

**ST. JOHNS RIVER STATE COLLEGE
ADMINISTRATIVE SALARY SCHEDULE
2016-2017**

ADMINISTRATIVE - 12 MONTH CONTRACT

Twelve (12) month administrative salaries are determined by formal education, teaching or administrative experience, job responsibilities, and performance of administrative duties at St. Johns River State College. Salaries and salary increases are recommended by the President and approved by the Board of Trustees.

All administrative salaries and positions are for a one-year period starting on July 1, unless otherwise stated. Administrators are expected to teach in areas of their competence when and where needed. Grade levels are assigned based on the duties and responsibilities of each administrative position. The titles listed below should be used as a guide in assigning grade level, but deviations may take place as approved by the President.

<u>Level</u>	<u>Grade</u>	<u>Range</u>
<i>Senior Vice President</i>	31	\$100,000 - \$175,000
<i>Vice President, Campus Executive Director</i>	30	\$90,000 - \$150,000
<i>Chief Information Officer, Associate Vice President</i>	29	\$80,000 - \$125,000
<i>Director of Human Resources, Controller</i>	28	\$70,000 - \$115,000
<i>Dean, Executive Director of THCA</i>	27	\$60,000 - \$105,000
<i>Associate Dean</i>	26	\$57,000 - \$80,000
<i>Director/Registrar</i>	25	\$55,000 - \$75,000

COMPLIANCE: The College complies with Section 1012.885, Florida Statute, in compensation to designated individuals by funding remuneration proportionately from authorized College operating revenue sources.

ST. JOHNS RIVER STATE COLLEGE
INSTRUCTIONAL SALARY SCHEDULES

2016-2017 Contract personnel will be appointed for not less than 9 months. Contract periods include staff orientation and professional growth days, as needed.

A Continuing Contract (CC) may be granted per the guidelines stated in the St. Johns River State College Operating Guidelines and Procedures Manual, Procedure #2.11. Continuing Contract +10 (CC+10) may be granted after 10 or more years' efficient teaching service in the Florida public education system. CC+10 can only be granted after Continuing Contract has been attained at St. Johns River State College.

The Instructional Salary Schedules serve as the guidance for the initial placement of new, full-time, faculty members and provide the starting salaries for Steps 1-15. Full-time faculty members are placed on a starting step (1-15) based on years of applicable experience. When funds are available, any future salary increases will be based on and in accordance with the budget as approved by the District Board of Trustees.

A maximum of fourteen (14) years professional, educational, specialized or military experience within the past sixteen (16) years may be transferred in for new instructors. A maximum of three (3) years credit may be allowed for military service. As an example, for the purpose of placement on the Instructional Salary Schedules, a new faculty member with 0 years of experience will start on Step 1. A new faculty member with maximum experience credit (14 years and greater) will start on Step 15.

Contracts for twelve (12) month instructional staff start on July 1, unless otherwise stated. Twelve (12) month instructional staff will earn vacation in accordance with College policy for all twelve (12) month employees. Instructional staff on twelve (12) month contracts will observe the holidays approved for administrative personnel.

INSTRUCTIONAL SALARY SCHEDULE - 12 MONTH CONTRACT

STEP	LEVEL I	LEVEL II	LEVEL III
1	\$51,227	\$45,659	\$42,318
2	\$52,383	\$46,515	\$43,047
3	\$53,539	\$47,372	\$43,775
4	\$54,695	\$48,228	\$44,503
5	\$55,851	\$49,085	\$45,231
6	\$57,007	\$49,941	\$45,960
7	\$58,163	\$50,797	\$46,688
8	\$59,319	\$51,654	\$47,416
9	\$60,475	\$52,510	\$48,145
10	\$61,631	\$53,367	\$48,873
11	\$62,787	\$54,223	\$49,601
12	\$63,943	\$55,079	\$50,330
13	\$65,099	\$55,936	\$51,058
14	\$66,261	\$56,795	\$51,784
15	\$66,442	\$57,126	\$52,263

ST. JOHNS RIVER STATE COLLEGE
INSTRUCTIONAL SALARY SCHEDULE - 11 MONTH CONTRACT
2016-2017

STEP	LEVEL I	LEVEL II	LEVEL III
1	\$46,000	\$41,000	\$38,000
2	\$47,038	\$41,769	\$38,654
3	\$48,076	\$42,538	\$39,308
4	\$49,114	\$43,307	\$39,962
5	\$50,152	\$44,076	\$40,616
6	\$51,190	\$44,845	\$41,270
7	\$52,228	\$45,614	\$41,924
8	\$53,266	\$46,383	\$42,578
9	\$54,304	\$47,152	\$43,232
10	\$55,342	\$47,921	\$43,886
11	\$56,380	\$48,690	\$44,540
12	\$57,418	\$49,459	\$45,194
13	\$58,456	\$50,228	\$45,848
14	\$59,500	\$51,000	\$46,500
15	\$59,662	\$51,297	\$46,930

Full-time faculty salary levels are based upon academic and professional qualifications. For liberal arts faculty, adult education faculty, counselors and librarians, salary levels I, II, and III are predicated upon earned Doctors, Masters or Bachelors Degrees from an institution accredited by one of the six regional accrediting associations, respectively. For Associate of Science or Post-secondary Adult faculty, salary levels I, II and III are based upon the specific requirements of their respective positions.

ST. JOHNS RIVER STATE COLLEGE
INSTRUCTIONAL SALARY SCHEDULE - 10 MONTH CONTRACT
2016-2017

STEP	LEVEL I	LEVEL II	LEVEL III
1	\$42,000	\$38,000	\$35,000
2	\$42,923	\$38,654	\$35,500
3	\$43,846	\$39,308	\$36,000
4	\$44,769	\$39,962	\$36,500
5	\$45,692	\$40,616	\$37,000
6	\$46,615	\$41,270	\$37,500
7	\$47,538	\$41,924	\$38,000
8	\$48,461	\$42,578	\$38,500
9	\$49,384	\$43,232	\$39,000
10	\$50,307	\$43,886	\$39,500
11	\$51,230	\$44,540	\$40,000
12	\$52,153	\$45,194	\$40,500
13	\$53,076	\$45,848	\$41,000
14	\$54,000	\$46,500	\$41,500
15	\$54,239	\$46,635	\$41,787

Full-time faculty salary levels are based upon academic and professional qualifications. For liberal arts faculty, adult education faculty, counselors and librarians, salary levels I, II, and III are predicated upon earned Doctors, Masters or Bachelors Degrees from an institution accredited by one of the six regional accrediting associations, respectively. For Associate of Science or Post-secondary Adult faculty, salary levels I, II and III are based upon the specific requirements of their respective positions.

ST. JOHNS RIVER STATE COLLEGE
INSTRUCTIONAL SALARY SCHEDULE - 9 MONTH CONTRACT
2016-2017

STEP	LEVEL I	LEVEL II	LEVEL III
1	\$38,000	\$34,000	\$31,000
2	\$38,846	\$34,615	\$31,500
3	\$39,692	\$35,230	\$32,000
4	\$40,538	\$35,845	\$32,500
5	\$41,384	\$36,460	\$33,000
6	\$42,230	\$37,075	\$33,500
7	\$43,076	\$37,690	\$34,000
8	\$43,922	\$38,305	\$34,500
9	\$44,768	\$38,920	\$35,000
10	\$45,614	\$39,535	\$35,500
11	\$46,460	\$40,150	\$36,000
12	\$47,306	\$40,765	\$36,500
13	\$48,152	\$41,380	\$37,000
14	\$49,000	\$42,000	\$37,500
15	\$49,081	\$42,053	\$37,644

Full-time faculty salary levels are based upon academic and professional qualifications. For liberal arts faculty, adult education faculty, counselors and librarians, salary levels I, II, and III are predicated upon earned Doctors, Masters or Bachelors Degrees from an institution accredited by one of the six regional accrediting associations, respectively. For Associate of Science or Post-secondary Adult faculty, salary levels I, II and III are based upon the specific requirements of their respective positions.

ST. JOHNS RIVER STATE COLLEGE
INSTRUCTIONAL SALARY SCHEDULES SUPPLEMENTS
2016-2017

EDUCATIONAL

<i>For Faculty at pay Level II requiring a Masters degree, 30 additional graduate semester hours*</i>	<i>\$50 per month</i>
<i>For Faculty at pay Level II requiring a Bachelors degree, a Masters degree*</i>	<i>(10 month limit)</i>
<i>For Faculty at pay Level II requiring a Masters degree, 60 additional graduate semester hours*</i>	<i>\$75 per month</i>
<i>For Faculty at pay Level II requiring a Bachelors degree, a Masters + 30 graduate semester hours*</i>	<i>(10 month limit)</i>
<i>A full-time faculty member who is currently a Certified Public Accountant (Florida certification and license)</i>	<i>\$75 per month</i> <i>(10 month limit)</i>
<i>A full-time faculty member who currently holds a Florida license as a Professional Engineer</i>	<i>\$75 per month</i> <i>(10 month limit)</i>
<i>A full-time faculty member who holds a Masters or Doctorate degree in Nursing and currently holds a Florida license</i>	<i>\$3,500 per contract year</i> <i>(minimum 9 month contract)</i>
<i>A full-time faculty member who is a physician (M.D., D.O.), dentist or veterinarian</i>	<i>\$6,000 per contract year</i> <i>(minimum 9 month contract)</i>
<i>A full-time faculty member who has earned a Doctorate degree in Chemistry, Genetics, Chemical Engineering, Physics, Biomedical Engineering, Mathematics, or Computer Science</i>	<i>\$6,000 per contract year</i> <i>(minimum 9 month contract)</i>

** Hours must be in teaching field and/or closely related fields. Hours must be earned after award of Masters degree.*

CONTINUING CONTRACT

<i>CC may be granted after all requirements have been met.</i>	<i>\$1,200 per year</i>
<i>CC+10 may be granted after ten (10) years of satisfactory service within the state educational system.</i>	<i>\$300 per year</i>
<i>CC+10 can only be granted after CC has been attained at St. Johns River State College.</i>	

ADMINISTRATIVE SPECIAL SERVICES SUPPLEMENTS

<i>Administrative</i>	<i>up to \$8,000 per year</i>
<i>Activity Coordinator</i>	<i>up to \$1,200 per year</i>

*Faculty members seeking an educational supplement should notify the Human Resources Office by **April 1** of anticipated additional educational, licensure, or certification status which would affect their salary. Once status has been attained, documentation should be submitted immediately to the Human Resources Office. Official transcripts from universities should be sent directly to the Human Resources Office. Confirmation of certification status should also be sent directly to the Human Resources Office. Changes in salary will not take effect until new contracts are issued in August. Contracts will not be amended or reissued during the year to reflect additional degrees or changes in licensure status.*

ST. JOHNS RIVER STATE COLLEGE
PART-TIME INSTRUCTIONAL PERSONNEL – CREDIT COURSES
SALARY SCHEDULE 2016-2017

STEP	CONTACT HOURS	DEGREE		
	RANGE	LEVEL I	LEVEL II	LEVEL III
01	12 to 15	\$664	\$580	\$498
02	16 to 19	\$841	\$735	\$630
03	20 to 23	\$1,018	\$890	\$765
04	24 to 27	\$1,195	\$1,046	\$896
05	28 to 31	\$1,328	\$1,163	\$997
06	32 to 35	\$1,505	\$1,318	\$1,130
07	36 to 39	\$1,681	\$1,474	\$1,260
08	40 to 43	\$1,858	\$1,625	\$1,394
09	44 to 47	\$2,000	\$1,750	\$1,500
10	48 to 51	\$2,168	\$1,898	\$1,628
11	52 to 55	\$2,346	\$2,055	\$1,761
12	56 to 59	\$2,523	\$2,209	\$1,895
13	60 to 63	\$2,656	\$2,323	\$1,992
14	64 to 67	\$2,832	\$2,478	\$2,125
15	68 to 71	\$3,009	\$2,633	\$2,259
16	72 to 75	\$3,320	\$2,906	\$2,491
17	76 to 79	\$3,407	\$2,982	\$2,557
18	80 to 83	\$3,584	\$3,137	\$2,690
19	84 to 87	\$3,806	\$3,330	\$2,855
20	88 to 91	\$3,984	\$3,486	\$2,989
21	92 to 95	\$4,160	\$3,641	\$3,122
22	96 to 99	\$4,382	\$3,834	\$3,288
23	100 to 103	\$4,559	\$3,990	\$3,420
24	104 to 107	\$4,736	\$4,146	\$3,553
25	108 to 111	\$4,913	\$4,300	\$3,687
26	112 to 115	\$5,090	\$4,455	\$3,819
27	116 to 119	\$5,221	\$4,569	\$3,918
28	120 to 123	\$5,310	\$4,649	\$3,985

STEP	CONTACT HOURS	DEGREE		
	RANGE	LEVEL I	LEVEL II	LEVEL III
29	124 to 127	\$5,532	\$4,843	\$4,152
30	128 to 131	\$5,753	\$5,035	\$4,317
31	132 to 135	\$5,974	\$5,228	\$4,483
32	136 to 139	\$6,108	\$5,346	\$4,584
33	140 to 143	\$6,285	\$5,501	\$4,716
34	144 to 147	\$6,505	\$5,694	\$4,883
35	148 to 151	\$6,638	\$5,809	\$4,983

Part-time credit faculty salaries levels are based upon academic qualifications. Salary levels I, II, and III are predicated upon earned Doctors, Masters, or Bachelors Degrees from an institution accredited by one of the six regional accrediting associations, respectively. Placement on a step is determined by the contact hours taught per course. The schedule will be adjusted as funds are available and approved by the District Board of Trustees. Movement on the salary schedule may also be achieved by attaining a higher level degree.

**POST-SECONDARY ADULT VOCATIONAL APPRENTICESHIP
OR CONTINUED WORKFORCE COURSES**

Part-time or temporary instructors who teach Post-secondary Adult Vocational, College Credit Clinicals or Continued Workforce Education Courses will be paid from \$8.05 an hour to \$175 an hour.

Part-time Post-secondary adult vocational or continued workforce faculty will be paid an hourly amount based on market conditions or tuition recommended by the Vice President for Workforce Development from the range indicated. The range will be adjusted as the market condition or tuition changes and will be approved by the District Board of Trustees.

NON-CREDIT COURSES

Part-time or temporary instructors of Adult Education will be paid \$20.00 - \$30.00 per contact hour. This rate will be adjusted as the market requires and will be approved by the District Board of Trustees.

FLORIDA SCHOOL OF THE ARTS INSTRUCTION

Part-time faculty of Florida School of the Arts will be paid from the Part-time Instruction – Credit Courses Salary Schedule for credit courses and will be paid \$22.50 per hour for office hours. Part-time or temporary instructors will be paid from \$31 per hour to \$34 per hour for Master Class instruction. This rate will be determined and recommended by the Dean based on experience and credentials.

Choreographers/performers will be paid from \$1,200 per term to \$3,000 per term. This rate will be determined and recommended by the Dean based on number of pieces set/performed, experience, credentials, and market price.

These rates will be adjusted as market condition or tuition changes and will be approved by the District Board of Trustees.

*Any adjunct or temporary instructional personnel may be employed at a rate of pay at variance with the stated salary or for a period in excess of 18 hours per week upon approval by the District Board of Trustees.

ST. JOHNS RIVER STATE COLLEGE
PROFESSIONAL SUPPORT NON-EXEMPT SALARY SCHEDULE
2016-2017

The Professional Support Non-Exempt Salary Schedule serves as a guideline for the initial placement of new, full-time, professional support non-exempt employees. Certain employees may be above the range listed on this Salary Schedule based on years of service, education, experience, and/or other factors as approved by the President. Supervisory approval is required prior to non-exempt employees working over 40 hours in any given week.

Grade 18	\$26,000 - \$42,000
<i>Academic Affairs Office Specialist Adult and Secondary Education Program Specialist Administrative Assistant to the Executive Director of the Campus/VP Administrative Assistant to the Senior Vice President/Facilities Planner Administrative Assistant to the President Administrative Assistant to the Vice President Assistant Coach College Access Specialist Communications Specialist Distance Learning Specialist Dual Enrollment Specialist Human Resources Specialist Institutional Effectiveness Specialist IT Support Specialist Library Services Office Specialist Math Support Specialist Programmer I Publications Specialist Research and Data Specialist Testing Specialist Workforce Specialist Youth Program Specialist</i>	
Grade 19	\$27,500 - \$45,000
<i>Accountant Accountant, Payroll and Property Control Executive Assistant</i>	
Grade 20	\$29,000 - \$48,000
<i>Academic Affairs Office Coordinator Academic Support Coordinator Box Office Manager Conference Center Rental Coordinator Coordinator of Instructional Technology Federal Student Loan Coordinator Financial Aid Coordinator Grants Coordinator Human Resources Coordinator IT Support Coordinator Orientation Coordinator Programmer II Publications and Web Development Coordinator Science Laboratory Coordinator Student Activities Coordinator Student Activities Coordinator/Assistant Athletic Director Student Help Desk Coordinator Teacher Education Coordinator Testing Coordinator Workforce Coordinator</i>	

Grade 21	\$32,000 – \$51,000
<i>Academic Advisor, Counseling</i> <i>Assistant Director of Admissions</i> <i>Assistant Director of Benefits and Risk Management</i> <i>College-wide Bookstore Manager</i> <i>Compensation Manager</i> <i>Workforce Advisor</i>	

ST. JOHNS RIVER STATE COLLEGE
PROFESSIONAL SUPPORT EXEMPT SALARY SCHEDULE
2016-2017

The Professional Support Exempt Salary Schedule serves as a guideline for the initial placement of new, full-time, professional support exempt employees. Certain employees may be above the range listed on this Salary Schedule based on years of service, education, experience, and/or other factors as approved by the President.

Grade 22	\$47,500 - \$56,000
<i>Accounting Manager</i> <i>Admissions Coordinator, Florida School of the Arts</i> <i>Assistant Director of Business Services</i> <i>Assistant Director of Campus Safety</i> <i>Assistant Facilities Director</i> <i>Assistant Technical Director, Thrasher-Horne Center for the Arts</i> <i>Athletic Coordinator</i> <i>Athletic Trainer</i> <i>Director of Marketing and Sales, Thrasher-Horne Center for the Arts</i> <i>Environmental Safety Systems Coordinator</i> <i>Facilities Coordinator/C/W Capital Construction Project Coordinator, OPC</i> <i>Head Coach</i> <i>IT Business Analyst</i> <i>System Administrator</i>	
Grade 23	\$50,000 - \$60,500
<i>Associate Director of Financial Aid and Veterans Affairs</i> <i>Director of Business Operations, Thrasher-Horne Center for the Arts</i> <i>Director of Capital Contract Management</i> <i>Network Administrator</i> <i>Program Director</i> <i>Security and Network Manager</i> <i>Senior IT Analyst</i> <i>Software Development Manager</i> <i>Technical Director, Thrasher-Horne Center for the Arts</i>	
Grade 24	\$53,000 - \$65,000
<i>Director of Athletics/Head Baseball Coach</i> <i>Director of Campus Safety</i> <i>Director of Information Infrastructure</i> <i>Director of Purchasing and Auxiliary Services</i> <i>Director of Research, Institutional Effectiveness and Grants</i> <i>Facilities Director</i>	

* Salary figures are based on a 12-month appointment.

**ST. JOHNS RIVER STATE COLLEGE
CAREER SERVICE SALARY SCHEDULE
2016-2017**

The Career Service Salary Schedule serves as a guideline for the initial placement of new, full-time, career service employees. Certain employees may be above the range listed on this Salary Schedule based on years of service, education, experience, and/or other factors as approved by the President. Supervisory approval is required prior to Career Service employees working over 40 hours in any given week.

Grade 6	\$20,000 - \$23,000
<i>Custodian Office Assistant I</i>	
Grade 7	\$20,100 - \$24,000
<i>Accounting Clerk I</i>	
Grade 8	\$20,200 - \$25,000
<i>Admissions Representative I Maintenance I Office Assistant II Registration Clerk I Secretary I Courier/Business Services Clerk</i>	
Grade 9	\$20,300- \$26,000
<i>Accounting Clerk II Financial Aid Technician I</i>	
Grade 10	\$20,400 - \$27,000
<i>Admissions Representative II Assistant Groundskeeper Campus Safety Officer Maintenance II Office Assistant III Registration Clerk II Secretary II</i>	
Grade 11	\$20,500 - \$28,000
<i>Accounting Clerk III Admissions Representative III Bookstore Assistant Registration Clerk III</i>	
Grade 12	\$21,000- \$29,000
<i>Campus Safety Officer Sergeant Custodian Supervisor Financial Aid Technician II Groundskeeper Library Assistant Maintenance III Publications Assistant Secretary III</i>	

Grade 13	\$21,500 - \$30,000
<i>Accounting Technician Bookstore Technician Human Resources Assistant Purchasing Assistant Student Support Representative</i>	
Grade 14	\$22,250 - \$31,000
<i>Academic Affairs Assistant Administrative Affairs Assistant Administrative Assistant I Library Technical Assistant Library Technical Assistant/Circulation Manager Payroll Technician Assistant Registrar Security Officer Lieutenant Student Services Receptionist Workforce Assistant</i>	
Grade 15	\$23,000 - \$32,000
<i>Testing Assistant</i>	
Grade 16	\$24,000 - \$35,000
<i>Assistant Softball Coach/Administrative Assistant Electrician III</i>	
Grade 17	\$25,000 - \$38,000
<i>Administrative Assistant II Bookstore Manager I Maintenance Supervisor Recruitment Technician</i>	

**ST. JOHNS RIVER STATE COLLEGE
NON-INSTRUCTIONAL PART-TIME SALARY SCHEDULE
2016-2017**

ADJUNCT LIBRARIANS

Adjunct Librarians will be paid up to \$26.00 per hour.

PROFESSIONAL SUPPORT

A part-time or temporary Professional Support employee will be paid a minimum of \$8.05 per hour or the current Florida minimum wage rate, whichever is greater, to a maximum of \$100 per hour.

CAREER SERVICE

A part-time or temporary Career Service employee will be paid a minimum of \$8.05 per hour or the current Florida minimum wage rate, whichever is greater, to a maximum of \$30 per hour.

TESTING ADMINISTRATION PERSONNEL

*A part-time or temporary Testing Administration employee will be paid \$8.50 per hour to \$26.50 per hour.**

**Any full-time employee administering or proctoring tests may be employed at a rate of pay at variance with the stated salary schedule upon approval by the District Board of Trustees.*

ST. JOHNS RIVER STATE COLLEGE
SUPPLEMENTS
2016-2017

INSTRUCTIONAL TECHNOLOGY CERTIFICATIONS

<i>A full-time Information Technology staff member holding the status of Oracle Certified Associate</i>	\$2,000 per year*
<i>A full-time Information Technology staff member holding the status of Oracle Certified Professional</i>	\$3,000 per year*
<i>A full-time Information Technology staff member holding the status of Cisco Certified Network Associate</i>	\$2,000 per year*
<i>A full-time Information Technology staff member holding the status of Cisco Certified Network Professional</i>	\$3,000 per year*
<i>A full-time Information Technology staff member holding the status of Microsoft MCSE Certification</i>	\$2,000 per year
<i>A full-time Informational Technology staff member holding the status of IBM Certified Administrator-Tivoli Storage Manager</i>	\$3,000 per year
<i>A full-time Information Technology staff member holding the status of VMWare Certified Professional</i>	\$2,000 per year*
<i>A full-time Information Technology staff member holding the status of VMWare Certified Design Expert</i>	\$3,000 per year*
<i>A full-time Information Technology staff member holding the status of CompTIA Security+</i>	\$2,000 per year*
<i>A full-time Information Technology staff member holding the status of CASP/CISSP</i>	\$3,000 per year*

The College will determine the number of supplements available and which positions qualify for supplements. Persons seeking supplements should notify Human Resources in order to determine eligibility and availability of supplemental pay. Supplemental pay requires certifications be current and relevant to the needs of the College.

*Approved staff members seeking a supplement should notify the Human Resources Office by **April 1** of anticipated licensure/certification status, which would affect their salary. Once status has been attained, documentation should be submitted immediately to the Human Resources Office. Changes in salary will not take effect until new contracts are issued in July. Contracts will not be amended or reissued during the year to reflect changes in licensure/certification status.*

**NOTE: Only one supplement can be awarded at any given time for each of the following certification categories: Oracle Certified, Cisco Certified, VMWare Certified, and Security Credentials..*

Periodic Salary Supplement

The President may recommend to the District Board of Trustees (the Board) that all full-time employees and/or permanent part-time employees who have met or exceeded 2080 work hours be paid a one-time, non-recurring salary supplement for services performed during the respective term or fiscal year. When approved by the Board, payments of the supplements will be as directed by the President. The President will establish the lump sum amount or percentage of employee base salary to be paid. In addition, the President may recommend to the Board other conditions for the payment of supplements including, but not limited to, College budgetary requirements or restrictions.

Athletic Supplement

A Professional Support Exempt or Career Service Athletic Coach or Assistant Coach may qualify for only one of the athletic supplements in the following schedule. The athletic supplement will be applied to each eligible athletic program and divided among the coaching staff according to a rate established by the President of the College; and paid no later than the month following the event.

- Qualify for State Playoff (however, team does not win conference championship or state championship) – up to \$5,000*
- Win Conference Championship (however, team does not win state championship) – up to \$7,500*
- Win State Championship – up to \$12,000.*

Thrasher Horne Center Supplement

The Executive Director may qualify for an annual supplement based upon 5 percent of the Thrasher Horne Center's contribution margin (Sales less Programming and Sales/Marketing expenses), not to exceed 25 percent of the Executive Director's annual base salary.

Cellular Phone Supplement

SJR STATE at the sole discretion of the President may pay a cell phone stipend to employees on a need basis for 'service' oriented employees who may be required to carry or use their personal cell phone for SJR STATE College business. The following cellular usage rates per month are added to the respective employee's base salary:

Cellular Usage Tier 1 = \$50/month

Cellular Usage Tier 2 = \$100/month

Cellular Usage Tier 3 = \$150/month

Employees receiving a salary supplement for a cellular device are required to maintain cellular phone capabilities consistent with the respective tier. Failure to maintain service at the appropriate level will result in removal of the base pay supplement. Pay adjustments for cellular devices are determined on a year-to-year basis. The College is not responsible for the cost of a personal cellular phone once an individual is no longer approved for the base pay supplement or once the employee terminates for any reason, regardless of remaining time on the cellular phone contract.

This Salary Schedule is subject to revision upon approval by the St. Johns River State College District Board of Trustees; and in accordance with the Fair Labor Standards Act, the Florida Statutes, and all other applicable laws and regulations.

St. Johns River State College does not discriminate against any person in its programs, activities, policies or procedures on the basis of race, ethnicity, color, national origin, marital status, religion, age, gender, sex, pregnancy, sexual orientation, gender identity, genetic information, disability, or veteran status. All questions or inquiries regarding compliance with laws relating to non-discrimination and all complaints regarding sexual misconduct or discrimination, may be directed to the Title IX Coordinator/Equity Officer, St. Johns River State College, 5001 St. Johns Avenue, Palatka, Florida, 32177; 386-312-4070.

