



BOARD HIGHLIGHTS

A Report of the FJC District Board of Trustees Meeting

Trustees Approve Salary Increases

Florida Junior College at Jacksonville's Board of Trustees unanimously approved salary increases for eligible faculty, career, and administrative employees during the Board's **August 24, 1983 Special Meeting**. The increases, which are effective July 1, 1983+, will be included in September 8 paychecks. The increase for faculty will be effective with the issuance of the 1983-84 contract.

Employees will receive a separate check covering back pay to July 1 and should expect to receive the check no later than September 30.

The salary increases include allowances for longevity, a general increase, and workload reduction. To be eligible for the longevity increase, the employee must have been employed by the College for a major portion of the previous work year as a full-time employee. Additionally, if the employee has reached the salary cap for the position's pay grade, the person will not be eligible for the longevity increase. The Personnel Office will send a status sheet to all employees showing the transition from the 1982-83 pay plan to the 1983-84 pay plan.

Administrators:

| | |
|---|-----|
| Longevity Increase | +2 |
| General Increase | +4 |
| Workload Reduction | -2* |
| Total Increase | 4% |
| *FY 84 Calendar change from 256 days to 251 days. | |

Faculty (170 days):

| | |
|---|-----|
| Longevity Increase | +2 |
| General Increase | +10 |
| Workload Reduction | -5* |
| Total Increase | 7% |
| *FY 84 Calendar change for Faculty on 180-day contract to 170-day contract. | |

Faculty (205 days):

| | |
|--------------------------|-----|
| Longevity Increase | +2 |
| General Increase | +10 |
| Workload Reduction | -0* |
| Total Increase | 12% |

*Faculty on a 205-day contract in 1982-83 will remain on a 205-day contract for 1983-84.

Faculty (220 days):

| | |
|---|-----|
| Longevity Increase | +2 |
| General Increase | +10 |
| Workload Reduction | -7* |
| Total Increase | 5% |
| *FY 84 Calendar change for Faculty on a 238-day contract for 1982-83 going to a 220-day contract for 1983-84. | |

Career:*

| | |
|--------------------------|------|
| Longevity Increase | +2 |
| General Increase | +6 |
| Workload Reduction | -2** |
| Total Increase | 6% |

*Permanent part-time employees shall be paid at the entry step of the pay grade which will result in a four percent salary increase. Any permanent part-time employee currently receiving a salary greater than the 1983-84 step for the position's pay grade will not receive a salary increase.

**FY 84 Calendar change from 256 days to 251 days.

Salary increases for administrators will range from two to four percent with career employee increases ranging from four to six percent. FJC faculty with a 170-day schedule will receive a five to seven percent increase; faculty on the 205-day schedule will receive a 10 to 12 percent increase; and faculty on the 220-day schedule will receive a three to five percent increase.

Additionally, the Board voted to approve the Salary Classification Index to establish salaries for full-time positions at the College for Fiscal Year 1984.

+Fund II employees will receive salary increases effective beginning with the first workday of their 1983-84 project work year.

Instructional Workload Defined

FJC's Trustees approved a revision to the Board Rule defining the instructional workload and professional responsibilities of full-time teaching

faculty. The revised Rule requires that full-time teaching faculty shall fulfill professional responsibilities of ten (10) unscheduled hours per week including, but not limited to, commitments to: class attendance and grading responsibilities; instructional materials and methods development; course and syllabus preparation; curriculum and course development/improvement; textbook and instructional materials revision and adoption; participation in unit, discipline and college-wide meetings, committees, and task forces; and College ceremony (convocation and commencement) participation.

In addition, full-time teaching faculty shall fulfill additional professional responsibilities within or outside of the ten (10) unscheduled hours per week for professional contributions to the College and in accordance with the faculty member's interests and abilities and the College's particular needs. Such professional contributions may include: professional growth and development; academic guidance and mentorship; student clubs and activities sponsorship; service to professional organizations, associations and advisory groups; community service; and inter/intra-campus communications.