



Supplemental Information

The Economic Value of Florida SouthWestern State College

Florida SouthWestern State College (FSW) creates a significant positive impact on the business community and generates a return on investment to its major stakeholder groups—students, taxpayers, and society. Using a two-pronged approach that involves an economic impact analysis and an investment analysis, this study calculates the benefits received by each of these groups. Results of the analysis reflect fiscal year (FY) 2020-21.



ECONOMIC IMPACT ANALYSIS

In FY 2020-21, FSW added **\$435.4 million** in income to the FSW Service Area* economy, a value approximately equal to **0.7%** of the region's total gross regional product (GRP). Expressed in terms of jobs, FSW's impact supported **6,596 jobs**.

OPERATIONS SPENDING IMPACT

- FSW employed 1,461 full-time and part-time faculty and staff. Payroll amounted to \$67.4 million, much of which was spent in the region for groceries, mortgage and rent payments, dining out, and other household expenses. The college spent another \$46.7 million on day-to-day expenses related to facilities, supplies, and professional services.
- The net impact of the college's operations spending added **\$94.6 million** in income to the regional economy in FY 2020-21.

STUDENT SPENDING IMPACT

- Around 8% of credit students attending FSW originated from outside the region. Some of these students relocated to the FSW Service Area. In addition, some in-region students, referred to as retained students, would have left the FSW Service Area for other educational opportunities if not for FSW. These relocated and retained students spent money on groceries, mortgage and rent payments, and other living expenses at regional businesses.
- The expenditures of relocated and retained students in FY 2020-21 added **\$32.4 million** in income to the FSW Service Area economy.

* For the purposes of this analysis, the FSW Service Area is comprised of Charlotte, Collier, Glades, Hendry, and Lee counties.

IMPACTS CREATED BY FSW IN FY 2020-21



ALUMNI IMPACT

- Over the years, students have studied at FSW and entered or re-entered the workforce with newly-acquired knowledge and skills. Today, thousands of these former students are employed in the FSW Service Area.
- The net impact of FSW's former students currently employed in the regional workforce amounted to **\$308.3 million** in added income in FY 2020-21.



INVESTMENT ANALYSIS

STUDENT PERSPECTIVE

- FSW's FY 2020-21 students paid a present value of **\$33.5 million** to cover the cost of tuition, fees, supplies, and interest on student loans. They also forwent **\$46.5 million** in money that they would have earned had they been working instead of attending college.
- In return for their investment, students will receive a cumulative present value of **\$559.0 million** in increased earnings over their working lives. This translates to a return of **\$7.00** in higher future earnings for every dollar students invest in their education. Students' average annual rate of return is **21.3%**.

TAXPAYER PERSPECTIVE

- Taxpayers provided FSW with **\$45.9 million** of funding in FY 2020-21. In return, they will benefit from added tax revenue, stemming from students' higher lifetime earnings and increased business output, amounting to **\$125.3 million**. A reduced demand for government-funded services in Florida will add another **\$14.1 million** in benefits to taxpayers.
- For every dollar of public money invested in FSW, taxpayers will receive **\$3.00** in return, over the course of students' working lives. The average annual rate of return for taxpayers is **6.9%**.

SOCIAL PERSPECTIVE

- In FY 2020-21, Florida invested **\$179.1 million** to support FSW. In turn, the Florida economy will grow by **\$1.9 billion**, over the course of students' working lives. Society will also benefit from **\$39.3 million** of public and private sector savings.
- For every dollar invested in FSW in FY 2020-21, people in Florida will receive **\$11.10** in return, for as long as FSW's FY 2020-21 students remain active in the state workforce.

STUDENTS SEE A HIGH RATE OF RETURN FOR THEIR INVESTMENT IN FSW



Source: Forbes' S&P 500, 1992-2021. FDIC.gov, 2-2022.

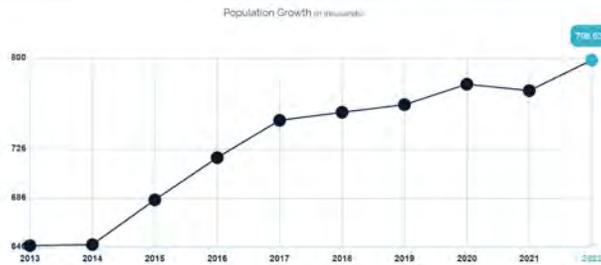
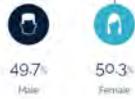
For every \$1...



People

The total population of Lee County is 798,630. The median age is 47.45.

798,630
Total Population



Labor Force

Lee County has a labor force of 360,092 people, with an unemployment rate of 2.7%.

360,092
Labor Force

2.7%
Unemployment Rate

-1.9%
Unemployment Rate Change (1 year)

Talent

What are the largest job counts by occupation?



Total Employees
305,840



The work distribution of total employees in Lee County is:



Total Establishments:
50,589



Businesses and Jobs

Lee County has a total of 50,589 businesses. In 2022, the leading industries in Lee County were Retail, Health Care and Social Services, Accommodation and Food Services, and Construction.

What are the top industries by jobs?



How many employees do businesses in Lee County have?



Income and Spending

Households in Lee County earn a median yearly income of \$64,525. 41.8% of the households earn more than the national average each year. Household expenditures average \$57,168 per year. The majority of earnings get spent on Shelter, Transportation, Food and Beverages, Health Care, and Utilities.



How do people spend most of their money?



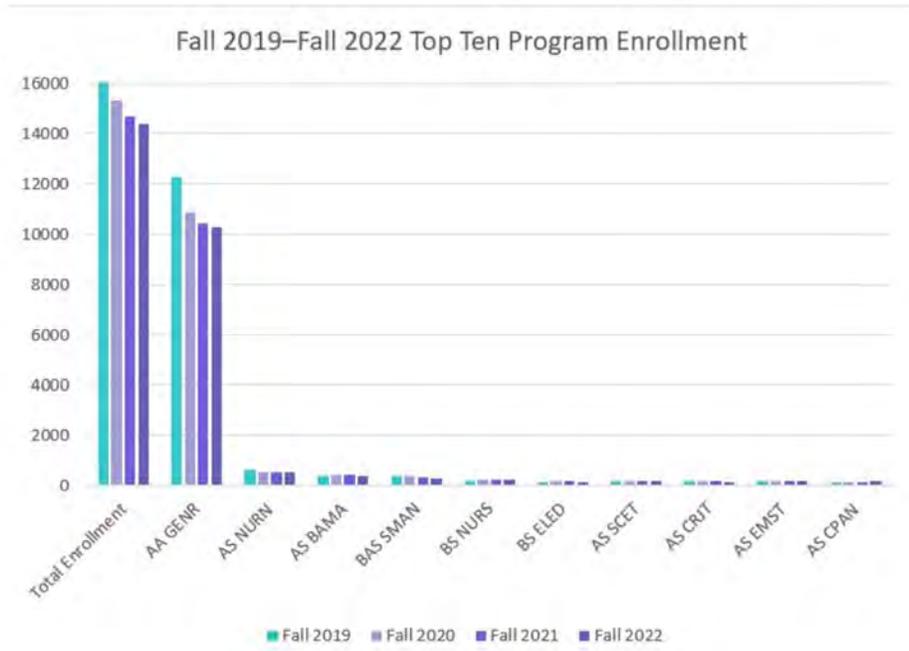
Fall 2022 Top 10 Enrolled Programs

Program Title	Rank Change Fall 2021 to Fall 2022	Percent of Total Fall 2022 Enrollment	Student Count
AA General Studies	=	71.5%	10280
AS Nursing	=	3.7%	529
AS Business Admin/Management	=	2.6%	377
BAS Supervision & Management	=	2.0%	289
BS Nursing	=	1.6%	235
AS Science & Engineering Technology	+1	1.2%	175
AS Computer Prog & Analysis	+3	1.2%	172
AS Emergency Medical Service Technology	+1	1.1%	164
AS Digital Art and Multimedia Production	*	1.0%	150
BS Elementary Education	-4	1.0%	139

* = Was not previously ranked.

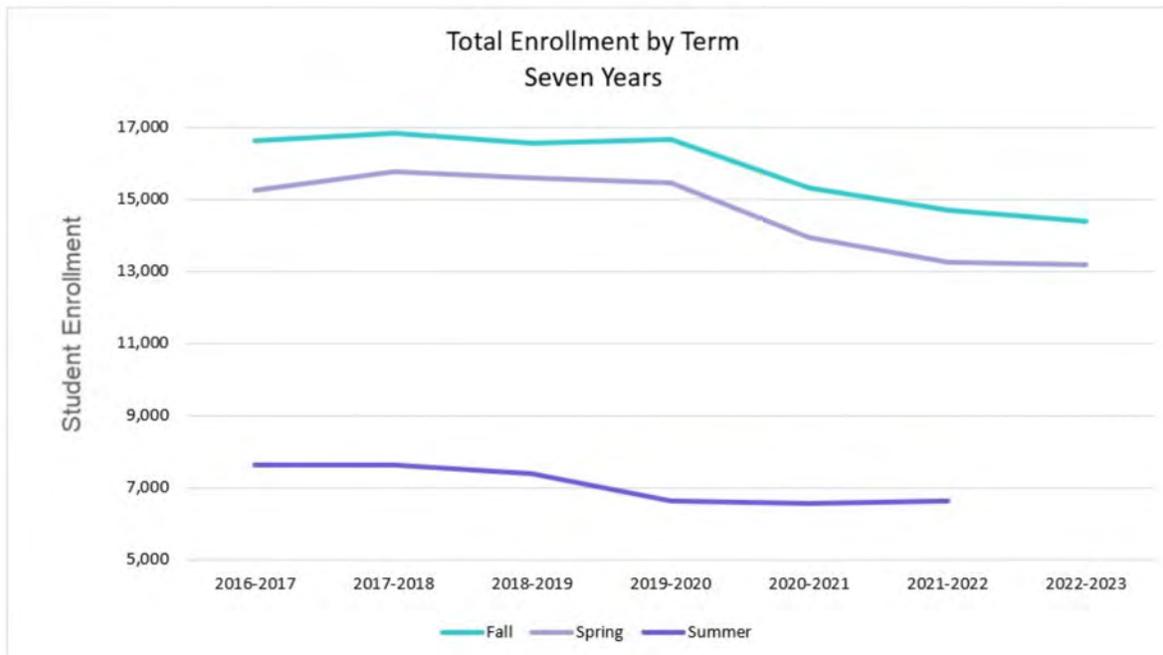
Fall 2019 - Fall 2022 Top 10 Program Enrollment

Terms	Total Enrollment	AA GENR	AS NURN	AS BAMA	BAS SMAN	BS NURS	BS ELED	AS SCET	AS CRJT	AS EMST	AS CPAN
Fall 2019	16672	12288	607	390	402	196	142	182	185	183	140
Fall 2020	15335	10890	547	447	379	226	192	190	174	173	135
Fall 2021	14714	10426	541	425	339	240	182	182	178	162	144
Fall 2022	14386	10280	529	377	289	235	139	175	132	164	172



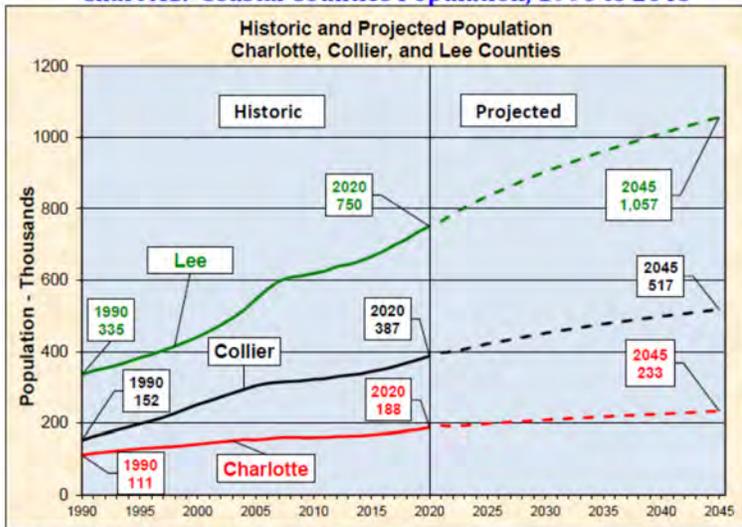
Seven Year Total Enrollment

Academic Year	Fall	Spring	Summer
2016-2017	16,616	15,259	7,618
2017-2018	16,830	15,784	7,643
2018-2019	16,576	15,583	7,399
2019-2020	16,672	15,463	6,644
2020-2021	15,335	13,949	6,568
2021-2022	14,714	13,242	6,634
2022-2023	14,386	13,194	



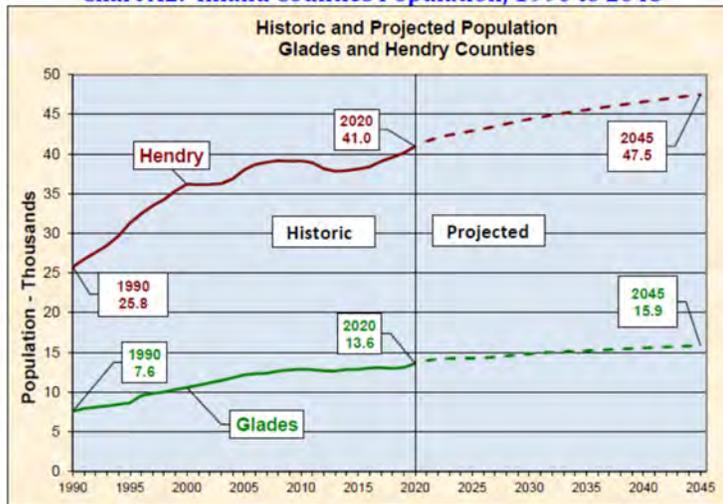
The right-hand sections of Charts A1 and A2 show projected population increases from 2020 to 2045, at substantially lower rates than those experienced between 1990 and 2020. Projected growth for the five-county region averages 1.2 percent per year, resulting in a population increase of 35.5 percent from 2020 to 2045. This would add over 489,000 residents to the region, and bring the total to 1,869,848. Lee County's population is projected to grow an average of 1.4 percent per year, Collier County at 1.2 percent, and Charlotte County at 0.9 percent. Projected growth rates for the inland counties are substantially lower; the population in both Hendry and Glades County are projected to grow at an average of 0.6 percent per year between 2020 and 2045.

Chart A1: Coastal Counties Population, 1990 to 2045



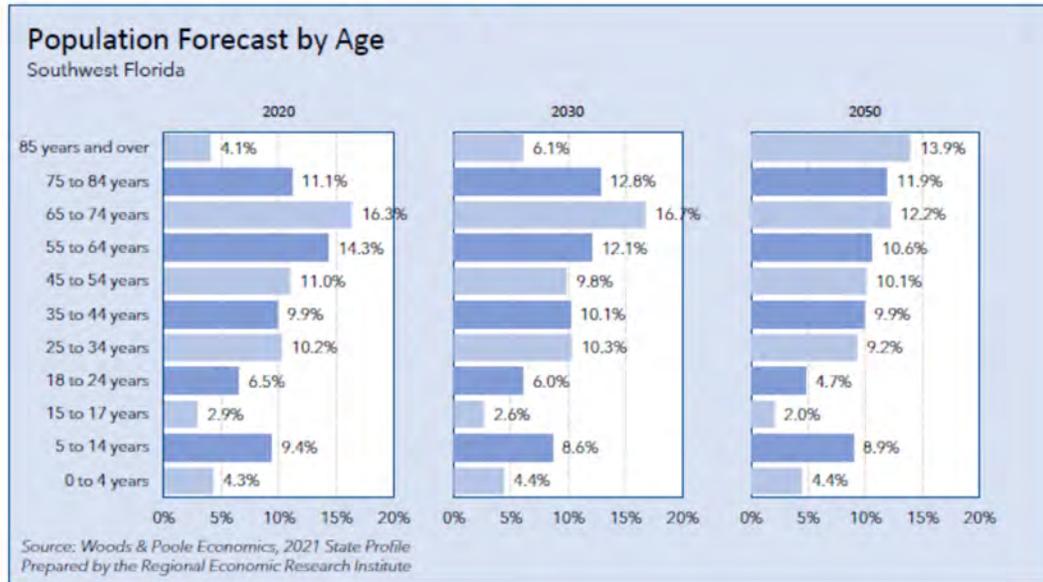
Source: Office of Economic and Demographic Research

Chart A2: Inland Counties Population, 1990 to 2045

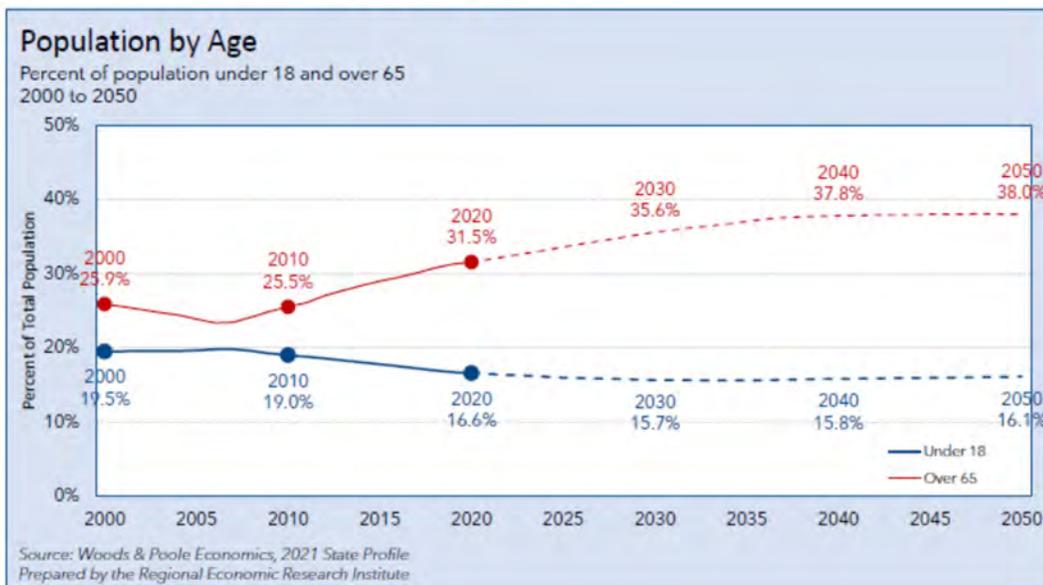


Source: Office of Economic and Demographic Research

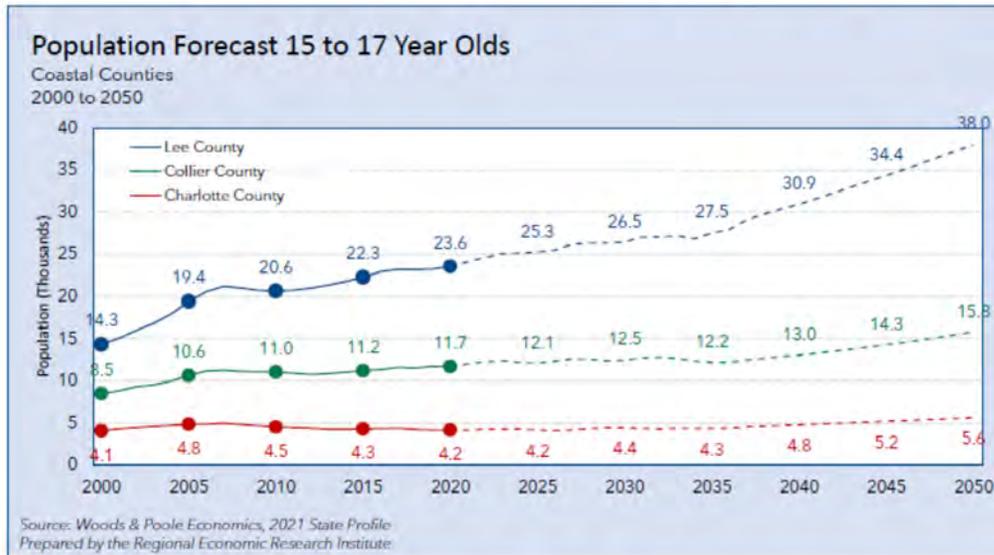
Population by Age



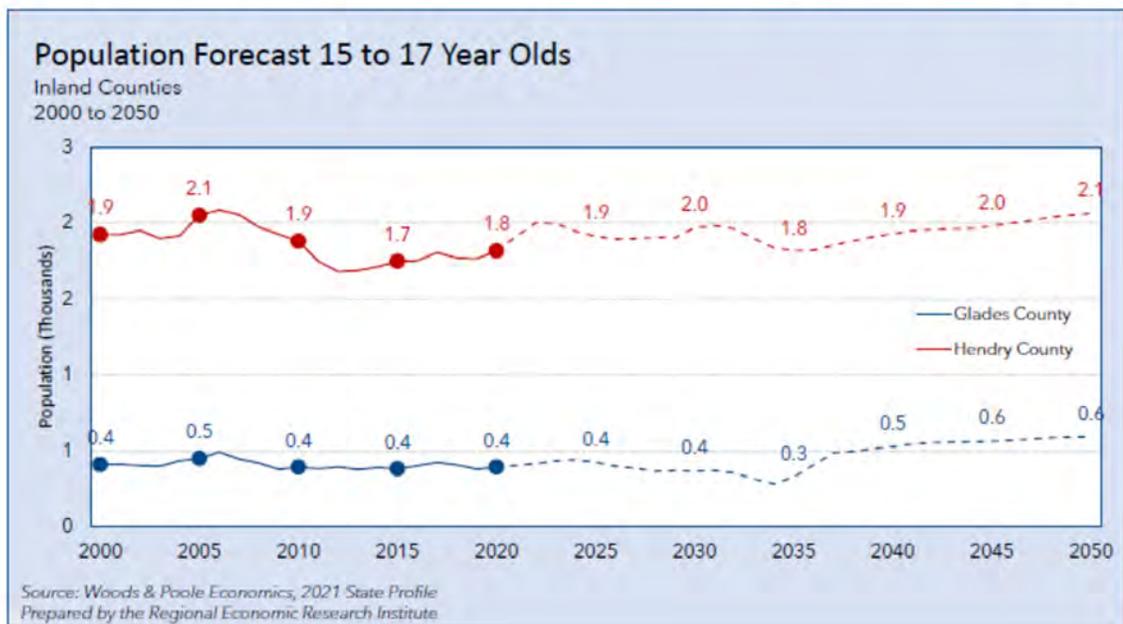
Population by Age



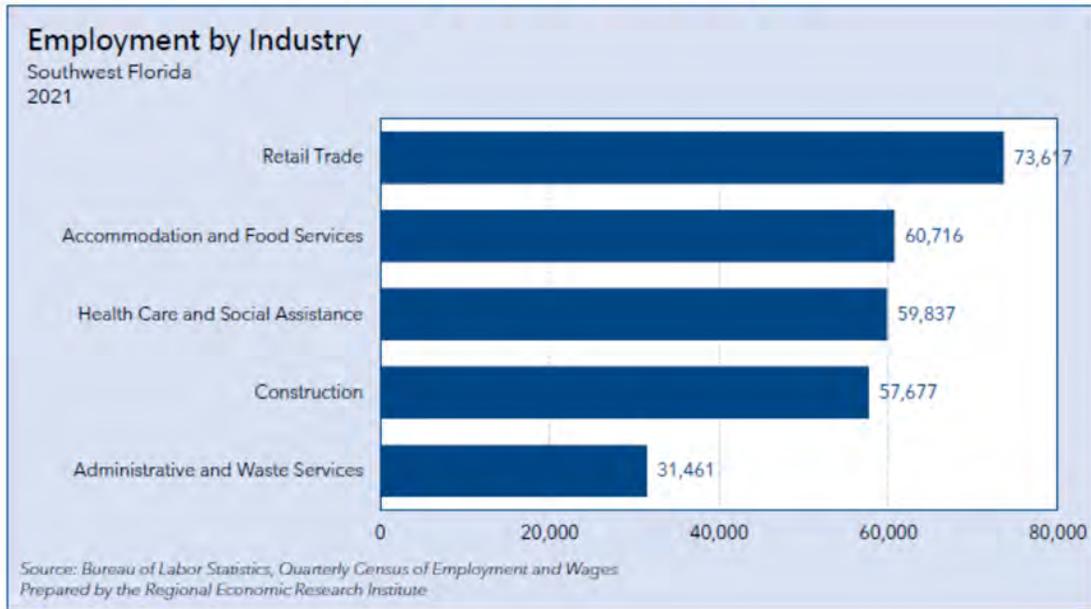
Population Forecast 15 to 17 Year Olds



Population Forecast 15 to 17 Year Olds



Employment by Industry



Average Annual Wages



Fastest-Growing Industries

Fastest-Growing Industries Southwest Florida				
Rank	Industry	Employment		
		2021	2029	Percent Growth
1	Museums, Parks and Historical Sites	500	772	54.4%
2	Clothing and Clothing Accessories Stores	5,397	7,979	47.8%
3	Warehousing and Storage	380	533	40.3%
4	Support Activities for Transportation	1,565	2,131	36.2%
5	Air Transportation	1,160	1,551	33.7%
6	Truck Transportation	1,758	2,342	33.2%
7	Furniture and Home Furnishings Stores	3,048	3,931	29.0%
8	Social Assistance	7,789	9,938	27.6%
9	Transit and Ground Passenger Transport	650	820	26.2%
10	Performing Arts and Spectator Sports	1,790	2,235	24.9%
11	Personal and Laundry Services	5,520	6,854	24.2%
12	Rental and Leasing Services	2,938	3,620	23.2%
13	ISPs, Search Portals, & Data Processing	446	547	22.6%
14	Food Services and Drinking Places	51,574	62,765	21.7%
15	Nursing and Residential Care Facilities	13,193	15,958	21.0%
16	Insurance Carriers & Related Activities	4,797	5,799	20.9%
17	Transportation Equipment Manufacturing	780	938	20.3%
18	Professional and Technical Services	25,987	31,169	19.9%
19	Educational Services	5,652	6,761	19.6%
20	Furniture and Related Product Mfg	868	1,030	18.7%

Source: Florida Department of Economic Opportunity (2021). Employment Projections. Retrieved from: <http://www.floridajobs.org/workforce-statistics/data-center/statistical-programs/employment-projections>

Tuition and Fees



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

Resident Student Fees per Credit Hour

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

Fees for Total Academic Year (30 credit hours)	\$3,340.80	\$3,711.30	\$2,485.44	\$3,180.00
---	-------------------	-------------------	-------------------	-------------------

Non-Resident Student Fees per Credit Hour

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

Fees for Total Academic Year (30 credit hours)	\$12,918.90	\$23,800.20	\$9,940.25	\$3,180.00
---	--------------------	--------------------	-------------------	-------------------

TESTING FEES

CLEP Administrative Fee	\$25.00
Placement Test, Other FL Colleges/Universities	\$25.00
Test Proctoring, Other Colleges/Universities	\$40.00

CERTIFICATION FEES

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

APPLICATION FEES

Application to FSW -on-Degree Seeking	\$30.00
Application to FSW - US Citizen	\$30.00
Application to FSW - Non-US Citizen	\$60.00
Application Fee - Cardiovascular Technology Program	\$26.00
Application Fee - Dental Hygiene Program	\$15.00
Application Fee - EMS/Paramedic Program	\$15.00
Application Fee - Nursing Program	\$25.00
Application Fee - Nursing Baccalaureate Program	\$25.00
Application Fee - Radiologic Tech. Program	\$15.00
Application Fee - Respiratory Care Program	\$27.00
Application Fee - Fire Academy	\$325.00

OTHER FEES

Student Access/ID Fee (New)	\$30.00
Student Access/ID Fee (Replacement)	\$15.00
Short-Term Loan Application Fee (non-refundable)	\$20.00
Tuition Installment Plan - Process Fee (non-refundable)	\$5.00
Dental Clinic Fee - Adult	\$50.00
Dental Clinic Fee - Child	\$30.00
Dental Clinic Periodontal Checkup - Adult	\$10.00
Dental Clinic Fee - Sealant	\$5.00
Distance Learning (Per Credit Hour)	\$15.00
Parking Fine	\$15.00
Parking Fine- Handicapped	\$50.00
Parking Fee (Per Credit Hour)**	\$2.00
** Not applicable to FSW Online Courses	
Convenience Fee	\$6.00
Transcript Request (each)	\$5.00
Return Check Fee	\$30.00
Lost Library Materials	Replacement Cost
Laptop Kiosk Checkout - Overdue Fine	\$5/hour (up to \$120 max)
Lost or Replacement Laptop Fee (charged after 48 hours)	\$850

School of Arts, Humanities and Social Sciences

ART	1201C	Basic Design	\$34.00	MVB	1013	Applied Music - Trumpet	\$50.00
ART	1203C	Three-dimensional Design (Sculpture)	\$34.00	MVB	1014	Applied Music - Baritone Horn	\$50.00
ART	1300C	Drawing I	\$34.00	MVB	1015	Applied Music - Tuba	\$50.00
ART	1301C	Drawing II	\$34.00	MVB	1211	Applied Music - Trumpet	\$50.00
ART	1330C	Figure Drawing	\$34.00	MVB	1212	Applied Music - Horn	\$50.00
ART	2012C	Media Exploration	\$34.00	MVB	1213	Applied Music - Trombone	\$50.00
ART	2205C	Color Theory	\$34.00	MVB	1214	Applied Music - Baritone Horn	\$50.00
ART	2500C	Painting I	\$34.00	MVB	1215	Applied Music - Tuba	\$50.00
ART	2501C	Painting II	\$34.00	MVB	1311	Applied Music - Trumpet	\$50.00
ART	2527C	Abstract Painting	\$34.00	MVB	1312	Applied Music - Horn	\$50.00
ART	2600C	Intro to Digital Art	\$37.00	MVB	1313	Applied Music - Trumpet	\$50.00
ART	2601C	Intermediate Computer Art	\$37.00	MVB	1314	Applied Music - Baritone Horn	\$50.00
ART	2616C	Digital Art & Animation	\$37.00	MVB	1315	Applied Music - Tuba	\$50.00
DIG	2118C	Digital Graphic Design	\$37.00	MVB	2221	Applied Music - Trumpet	\$50.00
DIG	2100C	Web Design 1	\$37.00	MVB	2222	Applied Music - Horn	\$50.00
DIG	2251C	Digital Audio I	\$37.00	MVB	2223	Applied Music - Trombone	\$50.00
DIG	2280C	Digital Video and Sound	\$37.00	MVB	2224	Applied Music - Baritone Horn	\$50.00
DIG	2284C	Advance Digital Video and Sound	\$37.00	MVB	2225	Applied Music - Tuba	\$50.00
DIG	2205C	Basic Video Editing	\$37.00	MVB	2321	Applied Music - Trumpet	\$50.00
DIG	2318C	Animation Studio	\$37.00	MVB	2322	Applied Music - Horn	\$50.00
DIG	2626C	Artificial Intelligence	\$37.00	MVB	2323	Applied Music - Trombone	\$50.00
DIG	2711C	Game Design & Gameplay	\$37.00	MVB	2324	Applied Music - Baritone Horn	\$50.00
DIG	2972C	Digital Arts & Multimedia Production Capstone	\$37.00	MVB	2325	Applied Music - Tuba	\$50.00
FIL	2432C	Filmmaking	\$37.00	MVJ	1011	Applied Music - Jazz Piano	\$50.00
MUM	2600C	Basic Audio Recording Technology	\$60.00	MVJ	1012	Applied Music - Jazz Violin	\$50.00
MUM	2601C	Recording Techniques II	\$60.00	MVJ	1013	Applied Music - Jazz Guitar	\$50.00
MUM	2604C	Multi-track Mixdown Techniques	\$37.00	MVJ	1014	Applied Music - Jazz Bass	\$50.00
MUM	2700	Music Business	\$30.00	MVJ	1015	Applied Music - Jazz Flute	\$50.00
MUN	1100	Pep Band	\$30.00	MVJ	1016	Applied Music - Jazz Saxophone	\$50.00
MUN	1120	Concert Band	\$30.00	MVJ	1017	Applied Music - Jazz Trumpet	\$50.00
MUN	1210	Symphony Orchestra	\$30.00	MVJ	1018	Applied Music - Jazz Trombone	\$50.00
MUN	1310	College Choir	\$30.00	MVJ	1210	Applied Music - Jazz Saxophone	\$50.00
MUN	1340	Vocal Ensemble	\$30.00	MVJ	1211	Applied Music - Jazz Voice	\$50.00
MUN	1410	Chamber Ensemble: String	\$30.00	MVJ	1212	Applied Music - Jazz Violin	\$50.00
MUN	1420	Chamber Ensemble: Woodwinds	\$30.00	MVJ	1213	Applied Music - Jazz Guitar	\$50.00
MUN	1430	Chamber Ensemble: Brass	\$30.00	MVJ	1214	Applied Music - Jazz Bass	\$50.00
MUN	1440	Chamber Ensemble: Percussion	\$30.00	MVJ	1215	Applied Music - Jazz Flute	\$50.00
MUN	1480	Guitar Ensemble	\$30.00	MVJ	1216	Applied Music - Jazz Saxophone	\$50.00
MUN	1481	Jazz Guitar Ensemble	\$30.00	MVJ	1217	Applied Music - Jazz Trumpet	\$50.00
MUN	1710	Jazz Ensemble I	\$30.00	MVJ	1218	Applied Music - Jazz Trombone	\$50.00
MUN	2004	Commercial Music Ensemble	\$30.00	MVJ	1219	Applied Music - Jazz Percussion	\$50.00
MUN	2022	Laptop and Electronic Art Ensemble	\$30.00	MVK	1011	Pre-Principal: Piano	\$50.00
MUN	2120	Concert Band	\$30.00	MVK	1012	Pre-Principal: Harpsichord	\$50.00
MUN	2121	Advanced Concert Band	\$30.00	MVK	1013	Pre-Principal: Organ	\$50.00
MUN	2210	Symphony Orchestra	\$30.00	MVK	1111	Class Piano I	\$30.00
MUN	2211	Advanced Orchestra	\$30.00	MVK	1112	Class Piano II	\$30.00
MUN	2310	College Choir	\$30.00	MVK	1211	Applied Music - Piano	\$50.00
MUN	2410	Chamber Orchestra -- String	\$30.00	MVK	1212	Applied Music - Harpsichord	\$50.00
MUN	2420	Chamber Orchestra -- Woodwinds	\$30.00	MVK	1213	Applied Music - Organ	\$50.00
MUN	2430	Chamber Orchestra - Brass	\$30.00	MVK	1311	Applied Music - Piano	\$50.00
MUN	2440	Chamber Orchestra - Percussion	\$30.00	MVK	1312	Applied Music - Harpsichord	\$50.00
MUN	2482	Jazz Guitar Ensemble	\$30.00	MVK	1313	Applied Music - Organ	\$50.00
MUN	2490	New Music Ensemble	\$30.00	MVK	2221	Applied Music - Piano	\$50.00
MUN	2704	Rock and Funk Ensemble	\$30.00	MVK	2222	Applied Music - Harpsichord	\$50.00
MUN	2710	Jazz Ensemble II	\$30.00	MVK	2223	Applied Music - Organ	\$50.00
MUN	2711	Advanced Jazz Ensemble	\$30.00	MVK	2321	Applied Music - Piano	\$50.00

School of Arts, Humanities and Social Sciences, cont'd

MVK	2322	Applied Music - Harpsichord	\$50.00	MVW	2221	Applied Music - Flute	\$50.00
MVK	2323	Applied Music - Organ	\$50.00	MVW	2222	Applied Music - Oboe	\$50.00
MVP	1011	Applied Music - Percussion	\$50.00	MVW	2223	Applied Music - Clarinet	\$50.00
MVP	1211	Applied Music - Percussion	\$50.00	MVW	2224	Applied Music - Bassoon	\$50.00
MVP	1311	Applied Music - Percussion	\$50.00	MVW	2225	Applied Music - Saxophone	\$50.00
MVP	2221	Applied Music - Percussion	\$50.00	MVW	2321	Applied Music - Flute	\$50.00
MVP	2321	Applied Music - Percussion	\$50.00	MVW	2322	Applied Music - Oboe	\$50.00
MVS	1011	Applied Music - Violin	\$50.00	MVW	2323	Applied Music - Clarinet	\$50.00
MVS	1012	Applied Music - Viola	\$50.00	MVW	2324	Applied Music - Bassoon	\$50.00
MVS	1013	Applied Music - Cello	\$50.00	MVW	2325	Applied Music - Saxophone	\$50.00
MVS	1014	Applied Music - String Bass	\$50.00	PGY	1800C	Introduction to Digital Photography	\$34.00
MVS	1211	Applied Music - Violin	\$50.00	PGY	1801C	Advanced Digital Photography	\$34.00
MVS	1212	Applied Music - Viola	\$50.00	PGY	2401C	Photography I	\$34.00
MVS	1213	Applied Music - Cello	\$50.00	PGY	2404C	Photography II	\$34.00
MVS	1214	Applied Music - String Bass	\$50.00	TPA	1210	Stage Craft I	\$10.00
MVS	1216	Applied Music - Guitar	\$50.00	TPA	1252C	Intro to Audiovisual Technology	\$37.00
MVS	1311	Applied Music - Violin	\$50.00	TPA	2211	Stage Craft II	\$10.00
MVS	1312	Applied Music - Viola	\$50.00				
MVS	1313	Applied Music - Cello	\$50.00				
MVS	1314	Applied Music - String Bass	\$50.00				
MVS	1316	Applied Music - Guitar	\$50.00				
MVS	2221	Applied Music - Violin	\$50.00				
MVS	2222	Applied Music - Viola	\$50.00				
MVS	2223	Applied Music - Cello	\$50.00				
MVS	2224	Applied Music - String Bass	\$50.00				
MVS	2226	Applied Music - Guitar	\$50.00				
MVS	2321	Applied Music - Violin	\$50.00				
MVS	2322	Applied Music - Viola	\$50.00				
MVS	2323	Applied Music - Cello	\$50.00				
MVS	2324	Applied Music - String Bass	\$50.00				
MVS	2326	Applied Music - Guitar	\$50.00				
MVV	1011	Applied Music - Voice	\$50.00				
MVV	1211	Applied Music - Voice	\$50.00				
MVV	1311	Applied Music - Voice	\$50.00				
MVV	2221	Applied Music - Voice	\$50.00				
MVV	2321	Applied Music - Voice	\$50.00				
MVW	1011	Applied Music - Flute	\$50.00				
MVW	1012	Applied Music - Oboe	\$50.00				
MVW	1013	Applied Music - Clarinet	\$50.00				
MVW	1014	Applied Music - Bassoon	\$50.00				
MVW	1015	Applied Music - Saxophone	\$50.00				
MVW	1211	Applied Music - Flute	\$50.00				
MVW	1212	Applied Music - Oboe	\$50.00				
MVW	1213	Applied Music - Clarinet	\$50.00				
MVW	1214	Applied Music - Bassoon	\$50.00				
MVW	1215	Applied Music - Saxophone	\$50.00				
MVW	1311	Applied Music - Flute	\$50.00				
MVW	1312	Applied Music - Oboe	\$50.00				
MVW	1313	Applied Music - Clarinet	\$50.00				
MVW	1314	Applied Music - Bassoon	\$50.00				
MVW	1315	Applied Music - Saxophone	\$50.00				

School of Business and Technology

BCN	1230	Materials & Methods of Construction	\$5.00	* CTS	1314	Network Defense & Countermeasures II	\$10.00
BCN	1272	Blueprint Reading	\$5.00	* CTS	2317	Countermeasures	\$10.00
BCT	2730	Construction Management	\$5.00	EGS	1001	Intro to Engineering	\$5.00
* CET	2691	Laws & Legal Aspects of IT Security	\$10.00	ETD	1103	Engineering Graphics I - AutoCAD	\$10.00
* CIS	2772	Security Operations Center	\$10.00	ETD	1320	Computer Aided Drafting	\$10.00
CJE	1640	Intro to Crime Scene Technology	\$5.00	ETD	1530	Drafting & Design	\$10.00
CJE	2602	Computerized Crime Scene Graphic	\$25.00	ETD	2340	Advanced Computer Aided Drafting	\$10.00
CJE	2643	Advanced Crime Scene Technology	\$20.00	GIS	1040	Geographic Information Systems	\$10.00
CJE	2649	Forensic Death Investigation	\$40.00	GIS	1045	Geographic Information Systems Customization	\$10.00
CJE	2670	Introduction for Forensic Science	\$10.00	PLA	2763	Law Office Management	\$25.00
CJE	2671	Latent Fingerprint Development	\$15.00	PLA	2942	Paralegal Internship-Malpractice Insurance	\$10.00
CJE	2677	Modern Fingerprinting Technology	\$35.00				
CJE	2770	Crime Scene Photography	\$15.00				

School of Health Professions

CVT	1800C	Cardiovascular Pre-Practicum I	\$153.00	NUR	1020C	Fundamentals of Nursing	\$400.00
CVT	1800C	Cardiovascular Pre-Practicum Program Insurance	\$10.00	NUR	1020C	Fundamentals of Nursing Program Insurance	\$10.00
* CVT	1800C	Cardiovascular Pre-Practicum I - Sim Lab	\$78.00	NUR	1020C	Fundamentals of Nursing - Sim Lab	\$78.00
* CVT	1801C	Cardiovascular Pre-Practicum II	\$76.00	NUR	1068C	Health Assessment	\$400.00
* CVT	2205	Advance Cardiac Care - Sim Lab	\$78.00	NUR	1068C	Health Assessment - Sim Lab	\$78.00
CVT	2420C	Invasive Cardiology I	\$153.00	NUR	1050C	Fundamentals of Nursing II	\$400.00
CVT	2805C	Cardiovascular Intervention Pre-Practicum	\$58.00	NUR	1050C	Fundamentals of Nursing II - Sim Lab	\$78.00
CVT	2840L	Cardiovascular Practicum I	\$164.00	NUR	1511C	Mental Health Nursing	\$400.00
CVT	2840L	Cardiovascular Practicum I Insurance	\$10.00	NUR	1511C	Mental Health Nursing - Sim Lab	\$78.00
CVT	2841L	Cardiovascular Practicum II	\$46.00	NUR	2211C	Adult Health Nursing I	\$400.00
* CVT	2842C	Cardiovascular Simulation Practicum I	\$46.00	NUR	2211C	Adult Health Nursing I - Sim Lab	\$78.00
CVT	2842L	Cardiovascular Practicum IV	\$46.00	NUR	2420C	Maternal Nursing	\$400.00
DEH	1002L	Dental Hygiene Preclinical	\$700.00	NUR	2420C	Maternal Nursing - Sim Lab	\$78.00
DEH	1802L	Dental Hygiene II Clinical	\$700.00	NUR	2213C	Adult Health Nursing II	\$400.00
DEH	2702L	Community Dental Health Lab	\$410.00	NUR	2213C	Adult Health Nursing II - Sim Lab	\$78.00
DEH	2804L	Dental Hygiene III Clinical	\$700.00	NUR	2310C	Pediatric Nursing	\$400.00
DEH	2806L	Dental Hygiene Program Insurance	\$10.00	NUR	2310C	Pediatric Nursing - Sim Lab	\$78.00
DEH	2806L	Dental Hygiene IV Clinical	\$700.00	* NUR	2924C	Clinical Preceptorship	\$400.00
DEH	2808L	Dental Hygiene V Clinical	\$700.00	NUR	2942L	Clinical Preceptorship	\$400.00
DES	1020C	Dental Anatomy	\$410.00	RET	1275C	Clinical Care Techniques	\$500.00
DES	1100C	Dental Hygiene Program Insurance	\$10.00	RET	1275C	Clinical Care Techniques Program Insurance	\$10.00
DES	1100C	Dental Materials	\$410.00	RET	1275C	Clinical Care Techniques - Sim Lab	\$78.00
DES	1200C	Dental Radiology	\$700.00	RET	1832L	Clinical Practicum I	\$500.00
DES	2832C	Expanded Functions Lab	\$410.00	RET	2234C	Respiratory Therapeutics	\$224.00
EMS	2661	Paramedic Field Internship	\$225.00	RET	2234C	Respiratory Care I - Sim Lab	\$78.00
EMS	2119L	Fundamentals of EMS Care Lab	\$340.00	RET	2254C	Respiratory Care Assessment	\$225.00
EMS	2421	EMT Practicum Insurance	\$10.00	RET	2264L	Adv Mechanical Ventilation Lab	\$330.00
EMS	2421L	EMT Practicum	\$340.00	RET	2264L	Adv Mechanical Ventilation Lab - Sim Lab	\$78.00
EMS	2600L	Intro to Paramedic Lab	\$275.00	RET	2714	NeoNatal Pediatrics Resp Care - Sim Lab	\$78.00
EMS	2601L	Paramedic Laboratory I	\$375.00	RET	2874L	Clinical Practicum II	\$560.00
EMS	2602L	Paramedic Laboratory II	\$375.00	RET	2874L	Respiratory Care Program Insurance	\$10.00
EMS	2602L	Paramedic Laboratory II - Sim Lab	\$78.00	RET	2875L	Clinical Practicum III	\$575.00
EMS	2646	Paramedic Clinical Experience	\$225.00	RET	2876L	Clinical Practicum IV	\$200.00
EMS	2648	Paramedic Field Experience Program Insurance	\$10.00	RTE	1503L	Radiographic Positioning I Lab	\$250.00
EMS	2648	Paramedic Field Experience	\$225.00	RTE	1503L	Radiologic Technology Program Insurance	\$10.00
FFP	0030C	Firefighter I	\$850.00	RTE	1804	Radiology Practicum I	\$250.00
FFP	0031C	Firefighter II	\$850.00	RTE	1814	Radiology Practicum II	\$250.00
NUR	1020C	Fundamentals of Nursing - ATI	\$307.00	RTE	1824	Radiologic Technology Program Insurance	\$10.00
NUR	2211C	Adult Health Nursing - ATI	\$307.00	RTE	1824	Radiology Practicum III	\$250.00
NUR	2420C	Maternal Health Nursing - ATI	\$307.00	RTE	2834	Radiology Practicum IV	\$250.00
NUR	2213C	Adult Health Nursing II - ATI	\$307.00	RTE	2844	Radiology Practicum V	\$250.00

* New course

School of Education

CHD 1120	Infant/Toddler Development	\$5.00	EEC 1003	Introduction to School Age Child Care	\$5.00
CHD 1134	Management of Early Childhood Learning	\$5.00	EEC 1202	Principles of Early Childhood	\$20.00
CHD 1135	Understanding Young Children	\$5.00	EEC 1603	Positive Guidance Behavior Management	\$5.00
CHD 1220	Intro to Child Development	\$15.00	EEC 1946	Early Childhood Practicum	\$25.00
CHD 1332	Creative Experiences for the Young Child	\$20.00	EEC 1947	Early Childhood Practicum II	\$25.00
CHD 2324	Early Childhood Language Arts/Reading	\$5.00	EEC 2521	Administration of Child Care Centers	\$20.00
EDE 3315	Math in the Elementary Classroom	\$10.00	EEX 1013	Special Needs in Early Childhood	\$5.00
EDE 4223	Integrated Music Art Movement	\$20.00	EME 2040	Intro to Educational Technology	\$15.00
EDE 4940	Final Internship, Elementary Education	\$325.00	LAE 3314	Teaching Language Arts in Elementary School	\$100.00
EDF 2005	Introduction to the Teaching Profession	\$15.00	MAE 4310	Teaching Math in Elementary School	\$100.00
EDF 2085	Introduction to Diversity for Educators	\$15.00	RED 4012	Foundation of Literacy	\$25.00
EDF 3214	Human Development and Learning	\$25.00	RED 4519	Diag & Intervention Reading	\$25.00
EDG 3410	Classroom Mgmt & Comm	\$25.00	SCE 3310	Teaching Science in Elementary School	\$100.00
EDG 3620	Curriculum and Instruction	\$25.00	SSE 3313	Teaching Social Studies in Elementary School	\$100.00
EDG 4004	Special Topics in Education I	\$15.00	TSL 4080	Second Language Acquisition and Culture	\$50.00
EEC 1000	Foundations in Early Childhood Education	\$5.00	TSL 4140	ESOL Methods Curriculum and Assessment	\$50.00

School of Pure and Applied Sciences

AST 2002C	Astronomy	\$10.00	EVR 1001C	Intro to Environmental Science	\$12.00
BSC 1005L	Intro to Biological Science	\$8.00	GLY 1010C	Physical Geology	\$10.00
BSC 1010L	Biological Science I	\$12.00	GLY 1100C	Historical Geology	\$10.00
BSC 1011L	Biological Science II	\$12.00	ISC 1001C	Foundation of Interdisciplinary Science I	\$10.00
BSC 1051C	Environmental Biology-SW FL Eco	\$12.00	MCB 2010C	Microbiology	\$20.00
BSC 1084C	Anatomy & Physiology	\$15.00	OCB 1000	The Living Ocean	\$15.00
BSC 1085C	Anatomy & Physiology I	\$20.00	OCB 2010L	Marine Biology Lab	\$10.00
BSC 1086C	Anatomy & Physiology II	\$20.00	OCE 1001	Intro to Oceanography	\$15.00
CHM 1020C	Chemistry for a Sustainable Future	\$15.00	OCE 1013C	Marine Science	\$15.00
CHM 2025L	Intro to College Chemistry Lab	\$15.00	PHY 1007C	Physics Health Sciences Lab	\$12.00
CHM 2032L	General Chemistry Health Sciences Lab	\$15.00	PHY 1020C	Fundamentals of the Physical World	\$12.00
CHM 2045L	General Chemistry I Lab	\$18.00	PHY 2048L	General Physics I Lab	\$12.00
CHM 2046L	General Chemistry II Lab	\$18.00	PHY 2049L	General Physics II Lab	\$12.00
CHM 2210L	Organic Chemistry I Lab	\$25.00	PHY 2053L	College Physics I Lab	\$12.00
CHM 2211L	Organic Chemistry II Lab	\$25.00	PHY 2054L	College Physics II Lab	\$12.00
ESC 1000C	Intro to Earth Science	\$15.00			

Course Fee Changes
 Effective July 1, 2023

New Courses/Fees

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
DIG 2284C	Adv Digital Video & Sound	\$0	\$37	\$37
MUM 2700	Music Business	\$0	\$30	\$30
DIG 2118C	Digital Graphic Design	\$0	\$37	\$37
MUN 2022	Laptop & Electronic Art Ensemble	\$0	\$30	\$30
MVK 1111	Class Piano I	\$0	\$30	\$30
MVK 1112	Class Piano II	\$0	\$30	\$30
TPA 1210	Stage Craft I	\$0	\$10	\$10
TPA 2211	Stage Craft II	\$0	\$10	\$10
CET 2691	Laws & Legal Aspects of IT Security	\$0	\$10	\$10
CIS 2772	Security Operations Center	\$0	\$10	\$10
CTS 1314	Network Defense & Countermeasures II	\$0	\$10	\$10
CTS 2317	Countermeasures	\$0	\$10	\$10
GIS 1040	Geographic Information Systems	\$0	\$10	\$10
GIS 1045	Geo. Info. Systems Customization	\$0	\$10	\$10
CVT 1800C	Cardiovascular Pre-Practicum I	\$0	\$153	\$153
CVT 1800C	Cardiovascular Pre-Practicum Program Insurance	\$0	\$10	\$10
CVT 1800C	Cardiovascular Pre-Practicum I - Sim Lab	\$0	\$78	\$78
CVT 1801C	Cardiovascular Pre-Practicum II	\$0	\$76	\$76
CVT 2205	Advance Cardiac Care - Sim Lab	\$0	\$78	\$78
CVT 2842C	Cardiovascular Simulation Practicum I	\$0	\$46	\$46
NUR 1020C	Fundamentals of Nursing I (ATI)	\$0	\$307	\$307
NUR 2211C	Adult Health Nursing I (ATI)	\$0	\$307	\$307
NUR 2420C	Maternal Nursing (ATI)	\$0	\$307	\$307
NUR 2213C	Adult Health Nursing II (ATI)	\$0	\$307	\$307
NUR 2924C	Clinical Preceptorship	\$0	\$400	\$400
CHM 1020C	Chemistry for a Sustainable Future	\$0	\$15	\$15
PHY 1007C	Physics Health Sciences Lab	\$0	\$12	\$12

Course Fee Decreases

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
AST 2002C	Astronomy	\$34	\$10	(\$10)
BSC 1005L	Intro to Biological Science	\$25	\$8	(\$8)
BSC 1010L	Biological Science I	\$32	\$12	(\$12)
BSC 1011L	Biological Science II	\$32	\$12	(\$12)
BSC 1051C	Environmental Biology: So FL Lab	\$32	\$12	(\$12)
BSC 1084C	Anatomy and Physiology	\$32	\$15	(\$15)
BSC 1085C	Anatomy & Physiology I Lab	\$32	\$20	(\$20)
BSC 1086C	Anatomy & Physiology II	\$32	\$20	(\$20)
CHM 2025L	Intro to College Chemistry I Lab	\$35	\$15	(\$15)
CHM 2032L	General Chemistry for Health Sciences Lab	\$35	\$15	(\$15)
CHM 2045L	General Chemistry I Lab	\$65	\$18	(\$18)
CHM 2046L	General Chemistry II Lab	\$65	\$18	(\$18)
CHM 2210L	Organic Chemistry I Lab	\$93	\$25	(\$25)
CHM 2211L	Organic Chemistry II Lab	\$92	\$25	(\$25)
ESC 1000C	Intro to Earth Science	\$32	\$15	(\$15)
EVR 1001C	Intro to Environmental Science	\$32	\$12	(\$12)
GLY 1010C	Physical Geology	\$33	\$10	(\$10)
GLY 1100C	Historical Geology	\$33	\$10	(\$10)
ISC 1001C	Foundation of Interdisciplinary Science I	\$30	\$10	(\$10)
MCB 2010C	Microbiology	\$50	\$20	(\$20)
OCB 2010L	Marine Biology Lab	\$32	\$10	(\$10)
OCE 1013C	Marine Science	\$32	\$15	(\$15)
PHY 1020C	Fundamen of Physical World	\$33	\$12	(\$12)
PHY 2048L	General Physics I Lab	\$41	\$12	(\$12)
PHY 2049L	General Physics II Lab	\$41	\$12	(\$12)
PHY 2053L	College Physics I Lab	\$41	\$12	(\$12)
PHY 2054L	College Physics II Lab	\$41	\$12	(\$12)

Eliminated Courses/Fees

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
EAP 0200	Speech/Listening Learning Assistance	\$40	\$0	(\$40)
EAP 0220	Reading Learning Assistance	\$40	\$0	(\$40)
EAP 0240	Writing Learning Assistance	\$40	\$0	(\$40)
EAP 0260	Grammar Learning Assistance	\$40	\$0	(\$40)
EAP 0300	Speech/Listening Learning Assistance	\$40	\$0	(\$40)
EAP 0320	Reading Learning Assistance	\$40	\$0	(\$40)
EAP 0340	Writing Learning Assistance	\$40	\$0	(\$40)
EAP 0360	Grammar Learning Assistance	\$40	\$0	(\$40)
EAP 0400	Speech/Listening Learning Assistance	\$40	\$0	(\$40)
EAP 0420	Reading Learning Assistance	\$40	\$0	(\$40)
EAP 0440	Writing Learning Assistance	\$40	\$0	(\$40)
EAP 0460	Grammar Learning Assistance	\$40	\$0	(\$40)
EAP 1500	Speech/Listening Learning Assistance	\$50	\$0	(\$50)
EAP 1520	Reading Learning Assistance	\$50	\$0	(\$50)
EAP 1540	Writing Learning Assistance	\$50	\$0	(\$50)
EAP 1560	Grammar Learning Assistance	\$50	\$0	(\$50)
EAP 1600	English Academic Speech/Listening	\$50	\$0	(\$50)
EAP 1620	English Academic Reading	\$50	\$0	(\$50)
EAP 1640	English Academic Writing	\$50	\$0	(\$50)
SLS 1515	Cornerstone Experience	\$30	\$0	(\$30)
ART 2750C	Ceramics I	\$34	\$0	(\$34)
ART 2751C	Ceramics II	\$34	\$0	(\$34)
ENC 0022	Writing for College Success	\$55	\$0	(\$55)
CRW 2001	Creative Writing	\$35	\$0	(\$35)
CRW 2002	Creative Writing II	\$35	\$0	(\$35)
ENC 1101	Composition I	\$35	\$0	(\$35)
ENC 1102	Composition II	\$35	\$0	(\$35)
SPC 1017	Fundamentals of Speech Communications	\$18	\$0	(\$18)
SPC 2608	Intro to Public Speaking	\$18	\$0	(\$18)
WOH 1012	World Civilization I	\$10	\$0	(\$10)
WOH 1023	World Civilization II	\$10	\$0	(\$10)
WOH 1030	World Civilization III	\$10	\$0	(\$10)
COP 3655	App Develop for Mobile Devices	\$15	\$0	(\$15)
ISM 4153	Enterprise Information Systems	\$15	\$0	(\$15)
BCN 1040	Intro to Sustainability in Construction	\$5	\$0	(\$5)
BCN 2710	Construction Procedures	\$5	\$0	(\$5)
BCT 1760	Building Codes	\$5	\$0	(\$5)
ETD 2930	Special Topics/Capstone Engineering	\$20	\$0	(\$20)
SUR 1100	Surveying	\$10	\$0	(\$10)
SUR 2140	Advanced Surveying	\$10	\$0	(\$10)
BUL 2241	Business Law	\$25	\$0	(\$25)
PLA 1003	Intro to Paralegal Studies	\$25	\$0	(\$25)
PLA 1103	Legal Research & Writing I	\$25	\$0	(\$25)
PLA 2114	Legal Research & Writing I	\$25	\$0	(\$25)
PLA 2200	Litigation	\$25	\$0	(\$25)
PLA 2202	Torts	\$25	\$0	(\$25)
PLA 2600	Wills, Trusts & Probate Admin	\$25	\$0	(\$25)
PLA 2610	Real Estate Law & Property	\$25	\$0	(\$25)
PLA 2800	Family Law	\$25	\$0	(\$25)
PLA 2880	Construction Law	\$25	\$0	(\$25)
PLA 2930	Special Topics/Capstone Paralegal	\$25	\$0	(\$25)
NUR 2033L	Health Alterations Clinical	\$400	\$0	(\$400)
NUR 2244L	Complex Health Prob Clinical	\$400	\$0	(\$400)
NUR 2244L	Complex Health Prob Clinical - Sim Lab	\$78	\$0	(\$78)
NUR 2941L	Clinical Preceptorship	\$400	\$0	(\$400)
ISC 1002C	Foundation of Interdisciplinary Science II	\$30	\$0	(\$30)
MAC 1105	College Algebra	\$30	\$0	(\$30)
MAC 1106	Combined College Algebra/Precalculus	\$30	\$0	(\$30)
MAC 1114	Trigonometry	\$30	\$0	(\$30)
MAC 1140	Precalculus Algebra	\$30	\$0	(\$30)
MAC 1147	Precalculus Algebra/Trigonometry	\$30	\$0	(\$30)

Eliminated Courses/Fees con't

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
MAC 2233	Calculus for Business/Social/Life Sciences	\$30	\$0	(\$30)
MAC 2311	Calculus with Analytic Geometry I	\$30	\$0	(\$30)
MAC 2312	Calculus with Analytic Geometry II	\$30	\$0	(\$30)
MAC 2313	Calculus with Analytic Geometry III	\$30	\$0	(\$30)
MAP 2302	Differential Equations	\$30	\$0	(\$30)
MAT 0057	Mathematics for College Success	\$30	\$0	(\$30)
MAT 1033	Intermediate Algebra	\$30	\$0	(\$30)
MGF 1106	Mathematics for Liberal Arts I	\$30	\$0	(\$30)
MGF 1107	Mathematics for Liberal Arts II	\$30	\$0	(\$30)
STA 2023	Introduction to Statistics	\$30	\$0	(\$30)

Course Fee Increases

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
MUM 2600C	Basic Audio Recording Technology	\$37	\$60	\$23
MUM 2601C	Recording Techniques II	\$37	\$60	\$23
MUN 1100	Pep Band	\$25	\$30	\$5
MUN 1120	Concert Band	\$25	\$30	\$5
MUN 1210	Symphony Orchestra	\$25	\$30	\$5
MUN 1310	College Choir	\$25	\$30	\$5
MUN 1340	Vocal Ensemble	\$25	\$30	\$5
MUN 1410	Chamber Ensemble: String	\$25	\$30	\$5
MUN 1420	Chamber Ensemble: Woodwinds	\$25	\$30	\$5
MUN 1430	Chamber Ensemble: Brass	\$25	\$30	\$5
MUN 1440	Chamber Ensemble: Percussion	\$25	\$30	\$5
MUN 1480	Guitar Ensemble	\$25	\$30	\$5
MUN 1481	Jazz Guitar Ensemble	\$25	\$30	\$5
MUN 1710	Jazz Ensemble I	\$25	\$30	\$5
MUN 2004	Commercial Music Ensemble	\$25	\$30	\$5
MUN 2120	Concert Band	\$25	\$30	\$5
MUN 2121	Advanced Concert Band	\$25	\$30	\$5
MUN 2210	Symphony Orchestra	\$25	\$30	\$5
MUN 2211	Advanced Orchestra	\$25	\$30	\$5
MUN 2310	College Choir	\$25	\$30	\$5
MUN 2410	Chamber Orchestra: String	\$25	\$30	\$5
MUN 2420	Chamber Orchestra: Woodwinds	\$25	\$30	\$5
MUN 2430	Chamber Orchestra: Brass	\$25	\$30	\$5
MUN 2440	Chamber Orchestra: Percussion	\$25	\$30	\$5
MUN 2482	Jazz Guitar Ensemble	\$25	\$30	\$5
MUN 2490	New Music Ensemble	\$25	\$30	\$5
MUN 2704	Rock and Funk Ensemble	\$25	\$30	\$5
MUN 2710	Jazz Ensemble II	\$25	\$30	\$5
MUN 2711	Advanced Jazz Ensemble	\$25	\$30	\$5
MVB 1013	Applied Music - Trumpet	\$25	\$50	\$25
MVB 1014	Applied Music - Baritone Horn	\$25	\$50	\$25
MVB 1015	Applied Music - Tuba	\$25	\$50	\$25
MVB 1211	Applied Music Instr: Trumpet	\$25	\$50	\$25
MVB 1212	Applied Music: French Horn	\$25	\$50	\$25
MVB 1213	Applied Music Instr: Trombone	\$25	\$50	\$25
MVB 1214	Applied Music: Baritone Horn	\$25	\$50	\$25
MVB 1215	Applied Music Instr: Tuba	\$25	\$50	\$25
MVB 1311	Applied Music Instr: Trumpet	\$25	\$50	\$25
MVB 1312	Applied Music: French Horn	\$25	\$50	\$25
MVB 1313	Applied Music Instr: Trombone	\$25	\$50	\$25
MVB 1314	Applied Music: Baritone Horn	\$25	\$50	\$25
MVB 1315	Applied Music Instr: Tuba	\$25	\$50	\$25
MVB 2221	Applied Music Instr: Trumpet	\$25	\$50	\$25
MVB 2222	Applied Music: French Horn	\$25	\$50	\$25
MVB 2223	Applied Music Instr: Trombone	\$25	\$50	\$25
MVB 2224	Applied Music: Baritone Horn	\$25	\$50	\$25

Course Fee Increases con't

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
MVB 2225	Applied Music Instr: Tuba	\$25	\$50	\$25
MVB 2321	Applied Music Instr: Trumpet	\$25	\$50	\$25
MVB 2322	Applied Music: French Horn	\$25	\$50	\$25
MVB 2323	Applied Music Instr: Trombone	\$25	\$50	\$25
MVB 2324	Applied Music: Baritone Horn	\$25	\$50	\$25
MVB 2325	Applied Music Instr: Tuba	\$25	\$50	\$25
MVJ 1011	Applied Music - Jazz Piano	\$25	\$50	\$25
MVJ 1012	Applied Music - Jazz Violin	\$25	\$50	\$25
MVJ 1013	Applied Music - Jazz Guitar	\$25	\$50	\$25
MVJ 1014	Applied Music - Jazz Bass	\$25	\$50	\$25
MVJ 1015	Applied Music - Jazz Flute	\$25	\$50	\$25
MVJ 1016	Applied Music - Jazz Saxophone	\$25	\$50	\$25
MVJ 1017	Applied Music - Jazz Trumpet	\$25	\$50	\$25
MVJ 1018	Applied Music - Jazz Trombone	\$25	\$50	\$25
MVJ 1210	Applied Music - Jazz Saxophone	\$25	\$50	\$25
MVJ 1211	Applied Music - Jazz Voice	\$25	\$50	\$25
MVJ 1212	Applied Music - Jazz Violin	\$25	\$50	\$25
MVJ 1213	Applied Music - Jazz Guitar	\$25	\$50	\$25
MVJ 1214	Applied Music - Jazz Bass	\$25	\$50	\$25
MVJ 1215	Applied Music - Jazz Flute	\$25	\$50	\$25
MVJ 1216	Applied Music - Jazz Saxophone	\$25	\$50	\$25
MVJ 1217	Applied Music - Jazz Trumpet	\$25	\$50	\$25
MVJ 1218	Applied Music - Jazz Trombone	\$25	\$50	\$25
MVJ 1219	Applied Music - Jazz Percussion	\$25	\$50	\$25
MVK 1011	Pre-Principal: Piano	\$25	\$50	\$25
MVK 1012	Pre-Principal: Harpsichord	\$25	\$50	\$25
MVK 1013	Pre-Principal: Organ	\$25	\$50	\$25
MVK 1211	Applied Music - Piano	\$25	\$50	\$25
MVK 1212	Applied Music - Harpsichord	\$25	\$50	\$25
MVK 1213	Applied Music - Organ	\$25	\$50	\$25
MVK 1311	Applied Music - Piano	\$25	\$50	\$25
MVK 1312	Applied Music - Harpsichord	\$25	\$50	\$25
MVK 1313	Applied Music - Organ	\$25	\$50	\$25
MVK 2221	Applied Music - Piano	\$25	\$50	\$25
MVK 2222	Applied Music - Harpsichord	\$25	\$50	\$25
MVK 2223	Applied Music - Organ	\$25	\$50	\$25
MVK 2321	Applied Music - Piano	\$25	\$50	\$25
MVK 2322	Applied Music - Harpsichord	\$25	\$50	\$25
MVK 2323	Applied Music - Organ	\$25	\$50	\$25
MVP 1011	Applied Music - Percussion	\$25	\$50	\$25
MVP 1211	Applied Music - Percussion	\$25	\$50	\$25
MVP 1311	Applied Music - Percussion	\$25	\$50	\$25
MVP 2221	Applied Music - Percussion	\$25	\$50	\$25
MVP 2321	Applied Music - Percussion	\$25	\$50	\$25
MVS 1011	Applied Music - Violin	\$25	\$50	\$25
MVS 1012	Applied Music - Viola	\$25	\$50	\$25
MVS 1013	Applied Music - Cello	\$25	\$50	\$25
MVS 1014	Applied Music - String Bass	\$25	\$50	\$25
MVS 1211	Applied Music - Piano	\$25	\$50	\$25
MVS 1212	Applied Music - Harpsichord	\$25	\$50	\$25
MVS 1213	Applied Music - Organ	\$25	\$50	\$25
MVS 1214	Applied Music - Strings	\$25	\$50	\$25
MVS 1216	Applied Music - Guitar	\$25	\$50	\$25
MVS 1311	Applied Music - Violin	\$25	\$50	\$25
MVS 1312	Applied Music - Viola	\$25	\$50	\$25
MVS 1313	Applied Music - Cello	\$25	\$50	\$25
MVS 1314	Applied Music - Strings	\$25	\$50	\$25
MVS 1316	Applied Music - Guitar	\$25	\$50	\$25
MVS 2221	Applied Music - Violin	\$25	\$50	\$25
MVS 2222	Applied Music - Viola	\$25	\$50	\$25
MVS 2223	Applied Music - Cello	\$25	\$50	\$25

Course Fee Increases con't

Course Number	Course Title	Current Fee	Proposed Fee	Fee Change
MVS 2224	Applied Music - Strings	\$25	\$50	\$25
MVS 2226	Applied Music - Guitar	\$25	\$50	\$25
MVS 2321	Applied Music - Violin	\$25	\$50	\$25
MVS 2322	Applied Music - Viola	\$25	\$50	\$25
MVS 2323	Applied Music - Cello	\$25	\$50	\$25
MVS 2324	Applied Music - Strings	\$25	\$50	\$25
MVS 2326	Applied Music - Guitar	\$25	\$50	\$25
MVV 1011	Applied Music - Voice	\$25	\$50	\$25
MVV 1211	Applied Music - Voice	\$25	\$50	\$25
MVV 1311	Applied Music - Voice	\$25	\$50	\$25
MVV 2221	Applied Music - Voice	\$25	\$50	\$25
MVV 2321	Applied Music - Voice	\$25	\$50	\$25
MVW 1011	Applied Music - Flute	\$25	\$50	\$25
MVW 1012	Applied Music - Oboe	\$25	\$50	\$25
MVW 1013	Applied Music - Clarinet	\$25	\$50	\$25
MVW 1014	Applied Music - Bassoon	\$25	\$50	\$25
MVW 1015	Applied Music - Saxophone	\$25	\$50	\$25
MVW 1211	Applied Music - Flute	\$25	\$50	\$25
MVW 1212	Applied Music - Oboe	\$25	\$50	\$25
MVW 1213	Applied Music - Clarinet	\$25	\$50	\$25
MVW 1214	Applied Music - Bassoon	\$25	\$50	\$25
MVW 1215	Applied Music - Saxophone	\$25	\$50	\$25
MVW 1311	Applied Music - Flute	\$25	\$50	\$25
MVW 1312	Applied Music - Oboe	\$25	\$50	\$25
MVW 1313	Applied Music - Clarinet	\$25	\$50	\$25
MVW 1314	Applied Music - Bassoon	\$25	\$50	\$25
MVW 1315	Applied Music - Saxophone	\$25	\$50	\$25
MVW 2221	Applied Music - Flute	\$25	\$50	\$25
MVW 2222	Applied Music - Oboe	\$25	\$50	\$25
MVW 2223	Applied Music - Clarinet	\$25	\$50	\$25
MVW 2224	Applied Music - Bassoon	\$25	\$50	\$25
MVW 2225	Applied Music - Saxophone	\$25	\$50	\$25
MVW 2321	Applied Music - Flute	\$25	\$50	\$25
MVW 2322	Applied Music - Oboe	\$25	\$50	\$25
MVW 2323	Applied Music - Clarinet	\$25	\$50	\$25
MVW 2324	Applied Music - Bassoon	\$25	\$50	\$25
MVW 2325	Applied Music - Saxophone	\$25	\$50	\$25

Wage & Salary Schedule

2023-2024



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

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

PRESIDENTIAL COMPENSATION METHODOLOGY

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

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

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

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

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

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

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

Adopted by District Board of Trustees 5/22/12

EMPLOYEE SKILLS AND COMPENSATION PHILOSOPHY

Executive Employees

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

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

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

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

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

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

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

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

Faculty

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

Faculty members must have the academic credentials needed to perform successfully in the classroom as well as the motivation and desire to help students achieve their goals. Faculty members must possess two important attributes—the knowledge of scholarship in their chosen field and the ability to communicate knowledge in a manner that best suits students' learning styles. In addition, faculty should be willing to represent Florida SouthWestern State College in service activities that promote the College's mission in the community.

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

Staff

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

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

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

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

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

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

WAGE AND SALARY SCHEDULE INTRODUCTION

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

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

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

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

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

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

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

EXECUTIVE/ADMINISTRATOR SALARY SCHEDULE

COLLEGE EXECUTIVES

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

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

COLLEGE ADMINISTRATORS

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

Job Code	Title	Grade	Minimum	Midpoint	Maximum
2106	Dean, School of Health Professions	A129	\$114,310.97	\$151,462.03	\$188,613.09
2100	Dean, School of Pure and Applied Sciences	A128	\$108,867.59	\$144,249.55	\$179,631.52
3617	Director, Academic Advising	A123	\$85,300.60	\$113,023.30	\$140,745.99
3396	Director, Academic Support Programs	A120	\$73,685.87	\$97,633.77	\$121,581.68
3764	Director, Accelerated Pathways Programs	A120	\$73,685.87	\$97,633.77	\$121,581.68
3193	Director, Admissions	A124	\$89,565.63	\$118,674.46	\$147,783.29
T063	Director, Application Development and Administration	A129	\$114,310.97	\$151,462.03	\$188,613.09
3088	Director, Auxiliary Services	A124	\$89,565.63	\$118,674.46	\$147,783.29
3994	Director, Budget	A124	\$89,565.63	\$118,674.46	\$147,783.29
4016	Director, CARE Services	A120	\$73,685.87	\$97,633.77	\$121,581.68
4057	Director, Collegewide Curriculum and Academic Enhancement	A123	\$85,300.60	\$113,023.30	\$140,745.99
4059	Director, Corporate and Community Education	A123	\$85,300.60	\$113,023.30	\$140,745.99
3076	Director, Exhibitions and Collections	A120	\$73,685.87	\$97,633.77	\$121,581.68
4028	Director, Honors Scholar Program and Center for Undergraduate Research & Creativity (CURC)	A123	\$85,300.60	\$113,023.30	\$140,745.99
3438	Director, Intercollegiate Athletics	A123	\$85,300.60	\$113,023.30	\$140,745.99
3745	Director, International Education	A120	\$73,685.87	\$97,633.77	\$121,581.68
4004	Director, Learning Technologies	A123	\$85,300.60	\$113,023.30	\$140,745.99
3813	Director, Marketing and Media	A121	\$77,370.16	\$102,515.46	\$127,660.77
3993	Director, Online Teaching and Learning Experience	A123	\$85,300.60	\$113,023.30	\$140,745.99
3990	Director, Payroll Services	A123	\$85,300.60	\$113,023.30	\$140,745.99
3201	Director, Procurement Services	A120	\$73,685.87	\$97,633.77	\$121,581.68

Job Code	Title	Grade	Minimum	Midpoint	Maximum
4090	Director, Risk and Contract Management	A124	\$89,565.63	\$118,674.46	\$147,783.29
3957	Director, Student Affairs	A121	\$77,370.16	\$102,515.46	\$127,660.77
3667	Director, Student Engagement and Retention Initiatives	A122	\$81,238.67	\$107,641.24	\$134,043.80
3222	Director, Student Financial Aid	A124	\$89,565.63	\$118,674.46	\$147,783.29
4067	Director, Workforce Scholarships, Events, and Employment Pathways	A123	\$85,300.60	\$113,023.30	\$140,745.99
3210	Registrar	A124	\$89,565.63	\$118,674.46	\$147,783.29
4006	Sr. Director, Health Professions Administration and Simulation Education	A124	\$89,565.63	\$118,674.46	\$147,783.29

PROFESSIONAL AND CAREER SERVICE STAFF

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

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

PROFESSIONAL AND CAREER SERVICE STAFF, continued

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

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

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

PROFESSIONAL AND CAREER SERVICE STAFF

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Access Services Assistant	4014	NE	102	\$30,618.00	\$50,519.70
Access Services Associate	4012	NE	103	\$32,148.90	\$53,045.69
Access Services Coordinator	3918	E	109	\$43,082.60	\$71,086.29
Accountant I	3661	E	110	\$45,236.73	\$74,640.61
Accountant II	3806	E	113	\$52,367.17	\$86,405.83
Accounting Specialist	4477	NE	109	\$43,082.60	\$64,477.36
Accounts Payable Specialist I	3660	NE	107	\$39,077.19	\$64,477.36
Accounts Payable Specialist II	3807	NE	109	\$43,082.60	\$71,086.29
Accounts Payable Supervisor	3502	E	112	\$49,873.50	\$82,291.27
Accounts Receivable Collections Specialist	3775	E	109	\$43,082.60	\$71,086.29
Accounts Receivable Specialist I	3727	NE	107	\$39,077.19	\$64,477.36
Accounts Receivable Specialist II	3726	E	109	\$43,082.60	\$71,086.29
Administrative Assistant	3465	E	105	\$35,600.00	\$58,482.87
Administrative Coordinator, Operations & Contracts	3823	E	112	\$49,873.50	\$82,291.27
Administrative Coordinator, Student Affairs	3681	E	112	\$49,873.50	\$82,291.27
Administrative Coordinator, Teaching and Learning	4071	E	112	\$49,873.50	\$82,291.27
Administrative Coordinator, Workforce Programs	3398	E	112	\$49,873.50	\$82,291.27
Admissions Counselor I	3442	E	107	\$39,077.19	\$64,477.36
Admissions Counselor II	3885	E	109	\$43,082.60	\$71,086.29
Admissions CRM Coordinator	3952	E	111	\$47,498.57	\$78,372.64
Admissions Processing Specialist I	4121	NE	105	\$35,600.00	\$58,482.87
Admissions Processing Specialist II	3752	NE	107	\$39,077.19	\$64,477.36
Admissions Processing Supervisor	3976	E	109	\$43,082.60	\$71,086.29
Assistant Bursar, Student Account Services	3524	E	116	\$60,621.55	\$100,025.55

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Assistant Coach	3592	E	109	\$43,082.60	\$71,086.29
Assistant Director, Academic Advising	3897	E	116	\$60,621.55	\$100,025.55
Assistant Director, Accounting Services	4104	E	119	\$70,177.02	\$115,792.08
Assistant Director, Adaptive Services	3749	E	115	\$57,734.81	\$95,262.43
Assistant Director, Auxiliary Services	3523	E	114	\$54,985.53	\$90,726.12
Assistant Director, Community Standards	4074	E	115	\$57,734.81	\$95,262.43
Assistant Director, Event Services	3712	E	114	\$54,985.53	\$90,726.12
Assistant Director, Financial Services	3900	E	119	\$70,177.02	\$115,792.08
Assistant Director, Recruitment	4035	E	115	\$57,734.81	\$95,262.43
Assistant Registrar	3979	E	111	\$47,498.57	\$78,372.64
Associate Access Services Coordinator	3919	NE	104	\$33,756.35	\$55,697.97
Associate Director, Academic Advising	3439	E	118	\$66,835.25	\$110,278.17
Associate Director, Admissions Operations	3272	E	117	\$63,652.62	\$105,026.83
Associate Director, Auxiliary Services	3939	E	116	\$60,621.55	\$100,025.55
Associate Director, Campus Operations, Student Financial Aid	3890	E	118	\$66,835.25	\$110,278.17
Associate Director, Campus Student Engagement	4036	E	115	\$57,734.81	\$95,262.43
Associate Director, Enrollment Communications and Systems	3954	E	114	\$54,985.53	\$90,726.12
Associate Director, Event Services	3940	E	116	\$60,621.55	\$100,025.55
Associate Registrar, Student Records	3987	E	113	\$52,367.17	\$86,405.83
Associate Registrar, Systems and Reporting	3944	E	113	\$52,367.17	\$86,405.83
Athletic Trainer	3905	E	109	\$43,082.60	\$71,086.29
Budget Analyst	3331	E	111	\$47,498.57	\$78,372.64
Bursar	3499	E	119	\$70,177.02	\$115,792.08
Campus Coordinator, Academic Advising and Community Outreach	4039	E	112	\$49,873.50	\$82,291.27
Campus Grounds Maintenance Lead	3941	NE	108	\$41,031.05	\$67,701.23
Capital Planning & Design Specialist	3844	E	117	\$63,652.62	\$105,026.83

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
CARE Coordinator	4013	E	112	\$49,873.50	\$82,291.27
Career Coordinator	4083	E	110	\$45,236.73	\$74,640.61
Career Services Specialist	4021	NE	106	\$37,216.37	\$61,407.01
Classification and Compensation Specialist	3984	E	110	\$45,236.73	\$74,640.61
Clinical Coordinator	3283	E	111	\$47,498.57	\$78,372.64
Clinical Coordination Manager, Nursing	4055	E	118	\$66,835.25	\$110,278.17
Clinical Coordinator, Dental Hygiene	4041	E	111	\$47,498.57	\$78,372.64
Clinical Coordinator I, Nursing Simulation*	3906	E	113	\$52,367.17	\$86,405.83
Clinical Coordinator I, Simulation*	4044	E	113	\$52,367.17	\$86,405.83
Clinical Instructor/Placement Coordinator (School of Education)*	3809	E	115	\$57,734.81	\$95,262.43
Clinical/Simulation Coordinator, CVT*	3978	E	114	\$54,985.53	\$90,726.12
Communications and Marketing Coordinator, Workforce Education	4084	E	110	\$45,236.73	\$74,640.61
Communications and Promotions Coordinator, Operations Division	4018	E	110	\$45,236.73	\$74,640.61
Compensation Analyst	3966	E	111	\$47,498.57	\$78,372.64
Construction Manager/Building Official	3112	E	117	\$63,652.62	\$105,026.83
Controller, Foundation	3886	E	124	\$89,565.63	\$147,783.29
Coordinator, Academic Affairs	3955	E	109	\$43,082.60	\$71,086.29
Coordinator, Academic Affairs, Arts & Humanities	4030	E	107	\$39,077.19	\$64,477.36
Coordinator, Academic Affairs – Business and Technology	4073	E	107	\$39,077.19	\$64,477.36
Coordinator, Academic Affairs – Collier Campus	3565	E	107	\$39,077.19	\$64,477.36
Coordinator, Academic Support Programs	3689	E	107	\$39,077.19	\$64,477.36
Coordinator, Accelerated Pathways Programs-Academic Affairs	4079	E	108	\$41,031.05	\$67,701.23
Coordinator, Accelerated Pathways Programs-Student Affairs	4080	E	108	\$41,031.05	\$67,701.23
Coordinator, Arena Events and Operations	3714	E	110	\$45,236.73	\$74,640.61
Coordinator, Assessment, Accountability and Effectiveness	3746	E	111	\$47,498.57	\$78,372.64

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Coordinator, Business Services and Student Success for Intercollegiate Athletics	4017	E	112	\$49,873.50	\$82,291.27
Coordinator, Campus Experience	3953	E	111	\$47,498.57	\$78,372.64
Coordinator, Campus Student Engagement	3612	E	107	\$39,077.19	\$64,477.36
Coordinator, Center for Undergraduate Research and Creativity (CURC)	4082	E	107	\$39,077.19	\$64,477.36
Coordinator, Department of Nursing	4056	E	107	\$39,077.19	\$58,744.46
Coordinator, Fitness and Campus Recreation	3713	E	110	\$45,236.73	\$74,640.61
Coordinator, Grants and Assessments	3868	E	111	\$47,498.57	\$78,372.64
Coordinator, Health Professions	3960	E	108	\$41,031.05	\$67,701.23
Coordinator, Housing and Residence Life	3670	E	107	\$39,077.19	\$64,477.36
Coordinator, Institutional Research	3869	E	111	\$47,498.57	\$78,372.64
Coordinator, Institutional Research & Reporting	3916	E	112	\$49,873.50	\$82,291.27
Coordinator, Investigative Institutional Research	4019	E	113	\$52,367.17	\$86,405.83
Coordinator, Retention and Student Success	3249	E	110	\$45,236.73	\$74,640.61
Coordinator, School of Education	3810	E	107	\$39,077.19	\$64,477.36
Coordinator, Veterans and Military Services	3881	E	112	\$49,873.50	\$82,291.27
Coordinator, Student Transitions	4054	E	107	\$39,077.19	\$64,477.36
Coordinator, Workforce Initiatives	3934	E	110	\$45,236.73	\$74,640.61
Corporate Training and Simulation Coordinator, Health Professions	4023	E	107	\$39,077.19	\$64,477.36
Dental Clinic Assistant	4482	NE	103	\$32,148.90	\$53,045.69
Dental Clinic Manager/Instructor	3903	E	111	\$47,498.57	\$78,372.64
Dental Clinic Supervisor	4103	E	120	\$73,685.87	\$121,581.68
Director, Adaptive Services	3466	E	118	\$66,835.25	\$110,278.17
Director, Corporate Sponsorships	3639	E	119	\$70,177.02	\$115,792.08
Director, Corporate Training & Simulation Education, School of Health Professions	4022	E	118	\$66,835.25	\$110,278.17
Director, Development	3111	E	119	\$70,177.02	\$115,792.08
Director, Emergency Services	4024	E	119	\$70,177.02	\$115,792.08

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

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Human Resources Manager, Employee Relations/Title IX Coordinator/Equity	3840	E	116	\$60,621.55	\$100,025.55
Human Resources Representative, Operations	3395	NE	105	\$35,600.00	\$58,482.87
Human Resources Specialist I	3352	E	109	\$43,082.60	\$71,086.29
Human Resources Specialist II	3673	E	112	\$49,873.50	\$82,291.27
Information Desk Associate	3911	NE	103	\$32,148.90	\$53,045.69
Instructional Assistant	4575	NE	103	\$32,148.90	\$53,045.69
Instructional Support Associate, Academic Support Programs	4005	NE	104	\$33,756.35	\$55,697.97
Library Billing and Intralibrary Loan Associate	3985	NE	103	\$32,148.90	\$53,045.69
Library Digital Initiatives and Scholarly Communications Manager	4042	E	115	\$57,734.81	\$95,262.43
Library eResources Specialist	4043	NE	104	\$33,756.35	\$55,697.97
Maintenance Manager	3829	NE	116	\$60,621.55	\$100,025.55
Maintenance Specialist I	3995	NE	107	\$39,077.19	\$64,477.36
Maintenance Specialist II	3996	NE	110	\$45,236.73	\$74,640.61
Manager, Facilities and Small Projects	3831	E	116	\$60,621.55	\$100,025.55
Manager, Media Relations and Content	4062	E	116	\$60,621.55	\$100,025.55
Marketing and Communications Coordinator, Student Affairs	3921	E	110	\$45,236.73	\$74,640.61
Operations Associate, Teaching and Learning Center	3787	NE	104	\$33,756.35	\$55,697.97
Payroll Specialist I	4187	NE	107	\$39,077.19	\$64,477.36
Payroll Specialist II	3974	E	109	\$43,082.60	\$71,086.29
Payroll Supervisor	3975	E	112	\$49,873.50	\$82,291.27
Procurement Specialist I	3820	NE	107	\$39,077.19	\$64,477.36
Procurement Specialist II	3821	NE	109	\$43,082.60	\$71,086.29
Program Coordinator, EMS	3789	E	118	\$66,835.25	\$110,278.17
Program Coordinator, Respiratory Care	4064	E	117	\$63,652.62	\$105,026.83
Program Coordinator, School of Business and Technology	4087	E	107	\$39,077.19	\$64,477.36
Program Coordinator, Social and Human Services	4029	E	116	\$60,621.55	\$100,025.55

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Program Director	3230	E	119	\$70,177.02	\$115,792.08
Program Director, AS CVT	3935	E	119	\$70,177.02	\$115,792.08
Program Director, AS Nursing	3309	E	120	\$73,685.87	\$121,581.68
Program Director, BS Nursing	3738	E	120	\$73,685.87	\$121,581.68
Program Director, Health Information Technology and Medical Coding and Billing	4040	E	120	\$73,685.87	\$121,581.68
Program Director, Human Services	3902	E	118	\$66,835.25	\$110,278.17
Program Manager, EMS	4046	E	119	\$70,177.02	\$115,792.08
Program Specialist, Center for International Education	3780	E	107	\$39,077.19	\$64,477.36
Program Specialist, Corporate and Community Education	4065	E	107	\$39,077.19	\$64,477.36
Program Specialist, Workforce Education	4066	E	107	\$39,077.19	\$64,477.36
Program Support Specialist	3372	NE	104	\$33,756.35	\$55,697.97
Receiving and Distribution Clerk I	3997	NE	105	\$35,600.00	\$58,482.87
Receiving and Distribution Supervisor	4171	NE	108	\$41,031.05	\$67,701.23
Records Coordinator	3683	E	109	\$43,082.60	\$71,086.29
Records Specialist	3983	NE	104	\$33,756.35	\$55,697.97
Recruiting and Advising Specialist, SOE	3625	E	113	\$52,367.17	\$86,405.83
Registration Manager	3943	E	110	\$45,236.73	\$74,640.61
Registration Specialist I	4203	NE	105	\$35,600.00	\$58,482.87
Registration Specialist II	3659	NE	107	\$39,077.19	\$64,477.36
Science Lab Manager	3379	E	108	\$41,031.05	\$67,701.23
Science Lab Manager/Instructor	3679	E	112	\$49,873.50	\$82,291.27
Science Lab Technician	4440	NE	104	\$33,756.35	\$55,697.97
Senior Brand and Graphic Design Coordinator	4061	E	115	\$57,734.81	\$95,262.43
Senior Campus Associate, Information Desk and Administrative Support	4034	NE	104	\$33,756.35	\$55,697.97
Senior Campus Coordinator, Academic Advising and Community Outreach	4038	E	114	\$54,985.53	\$90,726.12
Senior Coordinator, Academic Scheduling	3932	E	112	\$49,873.50	\$82,291.27

Job Title	Job Code	FLSA	Pay Grade	Minimum	Maximum
Senior Coordinator, Academic Support Programs	3882	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Campus Student Engagement	4037	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, International Student Services	3805	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Risk and Records Management	4063	E	114	\$54,985.53	\$90,726.12
Senior Coordinator, Student Transitions	4053	E	111	\$47,498.57	\$78,372.64
Senior Coordinator, Testing Services	3951	E	111	\$47,498.57	\$78,372.64
Senior Director, Development	3388	E	121	\$77,370.16	\$127,660.77
Senior Financial Aid Officer	3891	E	111	\$47,498.57	\$78,372.64
Senior Financial Aid Officer, Athletics, Scholarships, and State Programs	3802	E	112	\$49,873.50	\$82,291.27
Senior Foundation Specialist	3766	E	109	\$43,082.60	\$71,086.29
Senior Human Resources Manager, Classification & Compensation	3970	E	118	\$66,835.25	\$110,278.17
Senior Human Resources Manager, Employee Benefits & Talent Acquisition	3968	E	118	\$66,835.25	\$110,278.17
Senior Human Resources Manager, Operations	3967	E	118	\$66,835.25	\$110,278.17
Senior Staff Assistant	4465	NE	104	\$33,756.35	\$55,697.97
Simulation Operations Specialist	4085	E	118	\$66,835.25	\$110,278.17
Sports Information Director	3602	E	110	\$45,236.73	\$74,640.61
Staff Assistant	4470	NE	103	\$32,148.90	\$53,045.69
Student Account Services Supervisor	3776	E	112	\$49,873.50	\$82,291.27
Student Account Specialist	3774	NE	105	\$35,600.00	\$58,482.87
Student Engagement and CARE Services Coordinator	3888	E	109	\$43,082.60	\$71,086.29
Student Services and Testing Representative	3595	NE	105	\$35,600.00	\$58,482.87
Student Services Specialist	4510	NE	104	\$33,756.35	\$55,697.97
Student Success Advisor I	3653	E	110	\$45,236.73	\$74,640.61
Student Success Advisor I, School of Health Professions	3701	E	110	\$45,236.73	\$74,640.61
Student Success Advisor II	3654	E	113	\$52,367.17	\$86,405.83
Student Success Advisor II, Adaptive Services	3838	E	113	\$52,367.17	\$86,405.83

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

*Indicates 10.5-month position

**Indicates non-Administrator position on contract

IT Wage and Salary Schedule

Job Title	Job Code	FLSA Status	Pay Grade/ Complexity	Developmental	Proficient	Master
Application Development Specialist I	T015	E	TB010	\$50,000 - \$53,499	\$53,500-\$56,999	\$57,000 - \$60,499
Application Development Specialist II	T018	E	TB030	\$60,500 - \$63,999	\$64,000-\$67,499	\$67,500-\$70,999
Application Development Specialist III	T021	E	TB050	\$71,000 - \$74,499	\$74,500-\$77,999	\$78,000-\$81,999
Applications Support Analyst I	T051	E	TD040	\$70,000 - \$73,999	\$74,000-\$77,999	\$78,000-\$81,999
Applications Support Analyst II	T056	E	TD070	\$82,000 - \$85,999	\$86,000-\$89,999	\$90,000-\$93,999
Applications Support Analyst III	T057	E	TD080	\$94,000 - \$96,999	\$97,000-\$100,999	\$101,000 - \$104,999
Applications Support Specialist I	T022	E	TC010	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$56,999
Applications Support Specialist II	T032	E	TC040	\$57,000 - \$60,999	\$61,000 - \$64,999	\$65,000 - \$68,999
Applications Support Specialist III	T041	E	TC060	\$69,000 - \$72,999	\$73,000 - \$76,999	\$77,000 - \$79,999
Applications Systems Administrator I	T046	E	TD010	\$60,000 - \$62,999	\$63,000 - \$65,999	\$66,000 - \$69,999
Applications Systems Administrator II	T049	E	TD030	\$70,000 - \$72,999	\$73,000 - \$75,999	\$76,000 - \$79,999
Applications Systems Administrator III	T054	E	TD060	\$80,000 - \$82,999	\$83,000 - \$85,999	\$86,000 - \$89,999
Assistant Director, Application Development	T052	E	TD050	\$80,000 - \$86,999	\$87,000-\$97,999	\$98,000-\$109,999
Assistant Director, Technology Services	T031	E	TC030	\$55,000 - \$57,999	\$58,000- \$69,999	\$70,000- \$84,999
Assistant Director, Web Applications	T048	E	TD020	\$70,000 - \$76,999	\$77,000-\$87,999	\$88,000-\$104,999
Coordinator, Accessibility & LMS Administration	T028	E	TC020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Coordinator, Instructional Design	T027	E	TC020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999
Coordinator, Technology Refresh	T017	E	TB020	\$45,000 - \$48,999	\$49,000 - \$52,999	\$53,000 - \$57,999

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

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

Job Title	Job Code	FLSA Status	Pay Grade/ Complexity	Developmental	Proficient	Master
Technology Services Specialist II	T008	NE	TA030	\$45,000 - \$47,999	\$48,000 - \$50,999	\$51,000 - \$53,999
Technology Services Specialist III	T012	E	TA050	\$54,000 - \$56,999	\$57,000 - \$59,999	\$60,000 - \$62,999
Technology Support Specialist I	T004	NE	TA010	\$36,000 - \$38,999	\$39,000 - \$41,999	\$42,000 - \$44,999
Technology Support Specialist II	T009	NE	TA030	\$45,000 - \$47,999	\$48,000 - \$50,999	\$51,000 - \$53,999
Technology Support Specialist III	T013	E	TA050	\$54,000 - \$56,999	\$57,000 - \$59,999	\$60,000 - \$62,999
Web Applications Developer I	T016	E	TB010	\$50,000 - \$53,499	\$53,500-\$56,999	\$57,000 - \$60,499
Web Applications Developer II	T019	E	TB030	\$60,500 - \$63,999	\$64,000-\$67,499	\$67,500-\$70,999
Web Applications Developer III	T062	E	TB050	\$71,000 - \$74,499	\$74,500-\$77,999	\$78,000-\$81,999

Campus Police Wage and Salary Schedule

Administrative

Job Title	Job Code	FLSA Status	Pay Grade	Minimum	Maximum
Accreditation Manager*	3908	NE	CA030	\$60,000.00	\$99,000.00
Campus Police Coordinator	3878	NE	CA020	\$46,000.00	\$75,900.00
Campus Police Systems Specialist*	4077	NE	CA010	\$41,700.00	\$68,805.00

Technicians

Job Title	Job Code	FLSA Status	Pay Grade	Minimum	Maximum
Community Service Technician*	4160	NE	CT010	\$34,646.00	\$57,165.90

Sworn Officers

Job Title	Job Code	FLSA Status	Pay Grade	Minimum	Maximum
Campus Police Officer*	4155	NE	CP010	\$47,000.00	\$77,550.00
Captain	3792	E	CP040	\$77,000.00	\$127,000.00
Chief of Police	3822	E/College Administrator	A124	\$89,565.63	\$147,783.29
Lieutenant	3504	E	CP030	\$67,000.00	\$110,550.00
Sergeant*	3326	NE	CP020	\$60,000.00	\$99,000.00

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

FULL-TIME FACULTY

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

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

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

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

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

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

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

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

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

Verification of hours and changes in schedule placement must be approved by the Academic Dean/Supervising Administrator and Vice President of Academic Affairs and must be accomplished prior to September 15 for full year salary change and February 1 for second half of the year salary change. Verification shall be on the basis of official transcripts. The placement on a different schedule will be effective retroactively to the beginning of the contract year if verification is accomplished prior to September 15. Placement verified after September 15 but prior to February 1 will be effective with the second pay period in February. Once a faculty member is qualified in his or her subject area, any additional graduate hours may be counted, with prior approval of the Academic Dean/Supervising.

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

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

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

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

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

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

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

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

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

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

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

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

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

H. Faculty Senate President

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

I. Online Course Development Payment

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

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

PART-TIME INSTRUCTIONAL FACULTY

A. SALARIES FOR PART-TIME CREDIT INSTRUCTORS

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

Per Assigned Load Hour
\$825.00*

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

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

\$ 54.68 per contact hour

B. SALARIES FOR SUBSTITUTE INSTRUCTORS

\$40.63 per contact hour

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

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

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

Example: The scheduled course taught meets 2 times per week for 16 weeks = 32 sessions.

Each class is 75 minutes. The contract amount is \$2,475.00. The faculty member taught 21 sessions.

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

D. SUBSTITUTES FOR ABOVE COURSES ARE PAID AS FOLLOWS:

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

E. AUTHORIZED REASSIGNMENTS

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

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

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

**FLORIDA SOUTHWESTERN STATE
COLLEGIATE HIGH SCHOOL**

**Wage and Salary Schedule
2023-2024**

Compensation Schedule

High School Principal (243 duty days)

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

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

Classroom Teacher (196 duty days)

School Counselor (211 duty days)

Career Specialist (211 duty days)

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

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

Credit for prior teaching service will determine starting salary.

Professional and Career Service Staff

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

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

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

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

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

Substitutes

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

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

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

Supplemental Compensation

Major Club Sponsor

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

\$800.00 max/semester*

Staff Development or Student Supervision

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

Academic/Service Club Sponsor

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

\$400.00 max/semester*

Supplemental Compensation, continued

Special Project Club Advisor

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

\$200.00 max/semester*

*May be prorated for partial semester service.

Professional Academic Services

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

Homebound/Hospital Instruction

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

Advanced Degrees

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

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

Salary Increases

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

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

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

Recurring Salary Increases from external funding for High School Personnel

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

Examples:

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

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

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

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

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

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

Non-recurring payments

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

OPS TEMPORARY POSITIONS

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

Job Code	Title	Minimum Rate
9092A	OPS College Temp	Varies
3633A	Assistant Coach, Intercollegiate Athletics	Varies; Nominal Fee Volunteer
9092A	Athletic Trainer, Intercollegiate Athletics	Varies
3632A	Camp Coach, Intercollegiate Athletics	Varies; Nominal Fee Volunteer

Non-Student Assistants

Job Code	Title	Minimum Rate
9094A	Event Services Staff	\$11.00 - Moves to \$12.00 on 9/30/23
9106A	Intramural Official	
9108A	Intramural Scorekeeper	
9110A	Bartender	\$12.00
9109A	Intramural Supervisor	
9103A	Peak Partner (On-Call)	\$11.00 - Moves to \$12.00 on 9/30/23; may vary.
9090A	Audio Visual Technician	\$12.00
9107A	Personal Trainer (non-student)	
9097A	Group Fitness Instructor	
PROCT	Test Proctor	\$12.50
9099A	FSW Blackbeard Mascot	\$15.00
4101A	Clinical Associate	\$22.00 (Varies by Department)
4180A	Clinical Associate, Dental Hygiene/ Radiology Tech	
4181A	Clinical Associate, Nursing/Respiratory Care	
3597A	Clinical Associate, EMS	\$25.00
4106A	Instructor, Firefighter Program	\$25.00
9096A	Public Safety Detail Assignment	\$40.00
9106A	Human Resources - Professional Development Instructor	Varies

Student Assistants

Job Code	Title	Minimum Rate
8100A	Student Assistant	\$11.00 - <i>Moves to \$12.00 on 9/30/23</i>
8103A	Event Services Staff	
8104A	Fitness Center Attendant I (student)	
8104A	Fitness Center Attendant II (student)	
8105A	Intramural Official (student)	
8101A	Intramural Scorekeeper (student)	
8100A	Work Study	
9203A	FSWCHS Student Assistant (Thomas Edison Campus)	
9094A	Concession Stand Worker/Supervisor	
8100D	Student Peer Mentor	\$11.15 - <i>Moves to \$12.00 on 9/30/23</i>
8100A	Bartender, Event Services	\$12.00
8101C	Intramural Supervisor	
8102A	Academic Support Peer Tutor	
8101E	Group Fitness Instructor	
8102E	Personal Trainer	
8100F	FSW Blackbeard Mascot	\$15.00
8200A	Student Resident Advisor	Stipend

NON-CREDIT INSTRUCTION

A. CONTINUING WORKFORCE EDUCATION INSTRUCTION

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

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

BENEFITS SCHEDULE

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

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

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

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

10. EDUCATION BENEFITS:

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

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

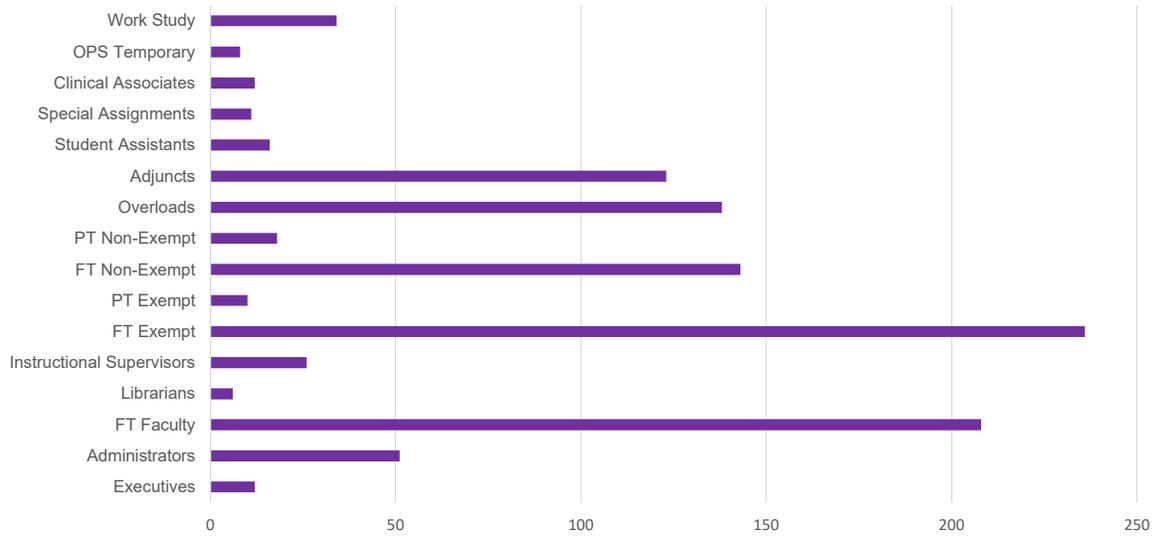
11. **ALTERNATIVE PLAN TO SOCIAL SECURITY:** The Alternate Plan to Social Security is provided to adjunct instructors (both credit and non-credit), substitute instructors, clinical associates/fire academy instructors, clinical supervisors, clinical assistants and nursing preceptors. These employees contribute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

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

Types and # of Positions Included in Budget

Category	FY22	FY23	FY24	Explanation of Differences
Executives	13	12	12	
Administrators	44	49	51	(2) New positions approved for FY24
FT Faculty	213	202	208	(2) New positions approved for FY24, (4) Positions released from budget hold
Librarians	7	7	6	(1) position on hold for FY24
Instructional Supervisors	26	25	26	(1) position released from budget hold
FT Exempt	230	221	236	(10) New Positions approved for FY24 and (3) Positions released from budget hold.
PT Exempt	11	10	10	
FT Non-Exempt	159	141	143	(1) New Position approved for FY24 and (1) Position released from budget hold
PT Non-Exempt	21	21	18	(3) New Positions approved for FY24 and (3) Positions were eliminated in internal reorganization
Overloads	147	138	138	
Adjuncts	123	123	123	
Student Assistants	16	15	16	(1) New Position approved for FY24
Special Assignments	9	9	11	Depending on need changes occur
Clinical Associates	12	12	12	
OPS Temporary	10	8	8	
Work Study	34	34	34	

of Positions Budgeted



Financial Policies and Operating Procedures

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

All policies and operating procedures can be found at: fsw.edu/board

The screenshot shows the website's navigation bar with the Florida SouthWestern State College logo and links for Future Students, New Students, Current Students, Faculty/Staff, Event Calendar, and Quick Links. The breadcrumb trail reads: Home > Executive Offices > District Board of Trustees, Florida SouthWestern State College. The main content area is titled "District Board of Trustees, Florida SouthWestern State College" and is divided into two columns. The left column, "Board of Trustees Home", contains links for Policies Home, Duties, Powers & Responsibilities of the District Board of Trustees & the District President, General Administration, Curriculum & Instruction, Fiscal Policies, Personnel, Students, Campus Buildings & Grounds, and View ALL. The right column, "General Information", lists various agreements and budgets, including Florida SouthWestern State College Operating Budgets, Collective Negotiations Agreement 2019-2022, MOU - Coordinators 2019-2022, MOU - Office Hours Fall 2021, MOU - Scheduling 2019-2022, MOU - Online Development 2019-2022, MOU - Curriculum Committee 2019-2022, MOU - Office Hours 2020-2021, Collective Negotiations Agreement 2016-2019, MOU - Department Chairs 2016-2019, Collective Negotiations Agreement 2013-2016, Collective Negotiations Agreement 2010-2013, and Collective Negotiations Agreement 2007-2010. The "Meeting Information" section lists Meeting Schedules, Minutes & Agendas.

The screenshot shows the website's navigation bar with the Florida SouthWestern State College logo and links for Future Students, New Students, Current Students, Faculty/Staff, Event Calendar, and Quick Links. The breadcrumb trail reads: Home > Executive Offices > District Board of Trustees, Florida SouthWestern State College > Board of Trustees Policies. The main content area is titled "Board of Trustees Policies" and features a search bar. Below the search bar is a table listing fiscal policies. The table has three columns: Policy #, Title, and Approved. The policies listed are:

Policy #	Title	Approved
4-01	Purchasing Contracts	8/23/05
4-02	Bank Depositories	8/23/05
4-03	Collection Of Funds	8/23/05
4-04	Refunds	8/23/05
4-05	Petty Cash And Change Funds	8/23/05
4-06	Use Of Funds From Auxiliary Enterprises	2/27/18
4-07	Receipt Of Property Donated As Gifts Or Bequests	9/23/08
4-08	Sale Of Surplus College Property	8/23/05
4-09	Travel And Per Diem	8/23/05
4-10	Delinquent Accounts	12/7/17
4-11	Student Fees	8/23/05
4-12	Learning Resource Center Charges	8/23/05
4-13	Use Of Facsimile Signatures	1/27/15
4-14	Electronic Transfer of Funds	7/23/13

Policy Title: Florida Southwestern State College Investment Policy
Policy Number: 6Hx6:1.06

Specific Authority:
Florida Statute 218.415
Florida Administrative Code 6A-14.0765

Policy Approved: 02/26/08; 02/18/09; 11/24/09; 06/26/12; 01/27/15; 04/24/18

Policy:

I. PURPOSE

The purpose of this Investment Policy (hereinafter "Policy") is to set forth the investment objectives and parameters for the management of the funds of the Florida SouthWestern State College District Board of Trustees, (hereinafter the "College"). This Policy is designed to ensure the prudent management of surplus funds, the availability of surplus funds when needed, and an investment return competitive with comparable funds and financial market indices.

II. 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 Florida SouthWestern State College District Board of Trustees.
- B. Management of the Fund shall be in accordance with Chapter 218.415, FS, State Board of Education rule 6A-14.0765, and Florida SouthWestern State 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.

III. INVESTMENT OBJECTIVES

Safety of Principal

The foremost objective of this investment program is the safety of the principal of those funds within the portfolios. Investment transactions shall seek to keep capital losses at a minimum, whether they are from securities defaults or erosion of market value. To attain this objective, diversification is required in order that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.

Maintenance of Liquidity

The portfolios shall be managed in such a manner that funds are available to meet reasonably anticipated cash flow requirements in an orderly manner. Periodic cash flow analyses will be completed in order to ensure that the portfolios are positioned to provide sufficient liquidity.

Return on Investment

The portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk constraints and liquidity needs. Return on investment is of least importance compared to the safety and liquidity objectives described above. However, return is attempted through active management where the adviser utilizes a total return strategy (which includes both realized and unrealized gains and losses in the portfolio). This total return strategy seeks to increase the value of the portfolio through reinvestment of income and capital gains. The core of investments is limited to relatively low risk securities in anticipation of earning a fair return relative to the risk being assumed. Despite this, an Investment Manager(s) may trade to recognize a loss from time to time to achieve a perceived relative value based on its potential to enhance the total return of the portfolio.

IV. DELEGATION OF AUTHORITY

Responsibility for the administration of the investment program is hereby delegated to the Vice President Administrative Services, who shall maintain an Investment Procedures and Internal Controls Manual based on this Policy. The Vice President Administrative Services shall be responsible for monitoring internal controls, administrative controls and to regulate the activities of the College's staff involved with the investment program. The College may employ an Investment Manager(s) to assist in managing some of the College's surplus funds. Such Investment Manager(s) must be registered under the Investment Advisers Act of 1940.

V. PRUDENCE AND ETHICAL STANDARDS

The standard of prudence to be used by investment officials shall be the "Prudent Person" standard and shall be applied in the context of managing the overall investment program. Investment officers acting in accordance with written procedures and this investment Policy and exercising due diligence shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided deviations from expectation are reported to the Board of Trustees in a timely fashion and the liquidity and the sale of securities are carried out in accordance with the terms of this Policy. The "Prudent Person" rule states the following:

Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence 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.

While the standard of prudence to be used by investment officials who are officers or employees is the "Prudent Person" standard, any person or firm hired or retained to invest, monitor, or advise concerning these assets shall be held to the higher standard of "Prudent Expert". The standard shall be that in investing and reinvesting moneys and in acquiring,

retaining, managing, and disposing of investments of these funds, the contractor shall exercise: the judgment, care, skill, prudence, and diligence under the circumstances then prevailing, which persons of prudence, discretion, and intelligence, acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aims by diversifying the investments of the funds, so as to minimize the risk, considering the probable income as well as the probable safety of their capital.

VI. ETHICS AND CONFLICTS OF INTEREST

Employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program, or which could impair their ability to make impartial investment decisions. Also, employees involved in the investment process shall disclose any material financial interests in financial institutions that conduct business with the College, and they shall further disclose any material personal financial/investment positions that could be related to the performance of the College's investment program.

VII. INTERNAL CONTROLS AND INVESTMENT PROCEDURES

The Vice President Administrative Services will establish a system of internal controls as described in College Operating Procedure 04-0706, as it may be amended from time to time. The internal controls will be reviewed by Independent Auditors as part of any financial audit periodically required to ensure compliance with policies and procedures. 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.

VIII. 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 Vice President Administrative Services.

IX. CONTINUING EDUCATION

The Vice President Administrative Services, management designee and/or appropriate staff shall annually complete eight (8) hours of continuing education in subjects or courses of study related to investment practices and products.

X. 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.

XI. 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, but in no event shall exceed five and a half (5.50) years.

XII. COMPETITIVE SELECTION OF INVESTMENT INSTRUMENTS

After the Investment Manager(s) has determined the approximate maturity date based on cash flow needs provided by the College and market conditions and has analyzed and selected one or more optimal types of investments, a minimum of three (3) Qualified Institutions and/or Primary Dealers must be contacted and asked to provide bids/offers on securities in questions. Bids will be held in confidence until the bid deemed to best meet the investment objectives is determined and selected.

However, if obtaining bids/offers are not feasible and appropriate, securities may be purchased utilizing the comparison to current market price method on an exception basis. Acceptable current market price providers include, but are not limited to:

- A. Telerate Information System
- B. Bloomberg Information Systems
- C. Wall Street Journal or a comparable nationally recognized financial publication providing daily market pricing
- D. Daily market pricing provided by the College's custodian or their correspondent institutions

Investment Manager(s) shall utilize the competitive bid process to select the securities to be purchased or sold. Selection by comparison to a current market price, as indicated above, shall only be utilized when, in judgment of the Investment Manager(s), competitive bidding would inhibit the selection process.

Examples of when this method may be used include:

- A. When time constraints due to unusual circumstances preclude the use of the competitive bidding process
- B. When no active market exists for the issue being traded due to the age or depth of the issue
- C. When a security is unique to a single dealer, for example, a private placement
- D. When the transaction involves new issues or issues in the "when issued" market

Overnight sweep investments or repurchase agreements will not be bid, but may be placed with the College's depository bank relating to the demand account for which the sweep investments or repurchase agreement was purchased.

XIII. AUTHORIZED INVESTMENTS AND PORTFOLIO COMPOSITION

Investments should be made subject to the cash flow needs and such cash flows are subject to revisions as market conditions and the College's needs change. However, when the invested funds are needed in whole or in part for the purpose originally intended or for more optimal investments, the Investment Manager(s) may sell the investment at the then-prevailing market price and place the proceeds into the proper account at the College's custodian.

The following are the investment requirements and allocation limits on security types, issuers, and maturities as established by the College. The Vice President Administrative Services and/or Investment Manager(s) shall have the option to further restrict investment percentages from time to time based on market conditions, risk and diversification investment strategies. The percentage allocations requirements for investment types and issuers are calculated based on the original cost of each investment at the time of purchase. Investments not listed in this Policy are prohibited.

In the event of a ratings downgrade of a security, the Investment Manager(s) shall notify the Vice President Administrative Services within five business days of such a decline in the required rating. The Investment Manager(s) and the Vice President Administrative Services will review the individual facts and circumstances of the situation and determine an appropriate course of action.

This portion left intentionally blank

District Board of Trustees Policy

6Hx6:1.06

Page 6

In accordance with Section 218.415 (16), Florida Statutes, investments shall be limited to fixed income securities selected from the following types: Sector	Sector Maximum (%)	Per Issuer Maximum (%)	Minimum Ratings Requirement¹	Maximum Maturity
U.S. Treasury	100%	100%	N/A	5.50 Years
Other U.S. Government Guaranteed		10%		
Federal Agency/GSE: FNMA, FHLMC, FHLB, FFCB	75%	40% ⁴	N/A	5.50 Years
Federal Agency/GSE other than those above		10%		
Supranationals where U.S. is a shareholder and voting member	25%	10%	Highest ST or LT Rating (A-1+/P-1, AAA/Aaa, or equivalent)	5.50 Years
Corporates	50% ²	5% ³	Three Highest LT Rating Categories (A-/A3 or equivalent)	5.50 Years
Municipals	25%	5%	Highest ST or Three Highest LT Rating Categories (SP-1/MIG 1, A-/A3, or equivalent)	5.50 Years
Agency Mortgage-Backed Securities (MBS)	25%	40% ⁴	N/A	5.50 Years Avg. Life ⁵
Asset-Backed Securities (ABS)	25%	5%	Highest ST or LT Rating (A-1+/P-1, AAA/Aaa, or equivalent)	5.50 Years Avg. Life ⁵
Non-Negotiable Certificate of Deposit and Savings Accounts	50%	25%	None, if fully collateralized.	2 Years
Commercial Paper (CP)	50% ²	5% ³	Highest ST Rating Category (A-1/P-1, or equivalent)	270 Days
Bankers' Acceptances (BAs)	10% ²	5% ³	Highest ST Rating Category (A-1/P-1, or equivalent)	180 Days
Repurchase Agreements (Repo or RP)	40%	20%	Highest Counterparty Rating Category (A-1/P-1, or equivalent)	1 Year
Money Market Funds (MMFs)	100%	25%	Highest Fund Rating by all NRSROs who rate the fund (AAAm/Aaa-mf, or equivalent)	N/A
Fixed-Income Mutual Funds	20%	20%	Subject to specific review and approval by governing body	N/A

In accordance with Section 218.415 (16), Florida Statutes, investments shall be limited to fixed income securities selected from the following types: Sector	Sector Maximum (%)	Per Issuer Maximum (%)	Minimum Ratings Requirement¹	Maximum Maturity
Intergovernmental Pools (LGIPs)	100%	50%	Highest Fund Quality and Volatility Rating Categories by all NRSROs, if rated (AAAm/AAAf, S1, or equivalent)	N/A
Florida Local Government Surplus Funds Trust Funds ("Florida Prime")	25%	N/A	Highest Fund Rating by all NRSROs who rate the fund (AAAm/Aaa-mf, or equivalent)	N/A

Notes:

- ¹ Rating by at least one Nationally Recognized Statistical Ratings Organization ("NRSRO"). ST=Short-term; LT=Long-term.
- ² Maximum allocation to all corporate and bank credit instruments is 50% combined.
- ³ Maximum across all permitted investment sectors (excluding Treasuries, U.S. Federal Agencies, Agency MBS, Non-Negotiable CD's, Savings Accounts, Repos, Mutual Funds, LGIPs, and Florida Prime) is 5% combined per issuer.
- ⁴ Maximum exposure to any one Federal agency, including the combined holdings of Agency debt and Agency MBS, is 40%.
- ⁵ The maturity limit for MBS and ABS is based on the expected average life at time of purchase, measured using Bloomberg or other industry standard methods.
- * Federal National Mortgage Association (FNMA); Federal Home Loan Mortgage Corporation (FHLMC); Federal Home Loan Bank or its District banks (FHLB); Federal Farm Credit Bank (FFCB).

1. **U.S. Treasury** - U.S. Treasury obligations and obligations the principal and interest of which are backed by the full faith and credit of the U.S. Government.
2. **Federal Agency/GSE** - Debt obligations, participations or other instruments issued or fully guaranteed by any U.S. Federal agency, instrumentality or government-sponsored enterprise (GSE).
3. **Supranationals** - Debt obligations issued by multi-national financial organizations of which the U.S. is a shareholder and voting member, and which are denominated in U.S. dollars.
4. **Corporates** - Investment-grade corporate notes or bonds available for purchase in the U.S. and issued or guaranteed by a domestic corporation or financial institution.
5. **Municipals** - Investment-grade municipal debt obligations, whether taxable or tax-exempt, issued or guaranteed by a U.S. state or local government, agency, authority, municipality, subdivision or other municipal entity.
6. **Agency Mortgage Backed Securities** - Mortgage-backed securities (MBS), backed by residential, multi-family or commercial mortgages, that are fully guaranteed as to principal and interest by a U.S. Federal agency or government sponsored enterprise, including but not limited to pass-throughs, collateralized mortgage obligations (CMOs) and REMICs.

7. **Asset-Backed Securities** - Asset-backed securities (ABS) whose underlying collateral consists of loans, leases or receivables, such as auto loans/leases, credit card receivables, student loans, equipment loans/leases, or home-equity loans.
8. **Non-Negotiable Certificate of Deposit and Savings Accounts** - Non-negotiable interest bearing time certificates of deposit, or savings accounts in banks organized under the laws of this state or in national banks organized under the laws of the United States and doing business in this state, provided that any such deposits are secured by the Florida Security for Public Deposits Act, Chapter 280, FS.
9. **Commercial Paper** - Commercial paper available for purchase in the U.S. and issued or guaranteed by a domestic corporation, company, financial institution or trust, including both unsecured debt and asset-backed programs.
10. **Bankers' Acceptances** - Bankers' acceptances issued, drawn on, or guaranteed by a U.S. bank or U.S. branch of a foreign bank.
11. **Repurchase Agreements** - Repurchase agreements (Repo or RP) that meet the following requirements:
 - a. Must be governed by a signed SIFMA Master Repurchase Agreement.
 - b. Must use a third party custodian to hold collateral, and may be of deliverable or tri-party form.
 - c. Acceptable collateral includes only securities that are direct obligations of, or that are fully guaranteed by, the United States or any agency of the United States, or U.S. Agency-backed mortgage related securities.
 - d. Collateral must at all times have a current market value of at least 102% of the current value of the principal and accrued interest of the agreement.
 - e. Final term of the agreement must be 1 year or less.
12. **Money Market Funds** - Shares in open-end and no-load money market funds, provided such funds are registered under the Investment Company Act of 1940, seek to maintain a \$1.00 net asset value, and operate in accordance with 17 CFR §270.2a-7.

A thorough investigation of any money market fund is required prior to investing, and on an annual basis. Attachment B is a questionnaire that contains a list of questions, to be answered prior to investing, that cover the major aspects of any investment pool/fund. A current prospectus must be obtained.

13. **Fixed-Income Mutual Funds** - Shares in fixed-income mutual funds, but only after review and approval by the governing body.
14. **Local Government Investment Pools** - Intergovernmental, local government or state-sponsored investment pools that are authorized pursuant to the Florida Interlocal Cooperation Act, as provided in s. 163.01, FS.

A thorough investigation of any intergovernmental investment pool is required prior to investing, and on an annual basis. Attachment B is a questionnaire that contains a list of questions, to be answered prior to investing, that cover the major aspects of any investment pool/fund. A current prospectus must be obtained.

15. **The Florida Local Government Surplus Funds Trust Funds (Florida` Prime)`** A thorough investigation of the Florida Prime is required prior to investing, and on an annual basis. Attachment B is a questionnaire that contains a list of questions, to be answered prior to investing, that cover the major aspects of any investment pool/fund. A current prospectus or portfolio report must be obtained.

Portfolio Limits and Other Specifications

1. All investments must be denominated in U.S. dollars.
2. All limits and rating requirements apply at time of purchase.
3. Ratings requirements are for any one Nationally Recognized Statistical Ratings Organization ("NRSRO").
4. Maturity and average life are measured from settlement date.
5. The maximum maturity (or average life for MBS/ABS) from settlement of any investment is five and a half (5.50) years.
6. The minimum credit quality of any investment in the portfolio is A-/A3 long-term, or A-1/P-1 short-term, or its equivalent, by one NRSRO.
7. The maximum effective duration of the aggregate portfolio is three (3) years.
8. The maximum investment in any issuer (excluding U.S. Treasuries, U.S. Federal Agencies, Agency MBS, Non-Negotiable CD's, Savings Accounts, Repos, Mutual Funds, LGIPs, and Florida Prime) across all permitted investment types cannot exceed 5 percent.
9. Investment in callable, step-up callable and puttable securities is permitted.
10. Investment in variable-rate and floating-rate securities is permitted.
11. Subordinated, secured and covered debt is permitted if it meets the ratings requirements for the sector.
12. Zero coupon issues and strips are permitted, except for MBS.
13. Treasury TIPS are permitted.
14. Should a security fall below the minimum credit rating requirement dictated by this policy, the Investment Advisor will notify the College.
15. **The following are NOT PERMITTED:**
 - 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.
- g. Derivatives (other than callables, and traditional floating or variable-rate instruments)
- h. Futures and options
- i. Convertible debt
- j. Equities
- k. Mutual funds, other than money market funds, unless specifically approved by the governing body
- l. Mortgage-backed Interest-only (I/Os) and principal-only (P/Os) structures
- m. Inverse floating-rate instruments
- n. Leveraged floating-rate instruments
- o. Currency, equity or index-linked notes or other structures that could return less than par at maturity
- p. Range notes
- q. Use of leverage
- r. Short sales

XIV. PERFORMANCE MEASUREMENT

In order to assist in the evaluation of the portfolios' performance, the College will use performance benchmarks for short-term and long-term portfolios. The use of benchmarks will allow the College to measure its returns against other investors in the same markets.

- A. The short-term investment portfolio shall be evaluated in comparison with the weighted average return (net book value rate of return) of the Standard and Poor's Rated GIP Index/Government Index's gross of fees average yield for the last 30 days. The Standard & Poor's GIP Index/Government Index represents Government Investment Pools that maintain a stable net asset value of \$1 per share with a weighted average maturity of 60 days and is rated in Standard & Poor's two highest money market fund rating categories: "AAAm" and "AAm." Investments of current operating funds shall have maturities of no longer than twelve (12) months.

- B. Investment performance of funds designated as core funds (or “Investment Portfolio”) and other non-operating funds that have a longer-term investment horizon will be compared to the Bank of America Merrill Lynch 1-3 Year U.S. Treasury Note Index or the Bank of America Merrill Lynch 1-5 Year U.S. Treasury Note Index, and the portfolio’s total rate of return will be compared to the appropriate benchmark. The appropriate index will have a duration and asset mix that approximates the portfolios and will be utilized as a benchmark to be compared to the portfolios’ total rate of return.

XV. 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 Florida SouthWestern State College. 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 Florida SouthWestern State College. The report will also include:
 - a) Recent market conditions, economic developments and anticipated investment conditions.
 - b) The investment strategies employed in the most recent quarter.
 - c) A description of all securities held in investment portfolios at month-end.
 - d) The total rate of return for the quarter, year-to-date and prior twelve (12) month period versus appropriate benchmarks.

Any areas of the Policy concern warranting possible revisions to current or planned investment strategies. The market values presented in these reports will be consistent with accounting guidelines in GASB Statement 31 and future GASB Statements.

- C. Calculation of the Fund’s total rate of return will comply with the performance measurement standards in accordance with The CFA Institute’s Global Investment Performance Standards (GIPS).

XVI. THIRD-PARTY CUSTODIAL AGREEMENTS

All securities purchased by Florida SouthWestern 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. A third party custodian is defined as any bank depository chartered by the Federal Government, the State of Florida, or any other state or territory of the United

States which has a branch or principal place of business in the State of Florida, or by a national association organized and existing under the laws of the United States which is authorized to accept and execute trusts and which is doing business in the State of Florida. Certificates of deposits will be placed in the provider's safekeeping department for the term of the deposit.

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.

The custodian shall provide the Vice President Administrative Services or designee with safekeeping statements that provide detail information on the securities held by the custodian. On a monthly basis, the custodian will also provide reports that list all securities held for the College, the book value of holdings and the market value as of month-end.

Security transactions between a broker/dealer and the custodian involving the purchase or sale of securities by transfer of money or securities must be made on a "delivery vs. payment" basis, if applicable, to ensure that the custodian will have the security or money, as appropriate, in hand at the conclusion of the transaction. Securities held as collateral shall be held free and clear of any liens.

XVII. MASTER REPURCHASE AGREEMENT

All approved institutions and dealers transacting repurchase agreements are to execute and perform as stated in the Securities Industry and Financial Markets Association (SIFMA) master repurchase agreement and all transactions are to adhere to the requirements of the SIFMA master repurchase agreement.

Glossary of Terms

Academic Support

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

Account

A descriptive heading under which similar financial transactions are grouped.

Accrual Basis

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

Adjunct Professor

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

Banner

An enterprise system designed for higher education. FSW utilizes Banner for students, finance, financial aid and human resources/payroll.

Bond

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

BUC Card

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

Budget Adjustment

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

Capital Budget

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

Capital Outlay

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

Compliance Assist

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

Contingency

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

Consumer Price Index

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

Credit Hour

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

Debt Service Funds

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

Endowment Fund

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

Exempt Employees

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

First Year Experience

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

Fiscal Year

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

Fringe Benefits

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

Full Time Equivalent (FTE)

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

Fund

An income source established for the purpose of carrying on specific activities, or attaining certain objectives, in accordance with special regulations, restrictions or limitations. The terms and conditions established by this income source and/or the college must be complied with in making expenses against the particular account.

Fund Accounting

A method of accounting that separates and tracks financial transactions to meet restrictions and reporting requirements imposed by funding sources and/or the college.

Fund Balance

The balance remaining in each fund account representing the funds available for unforeseen occurrences, such as revenue shortfalls and unanticipated expenses as well as for future use as the restrictions governing the fund allows.

General Fund

This fund is used to account for all transactions not required to be accounted for in another fund, and is used for all general purpose operating activities of the college.

Grant

Monetary award, usually from the federal or state government, restricted to use for a specific purpose. Each specific grant should be set up as a fund and accounted for separately using a complete group of self-balancing accounts.

Investment Income

Income or revenue derived from investments in securities or other properties in which money is held, either temporarily or permanently, in expectation of obtaining revenues.

Non-Exempt Employees

Employees who are subject to all Fair Labor Standards Act (FLSA) provisions of overtime.

OPS Employment

Other Personal Services (OPS) employment is a temporary employer/employee relationship used solely for accomplishing short term or intermittent tasks.

Plant Funds

Funds to be used for the construction, alteration or purchase of physical property of the college.

Restricted Fund

The restricted fund is used to account for funds that have restrictions on their use. The purpose of the funds is determined by the donors or sponsoring agency. The revenues for the restricted fund come largely from federal Grants/Contracts, State of Florida Grants/Contracts, Local Grants/Contracts and Private Gifts/Grants. Each specific Grant is accounted for separately using a complete group of self-balancing accounts.

Retention

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

Supplies and Services

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

State Appropriations

Revenue received by the College from the State of Florida.

Student Tuition and Fees

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

Acronym	Description
AA	Associate in Arts Degree
AAA	Rate for lowest risk of default securities
AAAmm	Money Market Fund rating category
AAm	Money Market Fund rating category
ADA	Americans with Disabilities Act
AIMR	Association of Investment Management and Research
AS	Associate in Science Degree
AY	Academic Year
B&W	Black and White
BAS	Bachelor of Applied Science Degree
BBMANN	Barbara B. Mann Performing Arts Hall Funds
BS	Bachelor of Science Degree
CAAHEP	Commission on Accreditation of Allied Health Education Programs
CARES	The Coronavirus Aid, Relief, and Economic Security Act
CCC	College Credit Certificates
CCPF	Community College Program Funding
CFR	Code of Federal Regulation
CI	Capital Improvement
CLC	Collegiate Licensing Company
CLEP	College Level Examination Program
CMO	College Mortgage Obligation
CoAEMSP	Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions
CPI	Consumer Price Index
CRRSAA	The Coronavirus Response and Relief Supplemental Appropriations Act
CUPA	College and University Professional Association of Human Resources
EIFS	Exterior Insulation Finishing System
EMS	Emergency Medical Services
FEFP	Florida Education Finance Program
FLSA	Florida Labor Standards
FRS	Florida Retirement System
FS	Florida Statute
FSEOG	Federal Supplemental Educational Opportunity Grant
FSW	Florida SouthWestern State College
FSW-FF	Florida SouthWestern State College Faculty Federation
FT	Full Time
FTE	Full Time Equivalents
FY	Fiscal Year
FYE	Fist Year Experience
GAA	General Appropriation Act
GASB	Governmental Accounting Standards Board
HEERF	Higher Education Emergency Relief
HOPE	Helping Others Pursue Education
HVAC	Heating, Ventilating and Air Conditioning
ID	Identification
IEP	Individualized Education Program
IO	Interest Only
IT	Information Technology
JROTC	Junior Reserve Officer Training Corps
LED	Light-emitting diode
LGIP30D	Local Government Investment Pool All 30 Day rate
LIBOR	London Interbank Offered Rate
Mgt	Management
NE	Non-Exempt for overtime provisions
NSLP	National School Lunch Program
OPS	Other Professional Services
PECO	Public Education Capital Outlay
PELL	Originally known as Basic Educational Opportunity Grant, named after U.S. Senator Claiborne Pell
PO	Principal Only
PSAV	Post-Secondary Adult Vocational
PT	Part Time
QEP	Quality Enhancement Plan
RESCUE	The American Rescue Plan
SACSCOC	Southern Association of Colleges and Schools Commission on Colleges
SBE	State Board of Education
SGA	Student Government Association
SOD	Sum of Digits (maintenance, repairs and services)
SREF	State Requirements for Educational Facilities
SS	State Statute