**I. Leave payout for grant funded positions**

At a minimum in the name of equitable treatment of employees and in the spirit of making SF the employer of choice, the College should:

A. Moving forward, the College will request funding for leave pay out for all grant funded positions as part of money necessary to provide benefits for the position. This leave accrues if it’s not completely used in the year it is earned, therefore, for multi-year positions the value of the unused amount should be held in a separate & identifiable account and dispersed in the appropriate amount to pay the unused leave balances up to the maximum allowed by FL statute for FCS employees. The committee recognizes that if the employee moves to a non-grant funded position there may be a need to pay out the leave accumulated at the daily rate of pay of the salary earned in the last period of employment as a grant funded employee rather than at the daily rate of pay from the position the employee had at the time of separation from the College.

B. The College will fund the payment of leave pay out for all leave accumulated in grant funded positions prior to awarding of grants that include leave pay out for the position out of regular college funds.

**II. Protecting the value of A&P salaries**

To preserve the purchasing power of College employees and remain competitive with competing employers, the College will adjust A&P base salaries to account for the inflation rate as defined by the CPI since 2017. To avoid salary compression, the salaries of existing A&P employees will be adjusted by the same percentage. In keeping with previous S&B recommendations, if the effort to do this is prohibitively expensive in a single year, we ask that lower paid employees be adjusted first. We support similar recommendations for Career Service employees as made by CSC.

**III. Maintaining Equity in treatment of faculty salary while maximizing outside experience credit for new hires**

While the committee appreciates the progress the College will make in Spring 2024 in implementing the S&B recommendations for giving steps to faculty for years of full time teaching experience at regionally accredited institutions, part time teaching at Santa Fe, and industry experience, we ask that the College fully fund those recommendations. The recommendations were as follows:

A. 1 step for every year of full time teaching experience at a regionally accredited college or university and for K-12 teaching experience as 1:1 for high school dual enrollment faculty, and as 2:1 for all other faculty (2 years of experience = 1 step on the faculty table)

B. 48 credit hours of adjunct teaching at Santa Fe = 1 step on the faculty table

C. Non-teaching experience beyond what is required for credentialing will be awarded either as level 1 (directly related to teaching) or level 2 (helpful, but not as directly related) as discussed below.

A level one step is earned for approved experience if an employee was employed for one day more than half the duty days in an academic year as a full-time employee or 12-month fiscal year, as appropriate; a level two step is earned for approved experience if an employee was employed for one day more than the duty days in two academic years as a full-time employee or two 12-month fiscal years, as appropriate

Minor fractions of a year cannot be added to obtain experience credit on the salary schedule

Additional certificates, licenses, professional development, education, etc earned beyond that which is required for credentialing should also be vetted as non-teaching experience and awarded steps if relevant

Potential valuable non-teaching experience will be vetted by an ad hoc committee for each new hire. The ad hoc committee will be comprised of a faculty in the discipline or area, the chair or director or supervisor for that area, the AVP for that area, and a representative from HR. The faculty, chair/director/supervisor, and the AVP are responsible for evaluating the experience. The HR representative is responsible for ensuring the fairness and consistency of the process.

New hires should be placed on the faculty salary schedule with the same criteria for added steps as is being offered to full time faculty.

**IV. SF Experience based differential pay for part time faculty**

This should be based on the model used to pay

In an effort to reward loyalty and recognize the value of teaching experience part time faculty pay should be based on their rank.

Assistant Adjunct Professors should receive the base credit hour rate, (currently $810 per credit hour)

Associate Adjunct Professors should receive 1.06 the base credit hour rate

Full Adjunct Professors should receive 1.18 the base credit hour rate

Likewise, fulltime faculty pay for overloads should also be based on rank as described above.