of a License Agreement, Licensee's annual Premises License Fee amount shall be increased by either two percent (2%) of the annual Premises License Fee paid in the preceding year or the annual increase to the Consumer Price Index (CPI), whichever is greater. As used herein, "CPI" means the Consumer Price Index for All Urban Consumers, U.S. City Average, All Items, issued by the Bureau of Labor Statistics."*

# Facility Rental Rates

<b>CLASSROOMS-ALL CAMPUSES</b>		
<b>Room Max Capacity</b>	<b>FSW Dally Rate</b>	<b>FSW Rate 4 Hours or Less</b>
1 to 39	180.00	130.00
40 -49	250.00	150.00
50 - 59	260.00	160.00
60 - 79	270.00	170.00

<b>OUTDOOR ATHLETICS - ALL CAMPUSES</b>	
<b>Location</b>	<b>FSW Hourly Rate</b>
Sand Volleyball Court	45.00
Outdoor Basketball Court	45.00
Racquetball Court	45.00
Tennis Court	45.00
Baseball/Softball Field	45.00
	<b>FSW Dally Rate</b>
<b>Baseball/Softball Field Tournament</b>	<b>350.00</b>

<b>PARKING LOTS - ALL CAMPUSES</b>	
<b>Lot Capacity</b>	<b>FSW Dally Rate</b>
1 to 100	215.00
101 to 175	315.00
176 to 250	365.00
251 to 325	425.00
326+	550.00

*"Commencing on each anniversary date of a License Agreement, Licensee's annual Premises License Fee amount shall be increased by either two percent (2%) of the annual Premises License Fee paid in the preceding year or the annual increase to the Consumer Price Index (CPI), whichever is greater. As used herein, "CPI" means the Consumer Price Index for All Urban Consumers, U.S. City Average, All Items, issued by the Bureau of Labor Statistics."*

# Facility Rental Rates

COLLEGE & UNIVERSITY PARTNERS					
College and University Partners, approved by the Provost & Vice President of Academic Affairs, wishing to rent classroom space on a semester basis will be charged flat rates on classroom space for academic use as follows:					
SEMESTER RATES					
Class Meetings per Week	1x/Week	2x/Week	3x/Week	4x/Week	5x/Week
Classrooms - up to 40 seats	775.00	1550.00	2325.00	3100.00	3875.00

**FLORIDA**  
SOUTHWESTERN  
STATE COLLEGE



**Suncoast**  
Credit Union Arena

The Suncoast Credit Union Arena is jointly managed by the College and Professional Facilities Management Inc. The organization that coordinates events held in the Arena is determined depending on the event and/or organization hosting the event. Due to the unique nature of the Arena, pricing is subject to change, and College and/or PFM reserve the right to negotiate pricing.

Due to the College's Basketball Season, discounted pricing will not be available from August 16th through March 15th. All rentals during that time period will be at the posted rate only. Additional charges for security, IT, janitorial, tables, chairs, and other incidentals may apply. Estimates will be provided at the time of reservation based on the needs of the event.

ARENA		
Location	FSW Daily Rate	FSW Hourly Rate
All locations, excluding Hospitality Suite, box holder suites, and first-floor patio	6,660.00	660.00
Hospitality Suite w/Back Patio	880.00	90.00
First Floor Patio Only	440.00	75.00

*"Commencing on each anniversary date of a License Agreement, Licensee's annual Premises License Fee amount shall be increased by either two percent (2%) of the annual Premises License Fee paid in the preceding year or the annual increase to the Consumer Price Index (CPI), whichever is greater. As used herein, "CPI" means the Consumer Price Index for All Urban Consumers, U.S. City Average, All Items, issued by the Bureau of Labor Statistics."*

# Other Fees

## CRIMINAL HISTORY RECORD CHECK FEE SCHEDULE

*\*\*Please note the FBI no longer accepts hard card fingerprint submissions and the fees referenced below are for electronic fingerprint submissions only. Also, the fees listed are not inclusive of any applicable retention fees.*

CUSTOMER TYPE	STATE FEE	FEDERAL FEE	STATE + FEDERAL FEES
<b>Applicant / Licensees --- Required Checks</b>			
<b>Department of Children &amp; Families, Department of Juvenile Justice, Department of Elder Affairs Vendors and Guardian Ad Litem:</b> (examples include – day care center employees, juvenile treatment centers)	Public \$15.00	Public \$20.00	Public \$30.00
<b>Department of Agriculture &amp; Consumer Services:</b> (examples include – concealed weapon permit applicants, security guards)	Public \$20.00	Public \$25.00	Public \$35.00
<b>Criminal Justice Applicants:</b> (examples include – law enforcement, corrections, correction probation officers)	\$0.00	\$0.00	\$0.00
<b>All other applicant type required checks:</b> (examples include – realtors, insurance agents, school employees, Florida Bar applicants, foster care, doctors, nursing home employees)	Public FSW Students \$30.00	Public FSW Students \$20.00	Public FSW Students \$45.00
<b>Volunteer and Employee Criminal History System (VECHS) --- Allowed Checks</b>			
<b>Employees:</b> (employees of a qualified entity that provides care to children, elderly or disabled persons ---that are not specifically required under the applicant groups above)	FSW Employees \$0.00	FSW Employees \$0.00	FSW Employees \$0.00
<b>Volunteers:</b> (volunteers of a qualified entity that provides care to children, elderly or disabled persons ---that are not specifically required under the applicant groups above)	FSW Volunteers \$25.00	FSW Volunteers \$20.00	FSW Volunteers \$35.00
<b>Public Record Checks --- Allowed Checks</b>			
<b>Requests From General Public, Businesses, and Any Governmental or Non-Governmental Entity:</b>	\$30.00	Federal Checks Not Allowed	Federal Checks Not Allowed

## EMS AND FIRE EQUIPMENT RENTAL FEE SCHEDULE

BUNKER GEAR	FEE
Boots only	\$ 100.00
Helmet only	\$ 100.00
Coat and pants only	\$ 425.00
Coat, pants, and helmet only	\$ 525.00
Complete set (boots, coat and pants, and helmet)	\$ 625.00

FIRE EQUIPMENT	FEE
Self-Contained Breathing Apparatus (SCBA)	\$ 350.00



# **FUND 4 LOAN & ENDOWMENT FUNDS**

# Loan & Endowment Fund

## Loan Fund

	2026-27 Proposed Budget	2025-26 Original Budget	2024-25 Actual Amounts	2023-24 Actual Amounts	2022-23 Actual Amounts
<b>SOURCES OF FUNDS</b>					
Other Income	75,000	65,077	71,039	76,551	72,476
Transfers	-	-	-	-	16,861
Fund Balance Transfers					
<b>TOTAL FUNDS AVAILABLE</b>	<b>75,000</b>	<b>65,077</b>	<b>71,039</b>	<b>76,551</b>	<b>89,337</b>
<b>USE OF FUNDS</b>					
<b>Staff Costs</b>					
<b>Current Expenses</b>					
General Operating Expenses	900	907	903	631	1,008
Transfers to Other Funds	74,100	64,170	-	144,380	143,008
Other Expenses		-	(255)	(2,486)	(17,837)
<b>Total Current Expenses</b>	<b>75,000</b>	<b>65,077</b>	<b>648</b>	<b>142,525</b>	<b>126,179</b>
<b>Capital Expenditures</b>					
<b>TOTAL USES OF FUNDS</b>	<b>75,000</b>	<b>65,077</b>	<b>648</b>	<b>142,525</b>	<b>126,179</b>
<b>CHANGE IN FUND BALANCE</b>	<b>0</b>	<b>0</b>	<b>70,391</b>	<b>(65,974)</b>	<b>(36,842)</b>



# **FUND 5 FINANCIAL AID & SCHOLARSHIP FUNDS**

# Financial Aid Fund

## Financial Aid Fund

	2026-27 Proposed Budget	2025-26 Original Budget	2024-25 Actual Amounts	2023-24 Actual Amounts	2022-23 Actual Amounts
<b>SOURCES OF FUNDS</b>					
Student Fees	1,270,690	1,101,450	1,199,368	1,157,459	1,007,873
Support from State Government	4,599,400	3,549,500	4,766,305	3,847,615	3,511,497
Support from Federal Government	47,538,491	44,829,699	31,643,504	25,344,150	23,232,194
Gifts, Contributions, Grants & Contracts	3,600,065	1,495,000	1,004,284	1,077,997	1,059,226
Other Income	-	-	4,581	27,381	165,518
Transfers from Other Funds	100,000	2,055,226	3,766,716	3,399,424	2,870,096
<b>TOTAL FUNDS AVAILABLE</b>	<b>57,108,646</b>	<b>53,030,875</b>	<b>42,384,758</b>	<b>34,854,026</b>	<b>31,846,404</b>
<b>USE OF FUNDS</b>					
<b>Staff Costs</b>					
Student Employment	9,400	10,500	10,428	10,264	9,025
<b>Total Staff Costs</b>	<b>9,400</b>	<b>10,500</b>	<b>10,428</b>	<b>10,264</b>	<b>9,025</b>
<b>Current Expenses</b>					
General Operating Expenses	-	-	32,990	30,105	63,144
Scholarships/Waivers	57,099,246	53,020,375	40,703,440	32,900,413	30,600,111
Transfers to Other Funds	-	-	1,758,791	1,845,230	2,353,991
Other Expenses	-	-	-	-	40,351
<b>Total Current Expenses</b>	<b>57,099,246</b>	<b>53,020,375</b>	<b>42,495,221</b>	<b>34,775,748</b>	<b>33,057,597</b>
<b>TOTAL USES OF FUNDS</b>	<b>57,108,646</b>	<b>53,030,875</b>	<b>42,505,649</b>	<b>34,786,012</b>	<b>33,066,622</b>
<b>CHANGE IN FUND BALANCE</b>	<b>0</b>	<b>0</b>	<b>(120,891)</b>	<b>68,014</b>	<b>(1,220,218)</b>

# Financial Aid Fund

## Institutional Funds

Student Financial Aid Fees	2026-27 Proposed Budget	2025-26 Original Budget
Athletics	\$600,000	\$600,000
Financial Aid Grant	\$577,443	\$404,998
SGA Stipend	\$6,000	\$6,000
Fine Arts	\$80,000	\$80,000
PSAV - Firefighter Program	\$7,247	\$10,452
<b>Total Student Financial Aid Fees</b>	<b>\$1,270,690</b>	<b>\$1,101,450</b>

Other Financial Aid Funds	2026-27 Proposed Budget	2025-26 Original Budget
Outside Donor Scholarships	\$800,000	\$650,000
Private Loans	\$560,000	\$625,000
Collier Community Foundation	\$230,000	\$220,000
FSW Employee/Dependent Waivers	\$100,000	\$100,000
<b>Total Other Financial Aid Funds</b>	<b>\$1,690,000</b>	<b>\$1,595,000</b>

# Financial Aid Fund

## Institutional Funds

Foundation Funds	2026-27 Proposed Budget	2025-26 Original Budget
Hendry Family Scholarships	\$36,594	\$34,506
Curtis Scholarships	\$295,715	\$294,588
Need Based Scholarships	\$379,416	\$376,358
Merit Scholarships	\$339,990	\$335,114
Nursing/Health Based Scholarships	\$155,890	\$145,977
Honors Scholars Program	\$57,135	\$57,596
Foundation Unrestricted	\$194,116	\$196,268
Mary Gerrish Scholarship - Certificates	\$52,946	\$61,215
Annually Funded Scholarships	\$375,000	\$360,000
EMT/Fire	\$28,263	\$28,604
Athletic Scholarships	\$50,000	\$65,000
First Generation Match	\$45,000	\$0
<b>Total Foundation Funds</b>	<b>\$2,010,065</b>	<b>\$1,955,226</b>

# Financial Aid Fund

## State & Federal Funds

State Funds	2026-27 Proposed Budget	2025-26 Original Budget
Florida Bright Futures	\$650,000	\$625,000
Children of Deceased & Disable Veterans	\$90,000	\$70,000
Florida Fund for Minority Teachers	\$0	\$4,000
Florida Work Experience Program	\$9,400	\$10,500
Florida Student Assistant Grant	\$2,650,000	\$2,650,000
Open Door Grant Program	\$510,000	\$0
Florida First Responder Scholarship Program	\$600,000	\$0
First Generation Matching Grant	\$90,000	\$90,000
Workforce Innovation and Opportunity Act	\$0	\$100,000
<b>Total State Funds</b>	<b>\$4,599,400</b>	<b>\$3,549,500</b>

Federal Funds	2026-27 Proposed Budget	2025-26 Original Budget
PELL Grants	\$36,000,000	\$35,000,000
Direct Loans	\$11,000,000	\$9,300,000
Supplemental Education Opportunity Grant	\$538,491	\$529,699
<b>Total Federal Funds</b>	<b>\$47,538,491</b>	<b>\$44,829,699</b>

<b>Total State &amp; Federal Funds</b>	<b>\$52,137,891</b>	<b>\$48,379,199</b>
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# Financial Aid Fund

From Summer 2025 through Spring 2026, Florida SouthWestern State College awarded 3,328 scholarships totaling \$3.47 million. These included 2,466 institutional and foundation scholarships worth \$2.15 million and 862 external scholarships totaling \$1.32 million. The overall average award was \$870.

Among institutional awards, Athletics Scholarships led with 529 awards and \$702,517 in total funding. The Curtis Memorial Scholarship stood out for its high individual value, averaging \$1,362 across 134 awards. Merit- and foundation-based scholarships also provided significant support, while the Hendry Family offered high-value awards to a limited number of students.

External scholarships had a higher average award of \$1,532. The General Donor Scholarship was the largest contributor, awarding \$729,359 to 430 students. The REACT Project reached 138 students, and the Collier Community Foundation distributed \$182,036 to 107 recipients, with one of the highest per-student averages at \$1,701. Other notable sources included the WIOA Grant awarding \$198,049 to 136 students.

	Number of Scholarships Awarded*	Total Amount of Awards Accepted	Average Amount of Award Accepted
<b>Institutional &amp; Foundation Total</b>	<b>2,466</b>	<b>\$2,146,565</b>	<b>\$870</b>
Athletic Scholarship**	529	\$702,517	\$1,328
Curtis Memorial Scholarship	134	\$182,549	\$1,362
Earl Holland Scholarship	8	\$13,448	\$1,681
EMS Scholarship	33	\$23,425	\$710
Financial Aid Grant	387	\$210,065	\$543
Fine Arts Scholarship	25	\$39,979	\$1,599
Florida Blue Scholarship	41	\$28,674	\$699
Foundation Annual Scholarship PT	19	\$10,225	\$538
Foundation Annual Scholarship	108	\$99,154	\$918
Foundation- Care Services	6	\$1,943	\$324
Foundation Certificate Scholarship	13	\$27,843	\$2,142
Foundation Scholarship	278	\$181,959	\$655
FSW Scholarship	3	\$3,334	\$1,111
Helios Scholarship	25	\$19,976	\$799
Hendry Family Scholarship	1	\$2,000	\$2,000
Honors Scholarship	82	\$42,637	\$520
Merit/General Scholarship	428	\$309,982	\$724
Nanda Trust Scholarship	9	\$10,211	\$1,135
Need/General Scholarship	181	\$123,298	\$681
Nursing/Health Scholarship	92	\$61,050	\$664
PSAV Scholarship	23	\$6,000	\$1,000
Sch Lee Memorial/ Tuition	35	\$21,804	\$948
Schulze Workforce Scholarship	<b>862</b>	<b>\$24,495</b>	<b>\$700</b>
<b>External</b>	<b>107</b>	<b>\$1,320,981</b>	<b>\$1,532</b>
Collier Community Foundation	430	\$182,036	\$1,701
General Donor Scholarship	8	\$729,359	\$1,696
Previte Nursing Scholarship	138	\$24,715	\$3,089
REACT Project	26	\$138,000	\$1,000
Transforming Lee County	17	\$25,995	\$1,000
Transforming SWFL	136	\$22,828	\$1,343
WIOA Grant		\$198,049	\$1,456

Table 3. Institutional and external scholarships awarded from Summer 2025 through Spring 2026.

\*denotes the number of scholarships awarded, not the number of students awarded scholarships. One student may be awarded multiple scholarships.

\*\*Because athletics scholarships are awarded towards specific student costs (ex: books, tuition, room, meals, etc.), one student may be awarded up to 20 scholarships for the year.



# **FUND 7 UNEXPENDED PLANT AND RENEWALS & REPLACEMENT FUNDS**

# Fund 7 - Capital Projects

## Unexpended Plant Fund

	2026-27 Proposed Budget	2025-26 Original Budget	2024-25 Actual Amounts	2023-24 Actual Amounts	2022-23 Actual Amounts
<b>SOURCES OF FUNDS</b>					
Student Fees	4,380,590	3,716,641	4,147,810	4,003,411	3,487,594
Support from State Government	9,756,624	200,000	8,342,642	22,506,799	10,140,926
Gifts, Contributions, Grants & Contracts	-	-	-	5,566	-
Other Income	250,000	250,000	(106,048)	19,046,559	5,260,327
Transfers from Other Funds	-	-	7,671,427	8,999,691	9,196,601
Fund Balance Transfers	19,511,254	37,223,717	-	-	-
<b>TOTAL FUNDS AVAILABLE</b>	<b>33,898,468</b>	<b>41,390,358</b>	<b>20,055,831</b>	<b>54,562,026</b>	<b>28,085,448</b>
<b>USE OF FUNDS</b>					
<b>Staff Costs</b>					
Executive/Admin/Managerial	38,893	37,760	4,802	-	19,483
Other Professional Staff	150,521	146,234	-	140,759	169,499
Technical/Clerical Salaries	30,652	26,451	121,290	23,049	67,316
Temporary Part-Time Instruction	-	-	68,317	-	786
Personnel Benefits	134,524	124,555	87,352	61,081	86,209
<b>Total Staff Costs</b>	<b>354,590</b>	<b>335,000</b>	<b>281,761</b>	<b>224,889</b>	<b>343,293</b>
<b>Current Expenses</b>					
General Operating Expenses	5,190,000	4,509,000	10,947,275	26,928,383	3,185,944
Rental Expense	-	-	19,387	287,863	7,457
Utilities	-	-	5,082	-	605,180
Contract Services	-	-	211,585	106,869	290,455
Scholarships/Waivers	-	-	304,665	311,821	248,120
Transfers to Other Funds	5,098,588	4,370,358	6,671,427	5,666,716	6,764,343
Other Expenses	-	-	833,198	630,000	957,669
<b>Total Current Expenses</b>	<b>10,288,588</b>	<b>8,879,358</b>	<b>18,992,619</b>	<b>33,931,652</b>	<b>12,059,168</b>
<b>Capital Expenditures</b>					
Capital Expenditures	19,805,290	28,300,000	2,696,098	8,225,556	2,744,065
<b>Total Capital Expenditures</b>	<b>19,805,290</b>	<b>28,300,000</b>	<b>2,696,098</b>	<b>8,225,556</b>	<b>2,744,065</b>
<b>TOTAL USES OF FUNDS</b>	<b>30,448,468</b>	<b>37,514,358</b>	<b>21,970,478</b>	<b>42,382,097</b>	<b>15,146,526</b>
<b>CHANGE IN FUND BALANCE</b>	<b>3,450,000</b>	<b>3,876,000</b>	<b>(1,914,647)</b>	<b>12,179,929</b>	<b>12,938,922</b>

# Fund 7 - Capital Projects

Funding Type	Est. Beginning Fund Balance	Projected Revenue	Estimated Available Funds	Estimated Expenditures	Ending Fund Balance
<b>Local Funds</b>					
Capital Improvement Fees	\$3,072,588	\$4,380,590	\$7,453,178	\$5,453,178	\$2,000,000
BB Mann Funds	\$100,000	\$250,000	\$350,000	\$350,000	\$0
<b>Reserved Funds</b>					
Furniture & Equipment	\$2,150,000	\$0	\$2,150,000	\$1,500,000	\$650,000
Parking Lot Improvement	\$380,000	\$0	\$80,000	\$80,000	\$300,000
Technology	\$2,500,000	\$0	\$2,500,000	\$2,000,000	\$500,000
Campus Safety	\$1,060,000	\$0	\$1,060,000	\$1,060,000	\$0
<b>State Funds</b>					
Life/Safety	\$0	\$200,000	\$200,000	\$200,000	\$0
PECO - Building V (Lee)	\$5,547,842	\$0	\$5,547,842	\$5,547,842	\$0
PECO - Building E (Charlotte)	\$4,700,824	\$2,464,530	\$7,165,354	\$7,165,354	\$0
PECO - Yarger Science Hall (Charlotte)	\$0	\$7,092,094	\$7,092,094	\$7,092,094	
<b>Total Funds</b>	<b>\$19,511,254</b>	<b>\$14,387,214</b>	<b>\$33,898,468</b>	<b>\$30,448,468</b>	<b>\$3,450,000</b>

# Fund 7 - Capital Projects

Lee Campus				
Project	Capital Improvement Fees	PECO	BB Mann Facility Fee	Furniture and Equipment Replacement
Elevator Modernization	\$325,000			
Garden Of Inspiration Water Feature Replacement	\$50,000			
Building A 2 <sup>nd</sup> Floor Vacuum Pump & Compressor	\$60,000			
Building H & G Railing Replacement	\$250,000			
Restroom Upgrades	\$180,000			
Building V Remodel (1)		\$5,547,842		\$500,000
Wayfinding Signage in Lobby			\$15,000	
Two Chain Motors			\$18,000	
Ice Machine and Lobby Garbage Cans Replacement			\$36,000	
Main Act Curtain & Acoustic Curtains Replacement			\$114,000	
Wire Cables Replacement			\$31,000	
Audio Gallileos Replacement			\$20,000	
Lighting Upgrades			\$116,000	
<b>Total Cost</b>	<b>\$865,000</b>	<b>\$5,547,842</b>	<b>\$350,000</b>	<b>\$500,000</b>

# Fund 7 - Capital Projects

Collier Campus	
Project	Capital Improvement Fees
Building H Main Chiller Replacement	\$800,000
Bldg N - Nursing Skills Lab Remodel	\$250,000
Bldg M Lobby Reception Desk Upgrades	\$15,000
Bldg N Control Upgrades	\$75,000
<b>Total Cost</b>	<b>\$1,140,000</b>

Charlotte Campus and Hendry Glades Center			
Project	Capital Improvement Fees	PECO	Life Safety Funds
Charlotte Building C - Replace Air Handler (PY Project)	\$120,000		
Charlotte Building E Health Professions (1)		\$7,165,354	
Charlotte Yarger Science Hall (2)		\$7,092,094	
Charlotte Walkway Storm Drainage			\$75,000
Hendry Glades Flooring and Window Upgrades	\$120,000		
<b>Total Cost</b>	<b>\$240,000</b>	<b>\$14,257,448</b>	<b>\$75,000</b>

# Fund 7 - Capital Projects

District Wide						
Project	Capital Improvement Fees	Parking Lot Fund	Furniture & Equipment Replacement	Technology Refresh	Security Fund	Life Safety Funds
Carpet and Paint Refresh	\$350,000					
General Maintenance	\$850,000					
FY27 Minor Budget Requests	\$436,368					
Wayfinding Signage	\$200,000					
Personnel Expense	\$354,690					
Bond Payment	\$1,017,120					
Parking Lot Upgrades and Signage		\$80,000				
Furniture Refresh			\$1,000,000			
Technology Upgrades				\$2,000,000		
Additional Cameras for Campus Security					\$653,000	
Safety Improvements					\$200,000	
Security Detectors					\$146,000	
License Plate Readers					\$61,000	
State Requirement for Educational Facilities						\$75,000
Exterior Walkway Upgrades						\$50,000
<b>Total Cost</b>	<b>\$3,208,178</b>	<b>\$80,000</b>	<b>\$1,000,000</b>	<b>\$2,000,000</b>	<b>\$1,060,000</b>	<b>\$125,000</b>



# **RETIREMENT OF INDEBTEDNESS FUNDS**

# Retirement of Indebtedness

State Board of Education Bond Payments	
Fiscal Year	2017-A Principal & Interest
2027	\$129,870
2028	\$132,870
<b>Total</b>	<b>\$262,740</b>

Capital Improvement Bond Payments	
Fiscal Year	2010-A Principal & Interest
2027	\$887,250
2028	\$885,750
2029	\$887,500
2030	\$887,250
<b>Total</b>	<b>\$3,547,750</b>

## State Board of Education Capital Outlay Bonds

\$929,000 - Series 20017A Refunding - Issued 04/27/2017. These bonds are payable in annual installments of \$62,000 - \$133,000 for years 2018 - 2028. Interest is payable semi-annually each January 1 and July 1 at rates from 3% - 5%. (Used for construction of Building U, Lee Campus, remodel of Building A, Collier Campus and construction of cold water storage, Collier Campus)

## Florida Department of Education Capital Improvement Revenue Bonds

\$15,900,000 - Series 2010A - Issued 12/01/2010. These bonds are payable in annual installments of \$540,000 - \$1,175,000 for years 2011 - 2031. Interest is payable semi-annually each January 1 and July 1 at rates from 3% - 4.375%. (Used to construct Buildings U & T on Lee campus)



# **DIRECT SUPPORT ORGANIZATIONS**

# Foundation

<u>Allocation</u>	<u>Proposed 26-27</u>
Scholarships & College Support - 4%	\$ 1,694,090.00
Academic Improvement (AITF) Support - 4%	\$ 200,122.00
<b>Revenue Total</b>	<b><u>\$ 1,894,212.00</u></b>

<u>Expenses</u>	
Scholarship & College Support	\$ 1,694,090.00
Academic Improvement (AITF) Support	\$ 200,122.00
<b>Expense Total</b>	<b><u>\$ 1,894,212.00</u></b>

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Proposed Operating Budget by Function

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<u>Allocation</u>	
Administrative Support - 2.75%	\$ 1,291,771.00
<u>Expenses</u>	
Development	\$ 122,271.00
Stewardship	\$ 44,500.00
Professional Development	\$ 48,000.00
Planned Giving	\$ 3,500.00
Operations	\$ 1,073,500.00
<b>Total Expenses</b>	<b><u>\$ 1,291,771.00</u></b>

## General Operating Budget

<b>Revenue</b>	<b>FY27 Budget</b>	<b>FY26 Budget</b>	<b>Difference</b>	<b>% Change</b>
High School Lease Revenue	\$ 666,000	\$ 599,500	\$ 66,500	11.1%
Interest Income	334,000	247,000	87,000	35.2%
<b>Total Revenue</b>	<b>\$ 1,000,000</b>	<b>\$ 846,500</b>	<b>\$ 153,500</b>	<b>18.1%</b>
<b>Expense</b>				
General Operating Expenses	\$ 92,000	\$ 92,000	\$ -	0.0%
Insurance	276,100	251,000	25,100	10.0%
Contract Services	130,000	130,000	-	0.0%
Contingency	100,000	100,000	-	0.0%
Transfer to Capital	280,000	-	280,000	100.0%
<b>Total Expense</b>	<b>\$ 878,100</b>	<b>\$ 573,000</b>	<b>\$ 305,100</b>	<b>53.2%</b>
<b>Net Profit/(Loss)</b>	<b>\$ 121,900</b>	<b>\$ 273,500</b>	<b>\$ (151,600)</b>	<b>-35.1%</b>

### General Operating - Fund Balance Projection for FY27:

Current Fund Balance (Approx):	\$ 11,556,570
(+) Projected Revenue:	1,000,000
(-) Projected Budgeted Expense:	(878,100)
<b>(=) Ending Fund Balance FY27:</b>	<b>\$ 11,678,470</b>

## Student Housing Budget

<u>Revenue</u>	FY27 Budget	FY26Budget	\$ Budget Difference	% Change
Rent Revenue	\$ 2,903,000	\$ 2,816,000	\$ 87,000	3.1%
Resident Activity Fee	34,000	34,000	-	0.0%
Fines & Penalties	12,000	9,000	3,000	33.3%
Collection Fees	51,000	38,000	13,000	34.2%
Deposits Forfeited	8,000	7,000	1,000	14.3%
Application Fees	38,000	38,000	-	0.0%
Cleaning Fees	50,400	43,000	7,400	17.2%
Fund Balance - Residence Activity	24,000	9,000	15,000	166.7%
<b>Total Revenue</b>	<b>\$ 3,120,400</b>	<b>\$ 2,994,000</b>	<b>\$ 126,400</b>	<b>4.2%</b>
<b>Expense</b>				
<b>General Expense</b>				
Travel	\$ -	\$ 5,000	\$ (5,000)	-100.0%
Data & Other Communication Services	55,820	55,156	664	1.2%
Rentals	4,000	4,000	-	0.0%
Professional Development/Others	4,000	3,800	200	5.3%
Utilities	295,000	278,000	17,000	6.1%
Resident Activities	39,000	43,000	(4,000)	-9.3%
Repairs & Maintenance	472,980	476,144	(3,164)	-0.7%
Contract Services	486,600	399,000	87,600	22.0%
Bad Debt Expense	28,000	28,000	-	0.0%
Expense Before Contingency and Reserve:	\$ 1,385,400	\$ 1,292,100	\$ 93,300	7.2%
Contingency	50,000	101,900	(51,900)	-50.9%
Capital Reserve	200,000	210,000	(10,000)	-4.8%
<b>Total Expense</b>	<b>\$ 1,635,400</b>	<b>\$ 1,604,000</b>	<b>\$ 31,400</b>	<b>2.0%</b>
<b>Debt Service</b>				
Principal	\$ 914,000	\$ 887,000	\$ 27,000	3.0%
Interest	475,000	503,000	(28,000)	-5.6%
<b>Total Debt Service:</b>	<b>\$ 1,389,000</b>	<b>\$ 1,390,000</b>	<b>\$ (1,000)</b>	<b>-0.1%</b>
<b>Total Operating &amp; Debt Service Expense:</b>	<b>\$ 3,024,400</b>	<b>\$ 2,994,000</b>	<b>\$ 30,400</b>	<b>1.0%</b>
<b>Net Profit/(Loss)</b>	<b>\$ 96,000</b>	<b>\$ -</b>	<b>\$ -</b>	

### Housing - Fund Balance Projection for FY27:

Current Fund Balance (Approx):	\$ 875,000
(+) Projected Revenue:	3,096,400
(-) Projected Budgeted Expense:	(3,024,400)
(=) Ending Fund Balance FY27:	\$ 947,000

## Capital Reserve Budget

<u>Revenue</u>	FY27 Budget	Revised FY26 Budget	Difference	% Change
Transfer - Housing	\$ 200,000	\$ 210,000	\$ (10,000)	-4.8%
Transfer from General Operating	280,000	-	280,000	100.0%
Fund Balance	550,000	1,298,039	(748,039)	-57.6%
<b>Total Revenue</b>	<b>\$ 1,030,000</b>	<b>\$ 1,508,039</b>	<b>\$ (478,039)</b>	<b>-31.7%</b>
<u>Expense</u>				
Furniture / Equipment Turnover	\$ 288,000	\$ 344,000	\$ (56,000)	-16.3%
Flooring Replacement	192,000	165,000	27,000	16.4%
Landscaping	-	599,039	(599,039)	-100.0%
HVAC Replacement	-	400,000	(400,000)	-100.0%
First Chiller Replacement FY27	550,000	-	550,000	100.0%
<b>Total Expense</b>	<b>\$ 1,030,000</b>	<b>\$ 1,508,039</b>	<b>\$ (478,039)</b>	<b>-31.7%</b>
<b>Net Profit/(Loss)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

### Housing - Fund Balance Projection for FY27:

Current Fund Balance (Approx):	\$ 1,778,400
(+) Projected Revenue:	480,000
(-) Projected Budgeted Expense:	(1,030,000)
(-) Projected FY28 Chiller Replacement	(600,000)
<b>(=) Ending Fund Balance Including all Capital Expense FY27:</b>	<b>\$ 628,400</b>



# STUDENT TUITION & FEES

# Student Tuition & Fees

Student tuition and fees are established by the Board of Trustees upon the recommendation of the President and are published annually in the college catalog and the college's schedule of classes. Instructional programs encompassed by these fees include college credit instruction leading to an Associate in Arts (AA), Associate in Science (AS), Bachelor's of Science (BS) and Bachelor of Applied Science (BAS) degrees, as well as Career Certificate and Applied Technology Diplomas. The State Board of Education annually adopts a standard tuition rate for the following fall term for Lower Level Credit Programs, Upper Level Credit Programs, Career Certificate and Applied Technology Diploma Programs and Adult General Education and Vocational Preparatory from which the college may vary no more than 10% below or 15% above the standard rate. In addition, the college is allowed, and has elected, to establish a separate student activity and service fee, not to exceed 10% of tuition, a financial aid fee not to exceed 5% of the total student tuition or out-of-state fees, a capital improvement fee not to exceed 20% of tuition for resident students and a technology fee not to exceed 5% of tuition. Fees charged for continuing workforce education must support the associated costs of the program. Other user fees pertaining to instructional and non-instructional services may also be established.

## Resident Student Fees per Credit Hour

	Lower Level Credit Programs	Upper Level Credit Programs	Career Certificate & Applied Technology Diploma Programs	Continuing Workforce Education
Tuition	\$81.21	\$91.79	\$72.03	\$106.00
Financial Aid Fee	\$4.07	\$4.59	\$7.21	\$0.00
Activity Fee	\$8.13	\$9.18	\$0.00	\$0.00
Capital Improvement Fee	\$13.88	\$13.56	\$0.00	\$0.00
Technology Fee	\$4.07	\$4.59	\$3.61	\$0.00
<b>Total</b>	<b>\$111.36</b>	<b>\$123.71</b>	<b>\$82.85</b>	<b>\$106.00</b>

<b>Fees for Total Academic Year (30 credit hours)</b>	<b>\$3,340.80</b>	<b>\$3,711.30</b>	<b>\$2,485.44</b>	<b>\$3,180.00</b>
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## Non-Resident Student Fees per Credit Hour

	Lower Level Credit Programs	Upper Level Credit Programs	Career Certificate & Applied Technology Diploma Programs	Continuing Workforce Education
Tuition (Resident Portion)	\$81.21	\$91.79	\$72.03	\$106.00
Tuition (Non-Resident Portion)	\$243.79	\$511.41	\$216.08	\$0.00
Financial Aid Fee	\$16.25	\$30.16	\$28.82	\$0.00
Activity Fee	\$8.13	\$9.18	\$0.00	\$0.00
Capital Improvement Fee	\$65.00	\$120.64	\$0.00	\$0.00
Technology Fee	\$16.25	\$30.16	\$14.41	\$0.00
<b>Total</b>	<b>\$430.63</b>	<b>\$793.34</b>	<b>\$331.34</b>	<b>\$106.00</b>

<b>Fees for Total Academic Year (30 credit hours)</b>	<b>\$12,918.90</b>	<b>\$23,800.20</b>	<b>\$9,940.25</b>	<b>\$3,180.00</b>
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**TESTING FEES**

CLEP Administrative Fee	\$25.00
Remote Placement Testing Fee	\$10.00
Test Proctoring, Other Colleges/Universities	\$40.00
Remote FCLE Testing Fee	\$10.00

**CERTIFICATION FEES**

Certification Exam up to 2 hours	\$75.00
Certification Exam up to 3 hours	\$100.00
Certification Exam up to 4 hours	\$125.00
Certification Exam up to/exceeding 5 hours	\$150.00

**APPLICATION FEES**

Application to FSW – Non-Degree Seeking	\$30.00
Application to FSW – Readmit Fee	\$30.00
Application to FSW – US Citizen	\$30.00
Application to FSW – Non-US Citizen	\$60.00
Application Fee – Advance Medical Assisting	\$25.00
Application Fee – Cardiopulmonary BS	\$30.00
Application Fee – Cardiovascular Technology	\$30.00
Application Fee – Dental Hygiene Program	\$15.00
Application Fee – EMS/Paramedic Program	\$25.00
Application Fee – Fire Academy	\$350.00
Application Fee – Health Information Technology	\$25.00
Application Fee – Nursing (AS)	\$25.00
Application Fee – Nursing (BS)	\$25.00
Application Fee – Physical Therapy	\$25.00
Application Fee – Radiologic Technology	\$25.00
Application Fee – Respiratory Care	\$30.00

**OTHER FEES**

Student Access/ID Fee (New)	\$30.00
Student Access/ID Fee (Replacement)	\$15.00
Lost Library Materials	Replacement Cost \$5.00 per hour - \$120.00 maximum
Laptop Kiosk Checkout – Overdue fine	maximum
Lost or Replacement Laptop Fee (replacement fee to be charged after 48 hours)	\$850.00
Laptop Chargers – Lost or replacement fee	\$30
MacBook Pro – Lost or replacement fee	\$3,000.00
Magic Mouse – Lost or replacement fee	\$100.00
Apple 140W USB-C Power Adapter – Lost or replacement fee	\$150.00
USB-C charging cable – Lost or replacement fee	\$30.00
Tuition Installment Plan - Process Fee (non-refundable)	\$5.00
Dental Clinic Fee – Adult	\$50.00
Dental Clinic Fee – Child	\$30.00
Dental Clinic Periodontal Checkup – Adult	\$10.00
Dental Clinic Fee – Sealant	\$5.00
Distance Learning (Per credit hour)	\$17.00
Parking Fine	\$15.00
Parking Fine – Handicapped	\$50.00
Parking Fee (Per credit hour)**	\$2.00
Convenience Fee	2.75% Domestic; 4.25% International
Return Check Fee:	
if the face value does not exceed \$50	\$25.00
if the face value is more than \$50, but does not exceed \$300	\$30.00
if the face value is more than \$300	\$40.00 or 5 % of the face value of the payment instrument, whichever is greater

## School of Arts, Humanities and Social Sciences - Course Fees

ART	1201C	Basic Design	\$34	MVK	1311	Applied Music - Piano	\$100
ART	1203C	Three-dimensional Design (Sculpture)	\$34	MVK	1312	Applied Music - Harpsichord	\$100
ART	1300C	Drawing I	\$34	MVK	1313	Applied Music - Organ	\$100
ART	1301C	Drawing II	\$34	MVK	2221	Applied Music - Piano	\$50
ART	1330C	Figure Drawing	\$34	MVK	2222	Applied Music - Harpsichord	\$50
ART	2012C	Media Exploration	\$34	MVK	2223	Applied Music - Organ	\$50
ART	2205C	Color Theory	\$34	MVK	2321	Applied Music - Piano	\$100
ART	2500C	Painting I	\$34	MVK	2322	Applied Music - Harpsichord	\$100
ART	2501C	Painting II	\$34	MVK	2323	Applied Music - Organ	\$100
ART	2527C	Abstract Painting	\$34	MVP	1011	Applied Music - Percussion	\$100
ART	2600C	Intro to Digital Art	\$37	MVP	1211	Applied Music - Percussion	\$50
ART	2601C	Intermediate Computer Art	\$37	MVP	1311	Applied Music - Percussion	\$100
ART	2604C	Digital Art and Animation	\$37	MVP	2221	Applied Music - Percussion	\$50
DIG	2100C	Web Design 1	\$37	MVP	2321	Applied Music - Percussion	\$100
DIG	2205C	Basic Video Editing	\$37	MVS	1011	Applied Music - Violin	\$100
DIG	2251C	Digital Audio I	\$30	MVS	1012	Applied Music - Viola	\$100
DIG	2280C	Digital Video and Sound	\$37	MVS	1013	Applied Music - Cello	\$100
DIG	2318C	Animation Studio	\$37	MVS	1014	Applied Music - String Bass	\$100
DIG	2626C	Artificial Intelligence	\$37	MVS	1016	Applied Music - Guitar	\$100
DIG	2711C	Game Design & Gameplay	\$37	MVS	1211	Applied Music - Violin	\$50
DIG	2972C	Digitals Arts & Multimedia Production Capstone	\$37	MVS	1212	Applied Music - Viola	\$50
FIL	2432C	Filmmaking	\$37	MVS	1213	Applied Music - Cello	\$50
GRA	2103C	Digital Graphic Design	\$37	MVS	1214	Applied Music - String Bass	\$50
MUM	2600C	Basic Audio Recording Technology	\$60	MVS	1216	Applied Music - Guitar	\$50
MUM	2601C	Recording Techniques II	\$60	MVS	1311	Applied Music - Violin	\$100
MUM	2604C	Multi-track Mixdown Techniques	\$30	MVS	1312	Applied Music - Viola	\$100
MUM	2700	Music Business	\$30	MVS	1313	Applied Music - Cello	\$100
MUN	2022	Laptop and Electronic Art Ensemble	\$30	MVS	1314	Applied Music - String Bass	\$100
MUS	2360	Intro to Technology in Music	\$30	MVS	1316	Applied Music - Guitar	\$100
MVB	1013	Applied Music - Trumpet	\$100	MVS	2221	Applied Music - Violin	\$50
MVB	1014	Applied Music - Baritone Horn	\$100	MVS	2222	Applied Music - Viola	\$50
MVB	1015	Applied Music - Tuba	\$100	MVS	2223	Applied Music - Cello	\$50
MVB	1211	Applied Music - Trumpet	\$50	MVS	2224	Applied Music - String Bass	\$50
MVB	1212	Applied Music - French Horn	\$50	MVS	2226	Applied Music - Guitar	\$50
MVB	1213	Applied Music - Trombone	\$50	MVS	2321	Applied Music - Violin	\$100
MVB	1214	Applied Music - Baritone Horn	\$50	MVS	2322	Applied Music - Viola	\$100
MVB	1215	Applied Music - Tuba	\$50	MVS	2323	Applied Music - Cello	\$100
MVB	1311	Applied Music - Trumpet	\$100	MVS	2324	Applied Music - String Bass	\$100
MVB	1312	Applied Music - French Horn	\$100	MVS	2326	Applied Music - Guitar	\$100
MVB	1313	Applied Music - Trumpet	\$100	MVV	1011	Applied Music - Voice	\$100
MVB	1314	Applied Music - Baritone Horn	\$100	MVV	1211	Applied Music - Voice	\$50
MVB	1315	Applied Music - Tuba	\$100	MVV	1311	Applied Music - Voice	\$100
MVB	2221	Applied Music - Trumpet	\$50	MVV	2221	Applied Music - Voice	\$50
MVB	2222	Applied Music - French Horn	\$50	MVV	2321	Applied Music - Voice	\$100
MVB	2223	Applied Music - Trombone	\$50	MVW	1011	Applied Music - Flute	\$100
MVB	2224	Applied Music - Baritone Horn	\$50	MVW	1012	Applied Music - Oboe	\$100
MVB	2225	Applied Music - Tuba	\$50	MVW	1013	Applied Music - Clarinet	\$100
MVB	2321	Applied Music - Trumpet	\$100	MVW	1014	Applied Music - Bassoon	\$100
MVB	2322	Applied Music - French Horn	\$100	MVW	1015	Applied Music - Saxophone	\$100
MVB	2323	Applied Music - Trombone	\$100	MVW	1211	Applied Music - Flute	\$50
MVB	2324	Applied Music - Baritone Horn	\$100	MVW	1212	Applied Music - Oboe	\$50
MVB	2325	Applied Music - Tuba	\$100	MVW	1213	Applied Music - Clarinet	\$50
MVJ	1011	Applied Music - Jazz Piano	\$100	MVW	1214	Applied Music - Bassoon	\$50
MVJ	1012	Applied Music - Jazz Violin	\$100	MVW	1215	Applied Music - Saxophone	\$50
MVJ	1013	Applied Music - Jazz Guitar	\$100	MVW	1311	Applied Music - Flute	\$100
MVJ	1014	Applied Music - Jazz Bass	\$100	MVW	1312	Applied Music - Oboe	\$100
MVJ	1015	Applied Music - Jazz Flute	\$100	MVW	1313	Applied Music - Clarinet	\$100
MVJ	1016	Applied Music - Jazz Saxophone	\$100	MVW	1314	Applied Music - Bassoon	\$100
MVJ	1017	Applied Music - Jazz Trumpet	\$100	MVW	1315	Applied Music - Saxophone	\$100
MVJ	1018	Applied Music - Jazz Trombone	\$100	MVW	2221	Applied Music - Flute	\$50
MVJ	1210	Applied Music - Jazz Saxophone	\$50	MVW	2222	Applied Music - Oboe	\$50
MVJ	1211	Applied Music - Jazz Voice	\$50	MVW	2223	Applied Music - Clarinet	\$50
MVJ	1212	Applied Music - Jazz Violin	\$50	MVW	2224	Applied Music - Bassoon	\$50
MVJ	1213	Applied Music - Jazz Guitar	\$50	MVW	2225	Applied Music - Saxophone	\$50
MVJ	1214	Applied Music - Jazz Bass	\$50	MVW	2321	Applied Music - Flute	\$100
MVJ	1215	Applied Music - Jazz Flute	\$50	MVW	2322	Applied Music - Oboe	\$100
MVJ	1216	Applied Music - Jazz Saxophone	\$50	MVW	2323	Applied Music - Clarinet	\$100
MVJ	1217	Applied Music - Jazz Trumpet	\$50	MVW	2324	Applied Music - Bassoon	\$100
MVJ	1218	Applied Music - Jazz Trombone	\$50	MVW	2325	Applied Music - Saxophone	\$100
MVJ	1219	Applied Music - Jazz Percussion	\$50	PGY	1800C	Introduction to Digital Photography	\$34
MVK	1011	Pre-Principal: Piano	\$100	PGY	2401C	Photography I	\$34
MVK	1012	Pre-Principal: Harpsichord	\$100	THE	2925	Theatre Performance and Production	\$10
MVK	1013	Pre-Principal: Organ	\$100	TPA	1210	Stage Craft I	\$10
MVK	1211	Applied Music - Piano	\$50	TPA	1220	Intro to Stage Lighting	\$10
MVK	1212	Applied Music - Harpsichord	\$50	TPA	1290	Fundamentals of Theatre Practice	\$10
MVK	1213	Applied Music - Organ	\$50	TPA	2211	Stage Craft II	\$10

## School of Business and Technology - Course Fees

* ACG	2450	Accounting Software Appl	\$107	EGS	1001	Intro to Engineering	\$5
BCN	1230	Materials & Methods of Construction	\$5	ENT	1021	Innovation in Business & Entrep	\$25
BCN	1272	Blueprint Reading	\$5	ENT	1031	Entrepren. Marketing & Sales	\$25
BCT	2730	Construction Management	\$5	ENT	1501	Fundamentals of Changemaking	\$25
CET	2691	Laws & Legal Aspects of IT Security	\$10	ENT	2000	Intro to Entrepreneurship	\$25
CIS	2772	Security Operations Center	\$10	ENT	2012	Entrepreneurship Management	\$25
CJE	1640	Intro to Crime Scene Technology	\$5	ENT	2120	Digital Marketing for Entrepreneurs	\$25
CJE	2602	Computerized Crime Scene Graphic	\$25	ENT	2271	Business Genesis	\$25
CJE	2643	Advanced Crime Scene Technology	\$20	ENT	2411	Business Operations for Entrep	\$25
CJE	2649	Forensic Death Investigation	\$40	ENT	2612	Creativity & Innov in Bus Env	\$25
CJE	2670	Introduction for Forensic Science	\$10	ETD	1103	Engineering Graphics I - AutoCAD	\$10
CJE	2671	Latent Fingerprint Development	\$15	ETD	1320	Computer Aided Drafting	\$10
CJE	2677	Modern Fingerprinting Technology	\$35	ETD	1530	Drafting & Design	\$10
CJE	2770	Crime Scene Photography	\$15	ETD	2340	Advanced Computer Aided Drafting	\$10
* CTS	1133	Computer Software	\$95	GIS	1040	Geographic Information Systems	\$10
CTS	1314	Network Defense & Countermeasures II	\$10	GIS	1045	Geographic Information Systems Customization	\$10
* CTS	2120	Comp & Network Security (Sec+)	\$95	PLA	2763	Law Office Management	\$25
CTS	2317	Countermeasures	\$10	PLA	2942	Paralegal Internship-Malpractice Insurance	\$10
* CNT	1000	Computer Networking Essentials	\$95				

## School of Education - Course Fees

CHD	1220	Intro to Child Development	\$15	EME	2040	Intro to Educational Technology	\$15
EDE	3315	Math in the Elementary Classroom	\$10	LAE	3314	Teaching Language Arts in Elementary School	\$125
EDE	4223	Integrated Music Art Movement	\$20	MAE	4310	Teaching Math in Elementary School	\$125
EDE	4940	Final Internship, Elementary Education	\$325	RED	4012	Foundation of Literacy	\$50
EDF	2005	Introduction to the Teaching Profession	\$15	RED	4519	Diag & Intervention Reading	\$25
EDF	3214	Human Development and Learning	\$25	SCE	3310	Teaching Science in Elementary School	\$125
EDG	3410	Classroom Mgmt & Comm	\$50	SSE	3313	Teaching Social Studies in Elementary School	\$125
EDG	3620	Curriculum and Instruction	\$25	TSL	4080	Second Language Acquisition and Culture	\$50
EDG	4004	Special Topics in Education I	\$15	TSL	4140	ESOL Methods Curriculum and Assessment	\$50

## School of Pure and Applied Sciences - Course Fees

AST	2002C	Astronomy	\$10	EVR	1001C	Intro to Environmental Science	\$10
BSC	1005L	Intro to Biological Science	\$5	GLY	1010C	Physical Geology	\$10
BSC	1010L	Biological Science I	\$10	GLY	1100C	Historical Geology	\$10
BSC	1011L	Biological Science II	\$10	ISC	1001C	Foundation of Interdisciplinary Science I	\$10
BSC	1051C	Environmental Biology-SW FL Eco	\$12	MCB	2010C	Microbiology	\$20
BSC	1084C	Anatomy & Physiology	\$10	OCB	1000	The Living Ocean	\$10
BSC	1085C	Anatomy & Physiology I	\$19	OCB	2010L	Marine Biology Lab	\$10
BSC	1086C	Anatomy & Physiology II	\$19	OCE	1001	Intro to Oceanography	\$10
CHM	1020C	Chemistry for a Sustainable Future	\$15	OCE	1013C	Marine Science	\$15
CHM	2025L	Intro to College Chemistry Lab	\$21	PHY	1007C	Physics Health Sciences Lab	\$12
CHM	2032L	General Chemistry Health Sciences Lab	\$24	PHY	1020C	Fundamentals of the Physical World	\$12
CHM	2045L	General Chemistry I Lab	\$24	PHY	2048L	General Physics I Lab	\$12
CHM	2046L	General Chemistry II Lab	\$24	PHY	2049L	General Physics II Lab	\$12
CHM	2210L	Organic Chemistry I Lab	\$25	PHY	2053L	College Physics I Lab	\$12
CHM	2211L	Organic Chemistry II Lab	\$25	PHY	2054L	College Physics II Lab	\$12
ESC	1000C	Intro to Earth Science	\$15				

## First Year Experience - Course Fee

SLS	1515	Cornerstone Experience	\$10
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\* New Fee

## School of Allied Health - Course Fees

* CVT	1322C	Invasive CVT Skills Lab I Insurance	\$16	MEA	2803L	Medical Assisting Clinical Experience Program Insurance	\$16
* CVT	1322C	Invasive CVT Skills Lab I	\$190	MEA	2803L	Medical Assisting Clinical Experience	\$345
CVT	1801C	Invasive CVT Skills Lab II	\$170	PHT	1000C	PTA Principles & Procedures w/ Lab	\$225
* CVT	1805C	Invasive Cardiovascular Interventional Procedures	\$170	PHT	1121C	Kinesiology/A&P for the PTA w/ Lab	\$225
* CVT	2841L	Invasive Cardiovascular Clinical I Insurance	\$16	PHT	1132C	Musculoskeletal Disorders/Pathology w/ Lab	\$225
CVT	2841L	Invasive Cardiovascular Clinical I	\$200	PHT	2162C	Neurological Disorders w/ Lab	\$225
* CVT	2844L	Invasive Cardiovascular Clinical II	\$135	PHT	2210C	Modalities w/ Lab	\$225
CVT	2842C	Invasive Cardiovascular Simulation	\$170	* PHT	2220C	Therapeutic Exercise I w/ Lab Insurance	\$16
DEH	1002L	Dental Hygiene Preclinical	\$700	PHT	2220C	Therapeutic Exercise I w/ Lab	\$225
DEH	1802L	Dental Hygiene II Clinical	\$700	PHT	2228C	Therapeutic Exercise II w/ Lab	\$225
DEH	2702L	Community Dental Health Lab	\$410	PHT	2800L	Clinical Internship I	\$216
DEH	2804L	Dental Hygiene III Clinical	\$700	PHT	2810L	Clinical Internship II	\$216
DEH	2806L	Dental Hygiene Program Insurance	\$16	PHT	2931	PTA Seminar	\$340
DEH	2806L	Dental Hygiene IV Clinical	\$700	PHT	2951C	PTA Capstone w/ Lab	\$225
DEH	2808L	Dental Hygiene V Clinical	\$700	RET	1275C	Clinical Care Techniques Program Insurance	\$16
DES	1020C	Dental Anatomy	\$410	RET	1275C	Clinical Care Techniques	\$500
DES	1100C	Dental Hygiene Program Insurance	\$16	RET	1832L	Clinical Practicum I	\$400
DES	1100C	Dental Materials	\$410	RET	2234C	Respiratory Therapeutics	\$300
DES	1200C	Dental Radiology	\$700	RET	2254C	Respiratory Care Assessment	\$300
DES	2832C	Expanded Functions Lab	\$410	RET	2264L	Adv Mechanical Ventilation Lab	\$300
EMS	2119L	Fundamentals of EMS Care Lab	\$490	RET	2874L	Clinical Practicum II Program Insurance	\$16
EMS	2421L	EMT Practicum Program Insurance	\$16	RET	2874L	Clinical Practicum II	\$500
EMS	2421L	EMT Practicum	\$450	RET	2875L	Clinical Practicum III	\$500
EMS	2600L	Intro to Paramedic Lab	\$450	RET	2876L	Clinical Practicum IV	\$200
EMS	2601L	Paramedic Laboratory I	\$450	RTE	1503L	Radiographic Positioning Lab I	\$250
EMS	2602L	Paramedic Laboratory II	\$450	RTE	1513L	Radiographic Positioning Lab II	\$250
EMS	2646	Paramedic Clinical Experience	\$475	RTE	1523L	Radiographic Positioning Lab III	\$250
EMS	2648	Paramedic Field Experience Program Insurance	\$16	RTE	1804L	Radiology Practicum I Program Insurance	\$16
EMS	2648	Paramedic Field Experience	\$450	RTE	1804L	Radiology Practicum I	\$300
EMS	2661	Paramedic Field Internship	\$450	RTE	1814L	Radiology Practicum II	\$300
EMS	2677L	Paramedic Laboratory III	\$475	RTE	1824L	Radiology Practicum III	\$300
FFP	0030C	Firefighter I	\$950	RTE	2834L	Radiology Practicum IV Program Insurance	\$16
FFP	0031C	Firefighter II	\$950	RTE	2834L	Radiology Practicum IV	\$300
HUS	2842L	Counseling Residency I Program Insurance	\$16	RTE	2844L	Radiology Practicum V	\$250
MEA	1010C	Radiography Essentials	\$100	RTE	2854L	Clinical Practicum VI	\$250
MEA	1206C	Clinical Office Procedures I	\$375				
MEA	1207C	Clinical Office Procedures II	\$180				
MEA	1248C	Clinical Laboratory Procedures	\$475				

## School of Nursing - Course Fees

NUR	1020C	Fundamentals of Nursing - ATI	\$407	NUR	2420C	Maternal Health Nursing - ATI	\$407
NUR	1020C	Fundamentals of Nursing Program Insurance	\$16	NUR	2420C	Maternal Nursing Program Insurance	\$16
NUR	1020C	Fundamentals of Nursing - Sim Lab	\$115	NUR	2420C	Maternal Nursing - Sim Lab	\$115
NUR	1020C	Fundamentals of Nursing	\$375	NUR	2420C	Maternal Nursing	\$375
NUR	1068C	Health Assessment	\$375	NUR	2942C	Clinical Preceptorship	\$375
NUR	1511C	Mental Health Nursing	\$375	CVT	2205	Advanced Cardiac Care - Sim Lab	\$125
NUR	2211C	Adult Health Nursing I - ATI	\$407	EMS	2601L	Paramedic Laboratory I - Sim Lab	\$125
NUR	2211C	Adult Health Nursing I - Sim Lab	\$115	RET	1275C	Clinical Care Techniques - Sim Lab	\$125
NUR	2211C	Adult Health Nursing I	\$375	RET	2234C	Respiratory Therapeutics - Sim Lab	\$125
NUR	2213C	Adult Health Nursing II - ATI	\$407	RET	2264L	Adv Mechanical Ventilation Lab - Sim Lab	\$125
NUR	2213C	Adult Health Nursing II - Sim Lab	\$115	RET	2714	NeoNatal Pediatrics Resp Care - Sim Lab	\$125
NUR	2213C	Adult Health Nursing II	\$375				
NUR	2310C	Pediatric Nursing - Sim Lab	\$115				
NUR	2310C	Pediatric Nursing	\$375				

\* New Fee

**FSW Course Fee Changes  
FY2027**

**New Courses/Fees**

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
ACG 2450	Accounting Software Appl	0.00	107.00	107.00
CNT 1000	Computer Networking Essentials	0.00	95.00	95.00
CTS 1133	Computer Software	0.00	95.00	95.00
CTS 2120	Comp & Network Security (Sec+)	0.00	95.00	95.00
CVT 1805C	Invasive Cardiovascular Interventional Procedures	0.00	170.00	170.00
CVT 1322C	Invasive CVT Skills Lab I	0.00	190.00	190.00
CVT 1322C	Invasive CVT Skills Lab I Insurance	0.00	16.00	16.00
CVT 2841L	Invasive Cardiovascular Clinical I Insurance	0.00	16.00	16.00
CVT 2844L	Invasive Cardiovascular Clinical II	0.00	135.00	135.00
PHT 2810L	Clinical Internship II	0.00	216.00	216.00
PHT 2220C	Therapeutic Exercise I w/ Lab Insurance	0.00	16.00	16.00

**Eliminated Courses/Fees**

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
CVT 1800C	Cardiovascular Pre Practicum I	190.00	0.00	(190.00)
CVT 1800C	Cardiovascular Pre Practicum I Insurance	16.00	0.00	(16.00)
CVT 2840L	Cardiovascular Practicum I	200.00	0.00	(200.00)
CVT 2840L	Cardiovascular Practicum I Insurance	16.00	0.00	(16.00)
HIM 1800C	Health Information Simulation	73.00	0.00	(73.00)
HIM 2510	Quality Management in Healthcare	25.00	0.00	(25.00)
HIM 2940	Health Information Technology Capstone Program Insurance	16.00	0.00	(16.00)
HIM 2814C	Coding Office Simulation Program Insurance	16.00	0.00	(16.00)
PHT 2810	Clinical Internship II	216.00	0.00	(216.00)
PHT 2800L	Clinical Internship I Insurance	16.00	0.00	(16.00)
PHT 2810	Clinical Internship II Insurance	16.00	0.00	(16.00)
EDF 2085	Introduction to Diversity for Educators	15.00	0.00	(15.00)

**Course Fee Decreases**

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
RET 2234C	Respiratory Care Therapeutics	350.00	300.00	(50.00)
RET 2254C	Respiratory Care Assessment	350.00	300.00	(50.00)
RET 2264L	Advanced Mechanical Ventilation Lab	350.00	300.00	(50.00)
RET 2876L	Clinical Practicum IV	350.00	200.00	(150.00)

**Course Fee Increases**

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
CVT 2841L	Invasive Cardiovascular Clinical I	135.00	200.00	65.00
EMS 2646	Paramedic Clinical Experience	425.00	475.00	50.00
EMS 2648	Paramedic Field Experience	425.00	450.00	25.00
EMS 2677L	Paramedic Lab III	425.00	475.00	50.00
RTE 1503L	Radiographic Positioning Lab I	200.00	250.00	50.00
RTE 1513L	Radiographic Positioning Lab II	200.00	250.00	50.00
RTE 1523L	Radiographic Positioning Lab III	200.00	250.00	50.00
RTE 1804L	Radiology Practicum I	250.00	300.00	50.00
RTE 1814L	Radiology Practicum II	250.00	300.00	50.00
RTE 1824L	Radiology Practicum III	250.00	300.00	50.00
RTE 2834L	Radiology Practicum IV	250.00	300.00	50.00
RET 1275C	Clinical Care Techniques	350.00	500.00	150.00
RET 1832L	Clinical Practicum I	350.00	400.00	50.00
RET 2874L	Clinical Practicum II	350.00	500.00	150.00
RET 2875L	Clinical Practicum III	350.00	500.00	150.00
NUR 1020C	Fundamentals of Nursing (ATI)	357.00	407.00	50.00
NUR 2211C	Adult Health Nursing I (ATI)	357.00	407.00	50.00
NUR 2420C	Maternal Nursing (ATI)	357.00	407.00	50.00
NUR 2213C	Adult Health Nursing II (ATI)	357.00	407.00	50.00

**Continuing Education Courses**

**Corporate Training**

Community Health Worker Class - 30 hours	\$300-\$1,000
Contracted Corporate Training - Small business (Half day)	\$500-\$3,000
Contracted Corporate Training - Medium business	\$1,000-\$6,000
Leadership Series Seminar	\$89-\$600

**American Heart Association (AHA)**

ACLS HeartCode*	\$100-\$165
ACLS Instructor-New*	\$600-\$1,000
ACLS Instructor-Renewal*	\$150-\$250
ACLS Provider*	\$140-\$250
ACLS-BLS Combo*	\$195-\$400
ASLS Instructor-New*	\$600-\$1,000
ASLS Instructor-Renewal*	\$150-\$250
ASLS Provider Heartcode*	\$300-\$600
BLS + Stop the Bleed Combo*	\$115-\$165
BLS HeartCode*	\$40-\$65
BLS Instructor-New*	\$500-\$800
BLS Instructor-Renewal*	\$150-\$250

**School of Allied Health**

Adult Endotracheal Intubation	\$350
Neonatal Endotracheal Intubation	\$350
Pediatric Endotracheal Intubation	\$350

**Community Instruction**

Lifelong Learning*	\$200-\$1,000
SAT Prep Classes*	\$349-\$600
Teen Career Pathways Summer Camp*	\$198-\$500

BLS Provider*	\$70-\$150
HeartSaver + Stop the Bleed Combo*	\$125-\$185
HeartSaver First Aid/AED/CPR*	\$80-\$150
HeartSaver First Aid/AED/CPR HeartCode*	\$70-\$150
HeartSaver K-12*	\$55-\$150
HeartSaver K-12 + Stop the Bleed Combo*	\$100-\$165
HeartSaver K-12 HeartCode*	\$45-\$85
PALS HeartCode*	\$100-\$165
PALS Instructor-New*	\$600-\$1,000
PALS Instructor-Renewal*	\$150-\$250
PALS Provider*	\$140-\$250
Stop the Bleed*	\$45-\$100

**School of Nursing**

Nurse Remedial-Refresher Course	\$1,930
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\*Price may vary based on the course's demand/duration



# **WAGE & SALARY SCHEDULE**

# Wage & Salary Schedule



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## 2026-2027

**For Proposed Budget**

**July 1, 2026**

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](mailto:Compliance@fsw.edu). FSW online anonymous reporting [www.fsw.edu/report](http://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.

Florida SouthWestern State College  
Office of Human Resources  
8099 College Parkway  
Fort Myers, FL 33919  
(239) 489-9293

## **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
1120	Chief of Staff	\$130,000.00
3909	General Counsel	\$130,000.00
1000	President*	---
4032	Provost/Vice President, Academic Affairs	\$130,000.00
T074	Vice President, Business Affairs and Technology/CIO	\$130,000.00
4791	Vice President, Facilities	\$130,000.00
4790	Vice President, Human Resources/Chief HR & Organizational Development Officer	\$130,000.00
4025	Vice President, Institutional Advancement/Executive Director, FSW Foundation	\$130,000.00
4765	Vice President, Public Policy and General Counsel	\$130,000.00
4747	Vice President, Student Affairs and Enrollment Management	\$130,000.00

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

## COLLEGE ADMINISTRATORS

<b>Job Code</b>	<b>Position Title</b>	<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
4763	Assistant Vice President, Center for Teaching and Learning Excellence	A124	\$89,565.63	\$118,674.46	\$147,783.29
4301	Assistant Vice President, Collegewide Curriculum and Academic Enhancement	A124	\$89,565.63	\$118,674.46	\$147,783.29
4091	Assistant Vice President, Financial Planning	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	Assistant Vice President, Workforce Education	A126	\$98,746.11	\$130,838.60	\$162,931.08
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
2151	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

<b>Job Code</b>	<b>Position Title</b>	<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
4095	Associate Vice President, Academic Success	A130	\$120,026.51	\$159,035.13	\$198,043.75
4750	Associate Vice President, Finance and Accounting/ CFO	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
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
4754	Director, Accounting Services	A123	\$85,300.60	\$113,023.30	\$140,745.99
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

<b>Job Code</b>	<b>Position Title</b>	<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
4096	Director, Business Operations-Athletics	A122	\$81,238.67	\$107,641.24	\$134,043.80
4808	Director, Cross-Curricular Innovation and Honors	A123	\$85,300.60	\$113,023.30	\$140,745.99
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
3222	Director, Financial Aid	A124	\$89,565.63	\$118,674.46	\$147,783.29
4753	Director, Financial Services	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
3201	Director, Procurement Services	A121	\$77,370.16	\$102,515.46	\$127,660.77
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
4213	Director, Student Technology and Strategy	A122	\$81,238.67	\$107,641.24	\$134,043.80

<b>Job Code</b>	<b>Position Title</b>	<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
4777	Managing Director, Communications and External Affairs	A129	\$144,310.97	\$151,462.03	\$188,613.09
4388	Philanthropy Officer III, 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
3889	Senior Associate Director, Financial Aid Processing	A120	\$73,685.87	\$97,633.77	\$121,581.68
4198	Senior 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 employment 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**

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
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 Receivable Specialist I	3727	NE	107	\$39,077.19	\$64,477.36
Accounts Receivable Specialist II	4330	E	110	\$45,236.73	\$74,640.61
Administrative Assistant	3465	NE	105	\$35,600.00	\$58,482.87
Administrative Coordinator, Student Life	4254	E	112	\$49,873.50	\$82,291.27
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 Associate Vice President, Academic Success	4757	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 II	3885	E	109	\$44,000.00	\$71,086.29
Admissions Operations Specialist	4770	NE	107	\$39,077.19	\$64,477.36
Admissions Specialist I	4121	NE	105	\$35,600.00	\$58,482.87
Admissions Specialist II	4771	NE	107	\$39,077.19	\$64,477.36
Allied Health Support Specialist	4746	NE	106	\$37,216.37	\$61,407.01
Assistant Bursar	4326	E	117	\$63,652.62	\$105,026.83
Assistant Coach	3592	E	109	\$44,000.00	\$71,086.29
Assistant Director, Admissions	4773	E	114	\$54,985.53	\$90,726.12
Assistant Director, Auxiliary Services	3523	E	114	\$54,985.53	\$90,726.12
Associate Director, Care and Adaptive Services	4800	E	118	\$66,835.25	\$110,278.17
Assistant Director, Library Services	4239	E	116	\$60,621.55	\$100,025.55
Assistant Director, Marketing and Digital Strategies	4792	E	118	\$66,835.25	\$110,278.17
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

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Assistant Director, Student Transitions	4218	E	115	\$57,734.81	\$95,262.43
Assistant Director, Veterans and Military Services	4785	E	115	\$57,734.81	\$95,262.43
Associate Access Services Coordinator- Collier	4341	NE	104	\$33,756.35	\$55,697.97
Associate Director, Admissions	3272	E	116	\$60,621.55	\$100,025.55
Associate Director, Academic Advising Operations	4779	E	118	\$66,835.25	\$110,278.17
Associate Director, Auxiliary Services	3939	E	116	\$60,621.55	\$100,025.55
Assistant Director, Classification and Compensation	4805	E	119	\$70,177.02	\$115,792.08
Assistant Director, Employee Benefits and Talent Acquisition	4803	E	119	\$70,177.02	\$115,792.08
Assistant Director, Human Resources Operations	4804	E	119	\$70,177.02	\$115,792.08
Associate Director, Event Services	3940	E	116	\$60,621.55	\$100,025.55
Associate Director and Department Manager, Academic Advising	3439	E	118	\$66,835.25	\$110,278.17
Associate Registrar, Registration Operations	4162	E	115	\$57,734.81	\$95,262.43
Associate Registrar, Student Records and Graduation	3987	E	115	\$57,734.81	\$95,262.43
Associate Registrar, Systems, Reporting and Curriculum	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	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 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 and Adaptive Services Coordinator	4259	E	109	\$44,000.00	\$71,086.29
Care and Adaptive Services Specialist	4799	NE	107	\$39,077.19	\$64,477.36
Career Coordinator	4083	E	110	\$45,236.73	\$74,640.61
Classification & Compensation Specialist	3984	E	110	\$45,236.73	\$74,640.61
Classification & Compensation Specialist II	4776	E	113	\$52,367.17	\$86,405.83
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
Compensation Analyst	3966	E	113	\$52,367.17	\$86,405.83
Compensation Analyst II	4775	E	115	\$57,734.81	\$95,262.43

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
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
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, Accountability, Effectiveness and Grants	4157	E	114	\$54,985.53	\$90,726.12
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, Center for Teaching and Learning Excellence and International Education	4774	E	108	\$41,031.05	\$67,701.23
Coordinator, Community Standards	4749	NE	107	\$39,077.19	\$64,477.36
Coordinator, Corporate and Community Education	4802	NE	103	\$32,148.90	\$53,045.69
Coordinator, Daveler Innovation Center	4745	E	106	\$37,216.37	\$61,407.01
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, Residence Life	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 Civic Engagement	3888	E	109	\$44,000.00	\$71,086.29

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
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, Veterans and Military Services	3881	E	112	\$49,873.50	82,291.27
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
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 Archivist	4768	E	112	\$49,873.50	\$82,291.27
Digital Specialist I	4796	NE	107	\$39,077.19	\$64,477.36
Digital Strategist I	4795	E	110	\$45,236.73	\$74,640.61
Digital Strategist II	4794	E	114	\$54,985.53	\$90,726.12
Director, Care and Adaptive Services	4258	E	120	\$73,685.87	\$121,581.68
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
Director, Veterans and Military Services	4764	E	117	\$63,652.62	\$105,026.83
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 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
FA Associate	4318	NE	106	\$37,216.37	\$61,407.01
FA Associate Director, Compliance and Training	4215	E	117	\$63,652.62	\$105,026.83
FA Customer Service and Communications Supervisor	4251	E	116	\$60,621.55	\$100,025.55

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
FA Processing Supervisor	4327	E	116	\$60,621.55	\$100,025.55
FA Specialist I	4321	NE	108	\$41,031.05	\$67,701.23
FA Specialist II	4329	E	110	\$45,236.73	\$74,640.61
Facilities Coordinator II	4756	E	113	\$52,367.17	\$86,405.83
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, Foundation	3755	NE	105	\$35,600.00	\$58,482.87
Fiscal Specialist II, Foundation	3849	E	109	\$44,000.00	\$71,086.29
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
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 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	113	\$52,367.17	\$86,405.83
Human Resources Specialist III	4806	E	114	\$54,985.53	\$90,726.12
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
LHC Desk Assistant	4759	NE	101	\$29,160.00	\$48,114.00
Library Communications and Social Media Specialist	4784	NE	107	\$39,077.19	\$64,477.36
Library Services Coordinator-Collier	4336	E	113	\$52,367.17	\$86,405.83
Library Technical Services Representative	4783	NE	106	\$37,216.37	\$61,407.01
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

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Manager, Corporate and Community Education	4801	E	117	\$63,652.62	\$105,026.83
Manager, Creative Assets & Brand Management	4193	E	118	\$66,835.25	\$110,278.17
Manager, Daveler Innovation Center	4744	E	114	\$54,985.53	\$90,726.12
Manager, Digital Media and Assets	4793	E	116	\$60,621.55	\$100,025.55
Manager, Risk, Contracts and Records Management	4781	E	118	\$66,835.25	\$110,278.17
Manager, Payroll Services	4782	E	118	\$66,835.25	\$110,278.17
Manager, Testing Services	4767	E	112	\$49,873.50	\$82,291.27
Online Student Success Coach	4309	NE	104	\$33,756.35	\$55,697.97
Payroll Specialist I	4187	NE	109	\$44,000.00	\$71,086.29
Payroll Specialist II	3974	E	113	\$52,367.17	\$86,405.83
Philanthropy Officer II, FSW Foundation	4766	E	119	\$70,177.02	\$115,792.08
Procurement Specialist I	3820	NE	107	\$39,077.19	\$64,477.36
Procurement Specialist II	3821	NE	109	\$44,000.00	\$71,086.29
Procurement and P-card Specialist	4761	NE	110	\$45,236.73	\$74,640.61
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
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, RIST Institute for Cybersecurty	4762	E	111	\$47,498.57	\$78,372.64
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, Agricultural Technology and Supply Chain Management	4780	E	120	\$73,685.87	\$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

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
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 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	\$44,000.00	\$71,086.29
Records Specialist	3983	NE	104	\$33,756.35	\$55,697.97
Registration Associate	4391	NE	103	\$32,148.90	\$53,045.69
Registration Specialist I	4203	NE	105	\$35,600.00	\$58,482.87
Registration Specialist II	3659	NE	107	\$39,077.19	\$64,477.36
Registration Specialist III	4787	NE	109	\$44,000.00	\$71,086.29
Residence Life Specialist	3073	NE	105	\$35,600.00	\$58,482.87
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 Access Services Coordinator	4789	NE	108	\$41,031.05	\$67,701.23
Senior Administrative Specialist, Office of the Registrar	4788	NE	108	\$41,031.05	\$67,701.23
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, Accelerated Pathways Programs-Registration	4786	E	110	\$45,236.73	\$74,640.61
Senior Coordinator, Budget	4342	E	117	\$63,652.62	\$105,026.83
Senior Coordinator, Catalog and Academic Processes	4320	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, College Tutoring	3882	E	113	\$52,367.17	\$86,405.83

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Senior Coordinator, Recruitment and International Admissions	4772	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Retention and Student Success, School of Business and Technology	4264	E	112	\$49,873.50	\$82,291.27
Senior Coordinator, Student Success-School of Allied Health	4741	E	114	\$54,985.53	\$90,726.12
Senior Facilities Project Manager	4738	E	121	\$77,370.16	\$127,660.77
Senior FA Officer	4328	E	112	\$49,873.50	\$82,291.27
Senior Human Resources Manager, Employee Relations /Title IX Coordinator/Compliance Officer	4743	E	118	\$66,835.25	\$110,278.17
Senior Human Resources Office Manager	4807	E	115	\$57,734.81	\$95,262.43
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
Simulation Operations Specialist II, School of Nursing	4262	E	115	\$57,734.81	\$92,262.43
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
Specialist, Student Involvement	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
Success Advisor II, School of Pure and Applied Sciences Liaison	4778	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

<b><u>Position Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
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 Specialist	4760	NE	109	\$44,000.00	\$71,086.29
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 for exempt status are non-exempt.

## IT Wage and Salary Schedule

<b><u>Job Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA Status</u></b>	<b><u>Pay Grade/ Complexity</u></b>	<b><u>Developmental</u></b>	<b><u>Proficient</u></b>	<b><u>Master</u></b>
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

<b><u>Job Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA Status</u></b>	<b><u>Pay Grade/ Complexity</u></b>	<b><u>Developmental</u></b>	<b><u>Proficient</u></b>	<b><u>Master</u></b>
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	TD060	\$80,000- \$86,999	\$87,000- \$97,999	\$98,000- \$109,999
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
IT Project Coordinator	T077	E	TB020	\$50,000 - \$53,499	\$53,500- \$56,999	\$57,000 - \$60,499
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

<b><u>Job Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA Status</u></b>	<b><u>Pay Grade/ Complexity</u></b>	<b><u>Developmental</u></b>	<b><u>Proficient</u></b>	<b><u>Master</u></b>
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
Program Support Specialist – IJET	T076	NE	TA015	\$38,000- \$41,489	\$41,499- \$44,489	\$44,999- \$46,999
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	\$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
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

<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 II	T019	E	TB040	\$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

\*Part-time positions that do not meet the FLSA salary threshold for exempt status 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>
<b>Administrative</b>					
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
<b>Technicians</b>					
Art Gallery Community Service Technician*	4769	NE	CT034	\$34,646.00	\$57,165.90
Community Service Technician*	4160	NE	CT034	\$34,646.00	\$57,165.90
<b>Sworn Officers</b>					
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:

<b>Degree</b>	<b>Base</b>
Bachelor's Degree	\$50,842.09
Master's Degree	\$53,015.53
Master's Degree plus 30 approved Semester Hours beyond Master's or 45 approved Quarter Hours	\$55,186.99
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.	\$59,532.84
Doctorate	\$60,836.78

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

### B. 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).

### C. Library Faculty

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

## FULL-TIME FACULTY, continued

Library Faculty members hired prior to 8/12/22 are assigned a 208 duty day schedule (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); their salary is prorated for 208 duty days per the appropriate salary tier as described in Section A above.

### D. Salaries for Full-Time Instructors Used as Substitutes and for Supplemental Instructional Hours

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. *Effective 7/1/23.*

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

### E. Overload Pay

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. *Effective 7/1/24.*

Degree	Per Instructional
Bachelor's	\$758
Master's	\$847
Master's+ 30	\$883
Master's+ 60	\$898
Doctorate	\$936

\*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.

## **FULL-TIME FACULTY, continued**

### **F. Individualized Study**

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. *Effective 7/1/24.*

### **G. Faculty Senate President**

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

### **H. 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 \$450 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.*

**FLORIDA SOUTHWESTERN STATE  
COLLEGIATE HIGH SCHOOL**

**Wage and Salary Schedule  
2026-2027**

**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)**

**Learning Resource Teacher (196 duty days) – 4798 (Lee)**

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

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

**College and Career Specialist (201 duty days) – 4797 (Lee)**

The salary for the above listed positions 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 15 duty days required (211 total duty days); likewise the College and Career Specialist position's salary will be prorated based on 201 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 (243 duty days)**

<b><u>Job Title</u></b>	<b><u>Job Code</u></b>	<b><u>FLSA</u></b>	<b><u>Pay Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
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:

	<b><u>Per Class/Per Semester</u></b>
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 11<sup>th</sup> 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 - \$23.00 per hour
Long-term substitution	\$25.00 - \$30.00 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\*

## **FSWCHS 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.

\$750.00 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.

\$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.

## **FSWCHS Supplemental Compensation, continued**

### **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).

### **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 \$25.00/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.

## FSWCHS Salary Increases, continued

Principals may prepare a memo recommending salary increases and submit to the Provost/Vice President of Academic Affairs for review by June 1<sup>st</sup>. 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	

### **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.

## **FSWCCHS Salary Increases, continued**

### **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 \$15 per hour effective September 30, 2026.*

## NON-STUDENT ASSISTANTS

<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	Event Services Staff	\$14
9106A	Intramural Official	
9108A	Intramural Scorekeeper	
9110A	Bartender	\$14
9109A	Intramural Supervisor	
9103A	Peak Partner (On-Call)	\$14
9090A	Audio Visual Technician	\$14
PROCT	Test Proctor	\$14
9099A	FSW Blackbeard Mascot	\$15
4106A	Instructor, Firefighter Program	\$28
9096A	Campus Police Detail Assignment	\$50
9106A	Human Resources - Professional Development Instructor	Varies
9107A	Personal Trainer	
9097A	Group Fitness Instructor	
4126	CE Instructor, AHA - School of Nursing	\$28
4101A	Clinical Associate, Advanced Medical Assisting	\$33
4101A	Clinical Associate, CVT	\$35
4101A	Clinical Associate, Dental Hygiene	\$45
4101A	Clinical Associate, Radiologic Technology	\$33
4101A	Clinical Associate, Respiratory Care Technology	\$35

3597A	<p>Clinical Associate, EMS</p> <p><i>Rates when teaching in EMT Lab:</i></p> <p>Associate Degree, Paramedic Certification, and 1-4 years teaching experience</p> <p>Associate Degree, Paramedic Certification, and 5+ years teaching experience</p> <p>Associate Degree, EMT Certification, and 1-4 years teaching experience</p> <p>Associate Degree, EMT Certification, and 5+ years teaching experience</p> <p>Bachelors' Degree or higher, Paramedic Certification, and 1-4 years teaching experience</p> <p>Bachelors' Degree or higher, Paramedic Certification, and 5+ years teaching experience</p> <p>Bachelors' Degree or higher, EMT Certification, and 1-4 years teaching experience</p> <p>Bachelors' Degree or higher, EMT Certification, and 5+ years teaching experience</p> <p><i>Rates when teaching in Paramedic Lab:</i></p> <p>Associate Degree, Paramedic Certification, and 1-4 years teaching experience</p> <p>Associate Degree, Paramedic Certification, and 5+ years teaching experience</p> <p>Bachelor's Degree or higher, Paramedic Certification, and 1-4 years teaching experience</p> <p>Bachelor's Degree or higher, Paramedic Certification, and 5+ years teaching experience</p>	<p></p> <p>\$31</p> <p>\$32</p> <p>\$29</p> <p>\$30</p> <p>\$34</p> <p>\$35</p> <p>\$32</p> <p>\$33</p> <p></p> <p>\$32</p> <p>\$33</p> <p>\$35</p> <p>\$36</p>
4101A	<p>Clinical Associate, Nursing</p> <p>ASN Degree with 3-5 Years Experience</p> <p>ASN Degree with &gt;5 Years Experience</p> <p>BSN Degree</p> <p>MSN Degree</p> <p>Doctorate Degree</p>	<p>\$32</p> <p>\$34</p> <p>\$36</p> <p>\$38</p> <p>\$40</p>

4106A	Florida Fire Service Instructor I, II, or III	\$31
4106A	Florida Fire Service Instructor I, II, or III and Live Fire Training Instructor I or II	\$32

## STUDENT ASSISTANTS

8100A	Student Assistant, Events DJ, Athletics	\$14
8100A	Cybersecurity	
8103A	Event Services Staff	
8104A	Fitness Center Attendant I	
8104A	Fitness Center Attendant II	
8105A	Intramural Official	
8101A	Intramural Scorekeeper	
8100A	Work Study Student Assistant	
9202A	FSWCHS Student Assistant (Charlotte Campus)	
9203A	FSWCHS Student Assistant (Thomas Edison Campus)	
9094A	Concession Stand Worker/Supervisor	
8100D	Student Peer Mentor	\$14.15
8100A	Bartender, Event Services	\$14.00
8101C	Intramural Supervisor	
8101E	Group Fitness Instructor	\$14.00
8102E	Personal Trainer	
8102A	Peer Tutor, College Tutoring	\$14.00
8100F	FSW Blackbeard Mascot	\$15.00

**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

**B. LIBRARY INSTRUCTION**

Instructional Librarian	\$800 per course section
Reference Librarian	Compensation based on \$26 per hour

## BENEFITS SCHEDULE

1. **RETIREMENT:** Florida SouthWestern State College employees participate in the Florida Retirement System (FRS). Eligible employees may elect to withdraw from the FRS and participate in an optional retirement program. Contributions will be made to the FRS by eligible employees and the College, as provided in 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 individual coverage (\$50/month) or enroll in family coverage (a total employee cost of \$180/month).
3. **LIFE INSURANCE:** A \$25,000 term life and accidental death and 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. Employees may purchase additional supplemental term life insurance.
4. **LONG-TERM DISABILITY INSURANCE:** The College pays 100% of the premium for all full-time employees. OneAmerica provides coverage. Employees may purchase short-term disability insurance.
5. **VOLUNTARY DEFERRED COMPENSATION PLAN:** 403(b) Match Plan – For all regular, 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 earn 12 days of 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 31 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 31 of each year.

## **BENEFITS SCHEDULE, continued**

7. **SICK LEAVE:** All full-time employees accrue one day of sick leave per month of service provided 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, 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 employees' 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, 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.



# **SUPPLEMENTAL INFORMATION**

# Policies and Procedures

Florida SouthWestern State College has established multiple policies which require Board of Trustees approval as well as operating procedures which are reviewed and approved by the President's Cabinet.

All board policies can be found at: [www.fsw.edu/board](http://www.fsw.edu/board)

All college operating procedures can be found at: [www.fsw.edu/adminservices/cop](http://www.fsw.edu/adminservices/cop)

FLORIDA SOUTHWESTERN STATE COLLEGE
Future Students New Students

Home > Executive Offices > District Board of Trustees, Florida SouthWestern State College > Board of Trustees Policies

Board of Trustees Home

**Policies Home**

Duties, Powers & Responsibilities of the District Board of Trustees & the District President

General Administration

Curriculum & Instruction

Fiscal Policies

Personnel

Students

Campus Buildings & Grounds

View ALL

## Board of Trustees Policies

Search

Welcome to the Board of Trustee Policies web site. All Board approved procedures can be viewed here.

By using the navigation boxes to the left, you may view all procedures within each volume by clicking on the appropriate area and referring to the resulting page.

Recent Policies Updates/Approvals:	Policies Under Review/Development/Adoption/Amendment:	Repealed BOTs:
The following procedures were approved by the Dist. Board of Trustees:	<ul style="list-style-type: none"> <li>2.01 College Property Control</li> <li>2.16 Unmanned Aircraft System (Drone) Operations</li> </ul>	4.08 Sale of Surplus Property

FLORIDA SOUTHWESTERN STATE COLLEGE
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The Office of the Senior Vice President/Chief Operating Officer Home

**College Operating Procedures**

Marketing and Media

Academic Affairs/VPAA

District Board of Trustees & President

Facilities, Planning & Management

Financial Services

General Counsel

Human Resources

Auxiliary

Student Services

Technology Services

Risk Management

Contracts

View ALL

## College Operating Procedures

### Welcome to the Florida SouthWestern State College Policies and Procedures

College Operating Procedures (COP) at Florida SouthWestern State College are procedures for faculty, staff, and members of the college community, ensuring consistency, compliance with laws and policies, and the establishment of proper internal controls. COPs are developed to ensure consistent application across various college functions, aligning with Board-approved policies, and complying with federal, state, and local laws. They establish standards for behavior and operations within the college community.

COPs provide a framework and standards for how faculty, staff, and the broader college community should conduct themselves. They serve as a resource for interpreting various workplace situations, including job performance, decision-making, interpersonal interactions, and business operations management.

Approved COPs are centrally maintained within the Office of the Senior Vice President of Operations/Chief Operating Officer. The College Operating Procedure Manual is made available on the college's website, organized by major divisions for easy access. Accessibility standards, such as ADA compliance, are adhered to in formatting. COPs are reviewed bi-annually.

The Office of Operations Administrative Coordinator is responsible for maintaining consistency in these procedures, ensuring adherence across the college. This role also involves updating procedures as needed, addressing discrepancies, and providing guidance on interpretation and implementation.

Overall, COPs play a crucial role in promoting consistency, compliance, and effective management within Florida SouthWestern State College. They serve as a valuable resource for all members of the college community, helping to establish behavior and decision-making in various contexts.

**By using the navigation boxes to the left, you may view all procedures within each volume by clicking on the appropriate area and referring to the resulting page.**

## Office of the President

### **General Counsel -**

The Office of the General Counsel at FSW provides legal services and advice to support the college's mission. This department is responsible for managing legal matters, ensuring compliance with federal and state laws, and advising on policy and procedural issues to protect the college's legal interests.

### **Contracts and Risk Management -**

The Contracts and Risk Management department at FSW is responsible for overseeing the execution and administration of contracts and ensuring the college's compliance with insurance requirements. This department works to minimize the college's exposure to risk by implementing loss-prevention programs and managing insurance policies through the Florida College System Risk Management Consortium. They provide guidance and training to various departments on loss control and insurance requirements.

### **Legislative Affairs -**

The Legislative Affairs department at FSW is responsible for monitoring and engaging with legislative activities that impact the college. This department works to advocate for the college's interests at the local, state, and federal levels. It involves coordinating with lawmakers, analyzing proposed legislation, and ensuring that the college complies with all relevant laws and regulations. Additionally, the department collaborates with other administrative units within the college to assess the potential impact of legislative changes and to develop strategies to address these impacts effectively.

### **Foundation -**

The FSW Foundation supports the college by raising funds and managing assets to enhance educational programs and provide scholarships. The Foundation fosters relationships with alumni, donors, and the community to secure resources that benefit the students and the institution.

### **Human Resources -**

The Human Resources department at FSW is responsible for managing employee-related services and programs. This includes recruitment, employee relations, benefits administration, professional development, and compliance with labor laws. The department ensures a positive and productive work environment, supporting the college's mission and strategic goals.

### **Facilities Planning -**

Facilities Planning at FSW involves developing and managing the college's physical infrastructure. This includes planning new construction projects, renovating existing facilities, and ensuring that the college's spaces meet the needs of students, faculty, and staff. The department also focuses on maintaining a safe and efficient campus environment.

### **Campus Police -**

The Campus Police department ensures the safety and security of the FSW community. They provide law enforcement services, safety education, and emergency response to maintain a secure environment for students, faculty, staff, and visitors.

## Office of Information Technology & Operations

### **Marketing & Media -**

The Marketing & Media department at FSW is responsible for promoting the college through various media channels. This department manages the college's brand, creates marketing materials, and oversees communication strategies to engage current and prospective students, alumni, and the broader community.

### **Web Services -**

Web Services at FSW develops and maintains the college's online presence, ensuring that the website is user-friendly, accessible, and up-to-date. This includes managing web applications, supporting online content, and providing technical assistance to enhance the digital experience for users.

### **Enterprise Application Systems -**

The Enterprise Application Systems team is responsible for the implementation and maintenance of the college's enterprise software systems. This includes managing applications that support administrative functions, academic services, and other critical operations to ensure seamless integration and efficient workflows.

### **Technology Support Services -**

Technology Support Services provides essential technical support to the FSW community. This includes troubleshooting hardware and software issues, assisting with the use of classroom technology, and ensuring that all technological resources are functioning effectively to support teaching and learning.

### **FSW Online -**

FSW Online offers a range of online learning opportunities, enabling students to pursue their education flexibly and conveniently. This department supports online course development, provides resources for online students, and ensures that online programs meet high standards of quality and accessibility.

### **Financial Services, Budget & Payroll -**

The Financial Services department is tasked with managing the college's financial operations, including budgeting, financial analysis, and compliance with financial regulations. They support the college by providing accurate and timely financial information and services to ensure sound fiscal management and accurate and timely compensation. Additionally they manage payroll records, handle deductions, ensure compliance with federal and state regulations and address payroll inquiries and support employees with payroll-related issues.

### **Auxiliary Services -**

Auxiliary Services provides essential support services that enhance the college experience for students, faculty, and staff. This includes managing campus facilities, dining services, and other on-campus services that contribute to the overall operational efficiency of the college.

### **Bursar -**

The Bursar's Office handles all student billing and payments, including tuition and fees. They provide financial services to students, manage accounts receivable, and ensure that all financial transactions related to student accounts are processed accurately and efficiently.

### **Financial Aid -**

The Financial Aid department assists students in securing the financial resources needed to fund their education. They manage scholarships, grants, and loan programs, providing guidance and support to help students understand their financial aid options and responsibilities.

## Office of Academic Affairs

### **Registrar -**

The Office of the Registrar at FSW is responsible for maintaining the academic records of all current and former students. This department assists students with registration, evaluates external transcripts for transfer credit, manages the grading process, issues official transcripts, and oversees graduation and the awarding of degrees and certificates. The Registrar's Office also ensures compliance with student records privacy laws.

### **Academic Advising -**

The Academic Advising department at FSW provides guidance to students on course selection, degree requirements, and academic planning. Advisors help students navigate their academic programs, develop educational goals, and stay on track for graduation. They offer resources and support to enhance students' academic success and career planning.

### **Institutional Research, Assessment, and Effectiveness -**

The Institutional Research, Assessment, and Effectiveness department supports FSW's mission by providing data analysis, assessment, and evaluation services. This department ensures that institutional practices are aligned with the college's strategic goals and accreditation standards. They gather and analyze data to inform decision-making and improve institutional effectiveness.

### **Learning Technologies -**

The mission of the Learning Technologies department is to partner with faculty to create effective, engaging, and innovative online instruction, while providing Canvas support and training to the FSW community.

### **International Education -**

The International Education department at FSW offers programs and services that promote global awareness and intercultural understanding. This includes supporting international students, facilitating study abroad opportunities, and providing resources for faculty and students to engage in international educational experiences.

### **Honors Program -**

The Honors Program at FSW provides academically motivated students with enhanced learning opportunities, including specialized courses, research projects, and community service activities. The program is designed to challenge students and prepare them for advanced academic and professional pursuits.

### **Professional Development Center -**

The Professional Development Center at FSW offers resources and training opportunities for faculty and staff to enhance their professional skills and effectiveness. This includes workshops, seminars, and other programs aimed at promoting continuous learning and development within the college community.

### **Academic Support -**

The Academic Support department provides a range of services to help students succeed academically. This includes tutoring, study skills workshops, and other resources designed to support students in their coursework and improve their academic performance.

## Office of Academic Affairs

### **Division of Libraries -**

The Division of Libraries at FSW offers a wealth of resources and services to support the research and educational needs of students and faculty. This includes access to books, journals, databases, and other materials, as well as research assistance and instructional services to enhance information literacy.

### **Workforce Education -**

The Workforce Education department at FSW provides programs and courses designed to meet the needs of the local labor market. This includes vocational training, certification programs, and continuing education opportunities that prepare students for careers in various industries.

### **Continuing Education -**

Continuing Education at FSW offers non-credit courses and programs for personal and professional development. These programs are designed to meet the needs of adult learners and provide opportunities for lifelong learning in various fields.

### **School of Allied Health -**

The School of Allied Health offers a variety of programs designed to prepare students for careers in healthcare. This includes physical therapy, health information technology, radiologic technology, and other allied health programs that provide the skills and knowledge needed for professional success.

### **School of Nursing -**

The School of Nursing prepares students for careers in healthcare through high-quality instruction, hands-on clinical experience, and advanced simulation labs. Offering both associate and bachelor's degree pathways, the program supports student success and meets regional workforce needs with a strong focus on practical skills and professional growth.

### **School of Business & Technology -**

The School of Business & Technology provides programs that prepare students for careers in business, information technology, and related fields. This includes degree and certificate programs that offer practical skills and knowledge relevant to today's job market.

### **School of Education -**

The School of Education at FSW offers programs that prepare students for careers in teaching and education administration. This includes early childhood education, elementary education, and other programs designed to develop skilled educators who can make a positive impact in schools and communities.

### **School of Pure and Applied Sciences -**

The School of Pure and Applied Sciences provides programs in fields such as biology, chemistry, physics, and mathematics. These programs offer a strong foundation in the sciences and prepare students for careers in research, industry, and education.

### **School of Arts, Humanities, and Social Sciences -**

The School of Arts, Humanities, and Social Sciences at FSW offers programs in disciplines such as history, literature, philosophy, sociology, and psychology. These programs provide a broad education that fosters critical thinking, creativity, and cultural awareness.

## Office of Student Affairs

### **CARE Services -**

CARE Services at FSW focuses on the holistic development and wellness of students. This department provides support for emotional, social, physical, and intellectual challenges students may face. CARE Services connects students with campus resources and community partners, addresses behavioral concerns, and promotes campus safety through a multidisciplinary team approach.

### **Student Leadership -**

The Student Leadership department at FSW offers programs and initiatives designed to develop leadership skills among students. This includes organizing events, workshops, and activities that foster leadership qualities and provide students with opportunities to take on leadership roles within the college community.

### **Student Involvement -**

Student Involvement at FSW encourages students to engage in campus life through participation in clubs, organizations, and various events. This department aims to enhance the student experience by providing opportunities for social interaction, personal growth, and community building.

### **Admissions -**

The Admissions department at FSW facilitates the enrollment process for new students. This department provides information on admissions requirements, assists with application procedures, and supports prospective students through their transition to college life, ensuring a smooth and welcoming introduction to FSW.

### **Athletics -**

The Athletics Department at FSW supports student-athletes by providing opportunities to compete at a high level while pursuing academic and personal success. The department offers comprehensive support services, access to quality coaching and facilities, and promotes leadership, teamwork, and community engagement. Through its programs, FSW Athletics contributes to campus life and fosters a culture of excellence both on and off the field.

### **Adaptive Services -**

The Office of Adaptive Services at FSW supports students with disabilities by providing accommodations and services to ensure equal access to educational opportunities. This includes offering assistive technologies, coordinating with faculty, and providing individualized support to help students achieve academic success.

### **Student Transitions -**

The Student Transitions department assists students in adjusting to college life, particularly during key transition periods such as the first year or transfer into the college. This department provides orientation programs, support services, and resources to help students integrate into the college community and succeed academically.

### **Residence Life -**

The Residence Life department at FSW manages on-campus housing and creates a supportive living environment for students. This includes organizing residential programs, providing resources for academic and personal growth, and fostering a sense of community among residents.

### **Testing Services -**

FSW's Testing Services provides secure, professional testing environments to support student success and academic integrity. The department offers placement testing, proctored exams, certification assessments, and accommodations for students with documented needs—ensuring access and equity across all campuses.

# Glossary of Terms

## **Academic Support**

An expense classification that includes support services to the instructional areas. Examples are libraries, computing support and academic administration.

## **Account**

A descriptive heading under which similar financial transactions are grouped.

## **Accrual Basis**

The basis of accounting under which revenues are recognized when earned and expenses are recognized when they become a legal obligation or liability.

## **Adjunct Professor**

Part Time Instructors contracted for periods of time shorter than a full term. Such contracts are based on the actual number of contact hours to be worked.

## **Bond**

A bond is a written promise to pay a specific sum of money, called the face value or principle amount, at a specified date (or dates) in the future, called the maturity date, and with periodic interest at a rate specified in the bond. A bond is generally issued for specific purpose or project, such as construction of a new facility.

## **BUC Card**

The BUC Card is the Florida SouthWestern State College identification card. This little card is much more than the official ID, from access to student activities and library services to accessing the dorm rooms for on campus residents.

## **Budget Adjustment**

Any approved change after the formal adoption of the budget by the Board.

## **Capital Budget**

The Capital Budget includes funding for capital assets and infrastructure such as facilities, renovation and certain equipment.

## **Capital Outlay**

Money spent to acquire, maintain, repair, or upgrade capital assets. Capital assets, also known as fixed assets, may include machinery, land, facilities, or other business necessities that are not expended during normal use. Capital outlays, also referred to as capital expenditures, are recorded as liabilities.

## **Compliance Assist**

Web based software system designed to assist in housing effectiveness plans and reports for continuing improvement.

## **Contingency**

Contingency funds are those appropriations set aside as a reserve for emergencies or unforeseen expenses.

## **Consumer Price Index**

A measure of the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services.

## **Credit Hour**

The unit of measuring educational credit usually based on the number of classroom hours per week throughout a term.

# Glossary of Terms

## **Debt Service Funds**

Reserve established to service interest and principal payment on short term and long term debt (Bond).

## **Endowment Fund**

A fund held by a charitable organization which the donor has imposed a restriction that prohibits some or the entire fund from being spent currently.

## **Exempt Employees**

Employees who are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

## **First Year Experience**

A program to connect students to the resources, tools and programs that are essential for their success in the first year and beyond.

## **Fiscal Year**

The Fiscal year is the period over which a college budgets its spending. It consists of a period of twelve months, not necessarily concurrent with the calendar year; a period to which appropriations are made and expenses are authorized and at the end of which accounts are made up and the books are balanced. FSW's fiscal year is from July 1st to June 30th.

## **Fringe Benefits**

Various benefits other than salaries and wages provided by the College to employees which include: retirement, health insurance, long term disability insurance, life insurance, earned leave, etc.

## **Full Time Equivalent (FTE)**

An FTE is equal to 100% of the normal full time work hours per job classification. It also means "full time equivalency" for the purposes of full time enrolled students.

## **Restricted Fund**

The restricted fund is used to account for funds that have restrictions on their use. The purpose of the funds is determined by the donors or sponsoring agency. The revenues for the restricted fund come largely from federal Grants/Contracts, State of Florida Grants/Contracts, Local Grants/Contracts and Private Gifts/Grants.

## **Retention**

A measure of whether students who took a course in the indicated program during Fall of an academic year returned to the College for the Fall of the subsequent academic year. This measure does not indicate whether the student took another course in the same program, only that they returned to the college.

## **Supplies and Services**

Any un-capitalized article, material or service that is consumed in use, is expendable or loses its original shape or appearance with use. This category includes the cost of outside or contracted services as well as materials and supplies necessary for the conduct of the College's business.

## **State Appropriations**

Revenue received by the College from the State of Florida.

## **Student Tuition and Fees**

Charges assessed against students for educational and general purposes. Tuition is the amount per billable hour times the number of billable hours charged to a student for taking a course at the college. Fees include laboratory fees, application fees, transcript fees, and similar charges not covered by tuition.

# Glossary of Terms

<u>Acronym</u>	<u>Description</u>
AA	Associate in Arts Degree
AAA	Rate for lowest risk of default securities
AAAm	Money Market Fund rating category
AAm	Money Market Fund rating category
ADA	Americans with Disabilities Act
AIMR	Association of Investment Management and Research
AS	Associate in Science Degree
AY	Academic Year
B&W	Black and White
BAS	Bachelor of Applied Science Degree
BBMANN	Barbara B. Mann Performing Arts Hall Funds
BS	Bachelor of Science Degree
CAAHEP	Commission on Accreditation of Allied Health Education Programs
Certificates	College Credit
CCC	College Credit Certificates
CCPF	Community College Program Funding
CFR	Code of Federal Regulation
CI	Capital Improvement
CLC	Collegiate Licensing Company
CLEP	College Level Examination Program
CMO	College Mortgage Obligation
CoAEMSP	Committee on Accreditation of Educational Programs for the Emergency Medical Services
Professions	
CPI	Consumer Price Index
CUPA	College and University Professional Association of Human Resources
EIFS	Exterior Insulation Finishing System
EMS	Emergency Medical Services
FEFP	Florida Education Finance Program
FLSA	Florida Labor Standards
FRS	Florida Retirement System
FS	Florida Statute
FSEOG	Federal Supplemental Educational Opportunity Grant
FSW	Florida SouthWestern State College
FSW-FF	Florida SouthWestern State College Faculty Federation
FT	Full Time
FTE	Full Time Equivalent
FY	Fiscal Year
FYE	First Year Experience

# Glossary of Terms

<u>Acronym</u>	<u>Description</u>
GAA	General Appropriation Act
GASB	Governmental Accounting Standards Board
HEERF	Higher Education Emergency Relief
HOPE	Helping Others Pursue Education
HVAC	Heating, Ventilating and Air Conditioning
IEP	Individualized Education Program
IO	Interest Only
IT	Information Technology
JROTC	Junior Reserve Officer Training Corps
LED	Light-emitting diode
LGIP30D	Local Government Investment Pool All 30 Day rate
LIBOR	London Interbank Offered Rate
Mgt	Management
NE	Non-Exempt for overtime provisions
OPS	Other Professional Services
PECO	Public Education Capital Outlay
PELL	Originally the Basic Educational Opportunity Grant, named after U.S. Senator Claiborne
Pell	
PO	Principal Only
PSAV	Post-Secondary Adult Vocational
PT	Part Time
QEP	Quality Enhancement Plan
SACSCOC	Southern Association of Colleges and Schools Commission on Colleges
SBE	State Board of Education
SGA	Student Government Association
SOD	Sum of Digits (maintenance, repairs and services)
SREF	State Requirements for Educational Facilities
SS	State Statute