



BOARD HIGHLIGHTS

A Report of the FJC District Board of Trustees Meeting

New Pay Plan Reviewed

The Florida Junior College at Jacksonville District Board of Trustees reviewed the 1984-85 Pay Plan during their JUNE 20, 1984 MEETING. The proposed plan, which the Trustees are expected to take action on during their June 27 meeting, addressed the recommendations of the college compensation committee. The plan includes proposed salary increases and establishes a new standard number of workdays in the workyear for all twelve-month employees.

FJC is now awaiting official word from the legislators regarding \$800,000 earmarked for salary increases. The total compensation package will cost approximately \$1.8 million. To supplement the legislative salary appropriation, FJC must utilize funds carried over from this fiscal year. If approved by the Board, salary increases will take effect September 16, 1984.

Faculty To Be Offered 205-Day Contract

Under the new plan, FJC faculty will receive an average raise of 3.9 percent. All full-time faculty shall be offered a standard 205-day contract, but may request and be offered a 170-day contract when the request meets the needs and best interests of the college. All full-time counselors, librarians, and coaches shall be offered a standard 220-day contract, but may request and be offered a 205-day or 170-day contract when the request meets the needs and best interests of the college.

FJC's continuing commitment to not decrease salaries when employees participate in an involuntary workload reduction is a major point in the new compensation package. The standard 205-day contract for teaching faculty is in response to declining student enrollment and the need to realign faculty workload.

Career employees will receive an average salary increase of 4.81 per-

cent, and along with administrative and professional staff, see a change in their workyear schedule. A standard 250-day workyear has been recommended to respond to the yearly changes in the Gregorian calendar due to leap year fluctuations and the beginning and ending days of each fiscal year.

Changes In Pay Grade Step System Revised

FJC employees will also see changes in the pay grade step system. Currently, the system includes a varying number of steps between pay grades for career employees. The new plan establishes equal increments between pay grades and provides for an equal range of salary steps for employees moving through the classification system. This revision means that employees who are currently at the minimum salary scale for their pay grade will experience an increase of from one to six steps to place them on the new scale. This will impact 146 of the 566 career employees.

Because the administrative and professional staff were on the same pay grade step system as the career employees, changes in the career pay grade entry and exit steps will also result in a revision of the pay grades for administrative and professional employees. Only seven of the 108 administrative/professional personnel will be impacted by this change. Administrative and professional employees will realize an average raise of 3.25 percent.

Long-Term Disability Insurance To Be Considered

As part of the new pay plan, FJC administration is recommending to the Board that approval for providing full-time employees with long-term disability insurance be considered. A full recommendation will be made to the

Board at its July 1984 meeting for approval October 1, 1984. If approved, the coverage will be of no cost to the employee. The benefit features a six-month waiting period and, following the waiting period, provides 60 percent of the monthly income up to \$3,500 a month to age 65. Enrollment for this benefit will take place this September.

Increase In Pay For Part-Time Instructors Reviewed

Also part of the pay plan is a \$1 per hour increase for non-college credit part-time instructors. Rank III instructors (those holding Bachelor degrees or the equivalent) will increase to \$10 per hour; Rank II (those holding Masters degrees) will increase to \$11 per hour; and Rank I (those holding Doctorate degrees) will increase to \$12 per hour.