

|                                                                                   |                                       |              |
|-----------------------------------------------------------------------------------|---------------------------------------|--------------|
|  | <b>RULES OF THE BOARD OF TRUSTEES</b> |              |
|                                                                                   | <b>NUMBER</b>                         | <b>TITLE</b> |
|                                                                                   | 6Hx7-3.3                              | Pay Plan     |
|                                                                                   |                                       | <b>PAGE</b>  |
|                                                                                   |                                       | 3-4          |

(1) Governance:

- A. The District Board of Trustees (DBOT) approved Salary Index shall be administered in accordance with the provisions herein.
- B. This Pay Plan Board Rule shall remain in effect until modified or superseded by action of the DBOT.
- C. Pay for full-time faculty shall be governed by the Collective Bargaining Agreement between the District Board of Trustees of Florida State College at Jacksonville and the United Faculty Florida – Florida State College at Jacksonville.
- D. The College President is authorized to develop administrative procedures to approve salary exceptions not covered by this Board Rule.
- E. Collegewide salary increases shall be approved by the DBOT for administrative, professional and career employees, and part-time instructional staff not covered by the Collective Bargaining Agreement.

(2) Salary Index:

- A. The administration shall develop for DBOT approval an annual salary index as part of the College Pay Plan.
- B. The Salary Index shall establish the minimum and maximum salary for each job description.
- C. The administrative, professional and career salary index shall be based upon the number of work days in the fiscal year as determined by the DBOT approved College calendar.

(3) General Provisions:

- A. It is the responsibility of the Office of Human Resources to determine employee salaries which correctly reflect DBOT action, as appropriate. Any other salary data communicated by others shall be considered unofficial and unbinding except as may otherwise be provided by Board Rule to that effect.

(4) Exceptions:

- A. The College President may establish procedures to implement a performance-based pay plan for non-instructional employees, or an identified sub-group of non-instructional employees.

|                                                                                   |                                       |              |             |
|-----------------------------------------------------------------------------------|---------------------------------------|--------------|-------------|
|  | <b>RULES OF THE BOARD OF TRUSTEES</b> |              |             |
|                                                                                   | <b>NUMBER</b>                         | <b>TITLE</b> | <b>PAGE</b> |
|                                                                                   | 6Hx7-3.3                              | Pay Plan     | 3-4.1       |

**B. Senior Management Class Employees:**

1. The College President is authorized by the DBOT to designate Senior Management Class positions pursuant to Florida Retirement System regulations and Florida Statutes.
  2. The College President is authorized by the DBOT to extend multi-year employment contracts, not to exceed three (3) years, to full-time Senior Management Class personnel.
  3. The College President is authorized by the DBOT to award to Senior Management Class employees individualized performance-based pay in recognition of exceptional performance. The total value of the award may not exceed the limit established by the DBOT annually. The award shall be for a single contract year and shall not be added to the employee's base salary.
  4. The College President shall provide to the DBOT an annual accounting of performance-based pay awards to Senior Management Class employees.
- (5) The College President, or designee, shall establish procedures for the reclassification of positions.

(General Authority: F.S. 1001.02, 1001.64, 1001.65)

(Adopted 07/01/72, Revised 05/21/74, 07/13/78, 06/20/79, 06/23/80, 07/01/81, 08/19/81, 10/21/81, 06/30/82, 07/20/83, 08/24/83, 12/21/83, 02/15/84, 07/25/84, 09/19/84, 10/24/84, 12/12/84, 06/19/85, 10/16/85, 04/22/86, 06/24/86, 01/06/87, 06/23/87, 01/27/88, 6/29/88, 11/16/88, 07/05/89, 11/29/89, 02/21/90, 06/20/90, 08/07/90, 03/22/91, 05/14/91, 06/04/91, 08/20/91, 02/19/92, 08/18/92, 11/18/92, 06/17/93, 09/16/93, 02/17/94, 07/01/94, 11/28/94, 3/27/95, 5/31/95, 06/26/95, 06/27/96, 12/03/96, 06/25/97, 06/02/98, 06/23/98, 01/05/99, 03/02/99, 06/01/99, 12/07/99, 04/04/00, 05/02/00, 06/06/00, 12/05/00, 03/06/01, 11/06/01, 06/04/02, 04/01/03, 06/03/03, 08/05/03, 09/02/03, 01/06/04, 06/01/04, 08/03/04, 10/05/04, 06/07/05, 09/06/05, 05/02/06, 08/01/06, 11/07/06, 03/06/07, 08/07/07, 10/02/07, 01/08/08, 08/05/08, 08/03/10, 12/07/10, 08/02/11, 06/10/14, 10/14/14, 02/14/17, 06/08/21, 02/11/25, Formerly 4.24, 5.20)

(Reviewed: 08/11/26)