

# Policy Manual



<b>Title:</b> Annual Adoption of the Salary Schedule	<b>Number:</b> 6Hx2-3.27
<b>Legal Authority:</b> Fla. Stat §1012.855	<b>Page:</b> Page 1 of 1

## GENERAL STATEMENT

The Broward College (the “College”) Consolidated Salary Schedule is established annually. The schedule for all full-time and part-time employees shall be submitted annually for review and adoption by the Board of Trustees. Once adopted, the schedule shall be the instrument used in determining the annual, monthly, biweekly, daily, or hourly compensation of employees. The salary schedule shall not discriminate on the basis of race, age, color, sex, national origin, religion, disability, marital status, sexual orientation, veteran status or other legally protected classes.

Occasionally, to meet the needs of the organization, additional full-time and part-time job classification plan and salary ranges may be developed as needed upon recommendation of the Vice President, Talent and Culture or his/her designee. All salary schedule changes will be submitted to the Board of Trustees for approval.

The President shall forward a copy of the official salary schedule with the annual budget when it is submitted to the Division of Florida Colleges. The Board shall report to the State Board of Education, Florida Colleges on or before March 15 of each year the results of its program to eradicate any known discrimination on the basis of race, color, age, national origin, religion, gender, marital status, sexual orientation, veteran status or disability or other legally protected classes in the granting of salaries to employees.

## THE POLICY and THE FACULTY and STAFF

By providing and maintaining an annual salary schedule, the College seeks to enhance the recruitment and retention of diverse and talented employees in support of the College’s mission and goals.

## IMPLEMENTATION and OVERSIGHT

The Vice President, Talent and Culture has responsibility for the implementation and oversight of this policy.

## VIOLATION OF POLICY

Policy violations and Reconsideration Requests will be investigated by the Vice President, Talent and Culture and/or his/her designee. Violations of this policy may result in disciplinary action up to and including termination.

<b>History:</b> Revised on December 1, 2009, revised on September 25, 2012; revised February 07, 2023			
<b>Approved by the Board of Trustees</b>	<b>Date:</b> 02/07/2023	<b>President’s Signature</b> 	<b>Date:</b> 02/07/2023