



EDISON STATE  
COLLEGE

Fiscal Year 2009-10  
Budget and Operating Plans



## District Board of Trustees

---

Washington D. Baquero, M.D., Chairman	Lee County
Randall T. Parrish, Jr., O.D., Vice Chairman	Hendry County
Ann E. Berlam, M. Ed.	Collier County
Chris Vernon, J.D.	Collier County
David Klein, M.D.	Charlotte County
JoAnn P. Helphenstine	Charlotte County
Julia Perry, B.A.E.	Glades County
Mary Lee Mann, B.S.	Lee County
W. Mahlan Houghton, Jr., B.B.A.	Lee County



Kenneth P. Walker, Ph.D., President  
Noreen M. Thomas, Ed.D., Executive Vice President and Lee Campus President

**Office of Finance and Accounting**

Gina Doeble, CPA, Executive Director of Financial Services  
Guillermo Polanco, CPA, Assistant Director of Accounting Services  
Toby Discenza, Budget and Grants Manager  
Kathleen Porter, Grant/Project Accountant



## Table of Contents

---

Executive Summary

### **Section I**

General Current Fund.....7 (Requires Board Approval)	
Current Restricted Fund... ..13 (ONLY Baccalaureate & Collegiate High School Require Board Approval)	
Auxiliary Fund..... ..19 (Information Only)	
Financial Aid Funds.....21 (Information Only)	
Plant & Capital Equipment Funds.....26 (Requires Board Approval)	

### **Section II**

Edison State College Foundation Budget.....30 (Information Only)	
---	--

### **Section III**

Edison State College Financing Corp.....33 (Information Only)	
--	--

### **Section IV**

Student Fees.....35 (Requires Board Approval)	
--	--

### **Section V**

Investment Policy.....42 (Requires Board Approval)	
---	--

### **Section VI**

Technology Plan.....47 (Requires Board Approval)	
---	--

### **Section VII**

Wage & Salary Schedule.....53 (Requires Board Approval)	
--	--



## Executive Summary

---

This executive summary provides a brief overview of Edison State Colleges' operating plans and projected sources of funds and expenditures that make up the college budget for the fiscal year beginning July 1, 2009 and ending June 30, 2010 (FY 2010).

### **Budget Development**

The college prepares budgets for six fund types. Throughout the year budgets are monitored to ensure expenditures do not exceed authorized amounts and that they are used for the intended proper and legal purpose. The college also maintains an online budgetary control system to assist budget managers with the supervision of their accounts. The following schedule provides an overview of the total budgets for each fund type:

Fund Type	FY2010 Proposed Budget	FY2009 Budget	Change	% Change
General Fund	\$50,637,556	\$47,308,298*	\$3,329,258	7.04%
Restricted Fund	\$6,315,436	\$4,875,456	\$1,439,980	29.54%
Auxiliary Fund	\$771,000	\$755,500	\$15,500	2.05%
Financial Aid	\$23,406,567	\$17,914,279	\$5,492,288	30.66%
Loan Fund	\$393,600	\$314,292	\$79,308	25.23%
Plant Fund	\$40,154,457	\$39,902,726	\$251,731	0.63%
Grand Total	\$121,678,616	\$111,070,551	\$10,608,065	9.55%

\*as of March 31, 2009

The budget was developed to support the vision of the College District Board of Trustees and is consistent with the priorities and goals of the 2010 Plan. The Budget provides for the effective and efficient use of the college resources leading to continued excellence in FY 2010.

Approval of the Budget by the District Board of Trustees constitutes authority for the administration to expend funds within the total dollar limit of the budget. The President of the college is authorized to make budget adjustments as needed to meet the goals of the college, in accordance with the policies of the College Board of Trustees and the Florida State Department of Education.

### **Budget Highlights**

- Approximately 46.9 percent of the operating Budget is derived from State Appropriations allocated from the State of Florida. The amount of \$23,796,317 is derived from the following sources:
  - Community College Program Fund - \$19,179,721, this is 8.3% lower than the revised 2009 appropriation
  - Lottery Funds - \$2,705,885, this is 9.5% lower than the revised 2009 appropriation
  - Federal Stimulus Funds - \$1,910,711
- Approximately 50.9 percent of the operating budget comes from student tuition and fees. The amount of \$25,820,244 represents an increase of 27 percent from the previous year.
  - Tuition is projected with an 8 percent increase beginning in Fall 2009
- Salaries include a 1 percent increase effective July 1<sup>st</sup> and provides for salary increases based on the compensation study
- Additional Positions Budgeted:
  - 2 new faculty positions, Collier Campus & Hendry Glades site
  - New position of Hendry Glades Director
  - New positions in support of the Academic Success Center on all campuses

- Additional funding for Institutional Research
- The budget includes a reserve of \$1.1 million in anticipation of future state reductions
- Campus and District leadership is fully budgeted

### **Operating Plans**

The Investment Policy, Technology Plan and the Wage and Salary Schedule are reviewed and updated each year. These plans establish the criteria for investing college funds, set the priorities for technology and provides the basis for compensating employees.



## General Current Fund

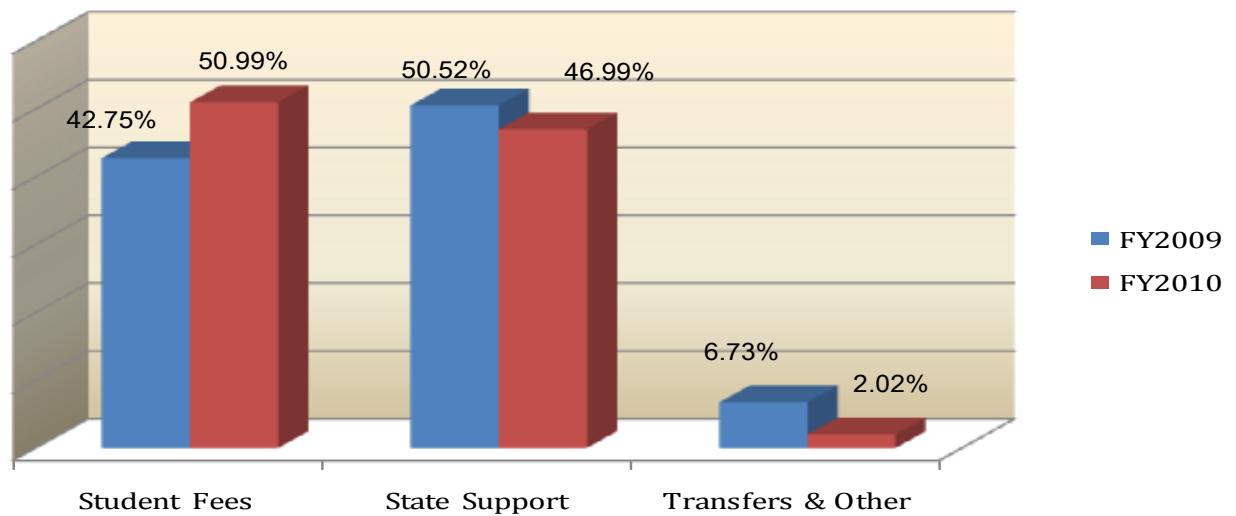
---

**T**he General Current Fund, often referred to as the Current Operating Fund or the Current Unrestricted Fund, is used to account for economic resources that 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. 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 in the Current Funds - Restricted. All state general revenues and lottery funds are reported in this fund.

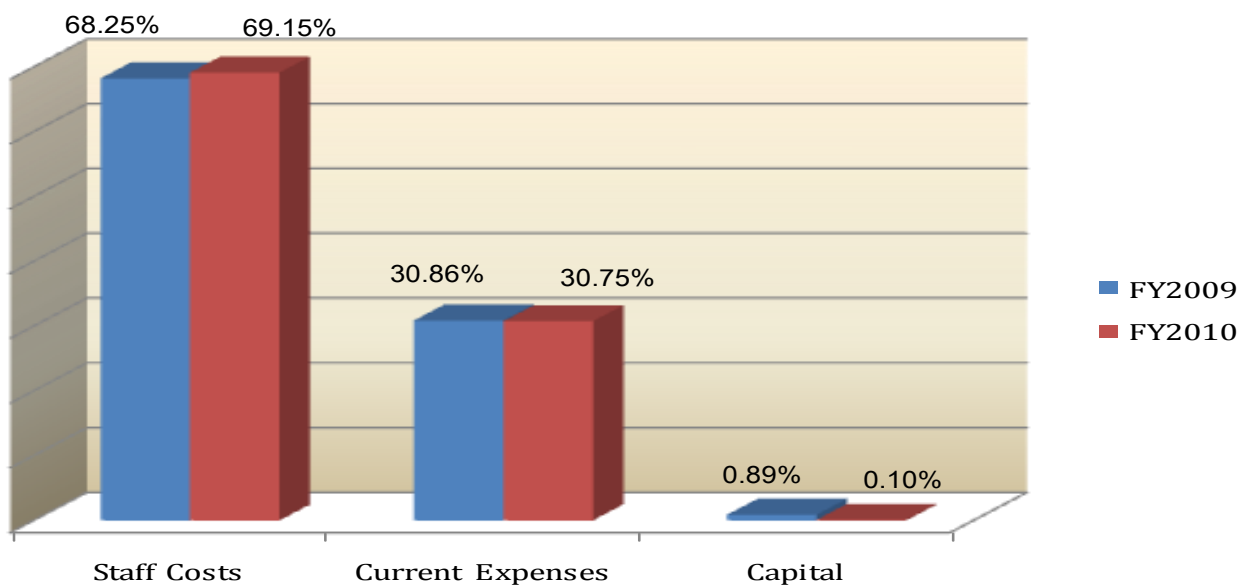


## FY 2009 to FY 2010 Comparison

### % of Revenue Budget



### % of Expenditure Budget





## Current Operating Fund—FY 2010 Budget

### SOURCES OF FUNDS

Student Fees	\$25,820,244
Support from State Govt.	\$23,796,317
Support from Fed. Govt.	\$55,000
Sales & Services	\$137,190
Transfers In	\$252,395
Other Sources	\$514,000
Prior Year Encumbered Budget Carried Forward	\$62,410
<b>TOTAL REVENUES</b>	<b>\$50,637,556</b>

### USES OF FUNDS

#### Staff Costs

Administrative Staff	\$3,719,091
Instructional Staff	\$9,667,936
Other Professional Staff	\$4,252,349
Tech., Clerical & Trade Staff	\$3,617,691
Instructional & Other Prof. Temporary Staff [Adjuncts]	\$6,066,555
Student Employment	\$176,893
Benefits	\$7,515,513
<b>Total Staff Costs</b>	<b>\$35,016,028</b>

#### Current Expenses

Travel	\$424,904
Operating Expenses	\$4,708,382
Rental - Facilities & Equipment	\$596,264
Insurance	\$689,023
Utilities	\$2,208,554
Contract Services	\$5,223,902
Other Expenses	\$85,334
Contingency	\$530,000
Budget Holdback Contingency	\$1,105,165
<b>Total Current Expenses</b>	<b>\$15,571,528</b>

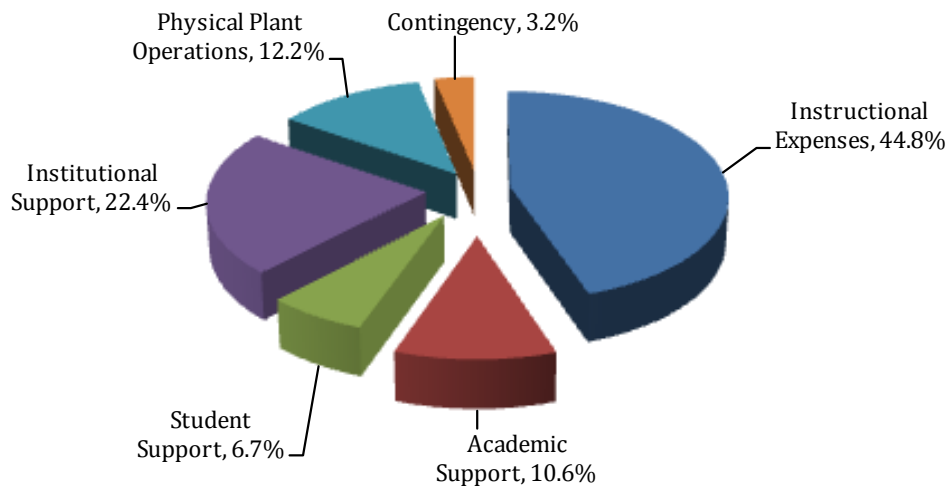
#### Capital Expenditures

Capital and Equipment Expenditures	\$50,000
<b>Total Capital Expenditures</b>	<b>\$50,000</b>

<b>TOTAL EXPENDITURES &amp; TRANSFERS</b>	<b>\$50,637,556</b>
---	---------------------

## Expenditures by Function

	<b>Personnel Costs</b>	<b>Current Expenses</b>	<b>Capital Outlay</b>	<b>Total Expenditures</b>
Instructional Expenses	19,592,507	3,095,524	0	22,688,031
Academic Support	4,270,647	1,067,862	50,000	5,388,509
Student Support	2,976,120	417,983	0	3,394,103
Institutional Support	7,030,013	4,324,739	0	11,354,752
Physical Plant Operations	1,146,741	5,030,255	0	6,176,996
Contingency	0	1,635,165	0	1,635,165
<b>Total Current Fund - Unrestricted</b>	<b>35,016,028</b>	<b>15,571,528</b>	<b>50,000</b>	<b>50,637,556</b>





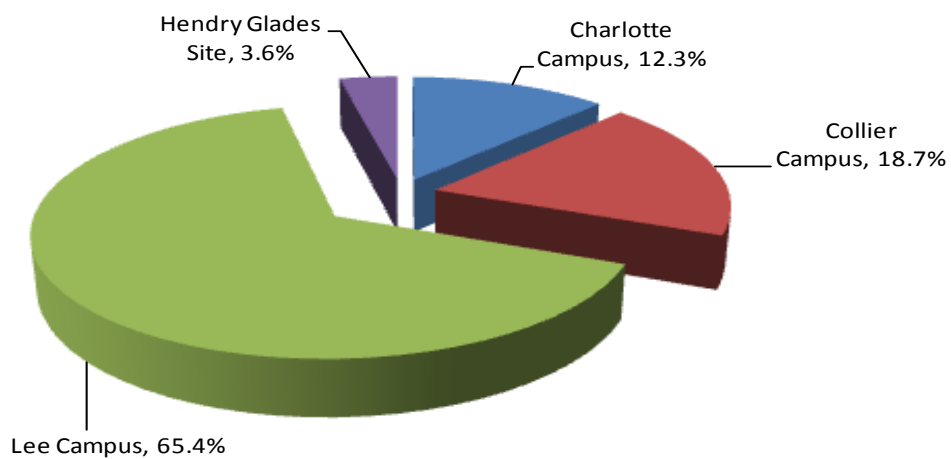
## Operating Fund Balance Summary

Estimated Beginning Fund Balance as of 7/1/2009	7,310,788
Revenue (not including prior year carry forward)	50,575,146
<b>Total Estimated Funds Available</b>	<b>57,885,934</b>
Personnel Expenses	(35,016,028)
Operating Expenses	(15,571,528)
Capital Expenses	(50,000)
<b>Total Estimated Disbursements</b>	<b>(50,637,556)</b>
<b>Estimated Fund Balance as of 6/30/2010</b>	<b>7,248,378</b>
Board Designated Reserves	(1,475,000)
Non-Recurring State Fiscal Stabilization Fund	(1,900,000)
<b>Total Estimated Unallocated Fund Balance as of 6/30/2010</b>	<b>3,873,378</b>
Percent of Estimated Unallocated Fund Balance as of 6/30/2010 to estimated funds available	6.69%

**\*SBCC Rule: Fund Balance Minimum 5.0%**

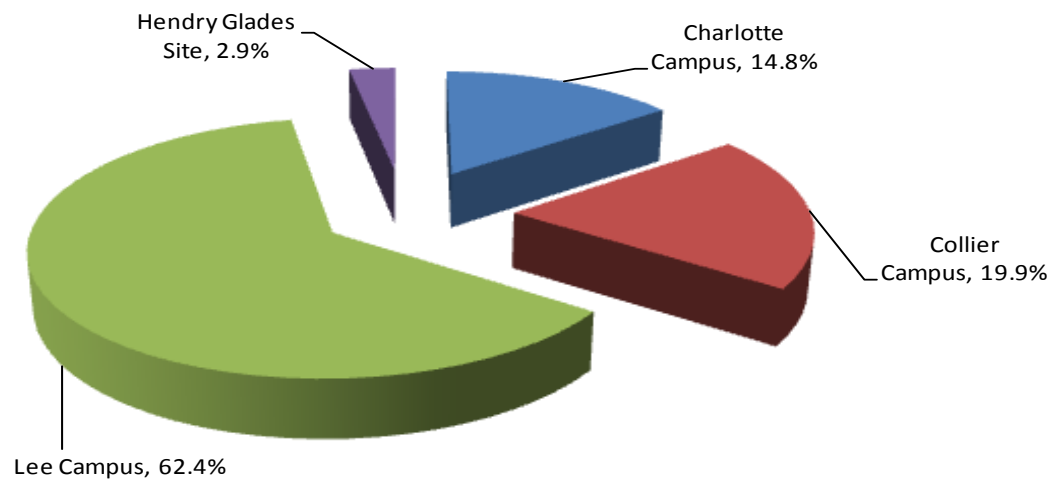
## Comparison of Campus Direct Cost to Enrollment

### Enrollment



\* FTE % is based off of 2007-08 enrollment

### Expenditures





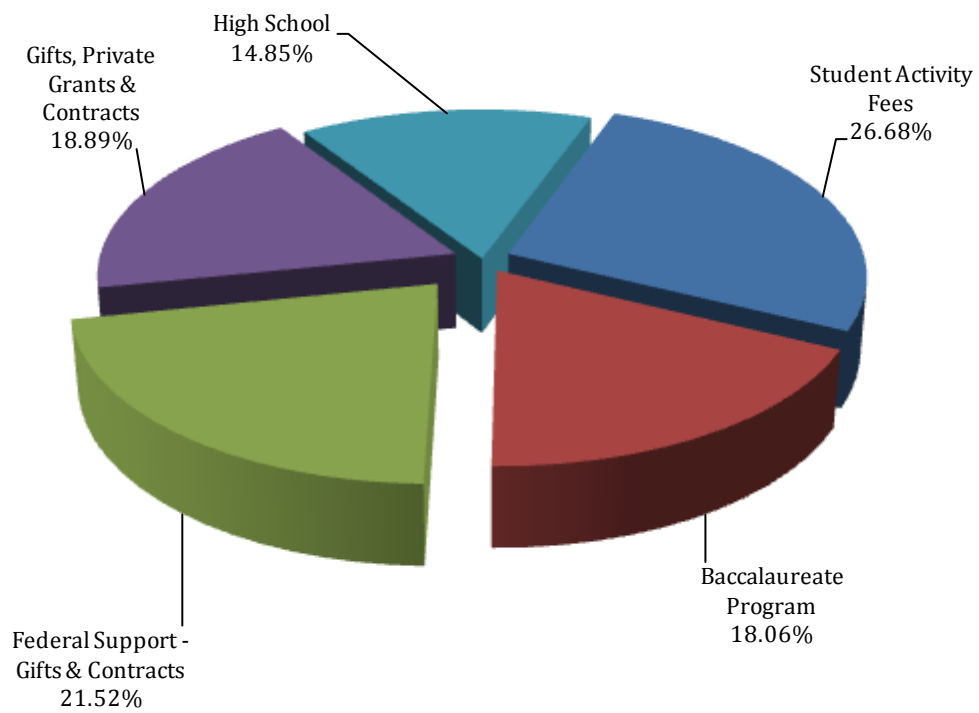
## Current Restricted Fund

---

**T**he Current Restricted Fund is used to account for economic resources that 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. Student activity and service fees (and related expenditures), the Baccalaureate Program and the Collegiate High School are recorded in this fund.

## Restricted Funding Sources

---





## Current Restricted Fund

<b>Student Activity Fees</b>	Revenue	Expenses
Student Activity Fees	\$1,685,139	-
<b>Total Revenue</b>	<b>\$1,685,139</b>	<b>-</b>

Personnel Expenses	-	1,512,455
Operating Expenses	-	172,684
<b>Total Expenses</b>	<b>-</b>	<b>\$1,685,139</b>

<b>Baccalaureate Program*</b>	Revenue	Expenses
State Support	\$175,628	-
Student Fees	964,981	-
<b>Total Revenue</b>	<b>\$1,140,609</b>	<b>-</b>

Personnel Expenses	-	820,734
Operating Expenses	-	229,875
Capital Outlay	-	90,000
<b>Total Expenses</b>	<b>-</b>	<b>\$1,140,609</b>

**\*Programs Include:**

- BAS in Public Safety Management
- BS in Secondary Biology Education
- BS in Secondary Mathematics Education
- BS in Elementary Education
- BS in Nursing
- BS in Supervision and Management





## Current Restricted Fund

<b>Federal Support - Gifts &amp; Contracts</b>	Revenue	Expenses
<b><i>Upward Bound</i></b>		
Revenue	\$250,000	-
Personnel Expenses	-	168,489
Operating Expenses	-	81,511
Subtotal	250,000	250,000
<b><i>Student Support Services</i></b>		
Revenue	234,415	-
Personnel Expenses	-	234,415
Subtotal	234,415	234,415
<b><i>Carl D. Perkins</i></b>		
Revenue	469,474	-
Personnel Expenses	-	157,401
Operating Expenses	-	212,073
Capital Outlay	-	100,000
Subtotal	469,474	469,474
<b><i>Congressionally-Directed Grant</i></b>		
Revenue	105,000	-
Operating Expenses	-	105,000
Subtotal	105,000	105,000
<b><i>College Work Study</i></b>		
Revenue	200,000	-
Personnel Expenses	-	190,476
Operating Expenses	-	9,524
Subtotal	200,000	200,000
<b><i>Rapid Recovery Job Training Program</i></b>		
Revenue	100,000	-
Personnel Expenses	-	100,000
Subtotal	100,000	100,000
<b>Total Federal Support - Gifts &amp; Contracts</b>	<b>\$1,358,889</b>	<b>\$1,358,889</b>



## Current Restricted Fund

<b><u>Gifts, Private Grants &amp; Contracts</u></b>	<b>Revenue</b>	<b>Expenses</b>
<b><i>AITF 2009/2010</i></b>		
Revenue	\$148,450	-
Personnel Expenses	-	-
Operating Expenses	-	98,450
Capital Outlay	-	50,000
<b>Subtotal</b>	<b>148,450</b>	<b>148,450</b>
<b><i>ESC Foundation Staff</i></b>		
Revenue	561,397	-
Personnel Expenses	-	556,397
Operating Expenses	-	5,000
<b>Subtotal</b>	<b>561,397</b>	<b>561,397</b>
<b><i>Lee Evening Nursing/Foundation</i></b>		
Revenue	145,431	-
Personnel Expenses	-	145,431
<b>Subtotal</b>	<b>145,431</b>	<b>145,431</b>
<b><i>Collier Nursing/Foundation</i></b>		
Revenue	160,278	-
Personnel Expenses	-	149,319
Operating Expenses	-	10,959
<b>Subtotal</b>	<b>160,278</b>	<b>160,278</b>
<b><i>Charlotte Nursing/Foundation</i></b>		
Revenue	155,000	-
Personnel Expenses	-	117,193
Operating Expenses	-	37,807
<b>Subtotal</b>	<b>155,000</b>	<b>155,000</b>
<b><i>Gallery Endowment</i></b>		
Interest Income	22,305	-
Personnel Expenses	-	22,305
<b>Subtotal</b>	<b>22,305</b>	<b>22,305</b>
<b>Total Gifts, Private Grants &amp; Contracts</b>	<b>\$1,192,861</b>	<b>\$1,192,861</b>



## Current Restricted Fund

### **Edison Collegiate High School**

<i><b>Implementation Grant</b></i>	Revenue	Expenses
Revenue	250,000	-
Operating Expenses	-	250,000
Subtotal	250,000	250,000
<i><b>Operating Budget</b></i>		
State Support	511,033	-
Interest Income	1,000	
Prior Year Carryover	50,905	
Transfers In	60,000	
Personnel Expenses	-	458,656
Operating Expenses	-	160,901
Subtotal	622,938	619,557
<i><b>Capital Budget</b></i>		
Revenue	65,000	-
Operating Expenses	-	65,000
Subtotal	65,000	65,000
<b>Total ECHS</b>	<b>\$937,938</b>	<b>\$934,557</b>



## Auxiliary Fund

---

**A**uxiliary enterprises are established primarily to provide non-instructional services for sale to students, faculty and staff and are generally intended to be self-supporting. The general public may be incidentally served by auxiliary enterprises, although that is not their primary purpose. Auxiliary enterprise activities contribute to and relate directly or indirectly to the mission, goals and objectives of the college. Fees charged by auxiliary enterprises are related to, but not necessarily equal to, the cost of goods or services provided. Service departments may also be accounted for in this fund if it is the policy of the college to operate the department on a self-supporting basis. Service departments are those established to serve other departments within the institution and not to serve students, staff or the general public.



## Auxiliary Fund

---

### REVENUE SUMMARY

#### **SOURCES OF FUNDS**

Bookstore Commissions	\$ 550,000
Vending Commissions	7,000
Copy/Duplicating Services	11,000
Interest Income	45,000
Performing Arts Hall	125,000
Coffee Shop	8,000
Food Service	25,000

---

<b>TOTAL AUXILIARY SERVICES REVENUE</b>	<b>\$ 771,000</b>
---	-------------------

---

### EXPENSE SUMMARY

#### **AUXILIARY SERVICES TRANSFERS**

Transfer to Fund 1 - Public Relations & Other	\$ 252,395
Transfer to Fund 5 - Employee & Dependents Scholarships	230,000
<b>Total Auxiliary Services Transfers</b>	<b>\$ 482,395</b>

---

#### **USES OF FUNDS**

Equipment Rental	3,588
Repairs & Maintenance	41,500
Contract Services	160,000
Utilities	10,000
Supplies	6,000
<b>Total Operation Expenses</b>	<b>\$ 221,088</b>

---

---

<b>TOTAL AUXILIARY SERVICES EXPENSES</b>	<b>\$ 703,483</b>
--	-------------------

---



## Student Financial Aid Funds

---

**T**he college accounts for resources available for loans and financial aid awards in two funds. The Loan Fund is used to account for resources available for short-term loans to students regardless of whether the institution is responsible for the collection of the loan. Separate accounts within the loan fund are maintained, which indicate the source of funds and restrictions, if any. The Scholarship Fund is used to account for awards to students which are not considered to be payment for services rendered nor is the student required to repay these awards to the college. Repayment of scholarship and grant awards may be required by the agency offering such awards under certain conditions (e.g.: withdrawal from college).



## Funds Received for Scholarships & Other Awards

	Revenue	Disbursements
<b><u>STUDENT FINANCIAL AID FEES</u></b>		
Funds Received	\$ 1,056,000	
Project Hope Scholarships		\$ 560,250
Child Care		168,000
Fine Arts/Student Govt./Other Scholarships		100,750
Laptop Computer Scholarships		100,000
Student Support Services		70,000
Baccalaureate Access Scholarships		57,000
<b>Total Student Financial Aid Fees to be Awarded</b>	<b>\$ 1,056,000</b>	<b>\$ 1,056,000</b>
<b><u>FEDERAL FUNDS:</u></b>		
Funds Received	\$ 16,955,000	
PELL Grants		\$ 9,000,000
Stafford Loans		7,500,000
Academic Competitiveness Grant		125,000
College Work Study		190,000
Supplemental Education Opportunity Grant		140,000
<b>Total Federal Funds to be Awarded</b>	<b>\$ 16,955,000</b>	<b>\$ 16,955,000</b>
<b><u>ESC FOUNDATION FUNDS:</u></b>		
Funds Received	\$ 929,175	
Donor Restricted Scholarships		\$ 206,900
Honors Scholarships		65,000
Project HOPE		339,700
Academic		129,375
Need-Based Scholarships		92,850
Nursing/Health Scholarships		78,550
Work Grant		16,800
<b>Total ESC Foundation Funds to be Awarded</b>	<b>\$ 929,175</b>	<b>\$ 929,175</b>
<b>TOTAL FINANCIAL AID</b>	<b>\$ 18,940,175</b>	<b>\$ 18,940,175</b>
<b><u>EXEMPTIONS/WAIVERS</u></b>		
Dual Enrollment - High School		\$ 1,503,662
Fee Exemptions - Single Parent/Disadvantaged		103,000
Employee & Dependent Scholarships		230,000
<b>TOTAL - EXEMPTIONS/WAIVERS:</b>		<b>1,836,662</b>



## Externally Designated Scholarships

---

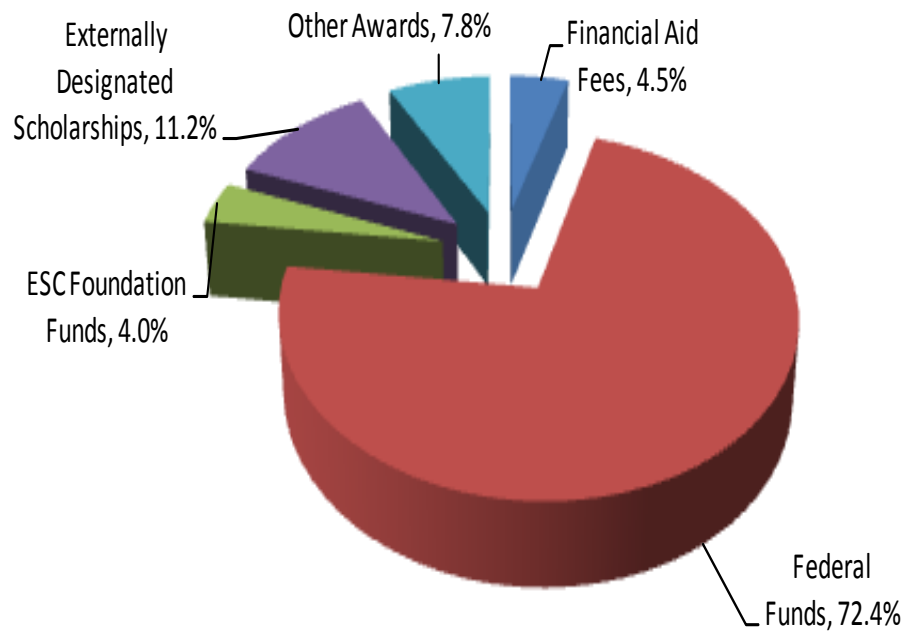
Florida Student Assistant Grant	\$ 800,000
Florida Bright Futures Scholarship Fund	975,000
Other Scholarship Funds (under \$2,000)	340,000
NCH Health Care System	60,000
JJ Wiggins Memorial Trust Scholarship Fund	18,000
Hendry County School Board Employees Scholarship Fund	19,270
Cape Coral Community Foundation	20,000
Southwest Community Foundation	10,000
Lee Memorial Health System	352,460
Kiwanis Club of Cape Coral Scholarship Fund	10,000
Charlotte Regional Medical Center	25,000

<b>TOTAL EXTERNALLY DESIGNATED SCHOLARSHIPS:</b>	<b>\$ 2,629,730</b>
--	---------------------



## Financial Aid Disbursements

---





## Short-Term Loan Fund

---

<b>CASH &amp; RECEIVABLES BEGINNING BALANCE</b>		<b>\$ 387,000</b>
<hr/>		
RECEIPTS		
Delinquent Fees	\$ 9,000	
Loan Service Charges	8,000	
Interest Income	500	
Recovered Bad Debts	16,000	
<b>TOTAL RECEIPTS</b>		<b>\$ 33,500</b>
<hr/>		
LESS EXPENSES		
Collection Fees	\$ 4,000	
Bad Debts	21,400	
Supplies & Expenses	1,500	
<b>TOTAL EXPENSES</b>		<b>\$ (26,900)</b>
<hr/>		
<b>TOTAL AVAILABLE FOR LOANS</b>		<b>\$ 393,600</b>
<hr/>		



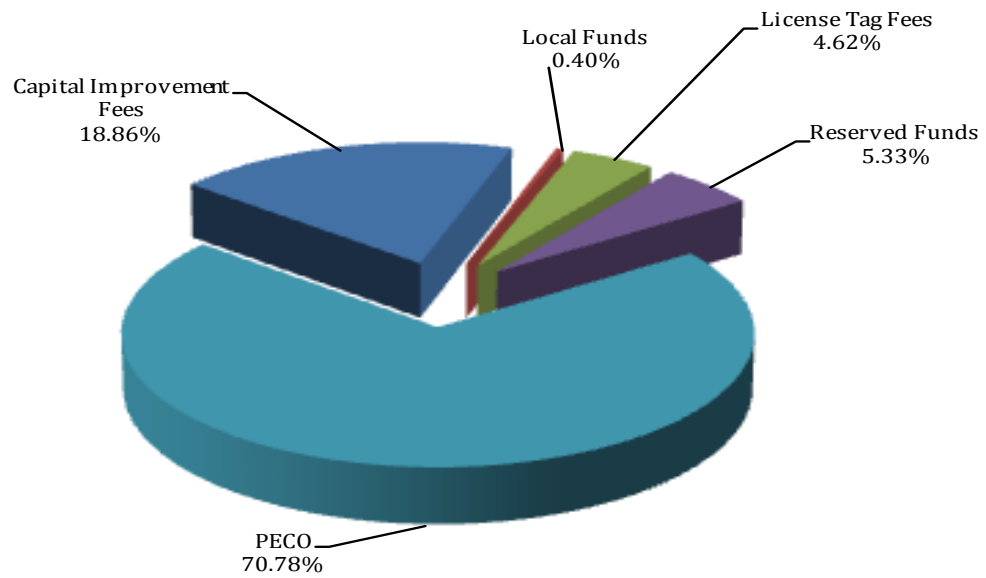
## Plant and Capital Equipment Funds

---

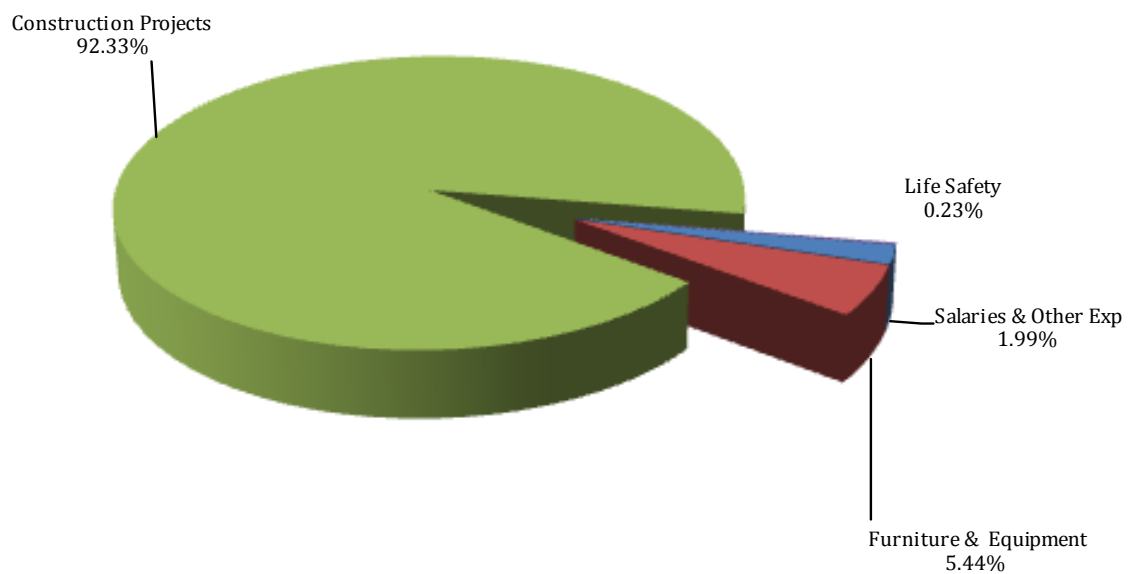
**P**lant & Capital Equipment Funds are a group of funds consisting of Unexpended Plant & Renewal/Replacement Funds, Retirement of Indebtedness Funds and Investment in Plant Funds. The Unexpended Plant & Renewal/Replacement Fund is used to account for resources to be used for construction, rehabilitation and acquisition of physical property for institutional purposes. The Invested in Plant Fund is used to account for the cumulative costs, net of depreciation, of plant assets and associated liabilities. Plant Fund assets include land, buildings, other structures & improvements, furniture & equipment, books & films and construction in progress.

# Sources and Uses of Funds

## Sources of Funds



## Uses of Funds





## Schedule of Revenue, Expenditures and Fund Balance

Type of Funds	Est. Beginning Fund Balance	Projected Revenue	Projected Interest	Estimated Available Funds	Estimated Expenditures	Ending Fund Balance
<b>Capital Improvement Fees</b>	\$5,729,000	\$1,800,000	\$45,000	\$7,574,000	\$0	\$7,574,000
<b>Local Funds</b>						
Performing Arts Hall Agreement	25,571	130,000	5,000	160,571	155,571	5,000
<b>License Tag Fees</b>						
SBE Bonds	1,500,000	-	18,000	1,518,000	-	1,518,000
Cash Flow Through	250,000	85,000	3,000	338,000	-	338,000
<b>Reserved Funds</b>						
Furniture & Equipment Replacement	300,000	-	10,000	310,000	150,000	160,000
Technology Replacement	1,347,000	-	25,000	1,372,000	1,200,000	172,000
Parking Lot Improvement/Repair	448,861	-	10,000	458,861	50,000	408,861
<b>PECO</b>						
Nursing Building - Lee	14,619,890	1,640,176	-	16,260,066	16,260,066	-
General Renovation - District	3,230,775	857,402	-	4,088,177	3,230,775	857,402
Remodel and Renovation - Lee/Collier	4,571,049	375,000	-	4,946,049	4,571,049	375,000
Allied Health Science - Collier	1,296,000	1,375,000	-	2,671,000	1,496,000	1,175,000
Maint/Repairs/Safety (SOD) - District	-	457,733	-	457,733	457,733	-
<b>Total</b>	<b>\$33,318,146</b>	<b>\$6,720,311</b>	<b>\$116,000</b>	<b>\$40,154,457</b>	<b>\$27,571,194</b>	<b>\$12,583,263</b>



# Project Summary

## FY 09/10 Funding Sources

### Capital Projects

Cap. Improvement Fees	Local Funds	License Tag Fees (Bond)	Reserved Funds	PECO New Construction	PECO Ren/Remodel/Maint	Total Funds Available
7,574,000	160,571	1,856,000	2,140,861	18,931,066	9,491,959	40,154,457

<b>Projects - In Progress</b>						
<u>Lee Campus</u>						
Nursing Building Construction				16,260,066		
Building (H), Remodel					650,000	
Building (L) Renovation & Electrical					550,000	
Barbara B. Mann Hall Projects	160,571					
Summerlin Road Entrance					50,000	
Technology Projects			1,322,000			
Parking Lot Improvement & Repair			458,861			
Maintenance, Repairs Safety (SOD)					457,733	
Furniture & Equip. Replacement			210,000			
<u>Collier Campus</u>						
Allied Health Building (partial)				2,671,000		
<u>Charlotte Campus</u>						
Building (K), Remodel (Collegiate HS)					2,000,000	
Building (HS) Remodel					525,332	
<u>Hendry Glades Site</u>						
Hendry - Glades Center Renovation			150,000		250,000	

<b>Projects -Planning Phase</b>						
<u>Lee Campus</u>						
Building (T) Remodel (Collegiate HS)		1,000,000			1,000,000	
Building (L), HVAC Replace					800,000	
Parking Lot 8, 7, 9					600,000	
Building (Q), Remodel					500,000	
Building (H), HVAC Replace					500,000	
Building (G), Remodel (Info. Tech.)					485,000	
Barbara B. Mann Hall Renovation (flooring)					150,000	
Chilled Water HVAC Energy Mgmt					400,000	
Signage Update					125,000	
Contingency for Emergency Repairs		356,000			98,894	
<u>Collier Campus</u>						
Student Services Build. Construction	5,500,000					
Building (A), Remodel (Classrooms)		500,000				
HVAC Chiller Replacement					300,000	
<u>Charlotte Campus</u>						
Building(s) Renovation					30,000	
Cafeteria Renovation					20,000	



## Edison State College Foundation Budget

---

**E**dison State College Foundation, Inc. is a component unit of the college as described in the Governmental Accounting Standards Board's (GASB) Codification of Governmental Accounting and Financial Reporting Standards, Sections 2100 and 2600. Based on the application of the GASB criteria, Edison State College Foundation, Inc. (The Foundation) is included within the District Board of Trustees' reporting entity as a discretely presented component unit. This organization provides funding and services to support and foster the pursuit of higher education at the College.



## Edison State College Foundation Objectives

---

### **Institutional Support**

- To assist the College in its mission through community involvement and leadership.
- To demonstrate a commitment to providing services to the College's faculty, staff and students.

### **Student Services**

- To Provide student financial aid.
- To provide incentives for scholarship and performance.

### **Academic Support**

- To provide financial support for enhancement of academic programs.

### **Donor Cultivation and Recognition**

- To provide an ongoing program of fundraising and donor recognition.

### **Foundation Administration**

- To provide competent management of the Foundation.





## Edison State College Foundation Budget

### Unrestricted Funds

	Budget FY 2009-2010	Budget FY 2008-2009	%Increase/ Decrease
<i><u>Income Authorized for Expenditure</u></i>			
Operating Revenue	\$ 704,465	\$ 705,016	0%
Designated Investment Income	341,475	527,806	-35%
Non-Endowed Gifts	604,000	1,289,301	-53%
<b>Funds Available</b>	<b>\$ 1,649,940</b>	<b>\$ 2,522,123</b>	<b>-35%</b>
<i><u>Expenditures</u></i>			
Institutional Support	\$ 187,500	\$ 208,000	-10%
Student Financial Aid	573,975	826,001	-31%
Academic Program Support	147,000	148,000	-1%
Donor Cultivation and Recognition	103,000	122,000	-16%
Foundation Administration			
-Personnel Cost	491,409	486,624	1%
-General Operating	94,000	150,250	-37%
Contingency	53,056	133,748	-60%
Designated Nursing Program Support	See Temp Rest.	447,500	
<b>Total Expenditures</b>	<b>\$ 1,649,940</b>	<b>\$ 2,522,123</b>	<b>-35%</b>

### Temporarily Restricted Funds

<i><u>Income Authorized for Expenditure</u></i>			
Investment Income	\$ 361,370	\$ 154,200	134%
Non-Endowed Funds	1,017,147	1,593,544	-36%
<b>Funds Available</b>	<b>\$ 1,378,517</b>	<b>\$ 1,747,744</b>	<b>-21%</b>
<i><u>Expenditures</u></i>			
Endowed Scholarships	\$ 361,370	\$ 128,200	182%
Facilities Enhancement Matching Program	100,000	1,475,000	-93%
Hendry/Glades Campaign Faculty Support	54,988	118,544	-54%
Hendry/Glades Property Maintenance	50,000		100%
Academic Program Support			
- Charlotte Basic & AP Nursing	152,438	0	100%
- Lee Evening Nursing	145,431	0	100%
- Collier Basic Nursing	460,278	0	100%
Investment Management Fees	54,012	26,000	108%
<b>Total Expenditures</b>	<b>\$ 1,378,517</b>	<b>\$ 1,747,744</b>	<b>-21%</b>



## Edison State College Financing Corporation

---

**T**he Financing Corporation is a direct support organization and a component unit of Edison State College. It is governed by its own independent District Board of Directors and is organized to: a) provide housing opportunities for the students of the College, b) to finance capital projects to meet current and future needs of the College, such as student housing, parking facilities, and/or other improvements; c) manage and invest funds held by it; d) operate or administer contracts for auxiliary enterprise and e) any other proper activity of the College.



## Edison State College Financing Corporation Budget

---

	<b>FY2010 Budget</b>
<b><u>SOURCES OF FUNDS</u></b>	
Bandwidth Lease Revenue	\$271,200
Auxiliary Fund Revenue	\$100,000
Investment Income	\$120,000
<b><u>TOTAL REVENUES</u></b>	<b><u>\$491,200</u></b>
<b><u>USES OF FUNDS</u></b>	
<b>Current Expenses</b>	
Operating Expenses	\$15,000
Contract Services	\$2,000
Transfers Out - Edison State College	\$75,000
<b><u>TOTAL EXPENDITURES</u></b>	<b><u>\$92,000</u></b>
<b><u>UNALLOCATED REVENUE</u></b>	<b><u>\$399,200</u></b>



## Student Fees

---

**S**tudent fees are established by the District Board of Trustees upon the recommendation of the District 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 degree, including college-preparatory courses, postsecondary workforce development programs leading to an associate in science or associate in applied technology degree, bachelor's degree, postsecondary adult vocational programs and avocational & recreational instruction. The State Board of Education annually adopts a standard tuition rate for the following fall term for advanced & professional, postsecondary vocational (workforce development), baccalaureate degrees and postsecondary adult vocational programs 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 10% of tuition for resident students and a technology fee not to exceed 5% of tuition. Fees charged for continuing workforce education must support at least 50% of the actual costs of the program. Recreational and leisure instruction fees must generate revenue at least equal to the full cost of instruction. Other user fees pertaining to instructional and non-instructional services may also be established.



## Student Fee Rates

### RESIDENT STUDENTS FEE PER CREDIT HOUR

PROGRAM	RESIDENT TUITION	STUDENT FINANCIAL AID FEE <sup>1</sup>	STUDENT ACTIVITY FEE <sup>1</sup>	CAPITAL IMPROV. FEE <sup>1</sup>	TECHNOLOGY FEE	TOTAL	FEEES FOR ACADEMIC YEAR (30 HOURS)
CREDIT PROGRAMS (A&P,PSV,College Prep)	\$67.60	\$3.38	\$6.76	\$6.76	\$3.38	\$87.88	\$2,636
CREDIT PROGRAMS (BS, BAS)	\$74.95	\$3.75	\$7.50	\$7.50	\$3.75	\$97.45	2,924
POSTSECONDARY ADULT VOCATIONAL (PSAV)	\$60.17	\$6.02	\$0.00	\$0.00	\$3.01	\$69.20	2,076
CONTINUING WORKFORCE ED	\$106.00	\$0.00	\$0.00	\$0.00	\$0.00	\$106.00	3,180

### NON-RESIDENT STUDENTS FEE PER CREDIT HOUR

PROGRAM	RESIDENT TUITION	Non RESIDENT TUITION	STUDENT FINANCIAL AID FEE <sup>1</sup>	STUDENT ACTIVITY FEE <sup>1</sup>	CAPITAL IMPROV. FEE <sup>1</sup>	TECHNOLOGY FEE	TOTAL	FEEES FOR ACADEMIC YEAR (30 HOURS)
CREDIT PROGRAMS (A&P,PSV,College Prep)	\$67.60	\$202.93	\$13.53	\$6.76	\$27.05	\$13.53	\$331.40	\$9,942
CREDIT PROGRAMS (BS, BAS)	\$74.95	\$352.82	\$21.39	\$7.50	\$42.78	\$21.39	\$520.83	15,625
POSTSECONDARY ADULT VOCATIONAL (PSAV)	\$60.17	\$180.50	\$24.07	\$0.00	\$0.00	\$12.03	\$276.77	8,303
CONTINUING WORKFORCE ED <sup>2</sup>	\$106.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$106.00	3,180

<sup>1</sup> Fees not reported in General Operating Budget; reported in Funds 5, 2 and 7, respectively.

<sup>2</sup> Fees for continuing workforce education shall be locally determined by the community college with at least 50% of the expenditures for the continuing workforce education program derived from fees as prescribed in Section 1009.22(b), Florida Statutes. Additional course fees may be added to the tuition to cover extraordinary costs of the program.

#### Definitions:

A&P - Advanced & Professional education for college credit (A.A. degree)

PSV - Postsecondary Vocational education for college credit (A.S. degree)

COLLEGE PREP. - courses to attain college entrance skills

BS, BAS - Bachelor of Science, Bachelor of Applied Science

PSAV - Postsecondary Adult Vocational education leading to a vocational certificate or degree

Continuing Workforce Ed. - courses which enhance/upgrade job-related skills (formerly Supplemental Vocational)



## Other Fees

---

### APPLICATION FEES

Application to Edison College - US Citizen	\$20.00
Application to Edison College - Non-US Citizen	\$50.00
Application Fee - Cardiovascular Tech. Program	\$15.00
Application Fee - Dental Hygiene Program	\$15.00
Application Fee - EMS/Paramedic Program	\$15.00
Application Fee -Nursing Program	\$15.00
Application Fee - Radiologic Tech. Program	\$15.00
Application Fee - Respiratory Care Program	\$15.00
Application Fee – EPI Program	\$20.00
Application Fee – Fire Science Program	\$125.00

### OTHER FEES

Student Access/ID Fee	\$15.00
* Late Registration/Payment Fee	\$75.00
Lost Library Materials	\$42.00
Short-term Loan Application Fee (non-refund)	\$15.00
Dental Clinic Fee	\$25.00
Distance Learning (Per Credit Hour)	\$17.00
HigherOne Replacement Card	\$20.00
Parking Fine	\$15.00
Parking Fine- Handicapped	\$50.00
Parking Fee (Per Credit Hour)	\$2.00
Graduation Processing Fee	\$20.00
Transcript Request (each)	\$5.00

### TESTING FEES

CLAST (College Level Academic Skills Test): Retake	\$20.00	Nursing A&P Challenge Test	\$20.00
CLAST: Other Institutions	\$25.00	Nursing HESI Test	\$50.00
CLEP (College Level Examination Program)	\$12.00	Cardiovascular Technology Program	\$35.00
DANTES (Def. Activity for Non-Traditional Educ. Sit)	\$10.00	Dental Hygiene Program	\$35.00
FCELPT (Placement Evaluation Fee)	\$10.00	Nursing 1010 Program	\$35.00
SSI (Strong Interest Inventory Test)	\$12.00	Radiologic Technology Program	\$35.00
FCELPT: Other Institutions	\$15.00	Respiratory Care Program	\$35.00
Correspondence Test Proctoring (per test)	\$25.00	EMS Program	\$35.00
NLN Mobility Test	\$55.00		

**COURSE FEES**

ACG1001	Accounting I	\$20.00	CHM2211L	Organic Chemistry II Lab	\$20.00
ACG1002	Microcomputer Accounting Applic.	\$20.00	CIS2321	Data Systems & Management	\$20.00
ACG2011	Financial Accounting II	\$20.00	CJE2670	Introduction for Forensic Science	\$10.00
ACG2071	Managerial Accounting	\$20.00	CJE2671	Latent Fingerprint Development	\$40.00
* ART1201C	Basic Design	\$30.00	CJE2770C	Crime Scene Photography	\$100.00
* ART1203C	Three-dimensional Design	\$40.00	CJL2610	Courtroom Presentation of Scientific Evidence	\$50.00
ART1300C	Drawing I	\$30.00	CJT2241	Latent Fingerprint Development	\$40.00
ART1301C	Drawing II	\$30.00	CJT2643C	Advanced Crime Scene Technology	\$40.00
ART2750C	Ceramics	\$30.00	COP1000	Intro to Computer Programming - Visual Basic	\$20.00
ART2751C	Ceramics II	\$30.00	COP1224	Programming with C++	\$20.00
AST2003L	Astronomy I Lab	\$25.00	COP1822	Internet Programming - HTML	\$20.00
AST2004L	Astronomy II Lab	\$25.00	COP2172	Advanced Visual Basic	\$20.00
BCN1230C	Materials & Methods of Construction	\$20.00	COP2222	Advanced C++	\$20.00
BCN1272	Blueprint Reading	\$20.00	COP2701	Database Programming	\$20.00
BCN2710	Construction Procedures	\$20.00	COP2800	JAVA Programming	\$20.00
BCT1720	Construction Scheduling	\$20.00	COP2823	Internet Programming - Server-side Scripting	\$20.00
BCT1760	Building Codes	\$20.00	COP2830	Internet Programming - Advanced Scripting	\$20.00
BCT1770	Construction Estimating	\$20.00	CRW2100	Creative Writing	\$10.00
BCT2730	Construction Management	\$20.00	CVT2420C	Invasive Cardiology I	\$35.00
BCT2708	Advanced Construction Project Mgmt	\$20.00	CVT2421C	Invasive Cardiology II	\$35.00
BSC1010L	Biological Science I	\$25.00	CVT2840L	Cardiovascular Technology Program Insurance	\$32.50
BSC1011L	Biological Science II	\$20.00	* CVT2840L	Cardiovascular Practicum II	\$65.00
BSC1050C	Man & the Environment Lab	\$20.00	* CVT2841L	Cardiovascular Practicum III	\$65.00
BSC1051C	Environmental Biology: So FL Lab	\$20.00	* CVT2842I	Cardiovascular Practicum IV	\$65.00
* BSC1084C	Anatomy and Physiology	\$28.00	DEA0020L	Dental Assisting I	\$75.00
BSC1093C	Anatomy & Physiology I Lab	\$20.00	DEA0029L	Dental Assisting II	\$50.00
BSC1094C	Anatomy & Physiology II	\$20.00	DEH1001	Clinical Procedures I	\$30.00
CNT1000	Networking Essentials	\$20.00	* DEH1002L	Dental Hygiene Preclinical	\$155.00
CDA2500	Networking II	\$20.00	* DEH1802L	Dental Hygiene II Clinical	\$155.00
CDA2524	Networking III	\$20.00	* DEH2702L	Community Dental Health Lab	\$155.00
CDA2525	Networking IV	\$20.00	* DEH2804L	Dental Hygiene III Clinical	\$155.00
CGS1000	Data Processing Concepts	\$20.00	DEH2806	Dental Hygiene Program Insurance	\$26.50
CGS1100	Microcomputer Skills	\$30.00	* DEH2806L	Dental Hygiene IV Clinical	\$155.00
CGS2260	Computer Hardware & Software Maint.	\$20.00	* DEH2808L	Dental Hygiene V Clinical	\$155.00
* CHD1120	Infant/Toddler Development	\$5.00	DES0021C	Dental Anatomy & Physiology	\$50.00
* CHD1134	Management of Early Childhood Learning	\$5.00	DES0103C	Dental Materials for Dental Assistants	\$75.00
* CHD1135	Understanding Young Children	\$5.00	DES0210L	Dental Assisting Radiology Lab	\$75.00
* CHD1220	Intro to Child Development	\$5.00	* DES1020C	Dental Anatomy	\$155.00
* CHD 1332	Creative Experiences for the Young Child	\$15.00	DES1100C	Dental Hygiene Program Insurance	\$26.50
* CHD2324	Early Childhood Language Arts/Reading	\$5.00	* DES1100C	Dental Materials	\$155.00
CHM2025L	Intro to College Chemistry I Lab	\$20.00	* DES1200C	Dental Radiology	\$155.00
* CHM2032L	General Chemistry for Health Sciences Lab	\$35.00	DES2806	Dental Hygiene Program Insurance	\$26.50
CHM2045L	General Chemistry I Lab	\$20.00	* DES2830C	Expanded Functions Lab	\$155.00
CHM2046L	General Chemistry II Lab	\$20.00	EAP0200	Speech/Listening Learning Assistance	\$25.00
CHM2210L	Organic Chemistry I Lab	\$20.00	EAP0220	Reading Learning Assistance	\$25.00



**COURSE FEES con't**

EAP0240	Writing Learning Assistance	\$25.00	ENC1102	Composition II	\$15.00
EAP0260	Grammar Learning Assistance	\$25.00	ENC9010	Developing the Paragraph	\$25.00
EAP0300	Speech/Listening Learning Assistance	\$25.00	ENC9020	College Writing Skills	\$25.00
EAP0320	Reading Learning Assistance	\$25.00	ENC9021	Intro to Composition	\$25.00
EAP0340	Writing Learning Assistance	\$25.00	ETD1100	Engineering Graphics I	\$20.00
EAP0360	Grammar Learning Assistance	\$25.00	ETD1103C	Engineering Graphics I - AutoCAD	\$30.00
EAP0400	Speech/Listening Learning Assistance	\$25.00	ETD1320	Computer Aided Drafting	\$30.00
EAP0420	Reading Learning Assistance	\$25.00	ETD1530	Drafting & Design	\$20.00
EAP0440	Writing Learning Assistance	\$25.00	ETD1538	AutoCAD for Residential Architecture	\$30.00
EAP0460	Grammar Learning Assistance	\$25.00	ETD2350	Advanced Computer Aided Drafting	\$30.00
EAP1500	Speech/Listening Learning Assistance	\$25.00	FFP0010C	Firefighter I Minimum Standards	\$700.00
EAP1520	Reading Learning Assistance	\$25.00	FFP0020C	Firefighter I Minimum Standards	\$700.00
EAP1540	Writing Learning Assistance	\$25.00	FFP0141C	First Responder & Firefighter Awareness	\$100.00
EAP1560	Grammar Learning Assistance	\$25.00	FFP1304	Fire Apparatus Operations	\$30.00
EAP1600	English Academic Speech/Listening	\$25.00	FIN2100	Personal Finance	\$20.00
EAP1620	English Academic Reading	\$25.00	FRE1120	Elementary French I	\$5.00
EAP1640	English Academic Writing	\$25.00	FRE1121	Elementary French II	\$5.00
EDE4226C	Integrated Social Science, Lang. Arts, Literature	\$63.00	GEB1011	Introduction to Business	\$8.00
EDE4304C	Integrated Math and Science	\$63.00	GIS1040	Geographic Information Systems	\$20.00
EDE4930	Special Topics - Education 1	\$12.00	GIS1045	Geo. Info. Systems Customization	\$20.00
EDE4940	Final Internship, Elementary Education	\$89.00	* HSC1421	Health Safety Nutrition Child	\$5.00
* EDG3620	Curriculum and Instruction	\$10.00	HUM2211	Ancient World Through Medieval	\$5.00
* EEC1000	Foundations in Early Childhood Education	\$5.00	HUM2235	Renaissance Through Age of Reason	\$5.00
* EEC1003	Introduction to School Age Child Care	\$5.00	HUM2250	Humanities - Romantic To Present	\$5.00
* EEC1202	Principles of Early Childhood	\$5.00	HUM2510	Humanities Through the Arts	\$5.00
* EEC1603	Positive Guidance Behavior Management	\$5.00	HUM2930	Humanities - Great Human Question	\$5.00
* EEC1946	Early Childhood Practicum	\$25.00	INS PUB	Public Services Program Insurance	\$26.50
* EEC1947	Early Childhood Practicum II	\$25.00	ISC1001C	Foundation of Interdisciplinary Science I	\$20.00
* EEC2521	Administration of Child Care Centers	\$20.00	ISC1002C	Foundation of Interdisciplinary Science II	\$20.00
* EEX1013	Special Needs in Early Childhood	\$5.00	* MAC1105	College Algebra	\$15.00
EGS1001	Intro to Engineering	\$20.00	* MAC1106	Combined College Algebra/Precalculus	\$15.00
EMS1810	Equivalency Assessment Test	\$20.00	* MAC1114	Trigonometry	\$15.00
EME2040	Intro to Educational Technology	\$5.00	* MAC 1140	Precalculus Algebra	\$15.00
EMS2119	EMT Tech. Program Insurance	\$32.50	* MAC1147	Precalculus Algebra/Trigonometry	\$15.00
* EMS2119L	Fundamentals of EMS Care Lab	\$195.00	* MAC2233	Calculus for Business/Social/Life Sciences	\$15.00
EMS2411	Emergency Department Clinical	\$35.00	* MAC2311	Calculus with Analytic Geometry I	\$15.00
EMS2649	Paramedic Hospital Clinical	\$35.00	* MAC2312	Calculus with Analytic Geometry II	\$15.00
EMS2671	EMS Tech./Paramedic Program Insurance	\$32.50	* MAC2313	Calculus with Analytic Geometry III	\$15.00
* EMS2671L	Paramedic I Lab	\$215.00	MAE3320C	Special Methods Teaching Middle School Math	\$63.00
* EMS2672L	Paramedic II Lab	\$180.00	MAE4330C	Special Methods Teaching High School Math	\$63.00
* EMS2673L	Paramedic III Lab	\$330.00	MAE4940	Final Internship, Secondary Education Math	\$89.00
* EMS2674L	Paramedic IV Lab	\$200.00	* MAN2021	Management Principles	\$20.00
EMS2675L	Paramedic V Lab	\$160.00	* MAP2302	Differential Equations	\$15.00
EMS2990C	Paramedic Cardiac Emergencies	\$36.00	* MAR2011	Marketing Principles	\$20.00
ENC1101	Composition I	\$15.00	* MAT1033	Intermediate Algebra	\$15.00



**COURSE FEES con't**

MAT9002	Basic Mathematics	\$25.00	MVS1214	Applied Music - String Bass	\$50.00
* MAT9013	PreAlgebra	\$25.00	MVS1216	Applied Music - Guitar	\$50.00
MAT9024	Intro to Algebra	\$25.00	MVS1311	Applied Music - Violin	\$100.00
MCB2010C	Microbiology	\$20.00	MVS1312	Applied Music - Viola	\$100.00
* MGF1106	Mathematics for Liberal Arts I	\$15.00	MVS1313	Applied Music - Cello	\$100.00
* MGF1107	Mathematics for Liberal Arts II	\$15.00	MVS1314	Applied Music - String Bass	\$100.00
MVB1211	Applied Music - Trumpet	\$50.00	MVS1316	Applied Music - Guitar	\$100.00
MVB1212	Applied Music - Horn	\$50.00	MVS2221	Applied Music - Violin	\$50.00
MVB1213	Applied Music - Trombone	\$50.00	MVS2222	Applied Music - Viola	\$50.00
MVB1214	Applied Music - Baritone Horn	\$50.00	MVS2223	Applied Music - Cello	\$50.00
MVB1215	Applied Music - Tuba	\$50.00	MVS2224	Applied Music - String Bass	\$50.00
MVB1311	Applied Music - Trumpet	\$100.00	MVS2226	Applied Music - Guitar	\$50.00
MVB1312	Applied Music - Horn	\$100.00	MVS2321	Applied Music - Violin	\$100.00
MVB1313	Applied Music - Trombone	\$100.00	MVS2322	Applied Music - Viola	\$100.00
MVB1314	Applied Music - Baritone Horn	\$100.00	MVS2323	Applied Music - Cello	\$100.00
MVB1315	Applied Music - Tuba	\$100.00	MVS2324	Applied Music - String Bass	\$100.00
MVB2221	Applied Music - Trumpet	\$50.00	MVS2326	Applied Music - Guitar	\$100.00
MVB2222	Applied Music - Horn	\$50.00	MVV1211	Applied Music - Voice	\$50.00
MVB2223	Applied Music - Trombone	\$50.00	MVV1311	Applied Music - Voice	\$100.00
MVB2224	Applied Music - Baritone Horn	\$50.00	MVV2221	Applied Music - Voice	\$50.00
MVB2225	Applied Music - Tuba	\$50.00	MVV2321	Applied Music - Voice	\$100.00
MVB2321	Applied Music - Trumpet	\$100.00	MVW1211	Applied Music - Flute	\$50.00
MVB2322	Applied Music - Horn	\$100.00	MVW1212	Applied Music - Oboe	\$50.00
MVB2323	Applied Music - Trombone	\$100.00	MVW1213	Applied Music - Clarinet	\$50.00
MVB2324	Applied Music - Baritone Horn	\$100.00	MVW1214	Applied Music - Bassoon	\$50.00
MVB2325	Applied Music - Tuba	\$100.00	MVW1215	Applied Music - Saxophone	\$50.00
MVK1211	Applied Music - Piano	\$50.00	MVW1311	Applied Music - Flute	\$100.00
MVK1212	Applied Music - Harpsichord	\$50.00	MVW1312	Applied Music - Oboe	\$100.00
MVK1213	Applied Music - Organ	\$50.00	MVW1313	Applied Music - Clarinet	\$100.00
MVK1311	Applied Music - Piano	\$100.00	MVW1314	Applied Music - Bassoon	\$100.00
MVK1312	Applied Music - Harpsichord	\$100.00	MVW1315	Applied Music - Saxophone	\$100.00
MVK1313	Applied Music - Organ	\$100.00	MVW2221	Applied Music - Flute	\$50.00
MVK2221	Applied Music - Piano	\$50.00	MVW2222	Applied Music - Oboe	\$50.00
MVK2222	Applied Music - Harpsichord	\$50.00	MVW2223	Applied Music - Clarinet	\$50.00
MVK2223	Applied Music - Organ	\$50.00	MVW2224	Applied Music - Bassoon	\$50.00
MVK2321	Applied Music - Piano	\$100.00	MVW2225	Applied Music - Saxophone	\$50.00
MVK2322	Applied Music - Harpsichord	\$100.00	MVW2321	Applied Music - Flute	\$100.00
MVK2323	Applied Music - Organ	\$100.00	MVW2322	Applied Music - Oboe	\$100.00
MVP1211	Applied Music - Percussion	\$50.00	MVW2323	Applied Music - Clarinet	\$100.00
MVP1311	Applied Music - Percussion	\$100.00	MVW2324	Applied Music - Bassoon	\$100.00
MVP2221	Applied Music - Percussion	\$50.00	MVW2325	Applied Music - Saxophone	\$100.00
MVP2321	Applied Music - Percussion	\$100.00	NUR1022	Nursing Adv. Placement Test	\$80.00
MVS1211	Applied Music - Violin	\$50.00	NUR1022	Nursing Program Insurance	\$26.50
MVS1212	Applied Music - Viola	\$50.00	NUR1022	Fundamentals of Nursing	\$20.00
MVS1213	Applied Music - Cello	\$50.00	* NUR1022L	Fundamentals of Nursing Clinical	\$115.00

**COURSE FEES con't**

* NUR1023L	Fundamentals of Nursing Practicum Lab	\$55.00	* PHY2054L	College Physics II Lab	\$30.00
NUR1060	Health Assessment	\$10.00	* PHY2048L	General Physics I Lab	\$30.00
* NUR1060L	Health Assessment	\$55.00	* PHY2049L	General Physics II Lab	\$30.00
* NUR1062L	Health Assessment & Skills Practicum	\$55.00	REA9001	Reading Skills I	\$25.00
NUR1142	Intro to Pharmacology & Math Calculations	\$30.00	REA9002	Reading Skills II	\$25.00
NUR1204	Nursing Advanced Placement Test	\$160.00	REA9003	Reading Skills III	\$25.00
NUR1204	Transitional Nursing Concepts	\$20.00	RET1024	Respiratory Care Program Insurance	\$26.50
NUR1204	Nursing Program Insurance	\$26.50	* RET1275C	Clinical Care Techniques	\$5.00
* NUR1204L	Transitional Nursing Concepts Clinical Lab	\$135.00	* RET1821L	Freshman Clinical I	\$65.00
NUR1211	Nursing Adv. Placement Test	\$80.00	* RET1832L	Clinical Practicum I	\$65.00
NUR1211	Nursing Program Insurance	\$26.50	* RET2874L	Clinical Practicum II	\$65.00
NUR1211	Adult Nursing I	\$20.00	* RET2875L	Clinical Practicum III	\$65.00
* NUR1211L	Adult Nursing I Clinical	\$100.00	* RET2876L	Clinical Practicum IV	\$65.00
NUR1214L	Adult Nursing I Clinical Lab	\$50.00	RET2234C	Respiratory Care I	\$30.00
NUR1511	Intro to Mental Health in Nursing	\$10.00	RET2254C	Respiratory Care Therapeutics	\$35.00
NUR2260	Nursing Program Insurance	\$26.50	RET2264C	Respiratory Care II	\$35.00
NUR2260	Nursing Adv. Placement Test	\$80.00	RET2874L	Respiratory Care Program Insurance	\$26.50
NUR2260	Advanced Adult Nursing II	\$10.00	* RTE1503L	Radiographic Positioning I Lab	\$90.00
* NUR2260L	Advanced Adult Nursing II Clinical	\$105.00	RTE1503L	Radiologic Tech. Program Insurance	\$26.50
NUR2310	Nursing Adv. Placement Test	\$80.00	* RTE1804	Radiology Practicum I	\$95.00
NUR2310	Pediatric Nursing Concepts	\$10.00	* RTE1814	Radiology Practicum II	\$125.00
NUR2310	Nursing Program Insurance	\$26.50	RTE1824	Radiologic Tech. Program Insurance	\$26.50
* NUR2310L	Pediatric Nursing Clinical	\$105.00	* RTE1824	Radiology Practicum III	\$95.00
NUR2424	Maternal Nursing Concepts	\$10.00	RTE2542	Radiologic Tech. Program Insurance	\$26.50
* NUR2424L	Maternal Nursing Concepts Clinical	\$105.00	* RTE2834	Radiology Practicum IV	\$80.00
NUR2460	Nursing Program Insurance	\$26.50	* RTE2844	Radiology Practicum V	\$65.00
NUR2523	Mental Health Concepts Lifespan	\$10.00	SBM2000	Small Business Management	\$10.00
NUR2530	Nursing Major Mental Health Disorders	\$10.00	SCE3320C	Spec Methods Teaching Middle School Science	\$63.00
NUR2810	Professional Issues/Role Development	\$10.00	SCE4330C	Special Methods Teaching High School Science	\$63.00
* NUR2941L	Clinical Preceptorship	\$75.00	* SCE4940	Final Internship Secondary Education Biology	\$89.00
NUR3066C	Advanced Health Assessment	\$50.00	SLS1331	Personal Business Skills	\$10.00
* OCB1001C	The Living Ocean	\$29.00	SPC1017	Fundamentals of Speech Communications	\$12.00
OCB2010L	Marine Biology Lab	\$25.00	SPC2023	Introduction to Public Speaking	\$12.00
OCE1001C	Oceanography I Lab	\$25.00	SPN1120	Beginning Spanish I	\$5.00
PCB3023C	Cell Biology	\$20.00	SPN1121	Beginning Spanish II	\$5.00
PGY2401C	Photography I	\$30.00	* STAT2023	Introduction to Statistics	\$15.00
PGY2410C	Photography II	\$30.00	SUR1100C	Surveying	\$20.00
* PHY2053L	College Physics I Lab	\$30.00	SUR2140C	Advanced Surveying	\$20.00

\* Denotes new or revised fee



EDISON STATE  
COLLEGE

## Investment Policy

---

Section V

---

**TITLE: THE EDISON STATE COLLEGE INVESTMENT POLICY**

---

**AUTHORITY: Florida Statute 218.415, State Board of Education Rule 6A-14.0765 POLICY:**

---

1. Scope and General Guidelines

- A. This Investment Policy applies to the surplus funds, in excess of those required to meet current expenses (“Fund”) managed by the Investment Manager (“Manager”), for the benefit of the Edison State College District Board of Trustees.
- B. Management of the Fund shall be in accordance with Florida Statute 218.415, State Board of Education rule 6A-14.0765, and Edison College policy.
- C. Subject to the limitations provided above and throughout the Investment Policy, the Investment Manager shall have managerial discretion in terms of asset mix, security selection and timing of transactions.

2. Investment Objectives

The Fund’s primary objective is to place the highest priority on the safety of principal and liquidity of funds to meet cash flow demands. A secondary objective is to maximize investment income while providing minimal risk of market volatility. As a tertiary objective, the portfolio seeks to outperform its benchmark on a total return basis.

3. Performance Measurement

The benchmark to assess portfolio performance is a blend of the average rates of the State of Florida SBA Investment Fund and the Merrill Lynch 3-Month T-Bill Index, monthly averages.

4. Prudence and Ethical Standards

Investments shall be made in accordance with the “Prudent Person Rule,” which states that: “Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence would exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived from the investment.”

5. Authorized Investments

In accordance with Section 218.415 (16), investments shall be limited to fixed income securities selected from the following types:

- A. The Local Government Surplus Funds Trust Fund or any intergovernmental investment pool authorized pursuant to the Florida Interlocal Cooperation Act as provided in Sec. 163.01, FS.
- B. Securities and Exchange Commission registered money market funds with the highest credit quality rating from a nationally recognized rating agency.
- C. Interest-bearing time deposits or savings accounts in qualified public depositories as defined in Sec. 280.02, FS.
- D. Direct obligations of the United States Treasury.
- E. Federal agencies and instrumentalities.
- F. Securities of, or other interest in, any open-ended management type instrument company or investment trust registered under the Investment Company Act of 1940, 15USC ss 80a-1, provided that the portfolio of such instrument company or investment trust is limited to obligations of the United States Government or any such agency or instrumentality thereof.
- G. Other investments authorized by law or by ordinance for a county or a municipality.
- H. Other investments authorized by law or by resolution for a school district or special district.

It should be recognized that certain securities may meet the above definition of an authorized investment but their risk characteristics, as created by their structure, may be such that a prudent person would deem them inappropriate for the Fund. Securities of this type, which are prohibited include:

- A. Reverse repurchase agreements
- B. Floating rate securities whose coupon floats inversely to an index or whose coupon is determined based upon more than one index
- C. Tranches of Collateralized Mortgage Obligations (CMO) which receive only the interest or principal from the underlying mortgage securities; commonly referred to as "IO's" and "PO's"
- D. Derivatives and other securities whose future coupon may be suspended because of the movement of interest rates or an index. The only exceptions allowed are (1) "plain vanilla" floating rate notes which would have their coupon rate of interest directly linked to a published interest rate index such as LIBOR or U.S. Treasury Bills and (2) other authorized investments specifically listed above which, by the most strict interpretation, may be considered a derivative (e.g. AAA-rated Asset-Backed and Mortgage-Backed Securities).
- E. Any financial institution or company domiciled in the United States, or foreign subsidiary of a company domiciled in the United States, which directly or through a United States or foreign subsidiary makes any loan, extends credit of any kind or character, advances funds in any manner, or purchases or trades any goods or services with Cuba, the government of Cuba, or any company doing business in Cuba in violation of federal law.
- F. Any financial institution or company domiciled outside of the United States if the President of

the United States has applied sanctions against the foreign country in which the institution or company is domiciled pursuant to Sec. 4 of the Cuban Democracy Act of 1992.

6. Maturity and Liquidity Requirements

The Fund shall be constructed in such a manner as to provide sufficient liquidity to pay obligations as they come due. To the extent possible, investment maturities will be matched with known cash needs and anticipated cash-flow requirements.

7. Portfolio Composition

Recognizing that market volatility is a function of duration, the Investment Manager shall maintain the Fund as a short-term duration portfolio. Additionally, it is recognized that proper diversification is considered a prudent investment approach. Diversification guidelines with maximum investment limits are defined in the Edison State College Investment Operating Procedure.

8. Risk and Diversification

Investments held shall be diversified to the extent practicable to control the risk of loss resulting from over concentration of assets in a specific duration, issuer, instrument, dealer or bank through which financial instruments are bought and sold. Diversification strategies shall be reviewed and revised quarterly by the Investment Committee.

9. Authorized Investment Institutions and Dealers

The Investment Manager will maintain an approved list of investment institutions and dealers for the purchase and sale of securities. The Investment Manager is responsible for establishing and maintaining the approved list and will make it available to the Investment Committee quarterly.

10. Third-Party Custodial Agreements

All securities purchased by Edison State College or by its approved Investment Manager under this Policy shall be properly designated as an asset of the College and held in safe keeping by a third party custodial bank or other third party custodial institution. If a bank or trust company serves in the capacity of Investment Manager, said bank or trust company could also perform required custodial and reporting services.

No withdrawal of securities, in whole or in part, shall be made from safekeeping except by those designated within the Investment Management and Custodial Agreement between the Custodian and the College.

11. Master Repurchase Agreement

All approved institutions and dealers transacting repurchase agreements are to execute and perform as stated in the master repurchase agreement and all transactions are to adhere to the requirements of the master repurchase agreement.

12. Bid Requirement

The Investment Manager shall execute purchases and sales in a competitive bid environment wherein at least three (3) offers or bids are obtained for each security. Exceptions to this approach may be made when (1) prices for purchases/sales are compared to systems providing current market prices and deemed reasonable, (2) when the security to be purchased is unique to one institution and has the approval of the Investment Committee or (3) the security has recently been issued and is trading at the same price by all financial institutions.

13. Internal Controls

The Executive Director of Financial Services will establish a system of internal controls as described in College Administrative Procedures No. 6037. The internal controls will be reviewed by the Investment Committee and Independent Auditors as part of any financial audit periodically required. The controls will be designed to prevent losses of public funds arising from fraud, employee error, and misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the College.

14. Continuing Education

The Executive Director of Financial Services will annually complete eight hours of continuing education in subjects or courses related to investment practices and products.

15. Reporting

Unless otherwise indicated, the following are the responsibilities expected of the Investment Manager:

- A. Monthly reporting of holdings and transactions occurring in the Fund to the Edison State College Investment Committee. This report is to include at least (1) all assets held by the Fund by class/type, book value, approximate market value, income earned, accrued income and (2) all transactions occurring in the Fund during the month.
- B. Quarterly reporting of the Fund's performance. The Investment Manager will report the Fund's total rate of return, which reflects the true earnings of the Fund and incorporates cash flows, changes in market value and income earned to the Edison State College Investment Committee.
- C. Calculation of the Fund's total rate of return will comply with the performance measurement standards as defined by the Association of Investment Management and Research (AIMR).

---

Effective Date: 2/26/08 ; Edit 2/18/09



EDISON STATE  
COLLEGE

## Technology Plan

---

Section VI



# Edison State College

## Strategic Technology Plan 2009-2012

### **Executive Summary**

Technology at Edison State College is alive in our students, faculty, classrooms, offices and online. Faculty and students at Edison State College have increasingly adopted technology as a welcome part of teaching, learning and student support.

Study after study reports that, nationally, students want more technology in their colleges. They want the kind of technology they use at home and with friends: computers, digital cameras, wireless, Internet, cell phones, Text messaging, iPods and streaming video. Faculty have led the way in incorporating appropriate new technology into their classes, such as including video clips, audio clips and Internet links in their classes.

The members of the Strategic Technology Planning Team met to develop this plan. The team sought and received guidance from students, faculty and staff at Edison State College concerning technology needs over the coming years. The 2009 – 2012 specific major technology initiatives for Edison State College are listed on page 5. In summary, the improvements are intended to:

- Increase personal and online access by students to faculty members, Student Services and self help materials
- Provide increased support for faculty members who want to incorporate Technology into their class curriculum
- Increase the efficient, effective use of College resources

### **Technology's Potential at Edison State College**

The Strategic Technology Planning Team identified the following areas where Technology and Research has a strong potential to support College goals:

- Expand the technology needed to provide 'anywhere learning' for our students
- Work with Faculty to incorporate engaging technology in curriculum
- Streamline processes used by staff to support students

- Facilitate more undergraduate research projects
- Help DLA students and First Year students be more successful
- Foster clear, frequent communications between students and faculty
- Grow student enrollments throughout at all our campuses
- Provide technology support for Edison Collegiate high schools
- Provide personal, hands-on training on how to use innovative technology at the College

### **Technology Improvements at Edison State College 2008—2009**

Over the preceding year, Edison State College has:

- Begun using a new emergency notification system that uses cell phones, email and office phones
- Added needed Internet and computer projection technology to over 40 classrooms
- Implemented wireless internet access at all campuses
- Developed a strategic Program Review model
- Implemented an Enrollment “Dashboard’ to monitor student enrollments
- Reduced paper used to process purchases and reduced paper printed in our libraries
- Increased usage of the Edison ‘myPortal’ with over 17,000 people using the Edison ‘myPortal’ web site.
- Experienced, in an average month, approximately 100,000 visits the [www.edison.edu](http://www.edison.edu) web site to learn about College programs and events. This web site volume represents a 32% growth in 2009 compared to 2008.
- Supported over 2,300 computers in labs, classrooms and offices at Edison State
- Seen enrollments in Online learning courses increased by more than 50% in 2009

### **National Technology Trends 2009—2012**

Gartner Research has recently reported that spending on technology in 2009 will increase slightly even though overall economic activity is declining. Gartner reports that organizations

are utilizing technology to **transform business processes** to make them more customer-friendly and more efficient.

The 2008 National Survey of Information Technology in U.S. Higher Education highlights the growing need to monitor and tighten data security in colleges. The report also lists the priorities for U.S. Higher Education in the coming years as:

- Continued Student data security
- Retaining qualified technical staff
- Assisting faculty to integrate technology into their classes
- Implement campus-wide wireless Internet
- Review suppliers for student email services
- Increase use of Anti-Plagiarism software in classes
- Expand the use of 'clicker' classroom response systems

General technology trends in public and private sector in America in the coming years include:

- Lightweight, low-cost laptop computers
- 'Renting' business computer power over the Internet
- Increasing the use of fast, redundant network servers
- Increasing use of Facebook and other social networking web sites
- "Green", more efficient technology in the labs and data centers

### **Technology and Research Guiding Principles at Edison State College**

The Planning Team has established the following guiding principles which should be followed whenever any investment in technology is being considered:

1. Is this technology easier to use by students, faculty and staff?
2. Has the proposed technology been verified by objective research and is it based upon best practice examples?

3. Does the technology contain sufficient capacity to allow Edison to rapidly respond to changing state and local needs?
4. Is the technology improvement actively supported by faculty and staff?

### **Key Success Factors Needed in Order for the Plan to be Successful**

Every successful organizational plan needs organizational support to be effective. The Strategic Technology Planning team identified the following factors which must be present at Edison State College in order for this plan to be successful:

1. Funding must be adequate, possibly including Grant sources
2. Edison State College must maintain a commitment to Institutional Research
3. We must offer engaging technology training sessions to faculty and staff
4. We must all recognize that technology does not take the place of course content, it only enhances the content
















### **Major Technology Initiatives for Edison State College 2009—2012**

The following page has the timeline for Major Technology Initiatives at Edison State College. These initiatives were identified through input from:

- Student Government members
- An anonymous survey of Edison Faculty and Staff
- Research concerning national technology trends
- Technology and Research staff members
- Interviews with Edison Academic and College Leadership

**Edison State College Goals and Major Technology Initiatives**

**FY10    FY11    FY12**

1. Develop and maintain a **learning-centered culture**
  - A. Add 2-way video links for classrooms on campuses 
  - B. Upgrade and simplify classroom technology 
  - C. Implement a web site for quick access to Edison data reports 
  
2. Provide educational pathways for **under-prepared students**
  - A. Offer learning tools via the internet and via cell phones 
  - B. Build a digital 'portfolio' vault for examples of student success 
  
3. Provide **vibrant relevant programs**
  - A. Offer streaming video service to faculty for their classes 
  
4. Provide an array of effective **student support services**
  - A. Online chat support for advising and financial aid to students 
  - B. Ensure fast, secure student access to online services 
  
5. Identify and develop short and long-term **financial, facility and technology resources** of the College
  - A. Replace the 20-year old telephone system 
  - B. Replace obsolete computers with efficient, 'green' computers 
  - C. Reduce paper forms through routed electronic forms 
  - D. Add systems redundancy within our emergency data center 
  
6. Promote, develop and retain a culture that supports **professional growth** of faculty and staff
  - A. Implement a responsive Faculty Technology Resource Center 
  - B. Administrative technology support training to staff members 
  - C. Allow secure at-home access to faculty and staff data 



# EDISON STATE COLLEGE

## Wage & Salary Schedule

---

Section VII

## **2009-2010 Wage and Salary Schedule**

---

Edison State College is an Equal Access, Equal Opportunity institution. Programs, activities and facilities of the College are available to all on a non-discriminatory basis, without regard to race, color, religion, sex, age, disability, marital status, or national origin. Questions pertaining to educational equity, equal opportunity or equal access should be addressed to the Associate Vice President, Human Resources.

---

**UPDATED 05/01/09**

**Note: Compensation Study Recommendations Pending Approval  
and Not Reflected in Attached Schedule**

**EDISON STATE COLLEGE**

**2009-2010 WAGE AND SALARY SCHEDULE**

## Table of Contents

President’s Attributes and Compensation Philosophy .....	56
Employee Skills and Compensation Philosophy.....	57
2009-2010 Wage & Salary Schedule .....	60

### PAY SCHEDULES:

#### **I. Non-Instructional**

A. Executives.....	61
B. Instructional Administrators.....	61
C. Institutional Administrators .....	62
D. Edison Collegiate High School.....	62
E. Institutional Support Exempt.....	63
F. Institutional Support Non-Exempt.....	67

#### **II. Instructional**

A. Full-Time Faculty.....	69
B. Part-Time Instructional .....	72
C. Non-Credit Continuing Education Instructors .....	74

### BENEFITS:

<b>Current Benefits Schedule .....</b>	<b>75</b>
--	-----------



## **EDISON STATE COLLEGE 2009-2010 WAGE AND SALARY SCHEDULE**

### **President's Attributes and Compensation Philosophy**

The Edison State College District Board of Trustees believes that attracting and retaining a President (CEO) of the highest caliber is imperative to the future vitality of the College. In an era when higher education institutions face a myriad of challenging issues—student success and accessibility, financial uncertainties, the infusion of technology, and cultivating donor relations—the CEO must demonstrate competence, agility, creativity, and successful experience.

The Board realizes that the CEO of Edison State College must possess a contemporary set of skills to interface with both external and internal constituencies. These attributes include a blend of visionary leadership and tangible skills such as: employing excellent judgment and communication skills; providing moral and ethical leadership; adeptly cultivating a team; acting decisively; and demonstrating political savvy. Routinely the CEO must build consensus with multiple stakeholders, show a tolerance for ambiguity, demonstrate legislative savvy, support multicultural initiatives, and develop partnerships and coalitions. The Board of Trustees believes that an executive with this unique range of attributes should be appropriately and competitively compensated.

To attract and retain a high caliber CEO, an attractive compensation package is needed. This is influenced by several factors: the supply of competent and successful CEOs is diminishing due to retirements; successful CEOs are often solicited for positions at other institutions; and, the loss of an effective CEO can be costly and difficult for the College and the community.

The Edison State College District Board of Trustees recognizes its role in attracting and supporting a CEO, and applies the following guiding principles to the College and its direct support organizations.

- Employ a peak-performing CEO
- Attract, retain, and nurture a successful CEO who advances Edison State College and its community
- Create an environment that enables the CEO to be effective
- Provide *top tier* compensation consistent with the expectation of *top tier* individual and College performance
- Develop a contractual relationship that reinforces the contributions of the CEO
- Design a compensation package that discourages the CEO from pursuing more lucrative opportunities; the package should encourage the CEO to remain motivated and committed to the College long term
- Establish performance expectations for the CEO as identified in the Master Plan
- Conduct routine performance evaluations for the CEO.

Adopted by District Board of Trustees 4/22/08

# EDISON STATE COLLEGE

## 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 Edison 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.

Edison 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, Edison 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, committed to Edison State College for the long term.

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

## **Faculty**

The Edison 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 successfully perform 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 Edison State College in service activities that promote the College’s mission in the community.

The Edison 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, and who are excited about providing excellent educational experiences for Edison’s students.

## **Staff**

The quality of education and service that Edison 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 and rewarding individual performance.

Edison's compensation packages will be externally competitive and internally equitable. Edison 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** it should be noted that in addition to salary, Edison'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. Edison 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

## **EDISON STATE COLLEGE 2009-2010 WAGE AND SALARY SCHEDULE**

Edison 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, color, religion, gender, age, national origin, marital status or disability in its employment practices or in the granting of salaries to employees.

The Wage and Salary Schedule is established pursuant to Florida Statute 1001.65 - Community college presidents; powers and duties, paragraph (3) "Establish and implement policies and procedures to recruit, appoint, transfer, promote, compensate, evaluate, reward, demote, discipline, and remove personnel, within law and rules of the State Board of Education and in accordance with rules or policies approved by the community college board of trustees." and pursuant to Edison 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 Edison College Faculty Federation Union (ECCFFU) "...as the exclusive bargaining agent for all full-time personnel on the faculty salary schedule to include (1) teaching faculty, (2) counselors, and (3) Learning Resources faculty..." (Article 1, ECCFFU Agreement). Salaries for full-time faculty, therefore, are treated in this Schedule by reference to the Agreement between the District Board of Trustees and the ECCFFU. Appendix B of the Agreement as amended by the District Board of Trustees for fiscal year 2007-08 has been added as Section II. Instructional - A. Full-Time Faculty.

It is the responsibility of the Chairman, District Board of Trustees to recommend the approval of the compensation package and to execute a contract with the President of Edison State College on an annual basis. Board approval of the operating budget including the following wage and salary schedule constitutes authority for the President of the College, or his designated representative, to execute all other contracts and appointments. The President of the College is authorized to establish compensation and make adjustments in the staffing, as he deems necessary for carrying out the mission of the College.

Note: Initial employment salaries for non-faculty positions may exceed the entry-level minimum salary as authorized by the President, or designee, of the College.

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<u>Job Code</u>	<u>Classification</u>	<u>Minimum Salary</u>	<u>Semi- Monthly</u>
<b>A. EXECUTIVES</b>			
1135	Executive Vice President/Lee Campus President	\$121,308.00	\$5,054.50
1131	Vice President, Academic & Student Affairs	\$117,000.00	\$4,875.00
1133	Campus President	\$112,472.00	\$4,686.34
1134	Vice President, Administrative Services	\$110,000.00	\$4,583.34
1136	Vice President, Strategic Initiatives	\$106,351.00	\$4,431.30
1145	Edison State College Foundation, Vice President, Development	\$87,000.00	\$3,625.00
<b>B. INSTRUCTIONAL ADMINISTRATORS</b>			
2102	Campus VP Academic Affairs/ Dean of Instruction	\$95,000.00	\$3,958.00
2100	Dean of Instruction	\$87,000.00	\$3,625.00
2103	Dean, Academic Success Programs	\$87,000.00	\$3,625.00
2104	Dean, Student Services	\$87,000.00	\$3,625.00
2115	Campus Dean	\$81,000.00	\$3,375.00
2120	Associate Dean, Health Professions	\$75,000.00	\$3,125.00
2118	Dean, Academic Affairs	\$75,000.00	\$3,125.00
2112	Associate Dean	\$72,000.00	\$3,000.00
2111	Associate Dean, Baccalaureate Programs	\$72,000.00	\$3,000.00
2255	Director, Counseling & Advising	\$65,572.00	\$2,732.17
2126	Associate Dean, Edison Online	\$65,572.00	\$2,732.17
2113	Associate Dean, Public Safety Programs	\$60,000.00	\$2,500.00

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<u>Job Code</u>	<u>Classification</u>	<u>Minimum Salary</u>	<u>Semi- Monthly</u>
<b>C. <u>INSTITUTIONAL ADMINISTRATORS</u></b>			
3105	Associate Vice President for Human Resources	\$83,000.00	\$3,458.34
3138	Chief Information Officer for Technology & Research	\$80,624.00	\$3,359.34
3190	Director, Facilities Planning & Management	\$80,624.00	\$3,359.34
3000	Executive Director, Financial Services	\$80,624.00	\$3,359.34
3222	Director, Student Financial Aid	\$65,025.00	\$2,709.38
3210	Registrar	\$65,025.00	\$2,709.38
3203	Director, Institutional Research	\$60,000.00	\$2,500.00
3208	Director, Communications & Marketing	\$60,000.00	\$2,500.00
3204	Director, Grants Development	\$60,000.00	\$2,500.00
3226	Director, Student Life	\$54,477.00	\$2,269.88
3227	Director, Public Safety & Security	\$54,477.00	\$2,269.88
3201	Director, Contracts & Risk Management	\$54,477.00	\$2,427.79
<b>D. <u>EDISON COLLEGIATE HIGH SCHOOL (ECHS)</u></b>			
<b>1) <u>ADMINISTRATORS</u></b>			
2500	Collegiate High School Principal	\$81,000.00	\$3,375.00
<b>2) <u>EDUCATIONAL STAFF</u></b>			
3705	Guidance Counselor	\$45,000.00	\$1,875.00
3710	Classroom Teacher	\$37,440.00	\$1,560.00

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<u>Job Code</u>	<u>Classification</u>	<u>Minimum Salary</u>	<u>Semi- Monthly</u>
<b>E. INSTITUTIONAL SUPPORT EXEMPT</b>			
3339	Information Technology Manager, Network & Security	\$68,005.00	\$2,833.54
3500	User Support Analyst	\$65,100.00	\$2,712.50
3510	Database Administrator, Lead	\$65,100.00	\$2,712.50
3336	Coordinator, Banner Support	\$65,100.00	\$2,712.50
4103	Dental Clinic Supervisor	\$56,412.00	\$2,350.50
4104	Assistant Director, Accounting Services	\$56,412.00	\$2,350.50
3102	Associate Director, Nursing	\$56,412.00	\$2,350.50
3136	Assistant Director, Human Resources	\$52,500.00	\$2,187.50
3135	Director, Governmental Relations	\$52,500.00	\$2,187.50
3256	Manager, Web Services	\$52,500.00	\$2,187.50
3542	Unix Administrator	\$52,000.00	\$2,166.67
3543	Network Administrator	\$52,000.00	\$2,166.67
3205	Facility Planner/Code Administrator	\$52,000.00	\$2,166.67
3206	Reports Coordinator/Programmer	\$52,000.00	\$2,166.67
3384	Development Officer	\$52,000.00	\$2,166.67
3232	Campus Director, Learning Resources	\$49,273.00	\$2,053.05
3233	Coordinator, Dental Hygiene/Assisting	\$46,050.00	\$1,918.75
3236	Coordinator, Radiologic Tech	\$46,050.00	\$1,918.75
2370	Coordinator, C V T Program	\$46,050.00	\$1,918.75
2335	Coordinator, Counseling Services	\$46,050.00	\$1,918.75
2330	Coordinator, Respiratory Care	\$46,050.00	\$1,918.75
2336	Coordinator, Retention Services	\$46,050.00	\$1,918.75
2320	Coordinator, Nursing (10.5 Month Position)	\$46,050.00	\$1,918.75
3357	Program Analyst	\$46,050.00	\$1,918.75
3358	Coordinator, Emergency Service Programs	\$46,050.00	\$1,918.75



**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<b><u>Job Code</u></b>	<b><u>Classification</u></b>	<b><u>Minimum Salary</u></b>	<b><u>Semi- Monthly</u></b>
3255	Coordinator, Technology Special Projects	\$46,050.00	\$1,918.75
2342	Coordinator, EMT	\$46,050.00	\$1,918.75
3259	Coordinator, Health Information Management Program	\$46,050.00	\$1,918.75
3520	Programmer/Analyst	\$45,000.00	\$1,875.00
3545	Applications Support Specialist	\$45,000.00	\$1,875.00
3552	Technology & Applications Administrator	\$45,000.00	\$1,875.00
3420	Budget and Grants Manager	\$44,074.00	\$1,836.42
3239	Senior Accountant	\$44,074.00	\$1,836.42
3423	Clinical Coord., Dental Hygiene & Assistant Program	\$43,037.00	\$1,793.21
3401	Clinical Coordinator, Emergency Medical Services	\$43,037.00	\$1,793.21
3404	Clinical Coordinator, Respiratory Care & CVT Prog	\$43,037.00	\$1,793.21
3315	Coordinator, Project HOPE	\$43,037.00	\$1,793.21
3241	Coordinator, Education Field Experiences	\$43,037.00	\$1,793.21
3276	Clinical Supervisor, Nursing Lab	\$43,037.00	\$1,793.21
3267	Coordinator, Fire Science	\$43,037.00	\$1,793.21
3263	Campus Director, Student Services	\$43,037.00	\$1,793.21
2350	Clinical Coordinator, Radiologic Technology	\$43,037.00	\$1,793.21
2345	Lee Clinical Coordinator, Nursing	\$43,037.00	\$1,793.21
3240	Coordinator, Early Childhood Education	\$43,037.00	\$1,793.21
3345	Manager, Plant Operations	\$43,037.00	\$1,793.21
3245	Campus Director, Student Success	\$43,037.00	\$1,793.21
3320	Facility Database and Systems Manager	\$40,221.00	\$1,675.88
3321	Dental Clinical Associate	\$40,221.00	\$1,675.88
3323	Center Coordinator of Student Services	\$40,221.00	\$1,675.88
3324	Coordinator, Auxiliary Services	\$40,221.00	\$1,675.88
3560	Instructional Technology Specialist	\$40,000.00	\$1,666.67
3427	Manager, Academic Services	\$40,000.00	\$1,836.42
4101	Clinical Associate	\$38,997.00	\$1,624.88
3382	Program Development Specialist	\$38,997.00	\$1,624.88

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<b><u>Job Code</u></b>	<b><u>Classification</u></b>	<b><u>Minimum Salary</u></b>	<b><u>Semi-Monthly</u></b>
3225	Director, Student Support Services	\$37,590.00	\$1,566.25
3400	Coordinator/Evening Coordinator, Plant Operations	\$37,590.00	\$1,566.25
3224	Director, Upward Bound	\$37,590.00	\$1,566.25
3261	Coordinator, Learning Assistance	\$37,590.00	\$1,566.25
3416	Human Resources Analyst	\$37,590.00	\$1,566.25
3417	Coordinator, Academic Success Center	\$37,590.00	\$1,566.25
3418	Campus Coordinator, Student Services	\$37,590.00	\$1,566.25
3422	Payroll Manager	\$37,590.00	\$1,566.25
3376	Coordinator, Student Success Programs	\$37,590.00	\$1,566.25
3434	Advising Services Manager	\$37,590.00	\$1,566.25
3435	Assessment Services Manager	\$37,590.00	\$1,566.25
3436	Assistant Director, Financial Aid	\$37,590.00	\$1,566.25
3544	Desktop Manager	\$37,590.00	\$1,566.25
3550	Technology Training Specialist	\$35,833.00	\$1,493.04
3553	Grant/Project Accountant	\$35,833.00	\$1,493.04
3549	Course Designer	\$35,833.00	\$1,493.04
3326	Sergeant, Public Safety	\$35,833.00	\$1,493.04
3344	Baccalaureate Specialist	\$32,833.00	\$1,368.05
3360	Gallery Director	\$32,833.00	\$1,368.05
3352	Human Resources Specialist	\$32,833.00	\$1,368.05
3590	Coordinator, Campus Technology	\$32,833.00	\$1,368.05
3551	Sr. Desktop Support Technician	\$32,833.00	\$1,368.05
3379	Health & Science Lab Manager	\$32,833.00	\$1,368.05
3390	Coordinator, Continuing Education	\$32,502.00	\$1,354.25
3389	Coordinator, Learning Services	\$32,502.00	\$1,354.25
3387	Public Information Specialist	\$32,502.00	\$1,354.25
3426	Research Analyst	\$32,502.00	\$1,354.25
3391	Upward Bound Coordinator	\$32,000.00	\$1,333.34
3493	Administrative Assistant to the President	\$31,000.00	\$1,291.67
3450	Administrative Assistant to the Executive Vice President	\$31,000.00	\$1,291.67

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<u>Job Code</u>	<u>Classification</u>	<u>Minimum Salary</u>	<u>Semi- Monthly</u>
3264	Adjunct Services Coordinator	\$30,685.00	\$1,278.55
4610	Coordinator, Students with Disabilities	\$30,685.00	\$1,278.55
3347	Associate Registrar	\$30,685.00	\$1,278.55
3355	Institutional Advancement Specialist	\$30,685.00	\$1,278.55
3342	Administrative Asst to an Executive	\$29,000.00	\$1,208.33
3499	Bursar	\$28,677.00	\$1,194.88
3494	Fixed Asset Accountant	\$28,677.00	\$1,194.88
3365	Student Development Specialist	\$28,677.00	\$1,194.88
3366	Student Life Specialist	\$28,677.00	\$1,194.88
3367	Student Admissions Specialist	\$28,677.00	\$1,194.88
3340	Accounts Payable Supervisor	\$28,677.00	\$1,194.88
3489	Business Manager	\$28,677.00	\$1,194.88
4266	Academic Advising/Development Technician	\$27,994.00	\$1,166.42
3490	DLA Lab Supervisor	\$27,994.00	\$1,166.42
3491	Academic Recruiter/Advisor	\$27,994.00	\$1,166.42
3483	Student Support Services Technician	\$26,801.00	\$1,116.71
3484	Dispatcher/Police Service Aide	\$26,801.00	\$1,116.71
4170	Student Services Supervisor	\$26,801.00	\$1,116.71
4171	Receiving & Distribution Supervisor	\$26,801.00	\$1,116.71
4401	Administrative Assistant, ECHS	\$26,801.00	\$1,116.71

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<u>Job Code</u>	<u>Classification</u>	<u>Minimum Salary</u>	<u>Semi- Monthly</u>	<u>Hourly</u>
<b>E. INSTITUTIONAL SUPPORT NON-EXEMPT</b>				
4102	Learning Resources Associate	\$34,438.00	\$1,434.92	\$18.90
4105	Administrative Assistant to Dean/Campus Dean	\$28,677.00	\$1,194.88	\$15.74
4140	Maintenance Technician	\$26,801.00	\$1,116.71	\$14.71
4142	Horticulturist	\$26,801.00	\$1,116.71	\$14.71
4150	Foundation Specialist	\$26,801.00	\$1,116.71	\$14.71
4130	Financial Aid Coordinator	\$26,801.00	\$1,116.71	\$14.71
4120	Campus Bursar	\$26,801.00	\$1,116.71	\$14.71
4125	Financial Aid Systems Specialist	\$26,801.00	\$1,116.71	\$14.71
4410	Supervisor, Cashiering Services	\$26,801.00	\$1,116.71	\$14.71
4490	Academic Advising Specialist	\$26,801.00	\$1,116.71	\$14.71
4400	Administrative Assistant to VP/Dean	\$26,801.00	\$1,116.71	\$14.71
4255	Program Specialist	\$26,801.00	\$1,116.71	\$14.71
4723	Telecom Specialist	\$26,801.00	\$1,116.71	\$14.71
4405	Administrative Specialist	\$25,048.00	\$1,043.67	\$13.74
4360	Financial Aid Specialist	\$25,048.00	\$1,043.67	\$13.74
4187	Payroll Specialist	\$25,048.00	\$1,043.67	\$13.74
4350	Testing Specialist	\$25,048.00	\$1,043.67	\$13.74
4351	Program Advisor	\$25,048.00	\$1,043.67	\$13.74
4352	College Information Specialist	\$25,048.00	\$1,043.67	\$13.74
4355	Transfer Transcript Evaluator	\$25,048.00	\$1,043.67	\$13.74
4440	Science Lab Technician	\$25,048.00	\$1,043.67	\$13.74
4441	Student Services Systems Technician	\$25,048.00	\$1,043.67	\$13.74
4455	Technology Support Specialist	\$25,048.00	\$1,043.67	\$13.74
4477	Fiscal Specialist	\$25,048.00	\$1,043.67	\$13.74
4726	On-Line Website Technician	\$23,878.00	\$994.92	\$13.10

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**NON-INSTRUCTIONAL**

<u>Job Code</u>	<u>Classification</u>	<u>Minimum Salary</u>	<u>Semi-Monthly</u>	<u>Hourly</u>
4362	Human Resources Assistant	\$23,409.00	\$975.38	\$12.84
4470	Staff Assistant	\$23,409.00	\$975.38	\$12.84
4476	Purchasing Specialist	\$23,409.00	\$975.38	\$12.84
4480	Accounting Specialist	\$23,409.00	\$975.38	\$12.84
4482	Dental Clinic Assistant	\$23,409.00	\$975.38	\$12.84
4485	Student Records Specialist	\$23,409.00	\$975.38	\$12.84
4380	Learning Resources Technical Assistant	\$22,000.00	\$916.67	\$12.07
4365	Maintenance Mechanic	\$22,000.00	\$916.67	\$12.07
4460	Paraprofessional	\$22,000.00	\$916.67	\$12.07
4345	Student Support Services Assistant	\$22,000.00	\$916.67	\$12.07
4385	Assistant Course Designer	\$22,000.00	\$916.67	\$12.07
4342	Academic Support Preceptor	\$22,000.00	\$916.67	\$12.07
4461	Writing Center Technician	\$22,000.00	\$916.67	\$12.07
4530	Senior Switchboard Operator	\$22,000.00	\$916.67	\$12.07
4452	Desktop Support Technician	\$22,000.00	\$916.67	\$12.07
4462	Mathematics Center Technician	\$22,000.00	\$916.67	\$12.07
4430	General Accounting Clerk	\$22,000.00	\$916.67	\$12.07
4520	Secretary	\$22,000.00	\$916.67	\$12.07
4510	Student Services Specialist	\$22,000.00	\$916.67	\$12.07
4515	Transfer Articulation Specialist	\$22,000.00	\$916.67	\$12.07
4500	Receiving/Distribution Clerk	\$22,000.00	\$916.67	\$12.07
4560	Clerk Specialist	\$22,000.00	\$916.67	\$12.07
4570	Learning Resources Assistant	\$22,000.00	\$916.67	\$12.07
4590	Switchboard Operator	\$22,000.00	\$916.67	\$12.07

**F. OPS TEMPORARY POSITIONS**

4592	Upward Bound Teaching Assistant	\$18,590.00	\$774.56	\$10.20
4593	Writing Center Tutor	\$18,590.00	\$774.56	\$10.20
8100	Student Assistant	\$14,580.00	\$607.50	\$7.75

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE**

**FULL-TIME FACULTY**

**A. NEW FACULTY NINE-MONTH CONTRACT SALARY EFFECTIVE JULY 1, 2009 UNLESS OTHERWISE NOTED:**

SCHEDULE I:	Bachelor's Degree (Occupational areas only).....	Base of \$42,373.39
SCHEDULE II:	Master's Degree.....	Base of \$44,184.78
SCHEDULE III:	Master's Degree plus 30 approved Semester Hours beyond Master's or 45 approved Quarter Hours* .....	Base of \$45,994.54
SCHEDULE IV:	Master's Degree plus 60 approved Semester Hours beyond Master's or 90 approved Quarter Hours*.....	Base of \$49,616.52
SCHEDULE V:	Doctorate.....	Base of \$50,703.25

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 must be in the subject area to be taught.
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.

**B. RETURNING INSTRUCTIONAL FACULTY NINE-MONTH CONTRACT:**

For 2009-2010, returning faculty member's 2008-2009 contracted salary for nine (9) months (exclusive of any supplemental, substitute, overload, or unique or special contracts for instructional support services above and beyond the faculty member's usual contracted services to the College) will be increased by 1.0% on current salary effective Fall semester 2009.

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

-----  
\*These hours must be approved by the Executive Vice President as appropriate. Verification of these hours must be accomplished prior to September 15. 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 (the beginning of the Fall Semester for teaching faculty as listed in Section A of the Full-Time Faculty Salary Schedule.) Placement verified after the September 15 date will not be effective until the beginning of the next contract year. Once a faculty member is qualified in his or her subject area, any additional graduate hours may be counted 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. RETURNING LEARNING RESOURCES FACULTY AND COUNSELORS ASSIGNED TO A BASIC CONTRACT OF 193 DUTY DAYS (for those faculty whose full-time contracts began prior to June 30, 2009):

For 2009-2010, the returning Learning Resources Faculty member or Counselor's 2008-2009 contracted salary for one hundred ninety-three (193) duty days (exclusive of any supplemental, substitute, overload, unique or special contracts for instructional support services above and beyond the faculty member's usual contracted services to the College) will be increased by 1% on current salary effective July 1, 2009.

D. NEW LEARNING RESOURCES FACULTY AND COUNSELORS ASSIGNED A BASIC CONTRACT OF 193 DAYS:

Salary Amount = 9-month salary as described in Section A divided by the number of duty days in a 9-month contract (166 duty days) x the total number of duty days to be worked (193 duty days).

\$200 is allowed to an incoming Learning Resources Faculty member and Counselor for each year of verifiable teaching or related academic experience (10 years maximum), and this total is added to the base on the appropriate schedule.

E. SUPPLEMENTAL DAYS CONTRACT SALARY (DAYS CONTRACTED BEYOND THE PROFESSOR'S NORMAL CONTRACT PERIOD BUT LESS THAN A FULL SEMESTER (Effective 06/30/2009):

Salary Amount = 9-month salary divided by the number of duty days (166) in the 9-month contract x the total number of supplemental days to be worked.

F. SALARIES FOR FULL-TIME PROFESSORS USED AS SUBSTITUTES AND FOR SUPPLEMENTAL INSTRUCTIONAL HOURS (effective 6/30/09):

Bachelor's	=	\$29.51 per contact hour
Master's	=	\$31.20 per contact hour
Master's +30	=	\$32.88 per contact hour
Master's +60	=	\$34.65 per contact hour
Doctorate	=	\$36.36 per contact hour

G. OVERLOAD PAY (effective 6/30/09):

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 Article 6.4 of this Agreement.

<u>Degree</u>	<u>*Per Instructional Hour</u>
Bachelor's	\$648.00
Master's	\$724.00
Master's + 30	\$754.00
Master's + 60	\$767.00
Doctorate	\$799.00

\*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.

H. INDEPENDENT STUDY, INDIVIDUAL PRACTICA AND INDIVIDUAL COOPERATIVE INTERNSHIPS (Effective 6/30/2009):

Full-time professors will be paid \$200.00 per student up to \$1,200 for a group of six students. Any practica taught in groups of seven or more would be compensated according to the existing wage & salary schedule. These hours will not count toward total faculty load hours.



**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE  
PART-TIME INSTRUCTIONAL**

**A. SALARIES FOR PART-TIME CREDIT INSTRUCTORS (effective Fall 2009)**

1. Part-time instructors are paid on a per-course basis. The amount of pay per course is determined by (a) the degree held by the instructor, and (b) 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.

<u>Per Assigned Load Hour</u>		<u>Total Salary for 3-Hour Course</u>			
Doctorate	=	\$799.00	Doctorate	=	\$2,397.00
Master's	=	\$724.00	Master's	=	\$2,169.00
Bachelor's	=	\$648.00	Bachelor's	=	\$1,941.00

Faculty with less than a Bachelor's degree will be paid at the Bachelor's degree level.

2. The College may also wish to contract with part-time instructors for periods of time shorter than a full term. Such contracts will be based on (a) the degree held by the instructor, and (b) the actual number of contact hours to be worked.

Doctorate	=	\$50.41 per contact hour
Master's	=	\$45.54 per contact hour
Bachelor's	=	\$40.84 per contact hour

**B. SALARIES FOR SUBSTITUTE INSTRUCTORS (effective Fall 2009)**

Doctorate	=	\$34.86 per contact hour
Master's	=	\$31.37 per contact hour
Bachelor's	=	\$29.59 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 course is scheduled to be taught 2 times per week for 16 weeks = 32 sessions. Each class is 75 minutes. The contract amount is \$2,169.00. The faculty member taught 21 sessions.

Total minutes scheduled for this course are 32 sessions x 75 minutes = 2,400 minutes.

Total minutes faculty member taught is 21 sessions x 75 minutes = 1,575 minutes.

$1,575 \div 2,400 = 65.6\%$

The faculty member would be paid  $\$2,169.00 \times .656 = \$1,422.86$ .

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.

F. HONOR'S RESEARCH

The Project Advisor will be paid \$250.00 per student. The full-time faculty member who is appointed as the Honor's Coordinator will be released from one course for the semester of the appointment.

G. DEPARTMENT CHAIR

Full-time faculty members who are appointed as Faculty Chairs will be paid a \$1,500.00 stipend for the semester of the appointment.

H. INDEPENDENT STUDY, INDIVIDUAL PRACTICA AND INDIVIDUAL COOPERATIVE INTERNSHIPS (Effective 8/15/05):

Adjunct professors will be paid \$200.00 per student up to \$1,200 for a group of six students. Any practica taught in groups of seven or more would be compensated according to the existing wage and salary schedule. These hours will not count toward total faculty load hours.

**EDISON STATE COLLEGE  
2009-2010 WAGE AND SALARY SCHEDULE  
NON-CREDIT INSTRUCTION**

A. RECREATIONAL, VOCATIONAL, AND LEISURE TIME INSTRUCTION

An instructor/consultant for one of these courses will be paid per contact hour on a sliding scale that provides the College the ability to generate revenue at least equal to the full cost of such instruction. The specific cost for each class must be specified in the contract for that class.

B. CONTINUING WORKFORCE EDUCATION INSTRUCTION

An instructor for one of these courses will be paid in accordance with the Part-time Instructional Salary Schedule for part-time credit instructors.

C. SPECIAL FEES FOR EDISON STANDARDIZED TEST PREPARATION AND ADMINISTRATION

1. Special fees may be paid to persons selected by the Director, Counseling, Advising and Assessment to administer Edison State College standardized testing sessions during non-duty hours.

The fee schedule for such special fees for Fair Labor Standards Act (FLSA) exempt employees will be as follows:

Number of Students Registered Per Room	Fee Per Hour For Room Supervisors	Fee Per Hour For Proctors
1 - 24	\$ 9.62	\$7.80
25 - 49	10.40	7.80
50 - 99	11.70	7.80
100-149	13.00	7.80

The fee schedule for such special fees for FLSA non-exempt employees will be in accordance with the overtime compensation laws specified in the Fair Labor Standards Act.

The Director, Counseling, Advising and Assessments will assign the specific duties and responsibilities of Room Supervisors and Proctors to the persons selected in accordance with the particular test(s) to be administered.

2. CLAST Review Instructor \$26.00 per contact hour

## CURRENT BENEFITS SCHEDULE

1. **RETIREMENT** - Edison State College employees participate in the Florida Retirement System. Eligible employees may elect to withdraw from the Florida Retirement System and participate in an optional retirement program. The College pays the retirement contribution percentage of the individual's salary as prescribed by the Florida Retirement System.
2. **MEDICAL INSURANCE** - The College pays 100% of the premium for all full-time employees. Coverage is provided by Blue Cross and Blue Shield of Florida. Dependent coverage is available at the employees' cost.
3. **LIFE INSURANCE** - A \$15,000 term life and accidental death/dismemberment policy is provided for all full-time Edison employees. This coverage is purchased by the College at a cost of \$51.00 per year per employee. Additional supplemental term life insurance may be purchased by the employee.
4. **LONG-TERM DISABILITY INSURANCE** - The College will pay 100% of the premium for all full-time employees. Coverage is provided by Standard Insurance Company. Short-term disability insurance may be purchased by the employee.
5. **SAVINGS INCENTIVE PLAN** - 403(b) Match Plan – For non-faculty full time employees, the College will match up to 3% of the employee's salary if the employee is contributing an equal portion to the annuity program.
6. **VACATION LEAVE** - Full-time Institutional Support Non-exempt employees with 0-60 months of service earn 12 days vacation leave each year (one day per month). The rate increases to 15 days per year for employees with 61-120 months of service, and 18 days per year for employees with 121 months or more. Full-time Administrators earn 24 days per year and Executives earn 30 days per year.
7. **SICK LEAVE** - All full-time employees accrue one day of sick leave per month of service (given they have worked the majority of the month). This leave may be accumulated from year to year. Sick leave may also be approved for illness or death of an immediate member of the family or household, or other close relative.
8. **PERSONAL LEAVE** - Employees are entitled to use four days of sick leave as personal leave days during each fiscal year, which may be charged to the employee's unused sick leave. Personal leave days do not accumulate from year to year.
9. **HOLIDAYS** - Most national holidays are observed by the College as non-duty days. In addition, most employees do not work during Winter break or Spring break.
10. **EDUCATION BENEFITS** –

**Matriculation Scholarships** allow eligible employees or dependents (as defined by policy) to take credit courses at Edison free of charge. Adjuncts and dependents are eligible during the semester in which the adjunct is teaching. The employee may take non-credit classes free of charge.

**Tuition Reimbursement** pays a designated amount for a regular status, full time employee's coursework at another accredited institution. Tuition reimbursement is based on funds availability during each fiscal year.

**11. ALTERNATIVE PLAN TO SOCIAL SECURITY** – The Alternate Plan to Social Security is provided to all part-time faculty (both credit and non-credit), substitute instructors, clinical associates, clinical assistants, and clinical supervisors. These employees contribute 7.5% of salary to purchase tax sheltered annuities instead of contributing 6.2% to Social Security.

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