

BOARD MEETING DATE: June 16, 2026

ITEM NO: IX – a

**RECOMMEND THAT** the Board approve the Salary Schedule for Fiscal Year 2026-2027.

**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**

## **2026-2027**

### **DRAFT**

**Executive Director of Employee Services**

**Tyler Coody**

**(850) 973-9448 / [coodyt@nfc.edu](mailto:coodyt@nfc.edu)**

**Effective July 1, 2025**

# 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.

### Fairness

NFC provides a fair 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**

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.*



## Table of Contents

|  |    |
|--|----|
| INTRODUCTION .....   | 6  |
| OBJECTIVES .....   | 6  |
| EQUAL EMPLOYMENT OPPORTUNITY (Policy 4.00) .....             | 6  |
| GENERAL PROVISIONS .....                                     | 8  |
| Pay Grade .....  | 8  |
| Steps .....  | 8  |
| Salary Range .....   | 8  |
| SALARY INCREASES .....                                       | 8  |
| Step Increases .....   | 8  |
| Lump Sum Payments .....                                      | 8  |
| Pay Raises .....   | 8  |
| ADDITION OF POSITIONS AND JOB CLASSIFICATIONS .....          | 8  |
| RED CIRCLED EMPLOYEES .....                                  | 9  |
| INTERIM POSITIONS .....                                      | 9  |
| EMPLOYEE AND POSITION EVALUATIONS .....                      | 9  |
| METHODS FOR SALARY INCREASES .....                           | 9  |
| STARTING SALARY DETERMINATION .....                          | 10 |
| PROMOTIONS .....   | 10 |
| DEMOTIONS .....  | 10 |
| RECLASSIFICATION AND ORGANIZATIONAL CHANGES .....            | 10 |
| VACANCIES .....  | 11 |
| Internal job posting (Policy 4.25) .....                     | 11 |
| Career staff vacancy .....                                   | 11 |
| Faculty, administrator, & professional staff vacancies ..... | 12 |
| Emergency Hire .....   | 13 |
| EMPLOYEE CLASSIFICATIONS .....                               | 13 |
| Nonexempt Employees (Career Staff) .....                     | 13 |
| Exempt Employees .....                                       | 13 |
| Part-Time Employees .....                                    | 13 |
| Instructional: .....   | 14 |
| POSITION TYPES .....   | 14 |

|  |    |
|--|----|
| Specialists and Assistants: .....                                | 14 |
| Coordinators: .....  | 14 |
| Associate Directors: .....                                       | 14 |
| Directors: .....   | 14 |
| NFC Leadership: .....  | 15 |
| President: .....   | 15 |
| PAYDAYS (Policy 4.40) .....                                      | 15 |
| OVERTIME & COMPENSATORY TIME (Policy 4.42).....                  | 15 |
| ADMINISTRATIVE PAY CORRECTIONS (Policy 4.110).....               | 16 |
| ACADEMIC AND CREDIT HOUR ADJUNCT FACULTY SALARY SCHEDULE .....   | 17 |
| Career education and contact hour adjunct faculty .....          | 17 |
| Work study student employees .....                               | 18 |
| FULL-TIME ACADEMIC CREDIT HOUR FACULTY .....                     | 19 |
| Current faculty contracts .....                                  | 20 |
| CAREER EDUCATION CLOCK HOUR FACULTY.....                         | 20 |
| NURSING & ALLIED HEALTH SUPPLEMENTAL PAY.....                    | 21 |
| PIPELINE Supplement .....  | 21 |
| 2026-2027 9-MONTH FACULTY SCHEDULES .....                        | 23 |
| 2026-2027 11-MONTH FACULTY SCHEDULES .....                       | 24 |
| NON-EXEMPT CAREER STAFF SALARY SCHEDULE.....                     | 25 |
| EXEMPT ADMINISTRATIVE & PROFESSIONAL STAFF SALARY SCHEDULE ..... | 27 |

## 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, it 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 2026-2027 salary schedule is**

**July 1, 2026, through June 30, 2027.**

## OBJECTIVES

The Salary Schedule is designed to achieve the following objectives:

- Adhere to State and Federal compensation regulations
- Create a structured model for fair 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 (Policy 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, 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 Civil Rights Compliance Officer 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 Office. 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 Civil Rights Compliance Officer should be forwarded to:

**Civil Rights Compliance Officer, Denise Bell**  
325 NW Turner Davis Dr. Madison, FL  
(850) 973-9481 - [belld@nfc.edu](mailto:belld@nfc.edu)

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## GENERAL PROVISIONS

### ***Pay Grade***

Pay grades are 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***

Each pay grade contains 36 steps. The amount per step in each pay grade is 2% of the minimum salary. Factors such as initial placement on the salary tables, missed steps, promotions, and changes to the tables may affect step placement. As such, steps cannot always be considered as years of service to NFC.

### ***Salary Range***

Each pay grade has a minimum and maximum salary that is approved by the Board of Trustees. Salaries for exempt positions such as Faculty, Administrators, and Professionals are annualized. Salaries for non-exempt hourly employees are based on an hourly rate.

## SALARY INCREASES

### ***Step Increases***

Annual step increases may be recommended to the Board of Trustees depending 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 31<sup>st</sup>. 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.

## RED CIRCLED EMPLOYEES

Employees who are at the maximum salary of a pay grade are considered “Red Circled”. If a step increase 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. When possible, employees are encouraged to seek a promotion and take on additional responsibilities to continue to receive step increases.

## 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. The evaluation period will be based on the previous fiscal year (July- June).

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 Executive 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. Steps are awarded based on 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 10 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 using the calculation below. The salary may be adjusted to achieve pay equity within that pay grade as determined by the President. Relevant experience will also be considered in the final salary computation to ensure the employee receives adequate compensation.

$$\frac{\text{Current Salary} - \text{Base Salary in Current Pay Grade}}{\text{Amount Earned in Current Pay Grade}} \rightarrow \frac{\text{Amount earned in Current Pay Grade} + \text{Base Salary in New Paygrade}}{\text{New Starting Salary}}$$

**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.

## VACANCIES

When a vacancy occurs in any established position, it is the responsibility of the immediate supervisor to discuss the arrangements for filling the position with the appropriate Administrator. The Supervisor will review the current job description and consult with the Employee Services Department for assistance. Employee Services will ensure that the position advertisement meets all state and local guidelines. Employee Services will submit the advertisement on the Employment Opportunities page of the NFC website and consult with the Office of Communications regarding advertising. In certain situations, the President may approve that the opening will be posted internally only.

### ***Internal job posting (Policy 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.

### ***Career staff vacancy***

All applicants for Career Staff positions will be received by 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 or fails to successfully pass the background screening, 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, & professional staff vacancies***

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

1. Each interview 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 the members of the interview 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 the interviews are completed, the committee should not rank the candidates, but will forward the top candidate(s) to the President (via the Vice President or 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 and/or Vice 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 or fails to successfully pass the background screening, 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 at the next scheduled meeting. Once approved, an employment contract will be issued.

## ***Emergency Hire***

The President is authorized to forego the normal hiring process referenced above in the event a position needs to be filled immediately. A person hired as an emergency hire is notified that the position has a stipulated time period of usually 3 to 6 months. At the end of the emergency hire process, an evaluation is done and the person can be hired permanently, or the position can be advertised using the hiring processes above. The incumbent of the emergency hire position is not prohibited from applying for the position.

## **EMPLOYEE CLASSIFICATIONS**

### ***Nonexempt Employees (Career Staff)***

The primary duties of these positions include performance of support functions essential to the effective operation of the College. In limited circumstances, Career Staff personnel may supervise other employees or students. These positions are non-exempt under the Fair Labor Standards Act ("FLSA") and are subject to overtime and compensatory time.

### ***Exempt Employees***

**Professional:** The primary duties of these positions include directing, supervising, and performing work of a highly technical nature to ensure College resources are being used properly. These positions are exempt under the FLSA.

**Administrative:** The primary duties of these positions generally include directing, scheduling, managing, and supervising College employees and departmental resources. These positions are exempt under the FLSA.

**Executive:** The primary duties of these positions include executive decision-making, planning, directing, developing, organizing, and using resources in a manner that is prudent for the operation of the College. These positions serve on the President's Cabinet. These positions are exempt under the FLSA.

### ***Part-Time Employees***

**Regular part-time:** Regular part-time employees must work no fewer than 20 hours per week and no more than 25 hours per week. Regular part-time positions earn ½ annual and ½ sick leave, are eligible for FRS benefits, and get paid holidays according to NFC policy.

**Other Personnel Services (OPS):** OPS positions are hired as needed and serve on a temporary basis for no longer than 6 months at a time. OPS positions are not eligible for FRS benefits or any other benefits offered by NFC.

## ***Instructional:***

These positions are designated for faculty. The primary duties involve direct instruction, student support activities, professional development, and service to the College. Instructional personnel are exempt under the FLSA.

## **POSITION TYPES**

### ***Specialists and Assistants:***

A Staff Assistant at North Florida College is an entry-level professional or administrative support role responsible for providing clerical, operational, and customer-facing support within a department. This position focuses on executing defined tasks and supporting the daily functions of the department.

Staff Assistants typically work under close supervision, following established procedures and guidelines while building foundational knowledge of institutional processes.

These positions typically require a high school diploma or an AA and minimal experience. These positions are excellent launch pads for long term careers at NFC.

### ***Coordinators:***

A Coordinator at North Florida College is a mid-level professional role responsible for managing and executing programmatic, operational, or functional activities within a department. Positioned between entry-level staff and director-level leadership, coordinators provide day-to-day oversight, ensure effective implementation of initiatives, and support strategic objectives.

Coordinators typically operate with a high degree of independence in their assigned area while collaborating closely with supervisors, faculty, staff, and external partners. They may supervise or lead work efforts of support staff or student workers, though they may not have full managerial authority.

These positions typically require or strongly prefer a bachelor's degree and/or a specialized credential or certification. Relevant experience is also normally required.

### ***Associate Directors:***

An Associate Director is a mid-level leadership position that serves as a bridge between coordinators and directors. The role is responsible for managing day-to-day operations, supervising staff, and supporting strategic initiatives within a specific functional area.

These positions typically require a bachelor's degree and prefer a master's degree and/or a specialized credential or certification. Relevant experience is also normally required.

### ***Directors:***

A Director is a senior-level leader responsible for the strategic direction, overall management, and performance outcomes of a major functional area within the college.

This role provides vision, sets priorities, allocates resources, and ensures alignment with institutional goals, state regulations, and student success initiatives. The Director leads through Associate Directors and other staff, holding full accountability for operational effectiveness, compliance, and measurable results.

### ***NFC Leadership:***

NFC's Leadership positions are executive level positions and are the senior-most administrators who serve on the President's Cabinet. They are responsible for enterprise-wide leadership, strategy, and institutional performance within their functional domains. These roles set vision, shape policy, steward resources, and guide the college's long-term direction in alignment with the President, District Board of Trustees, and state priorities.

### ***President:***

The President is the Chief Executive Officer of the College and shall be responsible to the Board of Trustees. The President also serves as the chief administrative officer of the college, and all the components of the institution and all aspects of its operation are responsible to the Board of Trustees through the President. She shall be responsible for ensuring that administrative channels for modifying policy are established and understood, that all policies be evaluated at least annually, and that revisions are recommended to the Board as needed. Salary for the President is established by the Board of Trustees.

## **PAYDAYS (Policy 4.40)**

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. 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.

## **OVERTIME & COMPENSATORY TIME (Policy 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 employees' 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 cannot 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 (Policy 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.

# ACADEMIC AND CREDIT HOUR ADJUNCT FACULTY SALARY SCHEDULE

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<br>(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                   |

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 (\$15.00 per hour)             |
| Student Tutor            | Minimum Wage plus \$0.15 (\$15.15 per hour) |

***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.

**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.**

# NURSING & ALLIED HEALTH SUPPLEMENTAL PAY

## Fiscal Year 2026-2027

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.

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

Full time nursing faculty will be given the following supplemental pay provided by PIPELINE funds for the 2026-2027 fiscal year.

| Degree  | PIPELINE Supplement |
|---------|---------------------|
| ASN, RN | \$3,000             |
| BSN, RN | \$3,000             |
| MSN, RN | \$6,000             |
| DNP, RN | \$9,000             |

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

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.

- 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 has been 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 the yearly institutional budget).

DRAFT

**9 Month (164 Day Contract)**

|           |  | <b>AA</b>        | <b>Bachelor's</b> | <b>Master's</b>  | <b>Master's + 30</b> | <b>Doctorate</b> |  |           |
|-----------|--|------------------|-------------------|------------------|----------------------|------------------|--|-----------|
|           |  | A9               | B9                | M9               | M39                  | D9               |  |           |
| Min.      |  | \$34,214.87      | \$36,956.09       | \$39,548.81      | \$42,312.62          | \$45,273.84      |  |           |
| Max.      |  | \$58,165.29      | \$62,825.35       | \$67,232.97      | \$71,931.45          | \$76,965.53      |  |           |
| Step      |  | \$684.30         | \$739.12          | \$790.98         | \$846.25             | \$905.48         |  |           |
| 1         |  | 34,214.87        | 36,956.09         | 39,548.81        | 42,312.62            | 45,273.84        |  | 1         |
| 2         |  | 34,899.17        | 37,695.21         | 40,339.78        | 43,158.87            | 46,179.32        |  | 2         |
| 3         |  | 35,583.47        | 38,434.33         | 41,130.76        | 44,005.12            | 47,084.79        |  | 3         |
| 4         |  | 36,267.77        | 39,173.45         | 41,921.73        | 44,851.37            | 47,990.27        |  | 4         |
| 5         |  | 36,952.06        | 39,912.58         | 42,712.71        | 45,697.62            | 48,895.75        |  | 5         |
| 6         |  | 37,636.36        | 40,651.70         | 43,503.69        | 46,543.88            | 49,801.22        |  | 6         |
| 7         |  | 38,320.66        | 41,390.82         | 44,294.66        | 47,390.13            | 50,706.70        |  | 7         |
| 8         |  | 39,004.96        | 42,129.94         | 45,085.64        | 48,236.38            | 51,612.18        |  | 8         |
| 9         |  | 39,689.25        | 42,869.06         | 45,876.61        | 49,082.63            | 52,517.65        |  | 9         |
| 10        |  | 40,373.55        | 43,608.18         | 46,667.59        | 49,928.89            | 53,423.13        |  | 10        |
| 11        |  | 41,057.85        | 44,347.31         | 47,458.57        | 50,775.14            | 54,328.61        |  | 11        |
| 12        |  | 41,742.15        | 45,086.43         | 48,249.54        | 51,621.39            | 55,234.08        |  | 12        |
| <b>13</b> |  | <b>42,426.44</b> | <b>45,825.55</b>  | <b>49,040.52</b> | <b>52,467.64</b>     | <b>56,139.56</b> |  | <b>13</b> |
| 14        |  | 43,110.74        | 46,564.67         | 49,831.49        | 53,313.89            | 57,045.04        |  | 14        |
| 15        |  | 43,795.04        | 47,303.79         | 50,622.47        | 54,160.15            | 57,950.52        |  | 15        |
| 16        |  | 44,479.34        | 48,042.91         | 51,413.45        | 55,006.40            | 58,855.99        |  | 16        |
| 17        |  | 45,163.63        | 48,782.04         | 52,204.42        | 55,852.65            | 59,761.47        |  | 17        |
| 18        |  | 45,847.93        | 49,521.16         | 52,995.40        | 56,698.90            | 60,666.95        |  | 18        |
| 19        |  | 46,532.23        | 50,260.28         | 53,786.37        | 57,545.16            | 61,572.42        |  | 19        |
| 20        |  | 47,216.53        | 50,999.40         | 54,577.35        | 58,391.41            | 62,477.90        |  | 20        |
| 21        |  | 47,900.82        | 51,738.52         | 55,368.33        | 59,237.66            | 63,383.38        |  | 21        |
| 22        |  | 48,585.12        | 52,477.64         | 56,159.30        | 60,083.91            | 64,288.85        |  | 22        |
| 23        |  | 49,269.42        | 53,216.77         | 56,950.28        | 60,930.17            | 65,194.33        |  | 23        |
| 24        |  | 49,953.72        | 53,955.89         | 57,741.26        | 61,776.42            | 66,099.81        |  | 24        |
| 25        |  | 50,638.01        | 54,695.01         | 58,532.23        | 62,622.67            | 67,005.28        |  | 25        |
| 26        |  | 51,322.31        | 55,434.13         | 59,323.21        | 63,468.92            | 67,910.76        |  | 26        |
| 27        |  | 52,006.61        | 56,173.25         | 60,114.18        | 64,315.17            | 68,816.24        |  | 27        |
| 28        |  | 52,690.91        | 56,912.38         | 60,905.16        | 65,161.43            | 69,721.71        |  | 28        |
| 29        |  | 53,375.20        | 57,651.50         | 61,696.14        | 66,007.68            | 70,627.19        |  | 29        |
| 30        |  | 54,059.50        | 58,390.62         | 62,487.11        | 66,853.93            | 71,532.67        |  | 30        |
| 31        |  | 54,743.80        | 59,129.74         | 63,278.09        | 67,700.18            | 72,438.14        |  | 31        |
| 32        |  | 55,428.10        | 59,868.86         | 64,069.06        | 68,546.44            | 73,343.62        |  | 32        |
| 33        |  | 56,112.39        | 60,607.98         | 64,860.04        | 69,392.69            | 74,249.10        |  | 33        |
| 34        |  | 56,796.69        | 61,347.11         | 65,651.02        | 70,238.94            | 75,154.57        |  | 34        |
| 35        |  | 57,480.99        | 62,086.23         | 66,441.99        | 71,085.19            | 76,060.05        |  | 35        |
| 36        |  | 58,165.29        | 62,825.35         | 67,232.97        | 71,931.45            | 76,965.53        |  | 36        |

**11 Month (220 Day Contract)**

|           | <b>AA</b>        | <b>Bachelor's</b> | <b>Master's</b>  | <b>Master's + 30</b> | <b>Doctorate</b> |           |
|-----------|------------------|-------------------|------------------|----------------------|------------------|-----------|
|           | A11              | B11               | M11              | M311                 | D11              |           |
| Min.      | \$45,903.00      | \$49,582.50       | \$53,047.50      | \$56,760.00          | \$60,736.50      |           |
| Max.      | \$78,035.10      | \$84,290.25       | \$90,180.75      | \$96,492.00          | \$103,252.05     |           |
| Step      | \$918.06         | \$991.65          | \$1,060.95       | \$1,135.20           | \$1,214.73       |           |
| 1         | 45,903.00        | 49,582.50         | 53,047.50        | 56,760.00            | 60,736.50        | 1         |
| 2         | 46,821.06        | 50,574.15         | 54,108.45        | 57,895.20            | 61,951.23        | 2         |
| 3         | 47,739.12        | 51,565.80         | 55,169.40        | 59,030.40            | 63,165.96        | 3         |
| 4         | 48,657.18        | 52,557.45         | 56,230.35        | 60,165.60            | 64,380.69        | 4         |
| 5         | 49,575.24        | 53,549.10         | 57,291.30        | 61,300.80            | 65,595.42        | 5         |
| 6         | 50,493.30        | 54,540.75         | 58,352.25        | 62,436.00            | 66,810.15        | 6         |
| 7         | 51,411.36        | 55,532.40         | 59,413.20        | 63,571.20            | 68,024.88        | 7         |
| 8         | 52,329.42        | 56,524.05         | 60,474.15        | 64,706.40            | 69,239.61        | 8         |
| 9         | 53,247.48        | 57,515.70         | 61,535.10        | 65,841.60            | 70,454.34        | 9         |
| 10        | 54,165.54        | 58,507.35         | 62,596.05        | 66,976.80            | 71,669.07        | 10        |
| 11        | 55,083.60        | 59,499.00         | 63,657.00        | 68,112.00            | 72,883.80        | 11        |
| 12        | 56,001.66        | 60,490.65         | 64,717.95        | 69,247.20            | 74,098.53        | 12        |
| <b>13</b> | <b>56,919.72</b> | <b>61,482.30</b>  | <b>65,778.90</b> | <b>70,382.40</b>     | <b>75,313.26</b> | <b>13</b> |
| 14        | 57,837.78        | 62,473.95         | 66,839.85        | 71,517.60            | 76,527.99        | 14        |
| 15        | 58,755.84        | 63,465.60         | 67,900.80        | 72,652.80            | 77,742.72        | 15        |
| 16        | 59,673.90        | 64,457.25         | 68,961.75        | 73,788.00            | 78,957.45        | 16        |
| 17        | 60,591.96        | 65,448.90         | 70,022.70        | 74,923.20            | 80,172.18        | 17        |
| 18        | 61,510.02        | 66,440.55         | 71,083.65        | 76,058.40            | 81,386.91        | 18        |
| 19        | 62,428.08        | 67,432.20         | 72,144.60        | 77,193.60            | 82,601.64        | 19        |
| 20        | 63,346.14        | 68,423.85         | 73,205.55        | 78,328.80            | 83,816.37        | 20        |
| 21        | 64,264.20        | 69,415.50         | 74,266.50        | 79,464.00            | 85,031.10        | 21        |
| 22        | 65,182.26        | 70,407.15         | 75,327.45        | 80,599.20            | 86,245.83        | 22        |
| 23        | 66,100.32        | 71,398.80         | 76,388.40        | 81,734.40            | 87,460.56        | 23        |
| 24        | 67,018.38        | 72,390.45         | 77,449.35        | 82,869.60            | 88,675.29        | 24        |
| 25        | 67,936.44        | 73,382.10         | 78,510.30        | 84,004.80            | 89,890.02        | 25        |
| 26        | 68,854.50        | 74,373.75         | 79,571.25        | 85,140.00            | 91,104.75        | 26        |
| 27        | 69,772.56        | 75,365.40         | 80,632.20        | 86,275.20            | 92,319.48        | 27        |
| 28        | 70,690.62        | 76,357.05         | 81,693.15        | 87,410.40            | 93,534.21        | 28        |
| 29        | 71,608.68        | 77,348.70         | 82,754.10        | 88,545.60            | 94,748.94        | 29        |
| 30        | 72,526.74        | 78,340.35         | 83,815.05        | 89,680.80            | 95,963.67        | 30        |
| 31        | 73,444.80        | 79,332.00         | 84,876.00        | 90,816.00            | 97,178.40        | 31        |
| 32        | 74,362.86        | 80,323.65         | 85,936.95        | 91,951.20            | 98,393.13        | 32        |
| 33        | 75,280.92        | 81,315.30         | 86,997.90        | 93,086.40            | 99,607.86        | 33        |
| 34        | 76,198.98        | 82,306.95         | 88,058.85        | 94,221.60            | 100,822.59       | 34        |
| 35        | 77,117.04        | 83,298.60         | 89,119.80        | 95,356.80            | 102,037.32       | 35        |
| 36        | 78,035.10        | 84,290.25         | 90,180.75        | 96,492.00            | 103,252.05       | 36        |



|             |               |               |               |               |               |               |               |               |
|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|             | <b>Hourly</b> | <b>Annual</b> | <b>Hourly</b> | <b>Annual</b> | <b>Hourly</b> | <b>Annual</b> | <b>Hourly</b> | <b>Annual</b> |
| <b>Min</b>  | \$15.00       | \$29,250.00   | \$16.05       | \$31,297.50   | \$17.75       | \$34,612.50   | \$19.50       | \$38,025.00   |
| <b>Max</b>  | \$25.50       | \$49,725.00   | \$27.25       | \$53,137.50   | \$30.00       | \$58,500.00   | \$33.50       | \$65,325.00   |
| <b>Step</b> | \$0.30        | \$585.00      | \$0.32        | \$624.00      | \$0.35        | \$682.50      | \$0.40        | \$780.00      |

|           | <b>H1</b>    | <b>Annual</b>    | <b>H2</b>    | <b>Annual</b>    | <b>H3</b>    | <b>Annual</b>    | <b>H4</b>    | <b>Annual</b>    |
|-----------|--------------|------------------|--------------|------------------|--------------|------------------|--------------|------------------|
| 1         | 15.00        | 29,250.00        | 16.05        | 31,297.50        | 17.75        | 34,612.50        | 19.50        | 38,025.00        |
| 2         | 15.30        | 29,835.00        | 16.37        | 31,921.50        | 18.10        | 35,295.00        | 19.90        | 38,805.00        |
| 3         | 15.60        | 30,420.00        | 16.69        | 32,545.50        | 18.45        | 35,977.50        | 20.30        | 39,585.00        |
| 4         | 15.90        | 31,005.00        | 17.01        | 33,169.50        | 18.80        | 36,660.00        | 20.70        | 40,365.00        |
| 5         | 16.20        | 31,590.00        | 17.33        | 33,793.50        | 19.15        | 37,342.50        | 21.10        | 41,145.00        |
| 6         | 16.50        | 32,175.00        | 17.65        | 34,417.50        | 19.50        | 38,025.00        | 21.50        | 41,925.00        |
| 7         | 16.80        | 32,760.00        | 17.97        | 35,041.50        | 19.85        | 38,707.50        | 21.90        | 42,705.00        |
| 8         | 17.10        | 33,345.00        | 18.29        | 35,665.50        | 20.20        | 39,390.00        | 22.30        | 43,485.00        |
| 9         | 17.40        | 33,930.00        | 18.61        | 36,289.50        | 20.55        | 40,072.50        | 22.70        | 44,265.00        |
| <b>10</b> | <b>17.70</b> | <b>34,515.00</b> | <b>18.93</b> | <b>36,913.50</b> | <b>20.90</b> | <b>40,755.00</b> | <b>23.10</b> | <b>45,045.00</b> |
| 11        | 18.00        | 35,100.00        | 19.25        | 37,537.50        | 21.25        | 41,437.50        | 23.50        | 45,825.00        |
| 12        | 18.30        | 35,685.00        | 19.57        | 38,161.50        | 21.60        | 42,120.00        | 23.90        | 46,605.00        |
| 13        | 18.60        | 36,270.00        | 19.89        | 38,785.50        | 21.95        | 42,802.50        | 24.30        | 47,385.00        |
| 14        | 18.90        | 36,855.00        | 20.21        | 39,409.50        | 22.30        | 43,485.00        | 24.70        | 48,165.00        |
| 15        | 19.20        | 37,440.00        | 20.53        | 40,033.50        | 22.65        | 44,167.50        | 25.10        | 48,945.00        |
| 16        | 19.50        | 38,025.00        | 20.85        | 40,657.50        | 23.00        | 44,850.00        | 25.50        | 49,725.00        |
| 17        | 19.80        | 38,610.00        | 21.17        | 41,281.50        | 23.35        | 45,532.50        | 25.90        | 50,505.00        |
| 18        | 20.10        | 39,195.00        | 21.49        | 41,905.50        | 23.70        | 46,215.00        | 26.30        | 51,285.00        |
| 19        | 20.40        | 39,780.00        | 21.81        | 42,529.50        | 24.05        | 46,897.50        | 26.70        | 52,065.00        |
| 20        | 20.70        | 40,365.00        | 22.13        | 43,153.50        | 24.40        | 47,580.00        | 27.10        | 52,845.00        |
| 21        | 21.00        | 40,950.00        | 22.45        | 43,777.50        | 24.75        | 48,262.50        | 27.50        | 53,625.00        |
| 22        | 21.30        | 41,535.00        | 22.77        | 44,401.50        | 25.10        | 48,945.00        | 27.90        | 54,405.00        |
| 23        | 21.60        | 42,120.00        | 23.09        | 45,025.50        | 25.45        | 49,627.50        | 28.30        | 55,185.00        |
| 24        | 21.90        | 42,705.00        | 23.41        | 45,649.50        | 25.80        | 50,310.00        | 28.70        | 55,965.00        |
| 25        | 22.20        | 43,290.00        | 23.73        | 46,273.50        | 26.15        | 50,992.50        | 29.10        | 56,745.00        |
| 26        | 22.50        | 43,875.00        | 24.05        | 46,897.50        | 26.50        | 51,675.00        | 29.50        | 57,525.00        |
| 27        | 22.80        | 44,460.00        | 24.37        | 47,521.50        | 26.85        | 52,357.50        | 29.90        | 58,305.00        |
| 28        | 23.10        | 45,045.00        | 24.69        | 48,145.50        | 27.20        | 53,040.00        | 30.30        | 59,085.00        |
| 29        | 23.40        | 45,630.00        | 25.01        | 48,769.50        | 27.55        | 53,722.50        | 30.70        | 59,865.00        |
| 30        | 23.70        | 46,215.00        | 25.33        | 49,393.50        | 27.90        | 54,405.00        | 31.10        | 60,645.00        |
| 31        | 24.00        | 46,800.00        | 25.65        | 50,017.50        | 28.25        | 55,087.50        | 31.50        | 61,425.00        |
| 32        | 24.30        | 47,385.00        | 25.97        | 50,641.50        | 28.60        | 55,770.00        | 31.90        | 62,205.00        |
| 33        | 24.60        | 47,970.00        | 26.29        | 51,265.50        | 28.95        | 56,452.50        | 32.30        | 62,985.00        |
| 34        | 24.90        | 48,555.00        | 26.61        | 51,889.50        | 29.30        | 57,135.00        | 32.70        | 63,765.00        |
| 35        | 25.20        | 49,140.00        | 26.93        | 52,513.50        | 29.65        | 57,817.50        | 33.10        | 64,545.00        |
| 36        | 25.50        | 49,725.00        | 27.25        | 53,137.50        | 30.00        | 58,500.00        | 33.50        | 65,325.00        |

# EXEMPT ADMINISTRATIVE & PROFESSIONAL STAFF SALARY SCHEDULE

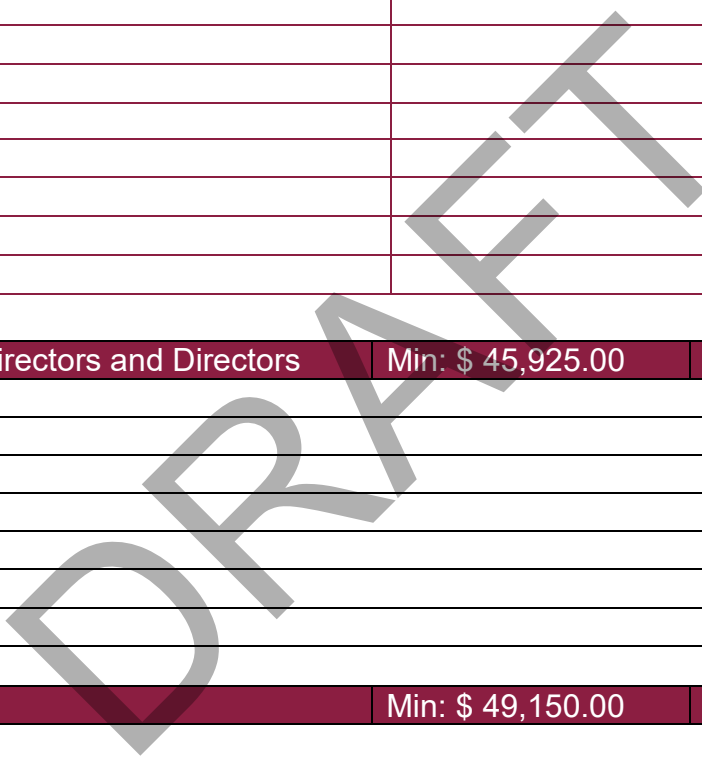
|                                      |                         |                         |
|--------------------------------------|-------------------------|-------------------------|
| <b>E1- Advisors and Coordinators</b> | <b>Min: \$39,760.50</b> | <b>Max: \$67,585.50</b> |
|                                      |                         |                         |
|                                      |                         |                         |
|                                      |                         |                         |

|                         |                         |                         |
|-------------------------|-------------------------|-------------------------|
| <b>E2- Coordinators</b> | <b>Min: \$41,750.00</b> | <b>Max: \$70,975.00</b> |
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|--|--------------------------|-------------------------|
| <b>E3- Associate Directors and Directors</b> | <b>Min: \$ 45,925.00</b> | <b>Max: \$78,072.50</b> |
|  |                          |                         |
|  |                          |                         |
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|----------------------|--------------------------|-------------------------|
| <b>E4- Directors</b> | <b>Min: \$ 49,150.00</b> | <b>Max: \$83,555.00</b> |
|----------------------|--------------------------|-------------------------|

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|--|--------------------------|-------------------------|
| <b>E5- Directors and Specialized Positions</b> | <b>Min: \$ 52,600.00</b> | <b>Max: \$89,420.00</b> |
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| E6- Senior Level Directors | Min: \$ 57,860.00 | Max: \$101,116.00 |
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|----------------------------|-------------------|-------------------|
| E7- Senior Level Directors | Min: \$ 61,910.00 | Max: \$105,247.00 |
|                            |                   |                   |
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|                     |                   |                   |
|---------------------|-------------------|-------------------|
| E8- Associate Deans | Min: \$ 74,292.00 | Max: \$126,302.00 |
|                     |                   |                   |

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| <i>*Salaries for NFC Leadership are established by the President based on special criteria.</i> |  |  |

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

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 up to 10 steps for related experience unless the President approves additional compensation based on institutional need.

|      |             |             |             |             |             |
|------|-------------|-------------|-------------|-------------|-------------|
| Min  | \$39,760.50 | \$41,750.00 | \$45,925.00 | \$49,150.00 | \$52,600.00 |
| Max  | \$67,585.50 | \$70,975.00 | \$78,072.50 | \$83,555.00 | \$89,420.00 |
| Step | \$795.00    | \$835.00    | \$918.50    | \$983.00    | \$1,052.00  |

|           | E1               | E2               | E3               | E4               | E5               |
|-----------|------------------|------------------|------------------|------------------|------------------|
| 1         | 39,760.50        | 41,750.00        | 45,925.00        | 49,150.00        | 52,600.00        |
| 2         | 40,555.50        | 42,585.00        | 46,843.50        | 50,133.00        | 53,652.00        |
| 3         | 41,350.50        | 43,420.00        | 47,762.00        | 51,116.00        | 54,704.00        |
| 4         | 42,145.50        | 44,255.00        | 48,680.50        | 52,099.00        | 55,756.00        |
| 5         | 42,940.50        | 45,090.00        | 49,599.00        | 53,082.00        | 56,808.00        |
| 6         | 43,735.50        | 45,925.00        | 50,517.50        | 54,065.00        | 57,860.00        |
| 7         | 44,530.50        | 46,760.00        | 51,436.00        | 55,048.00        | 58,912.00        |
| 8         | 45,325.50        | 47,595.00        | 52,354.50        | 56,031.00        | 59,964.00        |
| 9         | 46,120.50        | 48,430.00        | 53,273.00        | 57,014.00        | 61,016.00        |
| <b>10</b> | <b>46,915.50</b> | <b>49,265.00</b> | <b>54,191.50</b> | <b>57,997.00</b> | <b>62,068.00</b> |
| 11        | 47,710.50        | 50,100.00        | 55,110.00        | 58,980.00        | 63,120.00        |
| 12        | 48,505.50        | 50,935.00        | 56,028.50        | 59,963.00        | 64,172.00        |
| 13        | 49,300.50        | 51,770.00        | 56,947.00        | 60,946.00        | 65,224.00        |
| 14        | 50,095.50        | 52,605.00        | 57,865.50        | 61,929.00        | 66,276.00        |
| 15        | 50,890.50        | 53,440.00        | 58,784.00        | 62,912.00        | 67,328.00        |
| 16        | 51,685.50        | 54,275.00        | 59,702.50        | 63,895.00        | 68,380.00        |
| 17        | 52,480.50        | 55,110.00        | 60,621.00        | 64,878.00        | 69,432.00        |
| 18        | 53,275.50        | 55,945.00        | 61,539.50        | 65,861.00        | 70,484.00        |
| 19        | 54,070.50        | 56,780.00        | 62,458.00        | 66,844.00        | 71,536.00        |
| 20        | 54,865.50        | 57,615.00        | 63,376.50        | 67,827.00        | 72,588.00        |
| 21        | 55,660.50        | 58,450.00        | 64,295.00        | 68,810.00        | 73,640.00        |
| 22        | 56,455.50        | 59,285.00        | 65,213.50        | 69,793.00        | 74,692.00        |
| 23        | 57,250.50        | 60,120.00        | 66,132.00        | 70,776.00        | 75,744.00        |
| 24        | 58,045.50        | 60,955.00        | 67,050.50        | 71,759.00        | 76,796.00        |
| 25        | 58,840.50        | 61,790.00        | 67,969.00        | 72,742.00        | 77,848.00        |
| 26        | 59,635.50        | 62,625.00        | 68,887.50        | 73,725.00        | 78,900.00        |
| 27        | 60,430.50        | 63,460.00        | 69,806.00        | 74,708.00        | 79,952.00        |
| 28        | 61,225.50        | 64,295.00        | 70,724.50        | 75,691.00        | 81,004.00        |
| 29        | 62,020.50        | 65,130.00        | 71,643.00        | 76,674.00        | 82,056.00        |
| 30        | 62,815.50        | 65,965.00        | 72,561.50        | 77,657.00        | 83,108.00        |
| 31        | 63,610.50        | 66,800.00        | 73,480.00        | 78,640.00        | 84,160.00        |
| 32        | 64,405.50        | 67,635.00        | 74,398.50        | 79,623.00        | 85,212.00        |
| 33        | 65,200.50        | 68,470.00        | 75,317.00        | 80,606.00        | 86,264.00        |
| 34        | 65,995.50        | 69,305.00        | 76,235.50        | 81,589.00        | 87,316.00        |
| 35        | 66,790.50        | 70,140.00        | 77,154.00        | 82,572.00        | 88,368.00        |
| 36        | 67,585.50        | 70,975.00        | 78,072.50        | 83,555.00        | 89,420.00        |

|      |              |              |              |              |
|------|--------------|--------------|--------------|--------------|
| Min  | \$57,860.00  | \$61,910.00  | \$74,292.00  | \$99,500.00  |
| Max  | \$101,116.00 | \$105,247.00 | \$126,302.00 | \$169,150.00 |
| Step | \$1,157.20   | \$1,238.20   | \$1,486.00   | \$1,990.00   |

|           | E6               | E7               | E8               | E9                |
|-----------|------------------|------------------|------------------|-------------------|
| 1         | 57,860.00        | 61,910.00        | 74,292.00        | 99,500.00         |
| 2         | 59,017.20        | 63,148.20        | 75,778.00        | 101,490.00        |
| 3         | 60,255.40        | 64,386.40        | 77,264.00        | 103,480.00        |
| 4         | 61,493.60        | 65,624.60        | 78,750.00        | 105,470.00        |
| 5         | 62,731.80        | 66,862.80        | 80,236.00        | 107,460.00        |
| 6         | 63,970.00        | 68,101.00        | 81,722.00        | 109,450.00        |
| 7         | 65,208.20        | 69,339.20        | 83,208.00        | 111,440.00        |
| 8         | 66,446.40        | 70,577.40        | 84,694.00        | 113,430.00        |
| 9         | 67,684.60        | 71,815.60        | 86,180.00        | 115,420.00        |
| <b>10</b> | <b>68,922.80</b> | <b>73,053.80</b> | <b>87,666.00</b> | <b>117,410.00</b> |
| 11        | 70,161.00        | 74,292.00        | 89,152.00        | 119,400.00        |
| 12        | 71,399.20        | 75,530.20        | 90,638.00        | 121,390.00        |
| 13        | 72,637.40        | 76,768.40        | 92,124.00        | 123,380.00        |
| 14        | 73,875.60        | 78,006.60        | 93,610.00        | 125,370.00        |
| 15        | 75,113.80        | 79,244.80        | 95,096.00        | 127,360.00        |
| 16        | 76,352.00        | 80,483.00        | 96,582.00        | 129,350.00        |
| 17        | 77,590.20        | 81,721.20        | 98,068.00        | 131,340.00        |
| 18        | 78,828.40        | 82,959.40        | 99,554.00        | 133,330.00        |
| 19        | 80,066.60        | 84,197.60        | 101,040.00       | 135,320.00        |
| 20        | 81,304.80        | 85,435.80        | 102,526.00       | 137,310.00        |
| 21        | 82,543.00        | 86,674.00        | 104,012.00       | 139,300.00        |
| 22        | 83,781.20        | 87,912.20        | 105,498.00       | 141,290.00        |
| 23        | 85,019.40        | 89,150.40        | 106,984.00       | 143,280.00        |
| 24        | 86,257.60        | 90,388.60        | 108,470.00       | 145,270.00        |
| 25        | 87,495.80        | 91,626.80        | 109,956.00       | 147,260.00        |
| 26        | 88,734.00        | 92,865.00        | 111,442.00       | 149,250.00        |
| 27        | 89,972.20        | 94,103.20        | 112,928.00       | 151,240.00        |
| 28        | 91,210.40        | 95,341.40        | 114,414.00       | 153,230.00        |
| 29        | 92,448.60        | 96,579.60        | 115,900.00       | 155,220.00        |
| 30        | 93,686.80        | 97,817.80        | 117,386.00       | 157,210.00        |
| 31        | 94,925.00        | 99,056.00        | 118,872.00       | 159,200.00        |
| 32        | 96,163.20        | 100,294.20       | 120,358.00       | 161,190.00        |
| 33        | 97,401.40        | 101,532.40       | 121,844.00       | 163,180.00        |
| 34        | 98,639.60        | 102,770.60       | 123,330.00       | 165,170.00        |
| 35        | 99,877.80        | 104,008.80       | 124,816.00       | 167,160.00        |
| 36        | 101,116.00       | 105,247.00       | 126,302.00       | 169,150.00        |