

BOARD MEETING DATE: June 18, 2024

ITEM: IX- C

RECOMMEND that the District Board of Trustees for North Florida College approve the Salary Schedule for Fiscal Year 2024-2025.

ATTORNEY REVIEW STATUS: N/A

THIS RECOMMENDATION: helps to achieve the following objectives:

- Adhere to State and Federal compensation regulations
- Create a structured model for equitable compensation practices that best utilize NFC's resources and supports the strategic goals of the institution
- Ensure that all employees are treated fairly and consistently
- Increase the retention and recruitment efforts of the College
- Provide employees with a clear reference for fair compensation and allow for development and growth planning



**NORTH FLORIDA
COLLEGE**

**Salary Schedule
2024-2025**

Executive Director of Employee Services

Tyler Coody

(850) 973-9448 / coodyt@nfc.edu

Effective July 1, 2024

NORTH FLORIDA COLLEGE **EMPLOYEE SERVICES**

Employee Services provides innovative services that support North Florida College by recruiting, developing, and retaining qualified and diverse Sentinels that positively influence the success and education of our students.



ABOUT US!

Employee Services is responsible for general HR functions at North Florida College including staffing, development, employee benefits, worker's compensation, FMLA, retirement benefits, career planning, and more. Stop by to see us if you have any questions!

OUR SERVICES



PROFESSIONAL DEVELOPMENT

NFC is committed to excellence and values continuous professional development from all Faculty and Staff. In order to attract and retain quality Sentinels



EMPLOYEE BENEFITS ADMINISTRATION

Employee Services manages all employee benefits including insurance, retirement, and much more.



SALARY SCHEDULE

Employee Services prepares the annual Salary Schedule for approval by the Board of Trustees.



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We create hope.

Hope for a better future. Hope that big dreams can be achieved through a series of small steps. North Florida College is a place of many firsts - first generation students and first strides to the opportunities of tomorrow. We deliver a modern education experience across a campus that feels like home. We are bound together for community and push boundaries to create a better quality of life. To hold fast and to further the dreams of those who seek to better themselves. Because education is the guardian against stagnation. And when you pass through our walls, you will leave different than you arrived.

Sentinels stand together.



Employee Services

Compensation Philosophy

At North Florida College, we value our Sentinels and the role they play in providing our students with an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth. The goal of NFC's compensation philosophy is to pursue sustainable compensation goals that align with the College's fiscal priorities while supporting our Sentinels and the excellent work they do.

Competitive Salaries and Benefits

NFC strives to provide competitive compensation and benefits packages within our labor market. Our salary schedule is reviewed regularly to ensure that it is competitive and aligns with the labor market in terms of local needs, academic and support services, and workforce skill demands.

Equity

NFC provides a fair and equitable compensation model that is free of discrimination.

- New Sentinels are placed on the salary schedule based on previous and relevant work experience. When necessary, Employee Services will consult with the hiring department to ensure proper credit is received.
- Positions are examined and re-classified based on responsibilities, and college needs. Positions are analyzed based on job descriptions, supervisor input, and market value regardless of the incumbent.
- NFC believes that positions with comparable responsibility, autonomy, supervisory responsibilities, and complexity should be compensated similarly.

Professional Development

NFC is committed to excellence and values continuous professional development from all Faculty and Staff. In order to attract and retain quality Sentinels, it is imperative that we offer professional development opportunities that align with the College's Strategic Plan to improve recruitment, retention, and overall student success.

Communication

NFC strives to maintain open and clear communication regarding compensation. We feel it is important to understand how compensation is calculated, what paths are available for growth, and how to plan for long term career success at NFC. The consistency of trust and perception is what builds morale. The office of Employee Services is always open and welcomes conversation about current paygrade, steps, future career goals, and position classifications.

NFC's compensation philosophy is designed to meet the following objectives:



Offer Competitive Salaries and Benefits



Be Equitable



Professional Development



Communicate Clearly

INTRODUCTION

The North Florida College Salary Schedule is established annually pursuant to Florida Statute 1001.64(18), 1001.65 and SBE Administrative Rules 6A-14.0261; 6A-14.0262. The Salary Schedule is recommended to the Board of Trustees during the June Board Meeting and once adopted, becomes the sole instrument used to determine employee compensation. Reference to the Salary Schedule can be found in the Board of Trustees Policy Manual in Policy# 3.03.

The effective date for the fiscal year 2024-2025 salary schedule is

July 1, 2024, through June 30, 2025.

OBJECTIVES

The Salary Schedule is designed to achieve the following objectives:

- Adhere to State and Federal compensation regulations
- Create a structured model for equitable compensation practices that best utilize NFC's resources and supports the strategic goals of the institution
- Ensure that all employees are treated fairly and consistently
- Increase the retention and recruitment efforts of the College
- Provide employees with a clear reference for fair compensation and allow for development and growth planning.

EQUAL EMPLOYMENT OPPORTUNITY (4.00)

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at North Florida College will be based on merit, qualifications, and abilities. North Florida College does not discriminate in employment opportunities or practices on the basis of race, ethnicity, color, religion, sex, national origin, gender, age, disability, pregnancy marital status, genetic information or any other characteristic protected by law.

North Florida College will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. Initial and continuing notification of this policy and the identification, location, address and phone number of the Equity Coordinator will be provided by various means which will include handbooks, postings, and on the Intranet.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of his/her immediate supervisor or the Employee Services Officer. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including, termination of employment.

Any individual who believes he/she has been discriminated against or has been harassed by an employee, student, or other third party is encouraged to use the Complaint/Grievance Procedure. The right to confidentiality, both complainant and of the accused, will be respected, consistent with the Board's legal obligations, and with the necessity to investigate allegations of misconduct and take corrective action when this conduct has occurred.

Complaints filed with the Equity Coordinator should be forwarded to:

Equity Coordinator, North Florida College

325 NW Turner Davis Drive

Madison, FL 32340

Denise Bell • (850)-973-9481 • bellid@nfc.edu

GENERAL PROVISIONS

Pay Grade

Designated by the scope of the job, responsibility, liability, and needs of the College.

Non-Exempt hourly positions are designated with the "H"

Exempt positions are designated with an "E"

Steps

Steps are equal (in most cases) years of experience either in at NFC or in a professional setting. Each pay grade is divided into 35 steps. The range of each pay grade designated the amount per step.

Salary Range

The salary range is determined by the minimum and maximum of the pay grade. In some instances, a promotion or reclassification to another pay grade may not include a large increase in pay. However, this creates a larger range for future steps, and often at larger amount per step.

SALARY COMPUTATION

Salary computation for exempt positions such as Faculty, Administrators, and Professionals is annualized and rounded to the nearest dollar amount. Salary computation for non-exempt hourly employees is based on an hourly rate.

SALARY INCREASES

Step Increases

Annual step increases may be recommended to the Board of Trustees dependent on budget availability. Step increases are not guaranteed each year. In order to qualify for a Board approved step increase, an employee must be employed in their current position as of January 31st. If an employee is promoted or changes positions within the college, they are not eligible for a step increase. When the operating budget does not permit a step increase, an effort will be made to "make up" that step when it is possible to do so.

Lump Sum Payments

An annual salary increase may also be paid as a one-time, non-recurring payment. These one-time payments are not eligible for Florida Retirement System contributions.

Pay Raises

Pay raises can be percentage based or specified dollar amount increases to the salary tables. This type of pay increase advances the entire salary tables and the amount is added to the employee's base salary.

ADDITION OF POSITIONS AND JOB CLASSIFICATIONS

When needed, the college may add job titles, positions, and designate classifications based on the recommendation of the Executive Director of Employee Services and the approval of the President. Employee Services maintains official job descriptions for each position.

MAXIMUM OF SALARY RANGE

If a salary increase is based upon the value of a step in the current salary schedule is approved by the Board of Trustees, employees that are paid at the maximum amount on the salary schedule will not receive the Step increase but will receive a \$300.00 onetime payment. However, if a percentage increase to the ranges is given by Board approval (the salary range changes), the employee paid at the maximum amount on the salary schedule will have their salary increased at the same rate as is applied to the overall schedule.

INTERIM POSITIONS

A person may be appointed to an interim position by the President and approved by the board as necessary. Interim positions shall have a designated time frame with a formal evaluation at the end.

EMPLOYEE AND POSITION EVALUATIONS

At a minimum all full-time employees will be evaluated annually prior to the close of each fiscal year. The evaluation period will be based on the previous calendar year (January-December).

Position Evaluations will be done during the employee's performance evaluation to determine if any changes should be made to the job description or position classification on the salary schedule. These evaluations are done by the Director of each department or area for each employee they supervise. They are reviewed by the appropriate Dean and Director of Employee Services. If it is determined that a position should be re-classified, it will be recommended for approval in the next operating budget cycle. Employees are highly encouraged to review their job descriptions and discuss position scorecards with their Director or Employee Services.

METHODS FOR SALARY INCREASES

- Step Increase-Advances the salary forward one step on the salary table
- Across the Board - Raises the base salary by a percentage or dollar amount
- Reclassification - Moves the position to the appropriate pay grade (current step is maintained)
- Position Upgrade/Downgrade - occurs when a position assumes additional or fewer responsibilities (if the incumbent is moved with the position, they may not stay on the current step). Position Upgrades and Downgrades are based on the needs of the College and not the merits of the person in the position.
- Education Based (Instructional personnel) - moved to the appropriate pay grade once official transcripts have been received by Employee Services
- Salary Range Adjustment
- Merit-Based - NFC does not currently have a merit-based pay increase

STARTING SALARY DETERMINATION

Starting salary is recommended by the Executive Director of Employee Services based on the pay grade designated on the Salary Schedule and experience of the candidate. One step is given per year of relevant experience for each applicant. Partial credit may be given for experience that is only partially relevant. Employee Services will consult with the hiring Director and Dean to ensure an accurate starting salary is recommended.

A maximum of 12 years of relevant experience will be used in calculating starting salary for new employees. The President may authorize additional steps or supplemental pay for hard to fill positions.

PROMOTIONS

A promotion occurs when an employee is reassigned to a position of higher skills, responsibility, and/or liability that constitutes a higher pay grade. The starting salary for the new position will be determined by relevant experience and years of service at NFC. The salary may be adjusted to achieve pay equity within that pay grade as determined by the President.

Presidential Promotions: On the occasion that an employee leaves the employment of the College (which creates an opening) or a new position is created, the President (with a positive recommendation from the Dean) is authorized to promote a current employee into the open position. The President also has the option to advertise the position (internally or externally) to get the best qualified applicant for that position.

DEMOTIONS

A demotion occurs when an employee is moved to a position in a lower pay grade. This reassignment may be voluntary or involuntary. The appropriate salary will be recommended by Employee Services with approval of the President.

RECLASSIFICATION AND ORGANIZATIONAL CHANGES

When a position is reclassified to a higher or lower pay grade, an adjustment to the employee's salary is computed in the same manner as a promotion or demotion. Reclassifications and organizational changes may be recommended during the budgeting process each year.

INTERNAL JOB POSTING (4.25)

Employees who have a written warning on file or are on probation or suspension are not eligible to apply for posted jobs. Eligible employees can only apply for those posted jobs for which they possess the required skills, competencies, and qualifications.

To apply for an open position, employees should submit an application to the Employee Services Department listing job-related skills and accomplishments. It should also describe how their current experience with North Florida College and prior work experience and/or education qualifies them for the position.

An applicant's supervisor will be notified when a staff member applies for another internal position and will be asked to verify performance, skills, and attendance. Any staffing limitations or other circumstances that might affect a prospective transfer may also be discussed.

Other recruiting sources may also be used to fill open positions in the best interest of the organization.

VACANCIES

When a vacancy occurs in any established position, it is the responsibility of the immediate supervisor to discuss with the appropriate Administrative Officer the arrangements for filling the position.

Employee Services will prepare a draft of the advertisement and contact the Department for assistance if needed. Employee Services will ensure that the advertisement meets all state and local guidelines. Employee Services will submit the advertisement to the College Advancement Department and post on the Website for advertisement. In certain situations, the President may decide that the opening will be posted internally only.

Career Staff:

All applicants for Career Staff positions will be received by the Employee Services. The Supervisor of the Department will review the applications/resume to determine who meets the minimum requirements of the position. If applicable, an Educational Equivalency Matrix will be used. The supervisor, along with a representative from Employee Services will interview the candidates that are best qualified for the position (there is no limit to the number of applicants that can be interviewed)

- 1) Employee Services will contact the applicants selected to set up the interview. The applicant will be told the salary range, and the benefits that are offered by the College, as well as discuss the duties of the position. After the interviews are completed, the Supervisor will then recommend the best qualified applicant to Employee Services through the appropriate Department Head and Dean. Each level of authority has the option to interview the applicant if so desired.
- 2) If the recommendation is approved, Employee Services will submit the request to the President with a recommended rate of pay (using current salary/pay schedules). The President is authorized to give additional compensation in competitive career areas with highly sought out skills in both the public and private sectors
- 3) Upon the President's approval, the Employee Services Director will contact the selected applicant and offer the position, contingent on the results of the Level II background check at the specified rate of pay. If the prospective employee accepts the position, and the Level II background is clear, he/she will be referred to Employee Services to complete the necessary forms for employment.
- 4) If the applicant declines the position, the next best qualified applicant will be offered the position. If no other applicants are recommended, the advertisement will be run again, and the process will start over.

Faculty, Administrator, and Professional Staff positions:

All Faculty, Administrator, and Professional Staff positions are selected through the committee process.

- 1) Each committee should have three (3) to five (5) members which will include representatives from the same or similar profession, a representative from the Department and a member of the equity committee. The President selects each Search Committee and the Committee Chair. The Employee Services Office will notify each committee member.
- 2) The Employee Services Office will receive all applications/resumes and will screen them for the minimum requirements. If applicable, an Educational Equivalency Matrix

will be used. Only complete application packets of qualified applicants will be given to the committee. The committee will meet to discuss the list of qualified applicants. The committee will then narrow the applicants down to the top candidates that should be interviewed. The committee can interview as many applicants as they deem necessary. The Employee Services Office will contact the applicants selected to set up the interview. The applicant will be told the salary range, and the benefits that are offered by the College, as well as discuss the duties of the position.

- 3) The committee will prepare a list of questions. These questions (called the core questions) will be asked of each applicant. Other questions may also be asked as long as each applicant was given the same opportunity to answer the core questions. When all of the interviews are completed, the committee should not rank the candidates, but will forward the top candidate(s) to the President (via the appropriate Dean). The committee's only task is to present the top candidate(s) for consideration, not to select the person for the position. The President or Dean will have the option to interview the candidates if so desired. It should be noted that it is the President's responsibility to make the final selection.
- 4) Employee Services Department will submit the request to the President with a recommended salary (using current salary/pay schedules). The President is authorized to give additional compensation in competitive career areas with highly sought out skills in both the public and private sectors. The President will either approve or disapprove the recommendation.
- 5) Upon the President's approval, the Employee Services Director will contact the selected applicant and offer the position, contingent on the results of the Level II background check at the specified salary. If the prospective employee accepts the position, and the Level II background is clear, he/she will be referred to Employee Services to complete the necessary forms for employment.
- 6) If the applicant declines the position, the next best qualified applicant will be offered the position. If no other applicants are recommended, the advertisement will be run again, and the process will start over.
- 7) The Employee Services Office will submit the necessary forms to the Board of Trustees for approval. All employees are paid monthly on the last working day of the month. Each paycheck will include earnings for all work performed through the end of the previous payroll period.

PAYDAYS (4.40)

In the event that a regularly scheduled payday falls on a day off such as a weekend or holiday, employees will receive pay on the last day of work before the regularly scheduled payday.

If a regular payday falls during an employee's vacation, the employee's paycheck will be available upon his or her return from vacation unless prior arrangements are made.

Employees may have pay directly deposited into their bank accounts if they provide the proper documentation to the Employee Services office. Employees will receive an itemized statement of wages when North Florida College makes direct deposits.

OVERTIME AND COMPENSATORY TIME OFF (4.42)

Non-Exempt (Career Staff) employees covered by the Fair Labor Standards Act "as amended" shall be compensated for overtime hours. For the purpose of this policy, overtime is defined as one quarter or more hours actually worked beyond an employee's regular work schedule, in excess of forty hours in a single workweek. Overtime is based on actual hours worked. **Time taken for sick or vacation leave, holidays, or any leave of absence will not be considered hours worked for the purpose of calculating overtime.**

When operating requirements or other needs cannot be met during regular working hours, Non-Exempt employees may be required to work overtime. **However, all overtime work must be approved by the Supervisor prior to being worked. If possible, the Supervisor should adjust the employee's hours of work to reduce or eliminate all overtime.**

Payment of overtime shall be in the form of compensatory time off at the rate of one quarter hour for each one quarter hour worked beyond the normal work week up to 40 hours; one and one-half hours for each hour actually worked beyond 40 hours unless a cash payment has been approved through normal administrative procedures (Supervisor, Director, Department Chair, Dean or Vice President, and President) prior to the overtime being performed. The workweek runs from Monday (00:01 AM) through Sunday (mid-night).

Compensatory Time Off: The maximum compensatory time which may be accrued by an employee shall be 60 hours. Exempt employees (Faculty, Administrators, and Professional Staff) are not authorized to earn or use Compensatory Time. Compensatory Time will be granted only to Non-Exempt employees.

Using Compensatory Time: Compensatory Time must be requested in advance, the same as with the annual leave procedure. Requesting the time off does not guarantee approval. As with any request, the needs of the College and the Department come first. All accumulated Compensatory Time must be utilized prior to using Sick Time or Vacation Time unless it causes the employee to lose Vacation Time. In this case, the employee could use Vacation time prior to Compensatory Time, however this is on a case-by-case basis which must be approved in accordance with normal leave procedure. It is the Supervisors responsibility to ensure that all Compensatory Time is used by June 30th of each year. If the employee is not able to use the accumulated Compensatory Time by June 30th, the

President (not the Supervisor) will determine whether or not to carry over the accumulated Compensatory Time to the next fiscal year or to pay the employee for the compensatory time. If an employee leaves the employment of the College before using the accumulated compensation time, he/she will be paid for any unused compensatory time at their current hourly rate.

ADMINISTRATIVE PAY CORRECTIONS (4.110)

Any pay error that is found shall be reported immediately to the payroll and/or Employee Services office. The error will be researched and if necessary, arrangements will be made to correct it.

DRAFT

FACULTY & INSTRUCTIONAL STAFF



2024--2025

**Adjuncts, 9-Month, 10-
Month, & 11-Month**



Salary Schedule for Temporary and Adjunct Personnel

Fiscal Year 2024-2025

ACADEMIC AND CREDIT HOUR ADJUNCT FACULTY

Adjunct Instructors will be paid per credit hour for Academic (Credit Hour) courses in accordance with the following schedule.

Degree	Pay Rate per Credit Hour	BSN Adjunct Rate (Supplemented with PIPELINE)
Associate's Degree	\$578	
Bachelor's	\$615	
Master's	\$652	\$922
Master's Degree+ 30 Hours	\$669	\$951
Doctorate's Degree	\$690	\$983

Adjuncts are allowed to teach 9 credit hours per term.

The above rates are based on a class with 10 or more enrolled students. When course enrollment is not sufficient to justify holding a class, by mutual consent between the appropriate Dean and the instructor, the instructor may elect to teach the class at the rate of \$200.00 per student.

NOTE: The President or designee is authorized to modify this requirement if in the best interest of the College.

CAREER EDUCATION AND CONTACT HOUR ADJUNCT FACULTY

Career Education adjuncts and temporary instructors will be paid per contact hour in accordance with the following schedule:

Degree	Pay Rate per Contact Hour
Associate's Degree/Industry Specific Certification	\$19.50
Bachelor's	\$21.50
Master's	\$23.50
Master's Degree+ 30 Hours	\$26.50
Doctorate's Degree	\$28.00

**Additional rates may be established based on the credentials of the instructor and the programmatic needs of the College.*

Temporary career education instructors are allowed to teach a maximum of 25 hours per week.

CAREER EDUCATION ADJUNCT INSTRUCTORS REQUIRING SPECIALIZED TRAINING

Temporary Career Education Instructors in programs that require specialized training such as Criminal Justice, Commercial Vehicle Driving, and EMS will be paid per contact hour in accordance to the following schedule. Instructor levels and hourly rates will be established by the Director of the program and Associate Dean of Economic Development and Workforce Education based program requirements and relevant experience.

Instructor Level	Pay Rate per Contact Hour
Instructor Level 1	\$19.50
Instructor Level 2	\$21.50
Instructor Level 3	\$23.50
Instructor Level 4	\$28.75

**Additional rates may be established based on the credentials of the instructor and the programmatic needs of the College.*

Temporary Nursing Faculty and Clinical Adjuncts will be paid per contact hour in accordance with the following schedule:

Degree	Pay Rate per Contact Hour	PIPELINE Supplement	Total Payrate Per Contact Hour
AS, RN	\$31.00	\$5.00	\$36.00
BSN, RN	\$32.00	\$5.00	\$37.00
MSN, RN	\$34.00	\$5.00	\$39.00
DNP, RN	\$37.00	\$5.00	\$42.00

Note: Additional compensation may be granted by the President in competitive career areas requiring highly sought-after skills in both the public and private sector.

WORK STUDY STUDENT EMPLOYEES

Institutional Work Study	Hourly Pay Rate
Student Assistants	Minimum Wage
Student Tutor	Minimum Wage plus \$0.36
Head Tutor	Minimum Wage plus \$0.86

Work Study Student Employees are allowed to work a maximum of 25 hours per week. If they work in multiple areas on campus, it is the responsibility of their supervisor to ensure they do not work in total over 25 hours per week in all positions.

FULL-TIME ACADEMIC CREDIT HOUR FACULTY

Full-time Academic (Credit Hour) Faculty salaries are based on 37.5 hours comprised of the following requirements:

Teaching 15 Semester hours for both the Fall and Spring Term.

10 office hours per week for both the Fall and Spring Term.

12.5 hours per week working on College business (i.e. attending meetings, serving on committees, grading papers, preparing lessons, etc.)

Full-Time Faculty will be paid according to the tables found in the next section of this Salary Schedule. New Faculty members are placed on the Salary Schedule according to their relevant experience and degree.

At the discretion of the Chief Academic Officer, faculty who are fully credentialed to teach in a secondary disciplinary area may be compensated at the next highest degree level (ex. a faculty member with a master's degree who can teach in two disciplinary areas would receive Masters +30 pay). Faculty who hold a doctoral degree and are at the maximum degree level will receive a \$3000 versatility supplement. Acceptance of this supplement indicates willingness to accept teaching assignments in any credentialed academic discipline. Note this supplement is at the discretion of the Chief Academic Officer and decisions will be made considering institutional needs, course evaluations, and overall student enrollment numbers and may be granted, amended, or removed upon contract renewal.

If an Academic Faculty member does not teach the 15-hour required load, NFC will either reduce the Faculty member's salary by the percentage of the hours not taught; assign him/her the needed number of hours on the summer schedule to make up the difference in the hours needed; or give release time with a special project (based on needs of the College).

Due to the constantly changing enrollment numbers and changing schedules, it may be necessary to discontinue the number of classes offered in each area of instruction. Based on this fact, any faculty member on Continuing Contract that does not teach the required 15 hours for two terms in a row (not counting summer terms) may be changed to an annual contract, based on the needs of the College. This in no way reflects discredit on the Faculty member.

CURRENT FACULTY CONTRACTS

Contract Length	Duty Days	Annual Hours
9 Month	164	1230
10 Month	184	1380
11 Month	220	1650

**Annual hours are calculated by multiplying the number duty days by 7.5 hours.*

CAREER EDUCATION CLOCK HOUR FACULTY

Career Education Faculty for clock hour programs and college certificate programs salaries are based on 37.5 contact hours per week for both the Fall and Spring Term.

Due to the constantly changing enrollment numbers and changing schedules, it may be necessary to discontinue the number of classes offered in each area of instruction.

Full-time Career Education Faculty may be eligible for Continuing Contract in accordance with SBE Administrative Rule: 6A:14.0411. The Office of Academic Affairs will establish the criteria for Continuing Contract for Career Education Faculty.

The President is authorized to add a "Specialty Supplement" in addition to base pay for positions that are in high demand, require additional training and are hard to fill. This Specialty Supplement is not a part of the regular salary, and can be stopped at any time, depending on the needs of the College.

DRAFT

Nursing and Allied Health Supplemental Pay

2024-2025 Fiscal Year

Supplemental pay for Allied Health nursing faculty is provided because the Board of Trustees of North Florida College has budgeted to provide additional compensation for competitive career areas requiring highly sought-after skills in both the public and private sectors. *Any future supplements are subject to approval by the President of North Florida College; additionally, supplemental pay is dependent upon each fiscal year's budget.*

Supplemental pay shall *not* be considered part of the base pay/annual salary, or taken into consideration, in the event of a percentage-based or step increase to the base pay/annual salary.

In order to support the educational needs of nursing faculty required by the college, accreditation agencies, and Florida Board of Nursing, this proposal reallocates current supplemental pay to better assist nursing faculty with tuition costs as described below.

Supplemental pay (taxable) for FULL TIME (11-month contract) nursing instructors is proposed as follows:

Instructors with ASRN or BSN degree are eligible to receive: (prorated)	\$3,000 per year
Instructors with MSN degree are eligible to receive: (prorated)	\$6,000 per year
Instructors with DNP degree are eligible to receive: (prorated)	\$9,000 per year

Tuition Assistance for Full Time (11-month contract) nursing instructors is proposed as follows:

- Upon approval of the Chief Academic Officer, instructors with an ASRN may be eligible to enroll in NFC's BSN program and have tuition waved.
- Upon approval of the Chief Academic Officer, instructors with a BSN may also be eligible to receive up to \$3,000 annually for tuition reimbursement (taxable) towards a master's degree in Nursing from an accredited institution. Evidence of successful completion of courses will be required. Once MSN is received, the instructor would be eligible to receive the appropriate supplemental pay for the **MSN** degree in addition to the salary increase associated with master's degree faculty positions (11 month).

Tuition waiver or reimbursement requires a 2-year full-time commitment to North Florida College. A procedure will be written and reviewed by the Board attorney to address this component.

This proposal was formulated based on NFC's need for highly qualified nursing instructors and the traditional expectation that college credit faculty (RN and BSN program faculty) hold a master's degree or higher. The approximate salary differential between BSN and MSN prepared nursing faculty is \$3,000; hence, this proposal gives nursing faculty with a BSN the opportunity to increase their yearly salary and increase supplemental award by \$3,000 (dependent upon yearly institutional budget).

Prepping Institutions, Programs, Employers and Learners Through Incentives for Nursing Education (PIPELINE) Supplement

In addition to the Presidential Supplement listed above, full time nursing faculty will be given the following supplemental pay provided by PIPELINE funds for the 2024-2025 fiscal year.

Degree	PIPELINE Supplement
ASN, RN	\$7,000
BSN, RN	\$7,000
MSN, RN	\$8,000
DNP, RN	\$9,000

DRAFT

2024 - 2025 North Florida College Faculty Schedules

9 Month (164 Day Contract)							
		AA	Bachelor's	Master's	Master's + 30	Doctorate	
		A9	B9	M9	M39	D9	
Min.		\$34,214.8737	\$36,909.2202	\$39,367.4528	\$42,022.0793	\$44,889.6495	
Max.		\$56,805.6783	\$61,392.2461	\$65,202.0653	\$69,864.7632	\$74,972.1056	
Step		\$645.4516	\$699.5150	\$738.1318	\$795.5053	\$859.4987	
1		\$34,214.8737	\$36,909.2202	\$39,367.4528	\$42,022.0793	\$44,889.6495	1
2		\$34,860.3253	\$37,608.7353	\$40,105.5846	\$42,817.5845	\$45,749.1483	2
3		\$35,505.7768	\$38,308.2503	\$40,843.7164	\$43,613.0898	\$46,608.6470	3
4		\$36,151.2284	\$39,007.7653	\$41,581.8482	\$44,408.5950	\$47,468.1458	4
5		\$36,796.6800	\$39,707.2803	\$42,319.9800	\$45,204.1003	\$48,327.6445	5
6		\$37,442.1315	\$40,406.7954	\$43,058.1118	\$45,999.6055	\$49,187.1432	6
7		\$38,087.5831	\$41,106.3104	\$43,796.2435	\$46,795.1108	\$50,046.6420	7
8		\$38,733.0346	\$41,805.8254	\$44,534.3753	\$47,590.6160	\$50,906.1407	8
9		\$39,378.4862	\$42,505.3404	\$45,272.5071	\$48,386.1213	\$51,765.6395	9
10		\$40,023.9378	\$43,204.8554	\$46,010.6389	\$49,181.6266	\$52,625.1382	10
11		\$40,669.3893	\$43,904.3705	\$46,748.7707	\$49,977.1318	\$53,484.6370	11
12		\$41,314.8409	\$44,603.8855	\$47,486.9025	\$50,772.6371	\$54,344.1357	12
13		\$41,960.2924	\$45,303.4005	\$48,225.0342	\$51,568.1423	\$55,203.6344	13
14		\$42,605.7440	\$46,002.9155	\$48,963.1660	\$52,363.6476	\$56,063.1332	14
15		\$43,251.1956	\$46,702.4306	\$49,701.2978	\$53,159.1528	\$56,922.6319	15
16		\$43,896.6471	\$47,401.9456	\$50,439.4296	\$53,954.6581	\$57,782.1307	16
17		\$44,542.0987	\$48,101.4606	\$51,177.5614	\$54,750.1634	\$58,641.6294	17
18		\$45,187.5502	\$48,800.9756	\$51,915.6932	\$55,545.6686	\$59,501.1282	18
19		\$45,833.0018	\$49,500.4907	\$52,653.8250	\$56,341.1739	\$60,360.6269	19
20		\$46,478.4534	\$50,200.0057	\$53,391.9567	\$57,136.6791	\$61,220.1257	20
21		\$47,123.9049	\$50,899.5207	\$54,130.0885	\$57,932.1844	\$62,079.6244	21
22		\$47,769.3565	\$51,599.0357	\$54,868.2203	\$58,727.6896	\$62,939.1231	22
23		\$48,414.8080	\$52,298.5508	\$55,606.3521	\$59,523.1949	\$63,798.6219	23
24		\$49,060.2596	\$52,998.0658	\$56,344.4839	\$60,318.7001	\$64,658.1206	24
25		\$49,705.7112	\$53,697.5808	\$57,082.6157	\$61,114.2054	\$65,517.6194	25
26		\$50,351.1627	\$54,397.0958	\$57,820.7474	\$61,909.7107	\$66,377.1181	26
27		\$50,996.6143	\$55,096.6109	\$58,558.8792	\$62,705.2159	\$67,236.6169	27
28		\$51,642.0658	\$55,796.1259	\$59,297.0110	\$63,500.7212	\$68,096.1156	28
29		\$52,287.5174	\$56,495.6409	\$60,035.1428	\$64,296.2264	\$68,955.6144	29
30		\$52,932.9690	\$57,195.1559	\$60,773.2746	\$65,091.7317	\$69,815.1131	30
31		\$53,578.4205	\$57,894.6710	\$61,511.4064	\$65,887.2369	\$70,674.6118	31
32		\$54,223.8721	\$58,594.1860	\$62,249.5381	\$66,682.7422	\$71,534.1106	32
33		\$54,869.3236	\$59,293.7010	\$62,987.6699	\$67,478.2474	\$72,393.6093	33
34		\$55,514.7752	\$59,993.2160	\$63,725.8017	\$68,273.7527	\$73,253.1081	34
35		\$56,160.2268	\$60,692.7310	\$64,463.9335	\$69,069.2580	\$74,112.6068	35
36		\$56,805.6783	\$61,392.2461	\$65,202.0653	\$69,864.7632	\$74,972.1056	36

2024 - 2025 North Florida College Faculty Schedules

10 Month (184 Day Contract)					
	AA	Bachelor's	Master's	Master's + 30	Doctorate
	A10	B10	M10	M310	D10
Min.	\$38,113.4690	\$39,901.9767	\$42,580.8765	\$45,472.7202	\$48,595.1610
Max.	\$62,673.7284	\$67,281.2595	\$72,161.3147	\$77,408.7807	\$83,079.9277
Step	\$701.7217	\$782.2652	\$845.1554	\$912.4589	\$985.2790

1	\$38,113.4690	\$39,901.9767	\$42,580.8765	\$45,472.7202	\$48,595.1610	1
2	\$38,815.1907	\$40,684.2419	\$43,426.0319	\$46,385.1790	\$49,580.4401	2
3	\$39,516.9124	\$41,466.5071	\$44,271.1873	\$47,297.6379	\$50,565.7191	3
4	\$40,218.6341	\$42,248.7724	\$45,116.3426	\$48,210.0968	\$51,550.9982	4
5	\$40,920.3558	\$43,031.0376	\$45,961.4980	\$49,122.5556	\$52,536.2772	5
6	\$41,622.0775	\$43,813.3028	\$46,806.6534	\$50,035.0145	\$53,521.5563	6
7	\$42,323.7992	\$44,595.5680	\$47,651.8088	\$50,947.4734	\$54,506.8353	7
8	\$43,025.5209	\$45,377.8333	\$48,496.9641	\$51,859.9323	\$55,492.1144	8
9	\$43,727.2426	\$46,160.0985	\$49,342.1195	\$52,772.3911	\$56,477.3934	9
10	\$44,428.9643	\$46,942.3637	\$50,187.2749	\$53,684.8500	\$57,462.6725	10
11	\$45,130.6860	\$47,724.6289	\$51,032.4303	\$54,597.3089	\$58,447.9515	11
12	\$45,832.4077	\$48,506.8942	\$51,877.5856	\$55,509.7678	\$59,433.2306	12
13	\$46,534.1294	\$49,289.1594	\$52,722.7410	\$56,422.2266	\$60,418.5096	13
14	\$47,235.8511	\$50,071.4246	\$53,567.8964	\$57,334.6855	\$61,403.7887	14
15	\$47,937.5728	\$50,853.6898	\$54,413.0518	\$58,247.1444	\$62,389.0677	15
16	\$48,639.2945	\$51,635.9551	\$55,258.2071	\$59,159.6032	\$63,374.3468	16
17	\$49,341.0162	\$52,418.2203	\$56,103.3625	\$60,072.0621	\$64,359.6258	17
18	\$50,042.7379	\$53,200.4855	\$56,948.5179	\$60,984.5210	\$65,344.9049	18
19	\$50,744.4596	\$53,982.7507	\$57,793.6733	\$61,896.9799	\$66,330.1839	19
20	\$51,446.1813	\$54,765.0160	\$58,638.8286	\$62,809.4387	\$67,315.4630	20
21	\$52,147.9030	\$55,547.2812	\$59,483.9840	\$63,721.8976	\$68,300.7420	21
22	\$52,849.6247	\$56,329.5464	\$60,329.1394	\$64,634.3565	\$69,286.0210	22
23	\$53,551.3464	\$57,111.8116	\$61,174.2948	\$65,546.8153	\$70,271.3001	23
24	\$54,253.0680	\$57,894.0768	\$62,019.4502	\$66,459.2742	\$71,256.5791	24
25	\$54,954.7897	\$58,676.3421	\$62,864.6055	\$67,371.7331	\$72,241.8582	25
26	\$55,656.5114	\$59,458.6073	\$63,709.7609	\$68,284.1920	\$73,227.1372	26
27	\$56,358.2331	\$60,240.8725	\$64,554.9163	\$69,196.6508	\$74,212.4163	27
28	\$57,059.9548	\$61,023.1377	\$65,400.0717	\$70,109.1097	\$75,197.6953	28
29	\$57,761.6765	\$61,805.4030	\$66,245.2270	\$71,021.5686	\$76,182.9744	29
30	\$58,463.3982	\$62,587.6682	\$67,090.3824	\$71,934.0274	\$77,168.2534	30
31	\$59,165.1199	\$63,369.9334	\$67,935.5378	\$72,846.4863	\$78,153.5325	31
32	\$59,866.8416	\$64,152.1986	\$68,780.6932	\$73,758.9452	\$79,138.8115	32
33	\$60,568.5633	\$64,934.4639	\$69,625.8485	\$74,671.4041	\$80,124.0906	33
34	\$61,270.2850	\$65,716.7291	\$70,471.0039	\$75,583.8629	\$81,109.3696	34
35	\$61,972.0067	\$66,498.9943	\$71,316.1593	\$76,496.3218	\$82,094.6487	35
36	\$62,673.7284	\$67,281.2595	\$72,161.3147	\$77,408.7807	\$83,079.9277	36

2024 - 2025 North Florida College Faculty Schedules

11 Month (220 Day Contract)						
	AA	Bachelor's	Master's	Master's + 30	Doctorate	
	A11	B11	M11	M311	D11	
Min.	\$41,847.4127	\$44,630.0261	\$47,633.3067	\$50,878.2178	\$54,382.4130	
Max.	\$68,879.1447	\$73,824.2966	\$79,144.5828	\$84,899.5834	\$91,145.5685	
Step	\$772.3352	\$834.1220	\$900.3222	\$972.0390	\$1,050.3759	
1	\$41,847.4127	\$44,630.0261	\$47,633.3067	\$50,878.2178	\$54,382.4130	1
2	\$42,619.7479	\$45,464.1481	\$48,533.6288	\$51,850.2569	\$55,432.7888	2
3	\$43,392.0831	\$46,298.2701	\$49,433.9510	\$52,822.2959	\$56,483.1647	3
4	\$44,164.4183	\$47,132.3921	\$50,334.2732	\$53,794.3349	\$57,533.5406	4
5	\$44,936.7535	\$47,966.5141	\$51,234.5954	\$54,766.3739	\$58,583.9165	5
6	\$45,709.0887	\$48,800.6362	\$52,134.9175	\$55,738.4129	\$59,634.2923	6
7	\$46,481.4239	\$49,634.7582	\$53,035.2397	\$56,710.4519	\$60,684.6682	7
8	\$47,253.7591	\$50,468.8802	\$53,935.5619	\$57,682.4910	\$61,735.0441	8
9	\$48,026.0943	\$51,303.0022	\$54,835.8841	\$58,654.5300	\$62,785.4200	9
10	\$48,798.4295	\$52,137.1242	\$55,736.2062	\$59,626.5690	\$63,835.7958	10
11	\$49,570.7647	\$52,971.2462	\$56,636.5284	\$60,598.6080	\$64,886.1717	11
12	\$50,343.0999	\$53,805.3682	\$57,536.8506	\$61,570.6470	\$65,936.5476	12
13	\$51,115.4351	\$54,639.4903	\$58,437.1728	\$62,542.6860	\$66,986.9234	13
14	\$51,887.7703	\$55,473.6123	\$59,337.4950	\$63,514.7250	\$68,037.2993	14
15	\$52,660.1055	\$56,307.7343	\$60,237.8171	\$64,486.7641	\$69,087.6752	15
16	\$53,432.4407	\$57,141.8563	\$61,138.1393	\$65,458.8031	\$70,138.0511	16
17	\$54,204.7759	\$57,975.9783	\$62,038.4615	\$66,430.8421	\$71,188.4269	17
18	\$54,977.1111	\$58,810.1003	\$62,938.7837	\$67,402.8811	\$72,238.8028	18
19	\$55,749.4463	\$59,644.2224	\$63,839.1058	\$68,374.9201	\$73,289.1787	19
20	\$56,521.7815	\$60,478.3444	\$64,739.4280	\$69,346.9591	\$74,339.5545	20
21	\$57,294.1167	\$61,312.4664	\$65,639.7502	\$70,318.9982	\$75,389.9304	21
22	\$58,066.4519	\$62,146.5884	\$66,540.0724	\$71,291.0372	\$76,440.3063	22
23	\$58,838.7871	\$62,980.7104	\$67,440.3945	\$72,263.0762	\$77,490.6822	23
24	\$59,611.1223	\$63,814.8324	\$68,340.7167	\$73,235.1152	\$78,541.0580	24
25	\$60,383.4575	\$64,648.9545	\$69,241.0389	\$74,207.1542	\$79,591.4339	25
26	\$61,155.7927	\$65,483.0765	\$70,141.3611	\$75,179.1932	\$80,641.8098	26
27	\$61,928.1279	\$66,317.1985	\$71,041.6832	\$76,151.2323	\$81,692.1856	27
28	\$62,700.4631	\$67,151.3205	\$71,942.0054	\$77,123.2713	\$82,742.5615	28
29	\$63,472.7983	\$67,985.4425	\$72,842.3276	\$78,095.3103	\$83,792.9374	29
30	\$64,245.1335	\$68,819.5645	\$73,742.6498	\$79,067.3493	\$84,843.3133	30
31	\$65,017.4687	\$69,653.6866	\$74,642.9719	\$80,039.3883	\$85,893.6891	31
32	\$65,789.8039	\$70,487.8086	\$75,543.2941	\$81,011.4273	\$86,944.0650	32
33	\$66,562.1391	\$71,321.9306	\$76,443.6163	\$81,983.4664	\$87,994.4409	33
34	\$67,334.4743	\$72,156.0526	\$77,343.9385	\$82,955.5054	\$89,044.8168	34
35	\$68,106.8095	\$72,990.1746	\$78,244.2606	\$83,927.5444	\$90,095.1926	35
36	\$68,879.1447	\$73,824.2966	\$79,144.5828	\$84,899.5834	\$91,145.5685	36

CAREER STAFF



2024--2025

Non-Exempt Hourly



**North Florida College Salary Schedule
2024-2025**

Non-Exempt

H6	Minimum	\$14.06	Maximum	\$23.03
Level 1	Specialist		Level 1	Assistant
H7	Minimum	\$15.52	Maximum	\$24.23
Level 2	Specialist		Level 2	Assistant
H8	Minimum	\$16.30	Maximum	\$25.62
Level 3	Specialist		Level 3	Assistant
H9	Minimum	\$17.14	Maximum	\$27.11
Level 4	Specialist			
H10	Minimum	\$18.02	Maximum	\$28.64
Level 5	Specialist		Executive	Assistant
H11	Minimum	\$16.78	Maximum	\$26.47
	Coordinator			Manager
H12	Minimum	\$18.07	Maximum	\$28.72
	Manager			Coordinator
H13	Minimum	\$19.48	Maximum	\$31.19
	Coordinator			Other Positions
H14	Minimum	\$21.02	Maximum	\$34.07
	Coordinator			Other Positions
H15	Minimum	\$22.74	Maximum	\$36.97
	Coordinator			Director
H16	Minimum	\$24.61	Maximum	\$40.21
	Director			Other Positions

*All salaries are based on 37.5 hours per week (1,950 per year) unless otherwise indicated.

NOTE: Responsibility for setting Salary rates within these ranges is assigned to the President of the College, who is authorized to give additional compensation in competitive career areas with highly sought out skills in both the public and private sectors. New employees may only be given previous work credit up to 12 years toward salary.

2024- 2025 North Florida College Non Exempt Schedule

	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	
Min	\$14.0599	\$27,416.80	\$15.5163	\$30,256.78	\$16.2997	\$31,784.35	\$17.1382	\$33,419.50	\$18.0209	\$35,140.70	Min
Max	\$23.3019	\$45,438.76	\$24.4873	\$47,750.18	\$25.8944	\$50,494.17	\$27.4051	\$53,439.87	\$28.9598	\$56,471.63	Max
Step	\$0.2641	514.9131	\$0.2563	\$499.81	\$0.2741	\$534.57	\$0.2933	\$572.01	\$0.3125	\$609.46	Step

	H6	Annual	H7	Annual	H8	Annual	H9	Annual	H10	Annual	
1	14.0599	27,416.80	15.5163	30,256.78	16.2997	31,784.35	17.1382	33,419.50	18.0209	35,140.70	1
2	14.3240	27,931.71	15.7726	30,756.59	16.5738	32,318.92	17.4315	33,991.51	18.3334	35,750.16	2
3	14.5880	28,446.62	16.0289	31,256.41	16.8479	32,853.48	17.7249	34,563.52	18.6460	36,359.61	3
4	14.8521	28,961.54	16.2852	31,756.22	17.1221	33,388.05	18.0182	35,135.53	18.9585	36,969.07	4
5	15.1161	29,476.45	16.5416	32,256.03	17.3962	33,922.62	18.3116	35,707.54	19.2710	37,578.52	5
6	15.3802	29,991.36	16.7979	32,755.84	17.6704	34,457.18	18.6049	36,279.55	19.5836	38,187.98	6
7	15.6442	30,506.27	17.0542	33,255.65	17.9445	34,991.75	18.8982	36,851.56	19.8961	38,797.43	7
8	15.9083	31,021.19	17.3105	33,755.46	18.2186	35,526.32	19.1916	37,423.57	20.2087	39,406.89	8
9	16.1724	31,536.10	17.5668	34,255.27	18.4928	36,060.88	19.4849	37,995.58	20.5212	40,016.34	9
10	16.4364	32,051.01	17.8231	34,755.08	18.7669	36,595.45	19.7783	38,567.59	20.8337	40,625.80	10
11	16.7005	32,565.93	18.0794	35,254.90	19.0410	37,130.01	20.0716	39,139.60	21.1463	41,235.25	11
12	16.9645	33,080.84	18.3357	35,754.71	19.3152	37,664.58	20.3649	39,711.61	21.4588	41,844.71	12
13	17.2286	33,595.75	18.5921	36,254.52	19.5893	38,199.15	20.6583	40,283.62	21.7714	42,454.16	13
14	17.4926	34,110.67	18.8484	36,754.33	19.8634	38,733.71	20.9516	40,855.64	22.0839	43,063.62	14
15	17.7567	34,625.58	19.1047	37,254.14	20.1376	39,268.28	21.2449	41,427.65	22.3964	43,673.07	15
16	18.0208	35,140.49	19.3610	37,753.95	20.4117	39,802.85	21.5383	41,999.66	22.7090	44,282.53	16
17	18.2848	35,655.41	19.6173	38,253.76	20.6859	40,337.41	21.8316	42,571.67	23.0215	44,891.98	17
18	18.5489	36,170.32	19.8736	38,753.57	20.9600	40,871.98	22.1250	43,143.68	23.3341	45,501.44	18
19	18.8129	36,685.23	20.1299	39,253.38	21.2341	41,406.55	22.4183	43,715.69	23.6466	46,110.89	19
20	19.0770	37,200.15	20.3863	39,753.20	21.5083	41,941.11	22.7116	44,287.70	23.9592	46,720.35	20
21	19.3411	37,715.06	20.6426	40,253.01	21.7824	42,475.68	23.0050	44,859.71	24.2717	47,329.80	21
22	19.6051	38,229.97	20.8989	40,752.82	22.0565	43,010.24	23.2983	45,431.72	24.5842	47,939.26	22
23	19.8692	38,744.88	21.1552	41,252.63	22.3307	43,544.81	23.5917	46,003.73	24.8968	48,548.71	23
24	20.1332	39,259.80	21.4115	41,752.44	22.6048	44,079.38	23.8850	46,575.74	25.2093	49,158.17	24
25	20.3973	39,774.71	21.6678	42,252.25	22.8789	44,613.94	24.1783	47,147.75	25.5219	49,767.63	25
26	20.6613	40,289.62	21.9241	42,752.06	23.1531	45,148.51	24.4717	47,719.76	25.8344	50,377.08	26
27	20.9254	40,804.54	22.1804	43,251.87	23.4272	45,683.08	24.7650	48,291.78	26.1469	50,986.54	27
28	21.1895	41,319.45	22.4368	43,751.69	23.7014	46,217.64	25.0584	48,863.79	26.4595	51,595.99	28
29	21.4535	41,834.36	22.6931	44,251.50	23.9755	46,752.21	25.3517	49,435.80	26.7720	52,205.45	29
30	21.7176	42,349.28	22.9494	44,751.31	24.2496	47,286.77	25.6450	50,007.81	27.0846	52,814.90	30
31	21.9816	42,864.19	23.2057	45,251.12	24.5238	47,821.34	25.9384	50,579.82	27.3971	53,424.36	31
32	22.2457	43,379.10	23.4620	45,750.93	24.7979	48,355.91	26.2317	51,151.83	27.7096	54,033.81	32
33	22.5098	43,894.02	23.7183	46,250.74	25.0720	48,890.47	26.5250	51,723.84	28.0222	54,643.27	33
34	22.7738	44,408.93	23.9746	46,750.55	25.3462	49,425.04	26.8184	52,295.85	28.3347	55,252.72	34
35	23.0379	44,923.84	24.2310	47,250.36	25.6203	49,959.61	27.1117	52,867.86	28.6473	55,862.18	35
36	23.3019	45,438.76	24.4873	47,750.18	25.8944	50,494.17	27.4051	53,439.87	28.9598	56,471.63	36

2024- 2025 North Florida College Non Exempt Schedule

Min Max Step	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Min Max Step
	\$16.7826	\$32,726.05	\$18.0659	\$35,228.42	\$19.4770	\$37,980.14	\$21.0188	\$40,986.73	\$22.7361	\$44,335.35	\$24.6146	\$47,998.43	
	\$26.7596	\$52,181.17	\$29.0403	\$56,628.67	\$31.5393	\$61,501.60	\$34.4620	\$67,200.94	\$37.4019	\$72,933.76	\$40.6825	\$79,330.91	
	\$0.2851	555.8607	\$0.3136	\$611.44	\$0.3446	\$672.04	\$0.3841	\$748.98	\$0.4190	\$817.10	\$0.4591	\$895.21	
	H11	Annual	H12	Annual	H13	Annual	H14	Annual	H15	Annual	H16	Annual	
1	16.7826	32,726.05	18.0659	35,228.42	19.4770	37,980.14	21.0188	40,986.73	22.7361	44,335.35	24.6146	47,998.43	1
2	17.0676	33,281.91	18.3794	35,839.85	19.8216	38,652.18	21.4029	41,735.70	23.1551	45,152.45	25.0737	48,893.64	2
3	17.3527	33,837.77	18.6930	36,451.29	20.1663	39,324.22	21.7870	42,484.68	23.5741	45,969.55	25.5327	49,788.85	3
4	17.6378	34,393.63	19.0065	37,062.72	20.5109	39,996.26	22.1711	43,233.66	23.9932	46,786.64	25.9918	50,684.07	4
5	17.9228	34,949.49	19.3201	37,674.16	20.8555	40,668.30	22.5552	43,982.64	24.4122	47,603.74	26.4509	51,579.28	5
6	18.2079	35,505.35	19.6336	38,285.59	21.2002	41,340.34	22.9393	44,731.61	24.8312	48,420.84	26.9100	52,474.49	6
7	18.4929	36,061.21	19.9472	38,897.03	21.5448	42,012.39	23.3234	45,480.59	25.2502	49,237.94	27.3691	53,369.71	7
8	18.7780	36,617.07	20.2608	39,508.47	21.8895	42,684.43	23.7075	46,229.57	25.6692	50,055.03	27.8282	54,264.92	8
9	19.0630	37,172.93	20.5743	40,119.90	22.2341	43,356.47	24.0916	46,978.55	26.0883	50,872.13	28.2872	55,160.14	9
10	19.3481	37,728.80	20.8879	40,731.34	22.5787	44,028.51	24.4757	47,727.52	26.5073	51,689.23	28.7463	56,055.35	10
11	19.6332	38,284.66	21.2014	41,342.77	22.9234	44,700.55	24.8597	48,476.50	26.9263	52,506.33	29.2054	56,950.56	11
12	19.9182	38,840.52	21.5150	41,954.21	23.2680	45,372.60	25.2438	49,225.48	27.3453	53,323.42	29.6645	57,845.78	12
13	20.2033	39,396.38	21.8285	42,565.64	23.6126	46,044.64	25.6279	49,974.46	27.7644	54,140.52	30.1236	58,740.99	13
14	20.4883	39,952.24	22.1421	43,177.08	23.9573	46,716.68	26.0120	50,723.43	28.1834	54,957.62	30.5827	59,636.20	14
15	20.7734	40,508.10	22.4556	43,788.52	24.3019	47,388.72	26.3961	51,472.41	28.6024	55,774.72	31.0418	60,531.42	15
16	21.0584	41,063.96	22.7692	44,399.95	24.6465	48,060.76	26.7802	52,221.39	29.0214	56,591.81	31.5008	61,426.63	16
17	21.3435	41,619.82	23.0828	45,011.39	24.9912	48,732.81	27.1643	52,970.37	29.4405	57,408.91	31.9599	62,321.85	17
18	21.6286	42,175.68	23.3963	45,622.82	25.3358	49,404.85	27.5484	53,719.34	29.8595	58,226.01	32.4190	63,217.06	18
19	21.9136	42,731.54	23.7099	46,234.26	25.6805	50,076.89	27.9325	54,468.32	30.2785	59,043.11	32.8781	64,112.27	19
20	22.1987	43,287.40	24.0234	46,845.69	26.0251	50,748.93	28.3166	55,217.30	30.6975	59,860.20	33.3372	65,007.49	20
21	22.4837	43,843.26	24.3370	47,457.13	26.3697	51,420.97	28.7007	55,966.28	31.1166	60,677.30	33.7963	65,902.70	21
22	22.7688	44,399.12	24.6505	48,068.57	26.7144	52,093.02	29.0847	56,715.25	31.5356	61,494.40	34.2553	66,797.91	22
23	23.0538	44,954.98	24.9641	48,680.00	27.0590	52,765.06	29.4688	57,464.23	31.9546	62,311.50	34.7144	67,693.13	23
24	23.3389	45,510.84	25.2777	49,291.44	27.4036	53,437.10	29.8529	58,213.21	32.3736	63,128.59	35.1735	68,588.34	24
25	23.6240	46,066.71	25.5912	49,902.87	27.7483	54,109.14	30.2370	58,962.19	32.7927	63,945.69	35.6326	69,483.56	25
26	23.9090	46,622.57	25.9048	50,514.31	28.0929	54,781.18	30.6211	59,711.17	33.2117	64,762.79	36.0917	70,378.77	26
27	24.1941	47,178.43	26.2183	51,125.74	28.4376	55,453.23	31.0052	60,460.14	33.6307	65,579.89	36.5508	71,273.98	27
28	24.4791	47,734.29	26.5319	51,737.18	28.7822	56,125.27	31.3893	61,209.12	34.0497	66,396.98	37.0098	72,169.20	28
29	24.7642	48,290.15	26.8454	52,348.62	29.1268	56,797.31	31.7734	61,958.10	34.4688	67,214.08	37.4689	73,064.41	29
30	25.0492	48,846.01	27.1590	52,960.05	29.4715	57,469.35	32.1575	62,707.08	34.8878	68,031.18	37.9280	73,959.62	30
31	25.3343	49,401.87	27.4726	53,571.49	29.8161	58,141.39	32.5416	63,456.05	35.3068	68,848.28	38.3871	74,854.84	31
32	25.6193	49,957.73	27.7861	54,182.92	30.1607	58,813.44	32.9257	64,205.03	35.7258	69,665.37	38.8462	75,750.05	32
33	25.9044	50,513.59	28.0997	54,794.36	30.5054	59,485.48	33.3097	64,954.01	36.1449	70,482.47	39.3053	76,645.27	33
34	26.1895	51,069.45	28.4132	55,405.79	30.8500	60,157.52	33.6938	65,702.99	36.5639	71,299.57	39.7643	77,540.48	34
35	26.4745	51,625.31	28.7268	56,017.23	31.1946	60,829.56	34.0779	66,451.96	36.9829	72,116.67	40.2234	78,435.69	35
36	26.7596	52,181.17	29.0403	56,628.67	31.5393	61,501.60	34.4620	67,200.94	37.4019	72,933.76	40.6825	79,330.91	36

ADMINISTRATIVE & PROFESSIONAL STAFF



2024--2025

Exempt Salary



**North Florida College Salary Schedule
2024-2025**

Exempt

E8 Minimum **\$52,081.87** Maximum **\$85,554.73**

Director

Other Positions

E9 Minimum **\$61,209.77** Maximum **\$101,025.84**

Director

Other Positions

E10 Minimum **\$70,337.67** Maximum **\$120,326.88**

Associate Dean

E11 Minimum **\$97,921.07** Maximum **\$147,910.28**

Senior Management

*Senior Management steps will be determined by the President based on special criteria.

***All salaries are based on 37.5 hours per week (1,950 per year) unless otherwise indicated.**

NOTE: Responsibility for setting Salary rates within these ranges is assigned to the President of the College, who is authorized to give additional compensation in competitive career areas with highly sought out skills in both the public and private sectors. New employees may only be given previous work credit up to 12 years toward salary.

DRAFT

2023 - 2024 North Florida College Exempt Schedule

Min	\$52,081.8725	\$61,209.7713	\$70,337.6700	\$97,921.0700	
Max	\$86,558.9159	\$102,220.3174	\$121,826.5546	\$149,409.9546	
Step	\$985.0584	\$1,171.7299	\$1,471.1110	\$1,471.1110	
	E8	E9	E10	E11	
1	52,081.8725	61,209.7713	70,337.6700	97,921.0700	1
2	53,066.9309	62,381.5012	71,808.7810	99,392.1810	2
3	54,051.9893	63,553.2311	73,279.8920	100,863.2920	3
4	55,037.0477	64,724.9609	74,751.0030	102,334.4030	4
5	56,022.1061	65,896.6908	76,222.1140	103,805.5140	5
6	57,007.1644	67,068.4207	77,693.2249	105,276.6249	6
7	57,992.2228	68,240.1506	79,164.3359	106,747.7359	7
8	58,977.2812	69,411.8805	80,635.4469	108,218.8469	8
9	59,962.3396	70,583.6104	82,106.5579	109,689.9579	9
10	60,947.3980	71,755.3403	83,577.6689	111,161.0689	10
11	61,932.4564	72,927.0702	85,048.7799	112,632.1799	11
12	62,917.5147	74,098.8001	86,519.8909	114,103.2909	12
13	63,902.5731	75,270.5299	87,991.0019	115,574.4019	13
14	64,887.6315	76,442.2598	89,462.1129	117,045.5129	14
15	65,872.6899	77,613.9897	90,933.2238	118,516.6238	15
16	66,857.7483	78,785.7196	92,404.3348	119,987.7348	16
17	67,842.8066	79,957.4495	93,875.4458	121,458.8458	17
18	68,827.8650	81,129.1794	95,346.5568	122,929.9568	18
19	69,812.9234	82,300.9093	96,817.6678	124,401.0678	19
20	70,797.9818	83,472.6392	98,288.7788	125,872.1788	20
21	71,783.0402	84,644.3691	99,759.8898	127,343.2898	21
22	72,768.0985	85,816.0989	101,231.0008	128,814.4008	22
23	73,753.1569	86,987.8288	102,702.1118	130,285.5118	23
24	74,738.2153	88,159.5587	104,173.2227	131,756.6227	24
25	75,723.2737	89,331.2886	105,644.3337	133,227.7337	25
26	76,708.3321	90,503.0185	107,115.4447	134,698.8447	26
27	77,693.3904	91,674.7484	108,586.5557	136,169.9557	27
28	78,678.4488	92,846.4783	110,057.6667	137,641.0667	28
29	79,663.5072	94,018.2082	111,528.7777	139,112.1777	29
30	80,648.5656	95,189.9381	112,999.8887	140,583.2887	30
31	81,633.6240	96,361.6679	114,470.9997	142,054.3997	31
32	82,618.6823	97,533.3978	115,942.1107	143,525.5107	32
33	83,603.7407	98,705.1277	117,413.2216	144,996.6216	33
34	84,588.7991	99,876.8576	118,884.3326	146,467.7326	34
35	85,573.8575	101,048.5875	120,355.4436	147,938.8436	35
36	86,558.9159	102,220.3174	121,826.5546	149,409.9546	36